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Cree Nation Government  
Gouvernement de la Nation Crie









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Gaston Cooper

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## Message from the GRAND CHIEF/CHAIRMAN

Dr. Matthew Coon Come

It is my pleasure to report to the members of the Cree Nation on the achievements of our Nation during the 2015-16 fiscal year.

This year marked the 40<sup>th</sup> anniversary of the signature of our Treaty—the *James Bay and Northern Quebec Agreement*, and provided us with an opportunity to review our achievements over that period of time, to appreciate how far we have come as a Nation, and to look forward to see what remains yet to be done.

### 40<sup>TH</sup> ANNIVERSARY CELEBRATION

The celebration of the 40<sup>th</sup> anniversary of the signing of the JBNQA was a very moving event. We had the opportunity to see and hear from many of our people who were involved in the negotiations of our Treaty and it was a fitting opportunity to acknowledge and express our gratitude (pg. 58). Our last 40 years have been unprecedented and remarkable. Our achievements were made possible by staying firmly committed to our belief that our Cree rights are at the forefront of our actions as a Nation, and we have remained insistent that it is possible to have our rights recognized and translated into tangible benefits for our people.

Our celebration reminded us about the basic foundation, and the bedrock, of the Cree Nation—the land. The land remains, and will always remain, the central characteristic and the anchor of who we are as a People. Everything in Eeyou-Eenou Istchee derives from that connection. Some people call that connection “fundamental”, some call it “foundational”, and some call it “sacred”. Whatever we call it, it is that connection that has defined us, and which will guide us as we imagine the kind of future that we want for our future generations.

Since the signing of the *James Bay and Northern Quebec Agreement*, our challenge has been to find that delicate balance between the protection of our environment in order to preserve our traditional way of life, and the ability to develop the natural resources within our traditional territory for the use and the benefit of our people and our communities. This is really what sustainable development is all about and this will continue to be our challenge.

Our lives as a People have always been defined by our relationship with the land, and that will continue to be the case. There will undoubtedly always be a significant segment of our population that will continue to pursue the traditional Cree way of life. At the same time, there will be other ways in which the land and its resources will continue to sustain us, and this will involve resource development. In either case, our connection with the land, and the ability of the land to provide for the current gen-

eration and for the generations to come, will be central to our collective identity as Eeyouch/Eenouch.

As a result of the struggles and the achievements that we have realized, we have established effective local and regional governments. It is through these governance institutions that we have made ourselves the decision-makers in striking that balance between the traditional way of life and involvement in a modern economy. It is we, ourselves, who will decide what constitutes the right balance and the right mix. We can make our own decisions about our future and about the land.

Celebrations like this encourage us to map out a future for the Cree Nation in such a way so that the people in our communities at the local level, as well as those involved in our regional entities, can all see their reflections in a prosperous and optimistic future. It is my hope that we can continue on our journey of nation-building and that we can look forward to many more such milestones when we have ever new and ever more remarkable achievements to celebrate.

### CAPACITY BUILDING

To take full advantage of all the opportunities within Eeyou Istchee for the creation of future employment, we need to prepare our people. This is why I have been saying for a long time that capacity-building is among our highest priorities. And by extension, it is our youth who we must focus on to develop the skills to take the jobs that are available within the region in the area of resource development and other kinds of development; developments which are now, and which will be, part of our future landscape. I cannot overstate the importance of this for our future. We will be continuing with our capacity-building initiative in order to drive this message home to our youth. If we are successful in doing all of these things, our economic future will be a bright one, filled with opportunities and successes.

In that same spirit, we should all be very proud of our graduates from a wide range of educational and training initiatives (pg. 76) during this past fiscal year. I would like to acknowledge our graduates from police training (pg. 69), from firefighting training (pg. 102), our children who have graduated from their primary and secondary schooling, and the many Cree individuals who have sought and succeeded in a large number of training courses to prepare themselves for future employment.

All of these individuals, in their own ways, have made important contributions to the building of the Cree Nation, while at the same time contributing to the quality of life in their families and in their communities.



The land remains, and will always remain, the central characteristic and the anchor of who we are as a People. Everything in Eeyou-Eenou Istchee derives from that connection.

## CONTINUING TO DEFEND OUR RIGHTS

We have learned over the course of the last four decades that we can never take our achievements for granted. We have learned that we must always remain vigilant to ensure that our gains will not be diminished or rolled back. For this reason we continue to push for the recognition of our rights, as well as the rights of our Indigenous brothers and sisters throughout Canada and internationally. By keeping Indigenous rights front-and-center in our priorities we ensure the continued growth and development of the Cree Nation.

### Cree Harricana Land Claim (Ontario)

In November 2015, we authorized a new proceeding to commence in the Ontario Superior Court (pg. 31) against the Federal Government and the Ontario Government to obtain recognition of the Cree Nation's aboriginal title and aboriginal rights to lands situated in Ontario, which form part of the traditional territory of the Cree Nation of Eeyou Istchee.

These proceedings are a continuation of the claims relating to Ontario lands that were first mentioned in the Coon Come proceedings, which were first filed in 1989, and which also included claims related to our traditional territory located in the off-shore region in James Bay and Hudson Bay, and in Ontario and Labrador. We are now continuing that part of the court action involving our territory located in Ontario.

The basis of our claim is that the traditional territory of the Cree Nation includes lands that are located in what is now Ontario. As a result of our historic use and occupation of these lands, we possess existing aboriginal rights and title, on a shared basis with other aboriginal peoples, over these lands. Our rights and title over these lands have never been dealt with in any treaty or agreement.

This claim has now been filed before the court.

## United Nations Declaration on the Rights of Indigenous Peoples

In order to continue to promote and advocate for the advancement of Indigenous rights, I have supported a private member's bill (pg. 53), which was presented to Parliament in April 2016 by NDP MP Romeo Saganash. The bill calls for a full and comprehensive implementation of the *United Nations Declaration on the Rights of Indigenous Peoples*.

The first test of the Government's commitment to establishing a new relationship between Canada and its indigenous peoples came with the first Trudeau budget. In that budget, \$8.4 billion has been committed to addressing a wide range of needs in Indigenous communities. This was a positive signal.

As important as these financial commitments are, the real test of the commitment to bring about the fundamental and long-lasting change, which is required to address the unacceptable living conditions in most Indigenous communities, will also require legislative initiatives and measures which give expression to a full and comprehensive implementation of the *UN Declaration*. What is required is a fundamental structural shift, and this shift will only occur through special and unique legislation.

A legislative framework for implementing the *UN Declaration* would affirm its central significance in the process of national reconciliation. Such implementation would highlight the importance of harmonizing federal laws consistent with the *UN Declaration*. Implementation of the *United Nations Declaration* was included in the "Call to Action" in the Report of the Truth and Reconciliation Commission.

We will continue to support efforts to ensure the proper implementation by Canada of the *UN Declaration*. The *Declaration* lays out a framework and a path for redressing the historic injustices suffered by Indigenous peoples, and if implemented properly, can lay the foundation for the elimination of poverty, dispossession, and the kinds of intolerable living conditions that produce epidemic suicides among our youth. This bill provides the opportunity to do this.



## Baril-Moses Agreement

I am pleased to report that we have successfully concluded an agreement to resolve the difficulties related to the implementation of the Baril-Moses agreement (pg. 50), and in doing so, we have also extended protective measures for parts of the Broadback rivershed.

This new agreement arose out of the efforts by the parties to enter into discussions in an attempt to resolve this matter out of court. Our Cree representatives—Bill Namagoose and Abel Bosum—were in intensive discussions with Mr. Lucien Bouchard, who was appointed by Premier Couillard to negotiate a solution.

In the Baril-Moses agreement, Quebec made a commitment to acknowledge Cree rights in an area outside the boundaries of the *James Bay and Northern Quebec Agreement*. After several years of discussions and negotiations with Quebec, we arrived at an agreement that not only reinforced the acknowledgment of Cree rights in the original agreement, but also expanded the range of protected areas within Eeyou Istchee. This was another victory for the Cree Nation.

## Supreme Court Decision Regarding Métis and Non-Status Indians

The Supreme Court of Canada recently declared that Métis and non-Status Indians were “Indians” under Canada’s *Constitution Act*, and thereby eligible for the same range of benefits.

The Cree Nation congratulates the Métis and Non-Status Indians for their historic victory expressed in the Supreme Court judgment. They can now take their rightful place in the governance landscape of Canada. While applauding this victory, the Cree Nation of Eeyou Istchee also issues a note of caution to the Government of Canada.

The acknowledgment of “Indian” status for the Métis and Non-Status Indians will require creativity on the part of the Government of Canada in addressing the consequences of this ruling by the Supreme Court. That creativity will need to be based on certain fundamental and bedrock principles. In particular, the tangible incorporation of these groups as “Indians” cannot impinge upon, nor negatively affect, the rights and titles already established, recognized and acknowledged with respect to pre-decision “Indians”.

Any measures dealing with access to, title to, or rights to lands and natural resources cannot alter existing treaties, agreements, claims or other arrangements. These will need to be negotiated with the Métis and Non-Status Indians as entirely new arrangements and may require the setting aside of additional lands not already set aside for “Indians”.

Similarly, the requirement now to treat Métis and Non-Status Indians as “Indians” cannot have detrimental impacts on the financial obligations and arrangements currently in place with pre-decision “Indian” groups and

communities. Again, entirely new and supplementary financial arrangements will need to be developed and implemented.

The judgment of the Supreme Court must be interpreted in such a way, and must be implemented in such a way, as to add to the obligations and responsibilities of the Government of Canada. The Government of Canada cannot implement specific measures related to the recognition of Métis and Non-Status Indian rights in a way that subtracts or takes away from the Government’s obligations towards pre-decision “Indians”.

We must, and will, remain vigilant to ensure that these principles are respected and adhered to.

## DEFENDING OUR WOMEN

It is very saddening, when we have worked so hard over the last number of years to improve relations with Quebec, and to develop mutually respectful attitudes and practices together with our neighbours in the region which demonstrate inclusiveness and a desire for harmonious relations, that we encountered the difficult situation in Val d’Or (pg. 34) with very serious allegations of sexual abuse toward Indigenous women on the part of the SQ. It has been a reminder that although we can all make commitments and pronouncements about “new eras” and “new beginnings”, the more difficult task of changing attitudes and moving beyond old ways of thinking is a longer process, and we need to keep in mind that sometimes progress in these areas is slower than we would like.

As a result of our intervention and our support of Indigenous women in the region, the Val d’Or City Council passed a resolution committing the city to become a member of the Canadian Coalition of Municipalities Against Racism and Discrimination. They also passed a resolution calling on the Government of Quebec to establish a provincial Commission of Inquiry into discrimination and racism in the public security forces and the justice system in Quebec. The city has put into place some new initiatives to bring about change in the relationship between the city’s population and Indigenous peoples of the region. These initiatives include such things as diversity campaigns, cultural awareness sessions, and a review of the city’s policies.

We welcome these announcements and applaud the initiatives. However, these initiatives alone will not resolve the underlying systemic issues that have come to light in recent months. It is precisely because the problem is systemic that it is not just Val d’Or’s problem. Therefore, Quebec will need to demonstrate the same kind of willingness to address the underlying issues.

I am of course looking forward to continuing to ensure that the issues surrounding the Val d’Or revelations are dealt with in a manner that is respectful of the women who have come forward and that is respectful of the many



missing and murdered Indigenous women. I will continue to carefully monitor the provincial inquiry, which will need to honestly address the issues that have come to light. I will also keep a close eye on the developments related to the National Inquiry on Missing and Murdered Indigenous Women. I have made a commitment to Indigenous women and I will keep that commitment.

## **EYYOU ISTCHEE JAMES BAY REGIONAL GOVERNMENT**

### **Review of By-laws**

As required by our *Governance Agreement* (pg. 32), all the existing by-laws in place from the jurisdiction of the Municipalité de la baie james (MBJ) are being reviewed in order to determine which by-laws are still applicable, which need to be revised and which need to be eliminated entirely. This review process is still ongoing, and when completed, will result in a more relevant and effective governing system, which will reflect the realities and the composition of the new Eeyou Istchee James Bay Regional Government.

### **Alternating Leadership**

In accordance with our *Governance Agreement*, we on the Cree side have assumed responsibility for the chairmanship of the Regional Government. We look forward to this being an opportunity for us to deepen our relationships with our neighbours, while at the same time developing important experience in directing the activities of our Regional Government in collaboration with the Chiefs and Mayors who comprise it.

I also look forward to the chairmanship of the Regional Government during this phase of the alternation of chairmanship between a representative of the Cree Nation and Jamésiens. It is an honour for me to assume the chair for the next two years and to continue the work of the Regional Government for the benefit of everyone who resides within Eeyou Istchee.

## **CHANGE IN FEDERAL GOVERNMENT: WHAT WILL IT MEAN?**

Whenever there is a change in government leadership that comes with positive signals about the way in which Indigenous issues will be dealt with, it is positive for the Cree people. The new Prime Minister, Justin Trudeau (pg. 25), has sent a number of these positive signals. He has talked about his willingness to fully adopt the *UN Declaration on the Rights of Indigenous Peoples*, he has stated his desire to implement all of the 94 recommendations in the Report of the Truth and Reconciliation Commission, and he has announced the establishment of a National Inquiry into Missing and Murdered Indigenous Women. These are all very positive signs for Indigenous peoples across the country and we will

see if that same spirit of openness and commitment will translate into positive actions and initiatives that provide benefits for Indigenous communities. And, of course, we will continue to monitor the new government to ensure that same spirit will enter into our own dealings with the Federal Government related to respect for our Treaty, and on specific issues that are still outstanding.

## **LOOKING FORWARD**

### **Housing**

I am looking forward to the development of a Cree Nation approach (pg. 104) to housing for our people. We will be talking a lot in the next year about the housing situation in our communities, including what to do to address the unacceptable backlog of housing, as well as what to do with our current housing needs. There are many aspects of the health of our people that are related to housing issues. Overcrowding and its consequences have an impact on a wide range of health concerns as well as social issues. This area must, and will, become of uppermost importance in our minds over the next year. We will be coming forward with some new initiatives over the next year to begin to address this issue.

This has, as everyone knows, been a growing problem for our communities, and I look forward to presenting a major initiative in this area. I hope to have something to announce in this coming year.

### **Continuing emphasis on capacity-building**

We will be continuing the work of the Roundtable on Capacity-Building (pg. 76) to develop initiatives resulting in greater engagement by our youth in carrying out our mission of building the Cree Nation. We will continue to identify approaches to encourage our youth to undertake education programs that are related to the real developments taking place within Eeyou Istchee (pg. 83), and the real employment opportunities throughout the region. This has been, and will continue to be, a major priority of the Cree Nation.

### **Continuing to protect indigenous rights internationally**

The Final Report of the Truth and Reconciliation Commission contained 94 recommendations on concrete actions that could begin to bring about genuine reconciliation (pg. 54) between Indigenous peoples and Canadian society. Among these recommendations was the call for Canada to implement the *United Nations Declaration on the Rights of Indigenous Peoples*.

I am pleased that the Grand Council of the Crees has been instrumental in the initial drafting of the *Declaration* and has been active ever since its creation in working to have it implemented. We will continue these efforts, as well as remain involved in ongoing work to bring about





the implementation of the full 94 recommendations, so that the beginnings of authentic reconciliation can occur, and so that we can both improve the lives of Indigenous peoples, as well as ensure that the survivors of the residential school system can obtain some comfort in knowing that their suffering was not in vain.

### Washaw Sibi

The Cree Nation has recognized Washaw Sibi as the tenth Cree community. We have continued to support Washaw Sibi's efforts to fulfill their vision of having their own Cree community where they will not fear the loss of the Cree language and culture, and where they will be able to receive all the benefits that are received by our people in the other communities. The people of Washaw Sibi have experienced successive challenges related to the selection of a site for the new community. They are currently in the next, and hopefully final stage in the selection of a site, which will be acceptable to their members and free from the obstacles that they have been encountering thus far.

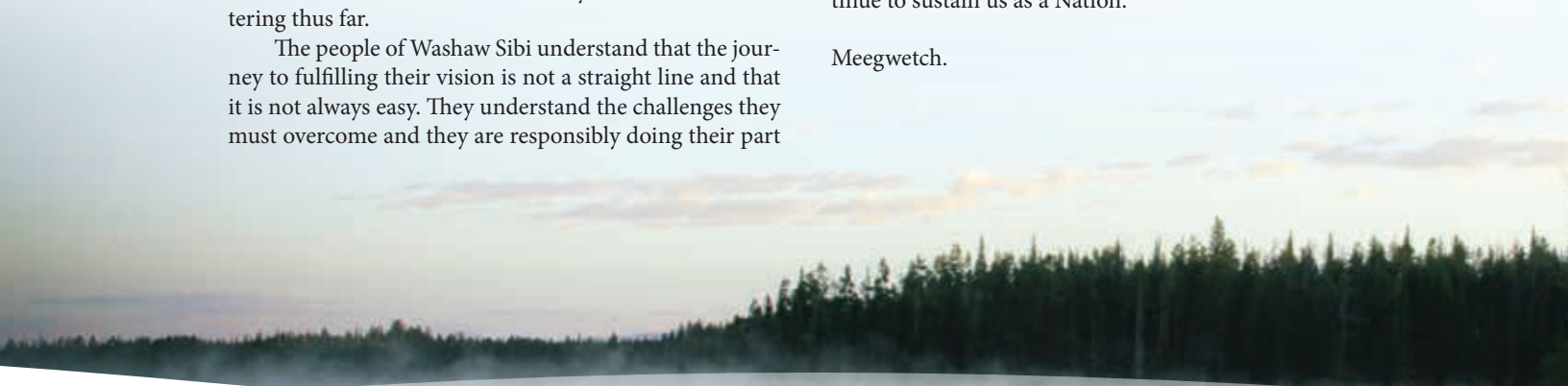
The people of Washaw Sibi understand that the journey to fulfilling their vision is not a straight line and that it is not always easy. They understand the challenges they must overcome and they are responsibly doing their part

to address them. We know that they will be sustained in the knowledge that the Cree Nation continues to support them, and we will continue to provide assistance as they move closer to realizing their dream.

### CLOSING REMARK

We are currently actively preparing for the 2016 Annual General Assembly for the Cree Nation of Eeyou Istchee. The theme for this year's AGA will be about the land and our connection to the land. It is always appropriate for us to remember, reflect upon, and become grounded in, our historic and cultural ties to our land. The land has been the foundation of who we are as a people, and that connection has guided us well in the course of our struggles and our achievements throughout our history. May our connection to the land continue to guide us, may our connection to the land continue to inform our decisions, and may we be secure in the knowledge that the land has always sustained us, and will continue to sustain us as a Nation.

Meegwetch.





## MESSAGE DU GRAND CHEF/PRÉSIDENT

D<sup>r</sup> Matthew Coon Come

C'est un plaisir pour moi de présenter aux membres de la Nation crie nos réalisations pour l'exercice financier 2015-2016.

Cette année marquait le 40<sup>e</sup> anniversaire de la signature de notre traité, la *Convention de la Baie-James et du Nord québécois*, ce qui nous a donné l'occasion de faire le bilan de nos réalisations depuis et d'apprécier tout le chemin que nous avons parcouru en tant que nation. Toutefois, il reste encore beaucoup à faire.

### CÉLÉBRATION DU 40<sup>E</sup> ANNIVERSAIRE

La célébration du 40<sup>e</sup> anniversaire de la signature de la *CBJNQ* fut très émouvante. Nous avons eu l'occasion de voir et d'entendre de nombreux membres de notre peuple ayant pris part aux négociations de notre traité et en avons profité pour leur exprimer notre reconnaissance et notre gratitude (p. 58). Les 40 dernières années ont été remarquables et sans précédent. Nos réalisations n'ont été possibles qu'en demeurant fermement convaincus que les droits des Cris sont au cœur de nos gestes en tant que nation, tout en insistant constamment sur le fait qu'il est possible que nos droits soient reconnus et se traduisent en avantages tangibles pour notre peuple.

Notre célébration nous a rappelé la base et le fondement de la Nation crie, à savoir la terre. La terre demeure, et demeurera, la caractéristique principale et le point d'ancrage de notre identité en tant que peuple. Tout ce qui constitue Eeyou-Eenou Istchee provient de ce lien. Certaines personnes qualifient ce lien de « fondamental », d'autres de « sacré ». Quoi qu'il en soit, ce lien nous définit et nous guidera pour forger l'avenir que nous voulons pour nos générations futures.

Depuis la signature de la *Convention de la Baie-James et du Nord québécois*, notre défi a été de trouver l'équilibre délicat entre la protection de notre environnement de façon à préserver notre mode de vie traditionnel, et la capacité à développer les ressources naturelles au sein de notre territoire traditionnel de façon à ce que notre peuple et nos communautés puissent les utiliser et en bénéficier. C'est l'essence même du développement durable et de notre défi.

La vie de notre peuple se définit depuis toujours par la relation que nous entretenons avec la terre, et ce sera toujours le cas. Il y aura sans aucun doute toujours un important segment de notre population qui assurera la pérennité du mode de vie cri traditionnel. D'un autre côté, il y aura d'autres façons dont la terre et ses ressources continueront de nous sustenter, notamment par le développement des ressources. Quoi qu'il en soit, notre

relation avec la terre et la capacité de cette dernière à subvenir aux besoins de la génération actuelle et des générations futures sera essentielle à notre identité collective en tant que Eeyouch/Eenouch.

Nos accomplissements et les épreuves que nous avons surmontées nous ont permis de mettre sur pied des gouvernements local et régional efficaces. C'est grâce à ces institutions de gouvernance que nous sommes devenus des décideurs dans la recherche de cet équilibre entre le mode de vie traditionnel et la participation à l'économie moderne. C'est nous, et nous seuls qui déciderons de ce qu'est l'équilibre parfait. Nous sommes en mesure de prendre nos propres décisions concernant notre avenir et la terre.

De telles célébrations nous encouragent à tracer l'avenir de la Nation crie de façon à ce que les membres de nos communautés locales, ainsi que ceux œuvrant au sein d'entités régionales, s'approprient un avenir optimiste et prospère. J'ai espoir que nous pourrions poursuivre notre cheminement visant à construire notre nation et qu'en core de nombreuses autres réalisations toujours plus remarquables les unes que les autres nous attendent..

### RENFORCEMENT DES CAPACITÉS

Afin de tirer pleinement avantage de toutes les occasions offertes à Eeyou Istchee en matière de création d'emplois, nous devons préparer notre peuple. C'est pourquoi je répète depuis longtemps que le renforcement des capacités est l'une de nos principales priorités. Et, par extension, nous devons mettre l'accent sur nos jeunes afin qu'ils acquièrent les compétences nécessaires pour obtenir un emploi, notamment dans le domaine du développement des ressources, à court et à long terme. Je ne saurais trop insister sur l'importance de cette mesure pour notre avenir. Nous poursuivrons le renforcement de nos capacités afin que nos jeunes comprennent le message. Si nous y parvenons, notre avenir économique sera brillant, et source d'opportunités et de succès.

Dans le même esprit, nous pouvons tous être fiers des nouveaux diplômés des différents programmes d'éducation et de formation (p. 76) du dernier exercice financier. J'aimerais également reconnaître nos policiers (p. 69) et pompiers diplômés (p. 103), les enfants ayant terminé leurs études primaires et secondaires, ainsi que les nombreux Cris ayant réussi un cours de formation visant à les préparer à l'emploi.

Tous autant qu'ils sont, à leur façon, ont fait progresser la Nation crie, tout en contribuant à la qualité de vie de leur famille et de leur communauté.





## CONTINUER À DÉFENDRE NOS DROITS

**A**u cours des quatre dernières décennies, nous avons appris qu'il ne faut jamais tenir pour acquises nos réalisations. Nous avons également appris qu'il faut demeurer vigilant afin de préserver l'intégralité de nos gains. C'est pourquoi nous continuons d'insister sur la reconnaissance de nos droits, ainsi que ceux de nos frères et sœurs autochtones à l'échelle du Canada et du monde. En gardant les droits des Autochtones au cœur de nos priorités, nous assurons la croissance et le développement continus de la Nation crie.

### Revendication territoriale cri de l'Harricana (Ontario)

En novembre 2015, nous avons autorisé l'introduction d'une nouvelle instance contre le gouvernement fédéral et le gouvernement de l'Ontario devant la Cour supérieure de l'Ontario (p. 31) afin d'obtenir la reconnaissance du titre ancestral et des droits ancestraux de la Nation crie sur les terres situées en Ontario, qui font partie du territoire traditionnel de la Nation crie d'Eeyou Istchee.

Cette instance s'inscrit dans les revendications territoriales des terres de l'Ontario mentionnées d'abord dans les procédures Coon Come et introduites à l'origine en 1989, et qui incluaient également les revendications relatives à notre territoire traditionnel situé dans la région

extracôtière de la baie James et de la baie d'Hudson, ainsi qu'en Ontario et à Terre-Neuve-et-Labrador. Nous reprenons maintenant cette partie de la poursuite en justice concernant notre territoire situé en Ontario.

Nos revendications sont fondées sur le fait que le territoire traditionnel de la Nation crie inclut les terres qui sont situées à l'endroit où se trouve aujourd'hui l'Ontario. En raison de notre utilisation et occupation historiques de ces terres, nous en possédons le titre et les droits ancestraux existants, conjointement avec les autres peuples autochtones. De plus, notre titre et nos droits sur ces terres n'ont jusqu'à maintenant fait l'objet d'aucun traité ou accord.

Cette revendication a été déposée auprès du tribunal.

### Déclaration des Nations Unies sur les droits des peuples autochtones

Afin de continuer de promouvoir et de défendre l'avancement des droits des Autochtones, j'ai appuyé un projet de loi (p. 53) qui a été soumis au Parlement en avril 2016 par le député néo-démocrate Romeo Saganash. Ce projet de loi demande l'application générale et intégrale de la *Déclaration des Nations Unies sur les droits des peuples autochtones*.

L'engagement du gouvernement visant à établir une nouvelle relation entre le Canada et ses peuples autoch-



# La terre demeure, et demeurera, la caractéristique principale et le point d'ancrage de notre identité en tant que peuple. Tout ce qui constitue Eeyou-Eenou Istchee provient de ce lien.

tones a été mis à l'épreuve avec le premier budget Trudeau. Dans ce budget, 8,4 milliards de dollars ont été prévus pour répondre aux nombreux besoins des communautés autochtones. Il s'agit là pour nous d'un signe positif.

Aussi importants que ces engagements financiers puissent être, le véritable test consiste à apporter des changements fondamentaux et durables; changements qui, accompagnés d'initiatives et de mesures législatives, sont nécessaires pour remédier aux conditions de vie inacceptables de la plupart des communautés autochtones et permettre l'application générale et intégrale de la *Déclaration des Nations Unies sur les droits des peuples autochtones*.

Un cadre législatif pour l'application de cette Déclaration affirmerait son importance fondamentale dans le processus de réconciliation nationale. Une telle application soulignerait l'importance d'harmoniser les lois fédérales aux articles de la Déclaration. D'ailleurs, la mise en œuvre de la Déclaration a été incluse dans le rapport *Commission de vérité et réconciliation du Canada : Appels à l'action*.

Nous continuerons à soutenir les efforts visant à assurer l'application adéquate de la Déclaration par le Canada. D'ailleurs, cette Déclaration définit un cadre et la voie à suivre pour redresser les injustices historiques subies par les peuples autochtones. Le succès de sa mise en œuvre pourrait contribuer à jeter les fondements de l'éradication de la pauvreté, de la dépossession et des conditions de vie intolérables responsables de l'épidémie de suicides chez nos jeunes. C'est ce que ce projet de loi nous permettra de faire.

## Entente Baril-Moses

Je suis heureux de vous informer que nous avons conclu une entente visant à résoudre les difficultés relatives à l'application de l'entente Baril-Moses (p. 50) et, par le fait même, avons étendu les mesures de protection pour certaines parties du bassin versant Broadback.

Cette nouvelle entente résulte des efforts des parties d'amorcer des discussions en vue de résoudre cette affaire à l'amiable. Nos représentants cris, à savoir Bill Namagoose et Abel Bosum, ont pris part à des discussions intensives avec M. Lucien Bouchard, qui a été désigné par le premier ministre Couillard pour négocier une solution.

Dans le cadre de l'entente Baril-Moses, le Québec s'est engagé à reconnaître les droits des Cris dans une région située à l'extérieur des limites définies par la *Convention de la Baie-James et du Nord québécois*. Après plusieurs années de discussions et de négociations avec Québec, nous en sommes arrivés à une entente qui non seulement renforce la reconnaissance des droits des Cris stipulés dans l'entente initiale, mais qui étend également les régions protégées au sein d'Eeyou Istchee. Il s'agit là d'une autre victoire pour la Nation crie.

## Décision de la Cour suprême au sujet des Métis et des Indiens non inscrits

La Cour suprême du Canada a récemment déclaré que les Métis et les Indiens non inscrits étaient reconnus comme des « Indiens » en vertu de la Loi constitutionnelle du Canada, les rendant ainsi admissibles aux mêmes avantages.

La Nation crie félicite les Métis et les Indiens non inscrits pour cette victoire historique exprimée dans le jugement de la Cour suprême. Ils pourront désormais prendre la place qui leur revient dans le paysage de gouvernance du Canada. Bien qu'elle accueille favorablement cette victoire, la Nation crie d'Eeyou Istchee souhaite également mettre en garde le gouvernement du Canada.

La reconnaissance du statut « d'Indien » pour les Métis et les Indiens non inscrits exigera du gouvernement du Canada une certaine créativité pour faire face aux conséquences de cette décision de la Cour suprême. D'ailleurs, cette créativité devra reposer sur certains principes fondamentaux de base. En particulier lorsqu'il s'agit de



l'incorporation tangible de ces groupes « d'Indiens » sans empiéter ni affecter négativement les droits et les titres déjà établis et reconnus aux Indiens préalablement à la décision.

Toutes les mesures portant sur l'accès aux terres et aux ressources naturelles, aux titres ou aux droits ne peuvent en aucun cas modifier les traités, les ententes, les revendications et tout autre accord existant. Elles devront à nouveau faire l'objet de négociations avec les Métis et les Indiens non inscrits afin de conclure de nouvelles ententes et pourraient nécessiter la mise de côté de terres additionnelles pour les « Indiens ».

De même, l'exigence de considérer désormais les Métis et les Indiens non inscrits comme des « Indiens » ne doit pas être préjudiciable aux obligations et aux dispositions financières touchant les groupes et les communautés « d'Indiens », et entrées en vigueur préalablement à la décision. D'ailleurs, de nouvelles ententes financières devront être conclues et mises en œuvre.

Le jugement de la Cour suprême doit être interprété, et appliqué, de façon à ajouter aux obligations et aux responsabilités du gouvernement du Canada. Ce dernier ne peut pas mettre en œuvre des mesures spécifiques à la reconnaissance des droits des Métis et des Indiens non inscrits de façon à décharger le gouvernement de ses obligations à l'égard des « Indiens » préalables à la décision.

Nous devons être et demeurer vigilants afin de nous assurer que ces principes sont respectés.

## DÉFENDRE NOS FEMMES

Après avoir travaillé si fort au cours des dernières années pour améliorer les relations avec Québec et pour adopter une attitude de respect mutuel avec nos voisins de la région afin de témoigner de notre inclusivité et de notre désir d'entretenir des relations harmonieuses, il est attristant de constater le climat difficile qui règne à Val-d'Or (p. 34) où de très sérieuses allégations d'abus sexuel de la part des membres de la Sûreté du Québec à l'égard des femmes autochtones ont été soulevées. Cela nous rappelle que malgré les engagements et les déclarations de « nouvelles ères » et de « nouveaux départs », changer les attitudes et les mentalités est un processus long et ardu, et nous devons garder à l'esprit que les progrès dans ce domaine sont parfois plus lents que nous le souhaiterions.

Grâce à notre soutien et à notre intervention auprès des femmes autochtones de la région, le conseil municipal de Val-d'Or a adopté une résolution engageant la Ville à devenir membre de la Coalition canadienne des municipalités contre le racisme et la discrimination. Il a également adopté une résolution réclamant du gouvernement du Québec la mise sur pied d'une commission d'enquête provinciale sur la discrimination et le racisme au sein des forces de sécurité publique et du système de justice au Québec. La Ville a mis en place de nouvelles initiatives visant à changer la nature des relations entre la population de la ville et les peuples autochtones de la région. Ces initiatives incluent notamment des campagnes sur la

diversité, des séances de sensibilisation culturelle et une révision des politiques municipales.

Nous accueillons chaleureusement ces annonces et applaudissons ces initiatives. Toutefois, ces mesures à elles seules ne suffiront pas à résoudre les problèmes systémiques sous-jacents ayant été mis en lumière au cours des derniers mois. Et c'est justement parce que les problèmes sont systémiques et qu'ils ne se limitent pas à Val-d'Or. Par conséquent, Québec devra faire preuve de la même volonté pour les régler.

Bien sûr, je veillerai à m'assurer que les problèmes entourant les révélations de Val-d'Or sont traités de manière respectueuse pour les femmes autochtones qui se sont manifestées ainsi que pour celles qui sont disparues ou ont été assassinées. Je continuerai de suivre attentivement l'enquête provinciale qui devra traiter de manière honnête les problèmes ayant été dévoilés au grand jour. Je surveillerai également de près les développements concernant l'enquête nationale sur les femmes et les filles autochtones disparues et assassinées. Je me suis engagé auprès des femmes autochtones, et je respecterai cet engagement.

## GOVERNEMENT RÉGIONAL D'EYYOU ISTCHEE BAIE-JAMES

### Examen des règlements administratifs

Comme l'exige notre entente sur la gouvernance (p. 32), tous les règlements administratifs actuellement en vigueur dans la Municipalité de Baie-James (MBJ) font l'objet d'un examen afin de déterminer lesquels demeurent applicables, lesquels doivent être révisés et lesquels doivent être abolis. Ce processus d'examen est toujours en cours et, une fois terminé, aboutira à un système de gouvernance plus pertinent et efficace, qui sera le reflet des réalités et de la composition du nouveau gouvernement régional d'Eeyou Istchee Baie-James.

### Présidence en alternance

Conformément à notre entente sur la gouvernance, nous les Cris avons assumé la responsabilité de la présidence du gouvernement régional. Nous sommes reconnaissants de l'occasion qui nous a été donnée de consolider les relations avec nos voisins tout en acquérant de l'expérience dans la direction des activités de notre gouvernement régional en collaboration avec les Chefs et les maires qui le composent.

Je suis également impatient d'assurer la présidence du gouvernement régional pendant cette phase d'alternance de la présidence entre un représentant de la Nation crie et un Jamésien. C'est un honneur pour moi de siéger pour les deux prochaines années afin de continuer le travail du gouvernement régional au bénéfice de tous les résidents d'Eeyou Istchee.



## CHANGEMENT AU SEIN DU GOUVERNEMENT FÉDÉRAL : EN QUOI CONSISTE-T-IL?

Chaque fois qu'un changement de gouvernement est accompagné de signaux positifs sur la façon dont les problèmes autochtones seront abordés, c'est un pas dans la bonne direction pour le peuple cri. Le nouveau premier ministre Justin Trudeau (p. 25) a d'ailleurs envoyé plusieurs de ces signaux positifs. Il a fait part de sa volonté d'adopter dans son intégralité la *Déclaration des Nations Unies sur les droits des peuples autochtones*, il a exprimé son désir d'appliquer les 94 recommandations qui figurent dans le rapport de la Commission de vérité et réconciliation, en plus d'annoncer la tenue d'une enquête nationale sur les femmes et les filles autochtones disparues et assassinées. Il s'agit là de signes très positifs pour les peuples autochtones à l'échelle du pays et nous verrons si ce même esprit d'ouverture et d'engagement se traduira par des mesures et des initiatives positives dont les communautés autochtones pourront bénéficier. Et, bien sûr, nous continuerons de surveiller le nouveau gouvernement afin de nous assurer qu'il fera preuve de la même ouverture dans le cadre de nos négociations avec le gouvernement fédéral concernant le respect de notre traité, et les problèmes spécifiques qui ne sont toujours pas résolus.

## SE TOURNER VERS L'AVENIR

### Logement

Je suis impatient de prendre part à l'élaboration d'une approche cri (p. 104) aux problèmes de logement de notre peuple. Au cours de la prochaine année, nous discuterons beaucoup de la situation du logement dans nos communautés, y compris de ce que nous devons faire pour régler le problème du manque de logement et répondre aux besoins actuels dans ce domaine. De nombreux aspects de la santé de notre peuple sont liés aux problèmes de logement. Le surpeuplement et ses conséquences ont une incidence sur un grand nombre de problèmes de santé et sociaux. Ce domaine doit être et demeurer notre priorité au cours de la prochaine année. Nous proposerons également de nouvelles initiatives en vue de résoudre cette question.

Comme tout le monde le sait, il s'agit d'un problème grandissant qui touche nos communautés et il me tarde de présenter une initiative importante pour le régler. J'espère pouvoir faire une annonce cette année.

### Continuer de mettre l'accent sur le renforcement des capacités

Nous poursuivrons le travail de la table ronde sur le renforcement des capacités (p. 76) afin d'élaborer des initiatives pour inciter les jeunes à s'engager davantage à l'égard de notre mission visant à bâtir la Nation cri. Nous continuerons d'essayer de trouver des approches pour encourager nos jeunes à suivre des programmes d'éducation en lien avec les développements qui prennent place à Eeyou Istchee (p. 83)

et les possibilités d'emploi réelles dans la région. Il s'agit là pour la Nation cri d'une priorité, qui doit le demeurer.

## Continuer de protéger les droits des Autochtones à l'échelle internationale

Le rapport final de la Commission de vérité et réconciliation contenait 94 recommandations de mesures concrètes visant une réconciliation sincère (p. 54) entre les peuples autochtones et la société canadienne. Parmi ces recommandations, l'une demandait la mise en œuvre de la *Déclaration des Nations Unies sur les droits des peuples autochtones*.

Je suis fier que le Grand Conseil des Cris ait joué un rôle-clé dans l'élaboration de la Déclaration et ait depuis activement tenté d'obtenir sa mise en œuvre. Nous poursuivrons ces efforts, et participerons de façon continue à la mise en œuvre des 94 recommandations afin que cette réconciliation authentique voie le jour, que nous puissions améliorer la qualité de vie des peuples autochtones et que les survivants des pensionnats indiens puissent obtenir un certain réconfort en sachant que leur souffrance n'aura pas été vaine.

### Washaw Sibi

La Nation cri a reconnu Washaw Sibi comme la dixième communauté cri. Nous avons continué à soutenir les efforts de Washaw Sibi visant à concrétiser leur vision d'avoir leur propre communauté cri au sein de laquelle les membres n'auraient pas peur de perdre leur langue et leur culture et où ils seraient en mesure de recevoir tous les avantages dont profitent les membres des autres communautés. Le peuple de Washaw Sibi a fait face à des difficultés concernant le choix d'un emplacement pour la nouvelle communauté. Il en est toutefois à la dernière étape du processus de sélection d'un emplacement qui sera à la fois acceptable pour ses membres et libre d'obstacles.

Le peuple de Washaw Sibi comprend que ce parcours est parsemé d'embûches. Il comprend également qu'il devra faire face à des défis et qu'il doit contribuer à les relever. Il sait que la Nation cri est derrière eux et continuera de les aider à réaliser leur rêve.

## MOT DE LA FIN

Nous nous affairons actuellement à préparer l'assemblée générale annuelle (AGA) de 2016 pour la Nation cri d'Eeyou Istchee. Cette année, l'AGA portera sur la terre et notre relation avec elle. Il est toujours approprié pour nous de se rappeler nos liens historiques et culturels avec la terre, d'y réfléchir et de s'y enraciner. La terre est à la base de notre identité en tant que peuple et ce lien a permis de nous guider avec succès pour mener nos batailles et nous accomplir. Que cette relation avec la terre continue de nous montrer la voie à suivre, d'éclairer nos décisions et de nous rassurer sur le fait qu'elle subvient et subviendra toujours à nos besoins en tant que nation.

Meegwetch.



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Gaston Cooper

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## Message from the DEPUTY GRAND CHIEF

Rodney Mark

Greetings to all who have come to participate in our Annual Assembly in this, the 42<sup>nd</sup> Year of the Grand Council of the Crees/ Winibegoyouch No-chimeeweyouch Ehnatimatowich.

We come together as one people united by a common language and culture and proud of the legacy of the land that our ancestors left in our care. When we come together we always have issues to discuss concerning health and well-being, education, economic and community development, hunting, fishing and trapping, and our relations with Canada, Quebec, our Jamesian Neighbors, and also of course our relations with other First Nation Peoples. We come together to enjoy our traditions, improve our communities, protect the lands, and to find ways to develop our economies. In the summer it is our time to plot the course of our society moving forward in the coming year.

### SPECIAL ASSEMBLY: WILDLIFE, HABITAT, AND NATURAL RESOURCES

At the last general assembly there was a mandate given to hold a special assembly on *Wildlife, Habitat and Natural Resources and Environment*. This took place on November 3, 4, and 5 in Chisasibi. I thank the Grand Chief for giving me the opportunity to act as chairman of that meeting. You all know how I give great importance to the environment and to our traditional ways of life.

There were representatives of all of the communities, and in particular, many of those with lands on the coast and the islands attended. It was in fact the concern of many of these people that the coastal environment was sick and deteriorating, and that brought us together. The ice conditions along the bay are more unpredictable than they have ever been.

The water in the bay is blamed for being too turbid and too cold, causing massive losses of Eiders and Beluga in the Sanikiluaq area, and loss of wildfowl habitat along the coast from the bottom of the Bay to the far north. Inuit representatives, including Dr. Joel Heath, who have studied these issues for years, took part in the discussions.

One of the big issues was the loss of eelgrass beds along the coast. Dr. Fred Shortt and George Lameboy who have taken up the issue with passion, reported on these matters and made proposals for action. The project that was proposed entitled "Ecological heart of the Eeyou Istchee Coast" involves a multi-year study of eelgrass and the water of the bay along the stretch of the five coastal communities, and also includes a program to identify

strains of eelgrass that are resistant to certain environmental changes and that can be used to remediate recent losses.

There were staff from the Cree Nation Government who were tasked with environmental and social matters concerning our way of life and the environment. Working with Chantal Tetreault and Chris Beck, all communities have identified areas for protection, and they indicated that they would just need to have a final meeting to identify their priorities. The Environment Department staff expressed appreciation at the Special Assembly for the opportunity to work with the communities.

### LAND PLANNING ON EYYOU ISTCHEE

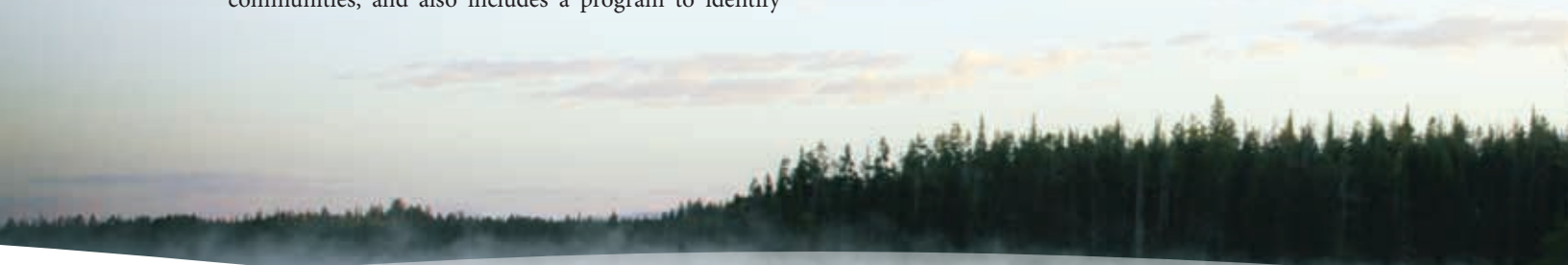
With all of the changes that are occurring and that have been going on over many years in Eeyou Istchee, it is important that the Government of Quebec, the Eeyou Istchee James Bay Regional Government, the Cree Nation Government, the Eeyou Marine Region, and the Government of Canada begin identifying priority areas for protection and possible prime areas for development.

The Eeyou Istchee James Bay Regional Government, the Cree Nation Government, and the Eeyou Marine Region are implementing Land Planning Commissions to consult the individuals, communities, and other interested parties on the potential future activities that may take place across Eeyou Istchee. This exercise will take years to develop a strong base of information. In fact, the discussions between the land users, land owners, and the governments will be on-going as the changes in land-use and in economic priorities, as well as continued evolution of the environment, may have an effect upon the distribution of resources and priorities for conservation.

Once the land planning regimes are in place, the planners and the respective governments will work together to develop consensus on compatible priorities for future development. A fishing outfitter or a Cree trapper would likely not be too happy if a mine were to be built in the area of an important fish spawning ground. These are the types of issues that can be minimized through planning for compatible solutions.

### CREE NATION GOVERNMENT DEPARTMENT OF JUDICIAL SERVICES

The workers at the Department are developing a Community Legal Information and Resource Center, where people who have questions about legal matters





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can seek advice without having to rely only on lawyers for information. We are working on how such a center could provide access to people in all communities over the internet.

### **SPORTS AND RECREATION ASSOCIATION**

We are working with the Eeyou Istchee Sports & Recreation Association to standardize and coordinate programs and events more efficiently. By bringing the planning of sporting events and the development of recreation facilities closer to the communities, we are hoping to better coordination and also to standardize the training and planning of intercommunity competitions. In addition, we are hoping to take advantage of economies of scale to enable us to buy higher quality sporting

and training equipment at a lower price through mass buying of this equipment.

### **CONCLUSION**

These are just some of the actions that I am taking with the communities and with the employees of the Cree Nation Government. I also look forward to continued cooperation with the Eeyou Marine Region and the Eeyou Istchee James Bay Regional Government, as together we can grow our communities, increase our common understanding of our ways of life, and pursue the betterment of our economy.

Meegwetch, Merci, Thank You



## Message du GRAND CHEF ADJOINT

Rodney Mark

**M**es salutations à tous ceux et celles qui viennent participer à notre assemblée annuelle en cette 42<sup>e</sup> année du Grand Conseil des Cris/ Winibegoyouch Nochimeeweyouch Ehnatimatowich.

Nous nous rassemblons en tant que peuple unifié par la langue et la culture que nous partageons et sommes fiers de l'héritage de la terre que nos ancêtres nous ont confiée. Quand nous nous réunissons, nous avons toujours des questions à discuter concernant la santé et le bien-être, l'éducation, le développement économique et communautaire, la chasse, la pêche et la trappe, ainsi que nos relations avec le Canada, le Québec, avec nos voisins jamaésiens et aussi, bien sûr, nos relations avec d'autres peuples des Premières Nations. Nous nous rassemblons pour apprécier nos traditions, améliorer nos communautés, protéger nos terres et trouver des manières de développer nos économies. En été, c'est le temps de tracer la route de notre société qui ira de l'avant dans l'année à venir.

### ASSEMBLÉE SPÉCIALE : LA FAUNE, L'HABITAT ET LES RESSOURCES NATURELLES

**L**ors de la dernière assemblée générale, on a eu pour mandat de tenir une assemblée spéciale sur *la faune, l'habitat et les ressources naturelles ainsi que sur l'environnement*. Elle a eu lieu les 3, 4 et 5 novembre à Chisasibi. Je remercie le Grand chef de m'avoir donné l'occasion de présider cette réunion. Vous savez tous à quel point j'accorde une grande importance à l'environnement et à nos modes de vie traditionnels.

Il y avait des représentants de toutes les communautés; et, en particulier, bon nombre de ceux qui détiennent des terres sur la côte et les îles y ont assisté. Plusieurs de ces gens étaient inquiets du fait que l'environnement côtier était malade et se détériorait, et c'est ce qui nous a réunis. Les conditions de la glace le long de la baie sont plus imprévisibles que jamais.

On se plaint que l'eau dans la baie est trop trouble et trop froide, provoquant des pertes massives d'eider et de bélouga dans la région de Sanikiluaq, et une disparition des habitats de sauvagines le long de la côte à partir du fond de la baie jusqu'au Grand Nord. Des représentants inuits, y compris le Dr Joel Heath, qui ont étudié ces questions pendant des années, ont participé aux discussions.

Une des grandes questions a été la perte des fonds des herbiers de zostères. Le Dr Fred Shortt et George Lameboy, qui ont étudié la question avec passion, ont enquêté sur ces sujets et ont fait des propositions d'action.

Le projet qui a été proposé, intitulé : « le cœur écologique de la côte Eeyou Istchee », comprend une étude pluriannuelle des zostères et de l'eau de la baie le long de la route des cinq communautés côtières et comporte aussi un programme pour identifier des souches de zostères qui résistent à certains changements environnementaux et qui peuvent servir à remédier à certaines pertes.

Il y avait du personnel du gouvernement de la Nation crie qui était chargé de questions sociales et environnementales concernant notre mode de vie et l'environnement. En travaillant avec Chantal Tétreault et Chris Beck, toutes les communautés ont identifié des zones à protéger et ont indiqué qu'ils leur restent à faire une réunion finale afin d'établir leurs priorités. Le personnel du département de l'environnement a apprécié l'occasion de collaborer avec les communautés à l'assemblée extraordinaire.

### PLANIFICATION DE TERRES SUR EYYOU ISTCHEE

**A**vec tous les changements qui se produisent et qui durent depuis plusieurs années à Eeyou Istchee, il est important que le gouvernement du Québec, le gouvernement régional d'Eeyou Istchee Baie-James, le gouvernement de la Nation crie, la région marine Eeyou et le gouvernement du Canada commencent à identifier les zones à protéger prioritaires et les zones idéales possibles pour le développement.

Le gouvernement régional d'Eeyou Istchee Baie-James, le gouvernement de la Nation crie et la région marine Eeyou mettent en œuvre des commissions de planification de terres afin de consulter les individus, les communautés et les autres parties concernées sur les activités futures potentielles qui pourraient avoir lieu le long d'Eeyou Istchee. Cet exercice de développement d'une vaste base d'information prendra des années. En fait, les discussions entre les utilisateurs des terres, les propriétaires des terres ainsi que l'évolution continue de l'environnement pourraient avoir un effet sur la distribution de ressources et les priorités de conservation.

Une fois que les régimes de planification de terres seront en place, les planificateurs et les gouvernements respectifs travailleront ensemble pour développer un consensus sur des priorités compatibles pour un développement futur. Un pourvoyeur de pêche ou un trappeur cri ne serait sans doute pas très heureux si une mine était construite dans une zone d'importantes frayères. Tels sont les genres de problèmes qui peuvent être minimisés grâce à la planification pour des solutions compatibles.





Nous nous rassemblons pour apprécier nos traditions, améliorer nos communautés, protéger nos terres et trouver des manières de développer nos économies. En été, c'est le temps de tracer la route de notre société qui ira de l'avant dans l'année à venir.

#### DÉPARTEMENT DE SERVICES JUDICIAIRES DU GOUVERNEMENT DE LA NATION CRI

Les travailleurs du département sont en train de développer un centre communautaire d'information et de ressources juridiques, où les gens qui ont des questions sur des notions juridiques peuvent chercher des conseils sans avoir à dépendre d'avocats pour obtenir des renseignements. Nous travaillons afin de déterminer comment un centre de ce genre pourrait fournir un accès aux gens dans toutes les communautés à travers l'Internet.

#### ASSOCIATION DE SPORTS ET LOISIRS

Nous travaillons avec l'association de sports et loisirs d'Eeyou Istchee pour normaliser et coordonner les programmes et événements plus efficacement. En amenant la planification des événements sportifs et le développement des installations de loisirs plus proches des communautés, nous espérons mieux coordonner ainsi que normaliser l'entraînement et la planification des compétitions intercommunautaires. De plus, nous espérons profiter des économies d'échelle pour acheter de l'équipement sportif et d'entraînement d'une plus haute qualité à un prix plus bas par le biais de l'achat en masse.

#### CONCLUSION

Il s'agit ici de seulement quelques-unes des actions que j'entreprends avec les communautés et avec les employés du gouvernement de la Nation crie. J'attends aussi avec intérêt une coopération continue avec la région marine Eeyou et le gouvernement régional d'Eeyou Istchee Baie-James, car ensemble nous pouvons faire grandir nos communautés, accroître notre compréhension commune de nos modes de vie et poursuivre l'amélioration de notre économie.

Meegwetch, Merci, Thank You



## Message from the EXECUTIVE DIRECTOR

Bill Namagoose



Gaston Cooper

Another year has quickly gone by and the Cree Nation Government continues to expand and improve the services and programs it provides. I would like to thank all the Cree Nation Government staff for all of their efforts and accomplishments this fiscal year.

Governance is a serious issue and the CNG should be taken to task by its Cree citizens if it is found deficient at any level. Holding their local, CNG, and other governance entities accountable and transparent is the obligation of all citizens. And the leaders of these entities have an obligation to comply and to be transparent and informative in their responses. The information that is provided must be facts and not propaganda material, as this too often misleads those who ask questions.

While we have devoted lots of political and financial resources to our governance structure, we must also devote a substantial amount of financial resources to our economic development strategy. The *Paix des Braves* contains a provision creating the Cree Development Corporation, which would be the main driver of economic development for the Cree Nation. The capital required for it to be successful has now been stalled for over four years by our own elected officials at the Board of Compensation without any substantiated reasons for doing so.

If the Cree Nation economic strategy cannot flourish, then our people may be forced to leave the Cree communities for job opportunities elsewhere.

Another serious issue that must be dealt with in an urgent way is the housing shortage that has now reached crisis proportions. The CNG, along with local housing officers and community leaders, has developed a strategy to address this serious need of our people.

Our housing backlog has continued to grow year after year in part as a consequence of insufficient fund-

ing and financial alternatives from Canada. It is estimated that housing will be required for 5000 families over the next ten years to meet the current backlog of 3000 units and new family formation. For some time now we have recognized that the solution is private housing. Over this past year we assembled a multi-disciplinary team to identify all the impediments, possible solutions, and opportunities to make affordable, private housing easily accessible to our people. Currently it is a daunting process for an individual to build a home in a Cree community. Rent-to-own projects have been successful because it is a turn-key option for an individual, but it also places a great burden on the band and provides limited options to personalize the house.

The Team recently presented their findings and recommendations to the CNG Council summarized as follows;

- 1) Clean up the Social Housing Program by phasing in rent levels compatible with owners' incomes and financial situations and in addition, focusing on collecting current rents rather than the long outstanding arrears.
- 2) Set up a CNG web site to assist potential buyers in selecting affordable housing models and provide links to local manufacturers for further consultation and construction planning.
- 3) Assist communities to set up local prefabrication plants and to provide training and support.
- 4) Provide subsidies by way of partially forgivable 5 to 10 year loans so as to enable more families to provide themselves with housing.
- 5) End the practise of providing lump-sum amounts.
- 6) CNG to coordinate purchasing in order to lower material costs and to maximize economic spin-off from the manufacturing of housing and construction products.
- 7) Create a Central Agency to administer the subsidy program by providing mortgages, collecting monthly payments, and other related payments such as user fees and insurance. However, each community would have its own account within the fund and control over loan approvals to its members. Communities would also provide financial counselling.
- 8) Communities would be called upon to streamline and simplify the lot allocation process for private homes.

We must meet this challenge to decrease and eventually end out-migration of our young families. Out-migration has negative consequences for the socio-economic



fabric of our communities. Crowded houses results in health and social issues as well as accelerated deterioration of the dwelling. Organizing ourselves to deal with this crisis will also create hundreds of full time, meaningful jobs and will in turn strengthen our Nation. The Departments of the CNG will have to work in a coordinated manner to provide support to the communities and local entrepreneurs. All the communities need to collaborate with one another for the common good. More houses and jobs for our people is our collective goal.

The Board of Compensation (BOC) has successfully managed the Collective Deductible Insurance Program for virtually all of the entities in the Cree Nation. Since the program was started in the late 1980's the value of insured property has grown to over \$2.2 billion. The Program provides coverage for a broad range of risks. The accumulated surplus in the program is now over \$14 million. Recent discussions with the BOC have resulted in a change in the governance of the program. While the day to day administration will remain with the BOC and the current staff, governance will be carried out by a committee made up of community, CNG, and BOC representatives. The surplus will be segregated from the BOC's investment funds and invested subject to policy set by the committee. In the coming months work will continue to determine ways to reduce premiums, improve loss prevention, and expand insurance accessibility to Cree individuals.

The New Relationship Agreement signed with Canada that implements the Federal Government's JBNQA obligations continues to unfold as planned. However,

we still have not finalized the governance negotiations contemplated in the NRA of 2008. The issue of policy vs. treaty rights was the impediment to an earlier agreement on this matter and we are hopeful for a successful resolution of this matter in the near term.

The *Paix des Braves* also continues to be implemented in a manner that is consistent and meets the needs of the communities and the Cree Nation Government, without any major issues.

Without these two "new relationship agreements" the Cree Nation would be dependent on inadequate Federal Government normal programs to develop our communities. The Crees' persistent and determined strategy to get the implementation of the Quebec and Federal Government treaty obligations has been greatly rewarded. The success is apparent in the on-going development and improvement of the Cree communities.

I would also like to express my appreciation to the community Director Generals, Directors of Operations, Treasurers, and other capital planning officers for the valuable contributions they make in planning the numerous community capital projects. I also appreciate the contribution and advice they give to the Capital Works Department throughout the year.

On final note, I would like to acknowledge and express our appreciation to Eddie Diamond who retired as Director General of the Cree Nation Government after many years of service. He has successfully served in several capacities over the years. We all wish him the best in his retirement years.

The Crees' persistent and determined strategy to get the implementation of the Quebec and Federal Government treaty obligations has been greatly rewarded. The success is apparent in the on-going development and improvement of the Cree communities.



## CREE-CANADA RELATIONS

On October 19, 2015, Justin Trudeau became Canada's new prime minister after leading the Liberal Party to a majority government. Also on that day, Romeo Saganash was re-elected as our Member of Parliament in the federal riding of Abitibi-Baie-James-Nunavik-Eeyou.

On November 4, 2015, Prime Minister Trudeau formed his Cabinet. He appointed Dr. Carolyn Bennett as Minister of Indigenous and Northern Affairs, and Jody Wilson-Raybould as Minister of Justice. Ms. Wilson-Raybould is a member of the We Wai Kai Nation in British Columbia, a former Regional Chief of the Assembly of First Nations, and the first Indigenous person to be named to the post of federal Minister of Justice.

In an unprecedented move, Prime Minister Trudeau publicly released his ministerial mandate letters, which contain the policy objectives of his new government that build on his party's campaign promises. According to her mandate letter, the new Minister of Indigenous and Northern Affairs is expected to deliver on more than a dozen top priorities, including the implementation of recommendations of the Truth and Reconciliation Commission, the development of an approach and mandate for an inquiry into murdered and missing Indigenous women and girls in Canada, and a review of laws, policies, and operational practices to ensure that the federal government is meeting its constitutional obligations towards First Nations, including treaty obligations.

In June 2015, the Truth and Reconciliation Commission released its 94 Calls to Action, aimed at redressing the legacy of residential schools and advancing the process of reconciliation in Canada. Among its recommendations, the Truth and Reconciliation Commission calls upon the federal government to fully adopt and implement the *United Nations Declaration on the Rights of Indigenous Peoples* as the framework for reconciliation.

On April 21, 2016, our Member of Parliament Romeo Saganash presented to Parliament Bill C-262, *An Act to ensure that the laws of Canada are in harmony with the United Nations Declaration on the Rights of Indigenous Peoples*. The bill calls for the full and comprehensive implementation of this UN Declaration. The Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government issued a statement offering its strong support for this important legislation.

On May 10, 2016, the Minister of Indigenous and Northern Affairs announced that Canada is now a full supporter, without qualification, of the *United Nations Declaration on the Rights of Indigenous Peoples*.

After coming into office, Dr. Bennett immediately began to work on developing an approach for an inquiry into murdered and missing Indigenous women and girls. Just over a month later, on December 8, 2015, the Government of Canada announced the launch of a pre-inquiry design process which provided, as a first step, a series of meetings with survivors and family and friends of victims, as well as national Aboriginal, provincial, and territorial representatives and front-line workers, to seek their views on the design and scope of the inquiry. The Government is now expected to announce details of the inquiry, including the mandate, the terms of reference, the format, and the timeline.

### CREE-CANADA GOVERNANCE NEGOTIATIONS

The change of government in Ottawa has seen positive developments in several key Cree files in 2015-2016, including the Cree-Canada Governance Negotiations.

The *Agreement concerning a New Relationship between the Government of Canada and the Cree of Eeyou Istchee* ("Federal NRA") sets out a process for the negotiation of a Cree-Canada Governance Agreement. These negotiations provide an opportunity to modernize the governance regime on Category IA land and to promote greater autonomy and greater responsibility on the part of the Crees for governance on Category IA land in the context of the *James Bay and Northern Quebec Agreement* (JBNQA).

In 2014, these governance negotiations with Canada had reached an impasse, largely over federal insistence on the application of its 1995 *Self-Government Policy*. In December 2014, the Cree and federal representatives resumed discussions and began to meet more frequently to attempt to close the gap between the Cree and Canada on key issues. During 2015-2016, these discussions have been constructive, and they have allowed the parties to identify concrete solutions on most of the key elements.

When the federal election was called on August 2, 2015, the governance discussions were suspended for several weeks, due to government rules which prevented the federal team from pursuing substantive discussions during the election period. After her formal appointment on November 4, 2015, the new Minister of Indigenous and Northern Affairs, Dr. Carolyn Bennett, was briefed on the Cree-Canada governance file, and formal discussions resumed with federal representatives in January 2016.

Cree and federal representatives have now reviewed a number of options which build on the current Cree governance regime established pursuant to the *James Bay and Northern Quebec Agreement* and the *Cree-Naskapi (of Quebec) Act*. These options offer an opportunity for the Cree regional and local governments to improve certain aspects



of Cree governance while protecting Cree rights, in particular, Cree treaty rights under the *James Bay and Northern Quebec Agreement*.

In essence, the Cree-Canada Governance Agreement will make more efficient existing powers and procedures under the *James Bay and Northern Quebec Agreement* and the *Cree-Naskapi (of Quebec) Act*. This Cree-Canada Governance Agreement is unique and therefore quite different from land claim and self-government agreements concluded or negotiated with First Nations elsewhere in Canada.

Bill Namagoose, Executive Director of the GCC(EI)/CNG, has since maintained regular communications with Joe Wild, Senior Assistant Deputy Minister, Department of Indigenous and Northern Affairs Canada (INAC), to confirm progress along the way and consensus on the key elements of this file.

Cree and federal representatives are now working to resolve the remaining outstanding issues in order to conclude discussions and finalize a Cree-Canada Governance Agreement as soon as possible.

## CREE-CANADA STANDING LIAISON COMMITTEE

The Cree-Canada Standing Liaison Committee established by the Federal NRA acts as a forum between the Cree Nation and Canada in order to strengthen Cree-Canada relations and to strive for mutually acceptable solutions to disputes that may arise between them. The lead representative of the Cree Nation is Bill Namagoose and the lead representative for Canada is Joe Wild, Senior Assistant Deputy Minister (INAC).

