ANNUAL REPORT | ᐊᔾᔨᐧᒪ ᐱᐳᓐᒥ ᑎᐸᒋᒧᓯᓂᒥᐃᑭᓐ

2017-2018

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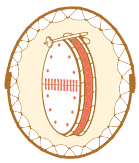

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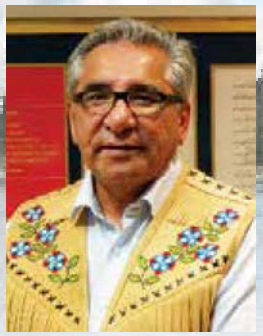


ᐁᐃᐱᑦ ᐧᐹᓯᒪ

ᒣᐧᑲᓃᐧᐊᓐ ᐊᓯᒪ 24, 2017, ᓂᓯᒋᐸᓯᓐ ᐊ ᒋ ᐧᐃᖅᑕᒫᓐ ᐁ ᒋ ᐯᒋ ᐅᑎᓂᐧᑖᐧ ᐃᓄᐧ/ᐃᓗᐧᔪᒃ ᐅᑌᖅ ᐃᓄ/ᐃᓗᐧᔪ ᐊᔅᒋᖅ ᐊ ᒋ ᓃᑲᓂᔅᑯᐧᑲᐧ, ᒋᖓᐅᒋᒫᖅᑳᓐ ᐊ ᒋ ᐃᑕᐸᑎᓯᓗᔭᓐ ᐅᑌᖅ ᐧᐃᓂᐯᑯ ᓄᖅᑎᐧᑯᐧᑲᐧ ᐊᓗᒫᔭᒃ/ᐃᓗᐧᔪ ᑎᐯᓗᖅᒋᐊᓯᓐ ᓇᔅᑖᐧᐯ ᒥᓱᐧ ᐁ ᒋᔅᑎᓗᖅᑕᒫᓐ ᐆ ᑳ ᐃᓂ ᒥᓗᐧᑯᔭᓐ ᐊ ᐃᓂ ᓇᓇᑲᒋᖅᑕᔭᓐ, ᐊᓂᔪᖅ ᐁ ᒋ ᐃᓂ ᐯᒋ ᑖᐧᐯᐊᓗᐧᑖᐧ ᐃᓄᐧ/ᐃᓗᐧᔪᒃ ᐊ ᒋ ᐱᒧᖅᑎᑖᐅᒃ ᐊᓂᔪ ᑳ ᐃᓂ ᐋᐸᑎᓯᓗᔭᓐᑕᑲᓄᓗᒃ ᐊ ᒋ ᐅᓂᖅᑕᑲᓄᒃ ᐃᓄᐧ/ᐃᓗᐧᔪᒃ ᐁ ᐱᒧᖅᑎᖅᐃᓯᐧᑖᐧ ᓂᒥᐊᓗᖅᑐᓐ ᑲᔪᖅ ᐁ ᐃᖅᑕᔪ ᐊᐧᐁᓐ ᐁ ᐯᒋ ᓴᓱᑑᔭᑯᔪ ᐁᐅᑯ ᐅ ᒫᓂᑏ ᑲᔪ, ᐁᑯᖅ ᑲ ᐅᑎᓇᑲᓄᔪ ᑲᔪᖅ ᐧᐃᓐ ᐊ ᒋ ᐅᖅᑎ ᑖᒋᔭᑯᐧᐊᔪ ᒋᖓᐅᒋᒫᖅᑲᓐ ᐊᐧᐁᓐ ᐅᔪ ᒫᒋᔭᑕᐃ/ᒫᒋᖅ ᓃᐧᑖᐧ ᑲ ᐱᖅᑐᐸᔪ, ᒋ ᒥᖅᓂᔪᖅ ᐧᐧᑲᔪᖅ ᐁ ᓄᐧᐃᐸᔪᖅᑕᒫᖅ ᑲ ᐃᓂ ᐧᐃᖅᑯᒋᖅᑕᒧᐧᐊᔪ ᐅᑏᓃᒪᖅ/ᐅᑎᔪᒪᖅᓇ ᐁᐅᑯ ᐅᔪᖅ, ᐃᓄ/ᐃᓗᐧᔪᐧᑯᐯᒃ ᑎᐯᔪᖅᒋᐧᑭᓐ ᐧᐃᓐᓂᐧᐁᐧᐃᓐ 2012, ᑲ ᓂᑲᖅᐊᒃ ᐁ ᒋ ᓄᑕᒋᓂᐧᐊᓄᔪᖅ ᐊᓂᖅᑎ ᐃᓄ/ᐃᓗᐧᔪ ᐊᔅᒋᖅᑎ, 2015 ᑲ ᒥᔪᐸᔪᖅᑕᔪ ᐊᓂᔪ ᐹᓇᓪᓗᓯᔅ ᐁ ᓄᑕᖅᑎᐧᑲᓄᔪᖅ ᑲ ᐃᓂ ᐅᖅᑕᐸᔪᔪᖅ, ᐁᑯᖅ ᒫᒃ ᒦᓐ 2017 ᐊᓂᔪ ᑲ ᐊᑕ ᒋᖅᑕᔪ ᐁ ᒋ ᐃᖅᑕᑯᓂᔪᖅ ᐃᓄ/ᐃᓗᐧᔪ ᑎᐯᔪᖅᒋᐧᑭᓐ ᓂᔅᑯᒧᐧᐃᓐ ᐅᖅᑕᖅᑭᓐ ᓇᔅᑖᐧᐯ ᒋ ᓄᑕᑯᓂᔪ ᑖᓐ ᑲ ᐃᓂ ᐧᐃᖅᑯᒋᖅᑕᒧᐧᐊᔪ ᐅᑏᓃᒪᖅ/ᐅᑎᔪᒪᖅᓇ, ᒥᓱᔪ ᒫᒃ ᐁ ᒋ ᐃᓂ ᓇᓇᔅᑯᒫᐧᑖᐧ ᐃᓄ/ᐃᓗᐧᔪᒃ ᒫᑏᔪᖅ ᑲ ᐃᓂ ᐊᐸᑎᓯᓗᔭᖅᑕᒥᔪᖅ ᐧᐧᑲᔪᖅᒫᖅ

ᐅᐅᑯ ᐅ ᓃᔅᑕᒪ ᐁ ᐊᓗᒫᑕᒫᓐ ᑖᓐ ᑲ ᐃᑐᔭᓐ ᒣᐧᑲᖅ ᐊᓐ ᑲ ᐊᐸᑎᓯᓗᔭᖅᑖᓯᔭᓐ ᐁ ᐧᐃ ᐱᖅᑐᐸᔪᖅᑕᐧᐃᓐ ᐁᐅᑯ ᐅ ᒫᓂᑏ ᑲᔪᖅ ᐁᑯᖅᑕᔪ ᐊᓐᐁᖅᑕᔪ ᐁ ᐃᓂ ᓇᓇᑲᒋᖅᑕᔭᓐ, ᐊᓂᔪᖅ ᐁ ᒋ ᐃᓂ ᐯᒋ ᑖᐧᐯᐊᓗᐧᑖᐧ ᐃᓄᐧ/ᐃᓗᐧᔪᒃ ᐁ ᒋ ᐱᒧᖅᑎᑖᐅᒃ ᐊᓂᔪ ᑲ ᐃᓂ ᐊᐸᑎᓯᓗᔭᖅᑖᓯᔭᓐ ᐁ ᐧᐃ ᐱᖅᑕᐸᔪᖅᐅᔭᓐ ᐁ ᒋ ᐃᓂ ᐊᐸᑎᓯᓗᔭᖅᑕᑲᓄᔪᖅ ᐁ ᒋ ᐅᓂᖅᑕᑲᓄᔪᖅ, ᐊᓂᔪᖅ ᐁ ᒋ ᐃᓂ ᐯᒋ ᑖᐧᐯᐊᓗᐧᑖᐧ ᐃᓄᐧ/ᐃᓗᐧᔪᒃ ᐁ ᒋ ᐱᒧᖅᑎᑖᐅᒃ ᐊᓂᔪ ᑲ ᐃᓂ ᐊᐸᑎᓯᓗᔭᖅᑖᓯᔭᓐ ᐁ ᐧᐃ ᐱᖅᑕᐸᔪᖅᐅᔭᓐ ᐁ ᒋ ᐃᓂ ᐯᒋ ᑖᐧᐯᐊᓗᐧᑖᐧ ᐃᓄᐧ/ᐃᓗᐧᔪᒃ ᐁ ᒋ ᐱᒧᖅᑎᑖᐅᒃᑕᑲᓄᔪᖅ ᐁ ᒋ ᐅᓂᖅᑕᑲᓄᔪᖅ

ᐊᓐ ᒫᒃ ᐁᑎ ᐅᓯᑦᑖᔭᑦ ᐃᓄᒃ/ᐃᓱᔪᒃ ᐊ ᐃᓯ ᐱᒥᐸᓱᑦᐃᓱᓚᑦᑯ, ᐁᑯᑦᑦ ᓴᐁᑦᑭ ᐅᑦᐱᑲᐳᑦᑖᔭᑦᒃ ᐊᓂᔪ ᓵᔅ ᑲ ᐯᑭ ᐋᐸᑎᓯᓱᑲᑦᑕᑦᑲᑦᑯ ᐊᓂᑭ ᓃᔅᑕᒪ ᑲ ᐯᑭ ᐱᒧᑦᑎᑖᑦᑖᑦᑯ ᐅᔪᓲ ᓂᑦᐃ ᑭᑦᑲᔭᐸᒫᑦᑯ ᒫᑦᑎᑦᑲᓇ ᒫᑦᑎᓯᑦᑲᓇ ᑕᓇ ᑲ ᐃᔅᐱᔅ ᒥᓵᓱᒃ ᐁ ᐧᐃᑭᑦᐃᑦᐁᑦ ᐁ ᐱᒧᑦᑎᑦᐊᑲᓄᓱᒃ ᐃᓄᒃ/ᐃᓱᔪᒃ ᐅᑦᑦ ᐃᓄᒃ/ᐃᓱᔪᒃ ᐊᔅᑭᑦᑦ, ᒫᒧᑦ ᑭᑦᑲᔭᐸᒫᑦᑲᓇ ᒫᑦᑎᓯᑦᑲᓇᐊᑦᑯ ᑭᑦ ᐃᑦᑕᑦᑲᑦᑯ ᐁ ᐃᓄᒃ ᐁᑎᑦᑲᔭᑦᑖᔭᑦᑲᑦᑯ ᐊᓂᔪ ᓵᔅ ᑲ ᐯᑭ ᐊᐸᑎᓯᓱᑲᑦᑕᑦᑲᑦᑯ ᐊᓂᑭ ᓃᔅᑕᒪ ᑲ ᐯᑭ ᐱᒧᑦᑎᑖᑦᑖᑦᑯ ᐁᔪᓲ ᓂᑦᐃ ᑭᑦᑲᔭᐸᒫᑦᑲᓇᑦᑖᑦᑯ ᐁᑎᑦᑲᔭᑦᑖᔭᑦᑲᑦᑯ ᐊᓂᑭ ᓃᔅᑕᒪ ᑲ ᐯᑭ ᐱᒧᑦᑎᑖᑦᑖᑦᑯ ᐁᔪᓲ ᓂᑦᐃ ᑭᑦᑲᔭᐸᒫᑦᑲᓇᑦᑖ

ᐃᓗᑦ ᐱᒥᐸᓗᒃᐃᓱᓗᒃᑯ, ᐅᑯᑦᑕᒃ ᐊᓂᑦᑕᒃ ᒧᔅᑉ ᐅ ᐃᒃᑕᑯᒃ ᑎ ᑏᒃ ᒥᔪᐅᐃᑦᑐᓗᒃᑯᓐ ᑖᐱᔅᑐᓐᓇ ᑏᒃ ᐃᓗᑦ ᓇᒋᔅᑭᓇᓄᒃᑯ ᐊᓐ ᒧᔅᑉ ᑲ ᐃᓗᑦ ᒫᔅᑕᒃᑯ ᐅ ᐃᓐ ᐃᓵᔅᒋᒃᑕᒃᑯ ᑎ ᑏᒃ ᑏᒃᑳᐸᒃᑕᒃᑯᓇᓂᒃ ᐃᓄᒃᑯ/ᐃᓱᔪᒃ ᐅᑎᐅᒃᑕᒧᐃᓐ ᐅᑦᑯ ᑯᐯᒃ ᓇᔅᑦ ᑲᓇᑖᒃ ᑲᔭᑯᒃ ᐊᓂᑦᑕᒃ ᒥᓱᐅ ᒥᓱᒃᑕᒃᒥᒃᑯᓐ

ᐅ ᐃᔅᐱᔅ ᒋᔅᑐᒃᑕᒫᒃᑯ ᐆ ᑎ ᑏᒃ ᐧᐃᒋᐊᐸᑎᓱᔅᒥᒋᔅᑦᑕᒃ ᑯᑕᑲᒃ ᐃᓄᒃᑯ/ᐃᓱᔪᒃᑯ, ᓂᒃ ᒥᔪᐸᓗᒃᑖᓇᓐ ᑎ ᑏᒃ ᐃᒃᑕᑯᒃ ᒥᓱᐅ ᐃᓄᒃᑯ/ᐃᓱᔪᒃᑯ ᐅ ᐧᐃᒋᐊᐸᑎᓱᔅᒥᑐᐧᑦᑕᒃ ᒪᓱᓇᒃᑕᒃᑯᐅᑎᒃᑯᓐ, ᑏᓄᓇ ᐱᑕᐧᐊᐸᓄᓇ ᒪᒃ ᑏᒃ ᐅᑎᓇᑲᓄ ᑎ ᑏᒃ ᓅᑲᓂᔅᑲᒃᑲᒃᑯ ᐅᔪᒃ ᒪᓱᓇᒃᑕᒃᑯᐅᑲᒥᑯᔪᓐ

ᐆ ᒪᒃ ᐅᑦᑕᒃ ᑲ ᐱᐳᒃᑕᒃ, ᐃᓱᔪᒃ/ᐃᓄᓇ ᑎᐯᔅᒃᑎᓱᒃ ᐧᐅᐧᐅᔅᑦ ᑏᒃ ᐧᐃᒃᑕᒧᐧᐅᑎᒃ ᐊᓂᔪᒃ ᒥᔅᑎᓱᓇ ᐃᓄᒃᑯ/ᐃᓱᔪᒃᑯ ᓂᔅᑦ ᐆᑎᐅᑯᒧᒃ ᐃᓄᒃᑯ/ᐃᓱᔪᒃᑯ, ᐅ ᐊᔅᒥᒃᑕᒃᑖᒃᑕᒃᑯᓐ ᐊᓂᔪᒃ *ᐯᑯᐊᑲᒥᔪᔅᓄᐊᔅᔅ* ᐃᓄᒃᑯ/ᐃᓱᔪᒃᑯ (ᐊᓂᑏᒃ ᐃᓄᒃᑯ/ᐃᓱᔪᒃᑯ ᐊᓂᒃᑕᒃᑕᒃᑕᒃᑯᓐ) ᑎ ᑏᒃ ᐅᔭᒃᑕᒃᑖᒃᑕᒃᑯᓐ ᐅ ᒋᔅᑐᒃᑕᒃᑖᑯᓂᔅᑲᒃ ᓂᔅᑯᒧᒃᑕᓂᔪᒃ ᐅ ᐃᓄᒃᑯ ᒪᓱᓇᒃᑕᒃᑯᔅᑲᒃ ᑎ ᐃᓄᒃᑯ ᐧᐃᒃᑕᑐᒃᑖᒃᑕᒃᑯᓐ ᐅ ᐃᒃᑕᒃᑯᓐ ᐊᓂᔪᒃᑕᒃᑯᓐ ᑎᐅᑦᑕᒃᑕᒃᑕᒃᑯᓐ

ᐱᒧᖅᑎᑖᒃᑲᓄᑦ ᓈᓇᓐᐅᐅᓯᓂᖅᐃᑲᓐ Bill C-262 ᑏᑦ ᓈᑭᖅᐃᓐᐅᐅᑦ ᐃᓄᒃᑯᐊᔨᑦ ᐃᓱᓈᑯᓂᔨᑦ ᒥᓐ ᑯᑕᒋᔨᑦ ᑐᒃᑲᔨᑦ ᐅ ᓈᑭᖅᐃᑯᓐᑖᒃ ᐃᓄᒃᑯᐊᔨᑦ ᐊᑏ ᑏᑦ ᐃᓱᒪ ᑲᓇᐊᐸᒪᑲᓄᑖᒃ, ᓄᖅᑦ ᒥᓐ ᐊ ᑏᑦ ᒥᔪᐅᑐᐊᑖᒃ ᑲᓇᑖᖅ

ᐃᓱᔨᑦ - ᑯᐯᒃ ᐅ ᓈᑐᐅᑐᑖᒃ

ᐊᓂᔨᑦ ᐅ ᐃᓱᒪ ᓈᑐᐅᖅᑯ ᑯᐯᒃ ᒋᖅᐅᒋᒪᒃ ᒋᖅᑕᒪᐅᓯᖅᑖᑯᓐ ᐅᔾᔪ ᐅᐅᑯ ᐆ ᐊ ᓈᑭᖅᐃᑯᓯᖅᑯ ᐅᑎᑑ ᐊ ᑏᑦ ᒥᔾᔭᒃ ᒋᖅᐅᒋᒪᐅᓐ, ᐱᒪᑎᓯᐅᓐ ᑲᔪ ᐊᐸᑎᓯᐅᓐ ᐊ ᑏᑦ ᐅᔪᑎᖅᑳᓐ ᐊᓂᔨᖅ ᓂᔅᑯᒧᐅᓐ ᑲ ᐅᓱᖅᑖᒃᑲᓐᑲᖅ ᒧᔾᔭᒃ ᐊᐅᔾᔭᒃ ᐅᐱᖅ ᓂᔅᑯᒧᐅᓐ ᐅᑯᖅ ᒪᒃ ᐊᓂᔨᖅ ᑯᑕᒃ ᐯᐃ ᐅ ᐸᓗᐃᓐ ᐅᑯᖅ ᒪᒃ ᐃᓄᒃᑯᐊᔨᑦ-ᑯᐯᒃ ᑎᐯᐅᖅᑭᑦᑎᐅᓐ ᓂᔅᑯᒧᐅᓐ, ᐅᑯᑦᖅ ᐅᖅᑭᐸᐅᖅ ᐊᓂᔨᑦ ᐅ ᐃᓱᒪ ᓈᑐᐅᖅᑯ ᑯᐯᒃ ᑭᑎᖅᑭᒋᒪᒃᓐ,

ᐅᐅᑯ ᒪᒃ ᐅᖅᑭ ᑏ ᓅᑲᓂᖅᑖᔭᓐ ᐃᖅᑯᑕᒃ ᑲ ᐲᖅᑐᐸᔭᖅᑕᔭᓐ, ᑐ ᓂᑭᖅᑯᒃ ᐊᓐ ᑭᑎᖅᒪᒋᒪᒃᓐ ᕕᓕᐸ ᑯᓕᖅᑦ ᐅᖅᑎ ᐃᓅᖅᑯᓐᑭᒃ 2017ᓵ ᑏᑦ ᒥᔪᐸᔨᔨᑦ ᒪᒃ ᐊᓐ ᑲ ᐃᓱᒪ ᓇᒋᖅᑲᑐᔭᖅᑕ, ᑖᐱᖅᑯᓐ ᓂᑏᑦ ᓂᔅᑯᒧᓇᓐ ᑐ ᑲᓇᐊᐸᖅᑕᒪᖅᑕ ᑖᓐ ᑐ ᐃᓱᒪ ᐱᒥᐸᔨᖅᑕᑲᓄᑖᒃᑲᒃᑎᖅᑕᓐᓄᑦ ᑏᑦ ᓂᔅᑯᒧᓇᓐ ᑐᒃᑲᓇᐊᐸᖅᑕᒪᖅᑕ ᐊᓐ ᓂᑐᖅᐅᓕᔭᒃᑯᓂᑐᖅᐅᓕᔭᓐ, ᑲᔪᖅ ᒥᔾᑲᓄᖅ ᑐ ᑏᑦ ᐱᒥᔨᖅᑲᑲᓄᑖᒃᑲᒃᑎᖅᑕᓐᓄᑦ ᐊᓂᑎᖅ ᐃᓄᒃᑯᐊᔨᑦ ᐊᔾᑏᖅᑕᓐᓄᑦ

ᐅ ᒪᒃ ᐅ ᐃᖅᑕᑯᓐᑲᒃᑎᖅ ᑐᒃᑲᔨᖅ ᑐ ᐅᑎ ᐊᐸᑎᓯᔨᑲᖅᑕᒪᓐ ᒣᑲᒃᑎ ᐅ ᒋᑎᐅᒋᒪᖅᑲᓄᔭᓐ, ᓇᐸᑦ ᓘᓐ ᒥᕐᑖᒃ ᓂᑏ ᐊᓕᒥᔨᔭᒃᑎ ᑐ ᐯᒋ ᒦᖅᑯᒋᖅᑯᑦᑕ ᐊᓐ ᑲ ᑏ ᐃᑕᐸᑎᓯᔨᔭᓐ ᐅ ᐊᔨᒦᖅᑕᒧᑦᑲᒃᑎ ᐃᓄᒃᑯᐊᔨᑦ ᐅᑦᑎ ᑯᐯᒃᓵ ᑕᖅ ᑏ ᒋᖅᑕᐸᑎᓯᔨᔭᑐᒃᑎ ᐊᓂᔨᑦ ᐱᑦ ᓇᒪᑯᔅ, ᐅᐅᑯ ᐅᑏ ᑐ ᓇᓇᑲᒋᖅᑖᑦᑎᐅᓐ ᐊᓂᔨᑦ ᐃᓄᒃᑯᐊᔨᑦ ᑯᐯᒃ ᓇᔅᑯᒧᐃᓐᖅᓵ ᒥᓕᓵ ᓴᐃᑲᓇᖅ ᐅᖅᑯ ᓈᐃ ᓅᑲᓂᖅᑲᒪᑦ ᐊᓂᔨᑦ ᐃᓄᒃᑯᐊᔨᑦ - ᑯᐯᒃ ᐅ ᓈᑐᐅᑐᔨᓐᓄᑦ

ᐃᓄᒃᑯᐊᔨᑦ - ᑯᐯᒃ ᑎᐯᐅᖅᑭᑐᓯᑦ ᓂᔅᑯᒧᐃᓐᖅ ᓄᖅᑦ ᐃᓄᒃᑯᐊᔨᑦ ᑎᐯᐅᖅᑭᑐᓯᑦ

ᐅ ᐃᓄᒃᑯᐊᔨᑦ ᑎᐯᐅᖅᑭᑐᓯᑦ ᐅᖅᑯ ᑐᒃᑲᒃᑎ ᐱᒥᐸᔨᓂᔨᑦ ᐅ ᓈᐃ ᓈᐅᖅᑖᑦ ᑐ ᑏᑦ ᐃᖅᑑᑕᖅᑲᒃᑲᒃᑎᖅᑕᓐᓄᑦ ᐊᓂᑎᖅ ᐊᓂᔨᑦ ᓅᓐᓇ ᑲ ᐃᑕᓯᓈᑎᐅᒃᑎ ᐃᓄᒃᑯᐊᔨᑦ ᐊᔾᑏᖅ ᐅᑯᖅ ᒪᒃ ᐊᓂᔨᑦ ᐃᓄᒃᑯᐊᔨᑦ - ᑯᐯᒃ ᑎᐯᐅᖅᑭᑐᓯᑦ ᓂᔅᑯᒧᐃᓐᖅᓵ ᓈᐃ ᒪᓐᑏᑦ ᑲᑦ, ᐊᓐ ᓈᐅᖅᑖᑦ ᑐᖅᑯᓐᐊᑦ ᑭᑐᖅᑐᒪᖅᑲᓐ ᐅᑯᖅᑖᑦ ᒪᒃ ᐊᓐ ᑲ ᓅᑲᓂᖅᑲᖅᑲ, ᐊᐃᓱᒃ ᓈᐋᐃᑭᖅᑦ, ᐅᐅᑯ ᐆᑏᑦ ᓇᓇᑲᒋᖅᑖᑦᑖᓐ ᑖᓐ ᑐ ᐃᓱᒪ ᓇᓇᑲᒋᖅᑖᔨᖅ ᓄᖅᑦ ᑐ ᐃᓱᒪ ᐊᐸᑎᓯᔨᑲᖅᑕᒥᔨᖅ ᐊᓂᔨᑦ ᐃᓄᒃᑯᐊᔨᑦ ᐅᔪᑦ ᐅ ᓈᑐᖅᑖᑦ ᑐ ᐃᓱᓈᑯᓂᔨᖅ ᑲᒥᓱᓐᓵ ᐆᑏᑦ ᒪᒃ ᑲ ᐃᖅᑖᑦ ᐅᖅᑖ ᐅᔪᑦ ᑲᒥᓱᓐ, ᐃᓄᐊᑦ ᑏ ᒥᔾᑲᓄᖅᐃᑦ ᑐ ᑏᑦ ᒥᔪᐸᔨᖅᑖᑦ ᑐ ᐊᔨᒥᖅᐊᑖᑦ ᐃᓄᒃᑯᐊᔨᑦ ᒥᓯᐅ ᐊᓂᖅᑎ ᐃᓄᒃᑯᐊᔨᑦ ᐊᔾᑏᖅᑕᓐᓄᑦ ᓄᖅᑦ ᐊᓂᔨᑦ ᑯᑕᒃ ᑲ ᑖᖅᑯᖅᑐᔨᖅ ᐅᔪᑦ, ᐅ ᓂᑕᐅᔨᒪᖅᑖᑦ ᐃᓐᐊᑦ

ᑲᔪ ᐊ ᑭ ᐧᐃᑦᑕᒡᒃ ᑖᓐ ᐊ ᐁᑎ ᐃᓱᓈᑯᓂᓗᒃ ᐊᓂᔫ ᐧᐋ ᐃᓱ ᐧᐃᔪᓗᑦᑕᒃᓄᓗᒃ ᐅᔫ ᓃᓕ ᑲ ᐃᑕᓯᓈᒐᓗᒃ ᐃᓄᓱᐃᓗᒃ ᐊᔅᑭᒌ

ᐊᓂᒐᑦ ᒫᒃ www.cngov.ca ᐁᑯᒐᑦ ᐊ ᑭ ᐲᑦᒐᐸᓗᑦ ᐊᐧᐁᓐ ᐁᑎᑑ ᐧᐃ ᓂᑐᑭᔅᐊᓗᑦᑕᑦᑭ ᑖᓐ ᐁᑎ ᐃᔅᐸᓗᒃ ᐅᔫ ᐃᓄᓱᐃᓗᔫ ᑭᑐᐅᑭᒫᐧ ᐁ ᐧᐃ ᐱᒥᐸᓗᑦᐃᑎᓲᑦ

ᐃᔅᑯᑕᒃ ᑲ ᐅᑎᓂᑯᔭᓐ ᐊ ᑭ ᓃᑲᓂᔅᑲᒫᓐ ᐅ ᐃᓄᓱᐃᓗᔫ ᑭᑐᐅᑭᒫᐧ ᐋᐸᑎᓲᐧᐃᓐ, ᓂᑭ ᑮᔅᑐᑑᔅᑯᐧᐋᐧ ᐊᓐ ᑲ ᑭᑐᐅᑭᒫᐧᑲᓄᑦ ᒫᑏᔫ ᑰᓐᑲᒪ, ᐁ ᓂᑲᓂᔅᑲᐧᒃ ᐅᔫ ᐃᓄᓱᐃᓗᔫ ᐊᔅᑭ ᐊᐃᒥᔅ ᐯᐃ ᑭᑐᐅᑭᒫᐧᒃ ᐊᓂᒐᑦ ᒫᒃ ᓃ ᑲ ᐋᐸᑎᓲᔭᓐ, ᐲᐧᑦᒪᑲᓂᐅᓯᒪ 31, 2017, ᐁᑯᑦᑦ ᑲ ᑭᓱᐸᓗᒃ, ᐁᑯᑦ ᐊᓐ ᒫᑖᒪ ᒪᐧᓈᐧ ᓱᑦ, ᐊᓐ ᑲ ᓃᑲᓂᔅᑲᒃᒃ ᓱᐳᑲᒧ ᐅᐅᑯ ᐊᓐ ᑲ ᐅᑎᓈᑲᓄᑦ ᓃᓕᐱᐳᓐ ᐊ ᑭ ᓃᑲᓂᔅᑲᒃᒃ ᐅᔫᒃ ᓃ ᒫᒃ ᑐᐧᑲᒃ ᓄᐧᑭᒋ ᑖᑦᑐᑯᐧᐋᐧ, ᓈᔅᑦ ᒫᒃ ᑭᔅᑐᐅᓗᐧᑖᓐ ᐅᑎᒥ ᐧᐁᑎᑦᑕᓐ ᐊᓂᒐᑦ ᒫᒃ ᓃ ᑲ ᐃᑦᑕᒪᐧᐋᑲᓄᑦᑕᒃᒃ ᐅᑎᒥ ᐧᐁᑎᑦᑕᓐ ᐊᓂᒐᑦ ᐊᔅᑭᒌᒃ ᐃᓱᐃᓗᒃ

Message from the
GRAND CHIEF/CHAIRPERSON

DR. ABEL BOSUM

In the task of Cree Nation building, we are working from the solid foundation laid by our predecessors. I wish to acknowledge, in particular, the enormous contribution of Grand Chief Dr. Matthew Coon Come, who guided the Cree Nation through a total of five terms, or 20 years, the longest serving of all our Grand Chiefs.

On July 24, 2017, the Cree Nation of Eeyou Istchee did me the honour of electing me to the position of Grand Chief of the Grand Council of the Crees (Eeyou Istchee) and Chairman of the Cree Nation Government. It is a tremendous privilege, and responsibility, to receive the trust of the Eeyouch in carrying forward our mission of Cree Nation building. I am fortunate to have the support in this effort of Deputy Grand Chief Mandy Gull, elected at the same time as me.

In the task of Cree Nation building, we are working from the solid foundation laid by our predecessors. I wish to acknowledge, in particular, the enormous contribution of Grand Chief Dr. Matthew Coon Come, who guided the Cree Nation through a total of five terms, or 20 years, the longest serving of all our Grand Chiefs. His most recent two terms as Grand Chief saw a number of achievements of special importance for the Cree Nation. These include concluding the *Cree Quebec Governance Agreement* of 2012, halting the Strateco uranium project in Eeyou Istchee, resolving the Baril-Moses forestry dispute in 2015, and, most recently, concluding the *Cree Nation Governance Agreement* with Canada in 2017. By any standard, this is a remarkable record of success, and one for which the entire Cree Nation owes Grand Chief Coon Come our lasting gratitude.

Let me begin with a few words about some of the key issues addressed in my election platform. I am happy to report that work is progressing well on addressing these priority issues.

HOUSING

The Cree Nation has been living with a housing crisis for many years, with all the associated risks for physical health and social wellness. That is why I made housing one of my top priorities in my election platform. We are now working hard on developing our own innovative Cree Nation Housing Strategy in order to secure accessible and affordable housing for all Cree and to promote private home ownership. The strategy will, among other things:

- Propose an innovative approach, based on a partnership between the Cree and Government as well as the private sector;
- Entail a commitment by the Cree Nation Government of significant Cree resources to be complemented by commitments by Government;
- Address all sectors of the housing market, with a cornerstone being the prioritization of private homeownership by the Cree;
- Address the social welfare requirements of those who require government support as well as the special needs of the Cree elders and youth.

In January 2018, we secured the concurrence of the Cree Nation Trust to allocate $100 million out of the final $200 million payable under the *Federal New Relationship Agreement* to the Cree Nation Government as a special Housing Fund to implement the Cree Nation Housing

Strategy. We have also secured an agreement with Canada to establish a Housing Table under the Cree – Canada Standing Liaison Committee to discuss the means of implementing the Cree Nation Housing Strategy.

Finally, we have secured approval from the Council of the Cree Nation Government and the Cree Nation Trust for the resources to proceed with a multi-year program to pave the internal roads of the Cree communities. Work is expected to begin this summer.

SOCIO-ECONOMIC DEVELOPMENT

Socio-economic development was another top priority in my election platform. The Cree Nation has many talented, hard-working business people and workers. Large numbers of young Cree are entering the job market every year. We must create the conditions to permit our contractors and workers to thrive if our communities are to enjoy a vibrant future. With this in mind, we are developing measures to support local Cree businesses. These measures include the following:

- Negotiate with Quebec the implementation of the provisions of the *James Bay and Northern Quebec Agreement* (JBNQA) dealing with preferential Cree contracting and hiring. We have established a high-level process with Quebec in this regard;
- Support for small/medium local businesses to contribute employment to a strong and diversified Cree economy;
- Adapt the CCQ regime in Eeyou Istchee so that the approach to certification in the construction trades will be tailored to Cree reality.

As pledged during the election campaign, we are working to develop, in consultation with the Cree First Nations and Cree organizations, a Cree Nation Social Development Plan to ensure the wellness of all our members. This Plan will bring together the Cree organizations to coordinate their resources and efforts. The Plan will define the principles and objectives of Cree social development, including access to quality education, health and social services, training, housing, and jobs. The Plan will identify some of the main challenges to social development and, most importantly, it will propose solutions in order to achieve our objectives.

SUPPORT FOR CREE HUNTERS AND TRAPPERS

Our Cree hunters and trappers are among our most important guardians of Cree culture, traditions and language. They occupy the land for the Cree Nation, and they transmit our culture to our youth. Yet many struggle to make ends meet, particularly with respect to housing. That is why I undertook in my platform to put in place new initiatives to bring the income levels of our Cree hunters and trappers to a higher level. I have raised this matter specifically with Premier Couillard at our meeting in October 2017. I proposed that we examine possible adjustments to the Income Security Program in order to eliminate the claw-back of other forms of income received by participating hunters and trappers. We are also working to ensure that the social housing component of our Cree Nation Housing Strategy meets the needs of our Cree hunters and trappers.

EDUCATION & CAPACITY BUILDING

Consistent with my efforts over many years, education and capacity building for our Cree youth formed the third top priority in my election campaign. As I pledged then, we are now developing the Cree Jobs Initiative to support our Cree youth in internships, apprenticeships and new job placement opportunities in the public and private sectors. We are working with the Cree School Board and other Cree partners to encourage our youth to complete their studies and develop their skills to have them fill positions in all sectors of employment, whether professional, administrative, technical or skilled labour. We are also developing transition measures for Post Secondary graduates so they can access employment in Cree organizations in their area of studies.

EEYOU – INDIGENOUS RELATIONS

Our relations with other Indigenous Nations are of central importance for the Cree Nation of Eeyou Istchee. Centuries of family ties, mutual respect and friendship, and political and economic cooperation form the bedrock of our relationships with them. We have shared the struggle to secure the recognition of our Indigenous rights, in Quebec, in Canada and on the international stage.

Given the importance of our relations with other Indigenous Nations, we have established the Eeyou – Indigenous Relations Office and appointed Tina Petawabano as its Director.

Over the past year, the Cree Nation Government, in close consultation with the Cree Nations of Mistissini and Ouje-Bougoumou, has negotiated an important treaty with the Pekuakamiulnuatsh First Nation (Innu of Mashteuiatsh). The treaty provides for mutual recognition of certain rights as well as cooperation in the joint management of certain sectors. We have also established tables with our neighbours, the Inuit of Makivik, the Algonquin First Nations, the Atikamekw and the Moose Cree First Nation and Nishnawbe Aski Nation to discuss matters of common interest.

EEYOU – CANADA RELATIONS

Cree Nation Governance Agreement and *Cree Constitution*

The year 2017-2018 was a momentous one for Cree Nation self-governance. After eight years of negotiations, the Cree concluded the *Cree Nation Governance Agreement* with the Government of Canada. After extensive consultations and information sessions, all the Cree First Nations and the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government adopted resolutions formally approving the *Governance Agreement* and the *Cree Constitution* in the spring of 2017. On July 18, 2017, former Grand Chief Dr. Matthew Coon Come signed the *Governance Agreement* with Minister Dr. Carolyn Bennett of Indigenous and Northern Affairs Canada.

The Governance Agreement *sets out the power of the Cree First Nations to make laws (instead of by-laws) on a wide variety of local governance matters in our communities.*

The *Governance Agreement* and its companion, the *Cree Constitution*, mark a major advance in Cree Nation building. They provide broader autonomy, jurisdiction and self-governance for our Cree First Nations while advancing reconciliation between the Cree Nation and Canada. They set out a comprehensive regime of Cree self governance on our Category IA lands subject to federal jurisdiction under the JBNQA.

The *Governance Agreement* sets out the power of the Cree First Nations to make laws (instead of by-laws) on a wide variety of local governance matters in our communities. The *Governance Agreement* also sets out the power of Cree Nation Government to make laws on regional governance matters on Category IA lands. The *Governance Agreement* maintains the existing land regime in our communities, including access and the grant of rights in lands and buildings.

The *Governance Agreement* and *Cree Constitution* mark two important innovations in Cree self governance. First, they remove federal oversight of our laws and financial administration. We are now fully responsible and accountable to our own people. Second, the *Governance Agreement* provides the Cree First Nations with the stability and security of clear financial arrangements with Canada in our governance activities. With this predictability, the Cree First Nations will be able to plan for the long term with greater certainty.

On March 27, 2018, the Parliament of Canada adopted Bill C-70, the *Cree Nation of Eeyou Istchee Governance Agreement Act*. The Act received Royal Assent and came into force on March 29, 2018. It gives effect and force of law, as of that date, to the *Cree Nation Governance Agreement* and the *Cree Constitution*, which, together with the Act, replace the *Cree-Naskapi (of Quebec) Act* for the Crees, Cree First Nations and Category IA lands. However, the Cree Naskapi Commission will continue its "ombudsman" role of investigating representations made by beneficiaries regarding implementation matters.

As a result of the coming into force of the *Cree Nation of Eeyou Istchee Governance Agreement Act*, the Government of Canada paid to the Cree Nation Trust the final $200 million payable under the *Federal New Relationship Agreement* of 2008.

United Nations Declaration on the Rights of Indigenous Peoples and Bill C-262

On May 30, 2018, the House of Commons gave third reading to Bill C-262, the *United Nations Declaration on the Rights of Indigenous Peoples Act*. The Bill then moved to the Senate under the strong leadership of the distinguished Senator Murray Sinclair, former Chair of the Truth and Reconciliation Commission.

Bill C-262 was tabled in April 2016 by our own Member of Parliament, Romeo Saganash. He was well placed to do so, for he worked for many years with former Grand Chief Dr. Ted Moses at the United Nations in the process that led to the Declaration. Romeo has expert knowledge both of the UN Declaration and of the Parliamentary process required for its legislative implementation in Canada. The Cree Nation is deeply grateful to Romeo for skillfully guiding this human rights legislation through Parliament.

The UN Declaration is the most comprehensive international instrument concerning the rights of Indigenous peoples. It was adopted by the UN General Assembly in September 2007, endorsed by Canada in November 2010, and fully committed to by the Government of Canada in May 2016.

The Truth and Reconciliation Commission of Canada had previously called on federal, provincial and other governments to implement the UN Declaration as the framework for reconciliation with Indigenous peoples in Canada. Bill C-262 sets an important precedent in this regard, for it requires the federal government, in collaboration with Indigenous peoples, to ensure that federal laws are consistent with the UN Declaration and to adopt a national action plan to implement the Declaration.

The Grand Council of the Crees played an important role over the past 35 years in the development and adoption of the *UN Declaration on the Rights of Indigenous Peoples*. With the adoption of Bill C-262, the Cree Nation will have helped to achieve another milestone in the journey toward justice for Indigenous peoples and reconciliation with Canada.

EEYOU – QUEBEC RELATIONS

Our relations with the Government of Quebec are central to the political, social and economic development of the Cree Nation. They are based on the Nation-to-Nation relationship established by our treaty, the *James Bay and Northern Quebec Agreement*, and by other key agreements such as the *Paix des Braves* and the *Cree-Quebec Governance Agreement*.

That is why I made it a priority after my election to meet with Premier Philippe Couillard, in October 2017. The

meeting was very positive, and it was agreed with Premier Couillard to focus together on community and economic development, including capacity building and implementing Cree contract and job priority under the JBNQA. It was also agreed to examine the need for adjustments to the Income Security Program for Cree Hunters and Trappers as well as transportation infrastructure in Eeyou Istchee.

Given my duties as Grand Chief, I have asked Paul John Murdoch to replace me as Negotiator, Cree – Quebec Relations. He has joined Bill Namagoose as our representatives on the Cree – Quebec Standing Liaison Committee. Melissa Saganash continues to serve as our Director of Cree – Quebec Relations.

Cree – Quebec Governance Agreement and Cree Nation Government

The Cree Nation Government is continuing to implement its governance functions on Category II lands and the *Cree – Quebec Governance Agreement*. Under the leadership of Deputy Grand Chief Mandy Gull and Director Isaac Voyageur, the Land Use Planning Unit of the Cree Nation Government Department of Environment and Remedial Works is advancing the work of the Eeyou Planning Commission. The Commission 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.

A good picture of the progress being made by the Cree Nation Government in building out our governance structures and services can be found at our new internet site www.cngov.ca.

Upon my election as Chairman of the Cree Nation Government, I replaced former Grand Chief Dr. Matthew Coon Come as Chair of the Eeyou Istchee James Bay Regional Government. My term of office expired on December 31, 2017, after which Madame Manon Cyr, Mayor of Chibougamau, was elected as Chair of the Regional Government for a two-year term. I now serve as Vice-Chair of the Regional Government, an important vehicle for building our governance partnership with the Jamésiens for Category III lands.

Commission of Inquiry on Indigenous Peoples and Public Services

The Commission of Inquiry on Indigenous Peoples and Public Services, presided by retired Superior Court Justice Jacques Viens, began its hearings in Val-d'Or in June 2017. Former Grand Chief Dr. Matthew Coon Come submitted a brief on behalf of the Cree Nation, drawing attention to the need for changes in police and justice services for Indigenous peoples. He also drew attention to the need to address overcrowded housing in the Cree communities, as it gives rise to many of the health and social issues being addressed by the Commission.

The Commission has been hard at work over the past year, holding hearings and information sessions in Val-d'Or as well as in First Nations communities and Montreal. Many witnesses, including Indigenous individuals and community representatives, have shared their stories with the Commission. As indicated in the following pages, the Cree Nation Government continues to play a very active role in the work of the Commission. The Commission is holding two weeks of hearings in Mistissini in June. It will end its hearings in the fall, and then prepare its report and recommendations for submission to Quebec by September 2019.

MOCREEBEC

The Crees of MoCreebec have long sought recognition as a distinct Cree community and clarification of their legal rights and status as beneficiaries of the JBNQA. On November 22, 2017, the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government adopted a resolution confirming its recognition of the Crees of MoCreebec as forming the MoCreebec Eeyoud, the eleventh community of the Cree Nation of Eeyou Istchee. The Cree Nation has indicated to the Government of Canada at the Cree – Canada Standing Liaison Committee the wish to explore the recognition and establishment of MoCreebec as a distinct Cree community.

40TH ANNIVERSARY OF CREE GOVERNANCE INSTITUTIONS

The year 2018 marks the 40th anniversary of the establishment of three key Cree institutions of self-governance: The Cree Nation Government (initially named the Cree Regional Authority), the Cree Board of Health and Social Services of James Bay and the Cree School Board. These are the three pillars of regional Cree self governance. Together, they have permitted the Cree to take control of our regional governance as well as health, social and educational services. Over the past 40 years, these Cree institutions have been trailblazers in Indigenous self-governance in Canada. They have helped the Cree Nation make giant strides in improving the life of our people.

On behalf of the entire Cree Nation, I congratulate Chairperson Bella Moses Petawabano and Executive Director Daniel St-Amour of the Cree Health Board, Chairperson Kathleen Wootton and Director General Abraham Jolly of the Cree School Board, their boards of directors and all their dedicated staff for their hard work to create a bright, healthy future for all the Eeyouch in Eeyou Istchee.

And I wish to congratulate my colleagues on the Council of the Cree Nation Government, as well as Chairperson Rusty Cheezo and the members of the Board of Compensation of the Cree Nation Government, and all our respective directors, officers and employees for their many accomplishments in advancing Cree Nation governance over the past 40 years. May the next 40 years bring the same success for the next generations of the Eeyouch! ●

Message du
GRAND CHEF/PRÉSIDENT

DR ABEL BOSUM

Le 24 juillet 2017, la nation crie de Eeyou Istchee m'a fait l'honneur de me nommer Grand chef du Grand Conseil des Cris (Eeyou Istchee) et président du Gouvernement de la Nation Crie. C'est un énorme privilège et une grande responsabilité que d'obtenir la confiance des Eeyouch afin de faire avancer notre mission de développement de la nation crie. Pour ce faire, je m'estime privilégié de pouvoir bénéficier du soutien de la Grande chef adjointe Mandy Gull, élue lors de la dernière élection.

Nous travaillons à l'édification de la nation crie en nous appuyant sur les solides fondations mises en place par nos prédécesseurs. Je me dois, en particulier, de remercier le Grand chef Dr Matthew Coon Come pour son inestimable contribution; ce dernier ayant guidé la nation crie pendant 20 ans, soit cinq mandats, faisant de lui le Grand chef le plus longtemps en poste. Ses deux derniers mandats en tant que Grand chef ont été la source de multiples succès d'une importance capitale pour la nation crie, notamment l'adoption en 2012 de l'*Entente sur la gouvernance Cris-Québec*, le blocage du projet d'uranium de Strateco à Eeyou Itschee, la résolution du différend forestier Baril-Moses en 2015, et plus récemment la conclusion de l'*Entente sur la gouvernance de la Nation crie* avec le Canada en 2017. À tous égards, c'est un bilan de réussites remarquable pour lequel toute la nation crie doit au Grand chef Coon Come une gratitude éternelle.

Permettez-moi de commencer par quelques mots concernant certaines des questions clés abordées dans ma plateforme électorale. À cet effet, il me fait plaisir d'annoncer que nous continuons de progresser dans la résolution de ces enjeux prioritaires.

LOGEMENT

La nation crie doit composer depuis plusieurs années avec une grave crise du logement, ainsi qu'avec tous les facteurs de risques pour la santé physique et le bien-être social associés à une telle situation. C'est pourquoi j'ai fait du logement l'une des priorités de ma plateforme électorale. Nous travaillons actuellement d'arrache-pied à la mise au point de notre propre Stratégie de logement de la nation crie afin de garantir l'accès de tous les Cris à des logements abordables et de promouvoir la propriété résidentielle privée. La stratégie comprend, entre autres, les aspects suivants :

- Proposer une approche novatrice basée sur un partenariat entre les Cris et le gouvernement, ainsi que le secteur privé.
- Engager le Gouvernement de la Nation Crie à affecter des ressources considérables auxquelles viendront s'ajouter des subventions gouvernementales.
- Toucher chaque secteur du marché résidentiel, en priorisant particulièrement l'accès des Cris à l'achat d'une résidence privée.
- Répondre aux besoins en matière de bien-être social des individus nécessitant l'aide du gouvernement, ainsi qu'aux besoins particuliers des aînés et des jeunes Cris.

En janvier 2018, nous avons obtenu du Fonds enfiducie de la nation crie l'allocation de la moitié des 200 millions de dollars, soit 100 millions, somme payable au Gouvernement de la Nation crie en vertu de l'*Entente concernant une nouvelle relation entre le gouvernement du Canada et les Cris d'Eeyou Istchee* à titre de Fonds spécial de logement afin de mettre en place la Stratégie de logement de la nation crie. Nous en sommes aussi venus à un accord avec le Canada pour établir une Table sur le logement sous la tutelle du Comité permanent de liaison Cris-Canada, afin de déterminer les moyens requis pour mettre en œuvre la Stratégie de logement de la nation crie.

Enfin, nous avons obtenu l'autorisation du conseil du Gouvernement de la Nation Crie et du Fonds en Fiducie de la nation crie afin que des fonds soient alloués pour lancer un programme pluriannuel en vue de paver les routes intérieures des communautés. Les travaux doivent débuter cet été.

DÉVELOPPEMENT SOCIO-ÉCONOMIQUE

Une autre des priorités de ma plateforme électorale était le développement socio-économique. La nation crie peut compter sur d'innombrables travailleurs et gens d'affaires talentueux. Un grand nombre de jeunes Cris entrent sur le marché du travail chaque année. Nous nous devons de mettre en place les conditions permettant à nos entrepreneurs et travailleurs de s'épanouir si nous voulons que nos communautés profitent d'un avenir prospère. Afin d'y arriver, nous mettons actuellement en place des mesures pour encourager les entreprises locales cries, notamment les suivantes :

- Négocier avec Québec l'application des dispositions de la *Convention de la Baie-James et du Nord québécois* (CBJNQ) traitant de l'attribution de contrats et de l'embauche préférentielle des candidats cris. Nous avons à cet effet mis en place un processus de haut niveau avec le Québec;
- Soutenir la création d'emplois au sein des petites et moyennes entreprises (PME) locales afin de créer une économie crie forte et diversifiée;
- Modifier le régime de la CCQ d'Eeyou Istchee afin d'adapter à la réalité crie les critères de certification des travailleurs de la construction.

Tel que promis durant ma campagne électorale, nous élaborerons, de concert avec les premières nations cries et les associations cries, un programme de développement social de la nation crie afin de s'assurer du bien-être de chacun de nos membres. Ce programme combinera les ressources et les efforts des différentes associations cries, en plus de définir les principes et les objectifs du développement social cri, notamment l'accès à une éducation de qualité, à des services sociaux et de santé, à des formations, à des logements et à des emplois. Le programme mettra en évidence les principaux défis en matière de développement social et, plus important encore, proposera des solutions afin d'atteindre nos objectifs.

SOUTIEN AUX CHASSEURS ET TRAPPEURS CRIS

Nos chasseurs et trappeurs cris sont les gardiens les plus importants de la culture, des traditions et de la langue cries. Ils occupent nos terres au nom de la nation crie et transmettent nos coutumes à notre jeunesse. Cependant, plusieurs d'entre eux éprouvent des difficultés financières, en particulier en ce qui concerne le logement. C'est pourquoi j'ai entrepris de mettre en place de nouvelles mesures, par l'entremise de ma plateforme, afin d'augmenter les revenus de nos chasseurs et de nos trappeurs cris. J'ai spécifiquement soulevé cette question au premier ministre Couillard lors de notre rencontre en octobre 2017, en proposant que nous examinions les modifications pouvant être apportées au programme de sécurité du revenu afin d'éliminer la disposition de récupération des autres formes de revenu dont bénéficient les chasseurs et les trappeurs participants. Nous travaillons aussi à garantir que l'approche de notre Stratégie de logement de la nation crie relative aux logements sociaux, réponde aux besoins de nos chasseurs et de nos trappeurs cris.

ÉDUCATION ET RENFORCEMENT DES CAPACITÉS

Conformément aux efforts que j'ai déployés pendant plusieurs années, l'éducation et le renforcement des capacités de nos jeunes Cris constituaient la troisième priorité de ma campagne électorale. Tel que promis, l'élaboration du programme d'emploi cri est en cours afin d'aider notre jeunesse crie à trouver des stages, des formations en apprentissage et des emplois dans les secteurs public et privé. Nous travaillons de concert avec la Commission scolaire crie et d'autres partenaires cris dans le but d'encourager les jeunes à terminer leurs études et à développer leurs compétences afin de pouvoir occuper des postes dans tous les secteurs d'emplois, soit professionnel, administratif, technique ou de main-d'œuvre qualifiée. Nous nous efforçons aussi de mettre en place des mesures de transition ciblant nos diplômés postsecondaires afin qu'ils aient accès à des emplois au sein d'entreprises cries œuvrant dans leur domaine d'études.

RELATIONS EEYOU-AUTOCHTONES

Nos relations avec les autres nations autochtones sont d'une importance vitale pour la nation crie d'Eeyou Istchee. Des siècles de liens fraternels, de respect mutuel et d'amitié, combinés à une coopération politique et économique sont à la base de nos relations avec elles. Nous avons partagé la difficulté de faire reconnaître nos droits en tant qu'Autochtones au Québec, au Canada et sur la scène internationale.

En raison de l'importance de nos relations avec les autres nations autochtones, nous avons instauré le Bureau des relations Eeyou-Autochtones duquel Tina Petawanabo a été nommée directrice.

Au cours de la dernière année, le Gouvernement de la Nation Crie, en étroite collaboration avec les nations cries de Mistissini et d'Oujé-Bougoumou, a négocié un traité important avec la Première Nation des Pekuakamiulnuatsh (Innus de Mashteuiatsh). Le traité prévoit la reconnaissance mutuelle de l'octroi de certains droits, ainsi que la coopération dans l'administration conjointe de certains secteurs. Nous avons également mis en place des tables rondes avec nos voisins, les Inuits de Makivik, les premières nations algonquines, les Atikamekw et la Première Nation Moose Cree, ainsi que la nation Nishnawbe Aski, dans le but de discuter des questions d'intérêt commun.

RELATIONS EEYOU-CANADA

L'*Entente sur la gouvernance de la Nation crie* et la *Constitution crie*

L'année 2017-2018 fut une année mémorable pour l'auto-gouvernance de la nation crie. Après huit ans de négociations, les Cris ont conclu l'*Entente sur la gouvernance de la Nation crie* avec le gouvernement du Canada. À la suite de consultations et de séances d'information exhaustives, toutes les premières nations cries et le Grand Conseil des Cris (Eeyou Istchee)/Gouvernement de la Nation crie, ont adopté des résolutions approuvant formellement l'*Entente sur la gouvernance* et la *Constitution crie* au cours du printemps 2017. Le 18 juillet 2017, l'ancien Grand chef, le Dr Matthew Coon Come, et Carolyn Bennett, ministre des Affaires autochtones et du Nord Canada, ont signé l'*Entente sur la gouvernance*.

L'*Entente sur la gouvernance* et son complément, la *Constitution crie*, marquent une avancée majeure dans le développement de la nation crie. Elles permettent une autonomie, une latitude et une auto-gouvernance accrues pour nos premières nations cries, tout en faisant progresser la réconciliation entre la nation crie et le Canada. Elles établissent un système global d'auto-gouvernance crie sur nos terres de catégorie IA, soumises à la législation fédérale en vertu de la *Convention de la Baie-James et du Nord québécois* de 1975.

L'*Entente sur la gouvernance* donne aux premières nations cries l'autorité d'adopter des lois (plutôt que des règlements administratifs) concernant un grand nombre de questions de gouvernance locale au sein de nos communautés. L'*Entente sur la gouvernance* donne aussi le pouvoir au Gouvernement de la Nation crie d'adopter des lois en matière de gouvernance régionale sur les terres de catégorie IA. L'*Entente sur la gouvernance* maintient également le régime foncier déjà en place dans nos communautés, notamment l'accès et l'octroi de droits sur les terres et les bâtiments.

L'*Entente sur la gouvernance* et la *Constitution crie* marquent la mise en place de deux importantes innovations en matière d'auto-gouvernance crie. Tout d'abord,

L'ancien Grand chef, le Dr Matthew Coon Come, le directeur exécutif Bill Namagoose, le Grand chef, Dr Abel Bosum, la Grande chef adjointe Mandy Gull et la Grande chef des jeunes Kaitlynn Hester-Moses

elles révoquent la supervision fédérale de nos lois et de notre administration financière. Nous sommes maintenant pleinement responsables de notre propre peuple. De plus, l'*Entente sur la gouvernance* procure aux premières nations cries la stabilité et la sécurité des dispositions financières claires avec le Canada dans nos activités de gouvernance. Grâce à cette prévisibilité, les premières nations cries seront en mesure d'élaborer des plans à long terme avec une plus grande certitude.

Le 27 mars 2018, le Parlement du Canada a adopté le projet de loi C-70, soit la *Loi sur l'accord concernant la gouvernance de la nation crie d'Eeyou Istchee*, qui a reçu la sanction royale et est entré en vigueur le 29 mars 2018. Celui-ci donne force de loi, à compter de cette date, à l'*Entente sur la gouvernance crie* et à la *Constitution crie*. Cet accord, en conjonction avec l'*Entente sur la gouvernance* et la *Constitution crie*, a depuis remplacé la *Loi sur les Cris et les Naskapis du Québec* pour les Cris, les premières nations cries et les terres de catégorie IA. Néanmoins, la Commission crie-naskapie continuera son rôle d'« ombudsman » dans les enquêtes sur les réclamations faites par les bénéficiaires en matière de mise en application.

À la suite de l'entrée en vigueur de la *Loi sur l'accord concernant la gouvernance de la nation crie d'Eeyou Istchee*, le gouvernement du Canada a versé Fonds enfiducie de la nation crie les 200 millions de dollars restants, payables en vertu de l'*Entente concernant une nouvelle relation entre le gouvernement du Canada et les Cris d'Eeyou Istchee* de 2008.

La *Déclaration des Nations Unies sur les droits des peuples autochtones* et le Projet de loi C-262

Le 30 mai 2018, la Chambre des communes a procédé à la troisième lecture du projet de loi C-262, la *Déclaration des Nations Unies sur les droits des peuples autochtones*. Ce projet de loi a ensuite été renvoyé au Sénat sous la direction ferme du distingué sénateur Murray Sinclair, ancien président de la Commission de vérité et réconciliation.

Le projet de loi C-262 a été déposé en avril 2016 par notre député, Romeo Saganash, la personne la mieux placée pour le faire puisqu'il a travaillé pendant plusieurs années aux Nations Unies avec l'ancien Grand chef, Dr Ted Moses, dans le cadre du processus ayant mené à la Déclaration. Romeo possède des connaissances approfondies sur la Déclaration des Nations Unies et le procédé parlementaire à suivre pour sa mise en œuvre au Canada. La nation crie est profondément reconnaissante à Romeo d'avoir habilement piloté ce projet de loi sur les droits de la personne au Parlement.

La Déclaration des Nations Unies est l'outil de référence le plus complet au niveau international en ce qui concerne les droits des peuples autochtones. Elle a été adoptée par l'Assemblée générale des Nations Unies en septembre 2007, appuyée par le Canada en novembre 2010, et approuvée dans son ensemble par le gouvernement du Canada en mai 2016.

La Commission de vérité et réconciliation du Canada avait antérieurement demandé aux gouvernements fédéral, provinciaux et autres de mettre en place la Déclaration des Nations Unies en tant que structure d'encadrement pour la réconciliation des peuples autochtones au Canada. Le projet de loi C 262 constitue un précédent significatif à cet effet, puisqu'il exige du gouvernement fédéral, en collaboration avec les peuples autochtones, de garantir que les lois fédérales respectent la Déclaration des Nations Unies, et qu'il adopte un plan d'action national afin de mettre en œuvre la Déclaration.

Au cours des 35 dernières années, le Grand Conseil des Cris a joué un rôle significatif dans l'élaboration et l'adoption de la *Déclaration des Nations Unies sur les droits des peuples autochtones*. Suite à l'adoption du projet de loi C-262, la nation crie aura contribué à franchir une nouvelle étape dans la quête de justice pour les peuples autochtones et la réconciliation avec le Canada.

RELATIONS EEYOU-QUÉBEC

Nos relations avec le gouvernement du Québec sont primordiales au développement politique, social et économique de la nation crie. Elles sont basées sur notre relation de nation à nation établie par notre traité, la *Convention de la Baie-James et du Nord québécois*, et par d'autres accords clés tels que la *Paix des Braves* et l'*Entente sur la gouvernance Cris-Québec*.

C'est pourquoi, suite à mon élection, je me suis fait un point d'honneur de rencontrer le premier ministre Philippe Couillard en octobre 2017. La rencontre fut très positive, et nous avons ensemble conclu que nous nous concentrerions sur le développement économique et communautaire, notamment le renforcement des capacités et la mise en œuvre des contrats et des emplois préférentiels aux Cris, en vertu de la CBJNQ. Il fut aussi convenu d'étudier la nécessité d'apporter des modifications au programme de sécurité du revenu pour les chasseurs et les trappeurs cris, ainsi qu'aux infrastructures de transport à Eeyou Istchee.

Depuis mon entrée en fonction en tant que Grand chef, j'ai demandé à Paul John Murdoch de me remplacer dans mon rôle de négociateur des Cris en matière de relations Cris-Québec. Il a rejoint Bill Namagoose en tant que représentant au Comité permanent de liaison Cris-Québec. En outre, Melissa Saganash continuera d'agir à titre de directrice des relations Cris-Québec.

L'*Entente sur la gouvernance Cris-Québec* et le gouvernement de la Nation Crie

Le Gouvernement de la Nation Crie continue d'exercer ses fonctions de gouvernance sur les terres de catégorie II et l'*Entente sur la gouvernance Cris-Québec*. Sous la direction de la Grande chef adjointe Mandy Gull et du directeur Isaac Voyageur, l'Unité d'aménagement du territoire du Service de l'environnement et travaux de remédiation du Gouvernement de la Nation Crie, fait progresser les activités de la Commission Eeyou de planification. La Commission devra préparer, de concert avec les premières nations cries et les autres intervenants, un plan régional d'aménagement du territoire et d'utilisation des ressources pour les terres de catégorie II.

Un résumé pertinent des efforts déployés par le Gouvernement de la Nation Crie dans la mise en place de nos structures de gouvernance et nos services est offert sur notre site Web au www.cngov.ca.

Lors de mon élection en tant que président du Gouvernement de la Nation Crie, j'ai remplacé l'ancien Grand chef, le Dr Matthew Coon Come, au poste de président du Gouvernement régional d'Eeyou Istchee Baie-James. Mon mandat a expiré le 31 décembre 2017, date après laquelle madame Manon Cyr, mairesse de Chibougamau, a été élue au poste de présidente du Gouvernement régional pour un mandat d'une durée de deux ans. J'agis maintenant en tant que vice-président du Gouvernement régional, un vecteur essentiel au développement de notre partenariat de gouvernance avec les Jamésiens pour les terres de catégorie III.

Commission d'enquête sur les relations entre les autochtones et certains services publics

La Commission d'enquête sur les relations entre les Autochtones et certains services publics, sous la présidence de Jacques Viens, juge retraité de la Cour supérieure, a entrepris ses audiences à Val-d'Or en juin 2017. L'ancien Grand chef, le Dr Matthew Coon Come, y a présenté un dossier au nom de la nation crie, attirant l'attention sur le besoin de changement au sein des services juridiques et des services de police pour les peuples autochtones. Il a aussi souligné la nécessité d'améliorer les options en matière de logement, en raison d'une surpopulation critique au sein des communautés cries, dans la mesure où cette situation est à la source des problèmes sociaux et de santé traités par la Commission.

La Commission a été très active au courant de la dernière année, tenant des audiences et des séances d'information à Val-d'Or ainsi que dans les communautés des premières nations et à Montréal. Plusieurs témoins et représentants des communautés ont partagé leurs récits avec la Commission. Tel qu'indiqué dans les pages suivantes, le Gouvernement de la Nation Crie continue de jouer un rôle très actif dans les activités de la Commission. Cette dernière tiendra en juin deux semaines d'audiences à Mistissini. Elle conclura ses audiences plus tard cette année et préparera ensuite son rapport et ses recommandations afin de les soumettre à Québec d'ici septembre 2019.

MOCREEBEC

Les Cris de MoCreebec demandent depuis longtemps leur reconnaissance comme une communauté crie distincte, ainsi que la clarification de leurs droits légaux et de leur statut en tant que bénéficiaires de la CBJNQ. Le 22 novembre 2017, le Grand Conseil des Cris (Eeyou Istchee)/ Gouvernement de la Nation Crie, a adopté une résolution confirmant la reconnaissance des Cris de MoCreebec comme formant la MoCreebec Eeyoud, soit la onzième communauté de la nation crie d'Eeyou Istchee. La nation crie a indiqué au gouvernement du Canada, lors de la tenue du Comité permanent de liaison Cris-Canada, son désir d'envisager la reconnaissance et l'établissement de MoCreebec en tant que communauté crie distincte.

L'année 2018 marque le 40e anniversaire de l'établissement de trois institutions d'auto-gouvernance crie clés, soit le Gouvernement de la Nation Crie (autrefois appelé l'Administration régionale crie), le Conseil Cri de la santé et des services sociaux de la Baie James et la Commission scolaire crie; ces derniers étant les trois piliers de l'auto-gouvernance régionale crie. Ensemble, ils ont permis aux Cris de prendre les rênes de leur gouvernance régionale ainsi que ceux de nos services de santé, sociaux et pédagogiques.

40IÈME ANNIVERSAIRE DES INSTITUTIONS DE LA GOUVERNANCE CRIE

L'année 2018 marque le 40e anniversaire de l'établissement de trois institutions d'auto-gouvernance crie clés, soit le Gouvernement de la Nation Crie (autrefois appelé l'Administration régionale crie), le Conseil Cri de la santé et des services sociaux de la Baie James et la Commission scolaire crie; ces derniers étant les trois piliers de l'auto-gouvernance régionale crie. Ensemble, ils ont permis aux Cris de prendre les rênes de leur gouvernance régionale ainsi que ceux de nos services de santé, sociaux et pédagogiques. Au cours des 40 dernières années, ces institutions cries ont été des pionnières de l'auto-gouvernance autochtone au Canada. Elles ont permis à la nation crie de progresser à pas de géant dans l'amélioration des conditions de vie de notre peuple.

De la part de toute la nation crie, je félicite la présidente Bella Moses Petawanabo et le directeur exécutif Daniel St-Amour du Conseil cri de la santé, la présidente Kathleen Wootton et le directeur général Abraham Jolly de la Commission scolaire crie, leurs conseils d'administration et tous leurs employés dévoués pour leur travail acharné en vue d'offrir un avenir prospère et prometteur à tous les Eeyouch d'Eeyou Istchee.

