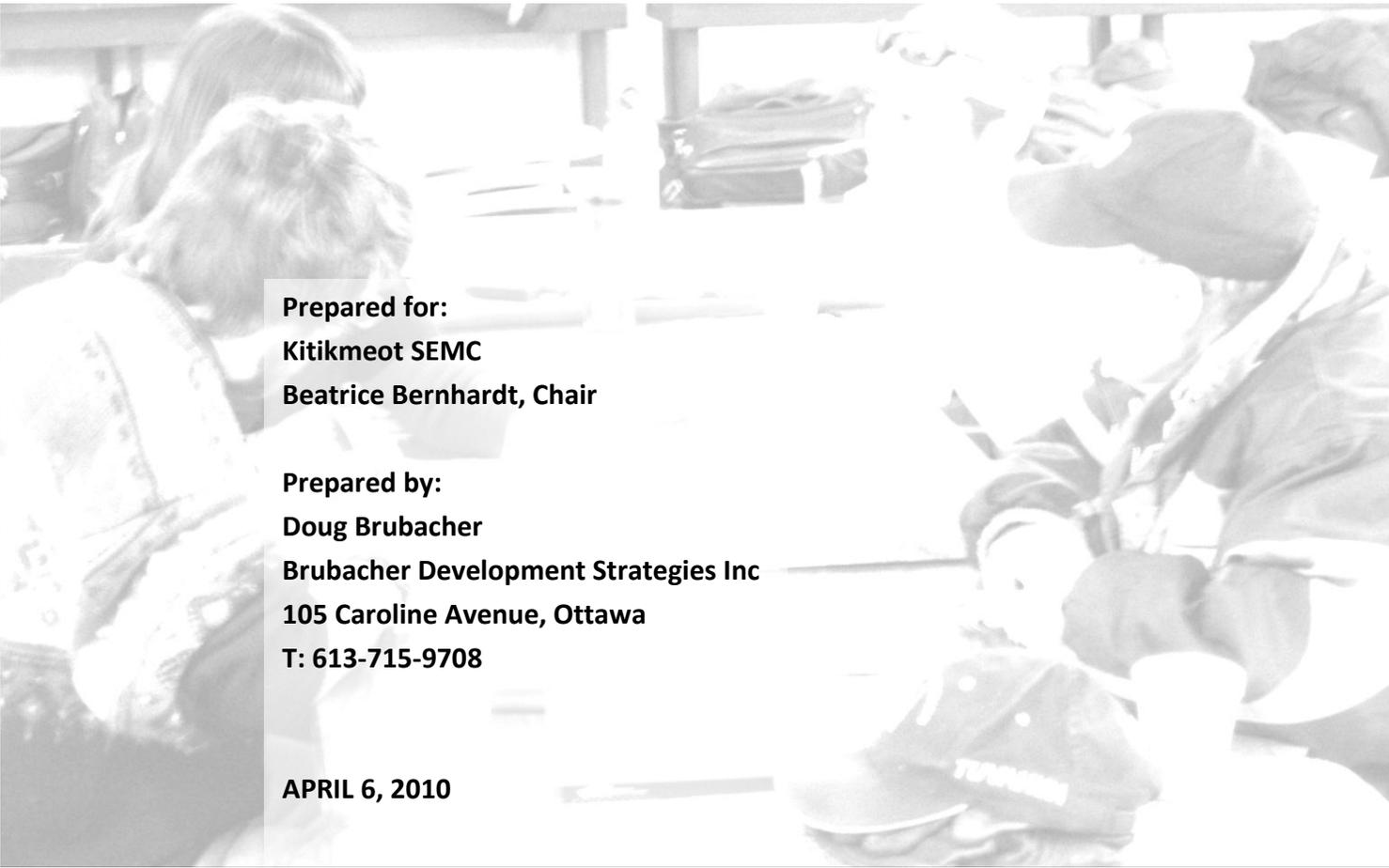


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SECOND KITIKMEOT SOCIO-ECONOMIC MONITORING COMMITTEE

Proceedings Of
March 3rd and 4th 2010 Meeting
In Kugluktuk



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1.0 INTRODUCTION

The second meeting of the Kitikmeot SEMC was held in Kugluktuk on March 3rd and 4th, 2010.

The agenda for the meeting was designed to achieve the following objectives:

- Identify priority issues of interest to the group (“development issues”). The intent is to focus on fewer issues and spend time on those—rather than trying to do everything.
- Identify what data/information is useful to have from mine companies related to these issues (with a specific focus on Hope Bay, since they are starting to generate data).
- Identify additional things that influence these issues and the kinds of data that should be gathered in order to understand these issues.

The agenda for the meeting is attached as Appendix A. Minor adjustments to the agenda were made to accommodate weather-related travel delays. Specifically, Alex Buchan’s presentation of Hope Bay indicators was moved to the afternoon of the second day.

