

QSEMC Meeting, June 20, 2018 - Pangnirtung, NU

Attendees

Gabrielle Morrill - Iqaluit
Bethany Scott - QIA
Kimberly Masson - Embrace Life
Meeka Mearns - NBS
Timoon Toonoo - Cape Dorset
Mialiralaaq Judea - Kimmirut
Joshua Katsak - Pond Inlet
Jaypetee Audlakiak - Hall beach
Eljassie Kavik - Sanikiluaq
Mary Ann Qiyutaq - Qikiqtarjuaq
Andrew Moore - Baffinland
Jason Prno - Consultant for Baffinland
Rhoda Katsak - EDT
Chantelle Masson - EDT
Erika Zell - EDT
Frank May - Arctic Bay
Celestino Uyarak - Igloolik
Sandy Kautuq - Clyde River
David Abernathy - INAC
Stevie Komoartok - Pangnirtung
Luc Brisebois - QIA

Minutes

Opening remarks by chairperson - Speak in your most comfortable first language throughout the meeting. We have Baffinland representatives here. During the meeting if you have a question and you didn't say anything you can email me or write a letter with any questions, even after the meetings. Anything you read about and bring home you can ask me.

Mayor of Pangnirtung - I recognize many people around the table. Welcome everyone that is here.

Community Roundtable

Arctic Bay - The mine has a big impact on our community - 25 or so people working from Arctic Bay. I saw somewhere its 1.7 million in gross wages. From my point of view the impact from the mine has been positive. We've had a lot of exposure to the mine. A lot of people understand what's expected from the mine since Nanisivik has also been active there for quite a long time. The fiscal input for the mine also contributes to items such as Christmas hampers in communities. There's more money with Mary River than there was with Nanisivik. We are seeing some family issues with regards to rotational work. It takes a strong relationship at home to make it work but as of yet I haven't heard of any major issues concerning that aspect of the schedule.

Igloolik - Last year in Igloolik in regards to Baffinland's Mary River before an MOU was in place we are looking at their business plans. Igloolik people in the Hamlet are working much closer with Baffinland especially in construction of the roads leading to the mine. We are working on

some projects with Baffinland and one of those is a metal project. I can see the benefits that will come with that. During winter maybe an ice road could be constructed as its very flat. We had two close calls in terms of safety, but the age of the people was also a factor. Very large terrain so search and rescue do have to come around. In Hall Beach there are no docks, we want to work with other agencies to come up with programs to benefit the communities with services.

Clyde River - I went on the radio quite a bit to find out what the people would like me to bring forward to the meeting but didn't get any calls. I see people going to work at the mine, I see a lot of young people quitting school. This is something we should be targeting. Quitting school impacts their lack of employment later on in their lives.

Pang - We've had a lot of development with youth projects up until 2015 when we lost our funding. We've been lucky to have a society take over the youth center. Implemented a soup kitchen that serves 3x a week to roughly 30-60 people. Peregrine Diamonds have a project close to our community and we were hoping to see them today to get some information from them. Quite a few social issues in the community had roughly 12 attempted suicides in February. Drug and alcohol abuse is high in the community and roughly 90% of crime statistics are alcohol related. Pang will be very interested in learning from communities with mines nearby. There are very few to no people in the community working at the mines. We are interesting in knowing what other community's impacts to social well-being were with employment at the mine? Many of the communities will know about both positive and negative impacts and we are interested to learn what other's experiences are.

Iqaluit – Iqaluit has been seeing a lot of economic growth. 30 new businesses opened this year - most by non-beneficiaries. The beer and wine store opened this year, so some community members feel there is a lot more alcohol consumption happening and have seen some violent crimes. Number and severity of crimes has increased. Youth have a lot of high hopes with careers that they can follow but a few have said they are interested in work at the mine and QIA's training opportunities. Iqaluit has seen some in-migration from other communities. Some have partner's working at the mine and they hope to find employment and childcare. It may be better to break-down numbers by the community instead of regional/territorial.

