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Official Report

**DAY 39**

**Friday, March 10, 2023**

**Pages 2474 – 2593**

**Iqaluit**

**Speaker: The Honourable Tony Akoak, MLA**

## Legislative Assembly of Nunavut

### *Speaker*

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(Gjoa Haven)

**Hon. David Akeegok**  
(Quttiktuq)

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Minister of Justice; Minister responsible for Labour*

**Joelie Kaernerck**  
(Amittuq)

**Mary Killiktee**  
(Uqqummiut)

**Karen Nutarak**  
(Tununiq)

**Daniel Qavvik**  
(Hudson Bay)

**Hon. P.J. Akeegok**  
(Iqaluit-Niaqunnguu)

*Premier; Minister of Executive and Intergovernmental  
Affairs; Minister responsible for Immigration; Minister  
responsible for Indigenous Affairs; Minister responsible  
for the Qulliq Energy Corporation; 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)

**Janet Brewster**  
(Iqaluit-Sinaa)

**Hon. John Main**

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

**Alexander Sammurtok**  
(Rankin Inlet North-Chesterfield  
Inlet)

**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)

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for Homelessness; Minister of Human Resources;  
Minister responsible for the Status of Women;  
Minister responsible for the Workers' Safety and  
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**Iqaluit, Nunavut  
Friday, March 10, 2023**

**Members Present:**

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

>>*House commenced at 9:59*

**Item 1: Opening Prayer**

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

>>*Prayer*

**Speaker** (interpretation): Good morning, my colleagues. Today is Friday, as we know, and today we would like to have a nice cooperation and a very good day and we will think of all Nunavummiut.

(interpretation ends) I would just like to announce that the Member for Kugluktuk, Mr. Anavilok, will not be in today and the Member for Tununiq will not be in this morning. We hope to see her this afternoon.

In accordance with Rule 20, I will now go to the Member for Rankin Inlet South, Mr. Kusugak, who has requested to address this House on a personal matter. I will remind all members that in keeping with our rules, no debate is

allowed on a personal matter. Mr. Kusugak.

**Hon. Lorne Kusugak** (interpretation): Good morning, Nunavummiut. (interpretation ends) I rise today on a personal matter as per Rule 20(1) to reflect on comments I made on Wednesday, March 8, 2023 in Oral Question 382 – 6(2), Harm Reduction Initiatives, asked by the Member for Iqaluit-Sinaa, Ms. Brewster.

Mr. Speaker, the member was asking questions related to harm reduction in Nunavut. Though I feel I responded to the member's question, it was indicated in the follow-up that I had not answered the question.

Mr. Speaker, in my response to that claim, I suggested that a translation issue prevented the member from understanding me. I regret that. As a minister, it is my job to defend the plans and actions of my department, but not to be defensive.

A friendlier tone from me would have been more helpful and so I would like Ms. Brewster to know that I am sorry for my remarks and that I wish, as a fellow Member of this Assembly, my wish as a Member of this Assembly is to set an example for positive dialogue and collaboration. Thank you, Mr. Speaker.

**Speaker:** Thank you, Mr. Kusugak. Before I go to Item 2, the Member for Amittuq, Mr. Kaernerck, will not be in as well today.

Ministers' Statements. Hon. Minister of Languages, Ms. Quassa.

**Item 2: Ministers' Statements****Minister's Statement 196 – 6(2):  
Uqausirmut Quviasuutiqarniq  
2023**

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Speaker. Good morning, my colleagues and Nunavummiut.

Mr. Speaker, Uqausirmut Quviasuutiqarniq is Nunavut's annual celebration of Inuktitut language. This year's theme is "Qulliq," the traditional oil lamp used by Inuit.

Mr. Speaker, as many of you know, we have moved Uqausirmut Quviasuutiqarniq from February to April to coincide with the spring festivities that already occur across Nunavut during this time of year.

Mr. Speaker, the qulliq was a vital tool for Inuit survival, providing warmth and light for our ancestors and today is a tool in helping reclaim our culture.

Mr. Speaker, while the qulliq may appear to be a simple tool, it encompasses many teachings. It requires the skills of many people, from knowing what stone and what shape is best, to harvesting the oil from our animals for the fuel, to knowing what plants are used for the wick. It also teaches attention and patience as one tends to the flame.

Mr. Speaker, during Uqausirmut Quviasuutiqarniq, I encourage Nunavummiut to take the opportunity to learn more about the qulliq, including the Inuktitut terms used and the tools and materials associated with it.

Mr. Speaker, non-profit organizations and individuals can apply to my department for grant and contribution funding for initiatives that preserve and advance the use of Inuktitut, including Inuit Language Month activities.

Mr. Speaker, I encourage Nunavummiut to promote and celebrate Inuktitut every day by using our language. Communicating in Inuktitut will help protect and revitalize our language and culture.

I ask my colleagues to join me in urging everyone in Nunavut to celebrate Uqausirmut Quviasuutiqarniq this April. Thank you, Mr. Speaker.

>> *Applause*

**Speaker:** Ministers' Statements. Hon. Minister of Human Resources, Ms. Nakashuk.

**Minister's Statement 197 – 6(2):  
Government of Nunavut  
Recruitment Activities**

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Speaker. Good morning, my colleagues, and I say "good morning" to Nunavummiut.

(interpretation ends) Mr. Speaker, I rise today to update Members of this House on the Department of Human Resources' recent recruitment activities to connect with Nunavummiut, urban Inuit, and future employees to share valuable job opportunities across our public service.

This past year, the department hosted and attended several events to increase awareness of government-wide



employment opportunities. In October all 12 departments as well as the Qulliq Energy Corporation and the Nunavut Housing Corporation took part in a career fair in Iqaluit. The event was well attended and provided residents, including high school students, with a chance to hear about rewarding career opportunities across our public service.

In November 2022, in collaboration with Nunavut Arctic College, we hosted a career fair in Cambridge Bay to share information about government programs and services and to raise awareness about employment opportunities in our government.

In December 2022 my department was invited by Tunngasugit Inuit Resource Centre to join their feast in Winnipeg. More than 200 urban Inuit attended and received information about our government and our many employment opportunities.

Most recently, the Department of Human Resources participated in the Northern Lights Conference in Ottawa. The event allowed officials to network and connect with the public and key stakeholders to continue building awareness of Inuit employment and other career opportunities.

Mr. Speaker, I want to thank the attendees and our public service for participating in these recruitment activities. Our collaborative work to build capacity across the public service and to attract employees to rewarding long-term employment is an ongoing commitment.

I ask all Members of this House to encourage their constituents to

participate in future career events and keep an eye on our job postings.  
(interpretation) Thank you, Mr. Speaker.

>> *Applause*

**Speaker:** Ministers' Statements. Hon. Minister of Community and Government Services, Mr. Joanasie.

### **Minister's Statement 198 – 6(2): Financial Literacy**

**Hon. David Joanasie** (interpretation): Thank you, Mr. Speaker. I say “good morning” to Nunavummiut and members.

(interpretation ends) Mr. Speaker, my department was invited to participate in the virtual launch event for Financial Literacy Month in November 2022 by the Financial Consumer Agency of Canada.

Mr. Speaker, the department's Consumer Affairs unit joined the federal campaign, “Make Change that Counts: Managing Your Money in a Changing World,” with focus on managing debt. The unit focused on communications, such as public service announcements and social media campaign, to advise Nunavummiut of the importance of managing personal finances.

Mr. Speaker, financial illiteracy is prevalent not only in this territory but also for the rest of Canada. Many Canadians consider themselves poorly informed in financial management. Managing finances is challenging and the department recognizes the current financial realities many Nunavummiut are facing. The department aspires to change this through financial education.

Mr. Speaker, Nunavummiut are advised to develop a healthy relationship with their hard-earned money. It is crucial to invest for the future and better prepare for financial challenges, like setting up an emergency fund to brace for uncertainties and managing debt responsibly to achieve financial wellness.

Mr. Speaker, in closing, Consumer Affairs will continue to spread consumer protection and awareness by providing online resources and educational materials. The department hopes for Nunavut to progress towards building financial resilience through Pilimmaksarniq to enhance the financial confidence, knowledge, and skills of Nunavummiut. Thank you, Mr. Speaker.

>> *Applause*

**Speaker:** Ministers' Statements. Hon. Minister responsible for Nunavut Arctic College, Ms. Gross.

**Minister's Statement 199 – 6(2): In Recognition of Elders and the Experience of Inuit**

**Hon. Pamela Gross:** *Quana*, Mr. Speaker. Good morning to Nunavummiut and everyone here with us today.

Mr. Speaker, Nunavut Arctic College recognizes the contributions and teachings our esteemed elders offer. The wisdom, knowledge, and tenacity that they convey come from their lived experiences and oral histories that have been passed down from one generation to the next.

Mr. Speaker, Nunavut Arctic College continues to engage with elders and experienced Inuit to ensure that *Inuit Qaujimagatuqangit* is integrated in our curriculum and programs. This opportunity is especially important to take when program reviews are occurring.

This past December, five elders from Arviat, Iqaluit, Kinngait, Pond Inlet, and Taloyoak were invited to Nunavut Arctic College's Nunatta Campus here in Iqaluit to discuss cultural skill learning and methodologies with students from the Inuit Studies Program. The gathering was a valuable exchange which allowed faculty to gain important insights, suggestions, and lesson ideas while this important program is undergoing a program review. Representatives from the Interpreter/Translator Program also met with a group of seven interpreter/translators from Cambridge Bay, Igloolik, Iqaluit, Kugluktuk, Pangnirtung, and Rankin Inlet to discuss this important program and areas for important growth in the profession.

Mr. Speaker, I would also like to share that in late January and February, the college hosted elders from Arviat, Gjoa Haven, and Igloolik in Iqaluit. This opportunity allowed the college to learn from the elders and review the delivery of the revised Early Childhood Education Program.

Mr. Speaker, elders play an integral part in work we do. Nunavut Arctic College is proud of the efforts to connect with knowledge holders when reviewing programs and its resources. Nunavut Arctic College programs continue to incorporate Inuit knowledge passed on from our elders and knowledgeable Inuit

in the learning we offer and their integrated knowledge that is being transmitted to our students. *Quana*, Mr. Speaker.

>> *Applause*

**Speaker:** Ministers' Statements. Hon. Minister of Economic Development and Transportation, Mr. David Akeeagok.

**Minister's Statement 200 – 6(2):  
Mineral Exploration and Mining  
Industry**

**Hon. David Akeeagok:** Thank you, Mr. Speaker. Many of my colleagues are familiar with Parnautit, the government's Mineral Exploration and Mining Strategy. It has served Nunavummiut well in building a strong foundation for the mineral resource sector and developing a sustainable economy in Nunavut. When Parnautit was released in 2007, there were no mines operating and fewer than 100 people employed in seasonal exploration work. Today over 1,000 Inuit are employed full time in well-paying jobs, supporting their families and communities.

**An Hon. Member:** Hear, hear!

**Hon. David Akeeagok:** My department is revising the Mineral Exploration and Mining Strategy to identify and discuss key issues that affect the mineral exploration and mining sector. As we develop a revised vision, we will consult with Nunavummiut on what they would like to see reflected in the strategy and how they see their future.

Department officials have been discussing the strategy review as part of

the Socio-Economic Monitoring Committee meetings that take place in all three regions annually. An introductory engagement session was also held with industry representatives and Nunavut Tunngavik Incorporated at the RoundUp mining and minerals conference in Vancouver in January and the department is also planning sessions to take place during the Nunavut Mining Symposium in Iqaluit in April. Further efforts will take place in various formats across the territory in 2023.

Mr. Speaker, our growing mining sector has brought significant investments to many parts of our territory. We must work to ensure Nunavut remains an attractive and competitive jurisdiction for the long-term benefit of Nunavummiut.

Critical minerals are becoming more important for supporting a green economy where Nunavut can play a part. Exploration activity and the mining industry are strong cornerstones in our economy, creating many opportunities for Inuit-owned businesses and a high and sustainable quality of life for Nunavummiut. Thank you, Mr. Speaker.

>> *Applause*

**Speaker:** Ministers' Statements. Hon. Minister of Health, Mr. Main.

**Minister's Statement 201 – 6(2):  
Canadian Women's Physician Day**

**Hon. John Main** (interpretation): Thank you, Mr. Speaker. Good morning, my colleagues and Nunavummiut.

Mr. Speaker, March 11 is Canadian Women's Physician Day and a chance to

give much-deserved recognition to the contributions of women in the field of medicine.

(interpretation ends) Here in Nunavut, women physicians comprise a significant proportion of our doctors and specialists. In total, Health has 106 physician contracts of which 51, or 48 percent, are held by women.

Among those contracts, five of the ten specialists working out of the Qikiqtani General Hospital are women providing specialized services to patients, such as anesthesia, pediatrics, and obstetrics. The hospital's physician leadership also has four female physicians holding five chief of service positions who provide departmental leadership and oversight as:

- Associate Chief of Staff
- Chief of Obstetrics
- Chief of Family Medicine
- Chief of Anesthesia and
- Chief of NunaMed (our medical resident training program).

Across Canada, women make up 43 percent of the physician workforce and are an integral part of ensuring the delivery of accessible, inclusive and quality care.

Canadian Women Physician's Day is an opportunity to celebrate the achievements of women in medicine and encourage young girls in Nunavut to pursue careers as doctors.  
(interpretation) Thank you, Mr. Speaker.

>> *Applause*

**Speaker:** Before going to Item 3, I would like to advise the House that the Member for Aivilik, Mr. Malliki, will not be in due to illness.

Item 3. Members' Statements. Member for Hudson Bay, Mr. Qavvik.

### **Item 3: Members' Statements**

#### **Member's Statement 250 – 6(2): Happy Birthday to Daughter**

**Mr. Qavvik** (interpretation): Thank you, Mr. Speaker. Good morning to my fellow MLAs.

I rise today to wish a happy birthday to my daughter, Rosalinda Mangngi Inuktaluk. We have four daughters and our youngest daughter, Rosalinda, is celebrating her birthday today. We wish her happy birthday. She is here in Iqaluit, but she will be in bed and watching TV. I hope you have a good day. I love you, Mangngi. That is all. Thank you, Mr. Speaker.

>> *Applause*

**Speaker:** Members' Statements.  
Member for Pangnirtung, Ms. Nakashuk.

#### **Member's Statement 251 – 6(2): Successful Turbot Fishery in Pangnirtung**

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Speaker. I am very pleased to speak about what has been going on recently in Pangnirtung. I believe, for a number of years, we've always had turbot fishing, but last year we did not have any fishing.

This year on January 31, they began getting their first catch and the first turbot caught were taken to the local fish plant. To date, 530,000 lbs. have been caught.

**An Hon. Member:** Wow!

**Hon. Margaret Nakashuk**

(interpretation): Also, 100,000 lbs. have been shipped out to date.

March 6 was the last day of turbot fishing because there is lack of storage space. The shipments required are occasionally delayed or late. Perhaps you have seen pictures of the 60,000 lbs. in the qamutiks waiting outside to be taken into the plant. They think that the 900,000 lbs. will be achieved very quickly. To date, \$700,000 has come into Pangnirtung from turbot fishing. Turbot fishing is a very important activity in Pangnirtung and we have 93 turbot fishers who are licensed, not including their assistants.

I am very proud of the people of Pangnirtung who work very hard in this sector. If this continues, jobs will continue for the benefit of the people of Pangnirtung. I am proud of you for the very successful start of the year. Thank you, Mr. Speaker.

>> *Applause*

**Speaker:** Members' Statements.  
Member for Quttiktuq, Mr. David Akeeagok.

**Member's Statement 252 – 6(2):  
Nunavut Quest 2023**

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Speaker. Today being

just another Friday, I rise to make my statement and to voice my welcome to my colleagues in this House, along with the listening audience in Arctic Bay.

If you are able to go up to Arctic Bay on April 19, they will be hosting an event where the Nunavut Quest dog race will be arriving. To try to slip on dog excrement and to slide along, this is the term used when many dog teams are set to arrive into a community and the cultural way of welcoming several dog teams.

I encourage you to travel up to Arctic Bay where the dog race called (interpretation ends) Nunavut Quest (interpretation) for Inuit husky dogs will commence from Igloolik on April 11, departing for Arctic Bay. The anticipated arrival date is set for April 19. I encourage everyone who wishes to attend to make their plans for that date, and the community will welcome you warmly. Thank you, Mr. Speaker.

>> *Applause*

**Speaker:** Item 3. Members' Statements.  
I have no more names. Member for Whale Cove-Arviat North, Mr. Main.

**Member's Statement 253 – 6(2):  
Recognizing Sister, Dr. Fiona Main**

**Hon. John Main** (interpretation): Thank you, Mr. Speaker. I rise today to recognize my sister, Fiona Main. She is a medical doctor and with tomorrow being a special day in Canada, Women Physicians Day, though I am not making this statement within my ministerial portfolio, I am taking this opportunity as an MLA to acknowledge my dear sister.

She is working in Iqaluit as a doctor, and I am immensely proud of her achievement as my sister, and I feel she is extremely capable in her role as a doctor. She has started working after attending medical school for about eight years roughly, as medical doctors require multiple years to complete their medical training. She is working in the maternity ward and she “catches,” so to speak, newborn babies from the expectant mothers.

I want to state that I am extremely proud, dear sister, and I will always love you. Since you have earned the title of Dr. Main, I am emotionally expressing my sense of pride in you and I hope you have a wonderful day tomorrow, dear sister. Thank you, Mr. Speaker.

>> *Applause*

**Speaker:** I have no more names for item 3. Member for Cambridge Bay, Ms. Gross.

#### **Member’s Statement 254 – 6(2): Recognizing Mia Beattie**

**Hon. Pamela Gross:** *Quana*, Mr. Speaker. Good morning to those in Cambridge Bay and the Nunavummiut that are listening.

Mr. Speaker, I would like to share some information about a young lady from Cambridge Bay. Her name is Mia Beattie. This past week, Mia was in Japan representing as an indigenous delegate at the Arctic Circle Japan Forum.

While Mia was there, she was asked to give two presentations. The first one was on climate change in the Arctic and the

second one was on traditional Inuit culture and colonization. Mia was asked to also speak at a plenary session called “Indigenous Knowledge in a Melting Arctic.”

Mr. Speaker, Mia was asked by the Asia Pacific Foundation, which is a Canadian organization funded by the Sasakawa Peace Foundation. I’m really proud of Mia and the work that she has been doing in terms of speaking on behalf of Inuit and climate change. She has gone to various different places, spoken at various different events, and I am just proud of her for the work that she’s doing, sharing our knowledge and our culture too, and educating others at these important forums. *Quana*, Mr. Speaker.

>> *Applause*

**Speaker:** Members’ Statements. I have no more names. Item 4. Returns to Oral Questions. Hon. Premier of Nunavut, Mr. Pauloosie Akeeagok.

#### **Item 4: Returns to Oral Questions**

##### **Return to Oral Question 370 – 6(2): Creation of Associate Deputy Ministers**

**Hon. P.J. Akeeagok** (interpretation): Thank you, Mr. Speaker. (interpretation ends) I rise to return to an oral question asked by Janet Brewster, MLA for Iqaluit-Sinaa, No. 370 – 6(2).

Mr. Speaker, I rise today to supplement an answer I gave during question period on March 7, 2023. The Member for Iqaluit-Sinaa requested information on the creation of associate deputy minister positions.

Mr. Speaker, I would like to clarify that following a cabinet retreat in the fall of 2020 and as part of the Government of Nunavut's commitment to increasing Inuit employment at the executive level for the remainder of the term of this government, cabinet agreed to the creation of associate deputy minister positions across departments and corporations.

The process of recruitment and appointment of individuals will be managed through the Senior Personnel Secretariat. It is up to the departments to recruit for an individual and fill the position. It is anticipated these positions will be filled through direct appointments or internal transfer assignments.

The associate deputy minister positions are structured to assume senior-level responsibilities over time and gain experience and essential skills through programs of mentorship, structured teamwork, and focused preparation. The position would report directly to and work closely with the deputy minister with no direct reports. This will allow time to receive leadership training and, over the term, to take on the increased responsibility until ready to fulfil all the responsibilities of a deputy minister position.

I would like to apologize that the government's operational policy was not available on the GN's website and to inform the member that it is now posted. Thank you, Mr. Speaker.

**Speaker:** Item 5. Recognition of Visitors in the Gallery. Item 6. Oral Questions. Member for Rankin Inlet North-Chesterfield Inlet, Mr. Sammurtok.

## Item 6: Oral Questions

### Question 383 – 6(2): Dealing with Boarding Home Complaints

**Mr. Sammurtok** (interpretation): Good morning, people of Chesterfield Inlet and Rankin Inlet, Nunavummiut, and my colleagues here.

(interpretation ends) Thank you, Mr. Speaker. I would like to direct my question to the Minister of Health.

Mr. Speaker, on March 8, the minister indicated that medical travel clients should bring their complaints or suggestions to the Office of Patient Relations or Medical Travel directly. Many constituents have attempted to do so but are still noting problems at the boarding homes and have asked me to raise them. One recurring complaint is how dirty the rooms are. Some patients have ended up cleaning the rooms themselves.

Can the minister indicate how often his staff from the Medical Travel Division visit the boarding homes and inspect them for cleanliness and the level of such service as transportation to and from the airport or the provision of meals and the availability of country foods? Thank you, Mr. Speaker.

**Speaker:** Hon. Minister of Health, Mr. Main.

**Hon. John Main** (interpretation): Thank you, Mr. Speaker. I thank the member for asking that question about medical travel patients who have to travel for medical purposes. We want to make sure that they are well taken care of and are

welcomed in the boarding homes when they arrive.

I'm not sure if the member is asking about the Winnipeg boarding home or another boarding home, but I will address the Winnipeg boarding home. The operators of the boarding home met with the Kivalliq Development Corporation. Our staff meets with them and they go to the Winnipeg boarding home directly to do inspections.

The last one, our (interpretation ends) assistant deputy minister (interpretation) went to Winnipeg in July 2022. However, I believe there have been other inspections, but I just have not seen the written inspection reports. We are continuously working with the operators to come up with solutions and we are currently working with them on a new contract. We have been working on that for the Winnipeg boarding home as they are planning to move to a newer facility. Thank you, Mr. Speaker.

**Speaker:** Your first supplementary, Mr. Sammurtok.

**Mr. Sammurtok** (interpretation): Thank you, Mr. Speaker. (interpretation ends) Mr. Speaker, I have heard that Nunavummiut from your community of Gjoa Haven have also recently expressed concerns about patients smelling alcohol and drugs in the hallways of the Kitikmeot Inuit Boarding Home and that there are commotions and noises at all hours of the night, even though there are signs stating that quiet times are between 10 p.m. and 6 a.m.

Can the minister explain how he raises these types of concerns with the contractors of the boarding homes and

how he follows up on their assurance that they are addressing the issues he raised? Thank you, Mr. Speaker.

**Speaker:** Minister of Health, Mr. Main.

**Hon. John Main** (interpretation): Thank you, Mr. Speaker. I thank the member for asking those questions. First of all, when a concern comes from the Speaker, they are treated as a priority because it's the Speaker. It's a joke. I'm just joking, Mr. Speaker.

(interpretation ends) In terms of Yellowknife, it's similar to the other boarding homes in terms of it's through a contract management process that we deal with issues. Whether they're brought to our attention through the Office of Patient Relations or through an MLA, it's handled at the staff level and it's the contract administration piece that allows us to troubleshoot and to work toward improvements.

There is a zero tolerance for alcohol consumption at all boarding homes. However, it is, I believe, one of the top issues that the contractors are facing and that's right across the board, whether it's in Ottawa, Iqaluit, Winnipeg, Yellowknife, or Edmonton. It's one of the biggest issues that they're having to deal with on a daily basis.

Finally, Mr. Speaker, I would just like to acknowledge the Office of Patient Relations, the excellent work they do, as well as their toll-free number which is 855-438-3003. (interpretation) Thank you, Mr. Speaker.