2.0 OPENING AND INTRODUCTION OF PARTICIPANTS

The second meeting of the Kitikmeot SEMC brought together eighteen participants from four Kitikmeot communities—Kugaaruk, Taloyoak, Cambridge Bay, and Kugluktuk—along with two participants from Iqaluit. A list of the participants is provided in Appendix B.

The session began with an opening prayer by Donald Havioyak. Beatrice Bernhardt, Chair of the SEMC, then said a few words of introduction. A theme of “from the community up, and back to the community” was suggested.

The proceedings of the first SEMC session held in Cambridge Bay in November, 2009, were distributed to participants of the second session. Doug Brubacher provided a brief overview of the proceedings document. He noted the major themes that emerged during the first session—“what is monitoring?;” “areas of interest and how data is used/can be useful;” “project-specific monitoring, regional monitoring and Nunavut general monitoring;” and the “role of the Kitikmeot SEMC.” He also touched on the notion that arose from the first session that, “you monitor the things that you have some responsibility to look after,” and pointed to a summary table in the proceedings that set out the “social development” questions that were identified by the group back in November. This table is presented below, for convenience (Table 1).

Table 1

Social development questions raised during first session of the K-SEMC

<ul style="list-style-type: none">- How can we engage youth in work and in the processes of our society?- How do people manage and spend their income—are they buying houses?- How are traditional lifestyles and heritage changing?- How is environmental pollution and change affecting hunters and harvesting?- Are things tracked by police statistics—crime, alcohol, drugs—getting better or worse?- Are people getting more employment and higher wage jobs?- What affects alcohol incidents and alcohol-related problems?- How can we maintain local essential services, like water delivery and sewage pick-up, when there is competition for scarce skilled workers?- How will economic changes affect demand for social programs?- How is cruise ship tourism affecting our community?
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Source: Proceedings of the First Session of the K-SEMC

Finally, Doug referred participants to the recommendations that came out of the first session and suggested that he hoped the agenda for the second session would build on the first session by focusing the committee on key “development questions.”

Donald asked if we have any further insight into the concerns raised by KIA at the first session. Beatrice noted that KIA was not present at this session due to other commitments. The PDAC (Prospectors and Developers Association of Canada) meetings are being held at this time...Doug noted that the first SEMC report proceedings include notes related to Geoff Clark’s presentation and related discussions.

Grant Newman asked if the focus for the SEMC is just on mining, or if it is on all sorts of things. Beatrice suggested that its focus is open, on everything.

3.0 MEETING OVERVIEW AND REPORT FORMAT

The focus of this session was on group work, in order to provide participants with plenty of opportunity to focus their discussion on the important issues that should guide monitoring activities. In addition to the group work and reporting-out of this work, two presentations were provided, one by Dianne Lapierre (EDT) and Alex Buchan (Hope Bay Mining).

The following report presents the findings of the group work and a brief summary of the two presentations. This is followed by some observations from the facilitator and recommendations for the next steps.

4.0 GROUP WORK

As a starting point, participants formed into three groups and were instructed to “identify issues of importance to the socio-economic future of the Kitikmeot.” The key areas of interest identified by each of the groups are presented in Section 4.1, Table 2, below.

4.1 Social and Economic Development Issues

*Table 2
 Identification Of Social and Economic Development Issues*

Group 1	Group 2	Group 3
<ul style="list-style-type: none"> • Jobs for Youth • Accessible scholarships • Suicide rates • Crime rates • Alcohol and Drug abuse • Financial awareness • Joint committees • Housing – social and private • Rental scale a problem • Culture/traditional values • Transfer of values to youth 	<ul style="list-style-type: none"> • Worker retention • Housing & Rent scale • Poverty (Food) • Youth/Younger Generation • Training & apprenticeships • Social & cultural change • Substance abuse, gambling • Suicide • Shortage of needed workers • Lack of Employment 	<ul style="list-style-type: none"> • Climate change • Youth • Caribou herd monitoring • Education & schooling • Jobs & layoffs • Training and internships • Culture

4.2 Priority Issues

Working together, the entire group distilled the individual group work into a list of “priority issues.” Participants “voted” on these issues in order to give a sense of the relative importance of each issue. This list is provided in Table 3, ranked from the highest number of votes to the lowest number.

Table 3

Priority Issues

<i>Area</i>	<i>Number of Votes</i>
Housing	11
Youth Engagement	9
Education	8
Jobs & Training	8
Social Issues	6
Justice	5
Infrastructure	5
Elders' Engagement	4
Environment	4
Health System	3
Recreation	3
Finances	1
Ability to hunt	1
IIBA	1
Religious Spiritual	1
Culture & Tradition	1
Language	1
Tourism	0
Poverty	0

4.3 Questions And Indicators Related To Priority Issues

Each group selected several of the “priority issues” so that every issue had a group focusing on it. The groups then considered the issue to determine what we need to know about the issue, what data or indicators might be useful, and where this data might be found. The following section presents a compilation of the group and plenary discussions for each of the key issues, in order of their importance.