Grise Fiord - We are now at about 130 residents - The alcohol and drug issue is also affecting our community. We are open without restrictions. Youth are trying out new drugs or alcohol and sometimes they over-indulge and we recognize that - it's normal for young people to try new things. People coming from other communities with restricted alcohol rules come to Grise Fiord and order large amounts of alcohol. As the alcohol committee we tell them to limit their alcohol intake since it has a large impact on families. We don't want to see alcohol being a major disruption in families' lives. If you're restricted in a community you are probably breaking the law to drink more. Before the children graduate school we try to teach them about what are acceptable limits so that if you're drinking, you're drinking responsibly. Unfortunately our students in the higher grades have been dropping out. We had graduates this year that we are very proud of. Only when they do their departmental exams do we know if they pass grade 12. It's always good to see students in the higher grades participate in activities such as sports to get out of their home community. We recently had a youth go to Indigenous games and Arctic Winter Games and they both got medals. It's a good opportunity to keep youth healthy and gives them exposure to other communities and cities. Not enough jobs available in Grise Fiord, we have no daycare. The daycare closed and now we are really hoping we can get another daycare opened. We have a privately owned gas bar that benefits the community economically. If we see someone coming in to sell liquor without a permit, the police are very active. When they hear of bootleggers, they meet them at the airport to stop negative impacts to the

community. There are many old houses that once housed police that need to be renovated. We have to work on beautifying the community. We had a small amount of seal pups because of the bad ice conditions due to a changing climate. There are many people who want to work at Mary River but a lot of people don't want to move to another community because it would impact their families. Some have moved to the south. We've been looking at the fishing industry for ten years and it's positively impacted the community. We work with other communities - Resolute, Arctic Bay, Qikiqtarjuaq, and Grise Fiord work together to contribute to the fishing industry. People on social assistance have to pay a lot of money for products at the stores - up to 3 times more than other communities - so with the fishing industry we can also provide food to people with low incomes at low costs. All communities should work together to help people living on social assistance so they can afford more food. We are planning on doing a sealift order for people living with low incomes. We are a happy community; we use the radio quite a bit especially when something affects the community we rally behind to family to come up with solutions.

Cape Dorset - The Co-op has been running very well. Kingait is a good resource for the community and work with other museums and galleries and do in-house artist presentations. We are working with better partnerships between Kingait and the co-ops. We are developing a local culture center on the culture industry signed to be manned by the hamlet employees. People who go to Dorset can purchase their art at the culture center that the hamlet and co-op are working together to build. The plans to open are in motion and we hope that the GN can assist us. GN employees will be going to the opening. GN has assisted in the construction of the building, and all partners at every level are invited to the opening. The Community Economic Plan is going ahead and is being used quite a bit, especially when we need new employees it's a good database to go to. This has been in motion for the last few years. Baffinland were never really a big part of our community but for airfare and meals they have been quite open and Dorset is seeing benefits. At the Hamlet level, the metal project is what we've been working on. It started last year and already had a positive impact. All the old cars, ATVs, anything metal related is being used in different ways. We are also working on the sewage and water pumps and fixing those since they are so outdated. We would also like those to be looked at by the Government. We try to assist all the businesses in the communities - Dorset Suites is doing very well. There is also a mechanical shop for cars and skidoos. They are working on the community economic plan and using different ventures for that.

Kimmirut - I haven't gathered a whole lot of information for this meeting. Everything seems to be fine; I try to assist individuals and the community as a whole. The sub-committee is tourism but due to having no EDO we don't meet very often. The job has been open for some time but no one has been applying. The EDO position changes quite a bit year to year and it makes it hard to gather information.

Pond Inlet - The dock (small craft harbor) construction has started and we thank EDT for providing funds and making this happen. Before they started the work, the construction workers are arriving in the summer and tools are coming up on the second last sealift ship. We can see the economic benefits that will come from this dock. The research ship Nulialuq has been researching sea depths and it was good to see what they can research. From the research we saw what we can harvest from the sea and that will have positive impacts for Pond Inlet. We were able to retrieve information that we didn't have before, such as clam information. We had no idea there were clams right in front of Pond Inlet. We can now see the economic benefit in harvesting clams and shrimps. Numbers of employees from Pond Inlet has been dwindling; we also see an impact from alcohol consumption. We knew ahead of time a lot of people would be leaving to work there and that there would be both negative and positive impacts. What we have

seen with alcohol is not good. Not just up in Pond but other communities too. We've had to let go of employees due to their alcohol consumption. We heard of one person making their own moonshine and drinking it up at the mine. We are aware of that problem - when you have a lot of money coming in it can impact the community. We are trying to educate about these impacts of having a mine nearby. Treatment options could be given to employees but there are no treatment facilities in Nunavut. The socio-economic impacts aren't really looked at or discussed. We are looking more into these impacts and how we can assist people who are making good money and how to be responsible with this money.

