

Kivalliq

Socio-Economic Monitoring Committee

2016 Annual Meeting Report

Baker Lake, Nunavut – December 6, 2016



Looking down a street in Baker Lake

Produced by the Government of Nunavut – Department of Economic Development and Transportation

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EXECUTIVE SUMMARY

The Kivalliq Socio-Economic Monitoring Committee (SEMC or 'the committee') gathered in Baker Lake for its annual general meeting on December 6, 2016 to discuss and review resource development activity in the Kivalliq and related socio-economic changes in surrounding communities. Due to a number of extenuating circumstances only 3 of the 7 Kivalliq communities were represented and a similar low level of participation was seen amongst Government of Nunavut (GN) departments and agencies. Fortunately, training organizations and industry were well represented, which produced some good discussions around employment opportunities. The future of the Kivalliq SEMC meetings was also a focal point of discussions. Unfortunately, due to weather issues, the meeting was cut short and took place over the course of one full day.

The morning began with a Government roundtable introduction and discussion from various departments and agencies in attendance. The conversation touched on some of the different services and opportunities offered in the region with emphasis on funding for education programs, employment and training. Due to weather, the Nunavut Bureau of Statistics (NBS) was unable to attend and participate in the meeting. Additionally, Agnico-Eagle Mines (AEM) representatives were forced to withdraw from the meeting early to return to the mine site and the agenda was adjusted to a single day.

In the afternoon, (AEM) provided updates on the Meadowbank and Meliadine projects, as well as the Baker Lake Wellness Program. A large part of the day focused on how to increase participation by regional organizations at the Kivalliq SEMC meetings as the number of participants has been dwindling in the last few years. Not only is this causing issues for the meetings themselves, but AEM is finding it difficult to obtain data from certain GN departments.

Following AEM's presentation, the meeting proceeded with the community roundtable where Rankin Inlet, Baker Lake and Chesterfield Inlet were represented. Again, due to weather the Chesterfield Inlet representative arrived late and was only able to participate in the last few hours of the meeting. Fortunately, the representatives were able to provide valuable input on behalf of their communities, discussing their concerns and general observations surrounding resource development.

A common theme throughout the day was the importance of better GN representation. It was agreed that this will ensure more informed discussions take place and allow AEM to more meaningfully satisfy the terms and conditions as part of their project certificates. It will also ensure that all relevant data is being shared and distributed to committee members.

REPORT FORMAT

This report is divided into three chapters. The first chapter introduces the reader to the Socio-Economic Monitoring Committees and provides a background and the purpose of the committees. Chapter two summarizes the proceedings of the 2016 annual Kitikmeot SEMC meeting held in Cambridge Bay on December 6th, 2016. This chapter includes the meeting's agenda, participant list, and summaries of presentations, community roundtables, and discussions. Lastly, chapter three provides some discussion on common topics that were raised during the meeting and some points for future consideration for the next annual meeting.

LIST OF ACRONYMS

- AEM: Agnico-Eagle Mines, owner and operator of the Meadowbank Mine in the Kivalliq region.
- CEDO: Community Economic Development Officer
- DEIS: Draft Environmental Impact Statement
- EDT/ED&T: GN Department of Economic Development and Transportation, the GN Department responsible for holding SEMCs.
- EDU: GN Department of Education
- EIA: Environmental Impact Assessment, the permitting/regulatory process that major projects have to go through before construction is allowed to take place.
- EIS: Environmental Impact Statement, a comprehensive review of anticipated impacts of proposed projects, project design, and predicted operations.
- DFS: GN Department of Family Services.
- GN: Government of Nunavut
- DOH: Department of Health
- HTO: Hunter and Trapper's Organization
- IIBA: Inuit Impact and Benefit Agreement, a private agreement signed between a project proponent and a Designated Inuit Organization (such as QIA, KvIA, and KtIA) to ensure that Inuit interests are addressed as compensation for the impacts of a proposed project.
- Indicator: A measurable "thing" that indicates the state, level, or rate of something. E.g. an indication of population growth is the total population of a city over time.
- INAC: Indigenous and Northern Affairs Canada, previously AANDC (Aboriginal Affairs and Northern Development Canada)
- IOL: Inuit Owned Lands.
- IQ: Inuit Qaujimaqatunqangit, or Inuit Traditional Knowledge.
- KIA: Kitikmeot or Kivalliq Inuit Association (usually referred to as KtIA/KitIA and KvIA/KivIA, respectively).
- KMTS: Kivalliq Mine Training Society
- LHO: Local Housing Organization.
- NBS: Nunavut Bureau of Statistics.
- NGMP: Nunavut General Monitoring Plan
- NHC: Nunavut Housing Corporation.
- NIRB: Nunavut Impact Review Board, an Institute of Public Governance created under the NLCA to review the proposal and development of major projects.
- NLCA: Nunavut Land Claims Agreement.