Je tiens également à féliciter mes collègues du conseil du Gouvernement de la Nation Crie, la présidente Rusty Cheezo et les membres du Bureau de l'indemnité cri du Gouvernement de la Nation Crie, de même que tous nos directeurs, fonctionnaires et employés respectifs, pour l'ensemble de leurs accomplissements dans l'avancement de la gouvernance de la nation crie au cours des 40 dernières années. Que les 40 prochaines soient couronnées du même succès pour les générations d'Eeyouch à venir! ●

ᑲ ᐅᐦᑭ ᑖᒋᓴᑯᐧᐊᑦ ᒋᖃᐅᒋᒫᐦᑲᓐ ᐅᑕᐟᒧᐧᐃᓐ

ᒫᓂᑏ ᑲᑦ

ᐧᐊᒋᕋᐦᑯ ᐃᓄᒃ/ᐃᐟᐊᒃ, ᓂᓯᑮᕋᓯᓐ ᐊ ᑮ ᐧᐃᐦᑕᒧᐧᑲᐤ ᐃᓄᒃ/ᐃᐟᐊᒃ ᓃᑦᑕᒪ ᓂᑎᐸᒋᒧᓂᐧᐊ ᐅᑦᐦ ᑎᐸᒋᒧᓯᓇᐦᐃᑲᓂᐦᐧ, ᑖᓐ ᑲᑕ ᐃᐧᐸᐟᐦ ᐅᑌᐦ ᐁ ᐅᐦᒋ ᐊᐸᑎᓯᑮᐦᐧ, ᓈᑦᑖᐧᐯ ᓂᑮ ᒥᕋᐦᐦᑌᓐ ᐆ ᐊᓂᑮᑦ ᑲ ᐱᐳᐦᐧ ᑲ ᐃᑦ ᒥᑎᑐᑮᓐ ᐆ ᒣᐧᑲᓄ, ᐊᓐ ᑮᐸ ᐁ ᒋᐧᑯᐧᑲᐦ ᐃᓄᒃ/ᐃᐟᐊᒃ ᐅᑦᐦ ᐃᓄᒃ/ᐃᐟᐊᒃ ᐊᐧᑮᐦᐧᐧᐧᓯ ᓃᑦᑕᒪ ᒫᑦ ᓂᐧᐃ ᓇᓇᐧᑯᒫᐅᐦ ᓄᑦ ᐁ ᓯᑮᕋᓯᑮᓐ ᑖᓐ ᑲ ᐃᑦ ᐯᒋ ᓯᐦᒋᒥᑯᑮᓐ ᓄᑦ ᑲ ᐃᑦ ᓵᓯᐦᒋᑦᑲᑯᑮᓐ ᐆ ᐁ ᑮ ᐃᑦ ᐅᑎᓇᒪᓐ ᐊᐸᑎᓯᐧᐃᓐ ᐊ ᑮ ᒋᐧᑯᐧᑲᐦ ᓂᑏᓂᒪᐧ/ᓂᑏᐅᒪᐧᓯ

ᐅᑮ ᒫᐦ ᑲ ᐅᐧᒋᓯᐧᑖᐦ ᐁ ᓃᑲᓂᐧᑯᐧᐊᐧᑖᐦ ᐃᓄᒃ/ᐃᐟᐊᒃ, ᒋᖃᐅᒋᒫᐦᑲᓐ ᐁᐃᐸᑦ ᐧᐊᓯᒋᒪ ᐁ ᓃᑲᓂᐧᐊᐧᑖᐦ ᐃᓄᒃ/ᐃᐟᐊᒃ ᐁ ᐃᑦ ᑲᓇᐧᐊᐸᑎᐧᑲᐦ ᐊ ᑮ ᐃᐦᑕᑎᐧᑯᓂᐧᐊᐧᑖᐦ ᐁ ᐧᐃ ᐃᑦᑕᑎᐧᑲᐦ ᐊᐧᐁᐧᐊᐧᑖᐦ ᐁ ᐃᑦᑕᑎᐧᑲᐦ ᐊᐧᑖᐦ ᐁ ᐧᐃ ᐃᑦᑕᑎᐧᑲᐦ ᐊᐧᑖᐦ ᐁ ᐃᑦᑕᑎᐧᑲᐦ ᐊᐧᑖᐦ ᐁ ᐧᐃ

ᐊᔾᑏᖅ, ᓃᓗ ᖃᔪᖅ ᑏ ᐃᓱ ᒥᔪᐸᓐᑖᐅᒃ ᖁ ᑏ ᐃᖅᑕᑯᓂᓐᒃ, ᐯᔭᑯ ᐊᓂᔫ ᑰᖅᑯᒥᓄᒃ ᒃᑲ ᓂᔅᑐᐃᓛᑦᑐ ᒃᑲ ᐃᓱᓂᖅᒃᑲᒐᓐᒃ ᐅᑯᖅ ᒥᑦ ᒥᑭᓲᐱᓲᒻ ᐊᓂᔫ ᒃᑲ ᓂᔅᑐᓈᓛᑦᑐ ᐃᔅᑫᑦᖅ ᐅ ᓛᐃ ᑭᔅᖁᓐᑕᒥᓐᒃ ᐅ ᓃᒃᑲᓂᖅᑲᓄᓐᒃᓗ

ᓈᔅᑖᑦᐯ ᒥᔅᑕᖅᐃ ᓂᑏ ᐅᖅᑎᓐᓂᑦ ᐅ ᓛᐃᑭᖅᐃᑯᔭᓐᑦ ᑖᓐ ᒃᑲ ᐃᓱ ᐊᐅᒍᑕᒃᑲᓄᒃ ᒃᑲ ᐃᔅᐸᓐᔭᓐᑦ ᐅ ᓂᔅᑐᓈᓛᑦᑐ ᓂᑐᖅᐆᐅ ᐃᓄᒃᓗ/ᐃᓐᔫᒃᓗ ᐊᓂᐅᖅ ᐃᔅᖁᐃᓐᑦ, ᓂᑏ ᓛᐸᖅᑕᒍᓛᓐᑦ ᑲᔪᖅ ᑖᓐ ᐅᑎ ᐃᖅᑎᑖᑦ ᐅᑏ ᒃᑲ ᐊᐸᑎᓯᑲᖅᑦᒃᑲᑦ ᐅᔫᒃ, ᑖᓐ ᓛᐊ ᐃᓱ ᓛᐃᑭᖅᐊᑖᑦ ᓂᑐᖅᐆᐅᓄᓐᒃ ᐅ ᓛᐃ ᐃᖅᑖᔭᒃ ᐊᓂᐅᖅ ᓄᖅᒥᖅᖅᓗ, ᐅ ᐃᖅᑑᑕᒥᓐᒃ ᐊᓂᔫ ᒃᑲ ᐃᓱ ᐯᑭ ᐱᒪᑎᓯᓐᒃᒃ ᐃᓄᖅᖅᓗᖅᖅᓗ

ᓂᑏ ᒥᔪᐸᓐᓐ ᒃᑭᖅ ᑎ ᑏ ᓛᐃᑕᐱᒥᓛᒃᑦ ᓂᓱᓐᔫ ᒋᖅᐃᓄᒃᓗ/ᒋᖅᐃᓐᔫᒃᓗ, ᐅ ᓂᑕᖅᑑᓛᒃᑦ ᑖᓐ ᐅ ᐃᑐᐅᖅᑕᒪᖅᐃᑯᑖᑦ ᑎᒃᑲᔫᖅᖅ, ᓄᖅᑦ ᐅ ᓛᐃᖅᑕᒍᓛᒃᑦ ᑕᓐᒃᑲᔫᖅᖅ ᐅᑎᑐ ᑎ ᑏ ᐊᐸᑎᓯᑲᖅᑦᒃᑲᑦ ᐅᔫᒃ ᑖᓐ ᐊᐸᑎᓯᑲᖅᑦᒃᑲᑦ ᐅᔫᒃᓗᔫᖅᖅᓗ ᐅᑎᑐ ᑏᑭᑦ ᑎ ᑏ ᓂᓯᑐᖅᑖᑯᖅ ᑖᓐ ᐅ ᐃᔅᐸᓐᔭᓐᑦᐃᑯᓐᑦᖅᑦ ᓂᔅᑐᓈᓛᑦᑐ ᑖᓐ ᐅᑎᑐ ᑎ ᑏ ᐊᐸᑎᓯᑲᖅᑦᒃᑲᑦ ᐊᓐᑦ ᑭᑭᓂᔅᑐᓈᓛᒥᓐᒃ/ᑭᑭᓂᔅᑐᓈᓛᒥᓐᒃ, ᐅᑏᒃ ᐅᔅᑎᖅ ᑎ ᑏ ᐃᓱ ᐊᐸᑭᖅᐃᖅᑦᓗ ᓂᑖᔅᐯᖅᑎᓐ ᑖᓐ ᐅᑎᖅ ᑏ ᒃᑲᓂᐱᔅᑖᑖᖅ ᑎ ᑏ ᐅᖅᑎᖅᖅᓗ, ᐅᑎᑐ ᑭᐸ ᑎ ᑏ ᐊᐸᑎᓯᑲᖅᑦᒃᑲᑦ ᐊᓐᑦ ᑭᑭᓂᔅᑐᓈᓛᒥᓐᒃ/ᑭᑭᓂᔅᑐᓈᓛᒥᓐᒃ, ᐅᑏᒃ ᐅᔅᑎᖅ ᑎ ᑏ ᐃᓱ ᐊᐸᑭᖅᐃᖅᑦᓗ ᓂᑖᔅᐯᖅᑎᓐᓐ ᑖᓐ ᐅᑎᖅ ᑎ ᑏ ᐃᓱᓂᖅᑖᑦᑕᖅᖅᓗ ᑎ ᑏ ᐅᔅᑎᖅᖅᑖᖅᖅᓗ ᑎ ᑏ ᐃᓱᓂᖅᑖᑦᑕ

Message from the

DEPUTY GRAND CHIEF/VICE-CHAIRPERSON

MANDY GULL

Wachiya Eeyouch! It is a pleasure to share the first annual report message from my office with the members of the Cree Nation. This past year was an amazing journey for my new role of service to Eeyou Istchee and I must first express my thanks and appreciation for the words of encouragement and support given to me in undertaking this mandate.

The new leadership direction under Grand Chief Dr. Abel Bosum is focused on capacity building and moving forward with the development of our nation's communities and members. This path is essential to our growth in moving forward towards greater nation building and I am pleased to serve alongside the Office of the Grand Chief and Board/Council members with this vision in mind.

Mandates assigned to my office focus heavily on environmental issues, which is a topic of great importance to me. The significance of our link to the land through cultural activities, language and hunting is the cornerstone of our Cree identity and I hope that decisions made from my office will contribute towards continuing to protect and honour the ways passed on to our members across the territory.

As the newly appointed Chairperson of the Land Use Planning Commission I am pleased to announce that the staff has been working as a team have been working as a team with all the community commissioners to complete the community consultation process to define the values, vision, and principles for category II land use planning activities. Additional activities throughout the summer focused on information gathering for planning needs and working in collaboration and creating linkage with the Eeyou Marine Region Planning Commission for resource sharing. As well, the process of discussing and defining the protocols for land use planning in conjunction with the partners at the Eeyou Istchee James Bay Regional Government table for Category III lands has begun.

The Cree-Quebec Table on the Environment and Protected Areas had a preliminary meeting and discussed a range of topics relating to emergency protocols, the direction of protected areas in the Cree territory, and the direction of the file relating to the Mishigamish proposal submitted by the Cree First Nation of Waswanipi, as well as other areas the Crees are working to protect at a larger scale in the protected areas of the Cree territory. The Protected areas proposals from each Cree community are also being reviewed with additional tools that incorporate scientific and traditional knowledge with heavy focus on the water sources in Eeyou Istchee. It

Broadback Task Force

The Cree language conference hosted in Ouje-Bougoumou was a reminder of the importance of our language and the commitments our leadership have to make in developing tools and other measures in collaboration with all Cree partners and entities to secure the continued use and protection of our Eeyou yihmuun.

was a pleasure to continuously speak and travel to communities to refine the proposal process to ensure stronger measures are put in place to obtain the greatest and strongest areas for protection.

As a member of the Plan Nord Table I am involved with a new committee focused on defining the protected area mandates for territory of the partners involved in the table and looking at what the new terms of protection will be in the common areas estimated at 50% of the tables area.

As a new member of the Committee, I am glad to begin undertaking an additional mandate to plan and implement projects that contribute to the development of Cree focused healing and land-use-based reintegration projects. This year a new youth facility will be opened in Mistissini geared towards the needs of our youth at risk. It is the hopes of the Judicial Advisory Committee that the use of strong Cree based projects will contribute to the healing journey of these individuals.

An additional part of my role is to continuously build bridges with our local and regional groups. I was pleased to attend many events throughout the Cree communities and I would like to call special attention to Cree Women of Eeyou Istchee Association, who hosted two special events for women which were the Gookumnouch Special Assembly and the 1st annual Women's Leadership Conference in March. Attending the Cree Trappers' Association Assembly in Eastmain was an informative session, and I saw the work this group is doing to keep our trappers and hunters on the land and practicing the Cree way of life. I had the pleasure of also sitting with the Nishiyuu Council of Elders and listening to their concerns, direction and advice on the future path of the Cree Nation. A major personal highlight was attending the women's day festivities by the Mistaayaapiinaaukwach Ladies group in Chisasibi and being honored with a traditional women's dress – this occasion was an honour and a memory that is very dear to me. The Cree language conference hosted in Ouje-Bougoumou was a reminder of the importance of our language and the commitments our leadership have to make in developing tools and other measures in collaboration with all Cree partners and entities to secure the continued use and protection of our Eeyou yihmuun.

This coming year I will be launching a new file relating a new method of program evaluation for the programming delivered at the regional level. This new process will be developed as an evaluation of financial spending to assess the impact on return for funding and capturing data collection methodologies for enhanced negotiations. This new method would allow for a better understanding of the impact our Cree dollars are having on our members – making our money work harder for us without spending more. I believe our duty in nation-building is to be accompanied by a sound, long-term financial spending plan with a focus that is founded on transparency and accountability to the best interest of our members.

I am encouraged about the leadership's direction and strategies put into place and my role in contributing to the continued protection of our land, territory use and language. It has been a pleasure in this first year and I look forward to continually working to support our communities and serving the nation on issues that will define and develop our future. ●

Message de la

GRANDE CHEF ADJOINTE/VICE-PRÉSIDENTE

MANDY GULL

Wachiya Eeyouch! C'est avec plaisir que je partage avec les membres de la nation crie mon premier rapport annuel depuis mon entrée en fonction. Cette dernière année s'est avérée pour moi une aventure incroyable dans mes nouvelles fonctions à Eeyou Istchee et je me dois de vous remercier pour tous les mots d'encouragement et le soutien à mon égard suite à l'acceptation de ce mandat.

La nouvelle administration sous la gouvernance du Grand chef Abel Bosum est orientée sur le renforcement des capacités et le développement des communautés et des membres de notre nation. Ce cheminement est primordial à notre évolution vers la création d'une nation plus forte et j'ai le privilège de servir auprès du Grand chef et des membres du conseil, avec l'objectif d'y parvenir.

Les mandats confiés à mon bureau sont fortement axés sur les problèmes environnementaux; un sujet qui me tient particulièrement à cœur. L'importance de notre relation avec la terre, par l'entremise de nos activités culturelles, de notre langue et de la chasse, constitue le fondement de notre identité crie et j'ai bon espoir que les décisions prises par mon bureau contribueront à continuer de protéger et d'honorer le mode de vie ayant été transmis à nos membres à l'échelle du territoire.

En tant que nouvelle présidente de la Commission Eeyou de planification, j'ai le plaisir d'annoncer que l'équipe travaille en collaboration avec tous les commissaires locaux dans le but de mettre au point un processus de consultation des communautés afin de définir les valeurs, la vision et les principes relatifs aux activités d'aménagement du territoire pour les terres de catégorie II. D'autres activités menées pendant l'été ont mis l'accent sur la collecte d'informations à des fins de planification, de travail concerté et d'établissement d'une relation avec la Commission d'aménagement de la région marine d'Eeyou de façon à assurer la mise en commun des ressources. En outre, le processus de consultation et de définition des protocoles a été amorcé avec les partenaires de la Table du Gouvernement régional d'Eeyou Istchee Baie-James concernant l'aménagement des terres de catégorie III.

La Table Cris-Québec sur l'environnement et les aires protégées a tenu une rencontre préliminaire de même qu'abordé une série de questions concernant les protocoles d'urgence, la position relative aux aires protégées situées sur le territoire cri, ainsi que celle concernant le dossier de la proposition de Mishigamish soumise par la Première nation crie de Waswanipi, et de plusieurs autres régions que les Cris cherchent à protéger à plus grande échelle au sein des aires protégées du territoire cri. Les propositions relatives aux aires protégées de chaque communauté crie sont aussi à l'étude au moyen d'outils supplémentaires qui tiennent compte du savoir scientifique et traditionnel en mettant l'accent sur les sources d'eau d'Eeyou Istchee. Ce fut pour moi un réel plaisir de pouvoir régulièrement discuter avec les communautés et de visiter ces dernières afin de parfaire le processus de proposition et de s'assurer que des mesures plus strictes sont mises en place pour permettre l'identification des aires qui nécessitent une plus grande protection.

En tant que membre de la Table du Plan Nord, je suis impliqué auprès d'un nouveau comité dont le but est de définir les mandats relatifs aux aires protégées du territoire des partenaires participant à la table et de déterminer quels seront les nouveaux critères de protection des aires communes estimées à 50 % de la superficie.

En tant que nouveau membre du comité consultatif sur la justice, je me réjouis de pouvoir entreprendre un mandat supplémentaire afin de planifier et de mener à bien des initiatives qui contribuent à l'avancement des projets de guérison axés sur les Cris et des projets de réintégration en lien avec l'aménagement du territoire. Cette année, un nouveau centre jeunesse ouvrira ses portes à Mistissini afin de répondre aux besoins de nos jeunes à risque. Le comité consultatif sur la justice espère d'ailleurs que la mise en œuvre de projets cris solides les aidera dans leur processus de guérison.

Mon rôle consiste également à jeter des ponts entre nos groupes locaux et régionaux. J'ai eu le plaisir de participer à plusieurs évènements au sein des communautés cries et je souhaiterais qu'une attention toute particulière soit portée aux femmes cries d'Eeyou Istchee qui ont organisé deux évènements d'exception à l'intention des femmes, soit l'assemblée spéciale Gookumnouch et la 1re conférence annuelle sur le leadership des femmes, en mars dernier. Assister à l'assemblée de l'Association des trappeurs cris à Eastmain fut très instructif. J'ai en effet pu constater le travail que ce groupe effectue pour garder nos trappeurs et chasseurs sur les terres et perpétuer le mode de vie cri. J'ai également eu l'occasion de me joindre au Conseil des aînés de Nishiiyuu pour écouter leurs préoccupations, leur position et leurs conseils quant à l'orientation future de la nation crie. Un de mes moments forts fut ma participation aux festivités de la Journée des femmes organisées par le groupe Mistaayaapiinaaukwach à Chisasibi. En outre, j'ai eu l'honneur de recevoir une robe traditionnelle pour femme; un souvenir qui m'est particulièrement cher. La conférence sur la langue crie qui s'est tenue à Oujé-Bougoumou fut un rappel de l'importance que revêt notre langue et des engagements que nos dirigeants doivent prendre, en collaboration avec les partenaires et les entités cris, afin d'élaborer des outils et d'établir des mesures pour perpétuer l'utilisation et assurer la protection de notre Eeyou yihmuun.

Mistaayaapiinaaukwach ladies group in Chisasibi

Au cours de la prochaine année, je procéderai au lancement d'un nouveau dossier traitant d'une méthode d'évaluation de programme novatrice pour la programmation offerte à l'échelle régionale. Ce nouveau procédé sera mis au point comme outil d'évaluation des dépenses afin de mesurer le rendement du financement et des démarches de saisie de données pour des négociations améliorées. Cette nouvelle méthode permettra une meilleure compréhension de l'impact des dollars cris sur nos membres, faisant ainsi fructifier notre argent sans pour autant dépenser plus. J'estime que notre devoir envers l'édification de notre nation doit être assorti d'un plan de dépenses à long terme sain, fondé sur la transparence et la responsabilité financière, et ce dans l'intérêt de nos membres.

J'estime que la position adoptée par nos dirigeants et les stratégies mises en place, tout comme mon rôle dans la protection perpétuelle de notre terre, de l'utilisation du territoire et de notre langue, sont encourageantes. Cette première année fut extraordinaire et il me tarde de continuer à travailler au soutien de nos communautés, ainsi qu'au service de la nation sur des enjeux qui définiront et façonneront notre avenir. ●

Un de mes moments forts fut ma participation aux festivités de la Journée des femmes organisées par le groupe Mistaayaapiinaaukwach à Chisasibi. En outre, j'ai eu l'honneur de recevoir une robe traditionnelle pour femme; un souvenir qui m'est particulièrement cher.

Message from the
EXECUTIVE DIRECTOR

BILL NAMAGOOSE

The year 2018 is the 44th year since the Cree Nation formed a contemporary organization, now, a formidable organization, and called it the Grand Council of the Crees. It brought the then eight communities together as they were faced with Quebec's plan to send in the bulldozers to dam up the major rivers to flood the lakes and to open the territory for future development of which we were not a part. We Crees were then considered squatters on our territory and as being in the way of development, without rights to defend ourselves.

This is quite a contrast to where we are today.

Today the Cree Nation has taken back many of the powers of nations as set out in the *United Nations Declaration on the Rights of Indigenous Peoples*. Remember though, we have only just begun to pursue full implementation and we must continue to push in order to maximize our rights as they evolve forever.

On March 29, 2018 the Governor General signed into law the *Cree Nation of Eeyou Istchee Governance Agreement Act* which gives the *Cree Governance Agreement* and the *Cree Constitution* the force of law. These two documents will govern how the Cree Nation Government will function in contemporary and future times.

Some may think that the agreements we sign with Governments will define the Cree Nation. Nothing could be further from the truth. The Cree Nation will continue to define itself through our strong Cree language and culture. We will always opt for our way of doing things. The agreements we sign actually define the practical means on how the Federal and Quebec Governments should interact with the Cree Nation and the inverse will always be in the balance, to be weighed with serious intent.

This governance agreement and the financial resources committed stem from Section 9 of our treaty, the *James Bay and Northern Quebec Agreement*. We fought hard to get Canada to recognize that our Governance Agreement cannot flow from the Federal Government's discretionary Self-Government Policy. We insisted that our relationship with Canada should be Constitutional and Treaty-based and not policy-based.

Our unique Cree culture and language will continue to help us to define our relationship with other Governments. That is why we should make efforts to protect and enhance our language and culture in the modern context.

The *Paix des Braves* and *New Relationship Agreement* with Canada continue to be implemented properly. We however are starting to see issues that could present some problems in the future and especially at renewal of these agreements.

In carrying out the construction projects we are starting to see several communities pass laws that restrict access to construction contracts to local workers only. It is hard to understand. While Crees can work anywhere in Canada, they are not allowed to work in certain Cree Communities where Cree Treaty funds finance the projects.

This simple way of viewing our rights is not helpful in fostering a Cree Nation strategy for economic development to create employment. Nor is it a means to improve the quality and efficiency of workmanship needed to be competitive.

We are also making progress in the Cree claim on the Ontario side to the border. There is an ongoing political dialogue with the Chiefs from the area. The court case filed in 1989 at the Federal Court was moved to the Ontario courts in 2017 and caused a stir, and perhaps we are known as a Nation that has the resources and tenacity to follow through on our actions.

The Ontario Government has also changed its position of not willing to recognize that it must consult with us on development in that area in Ontario. All developers and Government agencies have taken measures to consult with the Cree Nation Government. This is a very positive development for our case.

The Grand Chief is also promoting the modern Cree Nation Housing Strategy with the focus on promoting private home ownership. We will need to decide on our housing strategies by unlocking the wealth that will be realized by creating a housing market in the Cree communities.

A housing market was not possible in the past when the Cree communities needed much social assistance. That is not the case anymore as many of our citizens now have full-time and well-paying jobs. They must take on more responsibility in providing their own housing.

Our unique Cree culture and language will continue to help us to define our relationship with other Governments. That is why we should make efforts to protect and enhance our language and culture in the modern context.

However we will still need to care for the families that will need assistance in housing by directing some of the anticipated funding towards those needs.

If we do not solve and modernize our approach to housing our people will leave the Cree communities to seek better accommodations and opportunities.

The *United Nations Declaration on the Rights of Indigenous Peoples* (UNDRIP) adopted by the UN in 2007 was a major step in recognizing the rights of Indigenous Peoples. Our MP Romeo Saganash, representing the electoral riding of Abitibi—Baie-James—Nunavik—Eeyou, presented a private members bill, Bill C-262 to have the Parliament of Canada and all future legislation be compatible with the UNDRIP. The draft legislation has now passed the House of Commons and is on its way to the Senate. We must all acknowledge and congratulate our own Romeo Saganash for the hard work he has put in.

I would like to thank the Community Directors of Operations, the Directors General and Treasurers and the Capital project managers for their input and guidance into the planning process at the Cree Nation Government. They act as facilitators on the many community capital projects that must be built at the Cree Communities in accordance with the *Paix des Braves* and *New Relationship Agreements*.

I would also like to acknowledge the work performed by the staff of the Cree Nation Government. This type of work is very important and we all must keep in mind that we are working to better the lives of our Cree Citizens.

Finally, I wish to acknowledge and thank my colleague Lillian Loon for the 33 years she has served the Grand Council of the Crees and Cree Nation Government. She started as a summer student at the Cree Nation Embassy in Ottawa and is now the Executive Assistant to my office. She is truly loyal to the Cree people and works hard for the betterment of Cree Nation.

I wish everyone the best in 2019/20.

Message from the
DEPUTY EXECUTIVE DIRECTOR

MICHAEL PETAWABANO

On behalf of Cree Nation Government, I am pleased to present the 2017-2018 Annual Report of Government Support Services. Cree Nation Government has accomplished significant milestones over the past year. Some of the responsibilities under my direct supervision include, Information and Technology, Records and Information Management. As the Deputy Executive Director, I would like to express my gratitude to the employees working under my supervision, whom have performed above expectations and have achieved significant success this past year.

My position as Deputy Executive Director is under the general direction and supervision of the Executive Director, Mr. Bill Namagoose. I am expected to promote the vision and directions of the Cree Nation Government. As part of the Management Committee, I ensure departments' objectives are achieved and reported to proper authorities. My direct responsibilities include management and coordination of strategic operational activities with the departmental divisions listed:

- Cree Human Resources Development Department
- Department of Commerce and Industry
- Child and Family Services
- Social and Cultural Development Department
- Fire Protection Services

I believe in Cree Nation Government departments having a strategic direction and an annual plan to guide teams towards attaining their objectives. Our strength at Cree Nation Government is to focus on the services and support we provide to our stakeholders. We as a Cree Nation must build our partnerships to help maximize our efficiency and effectiveness. We must continue to work hard and build confidence and trust amongst our stakeholders. Part of our work must include developing tools that will help us evaluate this efficiency and realign our services or programs where required. Effective policy and procedures will allow Cree Nation Government to be transparent to its people. Cree Nation Government has completed work on Annual Plans for this past year 2017-18, with most of the departments following suit and committed to working on their respective strategic plans. Each year, budgets are approved at Board/Council that outline where and how we allocate Cree Funds for our respective departmental mandates.

During the past year, I have taken every opportunity to work on the priorities of the new leadership and to have the Directors fulfill their mandates to meet the objectives set out by our new leadership. The 2018-19 year will be one of continuing to work together to evolve and deliver better standards of services and set the goals for continued improvements to Government Services.

CREE NATION ORGANIZATIONAL REVIEW FOR IT AND RIM

I am working with the Department of Human Resources to realign the Information Technology Services under my direct supervision. Cree Nation Government is growing rapidly, and the IT needs are changing, and we must evaluate IT service delivery to make sure we give the best service possible for Information Technology and Records & Information Management. The organizational review will be ongoing this coming year with the plan to complete the realignment by year end.

In the coming year, we will be making it a priority to equip Departments with the tools they need to prioritize initiatives that will enable them to quickly make accurate decisions, consolidate and standardize our IT environment and to increase its efficiency. The overall objective is to improve IT services and make the best use of the available budget and resources.

INFORMATION TECHNOLOGY SERVICE

Information Technology (IT) and telecommunications are the lifeblood of any organization. If systems aren't working and your phones aren't ringing, then you can't operate. It cannot be overstated that excellence in IT services can provide increased positive outcomes for Cree Nation Government Operations.

In the coming year, we will be making it a priority to equip Departments with the tools they need to prioritize initiatives that will enable them to quickly make accurate decisions, consolidate and standardize our IT environment and to increase its efficiency. The overall objective is to improve IT services and make the best use of the available budget and resources.

The past year has been challenging with several of our high-level team members leaving the organization, but we are committed to continuing for all Cree Nation Government Departments.

This past year we completed several major projects including:

- The installation of a network server and IP phone system for the new Capital Works and Services (CWS) building in Waskaganish—this office building also houses the Environment and Remedial Works Department land use planning unit offices;
- The installation of a network server and IP phone system for the Waskaganish Training Centre;
- Further refinements, including updates for system integrity and speed, were made to improve the efficiency of our Livestream broadcasts of Cree Nation Government meetings and events;
- We also began the necessary planning for moving all IT and telecommunications equipment from our Cree Nation Government Montreal Office to a new office space —this move should begin mid fall 2018;
- A working committee was initiated to explore and test using Microsoft SharePoint software to catalogue and share environment related documents among the Cree Nation Government employees to Cree members of COMEX and COMEV;
- We continued providing personal IT troubleshooting services for all Cree Nation Government staff's computers and mobile phones through our centralized help desk in Montreal.

In the coming year we hope to complete the Montreal office move, build a safe redundancy of our computer systems by establishing a cloud backup system for all department data and migrate our staff users to Microsoft Office 365, which will also allow for seamless work from device to device and wider collaboration and document sharing. The current IT team consists of Christine Longchap, Andrew George, Liang Feng, James Diamond and Peter Pronovost. It has been our pleasure serving the dedicated staff members of the Cree Nation Government.

Major projects completed this year

Capital Works and Services - Waskaganish office IP Phone System Project

We completed this project, in conjunction with Telebec, in early October 2017 prior to the computer network installation project. This IP Phone network is set up as a stand-alone system, but we have plans to link all our office IP Phone networks into a single Wide Area Network that will eliminate long distance charges between our offices. This will provide significant cost savings over time.

Computer Network Project

We completed this project in October 2017 on a three-day visit, installing a host server running three virtual machines and related equipment. We also installed equipment to facilitate a Wide Area Network connecting the office to our data center at the Montreal office, giving the employees access to its resources as well. This builds a secure way of transmitting information between our offices and allows travelling employees to access to their office resources without third-party connection programs. In the coming year, we will also connect all our offices into a single Wide Area Network, so our employees can work seamlessly from one office to the next.

IP Phone System Project

We completed this project in early April 2018 in conjunction with the Wide Area Network installation project. As with the Capital Works and Services (CWS) office, this IP Phone network is set up as a stand-alone system and will be linked with our Wide Area IP Phone system in the next phase of the project.

Wide Area Network Connection Project

This project is now ongoing and scheduled for completion before all employees move in, therefore, all required communication resources are in place.

Since we already have network and server equipment in the Capital Works and Services building, and to save costs, we decided to share computer network resources by installing a Fiber Optic connection from the Capital Works and Services building to the Training Center, thereby instantly connecting it to the CWS equipment and with our Montreal office Data Center and its vast resources. This decision not only eliminated the purchase of a Server and other related equipment but also the accompanying human resources and maintenance costs.

Livestreaming

Cree Nation Government continues to broadcast Board/Council Meetings to keep Cree people informed on what is happening at the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government. Equipment has been upgraded to minimize technical issues that may occur during the broadcasting of these meetings held every three months. Livestreaming of Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government meetings is an integral part of the Cree Nation Government's Communication Strategy. The broadcasts allow the people of Eeyou Istchee to watch via the internet and listen via JBCCS radio to the meetings. We are proud to provide this special service to members of the Cree First Nations of Eeyou Istchee. Even members living and working outside the territory can have the opportunity to be a part of the political forum. If they have internet connection, they can be informed.

Records Information Management

Additionally, IT services and the RIM (Record Information Management) group are working together on the implementation of the new Records Information Management system. This project has not taken off this past year due to a lack of qualified resources to set up the business plan. The project objective is to initiate an electronics records archives, to protect and preserve all records of administrative, fiscal, legal and historic value within the Cree Nation Government. A record classification and retention scheme will be designed and implemented using Laserfiche ECM systems. This will lead to the modernization of the information system for governance and the Records and Information Management (RIM) system of Cree Nation Government. This will eliminate the current paper records (stored in boxes at off-site vendor locations) at all Cree Nation Government departments. After implementation of the new RIM system and digitization, information will be available and accessible via a central database using a browser from any device. Cree Nation Government IT/RIM group is currently working with Ricoh Canada on this project, with anticipated completion by the end of 2018.

This new digital information storage system will provide some outstanding benefits to the Cree Nation Government departments including cost effective, time-saving features. Additionally, Cree Nation Government will realize substantial savings on document storage fees. The digitization also reduces the risk of document loss due to possible flooding or fire damage at storage facilities.

The Records and Information (RIM) unit has been occupied in 2016-17 with the following activities:

1- Duplication of Records

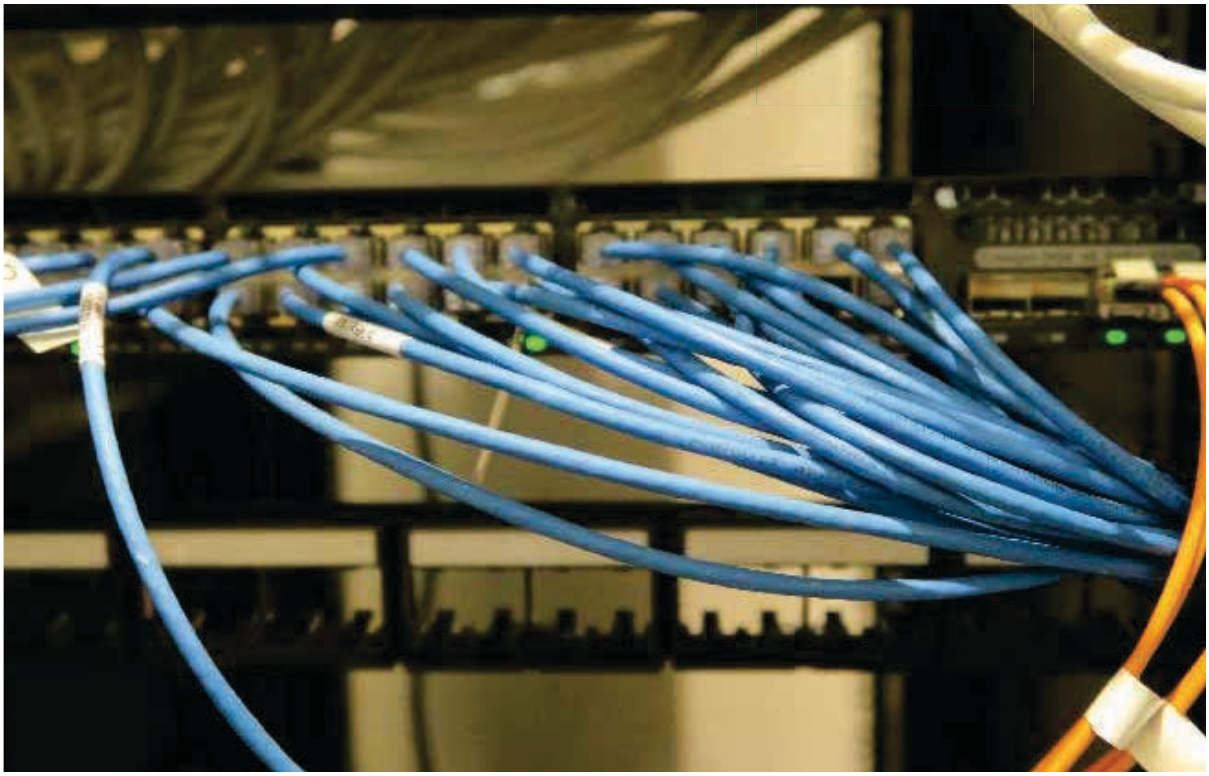
For many years, records were amassed in office corridors, under staircases, church basements, whatever space could be occupied. Space and the accumulation of records without a database to check for duplication of records has consequences, one being a safety issue and the other the cost of storage. In general, a full legal-size bankers' box may weigh upwards to 30 pounds. Storing 100 legal size bankers' boxes (3000 lbs.) on a floor that is not rated to hold this weight could collapse or show fatigue in the form of sagging. A few years ago, approximately 1400 boxes of records at the Nemaska offices were removed and shipped to a secure storage location in Ottawa for safety purposes.

Moreover, the cost associated with off-site facility storage has increased gradually over the years and will continue to rise as other costs associated with the storage facilities escalate. Therefore, to reduce storage costs, an orderly process was developed to eliminate as many duplicates as possible. The validation for duplicates is as follows:

1. To seek out duplicates, each document title is run through the Eeyou Eenou database for verification.
2. Upon verification that the document is a duplicate, the record is then manually checked in the Eeyou Eenou Documentation Center for assurance.
3. Finally, the duplicate document is recorded in the "Validation of Duplicate Records" file. The indexing file is currently at 76 pages and counting.
4. RIM estimates the Montreal offices holding approximately 150 boxes of record duplicates will need proper disposal and another 100 boxes of other material, for example, outdated annual reports, magazines, outdated letterheads, etc. In total RIM estimates 300 boxes of duplicates from two locations (Ottawa & Montreal) will be eliminated.

2 - Relocation

The Cree Nation Government office is currently located at 277 Duke Street in Old Montreal, and will be relocating sometime in the fall of 2018. Due to limited space in the new location employees were notified by a written notice to start organizing their records based on level of priority. Employees in each department were advised to start sorting records and begin scanning vital records they will need to do their work in the new location.



RIM was also notified of the move to the new location and is in the process of identifying duplicates for destruction and organizing records before the relocation move.

EEPF Negotiations

Cree Nation Government Regarding Police Funding Negotiations. The parties Canada, Quebec and Cree Nation Government have had ongoing discussions since last fall to renegotiate the tripartite funding agreement ending in 2018 and bilateral Modalities Agreement, which relates to the jurisdiction, levels of service, training and hiring requirements for Eeyou Eenou Police Force (EEPF). Cree Nation Government is optimistic in securing a new agreement during the 2018 fiscal year.

EEPF Radio Communications

Cree Nation Government has set up a task force with the support and contribution of an expert engineer specialized in police radio communications. The task force has proceeded with a thorough evaluation of EEPF needs and requirements of its future radio communication system. Decision-makers recognized the need to replace the current system with a modern system capable of linking all communities, while adequately meeting requirements for operations, safety and the management of calls from the public. The Government of Quebec, through the Centre de services partagés du Québec (CSPQ), has established and is managing all telecommunications systems for government organizations. Meetings have been taking place this past year to work on the logistics of realizing a P25 system for EEPF with expected deployment in 2018-19 subject to capital funds being secured.

Fire Protection

Cree Nation Government mandate is to support the Local Fire Departments in the Delivery of fire protection/prevention services on Category IA lands. Through our office, direction and support has been given to the Regional Fire Protection Staff to work with Local Fire Chiefs to standardize their Operating procedures/guidelines and to incorporate a management tool for operations. The software has been purchased for all Cree Communities and is presently being deployed. Fire Chiefs have accepted to work on the operation procedures. These will need to be adopted by each respective community. It is of great importance to standardize these operation procedures as it allows for transparency and uniformity of methods that meet standards of work for the safety and protection of buildings and lives.

Special Recognition

On behalf of Cree Nation Government, I would like to take this opportunity to recognize and thank Willie Iserhoff for his many years of service and dedication. Willie retired in April of this year after a long and distinguished career with the Cree Regional Authority and Cree Nation Government. In his capacity as Director of Social and Cultural Development, Willie was a strong voice in support of the Youth and Elders as well as other organizations involved in regional Recreation and Women's issues.

Willie is a passionate supporter of Cree Language and Culture and we have no doubt he will continue to be a leader in support of Cree Language and Culture. We wish Willie all the best in his well-deserved retirement and good hunting and fishing out on the land. ●

COMMUNICATIONS

Our mandate includes the coordination and delivery of information on issues and activities of the Grand Council of the Crees (Eeyou Istchee) and the Cree Nation Government to people across Eeyou Istchee and the general public. With this aim in mind, we coordinate the issue of statements and press releases, oversee media relations and the posting of information on our social media platforms. We also provide assistance to the departments for any of their communication needs, such as their communication plans. This year, we collaborated on a broad range of projects with different departments from the creation of ads for the Cree Consumer Protection Automotive Agent to the publication of posters and brochures on the Fire Protection Plan for Cabins in Eeyou Istchee. We also work with other Cree entities to promote their activities and events, as well as other events of interest to the Cree Nation.

Notably, the branding project was finalized this year and departments and offices are now using the new refined logos and stationery. The brand book was distributed to all departments which contain the guidelines to using the logos and stationery.

The launch of the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government's new website was the highlight of activities for the communications team this year. A major project, it was the result of teamwork that would not have been possible without the collaboration of our leadership and directors, as well as the implication of over 20 members of our staff. Input from all departments and sections of the organization was essential in building this over 100-page website. The new website includes features such as a calendar of events, access to current and past Livestream broadcasts, a staff directory, a section with resources and feedback forms for users. Your continuous collaboration will be greatly appreciated as we continue to build the website in order to present our services and projects.

There was a livestream broadcast of the election results for Grand Chief/Chairperson and Deputy Grand Chief/Vice-Chairperson of the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government. Results of the election were being broadcasted as they were being relayed by the Chief Electoral Officer. The events, first round and run-off elections, were hosted by the Cree Nation Youth Council with newly elected Youth Grand Chief Kaitlynn Hester-Moses and Deputy Youth Grand Chief Robin Gull-Saganash along with former interim Youth Grand Chief Alexander Moses.

With the aim of encouraging Cree participation in the Public Inquiry Commission on relations between Indigenous Peoples and certain public services in Québec: listening, reconciliation and progress and the National Inquiry into Missing and Murdered Indigenous Women and Girls, we have been sharing the information on the hearings and information sessions taking place across the country, the province and in Eeyou Istchee. We also organized in collaboration with both inquiries an information session on October 5th in Val-d'Or. At the event, representatives and delegates from different Cree Entities, Cree communities and Cree Nation Government leadership and departments were provided with information on the mandate of each of the inquiries and details on how to participate in each one.

Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government's new website www.cngov.ca

CREE NATION GOVERNANCE AGREEMENT AND CREE CONSTITUTION

On March 29, 2018, Bill C-70, the *Cree Nation of Eeyou Istchee Governance Agreement Act*, received Royal Assent and came into force. This Act gives effect and force of law, as of that date, to the *Agreement on Cree Nation Governance* ("Governance Agreement") and its companion, the Cree Constitution.

The Governance Agreement is the product of many years of negotiations with the Government of Canada and it represents the implementation of a key element of the *Agreement concerning a New Relationship between the Government of Canada and the Cree of Eeyou Istchee* ("Federal NRA").

Extensive consultations on the draft Governance Agreement and Cree Constitution took place with the Cree First Nations, Cree entities and Cree beneficiaries, including information meetings in each Cree community, over six months between November 2016 and April 2017. The Governance Agreement and Cree Constitution were formally approved by resolution of each of the Cree First Nations and of the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government. The Crees of Eeyou Istchee and the Government of Canada signed the Governance Agreement on July 18, 2017.

Section 2.12 of the Governance Agreement provides that the *Cree Nation of Eeyou Istchee Governance Agreement Act*, together with the Governance Agreement and the Cree Constitution, replace the *Cree-Naskapi (of Quebec) Act* with respect to the Crees, Cree First Nations, Cree Nation Government and Category IA lands.

Hence, as of March 29, 2018, the *Cree-Naskapi (of Quebec) Act* no longer applies to the Crees, Cree First Nations or Category IA lands. From that date forward, they are governed by the provisions of the Governance Agreement and the Cree Constitution, as given effect by the *Cree Nation of Eeyou Istchee Governance Agreement Act*.

With the coming into force on March 29, 2018 of the Governance Agreement, the Cree Constitution and the *Cree Nation of Eeyou Istchee Governance Agreement Act*, some key points should be noted:

- Existing arrangements regarding Cree local and regional governance powers on Category IA lands, as well as the land regime, including access and the grant of rights in lands and buildings, have been maintained and transferred from the *Cree-Naskapi (of Quebec) Act* into the Governance Agreement and the Cree Constitution.
- Under the Governance Agreement, the Cree First Nations and the Cree Nation Government keep the same powers and responsibilities on Category IA lands that they had under the *Cree Naskapi (of Quebec) Act*. However, both levels of Cree government will exercise their powers by making laws, not by-laws.
- The existing tax and seizure exemption regimes under sections 187 to 193 of the *Cree Naskapi (of Quebec) Act* continue to apply as set out in Chapters 19 and 20 of the Governance Agreement and sections 14 to 20 of the *Cree Nation of Eeyou Istchee Governance Agreement Act*, the whole subject to Section 9 of the *James Bay and Northern Quebec Agreement* ("JBNQA").
- The Constitution removes the residual oversight of the federal Minister of Crown-Indigenous Relations in respect of certain powers and the financial administration of the Cree First Nations.
- The Cree Constitution also removes the requirement for electors' approval for a change of name of a Cree First Nation, local taxation (but only if the council decides by special majority to make a law in this regard), the consent to an individual's waiver of the exemption from seizure, and long-term borrowing for community housing.
- The Constitution sets out new requirements in terms of financial accountability, as well mechanisms for internal appeal and redress and procedures on access to information.
- The *Cree-Naskapi (of Quebec) Act* has been renamed the *Naskapi and the Cree-Naskapi Commission Act*. The amended Act only applies to the Naskapis, with one important exception. The amended Act provides for the continued operation of the Cree-Naskapi Commission in its "ombudsman" role of investigating representations made by Cree or Naskapi beneficiaries regarding implementation matters.
- Canada paid to the Cree Nation Trust the last $200 million provided for in the Federal NRA.

The Governance Agreement and Cree Constitution will strengthen Cree self-government on Category IA lands in the context of the *James Bay and Northern Quebec Agreement*. They will provide the Cree with greater autonomy and flexibility in governance on Category IA lands. They will also provide long-term predictability of funding for the Cree First Nations and Cree Nation Government.

It should also be noted what the Governance Agreement does **not** do:

- It does not affect Cree rights under the *James Bay and Northern Quebec Agreement*;
- It does not affect Cree governance on Category II lands under the *Cree–Quebec Governance Agreement*;
- It does not transfer powers or functions from the Cree First Nations to the Cree Nation Government or vice versa;

- It does not affect the powers and responsibilities of the Cree institutions, such as the Cree School Board, Cree Board of Health and Social Services of James Bay and Eeyou Police Force.

The Cree Constitution starts with a short statement of key Cree values and principles. It then sets out arrangements regarding the exercise of the Cree right of self government in relation to the administration and internal management of the Cree First Nations and the Cree Nation Government on Category IA lands. These internal arrangements concern subjects such as procedures for making laws and resolutions, elections, meetings and referenda, financial administration and amendment of the Constitution. The Cree Constitution is a purely internal instrument of Cree self-government, so the Cree can change it if they wish to do so in the future in order to reflect changed conditions.

The Governance Agreement, the Cree Constitution and the Cree laws adopted pursuant to them represent another step in implementing Cree self-government in compliance with the *James Bay and Northern Quebec Agreement* treaty. All members of the Cree Nation have an important role to play in making this new governance regime work for the benefit of the entire Nation.

FEDERAL NRA – ASSUMPTION OF FEDERAL JBNQA RESPONSIBILITIES

During the past year, the Cree Nation Government continued to implement other key elements of the Federal NRA, particularly the assumption of federal JBNQA responsibilities.

Over the 20-year term of the Federal NRA, until 2028, the Cree Nation Government assumes, with funding provided by Canada under the Federal NRA, 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.

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

Funding for policing in Cree communities by the Eeyou-Eenou Police Force is provided by Canada and Quebec through a tripartite agreement that ended on March 31, 2018. Cree, federal and Quebec representatives are currently pursuing discussions on a long-term successor agreement in compliance with Section 19 of the *James Bay and Northern Quebec Agreement*.

FUNDING FOR ACCESS ROADS

Federal funding to upgrade the access roads to the coastal Cree communities remains an outstanding matter with Canada. Cree and federal representatives, in collaboration with Quebec representatives, are expected to pursue discussions in an attempt to address this matter, in compliance with Section 28 of the *James Bay and Northern Quebec Agreement*. Cree and federal representatives agreed to establish a special Cree-Canada Access Roads Table, under the Cree-Canada Standing Liaison Committee, to find long-term solutions to this matter.

OPERATIONS AND MAINTENANCE AND CAPITAL GRANTS AGREEMENTS

On July 18, 2017, at the same time as the signing of the Governance Agreement, the Crees of Eeyou Istchee and the Government of Canada renewed, on the same terms and conditions, the *Operations and Maintenance Funding Transfer Payment Agreement* and the *Agreement regarding Annual Capital Grants to the Quebec Cree Communities* for a ten-year period from April 1, 2018 to March 31, 2028.

CREE ASSOCIATIONS

On March 27, 2018, the Crees of Eeyou Istchee and the Government of Canada renewed, on the same terms and conditions, the *Funding Transfer Payment Agreement regarding the Cree Trappers' Association, the Cree Outfitting and Tourism Association and the Cree Native Arts and Crafts Association* for the ten-year period from April 1, 2018 to March 31, 2028. The purpose of this Agreement is for Canada to fulfil its obligation under the Federal NRA to continue to fund these Cree Associations as a condition for the Cree Nation Government to assume Canada's JBNQA responsibilities regarding these Cree Associations for the term of the Federal NRA.

CREE HUMAN RESOURCE DEVELOPMENT

The Federal NRA provides that the assumption by the Cree Nation Government of Canada's responsibilities regarding training courses, job recruitment and placement related to "territorial programs" and "enhanced delivery structure" is based on the maintenance or continuation by Canada of the additional funding for training programs and facilities and of 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 Agreement was initially for a period of two years and it has been extended several times to allow for the negotiation of a successor agreement. Most recently, this Agreement was extended until March 31, 2019. Negotiations with Canada over a successor agreement to the 2007 AHRDP Agreement should begin shortly.

The indexation of federal funding under the 2007 AHRDP Agreement since 2009 remains an outstanding matter. On March 30, 2017, the Cree Nation Government submitted a funding request to Canada concerning the required funding adjustments to the 2007 AHRDP Agreement, as well as new service needs.

The Cree Nation is developing our own comprehensive Cree Nation Housing Strategy to address the critical housing shortage in our communities, taking into account our unique circumstances.

CREE NATION HOUSING STRATEGY

On November 22, 2017, Prime Minister Trudeau announced a new National Housing Strategy to help reduce homelessness and improve the availability and quality of housing for Canadians in need, including Indigenous Peoples. The National Housing Strategy commits the Government of Canada to work with Indigenous leaders to co-develop "distinctions-based housing strategies" for First Nations. In parallel, the Cree Nation is developing our own comprehensive Cree Nation Housing Strategy to address the critical housing shortage in our communities, taking into account our unique circumstances.

Cree and federal representatives have agreed to establish a special Cree-Canada Housing Table, under the Cree-Canada Standing Liaison Committee, to address the specific housing context of the Crees on a Nation-to-Nation basis. Cree representatives have made it clear to Canada that the Cree Nation of Eeyou Istchee stands in a special treaty relationship with the Government of Canada by virtue of the *James Bay and Northern Quebec Agreement* of 1975. This relationship has been further developed through the Federal NRA of 2008 and the Governance Agreement signed on July 18, 2017. The Cree asserted that these agreements create a unique context for the Cree Nation that has a bearing on, among other things, funding for housing.

Cree representatives undertook to submit a proposal to Canada on the Cree Nation Housing Strategy which will, among other things:

(a) Propose a comprehensive and innovative approach, based on a partnership between the Cree and Government as well as the private sector, including financial institutions and private investors;

(b) Entail a commitment by the Cree Nation Government of significant Cree resources to be complemented by commitments by Government;

(c) Address all sectors of the housing market, with a cornerstone being the prioritization of private homeownership by the Cree; and

(d) Address the social welfare requirements of those who require government support as well as the special needs of the elderly and youth populations.

Cree representatives intend to work with representatives of Canada and Quebec to ensure proper linkage between the Cree Nation Housing Strategy and the Governments' obligations under the JBNQA treaty, as well as the possible need to modify government programs to meet the socio-economic requirements of the Cree communities pursuant to Section 28 of the JBNQA.

AMENDMENTS TO THE *JAMES BAY AND NORTHERN QUEBEC AGREEMENT*

Cree and federal representatives, in collaboration with Quebec representatives, are pursuing discussions with a view to concluding complementary agreements to the JBNQA on (i) the amending formula, (ii) Section 3 (ten-year clause) and (iii) Section 4 (land descriptions), in accordance with section 5.8 of the Federal NRA.

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.

Under the Cree Offshore Agreement, Canada must provide certain funding, including for the operation of the Eeyou Marine Region Wildlife Board, Eeyou Marine Region Planning Commission and Eeyou Marine Region Impact Review Board ("Regional Entities").

The Implementation Plan for the Cree Offshore Agreement details the projected costs of the Regional Entities during the first ten-year period of their operation. Cree and federal representatives have agreed to begin discussions on the details of the projected costs of the Regional Entities for the subsequent ten-year period (2022-2032).

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. An agreement in this regard is expected shortly.

On April 24, 2017, Makivik Corporation filed an application in the Federal Court of Canada for judicial review of a ministerial decision to reduce the number of polar bears to be harvested in Southern Hudson Bay

as determined by the Nunavik Marine Region Wildlife Board. The application is based on provisions of the Nunavik Inuit Land Claims Agreement which are comparable to those of the Cree Offshore Agreement. The Grand Council of the Crees (Eeyou Istchee) is a party to these proceedings, which raise certain issues relating to the interpretation of modern treaties, in particular, the deference owed to specialist co-management bodies established under such treaties.

FEDERAL ENVIRONMENTAL LAWS

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*.

Like many other First Nations in Canada, the Crees strongly opposed these legislative amendments because they reduced environmental protection measures. The Crees referred these matters as a dispute to the Cree-Canada Standing Liaison Committee established under the Federal NRA. Since then, Cree and federal representatives have held bilateral discussions, and Cree representatives have submitted detailed and specific proposals, in an attempt to find concrete solutions to address these matters, as well as the implementation of the Supreme Court of Canada decision in *Quebec (Attorney General) v. Moses* (2010).

As part of its election campaign, the current federal government promised to reverse some of the changes made to federal environmental laws under the previous government. In 2016, the government established a public process and invited First Nations and stakeholders to submit their views on the proposed legislative amendments to modernize the *Canadian Environmental Assessment Act*, the *Navigable Waters Protection Act*, the *Fisheries Act* and the *National Energy Board Act*. The Crees participated in this public process and submitted detailed proposals. The government also presented the Frontier and Offshore Regulatory Renewal Initiative regarding the protection of the offshore and issues involving the exploration and exploitation of oil and gas.

In February 2018, the government introduced in Parliament Bills C-68 and C-69 to modernize the laws mentioned above and to address at least some of the adverse effects of Bills C-38 and C-45. As part of the Parliamentary process, the Crees made representations before a Parliamentary Committee and submitted specific proposals to ensure the protection of Cree rights. The Cree proposals seek, in particular, to ensure full Cree participation in the review of projects in the JBNQA Territory pursuant to the *Impact Assessment Act*, which is to replace the *Canadian Environmental Assessment Act*, 2012, upon the adoption of Bill C-69.

COURTOREILLE V. CANADA

On a related issue, the Cree intervened before the Supreme Court of Canada on January 15, 2018 in *Courtoreille (Mikisew Cree First Nation) v. Canada*. The Cree supported the Mikisew Cree in arguing that the constitutional duty to consult Indigenous peoples applies to the development of legislation, such as Bills C-38 and C-45, prior to its submission to Parliament. Canada took the position that, although it can consult Indigenous peoples in developing legislation, it has no legal duty to do so since the development of legislation is protected by the constitutional doctrines of separation of powers and Parliamentary sovereignty. The Court took the matter under advisement.

MOCREEBEC

At a meeting of the Cree-Canada Standing Liaison Committee on January 15, 2018, Cree representatives explained that Mocreebec has now secured recognition from the Cree First Nations of Eeyou Istchee and the Cree Nation Government, as the 11th Cree community of Eeyou Istchee.

Cree and federal representatives agreed to resume discussions on Mocreebec, and a Cree-Canada Table on Mocreebec was established, under the Cree-Canada Standing Liaison Committee, to find long-term solutions for Mocreebec and their community. This is a positive development. Negotiations with Canada may eventually require a formal mandate from the Minister or the federal Cabinet. Discussions will take place with representatives of Mocreebec in order to prepare for discussions with federal representatives.

CREE LAND AND HARVESTING RIGHTS IN ONTARIO AND RELATED LEGAL PROCEEDINGS

As reported previously, in March and May 2016, the Cree Nation commenced, on behalf of all its members, and in conjunction with other Cree entities, an action in the Superior Court of Justice of Ontario to obtain recognition of the Aboriginal title and Aboriginal rights of the Crees of Eeyou Istchee and Cree collectivities over Cree traditional territory in northern Ontario.

The action, filed against the Governments of Canada and Ontario, seeks declarations of Aboriginal title (without prejudice to existing rights of 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 Quebec 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*.

Certain First Nations have been added as party defendants on their initiative and various motions respecting particulars of the claims have been brought. These proceedings and related judicial review proceedings regarding the Detour Mine seek declarations respecting the duty of the Government of Ontario to consult and accommodate the Crees of Eeyou Istchee with respect to regulatory approval processes required for mining and other projects situated in the area of the Cree land claim.

In March of 2018, the Government of Ontario acknowledged a duty to consult the Cree Nation in regard to the expansion of the Detour Mine. In fact, the Crees of Eeyou Istchee have recently been consulted by the Government of Ontario not only in respect to that project but also in regard to other resource development projects in the relevant part of Cree traditional territory in Ontario. ●

CREE-QUEBEC RELATIONS

The Cree Nation continues to take on additional responsibilities and jurisdictions as its governance institutions mature. Communications with the Government of Quebec are of crucial importance in this process, based on the Nation-to-Nation relationship established by our treaty, the *James Bay and Northern Quebec Agreement*, the *Paix des Braves* and the *Cree-Quebec Governance Agreement*.

The Cree Nation maintains relations with the Government of Quebec at the highest level. After their election in August 2017, Grand Chief Dr. Abel Bosum and Deputy Grand Chief Mandy Gull met with Premier Philippe Couillard in October 2017 to emphasize the importance of the Cree-Quebec relationship. Paul John Murdoch assumed responsibility as Negotiator, Cree – Quebec Relations, and Melissa Saganash has continued to serve as Director of Cree – Quebec Relations. They ensure regular communications with senior officials of the various Quebec Ministries involved in Cree files.

CREE-QUÉBEC STANDING LIAISON COMMITTEE

The Cree-Quebec Standing Liaison Committee established by the *Paix des Braves* serves as the clearing house for relations between the Cree and Quebec. It provides a forum to resolve differences as they arise, and helps to strengthen relations between the Cree and Quebec. The Cree representatives are Bill Namagoose and Paul John Murdoch, supported by Melissa Saganash. Quebec'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. The Committee met on several occasions in 2017-2018, focussing on certain priority issues, including the provincial judicial inquiry regarding Indigenous women and public services in Quebec, the *Cree-Canada Governance Agreement* and Cree priority for contracts and tenders, firearm registration and certain other matters. 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* that was signed with Quebec on July 24, 2012.

Cree Nation Government

The Cree Nation Government is continuing to implement its governance functions on Category II lands and is adjusting its organizational and human resources in light of these responsibilities. In consultation with the Cree First Nations and other Cree stakeholders, the Cree Nation Government is putting in place the structures, personnel and processes needed to assume its new responsibilities and to enable Cree leaders to assume their new functions both on the Cree Nation Government and on the Regional Government.

Under the leadership of Deputy Grand Chief Mandy Gull, former Deputy Grand Chief Rodney Mark and Director Isaac Voyageur, the Land Use Planning Unit of the Cree Nation Government Department of Environment and Remedial Works is advancing the work of the Eeyou Planning Commission. The Commission 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. The community representatives of the Commission have been identified. The Commission is now working, in consultation with the Cree communities, on draft policies, principles and objectives to guide the development of the regional land and resource use plan for Category II lands. These draft policies, principles and objectives will be submitted to the Cree Nation Government for approval and then to the Government of Quebec for its concurrence.

Eeyou Istchee James Bay Regional Government

Upon his election as Grand Chief in August 2017, Abel Bosum replaced former Grand Chief Dr. Matthew Coon Come as Chair of the Eeyou Istchee James Bay Regional Government. His term of office expired on December 31, 2017, after which Madame Manon Cyr, Mayor of Chibougamau, was elected as Chair of the Regional Government for a two-year term. Grand Chief Bosum now serves as Vice-Chair.

The Council of the Regional Government is composed of 22 representatives, half Cree and half Jamésiens. 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 include elected mayors, councillors and officials of the municipalities and territory.

The Council of the Regional Government meets every second month, after the meeting of the Board/Council of the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government. 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-Quebec Governance Agreement*.

Each year, the Regional Government must adopt a budget that is consistent with the provisions of the Governance Agreement, and that takes into account funding allocations provided by Quebec. 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 Quebec. For this reason, and during this first five-year period, Quebec is required to approve the draft budget of the Regional Government.

Governance Agreement Does Not Affect Cree Rights under the JBNQA

The Governance Agreement aims to promote the autonomy and development of the Cree Nation. One of its primary objectives is the exercise by the Cree of greater autonomy and responsibilities regarding the governance of Category II lands, in particular with respect to the planning and use of land and resources.

The Governance Agreement also modernizes municipal and regional governance regimes under Quebec 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 under the Environmental and Social Protection Regime in 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 Quebec 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. Quebec must consult both the Regional Government and the Cree Nation Government in preparing the provincial public land use plan (PATP) for Category III lands.

Funding

The Governance Agreement provides that the Crees and Quebec are to negotiate the renewal of the five-year funding arrangements for the Cree Nation Government by October 31, 2017, failing which, the funding provided in 2017-2018 is to be renewed for the year 2018-2019.

Over the past five years, the Cree Nation Government has been fully occupied in implementing its new functions and responsibilities under the Governance Agreement. It has not yet been possible to negotiate with Quebec the renewal of a five-year funding arrangement for the period 2018-2019 to 2022-2023. In consequence, a request has been submitted to Quebec to renew for the year 2018-2019 the funding provided to the Cree Nation Government under the Governance Agreement in 2017-2018.

Review

The Governance Agreement provides that its implementation will be reviewed after five years of its coming into force on July 24, 2012. Since work remains focussed for now on setting up the institutions and processes necessary to implement the Governance Agreement, the first five-year review has not yet been carried out.

Regionalization of Services

Commission de la construction du Quebec (CCQ)

The Governance Agreement provides for the regionalization of certain Government of Quebec 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 Quebec and the CCQ. This new CCQ region is vital to ensure fair access for Cree and Jamésien workers for jobs on construction projects in the region. Progress has been limited as some resistance has been encountered from the CCQ and trade unions.

Société de l'assurance automobile du Quebec (SAAQ)

Another priority for the regionalization of services is the Société de l'assurance automobile du Québec (SAAQ). Until recently, the SAAQ had no office or point of service in any of the Cree communities. Its only points of service were 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

A Cree – Inuit Working Table has been established to discuss cooperation on matters of common interest. These matters include:

- Mutually satisfactory governance arrangements with respect to the *Cree – Quebec 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 first meeting of the Cree – Inuit Working Table took place in February 2017, where discussions focussed on priority in contracting and employment for the Cree and

June 14, 2018, former Grand Chief Dr. Matthew Coon Come appeared before the Commission, supported by Melissa Saganash, Director of Cree-Quebec Relations.

Inuit. Both parties are developing proposals on this matter, and are expected to coordinate further at the Working Table.

The Grand Chief has met with the newly elected (and founding) President of Makivik Corporation, former Senator Charlie Watt. They agreed to pursue the process to address matters of common interest to the Cree Nation of Eeyou Istchee and the Inuit of Nunavik.

COMMISSION OF INQUIRY ON INDIGENOUS PEOPLES AND PUBLIC SERVICES

In October 2015 the media reported on allegations by Indigenous women in Val d'Or of serious misconduct by members of the Sûreté du Quebec, including so-called "Starlight Tours", sexual misconduct and provision of drugs and alcohol. The Cree Nation of Eeyou Istchee, together with the Assembly of First Nations of Quebec and Labrador (AFNQL) and the Algonquin First Nations of Pikogan and Lac-Simon, called on Quebec to establish an independent judicial Commission of Inquiry with a very focused mandate. Intense discussions took place with Quebec throughout 2016.

These efforts were successful. On December 21, 2016, Quebec adopted Order-in-Council 1095 2016, creating the *Public Inquiry Commission on relations between Indigenous Peoples and certain public services in Quebec: Listening, Reconciliation and Progress* ("Commission"). The mandate of the Commission is to investigate and carry out analyses to make recommendations concerning remedial measures to prevent or eliminate any form of violence, discriminatory practices or different treatment in the provision of certain public services to the Indigenous people of Quebec: police services, correctional services, justice services, health and social services as well as youth protection services.