Housing

Issues of concern

Housing was an issue of very high importance to the group. The links between poor housing situations and many of the other challenges faced by Kitikmeot communities was noted. For example, one participant noted that living in poor housing conditions can lead to feelings of low self-worth.

The major concerns related to housing were overcrowding and rent scales associated with social housing.

The link between work behaviour and housing was made by two of the groups. Particularly, the issue of rent scales for social housing, where rent increases as income increases, was seen as a problem. It may be a disincentive for people to hold on to their job—“employed people choose to leave their jobs due to the cost of living.” “If we get extra money, our rent goes up...we hear about people choosing to not work, to stay on income support to avoid rent increases.” A link between housing shortages and labour mobility was also made.

Overcrowding was also an issue that seems to have several causes. In addition to concerns about the lack of housing, there was also concern raised that the “points system” used to assign priority on the waiting list may have flaws. For example, reference was made to people gaining points for attending housing association meetings. Concern was also raised that some people may be abusing public housing—waste of water, leaving lights on.

Concern was also voiced about the issue of “hidden homelessness.”

A lack of housing for seniors was also noted as an issue that relates both to housing and long-term care. This is addressed elsewhere. (long-term care; engagement of elders; transfer of values).

Indicators related to housing

Overcrowding:

- # of people living in a dwelling
- # of children living in a dwelling
- # of people on waiting list for public housing
- # of people renting public houses
- # of people who abuse public housing

Private home ownership:

- # of Homeowners
- Families, single people, single parent

Sources of data

Not addressed.

Youth Engagement

Issues of concern

Many issues related to youth were identified and discussed during the group sessions. Links between youth and issues such as education, cultural values and interest in tradition, spiritual learning, substance abuse, poor housing conditions, and other dimensions of life were made.

One group, for example, wondered how to keep youth in school. Another identified a major issue as being how to encourage and support youth to develop a sense of worth, a sense of vision, and a sense of responsibility, motivation and confidence. In the face of general social change, one participant wondered who is teaching Inuit values to our youth—some kids seem to lack respect. Drugs and alcohol come into play as well. In this regard, the point was made that there is a need to address the underlying causes...and the relation to housing and self-worth was again made.

Getting youth engaged in community life and social processes was noted. Need an information “high-way” ...clear communication of what is going on, what is being offered, how to get involved. Noted that they are starting a youth group in Kugluktuk.

A specific area of concern related to youth-at-risk. It was noted that in communities such as Kugluktuk there is no group home. So youth may need to be sent out to Cambridge Bay or to the south. In addition, it was observed that no psychologists visit the communities anymore, except in crisis situations. “We don’t even have critical incident debriefers—we have people here who could help with trauma, but we need the training for these people.” A link between homelessness (and “hidden homelessness”), lack of family support networks, and youth at risk was noted.

Youth employment was also an area of interest, with linkages made to education, training, money management.

What do we need to know about youth?

- How many youth practice Inuinnaqtun and culture?
- How many youth are getting involved in politics, community government? Youth groups?
- What are the interests of today’s youth?
- What % of youth are involved in community planning? Are they being asked to participate?
- What programs/ assistance need to be in place for youth to become engaged?
- What age do you become an elder?

Indicators

- # of youth fluent in Inuinnaqtun. Speaking, reading, writing, understanding
- # of youth sitting on boards/committees/councils
- # of youth who own iPods, today's technology
- Grizzlies, book clubs, recreational activities, etc.
- # of graduates
- # of youth in trades/apprenticeship programs/ post-secondary
- Building/infrastructure available for youth programs
- # of support programs available to youth
- # of translator needed to bridge language gap!

Sources of data

Not addressed.

Education

Issues of concern

Concerns were expressed about the perceived quality of the schools. "Education short falls—kids are not ready for further education. You may be passing in the local high school but end up not passing entrance exams or failing in university or college in the south.

One group felt that teachers may sometimes be "hired for the sake of their Inuinnaqtun ability" rather than for their qualifications as teachers.

It was also suggested that some families with employable skills are leaving the communities to take jobs in larger cities so that their kids can have access to better schools. There is also felt to be a big difference in the quality of schools across communities of the Kitikmeot region.

Educating youth about the things that are going on outside of the high school. "We are supposed to be the leaders of the future—but how will this happen if we are not involved?" "We used to learn about government structures as part of our schooling—but it seems that this doesn't happen any more."

More accessible scholarships, and more awareness of the available scholarships was also suggested as something that could be helpful.

Indicators

- what is the employment outcome of those who graduate from high school?
- what is the employment outcome of those who drop out of school to work?
- # of High school graduates (GN Department of Education)
- # of university degrees-completion (Stats Canada)
- Attendance rate by grade levels (GN Department of Education)
- # of kids dropping out of High school (GN Department of Education)
- # of High school aged kids employed full time
- # of students applying for Financial Assistance (FANS— GN Department of Education)

Sources of data

Included for each indicator, above.