- NPC: Nunavut Planning Commission.
- NTI: Nunavut Tunngavik Incorporated.
- QIA: Qikiqtani Inuit Association.
- RCMP: Royal Canadian Mounted Police.
- SAO: Senior Administrative Officer
- SEMC: Socio-Economic Monitoring Committee. Nunavut has three Committees, one per region. These Committees meet once a year in each region to monitor the impacts of major projects.
- SEMP: Socio-Economic Monitoring Program. Developed to monitor project-specific socio-economic impacts and benefits of operating mines.
- VSEC: Valued Socio-Economic Component.

LETTER FROM THE CHAIRPERSON

I am pleased to present the 2016 Kivalliq Socio-Economic Monitoring Committee (SEMC) report on the proceedings that took place December 6, 2017. I would like to thank all participants that were able to set time aside and come contribute to the collective socio-economic monitoring efforts in the Kivalliq region. In attendance were representatives from territorial governments, the communities of Baker Lake, Rankin Inlet and Chesterfield Inlet, Agnico Eagle Mines, as well as other important stakeholders such as the Kivalliq Mine Training Society and the Kivalliq Inuit Association.

The SEMC offers a unique venue to discuss regional issues and concerns with other stakeholders impacted by resource development. This year was no exception as committee members spent time talking about education, training, and employment.

One of the highlights of this meeting was an extensive review of the Baker Lake Wellness Report and Implementation Plan developed and presented to the committee by AEM and Stratos. This program is a method of monitoring how the Meadowbank mine affects Baker Lake residents both positively and negatively and what the opportunities are for AEM and the community to work together to improve community wellness. Another highlight was the opportunity to understand opportunities for residents of the Kivalliq region in furthering education and training with programs offered both at the Nunavut Arctic College and the Kivalliq Mine Training Society.

As mining projects continue to develop in the Kivalliq region, there is a great need for training prospective employees. The SEMC will continue to support and foster this need and will ensure that we work together as partners to ensure that the Kivalliqmiut are active participants in the workforce of mining development.

The Kivalliq Socio-Economic Monitoring Committee Meeting is an important venue to share and discuss data and impacts in communities around the region. The SEMCs will continue to foster relationships between stakeholders, and allow opportunities for open discussions between communities, government and companies.

Sincerely,

Laura Mackenzie

Chairperson, Kivalliq SEMC

1. INTRODUCTION

1.1 BACKGROUND AND PURPOSE OF THE SEMC

Resource development impact assessment and monitoring in Nunavut falls under the regulatory purview of the Nunavut Impact Review Board (NIRB), an Institution of Public Government created under the Nunavut Land Claims Agreement (NLCA) to administer environmental assessment and follow-up processes. At the culmination of the NIRB's assessment process, a project can be approved, approved with conditions, or rejected. A project certificate is issued for approved projects (conditionally or otherwise), and may contain terms and conditions that "provide for the establishment of a monitoring program for that project which may specify responsibilities for the proponent, NIRB or Government" (NLCA 12.7.1). As part of the follow-up part of the process, monitoring major projects is also a responsibility of the NIRB (NLCA 12.2.2e). Monitoring is necessary to identify whether predicted changes are taking place, to determine if unpredicted impacts are occurring, and to ensure that companies are mitigating any negative effects as legally required.

Since 2007, regional Socio-Economic Monitoring Committees (SEMCs) – Kivalliq, Kitikmeot and Qikiqtaaluk have addressed project certificate requirements for project-specific monitoring programs. These committees create a discussion forum and information sharing hub that supports impacted communities and interested stakeholders to take part in monitoring efforts. This approach also provides monitoring efficiency and consistency within the territory.

The Department of Economic Development & Transportation (EDT, 'the Department') has been the GN's lead on the SEMCs. As such, the Department has been responsible for collecting socio-economic data from across GN departments and other sources, consolidating this information, and disseminating it to the committees and other interested parties, primarily through reports such as this. Each of the regional SEMCs is chaired by the respective Regional Directors of Community Operations. The SEMCs are coordinated by the Regional Socio-Economic Coordinator, also an employee of EDT, to ensure efforts are consistent, traceable, and comparable, and that they feed into other programs such as the Nunavut General Monitoring Plan (NGMP).

