

NUNAVUT HANSARD
UNEDITED TRANSCRIPT
FRIDAY, JUNE 10, 2022
IQALUIT, NUNAVUT

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Beauchesne's 6th edition, citation 55

Corrections:

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CLERK**

Legislative Assembly of Nunavut

Speaker

Hon. Tony Akoak
(Gjoa Haven)

Hon. David Akeegok
(Quttiktuq)
*Minister of Environment; Minister of
Economic Development and
Transportation; Minister of Energy*

Joelie Kaernerik
(Amittuq)

Karen Nutarak
(Tununiq)

Mary Killiktee
(Uqqummiut)

Daniel Qavvik
(Hudson Bay)

Hon. P.J. Akeegok
(Iqaluit-Niaqunngu)
*Premier; Minister of Executive and
Intergovernmental Affairs; Minister
responsible for Immigration; Minister
responsible for Indigenous Affairs;
Minister responsible for the Utility Rates
Review Council*

Hon. Lorne Kusugak
(Rankin Inlet South)
*Minister of Finance, Chair of the
Financial Management Board;
Minister responsible for the
Nunavut Housing Corporation*

Hon. Joanna Quassa
(Aggu)
*Minister of Culture and
Heritage; Minister of
Languages; Minister responsible
for Seniors*

Adam Lightstone
(Iqaluit-Manirajak)

Inagayuk Quqqiaq
(Netsilik)

Bobby Anavilok
(Kugluktuk)

Hon. John Main
(Arviat North-Whale Cove)
*Minister of Health; Minister
responsible for Suicide Prevention*

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Inlet)

Janet Brewster
(Iqaluit-Sinaa)

Hon. Pamela Gross
(Cambridge Bay)
*Deputy Premier; Minister of Education;
Minister responsible for Nunavut Arctic
College*

Solomon Malliki
(Aivilik)
*Deputy Chair, Committee of the
Whole*

Joe Savikataaq
(Arviat South)
*Deputy Chair, Committee of the
Whole*

George Hickes
(Iqaluit-Tasiluk)
*Deputy Speaker and Chair of the
Committee of the Whole*

Hon. Margaret Nakashuk
(Pangnirtung)
*Minister of Family Services;
Minister responsible for
Homelessness; Minister of
Human Resources;*

Hon. Craig Simailak
(Baker Lake)
*Minister of Justice; Minister
responsible for Labour; Minister
responsible for the Qulliq
Energy Corporation*

Hon. David Joanasie
(South Baffin)
*Government House Leader; Minister of
Community and Government Services*

*Minister responsible for the Status
of Women; Minister responsible
for the Workers' Safety and
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**Iqaluit, Nunavut
Friday, June 10, 2022**

Members Present:

Hon. David Akeeagok, Hon. P.J. Akeeagok, Hon. Tony Akoak, Ms. Janet Brewster, Hon. Pamela Gross, Mr. George Hickes, Hon. David Joanasié, Mr. Joëlie Kaernerk, Ms. Mary Killiktee, Hon. Lorne Kusugak, Mr. Adam Lightstone, Hon. John Main, Mr. Solomon Malliki, Hon. Margaret Nakashuk, Ms. Karen Nutarak, Mr. Daniel Qavvik, Hon. Joanna Quassa, Mr. Inagayuk Quqqiaq, Mr. Alexander Sammurtok, Mr. Joe Savikataaq, Hon. Craig Simailak.

>>*House commenced at 9:01*

Item 1: Opening Prayer

Speaker (Hon. Tony Akoak)(interpretation): Good morning. Before we proceed, Ms. Killiktee, can you say the opening prayer, please.

>>*Prayer*

Speaker (interpretation): Thank you, Ms. Killiktee. I say “good morning” to all of my fellow Nunavummiut, as well as those who are following the proceedings. Have a great day.

(interpretation ends) I recognize the Member for Arviat South, Mr. Savikataaq.

Mr. Savikataaq (interpretation): Thank you, Mr. Speaker. To the people of Arviat, I say “good morning” to you.

(interpretation ends) Mr. Speaker, I seek unanimous consent to go directly to Item 19 on the order paper. Thank you, Mr. Speaker.

Speaker: The member is seeking unanimous consent to proceed directly to Item 19 on the order paper. Are there any nays? There are none. We will proceed to Item 19. Item 19. Consideration in Committee of the Whole of Bills and Other Matters. Bills 1, 2, 3, 5, 6, and 7 with Mr. Savikataaq in the Chair.

In accordance with the authority provided to me by Motion 5 – 6(2), the committee will stay in session until it reports itself out.

I ask that all members remain at their desks so that we can immediately proceed with the Committee of the Whole.

Sergeant-at-Arms.

Item 19: Consideration in Committee of the Whole of Bills and Other Matters

Chairman (Mr. Hickes): Thank you and good morning. Welcome back to the proceedings. I'm glad we're all dressed in something different; otherwise it would still feel like it was 12 hours ago.

>> *Laughter*

Thank you. I would like to call the committee meeting to order. In Committee of the Whole we have the following items to deal with: Bills 1, 2, 3, 5, 6, and Bill 7. What is the wish of the committee? Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. We wish to continue with the review of the 2022 operations and maintenance budget of the Department of Economic Development and Transportation, followed by Nunavut Arctic College, the Department of Human Resources, the Department of Culture and Heritage, the Department of Environment, and the Department of (interpretation ends) Executive and Intergovernmental Affairs, *amma* Legislative Assembly, and if time permits, we can [commence] with the review of Bill 2. Thank you, Mr. Chairman.

Chairman: Thank you. Are we in agreement that we deal first with Bill 1?

Some Members: Agreed.

Bill 01 – Appropriation (Operations & Maintenance) Act, 2022-2023 – Economic Development and Transportation – Consideration in Committee

Chairman: Thank you. Minister Akeeagok, do you have any officials that you would like to appear before the committee?

Hon. David Akeeagok: Thank you, Mr. Chairman. Yes, please. Thank you, Mr. Chairman.

Chairman: Thank you. Does the committee agree to let the minister's officials appear before you?

Some Members: Agreed.

Chairman: Thank you. Sergeant-at-Arms.

Thank you. Minister Akeeagok, could you introduce your officials for the record, please.

Hon. David Akeeagok (interpretation): Thank you, Mr. Chairman. To my right is David Kunuk, Deputy Minister, and to my left is Gabriel Karlik, Assistant Deputy Minister. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Akeeagok, you had some comments to make before we proceed.

Hon. David Akeeagok (interpretation): Thank you. Yesterday I talked in length and I apologize. I'll try to keep it short today, as we have many items to deal with.

Yesterday the question asked by Member Savikataaq why there is a decrease of \$2 million from 2021-22 compared to 2022-23. That was due to the lack of staffing in 2021-22 and more funding was required, so \$2 million was transferred to the Directorate, \$1.25 million, \$100,000 to the (interpretation ends) Motor Vehicles Division, \$500,000 to the Nunavut Airports Division, \$750,000 for the Iqaluit airport, \$500,000, (interpretation) for fisheries, we are also putting \$2 million back at the moment for operations. Thank you, Mr. Chairman.

Chairman: Thank you, minister. I appreciate that updated information. We're on Economic Development and Transportation. Economic Development, the last page. As the minister alluded to earlier, keep the answers short and to keep the preambles short as well too. We do have a number of items to get through today. The first name I have on my list: Ms. Nutarak.

Ms. Nutarak (interpretation): Thank you, Mr. Chairman. I say "good early morning" to the residents of Pond Inlet.

On page 228 under tourism, the (interpretation ends) "*Nalunaiqsijiit* training program to train Inuit to gain employment on" the ships, (interpretation) for the communities that have been affected by tourism, will this training be delivered locally? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok (interpretation): Thank you. I can't respond to the member right now. The ships will soon be arriving this summer and as I said yesterday, we only have seven employees in our Tourism Division at this time when there should be 17 employees. They are not fully staffed at the moment, so I can't respond to the question readily. I do apologize for that, Mr. Chairman. Thank you.

Chairman: Thank you. Ms. Nutarak.

Ms. Nutarak (interpretation): Thank you, Mr. Chairman. Thank you, minister. Pond Inlet is a popular spot for cruise ships and annually different cruise ships come in. I believe, in the past, we have been working in the area of cruise ships. It's always preferable to see Inuit working on the cruise ships and at the moment they look for cultural advisors from the communities. As soon as this is initiated, I would like to see it proceed again in our community.

Moving on to another item under visitor centres, the operations budget has not really changed over the years. Has the hamlet council ever requested additional funding towards visitor centres? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok (interpretation): Thank you, Mr. Chairman. We have not received any letters yet from the municipality on this issue, but we do realize that there have been comments that the funds are lacking and that's how it is at the moment. Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Nutarak.

Ms. Nutarak (interpretation): Thank you, Mr. Chairman. Yes, the funds are insufficient for operations and staff recruitment and keeping the visitor centre open and with tourists coming in. The artists and seamstresses usually showcase their wares, but often their items are not purchased mostly due to the fact that the items cannot be brought outside of Canada. Just recently I noticed that the cards and ATM machines became more available. People felt that more tourists would be buying their products.

It's just a comment here. I think a program can be created with training involved that can enhance Inuit in our community. Very few benefit from the program. You have the hamlet benefiting and those who are temporarily working benefit when visitors are coming into the community. We can provide much more support to those who are trying to sell their products and we can provide some training in this area. That's just a comment I wanted to make.

Under fisheries, I think they have been pretty stagnated for a time. We have support in our community towards fisheries and the community is still working towards having a local fish plant. This is something that's time for a review, along with the airport terminal and airport. Sometimes you have to go through problems when you have to utilize cargo with fish. Have you looked at other means where fish like halibut can be sent out, not just by means of air?

We also considered the local Co-op and the Northern Store, who charter their own planes and usually they go out of the community with no load at all. Perhaps the fish could be sent out with these planes that go out with no cargo. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok (interpretation): Thank you, Mr. Chairman. Those are very good suggestions for tourism. On page 228 we're looking at how we can access the Internet more for sales and the device you mentioned has a cost and whether support for carvers and seamstresses will include funding towards tourism, which is an opportunity that we have as a priority.

For fisheries or turbot, if we are going to process it through the government, we have a contract with Canadian North and we use that route as the only option. Business owners or others certainly are open to look at cheaper options. Under the (interpretation ends) Fisheries and Sealing Division, (interpretation) there is support available in this area. Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Nutarak. (interpretation) You're done? (interpretation ends) Thank you.

Before I go to the next name on my list, I would like to recognize in the gallery a former Member of the Legislative Assembly, one of the few people that have held almost all the roles in this Assembly and current city councillor here in Iqaluit, Paul Quassa and his spouse, Elisapee. Welcome to the gallery.

>> *Applause*

Thank you for your interest in these proceedings.

The next name I have on my list: Mr. Qavvik.

Mr. Qavvik: Thank you, Mr. Chairman. (interpretation) Good morning, Nunavummiut. Good morning, minister and your officials.

My first question is regarding the (interpretation ends) research vessel (interpretation) named Ludy Pudluk. Is that through your department? Thank you.

Chairman: Thank you. Minister Akeegok.

Hon. David Akeegok (interpretation): Thank you, Mr. Chairman. No, it is not. The Qikiqtaaluk Corporation owns that vessel and it is operated by them. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Qavvik.

Mr. Qavvik (interpretation): Thank you, Mr. Chairman. In the (interpretation ends) business plan, page 224, one of the Priorities (2022-23) business plan is to "Work with federal partners to expand opportunities for country food processing and distribution." What specific options are being considered? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Akeegok.

Hon. David Akeegok (interpretation): Thank you, Mr. Chairman. (interpretation ends) Through our work through federal-provincial-territorial meetings, such as agricultural, there are some funds available for meat processing through Canada, through the federal government that we have not necessarily accessed because they're geared towards farming. As you know, in Nunavut we don't have farms, but we have been making

headways in terms of recognizing that our foods should be able to be brought to market. We're working towards that and that's the work that we're doing on this front. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Qavvik.

Mr. Qavvik: Thank you, Mr. Chairman. The department's draft 2022-23 main estimates indicate that the budget for the Community Engagement Support Program will increase by 111.1 percent, from \$900,000 in the 2021-22 fiscal year to \$1.9 million in the 2022-23 fiscal year. How was the amount of this increase determined? Thank you, Mr. Chairman.

Chairman: Thank you. Minister.

Hon. David Akeeagok (interpretation): Thank you. (interpretation ends) In my opening statements on the new programs, it was Discover, Invest, Grow program. We're asking for \$1 million to fund this new program and that's what that increase is. Thank you, Mr. Chairman.

Chairman: Thank you, minister. Next name I have on my list: Mr. Malliki.

Thank you. The last name I have on my list: Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. I would like to ask the minister about Baffinland phase 2. I know the government totally believes in the process where NERB took the hearing and took all the concerns of all the people for phase 2 and NERB has completed their process and they have made a recommendation.

The Qikiqtani Inuit Association has made their position known on phase 2. Nunavut Tunngavik Incorporated has made their stand on phase 2 of Baffinland and now it's up to the federal minister to make a decision on whether phase 2 goes ahead or not. I suspect that the federal minister will be calling the Minister of Mines for the minister's position on it. What will the minister's position be? Thank you.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok: Thank you, Mr. Chairman. I have had conversations with Minister Vandal. He has written a letter to Baffinland and to the QIA on trying to get a path forward in terms of what to do next. On phase 2, the recommendation was there and I think what Baffinland is now indicating is that they need 6 million metric tonnes in order for them to continue; otherwise they're going to proceed with the layoffs. That's the situation right now.

I'm in discussions with Minister Vandal. He laid out very strong four options and I think the first one is that the QIA and Baffinland need to come to some form of an understanding on which process they're going to do in order for them to proceed or not to

proceed. That's the first option that's there before them and I have talked to Baffinland too and also Vandal and the QIA.

Whatever process is going to go, because we respect the process, there needs to be some formal process. We just can't necessarily say yes to what's being asked for. Through that process, I have indicated that our government is ready to put that review in and our staff is ready for whatever process is there. Our government is going to have an input into this. That's where it is currently. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. The minister just stated that there were four options and he spoke of one. Can he tell the committee the other three options that are there? Thank you.

Chairman: Thank you. Minister Akeegok.

Hon. David Akeegok: Thank you. It's a lengthy letter. In general, the four options that I saw were that the QIA and Baffinland need to go and discuss and iron out their issues and go back with a process; the second one is that they have that option of going through the NERB and putting a new proposal for this 6 million metric tonnes; the third option is that under the phase 2, there is an option for the minister to consider whether he can approve it outright; and the fourth option is that as a minister, he has every right to reject or approve phase 2 and that's what he has indicated. That's where it's at right now. Thank you, Mr. Chairman.

Chairman: Thank you for that. Next name I have on my list: Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. Good morning, minister and your officials.

I've just got a few lines of questioning today and first I would like to begin with grants and contributions. Specifically over the last number of years it has been a priority of the department to review the grants and contributions programs that the Department of Economic Development offers. I would like to ask the minister if he would be able to provide an update on any progress made in this area. Thank you, Mr. Chairman.

Chairman: Go ahead, minister, please.

Hon. David Akeegok: Thank you, Mr. Chairman. There has been some good progress and our business plan or our work plan has adjusted into getting...there are some that we call that they get the core funding and through that, we set aside a block and come to an agreement with those that we fund on a longer basis. Through the application process, we streamlined it so that it's more simplified for new business owners and people that are applying for it. We have made headways through both of those fronts. Thank you, Mr. Chairman.

Chairman: Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. I appreciate the minister's response. He answered my next line of questioning, which was on reducing the length of the application process, and I appreciate that and the efforts made to streamline these contributions. That's an issue that was raised in previous years in an attempt to reduce bureaucratic red tape, especially on the grants and contributions, which are of a lesser value. I'm really glad to hear that and I'll be following up on that again at a later date.

Another question that was raised in the past was on the cost benefit of the individual grants and contributions programs that the department has available. I was wondering if the minister would be able to elaborate or provide an update on any progress made in that specific area. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok: Thank you, Mr. Chairman. If I recall correctly, for the cost benefits, when somebody gets a grant or contribution towards it, they need to report how many new jobs are being created and reported on to the House. We have started doing that.

I think the one that I tabled for the Nunavut Development Corporation that was questioned here about whether there is real employment or whether they have been contracted, for reporting purposes, we're still ironing those out, but it's for the cost benefits.

As part of our contributions, those are the requirements of you need to report when you get this grant how many jobs are created as a result of that, and there are a few more other reporting requirements that need to be done, but that's the one that I'm highlighting. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. Thank you, minister. I appreciate that. I would like to return to the topic of simplifying the application process. One specific item that was raised last year was the Small Business Program, which had an application which was 12 pages long, and in an attempt to assist businesses that were impacted by COVID, the department had reduced that application down to, I believe, two pages. I was wondering if the minister may be able to further elaborate on or provide other examples of where the department has streamlined the application process. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok: Thank you, Mr. Chairman. As a result of the Small Business where we reduced it from 12 to two, through that, we have been able to look at funding

other grants and contributions and in some cases, some of them are as short as one page now and it is a result of the feedback that we're getting from the business sector and from our own in terms of what we really need. Thank you, Mr. Chairman.

Chairman: Thank you. It was the last name I have on my list. Economic Development and Transportation. Economic Development. \$36,746,000. Agreed?

Some Members: Agreed.

Chairman: Thank you. Members, go back to page K-3, please. Economic Development and Transportation. Detail of Expenditures. Total Operations and Maintenance, to be Voted. \$95,146,000. Agreed?

Some Members: Agreed.

Chairman: Thank you. Do members agree that we have concluded with the Department of Economic Development and Transportation?

Some Members: Agreed.

Chairman: Thank you. Minister, closing comments, please.

Hon. David Akeeagok (interpretation): Thank you very much, members, for approving the budget. The Department of Economic Development and Transportation gives a lot of benefits and services out there and we will try to work very hard. I thank my colleagues very much for their approval.

I am always appreciative of my officials here and all of my other officials that are not here for all the hard work that they do. They did incredible work during the COVID-19 pandemic and they worked extremely hard and I am always very proud of them. I will try to work hard on behalf of our staff and people and businesses to make sure everything runs well.

I thank you all very much, all of my colleagues, for approving this budget. Thank you, Mr. Chairman.

>>*Applause*

Chairman: Thank you, Minister Akeeagok. Sergeant-at-Arms, please escort the witnesses out. Members, please remain in your seats; we will proceed directly with the opening comments for Nunavut Arctic College.

Bill 01 – Appropriation (Operations & Maintenance) Act, 2022-2023 – Nunavut Arctic College – Consideration in Committee

Chairman: Thank you. I would like to ask Minister Gross: do you have any officials that you would like to appear before the committee?

Hon. Pamela Gross: *Quana*, Mr. Chairman. Yes, I do.

Chairman: Thank you. Does the committee agree to let the minister's officials appear before you?

Some Members: Agreed.

Chairman: Thank you. Sergeant-at-Arms, please escort the witnesses in.

Thank you. For the record, Minister Gross, please introduce your officials and then proceed with your opening comments.

Hon. Pamela Gross: *Quana*, Mr. Chairman. To my left we have President of Nunavut Arctic College Rebecca Mearns and to my right we have Acting Vice-president Jackie Price. *Quana*, Mr. Chairman.

Ullaakut, Mr. Chairman and fellow members. I am happy to appear before you and the standing committee members today to discuss the 2022-23 proposed budget for Nunavut Arctic College.

Nunavut Arctic College maintains the operations laid out in the business plan with a budget that is comprised of contributions from the Government of Nunavut and additional support from third party funding. For the 2022-23 fiscal year, Nunavut Arctic College is requesting a total of \$37,925,000 from the Government of Nunavut. This reflects a decrease of \$59,000 from the 2021-22 main estimates. The successful completion of the Nunavut Law Program reflects the decrease in this year's budget. Although the classroom instruction was complete in 2020-21, Nunavut Arctic College retained funding in the 2021-22 fiscal year to complete administrative obligations.

Nunavut Arctic College has several priorities identified in the *Katuujiluta* mandate. For the 2022-23 fiscal year, Nunavut Arctic College has strategic goals to work towards:

- Offering a variety of certificate, diploma, degree and trades programs;
- Carry out valuable program reviews for the Management Studies Program, Inuit Studies Program, and Interpreter/Translator Program;
- Explore options to expand post-secondary education opportunities for our community learning centres and within the Industry Trades Division;
- Continue to work to build research capacity at the Nunavut Research Institute; and
- Expand student support services.

I am pleased to confirm that Nunavut Arctic College continues to engage with the Government of Nunavut departments on future areas to expand education. This includes the Personal Support Worker Program, expanding Inuktitut education, and the delivery of the enhanced Early Childhood Education Program.

Nunavut Arctic College continues to draw from key supports as outlined in the business plan. There are several opportunities for continued collaboration and development. We will continue to draw from the strength our board of governors and with our partner, Memorial University of Newfoundland and Labrador.

Over the past two years Nunavut Arctic College has adapted our operations. Enhancing technology has been an integral part of post-secondary education. Nunavut Arctic College continues to develop an inclusive post-secondary community with the aid of technology. Utilizing technology has been given careful thought and consideration in the business plan and is pivotal to the future of post-secondary education.

Nunavut Arctic College continues to act on its commitment to Inuit employment and is making modest gains, at 57 percent. Nunavut Arctic College remains committed to improving the Inuit employment numbers across all employment categories, with a focus on staffing positions in the administrative, paraprofessional and professional levels.

Mr. Chairman, we are committed to provide high-quality post-secondary education for Nunavummiut. I thank this committee for its continued support of Nunavut Arctic College. With sufficient resources, we will together provide post-secondary education across our territory. I am happy to answer questions, Mr. Chairman. (interpretation)
Thank you.

Chairman: Thank you. Does the chair of the standing committee have opening comments? Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. As the Chair of the Standing Committee on Community and Economic Development, I am pleased to make opening comments on the government's proposed 2022-23 budget allocation for Nunavut Arctic College.

Mr. Chairman, the GN's proposed contribution to Nunavut Arctic College is just under \$38 million for the 2022-23 year. This amount will be combined with third party funding as well as revenue from tuition fees and other sources, for the college's total anticipated budget of \$71.3 million.

Mr. Chairman, Nunavut Arctic College plays an important role in providing training and education for professional and trades occupations across Nunavut, as well as offering opportunities for individuals looking to improve their skills and employment potential. Nunavut Arctic College currently offers degree programs in the areas of education, nursing, and social work. The college's partnership with Memorial University has expanded its potential to open up additional academic fields of study for Nunavummiut and the committee looks forward to future announcements in this area.

The committee supports the college's aim to align training and certification programs with specific identified employment opportunities and encourages the college to continue working with the private sector, industry partners, government departments, and other potential employers to develop initiatives in these areas.

In particular, members look forward to specific initiatives involving ongoing mining operations and opportunities for residents of communities located near operating mines to receive training that will enable them to advantage of the different employment opportunities within that industry.

Mr. Chairman, community learning centres play an important role in providing access to courses and programs which can support individuals in preparing for future education and employment options. The committee was pleased to note the expansion of the Nunavut Teacher Education Program across many of Nunavut's communities. It will also be increasingly important to enhance the delivery of adult basic education, foundation programs, and pre-trades programs, while taking into account the capacity and interest at the community level. The standing committee further encourages the minister and college officials to collaborate with their counterparts at the Department of Education to promote post-secondary and trades training opportunities for high school students and recent graduates.

Mr. Chairman, the government's *Katujjiluta* mandate includes a number of commitments with respect to our elders, education, housing, health, and healing. The committee encourages the college officials in its efforts to work with the respective government departments to identify specific opportunities for training and certification to support specific initiatives in these areas.

Mr. Chairman, that concludes my opening remarks. Individual members may also have questions and comments as we proceed. Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Savikataaq. Do any members have any general comments? Seeing none, we will proceed directly with the department's budget. As members will note, on page N-3, it has one budget line totalling Nunavut Arctic College. Members, look a few pages further in Appendix O-I-2. It starts off with headquarters and that's where we will begin questioning. Do any members have any questions on headquarters, Appendix O-I-2, totalling \$4,607,000? I'll just give members a couple moments. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. Good morning, minister and your officials.

I would like to recognize the college being kind of the few departments and territorial corporations to have a full Inuit board or officials attending us here in the Assembly. I'm always glad to see that and I wanted to start off by pointing that out.

I would also like to congratulate the college on the success of the high graduation rates within the Nunavut Law Program. Those are 22 graduates, many of whom, I believe, are

working towards passing the bar and becoming lawyers and, I'm sure, will go on to make significant contributions to Nunavut. Again, I would like to thank the college for offering that program and providing all of the additional supports needed to ensure the high success rate throughout the grads.

I would like to start off for my first question if the college intends on offering any other one-time special program offerings in the near future. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* for the question. The college is always committed to exploring opportunities for new program opportunities and we look forward to those ideas coming forward through the college. I know the college is always happy to expand and hopefully there can be some new training opportunities for Nunavummiut. *Quana*, Mr. Chairman.

Chairman: Thank you. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. Thank you, minister. I'm very glad to hear that.

One issue that I have been raising over the years is the need to put more focus on business-related programming. I'm sure that the 22 law grads will make a significant contribution, but there is one thing to point out and there are only dozens of lawyer positions within the GN, meanwhile there are literally hundreds of finance, human resources and marketing or communications positions across the GN departments and territorial corporations.