Baffinland - We appreciate you raising this concern and we do have resources for employees to help with these types of issues. One of these is the Employee and Family Assistance Program that employees can call a hotline 24/7 in all languages. Customized counselling for any issues including drug and alcohol, troubles with supervisors, etc. We've had a good uptake of individuals accessing this programming. We are always looking for solutions to help with negative impacts on and off the mine site.

Hall Beach - We received a letter inviting us to this meeting and the EDO was unable to attend. We are still without a dock but it's good to hear that some work will be done this year to look at the feasibility of dock construction. We are able to see lands now that we were never able to see before so climate change is impacting our community. As the permafrost thaws we will be seeing more changes of the land. When I was running for hamlet counsellor I was really vying for a dock which I think is why I got elected. We've lost a lot of boats because of the lack of dock and this costs people a lot of money to replace. Our public housing has a lot of mold issues. We are working with our MLA to fix this. One of our Hamlet staff houses is affected and we don't know if we can keep our hamlet employees if they don't have good housing. One of our employees wasn't sure if they would stay in the community since they don't have housing. Igloolik and Hall Beach are close to each other and we try to work together and keep our communication lines open as to how we can work together to create solutions for development. When we have the same vision it makes partnerships easier.

Sanikiluaq - For the last two months we've had no EDO and we are actively looking for one. We are seeking funds from other agencies. We have a new health center being constructed and a new water facility and expanding the dump. We are also looking to adding new roads to accommodate the increasing population. The recreation department will be doing day camps this summer for children. I don't know how we can participate more in employment and contracting with the mining industry. We would like to work more with the Mary River project. This summer and fall Sanikiluaq will be hosting the Elder meetings. Elders come from Nunavut and Nunavik.

Qikiqtarjuaq - Our mayor could not attend so I am here on behalf of the Hamlet. The garbage at the dump sometimes goes into the water reservoir and so we are working on that and we hire employees for a couple of days to clean up garbage around the community.

Nunavut Bureau of Statistics

Arctic Bay - Is there information on attendance rates on NBS website?

NBS - You have to ask Department of Education

Arctic Bay - Your total population numbers about 100 people higher than what CGS is using in their information

Igloolik - We see high population increases. We have seen some numbers different at the community level than what's being used at the government level.

NBS - There's two different ways of doing statistics - the ones from Statistics Canada that we get here they do counts every 4 years. They go to the houses and that's who we get our information from. That's where there may be some confusion

Igloolik - At the local level we know there were 20 births in the month of January.

Iqaluit - Population estimates - are transients measured? Municipally we are struggling to keep up with infrastructure demands.

NBS - We have a small office and we rely on Statistics Canada.

Embrace Life Presentation

Igloolik - We've been working with embrace life over the years. This information has helped us a lot. Last year we had a lot of instances and we try to help any way we can. We got the community involved to develop some action plans. We have a community wellness community working together to help improve community members lives. It has helped a lot, I'm sure many communities have the same issues. There are ways to find solutions when we work together.

Iqaluit - in Iqaluit we had two murder suicides and an Elder wanted to put on a program on "what is love?" vs. "what is abuse?" She would like to find training for a program like this and turn it into something more Inuit culturally appropriate.

Embrace Life – There is a program out of Rankin developed specifically for Inuit by Inuit. It's a family violence education program run through department of Justice. It's also delivered in schools. If the Elder wants a copy, I can provide.

Lunch Break

Meeting Resume at 1:15

Chairperson – This is a reminder that this is a discussion forum, we are a committee that can bring information back to our workplaces. If you want to share more information on impacts on your community and what you've seen please feel free to share. All of the reports from this committee meeting are shared with the NIRB.

****Arctic Bay - would like to see all the documents prior to the meeting *** ACTION ITEM FOR NEXT YEAR – Send all presentations and documents prior to meeting**

Indigenous and Northern Affairs - Nunavut General Monitoring Plan

Igloolik – The mayor met a group with the University of Ottawa and CGS came at the same time and we wanted them to meet with and talk to us about our drinking water. 2015 we ran out of water. Two years later they came to test how our water has improved - in Igloolik our water has to be snow or tap water because our drinking water has high levels of chlorine and we can't drink. I hope to see this improve in the future.