1.1.1 SEMC OBJECTIVES

Considering the above, SEMCs have the following objectives:

1. To ensure that major development projects comply with their permits by meeting their socio-economic monitoring requirements during the environmental assessment,

approval, and monitoring processes as required by the NIRB and the Nunavut Land Claims Agreement;

2. To bring together communities, governments, Designated Inuit Organizations, and resource development companies in a unique forum that encourages open and engaged discussions and information-sharing among all parties; and
3. To collect and share regional socio-economic data with impacted stakeholders that is validated by local and traditional knowledge.

1.1.2 STATUS AND NEXT STEPS

Regional SEMCs were established in 2007, and have since met annually in each region. The meeting in Baker Lake was the third regional SEMC meeting of the 2016-2017 fiscal year, the Qikiqtaaluk SEMC met in July and the Kitikmeot SEMC met in November.

Regional SEMC reports from the 2012-2013 fiscal year were the first with comprehensive, standardized reporting on nine standard Valued Socio-Economic Components (VSECs; e.g. demographics, health and well-being, education, etc.), and over 40 different indicators. These numbers exclude VSECs and indicators that are project-specific. These reports are available for download on our website, www.NunavutSEMC.com, which was launched in 2012 to more effectively communicate socio-economic information with Nunavummiut and other interested groups.

The reporting approach was further modified in 2014 to better serve the committees. The reports for 2012-2013 were composed largely of tables and graphs containing statistical figures for the region, making these reports large and potentially difficult to read. The statistical data has been removed from the main report and attached as an appendix (Appendix B of this report) so that readers can still have a reference point when looking at trends. In addition, an interactive database has been created to visually display over 40 different socio-economic indicators. This database can also be accessed on the SEMC website.

The following goals were set for the 2016-2017 fiscal year:

- Maintain the momentum of SEMCs by continuing to hold at least one meeting each region annually
- Augment, increase and align GN-wide participation, especially through regional office support, and consistent participation of other organizations
- Increase community attendance by revamping and reorganizing how SEMC meetings are hosted
- Improve the delivery of information at the meetings

The SEMCs continued to maintain momentum by holding meetings in both the Qikiqtaaluk and Kitikmeot regions, however there has been a slow decrease over the years for the Kivalliq region SEMCs. The goals for this fiscal year (2016-2017) are to design the meetings in more approachable ways to increase participation. The Working Group is working towards improving delivery and meeting methods to bring in a larger audience and improve data sharing and community input.

A workshop is being organized with Working Group members in Nunavut with the primary intention to standardize indicators and develop the means to report impacts and benefits on a Territorial scale, in addition to the regional perspectives supplied by current reporting.

2. 2016 ANNUAL KIVALLIQ SEMC MEETING, BAKER LAKE

The tenth Kivalliq SEMC meeting was held in Baker Lake on December 6, 2016. Representatives from three hamlets were in attendance to share experiences and information regarding socio-economic observations and changes experienced in their home communities. Participants also heard from Government of Nunavut regional staff and Agnico Eagle Mines. AEM also presented on the success of the Baker Lake Wellness Program.

2.1 AGENDA AND PARTICIPANTS

This section reflects the intention of the meeting and the agenda that was sent out to participants. It also lists those who were in attendance. The proceedings of the meeting are reported in section 2.2.

Day 1 – Tuesday December 6, 2016

Morning session

9:00 AM – 11:45 AM

1. General Opening		
9:00-9:15	GN-EDT <ul style="list-style-type: none"> • Laura Mackenzie 	Opening Remarks by the Chairperson
9:15-9:30	Kivalliq SEMC	Participant introductions
9:30-10:00	GN-EDT <ul style="list-style-type: none"> • Erika Zell • Chantelle Masson 	Purpose of the SEMC and objectives of this meeting <ul style="list-style-type: none"> • Review Agenda • What has happened since the last SEMC? • Kivalliq SEMC overview • Meadowbank Socio-Economic Monitoring Working Group • Meeting objectives
2. Socio-Economic Monitoring		
10:00-10:30	Government Roundtable <ul style="list-style-type: none"> • Family Services • Arctic College 	Updates from Regional GN Departments and government agencies <ul style="list-style-type: none"> • Relevant programs • General observations
10:30-10:45	BREAK	Coffee provided
10:45-11:00	Community introductions <ul style="list-style-type: none"> • Hamlet representatives 	Open-floor discussion to introduce communities
11:00-11:45	Community roundtable	Small-group discussions <ul style="list-style-type: none"> • Benefits and impacts of current major development projects