**Speaker:** Your second and final supplementary, Mr. Sammurtok.



**Mr. Sammurtok** (interpretation): Thank you, Mr. Speaker. (interpretation ends) The minister acknowledged patient relations, but a lot of times that's why they're complaining to their MLAs, most of the MLAs anyway.

Mr. Speaker, it seems that medical clients from all across Nunavut are consistently raising concerns and complaints about the medical boarding homes. I am sure that the Office of Patient Relations addresses every complaint with the attention it deserves, but each one is dealt with on an individual basis. Clearly, there is a systematic problem with how the boarding homes are run and operated. Our constituents, especially those who are facing serious health issues, deserve to be accommodated in healthy environments.

Will the minister commit to conducting a full review of all boarding home contracts, including an in-depth examination of the types of issues and problems that constantly and consistently resurface and report back to this House on his plan to improve this situation? Thank you, Mr. Speaker.

**Speaker:** Minister of Health, Mr. Main.

**Hon. John Main** (interpretation): Thank you, Mr. Speaker. (interpretation ends) In terms of the review of the contracts that the member is asking for, I'm not sure if that would necessarily solve the larger problems that we're looking at.

I believe that the issues the member is flagging will be captured under the comprehensive review we're conducting of the Medical Travel Policy because we're also looking at the operational

pieces that fall under that policy. The issues around whether it's alcohol consumption or issues at the boarding homes, those are important to us. When they do come in through the Office of Patient Relations, they're entered into a database. It's through the use of that database that we're able to identify systematic issues in certain areas.

In terms of the Office of Patient Relations and the excellent work that they do, they target acknowledging complaints within two business days, and that is confirming with the complainant that their complaint has been received, then they move through a process from acknowledging the complaint, assessing it, entering it into a database, conducting an investigation, getting a response back to the complainant and then recording that response in the database, and then carrying on any follow-up issues, which in this case could include flagging the issues with the boarding home operator.

Mr. Speaker, the process does work and it is quite a strong process, very client-centred and focused. I just encourage Nunavummiut who do have issues at the boarding homes to bring those to the boarding home management on the spot. If you are not satisfied with that response, then by all means, bring those issues to the Office of Patient Relations. (interpretation) Thank you, Mr. Speaker.

**Speaker:** Oral Questions. Member for Iqaluit-Tasiluk, Mr. Hickes.

### **Question 384 – 6(2): Nunavut Recovery Centre**

**Mr. Hickes:** Thank you, Mr. Speaker. It has been a while since I asked questions

to the Minister of Health, so I'll start again today.

Mr. Speaker, on February 20 the RFP for Nunavut's recovery centre was issued with a closing date of March 17. Can the minister describe the types of programming that will be available at that facility once constructed? Thank you, Mr. Speaker.

**Speaker:** Hon. Minister of Health, Mr. Main.

**Hon. John Main** (interpretation): Thank you, Mr. Speaker. (interpretation ends) Just give me a minute here. My apologies, Mr. Speaker. I can't find the materials in front of me, but I'm going off of memory.

The Nunavut Recovery Centre will be offering residential treatment programs which focus on addictions and/or trauma. It will be residential treatment where the clients come in and they actually live at the facility and they are worked through. Clients will be admitted in batches or groups and they will be brought in. The treatment will be available to Nunavummiut from right across the territory.

There will also be day programs that will be offered at the Nunavut Recovery Centre and there is also a very important on-the-land component. It will be multifaceted; the residential piece, the day-treatment piece, as well as on-the-land programming. (interpretation) Thank you, Mr. Speaker.

**Speaker:** Your first supplementary, Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Speaker. I appreciate that response from the minister. It is very important that the minister mentioned the day programming and the on-the-land. Not all treatment needs to get to the level of residential care.

Can the minister describe how Nunavummiut currently access the addiction treatment programs from basic to residential? Thank you, Mr. Speaker.

**Speaker:** Minister of Health, Mr. Main.

**Hon. John Main** (interpretation): Thank you, Mr. Speaker. (interpretation ends) When it comes to basic mental health programs, those are accessed through your local health facility. If it is a health centre at the community level, they would be the point of contact. Here in Iqaluit, there are more resources available in terms of the walk-in counselling clinic which I mentioned the other day. There is a broader spectrum of services available here in Iqaluit.

If Nunavummiut are interested in residential programs, it is handled through our out-of-territory placement office where clients can either request or are referred to the residential treatment programs. We have a number of out-of-territory treatment providers and they specialize in different areas of treatment. For example, we have one out-of-territory service provider that specializes in programs for female clients. There are others that specialize in programs for youth. It is quite varied in terms of where Nunavummiut can end up receiving treatment outside of the territory. We do make efforts to customize the treatment that they're accessing based on their needs and the

particularities of their situation.  
(interpretation) Thank you, Mr. Speaker.

**Speaker:** Your second and final supplementary, Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Speaker. Again I thank the minister for that response. Mr. Speaker, when it comes to accessing residential care, I would like to get the minister to elaborate a little bit more on how to access that care.

If my memory serves me correctly, there are six different steps that it takes a client to access care through their mental health addictions support worker. With the revolving door in some communities on those positions, sometimes people are only there for a month and a half, two months, or maybe three months at a time, and when you're talking about all these different layers and steps that have to be taken when you're dealing with different people all the time, it's very challenging.

I would just like to get the minister to describe how that process works. Is there an opportunity to make sure that the ball does not get dropped from one caseworker to another? Thank you, Mr. Speaker.

**Speaker:** Minister of Health, Mr. Main.

**Hon. John Main** (interpretation): Thank you, Mr. Speaker. I thank the member for that question. (interpretation ends) The issues around turnover and hand-off from provider to provider are a concern for the department. That's why we're working on strengthening measures to retain more of our health professionals, including mental health nurses, for example.

In terms of the service, how it's accessed, and how it's tracked, we have created a position titled "out-of-territory client care coordinator," which oversees all aspects of the out-of-territory placement office. It is a multi-party process to decide around residential treatment out-of-territory. It involves the client and a number of staff from within the Department of Health. It is something that does require careful tracking.

We had 167 clients placed out-of-territory in 2021-22 and that represents an increase of about 40 clients compared to the previous fiscal year. I think the member is familiar that year after year, we are seeing more and more clients access mental health services, which I believe is a good thing, whether it is day programs, whether it is the Healing by Talking Program, which is remotely delivered, or whether it is residential treatment out-of-territory. The numbers are increasing and that's encouraging because Nunavummiut are accessing supports through our department.  
(interpretation) Thank you, Mr. Speaker.

**Speaker:** Oral Questions. Member for Hudson Bay, Mr. Qavvik.

### **Question 385 – 6(2): Tax Rates and Regimes**

**Mr. Qavvik:** Thank you, Mr. Speaker. My questions today are for the Minister of Finance.

Mr. Speaker, my recent reply to the minister's Budget Address identified a number of areas where I would like to see investment.

Mr. Speaker, I fully appreciate, recognize, and understand that the money to pay for these investments has to come from somewhere, which is why my questions today will focus on the issue of taxation.

Mr. Speaker, as the minister will recall, the Legislative Assembly recently passed a new *Liquor Tax Act*. Information published by the Department of Finance to support this year's Budget Address indicates that the government expects to implement the new *Liquor Tax Act* in late 2023.

Mr. Speaker, can the minister indicate how much revenue is expected to be raised on an annual basis by the new liquor tax? Thank you, Mr. Speaker.

**Speaker:** Hon. Minister of Finance, Mr. Kusugak.

**Hon. Lorne Kusugak:** Thank you, Mr. Speaker. I thank my favourite Member of the Legislative Assembly for asking me a question today being a Friday.

Mr. Speaker, my colleague did point out that the Act is not in place yet, but we are anticipating anywhere from about \$870,000 a year to \$2 million a year in revenue from the *Liquor Tax Act* at this time, Mr. Speaker. Thank you.

**Speaker:** Your first supplementary, Mr. Qavvik.

**Mr. Qavvik:** Thank you, Mr. Speaker. Although the Government of Nunavut currently generates revenue through the territorial *Tobacco Tax Act*, it does not currently raise any revenues from the taxation of vaping products.

During last year's spring sitting, the minister indicated that the Government of Nunavut is "working to join the proposed federal vaping tax regime." Can the minister provide an update on the status of this issue and can he indicate how much revenue is expected to be raised on an annual basis through our participation in the national vape tax regime? Thank you, Mr. Speaker.

**Speaker:** Minister of Finance, Mr. Kusugak.

**Hon. Lorne Kusugak:** Thank you, Mr. Speaker. I appreciate the question from my colleague. Mr. Speaker, in the taxation of tobacco products, it's sad to say that we raised over \$24.5 million on taxes. It just means that's how much tobacco is being smoked, Mr. Speaker. Over 80 million sticks of cigarettes have been consumed by our territory every year. That's a scary number.

Mr. Speaker, in terms of the vape tax, we are actually working with the federal government on that taxing regime. Through that, any tax benefits that come from that or any funding that comes from that will be split with the Government of Canada. Our preliminary numbers indicate that it would be around \$25,000 annually, Mr. Speaker, as we look at it right now. Thank you, Mr. Speaker.

**Speaker:** Your second and final supplementary, Mr. Qavvik.

**Mr. Qavvik:** Thank you, Mr. Speaker. Information published by the Department of Finance to support this year's Budget Address indicates that "all classes of property tax mill rates, excluding education, for the General

Taxation Area, that is, for all properties outside of Iqaluit, were increased by 10% for the 2022 tax year.”

As my colleague from Rankin Inlet North-Chesterfield Inlet noted during our recent fall sitting, the property tax rate for homeowners outside of Iqaluit has increased by almost 50 percent over the past five years.

I would like to ask the minister: can the minister clarify how he determines property tax rates and can he indicate if he expects to increase the rate for the 2023 tax year? Thank you, Mr. Speaker.

**Speaker:** Minister of Finance, Mr. Kusugak.

**Hon. Lorne Kusugak:** Thank you, Mr. Speaker. The property taxes for our territory were reduced in 2020 for corporate tax rates for small business from 4 to 3 percent. There is a formula that is used and I would be more than happy to share that with my colleague, Mr. Speaker. Thank you.

**Speaker:** Oral Questions. Member for Iqaluit-Sinaa, Ms. Brewster.

### **Question 386 – 6(2): Wastewater Testing for Tuberculosis**

**Ms. Brewster:** Thank you, Mr. Speaker. I would also like to direct some questions to the Minister of Health this morning.

Mr. Speaker, on February 28 the Iqaluit City Council passed a motion in support of a project to sample Iqaluit wastewater to detect levels of tuberculosis. The background information provided by the researchers, which is the Taima TB

group, which is as most people know a research group that’s made up of representatives of the Department of Health and the Government of Nunavut as well as Nunavut Tunngavik Incorporated, the background information provided by them notes that the Department of Health’s Chief Public Health Officer supports this project.

When I asked the minister earlier in this sitting about wastewater testing for illicit drugs, he indicated that there were capacity issues with collecting wastewater samples. Given the project’s recent go-ahead, it seems that ‘capacity’ is no longer an issue. I hope that means there are new jobs for Iqaluit residents to do the sample collection.

Can the minister provide an update on the progress of the proposed study and on when the project to test Iqaluit wastewater for signs of tuberculosis will begin and whether it would be possible to expand the testing to also measure the presence of illicit drugs in the wastewater samples being collected? Thank you, Mr. Speaker.

**Speaker:** Hon. Minister of Health, Mr. Main.

**Hon. John Main** (interpretation): Thank you, Mr. Speaker. I thank the member for the question on tuberculosis. The matter she referenced revolves around that particular (interpretation ends) research project (interpretation) which I am aware of, and further, I deliberated with our Chief Public Health Officer, Dr. Wachtel, on this issue. Based on the information, I understood it to be a pilot project and the first time they have contemplated testing the wastewater, and whether this could provide beneficial

data in trying to deal with the ramifications of tuberculosis testing and treatment.

Mr. Speaker, within the process of dealing with this project means that I will have to keep an eye out for the results. Also, I will wait for the results stemming from the project as most likely the chief public health officer will be submitting a final report. This would outline whether any new findings cropped up after the completion of the study.

Mr. Speaker, when speaking about tuberculosis, we realized in 2022 that the trend seemed to be an increase in infected persons compared to 2021. If we look at 2022, the numbers are still increasing and it is deeply concerning to our department and we will prioritize it by working with Nunavut Tunngavik on this project. Thank you, Mr. Speaker.

**Speaker:** Your first supplementary, Ms. Brewster.

**Ms. Brewster:** Mr. Speaker, it is not clear whether this wastewater testing project will be conducted over a period of time, to address seasonal differences in the presence of certain bacteria or substances, or whether it will be a snapshot view at one point in time.

The researchers have stated that Nunavut's chief public health officer is interested in the link between the detection of tuberculosis in the wastewater and pre-established public health programs, resulting in a more efficient allocation of resources.

Can the minister clarify how often the wastewater samples will be collected

and describe how the Department of Health plans to change its tuberculosis programming based on the findings of this project? Thank you, Mr. Speaker.

**Speaker:** Minister of Health, Mr. Main.

**Hon. John Main** (interpretation): Thank you, Mr. Speaker. With respect to this research and the particular details contained in it, I cannot divulge that information at this time. The question about the timing and number of samples from the wastewater is beyond my level of information and I have no idea.

Nonetheless, I do understand based on my discussions with the chief public health officer about tuberculosis and we are constantly looking at ways to treat the disease. Tuberculosis should be eradicated in Nunavut. This has been an ongoing battle for many years and a continued concern for Nunavummiut, with many residents impacted. We know we must redouble our efforts to eradicate this disease and we are working to do that in conjunction with Nunavut Tunngavik Incorporated, whom I sincerely thank.

Further, we know in talking about tuberculosis that the people of Pangnirtung are experiencing this difficult and strenuous process right now. I also wish to thank their residents for welcoming the chief public health officer and me when we went to their community. You could feel the tension that they went through this year. Mr. Speaker, this pilot project may possibly help us in combatting tuberculosis. Thank you, Mr. Speaker.

**Speaker:** Your second and final supplementary, Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Speaker. I did note with interest that the sample collecting will include trucks, manholes, pumping stations, a wastewater treatment plant, and the utilidor system, and I'm really excited to hear that.

Mr. Speaker, there has been much discussion regarding the disclosure of Nunavut's tuberculosis data. As the minister will recall, Nunavut's Information and Privacy Commissioner had recommended that tuberculosis case counts be disclosed at the community level. It is my understanding that the Department of Health did not agree with this recommendation, although it seems exceptions are made in the case of an outbreak, as we have recently seen for the community of Pangnirtung.

Mr. Speaker, the results of this project could be used to raise awareness of the ongoing threat of a disease that, as the minister just stated, has plagued northerners for decades. Will the minister commit to making the results of the Iqaluit wastewater tuberculosis testing project public and, if not, why not? Thank you, Mr. Speaker.

**Speaker:** Minister of Health, Mr. Main.

**Hon. John Main** (interpretation): Thank you, Mr. Speaker. (interpretation ends) In terms of the research project, it is my understanding that under research permitting, there is usually some attention given to what efforts will be made in terms of public outreach, so I can't speak to that specific project. I don't want to overreach and dictate to the professionals who are running that project that "You shall release things" that maybe they're not planning to release. I will commit to looking into

what the public-facing component of that research project will be.

Mr. Speaker, on the issue of TB data, we do understand that there is a desire for more statistics around tuberculosis. However, we are also very cautious as a department in terms of wanting to respect and protect individuals who are affected by TB. There is a strong correlation between tuberculosis infection and social determinants of health, such as poverty or overcrowded housing. In that light, we do take great care to protect the identity of individuals who are diagnosed with TB because we do not want to create a negative feedback loop where we are releasing more data, and maybe we are making members of the media happy by releasing more data, but then we are negative impacting the treatment and the prevention of tuberculosis by creating concerns from the public that their privacy will be impacted or that they will be identified in the community.

It's unfortunate that stigma around TB does exist. It exists within the community, where individual households can be targeted under stigma. There can be workplaces targeted, Mr. Speaker. I don't think there should be a stigma, but unfortunately there is and it's something that we are continually trying to work around as we are working with our community partners and Nunavut Tunngavik in addressing tuberculosis in Nunavut. (interpretation) Thank you, Mr. Speaker.

**Speaker:** Oral Questions. Member for Netsilik, Mr. Quqqiaq.

**Question 387 – 6(2): Grants and Contributions Program**

**Mr. Quqqiaq:** Thank you, Mr. Speaker. Before I go on, I want to say “happy belated birthday” to my niece, Pihuk, for yesterday. (interpretation) I love you.

(interpretation ends) Mr. Speaker, I want to thank my constituents in the community of Kugaaruk and Taloyoak for your issues and concerns. Thank you all and keep them coming so your voices can be heard in this House.

Mr. Speaker, my questions are for the Minister of Culture and Heritage and they concern her department’s grants and contributions program.

Mr. Speaker, a number of my constituents have shown an interest in creating community-led elders and youth initiatives. Mr. Speaker, I understand and appreciate that the department’s Elders and Youth Branch provides various services and supports for community-based elders and youth initiatives.

Mr. Speaker, the elders and youth initiatives under the department’s grants and contributions programs “supports community-led program design and implementation.” Mr. Speaker, can the minister clarify what supports are currently available with her department to assist individuals interested in accessing her department’s funding resources? Thank you, Mr. Speaker.

**Speaker:** Hon. Minister of Culture and Heritage, Ms. Quassa.

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Speaker. I also thank my

colleague for that excellent question for more information regarding the grants and contributions programs. There are too many to list them all, but most of them are accessible via proposals and funding applications from elders, youth, and other groups if the support is there in the community.

There are quite a number of activities eligible, as an example, if the community wishes to hold a workshop or if they want a training workshop related to Inuit culture, or even local meetings to discuss language issues, or to strengthen and preserve the language, there are funding programs for those types of activities.

The programs you can request apply towards language retention and preservation, Inuit cultural restoration both for our elders and youth, along with facility rental or repair if it is used to allow the two groups to meet, and also specific programs for culture and heritage. There is also funding for elders and youth committees. Thank you, Mr. Speaker.

**Speaker:** Your first supplementary, Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Speaker. Thank you, minister, for your response. Mr. Speaker, on November 18, 2022 the Department of Culture and Heritage issued a public service announcement regarding a call for grants and contributions proposals for the 2023-24 fiscal year.

Mr. Speaker, I understand that the public service announcement indicates that the deadline to apply for grants and contributions was on January 31, 2023.



Mr. Speaker, can the minister confirm whether or not an application will still be accepted if it is submitted past the deadline? Thank you, Mr. Speaker.

**Speaker:** Minister of Culture and Heritage, Ms. Quassa.

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Chairman. I also thank my colleague for the question. Yes, proposals are submitted annually, but after January 31, applications are again reviewed as to who will be approved or not. However, yes, we can continue to provide contributions. If there is a surplus in funds, we are able to further review applications again in the fall and if we continue to receive requests, it is not a problem. Thank you, Mr. Speaker.

**Speaker:** Your second and final supplementary, Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Speaker. Thank you, minister, for your response. Mr. Speaker, on November 30, 2022 the Department of Culture and Heritage held a grants and contributions program public presentation in Naujaat.

Mr. Speaker, I applaud the department for holding these important information sessions in communities so Nunavummiut are aware about what funding is available through the department's grants and contributions program.

Mr. Speaker, the department's business plan indicates that its current priority is to "Plan and deliver grants and contributions session in the Kitikmeot region." Mr. Speaker, can the minister clarify in which community her department is considering delivering this

information session? Thank you, Mr. Speaker.

**Speaker:** Minister of Culture and Heritage, Ms. Quassa.

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Speaker. I also thank my colleague for raising that matter and for requesting information on that. Yes, these grants and contributions are for community visits by employees working for the Department of Culture and Heritage. It is specific to providing further training as well as to disseminate information about existing programs that are available.

In this fiscal year 2023-24, we are focusing on providing public information for the communities, but as of yet, no communities have been identified under these programs where applications are not being sent in from. When communities are not accessing the programs, staff go to that community to work with the local bodies and to provide information publicly on the types of grants and contributions that are available.

However, this coming year, they will be scheduling a visit to the Kitikmeot region, and in 2024-25, scheduled visits will take place in the Qikiqtaaluk region for the communities that didn't apply for these programs. Our staff tend to rotate their trips to the three regions and specifically to those communities that haven't submitted applications. Thank you, Mr. Speaker.

**Speaker:** Oral Questions. Member for Uqummiut, Ms. Killiktee.

**Question 388 – 6(2): Activities of the  
Inuit Qaujimajatuqangit  
Katimajiit and Tuttarviit**

**Ms. Killiktee** (interpretation): Thank you, Mr. Speaker. Good late morning, as it is almost noon.

My questions are for the Minister of Culture and Heritage and they concern the activities of the Inuit Qaujimajatuqangit Katimajiit and Tuttarviit in regard to the importance of *Inuit Qaujimajatuqangit*.

Mr. Speaker, on March 7 the Minister of Culture and Heritage indicated in her minister's statement that the Inuit Qaujimajatuqangit Katimajiit and Tuttarviit met in Cambridge Bay in January of this year.

(interpretation ends) Mr. Speaker, the meeting focused on how both groups can provide advice to the government regarding the integration of "*Inuit Qaujimajatuqangit* into the design of policies, legislation, programs, and services." This is a very important but challenging responsibility.

Mr. Speaker, can the minister provide some examples of specific recommendations made by the Inuit Qaujimajatuqangit Katimajingit and Tuttarviit Katimajingit that the government has implemented?  
(interpretation) Thank you, Mr. Speaker.

**Speaker:** Hon. Minister of Culture and Heritage, Ms. Quassa.

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Speaker. I also thank my colleague for asking that question. The Inuit Qaujimajatuqangit Katimajiit and

Tuttarviit primarily review and assess policies that the government is planning to implement based on Inuit cultural and traditional practices and whether it is appropriate in the present form. These committees are unable to review every policy due to the multiple department policies and some policies are incompatible with our culture and traditional practices.

Also, one thing we are looking to highlight is the kinship terminology, as our cultural familial terminology is completely different from the western style. The western system only concentrates on the term (interpretation ends) "family" (interpretation) and they all understand that, but in our culture, in Inuktitut, the nuclear family is never singular since they are connected with their extended relatives. Due to these differences, I am using that example to show what the Inuit Qaujimajatuqangit Katimajiit clarified. Thank you, Mr. Speaker.

**Speaker:** Your first supplementary, Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Speaker. The minister's statement of March 7 also indicated that the Inuit Qaujimajatuqangit Katimajiit and Tuttarviit discussed "how to protect Inuktitut, justice issues, Elders mentorship framework and planning for future Inuit Qaujimajatuqangit conferences."

(interpretation ends) Mr. Speaker, can the minister confirm when the report from this important meeting will be made publicly available for the benefit of all Members of the Legislative Assembly? (interpretation) Thank you, Mr. Speaker.

**Speaker:** Minister of Culture and Heritage, Ms. Quassa.

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Speaker. I also thank my colleague for the question. I cannot say what specific date we will release it, but I can say it will be sometime this year. They will have to review what came out of the meeting. I can only confirm that it will be prepared, but I cannot confirm when the annual report will be presented. When it's available, I will inform the member. Thank you, Mr. Speaker.

**Speaker:** Your second and final supplementary, Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Speaker. (interpretation ends) As the minister will be aware, Article 32.3.4 of the *Nunavut Agreement* requires Nunavut Tunngavik Incorporated to prepare and submit an annual report on the State of Inuit Culture and Society. The report is required to be tabled here in the Legislative Assembly.

Mr. Speaker, the most recent annual report on the State of Inuit Culture and Society to have been tabled in the House was for the 2016-17 fiscal year. Can the minister confirm if the government has been provided with more recent reports by Nunavut Tunngavik? (interpretation) Thank you, Mr. Chairman.

**Speaker:** Minister of Culture and Heritage, Ms. Quassa.

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Speaker. I also thank my colleague for asking for information on this matter. The Department of Culture

and Heritage and Nunavut Tunngavik are always working together on these matters and whatever reports that need to be done or any activity that needs to take place.