On April 17, 2015, the Cree-Canada Standing Liaison Committee held a joint meeting with the Cree-Quebec Standing Liaison Committee, established by the *Paix des Braves*, in order to discuss several matters of common interest. The meeting was positive, and Cree, Canada, and Quebec representatives all agreed on the need to hold such meetings on a more regular basis.

## FEDERAL NRA – ASSUMPTION OF FEDERAL RESPONSIBILITIES

The GCC(EI)/CNG is proceeding with the implementation of key elements of the Federal NRA, particularly the assumption of federal JBNQA responsibilities.

Over the 20-year term of the Federal NRA, the Cree Nation Government assumes certain responsibilities of Canada under various provisions of the *James Bay and Northern Quebec Agreement*. These assumed federal JBNQA responsibilities include certain aspects of Cree community and economic development, the administration of justice, and the development of human resources, in consideration of certain funding provided by Canada.

However, only those federal JBNQA responsibilities specifically identified in the Federal NRA are assumed by

the Cree Nation Government. In all other cases, federal responsibilities under the JBNQA remain with Canada. For example, Canada remains responsible to provide adequate funding for policing and access roads to the Cree communities.

## Police Funding

As reported last year, federal funding for policing is secured until 2017-2018 through a tripartite agreement signed on September 25, 2014 by the GCC(EI)/CNG, Canada and Québec. The terms of this five-year agreement are essentially the same as for the previous funding agreement for the period 2008-2009 to 2013-2014.

## Funding for Access Roads

On the other hand, federal funding to upgrade some of the community access roads remains an outstanding issue with Canada. Cree and federal representatives, in collaboration with Quebec representatives, are pursuing discussions in an attempt to address these matters, in compliance with Section 28 of the *James Bay and Northern Quebec Agreement*. In order to support concrete solutions, Cree representatives had undertaken to prepare, and have now completed, the update to the engineering studies and the review of the socio-economic impacts of the Cree community access roads. Final reports were sent to federal representatives in December 2015, and we are now waiting for Canada to review these reports and respond to us regarding the next steps.

## Existing Agreements and Financial Arrangements

The Federal NRA states that the provisions of all existing agreements and existing financial arrangements between Canada and the Crees will continue to apply in the absence of indications to the contrary in the Federal NRA and the payments referred to in Chapter 6 of the Federal NRA are in addition to such agreements and financial arrangements. Consequently, in March 2013, the *Operations and Maintenance Funding Transfer Payment Agreement* and the *Agreement regarding Annual Capital Grants to the Quebec Cree Communities* were both renewed for a five-year period from April 1, 2013 to March 31, 2018. These new five-year agreements are based on the same terms and conditions as the previous agreements, and they provide certainty to the Cree communities and secure the base funding for another five-year period. It is expected that both of these agreements will be renewed before the end of their term.

## Cree Associations

The Federal NRA provides that the assumption by the Cree Nation Government of Canada's responsibilities regarding the Cree Trappers' Association (CTA), the Cree Outfitting and Tourism Association (COTA) and the Cree Native Arts and Crafts Association (CNACA)



According to her mandate letter, the new Minister of Indigenous and Northern Affairs, Dr. Carolyn Bennett, is expected to deliver on more than a dozen top priorities, including the implementation of recommendations of the Truth and Reconciliation Commission.

is based on Canada's continuing obligation to fund these Associations for the term of the Federal NRA. Since April 1, 2013 and until March 31, 2018, this federal funding is provided through an annual grant funding agreement for the Associations between Canada and the Cree Nation Government. It is expected that this five-year grant funding agreement will be renewed at the end of its term.

### **Cree Human Resource Development**

The assumption of Canada's responsibilities regarding training courses, job recruitment, and placement related to "territorial programs" and "enhanced delivery structure" is based on Canada's treaty obligation to maintain its additional funding for training programs, facilities, job recruitment, and placement services in the Territory, on terms reasonably comparable to the funding provided to the Cree Nation Government in the 2008-2009 fiscal year.

In this regard, Cree and federal representatives must pursue discussions to ensure the renewal of Canada's continued funding for training and Cree human resource development, which is currently provided through an *Agreement respecting the Aboriginal Human Resources Development Program and Related Services* signed in 2007 (2007 AHRDP Agreement). This 2007 AHRDP Agreement was initially for a period of two years and was extended several times to allow for the negotiation of a successor agreement. Most recently, this agreement was extended until March 31, 2017.

With the recent change of government in Ottawa, there is now the possibility of a fresh approach to better

support human resource development among self-governing First Nations.

The indexation of federal funding under the 2007 AHRDP Agreement since 2009 remains an outstanding matter.

### **CREE FIRST NATIONS – FINANCIAL ADMINISTRATION BY-LAW**

In 2013, the federal Parliament adopted the *First Nations Financial Transparency Act*, which imposes certain financial accountability and disclosure obligations on First Nations governed by the *Indian Act*. The Cree First Nations are not subject to the *First Nations Financial Transparency Act*. Instead, they are governed by the *Cree-Naskapi (of Quebec) Act*, which contains its own transparency and accountability framework. Within this framework, Cree First Nations may adopt by-laws to implement and complement the guiding principles contained in the *Cree-Naskapi (of Quebec) Act*.

The Cree Nation Government has developed a model financial administration by-law that could be offered as a tool to all the Cree First Nations. A majority of the Cree First Nations have adopted the proposed model by-law on financial administration, as adapted to their specific circumstances. They are using this by-law to promote accountability, transparency and effective financial management and control of their band funds. The by-law defines the roles and responsibilities of the band council and other bodies and officers in regard to band funds. It covers in details the preparation and presentation of annual bud-



gets, the financial management of band funds, and other key matters such as financial accountability, awarding of contracts, borrowing and ethics and good conduct.

## **CREE NATION GOVERNMENT BY-LAWS – CATEGORY IA LANDS**

Under the *Cree-Naskapi (of Québec) Act*, the Council of the Cree Regional Authority, now designated as the Cree Nation Government, has the power to make by-laws respecting:

- (a) the regulation of buildings used for housing or for regional governance;
- (b) essential sanitation services;
- (c) the establishment, maintenance and operation of fire departments; and
- (d) the protection of the environment, including natural resources, and the prevention of pollution.

At the end of 2014, the Council of the Cree Nation Government adopted a new regional *By-law concerning the Regulation of Certain Buildings for the Protection of Public Health and Safety* (CNG Buildings By-law). Subject to certain technical considerations, the CNG Buildings By-law applies to buildings constructed by or on behalf of the Cree Nation Government, or owned or used by the Cree Nation Government, located in a Cree Community, that are used, or that are intended to be used, for regional governance or for housing relating to regional governance.

Pursuant to the CNG Buildings By-law, among other things, these buildings and related construction works must meet the relevant provincial and federal building standards established under the laws and regulations cited in the CNG Buildings By-law, and which are deemed to form part of that By-law.

The Cree Nation Government is currently implementing this By-law in collaboration with the Cree First Nations. It is also in the process of developing other regional by-laws, including with respect to essential sanitation services.

## **AMENDMENTS TO THE JAMES BAY AND NORTHERN QUEBEC AGREEMENT**

### **Amending Formula**

Cree, Canada and Quebec representatives continued discussions regarding changes to the amending formula in the *James Bay and Northern Quebec Agreement*. Among other things, proposed changes would allow certain amendments to the JBNQA to be made only with the consent of the parties that have an interest in the amendments, as opposed to all parties. For example, amendments to Section 4 of the JBNQA regarding the territorial descriptions for Cree Category I and II lands would no longer require the consent of all parties to the JBNQA. Instead, Section 4 could be amended in the future only with the consent of Québec, Canada, and the Cree Nation Government, where modifications concern Category IA lands, and, in other cases, with the consent of Québec and the Cree Nation Government. This amendment removed parties to the JBNQA who would have no interest or right in changes to Section 4.

Other similar proposed changes would seek to ratify certain past amendments to the JBNQA, which may have been made without the consent of all the parties to the JBNQA.

Cree representatives, in collaboration with Quebec and federal representatives, pursued discussions with Makivik representatives to secure Inuit consent to the proposed changes. An agreement on these changes is expected shortly.

**Federal funding to upgrade some of the community access roads remains an outstanding issue with Canada. Cree and federal representatives, in collaboration with Quebec representatives, are pursuing discussions in an attempt to address these matters, in compliance with Section 28 of the *James Bay and Northern Quebec Agreement*.**



### Ten-Year Clause (Section 3)

Cree, Canada, and Quebec representatives continued discussions regarding changes to Section 3 of the *James Bay and Northern Quebec Agreement* that would ensure that Cree beneficiaries who are outside the Territory for more than ten years would continue to be entitled to exercise rights and receive benefits under the JBNQA if their absence is for reasons of health, education, or work duties with an organization that promotes the interests of the Crees. Cree and Quebec representatives are considering, in particular, the possibility of extending this exemption to “accompanying dependants” who are also Cree beneficiaries. An agreement on these changes is expected shortly.

### Territorial Descriptions (Section 4)

Cree, Canada, and Quebec representatives continued discussions regarding the finalization of the land descriptions in Section 4 of the *James Bay and Northern Quebec Agreement*. An agreement on these changes is expected shortly. In parallel, the parties are discussing possible land reconfigurations including for Waswanipi, Nemaska, and Waskaganish, in light of the abandonment of the Nottaway-Broadback-Rupert (NBR) project.

## EEYOU MARINE REGION AGREEMENT

The *Agreement between the Crees of Eeyou Istchee and Her Majesty the Queen in Right of Canada concerning the Eeyou Marine Region* (“Cree Offshore Agreement”) was signed on July 7, 2010. It came into force on February 15, 2012.

The main components of the Cree Offshore Agreement include the following:

- (a) ownership by the Cree Nation Government for the Crees of most of the islands in Eastern James Bay and Southern Hudson Bay from Long Island going South;
- (b) joint ownership by the Cree Nation Government, for the Crees, and the Inuit of Nunavik of most of the islands from Long Island North to Umiujaq;
- (c) ownership includes the subsurface mineral rights in the islands owned by the Cree Nation Government, for the Crees, or jointly owned by the Cree Nation Government, for the Crees, and the Inuit of Nunavik;
- (d) 5% share for the GCC(EI) of all royalty payments made to government flowing from natural resources extracted in the seabed;
- (e) \$50 million in compensation paid over nine (9) years to the Cree Nation Government, acting as the Recipient of Payments;
- (f) a Cree harvesting regime for the Eeyou Marine Region providing that Crees may harvest throughout the area;

- (g) Cree participation in various institutions of public government, including an Eeyou Marine Region Wildlife Board, a Eeyou Marine Region Impact Review Board and a Eeyou Marine Region Planning Commission;
- (h) detailed provisions concerning Cree participation in development projects through Impacts and Benefits Agreements;
- (i) any Aboriginal rights, including rights to self-government, that the Crees may have, to the extent that those rights do not relate to or affect the use and ownership of lands or resources in Nunavut and in the area comprising Hudson Bay and James Bay, are not affected by the provisions of the Cree Offshore Agreement;
- (j) detailed provisions concerning protected areas, land use planning, government employments and contracts, archaeology, ethnographic resources, etc.

The Wildlife Board, the Planning Commission, and the Impact Review Board have been established and are now implementing their respective mandates. This year, they continued to consolidate their internal organization, including in terms of human resources, joint office space and some employee housing in Waskaganish. As they become fully operational, they are expected to assume the respective roles and responsibilities provided for them in the Cree Offshore Agreement. For the Planning Commission, this includes the formulation of a land use plan for the Eeyou Marine Region, in consultation with the Cree communities and other stakeholders.

Each of these entities was established as an independent institution of public government and each is mandated by the Cree Offshore Agreement to address issues concerning the present and future use, protection, and development of the Eeyou Marine Region.

Cree and federal representatives are pursuing discussions on the designation of the Bear Islands and Grey Goose Island as “Cree lands”, in exchange for a transfer to Canada of Cree lands of equivalent size on South Twin Island. A portion of South Twin Island is already designated as Crown lands under the Cree Offshore Agreement. Canada is expected to carry out a new survey of the boundaries of “Cree lands” on South Twin Island to take into account the proposed transfer of “Cree lands” to Canada. Once the Bear Islands and Grey Goose Island are designated as “Cree lands”, all islands except North Twin Island and the northern part of South Twin Island will be owned by the Cree, while the Cree will continue to have traditional land use rights on Crown lands.

The addition of islands, the Bear Islands and Grey Goose Island, expanded the ownership of Eeyou islands towards the middle and top of James Bay. These islands were obtained after the Department of Defense certified that both of them were safe for hunting activities and occupation, having formerly been for military purposes. In



exchange for the islands, the Cree Nation Government transferred 11.3 Square kilometers to Canada on South Twin Island. That area is the same size as the combined areas of the Bear and Grey Goose Islands. This exchange still leaves the Cree Nation with the ownership of 42% of South Twin Island as well as the ownership of the Bear Islands and Grey Goose Island.

## SECTION 22 OF THE JBNQA AND BILLS C-38 AND C-45

As reported previously, Parliament adopted in 2012 Bills C-38 and C-45, which amended or replaced certain federal environmental laws, including the *Canadian Environmental Assessment Act 1992*, the *Fisheries Act*, the *Species at Risk Act* and the *Navigable Waters Protection Act*.

The GCC(EI)/CNG strongly opposed these legislative amendments because they reduced environmental protection measures in Eeyou Istchee. The Crees consider that Bills C-38 and C-45 reduce the scope and strength of the environmental and social protection regime for the Crees set forth in Section 22 of the JBNQA. The GCC(EI)/CNG considers that, by reducing the scope and strength of the environmental and social protection regime established for the Crees by Section 22 of the JBNQA treaty, Canada has breached its treaty and other obligations toward the Crees. Further, whatever communications were carried out by the Government of Canada with the Crees in relation to Bills C-38 and C-45 have been inadequate as consultation.

The GCC(EI)/CNG referred these matters as a dispute to the Cree-Canada Standing Liaison Committee. Since then, discussions have been held with federal representatives in an attempt to find concrete solutions to address these issues in a manner consistent with Cree rights and the decision of the Supreme Court of Canada in *Québec (Attorney General) v. Moses (2010)*.

In the context of these discussions, Cree and federal representatives have reviewed the possibility of establishing a tripartite table with Quebec in order to address specific issues of common interest, including the modernization of certain aspects of the environmental regime set forth in Section 22 of the JBNQA.

On February 8, 2016, Grand Chief Coon Come sent a letter to Prime Minister Trudeau seeking his commitment to ensure that all concerned federal departments would remain fully engaged in our discussions, including the Department of Indigenous and Northern Affairs and the Department of Environment and Climate Change.

As part of her mandate letter, and as one of her top priorities, the Minister of Indigenous and Northern Affairs is expected to undertake, in full partnership and consultation with First Nations, a review of laws, policies, and operational practices to ensure that the federal government is meeting its constitutional obligations, including treaty obligations. We look forward to working with

the Minister on this mandate, and we expect this review process to provide an additional opportunity to address our concerns about Bills C-38 and C-45.

## MOCREEBEC

The Mocreebec community is located on a small area of Moose Factory Island set aside for them by the Anglican Church. Because they have lived outside the JBNQA Territory for more than ten continuous years, Mocreebec members, although still Cree beneficiaries, are not entitled to exercise their rights or receive benefits under the JBNQA as a result of the “ten-year clause” found in paragraph 3.2.7 of the JBNQA.

In November 2003, Mocreebec representatives and certain individual members initiated legal proceedings to challenge the validity of the “ten-year clause”. These legal proceedings were discontinued in 2013 in an attempt to find mutually acceptable and negotiated solutions with Canada. Since then, Cree representatives have raised the Mocreebec issues at many occasions with Canada and they proposed the establishment of a high-level process with clear terms of reference and timelines.

Initially, federal representatives responded that, insofar as the members of Mocreebec were beneficiaries of the JBNQA or Treaty 9 in Ontario, Canada already assumed its obligations towards them through these treaties. At that point, Canada did not consider allocating special resources for Mocreebec unless they could prove a distinctive and substantiated claim through the courts or as part of a negotiated settlement with Canada pursuant to its Aboriginal Claims Policy.

In 2015, Canada agreed to hold exploratory meetings concerning the Mocreebec situation with representatives of the GCC(EI), Mocreebec and the Government of Ontario. These meetings represent an opportunity to clarify the request and position of the GCC(EI) and Mocreebec, as well as to re-examine past reports on the Mocreebec circumstances, including those of Jacques Denault and Anthony Price, along with possible options for addressing the present situation of Mocreebec.

Cree and federal representatives exchanged various correspondence in 2015-2016, and they held a first meeting in Moose Factory on October 26-27, 2015, where a representative from the Government of Ontario was also present. GCC(EI) and Mocreebec representatives will work together to prepare for more meetings in the coming months.

In March 2016, elections were held among the members of Mocreebec. On March 18, 2016, it was announced that Allan Jolly and Derek McLeod were elected Chief and Deputy Chief, respectively.

The GCC(EI)/CNG remains committed to working with Mocreebec Chief Allan Jolly and the people of Mocreebec to find acceptable long-term solutions for their community.



## CREE HARRICANA LAND CLAIM (ONTARIO)

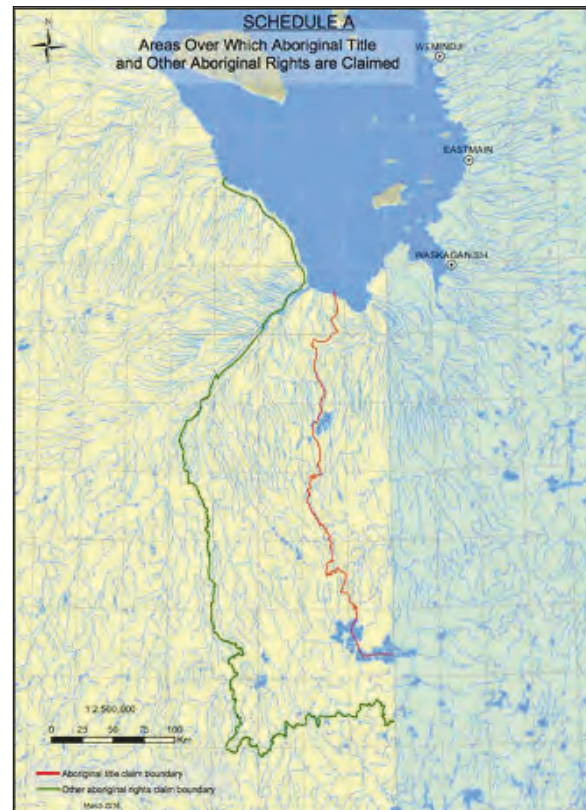
The border between Quebec and Ontario in the James Bay area was established pursuant to successive land transfers, without Cree knowledge or consent. Eeyou Istchee was once part of a large area of land that Europeans called “Rupert’s Land” which was purportedly transferred to the Hudson Bay Company by King Charles of England in 1670.

At the time of Confederation in 1867, the new territory of Canada did not include any of Rupert’s Land, but the *Constitution Act, 1867* contemplated the eventual admission of Rupert’s Land within Canada. The Hudson’s Bay Company territories, including Rupert’s Land, were sold to the British Crown in 1868, and Rupert’s Land was transferred in 1870 from the British Crown to the Government of Canada. Over time, the Government of Canada transferred large portions of Rupert’s Land to Ontario, in 1889 and 1912, and to Quebec, in 1898 and 1912, which led to the establishment of the border between Quebec and Ontario in the James Bay area.

The land transfers of Rupert’s Land to Ontario and Quebec were carried out subject to the resolution by Ontario and Quebec of the aboriginal claims in the respective territories transferred to each province. Treaty No. 9 (1905 and 1906) was entered into by the Government of Canada with the concurrence of the Government of Ontario in order to resolve the aboriginal claims in a portion of Rupert’s Land that was now located in Ontario. The aboriginal rights and claims to the portion of Rupert’s Land transferred to Quebec were not the subject of an agreement until 1975 when there was a settlement on the La Grande Project (1975). In 1982 Cree rights were protected by the Constitution of Canada and the JBNQA has since been referred to as a Treaty.

The Crees have been pursuing legal proceedings against the Government of Canada in the Federal Court since 1989 with respect to the entire territory of Eeyou Istchee, including parts in Québec, Ontario, Nunavut and Labrador. Over the years, certain parts of these legal proceedings, known as the “Coon Come proceedings #3”, have been settled. Portions of these proceedings related to issues addressed in the Federal NRA (2008) and the Cree Offshore Agreement (2010) were eventually discontinued. The remaining parts of these Coon Come proceedings #3 concern Cree claims in Ontario and Labrador. These claims were not addressed with Canada and they remain outstanding.

In 2014, Canada filed a motion to strike these Coon Come proceedings #3 in Federal Court submitting that the Federal Court did not have jurisdiction to hear these Cree claims. In July 2015, the Federal Court rendered its decision and ordered that these claims be stayed in the Federal Court while the Cree Nation pursues these claims related to Ontario’s lands against both the Governments of Canada and Ontario in the Superior Court of Justice of Ontario.



Map outlining the territory in question

In March and May 2016, the Cree Nation commenced, on behalf of all its members, an action in the Superior Court of Justice of Ontario to obtain recognition of the Cree Nation’s Aboriginal title and Aboriginal rights over its traditional territory in northern Ontario. The action, filed against the Governments of Canada and Ontario, seeks declarations of Aboriginal title (on a shared basis with other Aboriginal nations) and Aboriginal rights over approximately 48,000 square kilometres of lands located south of James Bay and immediately west of the Ontario Québec boundary.

The Cree Nation’s action in the Superior Court of Justice of Ontario is essentially the continuation of claims that were first commenced by the Cree Nation against Canada in the Federal Court in 1989, in the Coon Come proceedings #3.

Grand Chief Coon Come has recently declared: “The imposition of the Ontario-Quebec boundary cut through our homeland of Eeyou Istchee. Our people have used, occupied, governed, and protected these lands in Ontario since time immemorial, but our rights in these lands have never been addressed in any treaty.”



## CREE-QUEBEC RELATIONS

The Cree Nation continues to assume additional responsibilities and jurisdictions as its governance institutions mature. Communications with the Government of Québec are of crucial importance in this process, based on the Nation-to-Nation relationship established by our treaty, the *James Bay and Northern Québec Agreement*, the *Paix des Braves* and the *Cree-Québec Governance Agreement*. Certain challenges emerged over the past year in Cree-Québec relations with respect to, among others, forestry, the environmental review of forestry access roads, and the Val-d'Or crisis affecting indigenous women and the police.

The Cree Nation continues to maintain relations with the Government of Québec at the highest level. Grand Chief Dr. Matthew Coon Come, Deputy Grand Chief Rodney Mark, and the Cree Chiefs met with Premier Philippe Couillard in Montreal on December 17, 2015 in the context of the 40<sup>th</sup> anniversary of the *James Bay and Northern Québec Agreement*. This meeting followed a private working meeting between the Premier and the Grand Chief to discuss a number of important files, including

- (a) the environmental review of the forestry access roads,
- (b) the case of the Aboriginal women and the *Sûreté du Québec* in Val-d'Or, and
- (c) the appointment of Québec's representatives to the board of directors of the Cree Development Corporation.

Bill Namagoose, Executive Director of the GCC(EI)/CNG, met on August 28, 2015 with Dr. Juan Roberto Iglesias, the Secretary General of the Government of Québec, to discuss a number of key files, including forestry, uranium, contracting, and tendering.

Abel Bosum, as Negotiator, Cree-Québec Relations, and Melissa Saganash, Director of Cree-Québec Relations, maintain regular communications with senior officials of the various Québec Departments involved in Cree files.

### CREE-QUÉBEC STANDING LIAISON COMMITTEE

The Cree-Québec Standing Liaison Committee established by the *Paix des Braves* serves as the clearing house for relations between the Cree and Québec. It provides a forum to resolve differences as they arise, and helps to strengthen relations between the Cree and Québec. The Committee met regularly in 2015-2016. The Cree representatives are Bill Namagoose and Abel Bosum with the support of Melissa Saganash. Québec's representatives are Me Marie José Thomas, Associate Secretary General of the Aboriginal Affairs Secretariat, and Daniel Gagnier, former Chief of Staff to Premier Jean Charest.

Discussions at the Standing Liaison Committee have been professional and positive.

### CREE-QUÉBEC GOVERNANCE AGREEMENT

Implementation continues on the *Agreement on Governance in the Eeyou Istchee James Bay Territory*, which was signed on July 24, 2012.

#### Cree Nation Government

The Cree Nation Government is proceeding with the implementation of its new governance functions on Category II lands. The Cree Nation Government is considering its organizational and human resource requirements in light of its new functions on Category II lands. In consultation with the Cree First Nations and other Cree stakeholders, the Cree Nation Government must put in place the structures, personnel, and processes needed to assume its new responsibilities and for Cree leaders to assume their new functions both on the Cree Nation Government and on the Regional Government.

The Vice-Chair of the Cree Nation Government is assuming a leadership role in this effort. The position of Coordinator of Land Use Planning has been established within the CNG Environment and Remedial Works Department directed by Isaac Voyageur. Preparations are underway to establish the new Eeyou Planning Commission. It will be responsible to prepare, in consultation with the Cree First Nations and other stakeholders, a regional land and resource use plan for Category II lands. Another priority is the development of policies, principles, and objectives that will guide the development of the regional land and resource use plan for Category II lands. An information session is planned for key stakeholders in the Eeyou Planning Commission for mid-July.

#### Eeyou Istchee James Bay Regional Government

On January 1, 2014, the Eeyou Istchee James Bay Regional Government on Category III lands was formally established. On January 1, 2016, the Grand Chief formally assumed the position of Chair of the Council of the Regional Government for a two-year mandate. Madame Manon Cyr, Mayor of Chibougamau, who served as Chair of the Regional Government for its first two years, now serves as Vice-Chair.

The Council of the Regional Government is composed of 22 representatives, half Cree and half Jamésien. The Cree representatives are the Chairman and Vice-Chairman of the Cree Nation Government and the Chiefs of the Cree First Nations. The Jamésien representatives are the elected mayors, councillors, and officials of the municipalities and territory.





Certain challenges emerged over the past year in Cree-Québec relations with respect to, among others, the Val-d'Or crisis affecting indigenous women and the police.

The Council of the Regional Government meets every second month, after the meeting of the CNG/GCC(EI) Council/Board. Meetings are held alternately in the Cree and Jamésien communities. The Regional Government is moving toward becoming an effective partnership in governance between the Cree and the Jamésiens in the Eeyou Istchee James Bay Territory. The Regional Government is progressively assuming more of the functions and responsibilities on Category III lands provided for under the *Cree-Québec Governance Agreement*.

Each year, the Regional Government must adopt a budget that is consistent with the provisions of the Governance Agreement, which also takes into account funding allocations provided by Québec. During its first five years of operation, the Regional Government is not required to increase taxes, and any shortfall in tax revenues in relation to expenditures during this period must be funded by Québec. For this reason, and during this first five-year period, Québec is required to approve the draft budget of the Regional Government.

Some uncertainty arose over the past year with respect to the funding provided by Québec under the Governance Agreement for land and resource planning on Category III lands. The Regional Government is making representations to the Government of Québec in order to clarify this matter and to permit it to carry out its responsibilities regarding land and resource planning.

### **Governance Agreement Does Not Affect Cree Rights under the JBNQA**

Some concern has been expressed that Québec communications concerning matters related to Category III lands are increasingly being directed to the Region-

al Government. The effect is to by-pass the Cree Nation Government and JBNQA entities, even when Cree rights and interests on Category III lands under the JBNQA and other agreements are affected.

One of the main purposes of the Governance Agreement is to promote the autonomy and development of the Cree Nation. The Governance Agreement therefore has as one of its primary objects the exercise by the Cree of greater autonomy and responsibilities regarding the governance of Category II lands, in particular with respect to governance powers of a local, municipal, and regional nature under Québec laws concerning the planning and use of the territory and resources.

The Governance Agreement also modernizes municipal and regional governance regimes under Québec laws on Category III lands in order to ensure the equitable representation and participation by the Cree and the Jamésiens on Category III lands.

In other words, the objects of the Governance Agreement are:

- (a) to increase Cree governance and autonomy on Category II lands through the Cree Nation Government; and
- (b) to provide, for the first time, Cree participation in governance on Category III lands as equal partners with the Jamésiens in the Regional Government.

That does *not mean* that the Governance Agreement limits Cree rights on Category III lands. On the contrary, the Governance Agreement *expressly preserves Cree rights* under the JBNQA and the *Paix des Braves*.

As a result, the Governance Agreement does not affect Cree rights with respect to the Hunting, Fishing and



Trapping Regime under Section 24 of the JBNQA. Nor does the Governance Agreement affect Cree rights with respect to the Environmental and Social Protection Regime under Section 22 of the JBNQA, including the roles and jurisdictions of the various environmental bodies, such as the JBACE, COMEV, COMEX and COFEX.

Again, the Governance Agreement does not affect Cree rights under the *Paix des Braves*, including under the Adapted Forestry Regime and concerning the responsibility of the Cree-Québec Forestry Board for Cree consultation regarding forest management activities.

As for land and resource planning on Category III lands, the Regional Government must consult the Cree Nation Government and the Cree First Nations with regard to the preparation of the Regional Plan for Integrated Land and Resource Development (PRDIRT) for Category III lands. Québec must consult both the Regional Government and the Cree Nation Government with regard to preparing Québec's public land use plan (PATP) for Category III lands.

The Grand Chief has directed that this matter be taken up with the appropriate authorities in order to ensure full respect for Cree rights throughout the territory of Eeyou Istchee under the JBNQA and other agreements.

### Regionalization of Services

The Governance Agreement contemplates the regionalization of certain Québec Government services and offices. A first priority was the Commission de la construction du Québec (CCQ), with the objective of constituting a new CCQ region for the Eeyou Istchee James Bay territory. A special table has been established in this regard, with representation of the Cree Nation, the Jamésiens, the Government of Québec and the CCQ. This new CCQ region is vital to ensure fair access for Cree and Jamésien contractors and workers to construction projects in the region.

Another priority for the regionalization of services is the *Société de l'assurance automobile du Québec* (SAAQ). At present, the SAAQ has no office or point of service in any of the Cree communities. Its only points of service are located in Chibougamau, Lebel-sur-Quévillon, Matagami, and Radisson. The Cree Nation of Chisasibi has sought the support of the Regional Government for the establishment of a SAAQ office in Chisasibi, and the Regional Government has responded positively.

### Cree-Inuit Working Table

In January 2016, the Grand Chief met with Jobie Tukkiapik, the President of Makivik Corporation, to discuss cooperation in matters of common interest. These matters include:

- Mutually satisfactory governance arrangements with respect to the Cree-Québec Governance Agreement;
- Hunting, Fishing and Trapping Regime of Section 24 of the JBNQA;

- Priority in contracting and employment under Sections 28 and 29 of the JBNQA;
- Plan Nord.

The discussion was positive. In order to advance cooperation on these and other matters, the Grand Chief proposed the creation of a Cree-Inuit Working Table.

### VAL-D'OR CRISIS

In October 2015 the media reported on allegations by Indigenous women in Val-d'Or of serious misconduct by members of the Sûreté du Québec, including so-called "Starlight Tours", sexual misconduct and provision of drugs and alcohol. Reports later emerged of similar incidents involving SQ officers in Sept-Îles, Maniwaki and Schefferville and on the poor response of the Sûreté in addressing complaints. A number of Cree women from Eeyou Istchee have come forward with similar accounts.

When the problem first came to light, the Cree Nation of Eeyou Istchee, together with the Assembly of First Nations of Québec and Labrador, called on Québec to establish an independent judicial Commission of Inquiry with a very focused mandate.

The Commission of Inquiry would look into allegations of misconduct by members of police forces towards Indigenous women in Val-d'Or and elsewhere in Québec. It would also examine systemic issues affecting relations between police forces and Aboriginal persons in Québec. The Commission would make recommendations to improve relations and trust between the police forces, Indigenous women in Val-d'Or, and Indigenous persons in Québec.

To date, the response from Québec about the crisis has been disappointing. Last fall, it transferred the investigation of the Val-d'Or incidents from the SQ to the Montreal police and it appointed a law professor to serve as an independent observer on the investigation. Québec has since broadened the investigation by the Montreal police to Sept-Îles, Maniwaki, and Schefferville.

However, Québec has resisted calls for an independent judicial Commission of Inquiry, on the grounds that it would take too much time, cost too much, and duplicate the work of the national Commission of Inquiry on Murdered and Missing Indigenous Women and Girls announced by the Government of Canada. The GCC(EI)/CNG does not agree. A targeted judicial Commission of Inquiry should be able to complete its work within a relatively short time and at reasonable cost. As for the national Commission of Inquiry announced by Canada, the concern is that it will be too broad and take too long.

Québec has proposed instead a special high-level process to address the issues raised by the Val-d'Or crisis. This process could involve the participation of very senior representatives of the Cree, the AFNQL, the Sûreté du Québec and the Government of Québec. The main task of



## The Cree Nation of Chisasibi has sought the support of the Regional Government for the establishment of a SAAQ office in Chisasibi, and the Regional Government has responded positively.

this table would be to look into allegations of misconduct by members of police forces towards Aboriginal women in Val-d'Or and Aboriginal persons in Québec. It would examine systemic issues affecting relations between police forces and Aboriginal persons in Québec. It would make recommendations in order to improve relations and trust between the police forces, Aboriginal women in Val-d'Or and Aboriginal persons in Québec.

Action is urgently needed to address these problems. The GCC(EI)/CNG remains open to explore options with Québec, but any approach must be independent, rigorous, and credible if it is to have Cree support. The Sûreté du Québec is the responsibility of Québec and it is up to Québec to fix it and restore Cree confidence in it.

### FORESTRY

#### ***Agreement to Resolve the Baril-Moses Forestry Dispute***

On February 7, 2002, the Cree and Québec signed, in parallel with the *Paix des Braves*, the “Baril-Moses Agreement”. This Agreement extended many of the forestry provisions of the Adapted Forestry Regime created by the *Paix des Braves* onto the Cree traplines east of the boundaries of the *James Bay and Northern Quebec Agreement*.

The Baril-Moses Agreement was a recognition by the parties that, although these traplines are outside of the JBNQA territory, they are part of the traditional lands of the Crees of Eeyou Istchee and continue to be integral to the Cree traditional way-of-life, and therefore the territory should be protected from overharvesting to protect this way-of-life.

However, the GCC(EI)/CNG was informed in 2011 that during the course of 2010, forestry operations started to be conducted, including by Resolute Forest Products of Canada Inc. and Les Chantiers de Chibougamau Ltée, under permits issued by Québec in breach of the provisions of the Baril-Moses Agreement. The Cree were never consulted or even informed that Québec was intending

to permit, or was in fact permitting excessive logging in breach of the Baril-Moses Agreement.

After unsuccessful efforts over several years to resolve the matter through negotiations, the Cree filed legal proceedings in March 2014 (amended in May 2015) against Québec, Resolute, and Chantiers Chibougamau seeking orders against them to ensure their immediate respect of the Baril-Moses Agreement as well as damages from Québec.

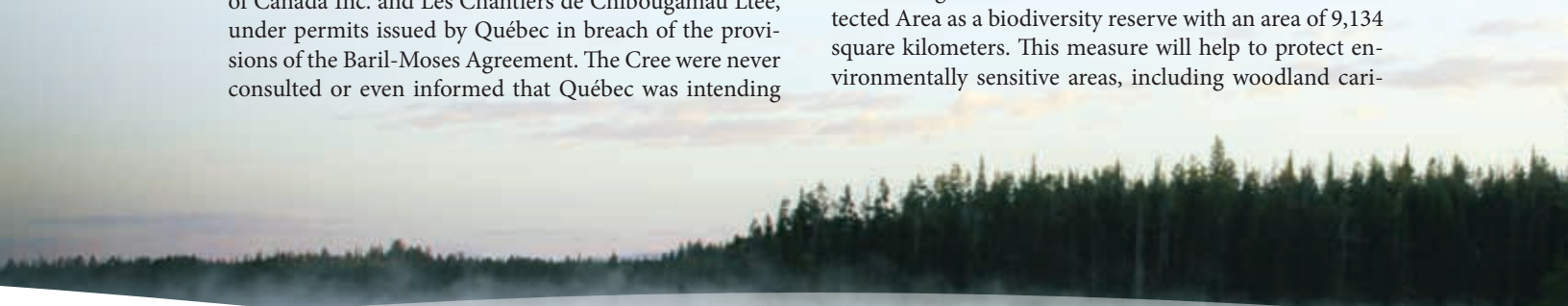
In January 2015, the Grand Chief and Premier Couillard agreed on a mandate for former Québec Premier Lucien Bouchard to act as mediator between the Cree and Québec in order to promote the resolution of the Baril-Moses forestry dispute between the Cree and Québec and of certain related issues, including the non-compliance issues with Resolute's certificates.

On July 13, 2015, after months of intense negotiations, led by Bill Namagoose and Abel Bosum, the Cree and Québec signed the *Agreement to Resolve the Baril-Moses Forestry Dispute*. This Agreement provides for the implementation of the Baril-Moses forestry standards in the affected territory until June 30, 2020. For the period after July 1, 2020, Québec and the Cree will work together on possible improvements of these standards.

The Agreement provides for negotiations between the Cree and Québec in order to conclude an agreement respecting the harmonization of the Adapted Forestry Regime set out in Chapter 3 of the *Paix des Braves* and the *Sustainable Forest Development Act*.

The Agreement provides for certain funding by Québec for the enhancement of Cree traditional activities as well as for the implementation of the Collaborative Forestry Management Regime set out in sections 66 and 67 of the Governance Agreement.

The Agreement establishes the Broadback River Protected Area as a biodiversity reserve with an area of 9,134 square kilometers. This measure will help to protect environmentally sensitive areas, including woodland cari-





bou habitats. A joint Cree-Québec task force will work to identify possible additional protected areas in the JBNQA Territory. The Agreement also commits Québec to work with stakeholders, including the Cree, for the recovery of woodland caribou habitat and regarding the precautionary approach for the interim protection of woodland caribou habitat.

The Agreement provides that the Innu of Mash-teuiatsh may participate in the processes regarding forestry standards and woodland caribou if they wish to do so.

The GCC(EI)/CNG undertook not to oppose the environmental authorization of certain forestry access roads, subject to certain conditions, including the independence of the environmental assessment bodies, Cree individuals and Cree entities in the review process. Québec undertook to provide funding to support Cree traditional activities and the implementation of the Collaborative Forestry Management Regime mentioned in the Cree Québec Governance Agreement of July 2012. Finally, the Cree undertook to discontinue the legal proceedings taken against Québec and certain forestry companies.

The Baril-Moses Resolution Agreement is significant as it aims to secure the harmonization of forestry operations with Cree hunting, fishing, and trapping activities in the Baril-Moses area. It provides a process for the Cree and Québec to work together on forestry measures to ensure this harmonization over the long term.

### Forestry Harmonization Agreement

In June 2009, Québec tabled new forestry legislation, the *Sustainable Forest Development Act* (Bill 57), to the National Assembly. The purpose of this Bill was to reform the forestry regime as of 2013. Québec felt it was necessary to plan this reform ahead in order for the changes to be reflected in the planning scheduled to take effect on April 1, 2013.

The Cree-Québec Governance Agreement contains measures relating to the harmonization of the Adapted Forestry Regime and the *Sustainable Forest Development Act*. It also provides for the establishment of a collaborative forestry management regime on the territory mentioned in Chapter 3 of the *Paix des Braves*.

The Baril-Moses Resolution Agreement also provides for negotiations between the Cree and Québec in order to conclude an agreement respecting the harmonization of the Adapted Forestry Regime set out in Chapter 3 of the *Paix des Braves* and the *Sustainable Forest Development Act*.

Negotiations took place between Québec and the Cree on the proposed Forestry Harmonization Agreement in consultation with the Chiefs and the members of the Joint Working Groups of the Cree communities of Mistissini, Oujé-Bougoumou, Waswanipi, Waskaganish and Nemaska. A draft Consolidated Forestry Harmonization Agreement was prepared including the following elements:

- (a) an Agreement amending the *Paix des Braves* in order to replace the existing Cree Adapted Forestry Regime by a new one;
- (b) a new *Paix des Braves* Chapter 3 and new Schedules thereto;
- (c) through a new Complementary Agreement to the JBNQA, amendments to Section 30A of the JBNQA which incorporates the Cree Adapted Forestry Regime into the JBNQA; and
- (d) amendments to the Confidentiality Agreement between Québec and the Cree to ensure that the Cree traditional knowledge shared during the preparation phase of the forest planning is kept confidential.

Consultations were held between October 2015 and April 2016 between the CNG Forestry Team, led by Abel Bosum and Isaac Voyageur, and the Chiefs and Joint

The Baril-Moses Resolution Agreement provides that Québec and the Cree Nation Government shall each make annual contributions under the *Agreement regarding Cree Traditional Activities Enhancement* concluded on July 11, 2013 for the five-year period 2016-2017 to 2020-2021.



Working Group members of the Cree communities of Mistissini, Oujé-Bougoumou, Waswanipi, Waskaganish and Nemaska to review the proposed Consolidated Forestry Harmonization Agreement. Community assemblies were also held in this regard.

On April 22, 2016, Council/Board of the GCC(EI)/CNG adopted Resolution 2016-12 approving the Consolidated Forestry Harmonization Agreement and authorizing its signature. It is expected that this Agreement will be signed in the near future.

### **Collaborative Forestry Management Regime**

The Cree-Québec Governance Agreement provides for the establishment of a collaborative management regime for the forestry resources on the Category II lands situated in the territory contemplated by Chapter 3 of the *Paix des Braves*. This collaborative management regime will consist of collaboration between Québec and the Cree Nation Government in order to develop the integrated forestry management plans concerned. This collaboration has as its objectives to ensure that Cree interests and concerns are taken into account, to determine local objectives for the sustainable development of forests, and to agree on measures for the harmonization of uses. This collaboration shall be carried out after the consultations carried out by the Cree Nation Government with the Cree tallymen and other Cree stakeholders concerned.

The collaborative management regime will proceed in two five-year phases. During the first five-year phase, Québec shall assume primary responsibility for forestry planning and management, while involving the Cree Nation Government and providing it with financial and technical support to develop additional forestry planning and management capacity. During the second five-year phase, the Cree Nation Government shall assume primary responsibility for forestry planning and management, with the technical and financial support of Québec.

The Baril-Moses Resolution Agreement provides for funding by Québec for the implementation of the Collaborative Forestry Management Regime set out in the Governance Agreement over the five years 2016-2017 to 2020-2021. The Agreement also provides for the negotiation of successor agreements regarding funding for the implementation of the Collaborative Forestry Management Regime for the five-year period 2021-2026 and then the ten-year period 2026-2036.

### **Cree Traditional Activities Enhancement**

The Baril-Moses Resolution Agreement provides that Québec and the Cree Nation Government shall each make annual contributions under the *Agreement regarding Cree Traditional Activities Enhancement* concluded on July 11, 2013 for the five-year period 2016-2017 to 2020-2021. They are to work together to develop guidelines concerning eligible uses and activity reports in respect of the funding provided for under the Enhancement Agree-

ment. The parties are also to negotiate by April 1, 2020 a successor agreement to the Enhancement Agreement, taking into account the average funding level provided for in previous years.

### **Forestry Access Roads**

After the signature of the Baril-Moses Resolution Agreement, Québec reactivated the environmental assessment of forestry access roads “H-West” and “I” under Section 22 of the JBNQA. These proposed roads are located south of the Broadback River on Category III lands and would affect five traditional Cree family territories, or “traplines”, of the Cree community of Waswanipi.

The Cree First Nation of Waswanipi expressed strong opposition to these roads, on the grounds that they would lead to logging on the last three intact Waswanipi traplines and destroy critical habitat for woodland caribou.

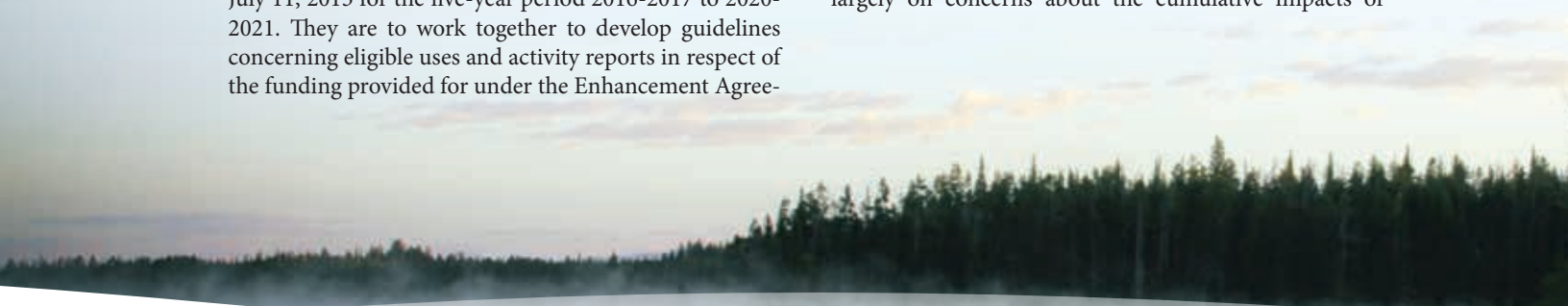
The Baril-Moses Resolution Agreement provides that, subject to certain conditions, the GCC(EI)/CNG would not oppose the environmental authorization of these access roads outside the Broadback River Protected Area. However, the Agreement also provides that it does not affect the independence of the environmental committees, Cree individuals, and other Cree entities with regard to the environmental assessment of these roads.

The COMEX panel carried out the environmental assessment of the roads in accordance with the process set out in Section 22 of the JBNQA. Key elements of this assessment were the social acceptability of the roads project and the protection of threatened woodland caribou in the Broadback River basin. Road construction in critical core habitats for woodland caribou disturbs and displaces animals into less favorable habitats and substantially increases mortality, particularly by predation. This compromises the viability of the woodland caribou populations.

In the Baril-Moses Resolution Agreement, Québec committed to the recovery of woodland caribou habitat in Québec and to work diligently with the Cree on a caribou habitat recovery plan. Québec also undertook to work with the Cree on a “precautionary approach” for the interim protection of woodland caribou habitat pending the implementation of the caribou recovery plan.

At the time of signature of the Baril-Moses Resolution Agreement, Québec indicated that the caribou habitat recovery plan would be released very shortly. Despite this undertaking and despite many subsequent requests by the Cree, the plan was not made available during the course of the COMEX assessment.

On March 24, 2016, the COMEX issued its report and recommendations on the environmental assessment of forestry access roads H-West and I. The report notes the lack of social acceptability for these roads, based largely on concerns about the cumulative impacts of





the roads and related commercial forestry activities on Waswanipi traplines and the conservation of woodland caribou habitat. The COMEX report also notes that, as of its date, the woodland caribou recovery plan had not yet been released.

In view of this absence and certain weaknesses of the environmental impact study, the COMEX recommended a precautionary approach, limiting the length of roads “H-West” and “I”. This approach would leave intact the “Mishigamish” territory, which the Cree First Nation of Waswanipi wishes to conserve as a protected area.

After the COMEX issued its report, the Government of Québec authorized the construction of the two forestry access roads in accordance with the recommendations of COMEX.

### Woodland Caribou

Québec released a summary “Woodland Caribou Habitat Plan” on April 5, 2016. The plan is in outline form, and it comprises two phases: immediate protection measures for essential habitat components, and development of a long-term strategy for woodland caribou habitat. Phase 1 measures include:

- Establishment of new northern limit taking into account recommendations of scientific committee;
- Maintenance of 90% of intact forests;
- Creation of protected areas in Broadback Valley and in Montagnes Blanches (Otish Mountains);
- Preservation of caribou habitat north of the northern limit of commercial forest area;
- Adapted forestry planning;
- Intensification of monitoring to help protect the species;
- Information campaign for local and regional populations regarding precarious state of the species;
- Pilot project to decommission forest roads.

Phase 2 is to address a long-term strategy for woodland caribou habitat, to be developed in collaboration with key stakeholders, including Aboriginal communities, regional entities, universities, and the forestry industry. The strategy will be based on four orientations:

1. Monitoring of socioeconomic impacts;
2. Other supply sources of wood;
3. Greater cooperation with other provinces;
4. Improved monitoring of caribou populations.

The Cree consider that these measures require significant development in consultation with the Cree communities and trappers if they are to have any real positive effect on the recovery of woodland caribou habitat.

### ENVIRONMENT AND PROTECTED AREAS

The Baril-Moses Resolution Agreement calls for a process to identify additional protected areas. It has been agreed at the Standing Liaison Committee to es-

tablish a special Cree-Québec Table on the Environment and Protected Areas. This Table would act as a high-level forum to discuss any issues related to the environment and protected areas in the Eeyou Istchee - James Bay Territory. It would carry out its functions under the Standing Liaison Committee, and would not duplicate the functions of the environmental bodies established under Section 22 of the JBNQA.

As proposed by the Cree, this Table could address the following matters, among others:

- (a) implementation of Cree Regional Conservation Strategy;
- (b) identification of additional protected areas as provided for in section 25 of the Baril-Moses Resolution Agreement;
- (c) relationship between protected areas and the fight against climate change, including the potential use of the boreal forest for sequestration of atmospheric carbon dioxide and for carbon storage;
- (d) implementation of measures for the recovery of woodland caribou habitat and of the precautionary approach for the interim protection of woodland caribou habitat, as provided for in sections 26 and 27 of the Baril-Moses Resolution Agreement;
- (e) integrated management mechanism for water resources on the basis of hydrological units, including watersheds, sub-watersheds and groups of watersheds, as provided for in section 180 of the Governance Agreement;
- (f) such other matters as Québec and the CNG may agree upon from time to time.

### ENERGY

On April 7, 2016, Québec released its 2030 Energy Policy. This is a high-level policy document setting out broad government energy orientations. It identifies certain targets to be achieved by 2030, including the following:

- enhancing energy efficiency by 15%;
- reducing by 40% the amount of petroleum products consumed;
- eliminating the use of thermal coal;
- increasing by 25% overall renewable energy output;
- increasing by 50% bioenergy production.

The Energy Policy notes that Hydro-Québec currently has a buffer or surplus equivalent to more than 4% of Québec’s annual electricity needs. New energy supplies will only be authorized when the surplus is on the order of 2.5% of Québec’s annual electricity needs, not expected until at least 2024. In order to limit the impact of wind energy on Québec electricity rates, the Energy Policy advocates that new Québec wind farms export all their electricity to North American markets. It also envisages wind energy as an alternate solution to fossil fuel energies in northern Quebec.



# The Cree Health Board is reviewing its governing legislation, the *Act respecting health and social services for Cree Native persons*, with a view to modernizing it and taking account of developments in health and social service legislation over the past 20 years.

At the time of writing of this report, Hydro-Québec was expected to release its own Strategic Plan shortly. This Strategic Plan may provide more operational details than the Energy Policy.

## HEALTH AND SOCIAL SERVICES

### 2012 Health Agreement

A new Health Agreement and Funding Framework was signed with Québec on August 16, 2012 for the period 2013-2018, for operations, and 2013-2020, for capital. It will permit further improvements to the health and social services and facilities for the Cree of Eeyou Istchee. The Cree Board of Health and Social Services continues to implement this new Health Agreement, including the development of services and the execution of new capital projects, among them a new hospital centre in Chisasibi.

Time did not permit other pressing issues to be addressed in the new Health Agreement. Instead, it was agreed by exchange of letters to address these issues after the Agreement's signature. These issues include, among others, the challenges posed by resource development for the Cree Health Board, tax matters, training, and the revision of the legislative framework of the Cree Health Board.

In March 2014, the Board of Directors approved the development and implementation of a new approach to governance for the Cree Health Board. This governance model is inspired by principles advanced by the Québec Association of Health and Social Service Establishments (*Association québécoise d'établissements de santé et de services sociaux* (AQESSS)), in a manner consistent with the JBNQA and the legislative framework of the Cree Health Board.

Since that time, the Cree Health Board has developed and adopted governance and orientation tools for the Board of Directors and its members, including the Executive Director, regarding their roles, responsibilities and functions. These tools include a series of "Board Governance Policies" that address, in broad terms, how the Board of Directors will carry out its responsibilities,

accomplish its tasks, and evaluate its performance.

The Cree Health Board meets regularly with the Ministry of Health and Social Services regarding implementation of the Health Agreement and Funding Framework.

### Chisasibi Hospital Infrastructure

Further to the 2012 Health Agreement, the Cree Health Board is planning the construction of a major new regional health and social service complex in the Cree community of Chisasibi. This complex will include a new hospital centre, administrative centre, and long-term care facility. It will provide essential health and social services for Region 18 under the jurisdiction of the Cree Health Board.

The funding of infrastructure for the new Chisasibi hospital complex is an issue, and has been raised at the Cree-Québec Standing Liaison Committee. The Cree Health Board is working with technical experts to review the plans, cost estimates, and funding required as well as alternative solutions in order to optimize plans and maximize efficiencies.

### Non-Insured Health Benefits

The Department of Health and Social Services (MSSS) has advised the Cree Health Board that it wishes to reduce the cost of the Non-Insured Health Benefits (NIHB) Program. MSSS has proposed different scenarios in this regard. The Cree Health Board has indicated its readiness to discuss the matter. The GCC(EI)/CNG is following this file closely as it affects Cree Nation treaty rights under Section 14 of the *James Bay and Northern Québec Agreement*.

### Legislative Review

The Cree Health Board is reviewing its governing legislation, the *Act respecting health and social services for Cree Native persons*, with a view to modernizing it and taking account of developments in health and social service legislation over the past 20 years. As this is



# The increases in overall funding levels for Cree childcare centres will be used to help implement northern allowances to attract and retain qualified and competent personnel.

a matter that affects Cree Nation rights under Section 14 of the *James Bay and Northern Québec Agreement*, the Cree Health Board is coordinating this work with the GCC(EI)/CNG.

## EDUCATION

Negotiations to renew the Funding Rules of the Cree School Board for the 2014-2015 to 2018-2019 school years were successfully concluded with Québec and Canada in October 2014. This represents a positive result for the Cree since the base funding of the School Board has been protected and certain elements, including funding for special needs and for capital requirements, have been improved or increased.

These negotiations related to the treaty rights of the entire Cree Nation under Section 16 of the *James Bay and Northern Québec Agreement*. They were therefore conducted jointly by the Cree School Board and the Grand Council of the Crees (Eeyou Istchee).

## CONTRACTING AND TENDERING

The tender and contracting rules imposed under Québec legislation conflict at times with the Cree priority in contracts and employment provided for in Section 28 of the JBNQA. They also do not take account of the special status and autonomy of the Cree Nation under the JBNQA and of the special northern context of Eeyou Istchee.

A draft Cree proposal on contract priority is being prepared to address these issues. It will propose special measures to give effect to Cree contract priority as well as to take account of the special status and context of the Cree institutions, such as the Cree Board of Health and Social Services of James Bay and the Cree School Board, under the JBNQA treaty. These institutions, as well as the Cree First Nations and other Cree stakeholders, will be consulted regarding this draft proposal prior to submission to Québec.

## CHILDCARE SERVICES

A multi-year Child Services Agreement was concluded between the Cree and Québec on February 11, 2014. Among other things, it provides for a greater regional governance role for the Cree Nation Government and an increased delegation of powers from the Ministry of Families to the CNG, including for the allocation of funding to Cree childcare centres according to CNG standards.

The new Childcare Services Agreement also provides for increased funding to account for the Cree context, such as northern allowances. This was achieved in a context of budgetary cutbacks for other childcare centres in the province. The increases in overall funding levels for Cree childcare centres will be used to help implement northern allowances to attract and retain qualified and competent personnel. In addition, the Childcare Services Agreement requires the Government of Québec to support the construction of two new facilities: a 45 space facility in Wemindji, and an 80-space facility in Chisasibi. The expansion of an existing facility in Wemindji was completed in 2015.

## EYYOU-EENOU POLICE FORCE

The Eeyou-Eenou Police Force (EPPF) was established by the Cree Regional Authority on April 1, 2011. The GCC(EI)/CNG considers this a very significant accomplishment in demonstrating the Cree capacity for governance.

On September 25, 2014, the GCC(EI)/CNG, Canada and Québec concluded the Eeyou-Eenou Police Funding Agreement for the period from April 1, 2014 to March 31, 2018. The terms of this Agreement are essentially the same as for the previous Funding Agreement from 2008-2009 to 2012-2013, as extended for 2013-2014. The contributions of Canada and Québec have been indexed, and will be indexed for future years on the basis of the Consumer Price Index.

On December 1, 2015, the Canadian Union of Public Employees filed an application with the federal Canada Industrial Relations Board (CIRB) for union certification



of certain members of the EEPF. However, on October 2, 2015, the Federal Court of Appeal concluded in its review of the CIRB's decision *Nishnawbe-Aski Police Services Board*, 2013 CIRB 701, that the labour relations of the Nishnawbe-Aski police services fall under provincial jurisdiction. An application for leave to appeal was filed with the Supreme Court of Canada on December 1, 2015. On April 7, 2016, the Supreme Court of Canada dismissed the application for leave to appeal. In the result, the Supreme Court upheld the decision of the Federal Court of Appeal affirming provincial jurisdiction over aboriginal police forces.

## FIREARMS REGISTRATION

In February 2013, Québec introduced Bill 20, the *Firearms Registration Act* in response to Canada ending the federal long-gun registry in April 2012. Bill 20 “died on the order paper” with the calling of the provincial elections for April 2014.

On December 3, 2015, Québec introduced a new bill on firearms registration, Bill 64, the *Firearms Registration Act*. Bill 64 requires that non-restricted firearms in Québec, essentially rifles and shotguns, be registered and establishes rules related thereto.

On April 5, 2016, the Grand Chief presented the brief of the GCC(EI)/CNG on Bill 64 to the Committee on Institutions of the National Assembly. The brief sets out the following positions:

- (a) the Cree oppose any legislation, including Bill 64, that could limit Cree Aboriginal and treaty rights, including any unreasonable restriction on Cree hunting, fishing, and trapping rights under Section 24 of the JBNQA;
- (b) concerns for public security and safety in relation to firearms must be balanced with the constitutionally protected treaty rights of the Cree Nation, including hunting, fishing, and trapping rights;
- (c) the Cree are open to the establishment of a provincial firearms registry, *provided that* it is adapted to fully respect Cree rights and the realities of the Cree hunting culture;
- (d) this adaptation may require specific modalities or exemptions for the Cree, and other mechanisms relating to the implementation of this registry in the Cree context;
- (e) all of these measures should be considered through a special Cree-Québec technical table as well as by the Hunting, Fishing, and Trapping Coordinating Committee.

The brief was well-received, and we had a useful discussion with members of the Committee on Institutions. The GCC(EI)/CNG will follow-up with Québec regarding the special technical table to consider special modalities for the Cree.

## CREE CUSTOMARY ADOPTION AND YOUTH PROTECTION MATTERS

A Working Group on Aboriginal Customary Adoption reviewed various options in order to clearly reflect the legal effects of Aboriginal customary adoption in Québec legislation. This Working Group included a representative of the GCC(EI)/CNG and the Cree Board of Health and Social Services of James Bay, along with representatives from other Aboriginal organizations, and representatives from the Québec Ministry of Health and Social Services, Ministry of Justice and a Director of Youth Protection.

The Working Group completed its final report in April 2012. This report was considered by the relevant Ministers of Justice in relation to legislative bills which proposed amendments to the Québec adoption regime, including with respect to the legal effects of customary adoption.

For the Crees of Eeyou Istchee, customary adoption has been practiced for generations and continues to be practiced today. It remains an integral part of Cree culture and identity. The Cree have sought changes to provincial legislation regarding customary adoption since the early 1980's and, for almost as long, Québec has committed to doing so in the *Civil Code of Québec*.

In June 2012, and again in June 2013, bills to amend the *Civil Code of Québec* and other legislation with respect to adoption, including regarding customary adoption, were introduced in the National Assembly. Cree participation in the Working Group helped to shape these legislative proposals, and the GCC(EI)/CNG was successful in securing their tabling in the National Assembly, along with other Aboriginal organizations. Unfortunately, these bills “died on the order paper” with the calling of elections.

More recently, the Government of Québec has indicated its intention to table new legislation in the National Assembly in order to have the legal effects of customary adoptions clearly reflected in the *Civil Code of Québec*. The Cree Nation welcomes this initiative as an important step to fulfill Québec's commitment to recognize Aboriginal customary adoption in Québec legislation. This legislation should help to harmonize provincial adoption legislation with Cree Aboriginal and treaty rights in relation to adoption matters.

## RECONFIGURATION AND FINAL LAND DESCRIPTIONS FOR CREE COMMUNITIES

Two tables have been set up with the Government of Québec concerning Cree land issues:

- (a) One table deals with determining the final land descriptions for Cree Category I and II lands with a view of incorporating such final descriptions into the JBNQA and in pertinent legislation;
- (b) Another table created pursuant to section 4.18 of the *Paix des Braves* concerns the reconfiguration of the



Category I lands of Waskaganish, Waswanipi, and Nemaska following the abandonment of the N.B.R. Complex.

The activities of these tables continued during fiscal year 2015-2016. In parallel, the Crees, Québec, and Canada have started drafting a Complementary Agreement to the JBNQA in order to incorporate the final land descriptions in the JBNQA for all other communities.

The experience with respect to the Oujé-Bougoumou/Mistissini land transfer should pave the way to a process for achieving these land reconfigurations and final descriptions.

## OUJÉ-BOUGOUMOU RECOGNITION AND MISTISSINI LANDS

Complementary Agreement No. 22 and the Final Agreement were signed in Oujé-Bougoumou on November 7, 2011. Complementary Agreement No. 22 received its final signature on February 3, 2012 and came into force during the year 2012-2013. These agreements have the effect of legally securing the status of Oujé-Bougoumou as a Cree Band under the JBNQA and related legislation, with the same powers, rights, and responsibilities as other Cree bands, subject to a transitional period necessary to allow for the transfer of lands and the coming into force of amendments to the *Cree-Naskapi (of Québec) Act*.

The *Act to amend the Cree-Naskapi (of Québec) Act*, adopted in 2009, amends the *Cree-Naskapi (of Québec) Act* in order, among other things, to recognize Oujé-Bougoumou as a Cree Band. These amendments came into force on May 15, 2014, which is the date on which land was formally set aside by the Governor-in-Council as Category IA land for the exclusive use and benefit of Oujé-Bougoumou pursuant to the Complementary Agreement.

The GCC(EI) and Mistissini concluded negotiations with Québec and Canada and, in September 2013, signed with Québec the “*Final Settlement Agreement Related to the Transfer of Certain Lands from Mistissini to Québec*”. This Agreement basically provides for a specific process and schedule which will result in the adjustment by Mistissini of certain Category I and II lands in consideration of the allocation by Québec of an equivalent area of lands to Oujé-Bougoumou through Complementary Agreement No. 22 and in consideration of financial provisions. The Agreement does not contemplate or affect in any way the claim in respect of the Mistissini hunting territories lying to the east of the Height of Land.