INAC - I understand CGS has worked with universities to look at these issues and make informed decisions. I should also note that we issue calls for proposals for projects (with one coming out in the fall). So I encourage you to think about NGMP and contact me about the programs we fund. They have to benefit community members so please share what your concerns are. You can also submit proposals for funding to do these projects. If there's an issue that's important to you we want you to come to us and perhaps create partnerships to do this research.

Baffinland - Introduction to Project and Update on Socio-Economic Monitoring Program Results

Baffinland has conducted a number of workshops with Elders in communities to discuss the best way forward with the updated phase 2 proposals.

Through the IIBA, QIA and Baffinland give preferential hiring to Inuit in the Qikiqtaaluk region with a focus on the 5 LSA communities. Also, Baffinland has committed to hiring Inuit from all Qikiqtaaluk communities. Baffinland will work with community members and has looked at covering expenses in working towards employment at the mine.

Pond Inlet - Is Baffinland making efforts to work with EDOs in the communities?

Baffinland - Yes this is something we are looking at. Baffinland hopes to make it as easy as possible for individuals to apply for employment at the mine. Not only to post these job opportunities, but finding the easiest way for people to apply for jobs at Baffinland.

Iqaluit - Do you know what communities they are moving into and out of in the LSA?

Baffinland - We have that data but if it's a single individual due to confidentiality reasons we can't necessarily report on this.

Iqaluit - I would like to look at how many people are moving into Iqaluit, is this possible?

Baffinland - yes we can look at the data sets for this information – ****Action Item – Share these data sets if possible**

Arctic Bay - What is the difference in the kind of jobs being done if you work directly with Baffinland vs. working as a contractor

Baffinland - We are a mining company so the general scope of work in general terms is that you're working in mine operations. However, drilling and blasting is done by contractors. Flight operations are contractors. Maintenance on the tote road is done by Baffinland employees. We have two kinds of contractors - service contractors (emergency electrician, power plant issues) and then we have workforce contractors - They provide services in emergency instances such as contracting flights if there are issues with charter flights not being able to come in from communities.

Pang - In the other section on the "other Nunavut" section on the table on page 13 it's all 0's. Why is that?

Baffinland - We have a commitment to hire from the Qikiqtaaluk region, it's also a lack of applications from other regions.

Pang - I know there are people working at the site even though it's not listed on the table.

Baffinland - That's a data gap and we will look into that

Arctic Bay - For heavy equipment training are you including training outside of the Mary River site?

Baffinland - You have to go through the site-specific training (specifically for safety reasons). Q-Step has also been initiated to provide a number of training aspects including pre-employment and apprenticeships. All individuals that complete this training will offer employment to all successful trainees. 48% of training hours went to Inuit in 2017.

QIA - Can you provide more information on school literacy and lunch programs?

Baffinland - We are currently providing school lunch programs at 3 schools. What we are going to do is help bring some learning opportunities into schools. So the food will be made at hotels and co-ops, but students will be cooking and serving, so will be learning at the same time about food safety and culinary skills. We also donated books to school libraries in the north Baffin communities. Through this initiative we were able to talk about opportunities at Baffinland and what education is required to gain this employment. This allowed Baffinland the opportunity to talk about the importance of staying in school to gain future employment.

Pang - Our youth are just starting to understand how important it is to have money in their pocket, have education, and the importance in saving money for the long-term. This is why you need to keep coming to the schools and remind students. It's only in the last few decades that we started attending school and it's only in the last 10-20 years we've been taught how valuable it really is to go to school. That's why we need companies to come to visit schools to keep our youth informed.

Baffinland - We agree and we are taking steps to do that. Our CEO's tour was an initiative related to this. They went into schools to talk about how important it is to keep attending school and to get an education to gain employment. We have people attending career fairs in schools, we attend graduations, and we encourage graduates and current students. Every graduate from the north Baffin receives a laptop from Baffinland with our laptop program.

Pond Inlet - QIA has the QSTEP program - are they working together with Baffinland?

QIA - The partners are Baffinland, QIA, Kakivak, Government of Nunavut and Government of Canada

Clyde River - We are very thankful for the laptop program but is there something else Baffinland can provide such as cell phones? Youth are using cell phones more than laptops these days.