However, I can say that concerning the matter that the member is referring to, I do not remember whether we have been provided any more reports. I will look into it and get back to the member. I will see if the Department of Culture and Heritage has received any reports. Thank you, Mr. Speaker.

**Speaker:** Oral Questions. Member for Iqaluit-Manirajak, Mr. Lightstone.

#### **Question 389 – 6(2): Homeownership Programs**

**Mr. Lightstone:** Thank you, Mr. Speaker. My questions today are for the Minister responsible for the Nunavut Housing Corporation. I would like to follow up today on the issue of homeownership programs.

Mr. Speaker, it is essential that the listening public have a clear understanding of the extent to which the Nunavut Housing Corporation has the flexibility to change its current eligibility criteria.

Mr. Speaker, throughout the Fifth Assembly, I have raised concerns over the Homeownership Program Income Eligibility Limits, which have not been updated since October 2014, almost a decade ago.

Mr. Speaker, I would like to ask if the minister can indicate when they will next be updating the Homeownership

Program Income Eligibility Limits.  
Thank you, Mr. Speaker.

**Speaker:** Hon. Minister responsible for the Nunavut Housing Corporation, Mr. Kusugak.

**Hon. Lorne Kusugak:** Thank you, Mr. Speaker. I really appreciate the questions around the homeownership eligibility program. Mr. Speaker, they haven't been updated in a while. There are a number of criteria involved and more of a sliding scale, I guess, in terms of eligibility for homeownership programs.

In fact, Mr. Speaker, in the coming month or two, we will be having a review with some of the Members of this Assembly, and I am glad to say that Mr. Lightstone will be a part of that committee. One of the issues that we will be looking at is eligibility in homeownership and other programs that we do have, and that will be a key factor in what we produce from there.

I anticipate that by fall, we should have something very concrete in terms of what changes, if any, are going to be made to the homeownership program, and other programs that the Nunavut Housing Corporation participates in. Thank you, Mr. Speaker.

**Speaker:** Your first supplementary, Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Speaker. I would like to thank the minister for his response for the public's knowledge that the income eligibility limits may be amended by the fall.

Again, I would like to express my appreciation to the minister for his

invitation to participate in the upcoming discussions. I have been raising a lot of issues with regard to housing matters and I look forward in part to sharing those with the minister and the board of the corporation.

Mr. Speaker, I would like to return to the issue of the extent to which the Nunavut Housing Corporation has the flexibility to change the current eligibility criteria. As has been previously stated, the NHC utilizes the Canada Mortgage and Housing Corporation's income verification guidelines.

I would like to ask: can the minister confirm the extent to which the Nunavut Housing Corporation's agreements with the Canada Mortgage and Housing Corporation allow it to alter or remove its current income eligibility criteria for these homeownership programs? Thank you, Mr. Speaker.

**Speaker:** Minister responsible for the Nunavut Housing Corporation, Mr. Kusugak.

**Hon. Lorne Kusugak:** Thank you, Mr. Speaker. Again, I appreciate the line of questioning. Mr. Speaker, earlier this year, my timelines are a little off, but sometime, I believe, before Christmas or early in the new year... . Anyway, Mr. Speaker, I had a meeting with the Canada Mortgage and Housing Corporation to discuss a number of issues. At that time, we presented the Nunavut 3000 document with them. In our discussions, we spoke about how important it is that Nunavut's needs and criteria eligibility for the programs that the Canada Mortgage and Housing Corporation and other programs that are available to Nunavummiut need to have

an exception clause because some of the criteria, like your income, are some factors that do not equate with those of the salaries down south as everything we have and purchase up north, everything from building material to building the house, 100 percent of all building materials come from the south. The transportation of those goods also come into play and actually really increases the cost of these materials, whereas down south, those materials are readily available there.

I've had those discussions with them and the CMHC was very receptive in hearing about our concerns. Definitely, in our future discussions, we will have more conversations around allowing Nunavummiut to have exception clauses in our eligibility, Mr. Speaker. Thank you.

**Speaker:** Your second and final supplementary, Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Speaker. Again, I do appreciate the minister's response. When the current income eligibility thresholds were set in 2014, Iqaluit's income threshold was \$177,000. Now, I'm sure, at that time, the CMHC had thought that must be a considerable amount, but looking at today's dollars, with our public service annual report, the average income of our GN employees back in 2014 was \$90,000. However, today the average income of GN employees has risen 23 percent. Mr. Speaker, throughout the same time period, the average inflation rate has been 2.5 percent and the cumulative price increase of this equates to 28 percent since the income thresholds were last amended.

Mr. Speaker, it's no surprise that it is very difficult being a homeowner. It is a necessity to have a dual income to be able to be a homeowner. I'm kind of curious what kind of metrics that the minister has in mind when considering amendments to the income eligibility. Can we see a 23 percent increase or a 28 percent increase, or can we just keep it simple and set it at double the average income salary of GN employees, as that is the largest employer in the territory? Thank you, Mr. Speaker.

**Speaker:** Minister responsible for the Nunavut Housing Corporation, Mr. Kusugak.

**Hon. Lorne Kusugak:** Thank you, Mr. Speaker. Those are exactly the discussions that I'm looking forward to having input on because those are all discussions that I believe deserve fair discussion. I'll leave it at that, Mr. Speaker. Those are some very good points and I will hope and I know Mr. Lightstone will bring those forward during our discussions, Mr. Speaker. Thank you.

**Speaker:** Oral Questions. Member for Arviat South, Mr. Savikataaq.

### **Question 390 – 6(2): Kivalliq Intercommunity Road**

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

(interpretation ends) Mr. Speaker, my questions are for the Minister of Economic Development and Transportation, and they concern the status of the Kivalliq Intercommunity Road Study.

Mr. Speaker, as the minister will recall, his department issued a request for proposals on this project back on March 1, 2022, just over a year ago. Information published by the government indicates that a \$1.6 million contract was awarded to Nunami Stantec back in May 2022. The minister's statement earlier this week stated that the contract was awarded to an engineering consultant and that this important work began last summer, so it has been ongoing.

Mr. Speaker, my question is: when will the report be complete and ready for tabling in the House? Thank you.

**Speaker:** Hon. Minister of Economic Development and Transportation, Mr. David Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Speaker. I'm hoping that we should get this wrapped up within this year. As I stated in my minister's statement, we will be going to those five communities and that work will still continue. Thank you, Mr. Speaker.

**Speaker:** Your first supplementary, Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Speaker. I'm surprised that there is not a completion date. Normally when there is a request for proposals, there's a start date and a completion date on a contract. I would have thought that the report would have to have a completion date. I hope it's not like a five-year wait to end the contract. I know I'm exaggerating, but just to make a point, normally there's an end date to any contract.

Mr. Speaker, in the same minister's statement, he says, "...we still do not have sufficient information to say whether building road connections between these five communities would be a good investment." Mr. Speaker, I'm surprised that that statement is there.

In the Northwest Territories they're connecting their communities as quickly as they can to help their communities be not so tied to airlines. Mr. Speaker, many of the MLAs here have stated how expensive airline travel is in Nunavut and that's the only way of getting from one community to another community, unless you go by boat or snowmobile. We want to help Nunavummiut be able to travel freely with the least amount of costs. What will determine whether it is a good investment to connect the communities or not? Thank you.

**Speaker:** Minister of Economic Development and Transportation, Mr. David Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Speaker. I do apologize for not giving a definitive time. Far too often, some of the work that we have been doing goes beyond the timelines. For this one, the consultation for the communities will be this summer and I should have the report by the end of 2023. Through that report, those are the information that we need in order to see if this would be a good investment or not. I'm hoping and anticipating that it will and, if it does, we will definitely go into the next level of seeking investment dollars towards this very important project. Thank you, Mr. Speaker.

**Speaker:** Your second and final supplementary, Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Speaker. The study will determine the costs, the route, road construction, and a 30 percent design of the road during the study phases. Mr. Speaker, I anticipate that it will say that it is worth connecting the communities, so that the cost of living can go down, so the movement of goods and families will be easier.

I'll ask the minister: have they been looking ahead? The minister stated that they will go to the next phase and request for funding and I'm just going to assume that it would be from the federal government. Under what program would this funding request fall under? Thank you, Mr. Speaker.

**Speaker:** Minister of Economic Development and Transportation, Mr. David Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Speaker. This project is funded through the National Trade Corridors Fund and if that fund is available still, as that's one of our main targets for the next phase, but if there are any other federal programs or even our funds, those will be determined as part of this report. Thank you, Mr. Speaker.

**Speaker:** Oral Questions. Member for Iqaluit-Tasiluk, Mr. Hickes.

### **Question 391 – 6(2): Early Learning Funding**

**Mr. Hickes:** Thank you, Mr. Speaker. I'm tying myself up here.

Mr. Speaker, I would like to follow up with some questions to the Minister of Education that I had started into the other day.

Mr. Speaker, during the Committee of the Whole appearance, the minister, in one of her responses, stated that they will...and I'm talking about early learning and child care dollars. When she was asked a question about if this program would create a deficit to daycares, the minister responded that they will receive the funds to support as if they are full every day.

Mr. Speaker, when you're looking at it based on full every day, it's kind of a vague comment when we look at eligible spaces. There are staffing requirements to create however many spaces are available in a child care facility. I guess my question and what I'm trying to get to is when you look at as if it's full every day, is it based on the available staff limits of being full or if the facility was at full capacity of staffing, they would receive funds appropriate to this program? Thank you.

**Speaker:** Hon. Minister of Education, Ms. Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Speaker. *Quana* to the member for the question. The Department of Education has a couple of different training opportunities and funding pots that we avail from; one is a bilateral agreement and the other one is the Canada-wide Early Learning and Child Care Agreement.

Mr. Speaker, the training centres are reimbursed \$25 an hour for each staff member who attended the training, which allows a replacement staff to be hired in their place to attend the training. *Quana*, Mr. Speaker.

**Speaker:** Your first supplementary, Mr. Hickes.

**Mr. Hickes:** Sorry, Mr. Speaker. I didn't make myself very clear in my first question.

Under the \$10 a day care program, when we look at the minister stating that they're being funded as if they are full every day, some daycares are not running at full capacity because of staffing requirements. You need so many staff on duty to have so many kids in care.

My question to the minister and I will burn up my first supplementary to ask again, Mr. Speaker: are they basing as if they're full every day based on the staffing limits or are they based on as if all spaces were taken? Thank you, Mr. Speaker.

**Speaker:** Minister of Education, Ms. Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Speaker. *Quana* for the question. The daycares are paid based on the numbers of how many children can attend the daycare, so as if they're full every day to capacity. *Quana*, Mr. Speaker.

**Speaker:** Your second and final supplementary, Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Speaker. That does concern me a little bit. When we're looking at and I'll use an example, if a facility is capable of taking in 24 kids, if they have their three staff members there, I believe it's eight kids per staff member that they're allowed if I recall correctly, yet there are only two

staff, so they can only take in 16 kids, yet they're being paid as if they have 24.

I understand that we need to have incentives for daycares to be able to fully provide services and maximize the spaces that are available. Mr. Speaker, when we look at the example that was used again during the Committee of the Whole appearance by one of my colleagues and gave an example, if it's \$30 a day and the \$10 is paid by the parents, then the other \$20 is paid by the government, and the minister did confirm that, how is that amount substantiated or audited?

Mr. Speaker, I'm all for funding daycares as much as possible. I have been a strong proponent of that from my very first day in this House. I brought up questions the other day on how fast we can get to actually providing appropriate pay for our daycare workers so that they can make a career of this; so that daycare facilities can run at maximum capacity.

My question is: how is this amount substantiated or audited? Thank you, Mr. Speaker.

**Speaker:** Minister of Education, Ms. Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Speaker. *Quana* for the question. With this new Canada-wide Early Learning and Child Care Agreement, the Department of Education has been keeping a close record of the monies that are there. We have been able to avail of increasing the benefit for the parents to allow for the \$10 a day to maximize the funds that are there at an earlier start time. I'm really proud of that, that we're able to do that for the parents.



With this agreement, we are keeping close track with data software to funnel through and have all that information be placed on this software that our director of policy and other people within the department are keeping a close monitor of those funds and tracking them, and reporting on them as it is a yearly obligation for us to be reporting on these monies that are being spent and what is being done with the money as it's a part of the stipulation for the funds. *Quana*, Mr. Speaker.

**Speaker:** Oral Questions. Member for Rankin Inlet North-Chesterfield Inlet, Mr. Sammurtok.

**Question 392 – 6(2): Early Childhood Learning in Rankin Inlet**

**Mr. Sammurtok** (interpretation): Thank you, Mr. Speaker. (interpretation ends) My questions are directed to the Minister of Education.

Mr. Speaker, the board of directors of Rankin Inlet's Little Inukshuk Preschool has made a difficult decision to close their doors permanently.

Can the minister say what kinds of support her department provides to community-based preschools and other early childhood learning organizations? Thank you, Mr. Speaker.

**Speaker:** Hon. Minister of Education, Ms. Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Speaker. *Quana* for the question. It is sad and unfortunate that a preschool in Nunavut has to close its doors. I know that our staff is always there to support our centres and there to support

operation and maintenance funding for these spaces so they can be run by various different organizations and particularly, sometimes by the hamlets. We're always there to be there as support with the staff to open the doors of the facilities but also to be there to support them financially and to give training to staff members as well. *Quana*, Mr. Speaker.

**Speaker:** Your first supplementary, Mr. Sammurtok.

**Mr. Sammurtok:** Thank you, Mr. Speaker. I recognize that the Little Inukshuk Preschool was not run directly by the government, but our government should be concerned about this great loss of child care space for the community.

Can the minister describe what options are being considered to provide additional early childhood learning spaces in the community of Rankin Inlet? Thank you, Mr. Speaker.

**Speaker:** Minister of Education, Ms. Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Speaker. *Quana* to the member for the question. We are very concerned about these spaces closing as they are very prominent places for our youngest to be learning in. We do want to help support those that are wanting to open up spaces, so the department is always happy to share with grants and contributions funding for operation and maintenance to start up a facility. If there are any renovations needed, there are various types of support for training.

Whoever is listening, if they do want to restart a preschool in Rankin Inlet, we are always there and available to support that cause and are happy to work with those who are interested in making sure that these spaces become available and are there for our young children. *Quana*, Mr. Speaker.

**Speaker:** Your second and final supplementary, Mr. Sammurtok.

**Mr. Sammurtok:** Thank you, Mr. Speaker. The federal government has provided funding to Nunavut under the Early Learning and Child Care Agreement, including the funding to open additional child care spaces across Nunavut.

Will the minister commit to opening a preschool in the community of Rankin Inlet? Thank you, Mr. Speaker.

**Speaker:** Minister of Education, Ms. Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Speaker. *Quana* to the member. I can commit our staff to working with those who are interested to opening up a preschool. The Department of Education can't open up a preschool itself. It has to take an organization of individuals as a non-profit society or a hamlet to start up that entity in the community.

As I said in my last answer, if there is anyone in the community of Rankin Inlet who does want to start up that space again in the community, please reach out to the Department of Education. *Quana*, Mr. Speaker.

**Speaker:** Thank you. Members, be aware that the time allotted for question period... Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Speaker. I seek unanimous consent to continue question period. Thank you, Mr. Speaker.

**Speaker:** The member is seeking unanimous consent to continue question period. Are there any nays? There is a nay. Item 7. Written Questions. Item 8. Returns to Written Questions. Item 9. Replies to Opening Address. Item 10. Petitions. Item 11. Responses to Petitions. Item 12. Reports of Standing and Special Committees on Bills and Other Matters. Item 13. Tabling of Documents. Hon. Minister of Health, Mr. Main.

### **Item 13: Tabling of Documents**

#### **Tabled Document 115 – 6(2): Provincial-Territorial Health Ministers' Meeting**

**Hon. John Main** (interpretation): Thank you, Mr. Speaker. (interpretation ends) I am pleased to table the conference of the Provincial-Territorial Health Ministers' Meeting during November 6 to 7, 2022 in Vancouver, British Columbia. (interpretation) Thank you, Mr. Speaker.

**Speaker:** Tabling of Documents. Hon. Minister of Economic Development and Transportation, Mr. David Akeegok.

**Tabled Document 116 – 6(2): 2021-22  
Nunavut Business Credit  
Corporation Annual Report**

**Tabled Document 117 – 6(2): 2019-  
2020 and 2020-21 Tourism Annual  
Report**

**Tabled Document 118 – 6(2): Nunavut  
Airports 20-Year Capital Needs  
Assessment**

**Hon. David Akeeagok** (interpretation):  
Thank you, Mr. Speaker. I have three  
documents to table today:

- (interpretation ends) The 2021-22  
Nunavut Business Credit  
Corporation (interpretation) Annual  
Report;
- The 2019-2020 and 2020-21  
Tourism Annual Report; and
- The Nunavut Airports 20-Year  
Capital Plan Needs Assessment.

These are the three documents. Thank  
you, Mr. Speaker

**Speaker:** Tabling of Documents. I have  
one.

**Tabled Document 119 – 6(2): 2021-22  
Pension Administration Report for  
the Nunavut Legislative Assembly  
Retiring Allowances Act and  
Supplementary Retiring  
Allowances Act**

I am tabling the 2021-22 Pension  
Administration Report for the Nunavut  
Legislative Assembly's *Retiring  
Allowances Act* and *Supplementary  
Retiring Allowances Act*. Inuktitut to  
follow. Thank you.

Item 14. Notices of Motions. Item 15.  
Notices of Motions for First Reading of  
Bills. Item 16. Motions. Item 17. First  
Reading of Bills. Item 18. Second  
Reading of Bills. Item 19. Consideration  
in Committee of the Whole of Bills and  
Other Matters. Bills 12, 14, 16, 17, 18,  
19, 20, and 21 with Mr. Hickes in the  
Chair.

In accordance with the authority  
provided to me by Motion 14 – 6(2), the  
committee will stay in session until it  
reports itself out.

We will take a break and come back at  
1:30 p.m.

Sergeant-at-Arms.

*>>House recessed at 11:51 and  
Committee resumed at 13:29*

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

**Chairman** (Mr. Hickes): Thank you. I  
would like to call the committee meeting  
to order, please. In Committee of the  
Whole, we have the following items to  
deal with: Bills 12, 14, 16, 17, 18, 19,  
20, and 21. What is the wish of the  
committee? Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr.  
Chairman. We wish to continue with the  
review of the main estimates and  
business plans for Nunavut Arctic  
College, followed by the departments of  
Human Resources, Culture and Heritage,  
Environment and, if time permits, the  
departments of Justice, Executive and  
Intergovernmental Affairs and the  
Legislative Assembly. Thank you, Mr.  
Chairman.

**Chairman:** Thank you. Are we in agreement that we first start with Bill 18?

**Some Members:** Agreed.

**Bill 18 – Appropriation (Operations and Maintenance) Act, 2023-2024  
– Nunavut Arctic College –  
Consideration in Committee**

**Chairman:** Thank you. Minister Gross, do you have officials you would like to appear before the committee? Minister.

**Hon. Pamela Gross:** Good afternoon, Mr. Chairman. Yes, I do. (interpretation) Thank you.

**Chairman:** Thank you. Do committee members agree to allow the witnesses to appear before the committee?

**Some Members:** Agreed.

**Chairman:** Thank you. Sergeant-at-Arms, please escort the witnesses in. Thank you. For the record, Minister Gross, can you please introduce your officials to the committee?

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. To my left, we have president Rebecca Mearns, and to my right, we have vice president Jackie Price. *Quana*, Mr. Chairman.

**Chairman:** Thank you. As we already went through opening comments, I will ask committee members if they have any general comments to the opening comments. I see none. Members will note that details to Nunavut Arctic College are on page O-1-2 starting with headquarters in the amount of \$4,809,000. I'll give members a moment

to get to the right page. Nunavut Arctic College. Headquarters. \$4,809,000. Any questions? Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Good afternoon, minister and officials. Great to see everybody here this afternoon. So I guess I just would like to start off by following up on issues that I raised last year. I am not sure which page these questions will go under, but they are very policy driven, I'm assuming it would be under this page. The first matter that I would like to address is the student housing situation. In prior years, one of the priorities of the college was to do an assessment to determine the feasibility of expanding additional student housing in the communities with highest need. I would like to start off with asking the minister for any update on that. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. The Nunavut Arctic College appreciates the need for student housing and we do know that housing is a need across the whole territory. We do want to have housing available for our students. Currently, we have units in Iqaluit, Rankin Inlet, Cambridge Bay, and Clyde River. We have family units spread across various, all of the campuses, with omission of Clyde River not being able to offer family residence. *Quana*, Mr. Chairman.

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

**Mr. Lightstone:** Thank you, Mr. Chairman. I have raised the issue in the

past that Iqaluit student learners have difficulty accessing student accommodations when they apply for programming. Throughout the college's review, to determine the needs of student residents, has the college setup any sort of priority rating system to determine the prioritization of expanding student accommodation? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. The Nunavut Arctic College does realize that there are significant needs for housing, and there is a need for housing here, and in Rankin Inlet, as well. As we expand our facility in Rankin Inlet, we do need more family residences, as well as other accommodations for singles.

This is something that we have looked into. I hope in the future, we can put the business case together to offer additional residences. We'll work with outside partners who are available to create residences, and possibly, for us to be able to utilize them for the students in the communities that we do need residences in. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Thank you, minister. I'm a little disappointed that the minister stated that business case still needs to be completed, but I was happy to hear that you are looking into outside partners to collaborate on this.

I was wondering if the minister might be able to elaborate a bit about those two issues, the business case as well as

outside partners? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. We have known that we do need an increase in residences. It is an area where we would like to expand for the college. The college does not have a very large operating budget. We're looking to explore ways to increase our student residences.

We're just in the preliminary phase of discussions to see if there are particular outside partners in Rankin Inlet, at the moment, that may be able to accommodate the build of a residence that we can later use and avail of for student residence. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. I think this will be the last question on this particular topic. I was wondering if the college has been monitoring the rate of students in accommodation by campus. I am very curious to find out, specifically, how many students at the Nunatta Campus are actually in student accommodations. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. Iqaluit and Rankin Inlet, there is always a need for more residence in those two particular communities. We're hopeful that the new PY that we're asking for, for student services, will help support

gathering information that is pertaining to student residences, and that need, particularly. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Just an additional question on that topic. I was wondering if the minister would be able to provide information to the committee with a breakdown of percentage of students in student accommodation by regional campus? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. We don't have the percentage, but I can give the number of units for each facility campus.

In Iqaluit, there are 107 in family units, there are 42 single beds, and then in Rankin Inlet has 10 family units with 56 beds and 10 family units are occupied with 17 beds. In Cambridge Bay, there are 20 family units with 20 beds, and of those 20, 15 family units are occupied and 4 beds in the single units. In Clyde River, there are 24 single units, and as I mentioned earlier, no family units. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Thank you, minister. I'll take a look at the student numbers in the annual report and crunch those figures to determine the percentages, but I would like to move on to my next line of questioning, and this is an issue again that I have been raising for a number of years.

When the college decided to move the resume writing from the course outline for office related courses such as office admin and others, and when I raised this issue last year, the minister had indicated that although that resume writing was removed from the programs, the student services offers that service to students that are interested in writing their resumes.

I did mention to the minister last year that I would follow up on that, so I just wanted to ask the minister if the college has been following how many students have been utilizing that resume writing service from the student services. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. We have a career development advisor who guides the students and community members through the application process as well as helping them with resume writing and job searches.

We also offer the opportunity for résumé writing in a number of our courses, including college foundation, adult basic education and environmental technology program.

For the number of students that have utilized the service, we don't have that information but we can look to see if we can gather that information, but it's not a stat that we have been keeping so far. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Next name I have on my list, Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. I would just like to ask the minister a few questions on the Inuit Employment Plan. As of September 30, 2022, it had 95.2 total Inuit, not sure about the 0.2 but, we'll say 95. On their business plan there, their goal is to have a net increase of 44 Inuit employees by this coming year I believe. Just to gauge that number, how realistic it is, how many new Inuit employees did they get in the past year? Thank you.