## TERRITORIAL OVERLAPS

### Atikamekw of Opitciwan

In February 2004 the First Nations of Opitciwan, Wemotaci and Manawan, as well as the Council of the Atikamekw Nation, and several Chiefs and council members filed a law suit against Canada and Québec.

The area effectively claimed by the Atikamekw in the JBNQA territory includes a large segment of the southern traplines of Oujé-Bougoumou, as well as a large segment of the southern traplines of Waswanipi. It also includes certain Senneterre Cree traplines.

The Atikamekw are asking the Court, in particular, to declare that the JBNQA and its implementing legislation did not extinguish the Aboriginal claims of other Nations. Alternatively, if their rights were extinguished, the Atikamekw would claim damages.

The GCC(EI)/CNG and the Grand Chief have intervened in this case to ensure that the GCC(EI)/CNG be a full party to any negotiations and to reserve rights of the Cree inside and outside of JBNQA territory.

Court proceedings have been suspended by the Atikamekw and Québec since 2007, with Cree consent, in order to attempt to negotiate a settlement of the case. The suspension was set to expire in May 2012 but other options, such as a discontinuance of the proceedings, have been the subject of discussions.

The Atikamekw have expressed the desire to discontinue these legal proceedings on the following conditions:

- (a) Québec and Canada, as defendants, as well as the GCC(EI)/CNG, HQ, SEBJ and SDBJ, as intervenors, agree that the discontinuance will be without costs;
- (b) the parties agree to renounce to the prescription acquired and the benefit of time elapsed as of December 30, 2003.

Although the parties reviewed this possibility as well as the terms of a proposed agreement in this regard, there has been little movement in this respect over the past three years.

## Innu of Takuikan Uashat Mak Mani-Utenam and Bands

The Uashat Band is seeking numerous declarations and orders from the Superior Court of Québec. The territory claimed by the Uashat Band is very extensive. It includes a large segment of the JBNQA territory, in particular, around the Caniapiscou reservoir and northward up to Kuujuaq. Many Mistissini traplines are included in this territory. In addition, the Uashat Band is claiming the entire Eastmain River basin as a travel route and they claim a gathering site in the James Bay coast near Eastmain. The GCC(EI) was made party to these proceedings (“Pinette” proceedings).

On June 14, 2005, the Uashat Band was granted a suspension in these proceedings for five years. However, despite the suspension, the Innu presented a motion to have these proceedings jointly managed with other related proceedings (the “McKenzie” and “Uashaunnuat/La Romaine” proceedings). This motion was accepted on December 4, 2008. The La Romaine proceedings touch the JBNQA Territory but it seems that this may not have been intended. Nevertheless, the GCC(EI) is now seeking an official clarification in order to protect Cree rights.



The Pinette proceedings were divided into a “Part A” and a “Part B”. For the purposes of “Part A”, the area includes a significant portion of Québec, but excludes the Uashat Innus’ alleged traditional territory in the province of Newfoundland and also excludes the territory covered by the JBNQA in Québec. “Part B” of this proceeding is exclusively with respect to the alleged traditional territory of the Uashat Innu located within JBNQA territory. The proceedings with respect to the JBNQA Territory have been suspended. Some discussions have taken place with the Innu, but there has been little movement over the past year.

### **Innus of Mashteuiatsh/Mistissini Height of Land – Overlapping Claims**

By way of background, the Montagnais of Pointe Bleue or Mashteuiatsh (also called Première Nation des Piekuakmiulnuatsh or the Innus of Mashteuiatsh), their Chief, and Band councillors had filed proceedings against Canada and Québec for recognition of their aboriginal rights over an area they claimed as their traditional territory, and for \$750 million in damages for various infringements to their aboriginal rights, but those proceedings were discontinued.

In these proceedings, Mashteuiatsh did not set out any specific conclusions in regard to the JBNQA territory, though they claimed they held joint title over an unspecified “common area” with other unidentified Aboriginal groups.

A table has been established, with representatives of the Innu of Mashteuiatsh, the Cree, Canada, and Québec to discuss the overlapping claims of the Innu and the Cree, including the Mistissini “Height of Land” claim, but there has been little movement in these discussions over the past year.

Certain of these issues have been discussed in the context of the mediation process on the Baril-Moses dispute and further discussions may take place during fiscal year 2016-2017.

### **Innu of Matimekush-Lac John**

The Matimekush-Lac John Innu Nation Band instituted legal proceedings against Canada and Québec in December 2013 in which they seek declarations to the effect that:

- (a) the *James Bay and Northern Québec Native Claims Settlement Act* has no effect as regards them;
- (b) this law did not extinguish the Innu claims, title, and interests in the part of the Nitassinan (their claimed traditional territory) located within the territory covered by the *James Bay and Northern Québec Agreement* and the *Northeastern Québec Agreement*; and
- (c) the Innu have Aboriginal title and Aboriginal rights to the part of Nitassinan located within the territory covered by the Agreements.

Alternatively, if the Court decides that Innu rights are extinguished on JBNQA Territory, the Innu request declarations that

- (a) they are entitled to fair compensation in consideration for the expropriation of their rights and interests on the part of Nitassinan located within the territories covered by the Agreements, as per subsection 3(3) of the *James Bay and Northern Québec Native Claims Settlement Act*; and
- (b) Québec and Canada failed to fulfil their fiduciary duty toward them.

In such case, the Innu also seek an order condemning Canada and Québec to pay the Matimekush-Lac John Innu Nation Band the sum of \$500,000,000 as fair and equitable compensation.

Alternatively, should the Court refuse to condemn Canada and Québec to pay just compensation, the Innu request declarations that

- (a) Canada did not honourably implement the promises and commitments it made in the Order in Council of 1870;

The GCC(EI) and Mistissini concluded negotiations with Québec and Canada and, in September 2013, signed with Québec the “*Final Settlement Agreement Related to the Transfer of Certain Lands from Mistissini to Québec*”.



- (b) Canada did not act honourably when it proceeded to the unilateral extinguishment of the Innu's Aboriginal rights to the part of Nitassinan located within the territory covered by the *James Bay and Northern Québec Agreement* and the *Northeastern Québec Agreement*; and
- (c) Québec did not honourably implement the provision providing for the negotiation of the claims of the Innu of Matimekush Lac John, as stated in Subsection 2.14 of the *James Bay and Northern Québec Agreement*.

### Algonquins

On June 3, 2014, the First Nations of Abitibiwinini, Kitcisakik, Lac-Simon, Long-Point and Wahgoshig, as well as several Chiefs and council members, all part of the "Great Algonquin Anishinabeg Nation" ("Algonquins"), instituted legal proceedings against Québec and Canada. The Algonquins seek declarations to the effect that:

- (a) the *James Bay and Northern Québec Native Claims Settlement Act* did not extinguish the Algonquins claims, rights, title and interests in the area of their territory covered by the JBNQA;
- (b) the Algonquins have aboriginal title and aboriginal rights in the area of their territory covered by the JBNQA.

Alternatively, if the Court decides that the rights of the Algonquins are extinguished on the JBNQA Territory, the Algonquins request declarations that:

- (a) the Algonquins are entitled to fair compensation in consideration for the expropriation of their rights on the area of their territory covered by the JBNQA, as per sub-section 3(3) of the *Federal Native Settlement Act*;
- (b) Québec and Canada failed to fulfill their fiduciary duties toward them.

In such case, the Algonquins also seek an order condemning Québec and Canada to pay the sum of \$500,000,000 as fair and equitable compensation, or any other amount deemed appropriate by the court.

Alternately, should the Court refuse to condemn Québec and Canada to pay a just compensation, the Algonquins request declarations to the effect that:

- (a) Canada did not honourably implement the promises and commitments it made in the Order in Council of 1870;
- (b) Canada did not act honourably when it proceeded to the unilateral extinguishment of the Algonquin's aboriginal rights in the area of their territory covered by the JBNQA and by repealing paragraphs c), d) and e) of the *Québec Boundaries Extension Act*, 1912;
- (c) Québec did not honourably implement the provision providing for the negotiation of the claims of the Algonquins, as stated in Sub-Section 2.14 of the *James Bay and Northern Québec Agreement*.

On August 14, 2014, the GCC(EI)/CNG filed a declaration of intervention in order to safeguard Cree rights and interests throughout the course of this litigation. The GCC(EI)/CNG are now intervenors in this case. The case is specially managed and the delays regarding the conduct of the proceedings were suspended in September 2014 by the case management judge.

## PLAN NORD

### Relaunch

After the election of the new Government of Québec in April 2014, Premier Couillard announced on May 8, 2014 the relaunch of the Plan Nord. A ministerial committee for the Plan Nord was established, chaired by Pierre Arcand, Minister of Energy and Natural Resources and Minister responsible for the Plan Nord. Mr. Geoffrey Kelley, Minister for Aboriginal Affairs, serves as vice-chair of this committee.

### Cree Vision of Plan Nord

In response to Québec's initial announcement of the Plan Nord in 2008, the Cree developed our own *Cree Vision of Plan Nord*. It outlines Cree conditions, expectations, and priorities in relation to the Plan Nord. These include respect for Cree rights under the *James Bay and Northern Québec Agreement*, the *Paix des Braves*, and the *Cree-Québec Governance Agreement*; meaningful Cree participation and benefits; compliance with the JBNQA environmental and social protection regime; environmental and social acceptability; and implementation of Cree Plan Nord priorities, including social housing, transportation, energy, training for Cree workers, tourism and protected areas.

### Special Cree-Québec Process

The Grand Chief has emphasized to Premier Couillard and Ministers Arcand and Kelley the need to keep a special, high-level, Cree-Québec process to implement Cree development priorities for Eeyou Istchee in the context of the Plan Nord. This special Plan Nord process falls under the Cree-Québec Standing Liaison Committee.

### Société du Plan Nord

On December 5, 2014, the National Assembly adopted the *Act respecting the Société du Plan Nord*. The mission of the Société du Plan Nord is to contribute, in collaboration with the representatives of the regions and the Aboriginal nations concerned, as well as the private sector, to the development of the area covered by the Plan Nord, in keeping with the principle of sustainable development and in accordance with the policy directions defined by the Government in relation to the Plan Nord. The Société may coordinate infrastructure projects and develop or operate infrastructures, alone or in partnership. In addition, it may assist and support local and Native communities in their development projects.



## The Grand Chief has emphasized to Premier Couillard and Ministers Arcand and Kelley the need to keep a special, high level, Cree-Québec process to implement Cree development priorities for Eeyou Istchee in the context of the Plan Nord.

In March 2015, Minister Pierre Arcand announced the composition of the first board of directors of the Société du Plan Nord. The Cree Nation is represented on the board by Andy Baribeau, Director of the CNG Department of Commerce & Industry.

The Société has released its *Action Plan 2015-2020*. It outlines broad policy directions and objectives with regard to developing the North's economic potential, community development, environmental protection, and protected areas.

### Eeyou Communication Network

Of special interest for the Cree, the Société du Plan Nord has agreed to provide certain funding to the Eeyou Communication Network for its Phase 2 project to connect the Cree communities of Eastmain and Waskaganish to ECN's broadband network.

### CREE DEVELOPMENT CORPORATION

The *Paix des Braves* provides for the creation of the Cree Development Corporation (CDC) to serve as one of the main vehicles for Cree economic development and investment. The CDC's mandate includes:

- (a) supporting the long-term development of each Cree community;
- (b) developing Cree expertise in economic development and the management of development funds;
- (c) promoting job creation for the Cree in Eeyou Istchee;
- (d) making the Crees active partners of Québec in the economic development of Eeyou Istchee;
- (e) promoting and encouraging the creation and de-

velopment of businesses and resources in order to stimulate economic opportunities for the Cree.

The Cree Nation sees the CDC as a strategic player in order to seize the opportunities that arise in Eeyou Istchee under the Plan Nord and other development initiatives. Work is advancing on the CDC's strategic business plan.

The CDC will make investments in key sectors, such as mining, forestry, energy and infrastructure that will create wealth for the Cree as well as job and business opportunities for our people. The CDC will, when appropriate, partner with players in Québec finance and business to take advantage of investment opportunities.

The GCC(EI)/CNG has designated as its representatives on the CDC's board of directors the Grand Chief as well as Dr. Ted Moses, Chief Davey Bobbish, Bill Namagoose, Abel Bosum and Jack Blacksmith.

The GCC(EI)/CNG is now in discussions with Québec regarding the appointment of its five representatives on the CDC board of directors. From the Cree perspective, Québec's representatives should be senior members of the Québec business and finance community. They should have a track record of success in business investment, organization, or management. They should be sensitive to Cree and Indigenous culture. They should have the capacity to facilitate partnerships between Cree and Québec businesses. They will work with the CDC's board in identifying suitable projects for investment. Québec has approached a number of credible candidates, who have indicated interest in serving on the CDC board.



## NEGOTIATIONS WITH MINING COMPANIES

### Goldcorp/Les Mines Opinaca – Éléonore Project

On February 21, 2011, Les Mines Opinaca, a wholly-owned subsidiary of Goldcorp, signed the Opinagow Collaboration Agreement with the Cree Nation of Wemindji, the Grand Council of the Crees (Eeyou Istchee), and the Cree Regional Authority (now the Cree Nation Government).

The purpose of the Opinagow Collaboration Agreement is to establish measures for the future operation of the project, which protects Cree traditional activities, and to ensure Cree benefit from various employment, business, and training programs. It also ensures that the project will proceed in a sustainable and environmental manner and that it respects all provisions of the JBNQA.

Opinaca estimates that there is a need for approximately 75 to 100 jobs during the exploration phase of the Éléonore project, 200 to 600 jobs during development and construction, and 300 to 600 jobs during operation. The estimated life of the project is 15 to 20 years, with potential for an extended life if future exploration is successful.

Since the signature of the Collaboration Agreement, the Cree workforce now represents close to 20% of the overall workforce present at the site (210 Cree employees out of 1039 workers). In addition, in 2015, construction and services contracts totaling over \$167M have been awarded to various Cree Enterprises.

### Stornoway Diamond Corporation – Renard Project

On March 27, 2012, Stornoway Diamonds (Canada) Inc. signed the Mecheshoo Agreement with the Cree Nation of Mistissini, the Grand Council of the Crees (Eeyou Istchee), and the Cree Regional Authority.

The Mecheshoo Agreement, which will be in effect for the life of the mine, contains various provisions regarding Cree involvement in the development of the Renard Diamond Mine, including employment and business opportunities and training and education initiatives. Moreover, the Mecheshoo Agreement aligns the parties' respective interests in the economic success of the project and ensures that the Cree will receive financial benefits through different payment mechanisms and participation in the profitability of the mine.

The site is located approximately 290 km north of the Cree community of Mistissini, within the community's traditional territory. In order for the mine to operate, a road is currently being constructed. While Stornoway was initially to contribute to the construction and maintenance costs of the new road, in November 2012, the company entered into a Framework Agreement and an associated letter of intent with the Government of Québec for the financing and completion of the extension of Highway 167 under Stornoway's direct management. The agreement is designed to ensure timely road access to the project and the commencement of mine construction during 2013, as previously contemplated.

The Mecheshoo Agreement, which will be in effect for the life of the mine, contains various provisions regarding Cree involvement in the development of the Renard Diamond Mine, including employment and business opportunities and training and education initiatives.



The key features of this agreement are that Stornoway will assume the completion of segments “C” and “D” of the extension of Highway 167 as a single lane mining grade road, and Québec will provide Stornoway with financing to complete the work.

All Cree representatives have been appointed to the various committees created under the Mecheshoo Agreement, including the Renard Committee, the committee responsible for the implementation of the Mecheshoo Agreement. The Renard Committee has met on seven (7) occasions since the execution of the Mecheshoo Agreement.

In April 2014, Stornoway announced a C\$944 million financing package to fund the construction of the Renard Project, which began in June 2014. Throughout the year, the Cree workforce averaged 24% of the overall workforce present at the site, depending on the contracts being carried out. In addition, in 2015, construction and services contracts totaling over \$64M have been awarded to various Cree Enterprises.

### **BlackRock Metals Inc. – The BlackRock Project**

In January 2011, BlackRock contacted the Cree community of Oujé-Bougoumou to begin discussions on the BlackRock project. The company is carrying on exploration and pre-development activities to mine an iron ore concentrate deposit located approximately 50 km east of the community of Oujé-Bougoumou.

BlackRock filed its Notice of Project with the Québec Department of Sustainable Development, Environment and Parks in July 2010 and the company received in December 2010 the directives for the drafting of the Environmental and Social Impact Assessment from the COMEV. BlackRock filed its Environmental and Social Impact Assessment in January 2012.

In January 2012, the Oujé-Bougoumou Cree Nation, the GCC(EI)/CNG and BlackRock signed a Pre-Development Agreement. On June 20, 2013, the parties signed the BallyHusky Agreement. Since the execution of this Agreement, the parties have appointed their respective representatives to the Implementation Committee, which has met on four (4) occasions. The Oujé-Bougoumou Cree Nation and BlackRock are currently negotiating the terms of various contracts, which could be awarded to Oujé-Bougoumou during the construction phase of the BlackRock project.

On April 26, 2016, the Cree Nation Government invested an amount of \$1.67M in Nemaska Lithium, and the Administration régionale Baie-James invested an identical amount. On the same date, the SDBJ also invested a first amount of \$1.5M. An additional amount of \$166,667 will be invested by the SDBJ, upon issuance of an order-in-council from Québec, since Order-in-Council 1151-2000 only allows the SDBJ, without governmental authorization, to acquire shares in a corporation up to an amount not exceeding \$1.5M.

### **Nemaska Lithium Inc. – The Whabouchi Project**

In 2009, Nemaska Lithium Inc. acquired a property from Golden Goose Resources in Nemaska traditional territory, located approximately four kilometres north of Hydro-Québec’s Albanel substation. While the original intent of Golden Goose was to operate a nickel mine, Nemaska Lithium intends to focus on the exploration and possible commercial production of a lithium ore body discovered on the site (“Whabouchi Project”).

Nemaska Lithium Inc. approached the Cree community of Nemaska to develop a memorandum of understanding. Discussions in late 2009 focused on the purchase of shares of Nemaska Lithium Inc. by the Nemaska Development Corporation, which ultimately resulted in Nemaska Development Corporation investing \$600,000 in Nemaska Lithium Inc.

Since then, the Cree Nation of Nemaska, the GCC(EI)/CNG and Nemaska Lithium Inc. have been negotiating an Impacts and Benefits Agreement (IBA). In April 2014, the parties achieved an agreement-in-principle on the financial matters of the final agreement being negotiated. Finally, in November 2014, the parties signed the Chinuchi Agreement, for the development, construction, operation and closure of the Whabouchi Project.

### **Other Mining Projects**

Over the last four years, the GCC(EI)/CNG and various Cree communities have signed a number of pre-development agreements with other mining companies, which should lead to discussions on the conclusion of IBAs. However, like other regions, Canada and Québec have seen a slowdown in mining investment owing to the global decline in commodity prices. As such, these discussions have been temporarily suspended, pending a more favourable economic climate. These discussions include:

- (a) the Montviel project (rare earths) of GeoMega Resources in the territory of the Cree First Nation of Waswanipi;
- (b) the Rose project (lithium and tantalum) of Critical Elements Corporations in the territory of the Cree Nation of Eastmain;
- (c) the Moblan project (lithium) of the joint venture between SOQUEM and GlobeStar Mining Corporation in the territory of the Cree Nation of Mistissini;
- (d) the Windfall Lake project (gold) of Eagle Hill Exploration Corporation in the territory of the Cree First Nation of Waswanipi;
- (e) the Croteau Est and Waconichi projects (gold) of Northern Superior Resources in the territory of the Oujé-Bougoumou Cree Nation;
- (f) the Horden Lake project (nickel and copper) of El Condor Minerals in the territories of the Cree Nation of Nemaska and the Crees of Waskaganish First Nation;



- (g) the Corner Bay project (copper) and other mining properties of CBay Minerals in the territory of the Oujé-Bougoumou Cree Nation;
- (h) the Iron Hills project (iron ore) of the Barlow mine in the territory of the Cree Nation of Washaw Sibi;
- (i) the Monster Lake project (gold) of Iamgold/Tomago in the territory of the Oujé-Bougoumou Cree Nation and the Cree First Nation of Waswanipi;
- (j) the Coulon project (zinc, copper and silver) of Virginia Mines in the territory of the Cree Nation of Chisasibi;
- (k) the Philibert project (gold) of SOQUEM in the territory of the Oujé-Bougoumou Cree Nation; and
- (l) the Anik project (gold) of GeoMega Resources in the territories of the Oujé-Bougoumou Cree Nation and the Cree First Nation of Waswanipi.

## TAXATION

### Québec Health Contribution

Further to the 2010 Québec Budget, amendments were made to the *Act respecting the Régie de l'assurance maladie du Québec* in order to provide for the payment of a health contribution. When the amendments were introduced, the Act provided that at the end of the year, every individual over 18 years of age, who is a resident in Québec, pay for that year a health contribution of \$25 for 2010, \$100 for 2011, and \$200 for 2012 and subsequent years.

Upon the introduction of the health contribution and at the request of the GCCEI/CNG, legal counsel analyzed the matter and advised that good arguments exist that the health care contribution constitutes taxation for purposes of the exemption from taxation of section 188 of the *Cree-Naskapi (of Québec) Act*. The application of the health contribution to a Cree individual may also be argued to constitute an erosion of the benefits to which the Cree are entitled under Section 14 of the *James Bay and Northern Québec Agreement* relating to the Cree Health and Social Services.

The Cree Nations of Eeyou Istchee were advised of this matter. Notices of objection were filed in respect of notices of assessment issued by the Québec Revenue Agency to affected Cree individuals for the health contribution in respect to taxation year 2010.

In May 2012, the Québec Revenue Agency introduced an administrative policy (Interpretation Bulletin RAMQ 37.17.1) on the application of the health contribution to Indians. The policy is that income earned by an Indian on reserve will not be taken into account in determining whether an Indian must pay the health contribution. Accordingly, the notices of assessment for the health contributions previously issued against the Cree who meet this criterion have been reversed and new notices confirming no liability with respect to the health contribution will be issued shortly to each Cree who has received an assessment for 2010 and 2011.

In its 2013-14 Budget, the Québec Government modified the health contribution regime, as of 2013, by, among others, varying the health contribution on the basis of an individual's income rather than on the basis of family income. This new measure resulted in an increase of the number of Cree, who do not meet the criterion mentioned above, being exempt from the payment of the health contribution.

Notwithstanding the modifications to the health contribution regime contained in the 2013-14 Budget, an outstanding matter remains concerning Cree individuals whose income derives from federal or Québec public pensions.

The 2015-16 Québec Budget provides for the elimination of the health contribution as of January 1, 2017 for an individual whose income is not more than \$40,820. This new measure should result in 2017 in a significant reduction in the number of Cree individuals who are now subject to the health contribution because they are entitled to receive federal or Québec public pensions. For an individual whose income is equal to or exceeds \$40,820, the obligation to pay the health contribution will be gradually eliminated beginning in 2017 and will be removed completely by 2019.

### Québec Fuel Tax

In April 2002, a claim was filed with the Québec Revenue Agency on behalf of Cree individuals and Cree First Nations for the refund of Québec fuel tax paid during the period 1991 to 2001.

This claim was one of the issues discussed at the "Cree-Québec Tax Table" established early in 2003 pursuant to the *Paix des Braves*. In 2003, after the Cree filed their claim, the Assembly of First Nations of Québec and Labrador (AFNQL) filed a class action on behalf of all First Nations in Québec, other than the Cree First Nations, seeking compensation for Québec fuel tax paid. At the Cree-Québec Tax Table, the Québec Revenue Agency reserved its position regarding the Cree claim for refund of fuel tax in view of the AFNQL class action.

On June 30, 2011, the Québec Revenue Agency announced that an agreement had been reached with the AFNQL to settle its fuel tax class action for First Nations other than the Cree. In view of this settlement, the GCC(EI) resumed discussions with the Québec Revenue Agency regarding the settlement of the Cree's claim for the refund of Québec fuel tax.

In the autumn of 2012, the Québec Revenue Agency presented a proposal to settle the Cree fuel group claim for a capital amount plus legal fees. The settlement is to cover all claims for the period ending on July 1, 2011 (date when the new fuel tax rebate system was implemented), without prejudice however to the right of a Cree individual to file, with the proper receipts and documentation, a specific claim under the relevant legislative provision for



## The relationship with Québec remains one of central importance to the Cree, both as members of the Cree Nation of Eeyou Istchee and as citizens of Québec and Canada.

any fuel tax paid in the four years preceding the date of his claim. The settlement agreement would provide for an undertaking to use the amount paid by Revenue Québec for community purposes.

On December 12, 2012, the GCC(EI)/CNG Council/Board approved in principle a settlement to be entered into with the Government of Québec with regard to the Cree fuel group claim on the basis of the proposal submitted by the Québec Revenue Agency. Legal counsel to the GCC(EI)/CNG Council/Board and representatives of the Québec Revenue Agency have prepared a draft Agreement of Settlement and Transaction. This Agreement provides for Québec to pay the nine Cree First Nations a total amount of \$8.5 million, plus reasonable legal fees, to refund fuel tax paid between 1991 and 2001. This amount must be used for community purposes only within 18 months of receipt.

At its meeting of March 22-23, 2016, the GCC(EI)/CNG Council/Board approved the draft Agreement of Settlement and Transaction and authorized its signature. On March 23, 2016, the Council of Ministers of Québec adopted Order-in-Council 202-2016 approving the Settlement Agreement with the Cree. At the time of writing this report, it was anticipated that the Settlement Agreement would be signed before June 24, 2016.

### CONCLUSION

The relationship with Québec remains one of central importance to the Cree, both as members of the Cree

Nation of Eeyou Istchee and as citizens of Québec and Canada.

Since the signature of the *Paix des Braves* in 2002, the Cree-Québec relationship has ensured significant benefits for the Cree Nation. The funding provided pursuant to the *Paix des Braves*, the important funding for Cree Health and Social Services, Education, Police, Justice, Childcare Services, and the Adapted Forestry Regime all bear witness to an important and fruitful relationship.

During the course of 2015-2016, this relationship has faced certain challenges. Among the most important challenge is the difficult forestry file. The negotiation and signature of the Baril-Moses Resolution Agreement resolved certain aspects of this matter. The negotiation of the Forestry Harmonization Agreement marks another important advance. However, work remains to be done on measures to protect sensitive areas, including the Cree Regional Conservation Strategy, and on measures to ensure the recovery of woodland caribou. The GCC(EI)/CNG intends to pursue these matters with Québec in collaboration with the Cree First Nations and Cree stakeholders.

The Val-d'Or crisis remains to be fully addressed. The media have recently reported that the police investigation of alleged misconduct has been referred to the Crown prosecutors for assessment. The broader systemic issues of discrimination remain to be resolved. The GCC(EI)/CNG intends to ensure that these issues are properly addressed so as to safeguard the rights, security, and dignity of all Cree persons.



## NATURAL RESOURCES

2015-16 was a busy year for the Cree Nation Government's (CNG) work on the management of the natural resources of Eeyou Istchee. Key events were the signing of the renewed Baril-Moses forestry agreement, the conclusion of community consultations on the proposed draft of the new forestry harmonization agreement with Quebec, and the establishment of a new land use-planning unit within the Environment and Remedial Works Department of the CNG.

### NEW BARIL-MOSES AGREEMENT

As noted in previous annual reports, the dispute over the Mistissini/Oujé-Bougoumou height of land traplines has been a serious issue with these communities and the CNG since 2010 when the Government first authorized forestry plans that contravened the Baril-Moses Agreement. Signed in 2002 along with the *Paix des Braves* Agreement, the Baril-Moses Agreement set out specific rules by which forestry was to be conducted over the height of land traplines.

Since 2011, the Crees have made several attempts to resolve this issue that ultimately lead to the filing of court proceedings, a challenge to Resolute Forest Products' Forest Stewardship Council's (FSC) certification, and the appointment of former Quebec Premier, Lucien Bouchard, as a mediator to aid in bringing resolution to this problem. Mr. Bouchard assisted in several meetings, which concluded in the signing of the *Agreement to Resolve the Baril-Moses Forestry Dispute between the Cree Nation of Eeyou Istchee and the Government of Quebec* in July of last year.

The new Agreement restores the Paix des Braves style of mosaic forestry and prohibits the Government's ecosystem logging, which was responsible for large portions of the Baril-Moses traplines being clear-cut in a rapid period of time. In addition, the Agreement provides additional funding for the Cree Traditional Activities Enhancement Program, which assists land users in coping with the effects of forestry development on the traplines. The Agreement also provides multi-year funding for the CNG to enhance its ability to undertake a greater role in the forest management of Category II lands, as provided for in the 2013 agreement on regional governance.

### FORESTRY HARMONIZATION AGREEMENT

Once the Baril-Moses Agreement was in place, the governments of the Cree Nation and Quebec were free to concentrate on completing and finalizing the Forestry Harmonization Agreement that has been under negotiation since 2010. This resulted in a draft being finalized in November, which was then followed by sev-

eral rounds of local community consultations and focus sessions with the chiefs whose communities are affected by forestry. To date, the proposed Agreement is being finalized by Council/Board and should be signed in the first quarter of next year.



*Community Forestry Harmonization Agreement Consultation – Mistissini*

### CREE QUEBEC FORESTRY BOARD

The members of the Cree Quebec Forestry Board were saddened to learn that their Chairman, Mr. Gilbert Paillé, passed away over the Christmas holidays this year. Mr. Paillé had a distinguished career in forestry spanning over 50 years, where he served as an educator, researcher and administrator for governments, the private sector, and academia.

Although Mr. Paillé was only at the Board for one year, his passing is a tremendous loss as he brought a proactive agenda towards the Board's work with a "can do" spirit. He particularly wanted to see the parties work together to resolve the woodland caribou issue in Eeyou Istchee.

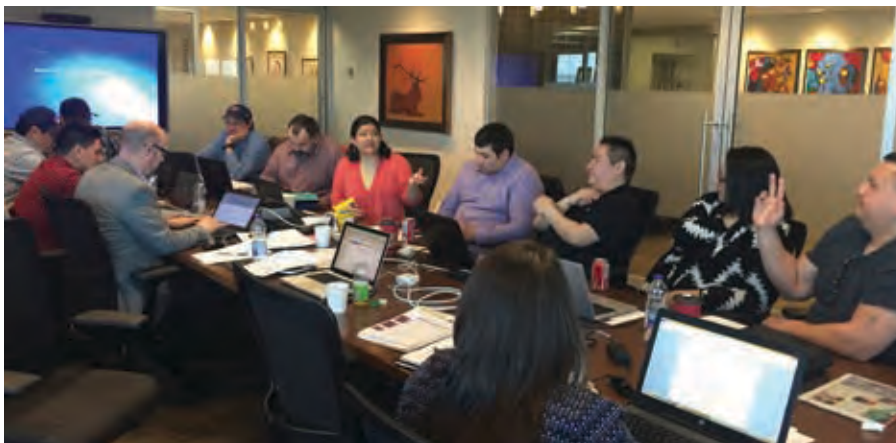
At the close of this year, a new Chair had not been named by Quebec. We expect Mr. Paillé's successor to be in place by the summer of next year.

### ESTABLISHMENT OF NEW TABLES WITH THE GOVERNMENT OF QUEBEC

In January, the Cree-Quebec Table on Mines met for the first time since 2012. This table has met intermittently since 2005 to focus on issues related to mining exploration and mining development in Eeyou Istchee. The table's work has been suspended at various times following the election of new provincial governments, and during the negotiation phase of the agreement on regional governance.

In February, the parties renewed the mandate of the table to promote the collaboration and communication on





*Community consultation on mining exploration*

any relevant issues related to the mining regulatory framework, operations, site restoration and consultations, including the development of consultation mechanisms.

In a similar fashion, the Cree-Quebec Negotiator, Abel Bosum, has also taken steps to establish a special Cree Quebec table on protected areas and the environment. Like the mining table, this table will provide senior level access to discuss ongoing efforts for protected areas development and environment issues. These tables will provide an opportunity to resolve issues prior to referring them to the Cree Quebec Standing Liaison Committee.

## REGIONAL NATURAL RESOURCE COMMITTEE

The Regional Natural Resource Committee was established by the Eeyou Istchee James Bay Regional Government (EIJBRG) to provide technical advice on natural resource management issues that fall within the jurisdiction of the regional government for Category III lands. In the past year the committee provided guidance on a number of issues including the recommendation to maintain the regional moratorium on new vacation leases until the Regional Plan for Integrated Land and Resource Development (PRDIRT) has been completed.

Progress on this plan has been impeded because the Government of Quebec has yet to release the needed funds that were provided for in the regional governance agreement. Moreover, in the absence of this funding the Ministry of Energy and Natural Resources (MERN) recently attempted to revive and impose its Regional Plan for Public Land Development (PRDTP) on the EIJBRG.

Developed by the MERN, the PRDTPs predate the PRDIRTs by more than 10 years and were retired when the Charest Government introduced the concept of regionalization in the mid 2000s. It was at this time that regional governments were given the responsibility to develop the PRDIRTs, which essentially updated and replaced the PRDTPs. Neither of these plans was ever developed for Eeyou Istchee because of the dispute over

governance that lasted from 2002 until the signing of the regional governance agreement in 2012.

The MERN's re-introduction of this planning tool—the PRDTP—that addresses many of the same responsibilities of the PRDIRT, including vacation lease planning, has created confusion because the governance agreement clearly asserts the PRDIRT as the primary regional planning tool.

Aside from these difficulties, the Regional Natural Resource Committee was able to launch the Local Integrated Land and Resource Management Panels (T-GIRTs) this past winter. Consisting of a variety of stakeholders from the region, these panels are tasked with providing input and comment on the tactical and operational forestry plans. Although a number of initial meetings were held, it will be important for the Crees to identify the appropriate representatives to bring effect to these tables in coming months.

## NEW PLANNING UNIT FOR THE ENVIRONMENT AND REMEDIAL WORKS DEPARTMENT

As mentioned, the provisions of the new governance agreement call for the development of new land use planning tools for both Category II and III lands. As described above, both the Crees and Jamesians must collaborate in the preparation of Regional Plan for Integrated and Resource Development (PRDIRT) for Category III lands while the CNG is responsible for the Regional Land and Resource Use Plan (RLRUP) for Category II lands. Similar in nature, both these plans will reflect the parties' vision on development issues related to recreation, tourism, energy, forest use, mining, etc. for Eeyou Istchee.

To fulfill these new responsibilities, the CNG as authorized the creation of a new land use planning unit to function as part of the Environment and Remedial Works Department. Its main office will be located in Waskaganish with coordination out of Montreal.



## OPERATIONS AND MAINTENANCE AND CAPITAL GRANTS

The Operations and Maintenance Funding Agreement and the A-Base Capital Agreement form two of the key base funding agreements, which provide the core Operations and Maintenance funding required by the Cree Communities and the Cree Nation Government operations.

These two important funding sources came about as a result of the implementation of Chapter 9 of the *James Bay and Northern Quebec Agreement* (JBNQA). This implementation is evidenced by the 1984 *Cree-Naskapi (of Quebec) Act* (CNQA) and these two grant funding agreements. The Grand Council upholds the position that this funding is a Treaty obligation and rejected the attempt by Canada in 2012 to insert language into the agreement to subject it to Canada's fiscal policies with respect to self government negotiations.

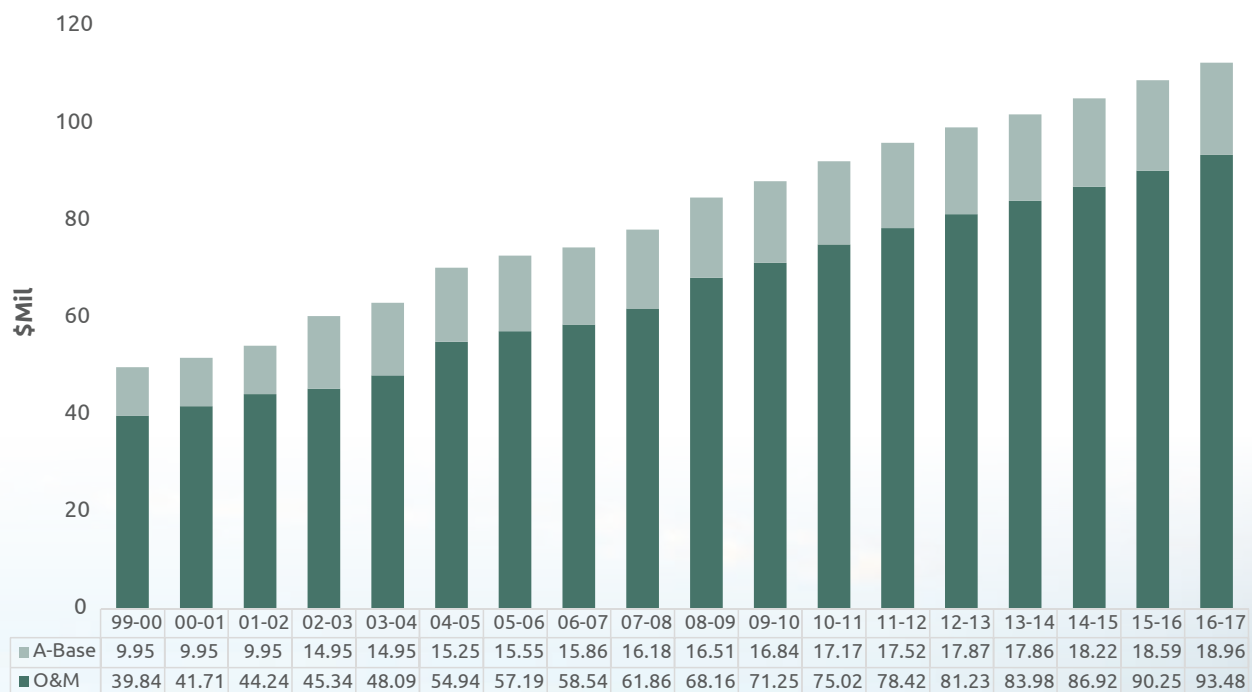
Treaties and specific treaty obligations are not subject to policy unless specifically provided for in the Treaty and are constitutionally protected. The Position of Canada led to the abandonment of the 15-year *Consolidated Funding Agreement* for the continuation of individual

5-year funding agreements virtually identical to those that expired on March 31, 2013. Funding for 2015-2016 under the O & M grant and the Capital grant amounted to \$90,253,915 and \$18,587,321 respectively for a total of \$108,841,236. Funding for 2016-2017 for these two grants will total \$112,448,184.

Negotiations for subsequent agreements are required to begin October 1, 2016. We anticipate that Canada will once again attempt to diminish the amount. The O & M grant is adjusted annually for population and price changes. We ask that each local government administration attach a very high priority to maintaining accurate and up to date beneficiary records. In past years we have lost millions due to late recording of births because an adjustment is only triggered in the year the birth is recorded. There is no retroactive adjustment back to the year of birth.

The following graph provides an overview of the funding provided under each grant since 1999-2000, and shows the important escalation which has occurred in large part as a result of an increase in population.

**Evolution Of O&M Grant and Capital Grant since 1999-2000**





## INTERNATIONAL AFFAIRS AND NGO ACTIVITIES

The election of the new federal government in October 2015 signalled a dramatic shift in the policies and positions in relation to Indigenous peoples. Prime Minister Justin Trudeau has committed to the implementation of the *United Nations Declaration on the Rights of Indigenous Peoples*. He also made specific pledges on a wide range of issues, including to support the work of reconciliation.

A key indicator of the effectiveness of international human rights instruments is the extent to which they are implemented within States. Canada, as a State, has the primary responsibility to respect, protect and fulfil the human rights of Indigenous peoples domestically.

In November 2015, the Prime Minister's Mandate Letter to the Minister of Indigenous Affairs indicated: "It is time for a renewed, nation-to-nation relationship with Indigenous Peoples, based on recognition of rights, respect, co-operation, and partnership."

Thus the ongoing international work of the Grand Council of the Crees (Eeyou Istchee) should have renewed support in global forums. The rights of Indigenous peoples should receive increased respect and protection both at home and abroad.

Challenges and achievements during the past year include the following.

### UN DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLES

Following the election of the new federal government, NDP Member of Parliament Romeo Saganash revised his Bill on the *UN Declaration* to take into account new developments. The challenge is to ensure that the federal government fulfils its commitment to implement the *UN Declaration* as a "top priority". This Bill was tabled before Parliament on April 21, 2016.

Romeo's Bill includes a collaborative process with Indigenous peoples to ensure federal laws are consistent with the *UN Declaration*. The Bill also requires a national action plan to implement the *Declaration*. In the preamble of the Bill, colonialism is rejected in favour of a contemporary approach based on good faith and on principles of justice, democracy, equality, non-discrimination, good governance and respect for human rights. Doctrines of superiority, such as "discovery" and *terra nullius*, are also repudiated.

Progress is also being made at the international level. Upon the request of the General Assembly, the Secretary-General has developed a "system-wide action plan" to ensure a coherent approach to achieving the ends of the *Declaration*. This plan is consistent with article 41 of the *Declaration*, which calls for the organs and specialized agencies of the UN system to "contribute to the full realization of the provisions of this Declaration". Article 42 requires both the UN and States to promote respect for and full application of the provisions of the *UN Declaration*.

### FREE, PRIOR AND INFORMED CONSENT (FPIC)

In May 2015, a symposium on FPIC was held at the University of Ottawa. The GCCEI was one of the sponsors of this event and co-organized the panel on FPIC in international and domestic law.

Following the election last November, a joint letter was sent to Prime Minister Trudeau on the crucial issue of FPIC. The letter was from the GCCEI and a wide range of Indigenous, human rights and environmental organizations.

The FPIC standard is set out in numerous provisions of the *UN Declaration*, and in an extensive body of international human rights jurisprudence and treaty body recommendations. FPIC is an essential element of Indigenous peoples' right of self-determination and the right to own and control their own lands, territories, and resources. It is also a precautionary standard responsive to the widespread, largely unaddressed human rights violations against Indigenous peoples and the need for rigorous protection against further harm.

The previous federal government had repeatedly described FPIC as a "veto", in order to alarm Canadians. However, the government refused to clarify what it means by "veto" or discuss the issue with Indigenous peoples. In order to take into account the latest developments in international and Canadian constitutional law, lawyer Paul Joffe updated his paper on "'Veto' and 'Consent' – Significant Differences".

### UN PERMANENT FORUM ON INDIGENOUS ISSUES

In April 2015, the GCCEI and its partner organizations joined together in a statement to highlight how States are undermining Indigenous Peoples' rights and the *UN Declaration*. Such conduct often entails the serious challenge of "rights ritualism". This is when States embrace the language of human rights precisely to deflect real human rights scrutiny and to avoid accountability for human rights abuses.

States often acknowledge to human rights bodies Indigenous Peoples' rights and related State obligations. They make positive statements in the Permanent Forum to indicate that Indigenous rights are a priority concern. Yet positions and actions at home or in international negotiations contribute to undermining Indigenous peoples' rights and the *UN Declaration*. This was the approach taken by the previous federal government of Canada.

The Permanent Forum mandated Grand Chief Ed John and Dalee Sambo Dorough to undertake a study on "how States exploit weak procedural rules in international



organizations to devalue the United Nations Declaration on the Rights of Indigenous Peoples and other international human rights law". The GCCEI contributed to this essential study.

Regressive actions have been observed in such international organizations and processes as the United Nations Framework Convention on Climate Change, the Convention on Biological Diversity, the Food and Agriculture Organization of the United Nations (FAO), the World Intellectual Property Organization (WIPO), the United Nations Educational, Scientific and Cultural Organization (UNESCO) and the World Bank. Within those forums, there is an alarming trend in the behaviour of States to diminish the standards in the *UN Declaration*, including actions to devalue Indigenous peoples' status, rights and participation.

### TRUTH AND RECONCILIATION COMMISSION "CALLS TO ACTION"

In June 2015, the Truth and Reconciliation Commission of Canada (TRC) held its closing ceremonies, releasing 94 Calls to Action. Each of the Calls to Action is important and the Prime Minister has agreed to implement all of them. In Call to Action 43, the TRC calls upon federal, provincial, territorial, and municipal governments to fully adopt and implement the *UN Declaration* as "the framework for reconciliation".

During the June closing events, the TRC held a panel on the *UN Declaration*. On behalf of the GCCEI, lawyer Paul Joffe participated as one of the panelists.

The TRC's Summary Report emphasized: "The establishment and operation of residential schools were a central element of [Canada's Aboriginal] policy, which can best be described as 'cultural genocide.'" In its Final Report, the TRC stressed: "It is difficult to understand why the forced assimilation of children through removal from their families and communities—to be placed with people of another race for the purpose of destroying the race and culture from which the children come—is not a civil wrong even though it can be deemed an act of genocide under Article 2(e) of the *United Nations Convention on Genocide*."

In collaboration with other members of the Coalition for the Human Rights of Indigenous Peoples, the GCCEI is examining further the issue of genocide and cultural genocide against Indigenous peoples in Canada's history.

### UN EXPERT MECHANISM ON THE RIGHTS OF INDIGENOUS PEOPLES (EMRIP)

In July 2015, the GCCEI contributed to the annual session of EMRIP in Geneva. Together with other Indigenous and human rights organizations, a Joint Statement was tabled and presented at the session.

EMRIP's commitment to monitoring the implementation of the *United Nations Declaration on the Rights of Indigenous Peoples* was strongly supported. The Joint Statement applauded those international agencies that are taking seriously their commitments to the *UN Declaration*.

At the same time, the Statement criticized how the use of the term "peoples" was undermined at a Convention on Biological Diversity meeting in October 2014. The Conference of the Parties (COP) decided to use the term "Indigenous peoples and local communities" (instead of "Indigenous and local communities") solely with the proviso that this change would have no legal effect whatsoever within the CBD now or in the future.

### FOLLOW-UP TO WORLD CONFERENCE ON INDIGENOUS PEOPLES (WCIP)

In the outcome document of the 2014 World Conference on Indigenous Peoples, the Secretary-General was requested to develop a "system-wide action plan" to ensure a coherent approach to achieving the ends of the *United Nations Declaration on the Rights of Indigenous Peoples*.

During 2015, a system-wide action plan was completed, which includes the following action areas among others: (a) raise awareness on the *United Nations Declaration on the Rights of Indigenous Peoples* and indigenous issues; (b) support the implementation of the *Declaration*, particularly at the country level; and (c) support the attainment of indigenous peoples' rights in the implementation and review of the 2030 Agenda for Sustainable Development. The primary aim of this action plan is to increase United Nations system coherence in addressing the rights and well-being of indigenous peoples in its work, including in support of Member States, with the ultimate goal of implementing, with the effective participation of indigenous peoples, the *UN Declaration* at all levels.

The Under-Secretary-General for Economic and Social Affairs was designated to be responsible for coordinating the action plan, raising awareness of the rights of Indigenous peoples at the highest possible level, and increasing the coherence of the activities of the United Nations system in this regard.

### CLIMATE CHANGE

In the December 2015 climate change talks in Paris, France, States from around the world reached a consensus on the "Paris Agreement". However, the text fails to establish specific targets on reducing greenhouse gases. Also, "human rights" are mentioned only once in the whole treaty – despite the strong relationship between human rights and the environment.

Some States attempted to separate the preambular paragraph on "human rights" from any reference to Indigenous peoples' rights. They also sought to avoid using the term Indigenous "peoples". These efforts were unsuccessful. On behalf of the GCCEI, lawyer Paul Joffe



prepared legal analyses on these issues and collaborated with Indigenous representatives at the Paris talks.

In late February 2016, as part of the Québec government delegation, Grand Chief Matthew Coon Come participated in the First Ministers Meeting on climate change in Vancouver, British Columbia. At that time, he also participated in the First Ministers' meeting with Indigenous leaders.

At these meetings, the Grand Chief emphasized that Indigenous peoples are most vulnerable to climate change impacts; full and effective Indigenous participation in climate change talks must be assured; human rights are inseparably linked to sustainable development; and protection of Indigenous peoples' human rights must be assured. Last March, these concerns were further highlighted by the Grand Chief in an op-ed in the *Ottawa Citizen*.

### INTERNATIONAL EXPERT GROUP MEETING ON INDIGENOUS LANGUAGES

In January 2016, the UN Permanent Forum on Indigenous Issues organized an Expert Group Meeting (EGM) in New York. The theme was "Indigenous languages: preservation and revitalization (articles 13, 14 and 16 of the United Nations Declaration on the Rights of Indigenous Peoples)".

The international experts emphasized the urgency of saving Indigenous languages to protect the cultural identity and dignity of Indigenous peoples and safeguard their traditional heritage. The vast majority of the languages worldwide that are under threat are Indigenous languages, and most of them are likely to disappear.

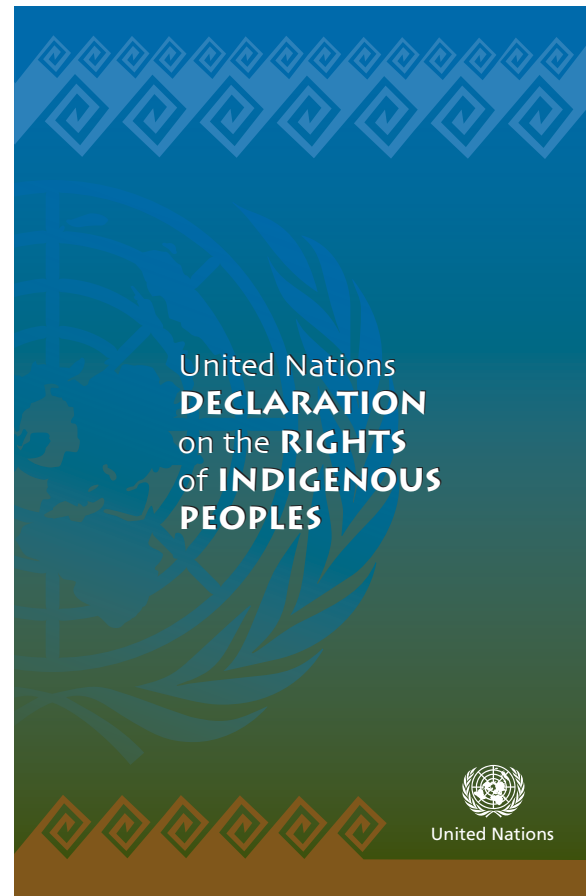
The threat is the direct result of colonialism and colonial practices that resulted in the decimation of Indigenous peoples, their cultures and their languages. Through policies of assimilation, forced relocation, boarding schools, and other colonial and post-colonial policies, laws, and actions, it was emphasized that Indigenous languages in all regions face the threat of extinction.

At the EGM, the GCCEI collaborated with other participants to engage with these issues, including preparing an extensive list of provisions in the *UN Declaration* that relate to Indigenous languages and cultural heritage.

### RENEWAL OF FEDERAL COMPREHENSIVE LAND CLAIMS PROCESS (CCP)

In December 2015, at the AFN Special Chiefs Assembly in Gatineau, Québec, the GCCEI participated on a panel with the Quakers and others on the federal land claims process. A similar panel discussion was held last July at the AFN Annual General Assembly. Clearly, the CCP requires fundamental reforms.

In regard to future land claims negotiations, lawyer Paul Joffe emphasized the need to include the *UN Declaration* as a framework. In addition, any future treaties to be negotiated by Indigenous peoples should enable such



peoples to effectively address potential impacts of climate change. As indicated by the Office of the High Commissioner for Human Rights: "climate change is a human rights problem and the human rights framework must be part of the solution."

### HUMAN RIGHTS EDUCATION

The GCCEI continues to promote education on the *UN Declaration* and other international human rights law. In particular, panel presentations and workshops are organized to increase international human rights knowledge and use by Indigenous peoples and others in Canada.

The booklets on the *UN Declaration on the Rights of Indigenous Peoples* continue to be a key human rights education tool and a great success. In early 2016, the Coalition for the Human Rights of Indigenous Peoples completed a new printing of the booklets – 30,000 in English and 3,000 in French. To date, the Coalition has distributed 140,000 in English and 14,000 in French. The booklets are now available in e-reader format as well.





## STRONGER TOGETHER CONFERENCE

On November 10 and 11, 2015, the Cree Nation Government hosted the *Stronger Together Eeyou-Eenou Nation Economic Development Conference* in Mistissini. This conference was an opportunity for political, social, and business people from the Eeyou-Eenou Nation to gather to share and identify paths we could explore to improve and strengthen economic development in Eeyou Istchee.

The Conference allowed us to visit the roads we have travelled over the last decades and revisit the challenges, successes, and lessons that have led us to where we are today. These understandings continue to inspire us as we look towards the future and reflect upon where we need and want to go as a Nation, and how economic development can and should contribute to this vision. These were some of the elements brought up during the Conference.

By bringing together as many socio-economic partners as possible, with representatives convened from sectors such as business, educational, health, financial, social, and political fields, the Conference allowed for reflections to be more global and holistic.

Some of the important points that came out of the conference, and which will require more reflection and actions, include:

- The strength of the Eeyou-Eenou Nation comes from our unity more than the Agreements we have. This unity has ensured that we stood together when we faced challenges, as individual communities, groups, and as a whole Nation. Our future success will depend on this unity. Yet, as we look at where we are, we realize there is growing diversity in our needs, economic activities, and aspirations. So, any reflection must also ask: how do we ensure our unity while encouraging diversity?
- Economic development is intrinsic to the development of our Nation and as such, it will only succeed if it is accompanied by education, health, well-being, and Eeyou-Eenou culture.

- Our communities are growing fast. However, the growth of small businesses and diversity of services in our communities is not keeping up with our population growth.
- The economic activities being carried out in Eeyou-Eenou Istchee need to involve Eeyouch and Eenouch. Furthermore, they need to be carried out in a manner reflective of the many economic activities we had, have, need, and want for our future.
- Economic activity in our communities is largely driven by government services with a minority of employment being related to small and medium businesses, whereas most healthy economies have an opposite situation. This results in a lack of services in our communities, which in turn leads to a leakage of economic resources to the benefit of other communities, negatively influencing the growth and diversification of our economies. This must shift so that our small and medium businesses become the largest employers in Eeyou Istchee. Such a shift will not occur by cutting jobs in government sectors but by creating opportunities in the private sector.

The dialogue and priorities which came out of this conference were a continuation of our Nation's steps towards building a stronger Eeyou-Eenou Nation. The goal is to carry on and work with local and regional levels to support initiatives to diversify and strengthen our economies.

We want to measure success by the continued discussions and reflections people took back with them to their communities, businesses, organizations, and homes. From these discussions will emerge initiatives built for the present and future of Eeyou Istchee. This approach, we believe, is a step in the right direction.

A full version of the report from the conference is available on the Cree Nation Government's website.



protection of the  
land ~~and~~ to  
protect Eeyou michim  
Nipi Eeyouch people...

will need to create  
a balance between  
our Traditional economy  
AND our involvement  
in Development of  
Natural Resources  
within Egon Istchee.  
Most IMP PARTNERS - Hunters

Young community provides many opportunities for great future Financial and economic education will serve the actual youth to create/build a stronger Cree nation.

१०८।१२८।२  
" RESPECT "

HARD WORK

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The start of a relationship between Natives + Lowlanders  
Gaining respect for each other.

*A sample of participants' input  
(raw data)*





## 40<sup>TH</sup> ANNIVERSARY FOR THE JBNQA

On the heels of the *Stronger Together* conference delivered by the Commerce & Industry Department, another important event was being prepared for the evening of November 11 in Mistissini; the 40<sup>th</sup> Anniversary of the signature of the *James Bay and Northern Quebec Agreement*.

Since the signing of the JBNQA in 1975, the James Bay Cree Nation has been in a constant state of evolution. We have learned to adapt to the tools of the modern world, and have learned the skills and trades that enable us to build our own communities. But, despite the modern world being at our doorstep, we have kept alive traditional practices, skills, and culture that have been passed on for generations.

The celebration was a time for honoring the courage and dedication of those who saw the necessity to defend our ancestral and inherent rights in the place we will always call home: Eeyou Istchee. In a time when Aboriginal rights were scarce or even non-existent, this was an audacious battle. Never again would we be told that we are squatters and do not belong here. This is our home.

The GCC(EI)/CNG and guests of this special event were honored to be in the presence of Robert Kanatewat, Philip Awashish, Abel Kitchen, Fred Blackned, the families of Joseph Petagumskum, Matthew Shanush, Billy Diamond, Bertie Wapachee, Smally Petawabano, and Peter Gull, and of course, the many men and women who were indispensable to this historic victory.

Mistissini plays a very central role, a protagonist, in the contemporary story of the James Bay Cree. It was April

of 1971. Philip Awashish heard news on the radio about “the project of the century”. A young Robert Bourassa had his sights set on changing the course of history with the largest hydro-electric project ever engineered on the LaGrande River – the lifeline of the Eeyou.

News of this travelled fast throughout Eeyou Istchee. Bush radios and telephones came alive with chatter, “Did you hear?” “We have to do something.” A short while after, in the summer of 1971, here on the shores of Lake Mistissini, is when the first meeting of the Grand Council of the Crees happened. This young leadership congregated here, in the little green community school, sitting in little school desks. They were to talk about the next steps they would be taking - together.

After years of trappers being flown to Montreal courtrooms to testify to their ways of life of hunting, fishing, trapping, of many long days and nights of negotiating, Chiefs travelling back and forth to the communities to consult with the people, after years of battle in the courts, it was the morning of November 11<sup>th</sup>, 1975, that the *James Bay and Northern Quebec Agreement* would be signed.

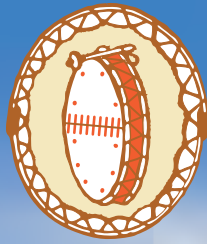
There we were, 40 years later, in the community where everything started, where the Rights of the James Bay Cree would become enshrined in constitutional law through the first Canadian modern treaty of our times.

Yes, we’ve certainly come a long way. We would not be here if it weren’t for the sacrifices of this small group of Chiefs and their families. Thank you. We could never tell you enough.









CREE NATION GOVERNMENT  
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## FINANCE AND TREASURY

### Message from the Treasurer Matthew Swallow



KANT

**T**he Cree Nation Government continues to evolve to meet the increasing reporting responsibilities and to improve measures relating to transparency and accountability. At the same time, we continue to work with all local communities to develop standardized financial reporting regimes and to ensure compliance with obligations imposed by the many financial agreements that the Cree Nation Government and all communities are responsible to administer. The reality of today's environment places enormous responsibility on the financial administrators at both the local and regional levels.

Over the past year the Cree Nation Government has identified a number of new measures aimed at improving our financial administration and reporting, and has been engaged in governance negotiations with Canada respecting these and other financial matters. We have worked with all communities and local auditors to improve all matters relating to reporting and compliance, and we will continue these efforts in the coming year.

The Cree Nation Government has also played an important role in assisting a number of Cree communities in developing and implementing Management Action Plans to address various financial matters, which are particular to the concerned communities. The positive working relationships established have afforded a better understanding by the concerned communities of the underlying financial arrangements and reporting obligations, which we must all administer. We are pleased with the progress of all communities who have implemented such Management Action Plans and the positive financial results which have been experienced to date.

The Cree Nation Government continued its efforts in ensuring that uniform accounting and reporting standards are implemented in accordance with all funding agreements. We have had excellent collaboration with all local Treasurers and community Auditors. We have continued our efforts to

agree on reporting requirements annually with Indigenous and Northern Affairs Canada (INAC), and then meet with all community Treasurers and thereafter community Auditors to review these requirements, in order to ensure that they are applied consistently across all communities.

An important responsibility of the Office of the Treasurer is to ensure compliance by Quebec with the financial terms of the *Paix des Braves*. As explained in the Annual Report of the Eenou Eeyou Limited Partnership with respect to the funding received from Quebec, and as we have indicated in previous Annual Reports, there continues to be a dispute with Hydro Quebec in regards to the confidentiality of the data required to determine the actual value of economic production in the Territory. It is the firm position of the Limited Partnership that this information must be provided annually to the recipient of funding in accordance with the Agreement. Hydro Quebec and the Government of Quebec have nevertheless withheld this information for many years now, despite providing all the required information during the initial years of implementation of the Agreement.

Accordingly, the Cree party has exercised its right to audit the Annual Payment to ensure compliance with the Agreement. The audit conducted for this year has revealed a number of discrepancies which are currently the object of discussions with Quebec and /or have been resolved as a result of the recognition of the need to make payment adjustments by Quebec since the period of the audit.

The Cree party intends to seek resolution of these matters as well as a new agreement concerning the confidentiality of the data to ensure proper implementation of the Agreement in future years.

The resources now under the administration of the Cree Nation Government and other Cree entities entrusted with the implementation of the JBNQA are very significant. For the 2015-2016 fiscal year, the Council/Board allocated \$323,971,713 for various programs, services and responsibilities either under its administration or under the administration of other entities established pursuant to the JBNQA and related entities. These funds are exclusive of the budgets for the Cree School Board and the Cree Board of Health and Social Services as well as a number of other Cree entities.

Over the coming year we look forward to working with all communities and all stakeholders respecting the ever evolving financial and administrative issues.

As a final note, I wish to express my continuing appreciation to all staff of the Department of Finance and Treasury who have devoted their time and extensive efforts to ensuring that we can meet the significant responsibilities entrusted to us by our leadership. Your commitment and efforts are very much appreciated.



## **An Overview of certain of the Funding flowing through the Cree Nation Government including funds allocated by the Cree Nation Trust and Eenou-Eeyou Limited Partnership**

The Cree Nation Government and the Eenou-Eeyou Limited Partnership act as Recipients of Funding pursuant to many agreements with Canada and Quebec. Pursuant to the New Relationship Agreement with Canada, all payments, to the exclusion of the Community Specific Agreements, are made to the Cree Nation Trust which provides annual disbursements to the Cree Nation Government, which is entrusted with the implementation of the Assumed Obligations and Responsibilities. The Cree Nation Government has also negotiated many funding agreements for the Cree Nation where the funding flows to the Cree Nation Government, which then reallocates the funds in favor of the local communities and/or in conformity with Agreement guidelines.

The following summarizes certain of these arrangements for 2015-2016:

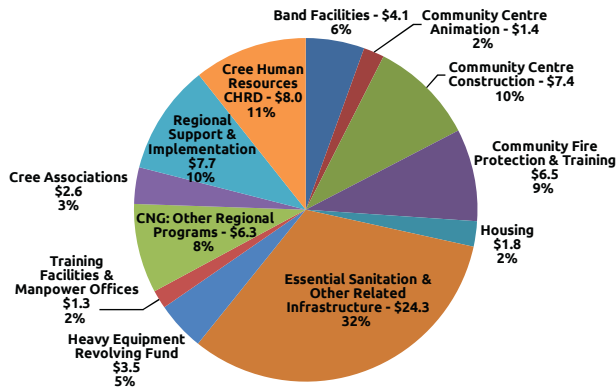
<b>Government of Canada</b>	
Cree Act Operation and Maintenance Funding	\$ 90,038,836
Federal Capital A Base Funding	\$ 18,587,321
Agreement Respecting Cree Human Resources Development	\$ 6,990,913
<b>Canada / Quebec Joint Funding</b>	
Policing Services Agreement	\$ 17,155,607
<b>Government Of Quebec</b>	
Agreement Concerning a New Relationship – Annual Payment	\$ 90,186,705
Agreement Concerning the Administration of Justice	\$ 17,463,348
Agreement on Governance in the Eeyou Istchee Territory	\$ 8,548,983
<b>Cree Nation Trust</b>	
Implementation of Assumed Obligations and Responsibilities	\$ 75,000,000

In addition to the funding described above, both Canada and Quebec provide funding in relation to Cree Education to the Cree School Board, and Quebec provides funding for Health and Social Services to the Cree Board of Health and Social Services. Many other program funding arrangements exist between Canada, Quebec, and the Crees to implement other special and regular program funding arrangements.