Quebec appointed retired Superior Court Justice Jacques Viens as the President of the Commission, while Crown prosecutors Christian Leblanc and Marie-José Barry-Gosselin were appointed as Chief Counsel and Deputy Chief Counsel for the Commission, respectively. The Commission held its inaugural press conference on March 13, 2017 in Val d'Or. In April 2017, the Commission invited interested parties to apply for participant status. The Grand Council of the Crees (Eeyou Istchee) / Cree Nation Government applied for and was granted full participant status.

The Commission held its official opening ceremony and first day of hearings in Val-d'Or on June 5, 2017. Madame Viviane Michel, President of the Quebec Native Women's Association, was the first witness to appear before the Commission. Over the next two weeks, Indigenous Chiefs and leaders as well as certain provincial and municipal representatives appeared before the Commission.

On June 14, 2018, former Grand Chief Dr. Matthew Coon Come appeared before the Commission, supported by Melissa Saganash, Director of Cree-Quebec Relations. The Grand Chief tabled a first brief on behalf of the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government. The brief outlines the Cree context, including the struggle leading to the *James Bay and Northern Quebec Agreement* of 1975.

The brief goes on to identify some of the challenges faced by the Cree and other Indigenous peoples. These include severe poverty, lack of adequate health and social services, overcrowded and substandard housing, lack of educational and job opportunities and many other factors that create health and social stresses in Indigenous communities, leading some Indigenous people to leave their communities for urban centres. There, many are at risk of homelessness, violence and abuse.

Other challenges facing Indigenous peoples in Quebec include a criminal justice system that is not well adapted to Indigenous cultures; the lack of women's shelters in Indigenous communities; excessive reliance on police officers as first (and sometimes only) responders for social issues; the need for better training of police officers in the culture and realities of Indigenous peoples; and the need to recruit and train more Indigenous police officers. The brief refers to the 94 Calls for Action of the Truth and Reconciliation Commission that address a number of these challenges.

Over the following months, several other Cree agencies appeared before the Commission:

- Director Donald Nicholls of the Department of Justice and Correctional Services of the Cree Nation Government on September 15, 2017;
- Chair Bella Moses Petawabano, Executive Director Daniel St-Amour and Dr. Darlene Kitty of the Cree Board of Health and Social Services of James Bay on September 29, 2017; and
- Chair Kathleen Wootton of the Cree School Board on January 24, 2018.

These presentations have emphasized the need to correct the severe lack of housing in the Cree communities on a priority basis in order to improve the health and social wellness of the Cree.

On October 16, 2017, Natasia Mukash of Whapmagoostui appeared before the Commission as the first Cree individual witness. She told of the discrimination she had encountered in the health services sector in Val-d'Or.

On October 19, 2017, the Commission heard from retired Saskatoon Police Chief Clive Weighill. He spoke of his efforts to eliminate discrimination and improve relations between the Saskatoon Police and First Nations people after the death of Neil Stonechild resulting from a "starlight tour".

On October 27, Romeo Saganash, MP for Abitibi—Baie-James—Nunavik—Eeyou, appeared before the Commission. He spoke of his experience at residential schools and the struggle of the Cree Nation to secure the *James Bay and Northern Quebec Agreement* and the *Paix des Braves*. He told of the continuing discrimination faced by Indigenous people in Quebec. He outlined Cree efforts in helping to develop the *United Nations Declaration on the Rights of Indigenous Peoples* and, most recently, his own efforts to have the Parliament of Canada adopt Bill C-262 to give legislative approval and implementation to the United Nations Declaration.

Eight Cree communities invited the Commission to hold public information sessions. In November 2017, the Commission visited Mistissini and Waswanipi. In 2018, the Commission held additional information sessions in Mistissini in January, in Chisasibi in February, in Ouje Bougoumou, Chapais and Waswanipi in March, and in Whapmagoostui in April. These sessions were supported by Cree liaison officers recruited by the Commission.

By December 2017, the Commission had carried out 11 weeks of hearings, more than 130 witnesses had accepted its invitation to testify and the Commission had opened over 280 investigation files. In order to deal with the volume of work, the Commission has grown to about 80 employees, including the Commissioner, Legal Department, Indigenous Relations (including several Cree liaison agents), Investigations Department, Psychosocial Support, Research, Communications, Secretariat and Administration.

According to the Commission's press release of December 14, 2017,

> *"Some major themes have emerged from the 2017 hearings. The importance of education and training have been underlined by many. Homelessness conditions, women's rights, youth protection, cultural safety and problems related to language have also emerged from the testimonies. Finally, a lack of resources has been reported at many levels, particularly in housing, health, police, justice and correctional services, to name a few."*

Commissioner Viens has issued three interim recommendations to date. First, on September 20, 2017, he recommended that the City of Val-d'Or suspend the practice of detention for non-payment of fines. Second, the Commissioner endorsed the creation of a Judicial Support and Community Intervention Program, as proposed by the Native Friendship Centre in Val-d'Or, to support homeless persons. On September 28, 2017, the municipal court of Val-d'Or announced a moratorium on detention for non-payment of fines.

Third, on March 22, 2018, Commissioner Viens issued a third recommendation, or call to action, to the governmental authorities to extend the deadline of March 31, 2018 by a reasonable period of up to one year for the negotiation of funding arrangements for Indigenous police forces. He noted that these police forces provide an essential service for their communities, and that the affected First Nations should not be forced into signing funding agreements by this deadline in order to prevent their police forces from being dissolved or from having to provide police services without any financial support.

The Commission is to hold hearings in Mistissini from June 11 to 20, 2018.

SOCIAL DEVELOPMENT AND HOUSING

On December 22, 2016, the day after the Government of Quebec established the CERP, the Government announced its intention to develop a *Government Action Plan for the Social Development of Indigenous Peoples*. The plan would consolidate the Government's efforts relating to social development so as to improve the quality of life in Indigenous communities. Indigenous leaders were invited to a consultation meeting in Quebec City on January 25 and 26, 2017. About 100 Indigenous leaders participated in this consultation meeting.

A Consultation Document for this initiative was released in January 2017. After referring to the Val d'Or

events, the Truth and Reconciliation Commission (TRC) Report and the establishment of the national MMIWG Commission of Inquiry, the Consultation Document mentions Quebec's own efforts to support Indigenous social development. It proposes a "radically new approach to social development in First Nations and Inuit populations" through a shift to an integrated action plan "… to create a positive structure for improving the general living conditions of Quebec's Indigenous populations."

On June 28, 2017, the Government of Quebec released its first *Government Action Plan for the Social Development of Indigenous Peoples*, entitled *Do More, Do Better*. The companion press release outlines the main features of the Action Plan:

> *Today, the Quebec government unveiled its first Government Action Plan for the Social and Cultural Development of the First Nations and Inuit for the period 2017-2022 with a budget of $147.3 million, to support more than 100 measures. It consolidates initiatives in both social and cultural spheres and proposes new measures. The open-ended action plan was elaborated in light of consultations and will be implemented in partnership with the Indigenous communities.*

The *Government Action Plan* outlines a number of strategic priorities:

1. Enhancing services, by establishing new services and enhancing existing services;
2. Promoting Aboriginal culture and languages;
3. Developing the power to act of individuals and communities;
4. Fostering collaboration and research.

The Plan then identifies a number of measures to implement these priorities. These priorities and measures are set within a framework of policy directions, a commitment to reconciliation and a contribution to healing. Interestingly, the policy directions recognize the growing numbers of Indigenous persons in urban centres, the forces leading them there and the challenges that they face there.

However, another policy direction would limit Quebec's interventions in Indigenous communities on the grounds that the federal government has exclusive constitutional jurisdiction for "Indians, and Lands reserved for the Indians". Quebec's role in improving living conditions in Indigenous communities would therefore be complementary to the initiatives of the federal government, which has primary responsibility for community services on reserve.

This "policy direction" does not reflect the considerable role of Quebec in the Cree communities under the *James Bay and Northern Quebec Agreement* treaty. In the JBNQA, the Cree accepted to work closely with Quebec in the communities regarding, among other things, health and social services, education, justice, police services and community and economic development.

Certain challenges in terms of social development in Eeyou Istchee are clear. Severely overcrowded and substandard housing lies at the heart of the social and health issues affecting Indigenous communities. Overcrowded housing hinders success in school. It creates tension within the family. It breeds social stresses in the communities. It drives many Indigenous persons to "escape" to urban centres.

Until the housing shortage in Indigenous communities is addressed through concrete action, other actions will come to nothing. Until Indigenous people are no longer living 10, 12 and more to a single house, conditions commonly encountered in Northern Quebec, they will continue to fall victim to violence and abuse both in and outside their communities. Until this single issue is resolved, Indigenous people will continue to be driven from their communities to urban centres, where some will become marginalized and may fall victim to abuse.

CREE ECONOMIC, SOCIAL AND COMMUNITY DEVELOPMENT PLAN

When Quebec announced the *Plan Nord* in 2008, the Cree Nation decided to develop its own *Cree Vision of Plan Nord*, released in 2011. In the same way, the Cree Nation is now taking the initiative of preparing its own *Cree Economic, Social and Community Development Plan*. Preliminary work has begun on this plan. It will address in an integrated way the needs of the Cree Nations in the related fields of economic, social and community development. It will take into account the obligations of Canada and Quebec in these areas under Section 28 of the JBNQA treaty. The draft plan will be shared with the Cree First Nations, Cree entities and other Cree stakeholders for their input.

CREE NATION HOUSING STRATEGY

A clear relation exists between housing and economic, social and community development. The Cree Nation Government is now working on the Cree Nation Housing Strategy. This strategy will propose concrete, specific actions to increase the supply and quality of housing in the Cree communities. It will take into account the *Cree Economic, Social and Community Development Plan* as it advances. The Cree Nation Housing Strategy is discussed in greater detail in this report under the heading Cree-Canada Relations.

FORESTRY

Agreement to Resolve the Baril-Moses Forestry Dispute

On February 7, 2002, the Cree and Quebec 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*.

However, the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government was informed in 2011 that during the course of 2010 forestry operations started to be conducted under permits issued by Quebec in breach of the provisions 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 Quebec, Resolute and Chantiers Chibougamau seeking orders against them to ensure their immediate respect of the Baril-Moses Agreement as well as damages from Quebec.

On July 13, 2015, after months of intense negotiations, the Cree and Quebec 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, Quebec and the Cree will work together on possible improvements of these standards.

The Agreement provides for certain funding by Quebec 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 *Cree-Quebec 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 caribou habitats. A joint Cree-Quebec task force will work to identify possible additional protected areas in the JBNQA Territory.

On February 7, 2018, Quebec adopted Order in Council 72-2018, which approved the establishment of temporary protected status for the proposed biodiversity reserve of Chisesaakahikan-Broadback River, aquatic river reserve of Waswanipi Lake and biodiversity reserve of Assinica as well as the preparation of conservation plans for these areas.

The *Baril-Moses Resolution Agreement* also commits Quebec 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 Mashteuiatsh (also known as the First Nation of Pekuakamiulnuatsh) may participate in the processes regarding forestry standards and woodland caribou if they wish to do so. After discussions with Cree representatives, the Innu of Mashteuiatsh confirmed on March 19, 2018 their participation in the Cree-Innu-Quebec joint forestry working group to propose consensual measures on forestry in the Baril-Moses territory. The Cree Nation Government and the Innu of Mashteuiatsh have also agreed to work together to propose measures related to matters such as the designation of the territory, territorial reference units, areas of special interest, forest areas of wildlife interest and closing of forest roads.

The Grand Council of the Crees (Eeyou Istchee)/ Cree Nation Government undertook in the *Baril-Moses Resolution Agreement* 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.

Quebec undertook to provide funding to support Cree traditional activities and the implementation of the Collaborative Forestry Management Regime mentioned in the *Cree Quebec Governance Agreement* of July 2012. Finally, the Cree undertook to discontinue the legal proceedings taken against Quebec 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 Quebec to work together on forestry measures to ensure this harmonization over the long term.

Forestry Harmonization Agreement

In June 2009, Quebec 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. Quebec 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 – Quebec 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 Quebec 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 Quebec 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, Ouje-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 Quebec 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 Cree Nation Government Forestry Team, led by Abel Bosum and Isaac Voyageur, and the Chiefs and Joint Working Group members of the Cree communities of Mistissini, Ouje-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, Board/Council of the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government adopted Resolution 2016-12 approving the *Consolidated Forestry Harmonization Agreement* and authorizing its signature subject to the finalization of certain documents and to other potential improvements. Certain improvements of the *Consolidated Forestry Harmonization Agreement*, including some suggested by the Cree communities, were agreed with Quebec in 2016-2017.

As of February 2018, the Cree and Quebec have signed Amendment No. 6 of the Paix des Braves to replace Chapter 3 dealing with the Cree Adapted Forestry Regime, Complementary Agreement No. 25 to amend Section 30A of the JBNQA dealing with the Forestry Regime, and a new Confidentiality Agreement to protect Cree traditional knowledge.

Collaborative Forestry Management Regime

The *Cree–Quebec 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 Quebec 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 are 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, Quebec 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 Quebec.

The *Baril–Moses Resolution Agreement* provides for funding by Quebec 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 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 Quebec 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 Agreement. 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.

PDAF Agreement 2015-2018

The Cree Nation Government and the Minister of Forest, Wildlife and Parks signed, in early 2018, the *Delegation Agreement for Management of the Sustainable For-*

A Partners Table has been established with representation from the Government of Quebec, Indigenous peoples, including the Cree, municipalities and industry to address implementation of the "Woodland Caribou Habitat Stewardship Action Plan".

est Development Program of the Ministère des Forêts, de la Faune et des Parcs in the Nord-du-Quebec Region ("PDAF Agreement") for the period 2015-2018.

The purpose of the PDAF Agreement is to delegate to the Cree Nation Government the management of the PDAF program, and to provide it with related funding. The Cree Nation Government may use this funding to carry out activities related to the preparation of integrated forest management plans and related consultations, as well as for targeted interventions such as sylvicultural work, multipurpose roads, activities designed to promote forest management and wood processing. An action plan was approved with respect to the use of the funding.

The Cree Nation Government has entered into discussions with Quebec on a successor agreement for the period after 2018.

Forestry Access Roads

After the signature of the *Baril–Moses Resolution Agreement*, Quebec 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 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, the protection of threatened woodland caribou in the Broadback River basin and potential impacts on fish spawning sites.

These concerns were reflected in nine conditions that COMEX set out in the certificate of authorization for construction of the roads. Over the past year, Waswanipi officials have been working with the proponent to ensure that these conditions are fulfilled prior to the finalization of the road alignment and its construction. This certificate of authorization also placed firm limits of the roads' length to ensure that they will not compromise Waswanipi's proposed Mishigamish protected area. Members of the Environment and Remedial Works Department of the Cree Nation Government have been assisting Waswanipi and COMEX in these efforts.

Woodland Caribou

Quebec released a summary "Woodland Caribou Habitat Stewardship Action Plan" in April 2016. The plan is in outline form, and it requires direct consultations with the Cree Nation Government to identify details of how this approach would apply in Eeyou Istchee.

A Partners Table has been established with representation from the Government of Quebec, Indigenous peoples, including the Cree, municipalities and industry to address implementation of the "Woodland Caribou Habitat Stewardship Action Plan". Progress to date at this table has been modest, save with respect to the Broadback River Protected Area.

In addition, a Cree-Quebec working table was initiated in March of 2018 with representatives of the Environment and Remedial Works Department of the Cree Nation Government and MFFP with a mandate to explore various protection scenarios that could be applied in the Territory.

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 establish a special Cree – Quebec Table on the Environment and Protected Areas. This Table is to 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 is to carry out its functions under the Standing Liaison Committee, and is not to duplicate the functions of the environmental bodies established under Section 22 of the JBNQA.

Terms of reference have been developed for this Table on the Environment and Protected Areas and submitted to Environment Quebec. 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;

(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;

(e) integrated management mechanism for water resources on the basis of hydrological units, including watersheds, sub-watersheds and groups of watersheds;

(f) environmental emergency communications protocol;

(g) such other matters as Quebec and the Cree Nation Government may agree upon from time to time.

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 caribou habitats. A joint Cree-Quebec task force will work to identify possible additional protected areas in the JBNQA Territory.

On February 7, 2018, Quebec adopted Order in Council 72-2018, which approved the establishment of temporary protected status for the proposed biodiversity reserve of Chisesaakahikan-Broadback River, aquatic river reserve of Waswanipi Lake and biodiversity reserve of Assinica as well as the preparation of conservation plans for these areas.

ENERGY

On April 7, 2016, Quebec 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-Quebec currently has a buffer or surplus equivalent to more than 4% of Quebec's annual electricity needs. New energy supplies will only be authorized when the surplus is on the order of 2.5% of Quebec's annual electricity needs, not expected until at least 2024. Hydro-Quebec is unlikely to require additional energy supply before then. In order to limit the impact of wind energy on Quebec electricity rates, the Energy Policy advocates that new Quebec 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.

HEALTH AND SOCIAL SERVICES

2012 Health Agreement

A Health Agreement and Funding Framework was signed with Quebec on August 16, 2012 for the period 2013-2018, for operations, and 2013-2020, for capital. It will permit further improvements to health and social services and facilities for the Cree of Eeyou Istchee. The Cree Board of Health and Social Services of James Bay is continuing 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, discussed more fully below.

The Cree Health Board has proposed to the Ministry of Health and Social Services ("MSSS") that the operational funding provided under the Health Agreement and Funding Framework be extended to March 31, 2020, on the same terms and conditions, in order to align operational and capital funding.

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. Under the 2012 Health Agreement, these questions are to be discussed at the Steering Committee established under that Agreement.

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 Quebec Association of Health and Social Service Establishments (*Association Quebecoise 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 is to carry out its responsibilities, accomplish its tasks and evaluate its performance. These Board Governance Policies are reviewed on a regular basis and revised as needed. The Cree Health Board continues to develop its governance tools, including operational management policies. It is also promoting greater accountability and transparency, including through an internal audit department and clear financial controls.

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", the health and social services region under the jurisdiction of the Cree Health Board.

The funding of infrastructure for the new Chisasibi hospital complex has been raised at the Cree Quebec 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.

Women's Shelters in Waswanipi and Waskaganish

The Cree Nation Government and the Cree Health Board are committed to addressing the issues of family violence and violence against women in the Cree communities. In the past, the lack of dedicated women's shelters and related programs and services in Eeyou Istchee obliged a number of Cree women to seek shelter outside Cree communities.

The Cree Nation Government and the Cree Health Board are now working together with the Ministry of Health and Social Services and other key stakeholders to make available to Cree women in Eeyou Istchee the required prevention and intervention programs and services, as well as adequate facilities, including two women's shelters, one in Waswanipi and the other in Waskaganish.

The Cree Nation Government and the Cree Health Board have concluded a Framework Agreement which defines the conditions of their partnership regarding the women's shelters in Eeyou Istchee. The Framework Agreement provides, among other things, that:

(a) the Cree Nation Government will construct two women's shelters and assume the entire costs related to such construction, subject to the terms of the Framework Agreement, including various undertakings of the Cree Health Board, and subject to the required regulatory authorizations and permits;

(b) the Cree Health Board will lease from the Cree Nation Government the women's shelters for a nominal amount, will operate and maintain at its own costs such facilities for 20 years, and will secure the required regulatory authorizations and permits.

The construction of the women's shelter in Waswanipi is now completed and the facility was officially inaugurated on September 25, 2017. The facility is operational and services started on December 18, 2017. Construction of the women's shelter in Waskaganish is expected to be completed in 2018.

Youth Centre in Mistissini

Upon the recommendation of the Cree-Quebec Judicial Advisory Committee, the Cree Health Board and the Cree Nation Government Department of Justice and Correctional Services are working together to establish a Youth Facility in Mistissini. This facility is to be part of a larger plan, which is to include a group home, a camp for the bush program, and healing homes. The services to be provided by the Youth Facility are to be adapted to different youth, including boys, girls, and youth subject to various measures under the *Youth Protection Act* (Quebec) or the *Youth Criminal Justice Act* (Canada), taking into account the different types and level of behavior issues. This facility will be designated as a "youth custody facility" for the purposes of the *Youth Criminal Justice Act*.

On December 12, 2016, the Cree Nation Government and the Cree Health Board concluded the *Framework Agreement for the Construction, Operation and Maintenance of a Youth Facility in Eeyou Istchee*, which provides for, among other things, the following:

(a) the Cree Nation Government will construct the Youth Facility at its cost, subject to the terms of the Framework Agreement, including various undertakings of the Cree Health Board, and subject to the required regulatory authorizations and permits;

(b) the Cree Health Board will lease from the Cree Nation Government the Youth Facility for a nominal amount, will operate and maintain the facility at its cost for 20 years, and will secure the required regulatory authorizations and permits.

On May 5, 2017, the MSSS approved the clinical plan and the draft lease agreement for the Youth Facility. Construction of the Youth Facility is on schedule and will continue during the 2017 2018 financial year.

Non-Insured Health Benefits

The MSSS has advised the Cree Health Board that it wishes review the management of the Non Insured Health Benefits (NIHB) Program. Discussions between the Cree Health Board and the MSSS continued in 2017-2018 on the principles for administration of the NIHB Program. The Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government is following this file as it affects Cree Nation treaty rights under Section 14 of the *James Bay and Northern Quebec 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 a matter that affects Cree Nation rights under Section 14 of the *James Bay and Northern Quebec Agreement*, the Cree Health Board is coordinating this work with the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government.

This process was initiated in 2016-2017 with the tabling of specific legislative amendments to promote the inclusion of Cree traditional healing methods and nutrition within the Cree Health Board. Technical amendments were also proposed at that time to modernize the complaints regime and to bring it more into line with the rest of the health and social services network, with the adaptations required for the Cree context.

The law of general application elsewhere in Quebec, the *Act respecting health services and social services*, is in the process of being consolidated and amended due to significant legislative changes in recent years. Once this revision is carried out, it is expected that the work on the modernization of the *Act respecting health and social services for Cree Native persons*, and related discussions with Quebec, will proceed.

EDUCATION

The Funding Rules of the Cree School Board for the 2014-2015 to 2018 2019 school years were concluded with Quebec 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 Quebec Agreement*. They were therefore conducted jointly by the Cree School Board and the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government.

The term of the current Funding Rules expires with school year 2018-2019. Discussions are expected to take place in 2018 on the successor Funding Rules for the Cree School Board for the next five-year period of school years 2019-2020 to 2023-2024.

CONTRACTING AND TENDERING

The tender and contracting rules imposed under Quebec 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 Cree Nation under the JBNQA and of the special northern context of Eeyou Istchee.

A draft Cree proposal on contract priority is being developed 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 Health Board and the Cree School Board, under the JBNQA treaty.

This matter has been taken up by the Cree Nation Government at the Cree – Quebec Standing Liaison Committee under the *Paix des Braves*. It has been agreed to discuss the issue and possible solutions with the Quebec Treasury Board and other affected departments under the aegis of the Standing Liaison Committee.

CHILDCARE SERVICES

A multi-year *Child Services Agreement* was concluded between the Cree and Quebec 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 Cree Nation Government, including for the allocation of funding to Cree childcare centres according to Cree Nation Government 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 Quebec 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.

EEYOU EENOU POLICE FORCE

New Police Director

Mr. David Bergeron has been appointed the new Police Director of the Eeyou Eenou Police Force (EEPF) further to a unanimous decision of the Board/Council of the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government on a recommendation duly made by the selection committee. Mr. Bergeron was sworn in as Police Director by Deputy Grand Chief Mandy Gull on March 28, 2018.

The Police Act *provides that the Minister of Public Security shall order an inspection of police forces every five years. Given that the EEPF has been in operation since 2011, the Cree Nation Government authorized in December 2016 a similar inspection of the EEPF pursuant to the Cree Nation Government Policing By Law.*

Funding

On September 25, 2014, the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government, Canada and Quebec concluded the *Eeyou Eenou Police Funding Agreement* for the period from April 1, 2104 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 Quebec have been indexed, and will be indexed for future years on the basis of the Consumer Price Index.

Representatives of the Cree Nation Government, Quebec and Canada are pursuing discussions on a long-term successor funding agreement for the EEPF in the context of, and in compliance with, Section 19 of the *James Bay and Northern Québec Agreement*.

Unionization

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

However, in October 2015, the Federal Court of Appeal held in the *Nishnawbe Aski Police Services Board* decision that the labour relations of the Nishnawbe-Aski police services, a First Nations police force, fall under provincial jurisdiction. On April 7, 2016, the Supreme Court of Canada dismissed the application for leave to appeal this decision. In the result, the decision of the Federal Court of Appeal affirming provincial jurisdiction over First Nations police forces remains unchanged.

In view of the *Nishnawbe Aski* decision, the CIRB asked the parties to submit their positions as to its application to the present matter. In its decision of August 12, 2016, the CIRB accepted the position of the Cree Nation Government and dismissed the application for certification of CUPE.

The Association of Eeyou Eenou Police Officers then filed a notice in certification under Quebec labour relations legislation with the Labour Administrative Tribunal to represent all the police officers who were employed with the EEPF.

The Union was certified to represent the constables. On January 9, 2018, the Administrative Labour Tribunal rendered a decision concluding that the EEPF lieutenants were representatives of the employer and were therefore excluded from the bargaining unit, along with the other higher members of the chain of command. As for the employee's part of the bargaining Union, the parties have started negotiating a first Collective Agreement.

If the negotiations fail and the parties do not succeed in agreeing to a Collective Agreement, a mediator will be called to help the parties to find a solution to their difficulty. If the mediation fails, one party may ask for the arbitration of the first Collective Agreement. The police officers are not, in any circumstances, allowed to strike.

Inspection

The *Police Act* provides that the Minister of Public Security shall order an inspection of police forces every five years. Given that the EEPF has been in operation since 2011, the Cree Nation Government authorized in December 2016 a similar inspection of the EEPF pursuant to the *Cree Nation Government Policing By Law*. The inspection aims, among other things, to provide the Cree Nation Government with an assessment of the operations and the quality of services provided by the EEPF. The inspection's purpose is similar to an audit: to evaluate processes, risks and measures of control put in place in order to contribute to their improvement.

Modalities Agreement, Court Security and Education Issues

Cree-Quebec discussions are underway regarding:

(a) the renewal of the Modalities Agreement, which relates to the EEPF's primary jurisdiction, the level of its police services and hiring requirements of its police officers; and

(b) certain training components of future officers as well as other issues, such as the provision of Court security.

FIREARMS REGISTRATION

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

On April 5, 2016, the Grand Chief presented the brief of the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government 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-Quebec technical table as well as by the Hunting, Fishing and Trapping Coordinating Committee ("HFTCC").

Bill 64 was passed by the National Assembly in June 2016, and came into force on January 29, 2018, as the *Firearms Registration Act*. Under the Act, a person who owned a non restricted shotgun or rifle on the date the Act came into force has one year to register it. In other words, under the Act, a person has until January 29, 2019 to register the firearm.

Further to the recommendation of the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government, a special Cree-Quebec technical table was established in early 2018 to consider special modalities for the Cree. Discussions have continued since then, particularly in view of finding appropriate solutions before the end of the "grace period" for registration in January 2019.

The Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government will continue these discussions with Quebec, and will also follow up with the HFTCC in this regard, particularly with the representatives of the "Native" parties (Cree, Inuit and Naskapi).

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 Quebec legislation. This Working Group included a representative of the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government and the Cree Health Board, along with representatives from other Indigenous organizations and Quebec.

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 Quebec adoption regime, including with respect to the legal effects of certain customary adoptions.

Bill 113 was tabled in October 2016 after two previous bills to amend the *Civil Code of Quebec* and other legislation with respect to adoption, including regarding customary adoption, "died on the order paper" with the calling of elections.

In June 2012, and again in June 2013, bills to amend the *Civil Code of Quebec* and other legislation with respect to adoption, including regarding customary adoption, were introduced in the National Assembly. While these bills "died on the order paper" with the calling of elections, a similar bill was tabled in October 2016: Bill 113.

Cree participation in the Working Group helped to shape these legislative proposals, and the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government and the Cree Health Board, working with other Indigenous organizations, were successful in securing the tabling of these proposals in the National Assembly.

The Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government and the Cree Health Board also participated in the National Assembly committee hearings on Bill 113 in November 2016. At the time, the Cree Nation welcomed this initiative as an important step to fulfill Quebec's commitment to clearly recognize the legal effects of Aboriginal customary adoption in Quebec legislation.

In the final stages of the legislative process, Bill 113 was amended to also address temporary forms of customary care or customary guardianship (referred to in the legislation as "Aboriginal customary tutorship"). These changes came about due to recommendations of different Indigenous groups, including the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government and the Cree Health Board.

Bill 113 was enacted by the National Assembly in 2017, but the provisions regarding Aboriginal customary adoption and customary guardianship only come into force in June 2018. Even when these provisions are in force, they do not automatically apply to Indigenous Nations and communities. Their application requires a given Nation or community to "opt-in" to the regime by officially designating its "competent authority".

Within the framework set out in the legislation, it is up to Indigenous communities and Nations to decide how to implement it for their respective milieux.

A Cree Customary Adoption Working Group, made up of representatives of Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government and the Cree Health Board, was established in 2017. Its mandate is to consider, and to make recommendations, regarding implementation of this important legislation in the Cree context. In parallel, discussions regarding implementation have been carried on with Quebec and other Indigenous groups.

A combined regional-local approach for this regime is being proposed for Eeyou Istchee. Consultations with the Cree First Nations and regional Cree entities regarding these issues started in late 2017 and have continued since that time. The Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government will work closely with the Cree Health Board and the Cree First Nations towards the implementa-

tion of this regime in Eeyou Istchee, for the benefit of Cree children, their families and our communities.

RECONFIGURATION AND FINAL LAND DESCRIPTIONS FOR CREE COMMUNITIES

Two tables have been established with the Government of Quebec 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 2016-2017. In parallel, the Crees, Quebec and Canada have started drafting a Complementary Agreement in order to incorporate the final land descriptions into the JBNQA for all other communities.

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

OUJE-BOUGOUMOU RECOGNITION AND MISTISSINI LANDS

Complementary Agreement No. 22 and the Final Agreement were signed in Ouje-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 Ouje-Bougoumou as a Cree First Nation under the JBNQA and related legislation, with the same powers, rights and responsibilities as other Cree First Nations, 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 Quebec) Act*.

The *Act to amend the Cree-Naskapi (of Quebec) Act*, adopted in 2009, amends the *Cree-Naskapi (of Quebec) Act* in order, among other things, to recognize Ouje-Bougoumou as a Cree Band. These amendments came into force on May 15, 2014, 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 Ouje-Bougoumou pursuant to the Complementary Agreement.

The Grand Council of the Crees (Eeyou Istchee) and the Cree Nation of Mistissini concluded negotiations with Quebec and Canada and, in September 2013, signed with Quebec the *Final Settlement Agreement Related to the Transfer of Certain Lands from Mistissini to Quebec*. This Agreement 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 Quebec of an equivalent area of lands to Ouje-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.

The Cree Nation Government, Quebec and Canada are in regular communications in order to conclude the land transactions needed to finalize the land transfers. The process is going well and some of the land transactions were executed during 2017-2018.

Certain Quebec legislation remains to be amended in order to reflect the incorporation of Ouje-Bougoumou into the JBNQA.

RELATIONS WITH OTHER FIRST NATIONS IN QUEBEC

Paul John Murdoch and Tina Petawabano have assumed responsibility, under the direction of the Grand Chief, for relations between the Cree and other Indigenous Nations in Quebec.

Innus of Mashteuiatsh

By way of background, the Innus of Mashteuiatsh (also called Première Nation des Pekuakamiulnuatsh), their Chief and Band councillors had filed proceedings against Canada and Quebec 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. These proceedings were discontinued.

A Cree–Mashteuiatsh Table has been established to address mutual recognition of certain rights and possible cooperation on joint management of certain specific sectors, resources and traditional activities, forestry management standards, with special attention to the protection of wildlife habitat, economic development and certain other matters. These discussions are being carried out in close consultation with the Cree Nations of Mistissini and Ouje-Bougoumou.

These discussions have led to a draft treaty between the Innus of Mashteuiatsh and the Cree of Eeyou Istchee. The draft treaty has been approved by the Cree Nations of Mistissini and Ouje Bougoumou and by Board/Council of the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government.

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 Quebec.

The area effectively claimed by the Atikamekw in the JBNQA territory includes a large segment of the southern traplines of Ouje-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 claim damages.

The Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government and the Grand Chief intervened in this case to ensure that the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government be a full party to any ne-

gotiations and to reserve rights of the Cree inside and outside of JBNQA territory.

Court proceedings have been suspended by the Atikamekw and Quebec 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) Quebec and Canada, as defendants, as well as the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government, Hydro-Québec, the James Bay Energy Corporation and the James Bay Development Corporation, 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 years.

Innu of Takuikan Uashat Mak Mani-Utenam

The Innu of Uashat are seeking numerous declarations and orders from the Superior Court of Quebec. The territory claimed by the Uashat Innu is very extensive, including a large segment of the JBNQA territory, in particular, around the Caniapiscau reservoir and northward up to Kuujjuaq. Many Mistissini traplines are included in this territory. In addition, the Uashat Innu are claiming the entire Eastmain River basin as a travel route and they claim a gathering site on the James Bay coast near Eastmain. The Grand Council of the Crees (Eeyou Istchee) was made party to these proceedings (the "Pinette" proceedings).

On June 14, 2005, the Uashat Innu were granted a suspension in these proceedings for five years. However, despite the suspension, the Uashat 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 intentional. Nevertheless, the Grand Council of the Crees (Eeyou Istchee) is seeking an official clarification in order to protect Cree rights.

The Pinette proceedings were divided into two parts. "Part A" includes a significant portion of Quebec territory, but it excludes the Uashat Innu's alleged traditional territory in Newfoundland and Labrador and also excludes the territory covered by the JBNQA in Quebec. "Part B" concerns exclusively 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 Uashat Innu, but there has been little movement over the past years.

Innu of Pessamit

In this case, the Innu of Pessamit, their Chief and Council and representatives of two families claiming interests in the JBNQA territory are suing Canada and Quebec. In addition, Hydro-Québec, the James Bay Energy Corporation, the James Bay Development Corporation, the Grand Council of the Crees (Eeyou Istchee) and Makivik Corporation are named as interested parties.

In these proceedings, the Innu of Pessamit are claiming 35,000 km2 in the territory contemplated by the JBNQA, mostly in the area in and around the Caniapiscau reservoir.

The Innu of Pessamit state that they have been impeded in the exercise of their Aboriginal rights in the JBNQA territory and they therefore thus request, in addition to the recognition of these rights, an amount of $75 million as compensation.

In the event that the Court finds that their rights have been extinguished by the legislation approving the JBNQA, the Innu of Pessamit claim $250 million in damages for such extinguishment.

There have been no substantive developments in the proceedings involving the Cree parties for some time. The proceedings were again suspended in November 2017 further to a case management hearing.

Innu of Matimekush-Lac John

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

(a) the *James Bay and Northern Quebec Native Claims Settlement Act* has no effect as regards to 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 Quebec Agreement* and the *Northeastern Quebec 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 Quebec Native Claims Settlement Act*; and

(b) Quebec and Canada failed to fulfil their fiduciary duty toward them.

In such case, the Innu also seek an order condemning Canada and Quebec 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 order Canada and Quebec 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;

(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 Quebec Agreement* and the *Northeastern Quebec Agreement*; and

(c) Quebec did not honourably implement the provision providing for the negotiation of the claims of the Innus of Matimekush-Lac John, as stated in Subsection 2.14 of the *James Bay and Northern Quebec Agreement*.

These proceedings are specially managed and all procedural delays have been suspended. These proceedings have not been active since 2014.

Algonquins

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

(a) the *James Bay and Northern Quebec 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) Quebec and Canada failed to fulfill their fiduciary duties toward them.

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

Alternatively, should the Court refuse to condemn Quebec 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 *Quebec Boundaries Extension Act, 1912*;

(c) Quebec did not honourably implement the provision providing for the negotiation of the claims of the Algonquins, as provided for in Sub-Section 2.14 of the *James Bay and Northern Quebec Agreement*.

On August 14, 2014, the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government filed a declaration of intervention in order to safeguard Cree rights and interests throughout the course of this litigation. The case is specially managed and the delays regarding the conduct of the proceedings were suspended in September 2014 by the case management judge.

The Grand Chief has met with Grand Chief Verna Polson and certain other Algonquin Chiefs with a view to establishing a process to address certain matters of common interest to the Cree and Algonquin Nations.

PLAN NORD

Relaunch

After the election of the current Government of Quebec in April 2014, Premier Couillard announced in May 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 Quebec'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 Quebec Agreement*, the *Paix des Braves* and the *Cree-Quebec 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 – Quebec Process

The Grand Chief has emphasized to Premier Couillard and Ministers Arcand and Kelley the need to keep a special, high level Cree-Quebec 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 – Quebec 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 Société du Plan Nord agreed to provide certain funding to the Eeyou Communications Network (ECN) for its Phase 2 project to connect the Cree communities of Eastmain and Waskaganish to ECN's broadband network.

EEYOU COMMUNICATIONS NETWORK

The Société du Plan Nord agreed to provide certain funding to the Eeyou Communications Network (ECN) for its Phase 2 project to connect the Cree communities of Eastmain and Waskaganish to ECN's broadband network. In February 2017, ECN reached the final milestone in Phase 2 by "lighting-up" the community of Waskaganish. In addition, ECN completed it full loop for better stability and robustness. The ECN transport network south of 55° is totally completed. ECN is developing a strategy for the connection of Whapmagoostui, the most northern and difficult community to connect.

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 Quebec in the economic development of Eeyou Istchee;

(e) promoting and encouraging the creation and development 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. 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 Quebec finance and business to take advantage of investment opportunities.

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 17% of the overall workforce present at the site (202 Cree employees out of 1,177 workers). In addition, in 2017, construction and services contracts totaling $87.8M were 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 Quebec 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 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 Quebec 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 a quarterly basis since the signature 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 2017, the Cree workforce averaged around 12% of the total workforce present at the site. In addition, in 2017, construction and services contracts totaling over $45M were awarded to various Cree Enterprises.

BlackRock Metals Inc. – The BlackRock Project

In January 2011, BlackRock contacted the Cree community of Ouje-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 Ouje-Bougoumou.

BlackRock filed its Notice of Project with the Quebec 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 Ouje-Bougoumou Cree Nation, the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government 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 Ouje-Bougoumou Cree Nation and BlackRock are currently negotiating the terms of various contracts which could be awarded to Ouje-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. On June 8, 2016, pursuant to Order in-Council 479-2016, the SDBJ invested an additional amount of $166,667.

Throughout 2017, BlackRock prepared and carried out consultations regarding its proposed ferrovanadium plant in the port of Grande-Anse (Saguenay).

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-Quebec'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 Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government 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.

Since the signature of the Chinuchi Agreement, Nemaska Lithium has focused its activities on building a pilot plant in Shawinigan and securing financing for the construction and commission of the mine in Nemaska and the final plant in Shawinigan.

Other Mining Projects

In recent years, the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government and various Cree communities have signed a number of pre development agreements with other mining companies, which should lead to discussions to conclude IBA's. However, like other regions, Canada and Quebec have seen a slowdown in mining investment owing to the global decline in commodity prices. As a result, these discussions have either slowed or 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 Fenelon project (gold) of Wallbridge Mining Company Ltd. in the territories of the Cree First Nation of Waskaganish and the Cree Nation of Washaw Sibi;

(d) the Moblan project (lithium) of the joint venture between SOQUEM and Perilya in the territory of the Cree Nation of Mistissini;

(e) the Windfall Lake project (gold) of Osisko Mining in the territory of the Cree First Nation of Waswanipi;

(f) the Croteau Est and Waconichi projects (gold) of Northern Superior Resources in the territory of the Ouje-Bougoumou Cree Nation;

(g) the Horden Lake project (nickel and copper) of El Condor Minerals in the territories of the Cree Nation of Nemaska and the Cree Nation of Waskaganish;

(h) the Corner Bay project (copper) and other mining properties of CBay Minerals in the territory of the Ouje-Bougoumou Cree Nation;

(i) the Iron Hills project (iron ore) of Barlow Mine Inc. in the territory of the Cree Nation of Washaw Sibi;

(j) the Monster Lake project (gold) of Iamgold/Tomagold in the territory of the Ouje-Bougoumou Cree Nation and the Cree First Nation of Waswanipi;

(k) the Coulon project (zinc, copper and silver) of Osisko Mining in the territory of the Cree Nation of Chisasibi;

(l) the Philibert project (gold) of SOQUEM in the territory of the Ouje-Bougoumou Cree Nation;

(m) the Anik project (gold) of Kintavar Exploration Inc. in the territories of the Ouje-Bougoumou Cree Nation and the Cree First Nation of Waswanipi; and

(n) the Troilus Extension project (gold and copper) of Troilus Gold in the territory of the Cree Nation of Mistissini.

TAXATION

Québec Fuel Tax

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

This claim was one of the issues discussed at the "Cree-Quebec 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 Quebec and Labrador (AFNQL) filed a class action on behalf of all First Nations in Quebec, other than the Cree First Nations, seeking compensation for Quebec fuel tax paid. At the Cree-Quebec Tax Table, the Quebec 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 Quebec 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 Grand Council of the Crees (Eeyou Istchee) resumed discussions with the Quebec Revenue Agency regarding the settlement of the Cree's claim for the refund of Quebec fuel tax.

After lengthy discussions, a settlement of the Cree fuel group claim was concluded with Revenue Quebec for an amount of $8.5 million plus reasonable legal fees. The settlement, effective October 3, 2016, covers all claims for the period ending on July 1, 2011.

The Settlement Agreement provides for the distribution of the settlement amount among the nine Cree communities, in proportion of each community's respective portion of the claim. This distribution has been made to the communities. The amount of the settlement is to be used by the Cree First Nations for community purposes, in addition to the amounts allocated in the normal course for such purposes, and are to be spent by June 30, 2018. In accordance with the Settlement Agreement, each community is required to provide a statement and activity report to Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government Board/Council with respect to the use of the amount distributed to it.

Additional Childcare Contribution

Further to the 2014 Quebec Budget, amendments were made to the *Educational Childcare Act* in order to change the rules for determining the contribution required from a parent whose child receives subsidized childcare. Under these changes, a parent whose child is receiving subsidized childcare must pay a basic contribution to the childcare provider and an "additional contribution" to the Minister of Revenue, if required, depending on his or her total annual income.

A parent receiving subsidized childcare is required to pay this additional contribution if the family income exceeds $50,000. The term "family income" is defined at the relevant sections of the *Educational Childcare Act* as the total of the individual's income for the year, determined under Part I of the *Taxation Act*, and the income, for the year, of the individual's eligible spouse for the year, determined under that Part I.

However, on the basis of the tax exemption in section 188 of the *Cree-Naskapi (of Quebec) Act*, the Cree have proposed that Quebec establish an administrative policy to exclude the tax-exempt income of an "Indian" earned on reserve (including Category IA land) from the determination of income for purposes of the application of the additional contribution for subsidized childcare services. This matter has also been raised with the Quebec Revenue Agency and it is anticipated that more formal discussions will occur on this matter in the coming months.

CONCLUSION

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

Since the signature of the *Paix des Braves* in 2002, the Cree-Quebec relationship has provided 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. The *Cree-Quebec Governance Agreement* of 2012 has consolidated Cree governance under Quebec laws over extensive Category II lands and, for the first time, made it possible for the Cree to act as equal partners in the governance of Category III lands.

This experience shows that the Cree-Quebec relationship will continue to play a critical role in the political, social and economic development of the Cree Nation of Eeyou Istchee. ●

FORESTRY HARMONIZATION AGREEMENT

There were a number of milestones this year on the management of Eeyou Istchee's natural resources, including the final signature of Quebec's Premier ministre for the Forestry Harmonization Agreement, which is also known as amendment number 6 of the Paix des Braves Agreement. Philippe Couillard's signature completes a long and complicated negotiation process that begin in 2010 when the Charest Government passed the *Sustainable Forest Development Act*. This new forest law challenged the Adapted Forest Regime set out in the Paix des Braves Agreement in a number of ways, including an attempt to replace the regime's mosaic forest harvesting system (i.e., small cut blocks with equal amounts of residual forests) with eco-systemic harvesting that would have fundamentally changed how forestry is done on Cree Traplines.

The Cree representatives on the negotiating team were given the mandate by leadership to safeguard the gains that the Cree Nation made in forestry through the Paix des Braves Agreement. Because Quebec's new law overhauled forestry for the province, the Government insisted that Eeyou Istchee follow suit. Fortunately, the Paix des Braves Agreement provides the Crees with firm legal ground to resist such unilateral changes, and after eight years the parties reached a consensus that builds upon the spirit of the original Agreement. With the Premier ministre's signature, the parties can now set about building a consistent and stable forest management regime for the territory.

CREE QUEBEC FORESTRY BOARD

As the parties completed the harmonization negotiations, the Cree Quebec Forestry Board stepped up its efforts to ensure amendment 6 of the Paix des Braves Agreement fulfills its promise. For example, the amended Agreement calls for the parties to collaborate on the development of a Mixed Forest Stand Strategy and Wildlife Guidelines.

Mixed Forest Stands are an important feature in the forests of Eeyou Istchee because of their value as habitat for moose and other animals. Not surprisingly, Cree Tallymen and land users have long argued for their conservation. The requirement of a Strategy for these key forests remained an unfulfilled commitment in the original Paix des Braves Agreement such that the Cree negotiators insisted that the Strategy be completed within months of the completion of the Forestry Harmonization negotiations. The same scenario applies for the Wildlife Guidelines. To expedite the completion of these commitments, the Board has taken an active role in assisting the Crees and Quebec in their collaborative efforts to complete these important tasks.

Part of the Board's effort to assist in these tasks is to undertake a Wildlife Habitat Assessment study to determine the efficacy of the current provisions of the Adapted Forest Regime for conserving moose habitat in areas of wildlife of interest to the Crees (also known as the 25% areas). The members of the Board agreed that after 16 years of implementation of the Adapted Forest Regime, it was a good time to take stock of how effective the various modalities are at safeguarding wildlife and their habitat. This project will carry on into the next year and should provide good material to inform the development of Wildlife Guidelines and the Mixed Stand Strategy.

The current Cree representatives on the Board are Isaac Voyageur, Andy Baribeau, Geoff Quaile, Nadia Saganash and Steven Blacksmith.

CREE QUEBEC SUBCOMMITTEE ON WOODLAND CARIBOU

In 2016 Quebec released its *Action Plan for Woodland Caribou Habitat Management* which set out broad measures to safeguard woodland caribou herds in Quebec. Since then, Government wildlife managers have been developing more specific measures that could applied on a regional basis. In March of 2018, the Crees and members of the Ministry of Forests, Fauna and Parks (MFFP) established a working committee to develop recommendations on how these specific measures could be applied in Eeyou Istchee.

These measures involve the creation of Immense Spaces where caribou habitat would be protected from forest development both in the long term (150 years) and short term (20-50 years on a rotational basis). These Immense Spaces will also be managed to limit the number roads to ensure further protection for woodland caribou. Thus far, Quebec has publicly announced its intention to establish Immense Spaces in Waskaganish Territory and Waswanipi (Broadback Valley); however, further Immense Spaces are under consideration for Assinica (Oujé-Bougoumou) and the Temiscamie herd (Mistissini territory).

Because the forest management of these Immense Spaces will involve limited road development and larger harvest blocks, serious discussion remains to ensure that Cree land users are favourable to this new caribou management tool.

REGIONAL GOVERNANCE

Integrated Resource Management Table/ Panels (Cat II/III lands)—TGIRTs

In the 2012 Governance Agreement with Quebec, the Cree Nation Government undertook to work with the Ministry of Forests, Fauna and Parks (MFFP) to establish

Photo: Brendan Forward

a TGIRT table to oversee forest management planning at the management unit scale for Cat II lands. For Cat III lands, the Crees work directly with their regional partners in several similar TGIRT panels with the same objective.

This past year the Cree representatives on these panels and table submitted 3 specific objectives that are to become key planning goals for the MFFP in development of Tactical Forest Managements plans for 2018-23. These objectives include:

- A step by step approach to reduce the number of redundant forestry roads in Eeyou Istchee through more careful planning and targeted road closures.
- A step by step approach that utilizes the modalities of the Adapted Forest Regime in a targeted fashion to protect moose habitat.
- A process using traditional information from Cree land users for spawning sites that are currently unknown to the MFFP. Once validated by the MFFP these sites will be protected from forestry road development.

Since these objectives are universal to both Cat II and III lands, they were submitted jointly to the TGIRT table and panels. Thus far, it appears that the MFFP has accepted these objectives and will consider them in the development of the future Tactical Forest Management Plans.

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. Consisting of 6 Jamesian and 6 Cree Nation Government representatives, the committee provides guidance and assistance on behalf of the EIJBRG on files related to forestry, land use planning, wildlife, mining, watershed management and protected areas development.

In the past year this committee has been largely dormant due to the fact that the Ministry of Energy, Mines and Natural Resources (MERN) has temporarily suspended its efforts on the development of the Public Land Use Plan (PATP). Moreover, the EIJBRG has not requested the committee's services.

This past year has been especially significant in regard to advancing Bill C-262. The Bill provides a legislative framework for implementing the *United Nations Declaration on the Rights of Indigenous Peoples*. Through the ongoing efforts of Member of Parliament Romeo Saganash, the Grand Council of the Crees (Eeyou Istchee) and its diverse partners, significant progress continues to be made towards adoption of the Bill by the Parliament of Canada.

For over 15 years, the Grand Council of the Crees (Eeyou Istchee) has worked with other Indigenous peoples and human rights organizations to advance Indigenous rights, positions and concerns. At the same time, the Grand Council of the Crees (Eeyou Istchee) has collaborated with federal, provincial and municipal governments to advance international and other key issues in Canada.

Achievements and challenges during the past year include the following.

UN DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLES

During the past year, a number of panels and workshops on the *UN Declaration* were held in Canada. Lawyer Paul Joffe participated on behalf of the Grand Council of the Crees (Eeyou Istchee) in such events together with other partners. In regard to the *Declaration*, Paul also testified in June 2017 as a witness at the Standing Senate Committee on Aboriginal Peoples in Ottawa.

In September 2017, on the occasion of the 10th anniversary of the adoption of the *UN Declaration* by the UN General Assembly, the Grand Council of the Crees (Eeyou Istchee) and others issued a Joint Statement on this universal human rights instrument. At that time, the City of Montreal also announced its endorsement of the *UN Declaration* and organized a symposium and celebration to commemorate this special occasion.

In September 2017, the UN Committee on the Elimination of Racial Discrimination (CERD) in Geneva issued its formal conclusions relating to Canada. CERD strongly supported Indigenous peoples in urging Canada to adopt a legislative framework and national action plan to implement the *UN Declaration*.

In November 2017, the Coalition organized and participated in a Symposium on the *Declaration* in Gatineau, Québec. The Minister of Justice and Attorney General of Canada, Jody Wilson-Raybould, attended the Symposium to formally announce the federal government's support for Bill C-262. This announcement marked a crucial turning point for the success of the Bill and the advancement of the *UN Declaration*.

In early January 2018, a response by Paul Joffe and UBC professor Sheryl Lightfoot was published in the Hill Times to counter inaccurate criticisms of the *UN Declaration* and Bill C-262 by third party observers. To date, the *Declaration* has been reaffirmed by the UN General Assembly eight times by consensus.

BILL C-262 AND IMPLEMENTATION OF THE *UN DECLARATION*

During the past year, the Grand Council of the Crees (Eeyou Istchee) and other partners focused on generating support for Bill C-262 on the *UN Declaration*. In particular, repeated efforts were made to ensure federal government support for the Bill. In this way, when the Bill is enacted into law, there will be a legislative framework to ensure ongoing implementation of the *Declaration* in Canada. Such legislation will make it more difficult for a subsequent government to reverse the gains made to advance reconciliation.

On December 5, 2017, second reading of Bill C-262 was initiated in the House of Commons. On February 7, 2018, the Bill was positively voted on and sent to the Standing Committee on Indigenous Affairs and Northern Development for further examination. As of March 31, 2018, the Standing Committee continued to hear the views of a wide range of witnesses in relation to the Bill. To date, the federal Conservatives are the only Members of Parliament opposing Bill C-262.

The goal is to have the Bill C-262 approved at third reading in the House of Commons. The Bill would then be sent to the Senate of Canada for approval. The Grand Council of the Crees (Eeyou Istchee) and other members of the Coalition will continue to work so that the Bill will become a federal law.

FREE, PRIOR AND INFORMED CONSENT (FPIC)

In a December 2017 resolution, the UN General Assembly recognized by consensus "the importance of free, prior and informed consent, as outlined in the United Nations Declaration on the Rights of Indigenous Peoples".

Similarly, in September 2017, the UN Committee on the Elimination of Racial Discrimination concluded in regard to Canada: "Violations of the land rights of indigenous peoples continue … in particular, environmentally destructive decisions for resource development which affect their lives and territories continue to be undertaken without the free, prior and informed consent of the indigenous peoples, resulting in breaches of treaty obligations and international human rights law." To date, the current federal government has expressed its support for FPIC at the international level.

Consent continues to be an essential element of Indigenous peoples' right of self-determination in international law. FPIC can serve as an effective safeguard if it is used to protect Indigenous peoples' human rights. FPIC is not intended to simply validate a

proposed project, for example, that would result in significant harm to Indigenous peoples or to their lands, territories and resources.

AMERICAN DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLES

In June 2017, a 5-year "Plan of Action" was adopted on the *American Declaration on the Rights of Indigenous Peoples* by the OAS General Assembly. The OAS acted quickly, only one year after the adoption of the *American Declaration*.

In implementing the Plan of Action, particular attention will be given to marginalized and vulnerable groups within Indigenous communities, who suffer multiple, aggravated and related forms of discrimination. In addition, the Plan will adopt a gender perspective so as to promote balance, the empowerment and visibility of Indigenous women, and the elimination of all forms of discrimination. Consultation mechanisms will be established to obtain Indigenous peoples' free, prior, and informed consent.

It is important for Indigenous peoples to learn to use the *American Declaration* together with the *UN Declaration*. This is because, in any specific situation, the minimum standard is the one that is higher in these two instruments.

UN PERMANENT FORUM ON INDIGENOUS ISSUES (PFII)

In April 2017, the PFII considered as always a wide range of issues. These included an assessment of the implementation of the *United Nations Declaration on the Rights of Indigenous Peoples* on its tenth anniversary. The PFII also examined the follow-up to the 2014 World Conference on Indigenous Peoples, in particular the development and implementation of national action plans and the establishment of guidelines for free, prior and informed consent. The Grand Council of the Crees (Eeyou Istchee) and other Indigenous and human rights organizations delivered their joint statement on the *UN Declaration*.

The PFII also emphasized the need for effective engagement of Indigenous peoples in implementation of *Transforming Our World: The 2030 Agenda for Sustainable Development*. To date, the *2030 Agenda* has been reaffirmed by the UN General Assembly at least eleven times by consensus. The Grand Council of the Crees (Eeyou Istchee) and other partners are actively working on sustainable development, both internationally and at home.

INTERNATIONAL EXPERT GROUP MEETING (EGM) ON SUSTAINABLE DEVELOPMENT

In January 2018, the Grand Council of the Crees (Eeyou Istchee) participated actively at an EGM held at UN headquarters in New York in regard to Sustainable Development. Lawyer Paul Joffe was invited by the Permanent Forum to be one of the "discussants" to comment on the presentations of two of the experts that made formal presentations at the EGM. On behalf of the Grand Council of the Crees (Eeyou Istchee), Paul submitted proposals for inclusion in the conclusions of the EGM.

One of the key issues discussed was "Sustainable Development in the territories of Indigenous peoples". A study on this specific issue was also made available by the PFII Secretariat.

Sustainable development is considered to be a highly important issue that continues to gain momentum. UN treaty bodies are now increasingly questioning States on sustainable development issues, when States appear before such bodies to defend their human rights records.

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

For purposes of its July 2017 session, EMRIP prepared a report highlighting the main legal and policy trends in the last 10 years in the application of the *UN Declaration* across the UN, regional and national human rights systems. A key objective was to contribute to further advance implementation of the *Declaration*.

EMRIP's agenda also included the issue of increasing Indigenous peoples' participation in UN bodies. In regard to enhancing such Indigenous participation, a small minority of States are insisting that they must determine who is "Indigenous". These State positions are discriminatory and contrary to international human rights law. States should not be seeking to renegotiate what was explicitly rejected during the negotiations on the *UN Declaration*. Canada has played a very supportive role on this whole issue.

In regard to the above two issues, the Grand Council of the Crees (Eeyou Istchee) and other organizations submitted two Joint Statements. One was on implementation of the *UN Declaration*; and the other was on enhanced participation of Indigenous peoples in UN bodies.

The issue of enhanced Indigenous participation has not yet been resolved and additional efforts will be made by all concerned. In two years, the UN Secretary-General will submit a report on this whole issue to the UN General Assembly.

HUMAN RIGHTS EDUCATION

As described previously, the *UN Declaration* is increasingly becoming a central focus in law and policy reform by the current federal government. As a result, interest in this human rights instrument is growing significantly. Indigenous peoples, federal, provincial and municipal governments, educational institutions, corporate entities and others in Canada are seeking to learn more about the *Declaration*. Such initiatives are often carried out in the context of reconciliation, as called for by the Truth and Reconciliation Commission. As an essential part of human rights education, the Grand Council of the Crees (Eeyou Istchee) has participated with its partners on various panels to highlight and explain diverse aspects of the *Declaration*.

To date, the Coalition for the Human Rights of Indigenous Peoples has distributed more than 250,000 booklets on the *UN Declaration on the Rights of Indigenous Peoples*, mostly in Canada. The booklets are now available in e-reader format as well. ●

HIGHLIGHTS

The 2017-18 fiscal year was a year of change for the Cree Nation. After serving nine years in his most current time in office of Grand Chief, and after having an earlier time in that office dating back to the 1980's, and with a term in between as the National Chief of the Assembly of First Nations, Dr. Matthew Coon Come decided it was time to retire. Our new Grand Chief, Dr. Abel Bosum, while building on the achievements of all our previous leaders, has given a different emphasis for his administration. While it was necessary for the Cree Nation to devote significant energy and resources to ensure the acknowledgment of our Cree rights, our Indigenous rights and our human rights—all of which has been remarkably successful—Dr. Bosum has declared that it is now time to bring it all home and to focus on bringing benefits to our people and our communities.

We are pleased to bring you the highlights of this past exciting and eventful year…

CREE NATION GOVERNANCE AGREEMENT, CONSTITUTION AND BILL C-70

Cree Governance Agreement And *Constitution*

The Agreement concerning a New Relationship between the Government of Canada and the Cree of Eeyou Istchee, signed in 2008, provided for the negotiation of this Cree Nation Governance Agreement and the development by the Cree Nation of a Cree Constitution.

Negotiations with Canada began in 2009 and were concluded in the autumn of 2016.

The Governance Agreement and Cree Constitution will strengthen Cree self-government on Category IA lands under the James Bay and Northern Québec Agreement of 1975, the first modern Indigenous land claim agreement and treaty in Canada.

The Governance Agreement addresses three main subjects:

1. It provides for the jurisdiction of the Cree First Nations and Cree Nation Government to make laws (instead of by-laws) on Category IA lands.
2. It maintains the existing land regime on Category IA lands, including access and the grant of rights in lands and buildings.
3. It also defines financial arrangements with Canada, including long-term commitments for Operations and Maintenance and Capital Grant funding.

The Cree Constitution, for its part, starts with a statement of key Cree values and principles. It goes on to set out arrangements regarding the exercise of the Cree right of self government in the administration and internal management of the Cree First Nations and the Cree Nation Government on Category IA lands. It also provides a basic outline of Cree internal governance upon which the Cree Nation can build without the involvement of Canada.

Bill C-70

On March 29, 2018, Bill C-70, the Cree Nation of Eeyou Istchee Governance Agreement Act, received Royal Assent and came into force. This Act gives effect and force of law to the Agreement on Cree Nation Governance signed by the Crees of Eeyou Istchee and the Government of Canada on July 18, 2017 and its companion, the Cree Constitution.

Opinion: Cree Governance Accord with Canada is Reconciliation in Action

By Matthew Coon Come

special to *Montreal Gazette*

Published on: July 20, 2017

On Tuesday, July 18, I signed the Agreement on Cree Nation Governance with Indigenous and Northern Affairs Minister Carolyn Bennett. I said at the time that this agreement remains faithful to the Cree vision embodied in our treaty, the James Bay and Northern Quebec Agreement, signed with Canada and Quebec in 1975.

What was this vision?

It has always been one of Cree self-government and self determination. The Cree have always seen our treaty as an emancipation from the Indian Act. But, more than that, we have seen the treaty as a means to regain Cree self-government in Eeyou Istchee.

So how do the Governance Agreement and its companion, the Cree Constitution, advance this vision?

First, they bring the governance of our communities home to where it belongs, with us, the Cree First Nations and Cree Nation Government. They remove this governance from a federal statute, the Cree-Naskapi (of Quebec) Act, and transfer it into the Governance Agreement and the Cree Constitution.

Second, the Governance Agreement and the Cree Constitution remove federal oversight of Cree governance in our communities on Category IA lands subject to federal jurisdiction.

No longer will we be adopting by-laws, but laws, like any normal government. No longer will we be submitting our laws to the Minister for review and approval. It will be for us, and us alone, to decide on our laws of local and regional governance for our communities. As a mature government, this is a responsibility that we are more than ready to assume.

Third, our rules of internal governance have been moved from the Cree-Naskapi (of Québec) Act into the Cree Constitution. Our Constitution sets out a basic framework of Cree values and procedures that will continue to evolve to incorporate distinctive Cree forms of governance. This is a key development, for our Constitution is not subject to the consent or approval of Canada or Québec. It is a purely internal Cree document, one we can amend ourselves alone.

Fourth, the Governance Agreement will provide the Cree First Nations with much needed stability and security, for it defines financial arrangements with Canada concerning governance on our Category IA lands from now until 2040. With this predictability, the Cree First Nations can, for the first time, plan for the long-term.

This Governance Agreement has been a long time coming. Negotiations started eight years ago, in 2009. There have been plenty of twists and turns along the way – obstacles to overcome, differences to resolve, agreements to forge. This is reconciliation in action.

Since the James Bay Agreement, the Cree of Eeyou Istchee have signed around 80 major Agreements with Canada, Quebec and industry. These include such milestones as the Paix des Braves, signed with Quebec in 2002, the New Relationship Agreement, signed with Canada in 2008, and the Cree-Quebec Governance Agreement of 2012.

These Agreements tell the story of the long Cree struggle to make our vision of self-government and self-determination a reality. We have never surrendered these rights. We have remained faithful to the vision of our founding mothers and fathers. With these Agreements, I think that they would be pleased to see what the Cree Nation has accomplished.

These Agreements are also milestones on the path to a new nation-to-nation relationship between the Cree and Canada and Quebec, based on mutual respect as equal partners. This is the only possible basis for true reconciliation. The Governance Agreement that we signed this week with Canada marks another step on this path.

With the Governance Agreement, the last major component of Cree self government is in place. Now it is up to the next generations to take Cree governance and Cree Nation building to the next level. I cannot think of a better way to end my time as Grand Chief.

Excerpt of Statement by Grand Chief Dr. Abel Bosum to the Standing Senate Committee on Aboriginal Peoples on Bill C-70, *Cree Nation of Eeyou Istchee Governance Agreement Act*, March 27, 2018:

…This year marks the 350th anniversary of the arrival of Europeans in Eeyou Istchee. But, by the time they arrived, we had already been there, as self governing Indigenous nations, for thousands of years.

So Cree self-government is not starting today with the Cree Nation Governance Agreement, its companion, the Cree Constitution and Bill C-70, their implementing legislation, important though they are.

Then what is their significance for us today?

They are of critical importance, for two reasons. First, they build on the James Bay and Northern Quebec Agreement by bringing Cree Nation governance home to us, the Cree, where it belongs. Second, in doing so, they advance reconciliation between the Cree Nation and the Government of Canada.

…The Governance Agreement addresses three main subjects: the jurisdiction of the Cree First Nations and Cree Nation Government to make laws on Category IA lands, the land regime on Category IA lands, and financial arrangements with Canada…

..The Cree Constitution is an internal instrument of Cree self-governance relating to the management of the Cree First Nations and the Cree Nation Government on Category IA lands..

…The Cree Constitution can change over time, if desired by the Cree. As an internal instrument of Cree self-governance, rather than a federal statute, the Cree Constitution can be amended in the future by the Cree Nation alone.

Tribute to
DR. MATTHEW COON COME

The Cree Nation of Eeyou Istchee owes a profound debt of gratitude to our former Grand Chief, Dr. Matthew Coon Come.

In addition to working tirelessly to improve the everyday lives of our communities and our people, Matthew spearheaded the Cree Nation's struggle against further hydroelectric projects—the Great Whale River Project and NBR Project—on our traditional Cree territory, and without our consent. It was also under Matthew's leadership that our Nation fought a battle against an approach to Quebec secession that did not acknowledge our rights as a people. Matthew also led the Cree Nation when we waged a campaign against forestry practices which ignored our Cree hunters and trappers. And it was under Matthew's leadership that we established a new governance regime which replaced the old and undemocratic MBJ and created a new governance regime which extended our Cree jurisdiction over larger parts of our traditional territory while, at the same time, we created a new regional government with our neighbours in the region based on a mutual desire to enter a new era of peace and harmony.