		<ul style="list-style-type: none"> • General observations • Reconvene as a larger group to share important conclusions
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Lunch break (food not provided)

11:45 AM – 1:15 PM

Afternoon session

1:15 PM – 4:30 PM

3.	4. Proponent Updates	
1:15-2:00	Nunavut Bureau of Statistics <ul style="list-style-type: none"> • Meeka Mearns 	Socio-economic indicators of well-being <ul style="list-style-type: none"> • Statistics and analysis • Discussion
2:00-2:45	Agnico Eagle Mines <ul style="list-style-type: none"> • Graeme Dargo • Courtney Squires • Suzanne Leclair • Adam Fryer (Stratos) • Stefan Reinecke (Stratos) 	Project updates <ul style="list-style-type: none"> • Update on 2016 project activities • Planned work for 2017 Meadowbank Socio-Economic Monitoring Program <ul style="list-style-type: none"> • Review draft monitoring program • Discussion of indicators Baker Lake Wellness Plan
2:45-3:00	BREAK	Coffee provided
3:00-4:00	Kivalliq SEMC	Small-group discussions: industry updates
4:00-4:30	Kivalliq Mine Training Society <ul style="list-style-type: none"> • Angie Perkins 	<ul style="list-style-type: none"> • Program updates and observations • Q&A • Discussion

End of Day

*The agenda was modified to one day due to a blizzard. NBS was unable to make it to the meeting due to the storm.

Participants of the 2015 Kivalliq Socio-Economic Monitoring Committee

October 27-28 Rankin Inlet				
Group	Organization	Name	Position	Community
GN	EDT	Laura Mackenzie	Director, Kivalliq Community Operations	Rankin Inlet
	NAC	Stephanie Lachance	Mine Training Coordinator	Rankin Inlet
	FS	Richard Mackenzie	Regional Director	Rankin Inlet
	NBS	-	** Unable to attend due to weather	Pangnirtung
	EDT	Chantelle Masson	Regional Socio-Economic Coordinator	Iqaluit
	EDT	Erika Zell	Environmental Assessment Coordinator	Iqaluit
Industry	Agnico-Eagle	Graeme Dargo	Superintendent – Communications and Community Affairs (Nunavut)	-
	Agnico-Eagle	Courtney Squires	IIBA Coordinator	-
	Stratos Inc.	Stefan Reinecke	Consultant	Ottawa
	Stratos Inc.	Adam Fryer	Consultant	Ottawa
GoC	-	-	-	-
Hamlets	Arviat	-	-	-
	Baker Lake	Trevor Attungala	SAO	-
	Chesterfield Inlet	Jimmy Karko	Deputy Mayor	Chesterfield Inlet
	Coral Harbour			Coral Harbour
	Naujaat	-	-	-
	Rankin Inlet	Evan Morrison	Hamlet Council (and NAC)	Rankin Inlet

	Whale Cove	-	-	-
RIA	KIA	Charlie Tautuajuk	IIBA Coordinator	-
Other Interested Stakeholders	KMTS	Angie Perkins	Executive Director	Rankin Inlet
Observers	NIRB	Kofi Boa-Antwi	Technical Advisor	Cambridge Bay

2.2 SUMMARY OF MEETING

The meeting opened with the Government of Nunavut providing a brief overview of resource development activities in the Kivalliq region, as well as updates from the Kitikmeot and Qikiqtaaluk region. Themes at the annual meeting included discussions on how to increase attendance, both on behalf of GN and from community representatives, the lack of childcare in communities, education and training and how to increase Inuit workforce in management/higher level positions.

A Government roundtable discussion enabled various departments and agencies the opportunity to address concerns and interests related to the committee. Family Services summarized initiatives that they have available to Nunavummiut, and Nunavut Arctic College (NAC) provided an update on programs and courses offered in the Kivalliq region. They also informed the committee on the statistics surrounding student applicants and success rates. The Kivalliq Mine Training Society (KMTS) shared with the committee training and education opportunities to specifically satisfy employment in the mining sector.

AEM and Stratos provided updates on both the Baker Lake Wellness Program and the Meadowbank Socio-Economic Monitoring Program (SEMP). A short discussion followed surrounding the data presented. AEM and Stratos then continued on to the Meadowbank mine site to avoid any weather delays. Conversations continued, and are summarized in the following subsections.