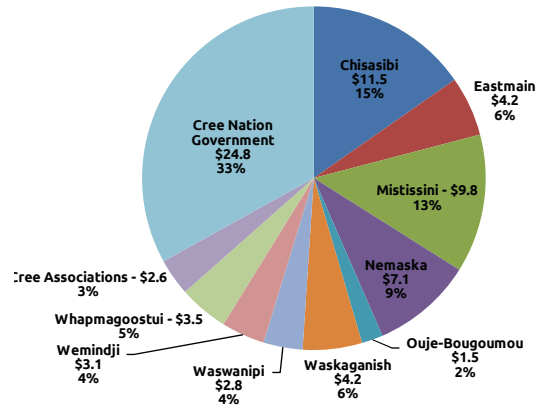


The following series of graphs provides a general overview of the allocation of certain funding arrangements and provides information as to the distribution amongst the various communities and other Cree Entities:

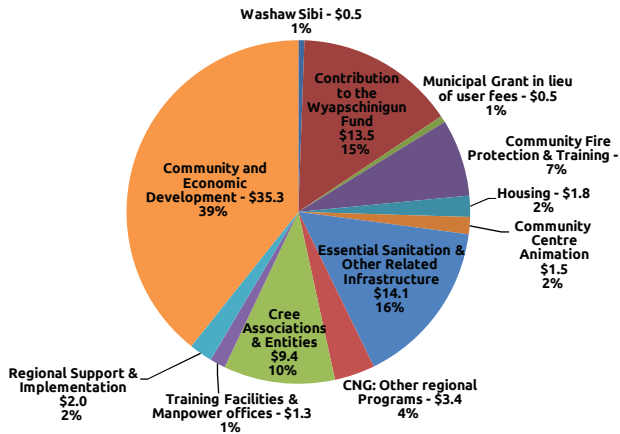
**New Relationship Agreement CANADA  
Funding Allocation 2015-2016 by Program  
\$75.0 Million**



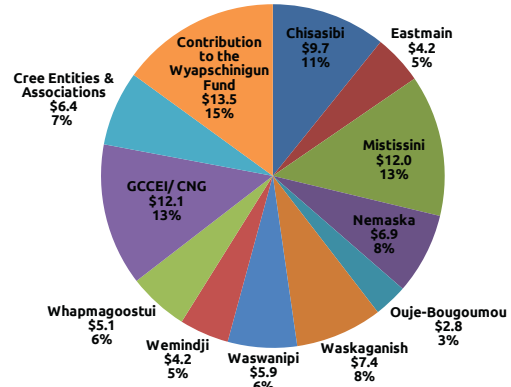
**New Relationship Agreement CANADA  
Funding Allocation 2015-16  
\$75.0 Million**



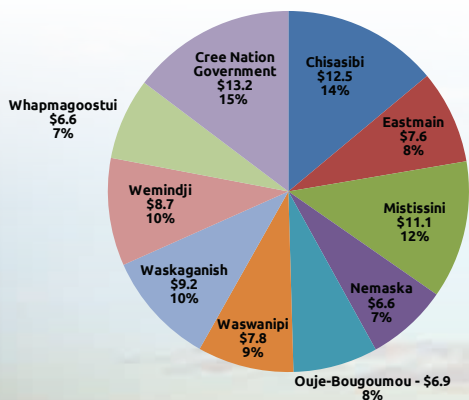
**New Relationship Agreement QUEBEC  
Funding Allocation 2015-16 by Program  
\$90.2 Million**



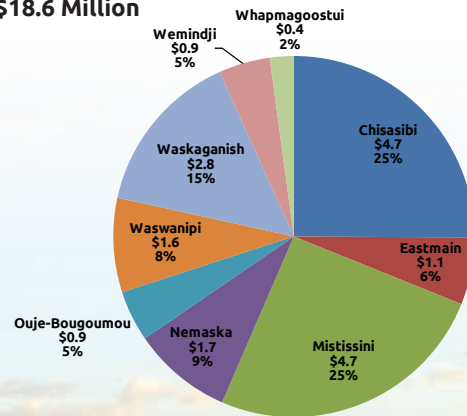
**New Relationship Agreement QUEBEC  
Funding Allocation 2015-16  
\$90.2 Million**



**O&M Funding Allocation 2015-16  
\$90.0 Million**



**Capital Funding Allocation 2015-16  
\$18.6 Million**





## HUMAN RESOURCES

### Message from the Director

**Nancy Bobbish, , B.B.A.,  
Certified Industrial Relations Counsellor (CIRC)**



It is my pleasure to present to you, on behalf of the staff of the Department of Human Resources, our Annual Report.

2015-2016 proved to be another busy year as we continued along our path of change. The magnitude of the work, the cultural shifts required, and the foundational supports needed to enable success are substantial yet achievable. In our review, we can state that our change journey for the department is significant and requires steadfast commitment. It is a multi-year, multi-phase journey and is a mandate that involves not only finding efficiencies and improving service levels, but building capacity in necessary HR functions to meet the needs of the Cree Nation Government (CNG). As we reflect upon the last year, and the plan for the upcoming year, it is evident that while progress has been made there is still much to do.

I would also like to thank the dedicated people in human resources for their commitment to the department and to CNG. It is because of the work and dedication of each of these people that we have been able to make such significant progress towards achieving the objectives outlined in our strategic roadmap.

## OUR CORE OBJECTIVES

The Human Resource Department delivers human resource services by focusing on innovation, efficiency, clear standards, and consistent application of human resource policies across the Cree Nation Government. Moving forward, our present objectives guide our direction and actions:

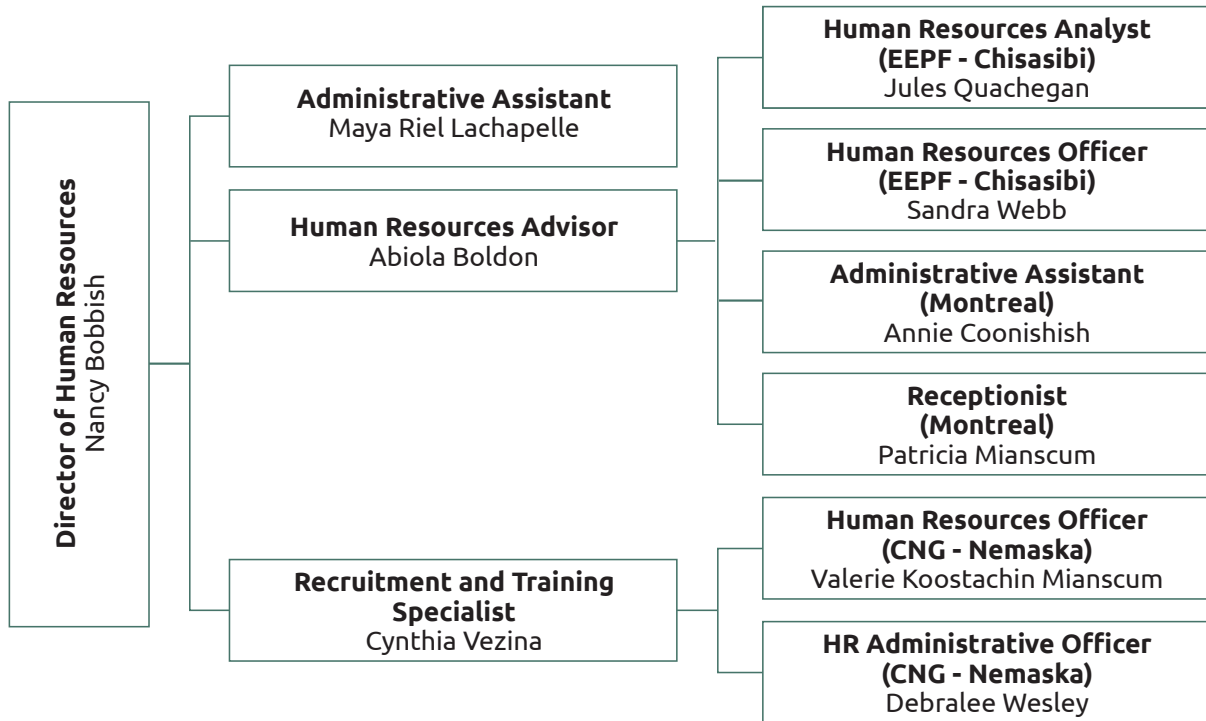
- Assess the service delivery model, build on what works and improve in other areas
- Establish the roles and responsibilities of the Human Resources department and CNG managers in their shared accountability for people management
- Develop and ensure uniform, consistent, and fair decision-making processes
- Cascade information throughout the organization
- Assist employees and managers to find the right resources and tools

The Human Resource Department delivers human resource services by focusing on innovation, efficiency, clear standards, and consistent application of human resource policies across the Cree Nation Government.



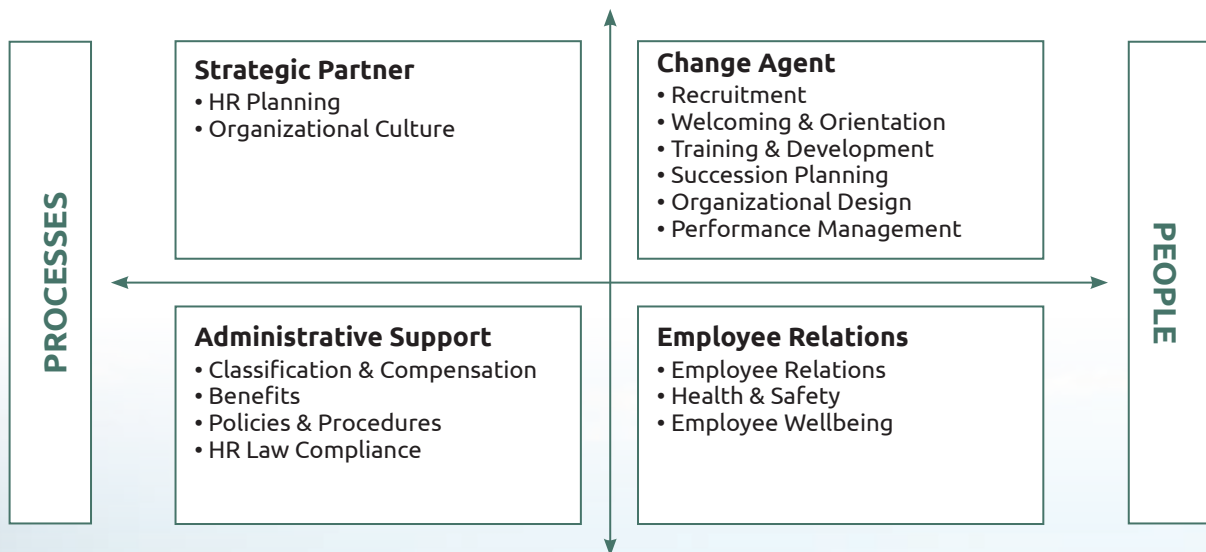
## OUR DEPARTMENT

Through a complete and honest assessment of our current strengths and areas for improvement, the department underwent an expansion which was essential to obtain maximum performance. We are confident that the changes to our internal processes will therefore improve on how we provide HR support to the employees and managers.



## OUR KEY AREAS

Provide support related to:



These key areas remain an important part of our ongoing improvements. We have monitored our progress throughout the year in delivering the improvement actions and we have considered other actions to further strengthen the Department. Momentum will be maintained to ensure that changes made have a lasting and sustainable impact on the quality of our services.



Part of our main objectives was to retain a professional workforce, and create a work environment that motivates employee engagement and productivity.

## RECRUITMENT

### Orientation

The HR Department worked in collaboration with the Finance Department on a Finance initiative to implement the Dayforce HCM system by Ceridian. Dayforce gives all employees the power to quickly access information such as timesheets, leave entitlements, request and approve leave requests regardless of location. Ultimately it has allowed for the Finance department to better and more efficiently manage payroll in order to better service for our employees. The Dayforce Implementation Project was well accepted and is well on its way to 100% usage by our employees.

The orientation process has been redefined and updated in order to improve the new employee experience. HR designed new internal processes and tools that will help the manager conduct a successful orientation with their new hires.

Summary of tools and administration processes developed for 2015 - 2016:

- HR established new internal recruitment procedures that clearly identify the role of HR and of managers.
- Developed a “how-to” orientation guide for managers.
- Developed a “how-to” performance pulse guide for managers, providing tips and samples of questions to help discussions between a manager and an employee.
- Developed a new “Buddy” system to guide and give support to new hires.

We are confident that by developing these tools and internal processes, we will help improve communication between the manager and the new employee, contributing to a more effective, productive workforce, boosting employee retention, encouraging employee confidence and assisting new employees in adapting faster to their new position.

### Recruitment

Another focal point was to evaluate our strategies related to positions that have been difficult to fill. A number of positions were identified, and enhanced measures were taken by HR and managers to find hiring solutions.

We expanded the advertising media channel and re-designed our job posting which led to attracting more applications. We took part in the Regional CHRD Career Fair and took part in organizing an interview skills workshop.

We reviewed and revised our practices to fully ensure compliance with the new Recruitment, Selection, and Hiring Policy. We also developed several recruitment tools and procedures to create a more collaborative hiring process.

- Developed and identified steps for the recruitment process directly linked with the Recruitment, Selection and Hiring Policy.
- Developed new internal recruitment processes in order to be more efficient.
- Reviewed and improved the interview questionnaire for technical, professional, and mid-management positions.
- Developed the “how-to” interview guide for managers.
- Reviewed and modified new hiring correspondence.
- Updated and implemented a recall list for short-term replacements. There was a total 63 replacements done this year for various positions.

Part of our main objectives was to retain a professional workforce, and create a work environment that motivates employee engagement and productivity. Our turnover rate is 7.5% employees. The turnover rates can be explained by several reasons, such as: opportunities for advancement, the employee’s desire for different employment experiences, and personal or family reasons. In order to understand the trend, we re-designed the exit interview guide and practices. Our goal is to learn the reasons why employees leave our organization, and to identify best practices and improvement opportunities.

We are pleased to announce that we hired a total of 39 employees for permanent positions (Figure 1. New Employees) and 19 contractual replacement positions such as: Maternity Leave, Education Leave, and Leave of Absence etc.



**Figure 1. New Employees**

PERMANENT			
Commerce and Industry		Human Resources Department	
Baribeau, Andrew	Director of Commerce & Industry	Koostachin-Mianscum, Valerie	Human Resources Officer
Moore, Eli	Business Services Officer	Quachegan, Jules	Human Resources Analyst-EEPF
Kitchen, Suzanne	Administrative Assistant	Lachappelle-Riel, Maya	Administrative Assistant
Capital Work and Services		Webb, Sandra	Human Resources Officer-EEPF
Georgekish, Katelynn	Janitor	Justice and Correctional Services	
Georgekish, Robert	Maintenance Worker	Bosum-Mianscum, Abigail	Receptionist/Secretary
Lacroix-Swallow, Samantha	Janitor	King, Christine	Prevention Program Officer
Napash, John	Maintenance Worker	MacDonald, Shawna	Receptionist/Secretary
Napash, Julia	Janitor	Mark, Trudy	Prevention Program Officer
Wapachee, Nelson	Maintenance Worker	Matoush, Kenneth	Correctional Release Support Worker
Capital Work and Services		O'Connor, Minnie	Administrative Assistant
Coon Come, Emma	Administrative Assistant	Pachano, Melanie	Prevention Program Officer
CHRD		Robitaille, Nicolas	Resource Administrator
Iserhoff, Isaac	Sectorial Officer	Sam, Joanne	Administrative Assistant
Ottereyes, Desiree	Administrative Assistant	Whiskeychan, Crystal	Receptionist/Secretary
Ottereyes, Gillman	Sectorial Officer	Technical Support Department	
Trapper, Able	Coordinator of Territorial Programs	Cuniah, Dharmadev	Network Database Administrator
Embassy of the Cree Nation		Feng, Liang	IT Support Technician
Petawabano, Michael	Deputy Executive Director	Dharmadev, Cuniah	Network-Database Administrator
Environmental and Remedial Works			
Beck, Chris	Coordinator of the Land Use Unit		
Finance and Treasury Department			
Katapatuk, Carole	Financial Analyst Supervisor		
Mettaweskun, Priscilla	Senior Accounting Clerk		
Parker, Cathleen	Funding Administrator		
Wapachee, Marianne	Junior Accounting Clerk		

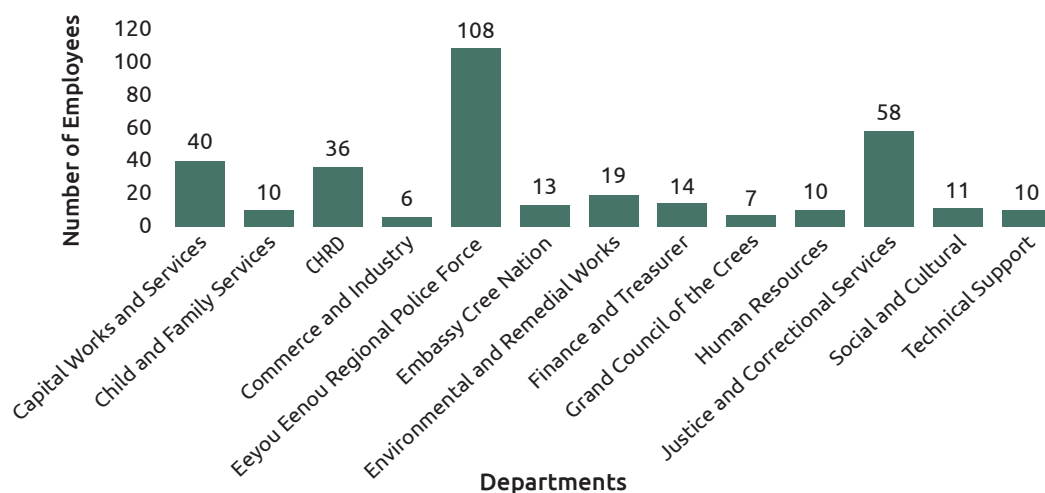
CONTRACTUAL			
Environmental and Remedial Works		Finance and Treasury Department	
Nicolas Lemieux	Forestry Coordinator	Robbie Dick	Accounting Clerk
Eeyou Eenou Regional Police Force		Justice and Correctional Services	
Dany Landry	Patrol Officer	Bearskin, Lilybelle	Program Assistant
Eric Lapointe	Patrol Officer	Claude, Alexandra	Program Assistant
Francis Manilla	Patrol Officer	David, Kanentakwas	Primary Youth Worker
Jason Boucher	Patrol Officer	Jacob, Jamie	Primary Youth Worker
Jean Vicaire	Patrol Officer	Louttit, Sherry Ann	Primary Youth Worker
Jean-Philippe Morvan	Patrol Officer	Meskino, Derick	Program Assistant
Pierre Clary-Rock	Patrol Officer	Polson, Wabigwan	Coordinator of Alternative Suspension Program
Sebastien Bazinet	Patrol Officer		
Simon Drolet	Patrol Officer		
Simon St-Amour	Patrol Officer		



In addition, we currently have a total of 251 civilian employees and 91 non civilian employees (EEPF: 81 Officers and 10 Special Constables) in 13 departments (Figure 2. Total of Permanent Employees). Furthermore, we have a high number of women holding positions both in pro-

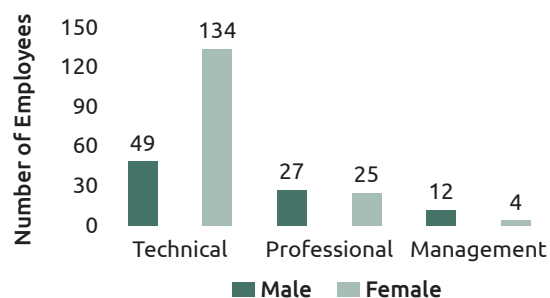
fessional and technical roles. CNG manpower is mainly Cree Beneficiary Employees (Figure 3. Gender Distribution). 80 % of our employees (Figure 4. Distribution of Employees) are working in our communities, making us one of the largest employers in the Cree region.

**Figure 2. Permanent Employees Per Department**  
(Total of Civilian and Non-Civilian Employees)

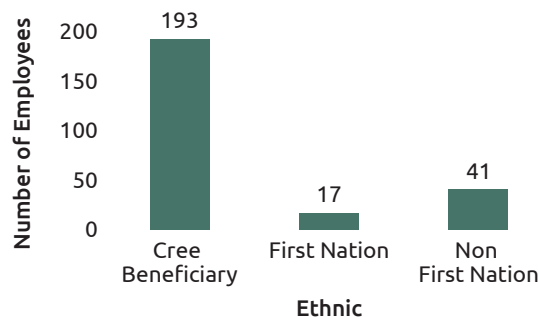


**Figure 3. Gender Distribution and Ethnic Demographic**

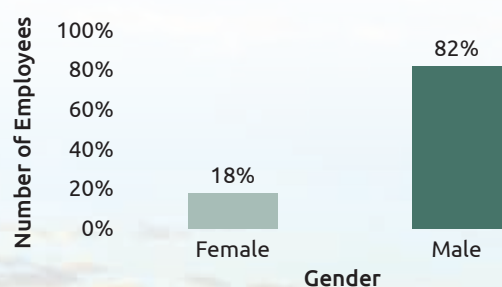
**Gender Distribution**  
(Civilian)



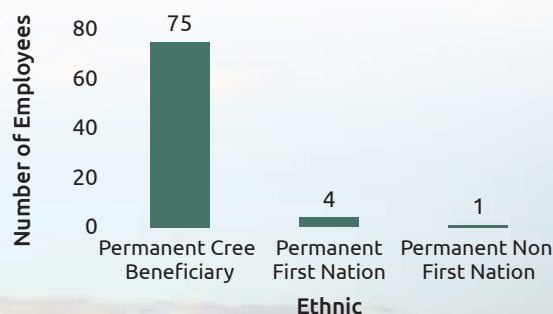
**Ethnic Demographic**  
(Civilian)



**Gender Distribution**  
(Non Civilian)



**Ethnic Demographic**  
(Permanent Non-Civilian)





**Figure 4. Distribution of Employees**  
(Civilian)



## TRAINING AND DEVELOPMENT

Career development is the ongoing acquisition or enhancement of knowledge and skills, including professional development, increasing job confidence by the mastery of occupational profession, and engaging in career exploration activities. HR continues to give support to managers with training and development initiatives, as well as with activities that are necessary to successfully perform one's job. We focus on skills development that will contribute to opportunities, promotion and/or lateral moves that contribute to the employee's career satisfaction. This has led to have eleven (11) internal promotions during the years.

We also work closely with EEPF on the ongoing Policing Technology Program initiative at College Ellis. We are continuously recruiting Cree Beneficiary candidates that have an interest in Policing. We are in the process of starting the fourth cohort. Upon successful completion of program, we will have approximately fourteen (14) new recruits. In order to improve and promote recruitment for the policing program, we plan a yearly community tour, where we give information on the program and accept applications.

Furthermore, we encourage work placement for students that are enrolled in Colleges or Universities looking for a work-related experience based on their program and/or career goal. HR worked closely with managers to ensure students are able to work alongside a professional, observe the work environment, apply concepts learned in school, and achieve a sense of accomplishment by contributing to the organization. We had a total of eight (8) internships this years.

The current processes of training and development for the organization will be undergoing some changes the next fiscal year. To make this possible, HR will completely revamp their training and development services. We will establish formal procedures for training and development within strategic guidelines. HR must balance the need for generalized training that benefits many, and individualized training, to ensure CNG's workforce is adequately equipped with the knowledge, skills, and competencies to perform well in their current work-role and for the future to assist the departments in achieving its objectives.

## IN CLOSING

There is no doubt we have challenges ahead, nevertheless our department has demonstrated its ability to do good things. In addition, part of being good is knowing when we can do better. We are confident that we can build on our recent accomplishments to deliver even better results in the future.

I would like to thank, first of all, the HR staff for responding so well to our new Action Plan acting as a guiding direction for our collective efforts, taking so much initiative themselves, and working extremely hard to meet goals and objectives. I thank in particular the leadership for their support and accessibility. And last but not least, the Department thanks the managers and employees for their continued support and feedback. With a friendly atmosphere and with employee perseverance, we will continue to strive for improvement, growth, and expansion of our services for the benefit of the Cree Nation Government as a whole.



## CREE HUMAN RESOURCES DEVELOPMENT

Message from the Director  
Louisa Saganash



Gaston Cooper

**W**e are pleased to present the 2015-16 activities of the Cree Human Resources Development Department (CHRD) of the Cree Nation Government.

The CHRD department, with its 35 dedicated Staff, has been busy with servicing the communities and focusing on the Labour Market needs of employers and individuals in preparation of the many opportunities throughout Eeyou Istchee. Working together to increase the way individuals access services is a key objective moving forward.

Community tours in partnership with Cree school Board's Adult Education were completed to inform communities of the many available services clients can access when in need of training and employment. We appreciate all partners and stakeholders who collaborated with us in the carrying out of many projects this past year. Continuous partnerships are very important going forward in 2016-17.

CHRD hosted its 8<sup>th</sup> Annual Regional Career Fair "Your Career Awaits" in Mistissini for the inland communities with over 500 participants attending. Students came from Mistissini, Oujé-Bougoumou, Nemaska, Washaw Sibi and Waswanipi. We were happy to see students from the Maclean's High School in Chibougamau attend the career fair. Twenty-five exhibitors participated to bring awareness to students on the various job opportunities. Students networked with employers to understand career opportunities that are growing in Eeyou Istchee.

CHRD attended many regional events this past year, including the Cree Nation Government's Annual General Assembly held in Oujé-Bougoumou on August 4-6, 2015, Mistissini's Local Annual General Assembly the following week, as well as the Cree Government Economic Conference that was held in Mistissini on November 10-11, 2015, hosted by CNG's department of industry and commerce.

2015-16 was the last year of the Skills Partnership Fund (SPF) Eeyou Mining Skills Enhancement Program (EMSEP). The EMSEP program completed its four year Essential Skills program for training in the mining sector. The program produced extraordinary results where it exceeded all the categories of measured deliverables. We thank the Essential Skills Team for their excellent work and dedication to the success of this partnership.

Many thanks to the CHRD team for the excellent work accomplished this past year and their much valued commitment to help build a qualified and professional workforce in Eeyou Istchee.

We invite you to review CHRD challenges, accomplishments, and future plans.

Meegwetch and God bless.

**Mission: To equip and empower individuals with the skills and knowledge to achieve meaningful and sustainable employment and personal success.**

**Vision: Help build a qualified and professional workforce to fill any employment need in Eeyou Istchee. We are dedicated to making a difference in the lives of future generations.**

**Values: CHRD is committed to working together in providing excellent services to Eeyou Istchee based on integrity, fairness, trust, and respect. CHRD values its investment in the personal success of our people.**



<b>DEPUTY EXECUTIVE DIRECTOR CNG</b>			
<b>DIRECTOR CHRD</b>			
<b>ADMINISTRATIVE ASSISTANT</b>			
<b>GENERAL SECRETARY</b>			
<b>COORDINATOR OF PROGRAMS AND SERVICES</b>			
<b>Chisasibi</b> <ul style="list-style-type: none"> <li>• Cree Employment Officers (2)</li> <li>• Coastal Program Officer</li> <li>• Receptionist</li> </ul> <b>Eastmain</b> <ul style="list-style-type: none"> <li>• Cree Employment Officer</li> </ul>	<b>Mistissini</b> <ul style="list-style-type: none"> <li>• Cree Employment Officers (2)</li> <li>• Career Counsellor (inland)</li> <li>• Inland Program Officer</li> <li>• Youth Program Officer</li> <li>• Communications Officer</li> <li>• Financial Program Officer</li> <li>• Receptionist</li> </ul>	<b>Nemaska</b> <ul style="list-style-type: none"> <li>• Cree Employment Officer</li> </ul> <b>Ouje-Bougoumou</b> <ul style="list-style-type: none"> <li>• Cree Employment Officer</li> </ul> <b>Washaw Sibi</b> <ul style="list-style-type: none"> <li>• Cree Employment Officer</li> </ul> <b>Waskaganish</b> <ul style="list-style-type: none"> <li>• Cree Employment Officer</li> </ul>	<b>Waswanipi</b> <ul style="list-style-type: none"> <li>• Cree Employment Officer</li> </ul> <b>Whapmagoostui</b> <ul style="list-style-type: none"> <li>• Cree Employment Officer</li> </ul> <b>Wemindji</b> <ul style="list-style-type: none"> <li>• Career Counsellor (coastal)</li> <li>• Cree Employment Officer</li> <li>• Receptionist</li> </ul>
<b>COORDINATOR OF TERRITORIAL PROGRAMS</b>			
<b>Sectoral Officer</b> <ul style="list-style-type: none"> <li>• Mining</li> <li>• Construction</li> </ul>	<b>Sectoral Officer</b> <ul style="list-style-type: none"> <li>• Forestry</li> <li>• Tourism</li> </ul>	<b>Sectoral Officer</b> <ul style="list-style-type: none"> <li>• Telecom</li> <li>• Transport</li> </ul>	<b>Financial Program Officer</b>
<b>COORDINATOR OF FINANCIAL SERVICES</b>			
<b>Junior Accounting Clerk</b>		<b>General Accounting Clerk</b>	

## ORGANIZATIONAL OVERVIEW

The Cree Human Resources Development Department (CHRD) of the Cree Nation Government manages the “Agreement Respecting the Aboriginal Human Resources Development Program and Related Services”. This agreement was originally signed as a five-year agreement in 1996, renewed in 2001 for five years, then extended for a two-year term in 2007, and yearly extensions from there on. The CHRD department is going on its 20 years of service to its clientele in Eeyou Istchee and Territory.

CHRD's mandate is:

- To provide skills development, training programs, and services in the nine Cree communities and throughout the territory.
- To provide support and financial assistance to help individuals improve their job skills, gain work experience,

upgrade their skills and vocational education, start their own business and encourage employers to hire them.

- To support employers in creating opportunities for Crees and non-Crees in the nine Cree communities and throughout the territory.

CHRD fulfills this role by acting as a liaison between employers and the Cree labour force, offering training and employment programs and services targeting sustainable employment. To help facilitate this mandate, the territorial programs were developed to implement funding provided by the Cree Nation Government. The intended purpose was to provide support for Crees looking to receive training and employment resources to work on the territory.





## Personnel Plan

CHRD has 35 employees operating throughout the Cree communities that oversee and implement local and regional services that are offered to the people of Eeyou Istchee. The personnel and operational plans are managed by the Director of CHRD and they are administered by three coordinators. The personnel that exist within the department offer services on two main initiatives, which are community based and territorial programs.

## Community Based Programs

The community-based programs and services are designed to address the needs of community residents (Cree and non-Cree) and provide regular programs relating to labour market development, skills development, employment programs, and youth programs.

## Territorial Programs

The Territorial programs are designed to address the needs of Cree beneficiaries of the JBNQA and provide regular programs relating to labour market development, skills development, employment programs, and youth programs, as well as industry related work readiness services.

The goal of CHRD's regional programs is mostly working with industry, education, regional, and community partners to ensure that Crees are able to attain employment and training towards various sectors of employment.

## Coordinating Committee

The coordinating committee consists of the CHRD Director with their Administrative Assistant and three Coordinators who meet on a monthly basis to review its work action plan and to monitor progress of CHRD operations.

## Staff Awards

At each December Staff Planning session, the CHRD department recognizes the efforts of its staff members in three areas of service excelling in teamwork, community involvement, and innovation. In 2015-16 the following staff received the awards:

- 1) Teamwork- Christiane Michaud
- 2) Community Involvement- Benjamin Loon
- 3) Innovation-Martha Matthew

We thank these staff members for their commitment, determination, and initiative to CHRD's department.

## Internal Capacity Building Planning Sessions

During the year, CHRD held two staff planning sessions. These meetings are held on a bi-annual basis to ensure that the team can meet to synergize and plan for the year ahead. In these meetings we review our accomplishments and plan out the department's future objectives.

### Summer Planning Sessions

June 16-17, 2015, Val d'Or, Quebec

### Winter Planning Session

December 16-17, 2015, Montreal, Quebec

These planning sessions play an important role in the department's internal capacity building in response to continual changes within the region.

## Career Development Practitioner Training

For this last year of the Career Practitioner Training Program, the Cree Employment Officers (CEO) and the Career Counsellors completed the four last courses of their program delivered by the Canadian Career Development Foundation, at the Université du Québec en Abitibi-Témiscamingue (UQAT). Progress has been made with the status of the program, which will be recognized as a micro-program, allowing the CHRD front line workers to obtain 12 credits, within the completion of one last course on Employment Law.

Fourteen participants were registered in the program this year. Three participants have left during the year and three new participants joined the group at the end of the year.

## Courses Delivered in 2015-16

**Ethical Practice**, delivered in May, 2015. This course enables participants to build the theoretical and reflective foundation necessary for ethical service delivery. It also



prepares participants to meet the core requirements for ethical practice as set out in the Canadian Standards and Guidelines for Career Development Practitioners.

**Assessment Instruments**, delivered in September, 2015. This course provides participants with hands-on experience with a range of non-standardized assessment approaches and tools, as well as enhanced knowledge related to the construction, administration, legal, and ethical requirements for the use, application, and interpretation of select standardized assessment instruments.

**Facilitating Client Learning**, delivered in November, 2015. This course provides participants with the knowledge, skills, tools and techniques they need to effectively help their clients learn. Participants explore commonly-accepted principles of learning, including common barriers and key contributors to successful learning. Participants practice strategies for determining clients' existing competencies and for supporting clients in successfully managing their learning.

**Community Capacity Building**, delivered in February, 2016. This course introduces the concepts, models, and skills associated with an assets-based approach to Community Capacity Building, and emphasizes the role of the

career development practitioner as an agent for community change. This course addresses developing partnerships in the community, the use of all available resources in the community to support community members' employability, and strategies to create/build support mechanisms in the community. The course also addresses the importance of cultural values and traditional models of community processes and decision making, and how these can be honored and integrated into a capacity building approach.

### ***Recognition of The Training Program***

It with great pride that we announce that the Career Development Practitioner Training Program will be recognized as a credited micro-program at UQAT. The first cohort shall begin in fall 2016. The program will be open to any organization employee or individuals wishing to build their capacities in counselling. Specifically, the participants will learn to better understand the structure of a helping relationship, as well as how to create trust with clients and support clients to set personal and professional objectives based on their needs. Any frontline workers could benefit from this training centered on the person's needs identification by using a goal-oriented approach.





## Participant's Feedback

Based on the courses evaluations, submitted at the end of each course by all training participants, 100% of participants felt that the training was satisfying, relevant, and useful and that it would have an impact on their client service. The following is a sampling of comments made by participants with respect to the anticipated impact of the training:

- *"Positive and rewarding impacts"*
- *"My work will be more productive"*
- *"Being comfortable with silence. Being aware of angry difficult clients and how to deal with them."*
- *"Better prepared to assist clients with their work search."*
- *"Improve communication."*
- *"Effective client service delivery."*
- *"Increased knowledge of labour market information issues/elements."*
- *"The training has given me more tools to encourage students to do more for themselves."*

## Additional Training

Tailored individual and group training has been delivered over the year. Training on administrative, and complementary tasks (forms completion, review of procedures, and the use of the database) was given to all CHRD staff members. Some of this training was delivered at the bi-annual Planning Sessions.

## Computer Support Training

In 2015-16, the computer support training "Microsoft Office 2010" was offered at CHRD office in Mistissini to the staff. In addition, all other employees of the Cree Nation Government were invited to join the training. The training was very efficient in upgrading the CHRD team's computer usage skills.

## SERVICE DELIVERY INITIATIVES

### Update on Federal Negotiations

#### Relations with Employment and Social Development Canada (ESDC)

We renewed the standard agreement this year with Employment and Social Development Canada (ESDC), as we have done for many years.

The fact is that the Canada-Cree New Relationship Agreement guarantees that government will provide a comparable amount to that set out in our usual agreement with ESDC, which was in place since before the *Canada-Cree New Relationship Agreement* was signed.

We interpret "comparability" to require that the buying power of the agreement with ESDC must increase over time to make up for the decrease in value of money due to inflation. While we, the Cree Nation Government, make this claim, there is no agreement with Canada on this matter, although we both, since 2007, agree to main-

tain our differing legal positions on the matter at least until this is somehow resolved.

ESDC is presently (2015-16) developing a modern treaty-specific funding agreement mechanism that would better reflect the acquired governance rights and accountabilities of Indigenous governments that have signed modern treaties. Modern treaty agreement holders, including the Cree Nation Government, will be engaged in the coming months regarding a way forward.

## Strategic Planning

Cree Human Resources Development's five-year strategic plan was completed this past year. The Coordinating staff will be working on revisiting its Strategic Plan to adapt it into the next five years.

We will be reviewing the six key main directions:

- 1) *Enhance Service to Communities and Organizations*
- 2) *Support Demand-Based Capacity Building*
- 3) *Build Partnerships*
- 4) *Evaluate Programs and Improve Effectiveness*
- 5) *Integrate and Align Operations and Programs*
- 6) *Improve Performance Management*

CHRD looks forward to continuing to advance the key directions that will improve CHRD's capacity to offer programs and services within Eeyou Istchee. We would like to congratulate our staff on their continued efforts to meet these directives.

## CHRD Communications

Building on what was accomplished in previous years, a communications plan will now be developed to bring a structured approach to how we promote to the public. This will be done through four main areas of activities:

**Networking and Community Engagement:** Within the annual operations of the department, the goal will be to fund and attend regional events that promote CHRD's programs and services to the people of Eeyou Istchee. Ensuring that a clear outline of costs, marketing materials, and time lines for these events is considered will be an important part of building a strategy in this area. A focus on community tours and the role they play in promoting community involvement will also be considered, as well as monitoring projects for the purpose of promoting active CHRD programs.

**Online Services and Promotion:** Currently, there are ongoing discussions about how the Cree Nation Government will be aligning departments within its website. Ensuring that CHRD plays an active role in assisting their website development will be a focus in 2016-2017. Lastly, continuing to build our audience through quickly growing social media will be an important part of promoting our programs and services on a regional level.

**Multimedia Production:** In 2015 we saw an ever growing array of media produced through audio and video productions. Many of the departments have regional





shows hosted through Regional radio but also through live streaming of their events. This component has brought a new way of reaching a wider audience and has been implemented in the Regional Cree Ability Sessions, the Roundtable on Capacity Building, and will continue to grow as a method of engaging our people.

**Marketing and Promotional:** With the development of new materials for the program delivery, CHRD has made a final step to promoting programs and services to the public. Beginning to structure promotional and marketing into program budgets will be an important part of ensuring that we can properly advertise, recruit, and produce materials based on projects active in the territory.

### CHRD Program Policies and Procedures

During this current fiscal year, particular efforts have been put into the review of the CHRD Policy on Programs. This review gave us the opportunity to better adapt to the needs of all stakeholders and better reflect the practice regarding all criteria and conditions applicable to funding allocation. Moreover, it was an opportunity to bridge with the Training Program and Certification of the Employment Counselors and better support their roles and intervention at the local level, by creating a Guidebook where the procedural process that used to be in the CHRD Policy will be moved to. The CHRD management was directly involved in this review and extensive consultation was made with the counselors. The main elements that were taken into consideration in this review were: the CNG's Agreements (New relationships, etc.), experience and situations encountered by the different stakeholders, the increased CHRD's counselling services offered at the local level, as well as the expectations and needs of the CHRD's clientele.

We are working on the final details of the Policy, which should be presented to the Council Board for approval in the next months. We do believe that by simplifying the Policy and by creating the Guidebook, we will provide a greater flexibility and a more comprehensive reference tool in managing and delivering CHRD's programs.

### CHRD Information System / 2015-16

The CHRD Information System is a key tool in our service delivery. Most of our activities regarding client services and vocational training programs are registered in the database. It's also a powerful financial system keeping track of our program budgets, commitments, and fiscal year payments, and it is used for conciliation with the Finance Department.

Our employees work every day in the database, recording client services, developing contracts with sponsors, creating referral forms for our participants with training allowances, doing post-training follow-up, etc. They can connect on the system from all the Cree communities with a remote access.

We use the database to foresee the targets and program outcome relating to our Agreements, to produce our quarterly financial reports, and to show our client accountability results. We also need it to send our SPF Agreement client files to the ESDC Data-Gateway site. Over the year, we respond to several requests by getting statistics, tables, and graphs from the database. Most of the tables and graphs in this annual report come from our Contract, Participant, and Labour Force databases.

In 2015-16, different adjustments were done in our system to better reflect the CHRD needs and working process. This includes minor changes in our client records, our referral form for training allowances, and our



contract form with sponsors. We also developed a new template for budget management purposes, showing a one-page summary of our commitments and payments in all the CHRD program funds. We can then see at a glance the financial situation and take appropriate administrative actions when needed.

## Committees

Two committees exist for the purpose of reviewing the assessment of projects contributed by CHRD's officers. The mandate of these committees is to review program submissions and to provide a recommendation to the Cree Nation Government on all projects submitted. The jurisdiction of the Apatissiiwin Skills Development Advisory Committee (ASDAC) and the Technical Group are as follows:

### Apatissiiwin Skills Development Advisory Committee

The Apatissiiwin Skills Development Advisory Committee (ASDAC) is comprised of 9 members appointed from Chief and Council from each of the 9 Cree communities, Cree Nation Government, Cree Nation Youth Council Representative, and the Cree School Board. In addition, two non-voting members are also appointed: The Director of CHRD and a Canada representative.

The CHRD and the ASDAC committee meet on a quarterly basis. The ASDAC Committee reviews all program submissions that are over \$25,000.

### Technical Group

The Technical Group (TG) is an internal CHRD body consisting of the three coordinators: The Coordinator of Finance, the Coordinator of Community Based Programs & Services, and the Coordinator of Territorial Programs Initiative. This recommending body was implemented to provide project submissions with a fast-track review and recommendation process for smaller projects. In 2015-2016 the TG met on a monthly basis to review project submissions for projects under \$25,000.

### Additional Committees and Working Groups

CHRD staff members also participated in local level, regional, provincial, and sector based committees and working groups throughout the year related to employment and training. Some of these committees and working groups include:

- Plan Nord Working Group
- Roundtable on Capacity Building Planning Committee
- Employment and Training Committees formed through mining agreements
- First Nations and Inuit Labour Market Advisory Committee
- CCQ Working Group

These committees, among others, better equip CHRD to provide information on employment and understand the growing needs within various sectors of employment and training with partners.

## PROGRAM DELIVERY – CHRD'S PROGRAM STRUCTURE

Through funding provided on an annual basis from Employment and Social Development Canada, Aboriginal Affairs and Northern Development Canada, and Cree Nation Government, the CHRD implements four main areas of program delivery.

### Labour Market Development

Under CHRD's service delivery model, the objective of the Labour Market Programs is to improve participation of the Cree Labour Market by working in partnership with local and regional stakeholders and conducting the following activities in the Cree Communities of Eeyou Istchee.

In 2015-2016 the following key activities:

**Career Fair:** On October 21-22, CHRD's 8th Regional Career took place in Mistissini. It brought 30 exhibitors together; employers, academic institutions, and Cree organizations to promote employment and training in Eeyou Istchee. It gives the youth opportunities to network with employers to understand career opportunities that are growing in Eeyou Istchee. This year's theme is "Your Career Awaits". This year over 500 participated in the event from Mistissini, Chibougamau, Oujé-Bougoumou, Nemaska, Washaw Sibi and Waswanipi.

**Roundtable on Capacity Building (RCB) Phase III:** In 2015-16, the Roundtable Committee focused on maintaining the momentum and success of Phase II; mainly by ensuring feedback is collected from each community and follow-up is incorporated as the Planning committee begins to visualize a Phase III of the initiative. The bulk of the immediate work has been focused on documenting and sharing the results of Phase II, both through written reporting as well as a video useful for reaching a broader audience. The RCB planning committee continues to finalize the report "Comprehensive Implementation Strategy - Strategic Integration Plan (CIS-SWIP)" and recommendations are coming from the community tours. The report will cover various issues including governance, education, employment, and community development as central issues discussed during the tours. In addition, discussions are now being held between various entities, employers, and departments to focus on creating partnerships and support for students, businesses, job seekers, and key demographics targeted during discussions.

**Cree Nation Economic Development Conference:** Some CHRD staff attended the Economic Development Conference held in Mistissini on November 10-11 hosted by the Cree Nation Government's department of Industry and Commerce. The theme of the conference was "Stronger together" reflecting on the kind of development we need,





and how we can achieve it. The conference's emphasis was to invite and give the opportunity to community businesses in voicing their concerns and addressing solutions on how we can work together in partnership to create a strong economy for Eeyou-Eenou Istchee.

**Cannexus** is a bilingual National Career Development Conference designed to promote the exchange of information and explore innovative approaches in the areas of career counselling and career development. The conference was first held in 2007 and continues to expand in scope and impact. Cannexus is growing — with more than 900 participants from across Canada and internationally. Some CHRD staff attended the conference held on January 10-11, 2016. The conference encouraged and inspired career counseling and development initiatives for the CHRD staff who attended.

### Skills Development

Giving participants the skills and knowledge that they need to be employable within a field of employment is the primary purpose of the Skills Development Program. By working in close collaboration with the Cree School Board, other educational partners, and employers, it is our hope to identify training that fits growing areas of employment. As a result, it ensures that the training offered to our clients and that is supported by CHRD is closely tailored and aligned with employer needs.

Beyond vocational training, there is a need to ensure that participants are ready for the training that they are about to undertake to increase their success during their program. This allows them to utilize the skills that they have gained in a way that increases their functioning in the workplace and their ability to progress towards a sustainable career. This creates a level of support that exists from recruitment of clients, throughout training, on the job site, and beyond.

The following are key areas of skill development activities during 2015-16:

- 1) **Essential Skills and Life Skills:** Benchmarking our clients as it relates to a given area of employment is a standard practice that CHRD has undertaken over the last three years. By assessing the core literacy, numeracy, and document-use, as it relates to a defined position, we can establish the needs of our clients before they enter training. This allows time to work with them to improve their overall ES skills, but also to help them understand how these skills relate to the expectations of the job in which they plan to establish a career.
- 2) **Vocational Training:** On an annual basis, CHRD provides funding to clients for their travel, living allowances, lodging, and meals to ensure that they can participate in training that can create employ-





ment opportunities for them. Educational partners are also supported through funding that assists with equipment rental, professional fees, and other course related costs to ensure that training can be delivered both within the Cree communities and the Vocational Training Centers.

- 3) **Customized Training:** Working in close partnership with employers helps to identify specific areas of training within vocational training that may need to be modified in partnership with the Cree School Board and other educational partners. The main purpose of this is to ensure that training corresponds as closely as possible to the job. These programs often have a high level of employment due to the input of the training design by the employer.
- 4) **On-the Job Training and Certification:** Client support that exists following the completion of their training is an important part of increasing their employability as well as their retention within their sector of training. CHR D assists by providing funding that allows workers to receive additional training to receive key competency cards, work place safety cards, and underground mining modules that are needed to work on a job site. This removes barriers to employment while giving the client a greater ability to seek employment opportunities.
- 5) **Capacity Building:** Within the territory our communities are developing, and so too must the skills, competencies, and abilities of our people and com-

munities to successfully meet our goal of long term sustainable employment for our people. Capacity building involves close partnership with multiple organizations, communities, and individuals to identify barriers that prevent them from achieving their goals in a sustainable way. This allows for the development of shared goals that increases the ability of individuals, communities, and organizations to achieve meaningful results.

### Employment Development

Integration into the Cree labour market is the primary mandate of the Cree Human Resources Development Department. While training is an active and important part of the support provided to clients, it is well understood that work experience is an essential part of clients building the life skills, essential skills and on the job refinement of their vocational training. In many cases, newly trained workers within fields including health, mining, construction, and education must have a prior experience before being a strong candidate for an employment position. Providing funding to build these opportunities for experience is a key initiative that CHR D supports to increase the work experience of our clientele.

Creating new employment is the second mandate of CHR D under their service agreement. This is done by working in partnership with our communities, development operations, and independent entrepreneurs to develop new areas of employment that create essential services and employment within our communities.



The following are key areas of employment programs activities during 2015-16:

- 1) **Job Placement:** By working in partnership with an employer, CHRD assists clients in finding work placements within their field of training or within an area that clients can fill an employment need. This provides a mutually beneficial relationship where the employer has the workforce needed to complete a project or provide a service while giving the experience needed for many workers to advance their careers. As discussed above, this is especially critical for sectors of employment that have specific requirements for work experience before hiring an individual.
- 2) **Job Creation:** Supporting new business developments that lead to the creation of long term sustainable careers is an area that CHRD continues to support on both a local and regional level. This not only broadens the diversity of the job market in Eeyou Istchee but responds to the growing population that we have in our communities that will be seeking employment.
- 3) **Apprenticeship:** Within the trades, hours are required to become eligible as a trades person to take a trades examination. These examinations recognize the skills and knowledge acquired on a work site and are essential to the career advancement of our clients working in the trades. Working in partnership with employers, CHRD funds apprenticeship programs that build structured experience and progression for newly trained welders, carpenters, mechanics, and other trades people working in Eeyou Istchee.
- 4) **Self Employment and New Enterprises:** To encourage clients to pursue economic opportunities, services, and expertise that can lead to sustainable employment and business opportunities. In addition, CHRD can provide funding to the position itself for a fixed period of time to support the sustainable establishment of that job within a business.

## Youth Programs

Youth programs offered through CHRD first and foremost are meant to increase the skills, knowledge, and experience of young people to ensure successful participation in the Cree Labour force. They also provide work experience to students that gives them the opportunity to establish long term career goals, and build the independence and skills that increase their employability.

The Youth Programs in this respect are multi-faceted, incorporating activities from labour market development, skills development, and employment programs towards a targeted demographic.

Each year over 2000 youth participate in the youth programs. This is made possible by working in partnership with the schools to fund programs that promote science and technology, success within academics, and pro-

mote early career development. Communities also play a key role in providing work experience opportunities to our youth within band administrations, local businesses, and organizations that are based within the communities. This inclusive approach ensures that our youth are being given a clear sense of the opportunities that exist and the support they need to support their goals.

One of the project highlights this past year under the youth program was The Broken Ones Film Project.

### Youth Fusions: The Broken Ones Film Project

This year, 12 students from WJHM School in Waswanipi created a 3-minute film about “bullying” during an extra-curricular activity. The film was premiered at a student film festival in Montreal. A local film showing is also planned for June 2015.

### Gaining Career-related Skills:

During the creation of the film, students took on a whole variety of roles such as brainstorming ideas, writing scripts, planning shots and locations, image and sound capture, editing the footage, and creating a poster. Three students shared the important role of directing the film. Students also created subtitles, since the movie would be shared with French schools.

Through this activity, students gained hands-on experience with a variety of skills related to Media and Technology such as: writing the script, using film and sound-capture equipment, and using professional editing software (Adobe Premiere).

### Clip Student Film Festival:

During Goose Break, eight students traveled to Montreal to see their movie projected on the big screen at Youth Fusion's Clip student film festival on May 16. The festival brings together 24 schools from across Quebec.

During the awards ceremony, which followed the screening, the group from Waswanipi was nominated for Best Script. CHRD is very proud of its students who contributed to this project.







## SPECIAL PROJECTS

### Strategic Partnership Fund Eeyou Mining Skills Enhancement Program (EMSEP)

#### Closing of a Partnership

As the fourth and final year of the Eeyou Mining Skills Enhancement Program comes to an end, the CHRD would like to thank all of those who were involved in the partnerships, service delivery and coordination of the program. It has been an important component of assisting Crees to prepare for employment in the mining sector.

Eeyou Mining Skills Enhancement Program is a Skills Partnership Funded Program working in partnership with CHRD, Cree School Board, and employers within the mining industry. By working collaboratively, we aim to provide Crees with the proper essential skills and life skills to achieve success within the training and industry employment opportunities.

The EMSEP program produced some impressive results in assisting Cree trainees in their training programs. The results speak for themselves as we exceeded all the categories of measured deliverables. Some of the significant accomplishments include: close to 600 Essential Skills Assessments, close to 400 skills interventions, and 225 employments.

While the measured results are significant, there are a few other benefits of the program that are not part of the measured deliverable but are important to realize. The

integration of the SPF program into the CHRD organization was an important part of the organizations development. The integration of the Essential Skills Team into the Cree Human Resources Development Department was at times challenging, and proved a very worthwhile experience for the organization. It bodes well for future SPF program funding applications that will provide valuable resources to workforce development for Eeyou Istchee.

Another important benefit to CHRD is data collection, the results of the ES assessments indicate some important factors for consideration in training a workforce for regulated industries such as mining and construction.

The support mechanisms required are not limited to training programs, but also need to include work readiness and life skills, as well as support to meet the industry requirements. These requirements might include: background checks and drivers permits to French training and health and safety certifications.

As the EMSEP program comes to an end, we take the opportunity to look back and appreciate the work of the EMSEP and CHRD teams and to review the important lessons learned and best practices that are so important to developing and progressing workforce development in the region.

#### Industrial Security Program – 2015

As the program has progressed we have seen new projects arise in the territory as well as a need to establish new programs, partnerships, and client support to pre-



pare for an industry that is expanding in Eeyou Istchee.

The future of our workforce success rests on our ability to work creatively, to acknowledge identified barriers to employment, and continue to refine the programs that we offer to the employment opportunities in Eeyou Istchee.

With an administration that has built four years of success within the SPF- Partnership, CHRD is confident in its ability to advance the framework that has been integral to client success in the mining & construction sectors.

### ***Essential Skills Assessments***

Since the beginning of the program year, the EMSEP program has seen nearly 600 clients assessed using the First Nations Assessment and the TOWES Essential Skills Assessment. This data helps to define the readiness of our learner group for training and employment.

### ***ES Client Interventions***

Over 400 client interventions were achieved during the duration of the program. This was an important determinant of client readiness both within training and employment within sector.

### ***Employment in Sector***

Exceeding the targets for employment was the key deliverable within the scope of the program.

We are pleased to say that we have seen over 225 employed during the SPF- Partnership.

### **Program Development**

The Eeyou Mining Skills program (EMSEP) has, over the past four years, developed a suite of essential skills programs aimed at assessment and pre-technical training. This suite of programs was developed with Cree funding and the Cree Human Resources Development is the sole owner of the programs.

One of the major priorities was to design a program that was contextually relevant to the jobs being done, while giving a solid foundation on workplace skills required to work within the industry.

The CHRD/SPF team worked with industry trainers, employers, and essential skills expert Skill Plan to develop the materials for use within the program.

This essential skills material spans a wide variety of workplace positions within mining and construction and is unique in being culturally friendly and contextually relevant. One of the major focuses of the development was to ensure that two cultures, that of the mining industry and the Cree people, were integral facets of the program design. By doing so, EMSEP initiated learning that aims to dissolve barriers and starts from a point of purpose. Ultimately, this linked the knowledge and skills that were upgraded to the job, providing a solid rationale for the learner.





### **Six Industry Modules**

From an early onset, it became evident that the essential skills materials were most needed within targeted employment opportunities in mining and construction.

Conversations held throughout the program with employers and trainers, as well EMSEP clients, steered the development of module based training. These modules not only cover specific pre-technical training and job specific material but also life skills. Work readiness and life skills play a major part in the EMSEP program deliveries as well the long term success of the client in the workplace.

Regulated industry poses additional barriers, and developing a core program targeting these barriers proved to be a successful approach.

### **Emploi Quebec**

Over this past year, The CNG-CHRD continued its multi-year partnership with Emploi-Quebec, to strengthen the Cree Labour Force as outlined in the Plan Nord's strategy and to develop a better understanding and greater access to Emploi-Quebec programs including the Labour Market Information.

Since this vacant position was filled in May 2015, the incumbent (liaison officer) devoted a great deal of energy towards the translation of French documents to English versions, in addition to the dissemination of the Labour Market Information's Workshops in various Cree communities (Oujé-Bougoumou, Mistissini, Waswanipi). In the near future, other Cree communities will be visited to provide Labour Market Information (LMI) with the collaboration of CHRD's Employment Officers.

As per its mandate and action plan, the Cree Liaison Officer has also worked this past year to pursue activities such as interacting with community members to increase awareness on Labour Market Information, to promote

Emploi-Quebec's programs, to participate in capacity building activities with Emploi-Quebec, to get involved in monitoring activities related to Emploi-Quebec with the CHRD's management, to partake actively into the 2015-CHRD's Career Fair, and to maintain a collaborative interaction with various Cree entities in Eeyou Istchee. This year was a formative one, and the coming year will be worked towards to promote and disseminate the Labour Market Information and Emploi-Quebec Programs to Cree Communities, including tasks belonging to the 2016-17 Action Plan.

### **Employment and Social Development Canada-Service Canada**

#### **Outreach Program**

Service Canada has two service centers in Eeyou Istchee, which are in Chisasibi and Mistissini. For the other communities, an outreach program was initiated by both partners.

Service Canada agents have been working with our local Cree Employment Officers to offer government of Canada services and to receive applications and benefits of the programs and services disseminated from service centers. The community of Waskaganish received the first outreach program this past year.

### **Aboriginal Affairs and Northern Development Canada**

#### **Persons with Disabilities Initiative**

We had a few challenges with the program funding last year and CHRD did not get a response right away, which led to not being able to initiate the program for 2015-16. Another request was submitted for the next fiscal year.

The purpose of the program was to conduct community outreach, to create awareness, and to improve coor-







dination and accessibility of current Cree and mainstream programs and services for people with mental and physical disabilities in Eeyou Istchee. In addition, its purpose was to work with all entities within the Cree Nations to improve access and job integration and to create opportunities for long term sustainable and meaningful employment.

## CAPITAL PROJECTS

### Mayaupiu Training Institute

After a year of planning and construction in 2015-16, the Cree territory will be able to realize its first partnered vocational training institute in the Cree territory. As part of a long term plan, the training institutes were outline in the *James Bay and Northern Quebec Agreement* to ensure that Crees had access to training programs and facilities within Eeyou Istchee.

It will be in the office within the community for CHRD, with the tenants Goldcorp/Tawich and the Cree School Board. The facility itself will be maintained by the Cree Nation Government. The MTI is now in full operation. CHRD staff have relocated to their new office. Although we had a few challenges getting the internet connection set up, it is now working. Meetings with CHRD staff and tenants are held periodically to bring up any issues.

Partnering with the Cree School Board, Goldcorp, and the Cree Nation of Wemindji, the MTI will offer training that will prepare Crees for working within growing areas of employment. The preliminary training programs offered at the center were the general welding and accounting course.

With the institute opening in June 9 2016, CHRD is please to say that the opening ceremony will bring members of leadership, educational partners, and communities together. This is a realization of the New Relationship agreement, and this has been achieved through a spirit of partnership towards a common goal.

### Waskaganish Training Center

In September 2015, CHRD, CNG Capital Works, and the Cree School Board met with the Cree Nation of Waskaganish to commence the discussion on the next Training Center that will be in their community.

The total population of Waskaganish is 2, 257 with the employment rate of 50,2 and the unemployment rate at 16,5. A training facility will help benefit from upcoming opportunities as expressed by the community.

Preliminary concept plans, as seen above, were presented by CNG Capital Works and reviewed by the partners at the last meeting in February. The conceptual approach, site plan, perspectives, and time frame schedule and lessons learned from the Wemindji training center were also reviewed. The proposed name of the training center is "Waskaganish Training and Development Center".

The Cree First Nation of Waskaganish presented to its partners at its initial meeting the professional training needs assessment that was very beneficial in identifying the course to be delivered once the center is completed in December 2017.



## CHRD PROGRAM SECTION SUMMARY REPORT, FISCAL YEAR 2015-16

### Projects and Participant Training Interventions / All CHRD Programs

CHRD, in collaboration with Cree nation authorities, institutions, and employers, continues promoting partnerships and creating employment opportunities throughout Eeyou Istchee. The department maintains its focus on helping individuals prepare for, find, and keep employment through its programs delivered throughout the Territory.

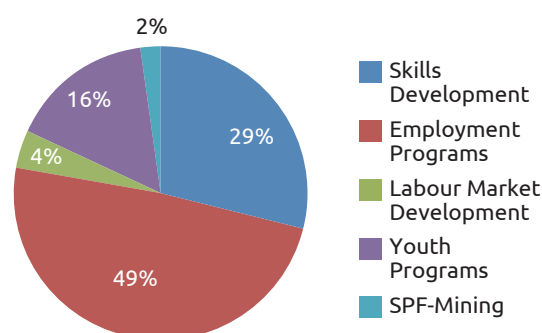
CHRD received several projects submissions in 2015-16. A total of 226 projects receiving support from CHRD carried out training activities throughout the communities and territory during the fiscal year. There were more than 1,750 participant interventions in these projects.

### Chrd Projects and Participant Interventions by Program, Fiscal Year 2015-16

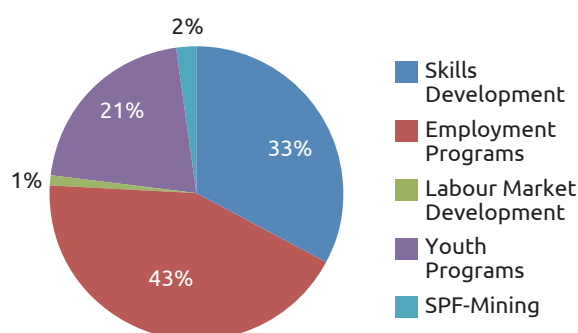
	Number of Projects	Participant Interventions
Skills Development	64	581
Employment Programs	109	743
Special Programs / Disability	2	13
Labour Market Development	11	22
Summer Student Program	16	218
Youth Work Experience	13	63
Cooperative Education	3	14
Science and Technology	3	75
SPF Mining	5	26
<b>Total</b>	<b>226</b>	<b>1755</b>

Note: Projects with employment and training activities in the fiscal year based on contract dates.