**Chairman:** Thank you. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. That 0.2 equates to the fact that our custodians are not fulltime employees and they often 10 hours a week at our community learning centres, so that 0.2 is a reflection of those custodians that we have.

We are currently at, as of December 31, 2022, our Inuit employment rate is at 61 percent. In terms of how much we have increased, we do want to have our number increase in a various number of positions. I would like Vice-President Price to elaborate on the positions that we're looking to hire Inuit in, including the new six PYs that we're asking for in this business case. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Ms. Price, please.

**Ms. Price:** Thank you, Mr. Chairman. Thank you to the member for this question. As the members are aware, the college also receives funding through third party funding arrangements. A significant part of our third party funding for this fiscal year, and the previous one,

is for the expansion of the Nunavut Teacher Education Program.

Currently, we have two instructors in communities on a CSA, as the college works to finalize its HR paperwork to transition them from CSAs into term employees. When that process is completed, the college anticipates a significant growth in Inuit employment, thanks to that third party funding, and that term employment. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. My question was not answered at all. Their goal is to have 44 new Inuit employees in the coming year, I believe. Just to gauge how realistic the number is, I want to know how many new Inuit employees were hired in the past year. Thank you.

**Chairman:** Thank you. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. Sorry for the delay. Our Inuit representation in senior management now sits at 57 percent, up from 50 percent. The change in the Inuit employment plan is due to increase in the Nunavut Inuit PYs from three PYs to four.

We also have Inuit representation in middle management, which has increased from 47 to 53. Our Inuit representation has also decreased in the professional category at 43 down from 46. This decrease in percentage is due to an increase in the total number of positions now 168.10 from 151.10.

Our paraprofessional category Inuit employment plan has increased significantly from 47 percent up to 49 percent, with 14 PYs filled by Nunavut Inuit. Our administrative support category of the Inuit employment plan remained at 89 percent.

As per the number of Inuit that have been employed, right now, we have 142.7 vacant PYs. Those positions that we have, we are targeting for Inuit employment.

In terms of the actual numbers from this year, we can get that number and letter to the committee on how many Inuit have been employed this year with those numbers. I'm sorry, we just have the percentages. We don't have the actual stat in front of us at the moment. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. I thank the minister for all those numbers. I didn't write them down, but I think I'm still not being understood, but I'll try to make it clear and I look forward to get that information.

They want to make a net increase of 44 new Inuit employees, they want to add 44 Inuit employees, and to judge how realistic that number is it would be useful to know how many new Inuit employees have they had in the past year? New. So if the minister can get that information to us, I'd much appreciate that.

Going on to the teacher education program, just to confirm with the minister first, is part of the goal to

graduate by Inuktitut bilingual teachers? Thank you.

**Chairman:** Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. *Quana* for the question. The graduates at the Nunavut Teacher Education Program will have a strong grasp and component of Inuit language and culture when they graduate from the program. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. Can the minister please answer my question? Is the goal of the teacher education program to graduate bilingual in Inuktitut teachers? Thank you.

**Chairman:** Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. So the Nunavut Teacher Education Program has two streams, we have the emergent stream and the proficient stream, so depending on the community, the community will have a different level depending on the level of Inuktitut in the community. I would like to ask President Mearns to further elaborate on that program and graduates that are bilingual. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Ms. Mearns.

**Ms. Mearns** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Thank you for the question. I think overall as we look at the big picture of teacher education training and the needs within our territory, there is that need to look at how we prepare bilingual



teachers to be able to deliver language of instruction in Inuktitut or in English in our schools. As the minister mentioned, we do have the two streams of the program, so students are coming in at different levels and different proficiencies of Inuktitut and English when they come into our programs.

Although the goal is to move towards bilingual education, I think part of our ongoing review of our program and looking at the courses and the delivery is understanding that we're on that path towards it, but we're taking those steps along the way but not every student coming out of that program will be fully bilingual depending on the language proficiency that they come in with into our program. We want to help them along their Inuktitut learning journey, along their journey to becoming teachers and how they can bring Inuktitut into the classrooms here in Nunavut. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. The Chair stated there was two streams that cohorts go in there. Do they graduate at the same time? There's two streams, does one take longer than the other? For example, there is one stream that has to be taught Inuktitut more, will they take longer to graduate, or do they graduate different tiers of quality teachers from the program? Thank you.

**Chairman:** Thank you. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. So the students that graduate all graduate

when they're done their fifth year at the same time whether they're in the one stream or the other, and in terms of communities, I can tell you which communities are at the proficient stream, there are 10. We have Arctic Bay, Arviat, Coral Harbour, Igloolik, Kinngait, Nauyasat, Pangnirtung, Pond Inlet, Qikiqtarjuaq, and Sanirajak; and the other communities of Baker Lake, Cambridge Bay, Gjoa Haven, Iqaluit, and Rankin Inlet are in the emergent stream. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. That's useful information. The minister can correct me if I'm wrong, but it appears that if a community has a strong Inuktitut base, their courses are stronger Inuktitut. In terms of the Teacher Education Program, if the community is not as strong in Inuktitut, then their courses are not as heavily into the Inuktitut stream. Is that a correct statement? Thank you.

**Chairman:** Thank you. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. I would like to make a correction. Iqaluit does have both streams. As I said that it was just in the emergent, it also has the proficient stream, but I would like President Mearns to further elaborate on the question. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Mr. Savikataaq, in his previous question, also asked if there are two different tiers of recognition for the different streams. Ms. Mearns, maybe you could respond to that in addition to his other question. Ms. Mearns.

**Ms. Mearns** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I wouldn't refer to them as tiers, but there are the proficient and the emergent streams. All students, at the completion of their program, receive a joint degree from Nunavut Arctic College and Memorial University of Newfoundland, recognizing their accomplishment, but it does differ in the way that Inuktitut is taught within the classrooms and within the program.

If I can just go into a little bit of detail about how the program is delivered, the first two years are focused on Inuktitut language and culture, so the students are learning both the language but also land-based learning, how to engage their classrooms in land-based activities as they move forward towards their careers of becoming teachers.

The language learning that would take place in the emergent stream, as it is students that are less familiar with their language are being taught Inuktitut to build their skills, understanding, and knowledge of the language. The proficient stream does have that opportunity to run many of their classes in Inuktitut with the instructors that they have and so there is that ability for them to continue to build as well.

The way that I see it is we're trying to build Inuktitut proficiency, but we understand that everyone who is coming into these programs are starting at different places in their language learning. That was the reasoning for the different streams of Inuktitut, to allow them to have that accessibility, that if we were just teaching in Inuktitut, we would be creating a barrier for people to come into that program. We want to be able to

foster Inuktitut learning but understanding that some are going to be in different places and it's going to take them, perhaps, more time and more learning in their future to continue to build their proficiency and to be able to have Inuktitut as the language of instruction within their classroom. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Savikataaq.

**Mr. Savikataaq:** *Ma'na*, Mr. Chairman. In the communities that get the Teacher Education Program, not Iqaluit or not the regional centres, out in the outlying communities, are most of the students taking the course local students from that community? Thank you.

**Chairman:** Thank you. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. Yes, most of the students that are taking the program in our smaller communities are local and that's the great thing about the expansion of the Nunavut Teacher Education Program is that we have the opportunity for local community members to study at their community learning centre and take this great program, the Nunavut Teacher Education Program, in their hometowns. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. I agree that it's a good program in the communities. We need Inuit teachers, but I think there is one area that could be improved.

If you have a community that is not strong in Inuktitut, then most of the

students are not going to be taking the proficiency one; they're going to take the one with less Inuktitut, which will have non or [fewer] Inuktitut-speaking teachers, which means that the community that has [fewer] people speak Inuktitut, their teachers will not be speaking Inuktitut.

It seems to be just encouraging communities that already don't have very much Inuktitut; they're going to get teachers that don't speak Inuktitut, therefore they're going to speak less Inuktitut. Would that be a fair assessment that I have? Thank you.

**Chairman:** Thank you. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. For the emergent stream, it is to encourage the use of Inuktitut and for the proficient stream, our students are able to have years of instruction, like the other students in the first couple of years, in the Inuit culture and language. The students are learning how to work in our schools. When they are finished their degrees, they will be able to use our language and pass it on in ways from the instruction that they're getting.

It's just that they might not be bilingual teachers at the end and that is a reality across the territory is that some of our communities are not as bilingual as others and we try to accommodate their needs by having the two different streams, but if anyone ever does want to go to a community and go into the proficient stream if they're from one that's emergent or vice versa, we always welcome it and there is that opportunity for that to happen. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. I think my concerns were not answered there, but it seems like if a community is very low in Inuktitut speaking, then the teachers that are from there are going to be low Inuktitut speaking and therefore that's not going to change in the school system. If a community is very strong in their Inuktitut, then their students will be taking the higher Inuktitut proficiency, which will be good for the community because their Inuktitut will be strong.

I'm not sure what the answer is, but my assumption was that things are not going to change in the community if they hardly speak Inuktitut because of the way the Teacher Education Program is structured. Is that correct? Thank you.

**Chairman:** Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* to the member. We understand where the member is coming from, but everyone has a different level of knowledge that they attain when they're coming into the program. Some of our proficient programs in our communities, there are bilingual students in the program, but it is also ensuring that they have the confidence to instruct in that capacity with the language that they do have. It is a goal of the college to enhance our language and cultural programs, the Interpreter/Translator Program, and other courses for people to come into the college and avail of education and knowledge in Inuktitut in the courses that we offer and the programs that we offer at the college.

With the revision of the Nunavut Teacher Education Program, we have been able to offer more language incentive courses and I'm thankful for all of the communities that are able to offer the program so far. We do want our teachers to learn as much as they can in our language and culture, but coming into the reality that everyone is at a different level and we do encourage them through the first two years specifically if they're in the proficient program to learn culture and language from our teachers that are there, passing on Inuinnaqtun or Inuktitut in the program to those communities that might be at the emergent level. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. I'll go on to a different topic with the Nursing Program. Does the minister have an average of how many nurses are graduated yearly from the program, let's say, for the last five years? Thank you.

**Chairman:** Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. For the Nursing Program, we have had two nursing graduates in 2019 and of that, both of them wrote and passed their national nursing exam. In 2020 we have six nursing graduates. All six of them wrote their national nursing exam and five of them passed. In 2021 there were five nursing graduates. All five of them wrote their national exams and two of them wrote their exam outside of Nunavut, so one graduate passed the exam and we're not sure about the other students as they did their exams outside of our jurisdiction, so we

don't have that information and we're not privy to that. In 2022 there were three nursing graduates and two of the graduates wrote and passed their national nursing exam. For that, those are the numbers that we've had. In the past four years, the total has been 16 graduates. *Quana*, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. It's a four-year Nursing Program, degree program, and if the graduates don't pass their... This is my understanding and the minister can correct me if I'm wrong. If they don't pass their, I'm not sure what it's called, but the Canadian nursing standard exam, they cannot work as a nurse. Is that correct? Thank you.

**Chairman:** Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. The exam is called the National Council Licensure Examination for Registered Nurses, or NCLEX, as the acronym is. The nurses do need to pass that national exam to be a registered nurse. *Quana*, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq:** Thank you. Just for clarity, it means they cannot work as a nurse without being a registered nurse. Thank you.

**Chairman:** Thank you. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. A nurse does require a licence to work as a nurse. However, if they don't pass their

nursing exam, there are other opportunities for the graduate to work in other areas of health, or their profession of choice that they choose. Thank you, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. I think their profession of choice probably was to be a nurse, since this is a nursing program. I could just be assuming that. It makes logical sense to me that is what they wanted to do. That's why they took the nursing program.

It seems like, at times, the pass rate for this Canadian standard exam is not the highest. I'm not even going to try to guess why. What I would like to know is: are there any plans for Arctic College to take these students that have failed the Canadian standard exam, give them tutoring, and get them to write the test again? Thank you.

**Chairman:** Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. So the college has, and continues to integrate requirements of the national council licensure examination for the registered nurse's exam into its curriculum. The college is working to ensure that the students learn about the exam early on and the preparation.

In terms of working with the students to ensure that they can go and re-write the exam, the students can re-write the exam in the south, if they wish to go down south, as we have had some students go down to write the exam at a different

location, based on the availability here for us to offer the exam.

We are committed to working to ensure that the graduates have their knowledge, theory, and experience to take the exam. We do want them to graduate. We do offer the opportunity for them to have tutors and work with our student services division. As with any of our other programs, we have the availability for that.

In terms of taking in a specific cohort, for example, of students who may still require to pass the exam and re-write it. That's something that we can look into. A specific group of students might want to come back into the college for some tutoring, and some time at the college to dive deeper and prepare for the exam at the college with an instructor. That's something that we can commit to looking into for those that are out there that might want to avail of this, and become a registered nurse. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. The minister said that they can look into it. I highly encourage that they do it, not just look into it. With the numbers that the minister said, the number of graduates and the number of students who pass the course; it is not much above a 50 percent passing rate. If the goal is to have Inuit nurses, then the goal has to be that these Inuit nurses have to pass that Canadian standard written exam. The minister said that they can still work in health in their desired choice. I believe their choice was to be a nurse, so they can serve Inuit as a nurse.

It's just a comment. I highly recommend the minister that they do find the ones that have not passed yet. Take them in, tutor them, and let them rewrite the exam. I will be asking this question again in the future. I hope that the minister is not going to say, "we're looking into that." Hopefully, the next time I ask, Mr. Chairman, we had a cohort, we tutored them and they all passed, and now they're all working as Inuit nurses. Thank you. That's it.

**Chairman:** Minister Gross, do you want to comment on the comment?

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the member's suggestions and we do take those into account, and I can say that if our proposed budget for 2023-24 main estimates are approved and the additional funding is secured for a proposed PY for non-academic activities at our regional campuses, this will allow our college's learners success facilitator to continue to expand the range of academic supports offered to the college students. We will look to see, if this is approved, to have that position allow for that specific topic of getting more nurses graduated from their national exam. *Quana*, Mr. Chairman.

**Chairman:** Thank you. I'm just getting some confusion with my co-chair here.

I'd just like to get a clarification, minister, you'd mentioned that there are circumstances where students have to go to other jurisdictions to write their exams due to unavailability to be able to be written here. I would just like to get a clarification on that response. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. So it's the students' decision to go down south and write the exam at various institutions where the exam will be offered.

In Nunavut we don't have the opportunity to offer it as much as they do down south, so if a student wants to go and try the exam down south after writing in Nunavut, they have the opportunity to go to another jurisdiction and write the same exam over, so to speak, and do that in another jurisdiction outside of Nunavut. *Quana*, Mr. Chairman.

**Chairman:** Thank you, Minister Gross. Who would be responsible for covering expenses for a student to go down and go to another jurisdiction to write their exam? Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. So that's the student's responsibility to cover their expenses to go to another jurisdiction and write the exam and have that opportunity if they do choose to do that, they will have to cover the expenses. *Quana*, Mr. Chairman.

**Chairman:** Thank you. I would just like to get another clarification on that before I go to the next name on my list. If I understood the minister correctly, the minister stated that if the exam scheduled doesn't fit the student's needs in-territory, they have to go outside to write their exam or wait until there is an available examiner here in Nunavut? Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. If a

student wants to go and rewrite their exam, they have to go down to another jurisdiction to write their exam sooner if they don't want to wait for the next opportunity to rewrite their exam in Nunavut. *Quana*, Mr. Chairman.

**Chairman:** Thank you. And just one final clarification before I go to the next name. How often are exam writing opportunities in Nunavut available? Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for that question. The exam is available once a year in Nunavut. *Quana*, Mr. Chairman.

**Chairman:** Thank you. I do find that a little concerning that we're forcing our students to have to leave the territory to challenge the exam if they aren't able to pass it the first time. I'll go on. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. Perhaps I'm a little ahead here, but I'll start with this question, Mr. Chairman. Within the business plan, where it talks about Piquusilirivvik and the mandate to collect Inuit traditional and cultural knowledge, including social rules and customs and to teach students about Inuit history, *Inuit Qaujimajatuqangit* which are considered important.

The courses or class related to that is part of the program, and I wonder if the government can provide a certification of recognition that they can insert into their resume when applying for a position? I will stop there for now, hopefully I didn't meander too much. Thank you, Mr. Chairman.

**Chairman:** Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman and *quana* for the question. If the member can please clarify the question. Thank you, Mr. Chairman.

**Chairman:** Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. I was asking about the courses offered at the *Piquusilirivvik* facility, and when they complete their courses, perhaps after a three- or four-year program, and if they complete the various program courses that are taught about Inuit culture, traditional knowledge and IQ.

Are there any certification or papers given to the students in recognition of the completion of their courses? How are they able to tell, since anyone attending a southern institution generally get a certificate of degree after completion of their education and they use the degree in applying for a position, as proof of their completion in that field.

Similarly, here within our government, do they have a certificate to recognize their accomplishment? Are they even recognized? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman and *quana* to the member for clarifying the question. When a student does complete the training at Piquusilirivvik, they do get a certificate of completion for finishing the program.

The college, this year, will be looking into working to analyze where the alumni are and where they are working

and if they have taken other training or other studies, for example. So we are going to do some more research on that program and look into where the past graduates, the alumni are, and see what types of work they are doing and where they are after taking that program.

*Quana*, Mr. Chairman.

**Chairman:** Thank you. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. Indeed, this issue does require more work, but I am glad your department has already noted this deficiency or lack of paperwork, and I think more work is required to ensure we lay a good foundation.

The recognition of their education, in showing their determination as an Inuk, and right now, only their personal satisfaction of completing their courses is the only thing that I seem to see, but I believe even without the formal acknowledgement of their course, the fact they have attended the facility may be valued.

Due to this, this certification or paperwork should be a priority of the government as that knowledge base should be deemed extremely valuable, especially since any position would seemingly require *Inuit Qaujimagatuqangit* in order to fulfill the plans of this government, as IQ has to surface from below.

There are segments that require further inclusion into the acknowledge courses, as *Inuit Qaujimagatuqangit* is accumulated by generations of Inuit, and to have this recognized as central to the operations of government, by inserting this course into the accepted education

courses category and to have it properly certified.

This needs to be clearly done, but this is just a suggestion. I support and encourage the department to please move forward and complete the certification process. The students who have completed the course, yes, received positive reinforcement and benefits to their lives. Many have stood up once again, and made positive changes to their lives.

This course positively changes many youths, after they complete this course up at Piqqusilirivvik. However, I believe they require more assistance and to place them under the government umbrella, and that it should not be a stand-alone facility. Just another comment but I want to move onto this subject, which is concerning... let me read it in English.

(interpretation ends) The college's business plan indicates that the Department of Health funded a training program for personal support workers, specifically at home, and the Continuing Care Program. How many participants were enrolled in the October 2022 course offered in Iqaluit? (interpretation) Perhaps I will ask that as a first question. Thank you, Mr. Chairman.

**Chairman:** Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman and *quana* for the member's comments and the question. In terms of the personal support worker, we are just working on that program. It was previously called the home and continuing care program and we are working on a business case to obtain funding to offer the personal support



worker certificate. So it is our hope that we can offer this program in the near future. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. Now, in looking at that future scenario, as per your response, can you provide more details? It is already being anticipated since many people have taken the training via the community learning centre programs and we have also brought it up in previous discussions as something that is missing from the programs offered locally. Can you elaborate a bit further? Is it still far into the long-term future where you would eventually offer it or is it going to be completed sooner? Implementation, I mean. Thank you, Mr. Chairman.

**Chairman:** Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. We appreciate how important this program is and we are working with the Department of Health on the curriculum, so we will have an updated one course, for example, which is scheduled to be complete by March 31, and there are 15 courses that are listed in this program.

We would like to have the program start as soon as we can. As far as a timeline, I think that once all of the review and the work has been done for the Personal Support Worker program, with the curriculum, that we will be able to have it available as a potential model for certification. As far as the year, maybe I can ask Vice-President Price to elaborate on when that timeline might be for that

course to come out. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Ms. Price.

**Ms. Price:** Thank you, Mr. Chairman. I thank the member for the question. Yes, Nunavut Arctic College appreciates how important the Personal Support Care Worker Program is for the territory, especially in light with the upcoming plans for long-term care facilities in the territory. The college is not base funded for this program.

One of the things the college is currently working through is securing third party funding to create the remaining courses for this program, as the college does see it as a certificate program. That would be less than a year. Once those funds are secured, the college is confident that it could develop a course relatively quickly. In academic terms, if we could aim for six months for, say, two or three courses, it would be ideal. That would be our plan.

To your question about when would a finalized certificate program be completed, it's too early to set a date. Please know Nunavut Arctic College does see the value of this program and is working closely with the Department of Health to find opportunities for funding. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. Thank you for your response. Has there been any consideration done on the fact that you're agreeing in your office as to which community you would start off from? Have you made any

determinations in your planning about that, which community to start? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for that question. The course does require lab requirements, so it would have to be at one of our regional campuses where we have a facility to use a lab, so either Iqaluit, Rankin Inlet, or Cambridge Bay. *Quana*, Mr. Chairman.

**Chairman:** Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. Okay. In the smaller communities, we have a smaller population, compared to the larger communities, we are poorer than they are. Even though that's the case, departments have to concentrate on us.

Talking about basic education, you help communities with adult basic education. It would be good to have a place with labs where people could go and learn. Let me try it in English.

(interpretation ends) For the ones that don't have a lab to hold a course for training. Each year the community Arctic Colleges do hold basic accounting programs. Is there a way that your department, Arctic College, can look into doing a basic health care program for the ones that don't have a lab within their Arctic Colleges? (interpretation) Thank you.

**Chairman:** Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for that question. I

would like President Mearns to elaborate. *Quana*, Mr. Chairman.

**Chairman:** Please proceed, Ms. Mearns.

**Ms. Mearns:** Thank you, Mr. Chairman. I agree. We are always looking at ways to get programs into the communities. We have been engaging with our different divisions that deliver programming.

For those that do require laboratory time, we are continuing to monitor what's happening throughout our communities, are there other organizations that are looking at building lab space, are there opportunities for us to create lab space in a way, those are still further off projections for what we could do, but they are at top of mind for us when we look at program development and program delivery.

I do agree that there is that need to have those programs and I think... . Sorry. (interpretation) I'm speaking too fast again. (interpretation ends) I think there are always opportunities to look at how we deliver the program. Are there portions of the program that we can deliver at the community level and then look at ways to, let's say, deliver the lab component only somewhere else and bring the students together to deliver that portion.

The previous Home and Continuing Care Program, they did have course-by-course delivery within the communities and sometimes they would come to Iqaluit or they would go to a regional centre for other courses that they were required to take. Those are ways that we could look at sort of breaking it up a little bit, so there is that opportunity for

people to be learning at home.  
(interpretation) Thank you, Mr.  
Chairman.

**Chairman:** Thank you. Before I go to my next name, I would like to interrupt proceedings for a moment for a special announcement. We're going to be losing a familiar face that we've had the luxury of attending our proceedings for the last few weeks and has become a familiar face.

I can't thank Mr. Ball enough for helping us out through our time of need in the Assembly here and helping Mr. Innuksuk and his crew. When we look at the Clerk's staff, a lot of people don't realize how much work gets done behind the scenes and I think the luxury that we've had with Mr. Ball assisting us for the last few weeks cannot be understated how much we appreciate it and I hope you always feel welcome to come back to this House and to Nunavut itself and maybe next time you can bring your family and make a good visit out of it.

Again, I just want to sincerely thank Mr. Ball for taking time out of his work and personal life to help through our time of need.

**An Hon. Member:** Hear, hear!

**Chairman:** Mr. Ball, thank you very much.

>> *Applause*

I notice a bunch of look of fearful faces when I interrupted the proceedings with an important announcement.

>> *Laughter*

Thank you. I don't have any more names on my list, but I would just like to get clarification from the minister again on something else. When I look at the Corporate Summary on page O-I-1, the third party funding is listed as \$25,495,000, yet in the minister's opening comments, the minister stated third party funding totalling \$32,956,000. Can I just get an explanation of the difference? Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for that question. That reflection is with the tuition amounts included to bring that up to the number that you had reflected. *Quana*, Mr. Chairman.