It was under Matthew's leadership, building on the leadership of previous great Cree Grand Chiefs, that we went from a situation where it was believed that we had no rights to a situation where we now have Nation-to-Nation relations with both Quebec and Canada. We have established the requirement of "Cree consent" as a pillar for any major developments taking place on our traditional territory, we have replaced the Indian Act with our own form of self-government with our own constitution, our community by-laws are now laws, and we are accountable not to the Minister of Indian Affairs, but to our own people.

We are now well on our way to building a very unique and dynamic Indigenous Nation—the Cree Nation of Eeyou Istchee. For all his contributions, for his commitment, for his sacrifices and for his compassion for his people—for all these things, we give a resounding Mista-miigwetch to our former Grand Chief, Dr. Matthew Coon Come.

COMPTENT
COUNT

MESSAGE DU PREMIER MINISTRE

C'est avec un profond respect que je souhaite exprimer à l'ancien grand chef du Grand Conseil des Cris (Eeyou Istchee), le Dr Matthew Coon Come, toute ma reconnaissance pour son dévouement à la cause politique et sociale des nations autochtones et, plus particulièrement, envers les intérêts et le bien-être de la nation crie.

Son perpétuel intérêt à défendre les droits des Autochtones en dit long sur l'influence qu'il a eue à plusieurs égards, notamment sur le plan environnemental et sur l'apport d'une meilleure autonomie des peuples autochtones.

Le Québec est reconnaissant d'avoir connu un homme politique aussi engagé, ayant toujours su faire preuve des valeurs dignes des grands chefs : droiture, écoute, franc-parler, intégrité, leadership, vision et respect.

Matthew, félicitations pour votre engagement exemplaire. Vous avez tracé le chemin pour une génération entière, et nous ne pouvons qu'espérer que les jeunes Autochtones soient inspirés à poursuivre vos efforts dans la protection et la valorisation des droits, des langues et des cultures autochtones et qu'ils seront, à leur tour, en mesure de mettre en valeur l'immense potentiel des Premières Nations.

Philippe Couillard

It is with the deepest respect that I wish to express to Dr. Matthew Coon Come, former Grand Chief of the Grand Council of the Crees (Eeyou Istchee), my gratitude for his devotion to the political and social cause of Indigenous nations, and particularly to defending the interests and well-being of the Cree nation.

Dr. Coon Come's long history of involvement in these issues speaks to the great influence that he has had on public policy in Québec, notably with regard to the environment and ensuring greater autonomy for Indigenous peoples.

Québec is indeed fortunate to have benefitted from the wisdom and experience of a political leader who has been so committed to his people. Dr. Coon Come has always demonstrated the kind of values which are so necessary to the work of a great leader: intellectual consistency, the ability to listen, frankness, integrity, vision, and respect for others.

Matthew, congratulations for the extraordinary example which you have set for us all. You have paved a path for an entire generation, and we can only hope that young Indigenous people will be inspired to continue your efforts by protecting and preserving the rights, languages, and cultures of Indigenous peoples, and will, in turn, contribute to the development of the immense potential of First Nations.

O'Reilly & Associés
AVOCATS

1155, BOUL. ROBERT-BOURASSA, BUREAU 1009, MONTRÉAL (QUÉBEC) H3B 3A7
TÉLÉPHONE (514) 871-8117 • TÉLÉCOPIEUR (514) 871-9177
james.oreilly@orassocies.ca

Grand Council of the Crees (Eeyou Istchee)
Cree Nation Government
Embassy of the Cree Nation
2 Lakeshore Road, Nemaska
Québec J0Y 3B0

James O'Reilly, LLD (hon)
Aussi membre (non résident) de
The Law Society of Alberta

June 22, 2018

I am honoured to participate in this well-deserved tribute to former Grand Chief Matthew Coon Come. I have worked closely on several occasions with him for almost four decades.

In my opinion, history will record Matthew Coon Come as one of the great aboriginal leaders of our times.

Matthew exemplifies a remarkable combination of a person with strong traditional values and outstanding leadership. A Cree of Eeyou Istchee to the core, he has occupied the highest of offices of the Cree Nation during six terms as Grand Chief. He has also served as Chief of the Cree Nation of Mistissini and, of course, was National Chief from 2000 to 2003.

Throughout his tenures as Grand Chief, Matthew has demonstrated strong, determined, disciplined and responsible leadership. He has not hesitated to take a firm stand for his people, nor has he shunned opportunities to enter into major agreements which have benefited the Cree Nation of Eeyou Istchee and other Aboriginal Peoples, and achieved at the same time reconciliation with Canadian and Québec societies.

A man of strong principles, he has worked tirelessly for the international and national recognition of the rights of Indigenous Peoples, the self-determination of the Crees of Eeyou Istchee and of Aboriginal Peoples and the respect for their treaty and aboriginal rights.

When Matthew was first elected as Grand Chief of the GCCEI, the relations between the Crees of Québec and the federal and Québec governments, Hydro-Québec, and forestry companies were very tense and strained. The status and implementation of the James Bay and Northern Quebec Agreement were at great risk. Through major court challenges, including the Great Whale River Project, Matthew deftly led and supervised court proceedings, public and political opposition, and political measures such that he not only achieved great respect for the James Bay and Northern Quebec Agreement, but reinforced strongly the powers and rights of the Crees of Eeyou Istchee and their self-determination. In many respects, he fulfilled the dream which the Cree leaders had in 1975 when they signed the JBNQA.

James O'Reilly, Ad. E.

CREE NATION GOVERNMENT

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MESSAGE FROM THE TREASURER
MATTHEW SWALLOW

The past year marked an important milestone in the evolution of Cree Nation Governance with the coming in to force of the *Cree Nation of Eeyou Istchee Governance Agreement Act*. The approval of the Agreement also reaffirmed the long-term funding arrangements negotiated as companion agreements to ensure implementation of the governance responsibilities assumed by the Cree Nation Government and all Cree communities.

The key elements of the Cree Canada fiscal relationship have now been defined, at least until 2040, pursuant to the Governance Agreement and various agreements which were signed concurrently.

The coming in to force of the Cree Constitution now firmly entrenches the financial reporting regime applicable to the Cree Nation Government and all communities. The principles of transparency and accountability to our membership are cornerstones of the financial reporting regime and our commitment to our membership is to continue to build upon what has been developed to date to ensure that Cree Nation finances are well understood and are clear and transparent.

In furtherance of these objectives we have worked closely with the local Treasurers to develop a new standardized report to be made available to all community members which summarizes the overall financial results of the community and which also discloses the remuneration of local elected officials. A similar report will be made available concerning Cree Nation Government finances and related reporting responsibilities to all communities.

Over the past year we have continued our work with all local communities to further 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.

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, there continues to be a dispute with Hydro-Québec regarding 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-Québec and the Government of Québec 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 continually exercised its right to audit the Annual Payment to ensure compliance with the Agreement. The audits conducted over the past years have 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 concerned 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 2017-2018 fiscal year, the Board/Council of the Cree Nation Government allocated $348,504,524 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 will continue to work with all communities to address the continually evolving financial administrative issues we all face and to ensure that we assist one another in employing best practices

being developed both locally and regionally. We continue to be impressed with the exchange of best practices amongst all communities and together we help build our nations' capacity.

As a final note, I wish to express my continuing appreciation to all staff of the Department of Finance and Treasury who continually devote 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.

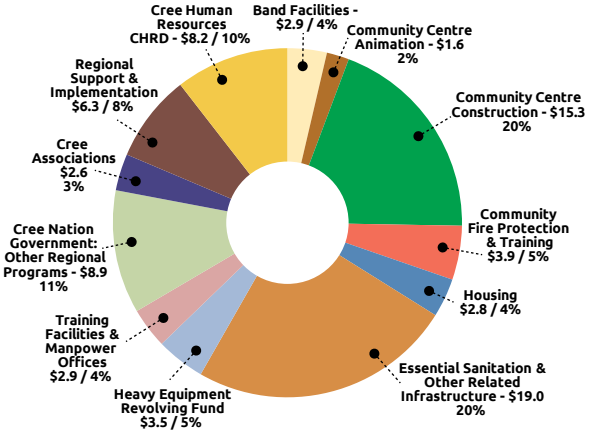
The following summarizes certain of these arrangements for 2017-2018:

Government of Canada	
Cree Act Operation and Maintenance Funding	$ 97,624,018
Federal Capital A-Base Funding	$ 19,338,249
Agreement Respecting Cree Human Resources Development	$ 9,809,419
Canada / Quebec Joint Funding	
Policing Services Agreement	$ 19,695,927
Government Of Quebec	
Agreement Concerning a New Relationship – Annual Payment	$ 96,711,237
Agreement Concerning the Administration of Justice	$ 18,593,651
Agreement on Governance in the Eeyou Istchee Territory	$ 8,702,023
Cree Nation Trust	
Implementation of Assumed Obligations and Responsibilities	$ 78,030,000

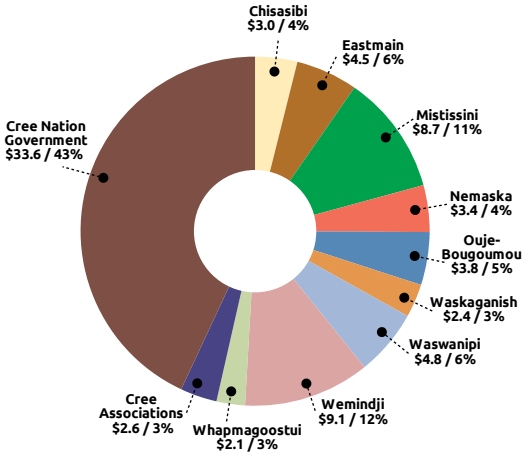
In addition to the funding described above, both Canada and Quebec provide funding in relation to Cree Education to the Cree School Board and Quebec provides funding for Health and Social Services to the Cree Board of Health and Social Services. Many other program funding arrangements exist between Canada,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

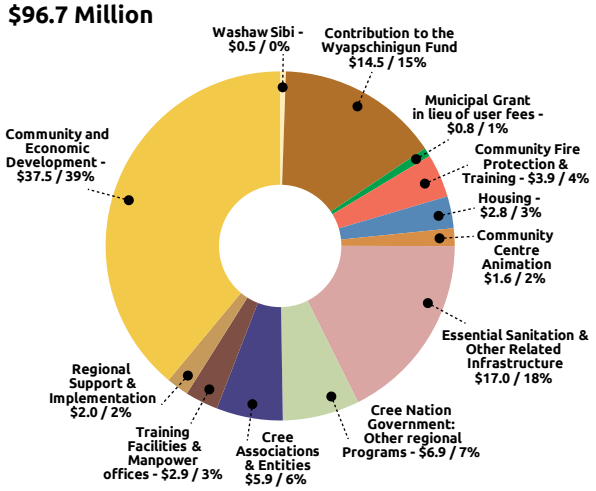
New Relationship Agreement CANADA
Funding Allocation 2017-2018 by Program
$78.0 Million



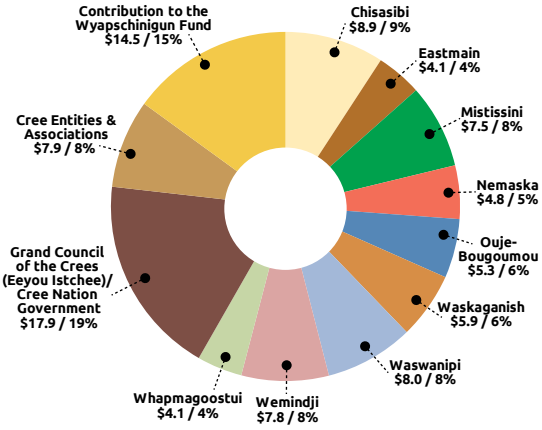
New Relationship Agreement CANADA
Funding Allocation 2017-18 to recipients
$78.0 Million



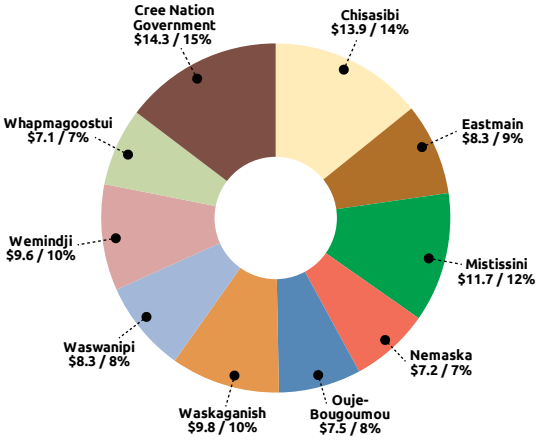
New Relationship Agreement QUEBEC
Funding Allocation 2017-18 by Program
$96.7 Million



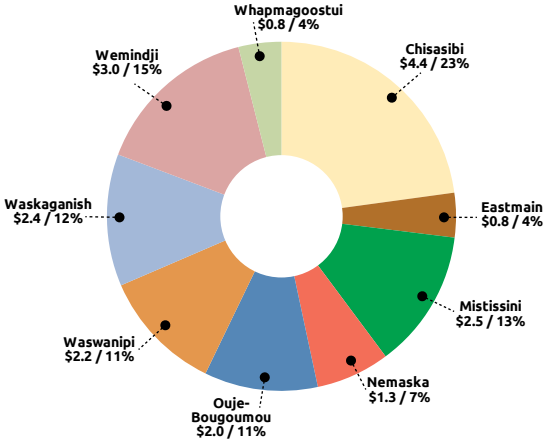
New Relationship Agreement QUEBEC
Funding Allocation 2017-18 to recipients
$96.7 Million



O&M Funding Allocation 2017-18
$97.6 Million



Capital Funding Allocation 2017-18
$19.3 Million



MESSAGE FROM THE DIRECTOR
NANCY BOBBISH

It is my great honor to present to you the 2017-2018 Annual Report for the Department of Human Resources.

This past year was marked by many exciting changes and accomplishments for the team. More specifically, the organizational structure of the department was aligned horizontally and vertically to better serve the needs of all our employees. As a result, this led to the rise of developing new and unique job positions, which possess their respective skill sets with essential competencies for the various professional staff members within Human Resources.

Furthermore, new policies and procedures were established and implemented to achieve the Cree Nation Government's organizational strategy and Human Resources' objectives.

The numerous milestones achieved over the course of this fiscal year were fulfilled by the continual perseverance and hard work of our employees.

I am confident and hopeful that the upcoming year will allow our department to continue on its path of leading change and aspire to make a note-worthy difference in the professional and personal lives of our employees.

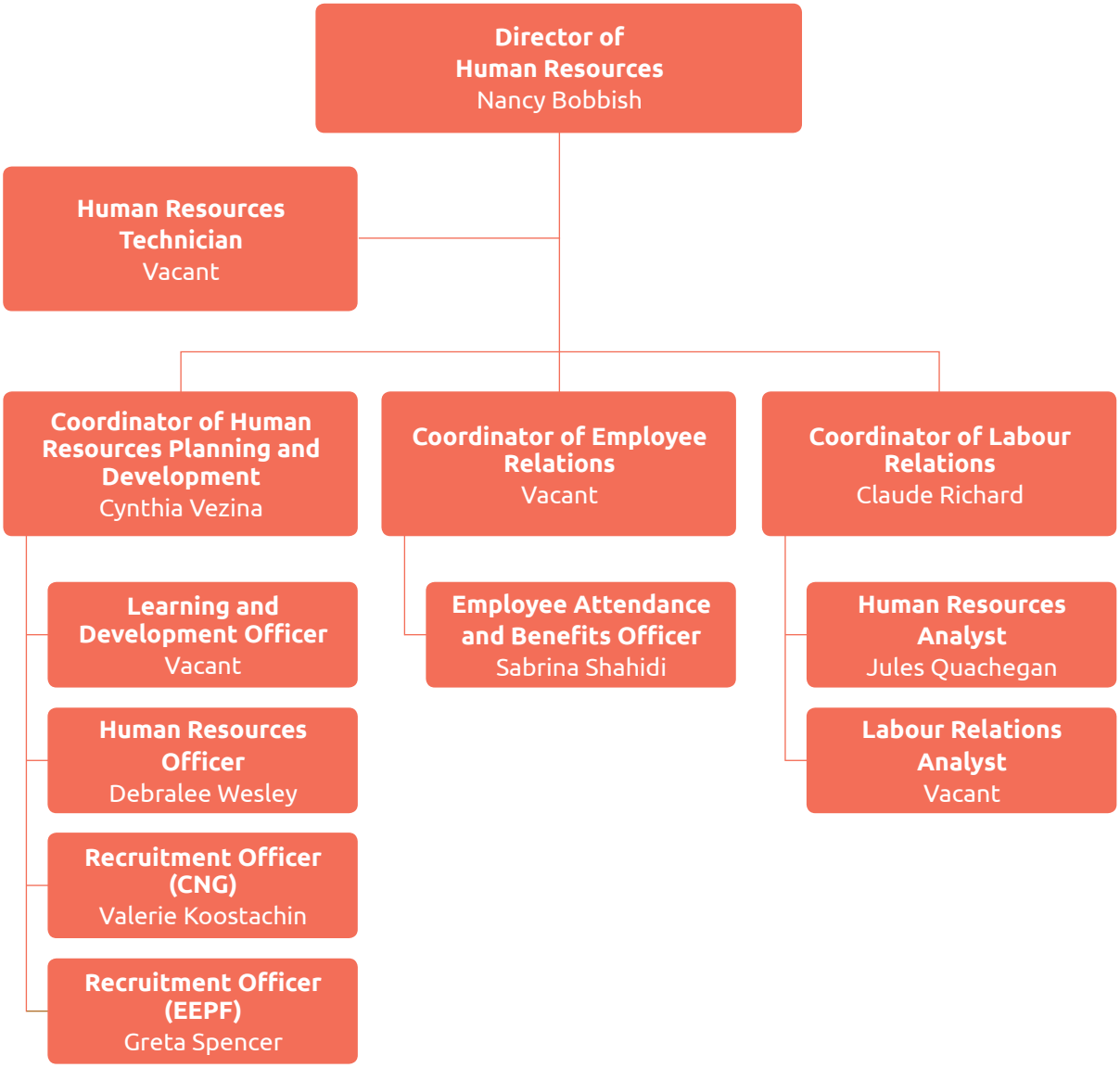
This past year was marked by many exciting changes and accomplishments for the team. More specifically, the organizational structure of the department was aligned horizontally and vertically to better serve the needs of all our employees. As a result, this led to the rise of developing new and unique job positions, which possess their respective skill sets with essential competencies for the various professional staff members within Human Resources.

HUMAN RESOURCES DEPARTMENT

Our department is dedicated to promote and establish a healthy and ethically sound workplace for its employees. The diverse and high quality services offered by Human Resources provide equal employment and advancement opportunities for all employees.

The Human Resources department strives to provide unique services in recruitment and selection, performance management, access to an Employee Assistance Program, health and safety, as well as professional development and career advancement. Both supervisors and employees are encouraged to benefit from the broad spectrum of Human Resources services.

OUR TEAM



RECRUITMENT

Our strategy is to provide recruitment and hiring related support to the departments and their managers. Our team is continually striving to be a strategic partner by fostering collaboration with our hiring managers on their staffing needs.

Our Human Resources team aims to effectively source, attract, select, retain and engage employees who are self-motivated and dedicated in their daily work.

As illustrated by Figure 1 below, the Cree Nation Government has a total of 383 permanent positions. For 2016-2017, 39 permanent employees and 37 contractual employees were hired.

Figure 2 illustrates the breakdown of gender by job categories. The majority of technical/administrative positions is held by female employees, specifically 143 in comparison to 52 male employees. For professional positions, the gender assignment is relatively equal with 26 males and 25 females. Furthermore, for management positions, we have namely nine males versus five female employees. Lastly, for the Eeyou Eenou Police Force (EEPF), we have 90 males versus 11 females (Figure 3).

The Cree Nation Government takes pride in recruiting Cree Beneficiaries. 185 of our permanent employees are Cree Beneficiaries, 17 are First Nations and 47 are Non-First Nations. For EEPF, we have 73 Cree Beneficiaries, 5 First Nations and 23 Non-First Nations.

Figure 1. Approved Positions per Department
(Total of 383)

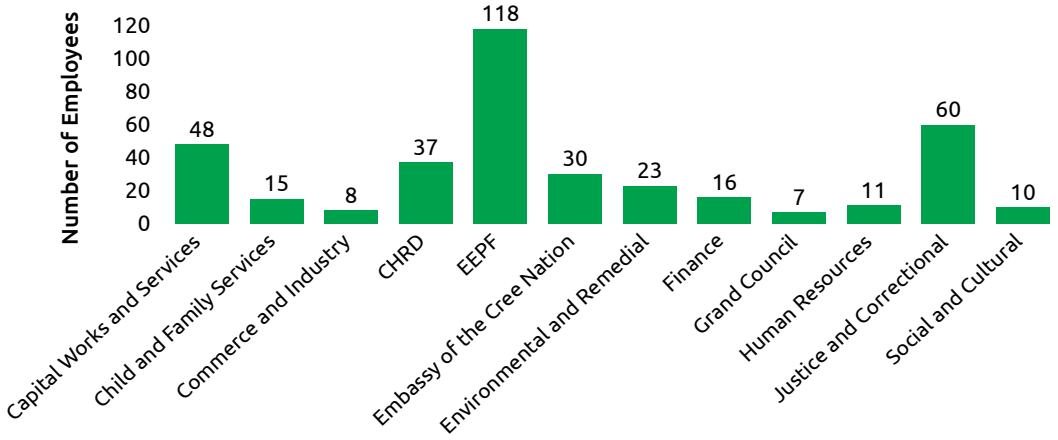


Figure 2. Gender Distribution
(Civilian Permanent Employees)

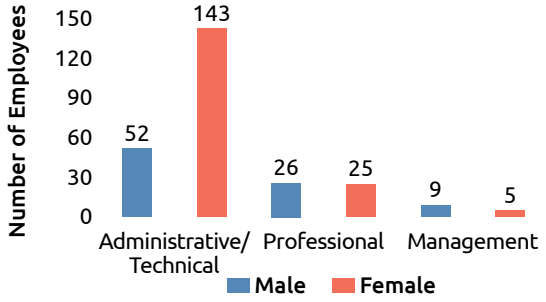


Figure 3. Gender Distribution EEPF
(Non-Civilian Permanent and Contractual Employees)

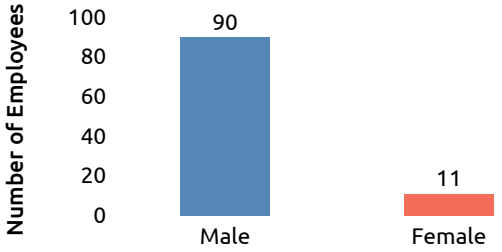


Figure 4. Ethnic Demographic
(Civilian Permanent Employees)

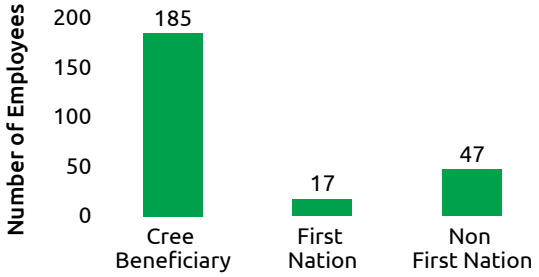
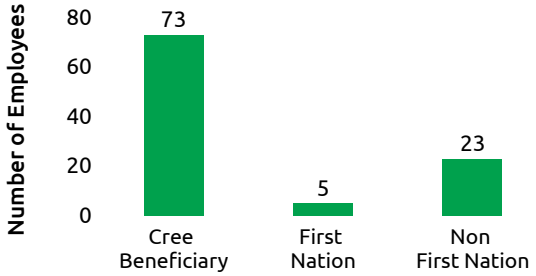


Figure 5. Ethnic Demographic EEPF
(Non-Civilian Permanent and Contractual Employees)



TRAINING & DEVELOPMENT

We believe in talent development and every year, all the departments of the Cree Nation Government invest resources, time and energy in enriching their peoples' capabilities.

Training and Development activities were previously decentralized. In the new year, they will be included under the Human Resources umbrella. This area is a key component of the Cree Nation Government's strategy to attract, develop and retain the best talent. This year we started exploring and developing the Professional Development Human Resources policy.

We want to take the time to congratulate the graduates from the Policing Program of 2018! Out of the 11 students enrolled in the Attestation of College Studies (ACS) Police Technology Program, 7 students graduated and completed their ACS. All graduates followed the First Nation Basic Training Program in Police Patrolling at the "*École Nationale de Police du Québec (ENPQ)*". We express our sincere gratitude towards the 7 new full-fledged Patrol Officers who are now employed by the EEPF. We also want to extend our thanks to our partner the Cree School Board for supporting our students for the duration of the program.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

We understand that our Police Officers are performing vital services that help make their communities safer, and can sometimes experience a significant amount of stress. Therefore, we ran a pilot project to provide additional tailored support services to Officers who are experiencing life difficulties related to their policing functions. We provided a resource person that can be reached 24/7 to offer specialized counseling for their specific realities. The services used were much appreciated and proved to be a great success. As a result, the initiative was re-conducted and the budget increased.

In addition to the 24/7 support service, a specific training was delivered to 12 Senior Officers to help them debrief with their teams undergoing traumatic events during the course of their duties.

We also offer to our civilian and non-civilian staff throughout the Cree Nation Government an Employee Assistance Program with our service provider Morneau-Sheppel via their telephone hotline. Counselling is offered free of charge for our employees and their families with regards to various life matters such as psychological support, financial and legal advice, parental and family questions and more.

HUMAN RESOURCES SPECIAL PROJECTS

In partnership with the directors and supervisors of all departments, we revised and updated 165 job descriptions to outline key responsibilities. Following this exercise, we revised the job evaluation questionnaire and grid, which will allow us to assess and differentiate all positions according to their job worth. The purpose of this initiative is to ensure employment equity across all levels of the organization as well as to align the diverse job positions with their individual department's mission and objectives.

Through the revision of job descriptions, the job classification, salary structure and Compensation policy will have a significant impact on contributing to competitive benefits by:

- Supporting recruitment and selection processes
- Achieving internal and external equity including consistency
- Improving job design
- Supporting the performance appraisal process and
- Identifying training and development needs.

LEAVES

The tracking system for leave management was refined and expanded into two distinct trackers, specifically one comprehensive summary of all employees working for the Cree Nation Government as well as one customized summary designed solely for Police Officers of the Eeyou Eenou Police Force (EEPF).

Also, Human Resources places a strong emphasis on how to effectively coach and mentor managers on how to support their employees who are on leaves.

UNION

Our EEPF Patrol Officers elected to vote for a union to represent them in negotiating their working conditions through a collective bargaining agreement. We are currently discussing the parties' positions, and the Cree Nation Government is committed to maintaining a transparent and fair approach to the negotiation table throughout the process.

IN CLOSING

Through the Department of Human Resources, our government is committed to providing human resource leadership and expertise, which are built on the values of competence, impartiality, integrity, respect, and service. The department continues to play a critical role in helping the Cree Nation Government achieve it results through its focus on people, as well as on the specific tools and processes that can facilitate and enable success. There are many challenges ahead of us, but the motivation and commitment of our team, our clear vision of the road ahead, and our strong values mean we can face the future with confidence. We look forward to the additional successes that will be achieved in the coming year with our internal and external partners.

CREE HUMAN RESOURCES DEVELOPMENT

MESSAGE FROM THE DIRECTOR
LOUISA SAGANASH

Cree Human Resources Development (CHRD), a department of Cree Nation Government, recognizes that the Cree in Eeyou Istchee have an abundance of opportunities with respect to employment and training. There are many highly skilled, knowledgeable and talented people in Eeyou Istchee who are more than capable of providing the necessary products and services in each of the 10 Cree communities. CHRD believes that our Cree communities would be best served if our own people were the professionals - teachers, nurses, plumbers, electricians, business owners and so on. Having our own people trained and employed in a variety of semi-skilled, skilled and professional positions throughout Eeyou Istchee is the ultimate goal of CHRD.

CHRD plays a pivotal role in assisting the people of Eeyou Istchee to find employment first and foremost and to prepare them for employment through upgrading and training that leads to employment opportunities. CHRD is looking to the future to assist our people in securing meaningful sustainable employment by conducting what is called the Cree Employment Needs Assessment (CENA) to clearly understand the specific needs of each unique community.

According to Section 28.9 of the James Bay and Northern Quebec Agreement (JBNQA) CHRD has managed the Agreement Respecting the Aboriginal Human Resources Development and Related Services since it was first signed in 1996. We are now in our 22nd year of operations and looking to continue to build on past successes and create key partnerships toward a shared goal of training and employment for people of Eeyou Istchee.

CHRD partners with a number of organizations throughout Eeyou Istchee. Our key partner is Cree School Board (CSB). We share many clients, and by continuing to work closely together, CHRD and CSB will be able to serve the people of Eeyou Istchee better by providing them with training that is based on employment needs that are identified by each community. This will help ensure that training leads to jobs for program graduates. A future that includes employment for our people translates into a better quality of life.

This past year has been very busy with many planned activities, such as the Regional Career Fair, CHRD Team planning sessions, ASDAC committee meetings and, most importantly, working on CHRD's strategic and communication plans for the next three years. Future plans include restructuring and rebranding of CHRD and perhaps giving CHRD a new name and a new image that reflects the forward thinking of the organization.

CHRD continues to fulfill its mandate, which is to help its clientele prepare for training with the end result of sustainable employment opportunities in Eeyou Istchee, and we could not do it without our partners. We thank all our partners who worked with us on many training and employment projects this past year. We look forward to their continued collaborative partnerships.

My deepest appreciation goes to the team at CHRD, that is, to the 38 employees across Eeyou Istchee who serve the people in their communities. They are a dedicated team for which I would like to acknowledge the excellent work accomplished this past year and their much valued commitment to our vision to help build a qualified and professional workforce in Eeyou Istchee.

We invite you to review Cree Human Resources Development department's accomplishments and future plans.

Meegwetch and God bless.

ORGANIZATIONAL OVERVIEW

About Cree Human Resources Development

Our Vision

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

Our Mission

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.

Our Values

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

Our Communities are our Greatest Asset

CHRD exists to support the people of Eeyou Istchee; to aid individuals in their job search by preparing them through skills development, job readiness programs, training and special projects to ensure the success of our clients.

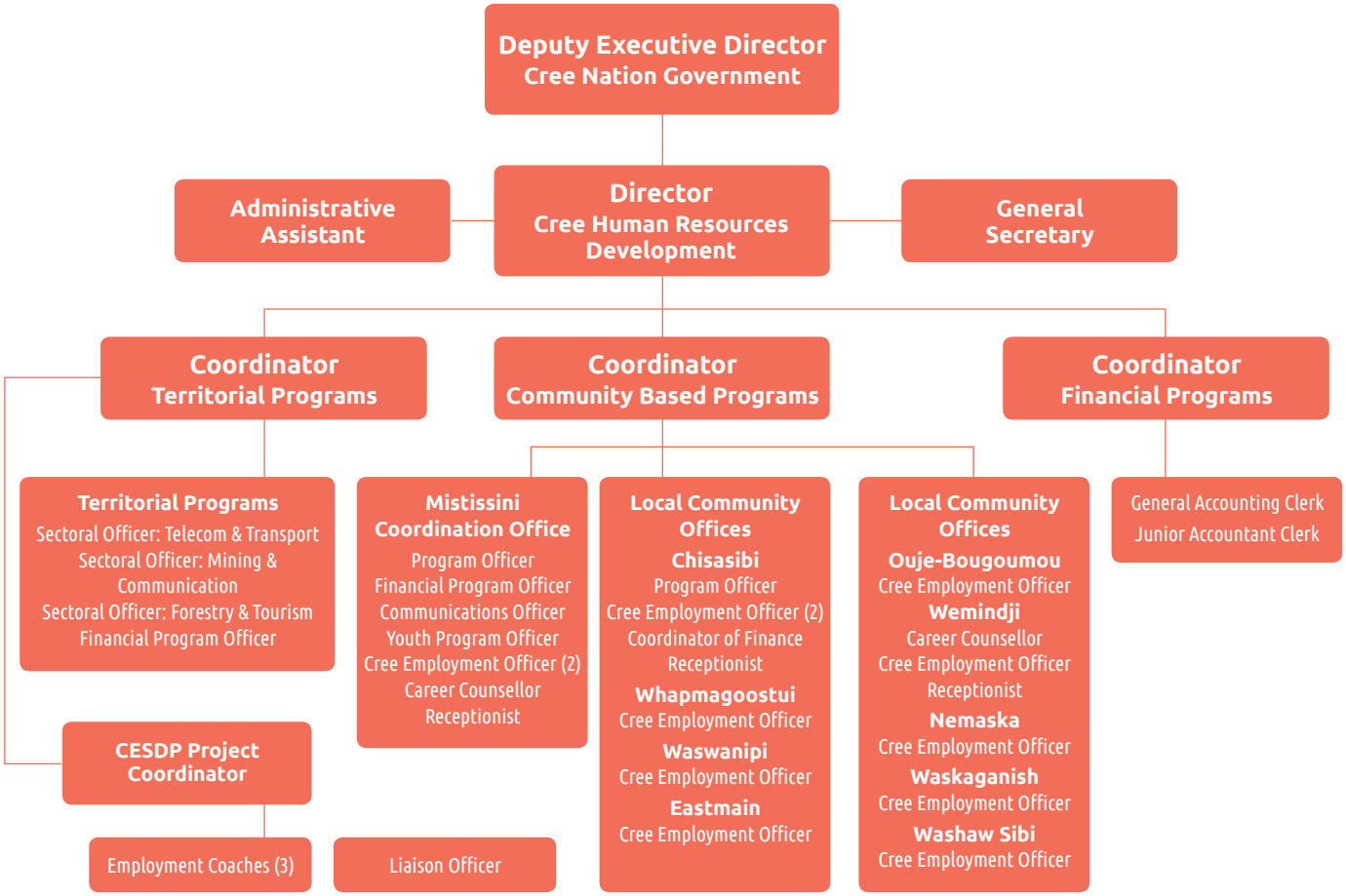
Our greatest asset is the community we serve and their success stories are CHRD's success stories.

CHRD's mandate is:

- To provide skills development, training programs, and services in the 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 Cree and non-Crees in the Cree communities and throughout the territory.

CHRD fulfills this role by acting as a liaison between employers and the Cree labour force, offering training 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 access employment resources to work in the territory.

ORGANIZATIONAL STRUCTURE



Bottom Row: Anna Trapper, Alice Nuktie, Louisa Saganash, Director, Maria Kawapit, Angel Atsynia, Demerise Mayappo, Martha Matthew, Judy Capissisit

Middle Row: Thomas Blackned, Bella Trapper, Bernice Sam, Deborah Loon, Robyn Baxter, Brenda L. House, Myriam C. Shecapio, Annette Chiskamish, Sandra Lacroix, Denise Brown, Benjamin Loon, Viviane Poucachiche

Top Row: Norman Blacksmith, Clarence Miniquaken, Daniel Bland, Henry Dixon, Abel J. Trapper, Roger Lacroix, Wesley Trapper, Stephane Petawabano

Absent from photo: Jennifer L. Voyageur, Christiane Michaud, Pauline Etapp, Victoria Petawabano and Philip Piercey

CHRD Team

CHRD has a large dedicated staff of 38 who oversee and implement local and regional programs and services to clients, that is, job seekers and potential employers, throughout Eeyou Istchee.

Each office in each community has a professionally trained team to ensure that programs and services are offered to its clients at a high level of service. Staff have been trained in Career Development in an Aboriginal Context and receive ongoing professional development.

CHRD's team guides clients through their journey from assessing the needs of the clients, to the application process, to acquiring the necessary skills and training to secure meaningful employment.

CHRD's team are a conscientious group—they care about what they do and want to provide the highest quality of service, and most importantly CHRD's team is concerned about the success of their clients and community. It's more than just a job, it's about serving their community.

Throughout the year, CHRD organizes and participates in a number of events such as the annual Regional Career Fair, grand openings for new training and development facilities, planning sessions, Cannexus Career Conference, Business Exchange Day, among other events. The team at CHRD volunteer to work on some of these events which allows them the opportunity to experience other communities and other aspects of CHRD.

CHRD Offices are equipped with computers, fax, and photocopy machines. Clients have access to internet and Cree Employment Officers are here to assist clients with resume building, writing cover letters, developing interview skills, job search techniques, training and employment referrals.

20 Years of Service

Cree Human Resources Development is proud to acknowledge and show its appreciation to two valued employees, Cree Employment Officers Martha Matthew of Chisasibi and Norman Blacksmith of Mistissini, for their 20 years of exceptional service with CHRD.

Martha Matthew – Chisasibi
Cree Employment Officer

Martha Matthew began her career with CHRD as the Reception Inquiry Clerk at the Chisasibi office and made her way up to her current position as Cree Employment Officer. Martha is described as down-to-earth, direct and has a great sense of humour. Martha is well-respected in her community for the work that she does. She is considered to be a great support to her clients, and this is because she cares about her clients and her community.

Martha has seen many changes over her twenty years with CHRD. When Martha first started, she was under the Canada Employment Center. Then in 1997, the Cree Regional Authority took over the Employment Sector in Eeyou Istchee and CHRD was born.

Congratulations Martha for your hard work and dedication!

Norman Blacksmith – Mistissini
Cree Employment Officer

Norman started working for Human Resources Development Canada's Department of Native Services as an Assistant Employment Officer. Norman's main responsibilities at the time revolved around Employment Insurance Benefits among other employment related tasks.

"Martha and Norman are both well-respected, well-liked and dedicated employees whose clients trust them for their good service they have provided over the past 20 years. Thank you for your service to CHRD and your communities!"

Director, Louisa Saganash

Norman later transitioned to Cree Employment Officer duties; his current position with CHRD. Even though the Mistissini office has a Service Canada employee, clients still want to see Norman - a familiar and friendly face.

Norman has been described by clients and co-workers as approachable, kind and eager to help.

Congratulations Norman for all of your hard work!

Team Recognition Awards

At the annual Winter Planning Session, CHRD recognized the efforts of three of its Team members in three areas of service excellence: Teamwork, Community Involvement and Innovation. The Team Recognition Awards is a peer-to-peer recognition program which gives CHRD employees an opportunity to acknowledge and express appreciation for colleagues who make a difference. In 2017/18 the following staff received the awards:

- Teamwork – Jennifer L. Voyageur
- Community Involvement – Demerise Mayappo
- Innovation – Robyn Baxter

We thank our Team members for their initiative and commitment to CHRD.

Planning Sessions

During the year, CHRD held two 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 departments' future objectives.

- Summer Planning Session—June 28 & 29, 2017
- Winter Planning Session—December 5 & 6, 2017

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

CANNEXUS Conference

Each year selected CHRD staff attend the CANNEXUS Conference, which was held January 21-24, 2018 in Ottawa, Ontario. 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.

CHRD staff who attend the conference come out with new innovative ideas and tools to put in practice in their communities in Eeyou Istchee. Participants also network and make connections with presenters, workshop leaders and other participants of the conference.

Team Professional Development

As an employment and training organization, CHRD aims to set an example by investing in its employees through professional development programs, planning sessions, and team recognition awards. CHRD values its investment in the personal and professional success of its people – whether they are CHRD clients or employees. CHRD sees the importance of investing in regular professional development opportunities for its employees to build a skilled team of professionals and to meet the challenging human resources needs in Eeyou Istchee.

L: Demerise Mayappo, M: Robyn Baxter
R: Jennifer L.Voyageur

McGill - Indigenous Business Management program

The Indigenous Business Management program was developed and tailored for needs of CHRD's Program/ Sectoral Officers and Financial Officers and their Coordinators. Three additional employees from other departments of the Cree Nation Government joined the training program, for a total of fourteen students.

This program focuses on acquiring skills that will support the development of effective management skills. After discovering one's individual leadership purpose, it is essential for each participant to learn how to lead others to achieve concrete business results. The overall purpose will be to help participants become more effective managers and will focus on self-awareness, communications and influencing others. The program is comprised of ten (10) three (3) credit undergraduate-level courses. An additional optional course was added to the program to meet specific needs of the Program Officers in Project Analysis. The group will graduate in 2020.

UQAT – Undergraduate Short Program on Employment and Career Development in Aboriginal Context

After years of effort, and after the first group of Cree Employment Officers graduated, CHRD is proud to state that this training program is now a regular program at Université du Québec en Abitibi-Témiscamingue (UQAT) and is now offered to any aboriginal student interested.

More specifically, this short program (12 credits) will answer to the professional and personal needs of participants by allowing them to develop knowledge related to counselling, career development, helping relationships in a job counselling context, ethics and employment rights in an aboriginal context.

This program continues to train newly hired Cree Employment Officers.

STRATEGIC INITIATIVES

Strategic Planning 2018 – 2021

During the last quarter of the 2017-2018 Fiscal Year, Cree Human Resources Development began work on a new three-year Strategic Plan. Eeyou Istchee has experienced rapid growth over the past five years, both in population and community development. The employment needs have also changed a great deal in the past few years with mining operations at Goldcorp and Stornoway in full force and other mines expected within the next three years. The anticipated housing construction boom will create the need for skilled construction workers throughout the region. CHRD needs to anticipate how community job development as a positive spin-off of these sectors of growth can be realized. This requires an adapted approach to community partnership and job integration.

The Cree communities are feeling the effects of their community members leaving the community workforce to take up employment in the mining sector. As well, we see an influx of young workers ready to enter the workforce, many of which require training and work experience.

CHRD recognizes the need to be prepared for today but we also must be forward thinking and planning for the challenges to come.

The development of our new Strategic Plan will be focused on 6 main areas:

- Rebranding of Cree Human Resources Development
- Labour Market Information and Community Needs Assessment
- Revitalization of the relationship with the Cree School Board
- Development and implementation of a new Communication Plan
- Partnership development
- Program Orientation and Monitoring

The Strategic Plan will be oriented towards Labour

Market Information collection and the effective use of the information to steer decision making for programs and services. Labour Market Information will be a key driver of the plan and for Cree Human Resources Development a more targeted approach to improving workforce development and employment for Eeyou Istchee.

The development of the Strategic Plan is expected to be completed in the first quarter of 2018-2019 with implementation to start in the same year.

Communications and Marketing Plan 2018-21 - A New Voice for our Vision

It is with great pleasure that I introduce myself Brenda L. House, Communications Officer with CHRD. As I write this section of the Annual Report, it has been 8 months since I started with CHRD and I am becoming more and more familiar with the organization, and there is a lot to learn about CHRD.

CHRD is a large organization with many employees and a very important mandate, and I am honoured to be a part of the organization.

The communications work that I will be taking on with CHRD will involve getting out into the community, and I look forward to meeting a lot of new people, sharing ideas and building strong working partnerships.

Below is an outline of the Communications and Marketing Plan that I will be working on:

Cree Human Resources Development will implement a new communication and marketing plan which will support the current strategic plan. It will be developed to ensure consistent themes and messaging and reach target audiences in all CHRD communication and marketing channels and materials.

The Communication and Marketing Plan -A New Voice for our Vision will serve as the guiding map for internal and external communications, including communication goals and objectives, key audiences, messages, media, measurement and evaluation.

The goals and objectives of the plan are not only to create greater visibility for CHRD and keep residents of Eeyou Istchee informed of CHRD programs and services, but also to increase the understanding of the value of CHRD and its different initiatives. CHRD plans to do this in the following ways:

- Develop a new modern website
- Create new marketing materials
- Enhance Internal Communications
- Enhance External Communications
- Increase CHRD's Profile
- Strengthen CHRD's brand
- Increase Social Media
- Develop a Quarterly Newsletter
- Community Tours

CHRD the "Go To" organization in Eeyou Istchee to find employment.

Cree-Canada Relations

The Federal New Relationship Agreement provides that the assumption by the Cree Nation Government of Canada's responsibilities regarding training courses, job recruitment and placement related to "territorial programs" and "enhanced delivery structure" is based on the maintenance or continuation by Canada of the additional funding for training programs and facilities and of 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). The 2007 AHRDP Agreement was initially for a period of two years and has been extended several times to allow for the negotiation of a successor agreement. Most recently, this Agreement was extended until March 31, 2019. Negotiations with Canada over a successor agreement to the 2007 AHRDP Agreement should begin shortly.

The indexation of federal funding under the 2007 AHRDP Agreement since 2009 remains an outstanding matter. On March 30, 2017, the Cree Nation Government submitted a funding request to Canada concerning the required funding adjustments to the 2007 AHRDP Agreement, as well as new service needs.

CHRD Policy on Programs

Amendments to the CHRD Policy on Programs in effect since 2007 have been approved by the Board/Council in May 2017.

Extensive consultation and input from all the CHRD staff and of the ASDAC committee were very instrumental in making the proposed modifications to this Policy, which defines all the conditions of eligibility for the different initiatives under the Department.

The main objective for this review was to ensure that the Policy reflected well the necessary adaptation to a changing environment, namely by moving the procedural content of its provisions to a guidebook that is being developed by the Department to better support its employees in implementing the CHRD programs and services.

CHRD Committees

Two committees were established to review the Officer's assessment and make recommendations to the Cree Nation Government on all projects reviewed. Their mandate is determined as follows: a) Technical Group: for projects under $25,000 and b) ASDAC: for projects of $25,000 and over.

The Technical Group consists of the Coordinators and meets at least once a month. The Apatisiiwin and Skill Development consists of one representative from each of the following organizations:

Voting members

- 9 members appointed by the Chief and Council of each of the 9 communities of Eeyou Istchee
- One member of Cree Nation Government
- One member of Cree Nation Youth Council
- One member of Cree School Board

Non-voting members

- Director of CHRD
- Washaw Sibi appointed member
- Service Canada representative

The ASDAC normally meets quarterly or at any other time deemed necessary thereafter during the financial year concerned. The ASDAC has the following mandate:

- Ensure that the proposals promote employment for Cree beneficiaries and other residents, where applicable, including training for purpose of enhancing development of work skills necessary to support employability of the client;
- Ensure that proposals promote as much as possible full-time employment as criteria priority;
- Ensure that the increasing of the employment rate of the Cree population be monitored and promoted through all projects supported;
- Respect the monitor process and implementation of CHRD training plan when recommending projects;
- Monitoring of annual programs initiative targets and target results such eligible clientele, eligible enterprises, job integration, and meeting of program objectives and funding components when recommendations are determined;
- Support in addressing and promotion of issues to be addressed to Canada for support of client analysis and skills development in regard to all programs managed by CHRD.

Some CHRD Staff are appointed to participate in a variety of training and employment committee working groups.

This year, we'd like to highlight the First Nations and Inuit Labour Market Advisory Committee (FNILMAC) which CHRD's Director has been appointed. The committee held their first meeting in Mistissini, September 13, 2017. Since it was the committee's first visit to the community, the Director hosted a feast and a tour of the community – which was very well received.

Québec launches the first Ministerial Strategy for Labour Market Integration of First Nations and Inuit people

The Government du Québec today launched the first Ministerial Strategy for Labour Market Integration of First Nations and Inuit People, which will allow for better use of the means at Québec's disposal to increase their participation in the labour market.

The Minister of Employment and Social Solidarity and Minister responsible for the Capitale Nationale region, Mr. François Blais, and the Minister responsible for Native Affairs, Mr. Geoffrey Kelley, unveiled this strategy, in the presence of the Chief of the Wolf Lake First Nation and representative of the Assembly of First Nations of Quebec and Labrador, Mr. Harry St-Denis, and the President of the Kativik Regional Government, Ms. Jennifer Munick. The Strategy will favour a more effective and concerted intervention with First Nations and Inuit people and an intensification of the actions necessary to meet their needs.

2017/18 ASDAC Committee Members

Christopher Napash	Member	Chisasibi
Frances Kawapit	Member	Whapmagoostui
Lorna Moses	Member	Eastmain
Ruth Jolly	Member	Nemaska
Brenda Bull	Member	Wemindji
Sarah Diamond Blacksmith	Member	Waskaganish
William Paddy-Mailloux	Member	Oujé-Bougoumou
Melinda Martin	Member	Cree Nation Government
Cheryl Weistche	Member	Coordinator of Youth Programs
Andrew Neeposh	Member	Mistissini
Naomi Awashish	Member	Waswanipi
Vacant	Member	Cree School Board

PROGRAMS AND SERVICES

Labour Market Development

Supporting job fairs, labour market survey, job coaching, workshops, support and development of community profile.

Under CHRD's service delivery model, the objective of the Labour Market Program (LMP) 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.

Regional Career Fair

The 2017 Regional Career Fair celebrated its 10th year at Waswanipi's Community Health & Fitness Centre. Hundreds of students, job seekers and employers participated in the Regional Career Fair. Students were bussed in from a number of the Cree communities and job seekers drove from across the Cree territory. The Career Fair is important to students and job seekers. It gives them the opportunity to network with businesses in the territory, to find out what types of industries are growing in the community so they can gear their interests, studies and training toward a successful career in the health & sciences (Cree Board of Health & Social Services, environment (EnviroCree), mining (Stornoway), radio and TV (Cree Media – CBC North), aviation (AirCreebec) and a host of other organizations and industries.

SAENCAT Economic Alliance's Conference – Business Exchange Day

The Secretariat to the Cree Nation Abitibi-Temiscamingue Economic Alliance's Conference organized the Business Exchange Day – November 29, 2017 at the Hôtel Forestel in Val-d'Or. A selected number of CHRD staff attended the event. The event is described by some as "speed dating", each company received their personalized calendar of 15-minute business meetings with selected partners. The Business Exchange Day was an opportunity to identify new opportunities to form new partnerships to enrich networks and develop business. The program included business meetings, a trade show, speakers and networking moments as well as a keynote address by Dr. Abel Bosum, Grand Chief/Chairman, Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government.

Skills Development

Supporting training institutions in the successful delivery of vocational and customized training that leads to employment; employers to build internal capacity and clients by providing career counselling services and financial assistance throughout their training

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

In addition to vocational training, there is also a need to ensure that participants are ready for the training that they are about to undertake and have a good chance of success in their program. This allows them to utilize the skills that they have gained in a way that increases their on-the-job performance and their ability to progress towards a sustainable career. To do this, a continuum of support is crucial – beginning when a client is recruited, through pre-training and during training and on to the job site and in the workplace.

Employment Development

Supporting short-term job creation and long-term sustainable employment opportunities

Housing Factory – Job Creation Initiative and 2017 Welding Graduates

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 such as health, mining, construction, and education are required to have prior experience in order to be considered strong candidates for employment. Providing funding to build these opportunities for experience is a key initiative that CHRD supports to increase the work experience of our clientele.

Housing Factory – Job Creation Initiative

Creating new employment is the second mandate of CHRD under its 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 opportunities within our communities.

- Job Placement
- Apprenticeship
- Self-Employment and New Enterprises

Youth Programs

Investing in our Youth in the development of life skills and work experience necessary to enter the labour market

Youth programs offered through CHRD are intended first and foremost to increase the skills, knowledge and experience of young people to ensure their successful participation in the Cree Labour force. Another key objective of these programs is to provide students with work experience that will help them establish long term career goals, build independence and skills that increase their employability.

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

Each year over 2026 youth participate in 37 youth programs. This is possible by working in partnership with the schools to fund programs that promote science and technology, success within academics, and promote 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.

- Youth Work Experience
- Summer Student Program
- Cooperative Education
- Science and Technology

CHRD is in the planning stages of creating a position to support youth who are attending post-secondary level studies to find meaningful employment within the Cree nation.

SPECIAL PROJECTS – STRATEGIC PARTNERSHIP FUND (SPF)

Cree Employability Skills Development Partnership

CHRD created an exciting new program that will support our clients, both during their training as well as in the workplace once they are hired. Our new "Cree Employability Skills Development Partnership" (CESDP) project will give us an opportunity to do that.

CESDP is financially supported through the Federal government over the next 3 ½ years. We have committed to work with 300 Crees between September 2017 and March 2021 and have targeted 200 for employment.

The CESDP project has a team of three experienced Job Coaches who are using instructional materials they have developed to upgrade basic literacy and numeracy skills of students in Sabtuan Adult Education vocational training programs. Both in terms of a skills review and refresher as well as a self-confidence builder, previous experience has shown how important this kind of pre-training work is with students beginning what are frequently demanding vocational training programs.

In addition to Sabtuan Adult Education, a number of important regional employers in the mining, construction and service sectors are working with our CESDP team. After all, improving job performance and worker retention is a goal we share with them. We believe these kinds of working partnerships are the best approach to sustainable workforce development.

In mid-September 2017 the Coordinator was hired to manage the project and develop a team of Job Coaches.

In March, 2018, our team visited Stornoway's Renard and Goldcorp's Eleonore mines. Both are CESDP project partners and over 100 Crees are working at their mines. We met with mine trainers and supervisors and discussed how we can support them in their training and integration work with their Cree employees. We were pleased to be offered an office at Renard and are designing a work plan that

will see Job Coaches spend several days. Coaches have also completed skills assessments and upgrading work with an SAES Carpentry training group in Chisasibi as well as a two-year Geology Technician program that St. Felicien CEGEP is running in Chibougamau. Students are combining classroom work and a 4-month summer placement with different mining companies in the region. Our team also spent three days in Nemaska with participants in the 'Mining Essentials' program. Another one of our partners, Nemaska Lithium, offered the 12-week pre-employment program for residents of Nemaska who are interested in learning about employment opportunities at their new Whabouchi mine. Job coaches helped students with their portfolios and discussed some of the important work-readiness issues they need to understand if they intend to work at the mine.

Finally, CESDP Job Coaches have begun collecting information about why workers who enrolled in mining related vocational training and found jobs at one of the region's mines are no longer working there. What are the main reasons this is happening and what can we do to try to change that?

Success for CESDP will depend not only on how effectively we work with students, workers and our project partners but, ultimately, on the benefits they all see in what we do. We know that is the biggest challenge facing us and it is one we look forward to meeting in the months and years to come.

DEVELOPMENT CENTERS

Cree Human Resources Development has offices in each community across Eeyou Istchee. Along with the offices, there are also Training and Development Centers in three communities – Waswanipi, Wemindji and the newest Center in Waskaganish.

The Waskaganish Training and Development Center has been under construction during the year and is slated to open in the next fiscal year. The facility will be equipped with classrooms, conference and meeting rooms, administrative offices, a reception area, a Teachers' room, CHRD's Resource Center, a Kitchen and Student Lounge, Workshops and Locker areas.

The Cree School Board will be the main tenant of the Training and Development Centre and will have their own offices and will be using the space for their training programs.

At the Waskaganish Training and Development Center the community will have access to employment and training services.

CHRD OFFICES AND TRAINING AND

"We would like to thank our Chief and Council, Cree Nation of Chisasibi Human Resources department, Cree Human Resources Development/Cree Nation Government and the National Indian Brotherhood Trust Fund for their financial support."

Margaret Fireman, Director, Cultural Department Cree Nation of Chisasibi

SUCCESS STORY – SAVING OUR LANGUAGE

Congratulations to 14 employees from Chisasibi Heritage & Cultural Centre for completing the Certificate Program in Aboriginal Language Revitalization through the University of Victoria, British Columbia, funded through CHRD's Employment Program.

All the courses were delivered on-site at the Chisasibi Heritage & Cultural Centre and two sessions were taught and delivered in the Cree language by Cree Instructors, so the learning was more at ease with the participants. There was more interaction between the instructors and students. The group also coordinated Nituhchaamuwin evenings with local Cree Elders, community members and language teachers. There was always an Elder/advisor present in each course session.

Chisasibi Heritage & Cultural Centre is a place of cultural renewal, honouring ancestral values throughout Aayaanischaa, representing cycles of reciprocal learning, knowledge and connecting generations – past, present and future. We celebrate our living centre, share our heritage through exhibitions, storytelling, song, language and traditional activities. Hear "our story, our journey" as the **People of the Great River!**

SUCCESS STORY – CODY'S CONVENIENCE

Cody's Convenience Store started out with 10 employees in the community of Chisasibi and after just 2 years the three owners took a chance and expanded the store not just with products, but with a new franchise, Fritou Chicken.

Cody's Convenience went ahead with construction and completed the addition to the building so that the new Fritou Chicken franchise could hold 21 customers at their new restaurant.

Cody's now has 20 employees and a successful 21 seat restaurant, all this since it opened its doors for business on September 29, 2015.

CHRD provided funding for the business through its Employment Program. Cody's started its business with

10 employees and now has over 20 employees that include cashiers, cleaners, cooks and kitchen helpers.

Congratulations to the owners and continued success from CHRD!

SUCCESS STORY – YOUTH FUSION

CHRD funds Youth Fusion through the Cooperative Education program.

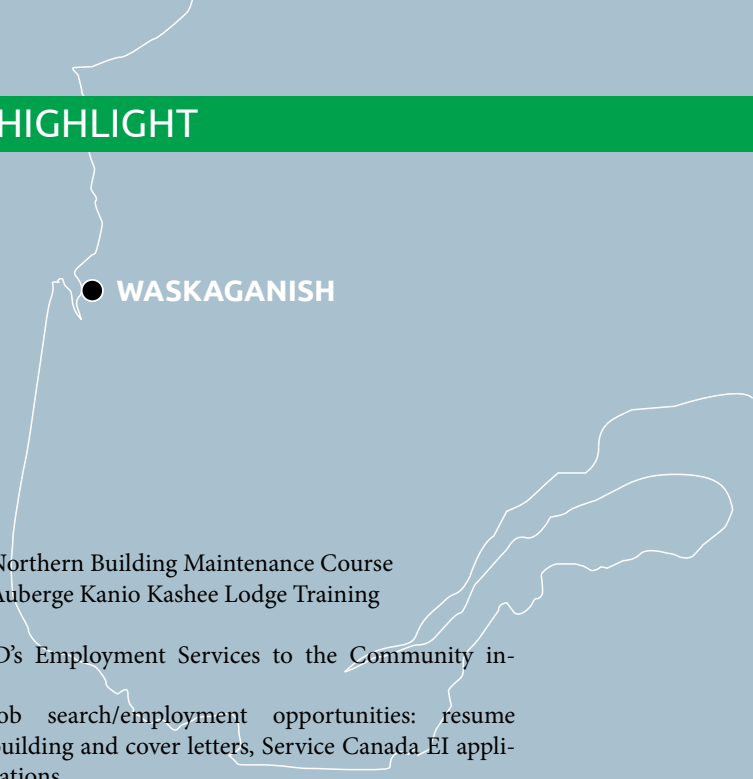
Youth Fusion activities provide students with career-related experience in fields such as science, arts, governance, health, environment, radio, and journalism.

Youth Fusion works with seven high schools within Eeyou Istchee (Chisasibi, Eastmain, Mistissini, Nemaska, Oujé-Bougoumou, Waskaganish and Waswanipi) to implement extra-curricular activities.

In 2017, Youth Fusion conducted two anonymous surveys that resulted in a document titled, "The Impacts of Youth Fusion Programming on School Retention Factors in Eeyou Istchee".

Here are some of the results of the survey:

- At-Risk Youth—89% of the participants consider that Youth Fusion's activities made them want to go to school.
- Social Skills & Behaviour—100% of surveyed school team and community members evaluated that Youth Fusion's activities supported the development of social skills such as self-expression, communication, teamwork, leadership, perseverance, amongst others.
- Educational & Professional Aspirations—When asked whether Youth Fusion's activities helped them "learn more about the career they want to have later in life", 44% of surveyed students answered that they strongly agreed the activities helped them and 40% that they mostly agreed it helped them.
- Nutrition & Physical Activity—94.5% of surveyed students said that Youth Fusion activities "make me have better health habits and be more active."
- Motivation– 91% affirmed that their participation in Youth Fusion's activities helped them increase their motivation to finish high-school.
- Self-Esteem—Extra-curricular activities such as arts, sports, organizing special events, and cooking classes allow students to excel at something while at school. 89% affirmed that their participation in Youth Fusion's activities helped them improve their self-esteem.



WASKAGANISH FIRST NATION

Wachyia from the CHRD Office in Waskaganish. It is with great pleasure that I submit this report highlighting the events and activities that emerged for the fiscal period of 2017/18. This has been a very busy year indeed. The most exciting news was that CHRD will have its new office at the Waskaganish Training and Development Center in the coming year. I look forward to working in this beautiful new facility. It will also provide much needed additional resources for our clients. The CHRD Waskaganish Office is a busy office with many clients. A new receptionist/secretary will be hired.

The Crees of Waskaganish First Nation is celebrating their 350th anniversary this year.

Our community achievements throughout the year include, amongst others:

- Child & Family Services hired a Special Needs Educator
- Youth Program Work Experience—50 participants
- Summer Work/Student Programs— 60 participants
- Waskaganish Wiichiiwewin provided training for 6 employees
- Blackned Construction Inc. hired 3 full time employees
- Cree Newable Energy—Coaching Services
- Northern Building Maintenance Course
- Auberge Kanio Kashee Lodge Training

CHRD's Employment Services to the Community include:

- Job search/employment opportunities: resume building and cover letters, Service Canada EI applications
- Workshops and information meetings
- Individual career counselling
- Continuous support for employment search, training, support and guidance, information and building strong working relationships with our clients.

Thank you to all the CHRD staff across Eeyou Istchee for being there and providing your support, and a special thank you to the Director and Coordinators at the Head Office in Mistissini. Agooda!

Virginia Blackned, Cree Employment Officer

Note: CHRD could not include all ten community profiles in the annual report so every year we will add one community profile.

CHRD PROGRAM SECTION SUMMARY REPORT, FISCAL YEAR 2017-18

Projects and Participant Training Interventions / All CHRD Programs

CHRD in collaboration with Cree nation authorities, institutions and employers, continues promoting partnerships 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.

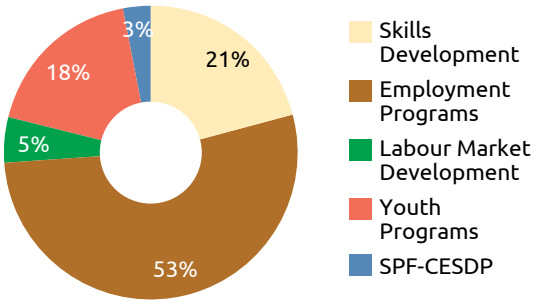
CHRD received several projects submissions in 2017-18. A total of 243 projects receiving support from CHRD carried out training activities throughout the communities and territory during the fiscal year. There were more than 2,250 participant interventions in these projects.