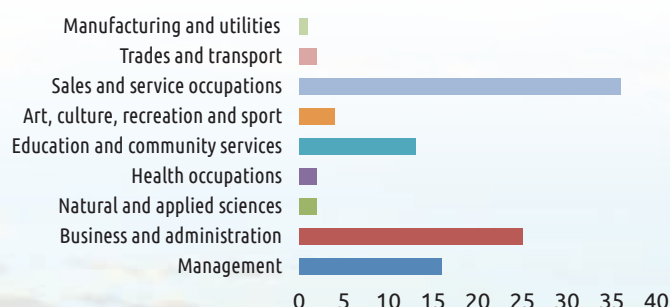
Projects by Program Types, 2015-16



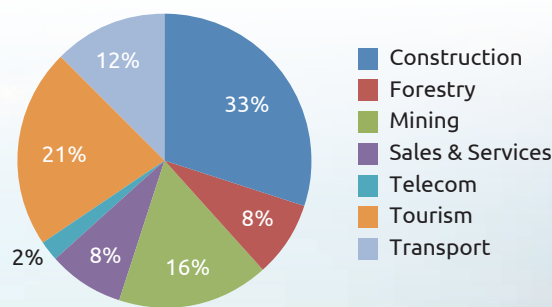
Participants by Program Types, 2015-16



Community-based Projects  
by Training Field, 2015-16

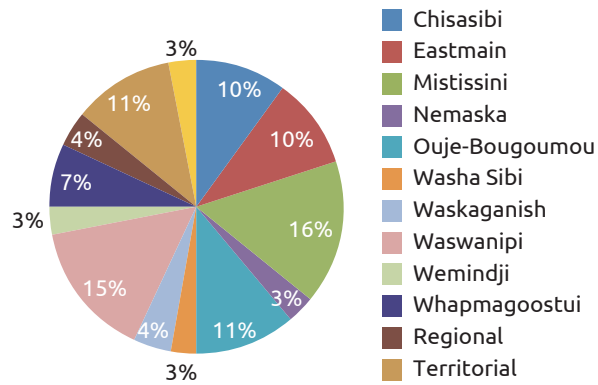


TERRITORIAL PROJECTS  
Distribution by Industrial Sector, 2015-16

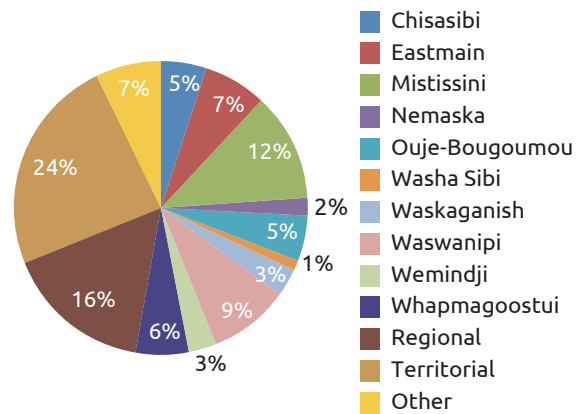




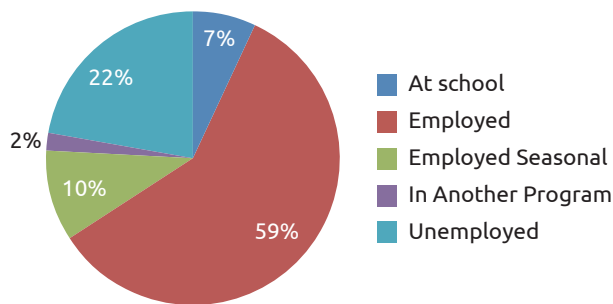
**EMPLOYMENT PROGRAMS**  
Distribution of Projects by Community



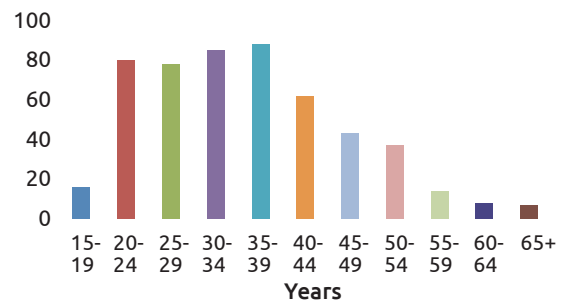
**EMPLOYMENT PROGRAMS**  
Distribution of Participants by Community



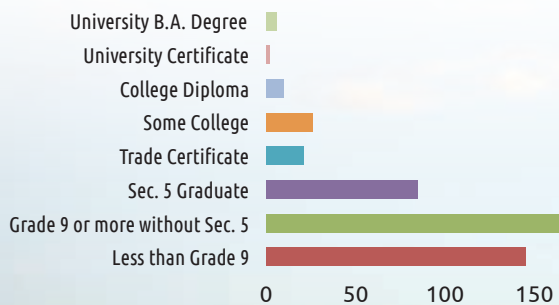
**EMPLOYMENT PROGRAMS**  
Participants' Post-training Results



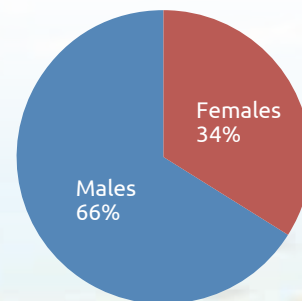
**EMPLOYMENT PROGRAMS**  
Participants by Age



**EMPLOYMENT PROGRAMS**  
Participants by Level of Education

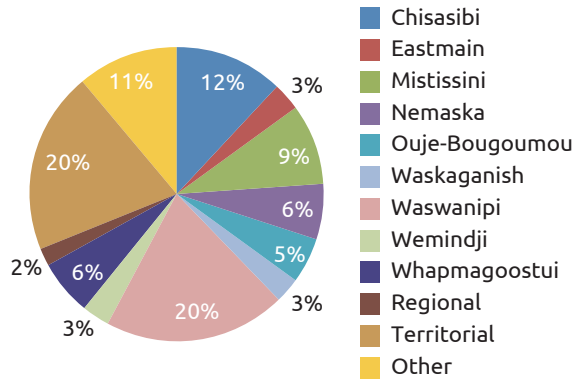


**EMPLOYMENT PROGRAMS**  
Distribution by Gender

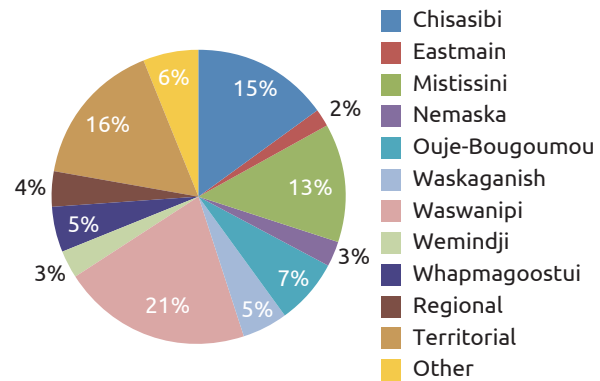




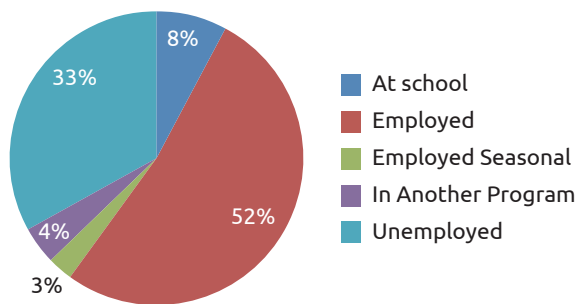
**SKILLS DEVELOPMENT PROGRAMS**  
Distribution of Projects by Community



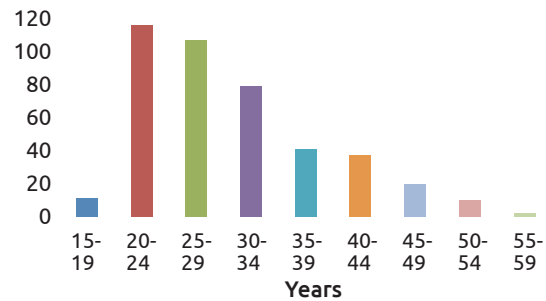
**SKILLS DEVELOPMENT PROGRAMS**  
Distribution of Participants by Community



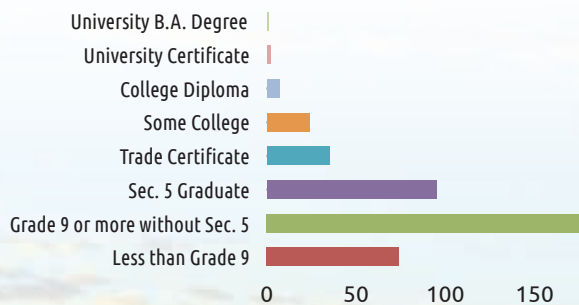
**SKILLS DEVELOPMENT PROGRAMS**  
Participants' Post-training Results



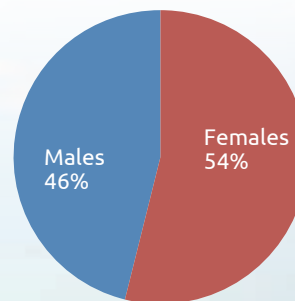
**SKILLS DEVELOPMENT PROGRAMS**  
Participants by Age



**SKILLS DEVELOPMENT PROGRAMS**  
Participants by Level of Education

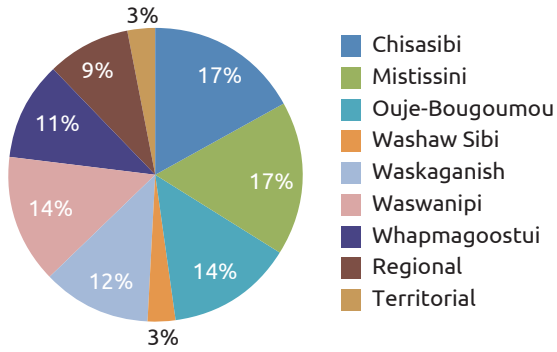


**SKILLS DEVELOPMENT PROGRAMS**  
Distribution by Gender

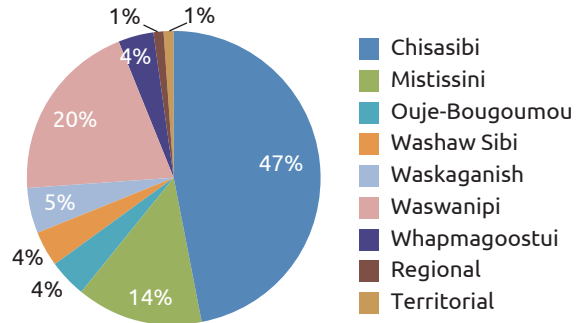




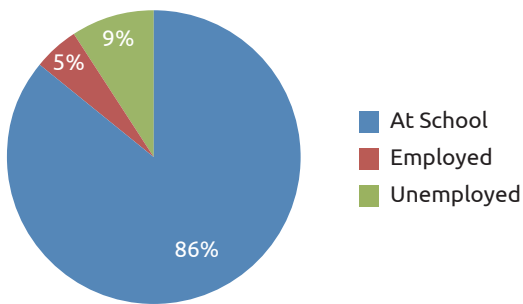
**YOUTH PROGRAMS**  
Distribution of Projects by Community



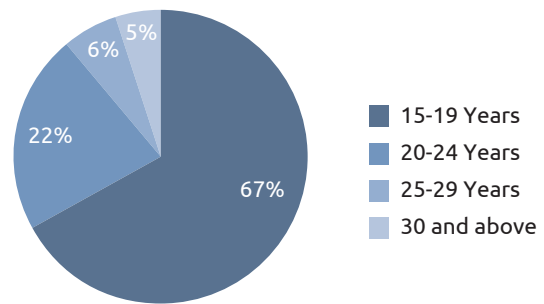
**YOUTH PROGRAMS**  
Distribution of Participants by Community



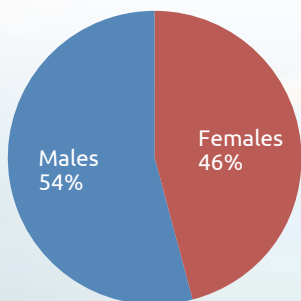
**YOUTH PROGRAMS**  
Participants' Post-training Results



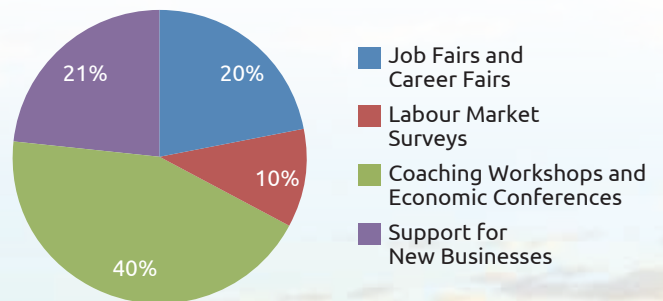
**YOUTH PROGRAMS**  
Participants by Age



**YOUTH PROGRAMS**  
Distribution by Gender



**LABOUR MARKET PROGRAMS**  
Projects by Activity





## COMMERCE AND INDUSTRY

Message from the Director  
Andy Baribeau



**K**wey. A year has come and gone since the opening of the Department of Commerce and Industry. It has been a very eventful, even challenging year for our team, but we are proud of what we have accomplished. We are now one year old!

The Department of Commerce and Industry is entrusted with creating conditions favourable for the development and growth of wealth and prosperity of the Eeyou-Eenou Nation in a way that is consistent with our values, rights, and aspirations of a strong Nation.

For the past year, much of our effort has been focused on determining how we could serve the Eeyou-Eenou Nation – something which needs to be done by listening to our stakeholders and partners, especially those at the community level. This understanding and awareness will become the tools that will guide us for our future efforts.

Early last year, we focused our efforts on three economic pillars, namely “*Natural Resources*”, “*Cree Companies and Corporations*” and “*Sustainable and Cooperative Economies*”. More than ever we believe that this is how we need to approach the economic aspirations of Eeyou-Eenou. We chose “*Our Nation, Our Economies*” as our slogan as it reflects that the Eeyou-Eenou Nation is composed of many economies, and that we must consider this if we are to attain our goal of economic strength and diversification in Eeyou Istchee.

In November 2015, we held the **STRONGER TOGETHER Eeyou-Eenou Nation Economic Development Conference** in Mistissini. The conference allowed us to welcome political and business leaders from the Eeyou-Eenou Nation along with, most importantly, business people from our communities. Held as an internal discussion among those working within and for our Nation, it allowed for the

reflection on our successes and challenges, and on where we had come from, where we were, and where we needed to go to improve, strengthen and diversify our economies. As Deputy Grand Chief Rodney Mark said during his closing speech “*I don’t think we have achieved a lot of stuff because we are smart, we are better, we are brilliant. I think we have achieved them because we do it together. We find a common ground of where we want to go and that, to me, is unique to us Cree people.*”

A conference report was produced and is available on the Cree Nation Government website and Facebook page. Our work over the next year will include carrying out the recommendations that were derived from the conference, as well as working more closely with our communities to help them attain their visions.

2015 allowed us to revisit the Cree Entrepreneurs’ Assistance Fund (“CEAF”). The fund was redesigned to allow the DCI to develop an ongoing partnership throughout the life of a business so that we can help our businesspeople realize their full potential, from small to larger projects throughout Eeyou Istchee. The new CEAF also allows us to participate in a wider range of business projects, from start-ups, smaller socially-oriented projects to business expansions.

Our involvement in different political and implementation spheres has also grown, and we hope to be able to become more involved in many things, including the implementation of the various agreements, tables examining the future of our territory and communities, and in strengthening our relations with our partners and stakeholders. This involvement is at the level of natural resource extraction projects, Cree capacity-building and, most especially, working with small business owners and others in the cooperative and sustainable economies.

The Department of Commerce and Industry expects to use this coming year as an opportunity to build and solidify cooperation and partnerships with our business people, communities, and organizations. This is how we will become what we want and need to become.

As we proceed through 2016-17, we will be engaging with you for quite a number of projects which can only be successful with your input. Most importantly, we hope you will come to us with your suggestions on how we can better serve you.

Meegwetch!





“I don’t think we have achieved a lot of stuff because we are smart, we are better, we are brilliant. I think we have achieved them because we do it together. We find a common ground of where we want to go and that, to me, is unique to us Cree people.”





## ENVIRONMENT AND REMEDIAL WORKS

Message from the Director  
Isaac Voyageur



Gaston Cooper

**A**s Director of the Department of the Environment and Remedial Works, I am pleased to offer this report on our accomplishments in 2015-16.

The past fiscal year has seen our efforts begin to bear fruit on several ongoing files. We concluded years of negotiations with Quebec for a *Forestry Harmonization Agreement* which, following extensive consultations with the Cree communities, should be signed by September 2016. We ended our long legal battle with Quebec and Resolute Forest Products in July 2015, when we signed the *Baril-Moses Dispute Settlement Agreement*, which reinstates mosaic-style forestry harvesting in the Baril-Moses area and secures Cree rights beyond the JBNQA territory. Through that Agreement, we secured Quebec's commitment for a 9,134 km<sup>2</sup> Broadback protected area—a first step in achieving the goals of our *Broadback Watershed Conservation Plan*. Also in 2015, years of Cree oppo-

sition to the Matoush uranium exploration proposal were crowned with the publication of Quebec's BAPE report, which supported our position against uranium mining in the absence of Cree consent. In addition, our calls to protect the declining Leaf River migratory caribou herd were at last heeded when Quebec imposed the first limitations on sport hunting of the herd.

These are all hard-won accomplishments—and even more effort will be required to fully meet the Department's goals of protecting the Broadback, conserving the caribou, and maintaining our lands and waters for traditional activities. At a Special Assembly for Wildlife and Habitat held in Chisasibi last November, I spoke with the communities about the Department's vision for collaborative land use planning across Eeyou Istchee. We are looking beyond the next few fiscal years, toward how development might affect us in the future, and how we can work now to build our capacity to meet future demands. To this end, we embarked on several initiatives this past year: we have staffed a new Land Use Planning Unit; we participated in new Cree-Quebec Tables on Mining and Protected Areas; and we are at the first stages of developing an Eeyou Planning Commission (EPC) featuring a local commissioner from each community. These are just a few of the collaborative initiatives this Department is working on to capitalize on our successes, protect Cree lands and waters, and engage the Cree people in collaborative and sustainable development of our territory.

Meegwetch.

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## INTRODUCTION

It is the mission of the Department of the Environment and Remedial Works to protect the air, lands, and waters of Eeyou Istchee for the benefit of all Cree people, today and tomorrow. The Department is responsible for implementing Sections 4, 5, 8, 22, 24, and 30A of the *James Bay and Northern Quebec Agreement* (JBNQA), pertaining to lands and land management, forestry, hydro-electric development, environmental policy and impact assessment, and wildlife management.

The Department has 18 staff in the Mistissini and Montreal offices, including engineers, biologists, analysts, management specialists, coordinators and administrators. We are members of the James Bay Advisory Committee on the Environment (JBACE), the Hunting, Fishing and Trapping Coordinating Committee (HFTCC), the Eeyou Protected Areas Committee (EPAC), and the Cree-Quebec Forestry Board (CQFB). We participate in the federal and provincial environmental review bodies responsible for authorizing development projects in the territory (COFEX and COMEX). And we provide half of the representation, along with our Jamesian colleagues, for the regional Natural Resources Committee, a technical committee of the Eeyou Istchee James Bay Regional Government. Our Department supports other CNG Departments, other Cree entities, and all Cree communities to ensure that environmental laws and practices in the territory uphold the JBNQA and the *Paix des Braves Agreement*, and that our lands and waters remain healthy and strong enough to support our traditional ways of life.

## ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENTS (ESIA)

Section 22 of the JBNQA requires that most proposed projects affecting the territory undergo assessments to identify and mitigate potential problems before a project is authorized. The Department has a team of Environmental Analysts—Kelly LeBlanc, Jessica Labrecque, and Tania Monaghan—whose ESIA work is supported by our Mining Engineer, Aurora Hernandez, our Science Advisor, Alan Penn, and our Environment Liaison Coordinator, Cameron McLean. Following are highlights of key files in 2015-16.

**Forestry Roads H-West and I:** Matériaux Blanchet proposed the construction of two forest access roads that would span 126 km on Category III lands in the Broadback area, potentially disrupting critical woodland caribou habitat. The Department prepared an analysis of the ESIA, which we presented at a public meeting in Waswanipi in November 2015, and we assisted Waswanipi in preparing for the COMEX hearings in January 2016. The project was authorized in the spring and its corresponding Certificate adopted all of the COMEX-recommended conditions: reducing the extent of the roads by 43%, leaving the last three intact traplines untouched, and establishing a monitoring committee with Waswanipi.

## Mining Projects

**Stornoway:** The Department worked with the Mecheshoo Environment Committee for Stornoway's Renard diamond mine on a Mistissini family trapline. This year, we assessed Stornoway's Large Mammal Monitoring Interview Guide, suggested training opportunities, and improved communications with the community in regard to the environment and social monitoring program. The monitoring results presented by Stornoway met the regulatory requirements.

**BlackRock:** BlackRock Metals has requested a modification to its Certificate of Authorization for its iron mine affecting Oujé-Bougoumou and Mistissini traplines. The requested addition of a production line for titanium concentrate would require numerous modifications, e.g., to pit size, tailings storage facilities, and water management. We provided our analysis to COMEX in August 2015 and contributed to 72 COMEX questions sent to BlackRock in October. Among other concerns, the Tailings Management Strategy should be reassessed in light of the Mount Polley Report recommendations that followed a disastrous tailings pond breach in BC.

**Whabouchi:** We reviewed documents for Nemaska Lithium's proposed spodumen mine and prepared our analysis of the COMEX Public Hearings held in Spring 2015. The Department assisted with a joint CNG/CNN submission to the federal government in June 2015; the project was approved in July.

**Bachelor:** We reviewed the Restoration Plan and Follow-Up Report for Metanor's gold mining project, which will reopen the Bachelor Lake mill and mine site near the community of Waswanipi, and we assisted community members on the Harmonization Committee.

**Eleonore:** In June 2015, Goldcorp Inc., the Cree Nation of Wemindji, and the GCCEI/CNG publicly released the Opinagog Collaboration Agreement as an example of how Aboriginal communities and mining companies can work together on mutually beneficial projects. The Department compiled concerns gathered through our Communications Assessment with Wemindji into a reference document; we will expand this work into a model communications plan for other mining projects in the territory.

## Community Projects and Support

The Department conducts community-level ESIA's and supports the communities on all ESIA-related matters. In 2015-16, for example, we advised on the ESIA process and reviewed analyses for Waswanipi's Back-Up Well and Solid Waste Disposal Site Projects, Wemindji's Kakabat River Crossing Project, and Waskaganish's Gee Man Shipshish Project, and we provided technical information to Waswanipi for the Bachelor Lake, Berry and Langlois sites. We collected data, conducted interviews, and drafted our report on *Public Participation in the ESIA Process: Reflections from the Cree Communities and Entities*. We



developed an ESIA Training Manual and templates for correspondence concerning projects on Category 1 land. We collected and mapped information on mining activity throughout the territory, and we elaborated a reporting process for complaints about exploration activities.

### Overarching ESIA and Mining Files

**Adapted Cree-Canada Environmental Assessment Process:** We developed a proposal for an Adapted Process to replace the federal structures under the Canadian Environmental Assessment Act (CEAA) and subsequently-adopted federal legislation which does not respect the special status of the Crees and to which we have been seeking changes for several years. Under our new proposal, the CNG would be automatically involved at various steps of the assessment process and the Department Director would act as Administrator for projects on Category I lands, determining whether and under what terms a development may proceed. Triggers for impact assessments would be expanded to include harm to fish and fish habitat and harm to species-at-risks and migratory birds. We presented our proposal to federal officials in the spring of 2016.

**Cree-Quebec Mining Table and Abandoned Exploration Sites:** The Cree-Quebec Table on Mines was re-established in January 2016 to promote collaboration and communication on mining issues. As part of the Mining Table's work, we are updating the abandoned exploration sites report of 2006; we presented collected information to the JBACE this year. We continue to work towards finalizing an agreement with Quebec to collaboratively clean up abandoned exploration sites and pursue a cumulative impacts study in the territory.

**Uranium Exploration Ban:** Following Quebec's refusal to authorize the Matoush project—Strateco's proposed uranium exploration north of Mistissini—a public inquiry was undertaken by Quebec's Bureau d'audiences publiques sur l'environnement (BAPE) in 2014-15, and the final report was made public last summer. The report supported the Cree position that uranium mining should not occur on our territory without our consent. The BAPE stated that social acceptability should be obtained, scientific uncertainties be addressed, and a legal review be undertaken before uranium exploration proceeds in Quebec—conditions that would take years to achieve, if ever possible.

### COMMUNITY ENVIRONMENTAL SERVICES

The Department Director, Isaac Voyageur, is the Regional Environmental Administrator for Category I lands, assisted by our Environmental Liaison Coordinator, Cameron McLean, and our Science Advisor, Alan Penn. We provide guidance, coordination, training and technical support to Local Environmental Officers (LEOs) in each community. Every year, we carry out Phase 1 En-

vironmental Site Assessments, oversee the Hydro Quebec/SEBJ camps clean-up, and assist the communities on technical issues that arise. In 2015-16, we received federal funding to update the *Georeferenced Environment Data in the Cree Communities* databank; we completed a multi-year joint project on community greenhouse gas emissions; we coordinated quarterly LEO meetings and offered training in workplace hazardous materials; and—pending a new mechanism for the issuance of permits—we continue to handle permit requests which fall to the Department because of environmental links.

**Drinking Water and Other Regulations:** The Department monitors drinking water quality in all the communities, recording and relaying data between the laboratories and the responsible authorities. We presented water quality initiatives to the LEOs and water operators this year, as aging infrastructure and rapid expansion of the communities have created recurrent drinking water supply problems. For some time now, we have discussed the development of a regional drinking water by-law that would adapt the standards of Quebec's Environmental Quality Act to the Cree communities. Consultations have been met with many tough questions regarding the legal responsibility for water, but we are building momentum for CNG water by-laws to be tabled next fiscal year. In parallel, we are pursuing collaboration with Quebec on the technical aspects of water supply and treatment, the management of waste water and solid waste, the handling of hazardous materials, and the regional coordination of recycling and waste reduction programs, any of which may involve the development of regulations to be administered by the Cree First Nation Governments working with the CNG. The Department is instrumental in outlining priorities for environmental by-laws and ensuring that such by-laws are enforceable and adapted to Cree cultural practices.

### LAND REGIME ISSUES

The Department participates in a Canada-Quebec-Cree Working Group on land descriptions and surveys as well as boundary issues. Our Science Advisor, Alan Penn, works on the implementation of the land regime provisions and boundary definitions under Sections 4 and 5 of the JBNQA, with assistance from our Environmental Liaison Coordinator, Cameron McLean. In 2015-16, work progressed on several files: the reclassification of Category IA lands in Mistissini and the recognition of Category IA lands for Oujé-Bougoumou as a result of Section 4:18 of the *New Relationship Agreement*; the boundary reviews of Waswanipi, Waskaganish and Nemaska which followed the cancellation of the Nottaway-Broadback-Rupert dam; the Block D remediation for Chisasibi; and the review of 200-foot and 500-foot corridors along shorelines and highways in Category II lands. In 2015-16, we carried out ESIA's to facilitate transfers of land, we conducted site visits and consultative meetings, and we prepared consultation maps to help the communities visualize proposed boundary changes. The Legal Land



Surveys have now been completed for Mistissini and Oujé-Bougoumou; maps for Nemaska and Waswanipi will be modified until the process is complete.

Progress has also been made on a separate land regime issue: the Eeyou Marine Region Land Claim Agreement (EMRLCA), which is nearing its fourth year of implementation. Bodies responsible for wildlife management, the assessment of new development projects, and the development of land use plans have been established. We are working closely with the Inuit in implementing the EMRLCA, as nearly half of the Cree EMR territory lies in an area covered by an overlap agreement with the Nunavik Inuit.

## FORESTRY

The Department's Forestry staff supports the Cree communities on forestry-related issues through technical assistance, remedial funding programs, and our work to build a strong legal framework. Our Director, Isaac Voyageur, and our Wildlife Management Administrator, Nadia Saganash, sit on the Cree-Quebec Forestry Board (CQFB), which oversees the implementation of Chapter 3 of the *Paix des Braves Agreement*. Our Forestry Engineer, Stephan Ouellet, analyzes Forest Management Plans (FMPs), ensures that the rules of Chapter 3 are applied within Eeyou-Istchee and the Baril-Moses territories, and helps resolve conflicts between the tallyman, Quebec, and the forestry companies. Our Forestry Projects Coordinator, Jimmy Iserhoff, works with our Forest Programs Project Monitor, Abel Neeposh, to implement remedial programs in the five Cree communities affected by forestry (Waswanipi, Mistissini, Oujé-Bougoumou, Waskaganish, and Nemaska). Our Forestry Joint Working Group (JWG) Coordinator in 2015-16, Christopher Beck, has transferred to become our new Land Use Planning Unit Coordinator, and Nicolas Lemieux has been hired as our new JWG Coordinator. Our Forestry staff work closely with our Wildlife, Protected Areas, and ESIA staff on several overlapping files. Here are some highlights from the past year.

**The Baril-Moses Dispute Settlement Agreement:** Negotiations began in March 2015 to end our ongoing disputes with Quebec—which repeatedly approved FMPs that were not in conformity with the Baril-Moses Agreement—and Resolute Forest Products—which implemented the unlawful FMPs. Indicative of the difficulty of these negotiations, in May 2015, we had to issue a formal notice to Resolute demanding a halt to logging in Cree territory. However, further negotiations concluded with the *Agreement to Resolve the Baril-Moses Forestry Dispute between the Cree Nation of Eeyou Istchee and the Government of Quebec*, signed in July 2015. The Agreement restores the *Paix des Braves* style of mosaic forestry harvesting to the Baril-Moses area for the next five years, after which a new forestry plan—to be devised by a joint Task Force—will be implemented. The Agreement includes multi-year funding for CNG forest management of Category II lands, as well as additional funding for the Cree Traditional Activities Enhancement

Program. The Agreement also commits Quebec to work with stakeholders, including the Cree, for the recovery of the woodland caribou, and to protect 9,134 km<sup>2</sup> of the Broadback area. This protection falls short of Cree goals, and a Cree-Quebec Task Force has been formed to identify additional protected areas. The Woodland Caribou Task Force should resume meeting soon, following Quebec's release of a Woodland Caribou action plan, and we will continue to push for reduced forestry in caribou habitat. In accepting the terms of the *Baril-Moses Dispute Settlement Agreement*, the Cree discontinued its legal proceedings against Quebec and Resolute.

**Harmonization Negotiations:** In November 2015, we finalized a draft *Forestry Harmonization Agreement*, which has been under negotiation with Quebec since 2010. We consulted with the communities extensively throughout the year; the final Agreement should be signed by September 2016. The Guide on Natural Disasters, modified to include wind throw and bug infestations, has been approved and included in the harmonization document.

**Overlapping Protection:** In May, 2015, we completed the first round of consultations with the tallyman to relocate the Cree sites of special interest identified in the *Paix des Braves Agreement*, where they overlap with the biological refuges created through the FMP process of 2008-2013. We have since worked to define the exact measurements of each area and we will present the final results to the tallymen for approval by December 2016.

## REMEDIAL PROGRAMS

The Department participates in the Forestry Program Prioritization Committee (FPPC), which administers the dispersal of forestry-related program funding through two remedial programs:

**The Cree Traditional Activities Enhancement Program** funds practical projects that allow Cree trappers and traditional land users to cope with the impacts of forestry operations. In 2015-16, over \$1,437,000 was disbursed on enhancement projects in Waswanipi, Mistissini, Oujé-Bougoumou, Waskaganish, and Nemaska, including cabin and tent-frame construction, hunting route and snowmobile trail development, woodcutting, and equipment



Cabin Construction through the Cree Traditional Activities Enhancement Program



subsidies. Throughout the year, we updated the Forestry Information Management System (FIMS), a geospatial database that manages the huge volume of Enhancement Program project information. The funding agreement for the Enhancement Program ends in 2018, at which time it will be replaced by a successor, according to the terms of the *Baril-Moses Dispute Settlement Agreement*.

**The Forest Resources Development Program** (formerly Volet II) fosters social and economic development and job creation by funding community projects that promote better integrated use, development, and protection of the forest resource. In 2015-16, almost \$160,000 was dispersed on Development Program projects including a cabin replacement in Mistissini, elders woodcutting in Waskaganish, 11 tent frames for Waswanipi Old Post, and snow removal for Waswanipi. This program is coming to an end but we are hoping for a replacement.

## GIS MAPPING AND INFORMATION MANAGEMENT

The Department's GIS Technicians, Maxine Mark-Stewart and Jonathan Elkhoury, support the full range of our mission and assist other Departments, Cree entities, and the communities with mapping and data storage needs. In 2015-16, we digitized information collected during interviews with land users and calculated areas for various Protected Areas proposals, mapping each scenario for community consultation; we took geo-referenced pictures of the territory, including unauthorized forestry harvests in the Baril-Moses area and the audit of the Road 167-N extension; and we completed dozens of mapping and data requests, e.g., for forestry roads, mining sites, the proposed Broadback extension, and the Nutimesanam traditional fishing site. In our capacity-building efforts this year, we acquired all data relative to species at risk within Eeyou Istchee and added it to our database for future land use planning, and we assisted with a CNG/Nature Conservancy project to develop a human development footprint dataset that will provide a cumulative picture of industrial impacts within the territory.

## PROTECTED AREAS AND LAND USE PLANNING

The Department coordinates the Eeyou Protected Areas Committee (EPAC), with representatives from the Cree communities, the Cree Trappers Association, the Cree Nation Youth Council, and the CNG, including three Department staff: our Director, Isaac Voyageur, our Land Use Planning Unit Coordinator, Christopher Beck, and our Protected Areas Coordinator, Chantal Otter Tétreault. A Cree-Quebec Table on Protected Areas and the Environment has been established to facilitate senior level discussions on protected areas issues. In November 2015, the Department Director attended a Special Assembly for Wildlife and Habitat in Chisasibi to discuss num-

erous issues with the communities, with an emphasis on collaborative land (and sea) use planning.

**Land Use Planning:** Under the new governance agreement, the Crees and Jamesians are collaborating on a Regional Plan for Integrated Resource Development for Category III lands, while the CNG is responsible for a Regional Land and Resource Use Plan for Category II lands. To meet our new responsibilities, a Land Use Planning Unit has been created in our Department, with three new staff positions and an office in Waskaganish. Our conceptual framework for the Unit was approved by the Council/Board in December 2015, new positions and budgets have been approved, and we are in the process of drafting foundational documents, planning community engagement, and defining our vision. The new Unit will enhance our capacity to support the Cree communities in collaborative land use planning initiatives.

**The Cree Land Use Mapping (CLUM) Project:** This joint undertaking of the CNG, the JWG, and over one hundred tallymen and land users affected by forestry, has created over 400 Land Use Maps featuring over 10,000 Cree sites. The Department updates and enhances this project continually. In 2015-16, we worked with Oujé-Bougoumou on missing CLUM data for the Baril-Moses area, and we explored collaboration possibilities with Mistissini. Our GIS Unit has developed a means of sharing the CLUM information with Quebec's forestry planners via an ArcGIS Online platform. This tool, which enables forestry planners to overlay the CLUM data with their operational plans, was reviewed by the Cree-Quebec Forestry Board and is already in use.

**The Cree Regional Conservation Strategy** aims to create a connected network of conservation areas of cultural and ecological importance in Eeyou Istchee. In 2015-16, we revised the Strategy to include information on climate change, Plan Nord, and other issues. Over the course of the year, we presented regional- and community-level PA planning approaches to the Council/Board and the JBACE. Following the 2015 Baril-Moses Dispute Settlement Agreement, an agreement was reached in February 2016 with Quebec to work together to plan the protected areas network and achieve 20% protection by 2020. The Department has developed GIS-based conservation planning tools, including candidate protected areas network scenarios, which became available in early 2016.

**The Broadback Watershed Conservation Plan:** We have been in negotiations with Quebec for some time to implement the Broadback Plan, which spans 21,000 km<sup>2</sup> and includes almost 10,000 km<sup>2</sup> of new protected areas. Significant progress was made this year with the 2015 Baril-Moses Dispute Settlement Agreement, which committed Quebec to expand the Assinica Park from 3000 km<sup>2</sup> to 9135 km<sup>2</sup>—a first step that remains short of Cree goals and omits key woodland caribou habitat in southern areas of the Broadback Valley. The Department participates in the CNG-Waswanipi Mishigamish Task Force, which is work-



ing to identify further areas for protection. Throughout the year, the Department consulted with the communities on the terms of the Broadback PA, we worked on expansion proposals, and we assisted Waswanipi in presenting to Quebec their goal of protecting the entire Mishigamish area. In February 2016, we met with Quebec and the Cree communities to discuss a possible Lake Evans Aquatic Reserve and changes to the Broadback boundaries due to Hydro-Québec rights of way and land category reconfigurations. We will continue to work with the communities to push Quebec to expand the new protected areas to fully meet the goals of the Broadback Plan.

**Other Protected Areas:** This year, we submitted our Whapmagoostui proposal to Quebec; we liaised with the Assinica National Park officer on management issues and participated in the Harmonization Committee for Tursujuq National Park; we secured a letter of support from Makivik for the Apishikimish (Lac Bienville) PA Proposal; and we made steady progress on land use planning as part of the Eeyou Marine Region Planning Commission. We continue to work toward a collaborative PA proposal with Eastmain: we worked on PA planning with tallymen, elders and land users in September 2015; we validated proposed areas with land users in October; and we presented the proposal to Quebec in November.



## WILDLIFE

The Department Director, Isaac Voyageur, sits on the Hunting, Fishing and Trapping Coordinating Committee (HFTCC), supported by our Wildlife Biologist, Aurélie Bourbeau-Lemieux, our Science Advisor, Alan Penn, and our Wildlife Management Administrator, Nadia Saganash. Composed of representatives from the Inuit, Naskapi, and Cree nations and the provincial and federal governments, the HFTCC manages the Hunting, Fishing, and Trapping Regime established under Section 24 of the JBNQA. Here are some Wildlife highlights from 2015-16.

**Migratory Caribou:** Both the George River herd and the Leaf River herd have suffered dramatic population declines in the past decade. Results of the fall classification of October 2015 suggest a 13% decline in the Leaf River herd since just the previous year, leaving the estimated population at 332,000 caribou. The George River herd is estimated at fewer than 10,000 caribou—the lowest population in the past 30 years. Throughout 2015-16, the Big Game Working Group of the HFTCC continued its work on a new Caribou Management Plan for the Leaf River herd. The Native parties have long called for a stop to sport hunting on the herd, and we welcomed Quebec's January 2016 announcement of several transitional measures that include: closing the "free" Zone 22A—meaning that no sport hunter will be able to buy a hunting permit without going through an outfitter; decreasing the number of available permits; and reducing the number of caribou per permit from two to one. Another welcome measure is the establishment of a sport hunting exclusion corridor along the Chisasibi road in Zone 22B, for safety reasons. On another aspect of this file, the Department participated in Caribou Ungava again this year, bringing Cree priorities and knowledge of migratory caribou to this ongoing research program, which is now in its second phase. Studies on the impacts of predators and the cumulative impacts of development on caribou are planned for the coming years.

**Woodland Caribou:** The Department worked throughout the year to press for long-term caribou conservation through our Protected Areas and Forestry files. In May 2015, the Chief Forester of Quebec published his analysis of the impact of forestry on the Woodland Caribou in Eeyou Istchee, stating that 70% of the territory is degraded to a point inhospitable for caribou. To conserve this species, we must protect the largely untouched habitat in the Broadback area. Some progress was made through the Baril-Moses Dispute Settlement Agreement and Quebec's commitment to the Broadback PA. In April 2016, Quebec released its Action Plan for Woodland Caribou Habitat Management, a compilation of broad outlines that will require specific, timely and difficult actions to translate from paper to reality. The Cree-Quebec Woodland Caribou Taskforce, which has not met since early 2014, should resume meetings soon.





*Discussion on wolverine following the presentation at Rupert House Hall in Waskaganish.*

**Polar Bear:** The HFTCC's Polar Bear Working Group is developing a Management Plan for the South-Eastern Hudson Bay Polar Bear Population. In 2015-16, we worked on issues of harvesting levels, the need for harmonized inland/offshore management strategies, and the response to increasing international pressure to ban the commercial sale of polar bear. Consultations on the Plan should begin in September 2016.

**Wolverine:** As the Ontario Wolverine population expands its range, there is a likelihood of wolverine entering Eeyou Istchee in the near future. Both provincial and federal governments have recovery strategies for this species. In 2015-16, the CNG received funding from the federal Aboriginal Funds for Species at Risk to conduct an awareness project on wolverine in Eeyou Istchee. The Department helped organize workshops in Waswanipi, Waskaganish, Nemaska, and Mistissini to inform the communities about wolverine biology and behaviour and how to report wolverine sightings. Our next step is to use motion-activated cameras to survey the presence of wolverine on the territory.

**Weh-Sees Indohoun (WSI):** An HFTCC Working Group drafted an action plan for the new WSI structure this year. We organized the functioning of a WSI Office in Nemaska for the 2015 fishing season and presented the season's results to the Regional Government in November. A final report should be finished in June 2016. We await Quebec's response to the HFTCC request to retain the WSI regulation for five years.

**Outfitting:** The Right of First Refusal has been extended until November 2021 to allow sufficient time to continue our discussions with Quebec on the long-term renewal of this Right.

**Rupert Bay IBA:** We have been working with the CTA, Nature Canada, and Nature Québec to designate Rupert Bay as an Important Bird Area (IBA) in BirdLife International's global IBA conservation network. Again in 2015, bird surveys were conducted on the site with Cree observers from Waskaganish. The proposed boundaries of the Rupert Bay IBA have been drafted and will soon be presented to the Band Council of Waskaganish. Following consultations, the IBA proposal will be sent to BirdLife International.

**Eeyou Marine Region (EMR):** The Department sits on the EMR Wildlife Board, which worked in 2015-16 to establish its structures, work plan, and staffing. We held discussions with all stakeholders regarding research priorities and compiled the results into a document that will be used to consult with the Cree communities in 2016, after which we will finalize the priorities of the EMRWB research program.

## CONCLUSION

These are just some of the main activities and achievements of the Department of Environment and Remedial Works in 2015-16. None of this work would be possible without the support of Sharon Pepabano Matoush and Robin Campbell, who assist our technical staff on every file.



## CAPITAL WORKS AND SERVICES

### Message from the Director Henry Mianscum



Gaston Cooper

Once again, it has been another exciting, productive, and rewarding year for the team of Capital Works and Services Department (CWS) of the Cree Nation Government (CNG). We certainly could not have done it without the commitment and dedication of our team, and the support of local community governments. It is therefore my pleasure to present to you the 2015/2016 annual report.

This year, we added new members to our team, both at the regional and local levels, as well as promoted personnel to greater roles and responsibilities. We have also seen the departure of personnel to pursue other endeavours and we wish to thank them for their efforts.

While working with the Cree First Nations, we've been promoting communication with local government personnel throughout the year, especially when capital planning sessions are scheduled through the monitoring of capital projects and during the community tours. CWS also works with local project management teams when assessing and reviewing local capital project submissions for subsequent funding approvals. The above activities have created strong working relations and lasting friendships. We also continue to work closely with the Director Generals and Directors of Operation and Treasurers of each community in finalizing the recommended listing of respective community capital projects for the Council/Board consideration and approval.

For a second year, the CWS engaged a professional to continue a project in geographic information systems, which develops a customized and updated community infrastructure map for capital planning and engineering purposes. This will be vital to all regional and local capital projects.

The Cree Nation Government adopted a by-law in 2013 related to fire protection, in which the total qualified firefighters required per community and overall amongst

the Cree First Nations is identified (135). At the end of the fiscal year we now have 125 certified firefighters, 12 certified fire protection instructors, 10 fire investigators, and most of the fire chiefs have graduated in Fire Officer level 1 and 2. In addition to the above, we have commenced the training for qualification of the fire prevention officers.

Capital Works and Services developed a procurement process that will be utilized throughout the Cree Nation Government to manage the purchasing of goods and services. In addition, CWS has developed a centralized system for all leases, as well as created an Asset Tracking process that will allow the CWS to track and assess the value of CNG assets.

Capital Works and Services continues to coordinate the delivery of regional capital projects such as women's shelters, training centers, multi-plex residential units, police facilities, renovation projects, housing projects, and upgrading of regional facilities. The operations and maintenance services of the regional facilities are services provided by local personnel under CWS.

The CWS mission statement advocates building goals and objectives to work towards achieving our goal: ***"Ensuring that the Eeyou/Eenou local and regional governments' infrastructure and related services enhance people's quality of life"***.

CWS believes that working together closely with the communities is key to meeting this mission.

Meegwetch!



## HUMAN RESOURCES & ADMINISTRATION

### Organizational Structure of Personnel

The organizational structure of the Department personnel reflects the two main mandates of the Department: a) Capital Planning and Engineering Services and b) Regional Capital Works Programs and Services. The Department has been divided between two offices for efficiency purposes with partial decentralization to Val-d'Or as follows:

#### Capital Planning & Engineering Services (Montreal Coordination Office):

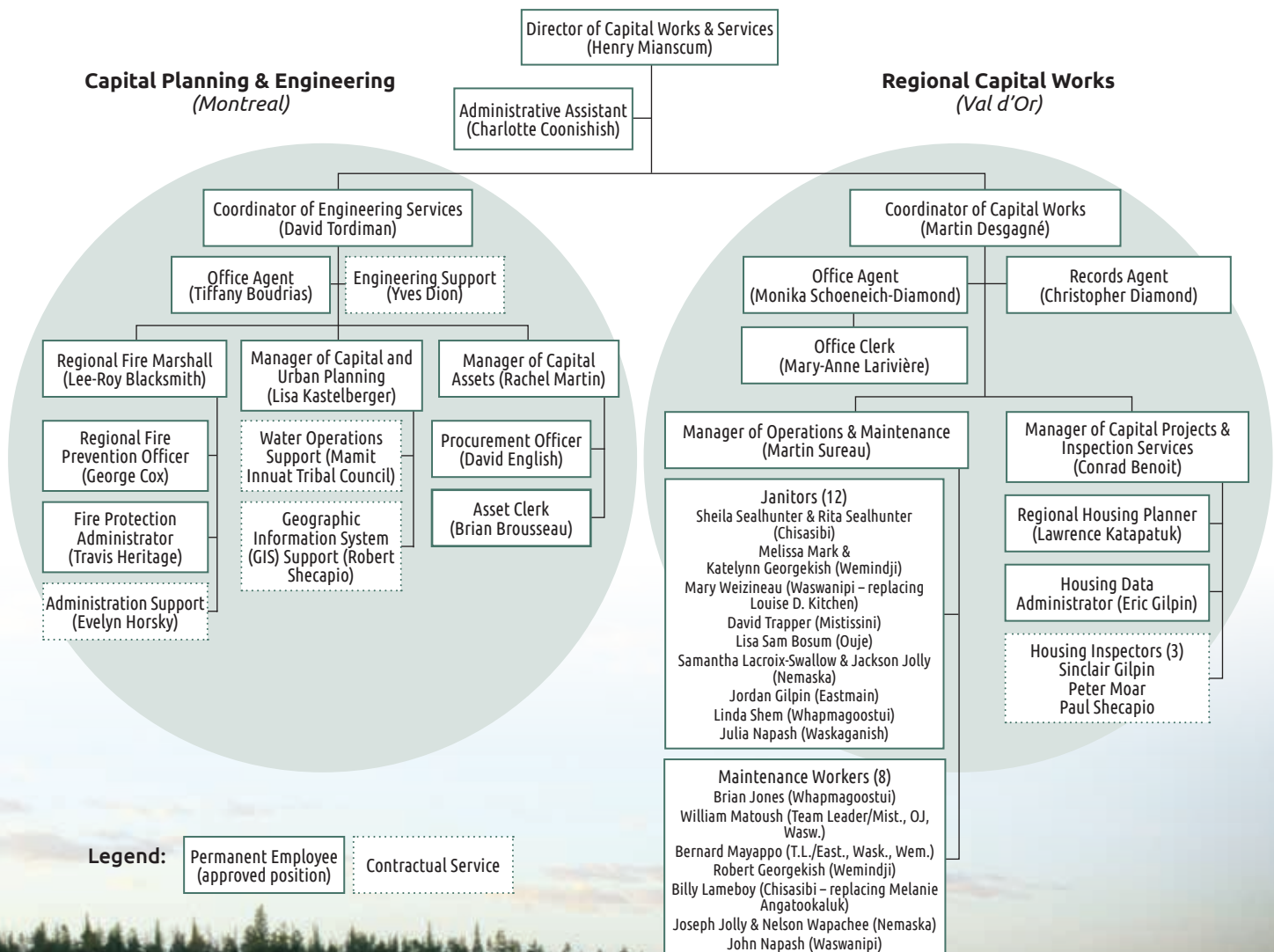
The responsibilities of the Capital Planning & Engineering Services' office include the establishment and management of programs and services at the local level. This division specifically manages the New Relationship Agreement (NRA) capital planning, fire protection, purchasing and tracking of inventory of the CNG's material

resources and the development and implementation of by-laws relating to these activities. The department is also instrumental in the establishment of by-laws related to regional governance.

#### Regional Capital Works (Val d'Or Liaison Office):

The responsibilities of the Regional Capital Works office focus primarily on providing operation and maintenance (O & M) services and the deliverance of programs at the regional level. This division specifically manages the planning, construction and O & M of all CNG buildings and other facilities required for the operations of the CNG (including those of justice, policing and CHRD). The establishment of by-laws related to housing and buildings used for regional governance and the coordination of housing programs in the Cree communities is also under the role of the liaison office.

Figure 1: CWS Organizational Diagram, 2015-16





## DEPARTMENT ACTIVITIES

### Capital Planning and Engineering Services

#### Capital Planning Activities

CWS has been actively planning and monitoring the capital projects carried out at the local administration level through funding provided by the Canada-Cree New Relationship Agreement (NRA).

CWS manages the administration and annual update of the NRA Five-Year Capital Plan, incorporating local government projects from all nine communities. A Capital Planning Timeline has been established with a series of deadlines that must be respected for the submittal of project funding requests and supporting project justification. The department ensures that various technical standards are respected per project, prior to the recommendation of projects for funding. The final budget is approved by the Council of the CNG Board in December of each year for the upcoming fiscal year's projects. Approximately \$71,287,000 worth of projects in all nine communities was approved for 2015-2016, as per illustrated in Table 1 and Figure 1.

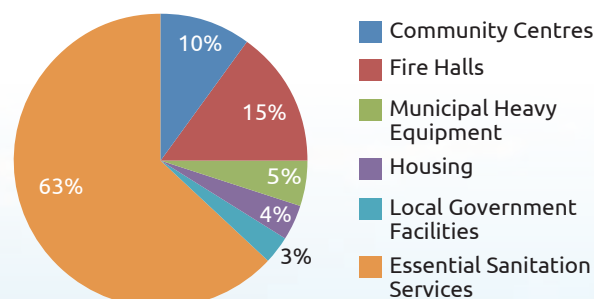
CWS is also responsible for the allocation, monitoring, and reporting of other sources of funding received through Aboriginal Affairs and Northern Development Canada (AANDC). In 2015-2016, the CNG was the recipient of the following three AANDC funding initiatives:

1. **Gathering Strength:** \$1,639,890 was allocated towards the following projects:
  - a) Cree Nation of Mistissini's Solid Waste Management;
  - b) Cree Nation of Nemaska's Residential Infrastructure;
  - c) Cree Nation of Nemaska's Access Road Topographic Survey.
2. **Water Strategy:** \$1,006,700 was allocated towards the following projects:
  - a) Cree Nation of Mistissini's Residential Infrastructure: Zone D;
  - b) Professional services of Yves Dion related to water projects.
3. **Water Operator Training:** \$335,200 was directed towards Water Operator training activities, equipment purchases, and Circuit Rider Professional Services.
  - a) Training: Two Water Operators' Commission Meetings were hosted by CWS in 2015-2016. The purpose of these meetings is to bring together all drinking and waste water operators from the nine communities to discuss topics related to safe water operation. The first meeting took place on June 16 and 17, 2015 in Montreal, QC. During this meeting a training on "Leak Detection, Pipe Localization, Fire Hydrant and Valve Operation and Maintenance" was provided by SIMO Management in Côte St-Luc. The second meeting took place on November 24 and 25, 2015 in Gatineau, QC. During this

**Table 1. Approved 2015-2016 NRA Local Projects**

	Local Government Programs	2015-2016
<b>1.0</b>	<b>Local Government Facilities</b>	
1.2	Municipal Garages & Warehouses	\$1,946,419
	<b>Sub-total</b>	<b>\$1,946,419</b>
<b>2.0</b>	<b>Essential Sanitation Services &amp; Related Infrastructures</b>	
2.1	Drinking Water Facilities	\$1,656,685
2.2	Waste Water Facilities	\$1,901,500
2.3	Residential Lot Development	\$7,318,013
2.4	Municipal & Institutional Lot Development	\$5,121,881
2.5	Water Reservoirs	\$3,087,628
2.6	Major Replacements & Corrections to Deficiencies	\$22,145,514
2.7	Solid Waste Management	\$2,470,900
2.8	Studies	\$970,375
2.9	Cemeteries	\$349,400
2.10	Street Lighting	\$155,000
	<b>Sub-total</b>	<b>\$45,176,896</b>
<b>3.0</b>	<b>Community Centre</b>	\$7,429,617
<b>4.0</b>	<b>Fire Halls</b>	\$10,781,443
<b>5.0</b>	<b>Municipal Heavy Equipment Revolving Fund</b>	\$3,452,861
<b>6.0</b>	<b>Housing</b>	\$2,500,000
	<b>Grand total</b>	<b>\$71,287,236</b>

**Figure 1. Summary of Approved 2015-2016 NRA Local Projects**

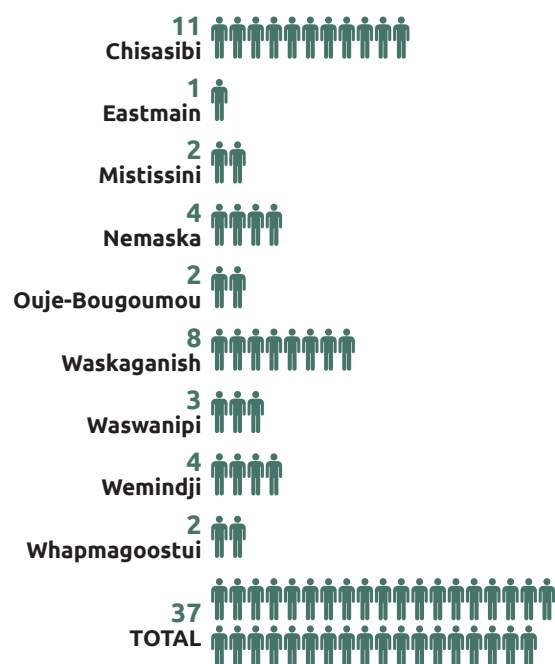




meeting, a CPR & First Aid training was provided by ABCD du Secouriste. Participants received cards authenticating their certification from the Heart & Stroke Foundation.

CWS has continued to actively recruit and organize training to have certified Drinking and Waste Water Operators present in the nine communities. At present, there are 37 certified operators, divided amongst the communities, as per Figure 2.

**Figure 2. Number of Certified Local Water Operators per Community**



- b) Equipment Purchases: New equipment was purchased for the communities' use. These included: Gas Alert Micro Clip Xt 4-gas detectors, Pipe localisation staffs, and Valve Boss valve actioners.
- c) Professional Services: The Mamit Innuat Tribal Council (MITC) was engaged through this funding initiative to provide a Circuit Rider Training Program (CRTP) for water operators in all communities, along with a 24/7 hotline service for the water operators' use in the case of emergencies or day-to-day inquiries.

### NRA Reporting Inventory

CWS is responsible for maintaining an ongoing record of all capital projects realized with NRA funding. This entails keeping an inventory of supporting documentation for all projects funded through the NRA, including copies of contracts, proposals, cost estimates, tender and as-



*Water Operator Training held June 16, 2015 in Côte St-Luc, QC*

built plans & specifications, final completion certificates, etc. The information collected will support the renewal negotiations with an accurate and detailed account of how the NRA funds were used. The collection of reporting documents is an ongoing task for CWS.

### Geographic Information System (GIS)

GIS is a mapping tool which will help the local governments in the future planning of projects and community development. In 2014-2015, the services of Mr. Robert Shecapio were engaged to create GIS maps for the Whapmagoostui First Nation as a pilot project. Based on the success of the Whapmagoostui pilot project, CWS extended the project to include the mapping of Mistissini, Oujé-Bougoumou and Waswanipi in 2015-2016, with the end goal of mapping all communities. These maps incorporate all information already collected through past-funded NRA projects (building plans, existing infrastructure, community master plans, etc.) with interchangeable and overlapping layers to create a comprehensive planning tool.

### Engineering Support for Water-Related Projects

CWS provides additional Engineering Support for water-related infrastructure projects within the communities. Throughout the year, professional



engineering services were offered to communities undertaking projects related to drinking and waste water infrastructure. These services are ongoing and are being offered through the CWS department in order to ensure that all work being executed on these services follow the essential sanitation guidelines and abide by the local government, CNG, provincial and/or federal by-laws and standards.

#### ***Establishment of By-Laws, Standards & Guidelines***

An obligation of the NRA is the establishment of minimal regional standards that meet or exceed federal and provincial standards. CWS has been mandated to develop, recommend, and implement CNG by-laws respecting the regulation of buildings for the protection of public health and safety, including the construction, maintenance, repair and demolition of buildings. As a first step, in 2015-16 CWS began collecting all local by-laws, in an effort to create a centralized registry of the existing by-laws in force within the nine communities. This registry will be useful for the regional government or other entities to consult prior to the start of construction projects within a given community.

#### ***Project Management Services for Local Governments***

CWS provides, on an as-needed basis, project management services to the local governments, upon request.

## **Fire Protection Activities**

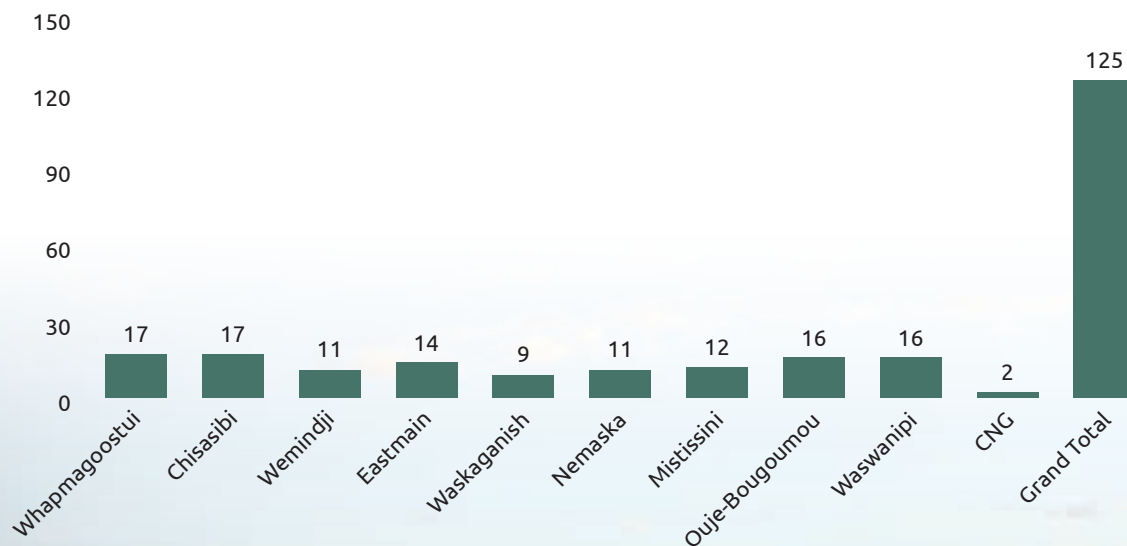
### ***Fire Protection Certification - FF1***

CWS has been implementing the Fire Protection By-Law, passed in March 2013, which is nearly completed. We are pleased that we had 62 (sixty-two) new graduates who successfully finished their FF1 certification in 2015. This brings our current total of certified firefighters to 125 (one hundred and twenty-five) as of the end of this fiscal year.

We also have 11 (eleven) firefighters who were certified as fire investigators and are presently taking part in the Fire Prevention program under the auspices of JIBC, which will be completed this autumn. Moreover, there are 24 (twenty-four) Cree Instructors who are taking lead roles in training firefighters within the communities. This falls in line with the final objective of having an autonomous, and most importantly, an accredited Firefighters' force. This will provide the Cree of Eeyou Istchee a guaranteed work force of professional Fire Protection Service personnel and will ensure the continued protection of our communities.

A celebration to honor the achievements of our dedicated Cree firefighters and instructors was held at the Hilton Lac Leamy Hotel in Gatineau, QC, with Grand Chief Matthew Coon Come giving the keynote address. The event was also attended by Mr. Henry Mianscum, Director of Capital Works, Mr. Benoit Laroche, Director of Operations-ENPQ, Mr. Lee Roy Blacksmith, Regional Fire Marshall, and Mr. George Cox, Regional Fire Prevention Officer, along with the families of our new fire protection personnel.

**Figure 3. Amount of Cree Nation Certified Fire Fighters per Community**







*Firefighter Graduation Ceremony held on December 4, 2015  
at the Hilton Lac-Leamy Hotel, Gatineau QC*

### **Fire Prevention Officer Certificate Training**

There have been minor and major losses due to fire in the Cree territory, caused either by structural or forest fires. Fire prevention is still the missing link for reducing fires in a community and prevention strategies have not really been introduced and presented to the public, as fire prevention is a specialized field of study that involves many courses to understand.

In June of 2015, nine (9) members from the fire service started their training for the Fire Prevention Officer Certificate Program under the auspices of the Justice Institute of British Columbia (JIBC). The program is designed to assist fire service members in achieving their career and educational goals by providing them with specialized knowledge and skills in the areas of fire prevention, fire investigation, and public education. It is a one (1) year comprehensive training program comprising of six (6) modules which the students will complete by the end of July 2016.

The students will be certified as fire investigators, fire inspectors, fire service instructors, fire & life safety educators, information officers, and juvenile fire setter intervention specialists. Fire prevention is the most important element missing in the protection of our Cree communities. It helps to reduce fires, educate the public on fire safety, as well as all aspects of the fire service. Fewer fires due to the prevention methods that have been acquired in the training program means more security for the public as well as for our firefighters, who respond and work in hazardous conditions, when there is a fire in one of our communities.

### **Emergency Measures Plan (EMP)**

The Capital Works and Services department continues to collaborate with various stakeholders in the development of emergency preparedness and response plans on behalf of the nine (9) Cree communities. The Emergency Measures Plan is vital to understand due to the fact that Cree communities are relatively small and have fewer resources than what is generally available in large southern municipalities. As a result, our communities' emergency services have less experience in dealing with unexpected incidents and may put our communities at greater risk to the hazards of an emergency situation.

All Public Safety Officers (PSOs) have successfully completed introductory Emergency Operation Centre (EOC) and Incident Command System (ICS) trainings. Indigenous & Northern Affairs Canada (INAC) has the legal responsibility to assist the First Nations in developing risk mitigation programs for their communities. INAC provides training courses on Emergency Management throughout the year, which have been well attended by the Cree stakeholders. In the upcoming fiscal year 2016-17, INAC will be introducing a new funding initiative entitled the Emergency Management Assistance Program. This program will provide First Nations communities with more choice in the type of federal assistance that they require.