Again, I would like to congratulate the college on forming the partnership with Memorial University and I do recognize the potential to open up expanded academic fields of study. I would like to point out that Memorial University School of Business has a very strong business program and it was one of the first in Canada to offer a cooperative undergrad business degree, which offers students the opportunity to continue their education while working in their field of study and gaining experience.

With that being said, I was wondering if the college intends on introducing a school business or business offerings or specialized courses in the fields of accounting or human resources. Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Lightstone. If I may throw policy and governance in there as well too, there is always a capacity issue within the GN. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* for the question. As stated, we are very excited to explore new opportunities and we're thankful for our partnership with Memorial University, as this partnership works to advance the goals and aspirations of Nunavummiut, and in particular the discussion around business and business

management. Right now Nunavut Arctic College is reviewing the Management Studies Program and is looking to explore options for expansion. We're hoping that by 2024-25, we're able to partner with Memorial University of Newfoundland and Labrador to ladder the Management Studies Diploma graduates into the Bachelor of Commerce degree or Bachelor of Business Administration. *Quana*, Mr. Chairman.

Chairman: Thank you. Just before I go back to Mr. Lightstone, members, if they want to acknowledge the Chair if they wish to be added to the question list. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. I would like to thank the minister as well as the president and the rest of the staff at Nunavut Arctic College. That is really great news to hear. I'm sure that once that agreement is in place and the laddering program is made available to management studies graduates, it has the potential to make a significant impact in the territory in the long run.

Another issue that I would like to bring up under headquarters is a question that I raised recently to the Qulliq Energy Corporation and it was in relation to the solar panels which are installed on Nunatta Campus. First, I would just like to ask if the minister would be able to confirm the date in which that was installed on the exterior of the facility. I believe it was in 2018. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. Those solar panels were installed in 2018. *Quana*, Mr. Chairman.

Chairman: Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. Thank you, minister, for that response and for the confirmation. As those panels were installed four years ago, last I had enquired, they were still sitting idle and last year, over a year ago, the Qulliq Energy Corporation launched the Commercial and Institutional Power Producer Program and in the last 15 months... Well, the first question is whether or not Nunavut Arctic College is able to fall in within the eligibility of that program, and secondly, if the minister may be able to elaborate on discussions that have occurred between the college and the Qulliq Energy Corporation to get those solar panels connected to the network. Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Lightstone. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* for the question. The first answer is yes, and the second is that Nunavut Arctic College is talking with the Qulliq Energy Corporation and the terms of agreement are being negotiated. *Quana*, Mr. Chairman.

Chairman: Thank you. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. Thank you, minister. That's great news to hear. Next question will be when those discussions began, and how far along is the college in discussions with the QEC in finalizing those terms of agreement? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* for the question. Nunavut Arctic College is in the final stage of the agreement with the Qulliq Energy Corporation and once that agreement is signed, we will in further discussion to get everything hooked up. *Quana*, Mr. Chairman.

Chairman: Thank you. Next name I have on my list: Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. I just want to take a moment to take this in. We've got three excellent role models for Inuit women, Inuit girls; we've got PhDs, masters. This is some big brain power here, some powerful women, and it feels really good to sit here looking at all of you and I am glad you are here.

>> *Applause*

Thank you, Mr. Chairman. I'm curious about whether or not they're taking into account the fact that over 35 percent of our adult population self-identifies as artists, whether or not there has any work towards developing a fine arts program. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. Thank you for the comment. It's a pleasure to sit alongside these amazing women.

I would like to say that arts and culture is a great profession and Nunavut Arctic College is supportive and happy to have programs such as fur production and jewellery, metalwork, and Nunavut Arctic College, in 2025-26, will be exploring options to expand the fine arts program. *Quana*, Mr. Chairman.

Chairman: Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. Thank you, minister. I guess what I am asking more specifically is if you will offer a bachelor's degree or a master's degree program in fine arts. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* for the question. We don't know the answer to that particular question or the details, but we're open to exploring options for

expansion of the program and we look forward to having those discussions and people providing input, of course, on what they would like to see the college expand towards. *Quana*, Mr. Chairman.

Chairman: Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. I think that is especially important when we consider not just the impact on the economy of the arts; as well, the impact of the amount of art and artefacts that are stored elsewhere and that are not available to our own communities as easily as they are to the population where those arts are stored and the want to repatriate those artworks as well as culturally significant pieces of work.

In addition to the economy opening back up and tourism happening more and more as well as the advent of marine-based tourism, I think it is really important to build capacity within our territory to not just create art but also to share art and to educate the wider audience about our art, so I think that is really important.

I am also really interested in knowing whether or not there is any knowledge of Blue Seal programs in relation to the trades. I know that there are a number of Red Seal programs for different trades that allow people to work within the trades. The Blue Seal trade program is one that is related to project management, which would allow for more Inuit employment at every community level. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross

Hon. Pamela Gross: *Quana*, Mr. Chairman. I would like Ms. Price to answer the question. *Quana*, Mr. Chairman.

Chairman: Thank you. Go ahead, Ms. Price.

Ms. Price: Thank you, Mr. Chairman. I thank the member for her question. Thank you for that. The Blue Seal program is an excellent area in which we can explore. As you pointed out, when you think of arts and cultural education, it is not just about making art; it's the marketing, it's the selling, and it's the business practices.

The college has begun initial explorations of how can we reimagine our programs to diversify programs so that students have access to different skills and those are initial level discussions, but your comments have been noted and I look forward to googling "Blue Seal" after this sitting. Thank you.

Chairman: Thank you. Just acknowledge the Chair after, Ms. Price, and then the person running the microphones will know to switch it over. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. I think if anything that the pandemic has taught us is that many people have a PhD in google.

>> *Laughter*

On the subject of the interpreter training programs, I know that over the last decade or 20 years, actually, there has become a slow decline in interest in becoming an interpreter. I'm just wondering if you can talk to us about how Arctic College is working toward gaining more interest in taking that interpreter program because it is integral to so much of the work that we do here in this House as well as in language preservation and in language creation when it comes to terminology. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* for the question. The Interpreter/Translator Program is currently going to be going under review so we can help make improvements to the program and see where we can strengthen and enhance the program and hopefully have more opportunities for expanding it to other campuses and CLCs, or community learning centres.

The college is committed to delivering this program and supporting our students to succeed. We realize the importance of the Interpreter/Translator Program and we are committed to meeting the needs to make the enhancements and improvements to the program so that once the review is done, we will know how to better support the program through discussions with past students and working to make it stronger.

I will say that there are currently 17 students that have been enrolled in the program this year and there are different years that are either year one, two, or three was offered in Iqaluit. There were six in their first year, six in their second year, and five in their third year. *Quana*, Mr. Chairman.

Chairman: Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. I just make a connection with the foundation that is needed in order to take an interpreter/translator program at the college level starts with Inuktitut language teaching in curriculum at the K to 12 level. Many of the programs offered require specific foundations and really good foundations in the ability to learn and that process of learning and putting your head down and getting things in your brain right.

What I would like to know about is how the development of different programs is connected to that K to 12 process. I realize and know that these are separate entities. However, I feel that it's really important for us to look at the education process as a whole lived experience and that being reassured that there is a very strong connection that informs the development of the Arctic College programs. Can you talk a little bit about that for me, please? Thank you.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* for her question. With the expansion of the Nunavut Teacher Education Program, it has given Nunavut Arctic College the ability to expand the program and look at areas where we can make streams for our teachers and support them and ensure that they are able to be proficient teachers in Inuktitut.

We have two streams: the emergent and proficient streams. Each of these streams allows our students to enrol in the language and culture certificate according to their language proficiency and this has been happening since September 2021. The emergent stream is being delivered in Iqaluit, Baker Lake, Rankin Inlet, and Cambridge Bay, and the proficient stream is being delivered in Arviat, Iqaluit, Igloolik, and Nauyasat. *Quana*, Mr. Chairman.

Chairman: Thank you. I have no more names on my list under this page. Appendix page O-I-2. \$4,607,000. Agreed?

Some Members: Agreed.

Chairman: Thank you. We will move on to the next page. O-I-3. Nunavut Research Institute. Any questions? Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. I've had the pleasure of working quite closely with the Nunavut Research Institute over the years, and one of the most important roles that the institute provides is the knowledge and collection of findings that come from research that happens in our communities, as well as helping the research to report those findings directly to the community. I'm wondering if you can talk a little bit about that as well as whether or not the Nunavut Research Institute has a database of research and the information that comes from that research that is accessible and searchable to anybody who is really interested in knowing what kind of research is going on. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* for the question. The Nunavut Research Institute has a database and the college is looking for a solution to replace this database as it's an aging database. It's primarily used for research licences and the research for the new database will start this fiscal year and next fiscal we're looking to explore options for a new and more efficient digital research portal, which we can explore options to enhance research. We look forward to having more availability and for people to use and utilize the database with the new expanded database. *Quana*, Mr. Chairman.

Chairman: Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. Thank you, minister, for that response. The college's 2022-26 business plan indicates that one of its priorities will be to implement

the North by North Research Program. A couple of things, can you talk to us about what that program is, please, and let us know how this program will ensure that more Nunavummiut are involved in Nunavut-based research? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* for the question. Nunavut Arctic College continues to build its institutional research capacity through projects, partnerships, and developing a research strategy. Four years of funding from 2021 to 2024 has been earmarked from the ArcticNet North by North Program to help Nunavut Arctic College develop institutional capacity for applied research. Nunavut Arctic College is collaborating with our partner, Memorial University of Newfoundland and Labrador, to build Nunavut Arctic College's research capacity.

Nunavut Arctic College plays roles in research and prioritizes improving Inuit self-determination in research. For the 2021-22 fiscal year, the college is working with Memorial University to conduct a systematic review of Nunavut Arctic College's previous involvement in research.

This North by North funding is also being utilized this fiscal year to enhance the college's oral history and archival research activities. The final point is that Nunavut Arctic College recognizes the value of scientific research and *Inuit Qaujimajatuqangit* in creating knowledge to support Nunavummiut to create new opportunities. *Quana*, Mr. Chairman.

Chairman: Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. The first objective of the Nunavut Research Institute is "To provide leadership in developing, facilitating and promoting traditional knowledge, science, and technology as a resource for Nunavummiut."

I know, from my experience in working with the Northern Contaminants Program Management Committee, that the value of what is known in the science community as traditional knowledge and you talked about oral history just now, it is so important to the research that is being done throughout the north and throughout the circumpolar north, actually, and for many years there has been a great deal of struggle in creating a validation of our knowledge of science and the science of our *Inuit Qaujimajatuqangit*.

I am interested in knowing a little bit more about how the Nunavut Research Institute has continued to evolve that knowledge and acceptance of what is nominally known as traditional knowledge. Can you talk about that a little bit, please? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. I would like Acting Vice-president Jackie Price to answer the question. *Quana*, Mr. Chairman.

Chairman: Thank you. Ms. Price, go ahead.

Ms. Price: Thank you, Mr. Chairman. Thank you again to the member for this very important question. Nunavut Arctic College is deeply committed to recognizing and working with the knowledge that exists in our communities. As it was pointed out earlier, Nunavut Arctic College has responsibility in supporting the Igloodik Oral Histories project based in Igloodik and that experience has provided Nunavut Arctic College an opportunity to really showcase the value and the opportunity for working with communities to collect this information, to maintain it and to add to it.

Nunavut Arctic College, through our ArcticNet project, is working to really understand how much this research can guide the college's own growth into the future, whether it is our on research projects or how this research can be utilized within our program. While there may be discussions about the role of Inuit traditional knowledge and science, for Nunavut Arctic College, the role that this knowledge plays is very clear and we look forward to exploring it into the future. Thank you, Mr. Chairman.

Chairman: Thank you, Ms. Price. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. Thank you for that response. Does the Nunavut Research Institute work to ensure that those knowledge-holders and Inuit scientists are valued, recognized, and cited in the research that they contribute to as main authors of that research? Thank you, Mr. Chairman.

Chairman: Thank you. As Ms. Price was involved in the first part of the response, minister, did you want me to proceed directly to Ms. Price again? Ms. Price, please.

Ms. Price: Thank you, Mr. Chairman. Thank you again to the member for the question. Yes, Nunavut Arctic College can look to its own publication under NAC media, which always identifies the elders that were involved in sharing the knowledge. This is an important practice for Nunavut Arctic College. Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. Often we know that researchers are funded and compensated for their time. Does the Nunavut Research Institute have standards for scientists or any research organization or group related to compensating not just elders but anybody who is contributing to a research project? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* for the question. Nunavut Arctic College is in charge of the Science Act, which, under the Science Act, Nunavut Arctic

College is responsible for ensuring that our elders and people who are participating in research are compensated for their time.

I would like to note that across Canada there have been significant discussions and work to ensure that people are fairly compensated for their traditional knowledge. This is an issue that we are always working to ensure that our elders and knowledge-holders are fairly compensated. *Quana*, Mr. Chairman.

Chairman: Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. Thank you for that response. Actually, my next question was going to be related to the *Scientists Act*. I read recently on google... actually it was Twitter that told me about a community in the United States where consultants came and interviewed elders and learned about their language, and then copyrighted the information that they received from the elders and community members and are now trying to sell back what they learned in the form of a language curriculum.

I'm wondering whether or not Nunavut's *Scientists Act*, which I understand is up for review, but we will get to that, actually protects traditional knowledge and knowledge-sharing from being appropriated by scientists and researchers. Thank you, Mr. Chairman.

Chairman: Thank you. Shameful activity. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. For the particular details, I would like Acting Vice-president Mearns... Price to answer the question. Thank you, Mr. Chairman.

Chairman: Thank you. You almost got demoted there for a second, Ms. Mearns.

>> *Laughter*

Ms. Price.

Ms. Price: Thank you, Mr. Chairman. Thank you to the member for your question. The *Scientists Act* is an older piece of legislation; it was passed in 1988. Quoting the Act, it states that "No person shall carry on scientific research in or based on Nunavut, or collect specimens in Nunavut for use in scientific research, unless

(a) he or she is the holder of a licence issued under this Act;"

Currently that is the meat of the legislation. The responsibility is on the researcher to ensure they have a licence. Future review of this legislation would provide ample opportunity to explore enforcement and other such matters. Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. I note in the priorities for 2022-23 that there is a plan to “Initiate a review of the Nunavut *Scientists Act*.” I would like you to tell us about what that review will entail, how much of the Act requires amendment, and who will participate in that review. Thank you, Mr. Chairman

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. I would like President Mearns to answer the details of that question. *Quana*, Mr. Chairman.

Chairman: Thank you. Ms. Mearns.

Ms. Mearns: Thank you, Mr. Chairman. Thank you to the member for the question. At this point we’re looking to initiate the review of the *Scientists Act*. Part of that process will be how we engage with the *Scientists Act* as Nunavut Arctic College.

I look forward to working with my colleagues as well to look at opportunities for what the expectations are under the *Scientists Act* and how changes can be made, but I think it would also be that broader legislative process and engagement with communities and those engaged in research. I think this is a wonderful opportunity to look at how we engage in research, how we engage with communities in research, and also how we support communities in guiding their research priorities and activities and identifying what is important to them.

How do we empower, how do we regulate, and how do we enforce through an Act? I think that is a much broader discussion than just us at the college. I think it would be a whole-of-government approach, but also a territory-wide approach as well.
(interpretation) Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. I look forward to “nerding out” following that process.

On your priorities in 2023-24, there is the “Review the expanded Trichinella detection program and explore options to include additional testing capabilities.” I’m wondering if that refers to testing in different areas or testing capabilities in terms of having the tools to do the trichinella testing in specific communities. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. The college is looking to expand this trichinella program into Rankin Inlet as it requires specific lab equipment to do the research for trichinella. We have the services that are provided for communities to send and test their walrus or polar bears to the labs and the trichinella detection has been

increasing over the years and we would like to expand to the Kivalliq region. *Quana*, Mr. Chairman.

Chairman: Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. I wonder if there are any other zoonotic diseases that are impactful to human health that are on the rise that might be considered in addition to trichinella testing. I'm wondering; I don't know if you have the answer. Normally I don't ask questions that I don't feel like I have the answer to, but that's just a thought that came to me right now is: are there any other emerging issues that should be considered for allowing the capability of testing to happen closer to communities? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. This current program is funded through third party funding. We're thankful for the support that Nunavut Tunngavik Incorporated has provided to Nunavut Arctic College through a contribution agreement to support the continuation of the detection program in Iqaluit and establish a new detection program at Nunavut Arctic College's laboratory in Rankin Inlet this coming summer.

I would also like to state that Nunavut Arctic College and Nunavut Tunngavik Incorporated are developing a memorandum of understanding to formalize our trichinella detection partnership and establish a terms of conditions for the use of our sample archive to support other wildlife health and pathogen research. *Quana*, Mr. Chairman.

Chairman: Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. As the camera went off me, it made it easier to think, and avian flu and brucellosis came to mind as some zoonotic diseases that a lot our communities are concerned about. I wonder if you work with the Department of Health to talk about how to build capacity to test for those diseases as well. Thank you, Mr. Chairman.

Chairman: Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. Not at this time, but we're always open to explore other opportunities. *Quana*, Mr. Chairman.

Chairman: Thank you. I have no more names on my list. Oh, Mr. Kaerner, but just before I go to Mr. Kaerner, I would like to acknowledge another distinguished guest who is gracing us with his pleasure this morning, the current President of the Qikiqtani Inuit Association, Olayuk Akesuk. Welcome to our proceedings and thank you for your interest.

>>Applause

Again, before we go to Mr. Kaernek, we are going to take a 15-minute break. Thank you.

>> *Committee recessed at 10:33 and resumed at 10:51*

Chairman: Thank you. I would like to bring the committee meeting back to order. The next name I have on my list: Mr. Kaernek.

Mr. Kaernek (interpretation): Thank you, Mr. Chairman. Good day, minister and your officials.

I would like to start with, as the minister said earlier, walrus have diseases and trichinosis, so the new lab will be in Rankin Inlet. To explain further, the people of Amittuq, Igloolik and Sanirajak, they're going to go serious walrus hunting. Can your workers send people there? There is a research lab for walrus and caribou. Can you send a researcher there this summer during the busy walrus hunting season? They will be cutting up walrus and caching them. Can you send a staff worker there to do some research this spring? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* for the question and the comments about Igloolik and walrus hunting. Currently the lab is set up in Iqaluit to send samples to the Iqaluit lab to get diagnosed.

As far as researchers, it's up to the individual researcher to choose what research they would like to do and to go and explore their options and put in their permits and further expand research in our territory. The Nunavut Research Institute is just in charge of the research licences and works to support researchers through that process. *Quana*, Mr. Chairman.

Chairman: Thank you. Mr. Kaernek.

Mr. Kaernek (interpretation): Thank you, Mr. Chairman. The lab is going to be in Rankin Inlet and the research that you do on walrus. How long do people have to wait? Will it be a week or a whole month? How long will they wait for the results? Starting from the time that they butcher the animal, how long will they have to wait? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* for the question. The Nunavut Research Institute staff are usually able to complete a trichinella detection essay within 24 hours of receiving a sample. The longer processing times may be required depending on the number of samples that are received on a given day. *Quana*, Mr. Chairman.

Chairman: Thank you. Mr. Kaernek.

Mr. Kaernek (interpretation): Thank you, Mr. Chairman. I thank the minister for explaining that. As I stated, the people of Sanirajak and Igloodik will be going out on the land. Who will be paying for the airfreight? Will it be the Department of Environment, the Department of Health, or Arctic College? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. Preventing trichinella infection is the responsibility under the Department of Health and the Department of Health is responsible for communicating the test results to the harvesters, and the Department of Health is also responsible for coordinating the collection and shipping of walrus tongues to Iqaluit for testing. *Quana*, Mr. Chairman.

Chairman: Thank you. Mr. Kaernek.

Mr. Kaernek (interpretation): Thank you, Mr. Chairman. I thank the minister for her answer. (interpretation ends) In the business plan under the Nunavut Research Institute, the objective on the third bullet is that the college would like “To put Nunavut research into the hands of Nunavummiut.” In general, what I understand is that they want to put the research into Nunavut’s hands rather than talking about the regional hubs. Is it just the regional hubs or the actual Nunavummiut? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* for the question. The North by North Program will provide opportunities for dialogue about research among Nunavut Arctic College students, the faculty and staff and with community organizations, knowledge-holders, and partner agencies to define Nunavut Arctic College’s vision, needs, and priorities for research.

In terms of our new lab that will be hosted in Rankin Inlet, we do have a large number of shipments that are sent from the Kivalliq, and we know that flight options are sometimes delayed and not every day or every other day when sending country food or research specimens. Nunavut Arctic College recognizes the importance of helping this demand in our other regions. *Quana*, Mr. Chairman.

Chairman: Thank you. Mr. Kaernek.

Mr. Kaernek (interpretation): Thank you, Mr. Chairman. The people of Nunavut are very knowledgeable. Whenever they are planning, they look at the weather and the women use their designs when they are sewing. That’s more of a comment, Mr. Chairman.

(interpretation ends) Still under the objectives, the college would like “To provide leadership in developing, facilitating and promoting traditional knowledge, science, and technology as a resource for Nunavummiut.” As the minister indicated, Igloodik is one of the culturally relevant communities. How will the college be promoting our traditional knowledge when it comes to our *Inuit Qaujimagatuqangit* and the knowledge they have? How will the college be taking the leadership role when it comes to our knowledge, tradition, culture, and values? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* for the question. Through Nunavut Arctic College media, we are able to collect that knowledge and share in publications or resources that are available. We work to ensure that that knowledge is distributed and are happy that we have elders who are sharing their knowledge with us and that we are able to work to incorporate traditional knowledge into publications not just for Nunavummiut but for the whole world to access and read upon and use and reference. *Quana*, Mr. Chairman.

Chairman: Thank you. Mr. Kaernek.

Mr. Kaernek (interpretation): Thank you, Mr. Chairman. I look forward to seeing Arctic College’s leadership in this area.

(interpretation ends) Moving on to my question here, under the appendix, the program delivery summary, it categorizes it into communities, Kivalliq, Kitikmeot, and Qikiqtaaluk, and under the Inuit Studies Program, all I see is the Nunatta Campus. Other than that, I have not seen any other programs like this delivered in the other communities. Is the college also planning to have Inuit studies distributed throughout Nunavut rather than just the Nunatta Campus? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* for the question. The Inuit Studies Program is going under review this year and we can explore further opportunities to expand the program and have remote learning opportunities in our communities, but I would like to note that Nunavut Arctic College does have the Piquusilirivvik program and our satellite campuses. *Quana*, Mr. Chairman.

Chairman: Thank you. Mr. Kaernek.

Mr. Kaernek: Thank you, Mr. Chairman. Thank you for that answer. As the minister has stated with the Piquusilirivvik centre in Clyde River, is the college considering expanding the Piquusilirivvik centre? For instance, if Sanirajak would like to create a program under the Fur Production Program or with the hunting equipment, such as a *kakivak* and harpoon, *niksik*, and all these? Is the college in consideration to expand the programs, for instance, in Sanirajak? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* to the member for the comments. Nunavut Arctic College is always happy to explore opportunities and take comments into consideration. We have heard the member's comments for expansion into Sanirajak and that would be something that we will look into and get back to the member on.

However, we do have the Piqusilirivvik campus and we have the two satellite campuses where we encourage those community members from across Nunavut who are interested in expanding and learning from our elders and learn *Inuit Qaujimagatuqangit*, and take the amazing programs that are offered. To apply, take time, if they are interested to either go to Clyde River or our two other satellite campuses. *Quana*, Mr. Chairman.

Chairman: Thank you. Mr. Kaernek.

Mr. Kaernek: Thank you, Mr. Chairman. I thought I asked that under operations and maintenance since there is a program involved in the appendix, Mr. Chairman, and I would like to recommend that if it can be recognized that these programs be explored. It would be very beneficial for these communities to get this knowledge out to Nunavummiut and use it. It would be very beneficial for the community and for the college when we share such expansion within their programs.

In saying that, when it comes to Pathway to Adult Secondary School, adult basic education, and pre-trades, I'm glad that it is involving all three regions. How about the Nunavut Teacher Education Program? Will it be delivered in my riding of Igloolik and Sanirajak? That's going to be my last question for now. Thank you, Mr. Chairman.

Chairman: Thank you. That is not under the research institute, but regional campuses are next, so I will allow the question. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. The Nunavut Teacher Education Program will be offered in Sanirajak this coming 2022 and it will be in Igloolik year two. *Quana*, Mr. Chairman.

Chairman: Thank you. I have no more names on my list for the Nunavut Research Institute. Do members agree that we are completed with this page?

Some Members: Agreed.

Chairman: Thank you. Go to the next page. Regional Campuses. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. I've just got a few lines of questioning and I'll be following up on issues that were raised in previous years.

Before I get into that, I would like to thank the minister and Nunavut Arctic College for their work in launching the social worker degree program. I think that will have a

significant impact on the Department of Family Services, but more importantly the vulnerable Nunavummiut who will be seeking their assistance.

I would also like to recognize the college for launching the Practical Nursing Program in Rankin Inlet. I think that is also a tremendous milestone that should be recognized, as well as your collaboration with the Department of Health on developing a personal support worker program because there is a demand and there are a significant amount of positions. I think the minister mentioned that there were currently over a hundred positions in Nunavut and that is set to grow with our long-term care facilities and treatment and healing facility coming up in the coming years.

I would also like to recognize the college on their recent alumni engagement, which I had seen on social media. This is an issue that I have been raising in recent years and it is great to see that the college is following up on this. It is common practice across Canada for colleges to post their success rate at which graduates find employment in their field of study. I look forward to seeing that information in the college's annual reports in the coming years.