Jobs & Training

Issues of concern

Communities face a shortage of people able to fill certain jobs and a shortage of jobs for many other people, particularly youth. Economic diversification would help to create jobs for those who need them..."we have jobs that need people and people who can't get the jobs that are available." We need jobs that match the ability of job-seekers.

On the job market, entry level qualifications may not be met, often due to weak reading and writing abilities. So individuals who might have the ability to do the job well, don't get the required certificates. Perhaps there is a need to focus on abilities more than certificates.

There is also a need to provide (on-the-job) training to enable people to transfer the skills they have into higher level jobs. It was noted, for example, that during the construction phase of mine development there are many construction jobs that local people can qualify for. However, once you get into the operational phase the jobs become more specialized. So, "how do you get these skill sets into Nunavut?"

The challenges presented by the need to match abilities with jobs was recognized. "It would be good to share resources between mining groups, Inuit organizations, and hamlets. We need everyone's input. We all have our own opinions and expertise."

The issue of worker retention was noted. High turnover rates can be experienced in all sectors and is a major concern. It was noted that monitoring is in place once mine projects get to the point of having an IIBA implemented, “but we also need to monitor job retention in the hamlet.”

Concern was also raised about job cuts and layoffs. “We need to retain jobs in our communities so we don’t fall back to where we were ten years ago.” Are critical areas such as wellness and recreation receiving layoffs?

A link was noted between housing shortages and labour mobility—the ability to move to other communities to find work.

Indicators

- # of Apprentices (Department of Education)
- Employment Rate (Stats Canada)
- #'s employed by certain companies (Companies)
- # of Inuit Employees at certain companies (Companies)
- % of Inuit Employment (Stats Canada)
- % of male and female in work place (Companies)
- # of people doing on the job training
- # of people working and source of jobs (employers, Stats Canada)
- # of unemployment rates (Stats Canada)

Sources of data

Included for each indicator, above.

Social Issues

Issues of concern

A general comment was made that to understand social issues, it will be necessary to break data down by age group.

The need for better communication between groups and agencies was noted. Coordination amongst the many groups that are implicated in addressing social issues might be improved through having a central place to meet.

Several specific social issues were discussed as well. These included concerns related to youth pregnancies and the use of abortion as birth control. Concern about illegal activities such as drugs getting into mine camps was also expressed.

The issue of criminal records and the ability to get work was also raised, particularly in the context of youth.

Indicators

Not addressed under this heading.

Sources of data

Not addressed.

Justice and Crime

Issues of concern

Domestic violence, vandalism, theft, murder, suicide, alcohol, drug, and gambling offences are all areas of concern. In addition, crime statistics should be presented according to whether or not alcohol was involved.

A specific concern was noted by one group, which felt that when the court party comes to the community, they don't stay long enough to deal with the cases. As a result, criminal cases get adjourned to another time in the future. This causes stress by drawing out the process of justice.

The Justice System appears to be intimidating to many, can cause stress, there are also language barriers (a terminology issue?).

Indicators

- What is the crime rate related to alcohol substance abuse?
- What is the crime rate not related to alcohol substance abuse?
- What is the suicide rate?
- Who is involved (as offender and as victim): youth, elders, adults
- Domestic violence rates of abuse per community, by age group;
- Sexual abuse, Elder abuse.

Sources of data

RCMP, Social Services, Lawyers, Probations, Justice Committee, Kugluktuk Alcohol Education Committee, Justice of the Peace, Department of Justice, Wellness Centers, Mental Health workers, Elders, Victim Assistance...

It was noted that in order to have good information about domestic violence, people need to be willing to talk. The new Family Services Act may help here and may lead to more information.

Infrastructure

Issues of concern

The group identified a number of areas where infrastructure may be needed, along with the types of infrastructure that seems to be well used. In addition, more general comments made during discussion of recreational issues apply also to this area. This is the issue of the need to balance investment or capacity in physical structures with the capacity to maintain the operation of these facilities and to fill them with appropriate programming.

What's needed?	What's being used?
• Recreation Buildings	• Arenas
• Daycares	• Daycare centre's
• Housing	• Wellness
• New churches	• Health centre
• Elders Home	• Airport and Hanger
• Office space	• RCMP
• Meeting place	• Minimum security
• Stores	• Hotels
• Roads and ports	
• Restaurants	

Indicators

Not addressed.

Sources of data

Not addressed.

Environment

Issues of concern

Concern was raised about the many exploration activities taking place within the Coppermine River's watershed. This is the source of drinking water for Kugluktuk and so development is a concern.

Comments were also made related to monitoring of caribou. Since this is such a critical component of local food it was felt that the community needs to be closely involved. "We who are outside of government need to monitor the caribou situation—we question government data, so we need to combine oral history data with government data. When we do this it makes a lot of sense."