**Chairman:** Thank you, minister. That's what I thought. I was wondering if the minister would be able to provide written correspondence on the breakdown of that third party funding. There was a comment made in the House the other day through the Nunavut Teacher Education Program being offered in so many communities, yet our early childhood programming is only available in a couple of different communities. It was highlighting the priority that the college puts into it.

I think it would be valuable for the committee to be able to have a breakdown to see what programs are being funded with other Government of Nunavut departments or entities that are providing funding through Nunavut Arctic College to provide the programming, like the nursing, the law program and things like that in the past. I'll just leave that as a comment, if I can just get the assurance from the minister that we will be able to receive that

correspondence at some time in the future. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for that question. Yes, we can assure you that we can provide the breakdown of the third party funding to the committee. *Quana*, Mr. Chairman.

**Chairman:** Thank you. The next name I have on my list: Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Chairman. If I went a bit too far ahead, you can just let me know. My questions will be on the Business Careers and Workforce Development. Funding for the Business Programs Division is projected to decrease in 2023-24 with a loss of approximately \$450,000 in third party contracts. What courses or programs will no longer be offered? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. That is due to the completion of the Bachelor of Social Work program and the completion of the funding for that program. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Chairman. My next question is: what types of new business programming is the college considering for the upcoming academic years? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. We

continue to offer business management in Rankin Inlet and there are no communities that offer that program at the moment. However, we have started a discussion to see if we can offer the Bachelor of Business in the near future with our university partner, Memorial University, and we hope that we can offer that program through Nunavut Arctic College as a degree program in the near future through our partnership with them. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Chairman. This is the area where I had campaigned very hard and my constituents voted me in for one of the main reasons of management positions. My next question is, one of the college's priorities for 2024-25 is to explore options for management studies graduates to ladder into bachelor degree programs. Where will these options be offered? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question and for the member's interest in the Management Studies Program and our potential Bachelor of Commerce Degree. We are looking at the program and have just started our discussions with our university partner.

As far as where the program will be offered, we don't have that detail, but when we do, I would be more than happy to share that with our colleagues and I know we would be happy to share that with Nunavummiut as well because we like to advertise our programs and

where they're offered. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Chairman. I'll be looking forward to the details and hopefully we will have the management studies sooner than later.

I'm going to move on to Trades and Technology Careers. The college has been working with the Nunavut Housing Corporation and the Department of Family Services to address housing construction training needs in the territory. What specific activities are being undertaken to advance this initiative? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for that question. Nunavut Arctic College is working with our partners to explore training and enhance training within that particular field within the program expansion.

What we do want to do is look at an indentured apprenticeship program and the means to gaining the apprenticeship hours beyond what we have right now and working with a single company or a company that will be taking in apprentices. The college appreciates that given the limited number of businesses offering sponsorship for an entire apprenticeship through a journey person's journey. We're having a flexible system that allows apprentices to gain hours and track them as they gain it is important.

The college is working with the Nunavut Housing Corporation and has partnered

to create opportunities to provide students with hands-on learning while also adding to the housing stock in Nunavut. There is currently work that is undergoing in Rankin Inlet specifically. In terms of Nunavut 3000, this brings representatives from across the Government of Nunavut in providing the opportunity for the college to work with home builders to plan how best to ensure Nunavummiut and especially Inuit are prepared to help in participating in home building.

The college offers the pre-trades program and we can offer a required formal training as the trades school is currently certified as a Red Seal institute and we are looking to and working with the Department of Education on the dual credit program and the dual credit policy is an area that we are working on the operational level with the Department of Education and the college has engaged its relationship with the Apprenticeship Certification Unit with Family Services. We work to envision that our students will be able to have dual credit and we're hoping that that will come out in the near future. It will take a little bit of time to go through the policy and to put that policy in place. Hopefully, by next year, 2024, we will be able to have the dual credit policy available for our high school students to take college credits and have them transferred through that program. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Chairman. With the 3000 housing plan, the *Katujjiluta* mandate, and this is a great opportunity for Nunavummiut. My hope is that the department can work greatly with Family Services and the

housing corporation to make sure that Nunavummiut get trained into the field so that they receive their certificates and electrician or carpentry. It would help the local housing organizations to have people working in the communities and it would be great for Nunavummiut as a whole.

I'll be following the 3000 housing plan constructions in Nunavut to make sure that Nunavummiut are trained in the field so they receive their certifications, and looks promising and my hope that the Nunavut Arctic College work closely with the Nunavut Housing Corporation and the Department of Family Services to make sure the 3000 housing plan creates opportunities for Nunavummiut. It's just my hope that this be a reality so Nunavummiut receive their certifications in the fields I mentioned, electrician, carpenter and the list probably goes on.

I had spoken with a maintenance manager, and he had a great point. He's in his last few years to work in that field and he did want to see training within the Nunavut Housing Corporation, the local housing organizations and he has told me that the Department of Family Services needs to work with the LHOs, with the arctic college to make sure the training gets done so Nunavummiut be certified in the fields that they want to be certified, so more just of a comment, Mr. Chairman, and I'll be following the Nunavut 3000 housing plan to make sure that Nunavummiut get certified in a lot of fields. Thank you, Mr. Chairman.

**Chairman:** Thank you, Mr. Quqqiaq. Next name I have on my list: Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. There is one other matter that I would like to return to from previous year discussions, and that is the topic of committing students that have visible or nonvisible disabilities.

It's my understanding that across Canada and post-secondary institutions, the governing body or the board or president have formal student accommodation policy to guide their faculty in ensuring that all students have equal access and equal opportunity.

I guess my first question is: does the college have an official policy on how to assist students with disabilities? Thank you, Mr. Chairman.

**Chairman:** Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* to the member for that question. The college does not currently have a policy in that regard, however we are requesting the additional PYs to support the college and with our enhanced student services. We do want the PYs to help in that matter and we'll be looking to them to help support students that have disabilities. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. I just took a brief review of some of those policies that other post-secondary institutions have within Canada with regard to accommodating students, and one issue that I did notice most common was that it's the students, in order to receive accommodations must voluntarily identify as opposed to

have actual doctors notes or functional studies to prove their needs.

The next question for the minister is: in order for students to access accommodation to address their disabilities, are they able to self-identify or do they need to go through a rigorous process to access that additional support? Thank you, Mr. Chairman.

**Chairman:** Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. We believe it would be through both, because there are disabilities that maybe somebody isn't able to get a medical note for. We do want the student to self-identify those needs. Once they do, we would be able to support them and their needs, and work with our additional PY request to help support the student. *Quana*, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Thank you, minister. In previous year, I have provided some examples of some of the accommodations that other colleges provide for their student learners.

I was wondering if the minister would be able to provide an update on what, sort of, accommodations that the college currently offers students that have disabilities? Thank you, Mr. Chairman.

**Chairman:** Thank you. I'll just ask all participants to speak slowly. There is simultaneous interpretation going. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* for the question. I would like President Mearns to elaborate on the answer of supports for students from the Student Services Division. *Quana*, Mr. Chairman.

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

**Ms. Mearns:** Thank you, Mr. Chairman. Although I don't have great details of what we've done in the past. We do have, in the past, partnered with supports such as Frontier College, as well Nunavummi Disabilities Makinnasuaqtiit Society, to secure academic and personal supports for our students. At the moment, without the formal policy in place, a lot of this is done on a case-by-case basis to support our students.

Anecdotally, in the past, our students' services have supported students in different ways, whether it's accommodating different locations, or environments, for exam writing, or the academic supports, for instance, and then also working with students on a case-by-case basis for the supports that can be provided by the larger communities, wherever it is that they may be learning.

It is something that we're looking into and ensuring that we have that policy in place, but ensuring we're also giving our students the guidance of where they go, and who they speak to, and identifying to them the types of supports they have, not only within the college community, but within the larger community in which their learning. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Thank you, Ms. Mearns for elaborating on that. I know that there are a number of Nunavummiut that have both visible and non-visible disabilities in our education system. There are many that may choose, or may not choose to continue to post-secondary education. I strongly believe that everyone has the right to proceed, if they so choose. That is why most colleges in Canada have these student accommodation policies.

I highly encourage the minister to begin developing a policy in this area. It is a common, and best practice, in the post-secondary industry. I just would like to leave that as a comment. I strongly believe that we should have a policy in place to ensure that all of our post-secondary students are receiving fair and equitable treatment, especially if they need additional supports to ensure their success. Thank you, Mr. Chairman.

**Chairman:** Minister Gross, would you like to comment on the comment?

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* to the member for the comment. We will take that into serious consideration as it is a policy that we are looking to develop to support students with disabilities. *Quana*, Mr. Chairman.

**Chairman:** Thank you for that. We have concluded page O-I-2, Headquarters. Before we move on to the next page of Nunavut Research Institute, we will take a 15-minute break. Thank you.

>>*Committee recessed at 15:00 and resumed at 15:25*

**Chairman:** Thank you. I would like to call the committee meeting back to order. We're on Nunavut Research Institute on page O-I-3. \$1,339,000.

I am going to ask committee members and the witnesses to keep your questions and answers succinct so that we get to the point. We do have a number of different departments to go through today, I do not want to start limiting anyone's ability to question due to time, so I will ask committee members keep your questions succinct and the minister and witnesses to keep your responses succinct.

We're on Nunavut Research Institute. Any questions? I didn't think so. Nunavut Research Institute. \$1,339,000. We'll go to the next page. Regional Campuses. \$67,126,000. Any questions? Thank you. Please go back to page N-3. Nunavut Arctic College. \$40,318,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Minister, any closing comments?

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. *Quana* to the committee for having us appear before you and for the questions that were asked. We look forward to providing the answers that we said we would get back to the members on. I would like to thank the staff that is here with me, president Mearns and vice president Price, and also in the witness stand we have our new director of policy, Sherry Young. I would also like to thank all of our staff at all of our campuses and CLCs for doing the great work that they're doing to train our students. I would also like to thank all of



our students for choosing Nunavut Arctic College and continuing their post-secondary education within the college. *Quana*, Mr. Chairman.

>> *Applause*

**Chairman:** Thank you. Sergeant-at-Arms, please escort the witnesses out. We'll just take a two-minute break to switch Chair and get ready for the next department. Thank you.

>> *Committee recessed at 15:27 and resumed at 15:29*

**Bill 18 – Appropriation (Operations and Maintenance) Act, 2023-2024  
– Human Resources –  
Consideration in Committee**

**Chairman** (Mr. Savikataaq): Good afternoon. I would like to call the committee meeting to order. I would like to ask Minister Nakashuk: do you have any officials that you would like to appear before the committee? Minister Nakashuk.

**Hon. Margaret Nakashuk:** Yes.

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

**Some Members:** Agreed.

**Chairman:** Sergeant-at-Arms, please escort the officials in.

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

**Hon. Margaret Nakashuk**

(interpretation): Thank you, Mr. Chairman. To my right is my Deputy Minister, Les Hickey, and to my left is Arijana Haramincic, (interpretation ends) Assistant Deputy Minister of Operations.

(interpretation) Mr. Chairman and colleagues, I am pleased to present the 2023-24 Main Estimates and the 2023-26 Business Plan for the Department of Human Resources.

(interpretation ends) The Department of Human Resources is the primary advisor on all human resources matters for the Government of Nunavut (GN). The department provides management and leadership of the GN's public service and supports departments and public bodies in human resource policies, programs, legislative development, Inuit employment planning, employee training and development, staffing, employee relations, job evaluation, health and safety, and employee wellness.

For 2023-24, my department has been allocated \$29.1 million for operations and maintenance expenditures. This is an increase of \$1.3 million, or 4.5 percent, from our 2022-23 operating budget. The major components of this budget are:

- Compensation and benefits, \$17.3 million
- Service Contracts, \$7.7 million
- Purchased Services, \$2.1 million

Mr. Chairman, highlights of these estimates include an increase of \$2.15 million to our Wellness Division to support the development of a new Diversity, Equity, and Inclusion Strategy and additional wellness initiatives for the

public service. As part of this effort, we have also moved the return-to-work function from the Wellness Division to the Employee Relations Division as part of streamlining and grouping our functions for better and more efficient service delivery.

Our budget also includes an additional \$1 million for our Public Service Training Division, which provides leadership and coordination of training and development of the public service. This allocation allows for increased in-house training opportunities for our employees, supports additional opportunities for career advancement for Inuit employees, and will help launch a new onboarding program for all new employees.

These adjustments demonstrate that we have taken a serious look at divisional budgets and realigned spending to critical areas while remaining within our target budget. My department will maintain this approach as we increase our staff complement and carefully manage resources for maximum impact.

The past couple of years presented significant challenges. The COVID-19 pandemic put a strain on resources and impacted service delivery. However, throughout the pandemic, we listened to our public health experts, adapted our work, mitigated risk, and continued serving Nunavummiut to the best of our ability. We learned many lessons from those challenges that leave me optimistic about our future.

Mr. Chairman, related to the COVID-19 pandemic and the trending topics on the future of work, the Department of Human Resources is closely following

and exploring opportunities to meet the demands for a remote work policy in relation to the challenging realities in our territory. The focus is to pursue a policy which would support the government's decentralization efforts and provide employees with more flexibility to work from anywhere in the territory inside a Government of Nunavut office. While we recognize the need to fill critically needed positions such as health care workers, social workers, and engineers, to name a few, the focus is to offer the flexibility to work within communities and to accommodate need and capacity in other communities.

It is important to note that remote work in the south should remain a consideration as we investigate filling hard-to-fill positions. This would be a consideration in completing the decentralization review as it will impact our ratios with communities and will have an impact on Inuit employment. The decentralization review will be led by the Department of Executive and Intergovernmental Affairs with our support in the next fiscal year.

In addition to the January 2022 signing of a new four-year deal with the Nunavut Teachers Association, this past July, we successfully negotiated a new collective agreement with the Nunavut Employees Union, which included higher wages, increased Nunavut Northern Allowance, and paid days for Inuit cultural pursuits. This was followed by more good news and stability for our public service with the signing of another new collective agreement with the Qulliq Energy Corporation and its employees in December.

Mr. Chairman, my department is committed to providing leadership and working collaboratively with other departments and public bodies on actions that advance our *Katujjiluta* mandate priorities. These include:

- Improving delivery of Government of Nunavut staff housing:
  - My department has implemented several changes leading to positive results, including a decrease in the number of Inuit staff on the housing wait-list, a reduction of job competitions waiting for housing allocation, and a decline in the number of vacant units. With the Staff Housing Policy undergoing a review, we will continue to make positive changes.
- Removing barriers to increasing Inuit employment:
  - My department established a Government of Nunavut Inuit Pre-Employment Steering Committee to represent the GN on the tripartite Inuit Pre-Employment Training Plan Strategy Committee; and
  - Amended the *Staffing Review and Appeals Regulations* to restrict appeal rights when an Inuk is the successful candidate, and to speed up the time to fill positions and improve the staffing process.
- Supporting departments on their Inuit employment plans and initiatives:
  - My department supported the Department of Health to access dedicated funding from Nunavut Implementation Panel for their

Educational Upgrade Program and Basic Radiological Technician Program; and Nunavut Arctic College for their Nunavut Teacher Education Program, Pre-Health Program, and Practical Nursing Program.

- Improving staffing processes:
  - My department initiated a strategic review of the staffing processes in the summer of 2022 and is proceeding with a full assessment of staffing processes through a GN-wide engagement that will lead to more staffing efficiencies and better results.

Mr. Chairman, I conclude my opening comments and I welcome questions and feedback from the standing committee members. (interpretation) Thank you.

**Chairman** (interpretation): Thank you. (interpretation ends) Does the chair of the standing committee have opening comments? Please proceed, 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 2023-24 Main Estimates and 2023-26 Business Plan of the Department of Human Resources.

The department's proposed 2023-24 operations and maintenance budget is \$29,111,000. This represents a 4.6 percent increase from the 2022-23 fiscal year. The number of positions in the department remains unchanged at 133.0 PYs.

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

Mr. Chairman and members, the 2020-21 *Public Service Annual Report* was tabled in the Legislative Assembly on June 13, 2022. Members look forward to the timely tabling of the 2021-22 report.

Ministerial mandate letters were tabled in the Legislative Assembly at its sitting of November 8, 2022. The Minister of Human Resources' Mandate Letter indicates that one of the department's priorities is to "Develop options for a new flexible workplace policy to support decentralization efforts and offer employees more flexibility to work from any Government of Nunavut office in the territory." Mr. Chairman and members, the department's draft 2023-26 business plan indicates that one of its priorities for the 2023-24 fiscal year is to "Develop and implement a flexible/remote work policy." Mr. Chairman and members, members continue to 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 permanent members of the territorial public service.

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 Minister of Human Resources' Mandate Letter also indicates that one of the department's priorities is to "Review and improve the delivery of GN staff housing with support of the Nunavut Housing Corporation, including reviewing Staff

Housing Allocation Committee functionality, reviewing and revising the staff housing policy and allocation procedure, and developing a long-term plan with short-term goals."

Mr. Chairman, another stated priority in the mandate letter is to "work collaboratively with the Nunavut Housing Corporation and Finance to review and modify staff housing policy and subsidies to encourage employees to move from Government of Nunavut staff housing into affordable rental units or homes of their own." Mr. Chairman, members note the importance of coordinating this work with the Department of Finance's review of the Nunavut Household Allowance Program.

The Department of Human Resources has responsibilities in respect to establishing the government's overall Inuit employment targets. Mr. Chairman, 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 971 Nunavut Inuit were employed by the government as of September 30, 2002. By September 2022, that number had increased to 1,790. This represents an increase of approximately 85 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 September 30, 2022, the Government of Nunavut had a total of 5,508 positions, of which 1,790 were filled by Nunavut Inuit. 1,668 positions were filled by non-Nunavut Inuit employees and 2,050 positions were vacant. In order for the government to achieve an 85 percent Inuit workforce for a fully staffed organization, it needs to hire approximately 2,892 new Nunavut Inuit employees and not lose a single one of its current Nunavut Inuit employees.

The department's draft 2023-26 business plan indicates that the budget for the Summer Student Employment Equity Program will increase from \$985,000 in the 2022-23 fiscal year to \$2,590,000 in the 2023-24 fiscal year. Mr. Chairman, this represents an increase of 162.9 percent. The standing committee strongly supports the government's Summer Student Employment Equity Program, which provides valuable work experience for Nunavut youth. Mr. Chairman, 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, that concludes my opening comments on the proposed 2023-24 Main Estimates and 2022-26 Business Plan of the Department of Human Resources. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Do members have any general comments before we proceed to detailed questions? Okay. We

are here to review Human Resource Operations and we are on D-4. Any questions from the members? I will just give members a few minutes. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. On the ministers opening comments on page 2, the, I will say the third-last full paragraph, right underneath those three little bullet points, it speaks to increasing \$2.15 million to the Wellness Division to "support the development of a new Diversity, Equity, and Inclusion Strategy..." This strategy is not referenced anywhere else in the ministerial mandate letter. Can the minister clarify how this strategy will differ from the Inuit Employment Strategy? 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. First off, the Wellness Division is a new division that is being created in the Department of Human Resources and it has been created for the purpose of supporting employee wellness. If any employee needs help pertaining to wellness matters within the workplace, this division will support them. There will be new PYs created and positions will be moved into this division, the funding for this division has already been allocated. Thank you, Mr. Chairman.

**Chairman:** Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I would like to delve into the remote work policy. Again, referencing the

mandate letter that was tabled, the Minister of Human Resources mandate letter indicates that one of the department's priorities is to develop options for a new flexible workplace policy to support the decentralization efforts and offer employees more flexibility to work from any Government of Nunavut office in the territory.

I have mentioned in my opening comments that the department's draft 2023-26 business plan indicates that one of its priorities in this fiscal year is to "Develop and implement a flexible/remote work policy." What specific options are being considered? 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. This is a new topic that has only recently started to be discussed in the House and it pertains to how we can create more positions within Nunavut, either by helping people from the communities to be able to work from home and not have to relocate, or to develop positions that can be filled anywhere in Nunavut, not just in Iqaluit.

We are trying to see how we can employ more workers from the communities, and facilitate them working out of their homes. We are trying to work hard on that. We also have to look at the Inuit employees that we rely on. We have to make them first and that is the agreement that we have made within. Like I said earlier, we wanted to make sure that people can stay in their communities and not have to move to

obtain gainful employment. Thank you, Mr. Chairman.

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

**Mr. Hickes:** Thank you, Mr. Chairman. A simple yes or no response on this question would be appreciated: is the government prepared to allow non-residents of Nunavut to be employed as public servants, and work remotely from outside of the territory? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. It's hard to say yes or no to that, because some jobs can't be done out of Nunavut right now. We want Inuit employees. We're working hard toward that. We do have staff that work outside of Nunavut, to use health workers as an example. I can't say yes or no to that right now. We don't have enough resources for it. People with disabilities that are taken care of outside of Nunavut, they are out there because we don't have the facilities to take care of them here. It's hard to say yes or no to that right now. Thank you.

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

**Mr. Hickes:** Thank you, Mr. Chairman. Maybe I'll clarify my question. I do realize there are some Government of Nunavut positions that are located outside of the territory. We're all aware that there is an absolute need for that. There are a lot of liaison positions, or

coordinator positions that are needed to work with inter-jurisdictional agencies.

Other than accommodating the short-term need for an employee, what my intention of asking is people that have never lived in Nunavut, never planned to live in Nunavut, with positions that are not deemed to be located outside the territory, is the government willing to entertain employing people full-time in our civil service under those parameters? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. What we're envisioning is that to have all staff work in Nunavut. That is my answer.

(interpretation ends) The reason why we have to fill positions outside of Nunavut is because those positions are really hard to fill in Nunavut. If we are able to employ Inuit is our first priority in the territory, and we have a lot of great non-Inuit employees in the territory. If we are able to fill positions that are able to work within the territory, then we will do that.

Like I had mentioned, there are some positions we can't fill in the territory, and we do have to ensure that our public service is met within the territory and outside. (interpretation) Thank you, Mr. Chairman.

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

**Mr. Hickes**: Thank you, Mr. Chairman. I guess, the answer to my original

question is yes. I'll move on and get into the staff housing.

As I had mentioned in my opening comments on reviewing the staff housing allocation committee functionality, reviewing and revising the staff housing policy and allocation procedure, and developing a long-term plan with short-term goals. I am excited about it. I think we need to think long term, but we need to find some solutions to some of the immediate issues that we have now, if not, yesterday. What specific changes to the government's Staff Housing Policy are being considered? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. Thank you for the question. If I can go back a little bit. Like stated that we'll push hard to get workers hired in Nunavut. If you can imagine the people taken care of by social services in the south, they are in hardship, and they have to be at the health centre. We don't have workers like that available up here, so we have to keep them down there for now. We're not just looking for staff that are going to work outside of Nunavut. We're going to do that.

Your question about staff housing, what we pushed hard about and want to change are where Inuit employees be able to get staff housing. Those who wait a long time for housing wait a shorter time for housing. What was used in the past, where the Nunavut Housing Corporation used to take care of them, but now they are being looked at, they're waiting for hire position employees and

they're trying to make sure there's no duplication of positions of PYs in housing corporation and other departments, and they've looked in to see what has been causing the delays. Thank you, Mr. Chairman.

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

**Mr. Hickes:** Thank you, Mr. Chairman. I would be remiss and not also bring up another long-term plan short-term goal issue that I have brought up in this House on a number of occasions, and that's the impact of the Government of Nunavut retirees that are living in staff housing units, and I know a number of people just in my riding that are delaying their retirement and they've been on the public housing wait list for a number of years, and to be blunt, we know that the public housing application process and if somebody's adequately housed, which somebody in staff housing is, they're never going to be assigned a unit until they become homeless.

I know and the minister of housing has mentioned in response to questions, and I believe the Minister of Human Resources has as well, it's not the government's intention to make our long-term employees homeless, and I can't emphasize enough on how important it is to come forward with a policy to accommodate these long-term dedicated staff that we've had serve through the bulk of their professional lives and to treat them with equity.