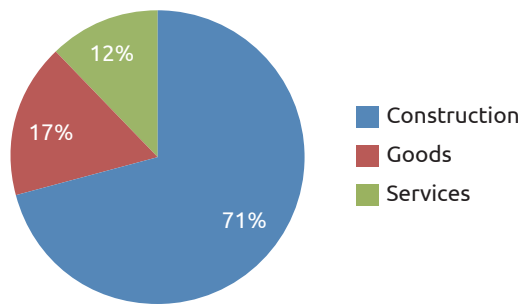
Most Cree entities have been introduced to the foundations of Emergency Management. Disasters and emergencies cross many departmental lines and thus, the need for collaboration is evident. The Capital Works and Services team fell into the role as liaison between the Cree and Jamesian entities within Eeyou Istchee for Emergency Management initiatives.



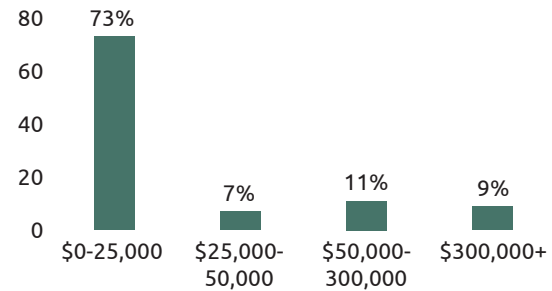
## Procurement and Asset Management

The Capital Works Division of CWS oversees the operations and maintenance (O&M) and the construction of the facilities and housing required by the various departments of the Cree Nation Government. The division also has a support team for the housing file in the Cree communities.

**Figure 4. Breakdown of Purchases Made**



**Figure 5. Percentage of Purchases Made Per Cost Bracket**



**Table 2. CWS issued 57 Call for tenders in 2015-16**

Whapmagoostui First Nation	
<ul style="list-style-type: none"> <li>Whapmagoostui Fire Hall (Construction)</li> <li>Materials for GWE Street Expansion (Phase 1)</li> <li>Water Supply Materials (Piping)</li> <li>Water Supply Materials (insulation)</li> <li>Waste Disposal Site (Professional Services)</li> </ul>	<ul style="list-style-type: none"> <li>Housing Needs (60 fuel tanks)</li> <li>Housing Renovations (miscellaneous materials)</li> <li>Architectural analysis of WFN warehousing needs</li> <li>Revised infrastructure Plan</li> </ul>
EPPF	
<ul style="list-style-type: none"> <li>Digital Fingerprinting System</li> <li>Purchase of 8 new Tahoes</li> <li>Renovation of Chisasibi Police Station</li> <li>Renovation of Oujé-Bougoumou Police Station</li> <li>EPPF IT Architecture Implementation</li> <li>Construction of Garages and adjustments to vehicle impounds</li> </ul>	<ul style="list-style-type: none"> <li>Purchase of 27 SATCOM Radios</li> <li>Sale of EPPF Vehicles</li> <li>Construction of Mistissini EPPF Detachment</li> <li>Disposal of EPPF Vehicles</li> <li>Headquarters Expansion</li> <li>Provisioning of a Police Records Management System</li> </ul>
CWS	
<ul style="list-style-type: none"> <li>Reconstruction of 26 Bedabin in Nemaska</li> <li>Foundation of Women's Shelter in Waswanipi</li> <li>Women's Shelter Lot 1 Waswanipi</li> <li>Women's Shelter Lot 2 Waswanipi</li> <li>Women's Shelter Lot 3 Waswanipi</li> <li>Women's Shelter Lot 4 Waswanipi</li> <li>2 Residences in Waskaganish (foundations &amp; mobilization)</li> <li>2 Residences in Waskaganish (construction)</li> <li>Engineering Services for CNG office building in Waskaganish</li> <li>3 Residences in Wemindji (Interior Works and finishes)</li> <li>3 Residences in Wemindji Lot 3 (Construction)</li> <li>Cree Nation Government Office Building in Waskaganish (Construction)</li> </ul>	<ul style="list-style-type: none"> <li>Quality Assurance and Health and Safety of Construction Work Sites (2015-2016 season)</li> <li>Quality Assurance and Health and Safety of Construction Work Sites (2016-2017 season)</li> <li>Women's Shelter in Waskaganish (Construction)</li> <li>Waskaganish Duplex (Construction)</li> <li>Fox 7 Marten Trail Housing Renovations</li> <li>CNG Office Building in Waskaganish (Architecture)</li> <li>Circuit Rider Training</li> <li>Triplex construction in Nemaska</li> <li>IT Server Room in Montreal CWS Office</li> <li>Nemaska Head Office roofing renovations</li> <li>Road Works (Engineering)</li> <li>Fire Hall for Whapmagoostui (Engineering)</li> </ul>



**Table 2. CWS issued 57 Call for tenders in 2015-16 (continued)**

Justice	
<ul style="list-style-type: none"> <li>Expansion of archives Justice Facility in Mistissini</li> <li>Engineering Services for Youth Closed Custody Facility in Chisasibi</li> <li>Multimedia installation</li> </ul>	<ul style="list-style-type: none"> <li>Installation of generators in Mistissini, Waskaganish, Chisasibi</li> <li>Furniture for Whapmagoostui office</li> <li>IT system architecture</li> <li>Paving for Justice Facility in Waskaganish</li> </ul>
CHRD	
<ul style="list-style-type: none"> <li>Signage for the Mayaupiu Training Institute</li> <li>Chisasibi Paving</li> </ul>	<ul style="list-style-type: none"> <li>Furniture for Wemindji Training Center</li> </ul>

## Regional Capital Works

### Capital Works Division

The Regional Capital Works Division of CWS oversees the operations and maintenance (O&M) and the construction of the facilities and housing required by the various departments of the Cree Nation Government. The division also has a support team for the housing file in the Cree Communities.

### Operations and Maintenance (O&M) Activities

As of March 31, 2016, CWS had to oversee the operations and the maintenance (O&M) of 21 large buildings and 70 housing units located in the Cree communities as per Table 3. In order to carry out the O&M works, there is a team of 12 janitors, 8 maintenance workers (two of them are acting as team leaders) and one manager dedicated to that work.

The types of operations and maintenance activities that are carried out by the Maintenance Workers include Corrective Maintenance to fix damaged or broken equipment, Preventive Maintenance to prevent equipment failure, renovation of equipment at the end of service life to replace or renovate equipment that is no longer usable, and improvement to upgrade equipment based on new needs or requirements. Table 4 illustrates that CWS performed 58 major O&M activities on the CNG facilities and housing.

**Table 3. Assets under the responsibility of CWS for Operations and Maintenance (O&M)**

	Number of facilities	
	Direct Responsibility	Leased
<b>Buildings</b>		
CHRD Office	1	0
CHRD Training Centre	1	0
CNG Head Office	1	0
EEPF Detachment	8	1
EEPF Headquarter	1	0
Justice Facility	9	0
<b>Sub-Total</b>	<b>21</b>	<b>1</b>
<b>Housing Units</b>		
CNG Housing Units	29	0
EEPF Housing Units	41	0
<b>Sub-Total</b>	<b>70</b>	<b>0</b>
<b>TOTAL</b>	<b>91</b>	<b>1</b>

**Table 4. List of O&M Major Activities by CNG Facilities**

CNG Facilities	Corrective Maintenance	Preventive Maintenance	Renovation or equipment at the end of service life or improvement	Subtotal
CNG Head Office	2	0	0	2
CNG and EEPF Housing	0	0	0	0
EEPF Facilities	12	12	1	25
Justice Facilities	14	11	1	26
CHRD Office and Training Centre	2	2	1	5
<b>Total</b>	<b>30</b>	<b>25</b>	<b>3</b>	<b>58</b>
<b>Percentage</b>	<b>52 %</b>	<b>43 %</b>	<b>5 %</b>	<b>100 %</b>



### **Capital Projects Activities**

CWS has a team in charge of construction activities, which had 18 active projects under its responsibility in 2015/2016 for a total value of \$24,253,291.93 as per Table 5. These projects were executed for the CNG departments of the Eeyou Ee'noo including the Police Force, Justice and Correctional Services, the Cree Human Resources Development, and the Cree Nation Government Administration.

### **Professional Services Activities**

Furthermore, the Capital Works Division mandates professional firms of architects and engineers to prepare plans and specifications for various construction projects, assist in the supervision of construction works, as well as to develop a preventive maintenance program. Internally, work is being done to electronically archive all the construction and O&M documents for further integration into an information management system.

The CWS staff in charge of Capital Projects and O&M also provides some technical advice to the Cree local administrations in matters related to calls for tenders, project management, building construction, and related operations & maintenance and housing construction and operations.

### **Housing Activities**

The CWS provides support and services in the Cree communities that relate to housing. The Regional Housing Planner and the Housing Data Administrator are dedicated to the Cree housing file.

### ***Inspection Services for CMHC and for the Insurance File with the Board of Compensation***

The housing team is supported by four (4) housing inspectors from the Cree communities who work on a punctual basis to perform inspections on the social housing on behalf of CMHC. They perform inspections for the new housing being built, verifying the physical condition review (PCR) of the current housing stock and the inspections of the residential rehabilitation assistance program (RRAP). The housing team also performs inspections and cost estimates following fire or flood incidents for the self-insurance program under the Board of Compensation.

The staff also participated in community housing conferences where presentations were made, information booths were set-up providing information about private homeownership, and brochures were handed out on the housing in Eeyou Istchee. The staff also participated in provincial housing conferences.

### ***Eeyou Miichuwaap***

The housing team coordinates a regional forum of exchange among the Cree communities called Eeyou

Miichuwaap; five meetings were held in 2015/2016. The Eeyou Miichuwaap meetings generally last two days; the first day being used to discuss the Cree housing file in the communities, and the second day being used to exchange information with CMHC staff.

### ***Cree Regional Housing Action Plan***

The housing team of CWS is also involved in the monitoring and follow up of the Cree Regional Housing Action Plan, which was developed with the participation of the local and regional officials of the Cree local and regional governments. The four main objectives of the Cree Regional Housing Action Plan are the following:

- A. Apply Rent-Geared-to-Income;
- B. Develop a Social Housing Program for the Low Income Sector;
- C. Launch Public Information Campaigns regarding housing issues and the benefits of homeownership; and
- D. Use the housing demand to strengthen the Cree economy.

As part of the Cree Regional Housing Action Plan, the following actions were done in 2015/2016:

### ***Regional Radio Show***

A regional radio show on housing was hosted by the Regional Housing Planner in 2015/2016 once per month through the James Bay Cree Communication Society.

### ***CBC North Eeyou Miichuwaap Housing Column***

The Regional Housing Planner participated in 10-minute radio columns that were aired every two weeks starting in February 2016.

### ***Distribution of Hygrometer and leaflets to explain how to control humidity***

The CNG purchased hygrometers which are devices that measure humidity in homes for every rental housing unit in the Cree communities. These will be distributed starting this year to all rental unit tenants along with a leaflet explaining how to control humidity or moisture in a house to prevent mold appearance and unhealthy homes.

### ***Housing Strategy Work Group***

The staff of the department participated in a working group to develop a housing strategy to be presented to the Council/Board in spring 2016.

### ***Steel Structure Housing Demonstration Project***

The CNG initiated the construction of 8 Steel Structure Houses in the communities of Wemindji and Waskaganish to be used to house CNG staff. These houses shall be completed in the fiscal year 2016/2017. The purpose of this demonstration project was to try out prefabricated wall panels and steel structure houses, in



**Table 5. Construction Activities of Regional Capital Works**

Project	Value of Contract	Advancement				Delivery Date	Contractor
		Q1 2015/16	Q2 2015/16	Q3 2015/16	Q4 2015/16		
CHRD – Wemindji Training Center Phase 2	\$7,490,268	98%	100%	100%	100%	April 2015	CCDC
Justice Facilities in Mistissini, Chisasibi and Waskaganish – Installation of Generators	\$279,950	55%	100%	100%	100%	July 2015	VCC Massenor
Re-roofing of CNG Head Office in Nemaska (Phase 3)	\$755,500	0%	100%	100%	100%	September 2015	VCC Massenor
EEPF Duplex Housing in Waskaganish	\$795,000	0%	50%	100%	100%	December 2015	Naococane Construction
CNG 3-Plex Housing in Nemaska	\$984,970	0%	40%	90%	100%	January 2016	KESI Construction
CNG Housing Renovation on Fox Trail & Martin Trail in Nemaska	\$359,000	0%	70%	100%	100%	October 2015	VCC Massenor
EEPF Headquarter – Quartermaster, CSI Area and Garage	\$1,646,221	0%	15%	80%	100%	February 2016	CCDC
CHRD office in Chisasibi – Finalization of the Parking	\$164,880	0%	100%	100%	100%	September 2015	Wemindji Paving
New EEPF Detachment Building in Mistissini	\$4,426,060	0%	15%	50%	70%	May 2016	Construction Benoit Doyon Inc.
Justice Facilities in Whapmagoostui, Wemindji, Eastmain and Nemaska – Installation of Generators	\$556,900	0%	0%	95%	100%	January 2016	VCC Massenor
Justice Facilities in Ouje-Bougoumou and Waswanipi – Installation of Generators	\$270,360	0%	0%	95%	100%	January 2016	CCDC
CNG Head Office in Nemaska – Installation of Generator	\$232,000	0%	0%	80%	100%	February 2016	VCC Massenor
Women's Shelter in Waswanipi	\$4,482,300	0%	0%	10%	20%	December 2016	VCC Massenor
Renovation of EEPF Detachment Building in Ouje-Bougoumou	\$177,177	0%	0%	0%	10%	June 2016	Waswanipi Eenouch
CNG Steel Structure Houses in Wemindji (3) – Foundation Works	\$289,650	0%	70%	100%	100%	October 2015	VCC Massenor
CNG Steel Structure Houses in Wemindji (3) – Structure and Envelope	\$398,471	0%	0%	100%	100%	December 2015	Steelhawks Homes
CNG Steel Structure Houses in Wemindji (3) – Interior Finishing and Landscaping	\$540,000	0%	0%	0%	37%	July 2016	Naococane Construction
Reconstruction of the CNG House at 26 Bedabin in Nemaska	\$404,585	0%	0%	0%	24%	June 2016	VCC Massenor
	\$24,253,292						



order to see how this could be done on a large scale in attempts to address the Cree housing needs in the Cree communities. The preliminary findings are the following:

- A prefabricated wall panel factory is easy to start: minimum equipment is required, small warehouse required and minimum training required;
- Steel housing construction is similar to that of wood construction, and Cree workers adapted themselves well to this type of structure;
- Siding could be included in the prefabricated panels;
- Particular attention has to be given to the insulation of the unit; and
- It reduced the construction time to erect the structure of the house.

#### **Regional Housing Renovation Needs Survey**

- Perform the inspection of the 3200 rental housing units of the Cree communities including CMHC units and band rental units;
- This survey is to identify the global renovation needs to fix all the rental housing units of the Cree communities;
- As of March 31, 2016, about 80 % of all the units were inspected;

- \$2,500,000 was approved by the Council/Board to address urgent housing renovation needs in the Cree communities such as chemical contamination by furnace oil and mold contaminations; and
- The whole regional housing renovation needs survey shall be completed by summer 2016.

#### **Circuit Rider Training in Housing Maintenance and Computerized Maintenance Management System**

- Two trainers were hired by the CNG to provide training to the local housing department staff in housing maintenance and in the computerization of the housing maintenance using a Computerized Maintenance Management System (CMMS); and
- This training aims at coaching and helping the local housing departments in organizing the maintenance of their rental housing stocks.

## **DEPARTMENT BUDGET**

**Table 6. Approved 2015-2016 Department Budget**

	<b>2015-2016</b>
Department Direction	\$ 488,580
Regional Capital Works	\$ 319,690
Technical Committees and Related Support	\$40,000
Capital Planning and Engineering Services	\$759,955
Housing Support Services	\$ 286,850
Regional Fire Protection Support	\$ 142,400
Fire Protection Training & Other Initiatives	\$ 600,000
Forest Fire Protection	\$ 100,000
<b>Grand Total</b>	<b>\$ 2,737,475</b>



## CHILD AND FAMILY SERVICES

Message from the Director  
Kelly Pepabano



It is a great honour to once again present the 2015-2016 report on the activities and achievements of the Child and Family Services Department of the Cree Nation Government (CNG).

First and foremost, my team and I would like to give recognition and acknowledgement to all childcare staff members who are truly committed to improving childcare services, and who form the backbone of our network. Without this group of dedicated people, we would not be able to play such an important role in stimulating the development of our young children in Eeyou Istchee.

I also want to give special recognition to one particular childcare director, whose outstanding contribution to childcare has not gone unnoticed; she is our recipient of the “Director of the Year” award 2015: Arita Mark of Kanawhymigoo Child and Family Services Centre in Wemindji. Arita started off as an educator at Kanawhymigoo in 1997 upon her high school graduation, and held several positions from head start educator to special needs shadow to educator. She then graduated from the ENCS program in 2005. In 2006, she was then moved into administration, first as a Coordinator and then becoming the Director in 2011. Her commitment to childcare has proven what a passion she has for working with children and their families. Congratulations Arita!

### WIDE RANGE OF ACTIVITIES AT CFSD

This year, we focused a lot of our energies on training for the childcare centres as well as on forming a harmonious relationship with other entities that also support children in various areas of either health, well-being, and education.

In addition to regular childcare services, our Department also manages other programs related to children and families. These programs are made possible through agreements, specifically the Health Canada agreement for

the Head Start and Maternal and Child Health Programs, as well as the Service Canada/Cree Human Resources Development agreement for the implementation of the First Nations Childcare Initiative (FNCI).

Because of our ability to manage numerous programs at the regional and local levels, our Cree childcare centres continue to offer more integrated services than most centres across Canada. They include childcare services, Head Start programs, services dedicated to children living with special needs, and services for families.

Our agreement between the Cree Nation Government and the Québec Ministry of Employment and Social Solidarity was for a duration of two and a half years, and was not renewable, therefore the program ended in September 2015. Our work involved reviewing and supporting projects aimed at alleviating poverty throughout Eeyou Istchee. Thanks to the work of a committee composed of the Deputy Grand Chief, the Chair of the Cree School Board, and the Chair of the Cree Board of Health and Social Services, we have been able to assist Cree organizations in developing and implementing important projects related to the well-being of our families.

This year, we also formed a greater tie with the Maternal and Child Health program staff at the Cree Board of Health and Social Services. Together we hosted a regional forum for both the Head Start and Â Mashkûpimâtsît Awash programs. Our goal is to foster positive collaboration between the two programs, and to avoid duplication of services provided to the communities. This work continues to go smoothly, and we are confident that the outcome will be great.

In closing, I would like to say that all of these endeavours would not have been possible without the support of our Cree leaders, who endorse the work that we do to promote the development and well-being of Cree children and families throughout Eeyou Istchee. On behalf of all families in our Territory, I wish to thank them.

Meegwetch.



*“Director of the Year”  
award 2015: Arita Mark  
of Kanawhymigoo Child  
and Family Services  
Centre in Wemindji.*





## Mission of the CHILD AND FAMILY SERVICES DEPARTMENT

We are the team that empowers Child and Family Services Centres in Eeyou Istchee to enhance the quality of their services, to develop their autonomy and to work efficiently.

We are part of a strong network that fosters our Cree values, culture and language in the services that we provide for children and families.

We are working together for the future of our children!

### CHILD AND FAMILY SERVICES PERSONNEL

Our Department is based in Mistissini, with four full-time employees working out of our main office. One employee is based in Waskaganish, two are based in Waswanipi, one in Whapmagoostui and finally, one works from our new office in Chisasibi. In 2015-2016, we also continued to count on the support of a team of professionals who coach our team in the areas of management and finance. We are proud that members of our team are spread out in many communities, which allows us to increase our presence and visibility throughout our Territory.

Department team members continue to ensure that childcare services are being provided by Cree personnel in the Cree language, and that they use culturally-appropriate tools. Our work also includes ensuring that the childcare centres and Head Start programs reflect the communities' cultural values, beliefs, and traditions. One of the main roles of our regional team is to travel to all of the communities in order to provide technical and professional support to staff and board members of the nine child and family services centres.

At the end of 2015-2016, more than 350 Crees worked in child and family service centres, most of them in permanent full-time positions. More than two thirds of the persons working as educators now hold college-level diplomas.

Centres providing childcare services and Head Start programs each hire one director who looks after management (human resources, finance, materials, administration, services). Directors are assisted by coordinators for each of our sixteen (16) facilities, as well as by administrative assistants. Each centre employs a number of educators (including special needs educators and in some cases, home visit educators). All centres also have cooks and janitors on their regular staff. Finally, some centres have pedagogical counsellors as well as coordinators for their Head Start programs.

### IMPLEMENTATION OF OUR ACTION PLAN

For fiscal year 2015-2016, the activities of the Child and Family Services Department have included the following.

#### Programs and Agreements

This year again, our Department channelled funds from a number of programs and agreements to local childcare centres, in order to support their operations. These programs and agreements have a significant impact on the economic vitality of our communities, as they



injected 22 million dollars into local services, renovations projects, and training programs.

- The *Agreement respecting Childcare Centres between the Government of Québec and the Cree Nation Government* gives us various responsibilities, including renewing childcare centres' permits, carrying out inspections, facilitating the implementation of back-ground inquiries for all staff and board members of childcare centres, dealing with local and regional complaints, and providing technical and professional support to the centres.
- The *Cree Childcare Program* is funded through an agreement between the Cree Human Resources Development Department (CHRD) and Service Canada. This program allows local childcare centres to improve the ratio of children to educators, thus enhancing the quality of services.
- The *Cree Head Start Program* is funded by Health Canada. Through this program, educators facilitate educational activities within childcare facilities or through home visits for families of children who do not attend the childcare centres. Home visits are a great way to introduce developmental activities for young children, and to help children and parents alike discover the joys of 'learning through play'. Other activities offered through the Head Start program included services for children who have special needs, various stimulation activities for children, parent-child playgroups, parenting workshops, nutrition workshops, first aid training for parents, and various events to highlight the special bond that connects the Cree communities with young children.
- The *Maternal and Child Health Program* is funded by Health Canada. This program allows us to establish a partnership with the Cree Board of Health and Social Services of James Bay in order to facilitate the delivery of health promotion services to children and families through the Â Mashkûpimâtsit Awash program.
- The *Cree Alliance for Solidarity* was funded through an agreement between the Cree Nation Government and the Fonds Québécois d'initiatives sociales, created by the Ministry of Employment and Social Solidarity (MESS). Our Department has provided logistical services for the implementation of this agreement from 2013-2014 to 2015-2016. The work of the Cree Alliance for Solidarity consisted of coordinating services and funding projects that aimed at alleviating poverty throughout Eeyou Istchee.

Over the course of the agreement, the Cree Alliance Committee, composed of the Deputy Grand Chief, the Chair of the Cree School Board, and the Chair of the Cree Health Board, accepted to fund fifteen (15) successful projects covering a wide variety of personal, social and community development issues. The funding from the MESS amounting to \$1.6 million over three (3) fiscal years was fully committed over the course of the agreement.

### **Support to Childcare Centres in the Nine Cree Communities**

- In 2015-2016, we continued to support the nine existing child and family services centres' boards of directors, and facilitated training sessions for a number of them as well. We assisted local boards in the supervision of the operations of their childcare programs and services.
- We provided technical and professional support to all directors and staff members of the centres involved in childcare and Head Start programs, including on matters dealing with legal aspects, building maintenance, materials, human and financial resources, training, educational activity programs, promotion, general co-ordination of the centres, and assistance in problem-solving.
- We reviewed and analyzed childcare information from various sources (governments, associations, agencies) and distributed relevant documents and information to childcare centres.
- We developed new tools and systems to assist the directors in the supervision of all programs and services.
- We monitored regular maintenance needs and services for our sixteen (16) childcare facilities to ensure that they function to their best capacity.
- We supported the centres with their new projects related to the Cree Alliance for Solidarity.

### **Accessibility and Affordability of Child and Family Services**

- At the end of fiscal year 2015-2016, there were 1,208 subsidized childcare spaces available in the nine (9) communities. Free spaces were also available to children whose parents or guardians received social assistance benefits and/or were recipients under the income security program.
- With the Head Start program, families whose children do not attend the childcare centres on a regular basis also benefitted from various services. The Head Start program was designed to meet the needs of low-income families and families with children who have special needs.





*Chisasibi ENCS  
Graduation,  
December 2015*



*Mistissini Special Needs Graduation, December 2015*



## Training and Development

In order to promote the physical, intellectual, emotional, social and spiritual development of children while incorporating Cree heritage and culture in the programs, it is important for the Department to provide opportunities for training and development for staff members and persons who wish to pursue a career in early childhood development.

Here is an overview of the measures taken in 2014-2015:

### College-Level Training Programs

Each childcare centre is required to meet the provincial Act and Regulations ratios, which stipulate that two out of three educators working in childcare centres need to have completed college-level training programs. In addition, numerous graduates from the programs that we sponsor also find employment in the Cree school and health board organizations.

In December 2015, we held two graduation ceremonies. There were 28 students from the Cree Nation of Chisasibi who graduated from the CEGEP de St-Félicien's *Educa-*

*tors in Native Childcare Services* (ENCS) training program. Additionally, 12 students in Mistissini completed their certification in *Special needs*, also from the CEGEP de St-Félicien. Congratulations to all graduates who, thanks to their commitment and dedication to the well-being and education of young children, have earned their diplomas and are now recognized as qualified educators.

The ENCS training program is still very much in demand throughout Eeyou Istchee, as local needs for trained educators in the communities are high. New programs started in the community of Oujé-Bougoumou in June 2015, and a new Special Needs program started in the community of Waskaganish in February 2016, both with sizeable groups of students.

Much appreciation goes to CHRD and CEGEP de St-Félicien, both of which are very generous in supporting the delivery of these important programs in Eeyou Istchee. We also need to thank the CEGEP instructors, who are making an important contribution by inspiring not only their students, but all childcare workers to become true professionals.



We provided technical support to the Cree Child and Family Services Centres Association in the implementation of their project to create a series of ten (10) children's books, to help motivate Cree families to develop a habit of reading, starting from an early age.

#### **Directors of Cree Child and Family Services Centres**

Directors of childcare centres participated in two one-week training workshops this year – one in June 2015 in Wemindji where they received training on the financial aspects of the new agreement with the *Ministère de la Famille*, and a second one in Montreal in December 2015, to meet with a human resources specialist in order to develop more skills in this area. These sessions are meant to enhance directors' abilities so that they may better meet the challenges of their day-to-day responsibilities.

#### **Financial Administration and Bookkeeping**

Our very efficient regional finance team continued to travel throughout Eeyou Istchee to provide on-site training and support to all administrative employees in charge of the financial administration of childcare centres. Team members also continued to prepare the financial statements for the year-end audits.

#### **Educational Program**

Our Regional Pedagogical Advisor held a training session on the educational program and coordinated a tour of the Val-d'Or Native Friendship Centre childcare centre to see how they offer cultural activities in an urban setting. She also started to create an improved parent-child communication book for our childcare centres.

#### **Special Needs Program**

Our Regional Special Needs Advisor also made regular visits to the childcare centres and supported the educators who foster the development of children who have special needs. This year, our Special Needs Advisor part-

nered with our regional Head Start Advisor to develop a training that focused on speech and language as well as autism. Finally, our Advisor continued her involvement in the Kate Sharl Foundation, which aims to raise funds to financially support children with special needs in achieving opportunities that would otherwise be out of their reach, because of their levels of need and of the high cost of equipment.

#### **First Aid and Injury Prevention Courses**

In order to ensure that all staff members remain certified in First Aid and CPR, courses with a focus on children were provided to childcare and Head Start educators as well as to parents in each of the communities.

#### **Construction and Maintenance of our facilities**

In order to maintain all of our existing facilities, Roch Maindeville, with the support of Cree workers, coordinated maintenance and renovation projects for our childcare centres and focused much of his attention on Waswanipi, Waskaganish, Wemindji, and Oujé-Bougoumou this year.

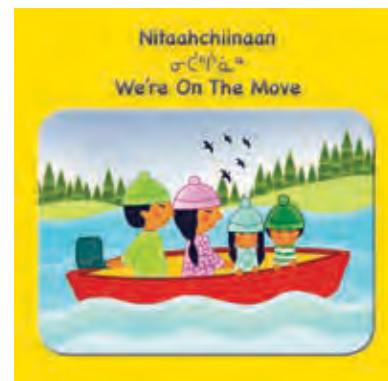
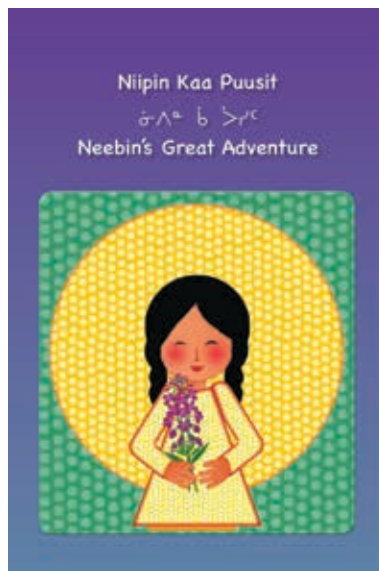
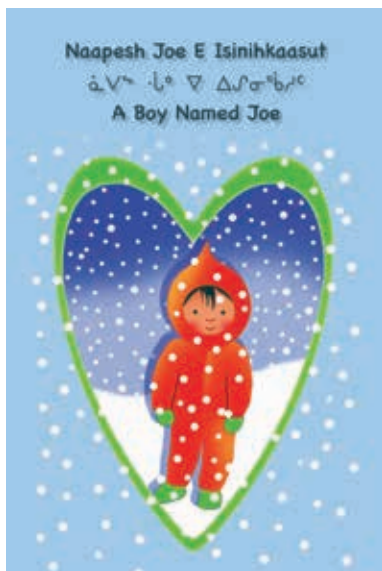
#### **Maternal and Child Health Program**

This year under the MCH Program, we decided to provide safety kits which included child proof equipment, baby monitors, baby gates, bathing tubs, etc. for all nine communities for a total investment of eighty (80) thousand dollars. These products were geared towards new young mothers with low income.

#### **Liaison**

- We planned and coordinated two regional meetings and workshops as well as held regular meetings via teleconference when necessary with members of the





A sample of children's books available to all Cree families

Cree Child and Family Services Centres Association. The Association represents a means for local Child and Family Services Centres to cooperate on issues of common interest including the renewal of the collective agreement in two unionized childcare centres.

- We also provided technical support to the Cree Child and Family Services Centres Association in the implementation of their project to create a series of ten (10) children's books: three (3) of which, were for infants, three (3) for toddlers and four (4) for pre-schoolers, to help motivate Cree families to develop a habit of reading, starting from an early age. All of the books have now been published and distributed widely – if you have not received yours yet, do contact your local childcare centre or local Awash service within your CMC. The books are available to all families, free of charge, thanks to funding received from the Cree Alliance for Solidarity, the *Fonds Québécoise d'initiatives sociales* (Quebec Ministry of Employment and Social Solidarity) and Health Canada, FNIH, Quebec Region.
- We acted as liaison with other First Nations and organisations on childcare matters and issues, and ensured concerted and informed actions.
- We continued to network and build strong partnerships between the CNG, local Cree Nation Administration offices, the Cree Board of Health and Social Services, CMCs, the Cree School Board, schools, as well as the Provincial and Federal Governments to provide inclusive, comprehensive, and flexible childcare programs for Cree children, including children living with special needs.

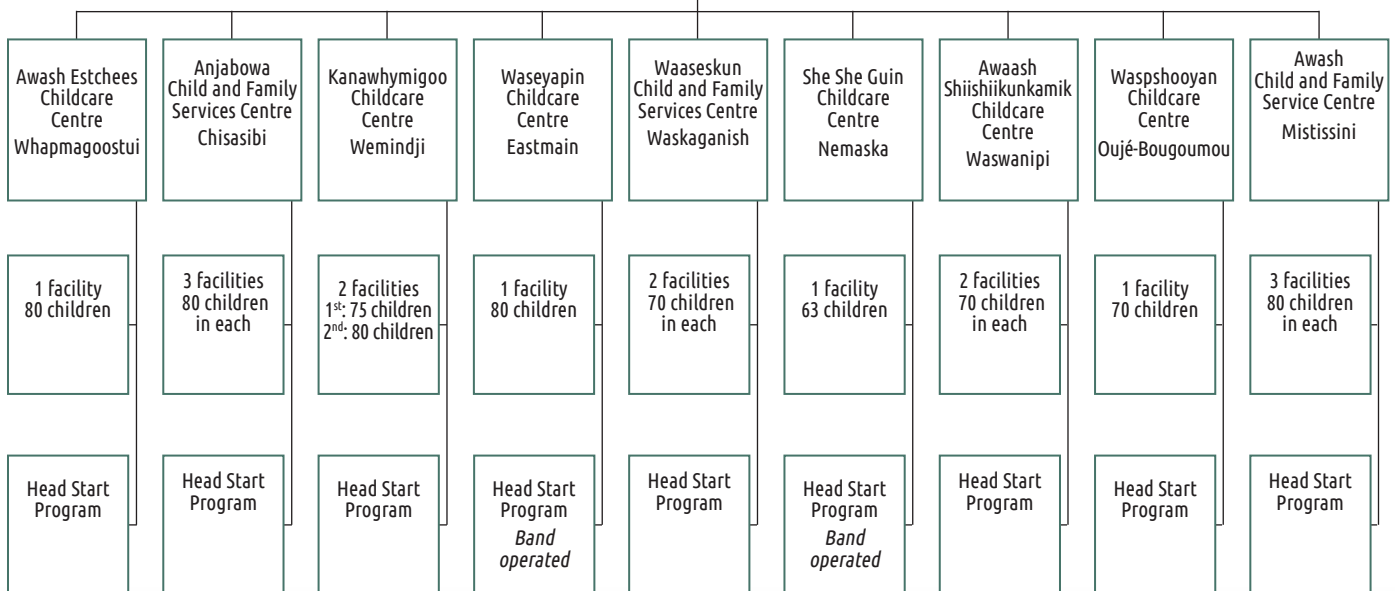
### Our challenges for 2016-2017

1. Continue to implement the new budget rules associated with our Agreement with the Province of Québec regarding funding programs and powers.
2. Continue to provide professional and technical support to all local child and family service centres in all areas of operations, as well as in the maintenance of their facilities, with the goal of empowering and building a strong network of childcare management leaders and professionals.
3. Continue to support and monitor the progress of the Head Start programs.
4. Construct a new, fourth facility for the Anjabowa Child and Family Services Centre in Chisasibi, so that more families may benefit from childcare services.
5. With the support of CHRD, continue to deliver the CEGEP training programs *Educators in Native Childcare Services* and *Special Needs Education – Aboriginal and Inuit Children* in the communities that require these.
6. Collaborate in applying the collective agreements within the unionized childcare centres.
7. Continue to cooperate with the Cree Board of Health and Social Services in the harmonization of services aimed at families and young children of Eeyou Istchee.
8. Continue to provide training as needed for all childcare staff as well as provide a college level certificate training for all childcare management (coordinators and directors).



## Cree Nation Government Child and Family Services Department

**Cree Child and Family Services  
Centres Association**  
composed of 9 Child and Family Services Directors





## JUSTICE AND CORRECTIONAL SERVICES

### Message from the Director Donald Nicholls



Gaston Cooper

**W**achiya. In 2015-2016, the Department of Justice and Correctional Services has seen growth in our staff, programs, services and facilities. As always, we are thankful for the dedication of our staff in the performance of their duties, and to the relationships and partnerships we have developed at the community, regional, provincial and federal levels. Our abilities to deliver new services start with an investment in our own people, and in creating processes and linkages to other community oriented resources.

We believe that solutions can be found by creating stronger connections, understandings and relationships through engagements with more people locally, by establishing community dialogues, and by enhancing overall skills development in our organizations. To this end, we continue to provide key training in areas of conflict resolution, mediation, and understanding the underlying human identity needs of those we work with.

This year, we welcome eight new employees to the Department, in order to help us expand the type of services we offer. In turn, this expansion will ultimately help to fulfill our mission in offering better community-based services, more accessibility to justice and corrections systems, and to reinforce Cree values, ways, and philosophies into the programs, services, and systems we work with. A Cree system needs to honour and respect our ways, while balancing the federal and provincial systems of justice and corrections. These new positions are community based, and are spread throughout the Cree Nation.

We also invested in our facilities by adding to our conference rooms a series of photographs wrapping around the rooms that represent local values, activities, and significant landmarks. There was also the integration of more Cree signage throughout each facility in local dialects. Another key investment in each facility was the installation of state-of-the-art video conferencing and

media systems. The system creates an internal network with all nine communities, allowing opportunities for meetings, trainings, hearings and presentations. Externally, it can securely link to courts, corrections facilities, and other organizations in the South, to enhance timeliness and accessibility of justice, and to reduce hardships and costs associated with travel for appearances. At present, we host over 100 such hearings per year. Finally, this year, we started construction on the two regional women's shelters in collaboration with the CBHSSJB.

This past year marked important events for Aboriginal Peoples, including the Truth and Reconciliation Commission report, which was deposited in December after seven years of work. We know many Cree participated in the events that the TRC hosted, including the final session in Winnipeg and the delivery of the report in Ottawa. It has been a long journey, but we sense there is recognition of the damages done and a commitment from government to act. It is historic but the work is not done. It is important that every Canadian now knows the truth, so that we can move forward to develop the plan to implement change and educate all people in Canada on residential schools and the history of Aboriginal Peoples. The TRC produced 94 Calls to Action for governments and organizations to implement to ensure the work done effects change in Canada. The Department is open to working with other Cree departments, entities and the communities on these Calls to Action.

Another important milestone followed the election of the new federal government. We congratulate the Honourable Jody Wilson-Raybould, who is a member of the We Wai Kai First Nation. She became Minister of Justice, and is the first Indigenous person to be named to that post.

We also recognise the courage of the Aboriginal women who spoke up in October 2015 about their experiences with provincial police officers in Val d'Or. Their intervention educated people all over Quebec about the northern reality of First Nations. We know this is not an isolated incident, and it clearly highlighted the value of and need for more services for vulnerable populations. The Cree Nation Government was instrumental in bringing appropriate attention to the issue by directly engaging with other Governments to work against racism, and to develop safer communities and environments for Aboriginal Peoples. The safety of our people was essential to any solution, as was the need for investigative processes to be open and inclusive. The municipality of Val d'Or took steps to be recognized as a part of UNESCO's Canadian Coalition of Municipalities against Racism, and the province committed to providing more funding and





support to develop services in Val d'Or for Aboriginal Peoples. There is still more work to be done with respect to violence against Aboriginal women and vulnerable populations. Many international and provincial organizations continue to meet to discuss measures that we need to take as a society to affect change, and the Department continues to be involved in these meetings.

We experienced the loss of one of the first Cree Justices of the Peace, a former Chair and Inaugural Member of the Judicial Advisory Committee and the Coordinator of our Cree Justice Terminology Project, Gerti (Diamond) Murdoch. Her lifetime of work and love for her community and people defined a legacy of many achievements, and left a significant influence on numerous people whose lives she had impacted. Gerti Murdoch was well respected, beloved, and was a friend to many who had the pleasure of knowing her.

The year was also marked by changes to the composition of the Cree-Quebec Judicial Advisory Committee (JAC). The Committee provides recommendations to the Quebec and Cree Nation Governments on budget, research, and initiatives in the area of justice and corrections. We welcomed Fabrice Gagnon, of the Ministry of Public Security, who replaced Isabel Brodeur as Chair of

the Committee, Nathalie Ouimet of the Ministry of Justice, and Irene Neeposh, from the Cree First Nation of Waswanipi. We offer our thanks to all of the members, past and newly appointed, for their dedication and meaningful contribution.

We need to acknowledge the continued support of the Cree leadership, and the Cree Nation Government. It is through the collaboration and support of leaders, other departments, youth, Elders, and other organizations that we, together, can achieve healthier and stronger communities. There is a saying that alone one can go faster, but together we can go further. We are interested in building those strong institutions and relationships that will be a positive foundation for generations to come.

We include in the present report a brief overview of our programs and services, of the changes that occurred over the year, and some relevant statistics. The Department values the new partnerships built this year, and the services and programs offered locally to the communities. We remain committed to both enhancing public safety and building stronger communities and families.

Meegwetch.



## CONTINUOUSLY RAISING EXPERTISE IN THE DEPARTMENT AND COMMUNITIES

We invest time and resources in developing our personnel, as it is a department priority. We aim at building efficiency and expertise in areas of justice and corrections, inclusive of Cree values, usages and knowledge. We therefore have continued to offer customized Cree training curriculum focused on a foundation of essential skills development and also based on the role occupied within the Department or the Community Justice Committees.

### Training Curriculum

To our staff, we regularly give training in mediation and conciliation skills, facilitation, community dialogue and other forms of client intervention as we aim at having services available locally to resolve interpersonal conflicts, employee disputes and group-based issues. Last year, our staff received a halfway houses workshop, and they were also trained to ensure a positive transition of released inmates within the community, as one of their roles is to help and support reintegration in Cree society.

The Community Justice Committees, which are independent bodies composed of volunteers present in all nine communities, are pivotal in the delivery of a local justice system that integrates and respects Cree values and ways. Through their interventions, they make justice services readily accessible and their skill set therefore needs to be continuously evolving to improve their overall effectiveness and ability to support their peers.

Last year, Community Justice Committees have had a number of training sessions, sponsored through an agreement with the Department of Justice Canada. In 2015-2016, for example, they were taught how to deal with domestic violence files, as this is an area of priority in the Cree communities. They also attended CICR training, participated in strategic planning for 2016-2017, and were introduced by Youth Protection to a proposed new system of dealing with youth files locally.

### CICR and Conflict Resolution Coaching

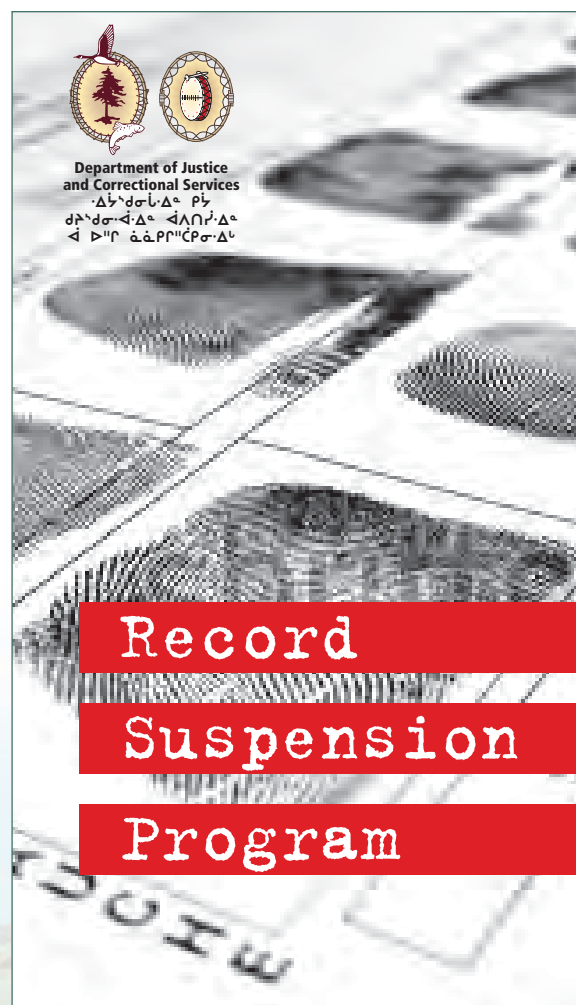
For the last five years, we have trained and certified the majority of our staff in the Canadian Institute for Conflict Resolution (CICR) training program as it is our belief that not all conflicts need to go through the legal systems. 2015-2016 saw the fifth class of graduates. Members of the Community Justice Committees were included in the training to better prepare them, as the training is a good foundation to understanding the underlying needs with people they will work with locally. A valued contribution to the training this year was the increased participation of Cree Elders, who worked with staff to discuss how to best approach meditation techniques with traditional ways. We were also pleased to offer the training to a member of the Cree Women's Association of Eeyou Istchee, an organization we work closely with on the women's shelters and the domestic violence file.

Each year, the delivery of the program becomes more fluid. The CNG owns the Cree version of the CICR Program, as the content from the beginning is being adapted to the Cree realities and values. We have also been working closely with the Institute to train Cree trainers. To date, we have had three staff in the role as co-trainers of the program, and we are committed to train our staff so we can continue to offer this transformative training for years to come in the Cree Nation.

In 2015-2016, as a part of the project to establish conflict resolution services in the communities, the Department engaged CTCP and Cinergy Coaching to provide a group comprised of staff and Community Justice Committee members a regime of advanced training and practical experience in order to build conflict resolution competency and self-confidence. The first cohort was certified and was offered a second advanced training. We plan on continuing to offer this type of one-on-one coaching as it proved of value, and was in line with Cree values.

### Record Suspension training

The Corrections staff participated in a training session on the Record Suspension Program. As the former federal government had changed some of the rules related to





pardons and record suspensions, we updated our training to reflect this and to better equip our staff. This program allows our employees to work with those who are eligible for getting their criminal record suspended. Eligibility is determined by the type of offence and how long it has been since a client has satisfied all the conditions of their sentence. This opens up potential employment opportunities in the communities and territory. In each community, the Community Reintegration Officer can guide people through the process.

## MAKING JUSTICE READILY AVAILABLE AND ACCESSIBLE

Since the beginning, the Department has strived at making justice relevant in the daily life of the community. One avenue to do so is by making tools that explain simply what we do and educate on the justice system, build infrastructure that reflect Cree values and ways of life and offer the most appropriate services to meet the needs of the Eeyou Istchee clientele.

### Glossary of legal terms in Eeyou Eenou language: the presence of the Cree language

The CNG and DOJCS have a vision of more judicial autonomy, eventually having more Cree lawyers serving Cree clients, in Cree courts. The Department has started, in collaboration with the Cree communities, an exercise to highlight provisions and rules that need to be included or adjusted for courts operating within the Cree communi-

ties. As well, the JBNQA stipulates, among other things, that, in the judicial district of Abitibi, in all civil, criminal, penal, and all statutory matters where a Cree person is a party to the proceedings, or is the accused, interpreters must be provided as a right without costs to such Cree party. The Department decided four years ago to develop a glossary of legal terms in the Eeyou Eenou language to improve the delivery of clear and correct Cree translations in any such proceedings and such processes, while increasing the baseline understanding when people come into contact with the courts, corrections and rehabilitation programs. This glossary is expected to truly make a difference in court as well as in other justice and corrections related work.

Until her early passing, Gerti Murdoch coordinated the Cree Justice Terminology Project working group that includes four language specialists – to account for Whapmagoostui, Northern Coastal, Southern Coastal and Inland dialects of Cree – and a legal advisor working on the French and English translations.

The *Glossary of legal terms in Eeyou Eenou language*, which will be available shortly, will be a guide of key words, including a definition and an image, available to all translators, workers and clients in the Cree justice and corrections systems and rehabilitation programs. It will define words, concepts and processes into 3 Cree dialects, as well as French and English. In its final form, the document will be available in print, and there will be an electronic form of the glossary that can be reviewed and updated as laws, processes and definitions may change over time.



The website of the Department of Justice and Correctional Services was fully redesigned and updated to better inform the Crees of Eeyou Istchee of the services available.



The *Glossary of legal terms in Eeyou Eenou language* will become an important part of fair justice proceedings, corrections processes, and youth protection cases.

### Legal Information Training/Workshops

We offered to our Department's staff, including receptionists, justice coordinators, and CAVAC officers, a 4-day training session to clarify the difference between providing legal information and providing legal advice, and to prepare them to answer questions regarding how the legal system and the mediation process work. We had attended a tribal court conference where Native justice personnel were being trained on providing assistance and information to the general public without giving legal advice, as this can only be offered in Quebec by members of the Quebec Bar.

This training was offered to our staff to create even more fluency in the matters of justice. It provided them with all necessary information about the legal system and related issues of importance, while adapting the teachings to take into account how it would be relevant to the Crees of Eeyou Istchee. A second session will soon be offered to staff in order to develop a broader base of expertise. This will allow the Department to offer our clientele the best information possible about the functioning of the justice system, to make justice more accessible.

The Department is also looking to present legal information workshops throughout the nine communities as a means of mass education to raise awareness and empower community members to utilise the services. One of the Department's objectives is to ensure the general public in Eeyou Istchee develops an overall comprehension of the justice system and has the best possible access to information and legal services. This is consistent with the JBNQA, which contemplates the establishment of information programs to help Cree citizens understand the law.

### Website

In 2015, the website of the Department of Justice and Correctional Services was fully redesigned and updated to better inform the Crees of Eeyou Istchee of the services available. The website allows people to easily access information related to the legal and corrections systems, and to have the CNG DOJCS at their fingertips. The platform can also work on mobile technology, including phones and tablets. The final version of the website, which will come online shortly, will be in English, Cree and French. The circle design, which appears predominantly on our new website, reflects the Cree value of inclusiveness and a sense of community – it is also reflective of our round courtrooms.

Each section of the new website is dedicated to information that is central to the administration of justice, and the mandate of the Department to inform the Cree public. Even more interactive and user friendly than the previous version, it will also serve as a solid resource for communities.



### Educational comic strips

Comic strips are another means chosen to share messages and educate people. The latest addition, available in all nine communities at the justice facility, is built around a simple and realistic story, depicting Cree culture in Cree settings. It gives a concrete example about how Community Justice Committees, through mediation, can help resolve issues locally. The booklet has an educational purpose and explains something about how justice should be successfully administered while in line with Cree values and ways. It is offered in Cree and English versions, and has an electronic form as well. There are a series of others in development as a part of the Funds projects.

## FACILITIES AND SERVICES: A ROOTED PRESENCE

### Women's shelters

Building Women's shelters and offering the related services remain a priority for the Cree Nation Government (CNG). This year, the Quebec Ministry of Health and Social Services (MSSSQ) approved the 20-year lease agreement between the CNG and the CBHSSJB regarding the





*Building the Women Shelter in Waswanipi*

operation of women's shelters to be built in Eeyou Istchee. Following the competition held for the site selection, Waswanipi and Waskaganish were chosen to build the two 18-bed facilities for Cree women and their children.

While the Waswanipi Shelter construction started last fall, Waskaganish was put on hold as there were concerns with the selected site's stability. At the recommendation by the Judicial Advisory Committee, the CNG decided to postpone its construction to the late Spring of 2016 in

order to better plan for the lot's stability and reduce overall costs of winter construction, given more funds would be needed to secure the building on the selected site. We anticipate the Waswanipi shelter will be completed in November 2016, and the Waskaganish shelter in early 2017.

In parallel, a Working Group of experts, including representatives from the Cree Nation Government and its Department of Justice and Correctional Services, the Cree Women of Eeyou Istchee Association, and the Cree Board of Health and Social Services of James Bay, has been working on developing the programs best suited to the needs of our Cree women and children. The Department of Justice and Correctional Services is providing a shelter's expert to assist the Working Group to develop needed policies, procedures, and programs.

### **Opening of Justice facility in Nemaska**

The Department of Justice and Correctional Services maintains a number of facilities to ensure the efficient administration of justice in the Cree Nation. These state of the art buildings themselves include strong symbolism. Of the nine centers built, not all have been officially inaugurated. A few years ago, the inauguration of Nemaska was planned but due to weather conditions we could not open it. So, it was a special day to return to be able to present the facility to the people of the Cree Nation of Nemaska.

Following an invitation from Grand Chief Matthew Coon Come, the Quebec Minister of Justice Stéphanie Vallée, along with the Quebec Minister of Aboriginal Affairs Geoffrey Kelley, Chief Thomas Jolly, Parliamentary Assistant to the Minister responsible for Native Affairs Jean Boucher, members of the community, members of the Judiciary, and other distinguished guests, officially



*From left to right: Donald Nicholls, Director of the Department of Justice, Parliamentary Assistant to the Minister responsible for Native Affairs, Jean Boucher, Québec Minister of Justice, Stéphanie Vallée, Nemaska Chief, Thomas Jolly, Québec Minister of Aboriginal Affairs, Geoffrey Kelley, and Deputy Grand Chief Rodney Mark*



opened the already-in-use eighth justice facility in Nemaska. This event was an occasion for all parties to note the tremendous work and efforts that the Community Justice Committee and Department invest in making Cree justice a success. Minister Vallée commented on the importance of making justice accessible to all. The inauguration of the last facility in Eastmain, also in use, will take place in the near future.

These buildings are a true symbol of our strong relationship with the communities, which is a cornerstone of the way justice is rendered in harmony with Cree values and culture.

### CAVAC: a third location approved to support Victims and Witnesses of Crime

The mission of CAVAC (Crime Victims Assistance Centers) Officers is to address the needs and concerns of victims and witnesses of crime in Quebec. Until the Quebec Government launched the CAVAC program in 1988, victims and witnesses of crime were not receiving support within the justice system.

Over the past year, a number of new files were opened to provide support, information and liaison with other services for Cree victims and witnesses of criminal acts. In addition to the two CAVAC offices currently located within two Cree communities, a third location was approved by the Quebec government to provide increased and additional support services in Eeyou Istchee. A third employee will be hired shortly to fill the new CAVAC officer position. Centrally located in James Bay territory, the CAVAC officer will work with Eastmain, Waskaganish, and Nemaska. As per the past, CAVAC officers travelled to the other communities with the courts, and when requested by clients.

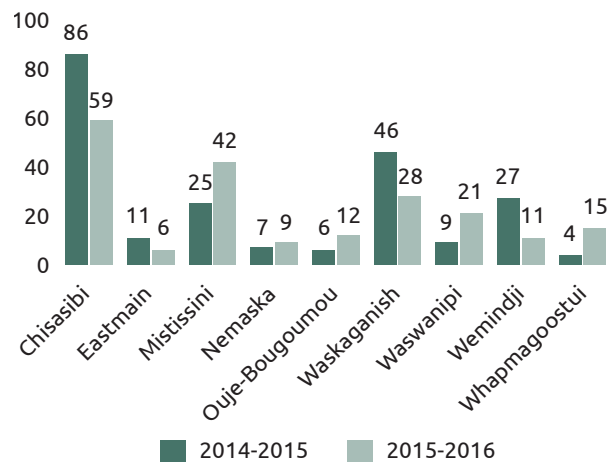
The Val-d'Or incidents, involving vulnerable Native women and police officers, clearly demonstrated the importance of the CAVAC's role and emphasized how the Department's work was pivotal in supporting the victims of criminal acts. In response to the situation, more training on grieving, human trafficking, and victims of crime was offered to our staff, and information and tools were given in communities.

In light of the events, and of the boycott that followed, the Cree leadership worked with Val-d'Or and the Quebec Government to develop the "Val-d'Or Declaration", which is an agreement sealing the reconciliation and lasting and equitable collaboration between our communities and members, while working at improving relations. Grand Chief Mathew Coon Come and the Mayor of Val-d'Or, Pierre Corbeil, along with Chief David Kistabish, Chief Adrienne Anichinapéo, and Chief Salomee McKenzie agreed that more means need to be implemented to promote coexistence, in an environment free of violence, racism and discrimination.

The Val-d'Or Declaration followed two motions from city council of Val-d'Or. The first approved joining the Canadian Coalition of Municipalities Against Racism

and Discrimination. The second supported demands by First Nations leaders that Quebec create a provincial inquiry into discrimination and abuse of Indigenous women by public security forces.

### CAVAC - Support to Cree victims and witnesses of crime (by Community)





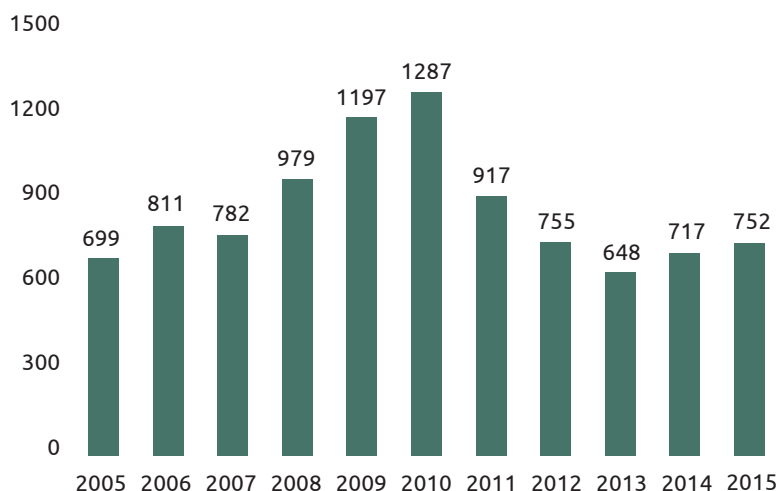
## COURTS AND COMMUNITY JUSTICE

### Court Statistics

The justice facilities, built and operated by the Cree Nation Government, host the itinerant court traveling to the Cree communities. In all Cree communities, the itinerant court hears cases of the Court of Quebec including its Criminal and Penal Division, Civil Division, Youth Division and Small Claims Division. In addition, the Superior Court of Quebec may also hear cases in civil, family, and criminal matters in all Cree communities.

The court calendar for the 2015-2016 year was a busy one. Every year, we work at increasing the activities taking place locally to allow justice to be more accessible. This year saw many dates for criminal court, youth courts, by-laws and civil trials. These facilities help the court take into consideration the type of support clients may have locally or regionally, and they also allow for people who wish to have a voice in the process to be present. Community Justice Committees and other services can therefore participate in possible solutions.

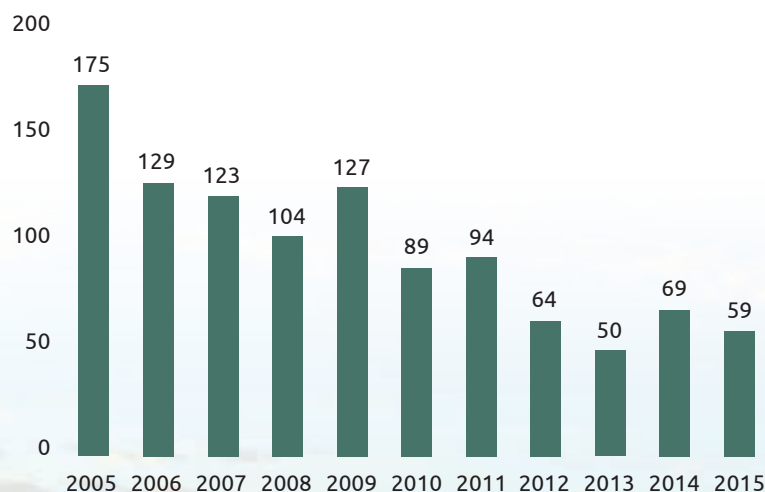
### Evolution of the Number of Criminal Offence Cases



**Criminal Offences include offences under the Criminal Code and the Controlled Drugs and Substances Act, such as:**

- *Assault (including domestic violence)*
- *Driving while impaired*
- *Breach of conditions (probation, release)*
- *Threat*

### Evolution of the Number of Young Offenders Cases

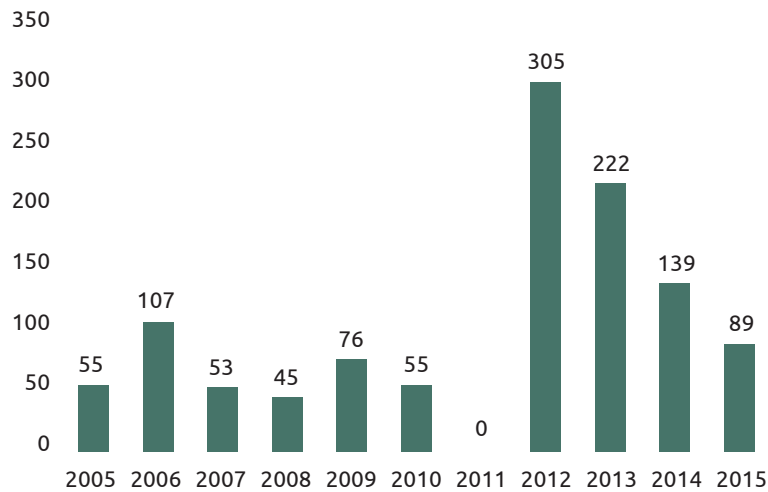


**Young Offenders offences include legal proceedings instituted under the Youth Criminal Justice Act (YCJA). The YCJA governs Canada's youth justice system.**

- *Applies to youth between 12-18 years old who are alleged to have committed criminal offences under the Criminal Code*



### Evolution of the Number of Statutory Offence Cases (Federal)

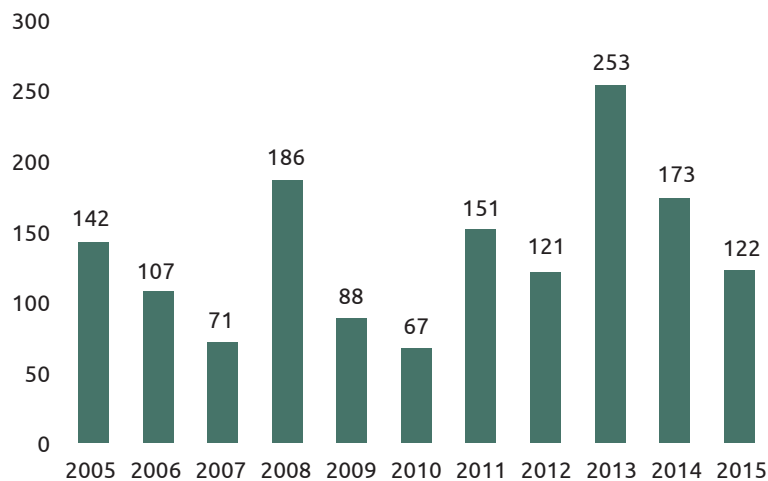


**Statutory Offences (Federal) include the files opened for offences under federal statutory laws, other than Criminal Code, such as:**

- *Fisheries Act (federal aspects, e.g. method of fishing)*

**Offences mostly committed by non-Cree**

### Evolution of the Number of Statutory Offence Cases (Provincial)

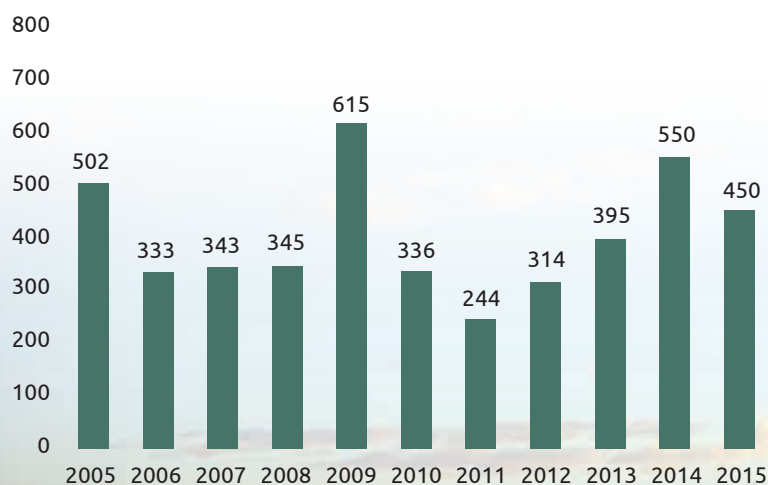


**Statutory Offences (Québec) include files opened for offences under Québec statutory laws and regulations, such as:**

- *Highway Safety Code*
- *Laws and regulations regarding fishing (provincial aspects, e.g. fishing license, period, catch) Also includes offences under Regional Municipal by-laws*
- *By-law No. 148 concerning Safety, Peace and Order (e.g., use of firearms across or towards a road)*
- *Bylaw No.149 concerning Nuisances (e.g., eviscerating and leaving animal carcasses on the road or on a snowmobile trail)*

**Offences mostly committed by non-Cree**

### Evolution of the Number of Community By-Law Offence Cases



**Community By-Law Offences include files opened for offences such as:**

- *Nuisance*
- *Highway Safety Code*
- *Alcohol By-Laws*
- *Curfew*





There were close to 120 videoconference hearings in total in the nine justice facilities in the past year. Allowing for a trial or testimony to be done locally reduces overall costs to partners, families, and clients. The number of days are coordinated through the Justice Administrator, and determined by an assessment of needs.