Baffinland - This is something we can definitely take back and discuss. - ****Action Item – Baffinland to discuss the option of a cell phone program vs. laptop program**

Pang - Are there companies in Nunavut doing bear monitoring in Mary River? We have community members that haven't heard of that being an opportunity.

Baffinland - We do have bear monitors and they are contracted so it is people already employed by who we are contracting

EDT - Maybe some of these jobs that are open could be employed by Inuit (referring to slide13). Are there opportunities for more Inuit to be employed?

Baffinland - Yes there are initiatives and the important part of this report is that we can break down what things we are doing well and what things need improvement. Later we will talk about what things the company is doing to increase Inuit employment.

QIA - What are the reasons for such high turnover rates?

Baffinland - We report to QIA quarterly in our IIBA report. Generally we've heard 3 common comments on why staff leave Baffinland – 1) Found a job in my home community 2) Dislike of rotational work 3) Stress on family.

QIA - So this isn't only voluntary turnover rate?

Baffinland - This is terminations, individuals who quit, didn't pass their probation period, and no contract renewal.

Arctic Bay - Is there a way to compare turnover rates in other provinces at mines as well as GN turnover rates, and other companies?

Baffinland - Yes we do compare these rates. We also understand that there are high turnover rates in other companies in Nunavut and we can compare those numbers.

Baffinland does not turn a profit. All of our money is from our investors. That is why the phase development is so important so that we can get out of a deficit and get into a profit phase.

Iqaluit - Why did procurement values skyrocket in 2017?

Baffinland - 2017 was a construction phase year which involves a lot of contracting. Construction years are the big spending periods in a project.

Apprenticeship program is implemented right now. The company is very hopeful that every graduate of that 4 year program (on the job and apprenticeship) will all want to stay working for Baffinland or one of its contractors. To be an apprentice you must be registered with the GN by writing a pre-trades exam. Baffinland provides support to ensure that Nunavummiut can and will pass this exam.

EDT - A comment that was made on the Pond Inlet radio that it's so hard to hire Inuit. It's discouraging that you open the position but nobody applies. Another comment was that "when we get hired, we are hired for a position but when we get to site it's only a labor job. We applied for a different position but are hired for general labor positions". Ten positions were open - maybe 4 could be filled by Inuit? How many vacant positions were open but nobody managed to grab the opportunity. Do you have those numbers? What positions are possibly available?

Baffinland - We do not have those statistics right now. We have numerous positions open with a lot summer positions. We are targeting Inuit employees for every single position at the company but we don't have the specific statistics.

Pang - How many years' worth of mining do you believe there are?

Baffinland - 100 years but there's still a lot of exploration to do. The exploration that has been done to date shows the iron is at the highest grade and is sustainable for at least the next 100 years.

Pang - Are employees bringing drugs and alcohol on-site?

Baffinland - We have a zero tolerance policy and bags are screened before employees come on-site

Cape Dorset - In regards to turnover rate, do you monitor the gender of turnover.

Baffinland - We do capture that information we just don't report on it in this monitoring program report. I can provide that information if people are interested.

Qikiqtani Inuit Association

Igloolik - Will there be another survey in the next 5 years?

QIA - 2019 or 2020 would like to survey again. It depends on funding, capacity to coordinate the project, etc.

Igloolik - The self-reported gambling numbers might be a little low.

Baffinland - Would you do the same communities again?

QIA - Yes

Baffinland - You asked the question about community consultation, 69% said not enough, was the question general, specific to mining, government, etc.

QIA - I believe it was quite general but I can double check.

Embrace Life – In regards to the dialogue about social networking, were there discussions or questions about social media?

QIA – The questions focused more on face-to-face dialogue and didn't focus so much on social networking.

Pang - Government of Canada sent in people to do the census and going house to house and did not bring interpreters and did not understand what is needed going door to door. The way you performed the census seems like a much better approach.

QIA - The contractor hired on to help develop the census went on to hire at least two of our community researchers to help the Department of Health in doing their own (unrelated) survey that the contractor was helping Health develop and implement.

QIA - There is a final report on the website and is currently being translated.

EDT - In Baffinland's presentation there is a slide on data gaps and it has gambling issues as one of those gaps but I see you presented on it and collected it - can you share this?