I would just like to get the minister's perspective on how soon something like that could be worked out, even if on a short-term basis some type of accommodation policy that could be

utilized until a long-term strategy is in place. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. Thank you for asking that question. We have been talking about that a great deal this past year. There are people who no longer want to work because they're getting older, we've had to deal with quite a few of those and we expect to have to deal with a number of those in the coming years.

We have to see where each employee is at now and the number of employees are getting more numerous all the time. We're always working with the housing corporation on these matters and we will look into them and create a strategy to be completed in the fall to see how we can improve the situation because some government employees have wanted to quit now because of this matter. That's how it is. Thank you, Mr. Chairman.

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

**Mr. Hickes:** Thank you, Mr. Chairman. I'll follow up on the progress on that next sitting, and obviously for sure we will be following up in the fall.

Also regarding staff housing, another task that's in the mandate letter was to work with the Nunavut Housing Corporation and the Department of Finance to review and modify staff housing policies and subsidies to help staff move into affordable rental units or homes of their own.



Again, Mr. Chairman, to what extent will this review consider introducing down payment assistance for Government of Nunavut employees? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. Thank you for asking that question. That is something that we are working on, and another idea that we've had is because we want to help the staff of the government and inflation has been really high, and we need to review that, we've recognized that, but the work has started. Thank you, Mr. Chairman.

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

**Mr. Hickes**: Thank you, Mr. Chairman. I know there was a bill put forward in the last government that was defeated, that I know a lot of people were very excited about. The number of that, at that time, was about \$50,000 and then a ten-year forgiveness. I brought it up in the House again. One of the issues that came to light out of that policy, even after that policy was declined, was a taxable benefit portion of it.

I did some rough calculations in this House and brought it up in the past that if an employee had matching funds at the maximum amount of \$50,000 over a ten-year period, if the \$5,000 per year were to be put as a taxable benefit, it would have impact of approximately \$75 per paycheque of increased taxes that would be due.

I strongly think that almost every employee that would access that program would appreciate getting over \$30,000 clear in benefits, even after taxes, to assist with the down payment and the flexibility to pay it down over a ten-year period through the forgiveness process.

I cannot emphasize enough on how important something like this can help people transition to their own homeownership, even in conjunction with the condo program that's seems to be in a quagmire. I have another word that I've been using for it lately but it's not appropriate for this House.

I would just like to get the minister's perspective, because that policy was basically outlined in the last Assembly. Other than the taxable portion, it was quite beneficial to our employees. Can I get a timeline from the minister, first I guess, whether the minister is going to be willing to bring forward a policy of that nature, and if so, what kind of timeline are looking at? If not, why not? Thank you, Mr. Chairman.

**Chairman**: Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. I would like to thank you for that question. When this portfolio came about, that bill got defeated. With this government, the Nunavut Housing Corporation was considering different types of housing programs.

I have also thought about different ways, or looking at different options on the issue of housing. We are also considering how we can better use the monies and the limit. We will have a

better idea when spring comes around.  
Thank you, Mr. Chairman.

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

**Mr. Quqqiaq:** Thank you, Mr.  
Chairman. I just have a couple of  
questions. Nunavut Tunngavik  
Incorporated's 2021-22 annual report  
indicates that it invoked a dispute  
resolution arbitration process in April  
2020 with respect to the federal and  
territorial government's obligations  
under Article 23 of the *Nunavut  
Agreement*. The annual report indicates  
that the first evidentiary hearing was  
scheduled to take place in Iqaluit in June  
of 2022. As of today, what is the status  
of this process? Thank you, Mr.  
Chairman.

**Chairman** (interpretation): Thank you.  
Minister Nakashuk.

**Hon. Margaret Nakashuk**  
(interpretation): Thank you, Mr.  
Chairman. At this time, it is impossible  
to speak to this matter since  
(interpretation ends) there is no decision  
on this yet. (interpretation) Thank you.

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

**Mr. Quqqiaq:** How many direct  
appointments were approved by the  
Cabinet during the 2021-22 fiscal year?

**Chairman** (interpretation): Thank you.  
Minister Nakashuk.

**Hon. Margaret Nakashuk**  
(interpretation): Thank you, Mr.  
Chairman. Thank you for the question.

To date, there were over 67 direct  
appointments. 64 Inuit were directly  
appointed. Thank you, Mr. Chairman.

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

**Mr. Quqqiaq:** Thank you, Mr.  
Chairman. How many of these  
appointments were for Nunavut Inuit,  
and how many were for non-Nunavut  
Inuit? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you.  
The minister just answered that question.  
I believe it was 67 total and 64 for Inuit.  
Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr.  
Chairman. My apologies. There is  
another follow up question. My next  
question is: how many of the direct  
appointments approved by the Cabinet  
during the 2021-22 fiscal year were for  
the executive and senior management  
positions? That is my last question.  
Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you.  
Minister Nakashuk.

**Hon. Margaret Nakashuk**  
(interpretation): Thank you, Mr.  
Chairman. There were 122 that were  
approved, and 101 of them were Inuit  
that were directly appointed to the  
executive and senior management  
positions. Is that right? I can supplement  
this information at a later date. Thank  
you, Mr. Chairman.

**Chairman** (interpretation): Thank you.  
We look forward to seeing those  
documents. Following the next name on  
my list, Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman and welcome minister and your officials. How many... just in follow up to that last question, how many direct appointments are in queue now? 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. There are approximately 20 in total, with 8 and 11. Thank you, Mr. Chairman.

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

**Ms. Brewster:** I apologize, Mr. Chairman; I didn't understand that response. There are approximately 20, and then 8 and 11. I am not sure what that means because that adds up to 19. If the minister could just clarify that, I would appreciate it. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. I also thank the member for clarifying your question, as I did not respond with the appropriate level of detail. Right now there are eight at this time that would be reviewed, completed, and published and further down the line we have another 11 to review.

When another meeting is being held, we will review them, but every once in a while, we get these requests for (interpretation ends) direct appointment.

(interpretation) I am speaking about the future upcoming cases we have to complete in the near term as well as the others further down the process, and these are all Inuit. Thank you, Mr. Chairman.

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

**Ms. Brewster:** Thank you, Mr. Chairman. I wonder if the minister can tell us how many of the direct appointments approved by cabinet during the 2020-21 and 2021-22 fiscal years were long-term casuals. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman and I thank you for that question. Under the direct appointment category, for 2020-21, there were 68 direct appointments, with 64 being Inuit. However, for the casuals figure, I do not have that information of how many were appointed to indeterminant status but overall, the casuals who became indeterminant in 2020-21 were 147 people, but I am unsure if they were directly appointed, and currently it is too difficult to determine if they were hired through that process. Thank you, Mr. Chairman.

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

**Ms. Brewster:** Thank you, Mr. Chairman. It's really important for us to uplift as many casuals as we can. I know that one of the barriers to direct appointing individuals is a lack of

performance reviews and other kinds of overarching human resource management issues. I'm wondering if there is a policy in place that states that casuals are entitled to annual or semi-annual performance reviews that can help them to get in queue to be direct appointed. 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. For casual employees, there is no policy to do performance reviews, but as a government we remind staff that casuals become indeterminate. There has been a drastic decrease of the people in casual positions, but it's still quite high. We keep urging the departments to move them from casual to indeterminate. Thank you, Mr. Chairman.

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

**Ms. Brewster:** Thank you, Mr. Chairman. Minister, is there a limit to how many times an individual can have their casual status renewed? The reason I ask that is because after a certain point in time, a casual employee, for example, who might have been extended a number of times so that they are a year in their position or a year and half into their position, the assumption is that they know the job well enough and they do it well enough to be continually extended in their casual terms.

I think it would make sense for a human resource to set a limitation that either a person be direct appointed or if they are not the right fit for that job, just having a

warm body there isn't enough. If the minister could let us know whether or not there is a limit, it would be great. 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. With the extensions of casuals, (interpretation ends) there is no limit to that. (interpretation) The total number of people who have been casual hires for over a two-year period was 278 employees and those in the one- to two-year category are 507 employees, and casuals with one year of employment were 619 employees.

Now, this is why we encourage all departments to do so because without a position vacant, they require assistance to move them to the indeterminate position and this is the biggest obstacle. Furthermore, the Department of Justice or Department of Health have the most casual employees. That's just for further clarification, as these aren't just administrative or office positions. Thank you, Mr. Chairman.

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

**Ms. Brewster:** Thank you, Mr.

Chairman. Just looking at that number of over 278 casuals who have been in, and I'm assuming that is in relation to being casual employee in a singular position for over two years.

A policy that includes submission of an up-to-date performance assessment of that employee could, in order to be

renewed for anything over a year, makes sense to me, because then what it does, it puts the onus on a manager to do that step of work that can bring to the person to a direct appointment.

I think that could create more of an opportunity for casual employees to move into indeterminate positions, because of what I know about a lot casual employees, is that they kind of feel like they do not really fit in, or they're not really valued. Yet, they are showing up every day and doing this really important work for us. That should be acknowledged.

If it is an issue of somebody not having the initial qualifications, in order to compete for a position, if a performance review indicates that they are doing the job to the standard that is expected, then anything that we can do to move them into an indeterminate position, is really important.

I say this because we know that when you are in an indeterminate position, your salary goes up. It goes up incrementally, as your career continues. That has a long-term impact of ensuring that an employee, when it comes to retirement age, they have more pension to rely on.

We are investing in the future by investing in our employees now, so that they are less likely to be a burden in their retirement. We have to think that way, because Nunavut is here to stay, and those important employees, we want them to be able to be able to afford to retire, eventually, and to live a healthy life. I would, strongly, encourage that.

I will move on, and just if the Chair does not mind, I know that we are talking about operations, and I'm going to eke a little bit into the Inuit Employment Plan, because we discussed the Flexible Remote Work Policy that's under development. I'd like to know how the Flexible Remote Work Policy reflected in the current Inuit Employment Plan, and if it's not, what work is being done to ensure that plan melds with the new policy being developed? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk**

(interpretation): Thank you, Mr. Chairman. Thank you for your question on this point. Going back to your first comment about casual employees. To mention that there are reviews that are in place by their supervisors, that's when the supervisor initiates that. That's the situation for some casuals, but it's not in all cases.

However, we are very grateful to the casuals, who continually and persistently go to work. Some have very difficult jobs to attend to but they are able to carry out their work fulfilling their duties. When the casuals are identified as being recommended for another extension, they do not use the same form for hiring the casual, as it requires a different form from the supervisor. They have to provide justification as to why they wish to continue to keep the person as a casual hire, and the form that is filled requires additional forms that have to also be completed. (interpretation ends) They have to justify why they want to continue this employee, so (interpretation) these employees are also

trying to get out from that employment status, but I just wanted to speak to that.

However, for the second part of your comment on wanting to hire more Inuit and how we envision doing that, we have to constantly be aware of our legal obligations and we must adhere to these provisions contained in the *Nunavut Agreement* by working with Nunavut Tunngavik Incorporated, and the largest part of justification for having Inuit employees is because the vast majority of our constituents are Inuit.

We also need employees who are fluent in Inuktitut and that is our preference and our vision for the future in 2023, actually the numbers are 2,300 indeterminant positions while we are aiming for 58 percent Inuit workforce. The work done to date, is additionally to see if there are any other avenues to increase our numbers.

In particular, after some training, some of the casual employees can return to the government workforce, while other casuals or long-time employees can develop a career plan and map out the types of courses needed to become an indeterminant employee by reviewing the department charts, and determine if the person can complete their training to move to a higher position.

In those cases, mentorship and supervision is quite important, and under Human Resources, the government employees can find training courses that our department continues to produce, and there are quite a variety of courses our employees can take, to improve their capabilities and they can also do on-the-job training when they are taking the

requisite courses towards a higher management position.

These are the priorities that Human Resources has with respect to employee recruitment, and we always try to look at which jobs are the ones in most demand that Inuit can readily take on. Thank you, Mr. Chairman.

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

**Ms. Brewster:** Thank you, Mr. Chairman. Thank you for that response. In the new flexible remote work policy discussion, I'm wondering if the minister can tell us whether or not the flexible remote work policy will encompass jobs that are under the NEU and how will the NEU be engaged in the development or discussions around that flexible remote work policy? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. I also thank you for asking about that matter. We usually work with the (interpretation ends) Nunavut Employees Union (interpretation) on any public service employment positions that we wish to create as they would need to be added, and this has been our priority, trying to hire more Inuit employees.

The work we are doing to develop this is also keeping in mind our decentralized offices in the three regions, and these (interpretation ends) decentralized offices (interpretation) must justify the positions, how often are they used, are these offices fully staffed, do they have

office capacity, and we need to keep them in consideration as well.

Whenever we are contemplating a position outside of these communities, it also touches upon the capacity issue, and the need to work together with (interpretation ends) the Nunavut Employees Union. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. If any of these remote work positions are in fact outside of the territory and it involves moving a unionized position, is that possible under the current MOU or agreement with the union? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. Thank you for your question on this point. If we are going to move positions from the north, we would have to take away some allowances, like northern allowance, many of the benefits that are for Nunavut residents. We have to cover and review all of these areas. I'm not saying it is the situation, but these would have to be reviewed and looking at where they are working from. That has to be considered as well. Thank you, Mr. Chairman.

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

**Ms. Brewster:** Thank you, Mr. Chairman. If the minister could talk to us about what the potential impact is on travel budgets for employees. Assuming

that if someone is working remotely, there will be a need to go headquarters or to travel to meet in person with colleagues and stakeholders, or meetings at some point, away from where they are working remotely, and is that going to be a budget that each department or each division ends up coming to us for an ask, or will there be an overall travel budget for these remote workers? 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. We would have to include those in a review; however, we have to look at specific departments. That department would also be part of the review. (interpretation ends) It would have to be under their department as well when it comes to travelling in and out. (interpretation) Thank you, Mr. Chairman.

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

**Ms. Brewster:** Thank you, Mr. Chairman. I think it's important to have some kind of a plan because we know that the people that work on duty travel within the GN in various departments already have significant workload, so that may be a rolling impact where certain departments may need to have more people working in duty travel. I think that is important.

I'll just move on. The Government of Nunavut's current Priority Hiring Policy was most recently revised in July 2016 and its sunset date was on July 31, 2021

and I'm wondering: What is the timeline for renewing or amending this policy? 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 think it is quite obvious now that this year this will be part of the plan and developed. Thank you, Mr. Chairman.

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

**Ms. Brewster**: Thank you, Mr. Chairman. I would like to know what specific changes to the policy are being considered, especially in light of all of this new planning. 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. We will have to look into the details. We cannot really respond to that right now, Mr. Chairman. Thank you.

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

**Ms. Brewster**: I think that's it for now. Thank you, Sir.

**Chairman** (interpretation): Sorry about that. I have no more names on my list under Human Resource Operations. Human Resource Operations. Total

Operations and Maintenance, to be Voted. \$18,707,000. Agreed?

**Some Members**: Agreed.

**Chairman**: Members, go to the next page. G-5. Strategic Human Resource Management. Mr. Hickes.

**Mr. Hickes**: Thank you, Mr. Chairman. I've spoken in this House a number of times about Sivuliqtiksatsat Internship Program. It is worth noting that the budget is decreasing from \$2.6 million to \$1.59 million. What accounts for this decrease? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. For your question, if you don't mind, I would like Mr. Hickey to respond to the question. Thank you, Mr. Chairman.

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

**Mr. Hickey**: Thank you, Mr. Chairman and thank you for that question. This year, when we were looking at streamlining our budgets, we realized that our internship program, which can match or can meet 16 interns. We don't have the 16 interns applying. I think we have a max. of five right now. We looked at where we can utilize those funding somewhere else, and we took some of the monies away for the internship program when we kind of risk manage it. When we get the positions filled and get more attractions and buy in some of the other departments on needing an internship, which is what we're trying



to do now, we'll kind of risk manage and move the funds where we need to. Thank you, Mr. Chairman.

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

**Mr. Hickes:** Thank you, Mr. Chairman. There's a couple people in this room that were participating in that program in the past, myself included, and I think back then there was around 20 people in the program and one of your witnesses was a fellow intern with me. When we look at opportunities, especially for Inuit employment for people to be able to move up the ranks and get that on-the-job training, I always thought it's a fantastic program. I would like to say I was an alumnus of it, but unfortunately I had to leave the program to accept a different position that was interning for a couple months before my graduation, if it could be called that, so I like still claim that I'm a success story from that program though.

Given that there's only six people, that's really concerning to me and it's showing to me that there's not enough departmental focus, I don't just mean the Department of Human Resources, I mean across the Government of Nunavut. It's an excellent program with the right mentors in place, and I think that's a critical component to the success of an intern going through that. I know for myself, I can only speak for myself, I had a director that strongly supported me into the director position and demanded the respect that I subsequently feel that I earned, but when there's only six people, that really concerns me, and I'm just going to leave this as a comment, but I strongly, strongly, did I say strongly? Recommend that a real push get put out

there across the government to avail the departments of this program.

There's funding there for it, there is such an opportunity to grow, it expanded my academic and skillset incredibly. I was a finance guy before, also I became a policy person, then working in the assembly here, I learned the governance side of things and it's created a very well-rounded skillset that I feel that positions me very well for this position, but it would also fit in very well with a number of different positions and fields with the Government of Nunavut. I don't want to ramble about this, I think I have been very clear that I think there needs to be a real serious effort put into this internship program. I'll just leave it at that. Thank you, Mr. Chairman.

>> *Applause*

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk**

(interpretation): Thank you, Mr. Chairman. Thank you for those comments. We believe in those too that these training opportunities should be made more available to people who want to move up to senior jobs. In the past years, we've had great difficulty, and it affects our office too. To talk about those and bring them out, we can do that. It would be better if we have a many in the program, and that's what we ask for, we can promote it more because there's funding available for it. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Next person on my list: Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Chairman. I think I asked these questions in the last fiscal year. It's just two questions I'll be asking.

The department is responsible for coordinating government-wide Inuit employment initiatives and targets. The government's draft 2023-26 business plan includes a target of having 1,883 Nunavut Inuit employed in the government's 11 primary departments by March 31, 2024. In order to achieve this target, the government will have to hire approximately 335 new Inuit employees over the next fiscal year. How realistic is this target? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman, and thank for you asking that question. That's a good question, especially since our goal and our priorities are rather large, and we cannot unilaterally accomplish this goal.

There are several legal agreements that we must follow, and we are fully aware of these obligations, as do the people I work with in the department, and we share the common goal of trying to hire more Inuit employees. Presently, the details I mentioned earlier on the different avenues of trying to recruit more Inuit employees revolve around training people for higher management positions.

Part of the outlook is determining where we are now, how can we make improvements in the process and we continue to keep that as our priority

since again, this is a large task which we cannot handle by ourselves, and we can accomplish this only with working with other government departments and our federal counterparts to determine the obligations we must fulfill.

Also, whenever we see any areas that require changing, then we have to look at these agreements to see where we should revisit or revise certain sections and we continue to make progress on this front. This has been our biggest challenge to date. Thank you, Mr. Chairman.

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

**Mr. Quqqiaq:** Thank you, Mr. Chairman. This will be my last too. (interpretation) The people of Nunavut have to be heard. (interpretation ends) The government's most recent quarterly employment report indicated that as of September 30, 2022, the Government of Nunavut had a total of 5,508 positions, of which 1,789 were filled by Nunavut Inuit. 1,669 were filled by non-Nunavut Inuit. 2,050 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 826 non-Nunavut Inuit would be employed by the government.

In order to achieve an 85 percent workforce, the government needs to hire approximately 2,892 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? My last question. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk**

(interpretation): Thank you, Mr. Chairman. I also thank for you asking that question. It's a good question. We always have to think of things, and looking at our communities, education is very important. We have to look at what kinds of jobs our communities want. Some people don't want to work for the government, some people want to be hunters, so that's fine. That's fine if they want to do that.

We need people who are able and want to work, especially Inuit in our communities. The biggest roadblock usually is the lack of office space to work in the communities. It is hard to promote jobs. We have been pushing to try to get younger people employed and we reviewed how many are working now. We have many. We should be proud of that. We want more young people to work in the Nunavut government so once they start working, training programs will always come up that they can take.

Even though there are always problems and road blocks, we want our young people to be able to get into senior positions eventually. We will push hard for that. Even if they do not go to school, we want them to get a job but then learn in the job to have their education in the job so that can improve them as well. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Following the next name on my list. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. One question that I would like to ask here is about the Inuit Language Authority. (interpretation ends) How has the COVID-19 pandemic impacted the ability of the Inuit Uqausinginnik Taiguusiliuqtiit 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 and thank you for asking that question. I did not understand the whole question, can you please repeat it Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Killiktee, can you please repeat the question?

**Ms. Killiktee:** Thank you, Mr. Chairman. How has the COVID-19 pandemic impacted the ability of the Inuit Uqausinginnik Taiguusiliuqtiit to conduct Inuit language proficiency tests on employees who do not live in Iqaluit? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Nakashuk.

**Hon. Margaret Nakashuk**

(interpretation): Thank you, Mr. Chairman. I also thank you for asking that question. (interpretation ends) It is responsible for developing and updating the policies associated with guidelines and procedures. This Inuit Language Incentive Policy is what I am thinking you are referring to. The Inuit

Uqausinginnik Taiguusiliuqtiit are the ones that really do the Inuit competency testing on the GN employees. How that would be affected during COVID-19, I would be guessing that some restriction of travel that were cut for sure when they needed to do invigilation or reviews with employees. None of our employees from HR would be travelling, because when we do get information from staff that there are employees that want to take this test. Not so much of a test, but a review from Inuit Uqausinginnik Taiguusiliuqtiit, we would not be affected by that. Thank you, Mr. Chairman.

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

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. This other matter that I have worked hard for the people and workers I represent and I just want an update on how it is now with (interpretation ends) the bilingual bonus benefit that is provided under the Human Resources Manual section 1505 has not been updated since April 3, 2006. The policy referring to the bilingual bonus still refers to the use of Inuktitut or Inuinnaqtun in addition to French. When will this policy be updated? Thank you, Mr. Speaker.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margret Nakashuk** (interpretation): Thank you, Mr. Chairman. I also thank you for the question. It is three ways and the money is divvied up. We'll be doing a review, with the help of the Inuit Language Authority. We're a little bit behind on going to the community. We're a bit

behind because of COVID-19. Thank you, Mr. Chairman.

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

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. Because of this backlog, and regard to my first question, could you give me an indication of whether the backlog is being dealt with, and where you're at with the current backlog? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. Thank you to the member for asking that question. We usually know how many has been requested to be conducted with language proficiency. From the Department of Finance, they would go back to the time that they requested. I am not exactly sure where the backlog is at. I was mistaken. On September 22, there were 1,515 government employees who were Inuit. Their proficiency in written skills, and 610 to date that require this testing. Thank you, Mr. Chairman.

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

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. Thank you for that response. This is more of a comment than a question. You indicated that there are three systems that they have to go through. There are some employees that are not receiving the bilingual bonus benefits and there is quite a large number that require testing, and because of the number of people on the backlog

list, I would like the people to be informed about when the testing will start again.

You have to work with the different departments. We have to catch up with the backlog that was created because of COVID. We have to make sure that they are tested. I can use an example, where the teachers, who do not understand Inuktitut, are given a lot of support by the bilingual staff. There are other government staff, but I'm using the teachers as an example.

This is more of a comment than a question, but I think it's very important that you catch up with the backlog. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. Thank you for that comment. There is going to be some staff that will be going to the communities, and they usually inform the community by correspondence. I just would like the communities to know that we will be doing a round of community visits. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) I have no more names on my list. Human Resource. Branch Summary. Strategic Human Resource Management. Total Operations and Maintenance, to be Voted. \$10,404,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Members go to page E-3. Human Resources. Department

Summary. Details of Expenditure. Total Operations and Maintenance, to be Voted. \$29,111,000. Agreed?

**Some Members:** Agreed.

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

**Some Members:** Agreed.

**Chairman:** I would like to thank the minister and her officials. Do you have any brief closing comments, Minister Nakashuk?