Following up on issues that have been raised in the past, the first issue that I would like to follow up on is resumé writing. It has come to my attention in the past that not every course was offering resumé writing in the programs. I would like to follow up with the minister to see if there has been any further development in that area. Thank you, Mr. Chairman

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. Through our Career Services Division at Nunatta Campus, it is something that is provided and through our other campuses and community learning centres. It is an opportunity for our students to work with their career development services to work on their resumé. *Quana*, Mr. Chairman.

Chairman: Thank you. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. I thank the minister for providing that. As Nunavut Arctic College serves a crucial role in providing training and qualifications for Nunavummiut to enter the workforce, one of the major factors necessary in achieving that objective is of course having a strong resumé. I'm curious if the minister would be able to provide any figures as to how many students take advantage of the resumé writing that is available at the Career Services Division. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* for the question. We don't have that level of detail right now, but we can follow up with the member and provide that information. *Quana*, Mr. Chairman.

Chairman: Thank you. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. Thank you, minister, for making that commitment. I am very glad to hear that this resumé writing assistance is made available to the students and I will be following up on this next year.

Mr. Chairman, another issue that I have been raising over the years is the need for driver's education. Many jobs in Nunavut require a certain level of driver's licence and I think the minimum requirement is level 5 or your general driver's licence. The reason that I keep bringing this up is that driver's licences are a crucial requirement for so many occupations and jobs that are in the territory. However, not every Nunavummiuq has access to a vehicle to practise or use at their disposal, I should say, to advance from their learner's driver's licence to their full driver's licence.

I would like to ask if Nunavut Arctic College has looked into the possibility of beginning to offer driver's education programming or partner with other organizations to assist rollout of driver's education courses in their communities. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. Under our industrial trades, Nunavut Arctic College focuses on heavy equipment operator and under that, there is driver training for class 1, 2, and 3 (air brakes) and other courses that are offered and delivered. I would like to add that the Municipal Training Organization is the one who administers and delivers driver training. *Quana*, Mr. Chairman.

Chairman: Thank you. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. Thank you, minister. Moving on to my next line of questioning, in Nunavut Arctic College's previous business plans, one of the priorities was to conduct a needs assessment to determine where next to expand their student accommodations. I would like to ask if the minister would be able to provide an update on that. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. I would like President Mearns to go into detail on that question. *Quana*, Mr. Chairman.

Chairman: Thank you. Please proceed, Ms. Mearns.

Ms. Mearns: Thank you, Mr. Chairman. I thank the member for the question. Currently we do have housing at our regional campuses here in Iqaluit, Rankin Inlet, and Cambridge Bay, as well as housing options with the Piqqusilirivvik centre in Clyde River.

At the moment we don't have anything in the capital process for replacement or building, but we are obviously looking at different opportunities for how we can access housing options for our students. As it's often highlighted, we don't have enough housing for all of the people that are interested in coming to the NAC programs and so it does prove challenging for our students that are trying to access programs, wherever it may be, whether it's at our community learning centres or at our regional campuses.

I think there is, obviously, a lot to be done, but that's a much larger question when it comes to housing across the territory as well. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. Thank you, Ms. Mearns, for elaborating on that issue.

Moving on to my next line of questioning, another matter that was raised in the past, the Government of Nunavut's Financial Assistance for Nunavut Students offers additional funding for students with learning disabilities and it is quite common for colleges across Canada to offer additional assistance and supports for students that need assistance in successfully completing their programs while they have certain learning disabilities. I would like to ask: what sort of assistance does Nunavut Arctic College provide for students who may have learning disabilities? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* for the question. Nunavut Arctic College recognizes the importance for providing services that support the success of the students and provides an overall positive learning experience. Student Support Services has added the student success facilitator to the support team. This position will provide an array of academic support strategies, including tutoring sessions, workshops, and to facilitate services for those with learning disabilities. The Student Services Division continues to work with partners, organizations, and institutes to ensure college students are actively supported. *Quana*, Mr. Chairman.

Chairman: Thank you. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. Thank you, minister, for that response. That is great to hear. You mentioned that the student services and the student success facilitator do communicate with other organizations. Has the Student Services Division or the student success facilitator had communications with FANS to enable Arctic College's students to better access the specific funding that FANS has available for students with learning disabilities? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* for the question. Nunavut Arctic College isn't aware of the support with FANS. However, we will explore that option to support students with disabilities. We are talking and in discussion with our partners to support and provide further support for our students through our partnerships. We look forward to the possibilities that will come with the third party funding and support that they offer to the college. *Quana*, Mr. Chairman.

Chairman: Thank you. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. Thank you, minister, for the response. I strongly encourage Nunavut Arctic College to look into that matter. Last time that I raised this issue with the Department of Education and utilization of this assistance for students with learning disabilities, if I recall correctly, there was only one FANS applicant who had actually received this additional support and assistance with their learning disability. I think that is definitely a barrier to the academic achievements of our students.

I would like to move on to my last line of questioning. I have raised this with other departments in the past and it's the fact that Nunavut is the only jurisdiction in Canada out of all the provinces and territories that does not have a specific youth trades program, such a program that allows youth, namely, high school students, to split their time between their schooling and actual on-the-job training and successfully receive their High School Diploma with advance credits toward their designated trades.

I would like to ask if there have been any discussions between Nunavut Arctic College as well as the Department of Education and the Department of Family Services to determine how to best make advancements in this area. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* for the question. Nunavut Arctic College has very good working relationships with various departments. I would like to note that the member's comments have been noted. *Quana*, Mr. Chairman.

Chairman: Thank you. I have no more names on my list. Before I close this page, I just have a quick question. It has come up in the past, especially here in Iqaluit, on the availability of student housing at some of the regional campuses for local students. It can put a lot of pressure on our local students trying to accomplish their academics in... . As we are all aware, there are many overcrowded homes in the territory. To give our students a real opportunity for success, have there been any advancements on or recognition for local students to be eligible for student housing? Minister Gross.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* for the comment. I would like to say that this point has been a point not just here in Iqaluit but in other areas. Nunavut Arctic College does have limited capacity and limited space for residents and I would like to say that there are opportunities for students to stay in residences if they are local and if the

college does have the availability, but we do have to balance that out with others and other applicants that might be coming from other communities. *Quana*, Mr. Chairman.

Chairman: Thank you. Do members agree that we are completed with Regional Campuses?

Some Members: Agreed.

Chairman: Thank you. Go back to page N-3. Nunavut Arctic College. Total Operations and Maintenance, to be Voted. \$37,925,000. Agreed?

Some Members: Agreed.

Chairman: Thank you. Do members agree that we are completed with Nunavut Arctic College?

Some Members: Agreed.

Chairman: Thank you. Minister, closing comments.

Hon. Pamela Gross: *Quana*, Mr. Chairman. *Quana* to the members and the committee for allowing us to present to you today. I thank you for your commitment and dedication to Nunavut Arctic College and our post-secondary students that are studying and going to be studying. We look forward to further supporting our students in our communities with the expansion of our programs.

I just want to take the time to thank all of the facilitators, instructors, and college workers who dedicate their time and their services to ensuring that we are advancing post-secondary education. I would also like to thank our third party funders and of course all of our students for choosing Nunavut Arctic College, and also, congratulations to all of our graduates who have just graduated across our community learning centres and our campuses. *Quana*, Mr. Chairman.

>>*Applause*

Chairman: Thank you, Minister Gross. Sergeant-at-Arms, please escort the witnesses out. We're going to take a less than two-minute break and get ready for the Department of Human Resources' opening comments. Thank you.

>>*Committee recessed at 11:26 and resumed at 11:28*

Bill 01 – Appropriation (Operations & Maintenance) Act, 2022-2023 – Human Resources – Consideration in Committee

Chairman (Mr. Savikataaq): Good morning. I would like to call the committee meeting back to order. We're here to deal with Human Resources. I would like to ask Minister Nakashuk: do you have any officials that you would like to appear before the committee?

Hon. Margaret Nakashuk: Yes, please.

Chairman (interpretation): Thank you. (interpretation ends) Does the committee agree to let the minister's officials appear before you?

Some Members: Agreed.

Chairman: For the record, Minister Nakashuk, please introduce your officials and then proceed with your opening comments. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. Good morning. With me this morning, to my right is Les Hickey, Deputy Minister of Human Resources, to my left is Regilee Adla, (interpretation ends) Director of Corporate Services, (interpretation) and sitting in the gallery are Arijana Haramincic, (interpretation ends) Assistant Deputy Minister for Human Resources Operations, Gloria Uluqsi, Assistant Deputy Minister for Strategic Management, and Peterkin Chakonza, Director of Policy, Planning and Communications.

Mr. Chairman and colleagues, I am here today to present the 2022-23 Main Estimates and the 2022-26 Business Plan for the Department of Human Resources.

Human Resources provides management and leadership of the Government of Nunavut public service and support departments and public bodies in human capacity policy, programs and legislative development, Inuit employment planning, employee training and development, staffing, employee relations, job evaluation, and employee wellness. This ensures that government's human resource processes and programs operate within Inuit societal values and in a fiscally responsible manner.

In 2022-23 my department will have a total operational budget of \$27.8 million with the majority in three areas:

- Compensation and benefits, \$19 million;
- Service contracts, \$4.2 million; and
- Purchased services, \$2.2 million.

Mr. Chairman, I am pleased to share my department's achievements and plans to develop and deliver effective and responsive human resource policies, programs, practices, and services, despite the challenges my department has faced from the impact of COVID-19 global pandemic.

In recognition that a healthy workplace is essential to the well-being of all our employees, my department developed an internal, comprehensive and consistent response to the COVID-19 global pandemic that followed the recommendations of Nunavut's Chief Public Health Officer and Workers' Safety and Compensation Commission, which enabled uninterrupted provision of services to Nunavummiut.

Mr. Chairman, even though the COVID-19 public health measures ended on April 11, 2022, the Government of Nunavut has a responsibility as an employer, under the *Nunavut Safety Act*, to protect the health and safety of its employees. Given this, our workplaces and employees will continue to take certain precautions against transmission of the virus, while removing other requirements.

- Government of Nunavut workplaces will complete site-specific risk assessments to ensure that appropriate controls are in place.
- Employees will complete a personal risk assessment to verify that COVID-19 related risks specific to their jobs have been addressed.
- Employees will wear masks in common indoor areas and masks will continue to be provided.

Mr. Chairman, the Summer Student Employment Equity Program run by my department provides employment opportunities in the government for high school and post-secondary students to gain skills, knowledge, and abilities in areas of interest and/or study. In summer 2022 the Government of Nunavut hired 229 students, 192 (84 percent) of them were Nunavut Inuit. This program supports the Sixth Assembly's mandate priority, "to increase opportunities for pre-employment work experiences for high school and post-secondary students throughout the year." My department will continue to make specific improvements to the summer student [program] to allow for the creation of a qualified talent pool to take on future positions within the Government of Nunavut, supporting *Katujjiqatigiinnivut*. One of the immediate actions my department has taken is to increase the program budget by an additional \$1,605,000 to a total of \$2.59 million, funded internally to meet the needs of this program.

Mr. Chairman, as a department, we are committed to working our government's obligations under Article 23 of the *Nunavut Agreement* to achieve a representative public service. My department is monitoring the progress of the government-wide Inuit Employment Plan, and departments and public bodies are reporting semi-annually on their Inuit employment targets. The government achieved 85 percent of its short-term goal of 2,127.2 Inuit full-time equivalents in the second quarter of 2021-22.

We are excited by the success of the Amaqtaarniq Education Leave Program, which currently has 23 Inuit employees pursuing various post-secondary credentials to enable them to qualify for professional and management positions in our government. To date, 10 employees have successfully completed the Amaqtaarniq Education Leave Program.

Mr. Chairman, we are committed to a workplace founded in Inuit societal values. Providing a safe and respectful workplace free from all forms of harassment for all

employees is part of this foundation through Inuuqatigiitsiarniq: respecting others, relationships and caring for people. Our Wellness Division focuses on non-disciplinary, holistic and collaborative solutions to workplace issues. Some examples of the supports to employees and workplaces offered are return-to-work best practices, assisting employees in the workplace through medical accommodations, mediation, workplace assessments, and alternative dispute resolution.

The Government of Nunavut is committed under the Inuit societal value principle of *Tunnganarniq* to making the workplace people-friendly, welcoming, and accepting for Nunavummiut, our colleagues, and others. My department is developing a new Government of Nunavut-wide Onboarding Program to support the current new employee orientation initiatives by providing standardized and consistent information to new employees and their supervisors through an online platform. This program will help new employees feel welcome, become familiar with the Government of Nunavut structure, culture, and policies, and understand employer/employee expectations and responsibilities.

Mr. Chairman, my department provides workplace education and training for public servants, with an emphasis on increasing Inuit employment and developing strong Inuit leaders for government and the territory. The following programs were developed and launched in the past fiscal year:

- Inuit Executive Career Development Program is a new initiative designed to increase Nunavut Inuit leadership capacity within the Government of Nunavut. Over a two-year period, the program will support GN employees through the completion of the Graduate Diploma in Leadership and Management at Athabasca University. There are currently 12 participants enrolled in the program.
- Human Resources Certificate Program will provide our Human Resources practitioners with professional training on best practices in the human resources field. The completion of this program will lead to a national standard designation: the Chartered Professional in Human Resources designation. The first cohort has 40 participants, both Inuit and non-Inuit.
- Project Management Program supports and prepares GN employees to acquire the Project Management Professional designation through the globally recognized Project Management Institute. Increasing Inuit employment in the project management field will enable the development and delivery of government projects and programs that are consistent with Inuit societal values. A Nunavut Inuit cohort of 18 participants recently graduated from this program.

Mr. Chairman, the Government of Nunavut is facing a critical shortage of staff housing and private housing, and this has significantly impacted the timely filling of job competitions. At the beginning of 2021-22, the need to deal with the sudden reduction of available units across the territory warranted a fulsome evaluation and consultation with every department's/public body's deputy head on prioritizing the recruitment efforts of

positions, with and without housing. Only highly critical to the needs of the community and Government of Nunavut operations positions are being considered for staff housing. To reduce further saturation of the private housing market, job competitions without staff housing will be posted with a restriction to local community residents only. This temporary strategic approach is for better use of existing and forecasted staff housing inventory to temporarily address the critical need of the shortage of staff and private housing on all job competitions that meet the staffing needs of each community.

Mr. Chairman, our continued efforts to offer on-the-job training opportunities for casual Inuit employees to gain the required skills and experience to move into more permanent positions within the government are yielding the desired results. Since April 1, 2021, 122 direct appointments have been completed; 101 (83 percent) are Nunavut Inuit. Since April 1, 2021, 168 casuals became indeterminate or term employees.

Mr. Chairman, my department is responsible for negotiating collective agreements with our unions. I am pleased to announce that the government and the Nunavut Teachers Association completed negotiations during their first bargaining session, September 14 to 17, 2021. The NTA collective agreement was ratified by both parties and was signed in January 2022. The new agreement includes a domestic violence leave; salary increases for a four-year agreement of 2 percent, 1.5 percent, 1.5 percent, 2 percent; increase to substitute teacher pay, etcetera.

The government and the Nunavut Employees Union also reached a tentative settlement on a new collective agreement on February 26, 2022. The agreement is subject to ratification by both parties, at which point more details will be provided.

The Qulliq Energy Corporation-Nunavut Employees Union's collective agreement negotiations are currently going on.

Mr. Chairman, my department has worked diligently in 2021-22 to fulfill our government's priorities and we will continue this work in the new fiscal year. Our priorities for 2022-23 include:

- Work with Nunavut Tunngavik Incorporated and Government of Canada to establish the tripartite Inuit Pre-Employment Training Plan Strategy Committee.
- Review the 2013-2023 detailed departmental Inuit employment plans and initiatives to amend goals, targets, and actions to the end of 2025-26.
- Monitor and assess human resources policies and programs to increase Inuit employment at all levels of the public service.
- Begin the development on the next Government of Nunavut's Human Resource Strategy 2024-28.
- Work collaboratively with Nunavut Housing Corporation to review and improve the delivery of GN staff housing.
- Conduct promotional activities for Summer Student Employment Equity Program in all regions to increase opportunities for pre-employment work experiences for high school and post-secondary students throughout the year.

- Launch the GN Employee Engagement Survey.
- Develop and launch a three-year operational plan to drive strategic employee wellness initiatives across the government.

With that, Mr. Chairman, I conclude my opening comments and I welcome questions from the Committee of the Whole. (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you, minister. (interpretation ends) At this time I will recognize the clock and we will break for lunch until 1:30. Thank you.

>>*Committee recessed at 11:44 and resumed at 13:29*

Chairman: Good afternoon. I would like to welcome everybody back to our committee meeting. We're here to have Human Resources and we just had the opening comments from Minister Nakashuk. Does the chair of the standing committee have opening comments? Please proceed, Mr. Hickes.

Mr. Hickes: Thank you, Mr. Chairman and members. I am pleased to provide opening comments on behalf of the Standing Committee on Oversight of Government Operations and Public Accounts on its review of the proposed '22-23 Main Estimates and '22-26 Business Plan of the Department of Human Resources. The department's proposed '22-23 operations and maintenance budget is \$27,842,000. This represents a 1.3 percent decrease from the '21-22 fiscal year. The number of positions in the department remains unchanged at 133.0 PYs.

Mr. Chairman and members, members raised a number of issues and concerns during the minister's recent appearance before the standing committee.

The 2019-2020 *Public Service Annual Report* was tabled in the Legislative Assembly on March 1, 2021. Members look forward to the timely tabling of the 2020-21 and '21-22 reports.

The Government of Nunavut's current Staff Housing Policy was approved in April 2019. It falls under the responsibility of the Department of Human Resources. The department's draft '22-26 business plan indicates that one of its priorities for the '23-24 fiscal year is to "Review and revise the Staff Housing Policy and allocation procedure." The standing committee recognizes that there are no easy solutions to the shortage of staff housing, which constitutes a significant barrier to the government's recruitment efforts. Members encourage the department to give careful consideration to such questions as the extent to which high-income employees in the executive and senior management occupational categories should be eligible to live in subsidized staff housing on an indefinite basis.

The department's draft '22-26 business plan also indicates that one of its priorities for the '24-25 fiscal year is to "Collaborate with [the] Nunavut Housing Corporation to prioritize actions to encourage residents to move from Government of Nunavut staff housing and social housing into affordable rental units or homes of their own." Mr. Chairman, the

extent to which this review will also consider introducing a new down-payment assistance program for Government of Nunavut employees is unclear.

The Department of Human Resources is currently working to develop a formal Remote Work Policy. The standing committee recognizes that workplace flexibility has been essential to maintaining continuity of government operations during the COVID-19 pandemic, and recognizes the importance of allowing for reasonable accommodation of employee needs as one of the government's suite of tools to foster recruitment and retention. However, members caution the department against moving in the direction of allowing permanent residents of other provinces and territories who do not live in Nunavut to be employed as members of the territorial public service.

Mr. Chairman, the issue of long-term casuals has been a long-standing issue of concern for Members of the Legislative Assembly. On September 9, 2019 the Government of Nunavut issued a news release which announced that the cabinet had issued direction to "foster Inuit employment across the public service by substantially increasing the number of direct appointments of long-term casuals." The standing committee supports this direction and encourages the government's public service annual reports to provide detailed updates on the status of the initiative.

Mr. Chairman, the Department of Human Resources has responsibilities in respect to establishing the government's overall Inuit employment targets. It is important to acknowledge the progress that has been made to date in increasing Inuit employment in the Government of Nunavut.

Information that is contained in the government's quarterly employment reports indicates that a total of 935 Nunavut Inuit were employed by the government as of March 31, 2002. By March 2022, that number had increased to 1,790. This represents an increase of approximately 92 percent over the 20-year period. Mr. Chairman, it is important for the government to develop realistic timetables for achieving full representativeness across all occupational categories in the government. This is a significant challenge. The government's most recent quarterly employment report indicates that as of March 31, 2022, the Government of Nunavut had a total of 5,383 positions, of which 1,790 were filled by Nunavut Inuit. 1,730 positions were filled by non-Nunavut Inuit employees and 1,862 positions were vacant. Mr. Chairman, in order for the government to achieve an 85 percent Inuit workforce for a fully staffed organization, it needs to hire approximately 2,786 new Nunavut Inuit employees and not lose a single one of its current Nunavut Inuit employees.

The department's draft '22-26 business plan indicates that the budget for the Summer Student Employment Equity Program will increase from \$985,000 in the '21-22 fiscal year to \$2,590,000 in the '22-23 fiscal year. This represents an increase of 162.9 percent. Mr. Chairman, the standing committee strongly supports the government's Summer Student Employment Equity Program, which provides valuable work experience for Nunavut youth. The standing committee is pleased to note that the department acted on a previous recommendation to review the program's definition of "Nunavut Student" to

ensure that only Nunavut Inuit and long-term residents of the territory are eligible to participate in the program.

Mr. Chairman and members, that concludes my opening comments on the proposed 2022-23 Main Estimates and '22-26 Business Plan of the Department of Human Resources. Thank you.

Chairman (interpretation): Thank you. (interpretation ends) Do members have any general comments before we proceed to the detailed questions? Mr. Hickes.

Mr. Hickes: Thank you, Mr. Chairman. I noted with interest on page 5 of the minister's opening comments at the very bottom that "Only highly critical to the needs of the community and GN operations positions are being considered for staff housing." I would just like to make a brief comment on that.

I think it's critical to the overall success of the civil service that the Department of Human Resources be staffed adequately. Right now, I believe, it's a little over 60 percent staffed, which is barely over half.

When we're looking at staffing our civil service, we hear continuously in the House and we have been saying continuously for a number of years now that capacity is an issue. I have often said that we don't even know where our real challenges are because our departments aren't staffed adequately, so we don't know where the real pressures are. We're always putting out fires.

I strongly encourage the Department of Human Resources and the government overall to really put a concerted effort into staffing the Department of Human Resources so that it can subsequently staff the Government of Nunavut civil service. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) Do we have any more members for general comments? I have no more names for general comments, so if the members can go to page D-4. Human Resource Operations. We have just two branches to look at. Human Resource Operations is the first one. The second one is Strategic Human Resource Management. We will start off with D-4. Any questions on D-4? Mr. Hickes.

Mr. Hickes: Thank you, Mr. Chairman. I would like to draw attention to an RFP that was recently put out by the Department of HR for a standing offer agreement for an ethics officer. When I look at the *Nunavut Gazette*, Mr. Schnoor was signed on, on a five-year extension just in January 2020, so he would have about three more years left in his term. Can I ask the minister why there's an RFP out for a position that's currently filled? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. Thank you for that question. The employee is about to retire in November of this year.

Chairman (interpretation): Thank you. Mr. Hickes.

Mr. Hickes: Thank you, Mr. Chairman. I think I only have one more question. It has been raised in the House the number of vacant staff housing units across the territory and a number of them being in such condition that they're not liveable or habitable.

I would like to just get some confirmation from the Minister of Human Resources as I received commitment from the Minister of the Nunavut Housing Corporation that they would be working together to, as quickly as possible, make sure that those units can get back into inventory as soon as possible, as it has been highlighted that staff housing is such a critical need.

It's an absolute shame that we've got units that are sitting there that are uninhabitable and I think, in the lack of the new builds, there needs to be a real concerted effort into bringing existing units back online. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for your comments. You're correct; we have quite a number of staff housing units that are vacant and we are working with the Nunavut Housing Corporation as well for actions to be made. These are ongoing to date. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) I have no more names on my list. Human Resource Operations. Total Operations and Maintenance, to be Voted. Sorry. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. In (interpretation ends) staff housing, (interpretation) I have a question, maybe two. (interpretation ends) Your department's draft 2022-26 business plan indicates on page 35 that one of its priorities for the 2023-24 fiscal year is to "Collaborate with [the] Nunavut Housing Corporation to review and improve the delivery of Government of Nunavut staff housing." Why is this work not starting in the upcoming fiscal year? (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for that question. The problems are constantly being monitored. As well, we have to continue review where improvements have to be made, but this is still an ongoing issue. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. I also thank you, minister. What are the problems that you have found in your reviews and what actions have been made to address them? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): With your permission, Mr. Chairman, I will refer this to my deputy minister, Mr. Hickey. Thank you.

Chairman (interpretation): Thank you. Mr. Hickey.

Mr. Hickey: Thank you, Mr. Chairman. Thank you for the question. As the minister referred to, we're always continuing collaborating and working on how we can improve our staff housing complement. Presently we're working with Housing to identify the vacant units that we have presently and looking in-house at our own Staffing Housing Allocation Committee and how we can make changes there to improve the allocation of housing so we don't have all of these units available.

Some of the things we're trying to do is improve on our long- and short-term plans; we're looking at our staff housing policy within and see how we can make changes there to refine and to line up with some of our staff housing initiatives. We're also looking at the timing of our housing allocations; increasing our ratio so we don't have so many competitions tied to staff housing.

We're also looking at no-duplication allocation because we find that when a department requests housing to be attached to a position, we have a lot of similar positions along the same line, so we're looking at reducing that and providing one house for similar positions and then kind of risk managing it from there. We're also looking at consideration of restricted positions in community as a priority for housing.