QIA - We can share it. We don't do the survey annually but it is information all stakeholders can use in monitoring. - **** Action Item – QIA to share results of gambling issues data**

Closing Statements for afternoon session

EDT - After supper please consider everything that was presented today and come back with questions and observations. Are there things that you aren't seeing? Are there items you would like to discuss more? We won't have any presentations, just more discussions.

End of Afternoon

Evening Session - Open Discussions, Q & A, Roundtable

Iqaluit - On social media there was a disturbing article about a woman reporting that she was sexually harassed at the Baffinland mine and some posts from employers talking about Inuit women at the Mary River site. Regarding the 46% turnover rate numbers - who was delivering this survey to the staff to get these reasoning's behind their leaving?

Baffinland - The CEO delivered a statement on this today. The company was very disturbed to read this online, we want the employees to be comfortable to come to HR and Elders. A full investigation will be done and if these allegations turn out to be true, these individuals will be terminated. Second part of the question - in the presentation, when we report turnover it's all encompassing (quit, dismissed, end of contract, temporary position). We also look at it quarterly because in the summer we have many more employees than in other seasons. So through the reporting, that counts as turnover too. We report to QIA about turnover and employee retention rates. We offer employees exit interviews, but these are voluntary. With Inuit employees this interview is done with an HR representative and Elders.

Igloolik - Last year we discussed potential visits to Mary River for Mayors and administrative staff. Is this an option, has this option been explored?

Baffinland - If you can find a time to make it work, email us with dates and names of Mayors/staff and Baffinland can make that work. - **** Action Item – Community Mayors to send information to Baffinland to organize site visits**

Pang - General observation as a nurse working with clients from the mine over many years. It is not uncommon that STIs are contracted on the mine site. Do any of the mines have clear responsibilities and accountability to ensure that public health measures are being implemented? This is a common impact on social and family well-being. Does the Government provide any regulations or Government inspections on the mines in this respect? Or on the health and well-being of families and individuals? If there is no such public health accountability, were there any thoughts to implement such a thing or these protocols?

Baffinland - We have an MOU with the GN for the provision of certain health services. For employees at the mine, they have to go through pre-employment checks, including a medical exam. This is in place to protect the individuals and avoid any unknown medical incidents due to any underlying medical conditions. On-site we have 2 physician assistants to provide check-ups and guidance on various health matters. We do have to report through the NIRB about

communicable diseases on-site. Project certificate condition 154 asks Baffinland to report on rates of STI's and communicable diseases.

GN - Regulations exist under the Public Health that requires the reporting of incidents of communicable diseases, including sexually transmitted infections. Department of Health is working very hard to ensure that Companies provide STI testing on-site, there may have even been agreements made in some of the new project terms and conditions in other Projects agreeing to provide this testing.

Pang – This should be followed up on by the socio-economic monitoring committee and statistics should be kept so that we know what types of measures are being taken and whether we see any progress being made. Mines and stakeholders need a system in place where accountability will be measured.

Pang - In this community we work on many ventures. It's hard being a business owner; it's mainly non-Inuit who own businesses here. When you're starting out in business you're a small operator. I've had my painting business for the last 5 years and I rent out vehicles. It is a slow progress but it's something I work on that helps the community. You are required to have housing, a good building, and good tools as a business owner. There are a lot of regulations that you have to abide by. When Nunavut was created we had a lot of visions to have a lot of small business in small communities but today that is not the case. It takes a long time to create stability in businesses. It's very important to support the small businesses in your community and other communities.

Grise Fiord – Why didn't Peregrine Diamonds attend?

EDT - We invite them every year, this year they were unable to attend. We will follow up with them to have any questions answered. - ****Action Item – EDT to follow up with community representatives and pass along questions to Peregrine Diamonds**

EDT - You saw the statistics reports and the presentations given today. Are there any questions, comments, and were you surprised by any of the numbers or presentations given this afternoon?

Arctic Bay - When talking about socio-economic development in the communities, in my mind the biggest infrastructure issue in Nunavut is housing. If you can't fix inadequate housing, you aren't fixing the problem of all the other social and economic problems. There isn't enough money coming out of Nunavut to take care of all of our housing needs. The communities in the Qikiqtaaluk region, there is an awful lot of royalty money flowing into QIA from Mary River, and has there ever been any thought given to setting up a housing co-op to help out some employees and to give them an initiative to stay in their job, maybe a mortgage fund, to get out of social housing and get their own house.