"It's also about communication—we need to get the monitoring data that is done by mine companies (as part of their environmental assessment work) back to the community. We need to see the information about caribou migration."

Indicators

- # of people using the land (HTO, Surveys)
- # of animals being Harvested (GN, HTO)
- # of exploration camps in an area (GN, community, mining companies)
- # of caribou surveys (GN, HTO, mining companies)
- Archaeology sites: Locations (GN, HTO, NPC)
- Place names, use of Inuit Names, use of Inuit knowledge (KIA?, HTO, IQ)
- Location of Dew Line sites (National Defense)
- Traditional Knowledge Website (INAC, NTI)
- Impact of Dew Lines on environment (KIA, NTI, INAC)
- Sovereignty Patrol-Impact of Environment (National Defense, GN)
- Cruise Ships Impact (GN)
- Northwest Passage (Community - particularly Gjoa Haven)

Sources of data

Some data sources are noted with the indicators, above.

Health System

Issues of concern

We lack specialists so they have to come in (doctors, orthodontists, nurses, eye team, dentists, denturists) and the waiting list is long. Space is also an issue. Access to local 24-hour care for elders is a particular concern.

Some expenses are not covered by NIHB (non-insured health benefits).

For people who are sent south for care, the issue of medical escorts was raised. Escort services are needed, but the escorts themselves need to be reliable. Language capability was also raised as a concern, since those patients who don't understand the medical system may be at risk if they are unable to communicate to their care providers.

Indicators

- disease rates and trends: cancer, diabetes, Alzheimer's, mental health, cataracts.

Sources of data

Department of HSS, health centres, nursing stations.

Recreation

Issues of concern

A lack of resources in the area of recreation was suggested. The ability to maintain recreational programs is a challenge. The comment was made that although a community may have a youth centre, "what are the programs available for youth?" Also, "where are the regular dance events for adults?" Recreation coordinators may not know how to engage with the youth centres to build programs. More generally, they may not have the training, credentials, or experience to do their work well. As a result the facilities are not being fully used.

Concern was noted that while there may be physical infrastructure available, the capacity to maintain the facilities and to make good use of them may be limited. For example, "the ice at the local arena is melted."

Indicators

- Include: Dancing, Hockey, Going out on the Land, Feasts, Sports, Activities, Frolics (Spring Festivals)

- How many events are held per year in each community?
- How many people participate in the events?
- Is recreation infrastructure being fully used for recreation?

Sources of data

Organizing communities, recreation committees, Hamlets, Wellness Centers, Schools, local radio, word of mouth, Ads, CB radios.

Finances

Issues of concern

Two areas were noted within the area of finance. First was the accessibility of affordable financial services. Secondly was the issue of personal and family financial education and consumer choices. Do people know how to manage their income to meet their needs and, if they have this knowledge, do they have access to the local services they need to actually make good financial and consumer choices?

Indicators

- # of machines sold in a year in a community (get data from stores)
- # of capital items in the community
- Are people buying homes (get data from Housing Corp)
- Are there banks in town?
- Insurance

Sources of data

Addressed above with specific indicators.

Ability To Hunt

Issues of concern

The question of “what does it cost to hunt?” was raised. Reliance on grocery stores was also noted as a concern. It was suggested that the shift toward store-bought food is arising because its easier and there is cost-certainty. When you go out hunting, you never know what it will cost you in the end.

Changing ice conditions are making it harder to read the ice. In addition, transfer of critical knowledge related to snow machine repair out on the land may not be getting down into the next generation — this should be looked at.

The value of hunting as part of the corrections program at Illavut centre was noted. Resident inmates at the centre learn traditions and hunting and they share food with those in need. It was noted that they get tags for what they hunt, since their hunting is considered to be commercial.

The following further questions were noted by the group:

- Is hunting a necessity?
- Is hunting a means of practicing culture?
- High price of gas and snowmobiles affects transportation and food costs.
- Not as much traditional knowledge is being passed on as before.
- Greater reliance on grocery stores.
- Changing weather patterns, climate change, and its affect on hunters and harvesting.

Indicators

- Number of people buying groceries instead of hunting their food
- Number of people on income assistance participating in hunts/ harvests
- Select group of hunters – working class
- How many people know how to fix snowmobiles?
- What is the cost of living?
- What is the cost of hunting—equipment, gas, ammo....etc
- How many people hunt?
- Who is doing the hunting?

Sources of data

- Harvesting surveys
- Measuring the trends between price of gas, snowmobiles, etc. and comparing it to the number of people going out hunting

IIBA

Issues of concern

IIBAs could help to improve employment. To do this effectively, it was suggested that a range of organizations could be working together.

Indicators

Not addressed.

Sources of data

Not addressed.