Those are some of the things we're looking at in-house and hopefully we are successful and we can move it along at that point in time. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. On page 42 under (interpretation ends) priorities, fiscal year, is to "Review and revise the Staff Housing Policy and allocation procedure." What specific changes to the policy and procedures are being considered? (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for asking that question. That was what my deputy minister was referring to when he was talking about what improvements the houses that are owned by the government need and how we can make improvements, and also talk about how government employees can

work towards homeownership. There's that and the other things mentioned by the deputy minister. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. I would like to use this as an example and phrase it as a question. Let's say there is a teacher living in public housing and they have requested to move into staff housing. Can the Department of HR support that? Meanwhile, if there are staff housing units that are empty, can they be handed over to public housing? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. The example you used of the teacher, they could submit a request to the Department of Education. The Department of Education would work the Department of Human Resources. They would look at the number of houses that were allocated to that school according to the number of teachers, and that is how it works in the communities. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. Thank you, minister. While that is the case, there are people in the communities who are teachers who have completed NTEP or other people who received training in the south and are now back in the community and living in public housing, but they are interested in moving to staff housing or their own house. I believe they need more help. That would be my final comment. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. That is a general comment, but the minister can respond to it if she wants. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. We can look into this matter with the Department of Education to see what the situation is with your concern. Thank you.

Chairman (interpretation): Thank you. The next name on my list: Mr. Quqqiaq.

Mr. Quqqiaq: Thank you, Mr. Chairman. I just have one line of questioning. The department's draft 2022-26 business plan indicates on page 35 that one of its priorities for the 2024-25 is to "Collaborate with [the] Nunavut Housing Corporation to prioritize actions to encourage residents to move from Government of Nunavut staff housing and social housing into affordable rental units or homes of their own." To what extent will this review consider introducing down-payment assistance for GN employees? Thank you, Mr. Chairman. That's my only question.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. We have to work with the housing corporation to set that up. We don't have any formal agreements, but we always collaborate on issues that have anything to do with housing. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) Following the list of names, Mr. Hickes.

Mr. Hickes: Thank you for recognizing me again, Mr. Chairman. I forgot to ask a question, but first I would like to follow up on Mr. Quqqiaq's question. Would the minister be able to respond to the extent of which a review is considering introducing down-payment assistance for GN employees program? Thank you, Mr. Chairman

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for the question. There were considerations given to this in the last government, but it didn't go anywhere because of the elections. We are looking at this again to see if we can make any improvements and to see what kinds of regulations there will be for employees who want to do those things. As for the contents, it is still under review. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Hickes.

Mr. Hickes: Thank you, Mr. Chairman. In a previous line of questioning in this March session, I had asked a similar question to the Minister of Human Resources then and one of the issues that seems to be holding back bringing forward this policy is implications with the Canada Revenue Agency. I put a little bit of thought into this and I recognize that it's a taxable benefit, and I think people would recognize that, but I would just like to give a suggestion and I would appreciate the minister's position on this.

If, for example, the amount of \$50,000 was used like it was in the last proposed policy and it is scheduled out over a 10-year forgivable timeline, it is \$5,000 a year. If you look at most people's tax bracket of what they would fall in, if you were to write off or make it taxable on a year-to-year basis of \$5,000, the tax implications would work out to, from my rough calculations, to less than \$75 per pay cheque. Ultimately you may not benefit from the full \$50,000 as an employee, but it would be well over \$30,000. I think there is a solution to that roadblock. I'm not a tax expert by any means. I have worked in the financial services industry for a number of years, but I think something like that would be workable if that is one of the hindrances to bringing forward this policy.

It is not a huge tax implication on a bi-weekly basis for employees to get such an excellent benefit as to matching down-payment. I know of two constituents that approached me after that last policy failed to go through. They were very disappointed at that. That is two people who were ready to pull the trigger and actually have some

savings, and this would have just put them over that edge. If you look at the housing market here in Iqaluit even just since then, it has increased quite substantially.

The longer that this is delayed, the more difficult it is going to be for Government of Nunavut employees to take advantage of it. I am speaking mainly for Iqaluit's market as it is booming right now, but it does have an impact across the territory as well too. I know a lot of people think this is just an Iqaluit policy, but there are benefits to any employee across the territory to be able to access lots and land and build their own homes or buy existing homes. I would like to get the minister's position on that. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for talking about that. I like what you're saying. I believe what you're saying. When this was brought up in the last session, this didn't go ahead and I know many people were disappointed, especially government employees. We have to find ways in helping them find their own homes. This whole thing came out of that and as you stated, this is not just for Iqaluit. There are employees in the communities as well. We have to look at all employees like that. I like that and we will keep on reviewing it to see how we can improve it. We would have to look at all of the details. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Hickes.

Mr. Hickes: Thank you, Mr. Chairman. I appreciate the minister's comment on that.

I would like to step into the job evaluation sector now. Historically, Nunavut has been an employer of choice from across the country due to our higher salaries in most professions. I think we have realized in the last less than 10 years, but in the last five for sure, that we are not as competitive on the national scale anymore in many professions. I know it has been talked about of market adjustments and things like that being proposed, but I would like to get the minister's position on job evaluation on making sure... I know it puts a challenge on our coffers of the Minister of Finance, but as we mentioned earlier, we are at a real crunch right now of capacity across the Government of Nunavut, and I think there needs to be a real concerted effort to make us more appealing, I guess is maybe the word that I'm looking for, to professionals from across the country.

I know that with the career development side of things, we are looking at building our capacity from within. I think that is a critical need and I'm not trying to defray any of the focus on that, but that is a longer term strategy. In the short term we need people to fill these positions, especially at the professional levels, across our government so that we can fulfill our mandate to the people of Nunavut.

I would just like to get some assurance from the minister that the minister would be able to take a look at the job evaluation function and provide some clear direction to help make us be more competitive on the national scale. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for that question. It is very true that all the departments have capacity issues. We are in the same boat in the Department of Human Resources. We need more staff and we have to work hard to get good staff. The Department of Human Resources gives a lot of thought on how to get jobs in the communities through education and training and to get them into higher positions in Nunavut. However, some are more difficult than others. They can be taught more and we do need employees who are capable, even if they are from outside of Nunavut. In our view, we have to look at who they are serving and we have to make sure that people are served properly too. That is what I can say. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Hickes.

Mr. Hickes: Thank you, Mr. Chairman. I appreciate the minister's response and I would just like to get one more commitment from her before I'm done this line of questioning. When we look at really hard-to-fill professions across the territory, I know there has been, on rare occasions, a market adjustment being allowed to fill positions. I would just like to get a commitment from the minister that the minister would be able to take a look at that opportunity on a short-term basis to be able to expedite the hiring. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for bringing that up. Yes, we can look at that some more and as it was stated earlier that our government is the employer of choice. We want to encourage the departments to do that. I know there are problems, but then they all have solutions. All of the positions, responsibilities; they always need to be reviewed and they slow things down. I'm talking about the job descriptions. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) Going on my list, Mr. Qavvik.

Mr. Qavvik: Thank you, Mr. Chairman. Good afternoon, minister and your officials.

The Government of Nunavut's current Priority Hiring Policy was most recently revised in July 2016. Its sunset date was July 31, 2021. What is the timeline for updating the policy? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. In regard to the Priority Hiring Policy, it also touches upon the government agreement. It has not

concluded yet. Once that has been signed, we will revisit the Priority Hiring Policy. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Qavvik.

Mr. Qavvik: Thank you, Mr. Chairman. Thank you for that response. On direct appointments, there are statistics that date back to the creation of Nunavut, 2001, all the way up to the fiscal year 2019-2020. How many direct appointments were approved by the cabinet during the 2020-21 and 2021-22 fiscal years? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. Thank you for the question. For 2020-21, there were 68 direct appointments; 64 of those were Inuit. In 2021-22, there were 122 direct appointments; 101 of those were Inuit. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Qavvik. (interpretation ends) Sorry. I have no more names on my list. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. I would just like to talk about job evaluation and that process. I know that sometimes with certain professions, there can be roadblocks in evaluating positions up to a higher level, sometimes because the person in charge of the job evaluation doesn't have knowledge of those professions.

In my experience, I guess I would say I'm talking about health because that's where my knowledge comes from of working to staff certain positions where a manager or director may put together a job description to fill specific needs and that require some sort of professional nursing or medical background, and then that job description for evaluation.

With immense respect to the teams at the Department of Human Resources that do the job evaluations, what we know is that sometimes the evaluators don't have full knowledge of the level of expertise, the work, and the consequences of error related to certain positions that require a certain level of remuneration in order to attract those qualified people.

Again, in my experience, there is very little flexibility to allow for a challenge of the decision of a job evaluation. Sometimes competitions are put out and they are doomed to failure because there is no way that you can attract who you're looking for at the pay scale that it has been evaluated at.

I would like the minister to talk to us about how the Department of Human Resources fills those gaps in knowledge and information, and whether or not there could be a commitment to include appropriate professionals within the fields that the jobs are being evaluated for in that scaling. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for that question. (interpretation ends) Before I transfer it over to my deputy, I just wanted to mention that the job evaluation staff do consult with the departments to find out more information, especially about the specialized positions within the departments. As you mentioned, there are some gaps that we do need to improve on, but I think it's also other departments as well and how we can have a better working relationship in that area.

I will refer it to my deputy, if you will allow. (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Hickey.

Mr. Hickey: Thank you, Mr. Chairman. Thank you for the question. As the minister has said, our job evaluation team does work with the departments when there is kind of a dispute in regard to the evaluation of a certain position and they go back and forth. However, we evaluate positions based on the criteria that are presented to us by the Hay System and we try to do a good job.

We don't always get it right, but years ago there was an appeal board that was put in place with Human Resources and that appeal board was a place where departments could go when they did not agree with an evaluation of a position. It was made up of HR coordinators or a professional HR team within the GN kind of thing. We're looking inside, internally revisiting that.

We've had some internal discussions on how we can revisit that appeal board to do a better job regarding our job evaluation and the criteria there, and working with departments if there is a dispute kind of thing. Those internal discussions are presently taking place. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. Thank you to the deputy for that response. Please tell us how long it takes on average to fill a position from the time of the job action request to bringing a person on board. Thank you, Mr. Chairman

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for that question. We all know that once a job description is put out, it takes approximately a year or it used to take that long to fill a position. We are currently doing a review and our focus now is to fill that job within two to three months of the job description going out. (interpretation ends) Realistically we're talking about four to six months to fill positions within the departments. (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. Anywhere from four months to a year is what I am hearing. How does that compare to other jurisdictions? What is the industry standard in human resources in terms of that timeline? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (Interpretation ends) I believe the minister said four to six months, but Minister Kusugak. Sorry. Minister Nakashuk.

>> *Laughter*

Hon. Margaret Nakashuk: That is the second time. (interpretation) Thank you, Mr. Chairman. (interpretation ends) I guess it really differs in some areas, but realistically, in general, I guess it is about four to six months. (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Brewster.

Ms. Brewster: I apologize; I was writing part of that response down; I must have missed that.

When we go back to these challenges that the minister or deputy minister or somebody mentioned that there was a dispute process, and when we consider the length of time that it has already taken, anything we can do to shorten that timeline makes sense to me. I have to say that consultation with various professions within that evaluation doesn't necessarily mean, again in my experience, that the team at the job evaluation division will take that advice.

Usually what happens is the person who was advocating for the higher evaluation and has to take the lower evaluation, the person will generally say, "Well, you're going to see what I mean because we're not going to be able to fill this." That kicks the job ad back into process and sometimes that means going through right from the beginning to job evaluation again.

To me, it would make sense for that process to have that professional in the area of whatever it is, whether it's an engineer, whether it's a nurse practitioner, whatever specific designation it may be, that job evaluation should absolutely include that profession as a rule. That, I think, would have a huge impact on how quickly we are able to staff positions. I would like to hear your perspective on that, minister. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for that elaboration. With these specialized positions, it is quite cumbersome because we have to include other departments during the evaluation process. What we could do is work closer together with other departments, look at the challenges, and then reprofile it.

We have looked at the major challenges and it does create challenges for our department. Thank you, Mr. Chairman. However, we are going to be working on it on an ongoing basis. Thank you.

Chairman (interpretation): Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. In the spirit of avoiding to use acronyms for everybody here, the Hay System was mentioned, so I would request that the minister tell us about the Hay System. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. (interpretation ends) If you will allow my deputy minister to respond to that. (interpretation) Thank you.

Chairman (interpretation): Thank you. Mr. Hickey.

Mr. Hickey: Thank you, Mr. Chairman. Thank you for the question. The Hay System is a criteria system that is used in the field of human resources and it gives us criteria so we can base an evaluation of job descriptions across government. It has certain metrics in the system itself or in the plan itself to award points to certain criteria within a job description, like knowledge, skills and abilities, the education levels, and those sorts of metrics. It gives us a guide to use and we use that guide and we award points to certain criteria in the job description and see how that fits into our whole pay plan sort of thing. For example, you could have a manager position that would be awarded based on the criteria of 500 points, and then that leads into where it fits in on the collective agreement pay range schedule, like the pay ranges. That is how it kind of plays out. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. How is the Hay System informed by cultural humility and knowledge of Inuit societal values, *Inuit Qaujimaqatuqangit*, and how does the Hay System work in creating metrics for measuring and giving points to those values? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. It's not part of the Hay System. For an employee and Inuit societal values, culture and language, we evaluate that, but not through the computerized system. Thank you.

Chairman (interpretation): Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. I would like to go back to staff housing. I know that I have asked and received a response from the minister in the House about

having knowledge of the housing status of employees. A lot of time hasn't passed, so I suspect that there isn't an update available. I appreciate especially the work that will go into ensuring that whatever information is decided to be asked of employees, that first and foremost, they have a right to their own personal information and they have a right not to share that information.

I would just like to say that the reason I believe that it is imperative that the Department of Human Resources looks into that is because often people are running into problems when they're not safely housed and that impacts their work life. I just wanted to make it clear that the reason that I like that work to be done is because we should be taking the best care that we can of our employees, and that means helping them to live a safe and happy life outside of work and so that they can be really productive employees.

I would just end by sincerely encouraging the department to work hard to figure out how to do that in a way that is respectful and that is trauma-informed so that we can take action based on any knowledge that you do find. I'll stop there. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) That was just a comment, but I don't know if the minister wants to comment or go on. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for restating those comments. I recall you asking questions in the House and that more needs to be made available for employees of the government. I realize that and our employees know that, and it is under review. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) I have no more names on my list. Mr. Kaerner.

Mr. Kaerner (interpretation): Thank you, Mr. Chairman. I have only one question and I'll keep it short. The government has a shortage of staff housing. For those that are long-time full-time employees, can you review whether or not they come in from public housing? What's the policy on that? How long do they have to wait? Thank you, Mr. Chairman. That is the only question I have.

Chairman (interpretation): Thank you. That was already answered, but if the minister wants to elaborate on it, Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Are you asking about those who are renting public housing and want to move into government staff housing? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Kaerner, please clarify your question. Mr. Kaerner.

Mr. Kaernerck: Thank you, Mr. Chairman. How does the Department of Human Resources look at employees with local housing, not at the corporation level but at the local housing, who would like to reside in the government units if they are indeterminate? What is the policy in place for that employee to get to reside in a government unit? Is that rephrased enough, Mr. Chairman? Thank you.

Chairman (interpretation): Thank you. Yes, indeed. Minister Nakashuk.

>> *Laughter*

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for that clarification. (interpretation ends) They can always request to apply for a GN housing unit under their department, and then (interpretation) it is reviewed by HR, but as it was noted, government staff housing units are assigned to specific positions, which is always the case. There are requests made locally for government housing. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. I have no more names on my list. Ms. Brewster, (interpretation ends) and if I can remind members to keep your preambles brief and you get more questions. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. This is something that I am working on and I appreciate the reminder.

Can you tell me about your department's plan to review and revise the direct appointment guidelines, which is set, I guess, for 2023-24? Are you still planning to undertake that work? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you. We are reviewing this and the current (interpretation ends) direct appointment process (interpretation) will likely continue. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. There was a certain period of time where direct appointments were reserved only for Nunavut Inuit. I believe, based on the information that you shared today, that that is no longer true and I would like to know if the review will include a look at that freeze again. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for the question. I like that question. We do want to increase our Inuit employment, especially through direct appointments, and the review by the department is to work with

the departments and to search for more Inuit employees. This has been brought up by other departments. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. Does the department track comparative data about acting appointments in terms of how many Nunavut Inuit are given acting appointments, thus being able to gain more skills and abilities, in relation to how many non-Nunavut Inuit who are filling in acting appointments? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for the question. The direct appointments can move to higher positions. It is within the departments and we don't track those numbers. (interpretation ends) We don't keep track of that. (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Brewster.

Ms. Brewster: Just for clarification, in my ear I heard "direct appointments" in the response, and I was asking about acting appointments. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) If the minister can please clarify. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you. (interpretation ends) I wasn't referring to direct appointments. This is more the acting positions within the departments, as I tried stating that it is the departments that assign the acting positions to whomever, and we don't keep track of how many are Inuit or non-Inuit. (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. It is my opinion that that is really important information to keep track of because it affects the way that people move through the public service if there is somebody who is on an acting appointment, no matter how brief or extended it is.

I know for sure I have seen people being in acting appointments for a number of years before a job goes out for competition, gaining the skills and experience and the confidence of the executive leadership in fulfilling those roles. Many times I have seen non-Inuit move through the system through those acting appointments and I believe it impacts Inuit employment levels. I know that it impacts Inuit morale and not just for the Inuit workforce; absolutely not just for the Inuit workforce. I mean, I know so many really incredible non-Inuit public servants who see that and feel that it shouldn't happen

as well, and there are so many public servants that really do work hard to advocate for Inuit to move upwards or to get into certain positions, and that's really important.

I would suggest very strongly that data be tracked because it can inform the Inuit employment plans. If we've got people who are gaining skills and experience through acting appointments, then they are more likely to feel confident in applying for positions as they come up. Importantly, I think it's an opportunity for many under-housed Nunavut Inuit who are employees to access positions that do come with housing, so please do that and I will stop there. Thank you.

Chairman (interpretation): Thank you. (interpretation ends) I will just remind members that if they want to have long conversations with the minister, we should be able to go see them in their office or our MLA office and have the chats that we would like to have with them, and if we can keep our preambles here short.

I have no more names on my list under Human Resource Operations. Human Resource Operations. Total Operations and Maintenance, to be Voted. \$18,057,000. Agreed?

Some Members: Agreed.

Chairman: Go on to the last one. D-5. Strategic Human Resource Management. Mr. Quqqiaq.

Mr. Quqqiaq: Thank you, Mr. Chairman. Your department is responsible for coordinating government-wide Inuit employment initiatives and targets. The government's draft 2022-26 business plan includes a target of having 2,010 Nunavut Inuit employed in the government's 11 primary departments by March 31, 2023. In order to achieve this target, the government will have to hire approximately 430 new Inuit employees over the next fiscal year. How realistic is this target? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for that question. This is a good question with respect to the fact that it reminds us of our targets on a constant basis. We are constantly seeking ways to reach the target. Several times within a year, we look at where we are and where we want to go. It is work in progress. You cannot say we are going to achieve certain targets, but it is our priority.

(interpretation ends) If you will allow the deputy minister to respond. (interpretation) Thank you.

Chairman (interpretation): Thank you. Mr. Hickey.

Mr. Hickey: Thank you, Mr. Chairman. Thank you for the question. It's a very good question. How do we achieve those targets? There is a lot of work that goes into it. In

order for us to move forward, we find that we need to put these targets in place because if we don't, then we have nothing to work for and to achieve.

We're always looking at Inuit employment within our plans and working with our departments and stressing how we can fill our vacancies and how we can get our competitions out there. We look at factors every three months when our TRPS reports come in. They're done on a quarterly basis. We keep evaluating our numbers that come in from that.

We hope to meet our targets by the end of 2023. We have a division that is put in place, and we have an ADM that tracks all of the information that comes in and works with her team, who work with those departments in order to achieve those targets. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Quqqiaq.

Mr. Quqqiaq: Thank you, Mr. Chairman. I was told to ask this too from one of my constituents. The government's most recent quarterly employment report indicated that as of March 31, 2022, the Government of Nunavut had a total of 5,383 positions, of which 1,790 were filled by Nunavut Inuit, 1,730 positions were filled by non-Nunavut Inuit, and 1,862 positions were vacant.

If all of the government's positions were filled and if it had a fully representative workforce composed of 85 percent Nunavut Inuit employees, only 807 non-Nunavut Inuit would be employed by the government. In order to achieve an 85 percent Nunavut Inuit workforce, the government needs to hire approximately 2,786 new Nunavut Inuit employees and not lose a single one of its current Nunavut Inuit employees. What is a realistic timeline for achieving this goal? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for the question. (interpretation ends) It is really hard to define a realistic timeline as we are still striving to increase our Inuit employment. The Department of Human Resources is ensuring that programs and training are put in place and more review on what kind of other on-the-job programs we could put out for our employees so they could start stepping up into leadership and director roles, and higher than that as well. This is an ongoing effort and it really has to do with ensuring that all of our employees within different departments have that priority within their departments as well for their employees so we could ensure that our Inuit employees are trained in their positions and train them further. (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Quqqiaq.

Mr. Quqqiaq: Thank you, Mr. Chairman. Thank you, minister. My hope is that the goal will be reached anytime soon, if not later, but soon.

My next question is, there are approximately 5,350 positions in the Government of Nunavut. Approximately how many of them have been designated as requiring Inuktitut language proficiency? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for the question. We do not have those figures here. I will have to get back to the member at a later time. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Quqqiaq.

Mr. Quqqiaq: Thank you, Mr. Chairman. Minister, I hope to hear the answer sometime soon.

My next question is, the 2019-2020 *Public Service Annual Report* indicates that 437 employees had received the assessment under the Inuktitut Language Incentive Policy. What is the government's estimate for how long it will take to achieve a workforce that is fluent in the Inuit language? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for the question. There are varying degrees in training and learning. Government employees are tested for their Inuktitut language proficiency. These are constantly made available. We have discussed what more we can provide in Inuktitut instruction programs to adult education, which has been part of our planning. It will not be put into place immediately, but we have begun discussions on how Inuktitut can be utilized in the workplace. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Quqqiaq.

Mr. Quqqiaq: Thank you, Mr. Chairman. (interpretation) Thank you, Minister Nakashuk. This is a question that was asked earlier. (interpretation ends) My next question is: how has the COVID-19 pandemic impacted the Inuit Uqausinginnik Taiguusiliuqtiit's ability to conduct Inuit language proficiency tests on employees who do not live in Iqaluit? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for your question, but I can't respond to it. This is an issue that perhaps they would know better than the Department of Culture and Heritage. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Quqqiaq.

Mr. Quqiaq: Thank you, Mr. Chairman. This will be my last question. The bilingual bonus benefit that is provided for under Human Resources Manual section 1505 has not been updated since April 3, 2006. The policy concerning the bilingual bonus still refers to the use of Inuktitut and Inuinnaqtun, in addition to French. When will this policy be updated? That's my last question, Mr. Chairman. Thank you.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. First, your comment on Inuit language testing, this has replaced that program. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Following the list of names, Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. This is one of my priority areas, (interpretation ends) decentralized communities. (interpretation) While we are here, does the HR department have any plans to increase employment within decentralized communities? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I apologize. I didn't understand the question. Can he repeat it, please? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) Mr. Malliki, please repeat your question. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. The (interpretation ends) decentralized (interpretation) communities are mentioned here. Are there any plans to increase the number of government jobs in the (interpretation ends) non-decentralized communities, (interpretation) or to distribute jobs to these communities? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for your question. The Government of Nunavut's vision is looking at 40 percent in central positions in Iqaluit and 60 percent in other communities, wherever the community may be in Nunavut. That is the approach that has been taken. (interpretation ends) Since then, the government has focused on ensuring that at least 60 percent of all public service positions are located outside of Iqaluit, (interpretation) irrespective of which community they may be located. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. Thank you, minister, for that response. Given what you just stated, do you have any plans to include the smaller communities? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for your question. Looking at what jobs are available, there are more jobs in some community than others. We haven't looked at which jobs to move to what community yet, but we look at the community and what is available in that community. We are constantly monitoring that. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. During the pandemic, it mentions that government employees were able to work remotely. The federal government also made that a practice with the Internet and cellphones available in all communities, being possible with current technology. There is the potential to have jobs in any place.

It mentions here too that the funding for summer student employment has increased from \$985,000 in the 2021-22 fiscal year to \$2,590,000 in the 2022-23 fiscal year. It is a 162 percent increase. What is the reason for this increase? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank you for asking that question. The first thing that you said is true, that a lot of employees were able to work at home during the pandemic, and there have been questions asked about what is going to happen with remote work. We are also reviewing that when we don't need to do that anymore. You don't need to work remotely anymore. We are trying to see what we can do with it. We are going to have to properly establish how to do it if we are going to use it again.

There is more and more summer student employment and so the funding for it has also increased. That's how it is. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. Thank you, minister. I encourage you to look at the smaller communities more for job creation. There are very able people in the communities everywhere.

To get back to the (interpretation ends) business plan on page 41, the 2022 fiscal year is to "Conduct promotional activities for Summer Student Employment Equity Program in all regions to increase opportunities for pre-employment work experiences for high

school and post-secondary students throughout the year.” What specific pre-employment work experiences are being considered? (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Nakashuk.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. If it is okay with you, I would like my deputy minister to respond to that. Thank you.

Chairman (interpretation): Thank you. Mr. Hickey.

Mr. Hickey: Thank you, Mr. Chairman. Thank you for the question. The Summer Student Employment Equity Program, as stated before, we are increasing or hoping to increase, with the leg.’s blessing here, to that \$2.59 [million.] How that fits into the pre-employment focus is we hope to attract the summer students in so we can evaluate them in certain positions, see the need where their education aspirations go, and how we can fit them into positions within the GN to give them experience so they can succeed in their chosen field. Hopefully they will return to the GN as the employer of choice after they are finished their post-secondary studies. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) I have no more names on my list. Strategic Human Resource Management. Total Operations and Maintenance, to be Voted. \$9,785,000. Agreed?