QIA - Department of social policy spends a lot of time talking about housing and education. When it comes to all of the millions of dollars flowing to QIA, 2 years ago QIA set up a new revenue policy to do with the royalties coming from many different areas. Revenue policy sets up two funds - legacy fund (how we will save and invest this money) because there wasn't a desire to spend all this money and it's gone. So the legacy fund is to save and invest until there's \$75 million and QIA board will look at what happens when we reach that target (now at about \$36/37 million). The investment is a 4% amount of the legacy fund and this money is how we spend this money. QIA is committed to going to all communities every 2 years asking what

programs communities want them to spend it on. At that time the answers were cultural activities, sewing programs, daycares and early childhood education. Set up the new Q-CAP program - The QIA board wants to be re-elected so they want to deliver things that want to be seen. So at the next consultations there's opportunity for people to say what it is they want and need. If this means asking about helping us with housing, then that's how you can influence them. QIA also manages IOL's where there are parcels in municipalities (such as in Iqaluit, where QIA is developing municipal IOL). QIA is committed to putting affordable housing for Inuit on this piece of land - we don't know what it will look like yet, but they have committed. This way, we see what works, what can be improved, and other communities with IOL can then replicate these successes. If you have IOL in your municipality, talk to your QIA director and discuss these options.

QIA – We've also been attending poverty reduction roundtable and housing is the main priority. We developed a model that we pushed forward to Family Services also attended the Northern Housing Forum where we discuss many aspects of housing in the arctic. Housing is at the top of the list.

Igloolik - We've been talking about housing for employees since 2013 and we worked on a 5 year plan. This is something we are still trying to work with; we know these employees need housing. We are trying to acquire a building to do research, looking at other ventures too. Under education and skill building, 2012-2014 some research had been done so there's been a lot of ongoing research but no production yet. We've notified QIA and EDT and Baffinland that we would like to work with these corporations, as well as other agencies and government. We want the fishermen in our communities to benefit. We also have a music festival in our community to bring happiness to the community.

Clyde River - Our community members are seeing and benefitting from employment at Baffinland. We are expecting a bigger payout to work closer with Baffinland. What Arctic Bay discussed about housing, this is an everyday issue. Inadequate housing results in other social and wellbeing issues. We would like to see QC and QIA providing funds to smaller communities. The dropout rate is very high in our communities from schools which impact their future employment since they don't have the right education and skills.

Iqaluit – I want to reiterate that it's not accurate to lump communities in with Iqaluit when it comes to monitoring. Because of the population of Iqaluit, results will be skewed. I would like to see Baffinland separate Iqaluit from the rest of the communities when it comes to statistical analyses. In regards to Government of Canada, we never see federal representatives do community consultations. When they do consultations in Iqaluit they never give a lot of warning, they never visit anywhere other than Iqaluit, and since there isn't a lot of warning there are very few community representatives that turn out to the consultations. Please send back that we need adequate advance warning for communities, and go see other communities. How many Inuit Owned Businesses were unable to start up because of inadequate buildings for their business, or inadequate funding? I know of many people that have tried to startup businesses but they were Inuit owned, Inuit staffed, fluent in Inuktitut and were unable to find funding for their business. A month or two ago we put in a request to remove section 12 of the Cities, Towns and Villages act. For monitoring Projects, is there any support that could go towards staff administration costs? So many organizations are understaffed that they can't take on the opportunities that are handed to them because they are so short staffed.

INAC - We do expect organizations to pay their own staffing funds with the NGMP monitoring program funds. In regards to the Minister visiting, a lot of work is put in to meet with the right people but it's hard to meet with everyone all the time.

Baffinland - In regards to Inuit Business, Baffinland has an agreement in their IIBA that supports the development of Inuit owned businesses. This can help to pay for business licenses and the process to obtain a business license done through QIA. QIA has reported that it is underused, so this is an available funding source.

Iqaluit - It's not always getting the funding that's the issue, it's also skills development and help getting through the paperwork process on the Hamlet's part.