CHRD Projects and Participant Interventions by Program in Fiscal Year 2017-18

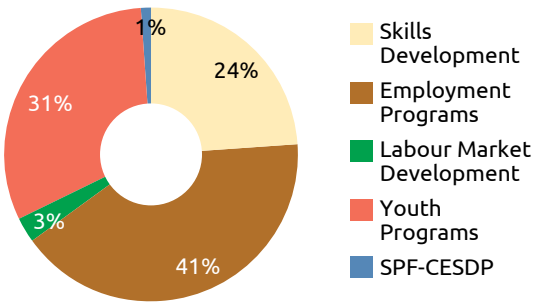
	Number of Projects	Participant Interventions
Skills Development	51	546
Employment Programs	125	905
Special Programs / Disability	3	17
Labour Market Development	12	66
Summer Student Program	21	459
Youth Work Experience	21	250
Cooperative Education	1	1
Science and Technology	2	2
SPF CESDP	7	30
Total	**243**	**2276**

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

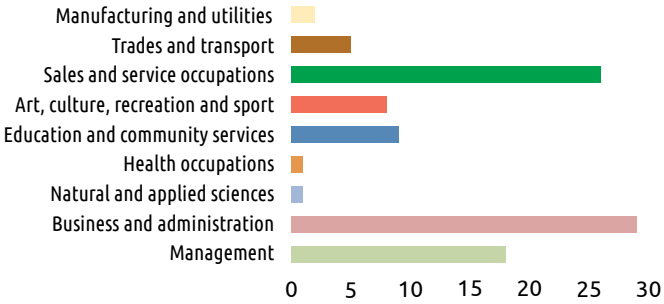
Projects by Program Types, 2017-18



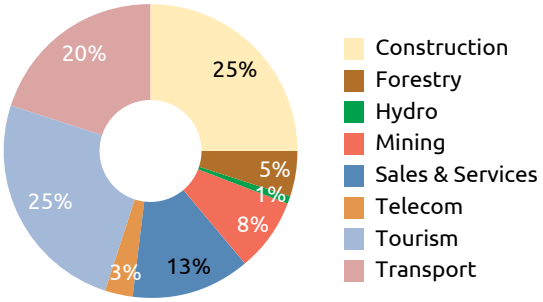
Participants by Program Types, 2017-18



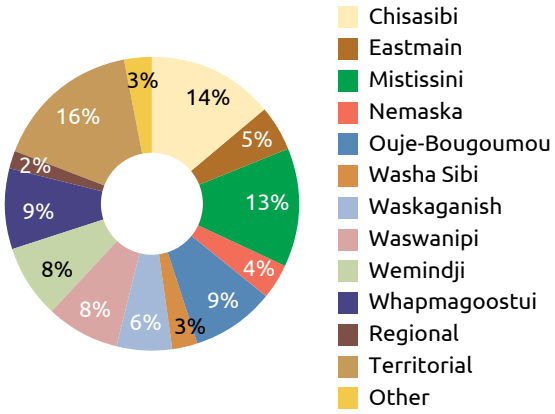
Community-based Projects by Training Field, 2017-18



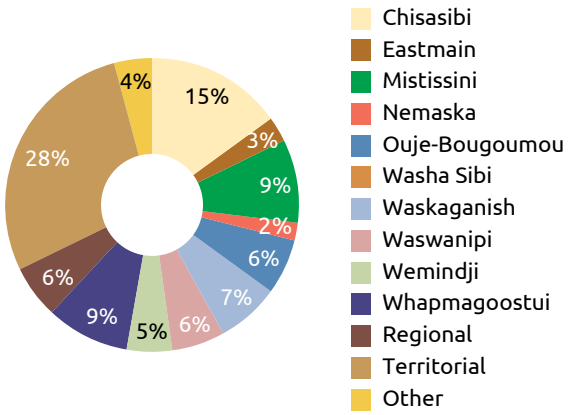
TERRITORIAL PROJECTS Distribution by Industrial Sector, 2017-18



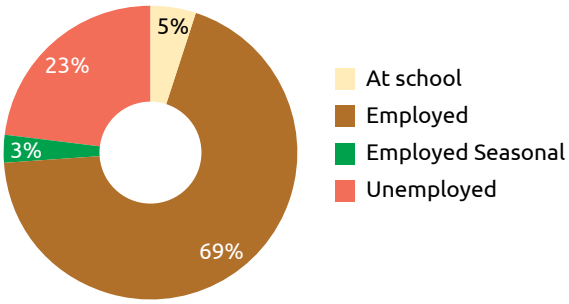
EMPLOYMENT PROGRAMS
Distribution of Projects by Community, 2017-18



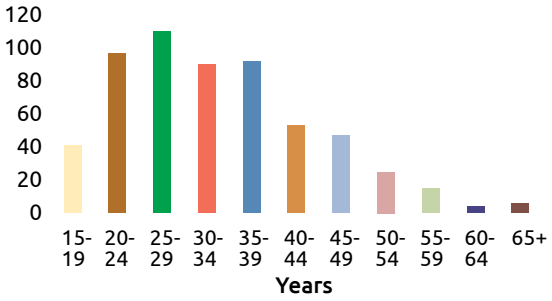
EMPLOYMENT PROGRAMS
Distribution of Participants by Community, 2017-18



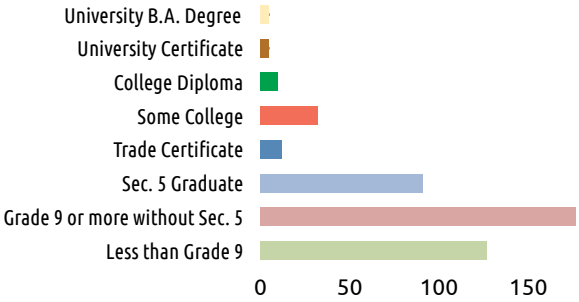
EMPLOYMENT PROGRAMS
Participants' Post-training Results, 2017-18



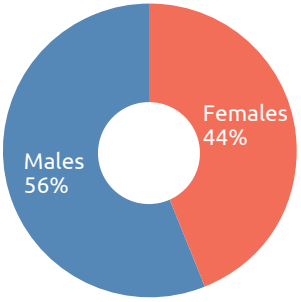
EMPLOYMENT PROGRAMS
Participants by Age, 2017-18



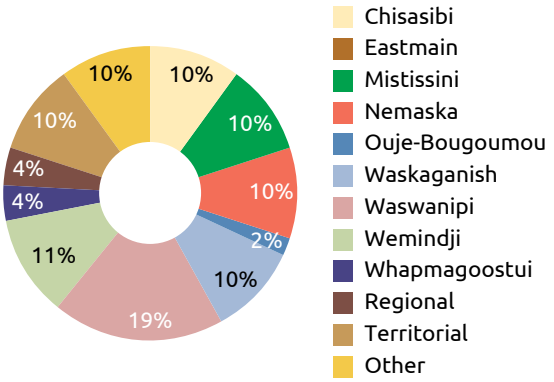
EMPLOYMENT PROGRAMS
Participants by Level of Education, 2017-18



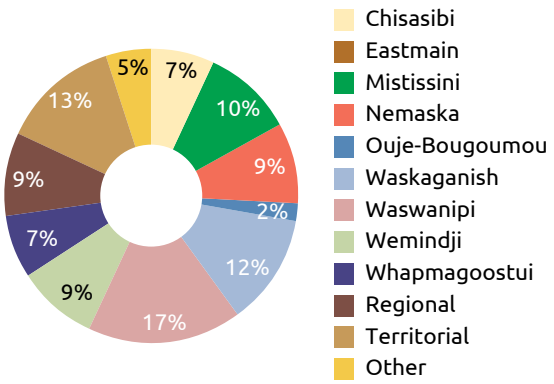
EMPLOYMENT PROGRAMS
Distribution by Gender, 2017-18



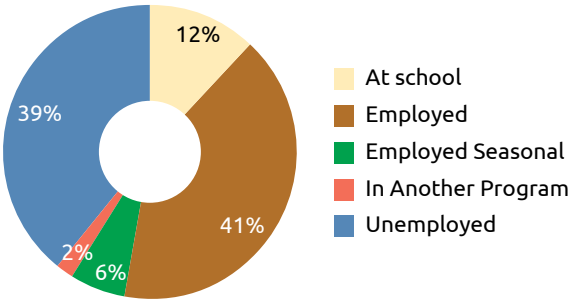
SKILLS DEVELOPMENT PROGRAMS
Distribution of Projects by Community, 2017-18



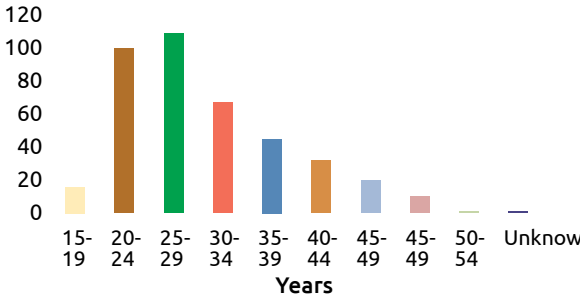
SKILLS DEVELOPMENT PROGRAMS
Distribution of Participants by Community, 2017-18



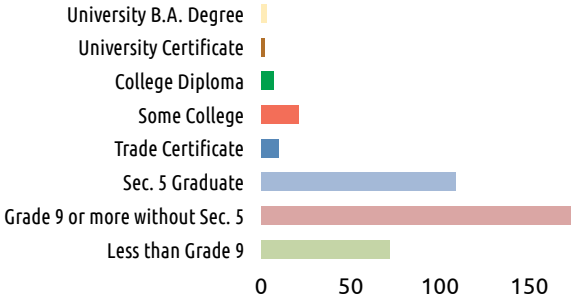
SKILLS DEVELOPMENT PROGRAMS
Participants' Post-training Results, 2017-18



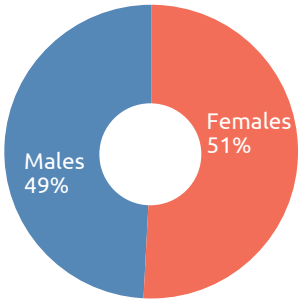
SKILLS DEVELOPMENT PROGRAMS
Participants by Age, 2017-18



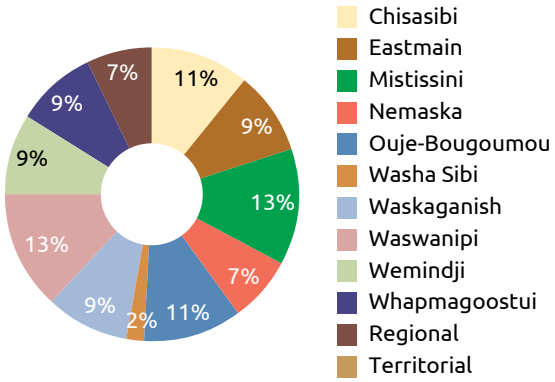
SKILLS DEVELOPMENT PROGRAMS
Participants by Level of Education, 2017-18



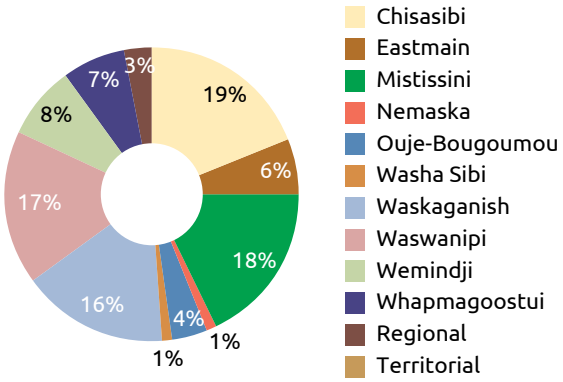
SKILLS DEVELOPMENT PROGRAMS
Distribution by Gender, 2017-18



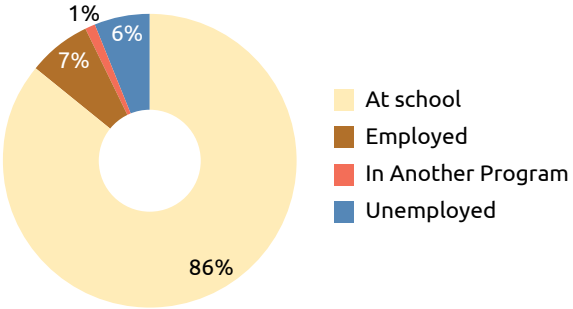
YOUTH PROGRAMS
Distribution of Projects by Community, 2017-18



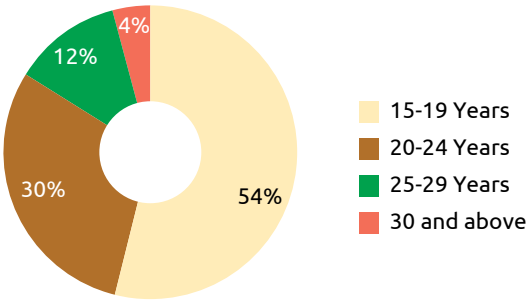
YOUTH PROGRAMS
Distribution of Participants by Community, 2017-18



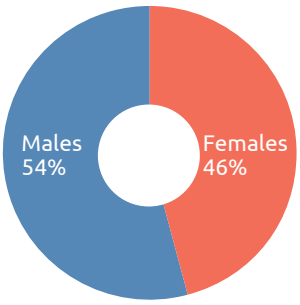
YOUTH PROGRAMS
Participants' Post-training Results, 2017-18



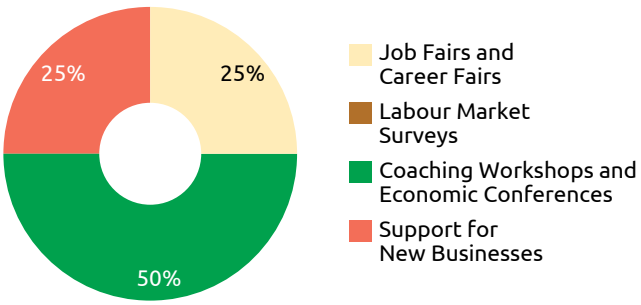
YOUTH PROGRAMS
Participants by Age, 2017-18



YOUTH PROGRAMS
Distribution by Gender, 2017-18



LABOUR MARKET PROGRAMS
Projects by Activity, 2017-18



MESSAGE FROM THE DIRECTOR
ANDY BARIBEAU

Our Nation, Our Economies!

Kwey. It is with some regret that I write this year's report, as it will be my last in my present functions as Director for the Department of Commerce and Industry (DCI) for the Cree Nation Government. Even as I pursue other challenges, a big piece of my heart remains with the organization, the DCI team, and especially the wonderful people who I have worked with in the communities and whose projects served to reassure us and convince us we were on the right path.

Given this is my last report, I will also use the opportunity to impart some comments, concerns and advice as I present this report.

The last year has been a very busy and rewarding one, as we were able to see some of our key projects see the light. Even more importantly, we were able to be more present in the communities to hear about projects, concerns and aspirations – and we look forward to walking with and helping those we work for. Our work also continues with a large number of other stakeholders and partners, whether these be governments, private companies, educational institutions or other organizations, internally and externally. Over the next few years, I leave with the firm conviction that these projects will contribute to advancement as we build and rebuild our economies into strong, diversified and sustainable sectors who contribute to our communities, our region, and the rest of Québec.

The following are summaries of some of our key projects.

Three Poles (Strategic Planning)

The definition of our strategic plan has been in the works for a while and we finally held our planning session in July 2017. As many organizations, we focused on the definition of pillars but realized that as a First Nations organization, pillars did not necessarily reflect who we were and who we wanted to be. Instead, we came to see ourselves in the three central poles that uphold teepees – these poles not only form the core but cannot stand separately from one another. They rely on each other and together form a solid foundation which serves many.

Before our strategic planning session, we had many exchanges with our partners and stakeholders to make sure that what we built was built for those we serve. In our exercise, inspired by our partners and their visions, our poles are Eeyou Istchee, *our land and its people*; Eeyou Iyiihtwin, *the Cree way of seeing and doing things*; and Eeyou Kashchihuwin, *Cree knowledge and talent*.

These three poles guide the planning and actions of our Department. When we consider these three poles and work along with them, we can ensure our efforts are built through the principles of circular economies, meaning that as much possible, a dollar generated by an economic activity stays in our communities as long as possible and benefits as many as possible before exiting our communities. It is not about leakage, it is about circulation.

The exercise of our planning session and all of the exchanges we have had with our partners and stakeholders have served to produce our report, "*Creating a Purpose*", which will be our guide as we engage with Québec to renew and increase funding for some of our programs.

The Cree Story (Social Economy)

The Cree Story is an attempt to build a synergy among the many actors involved in our original economies as actors in the larger mainstream economies. It

Back row: Trista Echum, Andy Baribeau, Melinda Martin and Frederick Moar
Front row: Isaac Iserhoff, Suzanne Kitchen and Pierre Pelletier

would allow us to build and rebuild these economies into viable and sustainable activities, creators of employment and economic activities. The goal is not to create a structure, but to facilitate a sense of belonging and ownership, allowing participants to guide their own economies.

In February 2018, we held our Second Social Economy Conference, with its central theme being the Cree Story. We were honoured by the presence of many artisans and elders, organizations such as CWEIA and CNACA and the presence of the Grand Chief, Dr. Abel Bosum. A report of the conference is available.

In the coming years, we will work closely with the actors involved in these sectors to hopefully foster a greater synergy, in order to help these economies, and tertiary economies, become what they can become.

While the participation of those in attendance was nothing short of inspiring, I must admit my disappointment at the lack of participation from key Cree organizations and entities. This absence can be interpreted as a testament to the silos we are becoming and these silos are among the greatest obstacles we now face in the building and rebuilding of our economic and social well-being.

The Trade and Commerce Agreement (implementation of Section 28.10 of the JBNQA)

Tentatively titled the Eeyou-Eenou Nation Trade and Commerce Agreement (known as the ENATCA, or "they go towards" in Cree), a draft of an agreement has been submitted to the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government Board/Council following working groups and consultations.

Section 28.10 of the JBNQA outlines Cree priorities for contracts and employment opportunities in Eeyou Istchee. In itself, this section is, or can be, one of the most important socio-economic tools the Cree Nation has. However, this tool must be balanced by our obligation to ensure capacity-building, economic development and responsible governance.

The ENATCA is proposed as the vehicle by which the Cree Nation would implement Section 28.10 as a whole and would commit signatories towards the principles mentioned in the previous paragraph. It would allow the establishment of transparent procurement processes, standardized trade certification and the mobility of workers and contractors – while ensuring priorities are considered for Cree workers and companies.

Tied into the ENATCA, though not directly a part of it, is the Cree Business Certification and Registry process. We are working with the Société du Plan Nord to ensure Cree businesses are properly listed in their registry. To this, we will be adding a section identifying true Cree enterprises who meet criteria related to hiring Cree workers, using Cree services and being based and active in Cree communities, among other criteria. A definition for Cree enterprises which would allow us to begin the certification process has been submitted to the Grand Council.

With the development of the Grand Chief's Housing Strategy, the ENATCA becomes one of the most important parts to ensure a maximum of benefits remain in our communities.

Economic Sector Pillars

While the DCI has chosen to base its actions and plans on the three poles, our original poles can now be described as our "economic sectors". These remain as important as ever and they need to be addressed in order to properly evaluate how they impact each other. The equation is still as simple, the first two sectors' value must be measured by how they contribute to the third sector ("Cooperative and Sustainable Economies"), which defines who we are and who we want to be. The work DCI does is driven by three economic sectors. The first sector is that of Natural Resources, mainly extractive activities such as mining, wind energy or forestry. The second economic sector is that of the Cree-owned corporations and entities, whether these be our Band development corporations, our companies like Air Creebec and our entities such as the Cree School Board, who by their sheer number of jobs and services produced and required, are an economic force unto themselves. The third economic sector is the "Cooperative and Sustainable Economies", which includes social economy actors, but also small and medium businesses, our hunters and trappers, the new economies, to having more women and youth involved in businesses, just to name a few. Of all three economic activity sector pillars, the cooperative and sustainable economies are the most important, as they define who we are and who we want to be as communities and as a Nation. In this vision of social and economic development and growth, the two other sectors must be judged by how they can enhance, enrich and strengthen these third economies.

For the Nation Resources economies, we have been busy with many mining files, including the continued

implementation of agreements and supporting impact assessment processes to ensure communities and other affected stakeholders understand the projects and their impacts, positive and negative. To date, the Cree Nation has more than a half-dozen mining agreements signed or near completion. Earlier this year, we submitted a revised "*Cree Nation Mining Policy*" for review and approval. For the forestry files, we produced a report titled "*Economic Opportunities in the Forest Industry for the Cree Nation of Eeyou Istchee*". This report gives communities and other actors in areas affected by forestry and forest-based activities a picture of the over-all activities in Eeyou Istchee, and the potential projects and activities which can be visited, either individually or at the regional level.

Under the Cree Corporations economies, we have been working to build bridges and encourage them to see themselves as the economic motors and agents of change they can be. While each has its own core mandates, these activities can greatly impact the socio-economic development of communities and the Nation. We continue our efforts to build this awareness.

As for the third economic sector activities, these continue to motivate our work and we work closely in building the relations with these stakeholders and partners. We have carried out several new projects in order to assist them and will continue finding ways to help them. Among the programs we have, we continue our programs and have adjusted how we carry them out so that we can better assist our business community.

Cree Entrepreneurship Assistance Fund (CEAF) and the Regional Development Fund (RDF)

Much like the previous year, the CEAF contributions totaled nearly $750 000 in approved projects for about a dozen or so businesses, either in start-ups or expansion projects with the creation or preservation of several dozen jobs. Under the CEAF, we also have been working with other funding organizations so that we can better streamline applications and focus on the support we give business people. Since its creation in 2012, the CEAF has allowed Cree businesses to access over $4 000 000 in funds.

For the RDF, there have not been as many big projects in this past year, but we have been quite active in funding projects for organizations such as CWEIA and COTA. This coming year, we plan to completely revisit the administration of the Regional Development Fund and enter into discussion with Québec to review and continue this fund.

DCI was not able to undertake and implement the venture capital fund due to a lack of professional and human resources.

Information Management

One of the cornerstones of true sustainable and self-sufficient economic development is transparency and access to information. We continued our steps towards the implementation of this service, namely in not only trying to compile, but also ensuring access to, socio-economic data, resources, legal information and connections to other sources to name just a few. It is the goal to have three people assigned to this segment of the department early in the new fiscal year.

PARTING WORDS

Leaving to pursue new challenges is an exciting prospect but it does not diminish the sadness felt in leaving behind such a wonderful team, such great partners and stakeholders nor the projects we had hoped to carry through. Nonetheless, I am confident the foundations are in place for DCI to continue in its vision to help and be a part of the major successes of economic and social development yet to come for the Cree Nation of Eeyou Istchee.

Last year, we mentioned that the economic pyramid in the Cree Nation was such that the biggest beneficiaries of Cree moneys have been outside communities. This has not changed. but some very solid steps have been and are being taken to reverse this inequity. The Grand Chief's Housing Strategy, combined with ENATCA and the implementation of the Forestry agreements, present the Cree with excellent opportunities to build and rebuild our economies in a manner which is reflective of who we are and who we want to be.

Yet, there are barriers which must be confronted and challenged. Three come to mind with the first one being the tendency of working in silos – this must end, we must see each other as natural partners and our files as complementary of each other and not exclusive. Health, education and identity are all a part of economic development and economic development is very much a part of these.

Another important factor hurting strong economic development is Eeyou Istchee is our manpower. Over the years, many business people have mentioned being confronted with a manpower which is not only underqualified but also under-motivated, seriously impacting their operations. With major employers, locally and externally, accessing our qualified workers, we need to find ways to motivate and develop the remaining workforce so they can actively contribute and aspire to help our economies grow and become stronger.

Another important barrier in communities and in the Cree Nation is that of our business development corporations. While these corporations have an important role to play in local and regional opportunities, they often end up competing against local small business owners, or even end up being the primary focus of leadership, thus distracting attention and support away from the small business owners. Their role can be very important, but the support and development of our small and medium independent businesses are what make our economies stronger and more independent. After more than 20 years of involvement in economic development issues, this conviction is truer than ever.

So, as we part ways, I remain convinced of the pertinence of building sustainable, diversified and strong economic development based on good governance, a strong vision, and especially with and for our partners and stakeholders. I further believe that we are engaged on the right path.

It has been the greatest of honours serving you and growing with you. Agoodah.

ENVIRONMENT AND REMEDIAL WORKS

MESSAGE FROM THE DIRECTOR
ISAAC VOYAGEUR

As Director of the Department of the Environment and Remedial Works, I am pleased to offer this report on our accomplishments in 2017-2018.

Our most important work this year has been undertaken in collaboration with other Cree Departments and Cree entities and the nine Cree communities.

One of this Department's proudest achievements of the past year is the collaborative development of the proposed *Cree Nation Government Drinking Water Quality Law*, which may become the first Cree Nation law to come into effect since the new *Governance Agreement* was signed. This proposed law is the culmination of years of collaboration between this Department, the Cree Board of Health and Social Services, the nine Cree communities, the LEAs and Water Operators, and others working to ensure that the process is inclusive and the law reflects Cree community goals and needs.

Our Protected Areas and GIS staff worked side by side with the communities this year to identify and map proposals for new and expanded protected areas, based on Cree cultural values and scientific data, to meet our 2020 goals. Our Land Use Planning Unit conducted interviews and focus groups in all Cree communities in 2017 to better understand our people's land use planning needs and to inform regional land use planning for years to come. Our Environment and Social Impact Assessment (ESIA) Unit collaborated with the Cree Nation of Mistissini on the first Cree community *Climate Change Adaptation Action Plan*, and we are set to work with more communities this year to increase our resilience to the impacts of climate change. Our Wildlife Management and Conservation Unit worked with the communities on issues ranging from waterfowl research to legal recommendations. And our Forestry Remedial Program distributed almost three million dollars in enhancement funding to the communities for projects from cabin construction to brush clearing.

I am proud of the many ways our Department is collaborating with the Cree communities, other CNG Departments, Cree entities, and other First Nations and governments, to protect Cree lands and waters now and for generations to come.

Meegwetch.

INTRODUCTION

The Department of the Environment and Remedial Works 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, hydroelectric development, environmental policy and impact assessment, and wildlife management. It is our mission to protect the air, lands, and waters of Eeyou Istchee for the benefit of all Cree people, today and tomorrow. Our vision is a land of natural beauty where healthy ecosystems sustain our traditional lifestyle while balancing modern needs.

The Department has 22 staff in the Mistissini, Waskaganish, and Montreal offices. Our team includes biologists, analysts, engineers, administrators, technicians, planners, project coordinators and management specialists, supported by our administrative assistants, Sharon P. Matoush, Robin Campbell, and interim replacement, Gloria Blacksmith.

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's ESIA Coordinator, Kelly LeBlanc, and our Environmental Analysts, Lucas Del Vecchio and Pernilla Talec, review documents related to projects at all stages of the ESIA process. We participate in the federal and provincial environmental review bodies (COFEX and COMEX), and we work with the Cree communities to ensure that developments have the greatest benefit for our people and the least impact on our traditional lands and ways of life. We work with other Cree entities wherever possible, including the Department of Capital Works and Services for projects on Category 1 lands, the Department of Commerce and Industry for major developments in the territory, and the Cree Board of Health to help ensure a thorough review of projects from a health perspective.

In 2017-18, much of our work was dedicated to the review of ongoing mining projects, participation in Impact Benefit Agreement (IBA) environmental committees, and a review of legislative changes to ensure that federal and provincial environmental assessment carves out a distinct regime in Eeyou Istchee—one which respects treaty rights and requires active Cree participation in the assessment of proposed developments. As always, our ESIA work was heavily supported by our Mining Engineer, Aurora Hernandez, and other Department staff within their areas of expertise.

The Six-Stage ESIA Process

1. **Preliminary Information:** The proponent submits a project notice, which is assessed through the Evaluating Committee (COMEV); we provide recommendations toward an ESIA or exemption.
2. **Directives:** Projects requiring ESIAs are given directives on information and analyses to be included in the assessment.
3. **ESIA:** The proponent prepares an ESIA according to the directives set out by COMEX and/or COFEX-S.
4. **Review:** Through the provincial and federal review bodies (COMEX and COFEX-S), we analyze the ESIA and provide recommendations as to whether the project should proceed and under what conditions.
5. **Decision:** The administrator authorizes a project, imposes conditions, or requires further studies, according to COMEX and/or COFEX-S recommendations.
6. **Follow-Up:** The proponent submits monitoring and follow-up studies, which we review to ensure that conditions of a project's authorization are met.

This process can take many years. At all stages, we consult with impacted families and Cree communities.

Projects Reviewed in 2017-18

We evaluated 30 proposed projects through COMEV this year, of which 20 were deemed exempt from ESIAs, 5 were given directives (see below), and 5 are still under review.

New Projects given Directives for ESIAs in 2017-2018

Project	Proponent	Cree Community Affected
Processing of ore from open-pit mine at the Barry site of the Bachelor mine plant	Ressources Métanor Inc.	Waswanipi
Windfall Lake mine project	Minière Osisko Inc.	Waswanipi
Connecting the Rose Lithium-Tantalum mine and relocating a segment of the 315 kV line project	Hydro-Québec	Eastmain
Whapmagoostui new solid waste disposal site	Whapmagoostui First Nation	Whapmagoostui
James Bay Lithium mine project	Galaxy Lithium (Canada) Inc.	Eastmain

Projects before COMEX assessed in 2017-2018

Project	Proponent	Status	Cree Community Affected
Forestry Roads H-West & I	Matériaux Blanchet	Follow-up	Waswanipi
Bachelor Mining Project	Ressources Métanor Inc.	Follow-up & Request for Modification under review	Waswanipi
Whabouchi Mining Project	Nemaska Lithium Inc.	Follow-up & Request for modification approved	Eastmain
Eastmain-1-A and Rupert Diversion	Hydro-Québec	Follow-up	Waswanipi
Renard Mining Project	Stornoway Diamond Corporation	Follow-up & Request for Modification approved	Eastmain
Road 167-N Extension	Ministère des Transports du Québec	Follow-up	Waswanipi
Eleonore Mining Project	Goldcorp	Follow-up & Request for Modification approved	Eastmain
Troilus Mining Project	First Quantum Minerals	Follow-up	Waswanipi
BlackRock Mining Project	BlackRock Metals Inc.	Request for Modification under review	Eastmain
Chisasibi High Ground Park & Operation of Quarry CA-2	Cree Nation of Chisasibi	Follow-up	Waswanipi
Kakabat Granular Material Project	Cree Nation of Wemindji	Authorization & Follow-up	Eastmain
Waswanipi Solid Waste Disposal Site	Cree Nation of Waswanipi	Follow-up	Waswanipi
Wood Pellet Processor	Barrette-Chapais	Authorization & Follow-up	Eastmain
Rose Lithium-Tantalum Mining Project	Critical Elements Corporation	ESIA Under review	Waswanipi

We reviewed 14 projects through COMEX this year (see above). Two new projects were authorized and several requests for modifications were approved. One new ESIA and many follow-up studies are still under review.

Select ESIA Project Highlights:

- **Eleonore:** In 2017, Les Mines Opinaca (LMO) constructed a multi-million-dollar water treatment facility at the Eleonore gold mine, on Wemindji traditional territories, to resolve recurring non-compliance issues with the final effluent. LMO has requested an exemption for further exploration activities on the Eleonore property and on two other properties in Eeyou Istchee.
- **Renard:** Stornoway's request to modify tailings management at its diamond mine on Mistissini traditional family traplines was authorized in August 2017. The new design combines dry tailings with wet slurry. The project's *Wetland Compensation Plan* and *Fish Compensation Plan* are under analysis by COMEX; Stornoway has proposed investing in much-needed wetlands research.
- **Extension of 167 Road:** We reviewed Stornoway's monitoring studies and follow-up information on the extension of the 167 Road to the Renard mine, including information on parking spaces and camp access and big game monitoring. Discussions are underway regarding a potential wildlife management proposal for this area.
- **BlackRock:** In December 2017, BlackRock Metals Inc. submitted a major modification request to its planned iron, vanadium, and titanium mine located on the east side of Lake Chibougamau, affecting Oujé-Bougoumou and Mistissini traplines. Proposed modifications would reduce daily extraction rates, extend the mine's lifespan to 43 years, forego an onsite construction camp and railway and instead transport concentrate by truck to the existing railway, among other changes. COMEX has not yet issued a recommendation. Public hearings may be called for.
- **Whabouchi:** COMEX has recommended that additional information is required on Nemaska Lithium's proposed monitoring program for its spodumene mine near the community of Nemaska. The Chinuchi IBA Environment Committee visited the mine site this year, as well as the site of its future processing plant in Shawinigan. The project's monitoring, follow-up, and compensation programs have yet to be approved.
- **Bachelor:** Metanor requested a further extension to its gold mine at the Bachelor Lake mill just south of Waswanipi, proposing to extend operations by processing ore they would extract from their Barry property, located further south on Waswanipi territory. A Directive was sent in August 2017; we are still waiting for the proponent's ESIA.
- **Windfall Lake:** This proposed gold mine, located on Waswanipi territory and accessible by existing

forestry roads, would include an underground mine that would extract approximately 1900 tonnes per day over a 10-year period. The proponent submitted its project description in June 2017 and received a Directive in August.

Climate Change Adaptation Strategy:

The ESIA Unit secured funding for community collaboration on the issue of climate change. We completed our first project this year with the Cree Nation of Mistissini. In February and March 2018, we brought together Mistissini community members to identify solutions to the impacts of climate change and coping mechanisms to increase community resilience. Project results were made into a video and a community *Action Plan*. We will next collaborate with Waskaganish and Whapmagoostui on *Climate Change Adaptation Action Plans* from Coastal Southern and Coastal Northern perspectives, respectively. A Climate Change Regional Forum, to be organized in collaboration with the Cree Nation Youth Council, is also planned as part of this project.

MINING

The Department's Mining Engineer, Aurora Hernandez, supports Cree communities impacted by mining activities by reviewing and monitoring mining projects through the ESIA process, by participating in environmental committees derived from Impact Benefits Agreements (IBAs), and by transferring the technical details of environmental monitoring into practical information to community members.

The greatest achievement of the Mining unit in 2017-18 has been relationship-building with the communities. The Cree Mining Working Group was officially recognized this year as a forum of exchange and collaboration. A system for tracking and following up on grievances of tally persons impacted by mining development was also elaborated this year.

Another important mining file is the review and restoration of abandoned exploration sites. Over 400 such sites have been flagged by land users in the territory. The largest of these is Mine Principale, located between Doré Lake and Chibougamau Lake. Our Mining Engineer sits on the Steering and Technical Committee to restore this site. We visit the Principale site each year, and in 2017 we invited impacted tally persons, along with the environment committee of another site, in order to exchange ideas and information. We also visited restored mining sites in the Abitibi-Témiscamingue area, accompanied by impacted families and tally persons, to learn from those examples. In October 2017, we made presentations on the site's restoration strategy in Chibougamau and Ouje-Bougoumou to update the communities and collect their feedback.

The Principale restoration strategy is at an advanced stage of planning, but environmental approvals are still required. An agreement is under negotiations with Quebec and the Eeyou Istchee James Bay Regional Government to get more abandoned exploration sites restored and rehabilitated; signing is expected in the summer of 2018.

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

Flood damage prevention is a priority identified in The Mistissini Community Proposal for Climate Change Adaptation Action Plan.

provide guidance, coordination, training, and technical support to Local Environmental Administrators (LEAs) in each community.

Every year, we carry out Phase 1 Environmental Site Assessments, which are required by the Canada Mortgage and Housing Corporation and some lending institutions and insurance companies. We also monitor and review the annual inventory and cleanup of former Hydro-Québec sites and camps, which involved much soil characterization and decontamination work this year. We provide ongoing technical guidance to the communities on contaminated site management and remediation, including legacy sites. This year saw a series of comprehensive studies of the Cape Jones/Point Louis XIV site, among others. We coordinated the placement of Cree observers in the inventory of the sites.

Ongoing every year, the Department monitors drinking water quality in the nine Cree communities. Water sampling results consistently indicate confidence in the water operators and the systems of wells, filters, and distribution networks. We collaborate with the Cree Board of Health and Social Services wherever public health and environment files overlap. The bulk of this work in 2017-18 related to drinking water quality in the context of the upcoming *CNG Drinking Water Quality Law* (see below). Other collaborative issues include cadmium in moose, zoonosis (the transmission of disease from animals to humans), and contamination through the use of lead shot.

On another note, construction of Eastmain's upgraded water treatment plant and seasonal storage reservoir are substantially complete and the commissioning process is underway. The expanded Eastmain water supply system will likely be the most complex in Cree territory. The parent agreement with Hydro-Québec on this project will remain in place for another 14 years.

Cree Drinking Water Quality Law

The collaborative nature of our Community Environmental Services is especially apparent in our work with the Cree communities and with Capital Works and Services to develop a regional regulatory strategy for drinking water supplies. What was initially formulated as a drinking water by-law will become a *CNG Drinking Water Quality Law* under the new *Governance Agreement* and will provide universal application of sampling and reporting results for all of Eeyou Istchee.

The CNG presenting the Draft Drinking Water Quality Law *to the LEAs and Water Operators, November 2017*
(Photo: Cameron McLean)

Years of work have been invested in this file by everyone involved, including the Water Operators and LEAs, to ensure that the process is inclusive and reflects Cree community goals and needs. In 2017-2018, after collaborating with the Cree Board of Health and Social Services and the local communities on the groundwork application, we submitted a proposal for the *Cree Nation Government Drinking Water Quality Law* to the Board/Council. When approved, this may be the first Cree Nation Law scheduled to come into effect since the new *Governance Agreement* received royal assent.

LAND REGIME ISSUES

The Department's 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.

We are in the process of expanding Section 4 with additional text to introduce the territorial descriptions, which constitute Annex 1 in the original JBNQA, and with electronic links to the relevant surveys and supporting documents. This work includes the delineation of boundary adjustments pursuant to Section 4.18 of the New Relationship Agreement and the cancellation of the Nottaway-Broadback-Rupert (NBR) project and its replacement by the Rupert River diversion. (The NBR project had excluded areas scheduled for flooding; these areas must now be officially reconfigured into the boundaries of the Cree communities.) We are moving slowly through the stages of this legal, administrative, and consultative process, which requires multiple procedures at various levels of the provincial and federal governments. In the coming year, we will strive to bring the Cree communities further into the discussion. Registration of Cree land interests in Category II lands also remains a priority for the future.

FORESTRY

The Department's Forestry Unit oversees the implementation of Chapter 3 of the *Paix des Braves Agreement* and analyses Forest Management Plans (FMPs) to ensure that the rules of Chapter 3 are applied within Eeyou Istchee and the Baril-Moses territories. Our Forestry Engineer, Stephan Ouellet, works in collaboration with our Forestry Joint Working Group (JWG) Coordinator, Nicolas Lemieux, to provide technical assistance to the communities, to resolve forestry-related conflicts between Cree land-users and Quebec, and to deal with numerous forestry-related issues that arise on the ground throughout Eeyou Istchee. We work with the JWG community members to find collaborative solutions to forestry issues that take into account the Cree traditional ways of life, the contemporary ways of life of forest users, and the needs of the forest industry.

Harmonization Agreement: The long-awaited Agreement to harmonize the 2013 *Sustainable Forest Development Act* with the *Paix des Braves* was signed in 2017 and is now being implemented. This will help conciliate forest activities with the hunting, fishing and trapping activities of the Cree people.

Category II lands: Discussions are ongoing to implement a collaborative forest management regime between the Cree and Quebec to manage the Category II lands of Waswanipi, Oujé-Bougoumou and Mistissini.

Baril-Moses Territory: In 2017, we initiated discussions with the Innu community of Mashteuiatsh on forest modalities to be applied within the Baril-Moses territory. In February 2018, both parties agreed on an approach that benefits both Nations. These modalities were submitted to Quebec in March 2018.

Sites of Special Interest: In November 2017, 16 years into the *Paix des Braves Agreement*, we began to update the Special Sites of Interest (1%) and Wildlife Sites of Interest (25%) to ensure that these sites continue to be relevant for Cree tally persons and land users.

Mixed Stand Strategy: Discussions are underway with Quebec to finalize a Mixed Stand Strategy, a modality from the *Paix des Braves* that reflects a growing concern for wildlife habitat protection. Biologists and planners are collaborating on new approaches to minimize the impacts of harvesting interventions on wildlife species, such as moose, and to maintain healthy wildlife habitats in mixed stand areas.

REMEDIAL PROGRAMS

Our Regional Forestry Programs Officer, Jimmy Iserhoff, works with our Forestry Field Monitor, Abel Neeposh, to implement remedial programs in the five Cree communities affected by forestry (Waswanipi, Mistissini, Oujé-Bougoumou, Waskaganish, and Nemaska).

Cree Traditional Activities Enhancement Program

The goal of this program is to conciliate changes due to forestry with the practical concerns of trappers and traditional land users. Almost $3,000,000 in funding was distributed in 2017-18 for projects that will benefit 119 traplines. This year's Enhancement projects include cabin construction, tent-frame construction, hunting route development, and woodcutting, among others.

The Forestry Information Management System (FIMS) stores information on Enhancement projects undertaken since its inception in 2013. Many of the projects remaining "Active" require only final reports to reach completion.

Cabin renovation (2016 Enhancement project) visited July 2017 (Clarence Blacksmith, Land User; Frank Blacksmith, Tally Person)

Every year, we conduct site visits to monitor Enhancement projects funded in the previous year. In July 2017, we randomly spot-checked 31 projects in Waswanipi—more projects than any previous year of field monitoring. All projects were found to have been carried out in a reasonable manner (except for one that suffered a cave-in from snow impact).

Broad-based Remedial Projects

We are collaborating with the Communications Department to create a poster and brochures on the Fire Protection Plan for cabins in Eeyou Istchee. English versions are complete, and we are now at work on a Cree translation.

We have begun a project to erect Advance Warning Signs on numbered roads and forestry roads to help safeguard Cree hunting camps. Signs should be in place through 2018-19.

Finally, we have just begun a project to create large theft-proof steel containers for tally persons, hunters and trappers who wish to leave valuable motorized equipment at camps. We are exploring the possibility of having such containers fabricated on site by Cree welders who have completed the welding program through Sabtuan Continuing Education of the Cree School Board.

Enhancement Project Funding in 2016-2017

Community	Disbursements in 2017-18
Mistissini	$844,999.28
Nemaska	$92,644.40
Oujé-Bougoumou	$262,113.76
Waskaganish	$165,875.38
Waswanipi	$1,554,184.51
Total	**$2,909,817.32**

Enhancement Projects in the FIMS Database (as of March 2018)

Community	Active	Completed	Total Projects
Mistissini	143	36	179
Nemaska	7	12	19
Oujé-Bougoumou	2	56	58
Waskaganish	20	12	32
Waswanipi	282	16	298
Total	**454**	**132**	**586**

ERWD Unit Assisted (Partners/Beneficiaries)	**Select GIS Achievements of 2017-18**
Forestry Cree Nation Government/ Communities	Created a template for forestry consultation maps for each trapline affected by forestry in the Baril-Moses area.
Mining Cree Nation Government/ Communities	Produced maps to show the locations of abandoned mining exploration sites.
Land Use Planning Cree Nation Government/ Communities	Prepared occupancy maps for Oujé-Bougoumou traplines; created a time-lapse to demonstrate the distribution of non-native leases over time.
Land Use Planning Cree Nation Government/ Communities/Eeyou Marine Region Planning Commission	Created a web map of the Eeyou Marine Region (EMR); produced thematic EMR maps on occupancy, wildlife, travel routes, islands, and place-names; produced community maps for Waskaganish, Eastmain, Wemindji, Chisasibi, Whapmagoostui.
Land Use Planning Cree Nation Government/ Mistissini	Prepared two final maps for Mistissini's Chief and Council as part of the land use mapping project begun in 2015.
Land Use Planning Cree Nation Government	Began organizing thousands of maps accumulated by the CNG; processed over 500 maps into a catalogue.
Protected Areas Cree Nation Government/ Chisasibi	Digitized information for Chisasibi PA proposals and presented to the community; conducted additional interviews to collect missing cultural data.
Protected Areas Cree Nation Government/ Mistissini	Prepared basemaps to collect cultural data; conducted interviews; digitized maps to integrate information into a modeling tool with which we can produce various Mistissini PA scenarios.
Wildlife Cree Nation Government/ Chisasibi	Produced a map displaying EMR polar bear information, used at Chisasibi public consultations in August 2017.
Wildlife Cree Nation Government/ Communities	Prepared maps for Waskaganish, Eastmain, Wemindji, and Chisasibi for the coastal research program, to be integrated into the spring harvest booklet to ID locations of harvested waterfowl.
Wildlife	Mapped the locations of fishing derbies in Eeyou Istchee.

GIS MAPPING AND INFORMATION MANAGEMENT

The Department's GIS Technicians, Jonathan Elkhoury and Maxine Mark-Stewart, support all of our files and assist other Departments, Cree entities, and Cree communities with mapping and data storage needs.

Upgrading GIS Services: The GIS manages a large quantity of geospatial data that can aid our leaders and communities in decision-making, but it requires a central repository for optimum accessibility and utility. In June 2017, we completed the installation and configuration of an ArcGIS Server and its components. In 2018, we will create an enterprise geodatabase on the server and start the data migration.

PROTECTED AREAS (PA)

The Department's Protected Areas (PA) Coordinator, Chantal Otter Tétreault, works with Department staff, Cree entities, and Cree communities to develop and implement protected areas in the territory. This year, we continued to implement the *Cree Regional Conservation Strategy*, developing tools to address culturally important areas, encouraging inter-community collaboration, and filling gaps in PA network coverage and connectivity to meet our goal of 20% coverage throughout Eeyou Istchee, both above and below the boreal line.

Large Regional Areas: Quebec is accepting PA proposals through 2020, and we know the province wishes to protect an area in the middle of Cree territory. In 2017, the Deputy Grand Chief gave presentations in Wemindji, Eastmain, and Mistissini to seek community collaboration on identifying new PA proposals based on cultural and environmental features.

Chapter 3 Areas: We have obtained appropriate software suited to the fragmented forest stands of the Chapter 3 area. The communities are keen to begin work this summer to develop PA proposals with a primary focus on caribou habitat protection.

Broadback: The Broadback PAs (Assinica, Chisesaakahiikan and Mishigamish), along with Waswanipi Lake, are still under temporary protection until released into the official gazette in the summer of 2018, when the public will have 45 days to comment.

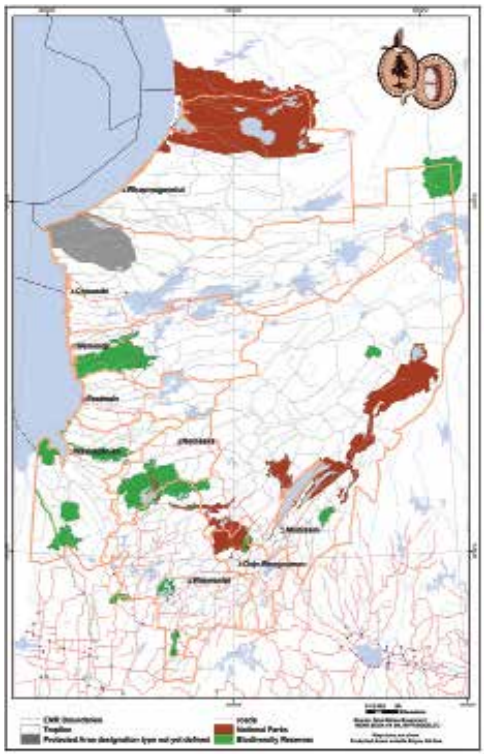
NCC Collaboration: We have extended our collaboration with Nature Conservancy Canada to create tools to help identify priority conservation areas. We are currently incorporating cultural data with scientific data to determine optimal places for protection.

Chisasibi PA Proposal: We have completed the collection of cultural data for all 40 traplines in Chisasibi and developed PA scenarios for the community. We presented this information to the Chief and Council in February

Protected Areas in Eeyou Istchee (as of March 2018)

Community	Area (km2)	PAs (km2)	% protected
Chisasibi	80,023	10,298	13%
Eastmain	15,021	17	0%
Mistissini	123,668	12,769	10%
Nemaska	14,731	3,748	25%
Oujé-Bougoumou	10,456	1,808	17%
Waskaganish	29,297	4,033	14%
Waswanipi	36,666	3,101	8%
Wemindji	29,390	4,372	15%
Whapmagoostui	66,483	18,850	28%
Total	**405,735**	**58,996**	**15%**

Currently, we have PA proposals for Mistissini, Whapmagoostui, Eastmain, and Waswanipi. PA gaps span Eastern Wemindji, Central Chisasibi, and Northern Mistissini.



Protected Areas in Eeyou Istchee (March 2018)

2018. We will return to the community this summer to collaborate on finalizing the proposal(s).

Mistissini: We conducted community consultations in July and August 2017 and February 2018, and we will use the gathered information, plus Mistissini Northern CLUM data, to map PA proposals. So far we have collected data on 20 Mistissini traplines north of the forestry limit. Cultural information on 11 traplines remains to be collected.

Canada's PA Goals: The Department's PA Coordinator was part of the Indigenous Circle of Experts formed to advise on ways to best achieve Canada's target of protecting 17% of terrestrial areas and inland waters and 10% of coastal and marine areas by 2020. The expert report, We Rise Together, was published in early 2018.

Tawich: We continued to work on the development of an MOU with Parks Canada for the feasibility assessment of the Tawich proposal for a National Marine Conservation Area. The background work has been done; signing the MOU and establishing a working relationship with the Makivik Inuit and with Quebec remain priorities for 2018.

LAND USE PLANNING

The Department's Land Use Planning (LUP) Unit was created in 2017 to meet the CNG's growing responsibilities in land and resource use planning. The LUP team, based in the Montreal and Waskaganish offices, includes Christopher Beck (Coordinator of Land Use Planning), Sarah-Anne Brochu-Hébert (Land Use Planner), Claude Peloquin (Land Use Researcher, filling in for Jessica Labrecque, who is on leave), and Merlin Whiskeychan (Land Use Planning Officer). The LUP Unit assists all Cree communities and Cree entities involved in land use planning, and it serves as the Secretariat for the Eeyou Planning Commission (EPC).

The EPC was established in 2017 and is composed of ten Commissioners: one appointed by each of the nine Cree First Nations, and the Deputy Grand Chief who serves as Chairperson. The EPC has a mandate to:

- Prepare a draft *Regional Land and Resource Use Plan* for Category II lands;
- Collaborate with the governing bodies responsible for planning in Category IA lands (Cree First Nations), Category III lands (Eeyou Istchee James Bay Regional Government), and the Eeyou Marine Region (EMR Planning Committee) to harmonize the various land and resource plans developing in the region;
- Build a collective Cree vision of land and resource use throughout all of Eeyou Istchee, balancing development with conservation and protecting the Cree ways of life;
- Build capacity in the Cree communities to engage in land use planning and mapping activities.

A key accomplishment in 2017-18 was the work done in the nine Cree communities to engage community members and solicit their input on land use planning goals. Throughout 2017, we organized "open house" events to introduce the EPC and land use planning to community members and to carry out interviews and focus groups (with Elders, youth, women, and local government representatives) to better understand people's goals and needs. The gathered information was compiled and summarized into a series of nine reports plus a regional synthesis, all of which will inform the EPC's planning work over the coming years.

WILDLIFE

The Department's Wildlife Management and Conservation Unit protects healthy wildlife resources in Eeyou Istchee, safeguards Cree rights and interests, and ensures the implementation of the Hunting, Fishing, and Trapping Regime established under Section 24 of the *JBNQA*. The Wildlife Unit is composed of our Wildlife Management Administrator, Nadia Saganash, our Science Advisor, Alan Penn, and our Wildlife Biologist, Emily Sinave (replacing Aurélie Bourbeau-Lemieux, who is on leave). The Department Director, Isaac Voyageur, sits on the Hunting, Fishing and Trapping Coordinating Committee (HFTCC), composed of representatives from the Inuit, Naskapi and Cree nations and the provincial and federal governments.

Every year, our Wildlife staff collaborate with Cree communities, Cree entities, ENGOs, academics, and other First Nations and governments on a wide range of activities relating to biodiversity, climate change, traditional foods, traditional knowledge, wildlife monitoring, research, and conservation. Here are some highlights of key files from 2017-18.

Migratory Caribou: December 2017 saw the long-awaited closure of the Caribou sports hunt. The HFTCC Working Group on Caribou is developing a management plan for the species, to be completed in 2018-2019. The Leaf River herd was estimated at 209,000 caribou in the fall of 2017. The end of sports hunt relieves pressure on the herd, but places greater responsibility on the native parties (Inuit and Cree) to collaborate on a sustainable framework for harvesting and monitoring this species.

To this end, the Department participates in the Ungava Peninsula Caribou Aboriginal Roundtable (UPCART), which in October 2017 released its strategy, *A Long Time Ago in the Future: Caribou and the People of Ungava*. This marks a historic collaboration between aboriginal nations in response to the critical population declines in both the George River and Leaf River herds. The Strategy identified five Action Plans, of which the first is an *Indigenous Sharing Agreement* soon to be elaborated.

Migratory Caribou of the Leaf River Herd
(Photo: Luc Gervais)

Woodland Caribou: A joint Cree-Quebec subcommittee on Woodland Caribou was established in March 2018 to develop a woodland caribou habitat management strategy adapted to the regional context. Quebec's *Action Plan for Woodland Caribou Habitat Management* consists of a two-phase approach: first implement immediate measures to protect essential habitat components, such as the Broadback Protected Areas; and then develop long-term strategies for habitat management. Since the Plan's release in April 2016, Quebec has put in place a Partners Table, composed of various stakeholders including the Department's Wildlife Administrator. In 2017-18, the Table met to discuss the conservation approaches and concepts of *Immense Spaces*, areas of over 5,000 km2 where habitat management methods will be defined, and *Residual Habitat Areas*, where restoration efforts will be implemented. An Aboriginal Partners Table was also established and has begun to develop an action plan to prioritize issues.

Polar Bear: Our Science Advisor, Alan Penn, assisted in developing a management plan for the Southern Hudson Bay polar bear population, in collaboration with the Nunavik Inuit, Quebec, and Canada.

The HFTCC met with Quebec's Wildlife Minister in February 2018 (From left: Alan Penn, Isaac Voyageur, the Honourable Luc Blanchette, Nadia Saganash)
(Photo: Natalie D'Astous)

Fishing Derbies: We undertook an assessment of fishing derbies carried out across the territory, in order to generate a global portrait of such events and their potential cumulative impacts, and to evaluate existing rules and regulations. In collaboration with community representatives, we followed up our assessment by elaborating guidelines and best practices to ensure the sustainability of these events.

Outfitting: We work closely with Quebec to oversee the outfitting regime in the Territory. In 2017-2018, the HFTCC provided a recommendation on a regulation to strengthen enforcement of outfitting infractions. We are collaborating with Quebec on a new policy and guidelines for outfitters who seek to modify and diversify their operations following the closure of caribou sport hunting.

Coastal Habitat Research: In 2016, the CNG, Niskamoon, and Hydro-Québec signed an *Agreement Concerning Investigations into the Ecology of the Coastal Region of Eeyou Istchee*. Since then, studies on coastal oceanography, river inputs, eelgrass beds, waterfowl, and Cree land use and harvesting activities have been launched in collaboration with various universities, researchers, and Cree experts. The Department's wildlife staff, in collaboration with the Cree Trappers Association, coordinates the Waterfowl Harvest Study component of the coastal research program. The Study seeks the participation of Cree hunters in collecting waterfowl harvest and observational data for the next two years. A waterfowl harvest booklet was developed and distributed in April 2017 to all waterfowl hunters of the coastal communities. Results of the harvest study will be reviewed and compiled in the coming months.

Legislation: Every year, our Wildlife Unit helps ensure that federal and provincial laws affecting Cree lands and Cree land users respect Cree rights and are developed with appropriate Cree consultations. In 2017-18, we reviewed and recommended changes to several legislative proposals, including Quebec's *Bill 64, the Firearms Registration Act*; *Bill 54, An Act to improve the legal situation of animals*; amendments to the *Regulation respecting the scale of fees and duties related to the development of wildlife*; federal *Bill C-68: An Act to amend the Fisheries Act*; and proposals to modernize the Migratory Birds Regulations, among others.

Species at Risk: The HFTCC regularly provides input into the species status reports of COSEWIC (Committee on the Status of Endangered Wildlife in Canada) and the species listings under schedule 1 of the federal *Species at Risk Act (SARA)*. This year, we were consulted on Polar Bear, Lake Sturgeon, and the Red Knot shorebird. The proposed listing of the Caribou (Eastern Migratory population) as Endangered is currently under review.

Coastal Habitat Research Program field work in Eastmain
(Photo: Nadia Saganash)

CAPITAL WORKS AND SERVICES

MESSAGE FROM THE INTERIM DIRECTOR
MARTIN DESGAGNÉ, ENGINEER, MBA

It is with great honor that I was pleased to lead, for a second year, the Capital Works and Services (CWS) team composed of 45 dedicated permanent staff working in nine Cree communities, at the Val-d'Or Liaison office and at the Montreal office.

The CWS team provides two types of services to the Cree Nation Government and to the Cree local administrations: Operational Services and Advisory Services.

Operational Services

The operational services are mainly for the Cree Nation Government. Nonetheless, CWS is providing capital project management services to Whapmagoostui First Nation and for the recharging and paving of the Wemindji Access Road, the Waskaganish Access Road and the Nemaska Access Road located on category I land. The operational services include:

- Operations and Maintenance (O&M) of the 22 Cree Nation Government buildings and 84 housing units located in the Cree communities.
- Capital Project management for the Cree Nation Government buildings and housing for 24 ongoing projects in 2017/2018 with a total value of $46M including:
  - Cree Nation Government office in Waskaganish
  - Women's Shelter in Waskaganish
  - CHRD Training Centre in Waskaganish
  - 4 garages for the EEPF Detachments in Whapmagoostui, Chisasibi, Wemindji and Nemaska
  - Cree Nation Government Warehouse in Nemaska
  - 9 new housing units for the EEPF
- Procurement Activities
  - Call for tenders for all Capital Projects over $50,000
  - Call for tenders for major movable assets
  - Request For Proposals (RFP) for specific professional service needs
  - Management of the leases for the rental spaces required by the Cree Nation Government

Advisory Services

CWS also provides advisory services to the Cree Nation Government and to the Cree local administrations as follows:

- Capital Project Planning of local and regional projects
  - $87M of local capital projects approved for 2017/2018
- Management of some federal government initiatives
- Coordination of water operator training
- Coordination of firefighting training also including fire prevention and emergency preparedness
- Geographic Information System (GIS) support services
- Project management and engineering support in water related projects, infrastructure, buildings, housing and other technical fields.
- Coordination and / or support to the following regional forums of exchange:
  1. Directors of Operations' and Treasurers' meeting (CWS files component)
  2. Eeyou Miichuwaap (Housing)
  3. Fire Chiefs' meeting including Fire Prevention Officers' meeting
  4. Water Operators commission

Some important files for next fiscal year

For the fiscal year 2018/2019, CWS would like to, while continuing its current activities, work on the following important files:

- Completion of the construction of the Youth Custody Facility in Mistissini
- Completion of the new EEPF Detachment building in Waskaganish
- Support the Cree Nation internal road paving in the Cree communities (when approved)
- Start publishing the results of the call for tenders on the Cree Nation Government website
- Integration, using GIS, of the capital projects data and housing data of the Cree communities
- Implementation of the Cree Nation Government Law concerning the quality of drinking water (when approved)

- Implement, with the local fire prevention officers, a building and housing inspection program with scheduling of activities on annual basis
- Work on disaster scenario exercises with the Cree local governments
- Support the Cree Nation special private housing initiative (when approved)

Special thanks

In closing, I would like to, on behalf of all the CWS staff and personally, thank all the Cree Nation Government staff and advisors and all the Cree local administrations staff and advisors that we worked with in 2017/2018, for their kindness and collaboration to make our files successful for the benefit of the Cree Nation as per our mission statement:

Ensuring that the Eeyou/Eenou local and regional governments' infrastructure and related services enhance people's quality of life.

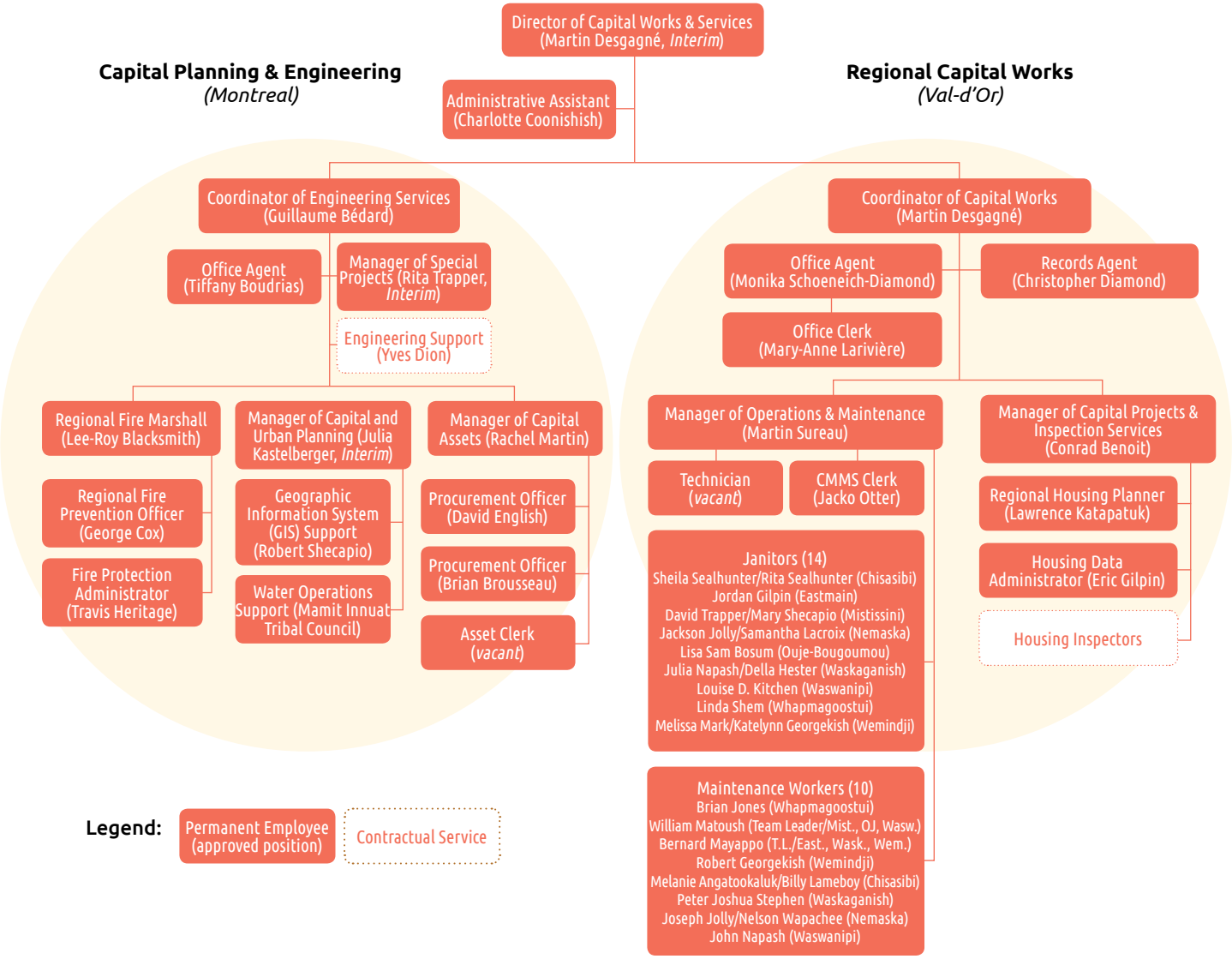
Thank you!

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 shown on Figure 1, "Organisation Diagram: Approved Personnel Structure for 2017-2018".

Figure 1. Organizational Diagram, Approved Personnel Structure 2017 - 2018



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 Board/Council of the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government in December of each year for the upcoming fiscal year's projects. $87,164,567 worth of projects for all nine communities was approved for 2017-2018, as per illustrated in Figure 2 and Table 1.

CWS is also responsible for the allocation, monitoring, and reporting of other sources of funding received through Indigenous Services Canada (ISC). In 2017-2018, the Cree Nation Government was the recipient of the following three ISC funding initiatives:

1. **Gathering Strength:** $1,639,890 was allocated towards the following projects:

a) Cree Nation of Chisasibi's Old Sector Improvement: Addition of Surface Drainage (Phase 7 of 7)

b) Cree Nation Government's administration of projects

2. **Water Strategy:** $1,006,700 was allocated towards the following projects:

a) Cree First Nation of Waswanipi's Back-up Well (No. 3), including SCADA integration

b) Whapmagoostui First Nation's Waterline Leak Reparation

c) Professional engineering services for water-related projects

3. **Water Operator Training:** $343,250 was directed towards Water Operator training activities, and Circuit Rider training Professional Services.

a) Training: Two Water Operators' Commission Meetings were hosted by CWS in 2017-2018. The purpose of these meetings is to bring together all drinking water and wastewater operators from the nine communities to discuss topics related to safe water operation. The first meeting took place on November 14 & 15, 2017 in Montreal, QC. The proposed Cree Nation Government Law Concerning the Quality of Drinking Water was tabled for discussion at this meeting. A site visit of Montreal's Jean R. Marcotte Wastewater Treatment Plant was organized for the participants as well.

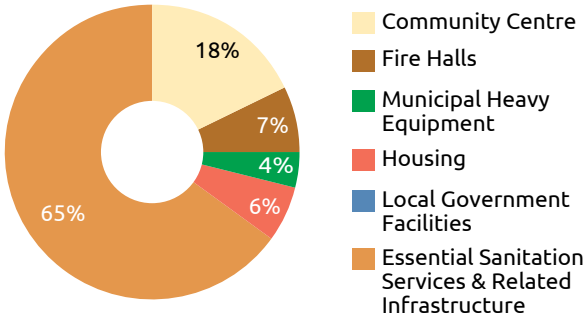
The second meeting took place on March 13 & 14, 2018 in Quebec City, QC. During this meeting, trainings on continuous analyzers and data management were provided. Participants were also provided with exhibitor passes to the Salon

Table 1. Approved 2016-2017 NRA Local Projects

	Local Government Programs	2017-2018
1.0	**Local Government Facilities**	
	1.1 Local Administration Building	$178,150
	1.2 Municipal Garages & Warehouses	$200,000
	Sub-total	**$378,150**
2.0	**Essential Sanitation Services & Related Infrastructures**	
	2.1 Drinking Water Facilities	$1,309,628
	2.2 Waste Water Facilities	$960,330
	2.3 Residential Lot Development	$11,729,573
	2.4 Municipal & Institutional Lot Development	$2,019,420
	2.5 Water Reservoirs	$355,482
	2.6 Major Replacements & Corrections to Deficiencies	$13,430,105
	2.7 Solid Waste Management	$2,052,656
	2.8 Access Roads (1A land)*	$22,653,270
	2.9 Studies	$647,670
	2.10 Cemeteries	$0
	2.11 Street Lighting	$1,803,132
	Sub-total	**$56,961,266**
3.0	**Community Centre**	$15,270,839
4.0	**Fire Halls**	$6,021,584
5.0	**Municipal Heavy Equipment Revolving Fund**	$3,532,728
6.0	**Housing**	$5,000,000
	Grand total	**$87,164,567**

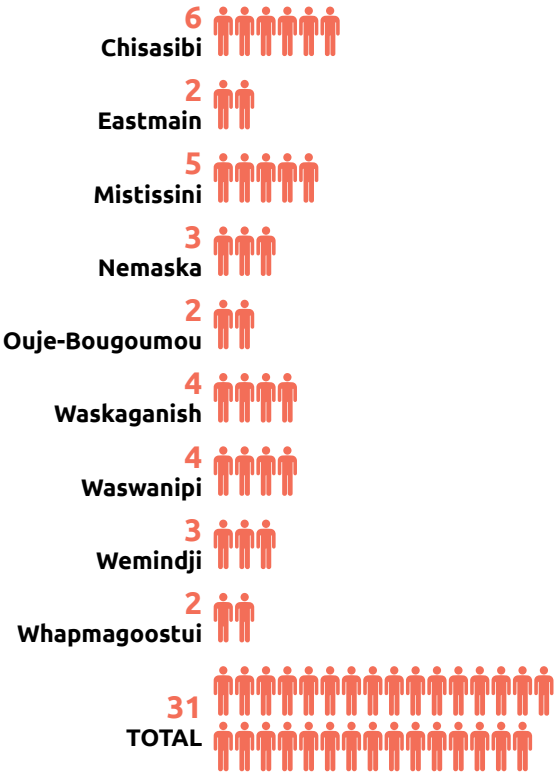
* Contingent on the confirmation of federal funds and Hydro Quebec contributions

Figure 2. Summary of Approved 2017-2018 NRA Local Projects



Tour of the Jean R. Marcotte Wastewater Treatment Plant November 15, 2017

Figure 3. Number of Certified Local Water Operators per Community



des Technologies Environnementales du Québec tradeshow to learn about new technologies and to meet with vendors and suppliers.