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. I thank you all for asking those questions. We do have a lot of work to do. I would also like to thank my staff who work tirelessly, the people in the office, and also at the community level. If there are any complaints or concerns about human resources, we want to listen. We are open to comments or suggestions and we do want to provide training at the community level and in all levels. There is a need for improvement in some areas, but we are doing the best we can. I thank all the staff who deal with human resources. Thank you.

>> *Applause*

**Chairman** (interpretation): Thank you. (interpretation ends) You may leave the table. Minister Quassa, you can go to the table and we will start our next department, Culture and Heritage.

**Bill 18 – Appropriation (Operations and Maintenance) Act, 2023-2024  
– Culture and Heritage –  
Consideration in Committee**

**Chairman** (Mr. Hickes): Thank you. I would like to call the committee meeting back to order. Minister Quassa, do you have any officials you would like to appear before the committee with you?

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

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

**Some Members**: Agreed.

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

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

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

Thank you, Mr. Chairman.  
(interpretation ends) I am appearing before the Committee of the Whole today to present the 2023-24 Main Estimates and 2023-26 Business Plan for the Department of Culture and Heritage.

*Iksivautaliik*, the Department of Culture and Heritage, guided by the Standing Committee on Social Wellness, serves to ensure that our shared *Katujjiluta* priorities are implemented in relation to

culture, language, and *Inuit Qaujimagatuqangit*.

The proposed 2023-24 budget for the department is \$27,823,000. While only a modest 3 percent increase from 2022-23, this plan includes meaningful improvements and important funding reallocations.

- Led by Pijitsirniq, we are proposing an increased focus on direct community-driven programming. *Iksivautaliik*, I am pleased to be presenting a budget that would increase application-based funding for community cultural projects by \$1,825,000 per year.
- Aligned with Tunnganarniq and Sulitsiarniq, the business plan and budgets have been adjusted to be more clearly stated and easily understood. I have also included a commitment to publish all departmental job descriptions and reaffirmed the commitment to begin publishing department-specific grants and contributions reporting next year.
- Recognizing Pilimmaksarniq, we are reaffirming our expanded focus on Inuktitut language training and revising and expanding the department's Inuit Employment Plan.

*Iksivautaliik*, I will describe these changes in more detail by branch.

The proposed budget for the Directorate Branch is \$4,949,000. Shown on page 90, the branch's description and objectives have been adjusted to

differentiate its two functions more clearly:

1. Leadership/support for the department; and
2. Through the Policy Division and Deputy Minister's Office, central agency leadership for the Government of Nunavut.

With members' support, last year the department expanded the Policy Division, enabling the department to provide a more active role in policy and legislative development within our government. The 20 percent growth of the Policy and Planning Division budget, on page 91, is the second and final year of that scheduled increase.

The budget for the Inuit Uqausinginnik Taiguusiliuqtiit Contribution Program is proposed to decrease from \$2,176,000 to \$1,429,000. This change is for two reasons:

- First, it more clearly reflects the anticipated spending through the program. Since 2018-19, Inuit Uqausinginnik Taiguusiliuqtiit has been using \$1,392,000 on average from this program per year.
- Second, this change frees up funding for the \$1,825,000 increase for community-driven programming, which I will describe in detail when we get to those branches.

The proposed budget for the Official Languages Branch is \$7,694,000. Recognizing *Katujjiluta's* focus on Inuktitut, the branch's description and objectives, on page 94, have been

updated to emphasize our focus on Inuktitut over other official languages.

While our public service is linguistically diverse and we are committed to serving the public in all official languages, internally the Government of Nunavut operates in Inuktitut and English. Through *Uqausivut 2.0*, we are committed to increasing the use of Inuktitut to be the primary language of work. Language training is a critical part of that shift.

*Iksivautaliik*, Inuktitut language training within the public service continues to be a priority within this government. Over the life of our young territory, responsibility for this important function has shifted among various departments before coming to rest in the Department of Culture and Heritage. With members' support, this time last year, we formalized a dedicated language training unit within the department. We also increased dedicated funding for this function from \$376,000 per year to \$550,000.

For 2022-23, I am happy to report that in addition to that \$550,000, the department also allocated \$700,000 from the Inuit Language Implementation Fund. *Iksivautaliik*, Inuktitut courses are now available for all Government of Nunavut employees. These range from introductory to intermediate, all the way to intensive immersion training.

The department has hired dedicated Language Unit staff whose work includes finalizing a strategic plan for Inuit language training in the public service. That Inuktitut Language Training Strategic Plan is anticipated for implementation beginning in 2023-24.

*Iksivautaliik*, I have heard from members, particularly the Member for Iqaluit-Tasiluk, on the importance of timely public reporting. The tabling of the 2019-2020 and 2020-21 Minister of Languages annual reports during this sitting brings the department up to date on its annual reporting, addressing a long-standing backlog. I thank members for their support and encouragement in reaching this point. I will strive to carry this success into other important reporting areas.

The proposed budget for the Translation Bureau Branch is \$4,179,000. Seen on page 97, the Translation Bureau coordinates and provides translation services in the official languages for the government and public agencies.

Between April 1, 2022 and February 28, 2023, the bureau translated over 7.6 million words. Currently our Inuinnaqtun staff are dedicated solely to Inuinnaqtun translation services. Shown as a new branch objective, we are proposing shifting the focus of Inuinnaqtun translations to prioritize areas that are either likely to improve revitalization or directly support access to service.

Members have consistently raised the unique needs of Inuinnaqtun, including the Member for Kugluktuk during this sitting. The proposed shift recognizes the very different realities between Inuinnaqtun and Inuktitut. The 2021 Census has shown that only 215 Nunavummiut identify Inuinnaqtun as their mother tongue, with only 65 reporting it as the language they speak most often at home. That is in sharp contrast to the over 19,000 Nunavummiut who identify Inuktitut as

their mother tongue, with nearly half our population using it as their main language at home.

*Iksivautaliik*, I want to emphasize that the proposed shift does not mean a reduction in support of Inuinnaqtun. It means fewer translated technical reports and more emphasis on learning resources. This will not take away resources from either Inuinnaqtun or Inuktitut. Recognizing the decline of Inuinnaqtun speakers and language transmission, some of our translation capacity would be better utilized in developing and delivering learning resources that revitalize and preserve Inuinnaqtun. The department is committed to supporting Inuktitut, both Inuktitut and Inuinnaqtun. We believe this shift is a needed support for Inuinnaqtun and will better ensure that the current and future generations are able to read, write, and speak in Inuinnaqtun.

Members will note a decrease in the proposed budget from \$4,689,000 to \$4,179,000. This decrease reflects less funding being allocated to compensation and benefits. The same number of positions continues to exist; this lower budget is an estimate that not all positions will be staffed for the full year. I have provided clear direction to my officials that this lower compensation and benefits funding does not impact hiring; if the branch successfully staffs all positions, then funding will be reallocated within the department.

The proposed budget for the Heritage Branch is \$5,972,000. On page 99, members will note a significant increase in the Heritage Collections Division budget from \$222,000 to \$1,159,000.



This funding was moved from the director's general budget into the Heritage Collections Division budget. This change was made in order to show more clearly what that funding is used for. I have included a note directly in the business plan to clarify this is not a programming change.

*Iksivautaliik*, given the members' interest in the Heritage Collections Division and its Gatineau-based positions, I would like to provide some additional context on our territory's Heritage Collections.

The physical collections are a critical part of our cultural history. To preserve that history, the department resources their preservation wherever they are located. In line with our *Nunavut Agreement* obligations, our government recognizes the need to house a representative portion of the collections in Nunavut and aims to continuously increase over time the proportion of the collections permanently housed in Nunavut.

*Iksivautaliik*, due to a lack of appropriate infrastructure, Nunavut's collections have never been located in Nunavut. Until 2016 the collections were managed by the Government of the Northwest Territories out of the Prince of Wales Northern Heritage Centre in Yellowknife. In 2016 the fine arts collection was transferred to the Winnipeg Art Gallery, where it continues to be managed by that contractor. In 2017 the other collections – ethnography, archaeology, palaeontology, and natural history – were transferred to the Canadian Museum of Nature in Gatineau, where they are now managed by five

Government of Nunavut staff. This out-of-territory structure is explicitly temporary as we work to house more of the collections in Nunavut. These five Gatineau-based positions are limited to fixed-term employment contracts, expiring at the end of 2026-27.

*Iksivautaliik*, I would also like to take a moment to speak on the Nunavut Heritage Centre capital preplanning project. While it relates to capital, it also has a direct impact on the current structure of the Heritage Collections Division and is included as a priority status update on page 100.

Most major collections are primarily held in storage with selected portions on display. The department continues to work with the Inuit Heritage Trust to repatriate, to store, and to display portions of our collections. This includes:

- The ongoing capital preplanning project exploring various options for a dedicated facility; and
- Encouraged by members, particularly the Member for Rankin Inlet North-Chesterfield Inlet, we are working to expand displays in our communities across the territory.

*Iksivautaliik*, included in the Heritage Branch is the responsibility for public libraries. Public libraries serve to promote literacy, community connectivity, and technical skills by providing access to information and resources. The division's description has been clarified to place more emphasis on supporting existing community libraries and establishing new ones. I have also directed my officials to improve and

promote our online library resources which are available to all Nunavummiut.

The 2023-24 fiscal year budget for the Elders and Youth Branch is proposed to increase by 60 percent to \$3,607,000.

I have heard from members, particularly the Member for Netsilik, on the importance of better supporting programming that helps connect youth to elders in their communities. I fully support our shared mandate commitments, including to encourage community-based initiatives that provide elders programming and to invest in the supports that our youth need.

*Iksivautaliik*, to support elders and youth programming in our communities, this budget proposes increasing the branch's grants and contributions funding from six programs totalling \$800,000 to four programs totalling \$2,225,000. With members support these changes will:

- Increase funding for community-based elders' programs by 150 percent;
- Increase funding for community-based youth programming by 150 percent;
- Convert that funding into grants, reducing the administrative burden on recipients associated with contribution contracts; and
- More than triple the funding available through my department to support elders and youth facilities contributions.

*Iksivautaliik*, these programs directly support *Katujjiluta* mandate priorities.

Demand for these programs is so high that all funding is consistently allocated before the start of each fiscal year; there has never been sufficient funding for a second call-out.

*Iksivautaliik*, together we can make this significant increase in funding available to community groups, empowering them to meet their own priorities.

The Inuit Qaujimajatuqangit Branch is proposed a \$1,422,000 budget.

*Iksivautaliik*, there are two aspects of the Inuit Qaujimajatuqangit Branch budget on page 104 that I would like to highlight for members:

- First, it seeks to substantially increase the grants and contributions funding from \$400,000 to \$800,000.
- Second, it aims to more closely anticipate administrative spending. As with other areas, I have provided clear direction that this reduced compensation and benefits funding does not impact hiring.

*Iksivautaliik*, *Iviqtippalliajut* is the guide for departments and agencies to incorporate *Inuit Qaujimajatuqangit* in the development of policies, programs, and services. The department is completing an assessment of *Iviqtippalliajut* and aims to introduce a refined version this upcoming fiscal year. The branch is continuing to work with its partners toward a formalized process through which the Inuit Qaujimajatuqangit Katimajiit and Tuttarviit will be consulted on policy and legislative items.

*Iksivautaliik*, I would like to conclude by highlighting that the department remains

committed to increasing Inuit employment and continuing to support Inuit employees in their career development. The department is targeting to have 69 Inuit in indeterminate and term positions by March 31, 2024. Plans to achieve this increase are shown on page 109. I thank members, particularly the Member for Iqaluit-Manirajak, for consistently ensuring focus on this important area.

*Iksivautaliik*, in the spirit and intent of Aajiiqatigiinni and Qanuqtuurniq, I am working diligently to ensure we structure and aim the department along the path established by all members. I look forward to working together with all my colleagues and achieve our shared objectives established in *Katujjiluta*.

I would be happy to answer any questions you may have. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Does the chair of the standing committee have opening comments? 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 2023-24 Main Estimates and 2023-26 Business Plan of the Department of Culture and Heritage.

The department's proposed 2023-24 operations and maintenance budget is \$27,823,000. This represents an increase of 2.9 percent from the 2022-23 fiscal year. The number of positions in the department is increasing from 108.8 to 110.8 PYs. This increase in positions is

accounted for in the Directorate and Heritage divisions of the department.

A number of the Department of Culture and Heritage's responsibilities 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.

During the minister's recent appearance before the standing committee, members were informed that the department is proposing shifting the focus of Inuinnaqtun translations to prioritize areas that are either likely to improve revitalization or directly support access to service. Members had a broad discussion on this important issue and sought clarification about what type of learning resources the department will be creating. The minister provided clarification about the scope of this important work.

Members raised the issue of the department's Translation Policy, which expired on December 31, 2014. The department confirmed that it is in the process of updating the Translation Policy and anticipates finalizing this work by the end of the 2022-23 fiscal year.

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 this 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 the Inuit language. The standing committee notes that the department has begun undertaking a review of the *Uqausivut 2.0* strategy and that one of its priorities for the 2023-24 fiscal year is to “Complete the review and evaluation of *Uqausivut 2.0* and introduce a new comprehensive language” plan for the 2023-24 to 2027-28 year, I suppose. Sorry; there might be a typo there. My apologies. Members look forward to reviewing the new five-year implementation plan and its tabling in the House.

The *Inuit Language Protection Act* establishes the Inuit Uqausinginnik Taiguusiliuqtiit... It's so hard when you're reading.

>> *Laughter*

...Taiguusiliuqtiit as a statutory body. I'm going to have to say it a number of times, so I'll get it right eventually.

The department's Directorate division provides contribution funding to cover the agency's operating expenses. Members recognize that the role of the Inuit Uqausinginnik Taiguusiliuqtiit is to expand the knowledge and expertise of the Inuit language as well as to make decisions concerning its use, development, and standardization. Members note that the budget for the Inuit Uqausinginnik Taiguusiliuqtiit will decrease from \$2,176,000 in the 2022-23 fiscal year to \$1.46 million in the 2023-24 fiscal year. This represents a decrease of 34.4 percent.

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.

On November 8, 2022 the Premier of Nunavut tabled ministerial mandate letters in the Legislative Assembly. One of the department's priorities is to design *Inuit Qaujimajatuqangit* sessions for health care professionals. During the minister's recent appearance before the standing committee, members raised the issue of the availability of these training sessions for out-of-territory health care professionals working in continuing care facilities, such as the Embassy West Senior Living facility in Ottawa. Members sought clarification on the expected timeline for this important work.

The standing committee notes that the department delivers information sessions in communities across the territory that advise Nunavummiut about the funding resources available in efforts to support the promotion, protection, and preservation of Nunavut's culture, heritage, languages, and activities to support elders and youth programming.

The standing committee notes that the Official Languages Division budget includes \$1,943,000 in funding for grants and contributions for the 2023-24 fiscal year. The standing committee appreciates that the department has a number of grants and contributions

funding to support cultural activities as well as elders and youth programs across the territory.

The standing committee notes that one the department's priorities for the 2023-24 fiscal year is to "Support other departments' efforts in enhancing suicide prevention and postvention programs." Members asked a number of questions about the scope of this important work and look forward to receiving further updates on this priority.

During the minister's recent appearance before the standing committee, members asked a number of questions regarding the repatriation of heritage artefacts to display in communities across the territory. Members were happy to receive an update from the minister on the status of repatriating pieces from the Government of Nunavut and Inuit Heritage Trust shared collection to be showcased at facilities 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 note that the department is currently in the preplanning stages to build a territorial heritage facility in collaboration with Inuit Heritage Trust.

That concludes my opening comments on the proposed 2023-24 Main Estimates and the 2023-26 Business Plan of the Department of Culture and Heritage. Thank you, Mr. Chairman.

**Chairman:** Thank you, Ms. Brewster. Are there any general comments? Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Good evening, minister and your colleagues. I would like to thank you for the detailed opening comments. It is very great to have the level of detail describing the changes not just for us but for the public that is listening as well.

I think it is also very important to return to themes that I have been raising in the past. One item that I raise every year with culture and heritage is how excellent it is to see a minister in between fellow Inuit at the witness table. Culture and Heritage is doing far better than the GN average when it comes to Inuit employment statistics and again, I would like to recognize that.

I would like to thank the minister for providing some of the detailed Inuit employment statistics through the correspondence to the committee and all of the departments that have shared this information on acting assignments and transfer assignments and other Inuit employee focused experience and career development programs. Culture and Heritage has had far higher ratios of Inuit employees participating in these types of initiatives. Again, thank you, minister, and thank you to Culture and Heritage.

I would also like to congratulate your finance staff, your executive finance officer and director of corporate services for all of the hard work that must have gone into the in-depth review of your budget and the adjustments that we have before us today, not just the internal transfers of reallocation of budgets but the expansion of your grants and contributions. I'm assuming that must have taken a considerable amount of time, working with Finance and the

Financial Management Board submissions to receive that approval, so I don't want that to go unrecognized.

I would also like to congratulate the Department of Culture and Heritage for entering the second phase of your policy expansion. I think that is very crucial. Given the low rate of Inuit participation at the policy development level amongst GN departments, I do recognize Culture and Heritage's crucial role in ensuring Inuit societal values are incorporated into policies and I think that is something that deserves recognition for the tremendous work that Culture and Heritage does in reviewing every piece of policy that all departments are submitting.

In the minister's opening comments, you had mentioned the Heritage Branch placing a greater emphasis on supporting existing libraries and establishing new ones. I think that is very excellent and that is something that I have been raising for a number of years. It's so excellent to see some progress in that area and I will have some questions on that topic at the appropriate time, but I wanted to thank you for that in advance.

Lastly, under your Inuit employment plans, I really appreciate the effort that you have put in, in the upcoming fiscal year and the priority for '23-24 to "Publish current vacancies, Job Descriptions and related information to allow Inuit to self-identify for casual roles." I think that is a tremendous idea. Casual staffing actions are a very integral part in allowing Inuit to gain experience and qualifications, and I look forward to seeing the results of this initiative. That is all. Thank you, Mr. Chairman.

**Chairman:** Thank you. Any other general comments? Ms. Killiktee.

**Ms. Killiktee** (interpretation): While on this same page, but based on the report I noted with pleasure on page 4 speaking about training courses being available for interested government employees and that it is readily available now.

In seeing that written was scenic to my eyes, and I will have questions specifically to this issue later, nonetheless I wanted to comment generally on the report presented here about government employees now having the chance to learn Inuktitut via accredited or approved courses. I wanted to share my view about this positive note and the fact this will greatly improve services, at least anticipated changes about the employees taking advantage of this chance.

I just wanted to make those comments and that I will be making references to them perhaps at a later time. These are very detailed opening comments and I will be participating during the debate over your ministerial portfolio. Thank you, Mr. Chairman.

**Chairman:** Thank you, Ms. Killiktee. Any other general comments? Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Chairman. Thank you, Minister Quassa, for your opening comments. I thank you for increasing the community and contribution programs. It will be utilized greatly by Nunavummiut. It will engage youth and elders together. Yes, I have seen those programs, but to see a significant increase is going to help Nunavummiut as a whole, the elders and

the youth. Due to the fact that there's hardly any work in the smaller communities, it will be utilized greatly, I'm sure.

My hope is that my colleagues will approve this budget and yes, (interpretation) I thank you, Joanna. (interpretation ends) Thank you. Thank you, Mr. Chairman.

**Chairman:** Thank you. Any other general comments to the opening comments? Seeing none, go to page F-4. Directorate. \$4,949,000. Again, that's page F-4. Directorate. Culture and Heritage. \$4,949,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Please turn to page F-5. Official Languages. \$7,694,000. Again, Department of Culture and Heritage. Official Languages. \$7,694,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Turn to page F-6 please. Translation Bureau. \$4,179,000. Again, Department of Culture and Heritage. Translation Bureau. \$4,179,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Turn to page F-7. Heritage. \$5,972,000. And again, Department of Culture and Heritage. Heritage. \$5,972,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Elders and Youth. Page F-8. \$3,607,000. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. I have a question on the subject of elders and youth and providing the services or programs at the community level and we all recognize that we have to lessen the gap between the elders and the youth so that the knowledge, our culture and language is passed on to the youth.

In your budget and the need to have employees or staff to work with the elders because they don't understand Inuktitut, have you looked at providing staff to the elders and if there is staff available, how many communities have bilingual staff to help provide language services to the elders? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Quassa.

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Chairman. If you're talking about the elders' groups or committees, and if they're provided staff or clerks, there's hardly any staff that is dedicated to work with the elders and youth groups. We provide funding for the operations and maintenance and we're trying to increase that. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. The reason why I asked that question, there's no staff provided for the elders or if there are any coordinators provided. I just want further information on whether you have coordinators at the office to help the elders. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Quassa.

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Chairman. We don't provide coordinators, but the Government Liaison Officers are also available to provide support to those groups. With the Department of Culture and Heritage, we don't provide coordinators. Thank you, Mr. Chairman.

**Chairman:** Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. For example, we have a box that needs filling, or maybe a framework. When the Elders are not provided support services, they are unsure about how to proceed, because they can't do paperwork. There are grants and contributions available, but they can't do the paperwork and the hamlet councils are quite busy, and also the government liaison officers, who provide those types of services.

There is room for improvement, or maybe if I say it the other way, are the funds well utilized by the elders and the youth groups to be used for Inuit traditional knowledge? Are those funds depleted at the end of the year, or how are those monies are depleted at the end of the year? How well are they being used? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Quassa.

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Chairman. With your first question, what I can say is the Department of Culture and Heritage does have a coordinator who provides support for the communities. There is one dedicated for the elders' groups.

With the staff at Culture and Heritage, they usually have phone discussions

with the elders' groups and are always available to provide services for grants and contributions, and to provide the filling of application form and request forms, and so on. We have staff available to do that.

With the youth and the elders, we usually deplete all the funds that we set aside for grants and contributions, and usually they're depleted, and there are a lot more people who are making requests. What we'd like to see is to increase that amount so that more organizations, or individuals that can be given financial support. Thank you, Mr. Chairman.

**Chairman:** Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. Thank you for that information. I have another question on your budget, in your business plan on page 102, (interpretation ends) under Elders Support Program and under Youth Support Program, I'll just go back to Elders Support Program. For 2022-23 it was \$405,000 and then 2023-24 \$375,000. Then going down to Youth Support Program right below, 2022-23, \$398,000 and then it drops down again for 2023-24 to \$368,000. Can you explain to us why we're seeing the decrease on your budget request? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Quassa.

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Chairman. I would like to thank you for that question. There has been an increase in the amount that's allotted for grants and contributions. We have put it into one pot for the elders and



one pot for the youth to make it easier to access those grants and to make it easier to handle. That's why it looks like there's a decrease in both of these amounts that are set aside for elders and youth. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you for clarifying this area. In your proposed budget it indicates, on page 103, in your priorities for 2023-24 it mentions (interpretation ends) to deliver the Survival Skills Program. Which communities is your department considering to deliver the program? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Quassa.

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Chairman. It is not exactly identified where this proposed initiative will take place, because this was recently drafted. Planning will have to be included, so we haven't identified communities where this will be initiated. Thank you, Mr. Chairman.

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

**Ms. Killiktee** (interpretation): Furthermore, in your business plan for 2023-26, in your submission on the same page under your priorities, it also mentions what initiatives you may want to take on. I can't really say in English, but in English. (interpretation ends) To deliver the pattern making workshop, what communities will this workshop take place? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Quassa.

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Chairman. Thank you for your question on this. For elders and youth staff in the communities, the youth committees and elders' committees are ones they meet with in establishing where these programs may be initiated.

However, if you had suggestions, we want to hear your suggestions, if you do this or do that for example, we welcome that. However, when meeting with communities by way of phone by a staff, we put together which community these activities will take place. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. Moving ahead with these (interpretation ends) also you indicate that continue to work to revitalize elders and youth committees. What specific actions will your department undertake to revitalize these committees and what is the expected timeline for this work? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Quassa.

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Chairman. In some communities where elders and youth committees do not exist for that, in terms of operations and maintenance, there are funds not available.

However, in our proposed changes the elders and youth committees' funds that communities may access are increased. Perhaps there is no writer to put

applications who are the ones that know how to move forward with these programs.

