

2018 Kivalliq Socio-Economic Monitoring Committee Meeting – April 24th, 2018 Arviat, NU

Participants

Willie Nakoolak - Coral Harbour (CH)
Barbara Tartak - Rankin (R)
Tony Amauyak - Chesterfield Inlet (CI)
Joseph Sivernatok - Naujaat (N)
Karen Yip - Baker Lake (BL)
Bob Leonard – Arviat (A)
Joy Suluk – Arviat (A)
Bill Neish – GN Department of Finance (DF)
Bill Cooper – GN Department of Education (Edu)
Greg Thibault – GN Department of Health (DH)
Candace Ramcharan - AEM
Courtney Squires - AEM
Adam Fryer - Stratos
David Abernathy – Indigenous and Northern Affairs Canada (INAC)
Richard Mackenzie – GN Department of Family Services (DFS)
Laura Mackenzie – GN Economic Development and Transportation (EDT)
Chantelle Masson – GN Economic Development and Transportation (EDT)
Ronnie Suluk – GN Economic Development and Transportation (EDT)

Opening Remarks and prayer

Community Roundtable

CH - I have some questions as a community how can we achieve and move to make progress for our community. Community challenges - how can we be helped as a community? Trying to do things on our own is really difficult. We're getting a bigger baseball diamond, and a new swimming pool. When I became mayor these were some of my goals and they've been accomplished. Some areas hardly move ahead, how do we progress? Over the past 25 years I haven't seen anything new or relevant in the community. No expansion, and it's really small - about 400 people, everything is too small - the gym, the hall.

CI - The students being educated and completing school they have nowhere in the community to go to work. As the community grows, there's less employment available. The construction companies create short term employment is really difficult to find long-term employment. The GN opens jobs but not a whole lot apply.

N - First time here, don't have much to say.

RI - Last representative's term ended so this is my first time at this meeting and I am a new councilor. I have a general idea on the goals and objectives of the KivSEMC. In our role as hamlet councilors, the VSEC document is our everyday discussion. What I've seen is that there are all sort of resources and bodies (territorial, regional, Inuit orgs, and community) and although each body has generally the same goals we are unable to really join together as one group. How can we attain getting together - it can be challenging for new members. There are

so many aging infrastructures in all communities. Individual and Community Wellness - In order to really look at the other components, we need to look at individual and community wellness as well as education and training in order to improve the other components in the communities. As a counselor I am wanting to hear from the community on what programs they would like to see under the Agnico Eagle community wellness program. Department of Health also has a community wellness plan. So many organizations that are spending money to reach the same goals and objectives, they're just all operating differently. Need to see common goals and objectives.

BL - Deputy Mayor of Baker - our community has been one of the most heavily impacted in this region. Seen the mine go from early exploration to what it is today. Many people in our community have been impacted. It's good because I can see the other side and help inform the community. Lived in Baker for 23 years, seen many changes. Most of them good, went from relying heavily on social assistance and available GN jobs to many young men and women with employment, kids that are well dressed, well fed. There have been some negative impacts - more disposable income, changes in liquor restrictions that has impacted the community. Not really anything to do with the effects of the mine. Inuit are very adaptable, so these are short term changes which will result in a long term adjustment. Many employment opportunities, if most people want a job there are jobs available. We are seeing a lack of infrastructure and buildings. Buildings are old - lost our shelter due to asbestos. Would be nice to see more entrepreneurs and help for small businesses to be encouraged and motivated. Wellness is something in our community that we've been working on. With many social issues (health, lack of housing) we need to pay attention to these areas and find assistance. Maybe the biggest area is education and training. The mining company has done a great job with education and training with their career path programs. We're holding a trade week in our community where the mine and high school and they combine to give the high school students an opportunity to see what it's like as a trade's person on the mine. Need to see more education - if the mine is intending to hire 800 employees we have to start with youth. Starting at a younger age helps the students have the qualifications to go into post-secondary and employment.