Religious And Spiritual Belief

Issues of concern

- Our beliefs are not being taught in school—ban on teaching about God in school...but how do you have a belief without being taught a belief?
- Low attendance in Church & Sunday School
- Religious and spiritual belief and values not talked about as much: became a Sunday ritual; Church separated from home life.
- Younger generation not taking religion and spiritual beliefs seriously — neither Christianity nor spiritual traditions.
- No youth programs in Church

Indicators

- How many people are attending Church?
- What other practices are there other than Church?
- Why is it not being taught in the schools anymore?
- What religions or spiritual understandings do people believe in?
- Measure of self respect, respect for others

Sources of data and information

- Talk to Ministers, vestries, leaders and parents

Culture And Tradition

Issues of concern

Concern was expressed that Inuit culture, traditions, and knowledge is not being adequately passed on from those who hold this knowledge to the younger generations. Today drum dances and other traditional activities tend to be done for visitors. In the past these would be held for ourselves.

Part of the challenge in doing this is to engage elders in the life of youth. This also raised the concern that health issues may remove elders from the community since long-term care facilities may not be locally available.

Indicators

- What % of people are practicing culture and traditions (modern, old)?
- What are these important practices?
- Programs for all people to retain and sustain Inuit culture, traditions?
- Resources available, what's been documented? (books, tapes, DVDs)
- # of group participants, square dancers, drum dancers
- Inuinnaqtun immersion, Brighter Futures, Elders group, Camps
- Do we have an archive? Visitors centre?
- # of dances (per year), and were they for show or pleasure?
- # of people participants, in any cultural activities

Sources of data

Not addressed.

Language (Inuktitut, Inuinnaqtun, terminology)

Issues of concern

- Will we lose our language?
- Can it be revitalized?
- Why are Government, Inuit Organizations trying to standardize the language?
- English is prominent language of use (in all levels of society)
- People are forgetting words and proper spelling
- Reliance on "English" technology
- Younger generation is adapted to new writing system, older generations use the old system
- Inuinnaqtun being taught in only Kindergarten to Grade 3. We sometimes learn that our teachers are not qualified—that they were "hired for the sake of Inuinnaqtun."
- Inuinnaqtun revitalization: right now its only offered to students—we need something for community members more generally.

Indicators

- How many people use Inuktitut/Inuinnaqtun on a daily basis?

- How many people are fluent?
- Who is involved in terminology workshops?

Sources of data

Not addressed.

Tourism

Issues of concern

- The bans on polar bears, caribou, musk-ox, seals
- Older guides need to train the younger generation to be guides
- Global Warming & Climate Change

Indicators

- Number of Cruise ships visits each community
- Number of tourists travelling by kayak, canoes
- Number of local guides/outfitters per community
- Number of tours, outings, sport hunts per community
- Number of tourists visiting per year in each community
- Number of people taking and completing guide training

Sources of data

Hamlets, Nunavut Tourism, Department of Environment, Conservation Officers.

Poverty

Issues of concern

Lack of employment. Food cost and access to food was a concern, as was the lack of food banks to help people get by through rough times.

Indicators

- Income Level (Stats Canada, GN)
- # of clients going for social assistance (Department of Education)
- Food banks
- Breakfast programs at schools (Schools)

Sources of data

Some data sources are noted with the indicators, above.

5.0 PRESENTATIONS

Presentations were made by Dianne Lapierre of the GN EDT and by Alex Buchan of Hope Bay Mining.

GN Economic Development & Transportation

Dianne Lapierre, Manager, Environmental Assessment & Regulation, presented some of the data she has been pulling together from various GN departments through the GN Data Project. Dianne provided several PowerPoint slides showing data from the following areas:

- Community health visits (data from Department of Health & Social Services)
- Social assistance cases (data from Department of Education)
- Crime incidents (data from Statistics Canada, Canadian Centre for Justice Statistics)

The data was provided for several years, in order to show changes from year to year, and was provided for the Kitikmeot region and communities. Dianne emphasized that she has more data and that the various departments are able to generate other kinds of data, depending on the specific questions that are to be addressed. The PowerPoint presentation is provided as Appendix C.

Dianne's presentation generated particular interest around the social assistance case numbers and crime statistics. Discussion related to alcohol and the establishment in 2007 of an alcohol committee in Kugluktuk. It was noted that concerns around alcohol were raised by youth several years before action was taken to establish the committee. It is possible that this process may have led to the stabilization or decline in crime incidents—particularly violent incidents—that Dianne's crime incident graph suggested.

Hope Bay Mining

Alex Buchan, Manager, Community & External Affairs, provided an update on progress and plans at the Hope Bay project for the short and medium term. This presentation is provided as Appendix D.¹ In addition, Alex provided a brief but reasonably detailed look at the monitoring program planned for the Doris North project. The indicator summary table is provided as Appendix E.

¹ In this presentation, "% KC / KBB Business" refers to Kitikmeot Corporation/Kitikmeot-Based Businesses.