Some Members: Agreed.

Chairman: Members, go to page D-3. Total Operations and Maintenance, to be Voted. \$27,842,000. Agreed?

Some Members: Agreed.

Chairman: Do members agree that we have concluded Human Resources?

Some Members: Agreed.

Chairman: I would like to thank the minister and [her] officials. Minister Nakashuk, if you have any short, brief closing comments.

Hon. Margaret Nakashuk (interpretation): Thank you, Mr. Chairman. I also thank my colleagues for approving our requested operations and maintenance budget. I very much thank the staff who put our presentation together, all the people in the offices and all of the community workers who work to have proper workplaces. Whenever there’s a problem, we hear that there are also places where you can submit your complaints if needed. We want to make sure that every worker has a good workplace. Let’s train ourselves more and promote ourselves higher. Thank you, Mr. Chairman.

>>Applause

Chairman (interpretation): Thank you. (interpretation ends) Sergeant-at-Arms, please escort the officials from the witness table. I'll ask all the members to stay seated there and we will start Culture and Heritage.

Bill 01 – Appropriation (Operations & Maintenance) Act, 2022-2023 – Culture and Heritage – Consideration in Committee

Chairman: Good afternoon. I would like to welcome the members back to the committee meeting. We have Culture and Heritage in front of us now. I would like to ask Minister Quassa: do you have any officials that you would like to appear before the committee?

Hon. Joanna Quassa (interpretation): Mr. Chairman, yes. Thank you.

Chairman (interpretation): Thank you. (interpretation ends) Does the committee agree to let the minister's officials appear before you?

Some Members: Agreed.

Chairman: For the record, Minister Quassa, please introduce your officials and then proceed with your opening comments. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. To my right is my Deputy Minister, Theresa Hughes, and to my left is (interpretation ends) Director of Corporate Services Wendy Bens.

(interpretation) Good day. (interpretation ends) Mr. Chairman, I am pleased to appear to present the 2022-23 Main Estimates and 2022-26 Business Plan of the Department of Culture and Heritage. The department's proposed budget for 2022-23 is \$27,014,000.

Mr. Chairman, the Department of Culture and Heritage holds a leadership role within the Government of Nunavut in the preservation, development, and enhancement of Nunavut's culture, heritage, and languages. The department will play an important role in ensuring the *Katujjiluta* priorities are effectively implemented in relation to culture, language, and *Inuit Qaujimajatuqangit*. We will work collaboratively within government and with our partners and stakeholders in the territory toward these goals.

Mr. Chairman, through the *Katujjiluta* mandate, the department will play a central role in ensuring government programs, services, policies, and legislations are culturally relevant through the application and implementation of *Inuit Qaujimajatuqangit* guiding principles and Inuit societal values. The department is expanding the capacity of the Policy Division to ensure that we meet the policy-related responsibilities and enable the department to play a more proactive role in policy and legislative development within the Government of Nunavut.. Further, as the territory shifts toward the easing of restrictions in relation to the COVID-19 pandemic, the department plans to reinitiate and deliver grants and contributions information sessions to ensure Nunavummiut are aware of the

funding they are able to apply for in relation to culture, language and heritage. The proposed budget under the Directorate is \$5,375,000.

Mr. Chairman, the Official Languages Division focuses on leading, implementing, and coordinating the requirements of the *Official Languages Act* and the *Inuit Language Protection Act*. *Uqausivut 2.0* is the Government of Nunavut's latest comprehensive language implementation plan, which outlines the strategies that will help the government achieve its goal of increasing the number of Nunavummiut who are learning and speaking Inuktitut. The department is conducting a review and evaluation of this plan and aims to introduce a new comprehensive plan in the 2023-24 fiscal year.

Mr. Chairman, the recent transfer of the language training function to the Department of Culture and Heritage has led to the creation of two positions to oversee the coordination and delivery of language training within the public service. As part of this work, the department will develop an Inuktitut language training strategic plan to administer and deliver comprehensive language training programs.

The department is committed to advocating for adequate and sustained federal resources needed for the continued protection and promotion of official languages in Nunavut. Through the Canada-Nunavut Language Agreement for French Languages Services and Inuktitut Language, the Government of Nunavut currently receives federal funding to support the delivery of French and Inuktitut programs. The department is currently negotiating with the Government of Canada for an enhanced multi-year agreement. The proposed budget for the Official Languages Division for the 2022-23 fiscal year is \$7,608,000.

Mr. Chairman, the Translation Bureau focuses on the delivery of high-quality translations in Nunavut's official languages for Government of Nunavut departments and public agencies. The bureau is a vital service for ensuring important information is communicated to Nunavummiut in all official languages. The proposed budget for the Translation Bureau for the 2022-23 fiscal year is \$4,689,000.

The department continues to oversee our extensive heritage collections that include archives, ethnography, palaeontology, archaeology, natural history, and the fine arts. The department continues to work with the Winnipeg Art Gallery to offer collections management training to staff at the heritage facilities and local museums. The department will also work with the Winnipeg Art Gallery to design and deliver an Artist Residency Program. The department remains committed to explore options and approaches, in close collaboration with the Inuit Heritage Trust, to build a territorial heritage facility to house its heritage collections in the territory. The proposed budget for the 2022-23 fiscal year for the Heritage Division is \$5,799,000.

Mr. Chairman, the Elders and Youth Division is responsible for supporting programs for elders and youth throughout Nunavut. Program activities include the delivery of training workshops that provide elders and youth the opportunity to contribute to cultural and language initiatives in Nunavut. The division plans to reconvene its popular programming

this fiscal year as COVID-19 pandemic restrictions are lifted. The proposed budget for the Elders and Youth Division for the 2022-23 fiscal year is \$2,208,000.

Mr. Chairman, *Iviqtipalliajut* guides departments and agencies to ensure *Inuit Qaujimajatuqangit* and Inuit societal values are incorporated in the development of policies, programs, and services. The department will undertake an assessment of *Iviqtipalliajut* and identify areas for improvement with the aim to introduce a refined version in the 2023-24 fiscal year. The division will also work towards ensuring the Inuit Qaujimajatuqangit Katimajit and Tuttarviit are engaged on policy and legislative items. The proposed budget for the Inuit Qaujimajatuqangit Division for the 2022-23 fiscal year is \$1,335,000.

Mr. Chairman, in the spirit and intent of Aajiiqatigiingniq and Qanuqtuurniq, I look forward to working together with all my colleagues to explore innovative ways to achieve the objectives of the department.

I will be pleased to respond to any questions you may have. (interpretation) Thank you.

Chairman (interpretation): Thank you. (interpretation ends) Does the chair of the standing committee have any opening comments? Please proceed, Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. I am happy to provide opening comments on behalf of the Standing Committee on Social Wellness on its review of the proposed 2022-23 Main Estimates and 2022-26 Business Plan of the Department of Culture and Heritage. The department's proposed 2022-23 operations and maintenance budget is \$27,014,000. This represents a decrease of 0.08 percent from the 2021-22 fiscal year. The number of positions in the department is increasing from 101.8 to 108.8 PYs. The increase in positions is accounted for in the Official Languages, Policy and Planning, and Heritage divisions of the department.

Mr. Chairman, a number of responsibilities under the Department of Culture and Heritage relate to the preservation, promotion, and utilization of the Inuit language. This includes programs and policies related to language of work, territorial and federal language promotion funds, and the provision of language services within the public sector.

The standing committee recognizes that the COVID-19 pandemic had an impact on a number of related initiatives, including delaying the department's planned negotiations for the renewal of funding under the Canada-Nunavut General Agreement on the Promotion of French and Inuit Language. The standing committee notes that one of the department's priorities for the 2022-23 fiscal year is to finalize the multi-year Canada-Nunavut Agreement with the Government of Canada on French and Inuktitut Language Services.

During the minister's appearance before the standing committee to discuss her department's proposed 2022-23 budget, members were informed that the department is planning to resume the delivery of grants and contribution information sessions in

communities. The standing committee notes that these information sessions will allow Nunavummiut to know what funding resources are available in efforts to support the promotion, protection, and preservation of Nunavut's culture and heritage, official languages, and activities to support elders and youth. Members emphasize the importance of getting this information out to the smaller communities.

One of the primary responsibilities of the Department of Culture and Heritage is to support the government's obligations in respect to Nunavut's *Official Languages Act* and the *Inuit Language Protection Act*. The government's *Uqausivut 2.0* strategy, a five-year implementation plan that expires next year, outlines a number of objectives with respect to Inuit language use in the fields of learning, work, the delivery of services, as well as the revitalization of Inuktitut. The standing committee looks forward to the introduction of a new five-year implementation plan and its tabling in the House.

The *Inuit Language Protection Act* establishes the Inuit Uqausinginnik Taiguusiliuqtiit as a statutory body. The department's directorate division provides contribution funding to cover the agency's operating expenses. Members note that Inuit Uqausinginnik Taiguusiliuqtiit expands the knowledge and expertise of the Inuit language, as well as making decisions concerning its use, development, and standardization. Members recognize that Inuit Tapiriit Kanatami has been undertaking a number of ongoing initiatives regarding the writing system and standardization of the Inuit language.

The standing committee notes that the department currently has a number of outstanding statutory tabling requirements under the *Inuit Language Protection Act* and the *Official Languages Act*. Members look forward to the Minister of Languages tabling up-to-date annual reports describing the government's progress with *Uqausivut 2.0* and its other language-related initiatives.

The responsibility for the Language Training for Government of Nunavut employees has recently been transferred from the department of Human Resources to the Department of Culture and Heritage. The standing committee notes that one of the department's priorities for the 2022-23 fiscal year is to "Develop and initiate the implementation of the Inuktitut Language Training Strategy." The standing committee looks forward to the development and implementation of this strategy and looks forward to its tabling in the House.

Members asked a number of questions regarding the Tuttarviit Committee, an inter-departmental group consisting of Inuit Qaujimajatuqangit coordinators who work for each of the Government of Nunavut's departments. Members note that the name for the new Aaqqigiarvik Correctional Healing facility was developed and reviewed by the Tuttarviit Committee. Members look forward to ongoing updates on the status of this very important work.

During the minister's recent appearance before the standing committee, members were happy to receive further updates on the status of repatriating pieces from the Government of Nunavut's and Inuit Heritage Trust's shared collection back to the territory. The

standing committee was happy to hear plans of displaying historical artefacts at various locations across the territory. The department is exploring several options and approaches with Inuit Heritage Trust in efforts to work towards building a territorial heritage facility to house its heritage collection. Members were pleased to hear that the department is currently in the preplanning stages to build a territorial heritage facility in collaboration with Inuit Heritage Trust.

Mr. Chairman, the standing committee appreciates that the department has a number of programs, initiatives, and services, in addition to dedicated grants and contributions funding, to support cultural activities, as well as elders and youth groups across Nunavut.

Mr. Chairman, that concludes my opening comments on the proposed 2022-23 Main Estimates and 2022-26 Business Plan for the Department of Culture and Heritage. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) Do any members have general comments before we go on to detailed questions? Mr. Kaernerck.

Mr. Kaernerck (interpretation): Thank you, Mr. Chairman. I look at the budget and it seems like there has hardly ever been an increase in the amount of your request under your department. Looking at the issue of language, it is very important. I am very proud of myself when I do speak Inuktitut in the House.

Looking at the funding requests and when you look at the languages aspect of it for this year, there has been a decline in the amount. For the Inuktitut Language Bureau because, of course, it is very important, the elders' budget again has had a decrease. For the youth who need a brighter future, we also made plans for them so that they will go into the workforce through working together and to see more Inuit representation in the government workforce. That was one of our mandate priorities when we had our retreat in Cambridge Bay.

For the years coming, from 2023, again, there is a decrease. As I indicated earlier, we need to provide more support and services to the elders. Again, in 2021 and this year, there is no change in the numbers, and from 2023 on, there is a decrease. Looking at the changes that the elders and youth would like to see in Nunavut, there has been no change. That, to me, is very important and deserves an adequate budget to promote their services and programs.

Looking at the other communities that are more focused on their culture and language, continuously speaking Inuktitut, we hear that the Inuktitut language is deteriorating. The Department of Culture and Heritage, again, doesn't seem to hear what we're saying.

Mr. Chairman, again, with *Inuit Qaujimaqatugangit*, my father said that *Inuit Qaujimaqatugangit* is used on a daily basis, but maybe it would mean more if the government said Inuit culture. That has been on my mind. IQ needs improvement, but looking at the budget, it is way too small for me anyway.

Even when I say this, Mr. Chairman, I think we have to refocus as a department and if we look at the Kitikmeot, they are losing their language and we have to focus more and put in an adequate amount of funding so that we can provide them with better support. That's what I would like to see, to increase the amount in your budget request and then we would properly represent the people of Nunavut when it comes to our culture and language.

In saying that, looking at this year's proposed budget and for years afterwards, I will support it from this year and on. I myself will have no further questions, but I thank you once again, Mr. Chairman, for giving me this opportunity. Thank you.

Chairman (interpretation): Thank you. Do any members have general comments? I have no more names on my list. (interpretation ends) We will take a 20-minute break.

>>*Committee recessed at 15:17 and resumed at 15:43*

Chairman: Good afternoon. I would like to call the committee meeting back to order. We're here to deal with Culture and Heritage. We have six branches. We will start off with F-4. Directorate. F-4. Directorate. Ms. Killiktee.

Ms. Killiktee (interpretation): Thank you, Mr. Chairman. I'll ask a question here. (interpretation ends) Your department's draft 2022-26 business plan indicates on page 81 that the budget for the Policy and Planning Division will increase from \$831,000 in the '21-22 fiscal year to \$1,020,000 in the 2022-23 fiscal year. This represents an increase of 22.8 percent. How was the amount of this increase determined? (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. I also thank you for the question. The Policy and Planning Division has been busy. There is much work to do to support two positions was increased for the fund here. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Killiktee.

Ms. Killiktee (interpretation): Thank you. It is good to hear that there are two new positions there.

Going to the other one, Mr. Chairman, (interpretation ends) your department's draft 2022-26 business plan indicates on page 82 that it is working "with the Department of Executive and Intergovernmental Affairs to establish a formalized process to engage Tutturviit and the Inuit Qaujimajatuqangit Katimajit on policy and legislative development." As of today, what is the current status of this initiative? (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. I also thank you for the question. (interpretation ends) Under *Katujjiqatigiinniq*, Article 32 policy establishes a process for early NTI engagement on policy and legislative items. The department will seek Tuttarviit and IQK feedback to see if a similar process could be established for Tuttarviit and Inuit Qaujimajatuqangit engagement on policy and legislative items. (interpretation) They have worked collaboratively together and it is continuing. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Killiktee.

Ms. Killiktee (interpretation): Thank you, Mr. Chairman. I also thank you for the clarification. My other question is: as of today, (interpretation ends) who are the members of the Tuttarviit and Inuit Qaujimajatuqangit Katimajit? (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Wait a moment while I find the names.

Thank you for your patience. The Inuit Qaujimajatuqangit Katimajit members are Willie Nakoolak from Coral Harbour, Lou Philip from Iqaluit, Celine Ningark from Kugaaruk, Abraham Oolalak from Sanirajak, Mary Kanayuk-Voisey from Whale Cove, Ootoovah Audlakiak from Clyde River, Mariam Aglukkaq from Gjoa Haven, Jean Simailak from Baker Lake, and Marie Anguti from Kugaaruk.

There are not too many Tuttarviit members. The different departments have created committees through the IQ coordinators or the designated member to Tuttarviit. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Killiktee.

Ms. Killiktee (interpretation): Thank you, Mr. Chairman. I also thank you. I thought it was a good question to ask to see if the members have regional representation as we have different dialects in Inuktitut. We have different terms and different words, although we all speak Inuktitut. It is good to see the process brought into the different dialects and the variety of board members.

My final question on this is, (interpretation ends) the draft 2022-26 business plan indicates on page 82 that one of its priorities for the 2022-23 fiscal year is to “Work closely with the Inuit Uqausinginnik Taiguusiliuqtiit on a core-funding contribution policy.” What is the project timeline for the completion of this policy? (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. I also thank you for the question. It is to be completed this year. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Following my list of names, Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. Minister, on page 81 of the department's business plan, the third bullet under priorities for 2022-23 says, "Support government efforts to develop a comprehensive Elder and senior care strategy." Can you please talk to us about that a bit and tell us what the department's involvement will be? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. (interpretation ends) The department will work closely with Government of Nunavut departments to ensure that culturally and linguistically relevant training is available for staff working in continuing care.

The language training function was recently transferred from the Department of Human Resources to Culture and Heritage in regard to language and Inuit culture, which is implemented and included in the training when having to care for elders.

We will also be responsible for coordinating and delivering a variety of language initiatives through various levels of programming that meet the needs of all employees across the territory.

Also, the department will explore options to ensure that staff in continuing care facilities are provided opportunities to receive Inuktitut language training. (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. The fifth bullet on that list of priorities says, "Support government efforts to provide culturally and linguistically relevant training for staff working in continuing care facilities." I'm just wondering, back to that first question again, about supporting "government efforts to develop a comprehensive Elder and senior care strategy." Is your response that your support of efforts will be the linguistic training as listed on bullet 5? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. Yes, the support from our culture department in the best possible productive way we would like to see this succeed. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. Is there an interdepartmental working group that Culture and Heritage is working with on this strategy? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa

Hon. Joanna Quassa: Right now they are in the process of working with HR, EIA, Health, including Culture and Heritage. (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Brewster.

Ms. Brewster: Thank you for that response. I will just move on to bullet no. 6, “Support government efforts to reinvest in suicide prevention and postvention programs.” Can you please talk to us about what the Department of Culture and Heritage’s role is in these efforts, how they are being organized, and where Culture and Heritage fits into that organized work on it? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. I also thank you for the question. Under culture programming in areas for elders and youth through workshops and programs, there are benefits and funds that are being requested by the communities which also go towards wellness. Through these programs, support is given to Nunavut residents and, when necessary, they also meet on different activities and may directly discuss problems that arise or have other means from outside to create such programming. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Following my list of names, Mr. Hickee.

Mr. Hickee: Thank you, Mr. Chairman. I would like to go back to my colleague beside me from Iqaluit-Sinaa’s question. I actually am more confused now than I was before.

In the third bullet on ‘22-23, “Support government efforts to develop a comprehensive Elder and senior care strategy,” I would just like some clarity on what the Department of Culture and Heritage is going to be contributing to that strategy.

In the minister’s response earlier, the minister had mentioned the cultural and linguistic training for staff, but that is just for elders that are in facilities. There are elders all across the territory that are still living independently or in family units. To me, a comprehensive elder and senior care strategy encompasses all elders across the territory.

I would just like a little more clarity on what the Depart of Culture and Heritage will be contributing to that strategy. Thank you Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) I will just remind all members, officials, and ministers to shut off their devices. We keep hearing a device goes off. Either turn it off or take it out of the room. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you. Mr. Chairman. (interpretation ends) First of all, I do apologize because with my answer, I was looking at a different bullet.

The department will work closely with the relevant Government of Nunavut departments to develop a comprehensive elder and senior care strategy.

The department will also explore options to amplify the various elder-related grants and contributions to supplement efforts to support mandate actions related to elders.

The department will also ensure that Tuttarviit and/or Inuit Qaujimajatuqangit Katimajit are engaged in the development of the comprehensive elder and senior care strategy. (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Hickes.

Mr. Hickes: Thank you, Mr. Chairman. I believe this question might have been asked to a couple of other departments, but specifically the Department of Health, and I am sure the Department of Executive and Intergovernmental Affairs will get the same question. There still seems to be a little bit of a lack of clarity on when the strategy is expected to be completed and what type of consultations will take place in its development. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. (interpretation ends) This will be in collaboration with EIA and the Department of Health. As of now, EIA has two positions that will be dealing with the strategy. The two positions will have consultations with those who would be able to help out in suggesting what sort of goals the strategy should have. (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) Just before I go back to Mr. Hickes, Mr. Hickes also wanted to know the timeline of when the strategy would be done. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. (interpretation ends) As for the strategy, it will be determined later on. Right now I cannot say when it would be completed, but the goal was to have it done at least within the year. (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) I remind everyone in the meeting here again that someone's device is going off; please turn it off. Mr. Hickes.

Mr. Hickes: Thank you, Mr. Chairman. I'm still a little unclear on what the consultation process is going to look like for that strategy. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. (interpretation ends) With the two positions that are with EIA, once we have those people, it would be determined what the consultation would look like, but we have said that elder committees and the Department of Health and those that have dealt with elders, including families, would be involved in the consultation. (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Hickes.

Mr. Hickes: Thank you, Mr. Chairman. Have the terms of reference been completed for that consultation and that's for the strategy development? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. (interpretation ends) Not yet. (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Hickes.

Mr. Hickes: Thank you, Mr. Chairman. I am a little disappointed to hear that. That is usually the first step and we're seven months into this government. That has been a strategy that has been spoken of a lot in moving forward, especially in the senior care side of things. There have been statements in the past that this Assembly will not be able to make decisions on elder care until there is a strategy completed. I can't stress the urgency enough to get that strategy completed so that we can start the ball rolling.

My next question is: what are some of the targeted outcomes that are being examined in the senior strategy? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. Sorry for the short delay. (interpretation ends) Although there is a strategy that is quite old, they would need to look at that old strategy that was developed through Culture and Heritage, Elders and Youth, and Health. Those two strategies would need to be reviewed to identify those that would be goals. (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Hickes.

Mr. Hickes: Thank you, Mr. Chairman. Within the targeted outcomes and establishing those goals, there needs to be benchmarks that are taken. Maybe if the minister could give a little bit of background of what some of the benchmarks, where the bar is now and the measured outcomes that we want to see developed out of the action of the strategy. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Mr. Chairman, I will ask my deputy to respond to the question, if possible. Thank you.

Chairman (interpretation): Thank you. Ms. Hughes.

Ms. Hughes (interpretation): Thank you, Mr. Chairman. Currently the two positions that will be working on this strategy, goals, and objectives will have to be discussed in a meeting and in collaboration. We alone as a government cannot put this together. We need those interested parties, such as elder care workers, to be included.

The strategy is something we will be working on with the communities on the two positions. As the Department of Culture and Heritage, we are providing the guide through our elders' committee, which is being initiated based on what Inuit envision. We are involved with how we may provide that support.

The Department of Health has a much larger responsibility toward this, along with the Department of Executive and Intergovernmental Affairs with respect to the elder care facilities. We can provide that support to our Tuttarviit or our elders' committees and we can provide good support in that regard. We're able to provide that support. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Hickes.

Mr. Hickes: Thank you, Mr. Chairman. I do acknowledge that the Department of Health has a larger role to play regarding elder care, but when you're talking about a comprehensive elder strategy, like I mentioned before, there are elders all across the territory that are not in care. I believe this strategy is going to be very important in making sure that programs and services are aligned with the needs. As the deputy minister mentioned, the elders are envisioning what the outcome should be.

Maybe I am phrasing the question wrong. The minister had mentioned the old, outdated strategy. What are some of the gaps that have been identified in that strategy, its roll out and its service delivery that will be a topic of discussion during the consultations of where the government can make improvements in the service delivery? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. With regard to what I mentioned earlier, the objectives or the goals would need to be reviewed properly first to see what we left behind, what the gaps are, or to see what is not being taken care of well enough. The people producing the report will review it properly and after that, it will become obvious what needs to be improved or what needs to be created. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Hickes.

Mr. Hickes: Thank you, Mr. Chairman. The elder committees that the Department of Culture and Heritage is involved with now have been active for some time. What are some of the concerns that have been raised with regard to elder programming and supports so that we can get some early indications of what some of these topics that are going to be discussed? When we are talking about outcomes and setting measurables, what are some of the concerns that have been raised so far? I will use the term “low hanging fruit,” the obvious things that are going to initiate some of these discussions. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. The committees in the communities have been stopped for a while. With what the member just said about the strategy, some of them stated previously that Inuit who are abused, either financially or being stolen from too much, used to talk about previously being the caretaker, and that things need to be corrected properly. I believe they should be written down. They have voiced their concerns and want to be better taken care of during medical travel. Those are the types of concerns people expressed. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. I have no more names on my list. (interpretation ends) Culture and Heritage. Directorate. Total Operations and Maintenance, to be Voted. \$5,375,000. Agreed?

Some Members: Agreed.

Chairman: Members, go to F-5. Official Languages. I'll just give members a few minutes. Official Languages. Total Operations and Maintenance, to be Voted. \$7,608,000. Agreed?

Some Members: Agreed.

Chairman: Turn to F-6. Translation Bureau. I'll give members a few minutes. Mr. Malliki.

Mr. Malliki (interpretation): In the department's business plan on page [86], one of the priorities for the 2022-23 fiscal year is to (interpretation ends) “Work with Inuit Uqausinginnik Taiguusiliuqtiit to identify areas for improved collaboration and coordination of new terminology development and standardization.” What specific initiatives will be undertaken in this area? (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. I also thank our colleague for his question. The Translation Bureau works with the Inuit Language Authority and Nunavut Arctic College. They help each other on the responsibilities that

they have for terminology work and other matters and they want to work better together. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman (interpretation ends) There has been work undertaken by a team of language experts in recent years with the creation of new symbolics in an effort to strengthen and standardize the Netsilingmiut dialect. To what extent has your department worked on this initiative? (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. Thank you for asking the question. The Department of Culture and Heritage has provided them funding for their work. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. I also thank the minister for that clarification. Is this for all Inuktitut languages or is it just the Netsilik dialect? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. Thank you for asking the question. Anyone in Nunavut can make a request for this funding. There is no intention that we will only help that particular dialect. It will be for anybody requesting to work on languages. They are able to make a request for funding from the Department of Culture and Heritage to do their work. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman and minister. Along the same lines, in the business plan for 2022-26 on page 86 under priorities, "Update the Translation Policy to improve the quality and efficiency of translations." What specific changes to the policy is your department considering? Thank you.