Action Item- Reports and minutes to be sent to the SAO's and the Mayors of the communities to get to the council

A - Became mayor just around the time Meadowbank was taken over by Agnico Eagle. 10 years ago we decided that our economic development plan was going to revolve around employment and training for people to get jobs at the mine. We decided this because there is no wealth in the communities. We've had some success, good relationship with the mine in regards to running job entry courses. 100's of people have had an opportunity to try out the mine. Some stayed, some didn't. NAC graduation - two groups graduated. 1 had completed a 1 year university education program. Half the class has taken job entry courses that we have offered in collaboration with the mine. Through that process they have decided they will work towards getting an education and really felt there was a reason to believe there would be jobs for them. The other course was a self-improvement program and I noticed there was about half of the class as well that had taken the pre-employment program. People are ready for the next step of going on to University. We want the mining industry to participate in this and let those people know that there can be employment for them. Before the mine opened, people were saying that we need to do training but no one did anything until the jobs were actually there. People don't want to put in the effort if they don't see any benefits to it at the end of the program. Now that they see the mining opportunities, there is more interest in taking college programs. NTEP is very successful because they can see a teaching job at the end of it.

CH - Would be beneficial to have KIA in attendance at these meetings

RI - Asking a Rankin rep to attend the KIA council meetings to get more information on what happens at these KIA meetings.

CH - I should do the same thing with our KIA rep too. KIA should get a website and put up an update for each community. It's hard to get any information from them. We need to start asking them to come to the meetings

Action Item - Ensure an invitation is extended to KIA and strongly encourage their attendance

GN Roundtable

Bill Cooper - Department of Education

Common concerns seem to resonate - community infrastructure, employment, education and training and individual and community wellness. My responsibilities are K-12 school operations and as a director within DoE my Sr. management team also have input on a variety of other additional departments. The department has gone through a re-alignment to delegate accountabilities so that certain responsibilities are not lost in work-load or on the side of desks. Capacity and work load are issues. It's about partnerships between departments and organizations. We recently held a leadership workshop in Rankin. We invited principals, vice principals and the DEA chairs. The intent was to bring everyone together around important values of leadership. Also involved was the division of partner relations (they work with DEAs) department of educator development. Important to bring people together to manage and lead that work. We want to look at the impacts in bringing people together to discuss these things. Economic components: We discussed at length at these meetings indigenous cultural competency. Asked the DEA's to discuss their positive school environment policies. What kind of environment do we want at schools (and communities)? Want to see a strong Inuit language program in schools, want to see students coming to school, and want to see collaborative efforts. If the health of your community is predicated on the health of your families, then the health of our K-12 schools is predicated on the health of each classroom - the class is your family. Resiliency is key for people to succeed.

Q: Do you collect number of age group in population vs. number of those attending school?

A: We track by the % of those expected to be in school

Q: Accuracy rate?

A: Only as accurate as the inputs. Is it accurate? Yes. It's based on what a teacher tracks. Accuracy of the system is dependent on the correct input at the time input is being made. (Attendance) Everyone has been trained to accurately input this information.

Q: Does absenteeism on the land count as absenteeism?

A: No it does not. If a student is absent without an excuse, it works against the system. If they are absent for traditional activity, it is not working against the system.

Q: Is there action taken against students that are not attending school to encourage them to attend classes?

A: No, we can say this is what has to happen but at the end of the day it's up to the community, the family. Local initiatives can encourage students to go to school. We need to look at the cause to make it better.

Next year we are transforming professional development into results. How do I become better at what I do? I can learn something, but unless I commit to doing it but without a leader making sure to see these results, it won't happen.

Q: We were discussing that a person can learn and have the knowledge of the universe but if you don't practice it, it doesn't become an action. Unless the staff and the community learn and practice what they have learned, it doesn't make a difference.