Subsection 2.2.1 of this report summarizes the presentations and discussions that followed throughout the SEMC meeting in Baker Lake. Subsection 2.2.2 briefly provides an overview of the Meadowbank and Baker Lake Wellness Program presentations.

2.2.1 PRESENTATIONS AND DISCUSSION

Government Roundtable

Department of Economic Development and Transportation, presented by Chantelle Masson, Regional Socio-Economic Monitoring Coordinator and Erika Zell, Environmental Assessment Coordinator

The GN provided an introduction to the committee that summarized the overall purpose and goals of the SEMC as well as the importance of meeting. The presentation explained the overview of the legal obligation and purpose of socio-economic monitoring in Nunavut and highlighted the roles and responsibilities of interested stakeholders in Nunavut. There was also a breakdown of activities and results from the Kitikmeot and Qikiqtaaluk regions regarding

resource development. This had been a request from a 2015 meeting to incorporate into the meetings annually. The presentation also offered results from and discussions at the previous 2 SEMC meetings in the Kitikmeot and the Qikiqtaaluk.

Department of Family Services, presented by Richard Mackenzie, Regional Director (Kivalliq)

The Department of Family Services presented information on career development in Nunavut using their programs and services. In regards to career development in Nunavut, Family Services is responsible for labour market programming, labour market information, apprenticeship, trade and occupations certification, and student financial assistance. Priorities in the labour market are the following: preparing the labour force to meet the needs of a growing transitioning economy; encouraging greater employer involvement to ensure skills are aligned to job opportunities; increase the participation of underrepresented groups in the labour market; connect Nunavummiut to job opportunities through accurate, timely and understandable labour market information; and to engage with community leaders, organizations, municipalities, Inuit organizations and other levels of government to leverage partnership opportunities.

Nunavut labour force characteristic statistics: Population: (15+) 24,100, Labour force: 15,700 (participation rate of 65.2%) Not in labour force: 8,400; Employed: 13,300 (employment rate of 55.1%); Unemployed: 2,400 (unemployment rate of 15.4%). Unemployed rate by sex: Males 21.1% (up by 3.1% since April 2015) Females 8.5% (up 1.2% since April 2015); 15-24 years old: 23.3% (down 3.3% since April 2015).

Nunavut Arctic College, presented by Stephanie Lachance, Mine Training Coordinator

Nunavut Arctic College presented on the Kivalliq training and education opportunities offered in the region known as the Nunavut Trades Training Center in Rankin Inlet. Some apprenticeship programs include: electrician (levels 1 & 2), plumber (levels 1 & 2), oil burner mechanic (levels 1, 2, 3 and trades qualification), housing maintainer (levels 1, 2 & 3), and carpenter (levels 1, 2, 3 and 4). Other courses offered include trades access, pre-trades, pre-apprenticeship cook, pre-apprenticeship electrician, pre-apprenticeship plumber, airbrakes, intro to HEP and intro to underground mining.

As of the December, 2016 there were a total of 100 students that had enrolled, 24 students that were attending, 45 that had already completed their program and 13 students that had either withdrawn or failed their program.

Kivalliq Mine Training Society, presented by Angie Perkins, Executive Director

The Kivalliq Mine Training Society (KMTS) is a joint funded training organization that works closely with government and industry to find and train local residents for mining jobs in high demand. KMTS has successfully trained many current employees at Meadowbank and continues to develop new programs to encourage greater labour force participation.

The KMTS representative presented on the importance of the training offered throughout the region. With the partnerships and training available to communities in the Kivalliq, it increases the total employment rate throughout the region and the territory. The programs being offered in the 2016/2017 year are: Class 3 unsynchronized standard shift, intro to underground mining, class 1 driver training, pre-trades program, Arviat welder's helper program, small engine repair, family support network and wage subsidies and support programs.

Discussions followed regarding challenges faced by the program. To read more on that, refer to section 3.

2.2.2 INDUSTRY UPDATE AND BAKER LAKE WELLNESS PROGRAM

Meadowbank Socio-Economic Monitoring Program, presented by Stefan Reinecke and Adam Fryer, Stratos Inc.