CWS has continued to actively recruit and organize trainings to have certified Drinking and Wastewater Operators present in the nine (9) communities. At present, there are 31 certified operators, divided amongst the communities, as per Figure 3.

b) 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 operator's use in the case of emergencies or day-to-day inquiries.

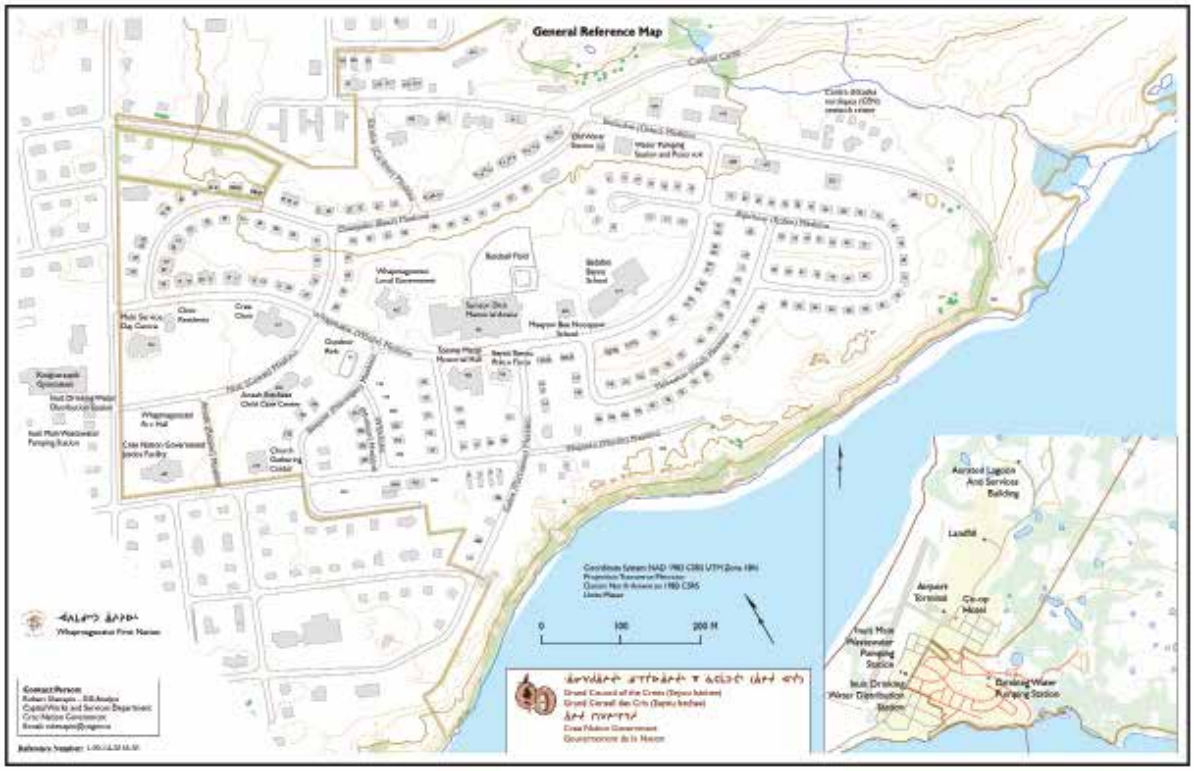
NRA Reporting Inventory

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-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)

In order to provide useful mapping information about the existing nine Cree communities, GIS technologies were a practical solution in the development and delivery of spatial data, maps and information products concerning essential sanitation services and related infrastructure data. In 2017-2018, the general reference maps displaying basemap data of the existing nine Cree communities were produced and a sample map is illustrated below. Parallel work includes the design and production of infrastructure maps for Whapmagoostui, Ouje-Bougoumou, Waswanipi and Mistissini. The goal of these efforts is to create a digital platform which integrates spatial data from a range of public and private sources. Subsequently, the spatial data and maps will be useful to build local knowledge about community growth and development. In addition, this process will also provide a framework in the ongoing acquisition, management, analysis and display of geographic information which will help the local governments in the future planning of capital projects and community development. These maps incorporate all information already collected through past-funded and ongoing NRA projects (building plans, as-built drawings displaying municipal infrastructure, and community master plans) with interchangeable and overlapping layers to create a comprehensive planning tool.

General reference map of Whapmagoostui designed and produced using a GIS (Source of basemap data: Contains information licensed under the Open Government Licence – Canada.)



Field mapping and teamwork locating infrastructure assets using a handheld GPS device, metal detector, heavy machinery and other equipment in collaboration with Ouje-Bougoumou staff.

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, Cree Nation Government, 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 Cree Nation Government by-laws respecting the regulation of buildings for the protection of public health and safety, including the construction, maintenance, repair and demolition of building.

Project Management Services for Local Governments

CWS provides, on an as-needed basis, project management services to local governments, upon request.

FIRE PROTECTION ACTIVITIES

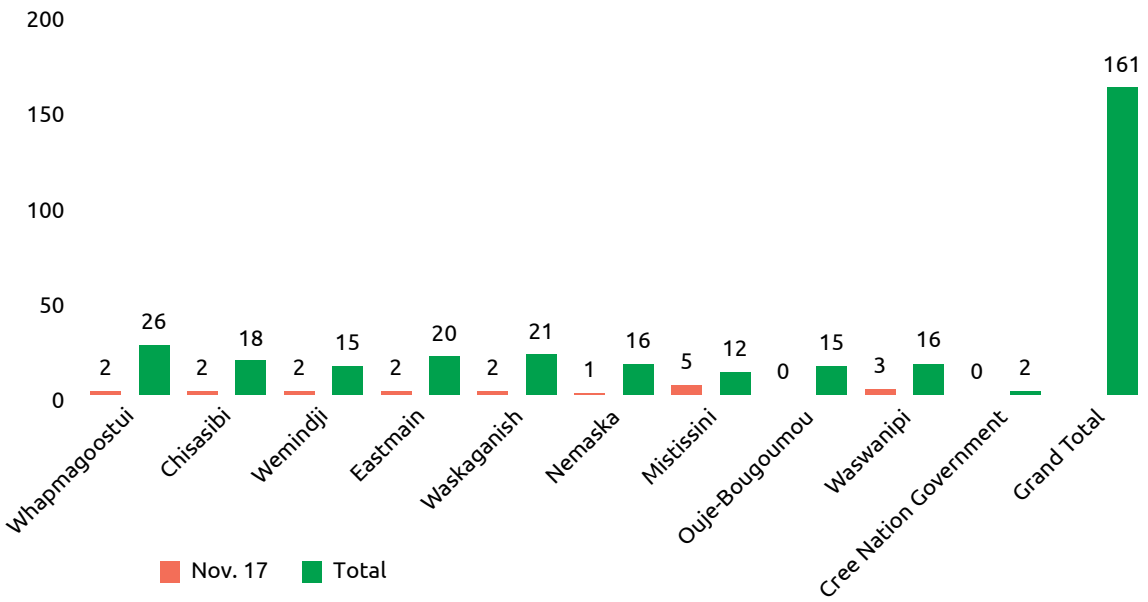
Fire Protection Certification - FF1

The implementation of the Fire Protection By-Law has been steadily improving due to the numerous fire protection services in the Cree Nation such as certified trainings, professional services, equipment purchases, as well as gathering and sharing group information with all the Fire Officers.

NFPA Programs

A new cohort of twenty (20) NFPA 1001 program candidates have been trained for the Cree Nation. They are split into two groups: one group in the coastal region, hosted by the Chisasibi Fire Department, and one group in the inland region, hosted by the Mistissini Fire Department. The new groups began training in November 2017 (see figure 4 "Cree Nation Certified Firefighters" for candidates per community). Additionally, a group of Cree Nation Fire Instructors were sent to get recognized by École National des Pompiers du Québec so they would deliver the NFPA 1001 and Hazardous Material programs to the Cree Nation. In both groups, Cree Fire Instructors are teaching the entire program (Crees educating Crees). The course will be completed in June 2018.

Figure 4. Number of Cree Nation Certified Firefighters per Community



Top Photo: New Pumper Truck in Construction Phase
Bottom Photo: Waswanipi FD Receiving an Award from SOPFEU Fire Smart Program at Fire Officers Meeting

Cree Inland Fire Instructor Natasha Shecapio Teaching NFPA 1001 On-Ladder Setup

Professional Services

A consultant from ENPQ was hired to assist the Cree Nation Fire departments in producing regional Standard Operation Guidelines (SOG) documents. The documents will help guide the local fire departments to perform in a professional and safe manner in any emergency situation.

Futhermore, we tasked another consultant in Fire Protection for purchasing fire department equipment: self contained breathing apparatuses and fire extinguisher refill systems for four fire departments (Ouje-Bougoumou, Waskaganish, Eastmain and Whapmagoostui); and the purchasing of three fire trucks: a pumper truck for Nemaska, a pumper truck for Whapmagoostui, and an aerial ladder for Waskaganish.

Lastly, throughout the fiscal year, quarterly Fire Officers' meetings were held, which aim to provide and share fire protection activities and updates.

Fire Prevention Activities

The Regional Fire Prevention Officer, George Cox, collaborates with all of the Cree Nation Fire Prevention Officers in fire prevention activities such as home inspections, fire investigations, building inspections, public education at schools and many more duties by providing training as per NFPA standards.

Emergency Measures

The Fire Protection Administrator, Travis Heritage, is working closely with the Public Safety Officers in the Cree Nation. Duties include but are not limited to providing Emergency Disaster training with a professional from Kahnawà:ke and updating documentation. Travis also attends the Fire Officers' meetings to provide assistance on various files.

Fire Prevention in the Cree Nation

The Fire Prevention training provided to local admin proved to be successful in improving fire protection services to the public. In the past, understanding the causes and origin of fires was not part of the services provided by the local fire department, and the training in fire prevention has since changed that. Since then, over twenty (20) fire investigations have been conducted regionally. The planning of inspections within each community will now be the focus of the local Fire Prevention Officers. So far, fire inspections are currently being performed on a random basis. The goal in the future is to ensure all occupancies are inspected. An inspection program or a inspection frequency schedule will be established in every community so that all inspected buildings have a continuous cycle of inspections.

Educating the public on fire safety either through fire inspections, residential visits, fire prevention week, etc. will be an ongoing process to inform community members on fire prevention.

Emergency Preparedness and Planning

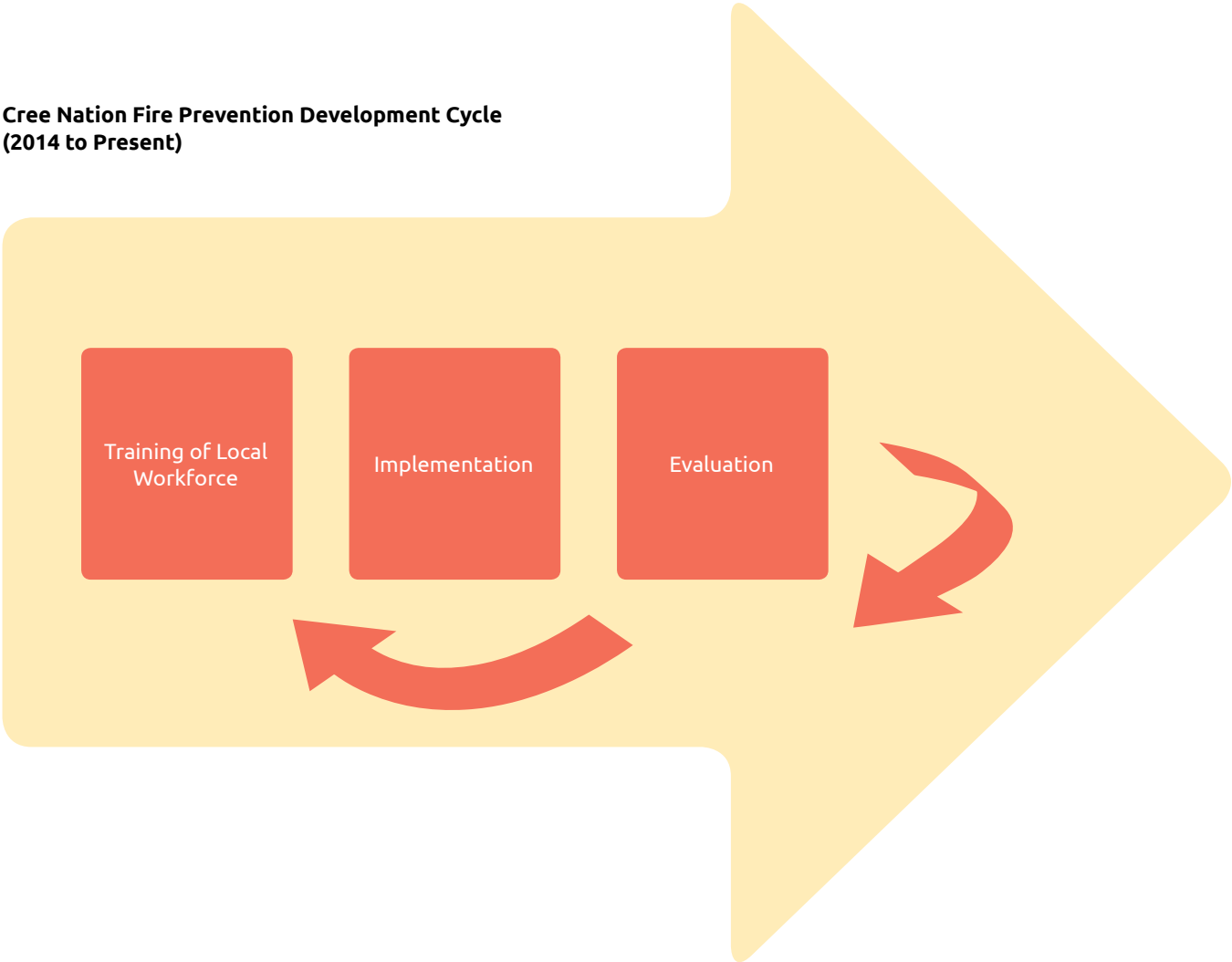
The Capital Works and Services Department continues to collaborate with various stakeholders in the development of emergency preparedness and response plans on behalf of the nine (9) Cree communities. The Emergency Measures Plan is vital to understand due to the fact that Cree communities are relatively small and have fewer resources than what is generally available in large southern municipalities. As a result, the communities' emergency services have less experience in dealing with unexpected incidents, and this 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 & Services Canada (ISC) 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. ISC will be continuing the initiative entitled *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.

In the upcoming fiscal year 2018-19, the Capital Works and Services Department will facilitate Emergency Disaster Scenarios Exercises with the Cree communities. This exercise will test the communities' local Emergency Preparedness Committees (EPC) and emergency response plans to a simulated community disaster. The goal is to have the local stakeholders understand everyone's role and responsibilities during an emergency.

Cree Nation Fire Prevention Development Cycle (2014 to Present)



PROCUREMENT & ASSET MANAGEMENT

The Department of Capital Works and Services is responsible for managing procurement activities and tracking assets for the Cree Nation Government. The procurement team is responsible for the acquisition and delivery of goods and services as well as the tendering of construction projects. In 2017-18, over $40M in purchase orders were issued by CWS for goods, services and construction contracts.

Figure 5. Breakdown of Purchases Made

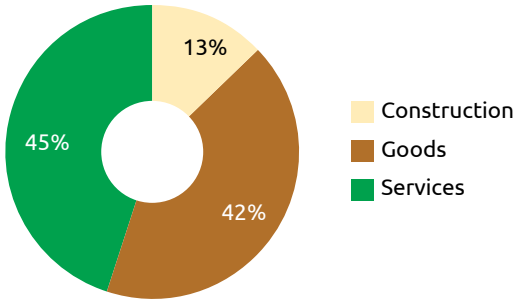


Figure 6. Percentage of Purchases Made Per Cost Bracket

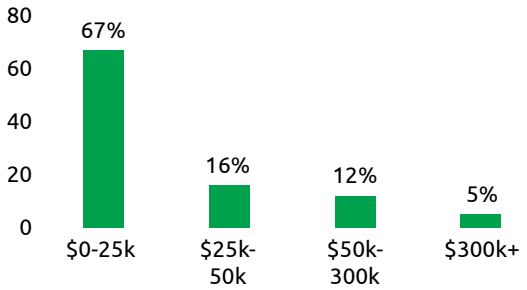


Table 2. CWS issued 31 Call for Tenders in 2017-18

Whapmagoostui First Nation	
• Whapmagoostui Warehouse Addition • Whapmagoostui Warehouse Addition Lot 1 • Emergency Booster Pump	• Infrastructure Materials Supplies • Architectural Services for Whapmagoostui Community Pool and Youth Center
EEPF	
• EEPF Garage for Whapmagoostui, Chisasibi, Wemindji, and Nemaska • Sale of Eeyou Eenou Police Force Skidoos and ATVs • Prevention Signs for Cree Communities	• Waswanipi EEPF Pump Station Replacement • New Police Detachment in Waskaganish • Sale of Eeyou Eenou Police Force Vehicles - second posting
CWS	
• Request for Professional Services – Materials Quality Control (Geotechnical Laboratory) • Resurfacing and Paving Access Roads Waskaganish, Wemindji • Architectural Services for Cree Nation Government Office in Waswanipi	• Resurfacing and Paving of Nemaska's Access Road • CNG Duplex and Triplex (new construction) • Nemaska Warehouse (new construction) • Asset Condition Monitoring of the Cree Communities • Water Operator Training 2018
Justice	
• Various Work in Multiple Justice Facilities (renovations) • Justice Key Tracers	• Construction of Youth Custody Facility • Expression of Interest for Youth Closed Custody Facility Furniture (specialist) • Furniture for Waskaganish Women's Shelter
Fire department	
• Custom Pumpers (fire trucks)	
CHRD	
• Waskaganish Training Center Furniture	
Child and Family Services	
• Whapmagoostui & Waskaganish Cree Daycare Centers (renovations) • Waseyapin Daycare Renovation – Mistissini	• Wemindji Daycare Renovations F1 • Waseyapin Daycare Renovation – Eastmain • Waswanipi Daycare Renovations F2

REGIONAL CAPITAL WORKS

Capital Works Division

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.

Operations and Maintenance (O&M) Activities

As of March 31, 2018, CWS had to oversee the operations and the maintenance (O&M) of 24 public buildings (approx. 230,000 square feet) and 84 housing units (approx. 130,000 square feet) located in the Cree communities as per the table 3 entitled *Asset under the responsibility of CWS for Operations and Maintenance*. In order to carry out the O&M works, there is a team of 14 janitors, 10 maintenance workers (two of them are acting as team leader), one Computerized Maintenance Management System (CMMS) clerk and one manager dedicated to the work.

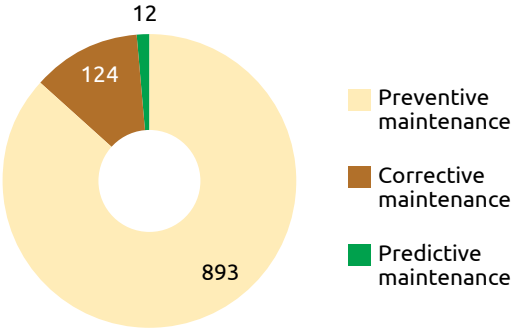
The types of operations and maintenance activities that are carried out by the Maintenance Workers can be classified in three major maintenance categories:

1. preventive;
2. corrective;
3. predictive.

Since April 2016, we have been using a C.M.M.S. (computerized maintenance management system) and we have over 700 preventive maintenance templates for our building's equipment. Over the length of this fiscal year we have produced over 1000 work orders in all categories combined.

The O&M staff of CWS in the Cree communities also answered emergency maintenance calls for the 16 daycare centres in the Cree communities. This is due to following an agreement with the Child and Family Services department of the Cree Nation Government.

Figure 7. CWS – Distribution of work orders



Capital Projects Activities

CWS also has a team in charge of construction activities, which had 22 active projects under its responsibility in 2017/2018 for a total value of about $46M as per the table 4 on page 113 entitled Construction Activities of Regional Capital Works. These projects were executed for the Cree Nation Government departments of the Eeyou Eenou Police Force, Justice and Correctional Services, the Cree Human Resources Development and the Cree Nation Government Administration. Furthermore, CWS is providing technical support to the Child and Family Services Department for the renovations of the daycare centres in the Cree communities.

Professional Services Activities

The Capital Works Division mandates professional firms of architects and engineers to prepare plans and specifications for various construction projects, to assist in the supervision of construction works as well as to develop a preventive maintenance program. In-house work is being done to electronically archive all the construction and O&M documents for further integration into an information management system.

The staff of CWS in charge of Capital Projects and O&M also provide some technical advice to the Cree local administrations in matters related to call for tenders, project management, building construction and 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 Canada Mortgage and Housing Corporation (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 social housing units 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 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 participated in community housing conferences where presentations were made and where information booths were set-up to provide information about private homeownership and to hand out brochures about 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. In total, four (4) meetings were held

throughout 2017/2018. The Eeyou Miichuwaap meeting generally lasts two days: the first day being used to discuss the Cree housing file in the communities while the second day is used to exchange with CMHC staff.

Cree Regional Housing Action Plan

The CWS housing team is also involved in the monitoring and the follow up of the Cree Regional Housing Action Plan that was developed with the participation of the local and regional officials of the Cree local and regional governments. The four (4) main objectives of the Cree Regional Housing Action Plan are the following:

A. Apply Rent-Geared-to-Income;
B. Develop Social Housing Program for the Low Income Sector;
C. Launch Public Information Campaign re housing issue 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 2017/2018:

Regional Radio Show

A regional radio show on housing was hosted by the Regional Housing Planner in 2017/2018 once per month through the James Bay Cree Communication Society.

Housing Strategy Work Group

A task force team lead by Mr. Henry Mianscum and assisted by the Regional Housing Planner toured all of the communities to present the housing strategy to all the Cree Chiefs and Councils in 2016/2017. A report of this tour was compiled in 2017/2018.

Regional Housing Renovation Needs Survey

- The inspection of the 3200 rental housing units of the Cree communities including CMHC units and band rental units were completed in 2016.
- This survey identified the global renovation needs to fix all the rental housing units of the Cree communities.
- The final report was completed in December 2016.
- There are global urgent housing renovation needs of more than $90M.
- Since then, the Cree Nation Government allocated $2.5M in 2015/2016, $5M in 2016/2017 and $5M in 2017/2018.
- Close monitoring of the renovations performed by the Cree local administration is done by CWS and it will be reported to the communities' officials in 2018/2019.

Budgeting for homeownership Cree Nation Tour

Two day sessions in each of the Cree communities were organized for the Cree residents interested in private homeownership to learn about budgeting and budget planning towards homeownership. These sessions were held as follows:

1. Ouje-Bougoumou on June 27 and 28, 2017 (28 participants for the 2 days)
2. Whapmagoostui on July 11, 2017 (16 participants) and July 12, 2017 (5 participants)
3. Chisasibi on September 19, 2017 (23 participants) and September 20, 2017 (25 participants)
4. Waswanipi on October 17, 2017 (17 participants) and October 18, 2017 (8 participants)
5. Wemindji on November 14, 2017 (postponed) and November 15, 2017 (52 participants)
6. Waskaganish on December 12, 2017 (35 participants) and December 13, 2017 (23 participants)
7. Eastmain on January 15, 2018 (31 participants) and January 16, 2018 (34 participants)
8. Mistissini on February 27, 2018 (18 participants) and February 28, 2018 (21 participants)
9. Nemaska on March 5, 2018 (34 participants) and March 6, 2018 (27 participants)

Development of a proposed special private housing initiative for private housing

Participation in the development of this initiative in consultation with the director of operations, the treasurers, the housing directors and the housing administrators of the Cree communities with the following characteristics:

- Subsidy to offset the differential of cost between Val-d'Or and the Cree communities.

Table 3. Asset under the responsibility of CWS for Operations and Maintenance (O&M)

	Number of facilities
Buildings	
CHRD Office	1
CHRD Training Centre	2
Cree Nation Government Head Office	1
Cree Nation Government Office	1
EEPF Detachment	9
EEPF Headquarter	1
Justice Facility	9
Sub-Total	**24**
Housing Units	
Cree Nation Government Housing Units	33
EEPF Housing Units	51
Sub-Total	**84**
TOTAL	**108**

Table 4. Construction Activities of Regional Capital Works

Project	Value of Contract	Advancement				Delivery Date	Contractor
		Q1 2017/18	Q2 2017/18	Q3 2017/18	Q4 2017/18		
Cree Nation Government Office Building in Waskaganish	$3,953,000	100%	100%	100%	100%	April 2017	CCDC Ltee
Women's Shelter in Waskaganish	$5,470,000	40%	50%	85%	100%	January 2018	CCDC Ltee
CHRD Training Centre in Waskaganish	$8,775,000	80%	100%	100%	100%	October 2017	Benoit Doyon Inc.
EEPF Detachment Renovation in Chisasibi	$300,000	90%	100%	100%	100%	July 2017	Project Management Approach
Youth Closed Custody Facility in Mistissini	$16,699,000	0%	5%	10%	15%	December 2019	Construction de l'avenir
EEPF Garage in Whapmagoostui	$272,000	0%	55%	98%	100%	January 2018	Minheku Construction
EEPF Garage in Wemindji	$217,900	0%	50%	95%	100%	January 2018	VCC Entrepreneur General inc.
EEPF Garage in Nemaska	$168,616	0%	0%	60%	100%	February 2018	Naococane Construction
EEPF Housing Duplex in Eastmain	$817,800	0%	30%	50%	95%	April 2018	Naococane Construction
EEPF Housing Duplex in Ouje-Bougoumou	$934,699	0%	30%	60%	97%	April 2018	Kesi Construction
EEPF Housing Duplex in Chisasibi	$712,800	0%	30%	50%	92%	April 2018	CBCC
EEPF Housing Triplex in Waskaganish	$1,246,400	0%	30%	40%	96%	April 2018	CCDC Ltee
Cree Nation Government Warehouse in Nemaska	$284,477	0%	0%	90%	100%	February 2018	Kesi Construction
Justice Facility Renovation in Mistissini	$213,402	0%	0%	70%	100%	February 2018	Kesi Construction
Justice Facility Renovation in Ouje-Bougoumou	$87,613	0%	0%	0%	0%	June 2018	Naococane Construction
Justice Facility Renovation in Waswanipi	$84,489	0%	0%	0%	0%	June 2018	Naococane Construction
Justice Facility Renovation in Waskaganish	$81,531	0%	0%	0%	0%	June 2018	Naococane Construction
Justice Facility Renovation in Wemindji	$56,000	0%	0%	40%	40%	June 2018	VCC Entrepreneur General inc.
Justice Facility Renovation in Chisasibi	$172,000	0%	0%	40%	40%	June 2018	VCC Entrepreneur General inc.
EEPF Detachment Pumping Station in Waswanipi	$89,100	0%	0%	90%	100%	December 2017	Naococane Construction
EEPF Headquarters Parking Line and Gersey in Chisasibi	$44,025	0%	0%	90%	100%	December 2017	CBCC
EEPF Detachment in Waskaganish	$5,478,196	0%	0%	5%	5%	December 2018	CCDC Ltee
	$46,158,048						

Mission of
CAPITAL WORKS AND SERVICES

Ensuring that the Eeyou/Eenou local and regional governments' infrastructure and related services enhance people's quality of life.

- Open to private individual and Cree developers for single unit, multiplexes, residences for elderly and residences for disabled persons.
- This should be finalized and approved in 2018/2019.

Circuit Rider Training in Housing Maintenance and Computerized Maintenance Management System

- Two trainers were hired by the Cree Nation Government 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).
- This training aims at coaching and helping the local housing departments in organizing the maintenance of their rental housing stocks.

Table 5. Approved 2017-2018 Department Budget

	2017-2018
Department Direction	$ 453,325
Regional Capital Works	$ 394,290
Technical Committees and Related Support	$77,600
Capital Planning and Engineering Services	$911,311
Housing Support Services	$ 304,350
Regional Fire Prevention Support	$ 138,925
Fire Protection Training & Other Initiatives	$ 600,000
Grand Total	**$ 2,879,801**

CHILD AND FAMILY SERVICES

MESSAGE FROM THE DIRECTOR
KELLY PEPABANO

On behalf of the Child and Family Services Department of the Cree Nation Government, it is a wonderful privilege to present the activities and achievements in our sector for 2017-2018.

First and foremost, we would like to give recognition and acknowledgement to all childcare staff members who have truly committed to improving childcare services, and who form the backbone of our network. Without this group of dedicated persons, we would not be able to play such an important role in stimulating the development of our young children in Eeyou Istchee.

We would also like to acknowledge all of our regional and local partners in Eeyou Istchee and within the province who have provided support in our objective to offer the best overall developmental opportunities for our children aged 0 to 5. This year, we focused a lot of our energies on working in collaboration with our partners who also support children in varied areas of health, well-being, and education. We also participated in the development of a childcare management training program for all of our directors and coordinators, which is presently being offered to all of the childcare management-level staff members.

WIDE RANGE OF ACTIVITIES AT CFSD

In addition to providing ongoing support for 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).

We have been working hard on the Maamuu Uhpichinaausuutaau program (Avenir d'enfants) which will allow us to deliver more childhood development programs in Eeyou Istchee. This new initiative aims at supporting local community-based projects for the benefit of children 0 to 5 years of age.

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.

We continued to strengthen our ties with the Maternal and Child Health program staff at the Cree Board of Health and Social Services, with the goal 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 in the process of working more collaboratively.

In closing, we would like to say that all of these achievements 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 our territory. On behalf of all families in Eeyou Istchee, we wish to acknowledge and show our gratitude to them.

Chiniskuumidinaan mishtee.

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 five full-time employees working out of our main office. One employee is based in Waskaganish, two are in Waswanipi, one is in Whapmagoostui, one is based in Montreal, and finally, two work in Chisasibi. In 2017-2018, 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 and 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 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 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 2017-2018, more than 350 Crees were employed in child and family services centres, most of them in permanent full-time positions, with some as replacement educators. 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 some of our 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 2017-2018, the activities of the Child and Family Services Department have included the following.

A. 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, renovation 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 background 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 Mashkûpimâtsît Awash program.
- *Maamuu Uhpichinaausuutaau* is funded jointly by the Chagnon Foundation and the Government of Québec under the *Avenir d'enfants* program. This program will allow us to contribute to the overall development of low-income families' children who are five and under, and to help ensure that every one of them has a chance to get a good start in life. Many projects are in the process of being developed and will be implemented in Eeyou Istchee to further these goals.

B. Support to Childcare Centres in the Nine Cree Communities

- In 2017-2018, we continued to support the nine existing child and family services centres' management teams as well as local 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 and repairs, material, human and financial resources, training, educational activity programs, promotion, general co-ordination of the centres and assistance in problem-solving.
- We reviewed and updated 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.

C. Accessibility and Affordability of Child and Family Services

- At the end of fiscal year 2017-2018, 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.

D. 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 2017-2018:

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 of the programs that we sponsor also find employment in the Cree school and health board organizations.

This year, two graduation ceremonies took place in Eeyou Istchee. Sixteen (16) students from the Cree Nation of Mistissini graduated from the CEGEP de St-Félicien's *Educators in Native Childcare Services* (ENCS) training program. Additionally, ten (10) students from the Cree Nation of Ouje-Bougoumou, completed their certification in Special Needs, also from the CEGEP de St-Félicien. Congratulations to all of our graduates who, thanks to their commitment and dedication to the well-being and education of young children, have acquired their diplomas and are now recognized as qualified educators.

An ENCS training program also started in Whapmagoostui in January 2017, and is scheduled to be completed in April 2018, with 20 graduates. We are presently looking into starting another *Special Needs Education – Aboriginal and Inuit Children* this year, in the community of Chisasibi, and possibly start another ENCS training this year as well.

The ENCS training program is still very much in demand throughout Eeyou Istchee, as local needs for trained educators in the communities are high.

In February 2018, the CEGEP de St-Félicien launched the new *Management in Childcare Centres* training program. There are presently nine Directors, four Coordinators and three Cree Child and Family Services Department employees enrolled in the training. The *Management in Childcare Centres* is a college-level training program consisting of 18 competencies (885 hours) which will run on a part-time basis through to 2020.

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.

Directors of Cree Child and Family Services Centres

Our Directors participated in two 3-day training workshops this year – one in September 2017 in Montreal, where the attorney Jean-François Séguin facilitated a workshop on the *management of inadequate behaviours in the workplace and the preparation of a "good file"*. During those three days, Directors also received instructions as to how to prepare MF activity reports, discussed maintenance files and cultural promotion, and revised their annual workplans.

The second training workshop was held in Montreal in December 2017. It was facilitated by the attorney Patrick Glaude and dealt with *psychological harassment in the workplace* and with *illegal substances in the workplace*. Directors also took part in a workshop facilitated by the Ministry of Family on the procedures involved in the handling/storing of medication in the centres according to Cree Nation Government/Ministry of Family rules. The directors also participated in a sharing circle with Lucie Bergeron.

These sessions are meant to enhance directors' abilities so that they may better meet the challenges of their day-to-day responsibilities, as well as to give them opportunities to network and share on the issues that they face. They are also given time to discuss potential changes to their human policies or administrative procedures.

Financial Administration and Bookkeeping

In November 2017, the regional finance team facilitated a 3-day training session in Ottawa for the Administrative Assistants and Bookkeepers of the centres to provide additional support with their daily tasks. Julie Hartley also led 3 training programs on *Time Management, Software refresher and Internet Safety*.

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.

Inspection of Facilities and Programs

In addition to taking part in a training session on the new process and standards for inspections (facilitated by

Left: Ouje-Bougoumou Special Needs Graduation, December 2017
Right: Mistissini ENCS Graduation, June 2017

the Québec Ministry of Family), our Regional Inspections Officers carefully reviewed the operations and facilities within our network of child and family services centres. They also provided recommendations for changes and improvements as required. These inspections were carried out in 2017-2018 within the centres located in all of the communities.

Educational Program

Our Regional Pedagogical Advisor continued to visit and provide necessary training sessions on the educational program for educators within our childcare centres. She created an improved parent-child communication book (Daily Journal) for our childcare centres. She also led a project to develop educational documents for childcare centres, namely posters and flash cards, which will be released early in the new fiscal year.

In July 2017, our Regional Head Start, Special Needs and Pedagogical Advisors partnered up to provide an Early Literacy and Language Stimulation training session in Montreal. The session focused on speech and language development as well as on special needs. This session was attended by 21 participants.

Head Start Program

Our Regional Head Start Advisor has been involved in a variety of projects this year, and is taking the leadership in the implementation of the Nurturing Colleges program, which is gradually being rolled out in all communities. This program promotes the healthy development of young children, with an approach centering on family involvement. Through 9-week cycles of sessions, parents get acquainted with topics such as parent-child bonding, best parenting practices, as well as cognitive and early literacy skills.

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. Our Advisor also 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 specialized 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.

Maintenance of our Facilities

This year, we worked in close collaboration with the Department of Capital Works and Services, which assists us with the maintenance and repair of our sixteen childcare facilities. In addition, we continued to call upon the services of Roch Mandeville and his team to coordinate maintenance and renovation projects for our childcare centres.

Maternal and Child Health Program

In partnership with the Cree Health Board, the Maternal and Child Health Program allows us to participate in the delivery of health promotion services to children and families, through the Â Mashkûpimâtsît Awash program. This year, in addition to a number of professional services, we have provided safety kits which included child-proof equipment, baby gates, and bathing thermometers for all nine communities. These products were geared towards new young mothers with low income. We have also started a campaign on helmet awareness for children.

E. Liaison

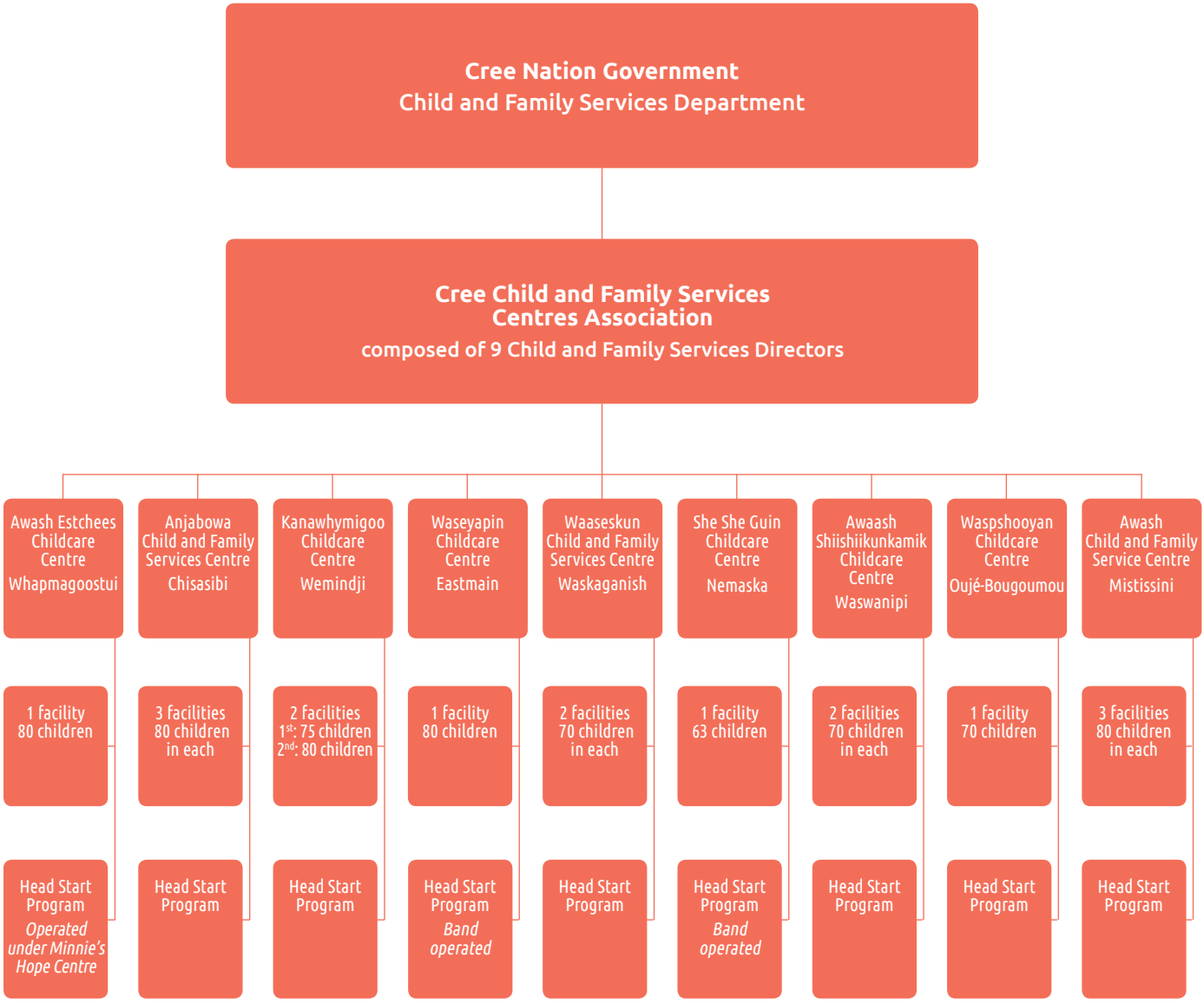
- We planned and coordinated two regional meetings and workshops as well as held regular meetings via teleconference when necessary with members of the Cree Child and Family Services Centres Association. The Association represents a means for local Child and Family Services Centres to cooperate on issues 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 its operations, and this year, we have continued assisting in the distribution of the ten (10) children's books that were published to motivate Cree families to develop a habit of reading, starting from an early age. The books are available to all families, free of charge. If you have not received yours yet, do contact your local childcare centre or local Awash service within your CMC.
- 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 Cree Nation Government, 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 role on the Maamuu Uhpichinaausuutaau Regional Committee is to help improve linkages and further solidify/build local and regional partnerships. Some of the committee's objectives are to avoid duplication of services and better complement each other's existing services to better support children and their families.

F. Our challenges for 2018-2019

1. 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.

2. Continue to support and monitor the progress of the Head Start programs.
3. 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.
4. Collaborate in applying the collective agreements within the unionized childcare centres.
5. 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.
6. Continue to provide specific training sessions that meet the needs of all childcare staff, and to facilitate the college-level *Management in Childcare Centres* program training for all childcare directors and co-ordinators.
7. Manage the implementation of our agreement with Avenir d'enfants to support local Cree communities so that they may provide early childhood programs; hire three persons who will support this initiative.

Our network of services, 2017-2018



JUSTICE AND CORRECTIONAL SERVICES

MESSAGE FROM THE DIRECTOR
DONALD NICHOLLS

The Cree Nation Government Department of Justice and Correctional Services is pleased to present its 10th submission to the Annual Report. The Department has grown each year in terms of programs, services, facilities, personnel and partnerships. While the provisions of the *James Bay and Northern Québec Agreement* on the Administration of Justice for the Crees went largely unimplemented for over 30 years, in 2007 a new relationship and dialogue on justice started with the government of Québec. It was shortly thereafter that the Cree-Québec Judicial Advisory Committee was formed with equal representation from the Cree Nation and the Québec Government. The Cree Nation Government Department of Justice and Correctional Services was formed shortly afterwards.

Much thought was put into the priorities for development of a pluralistic justice system in Eeyou Istchee. It was clear from the *James Bay and Northern Québec Agreement* and the Justice Agreement (2007) that any form of justice had to respect Cree usages, customs and psychology in its administration within our traditional territories. In the 1990s, a comprehensive three-part justice report had been completed, and we had hosted tours and conferences to listen, share and collaborate.

In the present year, the Department developed a new awareness tool. Through a timeline, an overview of levels of activities in the services we provide, and a series of information materials dedicated to each unit within the Department, we highlight the milestones reached in the last ten years. These were introduced to leadership, to staff and to key partners. It is a marker for where we are, halfway through our new Justice Agreement. As well, there are significant planning goals and milestones ahead for the next ten-year period.

The Department has continued to provide programming to support students and engage youth in the communities. The key to programming is to provide life skills that will help children and youth focus on and make decisions that will have positive impacts on their goals. There was an expansion of CAVAC (victims) services throughout the Cree communities in the past year. There continues to be support by a well-trained and dedicated team for Cree detainees throughout the provincial and federal correctional systems. The partnership funds continue to provide opportunities for individuals and organizations to work collaboratively on identified issues of mutual concern.

Locally, our Justice Committees continue to expand their services and their capacity to provide a "Cree justice tribunal", and to engage in building awareness and engagement in the areas of justice. We continue to make improvements on our facilities, and have opened the first of two Cree regional women's shelters in Eeyou Istchee, and broke ground on a new Cree regional youth healing center.

The Department works with Human Resources to find local members for job opportunities in the Cree communities. We also continue to develop skills and expertise within our employees to complement the calibre of those partner organizations we find regionally and locally in each part of the Cree Nation. Some of the training is on administration, management, efficiency, relations with clients, working with trauma, mindfulness, cognitive therapy, rehabilitation, preparation of Gladue Reports, reintegration, conflict resolution, family conferencing, facilitation, conflict coaching, and restorative practices. We acknowledge the dedication of staff and the adaptability with the changes as the Department grows and further develops innovative ways to provide services in the Cree Nation.

This year has also seen the introduction of bills and legislation that will have an impact on the daily lives in the Cree Nation. The Cree leadership successfully appeared before the Standing Senate Committee on Aboriginal Peoples to present, with representatives of Indigenous and Northern Affairs Canada, on the *Cree Nation of Eeyou Istchee Governance Agreement Act*, the federal Act to give effect and force of law to the Cree Nation Governance Agreement and its companion, the Cree Constitution.

Member of Parliament Romeo Saganash introduced in Parliament private member Bill C-262, *An Act to ensure that the laws of Canada are in harmony with the Declaration on the Rights of Indigenous Peoples*. The Declaration on the Rights of Indigenous Peoples was negotiated over many years with Indigenous Peoples, and Canada took a leading role at the time. However, there was a change in government as the UN document was being adopted

and Canada reversed its position and voted against it in the end.

The Declaration contains important provisions to begin dialogues between the government and Indigenous peoples, at a level of discourse where real nation-to-nation relationships can develop. Considering the federal government's implication in the long negotiation and the fact that it was considered acceptable to Canada and the sudden turn back at the moment of adoption, this new Bill C-262, if adopted, will bring us back to that understanding and discourse.

Recent changes to the law in Québec on customary adoption and guardianship has led to the Cree Nation developing internal protocols to recognize customs that have always been within our Nation. As of June 2018, the provincial legislation allows Indigenous groups in Québec to determine their way of recognizing customary adoptions and guardianship, so that the legal effects of these customs can be more easily recognized, including by government officials and services.

The proposed federal legislation on cannabis (Bill C-45) is expected to be adopted in the summer of 2018. Ultimately, this new legislation will lead to regulated changes in activities of sale and distribution of cannabis, among other things.

The Department would like to express its sincere condolences to the families of Demerise Blacksmith and Francois Gunner. Demerise and Francois worked for many years in providing translation services to the Court of Québec that travel throughout the Cree Nation. A provision of the *James Bay and Northern Québec Agreement* was that court services should be provided in the Cree language. Their work was key to ensuring that people understand the justice system, and can answer appropriately. Moreover, Demerise and Francois went beyond their duties often connecting with the people they worked with, and wanting to do more. They were valued, and the Department wishes to acknowledge their contribution to the Cree Nation and the Court of Québec in their long service. They will be missed.

Finally, we thank our leadership in the Cree Nation Government, the leadership in the Cree communities, the Cree School Board, the Cree Board of Health and Social Services of James Bay, and the many other Cree organizations we work with on a yearly basis for their continued commitment and support. We would also like to acknowledge the Cree-Québec Judicial Advisory Committee for their support and contributions to the Department. We thank the many people we work with and those to whom we provide services. We value the relationships we build, and continue to believe in collaboration as the key to making an impact.

Meegwetch.

The 7th CICR graduating class

INCREASING CAPABILITY IN THE DEPARTMENT AND THE CREE COMMUNITIES

Since its creation, the Department invests on a yearly basis in the continued professional development and growth of its staff. In 2017-2018, we invested time and resources to strengthen efficiency and expertise of our personnel in the areas of justice and corrections. We also trained community members in key areas to make our communities safer.

Training Curriculum

Last year, the Department offered a number of different training sessions adapted to the role each staff member plays. On a yearly basis, we offer mediation and conciliation skills, facilitation, community dialogue and other forms of client intervention. Our goal is to have trained frontline resources in each community to resolve interpersonal conflicts who have knowledge of underlying human identity needs when working with our clientele. For example, this year, we offered to our staff *Dealing with Difficult Situations and People*, *Time Management and Records Management*, *Report & Business Writing*. These training sessions were specifically chosen because they corresponded with identified needs of our staff to successfully and efficiently help our clientele.

CICR and Conflict Resolution Coaching

The Canadian Institute for Conflict Resolution (CICR) training is offered in partnership with the Department of Justice and Correctional Services. This essential training helps individuals and groups to recognize and acknowledge the underlying needs of people in conflict, and to empower them to find solutions for their issues. It is about engaging with, and building the capacity of the people we work with in the community to help them deal with difficult and often highly stressful situations. It encourages individuals and organizations to resolve conflicts without external or adversarial mechanisms that take the power of resolution out of their control. The approach of dialogue, coaching, creating neutral processes, and conciliating with people follows principles and values in Cree society. The program is designed to prepare participants for their actual work in the Cree communities.

The partnership between us and the CICR allowed us to adapt the program to reflect the needs, realities and ways of Crees. The Cree conflict resolution program has run successfully for the past seven years, resulting in over 100 Crees in the Department, justice committees, partner organizations and local governments developing the skills to intervene locally to de-escalate emerging conflicts. As well, the partnership has led to members of the Cree Nation co-teaching the lessons, which means that the concepts and discussions have now migrated to the Cree language. Each year, an Elder has participated as well, this adding to the integration of Cree values and knowledge. It is amazing how the concepts and understandings become clearer when taught in one's own language.

Beyond the core program, advanced conflict resolution programs have been offered to those who work at a deeper level dealing with conflicts. With this, the Department has been engaging in mediation exercises with Cree organizations, and has established a new level of work and understanding on conflicts that arise. A new offering in conflict coaching has also been introduced. Individuals are coached to find solutions to personal or professional

conflicts. It is specifically for people who work closely with individuals with a serious conflict that often immobilizes them and keeps them from moving forward.

In all aspects of its work, the Department is committed to empowering individuals and organizations with skills and processes to deal with conflicts. The option of an adversarial system remains available, but a community-oriented approach to conflicts is preferable, as it leaves the power over the solution in the hands of the people.

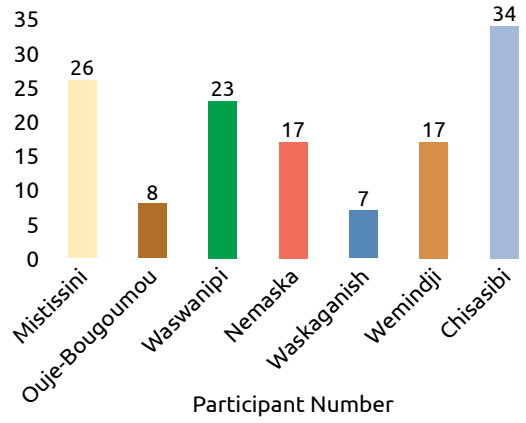
To this end, Community Dialogues have also started last year in some communities. The facilitator meets with local leaders and establishes a core group to start a process for community discussion. The subject matter discussed can be anything the community finds important enough for key individuals or groups to come together. This type of engagement is important at times when communities may be divided on issues or at loss with the steps to be implemented to move forward. The process was first introduced by Vern Redekop from Saint-Paul University who has worked extensively with communities around the world, including our own.

Violent Threat and Risk Assessment Level 1 Training

In an effort to enhance community safety in the Cree Nation, the Department has funded a number of workshops in Violent Threat and Risk Assessment to develop skills in frontline individuals internally and from partner organizations, such as the EEPF, Cree School Board, and Cree Health Board. The training helps the individuals assess the level of risk for a violent incident to occur in the community by recognizing a number of indicators of escalating behaviour.

Tom Connolly from the Canadian Centre for Threat Assessment & Trauma Response provided a 2-day training session and our Prevention Program Officers (PPO) helped coordinate training in seven (7) Cree communities this past year. This means that 132 participants from the Department and from various Cree entities within the Cree Nation have acquired certification and skills in trauma intervention and threat assessment.

Demographic of participants trained



Participants gained a comprehensive understanding of the effects of serious violence on human systems, as well as effective methods for assessing threats and identifying appropriate interventions that will prevent an escalated level of violence. Although most threats do not result in violence, every threat must be taken seriously. Participants learned that contrary to the widespread belief that "no one just snaps," there are recognizable signs when someone is moving along a pathway to violence.

COMMUNICATIONS

Websites

The Cree Nation Government launched a new website (www.cngov.ca) this year. It includes an easily accessible section on the Department of Justice and Correctional Services with useful information for the public. This is consistent with the mandate to provide more information to the public in the area of justice and corrections services.

The Department keeps expanding the platforms it uses to reach the largest demographic in the Cree Nation. This year, the Department's website was also modified. We have strategically positioned the court calendar, the CAVAC community visits, and relevant current news items. The Department has also been making a number of videos on the services it provides, and on issues of importance in the communities. These videos, produced in Cree and English, can be viewed by interested individuals on their computers, smart phones, or other devices.

Other Platforms

The Department regularly uses Cree radio to advertise events and to discuss topics of interest related to justice and community well-being. Radio is an important vehicle of communication in the Cree Nation as it supports the transmission of language and culture. We remain committed to utilizing this valuable resource.

To inform the public, we also use print media, such as news magazines, pamphlets and other printed material we create. All are available at each local Justice Facility. Furthermore, the Department manages two Facebook pages – one on the Cree Stop Now And Plan Program, and one on the Cree Alternative to Suspension Program. They target the public using social media and are used to share information and to post events related to these programs.

Internal Communication: Our newsletter

The Department aspires to offer to its employees a well-structured and enjoyable work environment where staff members are informed. They can, in turn, inform the public of services, events and developments. In 2017-2018, the new departmental newsletter was launched. Rightfully named *Justice Dialogue*, the objectives of this new tool are to:

- contribute to strengthening communication within the team, by having an ongoing internal dialogue,
- increase knowledge and awareness about what the Department has done, is doing, and is going to do,
- increase comprehension of the organizational orientation, as well as introduce any new services, pro-

grams, policies, procedures, and laws,

- strengthen the team's engagement to offer the best services to the Cree Nation.

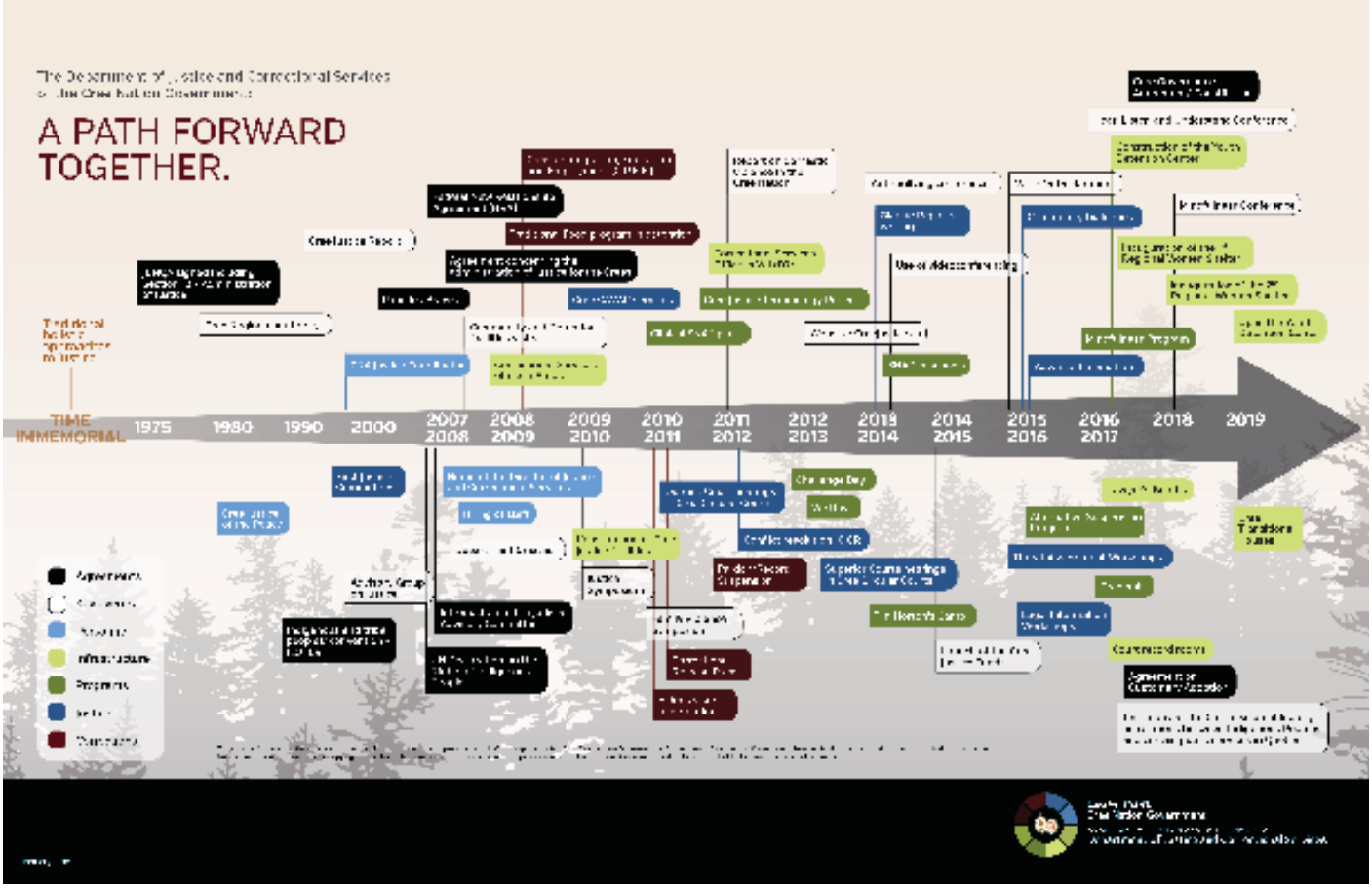
Awareness tools

In December 2017, the Department created new Awareness tools to mark the first 10 years of our working together for equity, justice and stronger communities. Presented in a folder, each of the five (5) tools provide an overview of the work performed by the Department. The first, titled *A Path Forward Together*, presents a timeline summarizing the milestones of Cree accomplishments since 1975, from the signature of the *James Bay and Northern Québec Agreement* to today. On the reverse side of the timeline, key statistics give an overview of the activities and services provided by the Department. The number of interventions and clientele served is impressive and this is only possible because of the breadth and commitment of the staff in justice, corrections and victims services. This first tool makes it possible at a glance to see what we do.

The other four (4) awareness tools focus on the work performed by each of the Department's units. One tool outlines the work we do in corrections, reaching out to the clientele wherever they are, and providing support and services that we introduced which never existed before. We regularly visit our community members, and provide services in Cree culture and language. Another tool describes the services provided for justice, such as the Gladue reports we produce to change the way courts sentence Cree members, the work of justice committees which allows for more cases to be heard by a local body, and the use of videoconferencing for youth protection hearings to reduce hardships on families and individuals. A third tool features victim services, and how support is provided through over 100 visits per year in all the communities.

The final tool focuses on youth engagement and on their programs. It describes the early intervention and support we provide to youth, creating an environment that allows them to grow, learn, change and focus on the goals they wish to achieve. These toolkits are used with staff, partners, communities and governments to raise awareness and bring about a dialogue on justice and our services so that we can continue to build important services in the Cree Nation.

The first of the five awareness tools, showing the milestones of accomplishments since 1975



(From left to right) Kenneth Gilpin, Frédéric Desrosiers, Denis Blanchette, Chair Daisy House, Deputy Grand Chief Mandy Gull, Irene Neeposh and Donald Nicholls at Opening of Robin's Nest, Cree Regional Women's Shelter (missing Jacques Prégent, Hughes Tremblay, Nathalie Ouimet, and Claude Turgeon)

KEY PARTNERSHIPS IN NATION BUILDING

The Department continues to develop and establish key partnerships with the Cree School Board, Cree Health Board, Cree communities and other organizations to provide a network of support and collaboration in the Cree Nation towards common and complementary goals. For example, the SNAP Program and Alternative Suspension, as well as Camps, We Days and conferences are done in collaboration with the Cree School Board. On other occasions, we work closely with the Cree Health Board in the area of Youth Protection, domestic violence, mental health, addictions and youth healing services.

The Department also partners with the Cree School Board for the funding of the Mik Chiyam arts concentration program delivered in four communities in Eeyou Istchee – Nemaska, Waskaganish, Chisasibi and Mistissini. The portion of contribution from the Cree Nation Government is to fund activities with high-risk youth who would benefit from a program of this nature. Art therapy is a recognized discipline that provides support for people who may come in contact with the justice system. A researcher is working closely with the program to recommend measures for improving the positive impact of the youth program.

Community Hub

The Department, the Cree Health Board, the Cree School Board, the EEPF, local leadership and youth created a Community Hub in Mistissini, using funding from the ACCESS network which aims to provide support for youth with mental health issues in remote areas. The HUB is a model we would like to replicate in all communities. Actors from the key services come together to review situations emerging in a community that could grow and cause larger issues. The Hub reviews the issue to determine if it is serious enough to warrant multi-organization collaboration. It then decides which agencies should work together and requires these agencies to report back on any issue that was referred to them by the Hub.

Women's shelters

In September 2017, Robin's Nest, the first Cree regional women's shelter located in Waswanipi, was opened. It was built by the Cree Nation Government, while the delivery of services will be primarily assumed by the Cree Health Board as a result of a partnership and Framework Agreement between the Cree Nation Government and the Cree Health Board signed in 2014. It was a long process and took the collaboration of many partners to look at a design suiting the needs of the Nation. The second regional shelter will be opened in Waskaganish in 2018. The shelters are meant to provide a safe and engaging environment for women and their children to continue on with their daily lives, while healing, growing, and learning. At the shelter, we are in a position to provide to our own people services in their own language, culture and within traditional lands.

Building a Youth Facility

With a similar concept in mind, the Cree Nation Government is building a Youth Healing Facility for Cree youth in Eeyou Istchee. The Crees as a Nation will provide services to their own within the Cree traditional territories using their language and culture. There were years of consultations and visits of similar centers before a concept emerged which suited our needs. The center, located in Mistissini, will balance traditions, safety, learning, healing, and will also provide essential tools for the future. It is an investment in our people, organizations, and capacity to provide services at a higher and more culturally appropriate level. Ground breaking for this facility took place in September 2017 and its construction will be completed in 2019.

The Department and key partners continue to have discussions on complementary collaborative services to maximize the impact we can make on individuals, families and communities. As the old proverb says: "you can run faster alone, but together you can go much further". The delivery of services will be primarily assumed by the Cree Health Board/Director of Youth Protection as a result of a partnership and Framework Agreement between the Cree Nation Government and the Cree Health Board signed in 2016.

CAVAC: Support for Cree Victims and Witnesses of Crimes

Cree CAVAC (Crime Victims Assistance Center) is one of the additional frontline services that makes the justice system more aligned with our values of inclusiveness and community-oriented delivery. The Cree CAVAC Officers provide a number of support services in the Cree communities. They travel regularly with the Court of Québec to provide support and guidance for victims, their families and witnesses throughout the proceedings.

They have offices in Mistissini, Eastmain and Chisasibi, and visit all of the Cree communities more than one hundred (100) days per year for office hours. The officers have provided services to more than 233 individual victims of violence or their relatives. As the communities are small, the victims or witnesses may also be related to the family of the offender, or even the CAVAC officer. So, having a team of three allows us to work effectively when dealing with conflicts that arise naturally out of closely connected communities.

The delivery of CAVAC services is unique to the Cree Nation in the traveling, its adaptation of approach to victims and witnesses, and the ability to provide support on site by trained Cree professionals. Having Cree employees providing these essential services supports the healing of individuals and families and helps acknowledge the harm and grief caused by a criminal act in the community. From there, people can start a process of healing.

In January 2018, the Department of Justice and Correctional Services took part in Montreal in the Québec province's celebration marking the 30th anniversary of the creation of the CAVAC. The Minister of Justice, Stéphanie Vallée, gave recognition in her speech of the outstanding work the Cree CAVAC offices are doing to provide quality services and coverage of a large geographic area of Québec (Eeyou Istchee.) In 2009, the Department of Justice and Correctional Services hired its first of eventually three Cree CAVAC officers to deliver specialized services in Cree to crime victims or witnesses and

The Youth Healing Centre under construction

Minister Vallée at the 30th anniversary of the creation of the CAVAC

to their families, regardless of whether the perpetrator of the crime has been identified, arrested, prosecuted, or convicted.

In 2017-2018, the CAVAC officers also took training and established a connection with a national organization on Elder issues. More specifically, they looked at issues such as Elder Abuse, attending a conference and meeting with other communities in Canada with similar issues and realities.

There continues to be a focus on domestic violence in the Province and our territory. Most recently the Government of Québec has been looking at sexual violence and harassment. These are areas that the Cree CAVAC offices will also look into to develop more support and awareness.

COURTS AND COMMUNITY JUSTICE

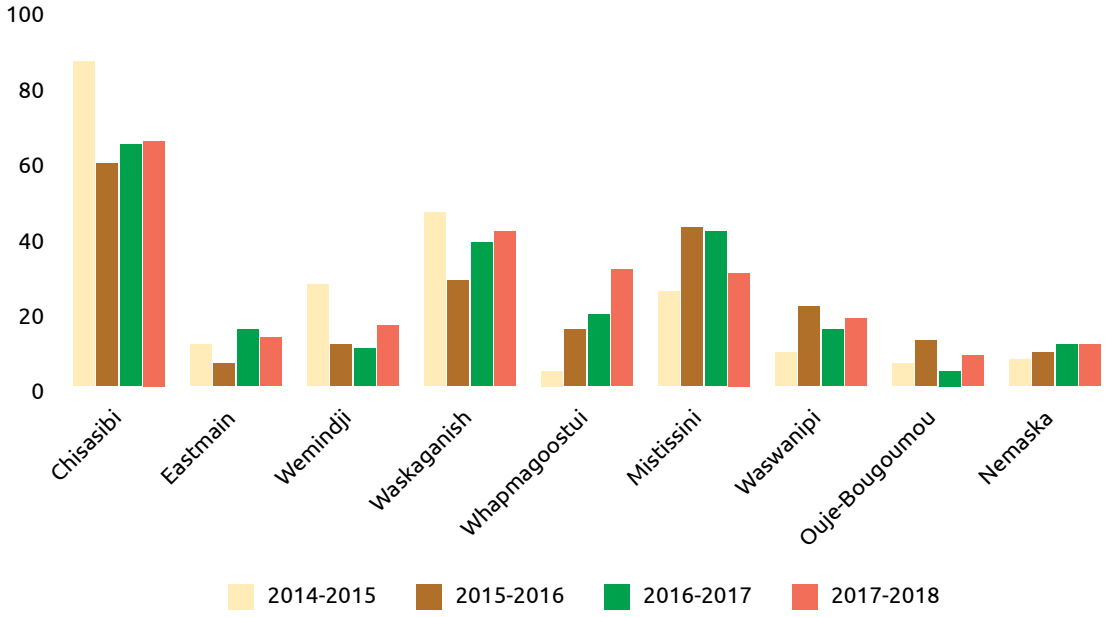
Court Statistics

Each year, the Department, through its justice facilities built and operated by the Cree Nation Government, hosts the itinerant court services within the Abitibi judicial district of Québec. In all communities, itinerant courts can hear cases under the Court of Québec, including the Criminal and Penal Division, Civil Division, Youth Division and Small Claims. The justice facilities can also host sittings of the Superior Court of Québec, and there are special By-Law Courts. In the past year, we continued to be vigilant in providing services and ensuring that their delivery reflects usages, customs and psychology of the Cree, as per Section 18 of the *James Bay and Northern Québec Agreement* on the Administration of Justice for the Crees.