Chairman (interpretation): Thank you. Ms. Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. I also thank you for the question. It is a government policy that is being put together on things that will be used by translators to try and standardize the terminology. So that policy is being put together for that purpose to make it adequate and workable for the people who have to work with it. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Hickey is next.

Mr. Hickey: Thank you, Mr. Chairman. Within the Language Bureau for French languages, how many Nunavut Inuit are working in that division? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. There are none there. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Hickey.

Mr. Hickey: Thank you, Mr. Chairman. I will just make a statement. I would encourage the minister to coordinate with local Francophone associations. I had the privilege of leaving the proceedings here earlier today to attend a graduation at École des Trois-Soleil, of which there are six graduating students this year, and I was very proud to see that four of them are Nunavut Inuit.

I think it is an untapped resource that we have had this French school in the territory for a number of years and there is a very high number of students that are Nunavut Inuit in that school, and I think it would be a great career opportunity for our youth as they are graduating and looking at career opportunities. Translation services are never going to go out of style. People can make a lifelong career of it, and I will just leave that as a comment. Thank you, Mr. Chairman.

Some Members: Agreed.

Chairman (interpretation): Members, go to F-7. Heritage. I'll give members a few minutes to get to the page. Mr. Hickey.

Mr. Hickey: Thank you, Mr. Chairman. In the first bullet, under 2022-23, is "Support government efforts to create an online marketplace for Nunavut arts and crafts." It was brought up earlier in Economic Development and Transportation's appearance that they are looking at more online access, including electronic pay methods such as Square and different things, and I do realize that there are some charges that get incurred with that.

How would the Department of Culture and Heritage be able to support the Department of Economic Development and Transportation in rolling out on a more wide basis across the territory. Not everyone is technologically literate. There are a lot of emerging technologies that seem complicated, but at the end of the day they can be simplified for everyday use.

I would just like to get an indication of what kind of support the Department of Culture and Heritage would be able to provide in that avenue. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman and thank you for asking that question. (interpretation ends) The department will work closely with the Department of Economic Development and Transportation to explore options to support the creation of an online market place for Nunavut artists. We will see how Culture and Heritage could support this initiative. Discussions are anticipated to be initiated in the coming weeks. (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) I have no more names on my list. Mr. Kaernek.

Mr. Kaernek (interpretation): Thank you, Mr. Chairman. I wasn't going to ask a question, but I saw the Department of Culture and Heritage and the Department of Economic Development and Transportation's plans, and carvers can't really use computers, or they may not even have a computer, so how would it work.

Are you trying to do this where the carver must know how to take a photograph, and maybe send it to the Department of Culture and Heritage or Economic Development and Transportation? Can you give us an idea of how this will work? Thank you.

Chairman (interpretation): Thank you. Ms. Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman and thank you for asking about something that we can create. If I can have you imagine in your mind, Culture and Heritage provides funding or grants, either through the hamlet or through community economic development officers, and perhaps they would take that route, and if anyone were interested in selling their art online, they would give the photograph to the department and sell their work. Even if they don't have a computer at home, if they got funding from Culture and Heritage, it would just be a route for them to sell their work. The carver would not need to concern themselves with how to digitize things and all of that. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Kaernek.

Mr. Kaernek (interpretation): Thank you, Mr. Chairman. I can see it now.

>>*Laughter*

Here, under Contracts for 2021-22, \$1,120,000 and for 2022-23, there is a slight increase of \$126,000. What are these monies to be used for? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. I would like the (interpretation ends) Director of Corporate Services (interpretation) to answer the question, if that's okay with you. Thank you.

Chairman (interpretation): Thank you. Ms. Bens.

Ms. Bens: Thank you, Mr. Chairman. I just want to be clear; the line item that you're asking about is for Contract Services? Okay. The difference in funding is related to two PYs. The Department of Culture and Heritage was given two PYs in '19-20 for the Heritage Collection Unit in Gatineau, and when that funding was approved it was approved with a sunset clause, and that sunset clause ended on March 31, 2022. Then our department put in a submission again to keep the PYs and to further the funding, but when the funding was approved, we approved to extend the two PYs until March 31, 2027 and we were told to fund the two PYs internally. The reason for the changes in contract services is because we are moving funds around to fund those two PYs that sunset on March 31, 2022. Thank you, Mr. Chairman.

Chairman: Thank you. Just a clarification; did I hear contracts from 1920? If you could just make a clarification.

>>*Laughter*

Ms. Bens.

Ms. Bens: Yes, sorry. The funding started in 2019-2020. Thank you, Mr. Chairman.

>>*Laughter*

Chairman (interpretation): Thank you. (interpretation ends) I thought that would be pretty long for a contract.

>>*Laughter*

Mr. Kaerner.

Mr. Kaerner (interpretation): Thank you, Mr. Chairman. That is what I was going to say. We didn't even have Nunavut then, way back in 1920.

The sunset clause was March 31, and if I understood it correctly, it has been extended to 2027. What do they do in Gatineau, Quebec? I believe that is what she said. Thank you.

Chairman (interpretation): Thank you. Ms. Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. I also thank you for that question. The PYs are there to take care of artefacts in Gatineau, and they are also cataloguing the items. They are also training, hands-on, to prepare for the possibility of

opening a heritage centre up herein Nunavut. It's a hands-on training program. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Kaerner.

Mr. Kaerner (interpretation): Thank you, Mr. Chairman. It is way down there. It is very hard to get into a job up here. While I'm on the subject, if we are looking into the future, are we looking at getting a contract from a company or a person up here? I don't see anything in the plan. Are you going to be contracting elders or youth who would take hands-on training to prepare for the possibility of opening a heritage centre up here? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. I also thank you for that question. With the two person years in Gatineau, they are getting hands-on training and the Department of Heritage also has a collection in Winnipeg where we have people going there to train to handle the artefacts. They are from Nunavut and they go down to Winnipeg for hands-on training. Those individuals are from communities with visitor's centres and artefacts. We look at how we can better handle our artefacts. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Kaerner.

Mr. Kaerner (interpretation): Thank you, Mr. Chairman. The minister did not respond to my question. I would like to initiate that here and perhaps we could start with Amittuq. I represent the two communities of Igloolik and Sanirajak, and there are two person years in Gatineau. Is it possible for your department...? The corporate director indicated that the department makes a request, gets approved, and so on. I would like to see two person years created in my riding of Amittuq for 2023-24. Can the minister agree to that? That will be my last question on this section. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. I also thank you for your request. We could definitely approve a request like yours, but this can only happen in communities that have heritage centres and visitor's centres. Once those are created, then they can be a part of that training program where they go down south for training. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. The next name on my list: Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. I have a question regarding (interpretation ends) heritage. (interpretation) Under your priorities, it indicates that the department will work with (interpretation ends) Inuit Heritage (interpretation) to provide training for this year. What types of training will be provided? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. I also thank my colleague for that question. We are supporting and working with the (interpretation ends) Inuit Heritage Trust (interpretation) on a student mentorship program for collections management. There is also training on searching for artefacts, cataloguing what they already have on hand, and possibly mapping. There are different areas that are provided and supported financially by our department, working with the (interpretation ends) Inuit Heritage Trust. (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. I also thank the minister for her response. Can you identify the communities where they are looking for artefacts and working with the Inuit Heritage Trust? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. I also thank you for your question. The (interpretation ends) Inuit Heritage Trust (interpretation) would have better information and it would be better to direct that question to them. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. The question that I was going to raise has already been asked. I'll ask this other question on page 88. (interpretation ends) Your department's draft 2022-26 plan indicates on page 88 that one of its priorities for the fiscal year is to "Work with our partners to explore options to repatriate our heritage collections." What specific options is your department considering? (interpretation) That's my final question. Thank you.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. As I indicated earlier, there are Nunavut artefacts housed in Gatineau, and once we build a heritage centre, we would like to repatriate those artefacts that are currently housed down south. That's being seriously considered. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) I have no more names on my list for Heritage. Heritage. Total Operations and Maintenance, to be Voted. \$5,799,000. Agreed?

Some Members: Agreed.

Chairman: Members, go to F-8. Elders and Youth. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. On page 89 it reads (interpretation ends) “Address the needs and concerns of Elders and youth throughout the territory through the implementation of the Strategic Action Plan for youth and the development of a Strategic Action Plan for Elders.” When will the updated action plan be ready for tabling in the Legislative Assembly? (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. Thank you for the question. I can't say if we will table them this year, but what I can say is that we will finally have a meeting with youth councils, after which we will set a directive of where we are going to go. We must have a meeting with elders and youth before we set up any action plans. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. Still on page 90 of the 2022-23 business plan, under Priorities (interpretation ends) under bullet one it says “Support government efforts to improve the daily life in continuing care facilities.” This appears underneath the Department of Health, as well as EIA. Who is the lead department? Is it yours or another department? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. I also thank my colleague. The Department of Health is the lead. What are you called?

>> *Laughter*

Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman and thank you minister for the response. The other one is (interpretation ends) “Support government efforts to encourage community-based initiatives to provide Elders and seniors programming.” There are a number of communities that don't have elder facilities. How are we preparing those communities? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. Thank you for the question. It can be utilized to help support existing elder's facilities, however those who are more capable can also benefit from the funding by accessing different grants and other resources such as taking them out on the land, or having organized gatherings. The funding for elders can be used from this line item here. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. Thank you for the clarification, minister. Below that it says (interpretation ends) “Support government efforts to enable Elders to access more country food.” (interpretation) This is also listed as a priority by various other departments. Who is the lead department for this? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. Thank you for the question. Yesterday, it was noted that we play a supporting role, but we do work in this area. I can say that if children or descendants, through funding that is requested, can go out on the land to provide country food for elders if they choose. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. Thank you, minister. Listed under the 2022-24 priorities, on the bottom it states, (interpretation ends) “Explore options to revitalize Elders and youth committees.” (interpretation) Are there no committees or what are you proposing exactly? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. Due to the COVID-19 pandemic, elders have not been able to meet very much, and unfortunately the committees in the majority of communities have dissolved. I believe that there are currently only five communities right now that have committees.

We are trying support those that want to form committees because they can be supported. In terms of youth committees, right now, there are 17 committees.

It would be very good if all communities had committees for elders and youth, as they are something that we encourage, and want to support and help. That is the topic of this item. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. This could be my last question, depending on the answer. For the on the land program in the Kivalliq region, have you identified in which communities it will take place? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. Thank you for the question. Will you dance if I tell you?

>>*Laughter*

It will be in Naujaat and Coral Harbour. Thank you.

Chairman (interpretation): Next name on my list, Ms. Killiktee.

Ms. Killiktee (interpretation): Thank you, Mr. Chairman. I want to ask a question regarding one of the bullets under priorities, and I want to make very sure that I am not misunderstood. For those in Nunavut listening, I want ask about the priorities for 2022-23, under (interpretation ends) bullet 5, to “Deliver the Drum Dancing, Chanting and Throat Singing workshop for the Qikiqtaaluk region.”

(interpretation) The focus of this is not territory-wide and there is a need for that in other parts of Nunavut. Most of us on the north side and the south Baffin, even the wording...I don't know.

I'm not opposing those cultural activities in any way, because they are an important part of Inuit history and culture. I just want to note point that out as I will be asking a question on this topic. As part of the changing of culture and the culture that we live in today, part of the communities' different levels of using drum dancing and the funding that is identified for those of us that don't drum dance or throat sing.

In one of the communities there might be some throat singing when a ship comes in, and they like it and they enjoy it, as do the youth. I don't see this as necessarily relevant when it comes to the Qikiqtaaluk region. My question is: as it appears that this initiative may not be applicable or relevant to all communities, have you given consideration to the possibility of developing additional programs that are more relevant and that would be applied equally throughout the communities? Are there other cultural programs available through this department that can be used for all of our communities? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. Thank you for the question. This budget item is already locked in for 2022-23, but there will definitely be more funding available for additional programs in the near future. When developing programming for elders and youth, staff are sent to visit the various communities so that they can ask questions like; “what programs would you like to see? What do you want to participate in?”

There is also a workshop that comes out of what they're doing. That is the process of how they engage communities. I mentioned this year that the work is being done on an annual basis, but sometimes it's twice a year that they are able to target elders and youth

programming. Additionally, or if you want to do other programming in your community, you too can put in proposals for activities that you would like to do. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Killiktee.

Ms. Killiktee (interpretation): Thank you, Mr. Chairman. Thank you for the response. I don't want to be misunderstood by my fellow members. We are all Inuit, but we do not all share the same cultural practices.

My other question is: under the priorities identified, I don't see one identified for the Baffin region. It says support for hunter's *qamutik* making in the Kitikmeot, and other out-on-the land travel preparation in the Kivalliq. Can you tell me, so I'll better understand, in the Qikiqtaaluk region, why are there no priorities listed? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. Different programs get developed in the different regions, and they have the opportunity to develop and individualize their own programs. Here, there are some activities that have never been done before in the Baffin region. However, there are different initiatives taken on annually. Unfortunately, the number of people who organize and host these cultural activities has significantly declined. We also have communities that want visits, so we try to use these in different regions. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) I have no more names on my list. Mr. Kaernerck.

Mr. Kaernerck (interpretation): Thank you, Mr. Chairman. In your business plan, under Grants and Contributions, I believe the figure is \$405,000, and for youth, \$398,000 and for elders and youth \$800,000. In total there is \$2,208,000 for these. With three areas and \$2 million for 2022-26. Is that amount in your main estimates sufficient? Is \$2 million enough? I would think there should be a 3 there. First of all, could the minister clarify if \$2 million is adequate? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman and thank you for your question. I agree with you that this is never adequate. There are communities that want visits, who want support, who want to have activities. It is always inadequate. However, I would first of all say that we intend to increase that in the near future and if you could put some forethought into that. Mr. Chairman, thank you.

Chairman (interpretation): Thank you. Mr. Kaernerck.

Mr. Kaernek (interpretation): Thank you, Mr. Chairman. Yes, this is something I would like to see an increase on in the long run. As a comment, when there are activities for elders and youth, we always see inadequate funding. However, let me make a point. In the upcoming fiscal year, 2023-24, we have a decrease of \$100,000. With that, would the Assembly perhaps entertain \$4 million? Thank you.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. I'll ask the director of corporate services to respond to that, if that is okay with you. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Bens.

Ms. Bens: Thank you, Mr. Chairman. The reason for the decrease, again, is for 2023-24 the decrease is related to... . We also requested three additional PYs for the Policy and Planning Division. Again, when we requested the three PYs through the annual budget process, we were approved 2 PYs to be funded internally, for 2022-23. Then the third PY was approved to be funded in 2023-24, and we have to fund it internally, and because we have to fund it internally, we had to find the money within. Right now we are planning to take \$100,000 from elders and youth in 2023-24, but that could change when we go through the annual budget process in 2023-24. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Kaernek.

Mr. Kaernek (interpretation): Thank you, Mr. Chairman. I think you mentioned that earlier, the two PYs and we're looking at over \$1 million and they are outside of Nunavut.

With the policy analyst, they develop policy; they basically develop policy for all government, and correct me if I'm wrong. For that reason, the third position, who will be a policy analyst and developing policy for the government, they basically would say "You have to make this change." The individual would be able to go in accordance to what you want to see? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman and thank you for your question. The three PYs that you just highlighted will be based in Iqaluit working on policy. We always lack people in this area, particularly within different governmental departments. They have to look at *Inuit Qaujimagatqangit* from an Inuit perspective, to ensure Inuit culture is being reflected, and that if anything has been left out, reviews are required. Many of the responsibilities increase with that.

Due to a lack of such people, we had to create these PYs and we had to find the funds internally at the department for these positions to be created. So the policy analyst, for example, you have 250 to 300, and some urgent areas too, they have to do due diligence

in their work and it was decided that policy analysts were required. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Kaerner.

Mr. Kaerner (interpretation): Thank you, Mr. Chairman. These are not established, or the positions have not been established yet. Can you create these positions in the Amittuq riding? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. We want these to be created sooner than later, and the request you're making, I cannot say yes to because this would have had to be a part of the planning stage since any other funds we have are budgeted to the next fiscal year. For that reason I cannot respond to such a request. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Kaerner.

Mr. Kaerner (interpretation): Thank you, Mr. Chairman. You have an office in Igloolik with the department, which is where there are also translators available.

With that, I want to go back to the 2022-23 main estimates. Let me go back to Service Contracts. \$97,000 is the amount provided, and I mentioned earlier, you use \$1 million a year in outsourcing outside of Nunavut. I am mistaken. Yes, it was \$45,000, Mr. Chairman, for elders and youth. It is because it is Nunavut that we have a lowly \$45,000 amount, Mr. Chairman?

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. I'll ask the director of corporate services to respond to the question. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Bens.

Ms. Bens: Thank you, Mr. Chairman. I'm not sure what the question is. Is the question why the contract services budget is only \$45,000 because it's in Nunavut? Is that your question? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Kaerner.

Mr. Kaerner: Actually, my question was: what is the service contract for \$45,000. What are you contracting? That was just my example; is it because it's Nunavut that it is just only \$45,000? The other example that I used was that \$1 million will be used for PYs in Gatineau, Quebec. So this service contract under this elders and youth is \$45,000 to whom? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Bens.

Ms. Bens: Thank you, Mr. Chairman. I think we have gotten off on the wrong foot here.

With regard to the PYs for 2022-23, Culture and Heritage requested five PYs; three for the Policy and Planning Division and two for the Gatineau office. The \$1 million you speak of that is under Contract Services; it is not going to cost us \$1 million to fund two PYs. What I meant by that was the reason that there is a fluctuation in the budgets under Contract Services is because we are taking money from there into compensation and benefits for \$226,000.

For elders and youth, the \$45,000 could be used for various things under that budget and I don't have a specific example for you right now, but I understand that you're frustrated that the budget hasn't changed for elders and youth. I would like to reiterate what my minister said: in the coming future, we are going to come with a business plan to the financial management board to increase the budget for elders and youth.

I also want to explain that the budget process in the GN is data driven and we are working within CH to record and to analyze data that we do have so that we can ask for the funds. For instance, for grants and contributions, we went as far back as 2018-19 to now. We have been tracking the number of recipients that apply for grants and contributions, the dollar value that they are asking for, we are tracking the amount of recipients we approve, and the amount of recipients we deny.

We have been working very hard to come up with this data so that we can quantify our request to increase our grants and contributions and to increase budgets within our department because what we had was qualitative. We have developed a method to quantify it and you will see a business plan from CH asking for more funds for grants and contributions and for other branches within CH. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Kaerner.

Mr. Kaerner: Thank you, Mr. Chairman. I appreciate your answer and in a way, yes, I'm frustrated because when I'm trying to advocate for the elders and youth, I sometimes get no answer, and I always have to rephrase, and I understand the method of Department of Culture and Heritage when it comes to grants and contributions that there is a strategy in place.

Speaking of data, yes, I'm sure they are working with other departments when they are trying to strategize in terms of grants and contributions. So I was trying to get more answers of how this service contract is being spent. I greatly appreciate you for explaining that in detail.

I'll leave that for now and let's move onto the brighter side here, Mr. Chairman. (interpretation) What about my fellow residents of Amittuq. I would like them to be

recognized. They have youth councils in Sanirajak and Igloolik. In your plans for drum dancing and throat singing you want to hold activities along those lines.

For the Kivalliq and Kitikmeot; in the Kitikmeot you want to do tool making, like *kakivak* making, gaff making, and ulu making, and in the Kivalliq you will have land programs. I would also like to see in the Baffin region having young people going out on the land or on the ice, and being taught more things.

Can this be added to your priorities when you are doing stuff for the elders and youth under the Department of Culture and Heritage? Can you add to the priorities even though the funding proposal is small? You could ask for more.

While I say that, I'll just make this my last comment. I don't want to put my colleagues to sleep. I'll make that my last comment. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. I also thank you for your question. Earlier I stated that we have them take turns and do that annually in the different regions; teaching material coming from the elders for the youth. There are very many of them and sometimes we are not sure which ones to do first. Sometimes they want to try to start new things.

For example, what they didn't do in the Kivalliq in the previous year, they would try and do in the following year if they weren't able to do it the year before. Or if there is an activity that had never been done in the Baffin region, we would try to initiate that, but it comes from the elders towards the youth, where it would be educational material for the youth. They take turns conducting the programs. Thank you, Mr. Chairman.

Chairman (interpretation): I don't have any more names on my list (interpretation ends) for Elders and Youth. I just have two questions for the minister. What is Culture and Heritage's definition of an elder? Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. The way the Department of Culture and Heritage looks at elders, it is someone who has attained wisdom, or someone who is wise and elders are adults; not just the feeble elders. There are very physically able bodied adults that are very knowledgeable about Inuit traditions that are able to teach either orally or through actions. That is the position of the Department of Culture and Heritage. Thank you.

Chairman (interpretation): Thank you. (interpretation ends) The last one: what is the definition of a youth? Minister Quassa.

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. There are different youth. There are young children and up to a little bit older. There are children, toddlers, and then they go up to boys and girls, 10 to 12, perhaps all the way up to 50.

>> *Laughter*

They can be considered youth from 12 or 13 years old up to 35. The Department of Culture and Heritage has things for youth are for people who are between the ages of 12 or 13 and all the way up to 35. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) Elders and Youth. Total Operations and Maintenance, to be Voted. \$2,208,000. Agreed?

Some Members: Agreed.

Chairman: Turn to page F-9. Inuit Qaujimagatuqangit. I'll give members a few minutes. Total Operations and Maintenance, to be Voted. \$1,335,000. Agreed?

Some Members: Agreed.

Chairman: Go back to page F-3. Culture and Heritage. Total Operations and Maintenance, to be Voted. \$27,014,000. Agreed?

Some Members: Agreed.

Chairman: Do members agree that we have concluded with Culture and Heritage?

Some Members: Agreed.

Chairman: Does the minister have any brief closing comments?

Hon. Joanna Quassa (interpretation): Thank you, Mr. Chairman. First of all, I would like to thank you for approving the budget and also my officials for putting all of this together. They worked very hard mentally to do these and they tried to look at every aspect of it and helped in any way they could, either vocally or through actions, and supporting.

I also want all of you to be more aware that all the communities, if there is anything that has to do with Inuit culture and language, if anyone is interested in teaching those things, the Department of Culture and Heritage has funding available that can be requested for and if you are envious of other communities who are doing things, then encourage your people to try for them too. We want to make sure that Inuit culture is more prominent out there and we want to promote it.

I would like to thank everyone. Thank you for approving the budget. Thank you, Mr. Chairman.

>> *Applause*

Chairman (interpretation): Thank you. (interpretation ends) Sergeant-at-Arms, please escort the officials from the witness table. We will take a five-minute break to start Environment.

>>*Committee recessed at 17:23 and resumed at 17:31*

**Bill 01 – Appropriation (Operations & Maintenance) Act, 2022-2023 – Environment
– Consideration in Committee**

Chairman (Mr. Hickes): Thank you. I would like to call the committee meeting to order. I would like to ask Minister Akeegok: do you have any officials that you would like to appear before the committee?

Hon. David Akeegok (interpretation): Thank you, Mr. Chairman. No, not at this time. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Akeegok, please proceed with your opening comments.

Hon. David Akeegok (interpretation): Thank you, Mr. Chairman. Before I begin, Qapik Attagutsiak will be turning 102 tomorrow, so I wish her a happy birthday, along with someone in the House who will have their birthday tomorrow and my younger brother. They will all be celebrating their birthdays tomorrow, so I wish them happy birthday.

Mr. Chairman, I am pleased to present my department's proposed operations and maintenance budget for the next fiscal year. The Department of Environment's proposed budget for 2022-23 is \$24.7 million, which is unchanged from 2021-22.

(interpretation ends) Today Nunavummiut see the impacts of climate change in our territory. Action must be taken to reduce and mitigate its effects. In the coming year, the department will continue to build partnerships with the other Government of Nunavut departments and work with them to develop a climate change risk assessment process. Further, the department will identify and assist communities that require additional support with creating and implementing community energy plans.

The department will work closely with the Nunavut Housing Corporation and Community and Government Services to support the potential for alternative building technologies with an emphasis on energy-efficient and climate-friendly construction.

My department will support communities with environmental protection measures, including a pilot project to remove waste oil barrels in three Nunavut communities, one in each region. This pilot project will help develop a structure for communities to follow, and the department will support them in the process of removing waste oil barrels.

(interpretation) Due to COVID-19 restrictions, wildlife surveys that were planned for the 2020-21 fiscal year as well as many research programs rescheduled for the 2021-22 fiscal

year were cancelled or further delayed. As a result, some research and monitoring priorities have been extended in the 2022-26 business plan.

However, caribou management continues to be a high priority for the department. Despite the restrictions and delays, Government of Nunavut biologists completed calving ground abundance surveys of all northeast mainland herds in June 2021 with consultations on survey results expected in the fall of 2022.