Staff from Stratos Inc. (Stratos) attended the Kivalliq SEMC to review in great detail the latest draft Meadowbank SEMP report with members of the committee. Stratos went through each indicator within the SEMP and discussed the baseline data, the predicted impact, and the monitoring results since operations began in 2010. Also discussed were the management plans that have been implemented by AEM to mitigate any negative socio-economic impacts as well as to further enhance the positive benefits. Kivalliq SEMC members had an opportunity to ask questions and provide input into the SEMP prior to its submission to the Nunavut Impact Review Board (NIRB).

Employment

Meadowbank employs more than 813 people and more than a third of those 813 are Inuit (302, up from 269 in 2014). Almost all of the Inuit staff are from the Kivalliq region, more than half of those being from Baker Lake (156), 57. In 2015, the number of workers from Arviat grew significantly (from 38 in 2014 to 57), 8 staff from Chesterfield Inlet, 3 staff from Coral Harbour, 42 from Rankin Inlet, 6 from Nauyasat, and 9 from Whale Cove. The permanent Inuit employee turnover rate decreased significantly from 2014 (26%) to 2015 (12%). Female employment at Meadowbank is 17% which is on par with the Canadian mining sector average.

Income

Total annual income paid to Inuit employees increased from an average \$18.2 M in 2014 to \$20.2M in 2015. Inuit employment income continues to significantly exceed the FEIS prediction of \$4M in direct project wages annually. Most communities in the Kivalliq have experienced a positive increase in median employment income since 2010, which can be partly attributed to employment at Meadowbank.

Contracting and Business Opportunities

As anticipated, Baker Lake based businesses have received a significant portion of expenditures, although their relative share has been decreasing since 2012. In 2015, absolute contract expenditures on Nunavut-based business increased (from 67.4% to 91.8% total contract expenditure), while those for Baker Lake based business decreased (from 37.7% to 26.7%). The contract expenditures in recent years (2014, 2015) are much lower than in the early years of operation (2011, 2012). AEM cites two primary reasons for this: the postponement of a number of capital projects due to the low price of gold and a temporary cessation of exploration activity at Meadowbank due to shifting resources towards the Meliadine exploration project.

Education and Training

Up until 2014, AEM had made total annual contributions of approximately \$284,000/year to a variety of school based initiatives. However, with the expiry of the MOU with the Department of Education in 2015, the contributions dropped significantly to \$39,000 in 2015. There has been a consistent level of investment by AEM in external mine training programs (e.g. Kivalliq Mine Training Society) Support for, and participation in, in-house training and apprenticeship programs has continued to be steady.

Culture and Traditional Lifestyle

Meadowbank has maintained its practice of offering meals including char, muskox, and caribou (approximately 4,500 meals/year since 2011). At the moment, there is very little information (and no recent information) on the levels of traditional activity in Nunavut, the Kivalliq region, or in specific Hamlets from the Statistics Canada or the NBS.

Migration

According to AEM there has been a gradual increase in the number of Inuit workers who now reside in southern provinces, from 12 in 2014 to 21 in 2015 (or 7% of the Inuit workforce). There is not enough sufficient data on in-migration into Kivalliq communities to relate to the Meadowbank project.

Individual and Community Wellness

Onsite, AEM offers many supportive programs and counselling for employees who struggle with the working environment at the mine. Support programs include Employee Family Assistance, onsite counsellors, elder visits, Family Network Program, and the Making It Work program in partnership with KMTS.

Total criminal violation rates in Baker Lake and Rankin Inlet reached historic high levels in 2011 and 2012. Recent data (2015) indicates a continuing downward trend (since 2012) in criminal violations in Baker Lake. While violations in Rankin have also been decreasing (since 2011) there was a 5% increase in 2015. However, criminal violation rates in both communities remain slightly above the 2006-200- baseline level.

AEM also performed the Baker Lake Wellness Study in 2015/2016. Read more about it in section 2.2.3.

Health and Safety

The number of accidents has significantly decreased each year since 2011 (5.16) to 2015 (0.57).

Community Infrastructure and Services

The number of employees referred to community health care centres for personal or work-related reasons ranges from 14-58 people per year and may or may not represent an increased demand on GN health services. The number of social assistance recipients (per 100 residents) in Baker Lake, Arviat and Rankin Inlet has been relatively stable for the last three years of available data (2011-2013)- with Baker Lake and Rankin Inlet having among the lowest rates in the Kivalliq.