Videoconferencing technology was an important investment for the DOJCS, both in terms of budget and time. All 9 communities were equipped with state of the art equipment allowing for much flexibility. We have also been testing videoconference for interviews and for educational purposes, keeping in mind that we wish to maximise the use of our resources and are always cost conscious.

### Rules of Practice for Itinerant Court (Court of Quebec)

The Court of Quebec approached the Cree Nation Government for consultation on new rules of practice that would apply specifically to the itinerant court, including when travelling to the Cree communities. The JBNQA provides that the courts may establish, from time to time, rules of practice required for the proper administration of justice in the Cree communities, but only after having consulted with the Cree Nation Government.

The Cree Nation Government welcomed this initiative, which provides a new opportunity for a constructive dialogue between the Cree Nation and the Court of Quebec in order to ensure better access to justice for the Crees.

The Cree Nation Government and the Court of Quebec agreed to a special consultation process in regard to the proposed new rules of practice that reflects provisions of our JBNQA Treaty, as well as specificity of our region and our Cree Nation within Quebec. This process is expected to take into account the particular circumstances of the Crees, as required by paragraph 18.0.15 of the JBNQA. It would also serve to ensure that the perspectives of those in the Cree Nation and in our communities, who are most involved with the operation of the Court of Quebec, are properly considered. The Cree Nation Government intends to work closely with the Court of Quebec to make

these consultations both meaningful and efficient. These consultations have already started and all communities and relevant Cree stakeholders will be able to convey their concerns and ideas in order to improve on the current rules.

### Gladue reports

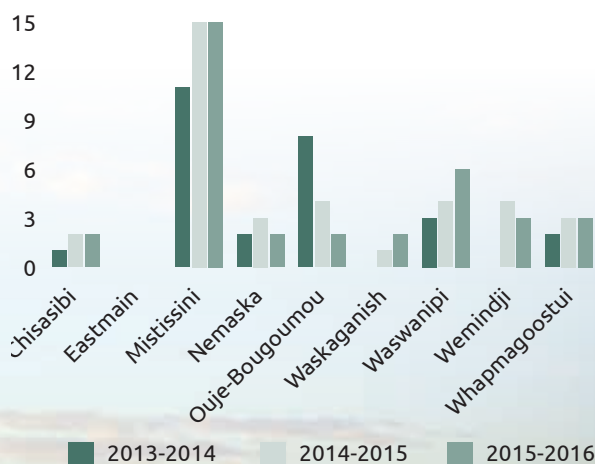
Gladue reporting follows Criminal Code amendments and a subsequent Supreme Court of Canada decision in 1999 requiring sentencing judges to look at the social, cultural, and historical background of an Aboriginal offender before handing down a sentence. With recognition of the over representation of Aboriginal peoples in the federal and provincial correctional systems, the intention is to provide the sentencing judges more information in order to be better equipped to determine an appropriate sentence for an offender.

The production of a Gladue report requires the input from many different sources to look at what is best for the offender while respecting what is in the best interest of the public. In 2015-2016, the Quebec Government has made changes to the Gladue process in general. Requests can now only come from courts and no longer from individuals.

In some cases, the government has offered remuneration to specialists involved in the production of such reports. A number of Department staff and Justice Committee members have completed training and can produce Gladue reports when requested. It is a time consuming exercise given the amount of work that goes into each report. Since Justice Committee members are volunteers that have been trained to write such extensive reports, the DOJCS is in discussions with the Government of Quebec to recognize their valued contributions as well. The Department receives compliments on the quality of Gladue reports submitted.

Throughout the year, the Department produced 35 Gladue Reports for members with offences facing possible time in detention. In addition, 18 more people were trained to increase the number of justice personnel qualified to produce these reports.

### Gladue Report Produced





## COMMUNITY ENGAGEMENT

### Hiring within the Communities

The DOJCS makes efforts to hire locally – our staff members are part of their community and have strong ties. They possess the utmost understanding of the context and nuances. In the accomplishment of their work, they are in a position to take into account the challenges faced. This type of knowledge allows us to offer the services best adapted. Our local staff have access to precise statistics and trends concerning various types of offences that guide us in the development and offer of services.

Furthermore, the Community Justice Committee exists to improve judicial outcomes and safety for all people in the community. It assists in the administration of justice at the local level, by helping youth and adult offenders take responsibility for their actions and repair harm, and by preventing crime and victimization. A Community Justice Committee member manages files so that certain cases can be diverted by the Crown Attorney to the local committee rather than going through the court system.

In 2015-2016, the Department started to develop a project with a criminologist to analyze and present trends back to communities. This hard data and analysis will then be used by the Community Justice Committees for planning and programming purposes. This is of major interest because this type of report has not been done since 1991.

### Cree Justice Funds

In 2007, an *Agreement concerning the Administration of Justice for the Crees* was signed with the Government of Quebec. Through this Justice Agreement, Québec provides funding to the Cree Nation Government to facilitate and improve the administration of justice for the Crees and to be used for initiatives related to the justice system, pursuant to Section 18 of the JBNQA. As such, the DOJCS set up in 2014-2015 four funds to help community members implement initiatives aimed at creating safer, engaged communities across Eeyou Istchee. All funds are recurrent except for the Land Based Camps fund.

Each fund has a specific objective:

- The Crime Prevention Fund aims to prevent and combat crime and support the creation of safer communities
- The Youth Engagement Fund aims to empower the Cree youth while promoting general welfare
- The Corrections Fund is established to support rehabilitation and reintegration of Cree offenders,
- The Land Based Camps Fund wants to build land based camps for us to support justice-related activities and rehabilitation of Cree offenders

To assist with the review of applications for the four new justice funds, Judicial Advisory Committee (JAC) Subcommittees – comprising one Québec representa-



Application process for the Fund





*The Dymond Girls Mentorship Program helped participants create bonds and learn self-esteem.*

tive, one Cree representative and the Director – were created. Overall, we received sixty applications for these new funds, they made all selection recommendations and helped identify successful projects.

In final, 25 projects were accepted and consistent with the policy to reflect Cree values. For example, the Corrections Fund allowed for the creation of a 28-day land based addiction program outside of Waswanipi to allow ex-detainees to benefit from the healing virtues of the land. In Chisasibi, the Youth Fund supported the Dymond Girls Mentorship Program, designed to teach girls self-esteem, self-confidence and leadership. There were Canoe Brigades, Parenting Classes, Youth Summer Camps, and numerous other types of projects that engaged youth and community members.

As a matter of fact, submissions for the Youth Engagement Fund were particularly high as individual, local youth councils and the Cree Nation Youth Council submitted 21 projects all together. The Department sees in this high level of overall participation a true willingness from the Crees of Eeyou Istchee to get involved in prevention, healing and reinsertion.

The JAC Subcommittees will continue to work with us and provide advice, reporting, and recommendations.

Given the Funds required administrators, we were able to identify two of our current staff to promote as fund administrators. This is an example of how we continue to invest in our own staff, and it opened up positions in the communities to welcome new local staff.

In 2016-2017, we will continue to raise awareness about the funds in communities, and will better inform potential applicants about how the funds work, how to apply, and which criteria need to be met. Each year the process will become more fluid, and it will continue to attract and engage more individuals and organizations to work in partnership with the CNG DOJCS.

### **Developing new programs inside provincial and federal detention facilities**

The traditional foods program allows for staff to bring food into the detention facilities for special events. It follows after a traditional teaching that the land can heal, and if we cannot bring them to the land, we will bring the land to them. The program also helps them connect back with their values, teachings and traditions. It reminds us of what is important, and what one could be doing with better choices. Finally, the program can remind our clients that they still belong to a Nation, community, and family.

In 2015-2016, two more Elders were recruited and accredited to go to visit inmates in detention facilities and to accompany them to parole hearings. In Cree culture, Elders are the ones that have council and wisdom, and the knowledge directly related to the land, values, and people. Once they start a relationship with an inmate, Elders can help the healing process in a more holistic way, whether it be mind, body, spirit, or emotion. As well, they become a good anchor point for the reintegration in the community. A Cree counsellor and Cree psychologist also make regular visits to Cree individuals in detention. A corrections liaison officer and corrections release support worker also visit individuals in detention and halfway houses on a regular basis.

As well, to ensure a thorough healing process and future reinsertion in the Eeyou Istchee community, workshops on addiction and violence were offered to inmates. The Cree Nation Department of Justice and Correctional Services has two trained staff members who are certified to deliver In Search of Your Warrior (for men) and the Spirit of Your Warrior (for women). These two programs are designed to help persons caught in the revolving doors of incarceration to address personal core issues, so they can start their healing journey and go on to lead constructive lives. Due to time constraints, portions of this program have been utilized for short-term workshops. In Whapmagoostui, the Relationships component was successfully used, while at the Amos halfway house and detention centre, the Shame and Guilt component was used.



## Building a sense of community

More partnerships were also created this year, including Willie's place, a homeless drop-in center in Val-d'Or. While this center is independent from the Department, our staff worked with them and offered a traditional food program to support the clientele's recovery while creating a sense of greater Cree community.

As the Regional office of corrections is located in Val-d'Or, the denunciations had a ripple effect on our employees. Therefore the linkages with Willie's Place and the Val d'Or Friendship Centre helped focus ongoing good work in the Val d'Or area for Cree individuals who were in conflict with the systems.

## PREVENTION FOR A BETTER FUTURE

A key mandate of the Department of Justice and Correctional Services is to ensure safe and healthy communities through the prevention of crime and victimization. The DOJCS therefore spends a lot of its time working with youth who are tomorrow's citizens.

Last year, we created a number of new Prevention Program Officer positions for each community. They received specialized training on how to work with kids who may suffer from Fetal Alcohol Syndrome Disorder (FASD). The PPOs also support other community-based programs, such as SNAP, working towards healthy communities, choices and lifestyles.

### SNAP® (Stop Now and Plan)

STOP NOW AND PLAN (SNAP®) is an evidence-based, cognitive-behavioural program developed by the Child Development Institute in Toronto that helps children regulate angry feelings by getting them to stop, think about the consequences of their behaviour, and plan positive alternatives before they act impulsively.

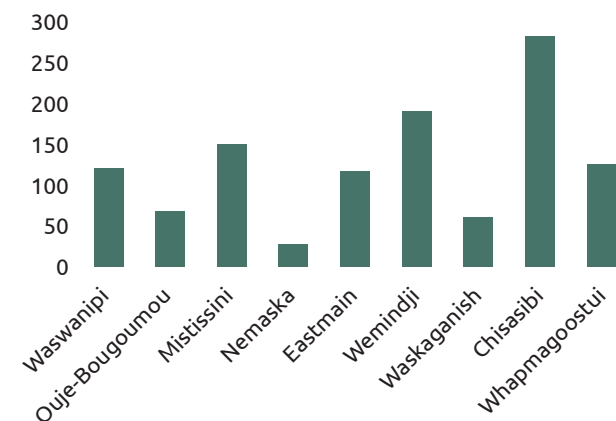
Skills are taught and practiced in a real and meaningful way, and children are enabled to generalize their learning to everyday life. Children learn how to stop and think in order to find solutions that "make their problems smaller, not bigger".

The Pitimaa Maamituneyiht SNAP® Program began as a three-year pilot project, located in the Cree communities of Mistissini and Waswanipi. It is the first SNAP® project to be offered to Cree groups in the world. Pitimaa Maamituneyiht is a term given by the Cree Elders that means to think before you act. Since the pilot project was such a success, and the data reported a statistically significant improvement in children's behavior, the Department of Justice is now pleased to provide the Cree SNAP® for Schools in elementary schools across Eeyou Istchee. In 2015-2016, 1,141 children in grade 1 to 6 from 73 classes benefited from the program, and 39 students received individual following up sessions.

Our hope is to lessen the amount of suspensions and expulsions by training children to deal with conflict in a healthy manner, rather than acting on impulse. When children cannot cope with their anger and anxiety effectively, it inhibits their ability to learn new skills and absorb knowledge – thus, SNAP® can also help children to learn more effectively in the classroom.

The initiative is so successful that as a matter of fact, its Facebook page has more than 700 followers.

**SNAP - Number of Students who benefited from the program**







## An Alternative to School Suspensions

Developed over the past year, the Alternative Suspension Program – based on one that was developed by the YMCA in Montreal and currently has 80 sites across the country – was successfully adapted in light of the realities in Aboriginal communities. To address the high number of suspensions in our Cree schools in Eeyou Istchee, it aims to work with children while on suspension, instead of simply sending them home.

The Coordinator of this program and the three youth workers were hired and trained in the fall to work with children who enter the Alternative to School Suspensions. As well, Program Prevention Assistants were hired to help Program prevention officers with the delivery of this initiative. There was substantial work invested into setting up the three locations and establishing partnerships locally.

Furthermore, a new Agreement was signed with Youth Fusion Quebec, a charity dedicated to lowering school dropout rates by creating continuous ties between the school system and the community. Youth Fusion's vision is aligned with our own that education is key and that at-risk students need to be involved in innovative and meaningful educational projects that foster learning, skills, and social integration.

Since November 2015, when the program was launched in Chisasibi, Mistissini and Waskaganish, more than 69 youth have benefited from this new initiative. The majority of youth in the program were between the ages of 12 to 15 years old. The largest reasons for a referral were absenteeism, apathy, and disruptive behaviour. Following the program, there was an increase in engagement at school and a majority of these participants did not get suspended again.

During the suspension period, the youth were directed to the program facility outside of the school. Schoolwork was completed in the morning to ensure that the students kept up with their class, and in the afternoon, the programming focused on the development of life skills and awareness on key issues. At the end of each program time, a meeting is scheduled with the parents and school to evaluate results and discuss the child's reintegration at school. We have had confirmation from schools that the program is improving results in the short-term.

Following the introduction of the program in Cree schools, the Department of Justice Director, Donald

Nicholls, was invited in the Spring 2016 to speak on partnerships with Aboriginal peoples during the YMCA of Quebec's Annual General Assembly. His presentation touched on building further partnerships with the YMCA of Quebec, based upon a mutual objective to improve the lives of the children in our respective communities.

## In the works: Mindfulness Martial Arts Program

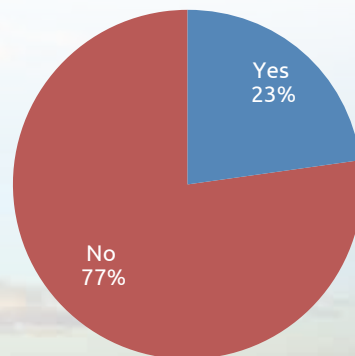
This year, the DOJCS has established a new partnership with CDI to offer, in the months to come, a new complementary program for children called Mindfulness Martial Arts Program. This program was developed by the Child Development Institute (CDI), an accredited children's mental health agency in Toronto, along with the Integra Foundation. The program is targeted for children with learning challenges, ADHD, and behavioural issues such as self-control, with whom other approaches may not be successful. It integrates mindfulness meditation, breathing exercises, discipline, and behaviour modification into a 20-week martial arts group training program. The desired outcome is to improve youth's self-awareness and ability to face challenges, so that they can learn and apply new, more adaptive coping strategies.

The children participating in this program will work on regulating their emotions, improving their execution capacities, and strengthening their ability to focus. The Department is having discussions with schools to select the ones that will offer the initial Mindfulness Martial Arts program. Adults in the communities with previous martial arts training will be recruited to run the 20-week program. We are confident that the Mindfulness Martial Arts program can effectively complement the work done with SNAP and the Alternative Suspension Program.

## Camps and We Day

Last year, the Department collaborated with external partners to provide Cree children's camps. The camps work with children to develop values, character, life and social skills, as well as to address issues such as bullying, resilience, resistance to peer pressure, and positive role modeling. It is an investment in our children of our time, attention, and support. Each year, they make new friend-

## Short term results (Resuspended)





ships, challenge themselves to accomplish new goals, and learn many new values.

Last July, the Youth Engagement Fund sponsored a group of 10 Cree youth to attend the Take Action Camp, run by Me to We and Free the Children in Ontario. Not only did our campers make long lasting friendships and a solid network of youth who believe that they can change the world one step at the time, but they also learned how to make a difference and become global citizens. Lasting a week, Take Action Camp aims at helping youth develop their leadership skills and work on their personal and social development. As the feedback by youth and parents was so positive, the Department will expand this program this summer to send youth from all nine communities.

## We Day

In February 2016, a group of 7 youths from a Cree Board of Health group home participated in the We Day in Montreal. The event is a celebration of youth making a difference in their local and global communities. Two of our children were invited on stage to pray on the dream stick by one of the event speakers, Dr. Stanley Vollant, the first Aboriginal surgeon in Quebec, and founder of the Innu Meshkenu walk. They will keep a long-lasting memory of this event.

## Events and Key gatherings

Being visible in the communities, and being part of significant events, matters and creates stronger relationships.

Last year, the DOJC was a sponsor for the Cree Nation Bear's "Cheech" hockey event as a tribute to one of their players who perished in a fire with four other young men in Mississauga. It was a way for the community to gather and heal following this tragedy. The Department also established a special grieving workshop.

The Department participates actively in key gatherings, where individuals from inside and outside of the Cree Nation are brought together to discuss and reflect on issues, such as family violence and youth engagement.




Dr. Stanley Vollant with the dream stick during We Day 2016

# You, Him, Her & Me

*Children's Mental Health Affects Everyone*

**October 21-22nd, 2015 • John D. Bradley Centre**



**M.C.B.N. Children's Association**  
is pleased to present  
**2015 Children's Mental Health Affects Everyone Summit**

The Summit was developed in partnership with Chatham-Kent Children Services, Child Development Institute of Toronto and Ontario Job Creation Program. It aims to bring together service providers, policy makers, mental health professionals, educators, clinicians, and researchers, with youth and family care givers to share experiences and ideas on how best to shift knowledge into practice.

*Our Hands Together ... Making a Difference*

**Speakers and Topics**

**Dr. Gail Adler**  
*Anxiety and Therapy*

**Dr. Lieve Auerbach**  
*Disruptive Behaviour and Self-Control*

**Dr. Jean Cullen**  
*The Developing Brain and Children's Mental Health*

**ANN-MARIE HEDRIGAN**  
*Quebec Justice, Ontario Court of Justice From Justice to Education*

**PERRY MASON**  
*From Policing to Restorative Justice*

**Dr. Karen Minden, C.M.**  
*Addiction*

**MIKE NEUTS**  
*Myles and Mental Health: A Parent's Perspective*

**DONALD NICHOLLS**  
*Aboriginal Children's Mental Health*

**Ms. LEAN PARSONS & Ms. CAROL TODD**  
*The Story of Our Daughter's Retreat & Amanda Cyber Bullying and Suicide*

**Dr. Donna Porcup**  
*Bullying & Healthy Relationships*

**Dr. MARION PHILLIPS**  
*Learning Disabilities and Mental Health (LDMH)*

**PAULA REASME-ZEMER**  
*Parent Canada in Chatham-Kent*

**YOUTH PANEL**

**John D. Bradley Centre**  
565 Richmond St., Chatham, Ontario

**\$195 per person 2 Day Inclusive:**  
*Conference & Key Note dinner*


**\$150 per person: 2 Day Conference**

**\$50 per person: Key Note Dinner**  
*with Chair person of MCBN - Mike Neuts*

**For more information please contact**  
**Marg Beintema:** 519-358-1451 x2240  
[marg@makechildrenbetternow.org](mailto:marg@makechildrenbetternow.org)  
**Kassya Kevany:** 519-358-1451 x2247  
[kassya@makechildrenbetternow.org](mailto:kassya@makechildrenbetternow.org)

*To register: Cash, Cheque or Money Order*  
*Payable to: Make Children Better Now*  
12854 Longwoods Road,  
Thamesville ON N0P 2K0

IN PARTNERSHIP WITH



The Department strongly believes in these events as a way to mobilize a unified effort to create the conditions for a safe and prosperous Cree Nation.

In October 2015, the Department's Director, Donald Nicholls, was invited by the Make Children Better Now Association, to speak at the 2015 Children's Mental Health Conference. It was an occasion for him to discuss about the programs put forward for Cree children. Later that year, Mike Neuts, who founded this association after losing his son Myles to bullying, came to give a conference on this very important topic.

As well, in March, Director Nicholls spoke at an event organized at the Canadian Parliament for the International Day for the Elimination of Racial Discrimination. He talked about the over-representation of Aboriginal peoples in the criminal justice and corrections system in Canada and the measures that need to be reviewed to reduce these numbers in the future.

## Working Collaboratively

It is a known fact that early prevention reduces harm. Actively identifying issues, potential threats, and cases that may escalate is an important part of the Department work. The Department will be working on creating community hubs to work with other community stakeholders.

The DOJCS organised a crime prevention week in the communities. It was the occasion to strengthen relationships between the organisations and meet community members. It is also an occasion where the Eeyou Eenu



Police Force (EEPF) participates alongside the Department to raise awareness in the communities. For example, Marc Mero, a wrestler who fought addiction, was invited during the crime prevention day in Mistissini.

As well, the Cree School Board requested to work collaboratively with the DOJCS. One of the first mandates was to perform a threat assessment and look at the safety of buildings, such as schools. Though no one wishes for an emergency, it is important to prepare emergency readiness plans. The EEPF was working on emergency response as well for all the schools. The same exercise would be done for CNG's own buildings, including emergency planning and site threat assessment.

### **ACCESS Open Minds**

The Department of Justice and Correctional Services alongside the Cree Health Board will start work with the Douglas Mental Health University Institute to launch ACCESS Open Minds. This project is the first pan-Canadian research network funded by CIHR's Strategy for Patient-Oriented Research (SPOR).

ACCESS stands for Adolescent/young adult Connections to Community Driven, Early, Strength-based and Stigma-free services. It seeks to transform services for youth between 11 to 25 years of age who are experiencing mental health difficulties. It is a large-scale pilot test of the youth mental health system redesign initiative.

The pilot initiative will take place in Mistissini and both the DOJCS and the CHB will assist the Douglas Institute to ensure success.

### **PLANNING FOR THE FUTURE**

#### **Strategic Planning globally and locally**

In order to create engagement around our goal of developing a Cree justice system, with Cree judges, in Cree courts, we launched an extensive strategic planning exercise, both at the DOJCS and the local Justice community level. In November 2015, we shared accomplishments, celebrated best practices, and looked at the overall department's strategic plan. Two more sessions followed to allow local justice committees to look at the Department's global plan and work at making it relevant locally and respectful of each community's specificity and values. The outcome of the exercise is the 2016-2017 plan to offer the most adapted services to the Crees of Eeyou Istchee and to communicate more effectively with the public to ensure Community outreach, buy-in, and use of our resources.

Though the strategic work is ongoing, the exercise confirmed our orientations. The continued integration of Cree language and culture in our programs and the role of the Community Justice Committees remain success factors. Through these, we engage offenders, reduce recidivism and give communities a voice. We will continue to build skills locally, as Cree justice needs to be community driven. We want to express gratitude to all of those,

volunteers and employees, working at making justice relevant and engaging on our territory.

### **Quebec Social Justice Forum: better delivery of justice to Aboriginals**

Also this year, the Department of Justice and Correctional Services was invited to participate in the Quebec Social Justice Forum. This working group consists of the Minister of Justice, the Public Security, the Ministère de la Santé et des Services sociaux, the Barreau of Québec, the AFNQL, judges of the Court of Québec, the Cree Nation Government, and the Quebec Native Women's Association. It has the mandate to look at how justice can be better delivered to Aboriginal People of Quebec.

When the question was raised about programs, services, and priorities to be included in a social justice plan, the DOJCS stressed the importance of communities and the need for more services at the local level in order to develop collective ownership of solutions and true engagement. As well, we shared the importance of focusing on youth as a means of prevention and healing. We believe that by providing our children with better support and adapted services at an earlier age, we can support and guide them in making better and healthier long-term life choices. The plan is not complete yet and we will continue to actively participate to ensure that it meets the objectives and is respectful of our way of life and values.

### **CONCLUSION**

In conclusion, in its almost eight years of existence, the Cree Nation Government Department of Justice and Correctional Services (DJOCS) has been working to create services, programs, and processes that tie in directly with Cree values and ways of life. 2015-2016 has been a successful year with the growth of staff, facilities, services, and programs.

Various actions are taken to strengthen the foundations of a Cree justice system. This year, we launched an extensive strategic planning exercise that directs us towards our goal, both at the department and community levels. Again, we raised the skills of Department staff to render justice in the best possible way, we also trained and continued to engage the Community Justice Committees to allow them to manage and mediate conflict locally, as courts of law are not the only solution. We developed funds to support projects and create partnerships, we invested in our youth through prevention, harm reduction programs and camps since, with enough skills, every individual becomes part of the same solution.

In the year to come, we are committed to continue ensuring that justice is rendered in harmony with Cree values and culture, with conflicts solved within the community and alternatives developed locally. With public safety and healthier communities, families, and environments being a priority. In this type of setting, justice can be more human, holistic, and inclusive.



# A Tribute to GERTI MURDOCH



On behalf of the Cree-Quebec Judicial Advisory Committee, and of the Cree Nation Government Department of Justice and Correctional Services, we wish to pay tribute to a great Cree leader, Gerti Murdoch.

Gerti was a dedicated woman that had the Cree language and the educational system at heart. In the early 1970's, she was a strong influence in the "Cree Way Project" with the help of her sister Annie Whiskeychan. Their aim was to promote Cree language within the school system and to engage with the community to ensure the language of our ancestors flourished in modern times.

Her devotion goes back a long time ago, when she started employment with the Cree School Board in 1979. Early on, she held many influential positions for students of the Waskaganish School, especially in her role as the Community Education Administrator. As she said it herself, one of her main goals was to "put the students first". In 2014, after 35 years at the Cree School Board, she retired, yet continued to volunteer her time for the community and the future generations.

Gerti was one of the first Cree Justice of the Peace in Eeyou Istchee, a skilled negotiator, an



administrator at the Cree Nation level, a leader among her colleagues, and a team builder. She contributed to many Funding and Collective Agreements as well as to many of the By-Laws and policies that ensure quality services to the students of the Cree School Board.

Once retired, Gerti worked for her community in social development at the Cree Nation Government level, participating in the Judicial

Advisory Committee that guided the Cree justice Committees, and the Eeyou Eeyou Police Commission. She was also part of the team of translators working towards the *Glossary of legal terms in Eeyou Eeyou language*. Once it is completed, this tool will create equality and fairness for our people within the Criminal Justice System, by ensuring that language barriers can no longer be an issue in the rendering of justice.

Gerti was not one to shy away from a challenge. She made quite an impact on the community of Waskaganish, within the Cree School Board, the Justice Department, and on various community boards. In honour of who she was as an individual, and of the great many things that she has given to her people, she will be remembered for being a trailblazer, and for ensuring her community's development and prosperity.





## EEYOU EENOU POLICE FORCE

Message from the Director  
Reggie Bobbish



O n behalf of the civilian staff members, officers, and senior officers of the Eeyou Eenu Police Force, I am pleased to introduce the EEPF 2015-16 Annual Report to the Community.

The Eeyou Eenu Police Force (EEPF) provides policing services throughout Eeyou Istchee 24 hours a day, seven days a week. We are dedicated to delivering police services in partnership with our communities to keep Eeyou Istchee residents safe.

We are committed to deliver police services that are sensitive to the needs of our communities, involving collaborative partnerships and teamwork to overcome all challenges. We are proud of our origins and also *"Proud to Serve"*.

I am glad to report that in 2015, the EEPF has once again stayed on its budget as it did since its implementation 5 years ago.

Right from the start, I would once again like to commend all members of the EEPF who have a strong and deep commitment in achieving our vision, and I am sure that, with the continued support of the Cree Nation Government, all nine Cree First Nations Councils, the Police Commission, and the citizens we serve, our efforts will be rewarded.

We are committed to deliver police services that are sensitive to the needs of our communities, involving collaborative partnerships and teamwork to overcome all challenges. We are proud of our origins and also *"Proud to Serve"*.



## STAFFING

Due to legal requirements, complementing staffing to its authorized level has proven difficult throughout 2015. In fact, as of March 31, 2016, all Special Constable positions were abolished, thus stressing even further those providing first-line services.

Nonetheless, EEPF management has not remained idle, and has developed a series of measures to counteract the negative impacts of this decision. Accordingly, CNG will use the services of contractual full-fledged officers as much as possible to fill vacant positions. Also the EEPF has strengthened its recruitment efforts.

In terms of training, the 153rd Promotion graduation ceremony was held in Chisasibi in May 2015. From 18 at the beginning, 5 candidates graduated. In the meantime, the 3rd Cohort is completing its training at College Ellis. Those succeeding are expected to graduate in May 2016 at the Police Academy (ENPQ). However, more are needed and for this reason, the EEPF, in collaboration with Cree School Board (CSB) and CNG's Human Resources Department, has redoubled its efforts to set up a 4th Cohort for 2016.

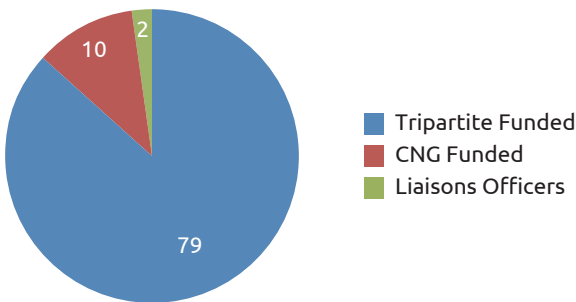
Unfortunately, professionalising the EEPF comes at a cost. Professionalism implies competency, knowledge and skills, which can only be acquired through long periods of training, and training takes time. But slowly and surely, we are getting closer to our objective every year.

All in all, the number of EEPF members throughout 2015 revolved around seventy-five (75) officers, although the authorized staffing allocated for a total of ninety-one (91) police officers. Other than legal requirements previously mentioned, staff shortages are essentially caused by medical or parental leaves as well as suspensions due to misconduct.

Figure 1 below shows the proportion of full-fledged personnel funded by different entities while Figure 2 shows the actual staffing on March 31, 2016.

Standing by its commitment to improve policing services and abide by professional standards, the EEPF looks into all allegations of possible wrong-doing on the part of its members. In each case, an investigation is made, and if in fact officers are at fault, actions are taken without delay through the disciplinary process. If found guilty, officers' sanctions range from reprimand to dismissal.

**Figure 1. EEPF authorized staffing as of March 31, 2016**



**Figure 2. EEPF actual staffing as of March 31, 2016**

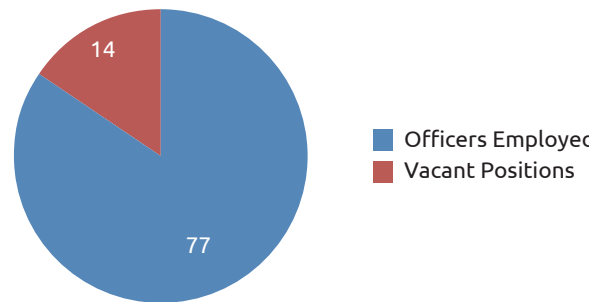
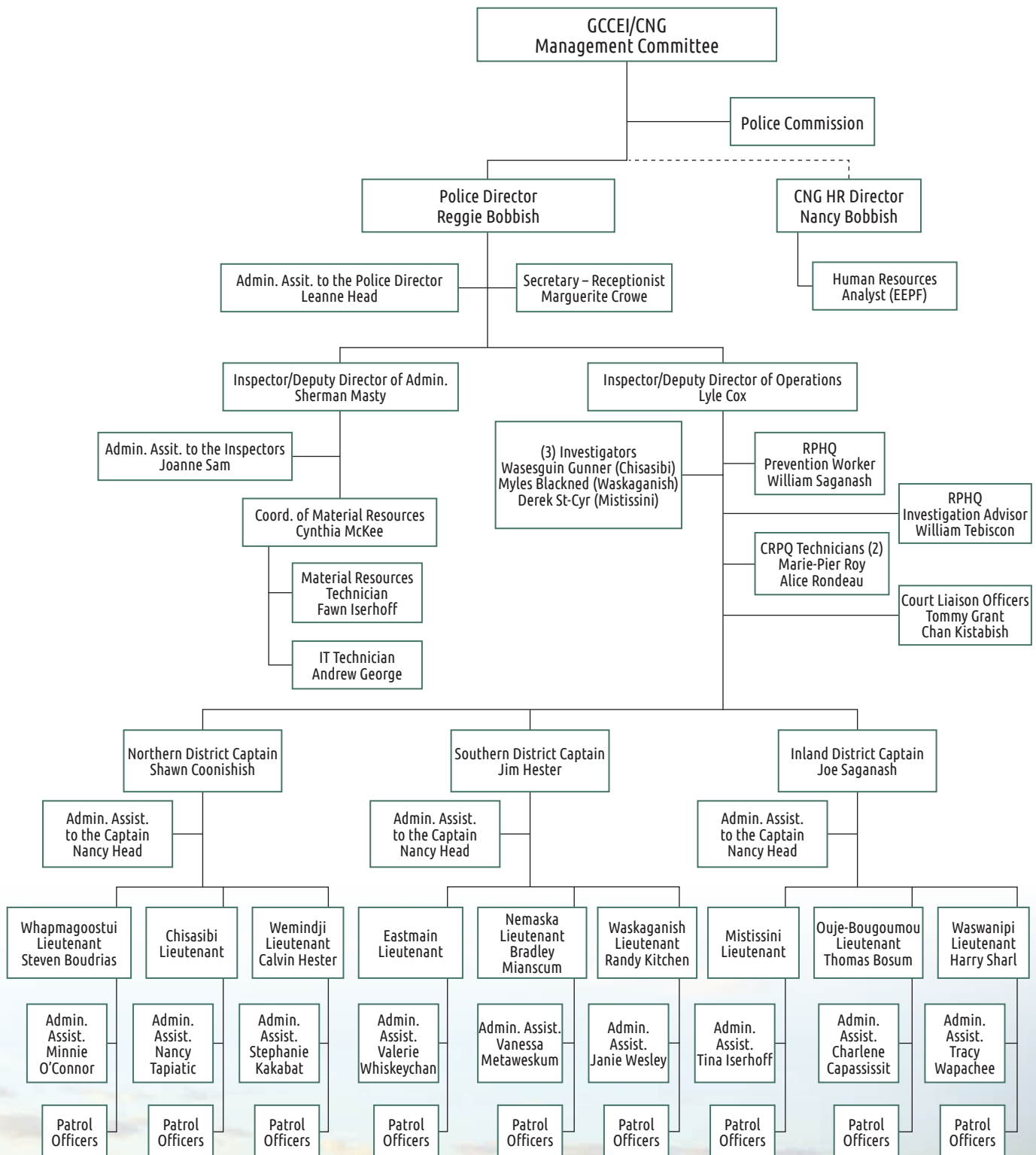




Figure 3 presents the current EEPF Organizational Chart. Specialist positions at RPHQ are now filled, as well as investigator positions based in all three District hubs. Furthermore, in order to improve efficiency and supervision, all three District Captains are now deployed within their respective district.

**Figure3. EEPF Organizational Chart**





## LAW ENFORCEMENT

Figure 4 and 5 below show the variation in the number of most frequent offences reported to the EEPF.

Overall, reported criminality rate is down somewhat and citizens keep supporting the EEPF through the Crime Stoppers Program. The approach we have taken so far is balanced, using both prevention and repression

techniques, and working closely with members of the communities.

Furthermore, Inland District Investigator, Derek St-Cyr from Mistissini, joined the team of investigators appointed by the Minister of Public Security to shed light on the allegations of sexual wrongdoing on the part of SQ Officers in Val d'Or. Derek's involvement was greatly appreciated, and he made us proud.

**FIGURE 4. Selected Criminal Code Offences**  
Reported or Known to the Police in Eeyou Istchee  
From January 1, 2012 to December 31, 2014

Type of Offence	2015	2012	2013
Assaults	709	779	729
Sexual offences	15	16	11
Homicide	0	2	0
Robbery	4	3	2
Breaking & Entering	145	176	154
Theft - Motor Vehicle	37	42	41
Theft - Over \$5,000	13	8	15
Theft - 5,000\$ and Under	22	59	52
Frauds	4	6	7
Offensive Weapons	19	45	28
Other Criminal Code Offences	785	1,146	1,034
Mischief (Property Damage) Over \$5,000	163	239	172
Mischief (Property Damage) \$5,000 & Under	119	184	154
Heroin	0	0	0
Cocaine	12	26	17
Cannabis	17	21	39
Other Drugs	6	4	7
Municipal By-laws	377	291	609

Source: Reported or known Criminal Code Offences based on Crime Statistics generated by the Department of the Eeyou Eénou Police Force

**FIGURE 5. Traffic Related Offences**

Offence	Actual Number	Offences Cleared		Persons Charged	
		By Charge	Other-wise	Male	Female
Impaired Operation of Motor Vehicle or Over 80mg TOTAL	108	99	15	58	24
Provincial Statutes	47	8	4	4	0
Failure or refusal to provide breath sample TOTAL	8	4	1	4	0
Dangerous Operation of Motor Vehicle TOTAL	4	2	1	0	0
Municipal By-Laws	79	22	3	20	0





## COMMUNITY-BASED POLICING

As more and more trained officers joined the organization, the EEPF maintains its objectives on community-oriented strategies that support the systematic use of partnerships and problem-solving techniques to proactively address the immediate conditions that give rise to public safety issues such as crime, social disorder, and fear of crime.

In order to stay attuned to the needs of communities and remain accountable to its leaders, Detachment Commanders and District Captains are expected to meet with their respective Councils on a regular basis. The EEPF believes it is important to maintain a dialogue with strategic partners while informing citizens' representatives of its activities.

## IT & MATERIAL RESOURCES

In 2015, the CNG granted a contract to ICO Technologies to upgrade the EEPF Record Management System. The previous system was outdated and needed to be upgraded to meet the new regional vocation of the EEPF. Installing this new system will take months and it shall become fully operational in 2016, once the IT Architecture Plan is completed. This system is desperately needed in order to interconnect local detachments with the RPHQ and the rest of the policing-community.

The CNG has also granted a contract to Morpho for acquiring a new Digital Fingerprinting System. Unfortunately, this system won't become operational until the Architecture Plan mentioned in the previous paragraph is up and running, which is scheduled for sometime in 2016. Once it's fully operational, this system will allow EEPF officers to perform queries and obtain real time information from national police databases.

As for the radio-communication system, the CNG has created a workgroup with the mandate of examining all options available and reporting to the Management Committee. Until then, front line services continue to operate with the old systems bequeathed by previous Cree local forces. However, in order to improve security concern for the officers, especially when they are making transfers of prisoners or intervening outside the local area radio coverage, the EEPF purchased satellite radios in at least one patrol vehicle in each detachment. More SATCOM radios will be installed in 2016.

As for police facilities, most detachments have been revamped to meet standards. As scheduled for the new Mistissini detachment, construction began as planned and delivery is expected sometime in 2016.

An extension to the RPHQ was also built to provide storage room for Quartermaster with a reception dock for merchandise. As any other professional police organization, the EEPF maintains an inventory of police-related equipment and uniforms to meet the needs of its staff.

The new facility also comprises a lab and a garage for the Crime Scene Technician.

## CONCLUSION

Again this year, substantial progress was made, even though some important aspects remain in dreadful need of improvement. In the upcoming year the EEPF Senior Management will not abandon its efforts to cut down on staffing shortages and upgrade information technology systems.



## SOCIAL & CULTURAL DEVELOPMENT

### Message from the Director Willie Iserhoff



Gaston Cooper

**K**wei and Wachyia. The Social & Cultural Development Department has expanded, with the restructuring of the Cree Nation Government, from a Culture & Language department to the integration of Units for Culture & Language, Cree Language Commission (CLC), Aanischaaukamikw (ACCI), Toponymy, Archaeology, Leisure, Sports & Recreation, CNYC/Youth Development, Elderly Program, and the Cree Women of Eeyou Istchee Association.

This is the second year that my department with Culture & Language, CLC, ACCI, Toponymy, and Archaeology have moved permanently to their new home at Aanischaaukamikw. I am currently responsible for the integrated Units of Leisure, Sports & Recreation, CNYC/Youth Development, the Elderly Program, and the Cree Women's Association, to solely manage their specific agreements with the support of coordinators and program officers. We no longer will be responsible for the coordination and management of programs, projects, or activities. Also, the technical support for the Income Security Program and Committees will still be under my department.

Since late January 2015, the process was ongoing to ease the integration of all Units and set in place a new internal process of managing the activities of these Units, especially during the period of renewal of five-year specific funding agreements. In 2015-2016, the internal processes are in place to renew five year agreements with the Government of Quebec for the Cree Women's Association, CNYC/Youth Department, and for Sports & Recreation. As for the Elderly Program, it is in its last year of a five-year agreement for the fiscal year 2016-2017.

The final revision of job descriptions as of March 2016 reflect the results of the restructuring process and of the new departmental organigram approved in January 2016. The clarification of roles and responsibilities of staff is now much more clearly related to the lines of

authority. As an ongoing result of restructuring, internal guidelines and procedures with an eventual Social and Cultural Development Policy will be developed with the departmental team.

This annual report for Social & Cultural Development reflects the activities during this period of restructuring, integration, and renewal.

## CULTURE & LANGUAGE UNIT

### MCCQ Funding Agreement

A new three-year contribution agreement was negotiated with the Quebec Ministère de la Culture et des Communications for the period 2015-2016 through 2017-2018. By tapping into programs such as the Société du Plan Nord Action Plan 2015-2020, the Fond du patrimoine culturel québécois, as well as regular MCC programs, the new agreement doubles the funding from previous three-years agreements, providing \$257,500 in Year 1, \$401,000 in Year 2 and \$447,000 in the final year for a total of \$1,105,500. Between 68% and 75% of the annual funds will be used in support of Aanischaaukamikw Cree Cultural Institute programs, while the balance will be used for CNG Social and Cultural Development Department programs.

### Community Network

The mandate of the department is to work closely with the Cree First Nations councils, to help preserve, promote, celebrate and develop Eeyou / Eenu culture and language. It is important to mention the cultural coordinators / cultural directors who are on the front lines in delivering cultural programs in their communities: Robbie Dick, Jr. (Whapmagoostui), Margaret Fireman (Chisasibi), Stacy Matches (Wemindji), Jamie Moses (Eastmain), Stacy Bear (Waskaganish), Deborah Wapachee (Nemaska), Jane Voyageur (Mistissini), Daniel Bosum (Oujé-Bougoumou), Diane Cooper (Waswanipi) and Johnny Salt (Washaw Sibi). Since 2013, collaboration between the CNG and the communities has been facilitated by the presence of the Cultural Programs Liaison Officer.

### Work of Cultural Programs Liaison Officer

In 2015-2016, Cultural Program Liaison Officer, Priscilla Bosum, carried out a wide range of activities in support of community cultural projects, including the preparation of proposals and reports concerning the Board of Compensation's Local Cultural Grants Program. Priscilla maintained regular contacts with the cultural coordinators, updated the [www.creeculture.ca](http://www.creeculture.ca) website,



and scheduled and planned meetings of the Cultural Coordinators' Working Group. An important meeting took place in Val-d'Or in April 2015 and another was held in December 2015, in Gatineau. She also assisted ACCI in the organization of events and initiatives involving the cultural coordinators. As well, additional research was carried out for a possible new training program for community cultural workers. Priscilla also had the opportunity to meet with the Nishiiyuu Council of Elders, together with the Cultural Coordinators, in seeking support for local cultural programming.

### Board of Compensation funding for local projects

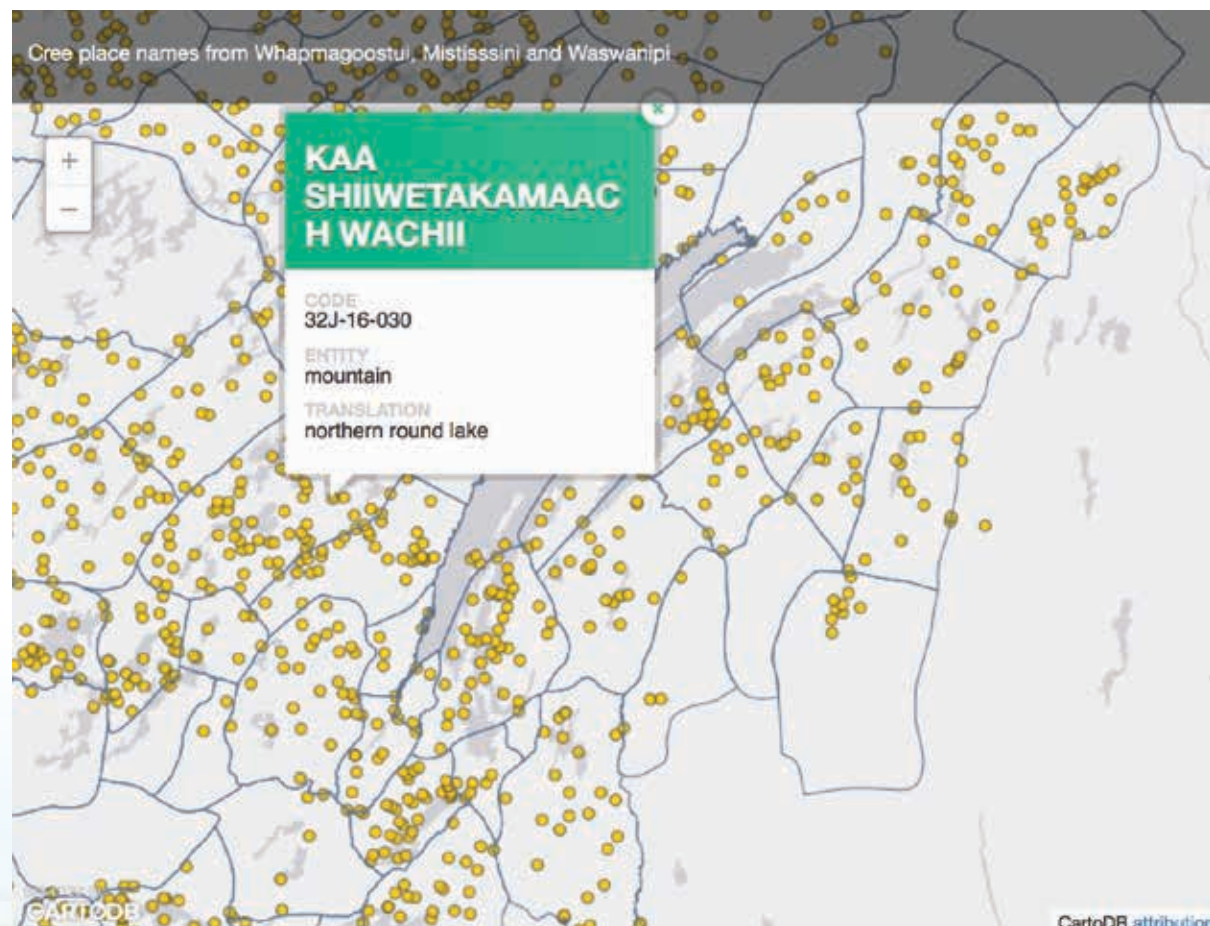
An important supplementary source of funds for community cultural projects is the CNG Board of Compensation Local Cultural Grants Program. This program was established in 1986 to ensure that the Cree communities would have access to funding for cultural activities. The funding provided for this program in 2015–2016 was \$308,000 in favour of local cultural projects. The funds were used for a wide variety of cultural projects including festivals, canoe

trips, snowshoe walks, traditional hide preparation, fish smoking, sewing, tool-making, etc. All of these activities contribute to the communities' objective of preserving and passing on aspects of Cree traditional culture.

### Language

2015 saw the publication of the Second Edition of the *Dictionary of Moose Cree*. The dictionary includes an introduction to Moose Cree grammar and was edited and compiled by Kevin Brousseau, then the CNG's Language Coordinator. The dictionary represents a significant tool for the people of Moose Factory as they seek to strengthen their language, and also supports our own ability to undertake language-related research on the dialects spoken in Eeyou Istchee. The dictionary was co-published by Aanischaaukamikw and Moose Cree First Nation and speaks to the possibilities afforded by cooperation with neighbouring communities.

The Cree Nation Government's Place Name Program also continues to build momentum. The program's Post GIS database now houses over 8,500 Cree place names that can be mapped in either roman or syllabic orthogra-



Interactive map of Cree place names at [www.creeculture.ca](http://www.creeculture.ca)



phy. Another 6,000 names are in the process of being fully entered into the database. Further, the database has now been installed on the servers at Aanischaaukamikw, which means that remote access for other CNG and community departments will be a possibility in the near future.

Place name surveys in Oujé-Bougoumou continued over the past year, while new efforts were begun in Waswanipi, Mistissini, Eastmain, and Moose Factory. In Waswanipi, we were fortunate to work with Diane Cooper and Sydney Ottereyes, completing initial surveys of all of the community's traplines. These included the Senneterre "lots" which hadn't been included in previous place name surveys. In Mistissini, Jane Voyageur and John Philip Bosum facilitated our taking part in the cultural and wellness gathering which took place in March of 2016. A dozen traplines were surveyed over the course of the week, and the gathering provided the perfect backdrop to begin introducing our program to the community. In Eastmain, we worked with Raymond Shanoush and undertook initial surveys of the community's 14 traplines. We also validated coastal island names, an important step towards their official recognition as stipulated by the EMR Agreement. Finally, we undertook a survey of the Washaw coast with East Coast elders living in Moose Factory. Work on Washaw and Washaw Sibi place names will continue over the coming year.

The development of place-name related products and services has also continued. The initial trapline maps provided to seven of the Oujé-Bougoumou tallymen have been very well received. Given the progress made during the validation surveys in Waswanipi, Eastmain, and Mistissini, the production of Cree-language trapline maps for tallymen and other land users should expand greatly over the coming year. Initial steps have also begun on the conceptualization and design of a place names website for Eeyou Istchee. We hope the future website will both disseminate the work we are doing as well as provide a platform for further collaboration with community departments, the CTA, and the general public in Eeyou Istchee.

## ARCHAEOLOGICAL UNIT

### Archaeology

The Cree heritage of Eeyou Istchee is rich beyond belief. It is preserved in the memory of elders and in Cree language and traditions, and it is connected to places on the land through stories, place names, and archaeological sites. The staff of the CNG's Archaeological Unit explores and researches Cree heritage sites in collaboration with local communities, and works closely with elders to identify significant places. We provide technical and financial support to communities to preserve these sites and to educate Cree youth about this aspect of their heritage.

### An ancient site near Waskaganish

The Waskaganish Archaeological Project was initiated several years ago as part of the Archaeology and Cultural Heritage Program (ACHP). It has been continued over the last few years as a collaboration between the CNG and the

Waskaganish First Nation. The project is managed locally by Waskaganish cultural coordinator, Stacy Bear.

Among other important sites, attention has been focused on Sanders Pond, located at an elevation of 67 m above sea level near km 28 of the access road. Found by Christopher Weistche in 2012, this site produced some unusual polished stone tools, suggesting that it was quite old. The 2013 and 2014 excavations confirmed this impression and produced many more ground and polished stone tools. The four weeks of excavation in 2015 produced still more polished stone artifacts – including many tiny projectile points – and allowed us to finish excavating a large hearth structure containing burned bone. Although very little of the bone can be identified due to its fragmentary nature, we were very excited to find a beaver incisor encrusted in the mineral soil. Several new radiocarbon dates confirm that this site is about 4300 years old. This year's excavations also confirm the similarity of many of the tools to artifacts dating to the same period from Lake Melville in Labrador, 2000 km to the east.

The team was headed by staff archaeologist Dario Izaguirre and included seasoned archaeological technicians Bertie Small, Mary Whiskeychan, Josephine Diamond and Jordan Katapatuk.

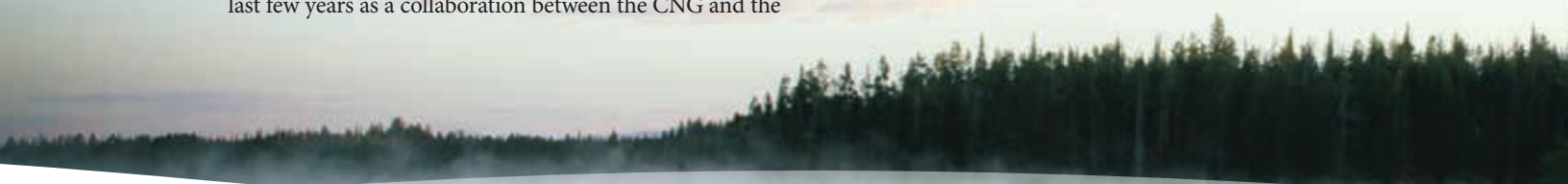
An important feature of the project related to the cleaning, numbering, and cataloguing of the artifacts. Rather than do work at ACCI in Oujé-Bougoumou, we took our lab to the community. In February, the team carried out two intensive weeks of lab work in Waskaganish, including the preparation of two large display units to present the artifacts to the community.

### Waskaganish borrow pit

With collaboration from the Waskaganish First Nation and from the CNG's Environment and Remedial Works Department, the CNG Archaeology Unit carried out an archaeological survey of the proposed WA-25-D borrow pit on Waskaganish Category II lands. This work was carried out in two weeks, in August 2015, by a team from Waskaganish under the direction of archaeologist Francis Marcoux. The work resulted in the identification of two small sites, which will probably be excavated during the summer of 2016, if plans to use this borrow pit go ahead. This project is an excellent example the CNG providing enhanced community support through inter-departmental collaboration.

### Cape Jones

A contract was awarded to CNG by the Ministère du Développement durable, de l'Environnement et de la Lutte contre les changements climatiques to carry out an archaeological surveillance and site assessment of the area in the radar relay station at Cape Jones, part of the Mid-Canada Line, in anticipation of future clean-up and decontamination operations. This work, carried out in September 2015 for the CNG by archaeologist Francis





Marcoux, brought to light a probable Inuit tent ring with stone artifacts located nearby suggesting an older occupation of this zone, which would have emerged from the sea about 1000 years ago. It is unlikely that any archeological sites will be disturbed by future decontamination work.

### **Tursujuq Park**

A contract was awarded by the Renewable Resources, Environment, Lands, and Parks Department of Kativik Regional Government to the CNG to carry out an archaeological survey at Ruisseau Liés (site of former Mirage caribou hunting camp) located in Tursujuq National Park, some 50 km to the north of Wiyâshâkimi (Clearwater Lake). This project was carried out in conjunction with a Nunavik Parks initiative to involve young Inuit and Cree in the cleanup of the camp and the preparation of a landing strip for Twin Otters. The archaeological component was supervised for the CNG by archaeologist Francis Marcoux. A thorough examination of the area around the camp revealed no sites that would be disturbed by cleanup operations or a future landing strip at this location.

### **Oujé-Bougoumou**

In February 2016, CNG coordinator of archaeology, David Denton, made a presentation on archaeology to the Oujé-Bougoumou Cree Nation Chief and Council to discuss the possibility of a collaborative project beginning in the summer of 2016. We learned that Oujé-Bougoumou priorities are focused on the area of a proposed mini-hydroelectric project and on the Assinica Cree Heritage Park. As a result, we hope to organize a project with Oujé-Bougoumou in the summer of 2016 to assess the archaeological potential in the area of the proposed minihydro project, at the rapids on the Chibougamau River above Lake Opemisca.

### **Mistissini**

A meeting was held with Hubert Petawabano, Coordinator of the Land Management and Environment Division, and with Pamela Macleod, Local Environmental Administrator, both from the Cree Nation of Mistissini. The objective was to plan for a collaborative project to assess the archaeological potential of selected areas slated for community use on the west side of the bridge. We hope to carry out an initial project at the proposed site of the cultural village in the summer of 2016.

### **Educational and Outreach Activities**

In February 2016, the carrying out of the lab work for the previous summer's finds from the Sanders Pond site allowed Waskaganish residents to stop by to look at the artifacts and provided a wonderful educational opportunity. On February 23, CNG staff participated in an evening information session on the archaeology project which was attended by some 60 people from the com-

munity. There was much discussion and a high level of community interest.

Our staff also provided animation or educational talks at numerous ACCI public outreach events such as Family Weekend, during visits to Aanischaaukamikw by many school groups, and at Aboriginal Day activities in Chibougamau. Demonstrations of stone tool making and traditional fire-making were especially popular with both Cree and non-Native visitors. Our Facebook page, "Archaeology in Eeyou Istchee," was further developed to communicate CNG activities related to archaeology to Crees and to the broader public.

Outreach by the CNG Archaeology Unit was provided to Whapmagoostui First Nation to ensure Cree content for the permanent exhibition at the Tursujuq Park visitors' centre in at Umiuaq. A meeting with elders and landusers was convened in June 2015 in order to ensure Cree input in the form of place names, stories, and landuse information. Our support continued through the fiscal year in the form of comments on exhibition planning documents and providing additional information concerning Cree culture and traditions.

The Archaeology Unit provided support for the opening of the permanent exhibition at the Chisasibi Heritage and Cultural Centre by preparing a satellite image of the Chisasibi lands for the archaeology wall exhibit.

### **"Remember This" exhibition hits Chibougamau again**

The "Remember This... and You Will Live a Good Life" exhibition tells the story of the Eastmain-1 lands from the perspective of the elders, and presents the results of the research on history and archaeology. Originally funded by Niskamoon Corporation and the federal Museum Assistance Program, among others, the exhibition travelled to all of the Cree communities and to Chibougamau. In March, 2016, at the request of the Chibougamau Eenuu Friendship Centre and the Ville de Chibougamau, the exhibition returned to the Chibougamau Town Hall as part of Intercultural Friendship Week activities. The exhibition was installed by a team coordinated by Johnny Neeposh, who also acted as animator during the week together with Dario Izaguirre. The event was a success, with many adults and school groups attending and learning about Cree traditions and history.

### **Publications and conferences**

A workshop on indigenous history and heritage in Nitassinan, Mi'kma'ki, and Eeyou Istchee at the Canadian Archaeological Association Annual meetings in St. John's, NL (April 29th - May 3rd, 2015) provided a superb occasion to bring Crees to present at a national archaeological meeting. Our group included presentations by David Denton and Kevin Brousseau ("Talking about the past in Eeyou Istchee"), by the former coordinator of the CRA's Archaeology and Cultural Heritage Program,



# The Income Security Program for Cree Hunters and Trappers was established in 1976 by and in accordance with Section 30 of the *James Bay and Northern Quebec Agreement* for Cree beneficiaries who wish to pursue or continue a traditional way of life based on hunting, fishing and trapping within the Indoh-hoh Istchee (hunting territories) of Eeyou Istchee.

Jamie Stevens (“Remember This... and You Will Live a Good Life”: Talking about the past through a travelling exhibition in Eeyou Istchee’) and by Margaret Fireman of the Cree Nation of Chisasibi (“Living by the Great River”). In another session, David Denton presented “What the River Provided: Archaeology and History of the Eastmain 1 Reservoir” (prepared with Pierre Bibeau and André Burroughs).

At the annual colloquium of the Association des Archéologues du Québec (Château Richer, April 23-26, 2015), CNG staff archaeologist Dario Izaguirre presented the paper “Survol d’une décennie d’archéologie dans Eeyou Istchee” (prepared with David Denton) in a session on the archaeology of Quebec today and tomorrow.

Finally, David Denton was invited as a guest speaker for the workshop: An Introduction to Land Use Planning in the Eeyou Marine Region, organized by the Eeyou Marine Region Planning Commission (February 23-26, 2016). His talk was entitled “A brief introduction to the EMR coastal region and islands from an archaeologist’s perspective.”

## INCOME SECURITY PROGRAM FOR CREE HUNTERS AND TRAPPERS

The Income Security Program for Cree Hunters and Trappers was established in 1976 by and in accordance with Section 30 of the *James Bay and Northern Quebec Agreement* for Cree beneficiaries who wish to pursue or continue a traditional way of life based on hunting, fishing and trapping within the Indoh-hoh Istchee (hunting territories) of Eeyou Istchee.

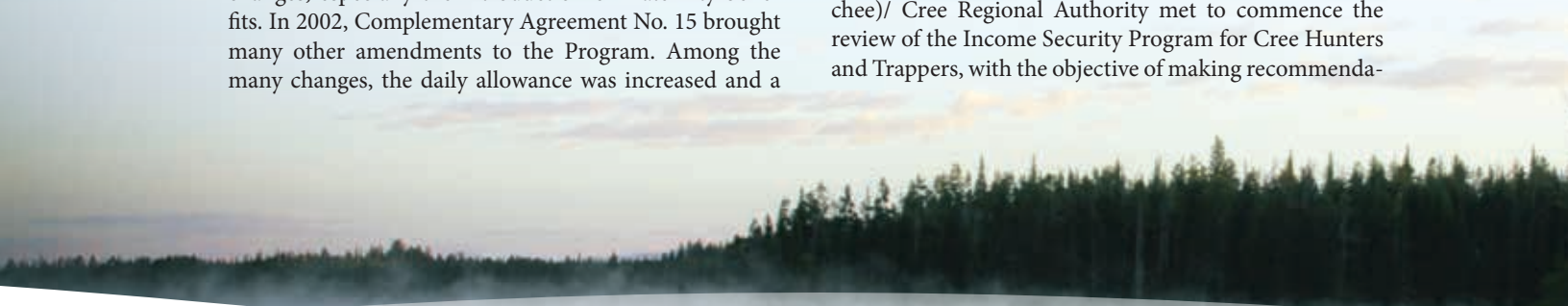
Over the years, it has been modified by Complementary Agreement No. 8 in 1988, which included several changes, especially the introduction of maternity benefits. In 2002, Complementary Agreement No. 15 brought many other amendments to the Program. Among the many changes, the daily allowance was increased and a

new allowance was provided for days spent by beneficiaries in far harvesting regions.

The Cree Hunters and Trappers Income Security Board administers the Program. For this purpose, the Board exercises the powers and duties provided for in Section 30 (Income Security Program for Cree Hunters and Trappers) of the *James Bay and Northern Quebec Agreement*. The Government of Quebec and the Cree Nation Government each appoint three members to the Board.