Alex spoke a bit about the training capacity that Newmont has. The company has some 3500 workers at their Nevada operations and therefore has a major training program in that state. The Newmont training team is in the process of developing training plans for Nunavut. Alex anticipates there may be two on-site trainers at the Hope Bay project—one for on-the-job training and one for apprenticeships. He also noted that the company is hoping to upgrade the skills of the Inuit core-cutters to allow them to get jobs as geotech assistants. In the area of regional economic impact, he noted that Kent Gustavson (Saskatoon), Rescan, has undated the Nunavut Economic Model which allows for an estimation of how the project will impact the regional economy.

Alex also spoke about the conflict resolution process they have on-site. He acknowledged that in spite of this resource, some people will quit rather than trying to resolve problems.

During discussion following the presentation, Alex commented that it will be interesting to see what kinds of things Agnico-Eagle is tracking at the Meadowbank mine project located near Baker Lake.

6.0 FACILITATOR'S OBSERVATIONS & NEXT STEPS

Important Socio-Economic Issues From A Community Perspective

The second meeting of the K-SEMC succeeded in generating a list of social and economic development issues of concern to the committee members. In addition to identifying these issues, the group noted many of the ways in which these issues are linked together with each other. This work has significant value as it will serve to guide where monitoring efforts should be focused. It will be useful for the group to continue to refine and focus this list in the future.

An Emerging Workplan For The K-SEMC

A recommendation coming out of the first K-SEMC session was to “build understanding of the K-SEMC’s mandate through practice.” The discussions and materials presented during this session provide some clarity to what the workplan may look like for the next year or so:

- Identify areas where monitoring is important
- Fine-tune presentation of data so it can help to answer important questions
- Interpret what the data means
- Place the Doris North project in the broader context of regional development

Identify areas where monitoring is important

The community perspective provided by the K-SEMC, and reflected in the list of priority issues, shows where monitoring efforts should be focused. Some of these areas, such as education, employment and training, are addressed in the Doris North monitoring program.

Other areas such as youth engagement, ability to hunt, culture and tradition, are not addressed within the context of mine project monitoring. By highlighting these areas as priority socio-economic issues the K-SEMC is providing guidance that these areas also need to be addressed, outside of the Doris North-specific monitoring program.

Fine-tune presentation of government data related to Doris North monitoring program

Within all areas of importance, the group can help to fine-tune how data from various sources is presented. Progress in this direction has already been started by identifying the specific “issues of concern” associated with each of the priority areas. For example, in the area of “jobs and training” the issue of “worker retention” was identified. If worker retention is an area of interest, then it will be important to monitor how long workers retain their jobs. Combined with the group’s clear concern related to youth, additional questions arise, such as, “How long do youth retain their jobs?”, “What kinds of jobs lead to the longest/shortest job-retention?,” “What are the factors that lead to successful employment?”...and so forth.

The Doris North socio-economic monitoring program includes many indicators based on data that is to be provided by the Government of Nunavut. These are presented in Table 4 below, as derived from Table 6-2 of the Doris North Socio-economic Monitoring Program (Appendix E).

Some of this data was presented by Dianne during her presentation of the GN Data Project. It is clear from Dianne’s work that there are many ways that the same data can be aggregated, compiled, and presented. K-SEMC members may be able to assist the GN in presenting data in ways that are most useful both for the purposes of the Doris North monitoring program as well as more generally useful to addressing the broader context of social and economic change taking place in the region.

Table 4

Doris North Indicators That Will Be Based On Government-Supplied Data

Area	Indicators supported by GN data
Health Care Services	<ul style="list-style-type: none"> • # of visits to health centres by community
Community Well-Being and Delivery of Social Services	<ul style="list-style-type: none"> • Total population by Kitikmeot community
	<ul style="list-style-type: none"> • # of applicants waiting for social housing by community
	<ul style="list-style-type: none"> • # of new private housing units by community
	<ul style="list-style-type: none"> • # of new files/cases [related to social services]
	<ul style="list-style-type: none"> • # of children in care by community
	<ul style="list-style-type: none"> • # of interventions involving children by community
Public Safety and Protection Services	<ul style="list-style-type: none"> • Overall crime rate by community
	<ul style="list-style-type: none"> • Total # of calls by community
	<ul style="list-style-type: none"> • % RCMP calls related to domestic violence by community
	<ul style="list-style-type: none"> • % RCMP calls related to alcohol-related incidents by community
	<ul style="list-style-type: none"> • % RCMP calls related to drug incidents by community
	<ul style="list-style-type: none"> • % RCMP calls related to incidents involving youth by community
Employment	<ul style="list-style-type: none"> • # of skilled hamlet workers leaving job for employment at mine (from combined company and GN sources)
	<ul style="list-style-type: none"> • Cost of living or food price index
	<ul style="list-style-type: none"> • # or value of social assistance payments by community
Education and Training	<ul style="list-style-type: none"> • # of high school graduates in each Kitikmeot community
	<ul style="list-style-type: none"> • # of Kitikmeot residents who are seeking mine-related training through the Nunavut Community Skills Inventory System
Business Opportunities	<ul style="list-style-type: none"> • # of new businesses in each community

Interpret what the data generated by Doris North means

The meaning of the data presented as part of the Doris North monitoring program will require interpretation in order to understand what it means and what conclusions can be made. Data interpretation will best be carried out with the assistance of the K-SEMC participants, as they represent a deep level of knowledge of the local context. Thus, the K-SEMC will be able to provide meaning to the data.