A complete and more comprehensive assessment of the benefits and impacts of the Meadowbank Project on the socio-economic environment can be found in the final version of the Meadowbank SEMP annual report, which was submitted to the NIRB in December 2016 and can be located at www.NunavutSEMC.com

Regional Socio-Economic Monitoring

As mentioned previously, NBS was unable to attend the 2016 Kivalliq SEMC due to weather. To see the presentations prepared for the Kivalliq SEMC meeting on behalf of NBS, refer to Appendix A. To see more detailed statistics, please refer to Appendix B.

2.2.3 THE BAKER LAKE WELLNESS REPORT AND IMPLEMENTATION PLAN

There is an Inuit Impact and Benefits Agreement (IIBA) between Agnico Eagle Mines and the Kivalliq Inuit Association (KIA) for the Meadowbank mine. This IIBA states that Agnico will

prepare a report every year on the wellness of the Inuit residents of Baker Lake. Each year, AEM and KIA will work together to consult with the Inuit residents of Baker Lake to determine what adjustments need to be made to the Wellness Report and Implementation Plan.

The Baker Laker Wellness Report and Implementation Plan addresses two questions: How has the Meadowbank Mine affected the wellness of Inuit residents of Baker Lake (both positively and negatively)? What are the opportunities for AEM and the community to work together to improve community wellness? From these questions, 5 priority areas were identified and validated by the community: Employment, income and financial management; Mental health and addiction; Children, youth and families; Inuit culture and traditional practices; Planning and coordination of community wellness. The community representatives came up with the following needs and opportunities for each of the priority areas:

Employment, Income and Financial Management

The community needs: Training, job opportunities and financial management skills.
Opportunities to make things better: Deliver financial planning programs and services in Baker Lake; Improve AEM programs to address employment, cultural, and gender issues.

Mental Health and Addiction

The community needs: Love, support and happiness; Balance and stability; Strong sense of identity and self-esteem. Opportunities to make things better: Hire full-time, permanent mental health and addictions counselors; Improve access to AEM programs

Children, Youth and Families

The community needs: To show responsibility for children and youth; To invest in children for the future; Healthy, respectful family relationships. Opportunities to make things better: Increase childcare spaces; Provide space for wellness programming

Inuit Culture and Traditional Practices

The community needs: Traditional knowledge and skills to be kept alive; Multiple generations speaking, reading and writing Inuktitut; Strong Inuit values of respect and support.
Opportunities to make things better: Include Inuktitut and traditional knowledge in more programs; Provide infrastructure that supports traditional practices (e.g. community freezer).

Planning and Coordination of Community Wellness

The community needs: Wellness priorities and programs that are based on community input and support; AEM priorities and programs that align with the community's; Awareness of and

access to programs. Opportunities to make things better: Get more people working together to set priorities and develop plans; Share knowledge between communities.

Moving forward, AEM is working on a Financial Literacy Initiative, as well as a Community Cluster Plan. The Financial Literacy Initiative is being developed to include the following components: Financial basics (banking basics and managing paycheques); Savings and retirement basics; Small business and entrepreneurial session. Several sessions will be delivered including to Baker Lake community members, school programs, delivery at Meadowbank and cross-Kivalliq program deliver once tested in Baker Lake. The Community Cluster Plan highlights the community’s health needs and its resources. It identifies how to make the best use of resources and funding to ensure positive outcomes for the community. AEM plans to continue community workshops, public meetings, and report delivery in the upcoming fiscal year.

2.2.4 SEMC ACTION ITEM WORK PLAN

The following table highlights specific items that were discussed throughout the SEMC meeting that require follow up. This provides a way to track commitments made by SEMC members during the day of meeting. Any outstanding items should be reviewed at the next meeting in order to discuss solutions or plans moving forward

Item	Organization(s)	Timeframe
Circulate a list of attendees and the agenda well in advance of the meeting	GN - EDT	1-2 months prior to next SEMC
Incorporate small group breakout session	SEMC	Next SEMC
Sort how to best integrate regional and project specific data and combine/separate where appropriate	AEM GN Nunavut Bureau of Statistics	Ongoing
Strive to align indicators between projects and regions	SEMC	Ongoing
Have the 2016 SEMC report completed and circulated within 6 months	GN – EDT	June 2017
Verify translation equipment is fully functional	GN – EDT	Next SEMC

Invite RCMP to present	GN – EDT	Next SEMC
Discussions with those invited that did not attend and determine what is needed moving forward to ensure participation on behalf of all appropriate departments	GN – EDT	Ongoing

3. DISCUSSION

This section briefly summarizes the main topics of discussion at the annual Kivalliq SEMC meeting in Baker Lake.