Paragraph 30.10.1 of Section 30 (Income Security Program for Cree Hunters and Trappers) of the James Bay and Northern Quebec Agreement provides for a periodic review of the operation, procedures and benefits of the Program by Quebec and the Cree Regional Authority (presently the Cree Nation Government). A report on the review with recommendations was finalized in 2012 and submitted to the Government of Quebec and the Cree Regional Authority by the Board. In this regard, the Grand Council of the Crees (Eeyou Istchee)/Cree Regional Authority, in March 2013, has requested the Government of Quebec to establish a working table of negotiations for representatives of the Government of Quebec and the Grand Council of the Crees (Eeyou Istchee)/Cree Regional Authority to review the Income Security Program for Cree Hunters and Trappers, with the objective of making recommendations for appropriate revisions to the Program to ensure its improvement and its compliance in meeting the intent, purpose and objectives of the Program. In June 2013, the Minister de l’Emploi et de la Solidarité sociale responded positively to the request to establish a working table of negotiations.

Consequently, on December 3, 2013, the representatives appointed by Quebec and the representatives appointed by the Grand Council of the Crees (Eeyou Istchee)/Cree Regional Authority met to commence the review of the Income Security Program for Cree Hunters and Trappers, with the objective of making recommenda-





The pursuit of the Cree traditional way of life continues to constitute an essential component of Cree culture and Cree life. The existence and continuing successful application of the Cree Hunters and Trappers Income Security Program continues to be an essential factor for the continuance of the Cree traditional way of life.

tions for appropriate revisions to the Program to ensure its improvement and its compliance in meeting the intent, purpose and objectives of the Program.

The parties in their current review and revisions to the Program will maintain the purpose of the Program to provide an income guarantee (a measure of economic security), benefits, and other incentives for Cree people who wish to pursue harvesting (hunting, fishing, and trapping and related activities) as a way of life.

The present review by Quebec and the Grand Council of the Crees (Eeyou Istchee)/ Cree Regional Authority (presently the Cree Nation Government) is conducted to discuss possible changes to the Program mainly to:

- a) correct inequalities in gender rights;
- b) correct a measure that is perceived as disrespectful towards elders;
- c) improve the economic situation of beneficiaries, and
- d) facilitate and increase participation

The Cree party reserves the right to discuss other changes to the Program that may be desirable during the course of the current discussions and negotiations.

The parties have, so far, achieved an agreement-in-principle on the following changes to the Program:

- 1) Semi-active status: the existing measure has been modified to remove the limitation that restricted the application of the measure to five (5) program-years after which hunters were removed from the Income Security Program,
- 2) Paternity benefits: a new measure is introduced providing for the possibility of paternity benefits equiv-

alent to thirty-five (35) days. There is no change to existing maternity benefits.

- 3) Elimination of the qualification year for new demands and reinstatements and limit of one hundred and twenty (120 days) payable per adult for the first year of participation. This change will remove one of the main irritants and what is considered as an unjustified burden on hunters.
- 4) New definition of head of family to reduce inequities under the present rules and facilitate the participation of women as heads of families. This change will have a major impact on participation and will require that the benefit structure be revised. One of the main changes will be the introduction of an eligibility criteria based on the total outside income of the family. The goal is to ensure the Income Security Program offers an economic security to families who need it.
- 5) Measures for youth: a new mentoring measure will be introduced to facilitate the participation of youth in traditional activities and the transmission of knowledge. It will provide for the payment of a daily amount for up to thirty (30) days of participation provided these days do not interfere with the school calendar.
- 6) Far harvesting regions allowance: the conditions attached to the payment of an additional allowance for hunters harvesting in far regions have been modified to make sure this measure may be applied during the "High" seasons: moose break and goose break. Previ-



ously the conditions made it difficult, if not impossible, for a hunter to claim the allowance for both periods. The maximum remains at one hundred and eighty (180) days payable.

In addition, the parties have achieved a preliminary understanding that administrative sanctions and control measures should be included in the powers of the Board.

The following other issues remain to be discussed and resolved by Quebec and the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government) in the present revision of the Cree Hunters and Trappers Income Security Program:

- a) improve the economic situation of beneficiaries,
- b) role of the basic amount in the benefit structure,
- c) need and establishment of an economic threshold for eligibility to the Program and
- d) establishing a system for categorization of hunters to replace the administrative system of calendars for the Program. (This issue is a recent matter raised by the Cree party and the Board as a new approach for the administration and possibly a new benefit structure of the Program.)

A full agreement on these issues is subject to the determination of the final 'design' of the Program.

The Cree party has stated to Quebec that the present negotiations and discussions should be advanced so that changes to the Program could be in place for the 2016-2017 Program year.

On May 2015, 18,215 persons were listed as beneficiaries of the *James Bay and Northern Quebec Agreement*. Of these beneficiaries, 17,886 are residents of the James Bay Territory or Territory covered by the *James Bay and Northern Quebec Agreement*.

During the Program year 2014-2015, 1,439 beneficiary units composed of 2,013 (71%) adults and 803 children for a total of 2,816 persons were enrolled in the Program. The greatest number of beneficiary units come from Chisasibi (536 units), followed by Waswanipi/Washaw Sibi (216 units), Mistissini (176 units) and Whapmagoostui (151 units). The smallest number of beneficiary units come from Nemaska (24 units) and Eastmain (51 units). The four communities with the greatest number of beneficiary units - Chisasibi, Waswanipi, Mistissini and Whapmagoostui - make up 75% of the beneficiary units enrolled in the Program.

Participation in the Program varies according to the age of the head of the unit. In the 2014-2015 Program year, 44% of the heads of beneficiary units were 57 years or over. The 17-26 and the 67-76 age groups both include 20% of the units enrolled.

The distribution of age groups within the Cree Hunters and Trappers Income Security Program also explains the number of children per beneficiary unit. The majority (78%) of 1,439 beneficiary units do not include children, whereas

7% include 1 child, 5% include 2 children, 4% include 3 children and 6% of the units include 4 children or more.

Global participation in the Program, determined by the percentage of residents enrolled, was 15.7 % in 2014-2015, compared to 15.8% in 2013-2014, and 15.5% in 2012-2013. Participation in 2014-2015 was greatest in the community of Whapmagoostui (34% of residents enrolled in the Program), in Waswanipi/Washaw Sibi (24%), and Chisasibi (23%), whereas the lowest participation rates were observed in Nemaska (5%), Mistissini and Waskaganish (9%), followed by Eastmain and Wemindji (10%). The number of beneficiary units increased again in 2014-2015, reaching 1,439 beneficiary units compared to 1,411 beneficiary units in 2013-2014, 1,357 beneficiary units in 2012-2013, and 1,301 beneficiary units in 2011-2012. This is now the sixth (6th) consecutive year of increase in the number of beneficiary units enrolled in the Program.

The number of days paid under the Program declined slightly and reached 329,523 days in 2014-2015, compared to 331,764 days in 2013-2014, 325,210 days in 2012-2013, and 312,955 days in 2011-2012.

For the Program year 2014-2015, the average amount paid per beneficiary unit under the Program for all the Cree communities was \$16,773, compared to \$16,994 in 2013-2014 and \$17,016 in 2012-2013. The average of benefits paid per beneficiary unit ranged from \$13,370 for the community of Wemindji to \$18,996 for the beneficiary units of Waswanipi/Washaw Sibi. The majority (65%) of beneficiary units receive annual benefits ranging from \$6,000 to \$17,999.

For the Program year 2014-2015, the benefits paid to the Cree hunters and trappers who are beneficiaries of the Program totaled an amount of \$24,135,755. Of this amount, 92% represents sums paid to beneficiaries of the Program for days spent in the bush, including the additional allowance for days spent in the far regions. This disposition, established since 2002-2003, enabled the payment of an additional \$779,440 to the beneficiaries of the Program.

In 2014-2015, Program benefits (\$24,135,755) represented 66% of the total income (\$36,480,280) of the beneficiaries enrolled in the Program. The remaining \$12,344,525 came primarily from employment and pension plans.

Since the implementation of the Cree Hunters and Trappers Income Security Program in 1976, Cree beneficiaries enrolled in the Program have received a total of \$580,427,622 as benefits under the Program.

The pursuit of the Cree traditional way of life continues to constitute an essential component of Cree culture and Cree life. The existence and continuing successful application of the Cree Hunters and Trappers Income Security Program continues to be an essential factor for the continuance of the Cree traditional way of life.





*Willie Iserhoff, Mathew Mukash, Sarah Pash, Abel Bosum at the celebration of the 25<sup>th</sup> Anniversary of the Voyage of the Odeyak*

## AANISCHAAUKAMIKW CREE CULTURAL INSTITUTE

It has been an exciting, event-filled, and active year at ACCI. We have held great events, developed collections and exhibits, and continue to increase our public programming and our outreach activities at the regional, provincial, and national levels. It has been our great pleasure this year to partner with and support local cultural departments through training, resource development, and in THE realization of their projects.

In addition to developments in our online programming, we have increased our ability to host visitors at ACCI, including a large number of students, and we have developed our partnerships across the country and internationally. ACCI is truly becoming recognized as a leader in First Nations cultural maintenance, heritage management, collections development, research and education programming.

Our work would be entirely impossible without the support we receive from the Cree Nation Government, the communities of Eeyou Istchee, our corporate partners and our government partners, especially Canada Heritage and the Ministère de la Culture et des Communications. Aanischaaaukamikw has truly begun to fulfill the vision of solidifying the capacity within Eeyou Istchee to manage our own heritage, maintain our culture and language, tell our own stories, and interpret our own history. We hope

that you enjoy reading this summary of some of our major activities this past year.

## Major events

### Odeyak event

This year began with a celebration at ACCI as we partnered with the Cree Nation Youth Council to run a one-day youth conference celebrating the 25<sup>th</sup> Anniversary of the Voyage of the Odeyak. Youth from all of our communities came to learn from leaders of the past, present, and future, as we celebrated this remarkable feat in our history. The day began with a welcome to Oujé-Bougoumou from Chief Reggie Neeposh and other presenters, including our President Abel Bosum, Director of Culture and Social Development Willie Iserhoff, Youth Grand Chief Joshua Iserhoff, Youth Chief of Whapmagoostui Benjamin Mast, former Grand Chief and Chief of Whapmagoostui Matthew Mukash, and a participant in the Odeyak Journey, Stella Mast. The celebratory event focused on the role of Eeyou as stewards of the land, the power of youth to make a difference, and the strength to be found in our culture and our history.

### Family Day

Our Annual Family Day, an important opportunity to pass on and share traditional knowledge between generations, took place on November 21<sup>st</sup> this past year. We had an increased number of visitors this year, from the surrounding Baie James and Cree communities. Our visitors participated in a variety of cultural activities and educational experiences about our history, such as exploring archaeology in the area, beading, sewing, making tamarack decoys, introduction to the Cree language and writing system, and many fun activities for children. Our annual Family Day has become a highlight for ACCI and the surrounding area, growing in attendance with each year.

### Summer programming

Our summer programming is always a big hit with our guests. This past summer, during our special tourism season openings, we were able to offer people who visited ACCI demonstrations and artisanal activities in tamarack decoy making, beading, and flint napping. Tours of our exhibit hall were always met with amazement as guests enjoyed the beauty of our culture and our cultural institute.

## Highlights of outreach activities in Eeyou Istchee

Over the past year, ACCI has increased its ability to serve the communities of Eeyou Istchee, both in terms of programming and in terms of training and capacity development in heritage management. The largest of our projects, funded by Canada Heritage and the Ministry of Culture and Communications of Quebec, was the development of an online database that will allow for the management of library, archives, and material culture



collections in all of our communities. This is an important project in the development of capacity in Eeyou to manage our own heritage maintenance efforts and to ensure that we are able to keep track of and monitor objects, documents, and audiovisual materials important to our history and our material culture.

Following the development of the database, training was completed for Waswanipi, Wemindji, and Waskaganish, making it possible for these communities to use a regional database for collections management in their heritage maintenance efforts. Over the next year, the remaining Cree communities will be offered this training and utilization of the online database. The data base and the training in its use will support the emergence of local cultural institutes in each of the communities by allowing them support in managing their library, archive and museum collections. Already Waskaganish and Wemindji, like Chisasibi, are well on their way in the development of their local institutes with other communities following closely.

Other training offered to community cultural departments included collections care, conservation, research and curatorial work, and other heritage management activities.

Aanischaaunkamikw also embarked on consultations initiatives involving all of our communities. One series of consultation sessions was aimed at the renewal of our exhibit hall and for a long-term plan for exhibit development and programming at ACCI. Findings from the consultation process will allow for the basis of an increase

in our children's programming, a focus on traditional knowledge transfer including important legends and stories, and inclusion of some missing elements in our programming such as the significance of the residential school experience.

Another consultation series that was aimed at developing content for a travelling exhibit, funded by Heritage Canada, was done in partnership with the Chisasibi Heritage Cultural Centre. This travelling exhibit will be centered around the theme of walking, and its importance to Cree culture – ceremonially, as part of our past and present, in awareness raising campaigns such as the Journey of Nishiiyuu, and in the development of traditional technologies such as snowshoes and toboggans.

We were grateful to have input from all communities in our consultations this past year and look forward to the ways in which we will increase our relevancy and ability to serve the needs of Eeyou Istchee.

One particularly special moment this year in our community outreach programming happened in Wemindji when we were able to bring a rabbit fur coat, made in 1980s, home to be reunited with the family of the woman who made it. Family members, as well as the culture department and Chief Dennis Georgekish and his council, were able to spend time viewing the coat, made by Demeris Stewart, and we were able to gather a great deal of information about the important techniques around fur weaving and traditional clothing.



*Bernard Stewart of Wemindji as a 4 year old modeling a rabbit fur jacket made by his gookum Demeris Stewart made in the 1980s.*



*Bernard Stewart of Wemindji reunited with the rabbit fur jacket he modeled as a 4 year old.*





*A visit from Chief Ghislain Picard (AFNQL), Adrienne Shecapio (ACCI foundation), Sarah Pash (Executive Director of ACCI), Abel Bosum (President of ACCI)*

### Provincial outreach

Our outreach to communities outside of Eeyou Istchee brought in visitors from various places around the Baie James Region. In March we worked with the Place aux Jeunes en Jamésie, providing tours and cultural experiences to help those who are new to the area learn about the region. In May and June, we were happy to work with l'Administration régionale Baie James, hosting their sorties des aînés, which brought nearly 200 Québécois elders from all over the Baie James region to ACCI to learn about our culture and experience artisanal activities.

In addition, we were fortunate to host other visitors representing Provincial organizations such as visitors from Hydro Quebec and Regional Chief Ghislain Picard of the Quebec Assembly of First Nations.

### National outreach

Our outreach on the National level solidified relationships with our partner cultural institutes. Amongst these were the Squamish Lil'wat Cultural Centre and the Musquam Cultural Institute in British Columbia, and museums including the Musée de Lachine, the Canadian Museum of History, the National Art Gallery, and the Museum of Anthropology in Vancouver.

Our national partner outreach initiatives continue to increase the profile of Cree capacity in Heritage and Collections management. In January, as a result of our recognized expertise in the area, our conservator aided the Manitoba Museum by doing conservation work on their fragile 19<sup>th</sup> Century beaded hood from their Hudson Bay Collection.

Our innovative work in First Nations library collections has also been recognized nationally and at the international level. Our development in the Brian Deer cataloguing system has gained the attention and recognition of First Nations libraries and libraries with First Nations content across the country. Most notably, our librarian Annie Bosum, presented at the 9<sup>th</sup> International Indig-

enous Librarians forum, detailing the work we have done to increase the cultural relevance of library cataloguing systems. This is another area that ACCI is at the forefront.

The reputation of Aanischaaaukamikw continues to grow as we are more and more recognized as the leading First Nations institute in the area of heritage management and public programming. We even hosted visiting researchers from Germany this year, sponsored by the Goethe Institute in Montreal, who used our museum and archive collections to learn about First Nations cultures.

Over the past year, ACCI has received over 500 students. School groups came from our own communities and from those beyond Eeyou Istchee. While most of our student groups arrive from the Cree communities and from Chibougamau, students came from as far away as D'Arcy McGee High School in Gatineau and Graduate students from the University of Massachusetts.

We have been registered with the Ministry of Culture and Communications of Quebec as a heritage education destination, allowing school groups to receive funding for their visits to ACCI from the Ministry. It has given us great pleasure to facilitate this type of financial assistance for student groups and we anticipate that the available funding will allow us to host groups from even further away in the future.



*Conservation work on a fragile 19<sup>th</sup> Century beaded hood from the Hudson Bay Collection at the Manitoba Museum was done by our staff.*





*Students cooking traditional food*

## Exhibits

In March, we hosted the Waapihitiwewan School art show in collaboration with the Cree School Board. This event was wonderful for students, as it allowed for their work to be hung in a “real” museum. We hope for further collaboration in the future in order to increase our youth-oriented programming.

For the past few months, we have had a very popular barrette display in our Elders’ Gathering area. This features beaded barrettes made by various artisans in all of our communities. The popularity of this display has led us to holding it over for another few months.

We are now anxiously looking forward to the opening in September of a travelling exhibit we have been developing over the past year. As previously mentioned, this travelling exhibit focuses on the theme of “walking” and the importance of walking in our culture from ceremonies, to stories, to technology. The exhibit will travel throughout Eeyou Istchee and then beyond. We already have interest from major centers in other parts of Canada.

## Library and Archives

Our library and archive collections continue to grow. One notable initiative in our library is the development of a rare book collection. This collection will be important to our capacity as a research hub, holding books that are otherwise unavailable but of interest to academics in the areas of language and culture research. In addition, we have developed our ability to serve the public by ensuring that computer terminals are available for use by researchers and other members of the public in our library.

## LEISURE, SPORTS & RECREATION UNIT

The Leisure, Sports & Recreation Department (LSRD) has a renewal of a MELS five-year Agreement pending, and we were required to prepare a summary of a joint strategic action plan with the Jamesian. The joint committee, working with the previous employees of LSRD and the representative from the Jamesian, Richard Leclerc, produced in July 2015 a five-year strategic action plan and a joint committee project.

Upon the closure of the LSRD within the CNG, the responsibility of overseeing the outstanding requirements of activity and financial reporting under the MELS Agreement lies with the Department of Social & Cultural Development (SCD). As per the restructuring direction, the SCD will only manage the funding agreements for sports & recreation in Eeyou Istchee, as well, programs and activities officially transferred to the Eeyou Istchee Sports and Recreation Association (EISRA) with a signed Service Agreement with the Cree Nation Government to that effect.

## Eeyou Istchee Sports and Recreation Association

### Mission

Promote good health and activities throughout the territory by providing a bridge and/or a support system that will give young Crees opportunities to advance to higher levels in sports

### Vision

The Leisure, Sports & Recreation Department is helping to reinforce healthy lifestyles through physical fitness in the Cree communities

### Values

Teamwork  
Fun  
Professionalism  
Service-orientation  
Safety  
Innovation

### Representation

- Partnerships and Working Relationships between CNG/EISRA(Service Agreement)
- CNG representative to the EISRA Board of Directors
- Cree Representatives to URLS joint committee (CNG representatives, Willie Iserhoff and Joey Blacksmith and 2 EISRA representatives, Raymond Shanoush and John Gossett)
- Stakeholders’ meeting with CNG/EISRA/Jamesian (Lead – Deputy Grand Chief)
- Joint Committee meetings for renewal of MELS Agreement



CNG/MELS Funding once renewed will be for Summer Camps, Community Animation, Cree Nation Fitness & Health, Cree Elite Training Camps, & collaboration with the communities and the Cree Nation Sports Academy.

The Eeyou Istchee Sports and Recreation Association is composed of 15 Board of Directors consisting of 10 community representatives as well as 1 representative from Cree entities such as the Cree School Board, Cree Health Board, Cree Native Arts and Crafts Association, Cree Nation Youth Council and the Cree Nation Government; its mandate is to:

- Design, develop and coordinate regional amateur sports programs for the Crees;
- Encourage the participation of Crees at the international, national, provincial and regional amateur sports competitions and events;
- Promote the physical fitness of the Crees; and
- Design and develop the animation of projects and programs for the Cree community centres;

The goals of the EISRA strategic plan over the next seven years is geared to address the growing youth population in the communities by:

- Continued growth of existing programs to meet higher demands through increased sports exposure and expanding youth population;
- Create new local programs such as Midget Espoir, Midget AAA and Junior AA Hockey teams, which will allow our youth to stay closer to home to compete at higher levels; and
- Initiate a soccer program with lower participation costs and geared towards wider participation opportunities.

The Board/Council of the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government approved the strategic plan to reduce the capacity of the tournaments in an effort to reduce absenteeism and promote education. The Board/Council of the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government commended and approved the efforts of Eeyou Istchee Sports & Recreation Association to develop standards and coordinate the implementation of organized sports programs to promote education, namely the promotion of attendance and facilitate stable home environments. The Board/Council of the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government recommended to the local Councils of Eeyou Istchee to mandate the Directors of Recreation or Directors involved with organized sports to respect the standards and strategies that they develop jointly with other Directors through the Eeyou Istchee Sports & Recreation Association.

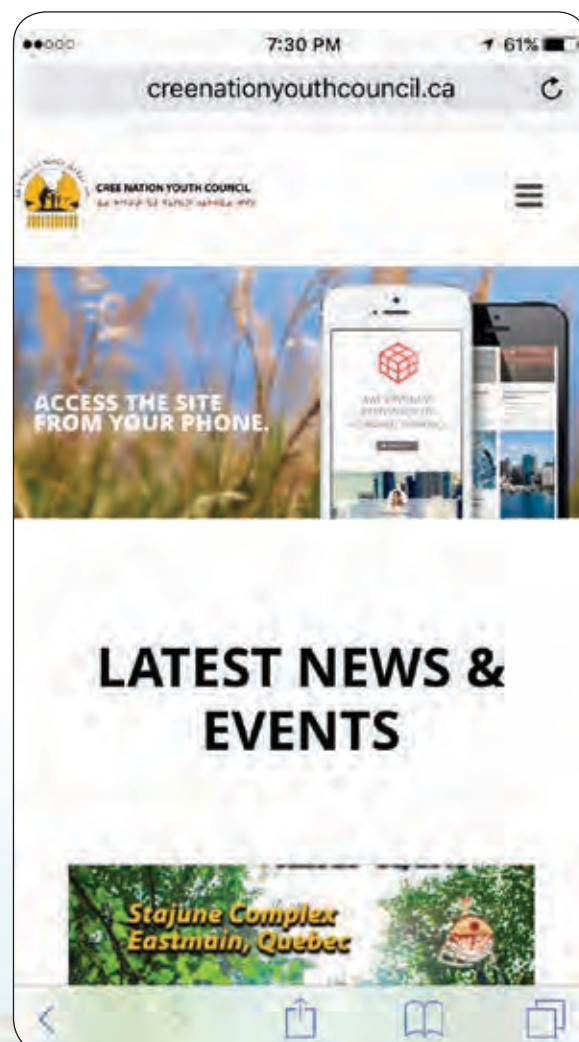
## CREE NATION YOUTH COUNCIL/YOUTH DEVELOPMENT UNIT

### CNYC commitments in the Fiscal Year 2015/16

The CNYC website has not been updated for the past two years, so there will be a commitment to update and revamp the CNYC's website for mobile usage, which will allow better communications with our Youth.

CNYC and the Cree Nation Government are discussing current conditions and negotiating to make structural changes for improvement and legality of CNYC. CNYC deems it important to allow as many members as possible to have the chance to acquire the political skills necessary to become the next generation of leaders. CNYC deems that appointing the whole executive committee would achieve this training objective.

CNYC's has entered a partnership with the Cree Health Board in HIV/AIDS Awareness, which will take the form of a tour of all 9 communities, during which Cree women affected by HIV will share their stories with the youth.







CNYC strongly believes that the future prosperity of the Cree Nation lies in the effort of the youth acquiring higher education; there will be a commitment in the upcoming year focusing on the creation of a bursary program for CSB post-secondary students.

The “Inspire Hope” Youth Conference 2016 was held in Wemindji in March 2016. The CNYC considers that the importance of hosting such an event will be to continue motivating and inspiring our youth to dream, achieve, and succeed. An annual conference will be held under the name “Inspire Hope”, and the next conference will be on March 2017 in Washaw-Sibi, Quebec.

A day celebrating the Cree Youth entitled the “Cree Nation Youth Day” will be held annually, to recognize and signify our youth are the future. CNYC and all Youth councils/departments in each community commit to celebrating this day simultaneously. The first edition of the Cree Nation Youth Day will be held on August 14<sup>th</sup>, 2016.

The CNYC commits to working with Carrefour Jeunesse Emploi de la Jamésie for the Youth Volunteering service program. This program will foster cultural exchange with the Jamésien and the Cree Youth. This will be a commitment that could possibly be held in an annual basis.

The CNYC and the CNG department of commerce and industry commit to working relations that will result in the creation of the Youth Micro Business Funds. The goal of this is to foster the entrepreneurship spirit of the youth and increase the prospect of job creation in the Cree Nation.

The CNYC and the CNG had signed a new Funds regional investment Jeunesse Agreement with Secrétariat à la jeunesse for the fiscal year 2016/17 in the amount \$430,668 and are continuing work on closing the agreement for a 5-year agreement from 2016-21 to support CNYC and its initiatives for programs, services, and operations for the Cree Nation Youth.





The CNYC supports the Eeyouch Memory project, which had hundreds of hours of story-telling, history of the Cree Nation from past leaders, elders, and those with relations with the Cree. The Gordon Group, which produced the four-series documentary on recent Cree history for the Grand Council of Cree/Cree Nation Government, wished to propose the Eeyouch Memory project to the Cree School Board for Educational purposes. There is a secondary commitment for CNYC and all Youth council/departments to screen all four films locally for their youth to be informed of the Cree Nation and the JBNQA. Robert Chitty from Gordon Group is invited to attend the CNYC AGA to tell the story of the development and show film one “Together we stand firm”. The Web site to this project is [www.eeyouch-memoryproject.ca](http://www.eeyouch-memoryproject.ca)

The CNYC had invited the Chairperson of the Cree School Board, Mrs. Kathleen Wooton, to a Board meeting. Following her presentation, CNYC commits to have a joint meeting with the Cree School Board executives to find means for better education for our youth.

The CNYC and the Cree School Board had an open dialogue with Katimavik for a Cree youth cohort for a Eeyou Youth Pathways, to create capability, contributions and leadership training. Katimavik is a well-known organization which hosts a boarding school, training, and volunteer program to develop life skills to be successful.

The CNYC is committed to hosting a motivational night for Post-Secondary Students in the south annually, after implementing a successful event in Gatineau for the Students in the Area. Education and capacity-building are top priorities for the CNYC and we are continuously finding ways to support our Cree students.

CNYC met with the Niishiyuu Regional Council of Elder's Coordinator, Stella M. Bearskin, who was invited to a Board meeting. The CNYC is committed to having closer relations with the organization, and has sent a Youth Rep to attend all Niishiyuu activities.

The CNYC invited President of Qarjuut Youth Council (formally known as Nunavik Youth Forum) Alicia Aragutak to attend a meeting. Discussions and commitments are geared towards having cross cultural exchanges for our Inuit and Cree Youth. Both organizations believe in creating strong bonds between the nations.

The CNYC, in partnership with N'we Jinaan, will host the 1<sup>st</sup> N'we Jinaan Music Festival in Mistissini, Qc. CNYC believes in the work of David Hodges and continues to support this partnership.







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## UNIT FOR THE CREE WOMEN OF EYYOU ISTCHEE ASSOCIATION (CWEIA)

**K**wey. It was a year of transition where CWEIA underwent a leadership change for 2015-2016. During all of her 5-year tenure with CWEIA, Mrs. Virginia Wabano's commitment and dedication was very much appreciated. CWEIA also went from 31 to 180 registered members, which is considerable, as it is often a challenge to increase our membership.

At our 8<sup>th</sup> Annual General Assembly held at Washaw-Sibi's Cultural Camp, it was marked as an election year for the President position of CWEIA. Our present President, Mrs. Linda L. Shecapio, was elected in September 2015, followed with a first-time undertaking of traditional inauguration, as she will serve CWEIA for the next four (4) years and will also serve an official term within CWEIA. Additionally, at this event, CWEIA honored Mrs. Virginia Wabano's services, as she committed herself since 2011.

We are definitely pleased with and grateful for our proud sponsors and supporters for another successful year. It is important to note here that two (2) of our ongoing provincial funding agreements went into 'status quo' as a result from provincial governmental change and program revision. Furthermore, due to unexpected circumstances throughout the year, we had a total of seven (7) Board of Director meetings to prioritize and iron out some of the issues faced within our organization, notably in developing strategies and orientations as we worked towards our new 5-year Strategic Plan.

Throughout this annual report of 2015-2016, you will see our core activities, and that CWEIA positioned itself for future growth driven by volunteers, partners and supporters like you. We present this report as it is organized with the headings of servicing our members, building and maintaining relations, the upkeep of our traditions and culture, the budget 2015-2016, and ending with concluding remarks. With this, the activities implemented will show you how your support made a positive impact in 2015-2016.



*Traditional inauguration of Mrs. Linda L. Shecapio*



*8<sup>th</sup> AGA Delegates*





*CWEIA's Executive committee and Gookumnouch Council*

## Servicing Our Members

### Empowering Local Women Association

The 12 of our 13 communities (includes Urban), were able to organize, lead, and mobilize their local women to participate in their chosen workshops, as they saw a need to implement in their respective communities:

- Goal setting Workshop
- Create your own vision board
- Healthy eating and Yoga Initiation
- Women Empowering Gala
- Healthy Relations with Self and Others
- Self Esteem Empowerment
- Conference on Empowering Our Women
- Business Start-up

### Healing Opportunities

Healing has now become a central component for CWEIA. Therefore, we had a fortunate opportunity to send nine (9) of our female members and one (1) male to attend at the Healing Our Spirit Worldwide Indigenous Conference in Hamilton, New Zealand. Furthermore, we were able to bring four (4) members to a provincial gathering of First Nations on Dialogue for Life in Montreal, Quebec.

## Women Entrepreneurship

Femmessor Program ended on December 31, 2015. However, CWEIA continued to offer assistance to Eeyou/Eenou Women pursuing entrepreneurship, as CWEIA believes in supporting their fellow women to be economically-driven. On that note, CWEIA organized a focus group with Cree Women Entrepreneurs to discuss how we can be of better service to them.

## Building and Maintaining Relations

### Reconnecting the Path of Our Ancestors and Rebuilding Our Spirit by Miyupumaatisiun Chisasibi Wellness

CWEIA accepted to be a partner at the Regional Residential Gathering, and we had the opportunity to organize and facilitate the last day. It was a day filled with Eeyou/Eenou speakers and specific topics were shared by the following:

- Grandmother Moon Teachings - Irene Otter
- Philosophy of Nishiiyuu Men - Wayne Rabbitskin
- Teepee Teachings - Sarah Louttit
- Traditional Parenting - Janet Fox
- Women and Wellness - Linda L. Shecapio



We are grateful that CWEIA's voice is now more in demand. Throughout the year we attended over 25 meetings and events to network with regional entities within Eeyou Istchee. These regional entities are as follows:

- 
- CWEIA GOOKUMNOUCH GATHERING  
2016

On March 21-24, 2016, CWEIA organized 1<sup>st</sup> Kuukuminuuwich uchiskuutimachaauniwaaau iskwaauhitaau ᑭᓂᕐᓄᓐᓇᑦᓴᑦ ᑲᓚᑦᓴᑦᓴᑦᓴᑦᓴᑦ - ᓴᑦᓴᑦᓴᑦᓴᑦᓴᑦ in Chisasibi, Quebec. It was a huge success, as our grandmothers led with clear direction and diligence for the purpose of the gathering. The grandmothers also spoke and made it clear that this event continues annually, as it is very important to pass on the culture and knowledge of rites of passage, ceremonies, and the Eeyou/Eenou way of life.

Agreement	
Grand Council of the Crees – EELP	\$ 206,000
Secretariat Condition Feminine and Cree Nation Government Regional Development	\$ 222,000
MEIE – Femmessor Program	\$ 61,000
<b>Total Agreement</b>	<b>\$ 489,000</b>

Project Revenue	
Board of Compensation	\$ 123,000
CNG – Elder Agreement	\$ 66,500
Other Funding/Sponsors	\$ 5,500
Total Project Revenue	\$ 195,000
Total Revenue	\$ 772,055



## Concluding Remarks

On behalf of the Board of Directors, thank you for your continuous support towards our efforts in 2015-2016 and your patience, as we work towards smoothing the transition of our new leadership, while working effortlessly on our 5-year Strategic Plan, as it is one of our many exciting turning points for CWEIA. Please continue to join us in creating our non-profit organization as we strive towards a catalyst role for healing, as our ancestors' message was delivered during the traditional inauguration of our new leadership.

We will continue to care wholeheartedly and engage in improving ourselves as we work towards unity for women, our children, our families, our elders, and our respective communities of Eeyou Istchee. CWEIA will continue making connections and partnerships in leading healthy communities, as we support and encourage our fellow women to speak loudly, as the caretakers of our homes and the Eeyou way of life. Eeyou/Eenou women are the 'backbone' of ensuring the foundation of what constitutes a healthy family and a healthy community. We will continue to lead the way in the area of healing

the wounds of colonization. We will support in honoring our strengths and working collectively towards finding healthy solutions, while implementing our approaches by respecting and reviving our Eeyou/Eenou ways of life with the guidance of Chimaandou and the guidance of our elders. We are definitely aware that there is still a lot of work to be done and we are committed in responding to the needs of our communities, not only in our daily lives but as well as in our present-day governance structures, which will strengthen and sanction women with respect and equal opportunities in social, economic, and political domains and more importantly, will recognize and value our inherit right as life-givers, life-educators, and life-nurturers. Meegwetch!

In Nishiiyu Spirit,

Board of Directors and Staff  
Cree Women of Eeyou Istchee Association

CWEIA will continue making connections and partnerships in leading healthy communities, as we support and encourage our fellow women to speak loudly, as the caretakers of our homes and the Eeyou way of life. Eeyou/Eenou women are the 'backbone' of ensuring the foundation of what constitutes a healthy family and a healthy community.







## UNIT FOR THE REGIONAL ADAPTATION TO ENHANCE SENIORS' LIVING CONDITIONS IN THE CREE COMMUNITIES

The Funding Program offers financial aid for eligible organizations who wish to develop and set up activities, projects, infrastructures, and innovative services in order to improve living conditions of the Elderly in Eeyou Istchee. For the fiscal year 2015-2016, \$578,900 was allocated to support local projects (\$380,900) and regional (\$198,000.)

The implementation of the Funding Program is based on the 2013-2017 Specific Agreement on Regional Adaptation to enhance seniors' living Conditions in the Cree Communities concluded between the Cree Nation Government (CNG) and the Québec Government under the Ministry of Family and the Elderly.

### Local Projects 2015-2016 (\$380,900)

The summary of objectives and expected results gives a short description for the purpose of enhancing the living conditions of the Elders in the Cree communities. Regional entities also had the opportunity to submit a project involving elders and their transfer of traditional knowledge.

#### Weechadowch Chainou Project (\$50,000) *Cree Nation of Mistissini, Social Development*

**Objectives:** To care for Elders and improve living conditions in the community for Elders to feel less isolated. To take Elders to Traditional Gathering places with supervision. Provide workshops on Elders' abuse. To ensure Elders' retreat and self-care.

**Expected Results:** To have projects for the Elderly for their health and well-being and social participation.

#### Aayaanischa (\$50,000) *Cree Nation of Chisasibi, Chisasibi Heritage and Cultural Centre*

**Objectives:** How to make a fish net, the right time to set a net, the different methods of cutting and cleaning fish. Elders' interviews. Oral History and Story Telling. Fort George Island summer activities.

**Expected Results:** Preservation of Ancestral Oral Tradition. Living on the Island exhibits – memories and remembrances – to be used for language, cultural and educational programming.

#### Elders' Support Program (\$20,000) *Whapmagoostui First Nation, Social Development and Wellness*

**Objectives:** To assist Elders to achieve a better quality of living within the community.

**Expected Results:** Day trips to the land, provide fresh spring water, provide support to put up tipi and fire wood.

#### Elders' Social Wellness and lunch-in (\$40,000) *Waskaganish First Nation, Cultural Department*

**Objectives:** Elders to share Traditional knowledge and wisdom and socialize with each other in a familiar traditional setting.

**Expected Results:** Monthly scheduled activities and events with speakers on moose hide preparation, snow-shoe fabrication, tools carvings, traditional cooking techniques and cutting wild game.

#### Elders' Abuse Awareness (\$16,000) *Whapmagoostui First Nation, Social Development and Wellness*

**Objectives:** Raise awareness and prevention on Elders' abuse.

**Expected Results:** Hold workshops and a radio talk show to provide information on pamphlets and organize a meeting separately with Elders, adults (men and women) and youth. To hold a social night with the community.

#### Snow Removal Project (\$42,000) *Cree Nation of Wemindji, Community Service*

**Objectives:** Remove snow from driveways for the Elderly to assist with mobility and access to Public Services.

**Expected Results:** Snow removal services twice a week (average) per Elders residence.



**Making Collections Relevant to Elders (\$10,400)**  
**Aanischaukamikw Cree Cultural Institute,**  
**Collections and Exhibits**

**Objectives:** Make ACCI's library available to Elders through the medium of books, e-readers and audio books to the Elders that are physically unable to come to the Library at ACCI due to health and physical issues.

**Expected Results:** Develop Pilot project that would allow Librarian to visit weekly or bi monthly and make books available from the ACCI's library to the Elders of Ouje-Bougoumou.

**Elders Initiatives (Waswanipi) (\$45,500)**  
**Waswanipi Cree First Nation, Social**  
**Development**

**Objectives:** Promote transfer of knowledge; prevent Elders isolation; organize workshops that promote healthy lifestyle and awareness; Meals on Wheels Program; continue to work with community Elders and Elders Council.

**Expected Results:** Transfer of knowledge workshops; delivery of Meals on Wheels; Chiiwetau activities; June 15 "Awareness" Day; Elders Xmas Supper; twice a year Elders help out at Arts and Crafts Bazaar.

**Elderly Project 2015-2016 (\$24,000)**  
**Oujé-Bougoumou Cree Nation, Local CTA**

**Objectives:** Elders teaching Youth the Cree way of life, maintaining, preserving culture, Cree language, and transferring of Cree values by Elders; learning about survival skills, hunting beaver, rabbits etc.

**Expected Results:** Taking the Youth out in the land, men's role, setting up tent, poles, cutting wood, how to hunt, how to skin and butcher big game, and proper cleaning, etc.; Roles of Women, help men set up tent, getting boughs, wood, water, cooking, sewing, cleaning hides, etc.

**Regional Projects 2015-2016 (\$198,000)**

**Community Consultations/Elders Needs (\$83,000)**

**James Bay Cree Cultural Education Centre,**  
**Nishiiyu Council of Elders**

**Objectives:** To maintain social and cultural ties among Cree Elders in all ten Cree communities (includes Washaw Sibi) and to receive or provide advice and/or support to local Elders Councils.

**Expected Results:** Improve social ties among Cree Elders, transfer of traditional knowledge, integrate Cree Elders into regional organizations, provide a stronger voice for Cree Elders and provide a report on Elders' needs beyond 2017.

**Gookumnouch Gathering (\$66,500)**  
**Cree Women of Eeyou Istchee Association**

**Objectives:** Promote the transfer of knowledge, skills and wisdom from our Gookumnouch (Grandmothers) to the future generations; teach the importance and understanding of a woman's role in life and family situations.

**Expected Results:** Encourage Elders to provide vision, leadership and guidance; encourage Elders to educate the youth; strengthen the capacity for Cree elders to support unity in Eeyou Istchee.

**Nanagetshâw nish (\$5,500)**  
**Senneterre Native Friendship Centre, Cultural**  
**Programs**

**Objectives:** Encourage elders to educate the youth and provide advice and information on Cree traditional knowledge, language, values, culture and traditions.

**Expected Results:** Organization of cultural activities once a week at the chalet Shabogamak including inter-generational activities; Winter activities, spring activities, summer and fall activities will be used to promote traditional ways of life in the bush and intergenerational transmission of knowledge.

**Elders Creating Art (\$32,000)**  
**Aanischaukamikw Cree Cultural Institute**

**Objectives:** Provide opportunities for elders to gather, view the exhibit about their culture, experience handling of artefacts, share stories, and create art.

**Expected Results:** ACCI will host 8 sessions for elders to create art. Elders will have the opportunity to see, touch, and feels artifacts from the ACCI collection and share stories and memories they have in relation to artifacts.

**Regional Networking (\$11,000)**

*\*Action Plan to ensure Elders representation (National, Regional and Local Levels)*

**Social and Cultural Development, Director SCD**  
**Elderly Program**

The funds of the Elderly Program will be distributed in its last year 2016-2017 of the five year agreement between the Cree Nation Government and the Ministry of Family and the Elderly in collaboration with the "Ministère des Affaires municipales et de l'Occupation du territoire" (MAMOT). A renewal process for another five-year agreement 2017-2021 is pending.



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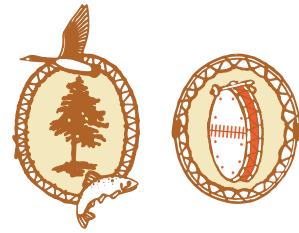


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John Paul Murdoch, Corporate Secretary

### **Chiefs**

Davey Bobbish  
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Curtis Bosum  
Pauline Trapper-Hester  
Darlene Cheechoo  
Marcel Happyjack  
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### **Members**

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Cree Nation Government  
Gouvernement de la Nation Crie





## COMMERCE AND INDUSTRY

Message from the Director  
Andy Baribeau



**K**wey. A year has come and gone since the opening of the Department of Commerce and Industry. It has been a very eventful, even challenging year for our team, but we are proud of what we have accomplished. We are now one year old!

The Department of Commerce and Industry is entrusted with creating conditions favourable for the development and growth of wealth and prosperity of the Eeyou-Eenou Nation in a way that is consistent with our values, rights, and aspirations of a strong Nation.

For the past year, much of our effort has been focused on determining how we could serve the Eeyou-Eenou Nation – something which needs to be done by listening to our stakeholders and partners, especially those at the community level. This understanding and awareness will become the tools that will guide us for our future efforts.

Early last year, we focused our efforts on three economic pillars, namely “*Natural Resources*”, “*Cree Companies and Corporations*” and “*Sustainable and Cooperative Economies*”. More than ever we believe that this is how we need to approach the economic aspirations of Eeyou-Eenou. We chose “*Our Nation, Our Economies*” as our slogan as it reflects that the Eeyou-Eenou Nation is composed of many economies, and that we must consider this if we are to attain our goal of economic strength and diversification in Eeyou Istchee.

In November 2015, we held the **STRONGER TOGETHER Eeyou-Eenou Nation Economic Development Conference** in Mistissini. The conference allowed us to welcome political and business leaders from the Eeyou-Eenou Nation along with, most importantly, business people from our communities. Held as an internal discussion among those working within and for our Nation, it allowed for the

reflection on our successes and challenges, and on where we had come from, where we were, and where we needed to go to improve, strengthen and diversify our economies. As Deputy Grand Chief Rodney Mark said during his closing speech “*I don’t think we have achieved a lot of stuff because we are smart, we are better, we are brilliant. I think we have achieved them because we do it together. We find a common ground of where we want to go and that, to me, is unique to us Cree people.*”

A conference report was produced and is available on the Cree Nation Government website and Facebook page. Our work over the next year will include carrying out the recommendations that were derived from the conference, as well as working more closely with our communities to help them attain their visions.

2015 allowed us to revisit the Cree Entrepreneurs’ Assistance Fund (“CEAF”). The fund was redesigned to allow the DCI to develop an ongoing partnership throughout the life of a business so that we can help our businesspeople realize their full potential, from small to larger projects throughout Eeyou Istchee. The new CEAF also allows us to participate in a wider range of business projects, from start-ups, smaller socially-oriented projects to business expansions.

Our involvement in different political and implementation spheres has also grown, and we hope to be able to become more involved in many things, including the implementation of the various agreements, tables examining the future of our territory and communities, and in strengthening our relations with our partners and stakeholders. This involvement is at the level of natural resource extraction projects, Cree capacity-building and, most especially, working with small business owners and others in the cooperative and sustainable economies.

The Department of Commerce and Industry expects to use this coming year as an opportunity to build and solidify cooperation and partnerships with our business people, communities, and organizations. This is how we will become what we want and need to become.

As we proceed through 2016-17, we will be engaging with you for quite a number of projects which can only be successful with your input. Most importantly, we hope you will come to us with your suggestions on how we can better serve you.

Meegwetch!



## **REGIONAL DEVELOPMENT FUND AGREEMENT**

The Cree Nation Government and the Quebec Government renewed the Regional Development Fund Agreement in April 1, 2013 for another five (5) years with annual contributions of \$2.3M. The Cree Nation Government. The present Agreement will expire on March 31, 2017 and discussions have commenced with the Quebec Government to renew the Agreement.

For the fiscal year 2015-2016, the Cree Nation Government financed, under the Regional Development Fund, ongoing and new initiatives totalling slightly over \$3.4M.

### **Oujé-Bougoumou Cappissisit Lodge - \$225,000**

The Cree Nation of Oujé-Bougoumou received a financial contribution of \$225,000 under the Regional Development Fund for their proposal to expand their motel facilities by adding ten rooms, a conference room and expanding the capacity of an existing restaurant.

The total cost of the project is estimated at \$4,730,211 of which \$750,000 was approved to be applied towards the construction costs.

### **Cree Nation of Chisasibi – Hotel Project - \$750,000**

The Cree Nation of Chisasibi received a financial contribution of \$750,000 under the Regional Development Fund for their proposal to construct a new forty (40) double occupancy room hotel.

The project consists of building a facility using a prefabricated component for the rooms, breakfast are, laundry facilities and meeting rooms. It will create over twenty (20) employment positions ranging from management, front desk, reception, house-keeping and maintenance and operate under Choice Hotels Brand when a franchise agreement with Choice Hotels Canada is concluded.

The total cost of the project is estimated at \$5,000,000 of which \$1,000,000 was approved to be applied towards the construction costs.

### **Cree Nation of Eastmain – Hotel Project - \$250,000**

The Cree Nation of Eastmain received a financial contribution of \$250,000 under the Regional Development Fund for their proposal to construct and

operate a new twenty (20) room lodging facility with fully functional restaurant service.

The project consists of replacing an existing nine (9) room that does no longer meets the sanitary and safety standards. It will create approximately thirty (30) jobs during construction phase and approximately twenty (20) employment positions in the operations phase ranging from management, front desk, reception, house-keeping and maintenance and operate under Choice Hotels Brand when a franchise agreement with Choice Hotels Canada is concluded.

The total cost of the project is estimated at \$8,675,000 of which \$1,000,000 was approved to be applied towards the construction costs.

### **Eeyou Communications Network – Fiber Optic Cable - \$900,000**

### **Cree Nation of Eastmain - Telecommunications Tower - \$360,000**

The Cree Nation of Eastmain received a financial contribution of \$360,000 under the Regional Development Fund for their proposal to construct a 350-foot telecommunications tower that will advance the support capability of wireless networks such as: CTA (two-way radio phones), construction and maintenance (two-way radio-phone and paging, Police and First/Fire Responders (mobile radios and emergency), community radio FM Broadcasts and mobility services.

The total cost of the project is estimated at \$900,000 of which \$720,000 was approved to be applied towards the construction costs.

### **Cree Nation of Nemaska - Telecommunications Tower - \$500,000**

The Cree Nation of Nemaska also received a financial contribution of \$500,000 under the Regional Development Fund for their proposal to construct a 360-foot telecommunications tower that will advance the support capability of wireless networks such as: CTA (two-way radio phones), construction and maintenance (two-way radio-phone and paging, Police and First/Fire Responders (mobile radios and emergency), community radio FM Broadcasts and mobility services.



The total cost of the project is estimated at \$805,000 of which \$600,000,000 was approved to be applied towards the construction costs.

**Cree Nation/Abitibi-Témiscamingue Economic Alliance Secretariat to the Cree Nation Abitibi-Témiscamingue (SAENCAT) - \$100,000**

#### **Word from the President**

We can all take pride in the achievements of the Secretariat to the Cree Nation Abitibi-Témiscamingue Economic Alliance. Our standing in the regions of the Cree Nation (Eeyou Istchee), Jamésie, Abitibi-Témiscamingue and Nunavik, as well as the leadership we intend to continue to exercise with the development of the North, are well established. All this would not be possible without the commitment and support of our partners, our board of directors, staff and businesses and organizations who believe in strategic alliances.

A new cycle initiated by the filing of the strategic plan 2015-2019 was approved by the Board of Directors in March 2015. The Secretariat held interview consultations with its partners, Cree Jamésie, Abitibi-Témiscamingue and Nunavik, in all regions to look ahead at the Secretariat's future. They shared their concerns and guided the proposed strategies. The new strategic plan will enhance the role and will expand the networking and liaison services of the Secretariat.

Together, we have worked hard to build the Secretariat to the Cree Nation Abitibi-Témiscamingue Economic Alliance, but there is still much more to be done. We will move ahead together in the spirit that personifies this unique strategic alliance; which forms the Secretariat. We will remain faithful to our mission and work together towards becoming the best that we can be.

Thank you for your support.

**Dr. Ted Moses, O.Q.  
Président / President**

**Cree Women of Eeyou Istchee Association – Setting up a specific agreement for women - \$165,534 (*see attached*)**

**Contribution to Cree Nation Government – Elders Agreement - \$165,534 (*see attached*)**





## UNIT FOR THE CREE WOMEN OF EYYOU ISTCHEE ASSOCIATION (CWEIA)

**K**wey. It was a year of transition where CWEIA underwent a leadership change for 2015-2016. During all of her 5-year tenure with CWEIA, Mrs. Virginia Wabano's commitment and dedication was very much appreciated. CWEIA also went from 31 to 180 registered members, which is considerable, as it is often a challenge to increase our membership.

At our 8<sup>th</sup> Annual General Assembly held at Washaw-Sibi's Cultural Camp, it was marked as an election year for the President position of CWEIA. Our present President, Mrs. Linda L. Shecapio, was elected in September 2015, followed with a first-time undertaking of traditional inauguration, as she will serve CWEIA for the next four (4) years and will also serve an official term within CWEIA. Additionally, at this event, CWEIA honored Mrs. Virginia Wabano's services, as she committed herself since 2011.

We are definitely pleased with and grateful for our proud sponsors and supporters for another successful year. It is important to note here that two (2) of our ongoing provincial funding agreements went into 'status quo' as a result from provincial governmental change and program revision. Furthermore, due to unexpected circumstances throughout the year, we had a total of seven (7) Board of Director meetings to prioritize and iron out some of the issues faced within our organization, notably in developing strategies and orientations as we worked towards our new 5-year Strategic Plan.

Throughout this annual report of 2015-2016, you will see our core activities, and that CWEIA positioned itself for future growth driven by volunteers, partners and supporters like you. We present this report as it is organized with the headings of servicing our members, building and maintaining relations, the upkeep of our traditions and culture, the budget 2015-2016, and ending with concluding remarks. With this, the activities implemented will show you how your support made a positive impact in 2015-2016.



*Traditional inauguration of Mrs. Linda L. Shecapio*



*8<sup>th</sup> AGA Delegates*





*CWEIA's Executive committee and Gookumnouch Council*

## Servicing Our Members

### Empowering Local Women Association

The 12 of our 13 communities (includes Urban), were able to organize, lead, and mobilize their local women to participate in their chosen workshops, as they saw a need to implement in their respective communities:

- Goal setting Workshop
- Create your own vision board
- Healthy eating and Yoga Initiation
- Women Empowering Gala
- Healthy Relations with Self and Others
- Self Esteem Empowerment
- Conference on Empowering Our Women
- Business Start-up

### Healing Opportunities

Healing has now become a central component for CWEIA. Therefore, we had a fortunate opportunity to send nine (9) of our female members and one (1) male to attend at the Healing Our Spirit Worldwide Indigenous Conference in Hamilton, New Zealand. Furthermore, we were able to bring four (4) members to a provincial gathering of First Nations on Dialogue for Life in Montreal, Quebec.

## Women Entrepreneurship

Femmessor Program ended on December 31, 2015. However, CWEIA continued to offer assistance to Eeyou/Eenou Women pursuing entrepreneurship, as CWEIA believes in supporting their fellow women to be economically-driven. On that note, CWEIA organized a focus group with Cree Women Entrepreneurs to discuss how we can be of better service to them.

## Building and Maintaining Relations

### Reconnecting the Path of Our Ancestors and Rebuilding Our Spirit by Miyupumaatisiun Chisasibi Wellness

CWEIA accepted to be a partner at the Regional Residential Gathering, and we had the opportunity to organize and facilitate the last day. It was a day filled with Eeyou/Eenou speakers and specific topics were shared by the following:

- Grandmother Moon Teachings - Irene Otter
- Philosophy of Nishiiyuu Men - Wayne Rabbitskin
- Teepee Teachings - Sarah Louttit
- Traditional Parenting - Janet Fox
- Women and Wellness - Linda L. Shecapio



We are grateful that CWEIA's voice is now more in demand. Throughout the year we attended over 25 meetings and events to network with regional entities within Eeyou Istchee. These regional entities are as follows:

- 
- CWEIA GOOKUMNOUCH GATHERING  
2016

On March 21-24, 2016, CWEIA organized 1<sup>st</sup> Kuukuminuuwich uchiskuutimachaauniwaaau iskwaauhitaau ᑭᓂᕐᓄᓐᓇᑦᓴᑦ ᑲᓚᑦᓴᑦᓴᑦᓴᑦᓴᑦ - ᓴᑦᓴᑦᓴᑦᓴᑦᓴᑦ in Chisasibi, Quebec. It was a huge success, as our grandmothers led with clear direction and diligence for the purpose of the gathering. The grandmothers also spoke and made it clear that this event continues annually, as it is very important to pass on the culture and knowledge of rites of passage, ceremonies, and the Eeyou/Eenou way of life.

Agreement	
Grand Council of the Crees – EELP	\$ 206,000
Secretariat Condition Feminine and Cree Nation Government Regional Development	\$ 222,000
MEIE – Femmessor Program	\$ 61,000
<b>Total Agreement</b>	<b>\$ 489,000</b>

Project Revenue	
Board of Compensation	\$ 123,000
CNG – Elder Agreement	\$ 66,500
Other Funding/Sponsors	\$ 5,500
<b>Total Project Revenue</b>	<b>\$ 195,000</b>
<b>Total Revenue</b>	<b>\$ 772,055</b>



## Concluding Remarks

On behalf of the Board of Directors, thank you for your continuous support towards our efforts in 2015-2016 and your patience, as we work towards smoothing the transition of our new leadership, while working effortlessly on our 5-year Strategic Plan, as it is one of our many exciting turning points for CWEIA. Please continue to join us in creating our non-profit organization as we strive towards a catalyst role for healing, as our ancestors' message was delivered during the traditional inauguration of our new leadership.

We will continue to care wholeheartedly and engage in improving ourselves as we work towards unity for women, our children, our families, our elders, and our respective communities of Eeyou Istchee. CWEIA will continue making connections and partnerships in leading healthy communities, as we support and encourage our fellow women to speak loudly, as the caretakers of our homes and the Eeyou way of life. Eeyou/Eenou women are the 'backbone' of ensuring the foundation of what constitutes a healthy family and a healthy community. We will continue to lead the way in the area of healing

the wounds of colonization. We will support in honoring our strengths and working collectively towards finding healthy solutions, while implementing our approaches by respecting and reviving our Eeyou/Eenou ways of life with the guidance of Chimaandou and the guidance of our elders. We are definitely aware that there is still a lot of work to be done and we are committed in responding to the needs of our communities, not only in our daily lives but as well as in our present-day governance structures, which will strengthen and sanction women with respect and equal opportunities in social, economic, and political domains and more importantly, will recognize and value our inherit right as life-givers, life-educators, and life-nurturers. Meegwetch!

In Nishiiyu Spirit,

Board of Directors and Staff  
Cree Women of Eeyou Istchee Association

CWEIA will continue making connections and partnerships in leading healthy communities, as we support and encourage our fellow women to speak loudly, as the caretakers of our homes and the Eeyou way of life. Eeyou/Eenou women are the 'backbone' of ensuring the foundation of what constitutes a healthy family and a healthy community.







## UNIT FOR THE REGIONAL ADAPTATION TO ENHANCE SENIORS' LIVING CONDITIONS IN THE CREE COMMUNITIES

The Funding Program offers financial aid for eligible organizations who wish to develop and set up activities, projects, infrastructures, and innovative services in order to improve living conditions of the Elderly in Eeyou Istchee. For the fiscal year 2015-2016, \$578,900 was allocated to support local projects (\$380,900) and regional (\$198,000.)

The implementation of the Funding Program is based on the 2013-2017 Specific Agreement on Regional Adaptation to enhance seniors' living Conditions in the Cree Communities concluded between the Cree Nation Government (CNG) and the Québec Government under the Ministry of Family and the Elderly.

### Local Projects 2015-2016 (\$380,900)

The summary of objectives and expected results gives a short description for the purpose of enhancing the living conditions of the Elders in the Cree communities. Regional entities also had the opportunity to submit a project involving elders and their transfer of traditional knowledge.

#### Weechadowch Chainou Project (\$50,000) *Cree Nation of Mistissini, Social Development*

**Objectives:** To care for Elders and improve living conditions in the community for Elders to feel less isolated. To take Elders to Traditional Gathering places with supervision. Provide workshops on Elders' abuse. To ensure Elders' retreat and self-care.

**Expected Results:** To have projects for the Elderly for their health and well-being and social participation.

#### Aayaanischa (\$50,000) *Cree Nation of Chisasibi, Chisasibi Heritage and Cultural Centre*

**Objectives:** How to make a fish net, the right time to set a net, the different methods of cutting and cleaning fish. Elders' interviews. Oral History and Story Telling. Fort George Island summer activities.

**Expected Results:** Preservation of Ancestral Oral Tradition. Living on the Island exhibits – memories and remembrances – to be used for language, cultural and educational programming.

#### Elders' Support Program (\$20,000) *Whapmagoostui First Nation, Social Development and Wellness*

**Objectives:** To assist Elders to achieve a better quality of living within the community.

**Expected Results:** Day trips to the land, provide fresh spring water, provide support to put up tipi and fire wood.

#### Elders' Social Wellness and lunch-in (\$40,000) *Waskaganish First Nation, Cultural Department*

**Objectives:** Elders to share Traditional knowledge and wisdom and socialize with each other in a familiar traditional setting.

**Expected Results:** Monthly scheduled activities and events with speakers on moose hide preparation, snow-shoe fabrication, tools carvings, traditional cooking techniques and cutting wild game.

#### Elders' Abuse Awareness (\$16,000) *Whapmagoostui First Nation, Social Development and Wellness*

**Objectives:** Raise awareness and prevention on Elders' abuse.

**Expected Results:** Hold workshops and a radio talk show to provide information on pamphlets and organize a meeting separately with Elders, adults (men and women) and youth. To hold a social night with the community.

#### Snow Removal Project (\$42,000) *Cree Nation of Wemindji, Community Service*

**Objectives:** Remove snow from driveways for the Elderly to assist with mobility and access to Public Services.

**Expected Results:** Snow removal services twice a week (average) per Elders residence.



**Making Collections Relevant to Elders (\$10,400)**  
***Aanischaukamikw Cree Cultural Institute, Collections and Exhibits***

**Objectives:** Make ACCI's library available to Elders through the medium of books, e-readers and audio books to the Elders that are physically unable to come to the Library at ACCI due to health and physical issues.

**Expected Results:** Develop Pilot project that would allow Librarian to visit weekly or bi monthly and make books available from the ACCI's library to the Elders of Ouje-Bougoumou.

**Elders Initiatives (Waswanipi) (\$45,500)**  
***Waswanipi Cree First Nation, Social Development***

**Objectives:** Promote transfer of knowledge; prevent Elders isolation; organize workshops that promote healthy lifestyle and awareness; Meals on Wheels Program; continue to work with community Elders and Elders Council.

**Expected Results:** Transfer of knowledge workshops; delivery of Meals on Wheels; Chiiwetau activities; June 15 "Awareness" Day; Elders Xmas Supper; twice a year Elders help out at Arts and Crafts Bazaar.

**Elderly Project 2015-2016 (\$24,000)**  
***Oujé-Bougoumou Cree Nation, Local CTA***

**Objectives:** Elders teaching Youth the Cree way of life, maintaining, preserving culture, Cree language, and transferring of Cree values by Elders; learning about survival skills, hunting beaver, rabbits etc.

**Expected Results:** Taking the Youth out in the land, men's role, setting up tent, poles, cutting wood, how to hunt, how to skin and butcher big game, and proper cleaning, etc.; Roles of Women, help men set up tent, getting boughs, wood, water, cooking, sewing, cleaning hides, etc.

**Regional Projects 2015-2016 (\$198,000)**

**Community Consultations/Elders Needs (\$83,000)**

***James Bay Cree Cultural Education Centre, Nishiiyu Council of Elders***

**Objectives:** To maintain social and cultural ties among Cree Elders in all ten Cree communities (includes Washaw Sibi) and to receive or provide advice and/or support to local Elders Councils.

**Expected Results:** Improve social ties among Cree Elders, transfer of traditional knowledge, integrate Cree Elders into regional organizations, provide a stronger voice for Cree Elders and provide a report on Elders' needs beyond 2017.

**Gookumnouch Gathering (\$66,500)**  
***Cree Women of Eeyou Istchee Association***

**Objectives:** Promote the transfer of knowledge, skills and wisdom from our Gookumnouch (Grandmothers) to the future generations; teach the importance and understanding of a woman's role in life and family situations.

**Expected Results:** Encourage Elders to provide vision, leadership and guidance; encourage Elders to educate the youth; strengthen the capacity for Cree elders to support unity in Eeyou Istchee.

**Nanagetshâw nish (\$5,500)**  
***Senneterre Native Friendship Centre, Cultural Programs***

**Objectives:** Encourage elders to educate the youth and provide advice and information on Cree traditional knowledge, language, values, culture and traditions.

**Expected Results:** Organization of cultural activities once a week at the chalet Shabogamak including inter-generational activities; Winter activities, spring activities, summer and fall activities will be used to promote traditional ways of life in the bush and intergenerational transmission of knowledge.

**Elders Creating Art (\$32,000)**  
***Aanischaukamikw Cree Cultural Institute***

**Objectives:** Provide opportunities for elders to gather, view the exhibit about their culture, experience handling of artefacts, share stories, and create art.

**Expected Results:** ACCI will host 8 sessions for elders to create art. Elders will have the opportunity to see, touch, and feels artifacts from the ACCI collection and share stories and memories they have in relation to artifacts.

**Regional Networking (\$11,000)**

*\*Action Plan to ensure Elders representation (National, Regional and Local Levels)*

***Social and Cultural Development, Director SCD Elderly Program***

The funds of the Elderly Program will be distributed in its last year 2016-2017 of the five year agreement between the Cree Nation Government and the Ministry of Family and the Elderly in collaboration with the "Ministère des Affaires municipales et de l'Occupation du territoire" (MAMOT). A renewal process for another five-year agreement 2017-2021 is pending.