Statistics presented in this report show various trends regarding the number of files opened in the courts over a ten-year period (2007-2017). They are provided each year by the Judicial District of Abitibi office in Amos. While the level of activity may fluctuate by year, the statistics give an overall sense of the number of cases in criminal law, youth protection, by-laws, provincial statutes, and federal statutes the courts see in a given period. The fluctuations may be due to increased policing resources, new laws and by-laws, crime prevention programs, intervention and diversion initiatives, awareness campaigns, or an increased sense of community involvement. So when reviewing these statistics, one might think of what local and regional activities may influence the increase or decrease of numbers. As a society, we decide what level of activity is acceptable given the resources we have to devote to them, as opposed to other areas we are concerned with.

The 2017-2018 year was another busy Court year. In the latest statistics from the Court of Québec, the number

CAVAC services provided to Cree victims and witnesses of crime (by community)

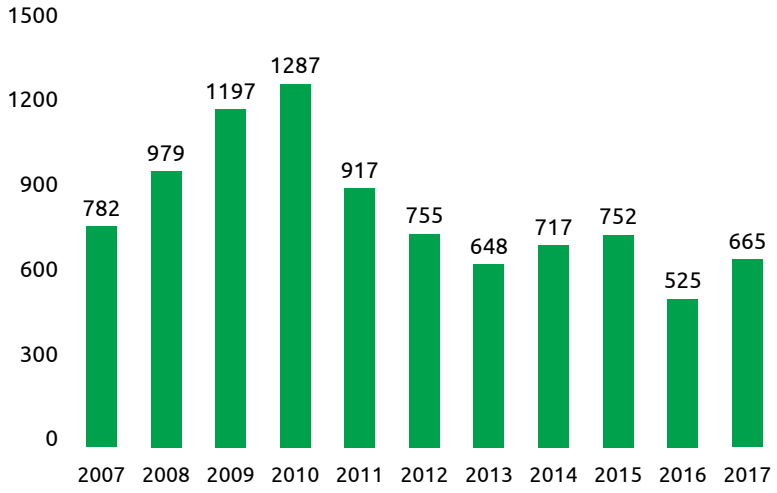


of files opened were as follows: 665 files regarding criminal cases, 126 files regarding federal statutory offences, 173 files regarding provincial statutory offences, 43 files regarding young offender cases, and 445 files regarding cases involving Cree community laws being heard. This does not include any civil law cases heard in the 9 Cree communities. In total, there were 158 court dates of all types of offences heard during the year.

The court schedule has increased in response to an increase in caseload, more so in the last few years. Previously, cases could wait too long in the criminal justice system. When cases are heard in the Cree communities, the judges and crown attorneys, by looking at the caseload, determine which cases are to be heard in priority. This prioritization may mean that other cases of lesser offences may take longer to be heard. In such situations, the Department can impress upon the courts to add more court dates to hear all cases, and when citizens contact us over the long periods between charge and appearance, the Department can address the subject with the judiciary and crown attorney's office. Timelines of justice are important for individuals, families and communities to move forward after incidents that may have caused harm. This fact has been highlighted in court decisions, in a recent Senate report, and elsewhere.

The Cree Nation Government hosts courts in its justice facilities, it supports local justice committees' agreements with the crown attorneys to hear cases locally; and it has made available in justice facilities videoconferencing equipment to provide more accessible and timely justice in the Cree communities. The Department continues to work towards having Cree judges and courts put into place in the future to better accomplish this task as well as other objectives.

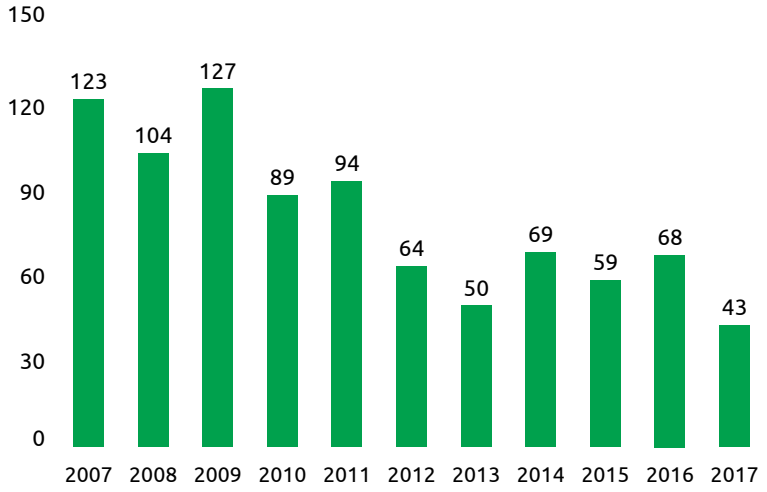
Evolution of the Number of Criminal Offence Cases



Criminal Offences may 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
- Possession of a controlled substance (drugs)

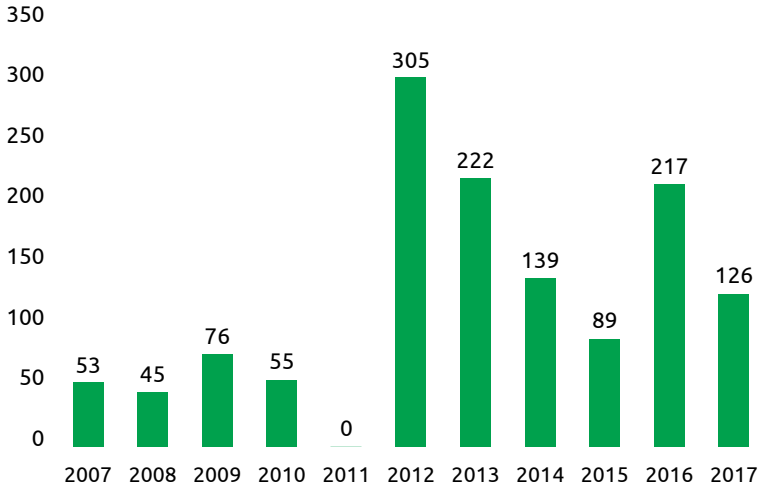
Evolution of the Number of Young Offender Cases



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)

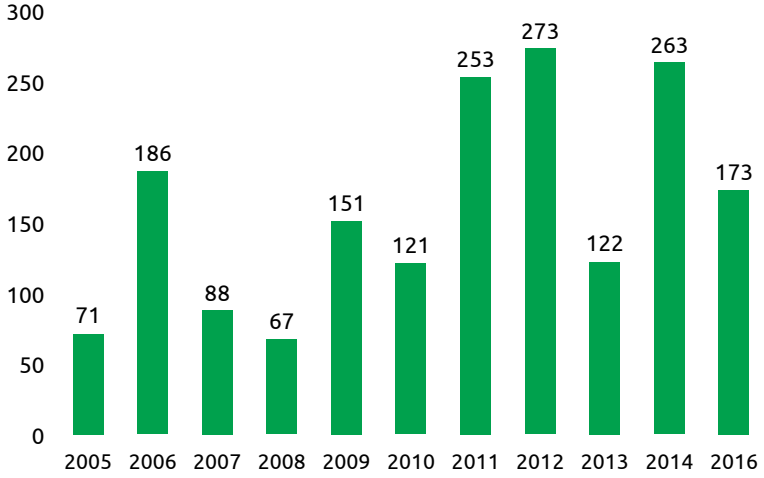


Statutory Offences (Federal) include the files opened for offences under federal statutory laws, other than *Criminal Code*, such as:

- *Fisheries Act* (federal aspects, e.g. method of fishing)

Offences mostly committed by non-Cree

Evolution of the Number of Statutory Offence Cases (Provincial)

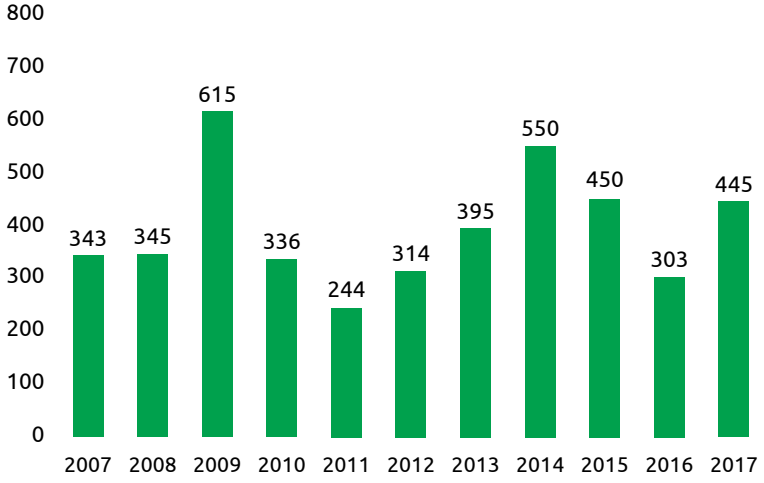


Statutory Offences (Québec) may include files opened for offences under Québec statutory laws and regulations, such as:

- *Highway Safety Code*
- Laws and regulations regarding fishing (provincial aspects, e.g. fishing license, period, catch). May also include 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)
- By-law 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 may include files opened for offences such as:

- Nuisance
- Road Traffic
- Alcohol
- Curfew

Videoconferencing in our Cree circular courts

Videoconferencing

Videoconferencing technology is an important tool for connecting our people and processes. The secure fiber optic network, known as the RITM, allows for faster and more secure communications. This means that highly confidential processes, like court hearings, lawyer-client conferences, professional sessions, and other such meetings, can take place without having to travel to be present in person. This is a great advantage, considering the large geographical area of the Cree territory. Actions can in this way be carried out in a timely fashion and without substantial costs.

Allowing for a trial or testimony to take place locally by videoconference also reduces stress for the youth and their families, and minimizes the overall costs of the procedure. In Youth Protection alone, there were more than 88 videoconference hearings throughout the Cree communities in the past year. This translates into huge savings for the Cree Health Board, the courts, the police, families, and individuals, not to mention timeliness and the reduction of stress.

We continue to use videoconferencing to bring together staff without travel, for meetings and workshops, to reduce costs and maximize the use of our resources. We have also encouraged partners in the community to take advantage of this technology, using the simple and easy to follow operations guides that we produced. It was an investment for the Department that now allows local organizations to allocate resources into other areas. It constitutes a good example of how much we can do, as a Nation, with what we have.

Gladue Reports

The Department has devoted time and resources to the production of Gladue Reports within the Québec justice system. Gladue Reports look at the social, cultural and historical background of an Aboriginal offender before a court hands down a sentence. This allows judges to determine an appropriate sentence for an offender and look at measures that do not contribute to the overpopulation of Indigenous Peoples in the corrections system. At present, there are more Indigenous people in detention per capita than non-Indigenous even though Indigenous people only comprise a small segment of the national population.

The Government of Canada in the 1990s made amendments to the Criminal Code and introduced paragraph 718.2(e) to provide an environment where judges could look at alternatives to placing more Indigenous people into detention. Further, the Supreme Court of Canada in the Gladue decision made it a requirement that judges consider alternatives to incarcerating Indigenous offenders. A Gladue Report requires extensive work to complete since offenders, family members and other key resources are interviewed in the community. This report is then used to recommend a plan of action that balances the objectives of Gladue to reduce Indigenous People in detention and the best interest of the public in the community.

The Department trained 13 more staff and community justice members on Gladue Report writing in February 2018. Gladue Report writers must receive training and be accepted as such by the Ministère de la Justice du Québec. In the past year, 18 Gladue Reports were prepared for Cree members going through the justice system. Some of the Gladue Reports produced in the Cree Nation have been cited in decisions in other parts of Québec.

JUSTICE A PART OF THE COMMUNITIES

Community Justice Committee

The Department continues to hire and promote employees locally; our staff members are part of their community and they strongly root our services by their understanding of the local specificities. This profound understanding of the context and of the nuances allows the Department to offer the best adapted services and to continuously improve its ways. Our local staff members have the knowledge of trends and issues and can guide us in offering additional support and well-adapted local activities of great value.

Furthermore, the eighty-five (85) members of the Community Justice Committees, the independent bodies composed of volunteers present in all nine communities, assist the Department in the administration of justice at the community level, and in restoration, when affected members reconcile or right the wrong. The mandate they are given, as part of the CJC, is to improve judicial outcomes and safety for all people in the community. In 2017-2018, 20 were elders and 15 were youth.

This year, Community Justice Committees met with more than 196 individuals through crown, court or other types of referrals to decide on the most appropriate course of action in accordance with Cree justice. When offences are less serious, through agreements and a funding arrangement, a local Community Justice Committee may take over a case to be handled within the community. This contributes to the reduction of the over-representation of Aboriginal Peoples in detention, reduces the types of cases that have to go to courts, and gives the local community a voice in how justice is done locally.

The Community Justice Committees are trained to handle cases for adults and youth, and can require an individual to complete a number of actions in order to dispense with their case. One of the members manages files so that cases can be diverted by the Crown Attorney to the committee rather than going through the court system. Sanctions can include retributive, restorative, and conciliatory actions. The Committees help youth and adult offenders take responsibility for their actions and repair harm created locally, and are active in the prevention of crime and victimization.

Justice Symposium

The skills of the Community Justice Committees (CJC) need to be continuously evolving to improve their overall effectiveness and ability to support a system that integrates Cree values, language and understandings. It is even more important to develop the CJC members when one understands how their role is pivotal in the local delivery and accessibility of a justice system that integrates and respects Cree values and way of life. It is also important since these bodies represent a traditional form of justice unique to the Cree, and they give voice to community-oriented justice solutions.

Last January, 44 Community Justice Committee (CJC) Members and Community Justice Officers (CJO) coming from all nine (9) communities participated in a three-day symposium organized by the Department of Justice and Correctional Services. Since their role is key in improving judicial outcomes and community safety for all Crees, they were offered a multi-faceted program, including presenters from different spheres.

44 Community Justice Committee (CJC) Members and Community Justice Officers (CJO) attended the Justice Symposium

Gayle Desmeules, Métis, Master of Arts in Leadership and Training, and a residential school survivor, discussed Decolonizing our Spirit: Reconciling Relationships. She explored with participants the meaning of decolonizing our spirit to reconcile and promote healthy relationships. Those present got acquainted with the power of listening, and compassionate witnessing process, to create space for deeper dialogue. CJO and Committee members also experienced peacemaking circle exercises with her, which can be adapted in their community restorative justice program.

To heighten participants' awareness on the ongoing Public Inquiry Commission on relations between Indigenous Peoples and certain public services in Québec: listening, reconciliation and progress, Stella Masty-Bearskin, Aboriginal Liaison Officer with the Commission, made a presentation on the ongoing exercise which should be concluded next year.

James Bobbish and Mathew Sherrard presented an overview of the new provincial legislation on customary adoption and guardianship (Bill 113) as well as on proposed options for implementation of this regime for Eeyou Istchee. This is the result of many years of negotiations and work with Québec by Cree organizations and by other Indigenous groups. It represents a recognition and integration of Cree traditions and practices in the areas of adoption and guardianship. In Cree society, arrangements are made between families, and children would be raised by families and in environments most beneficial and appropriate to their needs. Customary adoption and other forms of customary care, such as customary guardianship, have been done for generations in the Cree Nation and the legislation, which will come into effect in June 2018, provides a way to affirm and clearly recognize the legal effects of practices and customs that already exist within the Cree communities. This is an example of how, as Nations, we move beyond ideals or principles imported from other societies that do not always align with our definitions of what is in the best interest of the child nor in recognition of long-standing traditions in the Cree Nation.

The symposium ended with Robert Auclair, Director of Youth Protection at the CBHSSJB, who was present this year to talk about Second Line Services and the Network of Services developed with key stakeholders to ensure that quality services are offered for youth. Nicolas Bigué-Turcotte, Crown representative of the Directeur des poursuites criminelles & pénales, and Sabrina Girard, lawyer with Cain Lamarre, clarified for the CJC members and the CJO the overall functioning of the Court process.

Relationship Workshop

The justice committees provide a host of programs throughout the year that brings clients and community members together to build relationships and deal with key issues. These events can include traditional activities with at-risk youth, crime prevention weeks, and specialized workshops. One of these workshops was the Relationships Program, which was offered in February 2018 by the Whapmagoostui Community Justice Committee.

The workshop was given by Kelly Parnett, working closely with Ruth Masty. It examined the relationships we have with ourselves and others. It also looked at intergenerational trauma, and the impact of violence in relationships. Interpersonal violence has been one of the most prevalent issues in the communities. Intimate partner relationships can become complicated when chaos, substance abuse, domestic violence, incarceration and skewed beliefs play a part. The relationships program looked at these elements and helped participants find a better way to interact with each other. In summary, the program brought a unique level of healing to the community and met the participants' goals. It would be useful in other communities as well.

PROGRAMS AND SERVICES INSIDE AND OUTSIDE DETENTION FACILITIES

The Department is pleased to welcome this year Losty Mamianskum as the new Coordinator of Corrections. Losty has been involved with our Department for a long time and was previously community reintegration officer in Whapmagoostui.

In 2017-2018, corrections liaison officers, corrections release support workers, community reintegration officers, and accredited Elders and counselors visited Cree individuals in provincial and federal detention or halfway houses on a regular basis. Counselors and a Cree psychologist also make regular visits to Cree individuals to offer support and guidance, and do needs' assessment.

This year, our psychologist almost doubled the number of visits she made to detainees in Federal Corrections Services penitentiaries (61 visits). She also went to the Provincial Public Security Department detention centers 32 times, visited half way houses 11 times and met individuals in their communities for 104 follow-up sessions. The feedback the Department gets is that clients appreciate the fact that the Department's psychologist offers services in Cree. This allows them to express themselves in their mother tongue to address challenges and start healing.

The land plays a strong role in the healing process. We bring the land to detainees, in the form of traditional foods. It is a way to feed them physically, emotionally and spiritually. The traditional food program is about building trust, understanding and contributing to the recovery process for Cree detainees who will reintegrate in our communities in the future.

Last year again, we brought more than fifty (50) meals to Cree detainees, and we also share with other Aboriginal and First Nations detainees in the same facilities. It helps our clients connect back with their values, teachings and traditions and reminds them of what is important, and what could be done with better choices.

Workshops on addiction and violence are offered to detainees to ensure a thorough healing process and future reintegration in a Cree community. Our Cree corrections staff continue to work with detainees on their holistic reintegration and release plans. The document identifies the different relevant resources within a community that will be present to support a person in this transition. The Cree detainee has a chance to express goals for the future that are attainable when following their release plan.

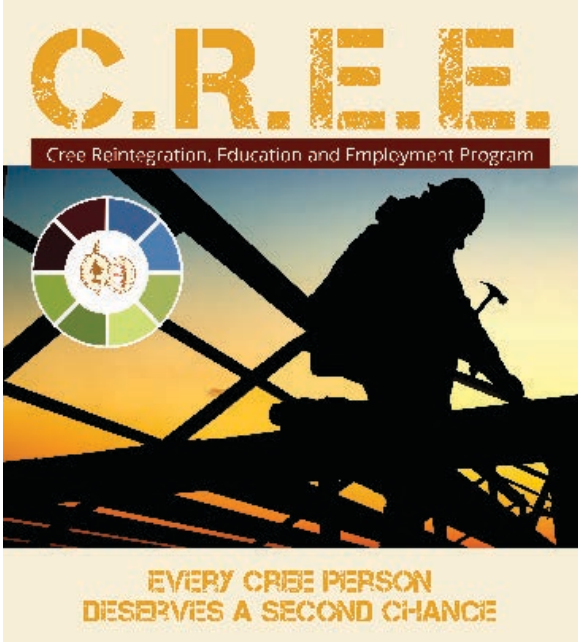
CREE Program (Cree Reintegration, Education, and Employment)

At the community level, the Corrections unit in partnership with CHRD started delivering the CREE program, which stands for Cree Reintegration, Education, and Employment. The goal is to support individuals who face significant barriers to employment because of a criminal record. By facilitating these individuals' successful reintegration into Cree Society, the program strives to break the cycle of criminal behavior and empower individuals to lead productive lives.

The program was launched in Waswanipi, Oujé-Bougoumou and Waskaganish in January 2018. So far, there have been 21 participants in the three communities. The local Community Reintegration Officer works with participants and offers some skills certification to make them more employable. For example, the workshops included Microsoft computer training, boat licensing, first aid/CPR, construction safety, and financial skills. The Corrections Administrator and Coordinator of Corrections provided support in the implementation of this reintegration programming.

The Department continues to accompany detainees in detention to hearings, and translating for our clients when needed. As our staff has extensive knowledge of the functioning of the correctional system, they also help families in need on a variety of topics: how to visit their loved ones, how to check on their welfare, or when there is important news that needs to be conveyed. The staff is also involved in requests for compassionate leave.

Furthermore, year after year we do a number of intakes with Cree detainees. This was the case this year as well. These intakes allow the Department to collect valuable information. With it, we identify the needs of the offenders, which in turn allows us to offer targeted programming, either in the facilities or after release in the communities. It is also an opportunity to establish a dialogue with detainees and build a wider circle of support and services based upon it.



Cree Justice Funds

Through the Justice Agreement, Québec provides funding to the Cree Nation Government to facilitate and improve the administration of justice for the Cree and for initiatives related to the justice system, pursuant to Section 18 of the JBNQA. Consequently, the Department set up funds four years ago to help community members implement initiatives aimed at reducing criminal activities, creating environments for rehabilitation and reintegration programs, creating safer communities, engaging communities and youth to partner in solutions, and providing initiatives to address issues of concern across Eeyou Istchee.

Each of the four funds 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 Cree youth while promoting general welfare.
- The Corrections Fund is established to support rehabilitation and reintegration of Cree offenders.
- The Land Based Camps Fund seeks to build land-based camps to support justice-related activities and rehabilitation of Cree offenders.

Sub-Committees of the Judicial Advisory Committee (JAC), created to assist with the review of applications for the justice funds, review the projects presented and offer recommendations as to which projects should be approved as well as final funding amounts. This recommendation then goes to the Cree Nation Government for final approval.

In 2017-2018, 28 applicants submitted projects, and 18 projects were accepted: in Crime Prevention (7), Correction (1) and Youth Engagement (10) Funds. Through these applications, we recognize the willingness of Cree applicants and organizations to actively participate in prevention, engagement, intervention, rehabilitation and reintegration. It is our philosophy, as incidents have an impact on many parts of a community, to establish partnerships and collaborative approaches in prevention or reintegration. As we are partners in our education and health care systems, we strongly believe that involvement with community organizations and members has a great impact on the safety and welfare of our communities.

All selected initiatives have to meet the requirement of reflecting Cree values, ways of life and culture. The Corrections Fund, for example, has run successful programs on training and reintegrating offenders into a local economy, while giving back to the community where harm might have occurred. Furthermore by having Elders speak and interact with the offenders, and by conducting traditional activities, such as fishing or hunting, we help youth learn about and engage in their culture and identity. It also teaches alternative healthy activities for young adults. Through this type of involvement, we give them alternatives to crime and recidivism. These activities also allow participants to discuss decisions they have made in their lives.

This year, 10 projects were accepted in response to submissions for the Youth Engagement Fund by local

Youth and other participants learning the traditional skills of birch bark biting

youth councils, sometimes in collaboration with other communities' youth council. The key to success remains the reduction of high-risk activities, raising awareness on issues, and integrating Cree culture and values. This often involves the pairing of youth with Elders, which creates bonds and networks for the youth and gives Elders an occasion to transmit Cree values, culture and way of life. Projects have included canoe brigades, camps, workshops and special artistic projects led by Cree youth themselves. The projects empower them to address issues impacting them within the communities and builds a sense of leadership and ownership of the objectives.

Birch Bark Biting

In the 2017-18, the Ouje-Bougoumou Youth Department, in association with the Aanischaaukamikw Cree Cultural Institute (ACCI) and in collaboration with the school, submitted a project to the Youth Fund. This project was aimed at children ages 10-12 and their caregivers in the hopes of attracting those involved in previous episodes of vandalism in the community. It was also open to all unaccompanied youth aged 13-35, as well as Elders.

Birch bark biting is a traditional art form practised by the Cree, Ojibwa, Odawa and other Algonquin peoples. Using the canine teeth to bite, pressure can either imprint or pierce the lace thin white sheets of bark into a preconceived pattern or design. In total, fifty-one participants, youth, adults and elders, took part in the four workshops.

An unexpected positive outcome of the birch bark biting workshops was the atmosphere and the positive exchange which took place between Native and non-Native female members of the community. By participating in the activity, non-native teachers showed their engagement. As the workshop was held in Cree, the students helped the teachers to understand the process and the story behind how the facilitator came to practice the art. It allowed them to see the importance of preserving their language and culture while participating in oral history sharing.

From schools to communities

One of the very successful Crime Prevention projects is called *From schools to communities:* A youth engagement program to encourage school perseverance and reduce juvenile delinquency. Ran by Youth Fusion, it involved 5 different projects in 7 different schools, for a total of 1,048 youth. Through this initiative, we are contributing to the creation of a safer community by offering alternative activities to high risk behaviours, and helping to reduce the risk of youth coming to the justice system.

Some of the key achievements linked to this series of projects include students who are now beginning to have an open dialogue, youth developing better behaviours and more self-confidence, the hiring of local animators who are in tune with Cree culture, the introduction of Healthy Day (Healthy lunches) and healthy habits, the decrease in bullying, the development of a sense of belonging in their school and community, the creation of student council, etc.

The Department continues to build through these funds upon the establishment of the relationships with community partners. As illustrated, they serve a need, helping community members, as well as regional entities, to initiate projects and build strong networks aimed at the prevention of crime, rehabilitation, awareness, and reintegration with a connection to Cree land, values, and traditions. We encourage people to apply, and you can learn more about the funds at www.creejusticefunds.ca.

PREVENTION FOR A BETTER FUTURE

A forward investment of the Department of Justice and Correctional Services is to ensure safe and healthy communities through the prevention of crime and victimization. The Department therefore invests a portion of its resources and time to working with children, youth and adults at early stages of interventions in order to reduce their interactions with courts and corrections down the road. Preventative measures, such as educating, building awareness, intervening and engaging youth, are a priority that we have discussed with communities, Elders, and our partner organizations.

Through programs and activities that rely on the use of the land, Cree culture, language and tradition, we empower our People at an early age to acquire or strengthen protective factors necessary to make healthier decisions and to reduce their likelihood of coming into contact with the justice and corrections systems, leading to positive changes in their lives and making our communities safer and stronger. The ultimate goal is to reduce harm caused in individuals, families and communities to make a stronger and more vibrant Cree Nation.

SNAP© (Stop Now and Plan)

STOP NOW AND PLAN (SNAP®), the evidence-based, cognitive-behavioral program developed by the Child Development Institute (CDI) in Toronto, helps children regulate angry feelings by getting them to stop, think about the consequences of their behavior, and plan positive alternatives before acting impulsively. It teaches life skills that everyone could use in coping when con-

fronted with difficult or frustrating situations. It goes beyond the skills by building positive and supportive relationships with the children, and introducing positive experiences based on good values in their lives.

The Pitimaa Maamituneyiht SNAP® Program began as a three-year pilot project and was the first SNAP® in the world to be offered in remote locations. Pitimaa Maamituneyiht or *think before you act* has proven to significantly lessen the number 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, their ability to learn new skills and absorb knowledge is inhibited. Thus, SNAP® can also help children learn more effectively in the classroom. The Cree SNAP program is an adaptation of the initial program, delivered in the Cree language, with examples more relevant to the realities of Cree society, and with the integration and reinforcement of Cree values. The changes made to the program were made through dialogue with CDI, since we wanted to make the lessons resound more with our children and youth, and reflect the values that an Indigenous community would naturally build upon.

This program continues to grow and draw interest on a yearly basis. The number of followers on its Facebook page continues to increase. Last year, more than 2,400 Cree children and youth in 153 classrooms participated in these programs in all of the communities.

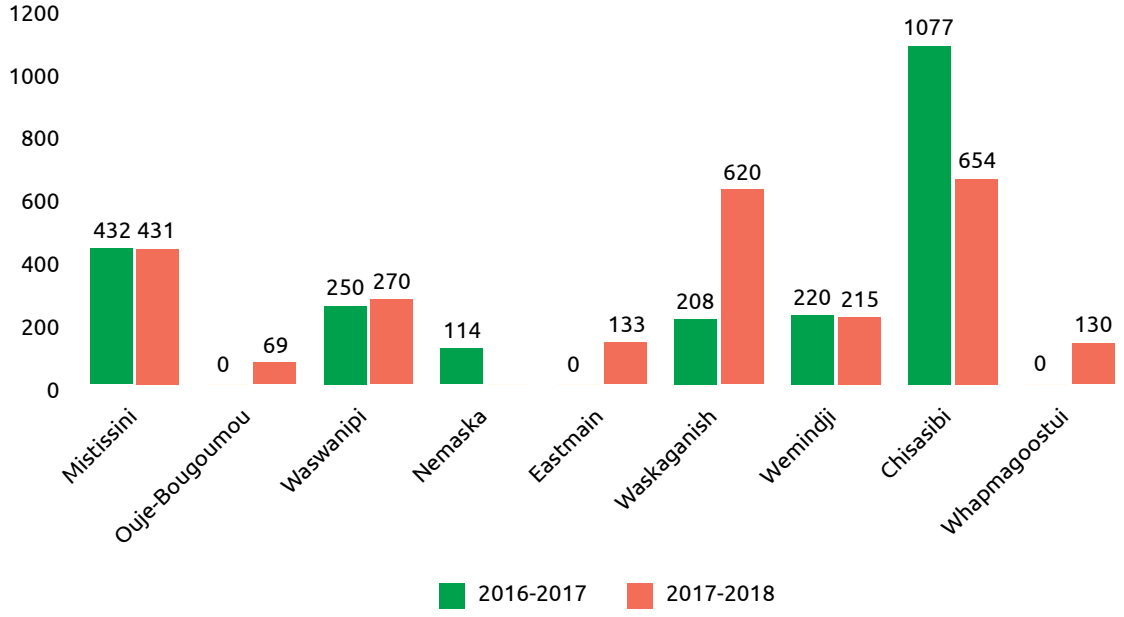
While each community has a primary worker and an assistant in the program, certification by CDI is required to deliver a program in a school. Beyond the school-based programs, the Prevention Officers worked one-on-one with youth that are referred throughout the year. Last year, 47 students benefited from this service. Further, the counselors for the summer literacy camps are given workshops by staff on SNAP techniques and lessons to further reinforce these with the youth who have been in the Program. To ensure strong participation by teachers, they will also be given workshops and awareness sessions in the new school year.

An Alternative Suspension Program

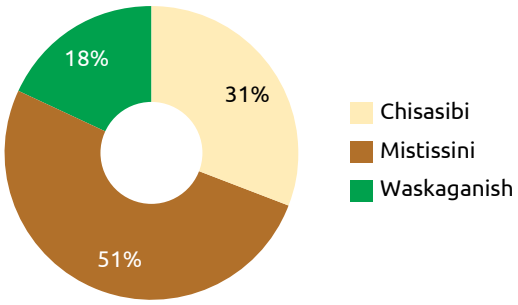
We were pleased to welcome Wade Gilles as the new Alternative Suspension Program coordinator. Wade brings to the initiative a focus on students' success, support for the workers, and a love for the communities.

The Cree Alternative Suspension Program (Taapwaauchaayimiisu) provides a supporting environment to assist teachers and parents to bring about positive change and outcomes for their children. *Suspension* is a word that means to suspend or freeze a moment in time. It is what the program's philosophy is about. If we could take a moment in our lives, to listen, reflect and plan how to achieve our goals, this is what we would all do.

Students impacted by our SNAP program



Distribution of the Youth participating in the Alternative Suspension Program



Working in collaboration with the Cree schools, the Department has trained staff to work closely with students for any number of reasons. Youth may need time and support to think about goals, they may need trained personnel to help them catch up with their academic work but also to accompany them in a number of life-skills-oriented workshops. The parents and school are kept up-to-date about progress made, or plans the student may want to initiate in order to initiate changes they would like.

The key to this program is to work collaboratively with the schools and homes to create a supportive environment for students who may benefit from this approach. Our focus is to create relationships by listening, understanding, and engaging youth in a space that we can build upon. The program started in the YMCAs of Québec, but for Eeyou Istchee it was adapted to Cree values, realities and sense of community. The program is not the answer, it is the start of a process of growth and positive change.

In 2017-2018, sixty-eight (68) youth, mostly from secondary schools, benefited from the program. The statistics and graphs shown for the program are year-to-date, as the school year runs until June. The numbers of students in the program fluctuate for various reasons throughout the year. However, the primary support for youth transformation and the help provided to refocus on goals continue to develop.

Dymond Girls: building self-esteem

Dymond Girls has been serving girls and women since 2003 and has been offered in Eeyou Istchee since 2015. Dymond Girls is a self-esteem mentorship program designed specifically for girls/women in need of the tools necessary to build and maintain a healthy self-esteem. During the workshops, girls learn how to develop a sisterhood with others, embrace and celebrate their body type, increase their self-confidence, discover their unique "Dymond Potential" and much more.

The Dymond Girls' mandate is to empower each and every girl/woman to discover their most authentic self, develop leadership skills, self-confidence, critical thinking skills and assist them on their journey towards bettering their lives and the lives of others through community service. In 2017-2018, the program was offered in 6 of the 9 communities and 137 Dymond Girls participants attended. Through the intervention, the girls feel comfortable sharing their struggle of loving themselves and dreaming for a bright future. By the end of the program and through the exercises, participants become verbal and dreaming out loud.

Kings Dream: positive leadership skills

Kings Dream was also offered in six (6) of the nine communities. Boys of the community, aged 10 to 15, are invited to participate in a five-day basketball leadership development program designed to empower them to develop the leadership and life skills necessary to make healthy choices, positively impacting their academic and personal future. As well, it is proven that youth, especially boys that age, need to move. Playing sports on a daily basis is therefore definitely beneficial.

In the program's philosophy, there is a KING, a true leader, waiting to emerge in every young boy and young man. It is simply that youth are looking for the guidance and opportunity needed to discover this part of themselves. The program's basketball and life coaches impart fundamental principles that will give each young man the tools needed to discover and develop positive leadership skills needed to find success in school and their personal lives. Youth leave this program empowered with a new perspective on what the standard is when becoming a KING.

But being KING also comes with lots of responsibilities, so youth are taught and encouraged, through exercise and lessons on life skills, to respect and to treat each other and their peers like brothers, on the court and in real life. 143 young men were impacted this year through the program.

Camps and We Day

Last year, the Department collaborated with external partners to provide Cree children with the opportunity to attend camps. The camps work with them 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. We work each year with a variety of partners to provide the most diverse experience possible for the youth who attend these events.

Take Action Camp

In the summer of 2017, the Department sponsored 19 youth from the Cree communities to participate in the Take Action Camp, run by Me to We and Free the Children, in Bethany, Ontario. The campers are encouraged to explore local and global issues, to make a difference locally and in the world in general. Every Wednesday our youth had the opportunity to participate in volunteer work and come into contact with the less fortunate. Afterwards, they discussed issues such as poverty, cultural difference, education, and environment. Camp teaches leadership skills. They came back to Eeyou Istchee with a desire to bring awareness to their peers and their community. As a matter of fact, many continued afterwards to perform volunteer work, such as picking up garbage or helping elders.

This year, coinciding with Canada's 150th Year celebration, the theme of the camp experience was reconciliation. The Department engaged two Elders, a couple, to

attend camp for a full week with the Cree children. The Elders set up a traditional camp, with teepees, and introduced campers to Cree culture and way of life. They spent time demonstrating Cree traditional activities and sharing their culture, wisdom and experience.

The presence of Cree Elders at the Take Action Camp was a resounding success, and the campers' experience was enriched by it. While the theme was about reconciliation between two societies with past histories, it became more about forging new relationships based on understanding and respect.

YMCA Camp

For two weeks, from July 24-August 4, 2017, 15 youth from Eeyou Istchee attended the YMCA Kanawana Kamp in Saint-Sauveur. Unfortunately, this was not as successful an experience as we had anticipated. In other camps, we usually have Cree chaperones accompanying youth for the duration of their time at camp. This measure is intended to give support to the youth when they are so far from home and to provide support to the organization to better understand the realities and cultural values of our society. The camp did not see the need for this initiative, and within the first few days, it became evident that our campers were not receiving the support needed. As a consequence, this led to a good portion of them not wanting to complete their time.

After the Take Action Camp, our Elders joined the YMCA Camp for a week of activities and traditional cooking. The non-Cree campers loved the addition. We were even told that some vegetarian campers went back for second helpings of goose. Other positive highlights resulted as well from the experience: one of our campers from Whapmagoostui was named *Camper of the Year* by the staff, and one of our youth stayed the whole summer and went through the counselor-in-training program, completing it with outstanding merit.

We Day

The National WE Day Ottawa, which took place on November 15, 2017 at the Canadian Tire Center, was attended by 15 Cree youth from all of our communities, along with chaperones. Over 16,000 students and educators gathered in this event, which encourages youth to make a change in the world, starting with their local communities. The We Days celebrate the accomplishments of students from across the country who take steps to make a difference in the lives of others. A few students from the Cree Nation were also identified as youth that have made positive impacts in some way. We also sponsored a number of youth to attend the Montreal We Day on February 21, 2018.

RELATIONS WITH OTHER GOVERNMENTS

Commission of Inquiry into certain public services provided to Indigenous Peoples in Québec

On September 15, 2017, the Director of the Department of Justice and Correctional Services, Donald Nicholls, presented a brief to the Public Inquiry Commission on Relations between Indigenous Peoples and Certain Public Services in Québec. He was accompanied by Denis Blanchette, member of our Judicial Advisory Committee and legal counsel with the Department.

The Commission's mandate is to investigate, analyze and make recommendations concerning measures to prevent or eliminate any form of violence, discriminatory practices or different treatment in the provision of certain public services (police services, correctional services, justice services, health and social services as well as youth protection services) to the Indigenous people of Québec.

The brief of the Department presented to the Commission built on, and was intended as a complement to, the initial brief of the Grand Council of the Crees (Eeyou Istchee) and Cree Nation Government presented to the Commission by former Grand Chief Dr. Matthew Coon Come and Cree representatives on June 14, 2017. In the preparation of its brief, the Department reviewed agreements, programs, services and experiences of its staff and clientele. The Department used the data obtained to outline a more specific perspective on certain issues related to justice and correctional services to the Crees. It provided examples of collaboration between the justice, social and youth protection services, which could serve as a useful model for addressing some of the issues before this Commission.

Director Nicholls outlined more specifically a path forward which revolves around four (4) important areas to significantly improve services to the Crees, while preventing and eliminating any form of discrimination and violence. They are: (i) *CAVAC services*; (ii) *Investigations of Complaints or Allegations of Misconduct against Police Force Members*; (iii) *Violence against Indigenous Women and Sexual Exploitation*; and (iv) *Services in the Correctional System*.

As related social issues that contribute to the vulnerability of Indigenous Peoples and impact the incidence of criminal behaviour, Director Nicholls also highlighted the overcrowding in housing, and the need for an immediate and long-term solution to housing issues in Cree communities.

As a summary of the two and a half hour-long presentation, the path forward leading to improvement and to address some of the issues relevant to the work of the Commission included the full implementation of the provisions of Section 18 of the *James Bay and Northern Québec Agreement* by and in collaboration with Government of Québec.

On his presentation to the Commission, Donald Nicholls commented: "A key element for social justice is actually to have a Nation-to-Nation collaborative approach to the delivery of justice in Eeyou Istchee, as the discussions lead to change. This is the path forward and there are great opportunities to immediately improve services to Indigenous people."

Customary Adoption and Customary Guardianship

Customary adoption and other forms of customary care, such as customary guardianship, have always been a part of Cree society, and this has not changed. However, the general rules and regulations in matters such as education, health care, family benefits and other services often do not include legal recognitions for these practices, and this has created problems for customary adoptive parents, guardians and the children they look after. The Cree organizations were, therefore, in discussions for many years with different Ministries of Québec, along with other Indigenous groups, to have a clear formal recognition of these customs.

In June 2017, the Québec Government effectively recognized, in Bill 113, the rights of Indigenous Peoples in Québec to practice customary adoption and customary guardianship, and to have legal recognition of these customs. The new law will come into force in June 2018, and it creates an optional regime for an Indigenous group to have legal effects of these customary practices clearly recognized. It is up to an Indigenous group in Québec to inform the government if and when they are ready to implement an internal regime to recognize customary adoptions or guardianships. For each group, Bill 113 may therefore come into effect in accordance with their readiness and their desire to do so.

A Cree working group was established to look at different options and considerations relating to implementation, and the Department of Justice and Correctional Services is part of it. Today, adoptions and guardianships (known as "tutorships" in the Civil Code of Québec) may take a while and are heard and recognized by the Québec courts. A new customary adoption and guardianship process would not require the same type of review. Once a customary adoption is officially recognized by the Indigenous group according to this legislation, the adoptive parents have the full rights of parents. The same case would apply to customary guardians once a guardianship was officially recognized, but in this case they would assume the rights and obligations of parents on a temporary basis.

At present, consultations are ongoing in Cree communities and regionally to discuss the recognition of these customary practices and what they may mean to families in Eeyou Istchee. Once these are concluded, the Cree leadership will be presented with a plan for implementation in the Cree Nation. At the center of a process is the safety and protection of the child, and an affirmation of the importance of these cultural practices. Our role is to help define how it will be done to answer Cree families' needs and then how we will support the body which will review the adoptions and guardianships.

Legalization and Regulation of Cannabis

On April 13, 2017, the federal government introduced in Parliament Bill C-45 respecting the legalization and regulation of cannabis in Canada. This legislation has been referred to Parliamentary Committees for review and public hearings. Its implementation will require that provinces adopt complementary legislation. The purpose of Bill C-45 is to create a strict legal framework for the control of production, distribution, sale and possession of cannabis in Canada. It is intended to prevent youth's access to cannabis, to provide avenues for legal production of a controlled version of the product, to raise awareness and address health and public safety concerns, and finally to reduce the burden on the criminal justice system in relation to cannabis.

Among other things, Bill C-45 enables the federal Minister to authorize the possession, production, distri-

bution, sale, importation and exportation of cannabis, as well as to suspend, amend or revoke those authorizations when warranted. It also authorizes persons to possess, sell or distribute cannabis if they are authorized to sell cannabis under a provincial Act that contains certain legislative measures.

In order to complement Bill C-45 in areas of provincial jurisdiction, the Québec Government introduced in the National Assembly, on November 16, 2017, Bill 157 to regulate cannabis in Québec. If adopted, Bill 157 would regulate various aspects of cannabis, including its possession, cultivation, use, sale and promotion. This new legislation is intended for the general public and does not contain specific provisions relating to Indigenous people or communities, with one important exception.

The Act would authorize the government of Québec to enter into an agreement on any matter within the scope of the Act with a "Native nation" represented by, among others, the Cree Nation Government. Such an agreement may also cover the adaptation to "Native realities" of other cannabis-related government measures that are not provided for in the Act or a regulation, such as cannabis harm prevention programs.

Once concluded, the agreement with the "Native nation" would have precedence over the Act and the regulation in the event of an inconsistency. This is unusual and it recognizes the importance and precedence of agreements with First Nations in this case. Certain concerns were expressed by Indigenous communities that a demographic within their membership may already have addictions and social issues. The introduction of another substance would exacerbate an already preoccupying situation of concern without additional resources to deal with it.

The Cree leadership continues to look at the impacts that these proposed cannabis Bills may have on the Cree population. The federal government expects the proposed cannabis legislation to be adopted by the summer of 2018. Regardless of the legality of the substance, the Department will continue to work with partners to inform the public of the possible negative impacts of consuming cannabis.

United Nations Declaration on the Rights of Indigenous Peoples

Member of Parliament Romeo Saganash introduced in Parliament private member 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*. Work on the Declaration started in the 1980s with the Working Group on Indigenous Peoples under the UN Economic and Social Council of the Human Rights Committee. At the time, Mr. Saganash and Dr. Ted Moses worked to negotiate the text with Member States of the United Nations. An Indigenous Caucus of representatives from various Peoples had numerous meetings with member States.

The *Declaration on the Rights of Indigenous Peoples* contains provisions on self-determination, protection of language, culture, education, environment, religion, lands, and participation in politics and governance. After 25 years of negotiations, such was the level of discourse reached by the States and the Indigenous Peoples. The provisions were not seen as favouring a side disproportionately.

In June 2006, the Declaration was adopted at the Human Rights Council, and on September 13, 2007, at the United Nations General Assembly. There were 144 countries in the world that voted in favor of the Declaration, while 4 opposed its passing. Canada, although an active proponent of it, voted against its adoption.

MP Saganash's proposed Bill C-262 would serve to ensure that the laws of Canada are in harmony with the United Nations Declaration on the Rights of Indigenous Peoples. Although there is already a level of recognition, this legislation affirming the Declaration as a universal international human rights instrument with application in Canadian law would allow people to move forward in further building nation-to-nation relationships.

GATHERINGS AND CONFERENCES

Mindfulness conference

Mindfulness is something echoed through many of the programs that the Department delivers in the community with youth and adults we work with. The ability to focus, be present and choose the outcomes one wants for life is a part of the life skills we build with Cree clients, regardless of their age or where they are. At the start of the year, when everyone typically puts their minds to resolutions for change, the Department invited experts to speak on how to encourage mindfulness and the possibility of change on the frontline with clients.

To create the broadest platform possible to reach the most people, the Department started early to collect video

Top Photo: Gayles Desmeules, Peter Levesque, Dr. Harry Stefanakis, Dr. Tara McGee, and Donald Nicholls

Bottom Photo: Allowing the mindful participants to be creative

Attentive participants of the WIPCE
(photo credit: WIPCE)

interviews from Elders, youth, leaders, community members and experts in the field of mindfulness. Although we already employ mindfulness techniques in the work we do, this event was meant to widen the conversation to partners and the general public. The conference presentations were live streamed, and recorded to be uploaded on the Justice website to further reach those interested in the topic in the Cree Nation.

Dr. Harry Stefanakis discussed topics from 15 years of working with clients in detention, and from his latest book "*Core Living*" the eight choices we can consciously make to improve our life daily. Leah Parsons shared her personal tribulations, and explained how, in the darkest and deepest moments of grief, she found ways to connect with herself and move through the hardship through mindful practices.

Dr. Rosy Khurana of the local medical services spoke of healthy practices we need to use each day for our physical, mental and emotional health. Dr. Tara McGee, who is a therapy team leader at the Pine River Institute for youth with addictions and mental health issues, spoke of how mindful approaches help youth mature to a level where they can manage their own issues. There was a host of other presenters as well. We invite you to visit our website (creejustice.ca) to view the conferences.

Through events such as this one, we continue to improve the way we provide services in the Cree Nation, and further strengthen the work we do with individuals – helping them move beyond past trauma in their lives. We invite them instead to focus on the present and what they can do today to make a positive difference in their lives, and the lives of those around them.

World Indigenous People's Conference on Education (WIPCE)

In July 2017, twelve (12) of our staff attended the World Indigenous People's Conference on Education (WIPCE) in Toronto, Ontario. It was a rare occasion for this international event to be held within close proximity to us. It attracts Indigenous education experts, practitioners, scholars and those that work with programming in schools with Indigenous children. Since the Prevention Program Officers deliver Cree programming in schools, we felt it was a good way for them to attend a number of workshops and network with other Indigenous programs all over the world.

As a part of the sharing, Celina Jimikin, Prevention Program Administrator, Sheena Costain, Youth Program Administrator, and Donald Nicholls, Director, held a presentation workshop entitled *Empowering Our Youth, A Way of Life*. As well as describing the specific programming that the Department has implemented in order to prepare youth to make healthier decisions, we spoke about community awareness and education, the impor-

The Department of Justice and Correctional Services' team in December 2017

tance of strong support systems for youth, the healing nature of land-based programming, parenting skills, life skills, and focusing on strengthening protective factors to deter youth from a path in the justice system. We received questions and feedback from participants, and were acknowledged for the work that we do in our communities.

CONCLUSION

It was the pleasure of the Department to provide this overview of highlights of the many activities and accomplishments over the past year. The Department continued to provide an increased level of support in justice, corrections and services for victims throughout the Cree Nation. We are able to do this with a highly trained staff, dedicated to making a difference in their communities, and the lives of the individuals they work with. Whether it be with children, youth, or adults, we work to develop relationships and environments that will assist all our clients in establishing and reaching new goals.

We have built and leased to the Cree Board of Health and Social Services the first of two regional Cree Women's Shelters, Robin's Nest. The second one will be opened in the next year. We seek to use our skills to take care of our own needs in harmony with our own ways. We also broke ground for a new regional youth healing facility which will replace the regional reception center. With these initiatives, we meet the need to increase our capacity in current services, and to provide an environment conducive to expanded services and engagement.

To strengthen relationships and partnerships, we initiated a community hub in one of the Cree communities. Through this hub or meeting of key frontline services, such as justice, policing, youth protection, social services, youth council, and local government, we address rising incidence of concern in the community. Once a local issue reaches a specific threshold, the partners involved decide jointly on the appropriate collaborative services required to address the issue, and report back to the hub. Cree entities work as a community to address concerns before they escalate, and limit options for individuals and organizations.

When we open a local dialogue, it is with the hope that the focus is on making a difference in people's lives, families and communities. As a society, we are connected in our shared sense of loss, pain, grieving, as much as in our successes. We also heal and grow as a community. Our Department has worked to bring programs like CICR into our communities and organizations to give people an understanding of our underlying human identity needs, and the tools to help each other and ourselves identify those needs and move beyond them. We seek to empower our community members to be a part of positive change.

The Department wishes to thank partners like the Child Development Institute, the Canadian Institute for Conflict Resolution, the YMCAs of Québec, the Department of Justice Canada, the Ministère de la Sécurité publique, the Ministère de la Justice, and others that we collaborate with on issues, trainings and concepts. While Cree solutions and programs never look like those elsewhere, we can adapt the tools that speak to the same underlying needs and goals we may share.

In the year to come, we will continue with our commitment to the Cree Nation to improve upon existing services, and to build new services that honour and respect Cree culture, psychology, and way of live, as well as the Cree language.

MESSAGE FROM THE INTERIM POLICE DIRECTOR LYLE COX

Upon taking the office of Interim Police Director Position, we undertook a consultation tour of all nine communities with a clear objective of improving communications not only with the local Councils but also within the EEPF staff in each detachment. During these meetings, we were able to answer all questions and later use this information to address their concerns.

Before this took place, the Cree Nation Government had mandated an independent consultant to proceed with a thorough inspection of the EEPF. Their report was tabled in at the Board/Council Meeting on May 30th, 2017 and it contained recommendations on some 20 important issues. From there, we began developing an action plan that would address each of these recommendations. All Headquarters Senior Management and the Detachment Commanders were all put to work in defining how they would contribute to this task while improving communities' safety.

This past year continued to show crime pressures in our communities, particularly in the areas of drugs and vandalism. Substance abuse remains the major contributing factor and it is the root-cause of some three-quarters of our criminality. The demand for substance remains high but with the collaboration of community partners, the EEPF conducted several operations in 2017 to cut down on illicit activities. With a continued balanced focus on enforcement and preventive police work, communities' safety should see continued improvement.

Speaking of community relations, the EEPF is also proud of its working relationship with all the members of the Cree Nation Government's Police Commission. During the time in command, I made it a priority to maintain a sound ongoing dialogue with Commission members. At each meeting, I presented to them the state of the EEPF and what we had accomplished, but above all their comments too were important to the EEPF, and we then made sure we would also be addressing their concerns as they liaised with each band council.

STAFFING

This past year saw some personnel changes with new hires, mostly contractual officers. Several officers having been assigned to Senior Officer positions on an interim basis while the Force is restructuring. The men and women of the EEPF are committed to their work. Compared to other organizations, we are a relatively young force but we're making giant leaps forward every year.

The position of police Director was posted and several people applied but only four (4) passed the preliminary review to be invited to the next stage, which consisted of a letter of intent, followed by a written exam and a formal interview.

Staffing has been the most demanding challenge in 2017. The Force is in dire need of officers to complement open positions in almost all detachments. In spite of tremendous recruiting efforts, the graduation rate for new Cree candidates remains below expectations. Hence, the EEPF continues to rely on contractual officers and even there, we are experiencing issues with the retention rates being fairly low. Nonetheless, thanks to Cree Nation Government Human Resources staff efforts, the EEPF has the minimum staff required to fulfill its mission.

Over time, we have come to realize that even though they had graduated from the Police Academy, contractual officers needed additional training. Indeed, most of them had never been in Eeyou Istchee and for many of them our way of life represents a real cultural shock. Thus, to facilitate their integration, the EEPF and the Human Resources Department came up with the idea of setting up an Introduction Session during which they would learn the basics of Cree culture and our way of life. Already we can observe the benefits deriving from this training session and we intend to continue this practice with future hiring.

From the start, one of the primary goals of the EEPF has been to professionalize the Force, and this objective cannot be reached if our officers are not fully trained as any other police officer in the province would be. Evidently, this takes time and effort, as candidates have to

EEPF director David Bergeron takes the oath of office administered by Deputy Grand Chief Mandy Gull

succeed at the AEC College Program before entering the Quebec Police Academy (ENPQ) for the final and most demanding phase.

The fact that this training is being hosted at College Ellis in Drummondville is no easy task for the candidates. Being far from their family and friends adds to the challenge. Consequently, the EEPF and the CNG Human Resources Department have joined their efforts to bring this specialized training closer to home. As I am writing these lines we have just received confirmation that the next cohort will be trained by the Abitibi Témiscamingue College, in Rouyn. This a positive step forward as trainees will be in a familiar environment closer to home.

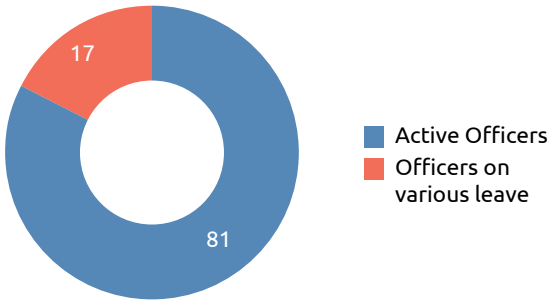
The 4th Cohort completed the AEC Program in 2017 at College Ellis in Drummondville before entering the final phase at the Police Academy (ENPQ) in Nicolet.

Figure 1 details the actual number of officers in each category. It is important to understand that some of the filled positions might be vacant due to different circumstances. For instance, the officer might be on long-term leave of a different nature or under suspension. On average there are some 15 to 20 officers under this status. These officers are not considered active.

All in all, the number of EEPF active members throughout 2017 revolved around eighty-four (84) officers, although the authorized staffing allocated for a total of ninety-nine (99) police officers.

In the meantime, recruitment efforts have to continue. Demographic projections clearly show that Eeyou Istchee's population will continue to increase at the rate

Figure 1. EEPF Actual Staffing as of March 31, 2017



above the national average for years to come, and our funding is based on population count.

2017 was again a challenging year in terms of discipline. The EEPF currently has in excess of ten (10) of our officers under suspension related to allegations of criminal wrongdoing. Standing by its commitment to improve policing services and abide by professional standards, to remain transparent the EEPF looks into all allegations of possible wrongdoing 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. From our vantage point, the people of Eeyou Istchee deserve high professional policing standards like anywhere else in this province and those in charge of the EEPF will hold firm to make this a reality.

In 2016 in terms of labour relations, the non-commissioned officers of the EEPF are now officially unionised and ongoing negotiations should result in a collective agreement sometime in 2018.

COMMUNITY-BASED POLICING

As intoxicants are becoming more easily accessible in our communities, EEPF officers are confronted with recurring social issues that would normally be dealt with by other agencies. Front line officers have to deal with this reality on a daily basis. In times like this, even with limited staff, the EEPF has tried to respond with a balanced approach between reactive and proactive strategies. The pressure is on local detachment Commanders to implement more community-based policing activities even without the support of central specialized resources, which appear to be overwhelmed by the situation.

There is an obvious need for improvement in this regard that should be addressed in the ongoing Action Plan. Police forces throughout North America are confronted with similar social issues, and community-based policing strategies have been by far the most efficient.

IT & MATERIAL RESOURCES

The equipment we are using is among the best in the country and every year we are adding new technologies. For instance, 2017 saw the installation of a new software called BEEON, designed to suit every facet of police operational files and even administration. Implementing this modern software was a bit challenging for some that were more familiar with the old system, but the long-term benefits of this new software far exceed the inconvenience. Later on, additional modules will be attached to this software such as Call-dispatch.

As expected, the EEPF IT Architecture Plan was finally completed in 2017. This system was desperately needed to interconnect local detachments with the RPHQ and the rest of the policing-community. However, the new Digital Fingerprinting System is still waiting to be installed, even though it was acquired years ago. Technical issues have prevented the EEPF from obtaining its certification from the RCMP in Ottawa before being granted the authorization to interconnect with the rest of the policing community.

Activation should occur sometime in 2018. 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, we have made little progress even though this has been one of the EEPF priorities for years. The pilot project with the Centre de services partagés du Québec (CSPQ) is up and running in the communities of Ouje-Bougoumou and Waswanipi as of May 16th, 2018.

In the meantime, officers continue to operate with the old systems bequeathed by previous Cree local forces. However, in order to improve security concerns 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 all EEPF patrol trucks with a base station at RPHQ.

As for police facilities, the new Mistissini detachment saw construction issues which delayed the delivery to the spring of 2017, which is about the same time the renovation work was completed at the Chisasibi detachment. Next in line is the Waskaganish detachment, where a new construction should be delivered in 2018.

CONCLUSION

As mentioned at the beginning of the report, the EEPF is a young organization and it is at times experiencing "growing pains". Our plan is clear but progress in certain areas takes longer than expected but we are moving forward. I take this opportunity to express my deep appreciation for the work accomplished by our front line officers day in and day out. As I always say, this is where the real police work is done.

Finally, I'd like to thank all the Cree Nation Government Directors for their assistance and continued support throughout 2017. Without your assistance the EEPF wouldn't be where it is today. My mandate as Interim Police Director ended late March 2018, as the Cree Nation Council appointed Mr. David Bergeron as the new Police Director. Good luck David and you can count on my support! ●

MESSAGE FROM THE DIRECTOR
WILLIE ISERHOFF

Kwei and Wachyia,

It is with a great sense of humility, honour and privilege that I present to the members of the Cree Nation what will be my final report on the activities over this past fiscal year of the Department of Social and Cultural Development. I have been given a quite remarkable opportunity to serve the Cree people of Eeyou Istchee for the past 29 years, an experience which has been unimaginably rewarding. I will be forever grateful to Mr. Bill Namagoose and to Mr. Matthew Swallow who always gave me the support and resources I needed to enable me to carry out my duties and responsibilities, and thereby, permitting me to make a small contribution to the development of our Cree Nation. I am equally grateful to a dedicated and remarkably hard-working staff who grasped the importance of what we were doing and gave their best to achieve our goals.

The only thing we can be truly certain about is that things change. As we focus our attention on improving our staff performance and position ourselves to succeed in developing meaningful programs and services for the Cree people, we understand that there may need to be adjustments to the way we have been organized in the past. This is inevitable and it is positive. I am confident that our dedicated current staff will continue to devote themselves to accomplishing the work that lies before us.

However, there is still so much more work ahead of us. Our Department will continue to take decisive actions to strengthen our capacity and staff to produce quality results effectively and proficiently as the volume of work increases.

The growth of our Cree Nation Government has been a unique and historic landmark in the history of Canada. This has recently been brought home to us yet again with the passage of our Governance Agreement with Canada. We are now, more than ever, in a position to run our own affairs as an Indigenous Government. This is a new day for us and with this new day comes even greater challenges. All of us who have the opportunity and the privilege of serving the Cree people through our Cree Nation Government have been given the gift of following in the footsteps of our past leaders and employees, who worked tirelessly for the benefit of our future generations. Where they had limited resources, we are blessed with the sufficient resources to achieve our goals and objectives. Where their path was full of uncertainties, our path forward is more clear and less difficult. We have inherited a legacy of perseverance and determination, which we can apply to the journey ahead.

Along with the organizational changes on the horizon, there is also a new generation of young people that are very strong in their culture and language and have academically prepared themselves to embark on their opportunity to make their mark and make their contribution to the Cree Nation.

Finally, as we all know, everyone's journey eventually comes to a personal crossroad. Sometimes that crossroad involves a choice between continuing on the main path or taking a smaller path that is less arduous and less demanding. I have arrived at my personal crossroad and I have been fully persuaded by friends and family that it is time for my journey with this organization to take the smaller path. Thus I have made my choice to step aside for a new person to continue on the main path that I have been privileged to be on for so many years. I will certainly cherish the memories I gained with all my staff, coworkers and colleagues who also became so much like my own family. Through the years I have learned valuable lessons of trust, honour, respect, lasting friendships and, most of all, love which is the bond of perfection.

God bless the leadership of the Cree Nation Government and all the employees, lawyers and consultants who have dedicated and committed themselves to the building of our remarkable Cree Nation.

Miigwetch

CULTURE AND LANGUAGE

MCCQ Funding Agreement

This year was the final year in the three-year contribution agreement with the Quebec Ministère de la Culture et des Communications (MCCQ) for the period 2015–2016 through 2017–2018. The funding from the agreement for 2017-2018 totalled $447,000, of which 75% was used in support of Aanischaaukamikw Cree Cultural Institute (ACCI) programs, while the balance supported the cultural programs of the Cree Nation Government Social and Cultural Development Department. At the end of the fiscal year, an amendment to the three-year agreement was signed providing an additional $150,000, including $100,000 for a ACCI digitization project and $50,000 for Cree community cultural projects.

Community Network

The mandate of the department is to work closely with the Cree First Nation councils, to help preserve promote, celebrate and develop Eeyou/ Eenou 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: Joseph Einish (Whapmagoostui), Beverly Cox (Chisasibi), Gayle Shashawaskum (We-mindji), Jamie Moses (Eastmain), Stacy Bear (Waskaganish), Deborah Wapachee (Nemaska), Jane Voyageur (Mistissini), Daniel Bosum (Ouje-Bougoumou), Diane Cooper (Waswanipi) and Johnny Salt (Washaw-Sibi). We want to make a special acknowledgement of one member who has been there all these years: Margaret Fireman (Chisasibi). She has dedicated many years of service to culture and heritage and we wish her all the best in her retirement. Since 2013, collaboration between the Cree Nation Government and the communities has been facilitated by the presence of the Cultural Programs Liaison Officer.

Work of Cultural Programs Liaison Officer

The Cultural Programs Liaison Officer carries 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 Bosum went on educational leave in September 2016 and, in January 2017, was replaced by Jamie Stevens from Waskaganish. The Liaison Officer maintains regular contacts with the cultural coordinators and schedules and plans meetings of the Cultural Coordinators' Working Group. Two meetings of this group were held in the course of the year, including one in Ouje-Bougoumou in March 2017 and one in Gatineau in November 2017. Jamie Stevens also assisted ACCI in the organization of events and initiatives involving the cultural coordinators. As well, research was carried out for a possible new training program for community cultural workers. Jamie Stevens collaborated with ACCI on educational programming and worked with ACCI and with Dr. Francis Wilkins of the University of Aberdeen on the development of a travelling exhibition on James Bay Cree Fiddlers.

Board of Compensation funding for local projects

An important supplementary source of funds for community cultural projects is the Cree Nation Government 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 2017-18 was $86,600 in support of local cultural projects. The funds were used for a wide variety of cultural projects including festivals, gatherings, canoe trips, snowshoe walks, traditional hide preparation, fish smoking, sewing, tool making, etc. All of these activities contribute to the communi-ties' objectives of preserving and passing on aspects of Cree traditional culture.

Special Grants for Community projects

A special grant totalling $21,000 was made available to the Culture Coordinators from the MCCQ three-year agreement funds. The cultural coordinators were invited to submit proposals on behalf of their communities and three communities were awarded funds. The Eastmain cultural department proposal was called "Snow Shoe Making 2018" and was awarded the amount of $7,000. The Mistissini Cultural department proposal was entitled "Elder-Youth Art and Storytelling Project" and the amount given was $7,000. Lastly, the Waswanipi cultural department proposal was called "Jackie Gull pipun eetuin 2018" and was given the amount $7,000.

Archaeology

The Cree cultural heritage of Eeyou Istchee is rich and varied. 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 Cree Nation Government's Archaeology Unit (David Denton and Dario Izaguirre) explores and researches heritage sites in collaboration with local communities, provides training for Cree youth, 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. The Archaeology Unit is based at Aanischaaukamikw Cree Cultural Institute in Ouje-Bougoumou.

This year was a busy one for archaeology projects in the communities.

Waskaganish: Excavations at the old HBC depot at Akaamaschii (Charlton Island)

With Cree ownership and control of the islands in the Eeyou Marine Region comes a responsibility for the heritage resources, including archaeological sites. In 2016, the Cree Nation Government in collaboration with the Waskaganish First Nation, carried out a first archaeological survey on Akaamaschii (Charlton Island), the largest island in the Eeyou Marine Region. Near the main Jolly family camp, it had been noted in 2016 that the remains of a warehouse associated with the Hudson's Bay Company depot, dating to the early 1680s, were eroding into the sea. Constructed here by HBC governor Nixon, this was one of four buildings at the depot in the 1680s.