3.1 KIVALLIQ SEMC AND PROJECT-SPECIFIC MONITORING

The discussions that took place during the annual Kivalliq SEMC meeting centered around how to move forward with the SEMCs to ensure better attendance, the need for education and training in communities, and the lack of daycare availability in communities. The working group intends on having quarterly meetings on SEMC planning, as well as improving the delivery of the SEMCs.

An object noted in the KMTS presentation was that only 25% of applicants to their program have a high school education. This means that 75% of attendees in KMTS programs have not graduated high school, pin pointing the great need for education in the Kivalliq region, and Territory as a whole. In 2015, the Kivalliq region had a 40.8% graduation rate, making it the highest rate in all of Nunavut (Nunavut average is 31.4%). More Nunavummiut are attending and graduating from high school, however, the KMTS is an open program with applicants of a median age of 25-39 years old. Therefore, those applicants that have not been in school for years are applying to the program in order to be trained and obtain employment with low levels of education. Although the graduation rate for older applicants is low, it is positive news in that they are finding new training opportunities to successfully enter the workforce. Since Meadowbank is a rotational work force, employees have the opportunity to do schooling on their two (2) weeks off. This opportunity has resulted in four (4) red seal Inuit employees. The Kivalliq SEMC will continue to monitor trends in education attainment and quality as well as the success of various training programs through the Meadowbank Socio-Economic Monitoring Program. In addition, there is interest in promoting these success stories at the SEMCs.

The committee also discussed the increasing need for daycare centres in all communities. At the time of the meeting, Rankin Inlet representatives mentioned the opening of a new daycare in the community. However, it was noted that the new day care was facing staffing challenges, as well as logistical issues associated with daycare production and operations. One of the main reasons AEM is seeing employee turnover is the lack of child care in Nunavut communities. This issue has been raised at meetings in the past, and was acknowledged during the Baker Lake Wellness Report and Implementation Plan community workshops.

The committee is now working towards methods to increase attendance at Kivalliq SEMC meetings in order to ensure both qualitative and quantitative data are incorporated into socio-economic monitoring reports. The committee's discussions provide a thorough understanding of the benefits and impacts associated with the Meadowbank mine. The annual SEMC meeting is an optimal venue for impacted stakeholders to raise concerns and voice suggestions to AEM so that the company can look to modify programs in a way that best meets the needs of Kivalliqmiut. Since these meetings are so important, the SEMP working group is meeting continuously throughout the 2017 fiscal year to address the attendance and participation issues. Nunavut as a whole is seeing an increase in resource development, and the impacts of this development must continue to be monitored and discussed. The committee agreed that a revamp of the delivery of SEMCs and reporting methods would be a good way to increase attendance and success of the meetings. It is with a high confidence that 2017 will provide an opportunity to develop the best methods for Nunavut SEMCs to grow and continue their upward trend of success for the benefit of all Nunavummiut.

APPENDIX A: PRESENTATIONS

Appendix A is a separate document that contains the Power Point slide presentations discussed within this report in the order they were discussed and scheduled in the agenda:

1. Government of Nunavut
2. Agnico-Eagle Mines
3. Nunavut Bureau of Statistics

APPENDIX B: STATISTICS

Appendix B is a separate document that contains statistical information on the following valued socio-economic components and associated indicators:

Demographics

Population estimates

Population estimates by region and community

Population estimates by age group, region and community

Population mobility

Aboriginal identity

Health and well-being

Life expectancy

Infant mortality

Teenage pregnancy

Birth weight

Perception of drug and alcohol abuse

Tobacco addiction

Alcohol addiction

Suicide

Number of visits to community health centres

Children and social services: Number of children receiving services

Food security

Hunger

Consumer price index

Cost of northern food basket

Nutrition North: Subsidy amount and weight per community

Education

Public school enrolment by grades

Secondary school graduation rate

Attendance by grades

Housing

Total dwellings and household size

Total rented and public/private-owned dwellings

Crowding

Public housing wait list

Crime

Actual violations

Rate of police-reported incidents

Criminal violations by type

Economic activity

Gross domestic product

Retail trade

Building permits

Employment

Labour force characteristics

Persons receiving employment insurance

Percentage of households receiving income support

Taxfilers with employment income, and median employment income

Social Assistance caseload

Social Assistance expenditures

Inuit languages

Population by mother tongue

Language most spoken at home

Traditional activities and skills

Population that hunted, fished, gathered, and/or trapped in the past 12 months

Time spent with elders (youth)