CH - Are there reports from the schools from beginning of the year to end of the year; at the beginning of the year there were 312 students but school reported 265 or 285. We feel like teachers aren't properly marking school attendance. Later in the school year, numbers always drop. The school space is too small; library was used for culture programs. There's no computer room, our GLO had to make space to have more classes in there. Does each community do reports to the GN about the conditions of the school? As of now we know that Coral school will be extended (first in line for a new school) but that was 2 years ago. Teachers and students are getting sick from the smell of mold from a pond near the school and this is why we are seeing a drop in students - warmer weather makes the smell worse. There is a lack of DEA members and involvement in the community.

RI - Positive school environment - we need to sit down with the parents. It comes down to basic parenting values and skills. If the Government is focusing directly at the students and not mentioning cause and effect, what is the underlying cause? The home environment has the first responsibility at the end of the day.

DFS - Is the percentage of grads going up vs the number of those enrolled? Is there growth in terms of the number of grads?

Edu - Do not have that data

Greg Thibault - Department of Health

Q: Underlying causes - in your department do they do surveys on the conditions of a houses in Nunavut?

A: Health does not do studies; NHC has looked at conditions of housing. They have stats on overcrowding, housing in needs of major repair. Department of Health's perspective, housing is one of the top social determinants of health. There are some causes that will directly impact your health status. Housing is likely number one. Overcrowding leads to increases in disease rates (TB), poor performance in education (no place to study at home, no place to sit and concentrate).

Q: Condition of the house - Openings in windows and doors (holes) or mold in the homes. Can't remove it themselves, need NHC to do so. Have to start considering better and new houses in all communities.

A: I know that NHC is looking at addressing the relationship between NHC and LHAs to provide funding for upkeep and maintenance, repairs, etc. Housing is working with health to ensure the housing status is being improved.

Q: Stats on tobacco use - relationship between tobacco use and health. Finance is gearing up to be selling marijuana soon. What's Health's reaction to this? Creating programming?

A: Tobacco team is going through the consultation process with communities and agencies. Looking at the impacts are, regulations can be. It's too early at this point to see where that's going.

Bill Neish - Department of Finance

In charge of taking summer student applications for GN - if there is a possibility to forward along to other employers (AEM for example) that would be a great benefit to the applicants.

Is somebody willing to be in other communities other than their home town for summer employment? GLO's can also help to fill out applications to pass along to Finance. Getting names on the list is the first step.

David Abernethy - INAC - NGMP

Q: Qaujigiartiit research project - Do you know if there's been any meta-analysis of all the various studies that have had that topic or similar studies?

A: We don't know the other studies taking place.

Q: Do you look for proposals or do you filter through the applications?

A: There's a priority list of indicators or VECs so if they qualify they get funding

Agnico Eagle Socio-Economic Monitoring Program

Courtney Squires and Adam Fryer - AEM

Should see no impact transitioning from Meadowbank to Whale Tail

Q: What kind of monitoring happens at the site itself? Are there agreements in place where there are employees that speak very little English and are having to work with Inuit workers? How is this being monitored?

A: A lot of that is being monitored with the KIA through the IIBA agreements. There are on-site working groups with the KIA so when there are problems or challenges - if we don't hear about it through HR the KIA may have been informed and will deal with it. Goals are set every year by the KIA and monthly reports are done to the KIA on behalf of AEM. A lot of this data is presented on an annual basis but it also ongoing through the KIA. Language has come up in the past and so a program was developed (language passport) developed by the Nunavut literacy council that is common phrases in English, Inuktitut and French.

How can we better monitor items that you have questions about? Is there other information we can be collecting?

Q: What's the recommended percentage for Inuit numbers at the AEM mines?

A: IIBA the target is minimum 50% with annual goals that we establish each year.

Recently the issues of pre-employment medical tests have been a barrier to reaching employment targets

Education has a career transition position in the works to help grade 12 students transition into future employment hopefully with the mines.