(interpretation ends) In the current fiscal year the department will reinstate COVID-delayed research on Peary caribou movement ecology. The department will also continue to monitor the recovery of Baffin Island caribou through annual composition surveys and movement ecology research.

Composition surveys of central and south Baffin Island caribou are currently underway. These surveys collect information in calf survival and the ratio of bulls, cows, and calves in the population. In addition, a survey of the western Hudson Bay polar bear subpopulation to estimate distribution and abundance of polar bears was also completed in August/September 2021. Consultations on the results of this survey are planned to take place in the fall of 2022.

Going forward, we will continue to implement the master, management, heritage appreciation, and interpretive plans for various parks and special places as identified in the business plan.

(interpretation) Thank you for this opportunity to share our business plan with you; I will be pleased to take any questions you may have. Thank you, Mr. Chairman.

Chairman: Thank you. Does the chair of the standing committee have opening comments? Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. I am pleased to provide opening comments on behalf of the Standing Committee on Community and Economic Development on its review of the proposed 2022-23 Main Estimates and 2022-26 Business Plan of the Department of Environment. The department's proposed 2022-23 operations and maintenance budget is \$24,709,000. This amount is unchanged from the 2021-22 fiscal year. The number of departmental positions has increased from 131.5 to 136.5, which represents an increase of 3.8 percent.

Members raised a number of issues and concerns during the minister's recent appearance before the standing committee.

The department's Support for Harvesters and Wildlife Co-Management Policy was approved in May 2017 and expired on March 31, 2022. A number of different programs fall under this policy. The standing committee continues to recommend that the minister begin the practice of tabling a comprehensive annual report in the Legislative Assembly on the administration of the Support for Harvesters and Wildlife Co-Management Policy.

The standing committee notes that the department's draft 2022-26 business plan indicates that one of its priorities for the 2022-23 fiscal year is to "Enhance support for harvesters by re-examining the wolf incentive program for further incentives." The standing committee looks forward to updates on the implementation of this priority.

The department's proposed 2022-23 main estimates include \$500,000 in funding for the Renewable Energy Rebate for Cabin and Homeowners Program. This represents an increase of approximately 45 percent over the 2021-22 fiscal year. Members are pleased at the level of significant public interest in this new program.

The Department of Environment is responsible for the government's Climate Change Secretariat. The secretariat's 2018-19 annual report was tabled in the Legislative Assembly on November 3, 2020. The standing committee looks forward to the timely tabling of future annual reports. The department's 2021-24 business plan indicated that one of its priorities for the 2021-22 fiscal year was to "Update the Climate Change Strategic Plan." The standing committee will monitor progress in this area. The standing committee notes that this division of the department continues to suffer from a high vacancy rate.

Nunavut's current *Wildlife Act* was passed by the Legislative Assembly in 2003. Section 176 of the legislation requires the minister to [prepare and] table in the Legislative Assembly a comprehensive report every five years concerning wildlife management programs and related matters. The 2018 report was tabled in the Legislative Assembly on June 5, 2019. The report indicated that "...some of the greatest threats to the long-term viability of Kivalliq caribou herds include development effects, such as roads, internet sales of caribou meat and the associated increased harvest."

This is an issue that has been raised in the Legislative Assembly by a number of members. The standing committee recognizes that this is a complex issue and recognizes that the engagement of all parties, including Nunavut Tunngavik Incorporated, regional wildlife boards, hunters and trappers organizations, and airlines operating in Nunavut, will be required to address it. The standing committee notes that Nunavut Tunngavik Incorporated's most recently published annual report indicates that "Although NTI does not monitor meat sales, NTI is sensitive to the concerns expressed by Inuit about increasing meat sales of caribou in Nunavut...NTI remains committed to working with the Government of Nunavut and all co-management partners to address this information gap."

The department's 2021-24 business plan indicated that its "Water Program" and "Contaminated Sites Program" had been combined into a new "Environmental Science Program." The budget for this program is decreasing from \$1.65 million in the 2021-22 fiscal year to \$1,079,000 in the 2022-23 fiscal year. The standing committee will continue to monitor progress in this area, as well as the progress of the complementary initiative of the Department of Community and Government Services to develop a new "Drinking Water Strategic Framework Action Plan."

The Minister of Environment is responsible for administering the territory's *Environmental Protection Act*, which includes provisions concerning the discharge of contaminants into the environment. The standing committee continues to recommend that the minister begin the practice of tabling an annual report in the Legislative Assembly that contains comprehensive information regarding the administration of the *Environmental Protection Act*, including detailed information regarding enforcement actions against entities suspected of contravening the law and expenditures related to contaminated sites.

The department's draft 2022-26 business plan indicates that one of its priorities for the 2022-23 fiscal year is to undertake a waste oil barrel removal project in three communities. The department's draft 2022-26 business plan also indicates that "The contaminated sites working group has been re-established in 2022 with the goal to support the GN in delineating liabilities under direction of the Federal Auditor General." The standing committee looks forward to monitoring the progress of these initiatives.

That concludes my opening comments on the proposed 2022-23 Main Estimates and 2022-26 Business Plan of the Department of Environment. Thank you.

Chairman: Thank you, Mr. Savikataaq. Are there any general comments to the opening comments? Seeing none. Members will note that there are two budget lines in this department, the first being on page I-4, Corporate Management. I'll give members a quick moment to get to their page. In the meantime, I will ask members to keep your questions concise and ministers, please keep your responses concise as well. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. In your business plans for 2022-23 it says (interpretation ends) "Explore and prioritize long-term funding opportunities for the Youth Advisory Council." (interpretation ends) Are those done on a regional basis or is it Nunavut-wide? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok (interpretation): Thank you. It's for all of Nunavut. Thank you, Mr. Chairman

Chairman: Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman and thank you minister. Right underneath, (interpretation ends) "Develop partnerships with GN Departments and identify priority departments to develop climate change risk assessment process." (interpretation) When will this climate change priority be initiated? Thank you, Mr. Chairman.

Chairman: Minister Akeeagok.

Hon. David Akeeagok (interpretation): Thank you, Mr. Chairman. Mr. Chairman, we would like to get that started this year, and we hope to complete it for 2023-24. That is the plan, Mr. Chairman.

Chairman: Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman and thank you minister. Right underneath, (interpretation ends) “Identify and assist communities that require additional support with Community Energy Planning.” Are we talking about houses, government staff housing, or facilities? Thank you, Mr. Chairman.

Chairman: Minister Akeeagok.

Hon. David Akeeagok (interpretation): Thank you, Mr. Chairman. This is for houses, but there is another section for houses. These programs are meant to support and help the communities. Thank you, Mr. Chairman.

Chairman: Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. Can the minister clarify what kind of houses? Thank you, Mr. Chairman.

Chairman: Minister Akeeagok.

Hon. David Akeeagok (interpretation): Thank you. I would like to answer this properly. Now is the time to start using less fuel and with that being the case, we have put in a request to the federal government for funding to assist the communities in reducing their carbon footprint. This would be houses, not for major buildings; this is for homeowners. We want to get this program started right away. The four communities we have identified are Naujaat, Grise Fiord, (interpretation ends) Coral Harbour, (interpretation) and Kugluktuk. These will be the first communities that we support, but it will eventually extend to all communities in Nunavut. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. I thank the minister for the clarification. My final question on this section is in the last bullet, (interpretation ends) “Work closely with NHC/CGS to support the potential for alternative building technologies with an emphasis on energy-efficient and climate-friendly construction. CCS will schedule quarterly exploratory meetings with the leads of the appropriate GN Departments and Agencies.” (interpretation) Is this to assist homeowners? Thank you, Mr. Chairman. That’s my last question.

Chairman: Minister.

Hon. David Akeeagok (interpretation): Thank you, Mr. Chairman. This will be targeted more within the government towards the conservation of energy, such as looking at solar or wind power options. That is the purpose of this priority. Through the Department of Community and Government Services, this is the work we are doing in this area. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Malliki. You're done? Next name I have on my list, Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. Mr. Chairman, I know that the minister has always talked about greenhouse gas and it is an issue; the amount of greenhouse gas that is building up. I would like to ask the minister: what's the current rate of the poundage of greenhouse gas going into the atmosphere in Nunavut? Thank you.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok (interpretation): Thank you, Mr. Chairman. Mr. Chairman, I might be wrong, but for Nunavut at the moment, I believe that we contribute 0.01 percent of the whole world's greenhouse gas emissions.

Chairman: Thank you. Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. Mr. Chairman, I asked how many tonnes. How many tonnes of greenhouse gas goes into Nunavut's environment by Nunavut? Thank you.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok: Thank you, Mr. Chairman. Maybe through a letter to you, Mr. Chairman, I'll be able to provide that. I don't have that level of detail with me at the moment on the tonnage of what greenhouse gases are coming out of Nunavut. Thank you, Mr. Chairman.

Chairman: Thank you, minister. Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. I look forward to that information. Staying with greenhouse gas, I know that right now Nunavut has no alternatives, other than diesel fuel, to heat our homes.

I'd like to get the minister's position on small, modular reactors, as they produce no greenhouse gas. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok: Thank you, Mr. Chairman. If I recall, in the fifth Assembly, the Qulliq Energy Corporation was tasked to look into the particulars of that in terms of

modules. I haven't been briefed on it, but any alternatives to reducing is a good thing and something that we will continue to explore. Thank you, Mr. Chairman.

Chairman: Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. I'm trying to read between the lines. Did the minister state he is in favour of when the small modular reactors are available, that we should try them out in Nunavut to reduce our greenhouse gas? Thank you, Mr. Chairman.

Chairman: Thank you. Minister.

Hon. David Akeegok: Thank you, Mr. Chairman. As I mentioned, and I have to go back to my historical books in terms of figuring out what the decision was in terms of modular plants on this. I don't have a firm position on whether I support it or not.

If we're going that route, I know we're going to need a whole public consultation on it because as part of this, this is a nuclear plant that has stigma around the world and especially in Nunavut. So if our government is going to try and start focusing on that, then I want to see good public consultations toward this before we make any decisions. Thank you, Mr. Chairman.

Chairman: Maybe the minister could have some discussions with the Minister of Mines and look at uranium mining. Mr. Savikataaq. You're done? Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. I would just like a little bit more information about the role of the Climate Change Secretariat and if and how they are connected with the Nunavut Research Institute in leading or taking part in climate change related research. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Akeegok.

Hon. David Akeegok: Thank you, Mr. Chairman. Our Climate Change Secretariat is designed to help and foster a lot of discussions throughout our government and to the public. The Nunavut Research Institute is one of the components.

In the last few years, the Climate Change Secretariat has been very low in terms of staff. I'm very pleased to announce that just last month we got a director, so Sara is not alone anymore. More work is going to start to come out of this.

Since I've had this portfolio, I've been having discussions with my deputy minister in terms of what the secretariat's role has been, and how much more we can do or not do. Those are real discussions that we're going to need because we look at other jurisdictions like the Yukon and NWT, under their Climate Change Secretariats, they are like a group of 30 or more. We're here and we've got so far, four that have been hired to date.

It's a struggle for our department in terms of providing assistance, such as Nunavut Research Institute. For this, a lot of our efforts have been focused on the cabin and homeowners program and that's been very successful. As more staff come, we'll bring more expertise into this. Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. I believe there are nine positions in that Climate Change Secretariat. You've said that four are filled. Are they filled by casual or indeterminate employees? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Akeegok.

Hon. David Akeegok: Thank you very much. Right now of the four, from what I understand, three are indeterminate and one is casual. Thank you, Mr. Chairman.

Chairman: Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. Thanks for that response. Just going back to the secretariat's work and research, I'm assuming that much of the work that the secretariat does is informed by current research and I would like to know if there is a focus on knowledge gained from research about the impacts of global warming on human health as well as on wildlife, in addition to the impacts of the zoonotic diseases and illnesses that are impacting the animals and wildlife because of climate change; global warming. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Akeegok.

Hon. David Akeegok: Thank you, Mr. Chairman. Before I start, I just want to correct myself that for the secretariat, the four that are hired, two are indeterminate and two are casuals. Sorry for making that mistake and allowing me to correct it.

We haven't been focused on the knowledge base of the gathering of the research that has taken place for climate change, but we have been piggybacking with our federal/provincial/territorial counterparts because there is some very good knowledge based libraries and collections that are taking place. I think ArcticNet is probably a very good place that we tend to rely on with scientific data and a lot of research is taking place, but there are collections that are being done through other forms, which we, ourselves, use those resources. Right now we don't have a set library or set collection that is focused strictly on Nunavut at this time. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. I'm wondering then: if there is a lack of focus or ability to focus on research and being involved in the research on the impacts of climate change, then can you please describe the process for the priority 2023-24 to

finalize a Nunavut-wide risk assessment of climate change impacts? Thank you, Mr. Chairman.

Chairman: Minister Akeeagok.

Hon. David Akeeagok: Thank you, Mr. Chairman. We will be developing partnerships with our government departments to try and prioritize the departments to develop the climate change risk assessment process. That work needs to get done in order for us to finalize it, so that part of the work is going to start scoping what do we need, what areas should we be focusing on in terms of trying to get the risk assessment and what are the immediate risks that are in play that we need to focus on? Those are the very things through our working group within our government that we are going to start to focus our efforts on. Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. Minister, your first priority in 2022-23 is to explore and prioritize long-term funding opportunities for the youth advisory council as was mentioned earlier.

I'm really happy to see that in preceding years that that youth council role seems to grow. Is there an existing youth council now and how is that youth advisory council chosen? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok: Thank you, Mr. Chairman. If I recall, there is an active federal youth advisor on climate change that is present and for our department, for this one, it is bringing in the youth, from what I understand. We put our call letter out in terms of interested youth to participate, and through our secretariat we gather names and select on in terms of this council to be active and that is the process that we will be using in order to implement this first priority. Thank you, Mr. Chairman.

Chairman: Thank you. I would like to thank the minister at this time. When he put out that call letter it assisted me in promoting to a few of my young constituents. I hope they participate. Ms. Brewster.

Ms. Brewster: Thank you, Mr. Chairman. I see those priorities as I said; that youth participation in the secretariat growing, including 2025-26, building mentorship opportunities for youth into the Climate Change Secretariat and I don't see any change in the budget for that secretariat between 2021-22 and 2024-25, so I'm wondering how a mentorship program for youth will be done without any funds attached to it? Thank you, Mr. Chairman.

Chairman: Minister Akeeagok.

Hon. David Akeeagok: Thank you, Mr. Chairman. That is one of our challenges as a government. When we are doing our budgeting, we do it year by year, and every year Finance puts out a call letter asking for business cases to be brought forward. When we do that for the future, for example, on what you mentioned with 2025-26 priorities, the business case will be built on the work that we have done to date to seek additional funds. Right now that is too far in advance for us to start putting projection dollars, but we will continue to follow the government's budget process. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Corporate Management. Department of Environment. Total Operations and Maintenance, to be Voted. \$5,580,000. Agreed?

Some Members: Agreed.

Chairman: Thank you. We will go to page I-5. Program Management. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. First of all I would like to get some clarification. Under (interpretation ends) Priorities for 2022-23, it states "Finalize and implement the Enforcement and Licensing Database System." Is that technology? (interpretation) I would like clarification on that first. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok (interpretation): Thank you, Mr. Chairman. The database that we are putting together is for people trying to get their licence, or any infractions and so forth; information that would be entered into a new data system. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. For acquiring licences for caribou, or fishing licences; what is it for? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok (interpretation): Thank you. For the licence or quota needed; these encompass anything related to wildlife. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. Just below that, my question is: (interpretation ends) "Enhance support for harvesters by re-examining the wolf incentive program for further incentives." (interpretation) What figure are you looking at, or what numbers are you looking at here? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok (interpretation): Thank you, Mr. Chairman. At this time, when a wolf is caught, for samples, the head is given and we pay \$300 per wolf for our research purposes. In the year 2020, 615 were purchased; in 2021, 699; and in 2022, 450 were caught. In 2022, \$135,000 is for that program and we have to further review this program in view of the NWT government. Due to the caribou decline to dangerously low levels, they pay a lot to their hunters for catching wolves. In the Kitikmeot their residents asked us to further look into this because they basically hunt the caribou, but in the Northwest Territories they receive \$1,500 in compensation and it's \$900 for the fur, I believe.

We have extreme differences in our rates, so how can we harmonize that? In my view, caribou are in decline, so how can we have incentives to allow our hunters to catch more wolves. At the moment, however, \$300 is just for wolves, Mr. Chairman. Thank you.

Chairman: Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. Minister, the guideline that you are going with, do you have a limit with funding? Thank you.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok (interpretation): Thank you. Yes, the minimum that we are able to provide through grants and contributions here is how it is, but we don't have any limits on how many wolves can be brought in. If we are out of funds, we look internally to pay for the wolves. We have no limit for how many wolves hunters can catch. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. You also do studies on polar bears and you have one here for the Western polar bear subpopulation. When will a study be conducted for Foxe Basin? Thank you.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok (interpretation): Thank you, Mr. Chairman. If I remember correctly, a survey was recently completed. Perhaps when the next survey is being conducted I will provide that answer to you, but the individuals who conduct the surveys have to prepare way in advance, and I will be able to get that information to you. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman and thank you minister. When I previously asked about the HTO in Coral Harbour, they asked for a survey. It is not in the immediate plans. Oh, I've got it. I believe it was for this year, however, under priorities for 2025-26 it was listed. Can't we advance that if possible, Mr. Chairman?

Chairman: Minister Akeeagok.

Hon. David Akeeagok (interpretation): Thank you, Mr. Chairman. Since my colleague has made the request, I will commit to looking into this, and we will try to start our survey in May 2023. We haven't been able to do the survey due to the pandemic, Mr. Chairman.

Chairman: Thank you. Ms. Nutarak, next name on my list.

Ms. Nutarak (interpretation): Thank you, Mr. Chairman. The question I have is not for anything listed under the 2022-23 priorities, but it is instead listed as a priority for 2023-24. The first bullet, (interpretation ends) "Develop a Wildlife Guardian training program, to promote and provide employment opportunities within this field for Nunavummiut."

(interpretation) You have Nautiqsuqtiit Guardians for Lancaster Sound through the QIA. Also, from Pond Inlet, there are the Nuluujaat Land Guardians for the Baffinland area. Would these existing land guardians be collaborated with? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok (interpretation): Thank you. When we lose a conservation officer, occasionally we have another community's conservation office assisting us or we put someone in on a temporary placement. We do that for (interpretation ends) wildlife guardians.

(interpretation) This is quite new for the Lancaster Sound region. It's an area with more harvesting. We haven't made a lot of plans on this to date, but these fall under the responsibility of conservation officers as per the job description and our mandate. Through collaboration and planning, we would like to have discussions with the communities adjacent to these areas and we are in the planning stages.

When we lose a conservation officer, we are able to delegate those positions. We're not totally set up yet in this area. Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Nutarak, you're done? Ms. Killiktee is the next name on my list.

Ms. Killiktee (interpretation): Thank you, Mr. Chairman. First of all, I would like to ask about the proposals from Inuit communities. When people's cabins get destroyed or broken or have accidents, they have to fill out a form to get funding. Has the funding available for that purpose been increased in the years since the program was created? The line item that I am referring to is (interpretation ends) Wildlife Community Support and Contributions. (interpretation) Thank you, Mr. Chairman.

Chairman: Minister Akeeagok.

Hon. David Akeeagok (interpretation): Thank you. We've initiated a two part Wildlife Damage Compensation Program. Looking at the years past, in 2018-19 we used \$11,000; in 2021-22, \$12,000; and some years we hardly used any money from the budget. There is the Wildlife Management Damage Prevention Program. The money that flows through this has been decreasing in amount. In 2018-19 it was \$45,000 that was used and in 2021-22 we used \$18,000. Thank you, Mr. Chairman.

Chairman: Thank you, Ms. Killiktee.

Ms. Killiktee (interpretation): Thank you, Mr. Chairman. Thank you to the minister for clearly explaining that. I wanted to ask questions about this first. I want to talk about the money that you are proposing, which falls under the Wildlife Operations budget. Relatively speaking, it's not a large sum of money, but \$40,000 is still significant. I note that the contributions to other divisions, such as wildlife operations and the hunters and trappers organizations, has not decreased, but the contribution to this line item has been decreased. Why has it decreased?

You have already explained this, and although I do not currently have another question to ask, I would still like to get more information. This has probably helped cabin owners where they do preventative measures. What sort of feedback have you gotten from the people who have submitted proposals or requests for money from you? That is my question. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Akeeagok.

Hon. David Akeeagok (interpretation): Thank you, Mr. Chairman. With regard to funds that we give distribute, we do ask them questions as to how they feel and things like that. We get feedback.

The decrease in the budget for this year, as your chairman said, is associated with the creation of four PYs. Additionally, in the coming year it is going to be a very busy cabin program, and we anticipate that there will also be people who are going to be requesting renewable energy additions. We haven't received funding for that yet. We're not sure where the money will come from for solar and wind energy for cabins. There is a total of \$500,000 available for new things.

For many years, the Department of the Environment has been using \$2 million less but now we need new money. We were told that we have to use up our budget first and then we can request supplementary funds. That's how it has been set up and it looks to be set up properly and that's why we are presenting it to you. Thank you, Mr. Chairman.

Chairman: Thank you. I will ask members to get to their question and the ministers to respond concisely as well. Ms. Killiktee.

Ms. Killiktee (interpretation): Thank you, Mr. Chairman, I am proud to hear, happy to hear, that you are working hard on it. Being able to request funding; is there a policy in

place? Is there a threshold for people who make a high salary who don't get approved? Do you have any limitations like that? If a person has a high salary and their cabin gets destroyed, are they eligible too? Do you look at them that way? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Kusugak...or Minister Akeeagok.

>> *Laughter*

Hon. David Akeeagok: Thank you, Mr. Chairman. Mr. Kusugak can answer that one for me too. (interpretation) If someone gets hurt or loses their snowmobile to an accident or theft, there is a limit. If that person uses more than 25 percent of the money they make for hunting purposes, they're eligible. If you don't do that, you're not eligible. That's the guideline that we follow when someone is requesting compensation. Thank you.

Chairman: Next name on my list, Mr. Kaernek.

Mr. Kaernek: Thank you, Mr. Chairman. (interpretation) Thank you, minister. (interpretation ends) Looking at the wildlife research here, the MLA for Aivilik mentioned the polar bear subpopulation. I would like to elaborate on the walruses. Is the department actually planning to have a survey in the Foxe Basin with those subpopulations or are there going to be any surveys done on walrus? (interpretation ends) Thank you, Mr. Chairman.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok: Thank you, Mr. Chairman. Walruses are not under our legislation; walruses are under federal legislation. If there are going to be any surveys, it would come from the federal government as our wildlife are all terrestrial. We don't have any jurisdiction over marine wildlife. Thank you, Mr. Chairman.

Chairman: Next name on my list: Mr. Kaernek.

Mr. Kaernek (interpretation): Thank you, Mr. Chairman. I also thank you for explaining that clearly. I would imagine you should be holding the responsibility for walruses also. As you stated, it is the responsibility of the federal Department of Fisheries and Ocean. Can Department of Environment work with your federal counterpart on that, because walruses are animals that are in Nunavut? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok (interpretation): Thank you, Mr. Chairman. Yes, we've been trying to get to do that for a long time. We want to manage all of the animals ourselves, but the Department of Fisheries and Oceans does not want to give up the responsibility for that. That is one of the roadblocks that we have faced. Thank you.

Chairman: Thank you. (interpretation) Mr. Kaerner, are you done? (interpretation ends) The next name I have on my list: Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. I would like to go to the minister's opening comments on page 2 where they're going to have a new program, environment protection measures, including a pilot project to remove waste oil in three Nunavut communities. I'll ask the minister: will Arviat be one of the three communities? Thank you.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok: Thank you, Mr. Chairman. I was going to give it to any member that asked which community, so Arviat is on that list.

>>Laughter

It will be Arviat, Cambridge Bay, and Pond Inlet that have been pre-selected. It's not because the member asked. Thank you, Mr. Chairman.

>>Laughter

Chairman: Thank you for that clarification. My list would get very long if we allocated pilot projects like that. Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. I beg to differ; I believe it's because I asked.

>>Laughter

I think another very good and worthwhile pilot project would be for the department to do would be to collect the old 45-gallon barrels from communities or out on the lands, and crush them. There are a lot of old drums out on the land. Would the minister consider a pilot project where old 45-gallon drum barrels would be collected on a payment basis; you'd bring a barrel and you would get X amount of dollars? Thank you.

Chairman: Thank you. That's a good idea. Minister Akeeagok.

Hon. David Akeeagok: Thank you, Mr. Chairman. I'll take that as advisement because there is no such program, but creative ideas like that do help. Just like today, the City of Iqaluit just went through the community clean up and there were prizes being awarded. There are programs like that and for something like that, we would definitely take a close look. Thank you, Mr. Chairman.

Chairman: Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. Further on down 2022-23, it says "Survey the Qamanirjuaq caribou herd." Can the minister remind me when was the last time the Qamanirjuaq caribou herd had a population survey done? Thank you.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok: Thank you, Mr. Chairman. For the Qamanirjuaq, an abundance survey has been approved and planned for June 2022. Thank you, Mr. Chairman.

Chairman: Thank you. The member was asking when the last census was done. Minister.

Hon. David Akeeagok: Thank you, Mr. Chairman. June 2017 was the last one. Thank you, Mr. Chairman.