Place the Doris North project in the broader context of regional development

Clearly the Doris North project is not the only factor that is contributing to social and economic development or change in the Kitikmeot region. The K-SEMC can serve to bring together data from other activities that do not have their own monitoring programs.

For example, there are many people from the region who have worked on DEW line projects and mineral exploration projects. This work shares many similarities with mine employment, such as the fly-in/fly-out nature of the work. Yet there has been no reporting of the number of people who have been involved in this work, of the income earned by those engaged in these jobs, or of the challenges and coping strategies of households of these workers.

Table 5, below, combines the indicators identified by the K-SEMC groups (for several issues only) with the related indicators that will arise from data generated by the Doris North monitoring program. It is clear from this comparison that some of the Doris North monitoring data will be relevant to understanding the issues identified as important by the K-SEMC. However, it is also clear that data will need to be obtained from additional sources in order to understand changes that are taking place in the areas of importance to the K-SEMC—to paint the “big picture” of what is going on at the regional level. This “big picture” is also important to understanding the significance of the contributions that will be made by the Doris North project to these important areas of socio-economic development.

Table 5

Project-Specific Data Is Just A Small Contribution To The “Big Picture”

<i>Issue</i>	<i>K-SEMC Indicators (selected issues for illustration only)</i>	<i>Data Generated By Doris North Project</i>
Youth Engagement	<ul style="list-style-type: none"> • # of youth fluent in Inuinnaqtun. Speaking, reading, writing, understanding • # of youth sitting on boards, committees, etc. • # of youth who own iPods, today’s technology • Grizzlies, book clubs, recreational activities... • # of graduates • # of youth in trades/apprenticeship programs/ post-secondary • Building/infrastructure available for youth programs • # of support programs available to youth • # of translator needed to bridge language gap! 	<ul style="list-style-type: none"> • # of summer students hired by MHBL • # of students in job shadowing • Support of apprenticeship positions
Jobs and Training	<ul style="list-style-type: none"> • # of Apprentices • Employment Rate • #'s employed by certain companies • # of Inuit Employees at certain companies • % of Inuit Employment • % of male and female in work place • # of people doing on the job training • # of people working and source of jobs • unemployment rates 	<ul style="list-style-type: none"> • Support of apprenticeship positions • # of persons employed by MHBL & contractors and the # person days worked • # of summer students hired by MHBL • # of students in job shadowing • % person days by gender • % person days of Inuit • % person days of Nunavut residents • # of skilled hamlet workers leaving job to employment at mine • % termination of MHBL employees related to homesickness, rotational employment & emotional stress factors • # of employees who utilize the MHBL Employee & Family Assistance Program (EFAP) • Average years of mining experience of

		MHBL employees as a result of the Project <ul style="list-style-type: none"> • % of Inuit in each job category • # and type of on-the-job training courses during a reporting period
Justice and crime	<ul style="list-style-type: none"> • What is the crime rate related to alcohol substance abuse? • What is the crime rate not related to alcohol substance abuse? • What is the suicide rate? • Who is involved (as offender and as victim): youth, elders, adults • Domestic violence rates of abuse per community, by age group; • Sexual abuse, Elder abuse. 	

Recommended Next Steps

By identifying the key issues of importance to the region, the K-SEMC has built a foundation for a regional monitoring report. The group can now work to determine the factors that are having the most influence in each of the identified areas of importance.

It is suggested that the next session of the K-SEMC could focus on two or three of the priority issues identified during this session (see Table 3, above). Some advanced preparation could be carried out prior to the fall 2010 meeting to select these areas for focus and to gather some data for the related indicators. The agenda for the next meeting could include time to present the data, fine-tune the questions of interest, adjust the indicators as needed, and then discuss the data and the issues generally to understand its meaning and relevance.

APPENDIX A

AGENDA

APPENDIX B

PARTICIPANT LIST

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APPENDIX C

EDT PRESENTATION

APPENDIX D

HOPE BAY PRESENTATION

APPENDIX E

HOPE BAY INDICATORS

Source: Table 6-2 excerpted from Miramar Mining Corporation (2007). "Socio-Economic Monitoring Program for the Doris North Gold Project." Developed in consultation with: AMEC Earth & Environmental.