Grise Fiord - Which Inuit Owned Businesses does Baffinland give money to? QIA and NTI registered businesses? We need help for the business owners to get started up. I just learned there is the \$75 million target from QIA; I had never heard that before. I've gone through so many meetings for a long time. We hoped and were expecting that we would benefit from this money. There are only a few thousand people even a small amount would be enough. There are so many elders with businesses in our communities; they don't always get as much help as they should. It would benefit our communities. People are tired of waiting for this \$75 million cap, there are people starving, there are many elders who have nothing. We're working with Baffinland; we need to work together by listening to each other. Inuit need more, if we can think about today, and not necessarily waiting for the future. We have the lowest population and we are told that our community is too small but we need equal treatment. It's hard to hear that there's money there but it isn't being utilized. We need to look into all these buildings that aren't being used in communities. Elders are abused, they've never been employed, and they don't have food to eat.

Cape Dorset - Quite happy with all the presentations that were in front of us and the flow of the agenda, feeling like we are getting a lot more answers instead of "I will get back to you".

Pond Inlet - Looking at the Nunavut Agreement, a lot of Inuit have not looked into the document and what we are entitled to. Under the NLCA, we as Inuit have a lot of power. We do not understand it as to how we should be using what is granted to us. Hunter's capabilities and abilities are much more than when we were previously with NWT. There are other schedules under the NLCA that we need to use and understand. Maybe we should look at developing some kind of training for Inuit to better understand NLCA and how Inuit can better benefit in the long term.

Hall Beach - I had said when we started that this is more of a learning curve for me. After what I've heard and seen, I'm very happy with what we do here at the SEMCs. We have offices in the 5 communities that make our work a lot easier and our communication lines much more open. We were very happy to hear about the new ventures that Baffinland is going ahead with, with the other communities. QIA has an office in each of these communities where people can go and discuss and learn more. Unfortunately not every community has an EDO, but maybe each QIA community office could be a place for people to get information and pass along information.

Sanikiluaq – Thank you to all the presentations, and from Embrace Life, I thank you.

Qikiqtarjuaq – Discussing new businesses and small businesses, I hope to see more opening. Especially for carvers and artists, I really want them to benefit.

EDT - I want to comment on NLCA Article 12.7, it is specified there and that is why we are meeting today. It is legally binding. Our job is to comply with the NLCA and we gather information from our communities and yes we do need to have a better understanding on what our communities are asking for and how we can support them. Once we know the NLCA better, we can make better agreements.

QIA - QIA does have funding available that individuals, community groups, and hamlets can access. There is an annual \$750,000 funding that communities can apply to. They take proposals throughout the whole year. QCAP program funded 31 projects in communities; a second callout is coming around the middle of July so I encourage you to apply for this. QIA also has a grants and contributions program where you can ask for smaller amounts of money. Business capacity and start up fund that provides funding to expand businesses or startup businesses.

Iqaluit - I have had people ask about Inuit owned businesses so if these stats are available as well as the GDP that comes from these.

Embrace Life - We fully fund a firearms safety course so that we can wave the fee for community members as long as there is an instructor in your community. Healthy Nunavummiut are healthy for everyone, so if there is a service that we can provide in your community or your corporation or your hamlets, we can provide services and work together.

Closing

There was a vote for where the next QSEMC meeting will be held. The results were as follows:

6 votes Iqaluit
 5 votes Cape Dorset
 4 votes Baffinland
 1 vote Clyde River

Therefore, the next meeting will be in May in Iqaluit; dates, location and logistics to be confirmed

Action Items

Item	Organization	Timeframe
Send all presentations and documents prior to meeting	GN - EDT	1-2 weeks prior to next SEMC meeting and all meetings following
Share data of Mary River employees moving into Iqaluit (specifically to Iqaluit representative) – if available	Baffinland	As soon as possible and discuss at next SEMC
Separate Iqaluit from the rest of the data results – look at a community based approach for monitoring if that data is available so as not to skew the results due to Iqaluit's high population	Baffinland	Ongoing

Discuss and explore the option of turning the laptop program into a cell phone program	Baffinland	As soon as possible and report back to communities
Share results of reported gambling problems with SEMC and SEMWG	QIA	Immediately and discuss at future meetings
Send information (dates, names, availability) of interested Mayors and organize a Mary River site visit	Community Mayors to send information; Baffinland to organize site visit	Ongoing
Follow up with questions from community representatives and pass along to Peregrine Diamonds and follow up with responses	EDT	Ongoing