Chairman: Thank you for that. Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. If the minister can advise us, I'm familiar with it, but if he can explain to us how a population estimate is done so that members will be aware of how it's done. Thank you.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok: Thank you, Mr. Chairman. The biologist puts out a methodology in terms of how they are going to count. It's normally with fixed wing and they fly in grids and do the survey that way. Through their methodology they put out an estimate in terms of how many caribou are within that survey grid. Thank you, Mr. Chairman.

Chairman: Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. Further on down there, you're going to "Conduct MX/07 Muskox Survey." Can the minister remind me what muskox management zone is in the Arviat area? It slipped my mind. Thank you, Mr. Chairman,

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok: Thank you, Mr. Chairman. The unlucky number 13, MX/13. Thank you, Mr. Chairman

Chairman: Thank you. Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. I just want to say, this is just a comment, I think they should do a muskox survey in the Arviat area too. We have noticed that the muskox seem to be moving away or getting fewer. Just a comment. Thank you.

Chairman: Thank you. I'll just take that as a comment. The last name I have on my list, recognizing for the second time, please keep it concise, Mr. Malliki.

Mr. Malliki: I just have a couple questions. Thank you, Mr. Chairman, for recognizing me. Can the minister tell us the programs that are being offered for deterring animals? (interpretation) Thank you, Mr. Chairman.

Chairman: Thank you. Minister Akeeagok.

Hon. David Akeeagok: Please bear with me, Mr. Chairman. I'm trying to find that particular briefing note, which I don't seem to have, but I'll be very happy to provide, through you, all the programs that are available under that program. Thank you, Mr. Chairman.

Chairman: Thank you. Program Management, Department of Environment. Total Operations and Maintenance, to be Voted. \$19,129,000. Agreed?

Some Members: Agreed.

Chairman: Thank you. Please go to page I-3. Detail of Expenditures. Department of Environment. Total Operations and Maintenance, to be Voted. \$24,709,000. Agreed?

Some Members: Agreed.

Chairman: Thank you. Does the committee agree that we are complete with the Department of Environment?

Some Members: Agreed.

Chairman: Thank you. Quickly, closing comments, minister.

Hon. David Akeeagok: Thank you, Mr. Chairman. I thank my colleagues for passing this wonderful budget for our department. We will definitely do our best and come back and provide you all the information.

I would also like to thank my staff that were on stand-by, my wonderful Deputy Minister, Jimmy Noble Jr., and Nikki Nweze, our Director of Corporate Services, and all the staff at Environment, all the behind the scenes that they do wonderful work for this territory. Sometimes we have very limited staff. With that, I give thanks again for the wonderful questions that were posed to me in this chamber. Thank you, Mr. Chairman

>>Applause

Chairman: Thank you. Sergeant-at-Arms, yes, thank you. We're just going to take a very brief break and proceed with the opening comments with the Department of Executive and Intergovernmental Affairs. Thank you.

>>Committee recessed at 18:35 and resumed at 18:39

Bill 01 – Appropriation (Operations & Maintenance) Act, 2022-2023 – Executive and Intergovernmental Affairs – Consideration in Committee

Chairman (Mr. Malliki): I would like to call the meeting back to order. I would like to ask Minister Akeegok: do you have officials that you would like to appear before the committee?

Hon. P.J. Akeegok (interpretation): Yes, if it is okay with you.

Chairman: Does the committee agree to let the officials appear before you?

Some Members: Agreed.

Chairman: For the record, Minister Akeegok, please introduce your officials and then proceed with your opening comments.

Hon. P.J. Akeegok: Thank you. (interpretation) Mr. Chairman, joining me this evening are my Deputy Minister, Mr. Onalik, and Assistant Deputy Minister Ms. Fowler.

(interpretation ends) Thank you, Mr. Chairman. I welcome the opportunity to present the 2022-23 Main Estimates and the 2022-26 Business Plan for the Department of Executive and Intergovernmental Affairs.

Accompanying me, as I just mentioned, are both the deputy minister as well as the assistant deputy minister, but we also have the Director of Corporate Services, Mr. Atienza, with us.

Mr. Chairman, Executive and Intergovernmental Affairs (EIA) provides overall management and support to the Premier and cabinet in order to facilitate the smooth and effective operation of our government. Accordingly, EIA leads the coordination of policy and legislative development with Government of Nunavut departments and agencies, to ensure that *Katujjiluta* is effectively implemented.

The Department of Executive and Intergovernmental Affairs also ensures that the government's priorities and interests are represented and promoted at national and international levels.

Mr. Chairman, the department's current main estimates for the 2022-23 fiscal year total \$21,649,000. The breakdown of this budget allows for \$16,182,000 allocated for salaries and benefits, \$260,000 for grants and contributions, and \$5,207,000 for departmental operations and maintenance. This amount also includes the \$2,075,000 allocated for EIA's response to the COVID-19 pandemic.

EIA will have a total of 118 person years in 2022-23, which is up from 115 last year. Twenty-one of the positions are dedicated staff for cabinet and the Commissioner of Nunavut. In response to the COVID-19 pandemic, there are also nine term positions to

arrange the strategic and logistical response command team on behalf of the government. I also note that other departments have also pursued strategic approaches to enhancing the government's response to the pandemic that are specific to their service and program delivery expertise.

Mr. Chairman, EIA has four lines of cores business: the Directorate, Strategic Planning, Intergovernmental Affairs, and Devolution.

1. The Directorate provides overall management and coordination of activities for the executive branch of government; as well as broad communications advice and support across government. It also supports and coordinates the whole-of-government response to the COVID-19 pandemic.
2. The Strategic Planning Branch provides comprehensive policy advice on priorities, strategies, policies, and legislation to the Premier and cabinet. The branch also participates in the collection of statistical data and ensures availability of current and accurate statistical information about Nunavut. Additionally, the branch provides advisory services regarding access to information and privacy protection issues.
3. The Intergovernmental Affairs Branch leads the management and development of strategies, policies, and initiatives relating to international, federal, provincial and territorial relations. It liaises with Indigenous and circumpolar organizations, and also provides support to each of Nunavut's communities via the government liaison officers' network.
4. Finally, the Devolution Secretariat is responsible for the devolution process to transfer control over Crown lands and resources to the Government of Nunavut.

Historically, government business plans did not consistently include connections to the government's mandates within the core business sections, and business plans were created using a rolling three-year planning model. The 2022-26 business plan focuses on *Katujjiluta* in the beginning of each business plan and spans the full duration of the government's mandate. The new business planning model brings together mandate priorities with the strategic operational piece of the previous business planning model. This will ensure that our limited capacity and finite resources are focused on the most important priorities.

Katujjiluta's success depends on strong support to the leading departments through sound formalized structures and adequate resources. EIA will work to develop proposed oversight committees, accountability structures, and human resource options to support the achievement of *Katujjiluta* objectives.

Mr. Chairman, thank you for the opportunity to present EIA's main estimates and business plan.

I welcome comments from my fellow members and look forward to answering your questions. (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) Does the chair of the standing committee have opening comments? Mr. Hickes.

Mr. Hickes: Thank you, Mr. Chairman. I am pleased to provide opening comments on behalf of the Standing Committee on Oversight of Government Operations and Public Accounts on its review of the proposed 2022-23 Main Estimates and '22-26 Business Plan of the Department of Executive and Intergovernmental Affairs. The department's proposed '22-23 operations and maintenance budget is \$21,649,000. This represents a 1.5 percent increase from the '21-22 fiscal year. The number of positions in the department has increased by 1.0 PY.

Members raised a number of issues and concerns during the minister's recent appearance before the standing committee.

The department's '21-22 main estimates included funding for the creation of a new COVID-19 Secretariat. On April 6, 2022 the Government of Nunavut announced that the state of public health emergency under the *Public Health Act* would be "lifted" as of April 11, 2022. Mr. Chairman and members, the department's draft '22-23 main estimates include \$1,867,000 for the operations of the COVID-19 Secretariat. No funding is projected for the '23-24 or subsequent fiscal years. As part of the government's work to evaluate the success of its response to the COVID-19 pandemic, the standing committee encourages the minister to table a wrap-up report in the Legislative Assembly on the secretariat's activities and expenditures following the end of the upcoming '22-23 fiscal year.

Section 8 of the territorial *Statistics Act* requires that the annual report of the Bureau of Statistics be tabled in the Legislative Assembly. Mr. Chairman and members, the 2018-19 annual report was tabled in the Legislative Assembly on November 6, 2019. The 2019-2020, 2020-21 and 2021-22 annual reports have not yet been tabled. The standing committee notes the continued high vacancy rate in the department's decentralized Pangnirtung office. The standing committee also notes that that the department's draft 2022-26 business plan indicates that one of its priorities for the '22-23 fiscal year is to "Review the organizational structure of the Department of Executive and Intergovernmental Affairs to ensure capacity to support implementation of *Katujjiluta* priorities. This will include a review of the Nunavut Statistics Bureau."

Mr. Chairman and members, on March 25, 2022 the Government of Nunavut and Nunavut Tunngavik Incorporated announced the signing of a "Nunavut Partnership Declaration." The department's draft '22-26 business plan indicates that one of its priorities for the '22-23 fiscal year is to "Coordinate the development of a government-wide work plan to implement shared priorities as outlined in the Partnership Declaration with Nunavut Tunngavik Incorporated." Mr. Chairman and members, the standing

committee looks forward to the Nunavut Partnership Declaration and accompanying work plan being tabled in the Legislative Assembly.

The department's '21-24 business plan indicated that it "leads participation in Nunavut Implementation Panel meetings..." The Nunavut Implementation Panel's 2012-13 annual report was tabled in the Legislative Assembly on November 5, 2019. Given the infrequency with which the panel produces annual reports, the standing committee encourages the minister to provide periodic updates to the Legislative Assembly on its activities and initiatives.

On August 15, 2019 the Government of Canada, the Government of Nunavut, and Nunavut Tunngavik Incorporated announced the signing of a devolution agreement in principle. The announcement indicated that "...the next step is a Final Agreement, which is expected within five years." Mr. Chairman and members, the standing committee continues to urge the government to publicly clarify the number of federal positions that are envisioned to be transferred to the territorial public service as part of the devolution process.

The department's draft '22-26 business plan indicates that one of its priorities for the '22-23 fiscal year is to "Continue to actively participate on the Implementation Committees of the Nunavik Inuit Land Claims Agreement and Eeyou Marine Region Land Claims Agreement, and in the finalization of Denesuline overlap treaties in the Kivalliq [and] their implementation plans, and subsequent *Nunavut Agreement* amendments." Mr. Chairman and members, the standing committee encourages the government to provide regular updates to the Legislative Assembly and impacted communities on the status of transboundary issues with neighbouring jurisdictions.

Mr. Chairman and members, that concludes my opening comments on the proposed 2022-23 Main Estimates and 2022-26 Business Plan of the Department of Executive and Intergovernmental Affairs. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) Do members have any general comments before we proceed to detailed questions? I see none, so members, if you can move to B-4. Directorate. Total Operations and Maintenance, to be Voted. \$5,624,000. Agreed? Sorry. Did I miss someone? Okay. Sorry about that. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. I have a question on the (interpretation ends) Priorities (2022-23), bullet 6, (interpretation) "Review and explore opportunities to improve Government of Nunavut operational structures (interpretation ends) to meet increasing demand for programs and services and to identify opportunities for further decentralization." (interpretation) How is that being planned? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) Premier Akeegok.

Hon. P.J. Akeeagok (interpretation): Thank you, Mr. Chairman. I also thank my colleague for that good question. We are most likely aware and we heard that there is a shortage of employees. Nunavut had a vision that it would not only be in the larger communities. We are reviewing this for the coming year, working with the Minister of Human Resources, to look at positions. It also affects devolution. I can say that we will see what will happen this year with this, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. That's the only question I have for now. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) I have no more names on my list. Directorate. Total Operations and Maintenance, to be Voted. \$5,624,000. Agreed?

Some Members: Agreed.

Chairman: Members, go to B-5. Strategic Planning. I'll give members a few minutes to get there. Okay. Strategic Planning. Total Operations and Maintenance, to be Voted. \$2,896,000. Agreed?

Some Members: Agreed.

Chairman: Members, go to B-6. Nunavut Cabinet. Total Operations and Maintenance, to be Voted. \$5,032,000. Agreed?

Some Members: Agreed.

Chairman: Members, go to B-7. Commissioner of Nunavut. B-7. Commissioner of Nunavut. Total Operations and Maintenance, to be Voted. \$335,000. Agreed?

Some Members: Agreed.

Chairman: Members turn to B-8. Intergovernmental Affairs. Mr. Qavvik.

Mr. Qavvik: Thank you, Mr. Chairman. Good evening, minister, Premier, and your officials. Mr. Chairman, you can rule me out if I'm out of line.

The minister made a news release dated February 3 in regard to a Sanikiluaq pilot project flight that was extended up to July 5, 2022. The pilot project will end on that date, July 5. During our winter sitting on March 23, 2022, I sent a letter in regard to supporting the Sanikiluaq Municipal Council asking the Makivik Corporation to get back to the service of Air Inuit.

Thankfully, as of April 11, 2022, that service has been provided back to our community. On behalf of Sanikiluaq, I really appreciate getting their service back to the community.

My question is if the Department of Executive and Intergovernmental Affairs is looking to further extend the direct flight between Iqaluit and Sanikiluaq, back and forth, whether that direct flight will be extended further in the coming months or years. (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) The question doesn't really fit under this category. I'll leave it up to the Premier if the Premier would like to answer that. Premier Akeeagok.

Hon. P.J. Akeeagok (interpretation): Thank you, Mr. Chairman. I also thank my colleague. I am pleased with this good news. I will personally be able to use the service when I travel to Sanikiluaq for a community visit. Thank you for inviting me to Sanikiluaq.

There was a review that was going to be conducted to see if the service between Iqaluit and Sanikiluaq can continue into the future based on the fact that the residents of Sanikiluaq have tried hard to be more connected to Nunavut. The service is not over yet, as we have stated that it will continue until July, at which point the review period will be one year.

I'll have discussions with the two lead departments of CGS and EDT to look at the successes, lessons learned, and those types of things. We will take a close look at that in the near future, but at this time I can't say whether or not the service would continue. We will have to do a review first in order to make a decision on that. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) If we could stick to the branches here; Intergovernmental Affairs. Mr. Qavvik. Sorry. Next person on my list: Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. I have a question; in the business plan for 2021-24, (interpretation ends) "Government Liaison Officers continue to look at opportunities to expand its services by working collaboratively with external partners such [as] Service Canada and the Canada Revenue Agency and encouraging them to expand outreach initiatives to ensure that Nunavummiut are accessing their programs and services." What specific actions have been taken in this area over the past year? (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) Premier Akeeagok.

Hon. P.J. Akeeagok: Thank you, (interpretation) Mr. Chairman and I want to thank my colleague for the question. The government liaison officers in all of our communities are extremely important and we are grateful to them as they have a huge task to undertake.

Our plan is to see where we can provide more support to Nunavummiut to deal with some of the problems and barriers in accessing federal programs and services. Due to the lack of employees, those communities are not able to be reached. This is indicating that we would like to do a thorough review of what federal support can be provided to Nunavummiut and how our government liaison officers can better communicate and work with this as a priority. That's what this is indicating here. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman. Thank you, Premier, for that explanation. (interpretation ends) As of today, which communities do not have government liaison officers in place? (interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) Premier Akeeagok.

Hon. P.J. Akeeagok (interpretation): Thank you, Mr. Chairman. There are currently 6 of 26 positions that are not filled indeterminately. We can indicate that (interpretation ends) Coral Harbour (interpretation) is at the (interpretation ends) interview stage, (interpretation) the position for Naujaat is at the (interpretation ends) interview stage, (interpretation) there have been delays for the position in South Baffin due to lack of housing, the position for Sanikiluaq that closed on October 8 is at the (interpretation ends) interview stage, (interpretation) the position for Resolute Bay is being planned to be signed, and the candidates in Pangnirtung are being interviewed. Those are the positions, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Malliki.

Mr. Malliki (interpretation): Thank you, Mr. Chairman and Premier. When do you expect that my constituents will have a government liaison officer? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) Premier Akeeagok.

Hon. P.J. Akeeagok (interpretation): Thank you, Mr. Chairman. These are priorities. We know that these are the wheels of government in the communities and we are working with HR to prioritize these positions. I cannot say when they will have someone on the ground, but it is a priority to have hires for those positions. We're working with HR on that. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) I have no more names on my list. Intergovernmental Affairs. Total Operations and Maintenance, to be Voted. \$5,067,000. Agreed?

Some Members: Agreed.

Chairman: Go to page B-9. Devolution Secretariat. Devolution Secretariat. Total Operations and Maintenance, to be Voted. \$2,695,000. Agreed?

Some Members: Agreed.

Chairman: Go back to page B-3. Executive and Intergovernmental Affairs. Total Operations and Maintenance, to be Voted. \$21,649,000. Agreed?

Some Members: Agreed.

Chairman: Do member agree that we have concluded with EIA?

Some Members: Agreed.

Chairman: I would like to thank the Premier and his officials. Premier, do you have any short closing comments? Premier Akeeagok.

Hon. P.J. Akeeagok (interpretation): Thank you, Mr. Chairman. I very much thank my colleagues, especially my staff here in the House. I am very proud of them. They work very tirelessly and together through *Katuujiluta*, we have a big mandate and through our collaborative work, I am very pleased that we are now able to start with our budget and I hope we will continue to brief you on our progress. Thank you very much, Mr. Chairman.

>>*Applause*

Chairman (interpretation): Thank you. (interpretation ends) Sergeant-at-Arms, please escort the officials out of the witness table. Members, just stay in your seats. We are going to do the Office of the Legislative Assembly as soon as they're there, so please stay seated.

Bill 01 – Appropriation (Operations & Maintenance) Act, 2022-2023 – Legislative Assembly – Consideration in Committee

Chairman: Good afternoon. I would like to call the committee meeting back to order. I would like to ask the Speaker of this House: do you have any officials that you would like to appear before the committee?

Speaker: Yes, I do. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) Does the committee agree to let the Speaker's officials appear before you?

Some Members: Agreed.

Chairman: For the record, Speaker Akoak, please introduce your officials and then proceed with your opening comments. Speaker Akoak.

Speaker: Thank you, Mr. Chairman. The Clerk, presently on my right side, the Clerk of the Assembly, Mr. Quirke.

Thank you, Mr. Chairman. I am pleased to appear before you today to present the 2022-23 Main Estimates of the Office of the Legislative Assembly of Nunavut.

The Legislative Assembly's proposed 2022-23 main estimates reflect the financial and human resources required for the operation of our institution, as well as the offices of our independent officers.

For this fiscal year, we are requesting \$29,045,000 in funding, which is only \$275,000 more than our budget for the last fiscal year; a net increase of less than 1 percent.

In September 2021 the Management and Services Board approved an increase of \$275,000 for the Office of the Representative for Children and Youth. This was for two positions: a communications specialist and a senior systemic investigator. While this is an increase of two person years for this independent officer's budget, one unfunded person year was transferred from the Assembly's operations budget line. For the fiscal year 2023-24, a further \$145,000 was authorized for a second senior systemic investigator position.

There is an overall net decrease \$1,325,000 for the main estimates of Offices of Independent Officers. The bulk of this decrease is a consequence of the removal of the one-time funding that was provided to Elections Nunavut to conduct the 2021 general election. Normally, this elections-related funding of \$1,500,000 would be returned to the government. In this case, it has been retained to fund the following:

1. The establishment of the Electoral Boundaries Commission that will be in place by the end of this year's fall sitting. As members are aware, the establishment of this commission is required by the *Nunavut Elections Act*. The previous Electoral Boundaries Commission of 2010 cost \$257,000. Consequently, \$300,000 has been set aside for the 2021 Boundaries Commission.
2. The anticipated increase in costs of the members' two retiring allowances plans through fiscal year 2025-26, as per the direction of the Management and Services Board.

Mr. Chairman, I will be pleased to answer any questions members may have. Thank you.

Chairman (interpretation): Thank you. (interpretation ends) Do members have any general comments before we proceed to detailed questions? No? Okay. Members, go to A-4. Assembly Operations. Total Operations and Maintenance, to be Voted. \$9,151,000. Agreed?

Some Members: Agreed.

Chairman: Turn to A-5. Expenditures on Behalf of Members. Total Operations and Maintenance, to be Voted. \$13,885,000. Agreed?

Some Members: Agreed.

Chairman: Members, go to A-6. Independent Officers of the Legislative Assembly. Total Operations and Maintenance, to be Voted. \$6,009,000. Agreed?

Some Members: Agreed.

Chairman: Go to page A-3. Office of the Legislative Assembly. Total Operations and Maintenance, to be Voted. \$29,045,000. Agreed?

Some Members: Agreed.

Chairman: Do members agree that we have concluded the Office of the Legislative Assembly?

Some Members: Agreed.

Chairman: Does the Speaker have brief closing comments? Speaker Akoak.

Speaker: Thank you. I'll make it very brief. Just on my opening comments on page 6, where I said, "Consequently, \$300,000 has been set aside for the 2021 Boundaries Commission," it should read "2022." Thank you.

Thank you all for accepting the budget. This is your budget and I would like to thank my staff for all their hard work for keeping all the paperwork in line for this Assembly. Thank you very much.

>>*Applause*

Chairman: Sergeant-at-Arms, please escort the officials from the table.

>>*Laughter*

**Bill 01 – Appropriation (Operations & Maintenance) Act, 2022-2023 –
Consideration in Committee**

I ask members to go to Bill 1 in your legislative binder.

Bill 1, *Appropriation (Operations and Maintenance) Act, 2022-2023*. Clause 1. Agreed?

Some Members: Agreed.

Chairman: Clause 2. Agreed?

Some Members: Agreed.

Chairman: Clause 3. Agreed?

Some Members: Agreed.

Chairman: Go to Schedule on page 2. Schedule. Amounts Appropriated for the Fiscal Year Ending March 31, 2023. Vote 1: Operations and Maintenance. Total Appropriation. \$1,898,088,000. Agreed?

Some Members: Agreed.

Chairman: Go back to page 1. Clause 4. Agreed?

Some Members: Agreed.

Chairman: Clause 5. Agreed?

Some Members: Agreed.

Chairman: Clause 6. Agreed?

Some Members: Agreed.

Chairman: Do members agree to Bill 1?

Some Members: Agreed.

Chairman: Do members agree to put Bill 1 on the orders of the day for third reading?

Some Members: Agreed.

Chairman: I will rise to report progress.

Speaker: Report of the Committee of the Whole. Mr. Savikataaq.

Item 20: Report of the Committee of the Whole

Mr. Savikataaq (interpretation): Thank you, Mr. Speaker. (interpretation ends) Your committee has been considering Bill 1 and would like to report that Bill 1 is immediately ready for third reading. Mr. Speaker, I move that the Report of the Committee of the Whole be agreed to. Thank you, Mr. Speaker.

Speaker: there is a motion on the floor. Is there a seconder? Ms. Brewster. The motion is in order. To the motion.

Some Hon. Members: Question.

Speaker: All those in favour. Opposed. The motion is carried.

Item 21. Third Reading of Bills. I recognize the Minister of Finance, Mr. Kusugak.

Item 21: Third Reading of Bills

Bill 01 – Appropriation (Operations & Maintenance) Act, 2022-2023 – Third Reading

Hon. Lorne Kusugak: Thank you, Mr. Speaker. I move, seconded by the Hon. Member for Arviat North-Whale Cove, that Bill 1, *Appropriation (Operations and Maintenance) Act, 2022-23*, be read for the third time. Thank you, Mr. Speaker.

Speaker: The motion is in order. All those in favour. Opposed. The motion is carried and Bill 1 is ready for assent.

Orders of the Day. Mr. Clerk.

Item 22: Orders of the Day

Clerk (Mr. Quirke): Thank you, Mr. Speaker. Just a reminder to members of the NTI presentation at ten o'clock tomorrow in the Nanuq Boardroom.

Orders of the Day for June 13:

1. Prayer
2. Ministers' Statements
3. Members' Statements
4. Returns to Oral Questions
5. Recognition of Visitors in the Gallery
6. Oral Questions
7. Written Questions
8. Returns to Written Questions
9. Replies to Opening Address
10. Petitions
11. Responses to Petitions
12. Reports of Standing and Special Committees on Bills and Other Matters
13. Tabling of Documents

14. Notices of Motions
15. Notices of Motions for First Reading of Bills
16. Motions
17. First Reading of Bills
18. Second Reading of Bills
19. Consideration in Committee of the Whole of Bills and Other Matters
 - Bill 2
 - Bill 3
 - Bill 5
 - Bill 6
 - Bill 7
20. Report of the Committee of the Whole
21. Third Reading of Bills
22. Orders of the Day

Thank you.

Speaker: Thank you. This being a Friday and all members have been working so hard all week, thank you so much.

>>*Applause*

That's a lot of long hours. Thank you as well to our interpreters.

>>*Applause*

They did a lot of talking, and the page, she was there to help you so no one gets thirsty.

>>*Laughter*

>>*Applause*

Another point, for tomorrow, I believe, one of our members is having a birthday. Ms. Nutarak will be 45 tomorrow, so if you see her, wish her happy birthday.

>>*Applause*

Being a Friday, enjoy your weekend and all this week and a half we have been talking about a lot of fishing derbies, and only in Nunavut this happens because everywhere else,

the prize is up on a ceiling or on a wall, but the prize winner will always say, “I ate a \$7,000 fish.”

>>*Laughter*

That only happens in Nunavut.

In accordance with the authority provided to me by Motion 5 – 6(2), this House stands adjourned until Monday, June 13, at 9 a.m.

Sergeant-at-Arms.

>>*House adjourned at 19:20*