Income stats have shown that we may have met a threshold on the number of people who want to be working. Get the youth educated and trained in order to prepare for the upcoming jobs coming with Meliadine when it's in the operational phase.

Q: There were a lot of graduates in drilling a few years ago. Are both Meadowbank and Meliadine past that drilling stage?

A: We still use drillers.

Q: Can they be trained into apprenticeships on the job at Meadowbank and Meliadine?

A: Yes, there is an apprenticeship programs in about 6 or 7 different areas of work. They work with us and we support them through school to get their red seal. We have in house training that helps people become trained in working in different fields

Q: Can the mines advertise which opportunities are available in the communities? Would like to see this advertised for youth. Be more aggressive with the promotion.

A: Have a process where you can apply online, we have a local staff in each communities that share job opportunities. If you don't see enough in your community we can work with you and the hamlet or the CEDOs to better advertise.

CH - It would be good to see people around the communities either in person, on TV, on posters, that have succeeded at the mine site to encourage other community members. Also at career fairs and trade shows.

AEM: This is something we are doing more. We will continue to push that because we understand it's a very powerful way to encourage youth. Try as much as possible to get the employees into the communities. If you have something going on (career fare, trade show), let us know and we can look into sending employees.

Action Item - AEM to include an analysis of gender differences in job skill levels

Q: Are the contractors able to meet the needs of communities while being contracted at Agnico Eagle mines?

A: Not sure if we have that data or if we've looked into tracking it. If it was a concern, we haven't heard feedback from communities. Comment: It's been said by contractors that it's easier to get contracted with AEM than it is to be contracted by the GN for example. - My experience, if anything, is that the mine has created more businesses. The businesses that service the mine has been given opportunities for more employment. If their business in their community needs more attention, they just hire locally.

Comment: Apprenticeships - I'm glad that that's ongoing. One of the mechanics who was down south to do some training found it too difficult - he was 2% under the target grade he was supposed to reach. But now he is very happy to be doing the apprenticeship program at the mine.

How is Agnico Eagle doing? What are your thoughts and reflections?

RI - Don't know what kind of reports groups receive from AEM or working groups between AEM & KIA/AEM and GN - as a community member, councilor, advocate for Kivalliq - It would be good to see reports that show both positive and negative impacts to see what can be improved

on. Because the Meliadine site is newer I would want to draw on Meadowbank's experience. If there is no committee specific to discussing this (improving, information sharing, networking) residents of Rankin would like to know what to do next. It's new to Rankin and the mining companies should be sensitive to that - they should also share information on the work they've done in other places (outside of Nunavut).

DF - Impacts on caribou populations and mines - research was saying a big relation between herd declines and mining and the roads leading to the mines.

A: Caribou monitoring isn't considered for us, it's in the environmental monitoring - Can't comment on the article but there are a lot of people involved in caribou monitoring programs. We can get you that information.

Reps from the smaller communities, AEM would like to know what your impression is of Agnico mining in the region. Are the operations meeting your expectations, any impacts you've seen in your communities? What did you expect to see?

Chester - It's been a good help to us but employees are having a hard time keeping work - seeing lots of turnover maybe due to a lot of reasons. What is the issue and why is there a low retention?

AEM - Good question and we ask it too. We can recruit many people but if we leave we lose all of that benefit and those employees. Had a third party consultant come to the mine site and interview a lot of employees on and off-site asking why they left. We are coming up with strategies to decrease these turnover rates.

HR exit surveys? Set number of reasons, don't remember the exact breakdown but many with family issues and personal reasons. About half of the replies said family reasons, 20% people didn't like job or unhappy with supervisors, some just lack of interest.

Action Item – Hire two translators if available for the next meeting.

***** Meeting was meant to continue into a second day. Due to weather issues and flight changes, the meeting on Wednesday, April 25th (half day) was cancelled.**