The depot was used to store goods that would be shipped by smaller vessels to trading posts around southern James Bay and furs that would later be shipped to England.

In August 2017, a follow-up project was undertaken, in collaboration with the Waskaganish First Nation, and with the support of the Eeyou Marine Region Planning Commission and local tallyman, Norman Jolly. The team consisted of five technicians (Josephine Diamond, John Lee Jolly, Roger Jolly, Rowan Jolly and Jordan Katapatuk) and elder, Bill Jolly, from Waskaganish. John and Sheila Jolly provided support for this project and Stacy Bear acted as project coordinator for the Waskaganish First Nation, assisted by Sinclair Diamond and Gerald Salt. Christian Roy was the project archaeologist.

The intact portions of the former warehouse located on the edge of the bluff were archaeologically excavated in order to salvage artifacts and information. Test excavations were also made in the nearby forge and at third building, some 100 m to the west. A large quantity of clay tobacco pipes, building hardware, glass bottle fragments, lead shot and animal bones were found, as well as some glass beads and ceramic sherds. Test excavations were also carried out at a separate location 1.5 km to the west, which was investigated in 2016 and is believed to be Fort St. Andrews, which was built in 1803 by the North West Company and operated until 1806. These test excavations were disappointing suggesting that a large portion of the site may lie beneath the nearby waters of a beaver pond.

In coming years, we hope to continue the documentation of heritage sites reflecting Cree, Inuit and European occupation of the offshore islands. More detailed interviewing work with knowledgeable Cree elders will be an important part of this process. Ultimately, these efforts will support the Cree management and use of these places for educational purposes or tourism.

Ouje-Bougoumou: Survey and excavation near Upimiskaau Paawishtikuu

In 2016, the Archaeology Unit began a collaborative project with the Ouje-Bougoumou Cree Nation to assess the archaeological resources at Upimiskaau Paawishtikuu (Opémiska Rapids) in advance of a possible mini-hydro project. The rapids are located near where the Chibougamau River enters Lake Opémiska on the Ouje-Bougoumou access road. The team succeeded in relocating several of the previously known sites and finding two significant new sites. All sites produced tools and stone chips from the manufacture of stone tools, indicating their use well before contact with Europeans.

In September 2017, a follow-up project was carried out. The project was administered locally by Daniel Bosum, cultural coordinator for the Ouje-Bougoumou Cree Nation. The tallyman, Charlie Capissisit, and several of his sons (Bobby, Dylan, Zachariah) were hired as technicians, supported by Josephine Diamond, a more experienced assistant from Waskaganish. Dario Izaguirre was the field archaeologist. The project involved two components: two weeks of survey to find additional sites followed by two weeks of test excavations at an important site at the head of the portage above the rapids. The survey work took the team as far from the rapids as two kilometres downstream to where the river enters Lake Opemiska, and in the course of this work, six new sites were found. The tallyman's knowledge was invaluable for pinpointing potential sites. Both the excavations and the survey work produced stone tools and chips from the manufacture of these tools. Many are from an unidentified, fairly rough stone, the source of which—judging from the size and quantity of the pieces found—must be located nearby. Some of the sites also have chips and tools of a finer-grained, white stone called wiinwaapsk (or Mistassini quartzite) from Waapushukamikw, located on the Temiscamie River, to the northeast of Mistissini. While a couple of probable hearths were found at the site at the head of the portage, there was no charcoal in clear enough association to permit dating by the radiocarbon method. As far as we know at this time, the sites in question could be anywhere from 500 to several thousand years old.

If the mini-hydro project ever proceeds, as a result of the 2016 and 2017 Ouje-Bougoumou archaeology project the community will have a big head start in assessing heritage sites that could be affected. The work at the portage has also provided educational opportunities. Visits by a history class from the local Waapihtiiwewan School as well as two classes from MacLean Memorial School of Chibougamau allowed students to hear the story of the portage from the local tallyman, to learn about archaeology and to find artifacts relating to their past.

We hope that the project will continue in 2018 and that the educational possibilities can be further developed, perhaps leading the establishment of an archaeological field school. The project could be an exciting way for both Cree and non-Cree visitors to Ouje-Bougoumou and to Aanischaaukamikw Cultural Institute to learn more about Cree ancient history.

Wemindji: The Kakabat granular materials project

At the request of the Cree Nation of Wemindji, the Archaeology Unit conducted a preliminary archaeological survey of the proposed Kakabat area granular material project area in August 2017. The project was coordinated by Local Environmental Administrator Johnny Mark in collaboration with the Wemindji cultural department under the direction of Stella Gilpin, Director of Community Services.

Coastal lands are "growing" as Cree elders say, still rising out of the sea from the release of the weight of the glacier, 7000 years ago. The Kakabat project area to the west of Wemindji emerged from the sea in the last 1500 years putting a limit on possible age of sites in the area. The local tallyman, Jerry Kakabat, and other community members, are keenly interested in the archaeological work in a way that goes far beyond legal requirements related to impact assessment. A small team led by archaeologist Dario Izaguirre and including local youth Cody Mark, Theoren Maybee, Sheldon Mark and Anthony Georgekish, hired by the Cree Nation of Wemindji as technicians, carried out survey work along the road and in some of the areas proposed as sand and gravel pits.

Five sites were located along the proposed access road and numerous stone goose hunting blinds were

found in boulder fields. The most interesting of the five sites is a camping area dating to the late 1800s located near a stream where there will be a bridge crossing. Although not extremely old, this place is considered historically significant and the artifacts found, including metal objects, clay pipe fragments, a gun flint and a stone miitunsaan, used for crushing bones and grinding dried meat and fish, are of keen interest to local people.

In February, David Denton and Dario Izaguirre travelled to Wemindji and presented the results of the project at a Chief and Council meeting and at a well-attended community meeting. We also contributed to the local career fair and conducted interviews with elders concerning the Kakabat area and the sites found. This collaborative project will continue in the summer of 2018.

Publications

Work progressed on the preparation of a book on the history and archaeology of Waskaganish, to be published in 2018 in relation to Waskaganish's 350th anniversary celebrations. Work also progressed on the production of an illustrated children's book recounting a story by Mistissini elder Abel Swallow.

An article by Dario Izaguirre and David Denton (with contributions from Florin Pendea, and Bernard Hétu) concerning the over 4000-year-old Sanders Pond site near Waskaganish, was published in French in the Paléo-Québec series. A retrospective article by David Denton and Dario Izaguirre on the Archaeology and Cultural Heritage Program associated with the Eastmain-1 and Eastmain-1A-Rupert Diversion hydroelectric projects was accepted for publication in the journal *Recherches amérindiennes au Québec*. CNG staff also contributed short sections to the book EAU – *Dans le sillage du temps* published at the end of 2017 by the Pointe-à-Callière, the Montréal Archaeology and History Complex.

Language

The past year has seen progress for the Department of Social and Cultural Development's Language unit on a number of fronts. This year marked the first complete year of Dorothy Stewart's tenure as Cree Language Coordinator. In the summer and fall of 2017, Dorothy embarked on a tour of Eeyou Istchee's communities to speak and consult with elders, community members, and language experts about their views on the state of the Cree language and what they felt needs to happen in order to sustain and promote it. She also presented the department's work to the Nishiiyuu Council of Elders Gathering in Eastmain in August of 2017 and attended the Assembly of First Nations Indigenous language sessions in Quebec City in October of 2017. Finally, she presented to the Cree Nation Government Executive Committee in December of 2017, updating incoming leadership as to the state of the Cree Nation Government's language work.

Dorothy also attended training sessions run by Statistics Canada in November, 2017, in preparation for the development and launch of future language Cree-language

Department Director Willie Iserhoff addresses the Michiminihtaau Chitayimuwininuu Eeyou Istchee Language Engagement Session.
(Photo: Willy Bosum)

Eastmain's Florrie Mark-Stewart addresses the Michiminihtaau Chitayimuwininuu Eeyou Istchee Language Engagement Session. Florrie was awarded the Marianne Pashagumskum Award for Lifetime Achievement in Cree Language Instruction.
(Photo: Willy Bosum)

surveys. Work on the surveys has progressed, and Dorothy aims to launch a pilot survey in Chisasibi in the coming year. Surveys in the rest of Eeyou Istchee will follow the pilot.

In March, 2018, the Cree Nation Government convened the Michiminihtaau Chitayimuwininuu Eeyou Istchee Language Engagement Session in Ouje-Bougoumou. Eva Louttit, of Eastmain, was hired to coordinate the event, and she worked closely with Dorothy Stewart, Toponymist John Bishop, and the staff at Aanischaaukamikw to program and host the event. The three-day session was the first language gathering to be held in Eeyou Istchee since 1997's Cree Language and Culture Conference (also held in Ouje-Bougoumou). The days' proceedings were opened by Grand Chief Dr. Abel Bosum, Deputy Grand Chief Mandy Gull, and Department of Social and Cultural Development Director Willie Iserhoff, all of whom spoke passionately on behalf of the Cree language. Major stakeholders were represented, including Cree-language media, communities, and Cree entities, and presentations were given by delegates from the Cree School Board, Cree Board of Health and Social Services, the Board of Compensation, Eeyou Istchee's childcare centres, Cree Women of Eeyou Istchee Association, Wemindji's Maintaining Our Language Program, the James Bay Communications Society, Aanischaaukamikw Cree Cultural Institute, Whapmagoostui First Nation, the Cree Nation Youth Council, and the Cree Nation Government. A report synthesizing the principal concerns of the participants and making recommendations to lay the foundation for future language maintenance initiatives will be produced in coming months. Initial feedback from participants suggests the gathering was a success – and that such gatherings need to be held on a more frequent basis.

The language engagement session also provided the opportunity for the Cree Nation Government to inaugurate a set of language achievement awards to recognize those who have worked tirelessly on behalf of the language. An awards gala and feast was held in the gym of the Petaapin Youth Centre. Florrie Mark-Stewart of Eastmain was awarded the Marianne Pashagumskum Award for Lifetime Achievement in Cree Language Instruction. Luci Bobbish Salt of Chisasibi, who unfortunately could not attend, was awarded the Matthew Ratt Award for Lifetime Achievement in Cree Language Development. Ouje-Bougoumou's Kenny Mianscum was awarded the Morley Loon Award for Achievement in the Use of Cree Language in the Arts. Finally, the Josie-Sam Atkinson Award for Achievement in the Use of the Cree Language in Media was presented to Mistissini's Luke MacLeod. We were very fortunate that family members of the late Marianne Pashagumskum, Matthew Ratt, Morley Loon, and Josie-Sam Atkinson were able to attend the gala and assist in presenting the awards named in honour of their family members. The gala also saw opening remarks given by Deputy Chief Mandy Gull, square dancing performed by dancers from Mistissini, and singing from Richard Bosum and laureate Kenny Mianscum. Many thanks go to Eastmain's Daniel Mark-Stewart who expertly MC'd the evening.

The Cree Nation Government's place names work has also progressed well this year. John Bishop returned to Wemindji in the spring, where he is working to support a local program that is doing excellent work documenting local history. He also undertook surveys in Waskaganish, working with the Cree Nation Government Cultural Programs Liaison Officer Jamie Stevens and the CTA's Thomas Stevens. Surveys were completed of the majority of the community's traplines. He will return to Waskaganish to complete the surveys this coming year. While in Waskaganish he also had the opportunity to work with Jimmy Trapper to document place names along Waashaau Siipii (the Harricana River), and on the Ontario side of the border in areas currently under claim.

As always, work continues on the Cree Nation Government's PostGIS toponymic database, which currently houses over 14,303 Cree-language place names that can be accurately mapped in either roman or syllabic orthography. Another 4,000 names are in the process of being fully entered into the database. Given that surveys are on-going, the database will only continue to grow. This makes the program easily one of the biggest of its kind in North America. The program has been supplying place names data to the GIS technicians at the Department of Environment and Remedial Works, as well as to Strata360 for their work on behalf of the Eeyou Marine Region Wildlife Board.

John Bishop and Department Archaeologist David Denton have also been working on a proposal for a registry of culturally and historically significant places in Eeyou Istchee. The registry would draw upon the forty years of place-names research that has gathered a great deal of information about places of particular significance. This information has a great deal of relevance to future land-planning and natural resource management in the territory. John and David presented the project to the Eeyou Planning Commission in September of 2017, with the aim of beginning a discussion about how best to proceed. They look forward to future collaboration with the Eeyou Planning Commission and the Department of Environment and Remedial Works' land-planning unit.

The Cree-language map of Eeyou Istchee that was published at the end of the last fiscal year was distributed this year, and the response has been very promising. A number of additional requests were received for additional copies to be sent to community programs and schools. We also developed a Cree-language map of the territory for the James Bay Cree Telephone Book, and were asked to help with last year's Cree Nation Government Christmas card which featured a map on the inside and a Christmas tree made up of the names of the ten communities written in Cree syllabics. Lastly, the Cree Nation Government's place-names program collaborat-

EThe Michiminihtaau Chitayimuwininuu Eeyou Istchee Language Engagement Session.
(Photo: Willy Bosum)

ed with Margaret Pearce who produced an Indigenous place-names map of Canada entitled "Coming Home to Indigenous Place Names in Canada."

The staff of the language unit also did a great deal of work in support of Aanischaaukamikw Cree Cultural Institute, where their offices are housed. Dorothy Stewart helped by giving Cree-language tours of the permanent and Footprints exhibits, supported a Christmas crafts activity at the museum, helped with school groups, and participated in an event at Ouje-Bougoumou's cultural village cooking goose and bannock on a stick with students from Mistissini. Dorothy and John Bishop also supported ACCI in their development of Cree-language programming by assisting and proofing Cree-language materials and displays for the Footprints exhibit, and for the tourism kits ACCI has developed for COTA. Finally, John also produced maps for the Footprints exhibits and for the COTA tourism kits.

Executive Director of Aanischaaukamikw, Dr. Sarah Pash

AANISCHAAUKAMIKW CREE CULTURAL INSTITUTE

It is my privilege to present this report from Aanischaaukamikw Cree Cultural Institute, detailing some of our major activities over the past year. Through 2017-18, we focused on extending our programming to all communities, increasing our capacity to engage audiences throughout Eeyou Istchee during the tour of our travelling exhibit, "Footprints: A Walk Through Generations." In addition, we are very proud of the education programming we have developed in partnership with the Cree School Board, as we work to create collaborative relationships with other Cree entities and organization as we strengthen the impact of our work to maintain language and culture. We continue to realize our mandate, ensuring that our treasured objects, documents, and audio/visual materials are preserved for future generations to learn from and we have also continued in the research and preservation of traditional knowledge, culture and language. Our team at Aanischaaukamikw Cree Cultural Institute prides itself on innovation and dedication, as we work diligently to ensure that our children and grandchildren will continue to have access to their heritage. We are grateful for the privilege of working under the Aanischaaukamikw mandate to ensure that culture, language, tradition, and knowledge is maintained and celebrated for generations to come.

Regional outreach and community engagement

After two and a half years of development, our travelling exhibition, "*Footprints: A Walk Through Generations*", was finally opened to the public in April of 2017. All of the hard work, community consultations, content development and writing came together wonderfully in this beautiful celebration of our culture, arts, stories, history and language. Based in consultations and research with all of our communities in Eeyou Istchee, *Footprints: A Walk Through Generations* explores themes related to 'walking' through our connection to the land, traditional teachings, values, ceremonies, and the rich cultural history passed down from our ancestors. The exhibit follows the evolution of travelling through our eyes, allowing visitors to experience our stories, arts, and traditional technologies, sharing in our culture. Beginning with childhood Rites of Passage, we share the importance of walking in connection with Mother Earth; as we walk in ceremony and journeys, we respect the many teachings of our Elders that are passed from generation to generation.

Footprints: A Walk Through Generations was curated by Paula Menarick of Chisasibi, and Natasia Mukash of Whapmagoostui. Ms. Menarick and Ms. Mukash led an extensive research program, involving Elders, youth and others in our communities. In addition, they worked with the Chisasibi Heritage Centre to select many of the objects in the exhibit, although the entire Eeyou Istchee region is represented throughout the exhibit. We are extremely proud of the high quality product; it is both visually stunning and intellectually engaging as a multi-media experience that tells our story through our own eyes.

Aanischaaukamikw Cree Cultural Institute hosted an opening event for Footprints in April, 2017. Community members and others that had contributed to the development of this exhibit were able to have their first look at our newest exhibit. The event was well-attended, with delegates from all of our communities, the Cree Nation Government, our entities, and many valued partners. There were speeches by ACCI's president, from the Grand Chief Dr. Matthew Coon Come, and Deputy Grand Chief, Rodney Mark. Curator, Natasia Mukash highlighted the importance of bringing this exhibit to life.

"Footprints" began visiting the communities in January and was able to reach all communities throughout the winter months. We were incredibly happy to share this exhibit with all of the communities and give everyone the chance to see this wonderful exhibit. Bringing an exhibit of this size is not an easy undertaking, and it wouldn't have been the success that it was without all of the people in the communities that assisted in loading and unloading trucks and providing access to community centres at all hours of the day to allow our staff to set up and take the exhibit down. The whole experience of bringing exhibits to the communities is something that we have thoroughly enjoyed and it is something that we want to continue to do in the future. The collaborative energy from the communities of Eeyou Istchee was amazing!

Footprints: A Walk Through Generations travelling exhibit
(Photo: Brendan Forward)

Another regional initiative highlight this year was a collaboration with the Cree School Board. Over the past year, Aanischaaukamikw Cree Cultural Institute has worked on the development of materials and programming to support the teaching of Cree culture and language in the schools of our region. We were very happy to be able to use our research to develop programming that has a direct impact on the schooling experience and identity development of our youth in Eeyou Istchee.

In order to assist in implementing the new materials and programming, Aanischaaukamikw Cree Cultural Institute hosted a two-day training session with the Cree School Board for their newest employees, the Student Life Animators. The Student Life Animators' primary goal is to promote more cultural activities within the school. The Student Life Animators were armed with an abundance of activities and cultural resources that they can take back to their schools and engage their students in culturally rich and meaningful activities.

Last summer, as in past years, we also partnered with the Cree Nation Youth Council, the Cree Women of Eeyou Istchee Association, and the Nishiyuu Elders in the regional cultural gathering in Eastmain. This August gathering was well received and highly attended. We look forward to the next cultural gathering.

In another important regional initiative, ACCI partnered with the Cree Nation Government to host the Regional Language Engagement Session in March. The 3-day event saw over 100 people attend from all of the communities to discuss the importance of Cree language and what we have done, what we are doing and what we commit to in order to ensure that Cree Language will continue to be a vital part of our collective future. A report with recommendations is forthcoming and we look forward to important related initiatives in the coming year.

Provincial outreach

Our partnership with the Musee de Lachine continued to be very important to us, as we worked together to prepare a presentation for the Canadian Museums Association Conference, on the Gunner Beaded Hood that was brought back to Mistissini. Partnerships such as these are important to our growth as a knowledge-producing institution and serve to broaden our capacity to do research and to validate our results.

ACCI has been pleased to be involved in developing relationships with partners from across the province. For example, we have worked over the year on joint activities with the Mashteuiatsh cultural centre, developed a great working relationship with Avataq Cultural Institute, and continued our collaboration with the Ministry of Culture and Communications of Quebec.

National outreach

Aanischaaukamikw Cree Cultural Institute has worked hard to increase our profile nationally. We worked through the year to prepare a presentation that will be shared with other institutions across the country in April of 2018. This presentation focuses on building capacity for Indigenous Museums, sharing our experience and knowledge with other communities and nations. As a leader in this area we are excited to share our stories and successes.

In April 2017, we presented at the Canadian Museum Association Conference in Ottawa, sharing the story of the Beaded Hood that was reunited with the Gunner family in Mistissini. This event was one of our proudest achievements and sharing the story and journey of the hood back to Mistissini is a lesson that other institutions across the country can learn from and model their own practices after.

As well, in April of 2017, our Executive Director, Dr. Sarah Pashagumskum, along with Darlene Bearskin from the Chisasibi Heritage Centre, presented at Carleton University, for their Indigenous Heritage Symposium. The presentation focused on Exhibitions, Landscape, Community Cultural Heritage and Healing.

In addition to this, our Executive Director, Dr. Sarah Pashagumskum, was elected onto the Board of Directors for the Canadian Museums Association. This is a huge step forward in ensuring that our voices are heard on a national level with regards to heritage issues that relate to our communities. This is a huge achievement for Indigenous Institutions and for Aanischaaukamikw Cree Cultural Institute.

Collections growth: Museum, Library and Archives

The main focus of work for the collections team this year has been on the tour of our travelling exhibit "Footprints: A Walk Through Generations". Touring an exhibit of this size is nothing short of a monumental achievement. All details from safety to travel of the exhibit to venue selection to object care has been tirelessly looked over so that all communities would be able to visit this exhibit in their community.

Our collection continues to grow through both donations and loans. Below is an outline of some of our important acquisitions through our museum, library and archives:

Acquisitions

Museum Collection

- 34 Objects added to the Core Collection
- 14 Objects added to the Living Collection

Library Collection

- 448 items have been accepted in the Library Collection
  - 111 Journals
  - 34 Audio Visual Materials
  - 300 Books
  - 2 CD's
  - 1 Other item

Archives Collection

The archives have 3 pending proposals for the Archives Collection.

- 143 photos taken by William McLeod during his time in Eeyou Istchee (1905-1925)
- 42 slides of the Odeyak voyage from Thomas Hyde
- A collection of boxed materials from Hydro-Québec research in the territory which include:
  - 6 CD's
  - 15 Maps
  - 5 Report volumes
  - 95 Audio tapes
  - A transcript collection
  - Interview consent forms relating to the Human Impact Report (2000-2002) by Hydro-Québec

Education and guest services initiatives

Once again, Aanischaaukamikw Cree Cultural Institute saw an increase in school groups this year. There were numerous groups from all over the province as well as from one group that came from Atlanta, Georgia. Since our opening in 2011, the amount of school groups from outside of Eeyou Istchee has grown as more and more teachers and school boards hear of our offerings and want their classes to experience a visit to ACCI and the Cree Nation as a whole.

We are very proud of the fact that there are more school groups coming from the Cree School Board. We feel that this is an important experience for children of all ages and a trip that all students in the Cree School Board should have in their School life. We have worked with the MCCQ to ensure that funding for travel to Aanischaaukamikw Cree Cultural Institute is available for all schools in the Cree School Board. Our hope is that this trend continues to grow and that we see all schools in the CSB in the coming years. One of our aims with school groups from the Cree School Board has been to try and show how exciting the Cultural Sector is, with the hopes that students will continue their studies and pursue a career in Heritage. With this in mind, we have developed programming geared towards career choice in the cultural sector for young people.

Aanischaaukamikw Cree Cultural Institute has been working with the Cree School Board on the development of materials and lessons that the Student Life Animators can use to teach lessons specifically about Cree Culture, so as to enhance current Cree Culture and language activities in each school. The lessons so far have been well received and they work hand in hand with the Cultural Kits that we have been developing for the past two years. The kits contain both demonstration materials to demonstrate traditional methods for creating crafts, arts and different Eeyou technologies, and information gained through the research that we do in traditional knowledge and objects.

In May, we partnered with the community of Mashteuiatsh cultural department to hold a Birch Bark Biting workshop to teach youth about this important method of creating patterns. The workshop lasted 2 days and was well attended by students and adults in the evening sessions. One of our participants' biting was given to the Canadian Museum of History where it is held as a valued piece of art. These types of workshops are truly enjoyable experiences, giving us the chance to effect the revival of parts of our cul-

ture that are not currently as well known as they once were. It is wonderful that young children are enjoying themselves as they experience important parts of Cree culture.

Publications and Social Media

As we move to ensure that we further engage and inform our communities, our regional partners, and raise the profile of ACCI nationally and internationally, we utilize many different types of media and communication sources. We are active on Twitter, Instagram and Facebook. Below is a list of some media initiatives including blog posts, articles in the mainstream media, articles in regional media sources, and referred articles in academic journals:

- March 2018 "Wemindji Cultural and Wellness Department Community Exhibit at Aanischaaukamikw" *AirCreebec Magazine*
- December 2017 "Eeyou-Eenou Artwork Throughout the Generations" *AirCreebec Magazine*
- September 2017 "Learning in Eeyou Istchee, then and now" *AirCreebec Magazine*
- June 2017 "Preparing for Siikun in Eeyou Istchee" *AirCreebec Magazine*
- January 2018 "An Update on Aanischaaukamikw Cree Cultural Institute's Use, Adaptation and Outcome of the Brian Deer Classification Scheme." *Quebec Library and Archives*
- October 2017 "Implementing the Brian Deer Classification Scheme for Aanischaaukamikw Cree Cultural Institute" https://www.tandfonline.com/

This has truly been an exceptional year for ACCI. As always we continue to be highly productive, increase our capacity to fulfill our mandate and ensure that we continuously work towards the vision set for Aanischaaukamikw to ensure the maintenance to our culture and language, to be a home for treasured objects and fragile documents, audio and visual materials, and to ensure that our children generations from now, continue to have access to and enjoy our rich heritage.

CREE NATION YOUTH COUNCIL

A Message from the Youth Grand Chief

Wachiya! It is an honour to serve youth in the Cree Nation, and a great pleasure to present you the Cree Nation Youth Council 2017-2018 Annual Report. In this report, it contains events, programs, invitations to CNYC, and the initiatives that the CNYC achieved. The Cree Nation Youth Council is an organization that prioritizes youth by initiating their needs in various programs & services, to have opportunities to develop in many areas such as, Cree Culture & Language, Education, Business, Social Development, Citizenship and Participation and Healthy Active Living.

The Cree Nation Youth Council's team is hardworking, and put a lot of effort in creating, coordinating, planning, and implementing multiple projects over the year by listening and initiating youth's voices. It is our duty to serve all the youth in Cree communities and Cree Nation. We are here to represent youth in local, regional, provincial and national tables. A youth's voice, action and example are powerful weapons, it is time to be heard, seen and recognized.

First, I would like to recognize all the youth of Eeyou Istchee for trying their best to work hard in life and putting a lot of energy, time and determination in pursuing their goals, and overcoming life struggles and challenges. I believe in all individuals. You are truly an inspiration amongst the youth and all Aboriginals across the Nation.

I would like to acknowledge our CNYC Deputy Youth Grand Chief, Executive Committee and the Board of Directors; Youth Chief's & Youth Development Coordinators and staff for all their effort, commitment and determination within their local communities and the Cree Nation. I want to thank you for standing up and believing in the youth of Eeyou Istchee.

Also, I want to extend my appreciation to our Grand Chief Dr. Abel Bosum and Deputy Grand Chief Mandy Gull for recognizing, supporting and believing in the youth of Eeyou Istchee, and all the partners, regional and local entities, Social Cultural Development, and the Cree Nation Government who made their contribution to work with us for all the youth in Cree Nation.

This past year was amazing and I look forward to more!

Yours truly,

Kaitlynn Hester-Moses,
Youth Grand Chief of Eeyou Istchee

Administrative Matters

4 Board of Directors Meeting

- June 7-6, 2017 in Nemaska, Qc
- July 17-18, 2017 in Mistissini, Qc
- October 18-20, 2017 in Montreal, Qc
- January 30, 31 & February 1, 2018 in Wemindji, Qc

7 Executive Committee Meetings

- June 28-29, 2017 (Website Training) in Montreal, Qc
- August 8, 2017 in Montreal, Qc
- August 31. 2017 in Val-d'Or, Qc
- October 3, 2017 Conference Call
- November 8, 2017 Conference Call
- January 9-10, 2018 in Chisasibi, Qc
- March 6-7, 2018 in Waswanipi, Qc

Organizational Structure

On June 30th, 2017, the new Cree Nation Youth Council leaders and staff were invited to have a short welcoming meeting by the Cree Nation Government, to discuss the relationships between CNYC and CNG. John Paul John Murdoch, Michael Petawabano, Melissa Saganash, Dr. Matthew Coon Come, Kaitlynn Hester Moses, Robin Gull Saganash, Alexander Moses and Michael Georgekish were present. Words of encouragement were given by Dr. Matthew Coon Come.

In the Fall of 2017, the Cree Nation Youth Council and the Social Cultural Development met and discussed the relationship structure on administrative and financial matters, to help and explain the organizational structure and job descriptions and responsibilities for the Youth Grand Chief, Deputy Youth Grand Chief, Special Projects Administrator, Assistant Administrator and Liaison Officer.

Events and Programs

New Leadership on the Rise!

In the first week of June, young leaders were nominated and got in by acclamation. It was a new milestone for all young people in the Eeyou Istchee to have young leaders with a fresh mind who have an honour and duty to serve the youth.

Grand Chief & Deputy Grand Chief Election Results

The newly elected young leaders were invited to broadcast the first Grand Chief & Deputy Grand Chief elections. Youth Grand Chief and Deputy Youth Grand Chief took the opportunity to announce the results for the people of Eeyou Istchee.

28th Annual General Assembly

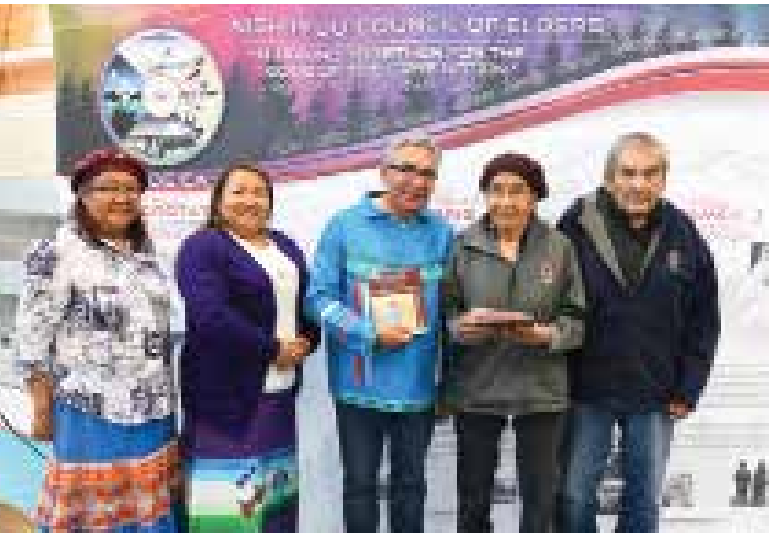
The 28th Annual General Assembly took place in Mistissini on July 18-20, 2017. The theme was "You vs Yourself".

Each community was invited to represent their community. It was an opportunity to gather together as a young Nation and discuss the needs for the youth of Eeyou Istchee, to have more knowledge and information about regional entities, such as Cree School Board, and listen to speakers who share an inspirational message to the youth. Evening activities followed.

It was my first Annual General Assembly, and it meant a lot to me because I felt like I was with the youth, and know where they were coming from. I've seen some youth overcoming their fear of public speaking, and it was a big moment for me and the youth to overcome stage fright. I was very nervous, but I was more excited because of how much support I received from the CNYC, and seeing the youth coming, participating and enjoying their time.

Discussion periods were one of the most powerful and meaningful moments for me. It is a time when youth share and discuss their opinions, and identify the needs and solutions for the Cree Nation. You can see how powerful it is when youth come together. You can tell that we have future leaders, teachers, lawyers, and doctors in front of us, and right behind the current Cree Nation leaders, teachers, lawyers, and doctors. It was a time for us to listen, recognize and see the youth.

The CNYC separated the youth into groups. It was an opportunity for them to get to know each other, come out of their comfort zone, overcome the fear of public/group speaking, and gain and experience the abilities of



leadership. CNYC members were in each group to assist and support the youth. I felt like we successfully accomplished one of CNYC's goals and mandate, to develop and provide the opportunity of becoming a leader, gaining social development and discovering their own abilities.

The Annual General Assembly is one of the most important event for all youth in Cree Nation because it is a place where youth can speak and be heard. A youth's voice is a powerful tool because it speaks from the heart, from experience and teachings, and carries the vision of the future.

I hope all youth learned and gained something from the Annual General Assembly. I encourage youth to not be afraid to speak up, lead by example, and take action for what they believe in. It is time to walk the talk. I truly believe that youth have a lot of potential, ability and talent. They already know so much from what they have seen and gone through, but there is also a lot to learn, and a lot to overcome ahead of us. We need you, as much as you need us. I hope youth will continue to strive and pursue what they want to see. We can walk through this together! We are stronger together!

Regional Canoe Brigade

It is one of the important mandates for CNYC to provide programs or services for youth to learn and practice our culture, tradition and language. The Regional Canoe Brigade was one of the programs that aims and meets these goals and objectives. The event is a 4-week program, and it began in Mistissini and ended in Waskaganish from August 1-30, 2017.

The youth paddled through the Rupert River stream from Mistissini, Nemaska and onto Waskaganish. It was a long and challenging journey for the youth. Youth participated, and were led and taught by guides, cooks, elder guides, and first responders. They got to know and understand the water currents, stream, land, weather, hunting and trapping, cleaning and cooking animals, and learned the duties, roles and responsibilities as men and women. The youth learned and practiced the skills of land survival. It is in our roots.

Nishiyuu Elders Gathering

Nishiiyuu Council of Elders & Cree Nation Youth Council in collaboration with many Cree regional entities hosted the Nishiyuu Elders Gathering in Eastmain on August 22-25, 2017.

It was the 3rd year consecutively CNYC has partnered with the organizations to play a major role in coordination and organization of the prestigious event.

The main objective of this event is the "Transfer of Knowledge" from the Elders to the Youth. Elder's had a prime opportunity to continue to showcase their traditional skills in the eyes of the youth participants, and produced recordings for future teachings and lessons.

Many special guests, entertainment and workshop facilitations from elders across the Cree Nation.

Photos from the event:

http://ncoe.ca/eastmain-gathering2017.html

Obstacle Warrior Run

This was an opportunity for youth to physically challenge themselves to complete the obstacle courses and run. It was hosted in Mistissini on September 1-3, 2017 in contribution with CNYC and Mistissini Youth Council. Mistissini Youth Council and the working group did an awesome job on planning and implementing the event.

"I am very proud of all the participants who came and finished the run. This shows that you can overcome and finish any obstacle you'll face in life. Congratulations to all!"
– Samantha Awashish, Mistissini Youth Chief.

Youth Perspective: "*Legalization of Cannabis for Recreational use*"

CNYC carried out an online survey to gather the Cree Youth input on the "Legalization of Cannabis for Recreational use" in Canada. The Federal Government may legalize usage in the year 2018. This survey is done in all regions of Quebec, in partnership with Secrétariat à la jeunesse. It is also to gather the understanding of the general public of this major policy and judicial change in our country. The survey was carried out in June 2018.

Survey Response

- We had a good sample of respondents with 212 youth
- Members from across all 10 Cree Communities
- Diverse from across the age bracket 13 to 35 years of age

The Survey Report can be provided upon request. Email: cnyc@cngov.ca

Cree Nation Youth Day

Cree Nation Youth Day is an annual event for youth and it is hosted by the local youth councils in their communities. It is a day to celebrate and recognize all youth. Each youth council/department is responsible and commit to plan and implement an event for the youth in their community.

Katimavik Students

Organized in partnership with Katimavik, this is an opportunity for youth to join a life changing journey and learn how to make a difference in life. Youth applied to spend 20 weeks in Peterborough, Ontario to develop professional skills, enhance knowledge of Cree Culture, Language and way of life, engage Canadians in Truth & Reconciliation, and experience academic life at Trent University.

Kate Sharl Golf Benefit

CNYC financially supported & promoted the Kate Sharl Golf Benefit that was held in Gatineau on September 8, 2017. CNYC had 4 Post-Secondary students to participate in the golf benefit.

The Kate Sharl Foundation is a non-profit organization. It is intended for Cree Children living with Special Needs in Eeyou Istchee. The mission is to provide Cree children with special needs opportunities to access high quality, culturally-appropriate resources that recognize their unique physical and development challenges, which will improve their quality of life and enable them to reach their full potential.

Post-Secondary Motivational Night

An event for youth to motivate, inspire and encourage students to complete and achieve their academic goals. The event was hosted in Montreal on October 20th, 2017. CNYC provided supper, games, entertainment and PSS speakers for the students. Our Deputy Grand Chief, Mandy Gull, and Darryl Diamond joined with CNYC and CSB Students. They shared a few words of encouragement for the students. It was a fun evening!

Youth Grand Chief Appointed to the Eenou-Eeyou Community Foundation Board of Directors

In the winter 2017, I received a request letter from the Eenou-Eeyou Community Foundation (EECF) to sit on the Board of Directors. Grand Chief Dr. Abel Bosum recommended that the Youth Grand Chief be given the opportunity to join the committee. The CNYC Board of Directors supported me to represent the youth.

The EECF's role is to harness philanthropic contributions to support the social & cultural development goals of the Cree Nation. EECF will establish a Youth Fund from which it will provide grants to youth projects throughout Eeyou Istchee.

Post-Secondary Essay & Video Challenge

The PSSS Essay & Video Challenge is an educational activity for college & university students to practice their essay writing, brainstorm ideas, share their opinions and expressions on certain topics, and present a video to practice their oral speaking and get out of their comfort zone.

It started in late November 2017 and ended in the beginning of March 2019.

Six (6) topics were given for the students to write or present through video. The topics are on the following; The Importance of Culture & Language, The Importance of Mental & Physical Health, College or University Experience, Create a Superhero Story, Vision of Cree Nation, and Overcoming Your Fears & Challenges.

Cree Nation Essay Challenge

The Cree Nation Essay Challenge is similar to the Post Secondary Essay & Video Challenge. It is an activity for the youth in Cree Nation who are not attending College and/or in University to have the opportunity to understand the college or university essay structure and practice writing and expressing their opinions.

Six (6) topics were given for the youth to write. Topics are on the following; The Importance of Cree Culture & Language, The Importance of Mental & Physical Health, Create a Superhero Story, Overcoming Your Fears & Challenges, Your Vision to the Cree Nation, and What Would You Do If You Were a Leader?

Inspire Hope Youth Conference

Inspire Hope Youth Conference was hosted in Waskaganish on March 23-25, 2018. The theme was: "Keep Your Head Up Even Though You Feel Like Giving Up." The event exists to help, support, inspire and encourage the youth through learning and growing in quality of life. The event was one of the most powerful and meaningful for youth and CNYC. Six (6) youth per community attended and participated.

CNYC provided meals, and Entertainment Night, where we had the North Stars to perform, Carolyn Diamond to dance, and Antonio Stephen showcasing his talent on completing 10 Rubik's cubes. It took him 4 minutes something!! Gala night was hosted on Saturday. Youth danced and played games. And during the youth conference, youth were split into teams and given 7 team challenges to complete, and also had workshops and speakers.

Program Summary

Speakers:
Grand Chief Dr. Abel Bosum
Darlene Cheechoo, Waskaganish Chief
Samson Wischee, Waskaganish Deputy Chief
Stacy Bear, Former Youth Grand Chief
Keynote Speaker: Ashley Iserhoff

Workshops:
42 Reasons to Live – John Boudrias
F.E.A.R to Life Purpose – Emmanuella
Leadership – Emmanuella
Grieving – Greta & Dave Cheechoo

Team Challenges:
Creating team name, logo & chant
Act of Kindness
Create a superhero
Design Mental Health Program
30 Second Video – Sharing a positive message/awareness
Positive posters
Summary Experience

It was a weekend to remember! Most of youth overcame their fear of speaking in front of a crowd, shared their stories, made friends, and felt inspired and motivated to do more in life. We came together as strangers, and left as a family!

Regional Cree Language Session

This is a powerful session from other entities and organizations. CNYC were invited to join the important initiative of maintaining and discussing our Cree Language. It is one of CNYC's mandates to help the youth in learning and practicing our mother tongue. Kaitlynn Hester-Moses, Robin Gull Saganash, Jordan Masty, Alexander Moses, Samantha Awashish, and Stacy Anderson participated in the event.

The Eeyou Istchee Language Engagement Session was held on March 13-15, 2018 in Ouje-Bougoumou. Regional entities participated and presented their work. CNYC presented and had the opportunity to speak for the youth. We hosted a discussion panel for the people who were present, and all who listened on Livestream and radio broadcast. CNYC discussed and spoke for the youth who are trying their best to learn, and who are finding ways to promote and practice our language.

Kaitlynn's closing message: "…You are the seeds. You have seen the past and you know what happened. How you plant yourselves are the growth of us."

CNYC Appearance before the Senate Committee at Parliament Hill

Youth Chiefs and Coordinators received an invitation from Grand Chief Dr. Abel Bosum to appear before the Senate Committee and witness the second step, and later on the third and final step process of Bill C-70 at the Parliament Hill. Youth Grand Chief was one of the witnesses and sat with Abel Bosum, Mandy Gull, Bill Namagoose, Paul John Murdoch and Matthew Coon Come.

It was an amazing experience to witness a new milestone for our Cree Nation. It was a historic day for Eeyou Istchee! It is a remarkable achievement of our Cree Nation in securing recognition of our Cree rights and Indigenous Rights.

Kaitlynn's shared message at the Senate Committee: "…As youth, we also have come to understand how the achievements of our Cree Nation has been all about creating a positive and optimistic future for us, and for the future generations of our Cree people. We understand that with these achievements comes responsibility. It will now be up to us, the Youth of the Cree Nation, to acquire the skills and the training required to govern ourselves well with effectiveness, with accountability to our people and with transparency."

Youth Representatives

- Kaitlynn Hester-Moses – EECF, H.E.Y, Grand Council, Maamu Uhpichnaausuutau
- Robin Gull Saganash – JBCCS
- Brenda St. Pierre – CWEAI
- Cheryl Weistche – ASDAC

Cree Nation Youth Council Members received invites from other organizations or entities and Regional Annual General Assemblies to represent and speak for the youth of Eeyou Istchee. We look forward to being part of more committees!

Funding Agreement with *Secretariat à la Jeunesse*

CNYC with the support of the Cree Nation Government signed a new Funding Agreement with *Secrétariat à la jeunesse* for the next 3 years. In each of those years, CNYC will be receiving funding in the amount $400,000 and a total of 1.2 million in the 3 years.

It was determined as part of the funding agreement, that $150,000 will be allocated to support CNYC administration and operations annually, and $250,000 will be placed into initiatives for programming, services and projects respectively.

CNYC and *Secrétariat à la jeunesse* have had a very successful relationship in Youth support for our region for more than a decade.

Funding Contributions

CNYC financially supported many Regional and Local events, programs and projects. CNYC was pleased to hear of the positive impact made to those partnerships. Here are several of the events;

- Chisasibi & Waskaganish EDN Teams
- Washaw Sibi Canoe Brigade
- Golf Benefit
- Wemindji Pow Wow
- Youth Fusion
- And many more!

The Cree Nation Youth Council thanks all the youth, partners, leaders, speakers, and support from the Cree Nation Government for the wonderful year!

Let's continue to work and build our nation together!

CREE NATION YOUTH COUNCIL

Executive Committee

Kaitlynn Hester-Moses, Youth Grand Chief
Cree Nation Youth Council
4 Chief Isaiah Salt Rd. PO Box:
Waskaganish, QC J0M1R0
Tel.: 819-895-2620 ext. 1302
Cell: 819-550-0184
Fax: 819-895-2623
k.hester@cngov.ca

Robin Gull-Saganash, Deputy Youth Grand Chief
Jordan Masty, Youth Chief
Benjamin Masty, Youth Coordinator
Samantha Awashish, Youth Chief

Cree Nation Youth Chiefs

Paula Napash
Cree Nation of Chisasibi
Chisasibi, QC J0M 1E0
Cell: 819-855-7321
paulanapash@chisasibi.ca

Conrad Blueboy
Waskaganish First Nation
Waskaganish, QC J0M 1R0
Tel: 819-895-2882
Fax: 819-895-2888
youthcouncil@waskaganish.ca
wfnyc@live.ca

Dennis Moses
Cree Nation of Eastmain
Eastmain, QC J0M 1W0
Tel: 819-977-0238
denismoose@gmail.com

Aaron Happyjack
Cree First Nation of Waswanipi
Waswanipi, QC J0Y 3C0
Tel: 819-753-2810, ext. 224
Fax: 819-753-2727
aaron.happyjack@waswanipi.com
happyjack87@hotmail.com

Samantha Awashish
Cree Nation of Mistissini
Isaac Shecapio (Sr.) Admin. Building
Mistissini, QC G0W 1C0
Tel: 418-923-2274, ext. 223
Fax: 418-923-2279
sawashish@mistissini.ca

Rayven Trapper
Cree Nation of Washaw Sibi
141 Route 111 Ouest
Amos, QC J9T 2Y1
Tel: 819-732-9409
Fax: 819-732-9635
rayven_trapper@hotmail.com

Charlot Jolly
Nemaska First Nation
Nemaska, QC J0Y 3B0
Tel: 819-673-2512, ext. 319
Fax: 819-673-2542
youthchief@nemaska.ca

Justin Otter
Cree Nation of Wemindji
Wemindji, QC J0M 1L0
Tel: 819-978-3949
Fax: 819-978-0228
youthchief@wemindji.ca

Jonathan Longchap
Oujé-Bougoumou First Nation
Oujé-Bougoumou
QC G0W 3C0
Tel: 418-745-3366, ext. 221
Fax: 418-745-3354
jonathan.longchap@ouje.ca

Jordan Masty
Whapmagoostui First Nation
Whapmagoostui, QC J0M 1G0
Tel: 819-929-3643
Fax: 819-929-3309
jordanmasty@whapmagoostuifn.ca

Cree Nation Youth Development Coordinators

Vacant
Cree Nation of Chisasibi
Chisasibi, QC J0M 1E0
Tel: 819-855-2878, ext. 310
Fax: 819-855-2875

Cheryl Weistche
Waskaganish First Nation
Waskaganish, QC J0M 1R0
Tel: 819-895-8650, ext. 3232
Fax: 819-895-8901
Cheryl.weistche@waskaganish.ca
cweistche@hotmail.com

Richard Cheezo
Cree Nation of Eastmain
Eastmain, QC J0M 1W0
Tel: 819-977-2262, ext. 228
Fax: 819-977-0281
rfcheezo@eastmain.ca

Alexander Moses
Waswanipi First Nation
Waswanipi, QC J0Y 3C0
Tel: 819-753-2810
alexmoses@waswanipi.com

Stacey Anderson
Cree Nation of Mistissini
Isaac Shecapio (Sr.) Admin. Building
Mistissini, QC G0W 1C0
Tel: 418-923-2274, ext.222
Fax: 418-923-2279
Youth.development@mistissini.ca

Vacant
Cree Nation of Washaw Sibi
141, Route 111 Ouest
Amos, QC J9T 2Y1
Tel: 819-732-9409
Fax: 819-732-9635

Simeon Wapachee
Nemaska First Nation
Nemaska, QC J0Y 3B0
Tel: 819-673-2512
Fax: 819-673-2542
simeonw@nemaska.ca

Sonia Gilpin
Cree Nation of Wemindji
Wemindji, QC J0M 1L0
Tel: 819-978-3949, ext. 223
Fax: 819-978-0258
soniag@wemindji.ca

Brenda St. Pierre
Oujé-Bougoumou First Nation
Oujé-Bougoumou, QC G0W 3C0
Tel: 418-745-3366, ext. 226
Fax: 418-745-3354
brenda.st.pierre@ouje.ca

Benjamin Masty
Whapmagoostui First Nation
Whapmagoostui, QC J0M 1G0
Tel: 819-929-3385, ext.242
benmasty@whapmagoostuifn.ca
benmasty@gmail.com

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* to provide economic security 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 Nation Government (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 Nation Government by the Board. In this regard, the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government, 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 Nation Government 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 Ministère du Travail, 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 Nation Government met to commence the review of 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.

The Cree Nation Government has successfully completed its review and revision of the Cree Hunters and Trappers Income Security Program with the Government of Quebec. Discussions were held from December 2013 to May 2018.

The review and revision of the Program was conducted by the Cree Nation Government and Quebec 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

As was the case in the previous review, Section 30 of the *James Bay and Northern Quebec Agreement* would be replaced in its entirety through a new Complementary Agreement.

Throughout the process, the Cree Nation Government was guided by the original objectives of the program, more particularly:

> *30.2.8 The program shall ensure that hunting, fishing and trapping shall constitute a viable way of life for the Cree people, and that individual Crees who elect to pursue such way of life shall be guaranteed a measure of economic security consistent with conditions prevailing from time to time.*

Consequently, the emphasis of the discussions with Quebec representatives was put on ensuring an "economic security" for Cree hunters and answering the main concerns expressed by the hunters during the consultation process that was carried out by the Cree Hunters and Trappers Income Security Board. The program was accordingly renamed *Economic Security Program for Cree Hunters*. The Board is referred to in Cree as *Iiyiyiu Intuuhuusiu Shuuyaan*.

To guarantee a measure of economic security for Cree Hunters, the following measures were discussed and agreed upon by the Parties:

a) Limit on other income

Cree hunters were concerned with the fact that the program presently allows the payment of program benefits to families who have a substantial outside income. Such families already have sufficient economic security and do not necessarily need the economic support from program benefits. This has been the object of critics in the communities. It was felt that it would be preferable to be able to offer more economic help to families with low outside income.

The approach retained was that exceeding a certain amount of outside income ($35,000 per adult and $ 2,000 per child) the total amount of program benefits payable would be reduced. The reduction would be equivalent to the amount the family receives from other sources corresponding to the excess of this limit.

b) Basic amount replaced by notion of supplementary allowance

The basic amount concept was linked to the annual guaranteed amount: a family who could not go to the bush one year and had no other income would be guaranteed this amount. And the basic amount had to be more generous than Social Aid. In addition, the basic amount acted as a lever to offer more economic support to families with dependents as opposed to units with no dependents; and to offer a better economic support to families with no other income. However, it is considered by the Cree hunters as a means to reduce ISP benefits and not as offering the possibility of receiving an extra amount

in special cases. Because it is mainly affected by other income, there is a reluctance to declare income earned.

Over the years provisions were introduced to offer security to hunters such as sick leave. Even though basic amount as such is no longer a required approach, it was felt necessary to keep the possibility of a supplementary allowance that would take into account the needs to larger families and of families who rely almost entirely on the benefits program.

c) Increased daily allowance

Some of the changes suggested would result in a reduction of the total costs of the program, that the Board together with Québec representatives have estimated at approximately 1.6M$ for the year 2015-2016. We always maintained that if moneys were saved as a result of the modifications they would have to be reinvested in the program. Consequently, for the first year of application of the modifications (2019-2020) the daily rate estimated for the beginning of that year was increased by 9.6% to $75.50 ($68.89 is the preliminary amount for 2018-2019). This amount will be slightly increased once the indexation rate for January 2019 is known and applied.

The following measures had been agreed by the Parties to improve the Program:

Eligibility provisions

This constitutes a major change. The need for the head to have his/her name on the list prepared by the local committee in order to maintain the eligibility of the unit has been removed. The committees still have an important role to play and their role has been expanded to ensure they can be consulted throughout the year and make recommendations with respect to individual files. The calendar for the application process has also been modified to be more flexible.

Elimination of the qualification year for new demands and reinstatements

For the 1st year of participation or reinstatement, benefits will be payable up to a maximum of 120 days per adult. This change removes one of the main irritants and what is considered as an unjustified burden on hunters. With this new measure, Cree hunters receive ISP benefits during what was considered previously the qualification year.

Replacement of the insurance program by provisions better adapted and reinvestment of the moneys held in trust to benefit the hunters

The text of the Complementary Agreement confirms the elimination of the Insurance Fund. To compensate for the loss of days (income) in the case of sickness or disaster, provisions similar to the ones applicable in the case of maternity leave are provided.

In addition, at the suggestion of the general management of the Board, additional changes have been introduced to allow an adult to claim compensation for the loss of days in the case of the illness of a child or of the consort.

The funds presently in trust (approximately 4.2M$) will be first used to reimburse the individual sick leave banks (approximately 3.6M$), including the individual banks of beneficiaries. The Complementary Agreement stipulates that the remaining funds will be held by the Board and used to further participation in harvesting and related activities.

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.

Elimination of discrepancies between the treatment of men and women

This was achieved by redefining "head of family" to facilitate the participation of women as heads of families.

Incentive provisions for youth

A new mentoring measure is introduced to facilitate the participation of youth in traditional activities and the transmission of knowledge. It provides for the payment of a daily amount for up to 30 days of participation provided these days do not interfere with the school calendar. The allowance is equivalent to 40% of the daily allowance with the possibility of adding the far harvesting allowance if applicable.

Recognition of the role of local hunter's committees as consultative bodies for the Board

The composition of the committees is no longer limited to beneficiaries of the program and the members will receive a fee. The committees become expert and consultative bodies involved throughout the year in the evaluation of files.

Better control

The Board has identified the hunters located within a 50 km radius of the communities as one of the groups most difficult to monitor. Moreover, the activities of this group, because of proximity, are limited and their cost is lower than for the hunters who go further away. Consequently, it was agreed that putting a maximum annual number of days for this group would be a means of achieving this and the maximum is established at 160 per adult.

Control will also be improved as a result of the expanded role the local committees will play in the administration of the program.

Special consideration for Whapmagoostui hunters

The provision dealing with far harvesting regions have been modified to introduce the possibility for the Board of declaring that all harvesting territories of a First Nation are to be considered as far harvesting territories even if they are located within a 50km radius of a community. This provision could be used in the case of Whapmagoostui to offer a better economic support to hunters from Whapmagoostui.

Other changes include some modifications to the semi-active status, the introduction of parental leave, changes to the conditions guiding the entitlement to the far harvesting allowance, the method of payment to introduce monthly payments, administrative process, and indexation to confirm the rate according to the Quebec Pension Plan.

The changes are scheduled to take effect for the Program-year 2019-2020 starting July 1, 2019, but for which the enrollment process will start in May 2019. In order to meet this deadline, the next steps and timeline are crucial. The Board would need to rapidly put in place the necessary mechanisms, including changes to the computer programs, training programs and information sessions.

The revised program represents significant improvement, providing the Cree trappers continued and improved economic security. It is definitely better adapted to today's realities while continuing to maintain Cree traditions and values.

2016-2017 Program Year

On October 2017, 19,289 persons were listed as beneficiaries of the *James Bay and Northern Quebec Agreement*. Of these beneficiaries, 18,918 are residents of the James Bay Territory or Territory covered by the *James Bay and Northern Quebec Agreement*.

During the Program year 2016-2017, 1,415 beneficiary units composed of 1,966 (75%) adults and 668 children (25%) for a total of 2,634 persons were enrolled in the Program. The greatest number of beneficiary units come from Chisasibi (553 units), followed by Waswanipi/Washaw Sibi (217 units), Mistissini (170 units) and Whapmagoostui (136 units). The smallest number of beneficiary units come from Nemaska (25 units) and Eastmain (43 units). The four communities with the greatest number of beneficiary units - Chisasibi, Waswanipi, Mistissini and Whapmagoostui - make up 76% 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 2016-2017 Program year, 46% of the heads of beneficiary units were 57 years or over, 67-76 years old (21%) and the 17 to 26 years old (18%).

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 (81%) of 1,415 beneficiary units do not include children, whereas 6% include 1 child, 5% include 2 children, 3% include 3 children and 5% of the units include 4 children or more.

Global participation in the Program, determined by the percentage of residents enrolled, is down slightly at 13.9% in 2016-2017, compared to 15.2% in 2015-2016, and 15.7% in 2014-2015. Participation in 2016-2017 was greatest in the community of Whapmagoostui (28% of residents

enrolled in the Program), followed by Chisasibi (21%) and Waswanipi/Washaw Sibi (20%), whereas the lowest participation rates were observed in Nemaska (5%), Waskaganish (7%), Mistissini (8%) and Eastmain (9%). The number of beneficiary units decreased slightly in 2016-2017, reaching 1,415 beneficiary units compared to 1,457 beneficiary units in 2015-2016, 1,439 beneficiary units in 2014-2015 and 1,411 beneficiary units in 2013-2014.

The number of days paid under the Program declined slightly this year for a third year in a row and reached 318,936 days in 2016-2017, compared to 322,480 days in 2015-2016, 329,523 days in 2014-2015.

For the Program year 2016-2017, the average amount paid per beneficiary unit under the Program for all the Cree communities was $16,807, compared to $16,460 in 2015-2016 and $16,773 in 2014-2015. The average of benefits paid per beneficiary unit ranged from $13,746 for the community of Wemindji to $19,051 for the beneficiary units of Mistissini. The majority (67%) of beneficiary units receive annual benefits ranging from $6,000 to $17,999.

For the Program year 2016-2017, the benefits paid to the Cree hunters and trappers who are beneficiaries of the Program totaled an amount of $23,782,401. 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 $671,082 to the beneficiaries of the Program.

In 2016-2017, Program benefits ($23,782,401) represented 65% of the total income ($36,337,951) of the beneficiaries enrolled in the Program. The remaining $12,555,550 came primarily from employment and pension plans (other than the Old Age Security and Canada Pension Plan.)

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 $633,566,982 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.

ELDERS PROGRAM SECTOR

The 2017-2018 year was a busy one for the Elders Division of the Social and Culture Department, as it was the close out year of the four-year Elders Funding Agreement with the Government of Quebec. The reporting on the final year as well as the multi-year report for the four years was also presented to the funding source to complete the requirements of the agreement. We also submitted an Elders Brief to the Government of Quebec to begin the work towards a new multi-year funding agreement.

2017-2018 was a transition year for *le ministre des affaires municipales et de l'occupation du territoire*. For this reason the Social and Cultural Department received a one-year extension for the Elders program funding. With the financial assistance of Ministry and the matching contribution of Cree Nation Government, we were able to fund more than $250,000 of Elders programs in Eeyou Istchee.

The programs were designed to deliver traditional teaching of Elders as well as many direct assistance programs and conferences on Elders abuse. We helped to fund some great projects that provided meals, snow removal, chimney cleaning and many other forms of support for the Elders in the region. We are extremely pleased to have had a great year and to have strong collaboration and teamwork with our partners and department staff.

During the past year we conducted a trial consultation of Elders to establish a viable model for a wider regional consultation of Elders, to be conducted once the new funding cycle is approved. We see a strong need to keep abreast of demographic changes as well as understanding the needs of Elders. We believe that to be successful in our funding of programs we need to consult regularly our Elder population.

As an administration team, the SCD Elders sector made significant strides in our departmental structure. During the year we developed policy for programming and continued to build our competencies on the program database. We saw significant improvements in workflow and processing. Our goal to improve accountability has also seen progress throughout the year. The SCD department has also completed our staffing plan as a new Departmental Coordinator has been hired and will be key to the continued drive to excellence for the Elders sector of the SCD.

As we look ahead to 2018-2019 we will be busy working towards a new multi year funding agreement. We also have new policy to implement and we have a realignment of the Analysis and Recommendation Committee to complete. We will continue to search for new funding sources to create programs that improve the quality of life and transfer of traditional knowledge for our Elders throughout Eeyou Istchee.

EEYOU COMMUNICATIONS NETWORK

Eeyou Communications Network ("ECN") is looking at 2018 to deploy its "fiber to the home" service on a residential basis. In order initially to deploy service in Eastmain, Waswanipi, Waskaganish, Wemindji, Ouje-Bougoumou, Mistissini and Nemaska, ECN implemented internal management systems, installed central office equipment in all targeted communities, deployed fiber optic cable drops to each home, and undertook engineering works.

ECN also entered into a partnership with independent telecommunications provider Distributel to complement ECN in delivering the highest quality of Internet, television and telephone services. To announce the fiber to the home project and this partnership, ECN held its official inauguration at the Aanischaaukamikw Cree Cultural Institute in Ouje-Bougoumou. The event was very successful and celebrated the advancement of broadband in Eeyou Istchee.

ECN also implemented a satellite link in Whapmagoostui to improve connectivity for the Cree School Board in that community, until a fiber backbone can be implemented.

Given the works undertaken on the James Bay highway, ECN implemented a permanent surveillance system for the fibers along the highway and the communities' access roads. The system will immediately notify ECN if any damage is caused to the fiber optic cables. This initiative will increase ECN's ability to react rapidly to network problems and reduce service outages.

For 2018, ECN's main focus points will consist of delivering the fiber to the home services to the population and advancing the project to connect the ECN backbone to the community of Whapmagoostui.

Eeyou Communications Network is looking at 2018 to deploy its "fiber to the home" service on a residential basis.

CREE CHIEFS

Chief Allan Jolly
Cree Nation of MoCreebec Eeyoud
P.O. Box 4, 62 Hospital Drive,
Moose Factory, ON P0L 1W0

Tel: (705) 658-4769
Fax: (705) 658-4487

Chief Davey Bobbish
Cree Nation of Chisasibi
P.O. Box 150
Chisasibi QC J0M 1E0

Tel: (819) 855-2878
Fax: (819) 855-2875

Chief Pauline Trapper Hester
Cree Nation of Washaw Sibi
141, Route 111 Ouest
Amos QC J9T 2Y1

Tel: (819) 732-9409
Fax: (819) 732-9635

Chief Kenneth Cheezo
Cree Nation of Eastmain
P.O. Box 90
Eastmain QC J0M 1W0

Tel: (819) 977-0211
Fax: (819) 977-0281

Chief Darlene Cheechoo
Cree Nation of Waskaganish
70 Waskaganish St., PO Box 60
Waskaganish QC J0M 1R0

Tel: (819) 895-8650
Fax: (819) 895-8901

Chief Richard Shecapio
Cree Nation of Mistissini
187 Main Street
Mistissini QC G0W 1C0

Tel: (418) 923-3461
Fax: (418) 923-3115

Chief Marcel Happyjack
Cree Nation of Waswanipi
Diom Blacksmith Building
Waswanipi QC J0Y 3C0

Tel: (819) 753-2587
Fax: (819) 753-2555

Chief Thomas Jolly
Cree Nation of Nemaska
32 Machishteweyah Street
Nemaska QC J0Y 3B0

Tel: (819) 673-2512
Fax: (819) 673-2542

Chief Christina Gilpin
Cree Nation of Wemindji
21 Hilltop Drive, Box 60
Wemindji QC J0M 1L0

Tel: (819) 978-0264
Fax: (819) 978-0258

Chief Curtis Bosum
Oujé-Bougoumou Cree Nation
207 Opemiska Meskino, Suite 217
Ouje-Bougoumou QC G0W 3C0

Tel: (418) 745-3911
Fax: (418) 745-3426

Chief Louisa Wynne
Whapmagoostui First Nation
P.O. Box 390
Whapmagoostui QC J0M 1G0

Tel: (819) 929-3384
Fax: (819) 929-3203

GRAND COUNCIL OF THE CREES (EEYOU ISTCHEE)/ CREE NATION GOVERNMENT

Executive 2017-2018

Grand Chief Dr. Abel Bosum
Deputy Grand Chief Mandy Gull
Chief Davey Bobbish
Chief Richard Shecapio
Mr. Kenneth Gilpin

Board/Council Members 2017-2018

Grand Chief Dr. Abel Bosum
Deputy Grand Chief Mandy Gull
Paul John Murdoch, Corporate Secretary

Chiefs

Chief Davey Bobbish
Chief Kenneth Cheezo
Chief Richard Shecapio
Chief Thomas Jolly
Chief Curtis Bosum
Chief Pauline Trapper-Hester
Chief Darlene Cheechoo
Chief Marcel Happyjack
Chief Christina Gilpin
Chief Louisa Wynne

Members

James Bobbish
Kenneth Gilpin
Thomas Neeposh
John Henry Wapachee
Gaston Cooper
Billy Katapatuk
Gordon Blueboy
Irene Neeposh
Frank Atsynia
Matthew Mukash

Cree Nation Office

2 Lakeshore Road
Nemaska QC J0Y 3B0
Tel: 819-673-2600
Fax: 819-673-2606
cree@cngov.ca
www.cngov.ca

Montreal Office

277 Duke Street, Suite 100
Montreal QC H3C 2M2
Tel: 514-861-5837
Fax: 514-861-0760
cng@cngov.ca
www.cngov.ca

Embassy of the Cree Nation – Ottawa

81 Metcalfe Street, Suite 900
Ottawa ON K1P 6K7
Tel: 613-761-1655
Fax: 613-761-1388
gccei@cngov.ca
www.cngov.ca

Embassy of the Cree Nation – Québec

200 Grande Allée Est
Québec QC G1R 2H9
Tel: 418-691-1111
Fax: 418-523-8478
cree.embassy@cngov.ca
www.cngov.ca

CREDITS/ACKNOWLEDGEMENTS

Grand Council of the Crees (Eeyou Istchee)

Dr. Abel Bosum
Mandy Gull
Bill Namagoose
Michael Petawabano
Brian Craik
Geoff Quaile

Cree Nation Government

Matthew Swallow
Nancy Bobbish
Louisa Saganash
Andy Baribeau
Isaac Voyageur
Kelly Pepabano
Martin Desgagné
Donald Nicholls
Willie Iserhoff
Melissa Saganash
Lyle Cox

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Paul Wertman
Lillian Loon
Charlene Matoush
Melinda Martin
Johanne Isabelle
Alexander Moses
Peter Pronovost
Susan McAllister
Rémi Lemieux
Brenda L. House

Communications

Joanne Ottereyes
April Pachanos

Graphic Design

Beesum Communications

ᐧᐃᓂᐯᑯᐃᓱᐧᐣ ᓅᐦᒋᒥᐅᐃᓱᐧᐣ ᐁ ᓈᑕᒫᑐᐧᑖᐤ (ᐃᓱᐧᐣ ᐊᔅᑊ)
Grand Council of the Crees (Eeyou Istchee)
Grand Conseil des Cris (Eeyou Istchee)

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Cree Nation Government
Gouvernement de la Nation Crie