We are attempting to increase the amount based on the annual request by the members to begin to provide for those who don't have committees and for the operations and with sessions over the phone with the communities, more information will be made.

Usually, it's often mentioned that they don't have a writer, they don't have someone to put in the proposals, they don't put in the requests. To do that, we are trying to increase the funds that may be allocated. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. I want to go back to this issue, and you want to add more. Our elders go through a lot of difficulties in my community of Qikiqtarjuaq. When I was a mayor, I tried my best to help elders because they are much like the orphans. They are the orphans of our government. They have to be listened to and adhered to. I have seen that.

However, the positive thing I have seen from hamlets is that they really look after their elders. Yet, our own government needs to understand that progress can only happen, once the government accepts the fact that our elders are like orphans, in that they have no employment, they are unable to read in English, yet when staff arrive, they would just be provided a copy in English.

I ended up having to deal with that while on a different call, yet these documents were supposedly for the elders, hence my view of elders being almost like orphans, and I used to really feel compassion when I saw my elders in that situation as I want this carefully studied, and an employee should be found for these groups even a part-time basis.

At the least, to have a secretary type function paid for, and when they deal with these issues, then they too could get paid after submitting a successful application, perhaps that would encourage the groups and they could more successfully access the programs, and perhaps these youth could have their self-esteem raised by the elders.

Many elders have no idea on providing assistance as they have places to conduct the work, and there are a lot of reasons such as the lack of space, lack of facilities amongst others. There are some communities with nothing while others have options when faced with this challenge.

The ones who are most (interpretation ends) adapted (interpretation) communities who are not lagging behind and obviously they have capacity to spare for such initiatives. I wanted to move that file to you. I know planning will commence regardless, but yes, I wanted to let you realize the truth of the matter.

I just wanted to speak to that because it seems no one empathizes with the elders, and respect their wishes a little more. They should be accommodated as they can provide really tangible benefits locally. Many elders are also hesitant due to being overwhelmed and scared.

Perhaps I'm saying a little too much but I wanted to have this as an advice. It's not so much a question. I'm very pleased again that more budget was put in place towards this, but we need areas we need to rectify in many of our communities, looking at some other communities moving ahead. Thank you, Mr. Chairman, for allowing me this time. That's all.

**Chairman:** Thank you. Minister Quassa.

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Chairman. I also thank our colleague for her advice on this matter. Yes, I completely understand where you are coming from, as well as the elders. The elders today did not grow up with writing requirements that governments bureaucracies are so full of, and we need to provide that support for the elders, and I also want you to know that once a local elders group is established, even under the hamlet council, then the administration could provide that function with funding from the Department of Culture and Heritage for the elders' group. This is just to add to the comment. Thank you, Mr. Chairman.

**Chairman:** Thank you. Department of Culture and Heritage. Elders and Youth. Page F-8. \$3,607,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Please turn to page F-9. Inuit Qaujimajatuqangit. Department of Culture and Heritage. \$1,422,000. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. I think we covered some of these areas, looking at the page.

However, under the Inuit Qaujimajatuqangit, the priority areas, (interpretation ends) in your business plan, page 105, Priorities 2023-24, "Through Inuit Qaujimajatuqangit Katimajit and Tuttarviit, support other departments in ensuring their mental health and well-being programming support culturally relevant and community-led initiatives." My question is: how will this happen? (interpretation) Thank you.

**Chairman:** Thank you. Minister Quassa.

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Chairman. (interpretation ends) *Inuit Qaujimajatuqangit* sessions are delivered by identified knowledge keepers on various topics. My department is working to expand and deliver the delivery of these sessions to communities across the territory, and is exploring options for technology can be used to expand accessibility to these sessions. *Inuit Qaujimajatuqangit* sessions focused on health-related topics are a priority and the department will work with the Department of Health to ensure health care professionals are encouraged to attend these sessions. (interpretation) Thank you.

**Chairman:** Thank you. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. (interpretation ends) On November 1 of 2018 the minister of the day tabled *Iviqtippalliajut*, which outlines a five-year framework to strengthen the issue of Inuit social values within the Government of Nunavut. The framework is set to expire this year. How has this department measured the effectiveness of this framework?

(interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Quassa.

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Chairman. Thank you for asking that question. However, at this time what I can say is it is still under review. These are all being reviewed and they were to be further drafted and put together will be applied upon the completion of the document. We will include it in our tabling to the House, and how effective an impact it had is something that I cannot comment, at this time. Thank you, Mr. Chairman.

**Chairman:** Ms. Killiktee.

**Ms. Killiktee** (interpretation): So then, (interpretation ends) to refine the *Iviqtippalliajut* framework and begin implementation, to what extent will the new framework differ from the old framework? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Quassa.

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Chairman. After the review and thing that's need to be fixed up or corrected will be. If anything was not completed, they will be worked on more, but they'll be reviewed first to see how they can be changed and what needs to be added to them. *Iviqtippalliajut* is not only dealt with by the Department of Culture and Heritage. Other jurisdictions also work on them. That's why I can't say how different it will be. Thank you, Mr. Chairman.

**Chairman:** Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. I said it was my last question, but another question just popped in my mind. The people or groups you have to work with, who are they? Have you worked with people outside the government as well? If you are able tell us, I would like to know who are the groups that you also want to work with. Thank you, Mr. Chairman.

**Chairman:** Minister Quassa.

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Chairman. Thank you for requesting more information on that. *Iviqtippalliajut* is used in all the government departments and they all use it in a specific way. Nunavut Tunngavik Incorporated also uses it. That's where the reports come from, that we are starting to get. This is all being set up. Thank you, Mr. Chairman.

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

**Ms. Brewster:** Thank you, Mr. Chairman, and welcome, Minister Quassa and your team.

I'm just wondering about that *Iviqtippalliajut* Framework and the pressure on Inuit staff to bring Inuit societal values to the table when they're working with colleagues who don't necessarily have cultural humility and don't have live experience in growing up with Inuit societal values.

There is a lot of pressure for Inuit to staff to be kind of the spokesperson and there isn't additional compensation for that wealth of knowledge that Inuit bring to every job that they do in our public service. That *Inuit Qaujimajatuqangit* is

not as valued as a bachelor of arts in whatever field a professional is working in.

In the review of the effectiveness *Iviqtipalliajut*, I'm going to get it right, Framework, was that taken into account and how are our public servants feeling about what their role and responsibility is in terms ensuring that *Inuit Qaujimajatuqangit* is like a lived part of everything that we do for the people of Nunavut? Thank you, Mr. Chairman.

**Chairman:** Minister Quassa.

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Chairman. With *Iviqtipalliajut*, the people who serve on the board, we called it the Tuttarviit board and it's consisted of different government department Inuit that work on *Iviqtipalliajut* to implement it, that's what the committee does, Tuttarviit committee. That's how we're using *Iviqtipalliajut* to make it into a reality. Thank you, Mr. Chairman.

**Chairman:** Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Thank you, minister. That Tuttarviit committee, do they have the ability to review job descriptions that are put forward by any departments that, because I know that in a lot of job descriptions there is a listing of a knowledge of *Inuit Qaujimajatuqangit* as an asset.

However, all I can think of is an English word right now, it's kind of like a nebulous thing where it's like there's no, often when the people are writing those job descriptions, they don't have a lived experience as an Inuk, so to them they

can't even really define that, and so I'm curious about how within the government, and it seems like the Tuttarviit committee would be the right people or the right committee to go to, to give advice to the whole of government on what that really means, and I'm specifically talking about how to put more value on this.

I'll give an example. One of the things that I enjoyed the most when I was a public servant was when we would go on the IQ days and every level of employee would come, and it would be so much fun to see executive leadership who is from away, be out on the land and suddenly switch roles with an Inuk that knows how to be on the land, and to watch that person really become humble in the knowledge of and understanding of what they don't really know is.

I think it was always really interesting to me because it was a really good reflection on if they could reflect on it, a really good way to kind of wake them up to what they don't know and how important it is for them to know and learn Inuit values and Inuit ways and to value what those employees bring in terms of building programs and services that are truly reflective of what our reality is, and whether or not there is, aside from the Inuktitut language bonuses, are there or is there, has there ever been a discussion about how to value *Inuit Qaujimajatuqangit* and real lived experience in our community so that we know that the people who may not have formal educational degrees are being recognized for the true value that they bring to the public service? Thank you, Mr. Chairman.

**Chairman:** Minister Quassa.

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Chairman. Thank you for that. So the Tuttarviit committee, so with job descriptions and with *Inuit Qaujimajatuqangit*, if they are asked to review the job descriptions, they do that, and sometimes the departments give us things that they want us to review. If it's got to do with *Inuit Qaujimajatuqangit*, they just want to make sure that it's put down the right way, or in case they forget something in *Inuit Qaujimajatuqangit* to put into a document. They review that.

What you just said about *Inuit Qaujimajatuqangit*, the government give opportunities. They give days where the low workers and colleagues can go together and be taught about Inuit culture and what Inuit used to do in the past. They would be made to use what Inuit use in the past, to help them understand more about *Inuit Qaujimajatuqangit*. They try to take elders with them, if they're going to go out on the land, or something, so that the knowledge of the elder about Inuit culture can tell the stories. Some groups take elders along to help them understand *Inuit Qaujimajatuqangit* more. Thank you, Mr. Chairman.

**Chairman:** Thank you. Page F-9. Inuit Qaujimajatuqangit. \$1,422,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Please go back to page F-3. Department of Culture and Heritage. Total amount of appropriation. \$27,823,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Do members agree that we've concluded with the Department of Culture and Heritage?

**Some Members:** Agreed.

**Chairman:** Thank you. Minister Quassa, closing remarks, please.

**Hon. Joanna Quassa** (interpretation): Thank you, Mr. Chairman. Thank you to my colleagues for all the support. We will have good expectations, especially, my officials here. I want to thank you to them. Another staff member, who is not here, who is with Policy and Planning, Alan Kunuk, and Louis over there. Thank you, Elaine Lloyd, Angela, and also our finance person, Steven Curley. There are others too in the Department of Culture and Heritage that do all the work, so I say thank you to all of them and to all of you here. It's good that we're going to have good expectations. Thank you.

>> *Applause*

**Chairman:** Thank you. Witnesses can leave the witness table. Before we go to the Department of Environment, we will take a 15-minute break.

>> *Committee recessed at 18:23 and resumed at 18:44*

### **Bill 18 – Appropriation (Operations and Maintenance) Act, 2023-2024 – Environment – Consideration in Committee**

**Chairman:** Thank you. I would like to call the committee meeting back to order. I would like to ask Minister Akeegok: do you have any officials that

you would like to appear with you?  
Minister.

**Hon. David Akeeagok** (interpretation):  
Yes. Thank you, Mr. Chairman.

**Chairman:** Thank you. Does the committee agree to allow the minister to have witnesses appear?

**Some Members:** Agreed.

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

Thank you. For the record, minister, can you please introduce your officials and then you can proceed directly to your opening comments.

**Hon. David Akeeagok** (interpretation):  
Thank you, Mr. Chairman. To my right is Jimmy Noble, Deputy Minister, and to my left is someone I am proud to introduce to you as our new Assistant Deputy Minister, Naomie Pudluk.

Thank you, Mr. Chairman. I am pleased to present my department's proposed operations and maintenance budget for this fiscal year. The Department of Environment's proposed budget for 2023-24 is \$25.9 million, which is a \$1.2 million increase from 2022-23 because of the salary increases from the new union agreement.

(interpretation ends) Avatittinnik Kamatsiarniq, or environmental stewardship, is the key motivator for the department and we leverage this ideal to maximize the impact of our allocated funds. Through collaborative partnerships with outside organizations with a shared mission, we secured approximately \$5.82 million from

outside sources for various projects in 2022. This external funding was applied to programs across all divisions within the department. We expect to continue to obtain funding from outside sources in the coming fiscal year.

Nunavummiut continue to 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 complete its government-wide risk and resiliency assessment, the objective of which is to develop a methodology on how best to adapt to the impacts of climate change.

Further, the department will continue to identify and assist communities that require additional support with creating and implementing community energy plans, thus helping them to work towards their infrastructure resiliency.

The department is responsible for the administration of the *Wildlife Act*, for the co-management of wildlife under the *Nunavut Agreement*, and for fulfilling the Government of Nunavut's wildlife management responsibilities under federal legislation, national and international agreements, and conventions.

A current priority for the department is finalizing the Lancaster Sound polar bear subpopulation to estimate abundance to inform a new sustainable total allowable harvest. We are also planning consultations on new subpopulation estimates for western Hudson Bay, southern Hudson Bay, and Davis Strait in 2023.

Caribou management continues to be a high priority for the department. The

department has prioritized research and monitoring of the Baffin Island, Beverly, Dolphin and Union and the Southampton Island caribou herds for the 2023-24 fiscal year.

Going forward, we will continue to implement the master and management plans that have now all been approved by the local community joint planning and management committees. We will proceed with the development of new parks heritage appreciation plans and pursue the implementation of existing ones.

Mr. Chairman, the Department of Environment balances the need for resource-based economic growth with the conservation of our wildlife and ecosystems for future generations of Nunavummiut. Our work is guided by *Inuit Qaujimajatuqangit* and scientific research to ensure meaningful progress in achieving our goals to benefit the territory.

(interpretation) Thank you for this opportunity to speak with you today and highlight departmental priorities. 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 2023-24 Main Estimates and 2023-26 Business Plan of the Department of Environment. The department's proposed 2023-24

operations and maintenance budget is \$25,909,000. This represents an increase of 4.9 percent from the 2022-23 fiscal year. The number of departmental positions remains unchanged at 136.5.

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 of 2017 and sunsetted on March 31, 2022. The department's timetable for revising or renewing the policy is unclear. A number of different funding 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.

Ministerial mandate letters were tabled in the Legislative Assembly at its sitting of November 8, 2022. The Minister of Environment's Mandate Letter indicates that one of the department's priorities is to "enhance support for harvesters by preparing a business plan for the wolf sample collection program." The department's draft 2023-26 business plan indicates that \$500,000 has been budgeted for a new "Wolf Sample Collection Program." The standing committee looks forward to the rollout of this program.

The department's proposed 2023-24 main estimates include \$500,000 in funding for the Renewable Energy Rebate for Cabin and Homeowners Program. 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. Although the standing committee looks forward to the timely tabling of future annual reports, the extent to which the department has been able to fill the division's 9.0 positions with indeterminate employees is unclear. 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 extent to which progress has been achieved in this area is unclear.

The Minister of Environment's Mandate Letter indicates that one of the department's priorities is to "explore opportunities for implementation of low carbon building materials in the territory." This priority is very questionable, given that it is the Nunavut Housing Corporation and the Department of Community and Government Services that has expertise in construction methods and technologies, not the Department of Environment.

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 2020-21 annual report indicated 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 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 2022-26 business plan indicated that one of its priorities for the 2022-23 fiscal year was to "evaluate the department's past, present and future capacity to monitor the environmental impacts of mining and infrastructure projects." The department's draft 2023-26 business plan indicates that the "evaluation is complete and recommendations have been identified for improvements to the environmental assessment process." The standing committee looks forward to the public release of the evaluation and recommendations.

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 pilot 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 of supporting the Government of Nunavut in delineating liabilities under the 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 2023-24 Main Estimates and 2023-26 Business Plan of the Department of Environment. Thank you.

**Chairman:** Thank you. Before we proceed to the line-by-line questioning, are there any general comments to the opening comments? Seeing none, please turn to page I-4. Department of Environment. Corporate Management. \$5,875,000. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. I believe that legislation might be under here, but it could be under program management. I'll ask anyway.

Mr. Chairman, we know that we have polar bear quotas and a tag is required to harvest and they're a well-managed wildlife within Nunavut. We also have grizzly bears. There is no TAH on grizzly bears for the Nunavut Inuit harvesters. A tag is required, but it is given after. I would just like to ask the minister. We have heard and have seen a hybrid between a polar bear and a grizzly bear. Do you need a TAH for that animal? Thank you.

**Chairman:** Thank you. Just for the record, TAH is total allowable harvest. Minister Akeegok.

**Hon. David Akeegok:** Thank you, Mr... .

>> *Laughter*

(interpretation) I'm sorry. (interpretation ends) That is a grey area, I would say, and something that if it's deemed as a polar bear, yes; if it's deemed as a grizzly and there is no TAH, then no. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. Just for clarification then, if it's half and half, it's deemed a grizzly bear. Thank you.

**Chairman:** Maybe predominant traits; I don't know. Minister Akeegok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. If somebody wants to challenge it, then we would ask to do a sample to determine which species is more predominant and then we can decide. If nobody challenges it, I would deem it as a grizzly bear, as there is no total allowable harvest listed on that. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. Moving on to a different topic here, there has been a lot of talk of protected areas within Nunavut. I have questioned the Minister of Economic Development and Transportation on that, both terrestrial and marine, and I'm just kind of curious here.

We all know that the federal government has been making a bunch of marine protected areas within Nunavut and one of them is Tuvaijuittuq, the last ice, and I think it's a marine protected area now. I would just like to ask the minister if he can enlighten us on how making it a protected area will prolong the ice in that area. Thank you.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. Our department is involved in the assessment of the Tuvaijuittuq Conservation Area and for those types of things, I'll lean on their expertise in terms of how that's going to prolong the ice within that area, but the intent is to make sure that there are critical areas that are protected within Canada. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. This is not in the responsibility of this department, but they are in charge of the environment and there is a lot of research done in the High Arctic just looking at ice, the vanishing ice from the High Arctic. Would the minister agree with me that when the icebreaker goes in there and breaks up the one big piece of ice into a whole bunch of smaller ice, it increases the rate at which that ice would melt? Thank you.

**Chairman:** Minister Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. I'm not a scientist to say yay or nay on that, but from my personal view, that's how I would see it too. It's for the scientists to determine that, but it's a very difficult question and something that we definitely need to take a look at and also on the number of cruise ships that are coming into our territory. All these are compounding on our ice conditions. Whenever whatever is happening, we do try to participate in the assessment aspects of it, but for oceans, that's a federal responsibility. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. I think this will be my last question. It's always in the news about the climate change, greenhouse gas build up, and I think Nunavummiut would like to know... . They talk about how much weight the greenhouses gases in the atmosphere.

If the minister can enlighten us Nunavummiut how it's calculated, how much greenhouse gas goes in it? For

example, if a Nunavummiut burns one pound of gasoline, would that make like one ounce or one pound, so we'll have a rough idea of how much greenhouse gas that we emit into the atmosphere. That's my final question. Thank you.

**Chairman:** Minister Akeegok.

**Hon. David Akeegok:** Thank you, Mr. Chairman. I want to thank the member for asking this question. I think Nunavummiut and the world needs to be educated on the effects that the fossil fuels in our earth, and especially in Nunavut. I'm going to use an example: if an average vehicle on the road has fuel economy of 22 miles per gallon, and it drives 11,000 miles per year, it carries about 8,887 grams of CO<sub>2</sub>. The question was on how much weight it is, it would be 20 lbs pounds of CO<sub>2</sub>. Thank you, Mr. Chairman.

**Chairman:** Thank you. I thought in Canada we use the metric system of kilograms and litres and kilometres. Just add a little humour to our Friday evening. Next name I have on my list, Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. I'll try to keep this very brief. I've just got a few questions regarding the Climate Change Secretariat. Earlier in the sitting there were some concerns raised about the operating costs of community freezers. I do recognize that that is an Economic Development and Transportation initiative, but I was curious if there have been any discussions, or any potential, for the Climate Change Secretariat to collaborate with EDT's Country Food Distribution program or Community and Government Services' Municipal

Funding Program, or any other department to try and reduce the operating costs of these community freezers. Thank you, Mr. Chairman.

**Chairman:** Minister Akeegok.

**Hon. David Akeegok:** Thank you, Mr. Chairman. Mr. Chairman, I assure that the Minister of Environment will have a frank discussion with the Minister of Economic Development on this issue and it's something that definitely raise with him, and will more likely be both in agreement on this.

Right now, our Climate Change Secretariat is participating on the Qikiqtaaluk Energy Forum, which includes hamlets and HTOs and looking at these alternative energy as an option. I think that's a great forum that the Baffin Regional Chamber of Commerce is hosting and that's bringing community folks and folks from alternative energy and having frank discussions on how we can do that. I'm very glad that the Qulliq Energy Corporation is part of those forums.

I attended another forum in Kivalliq which was basically the same format too, where the HTOs were involved. I'm very pleased that that collaboration is happening now. I applaud our Climate Change Secretariat, the small staff that they do have are leading these footprints. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Thank you, minister, for that response. I appreciate that as well as your commitment to have a discussion with the Minister of Environment. The

Qulliq Energy Corporation is seeking to make amendments to its Net Metering policy and is seeking to increase the amount of municipal assets that can be access the Net Metering Program from one to two, which is great that it's being doubled; however, its my understanding that many of the community freezers are municipal assets and, one of the many municipal assets that are heavily, have a heavy demand, or a large demand on electricity.

I guess the next question with regards to the Climate Change Secretariat is if that increase is adequate and whether or not the minister or the Climate Change Secretariat intends to make a submission to URRC with regards to the amount of assets that can be connected to net metering. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok,

**Hon. David Akeeagok:** Thank you, Mr. Chairman. Mr. Chairman, the Climate Change Secretariat would not be in the position to do that. If its community assets, then those are the ones that would need to do that.

What our Climate Change Secretariat is doing, is doing a lot of collaboration; especially with Qulliq Energy Corporation on the net metering and the Independent Power Producer Program that has been launched.

I want to assure the members that the work that the Climate Change Secretariat will continue to do all that good work that is progressing in the territory. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone. (interpretation) That's it? (interpretation ends) I have no more names on my list. On page I-4, Corporate Management. \$5,875,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you, please turn to I-5, Program Management. \$20,034,000. Program management, Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. Mr. Chairman, can we just get a, I know we talked about it, but can I get an update on the western Hudson Bay polar bear population estimates from the minister? Thank you.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. Mr. Chairman, the survey was done in the summer of 2021 and the consultations for all the western Hudson Bay hunters' and trapper's organizations are planned for early 2023 to help determine the total allowable harvest, and to bring it forward to the Nunavut Wildlife Management Board. Thank you, Mr. Chairman.

**Chairman:** Thank you. There are no more names on my list. Mr. Qavvik.

**Mr. Qavvik:** Thank you Mr. Chairman. Good evening minister. (interpretation) Does anyone know this person's name? Annie-Marie? Naiomi. Okay.

I have the same question as Joe, but for the southern Hudson Bay polar bear population: What their population is at right now. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. The southern Hudson Bay also has been surveyed and currently we are getting ready for the consultation phase for the population.

I do want to state that the population has, from what our department will report, is that for western Hudson Bay, the survey looks like it has increased by 200 more bears, and that southern Hudson Bay has 200 less bears.

There is discussion on whether the polar bears are not respecting our borders of trying to keep them in one key area, zone. That discussion is taking place within our research and we will also have good discussions with our communities on those two different sub-populations. Thank you, Mr. Chairman.

**Chairman:** Thank you. Program Management. Department of Environment. Page I-5. \$20,034,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Oh, sorry. I'm sorry. My apologies. Ms. Killiktee.

**Ms. Killiktee:** I pretended to be that I'm okay and calm.

>> *Laughter*

(interpretation) Thank you, Mr. Chairman. I have a question (interpretation ends) under your (interpretation) actually this page (interpretation ends) business plan, 191. Under the Wildlife Operations, (interpretation) as this fund is also used

for the local HTO operations due to their partnership with government. When was the last review of the funding levels, it seems the budget line item has never changed for a long time, and the budget seems to not change up to 2026, at least the amount listed?

However, when did the last review of this amount take place, and was there ever a corresponding increase? Further, can I ask how long this funding amount has stayed at that level? I would like to understand that. Thank you, Mr. Chairman.

**Chairman:** Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you. The budget hasn't really changed in quite a long time for the Department of Environment, the money that they receive. The Department of Environment is always using a little bit less than what they budgeted. That's why there hasn't been much increase.

Inside here, under page 192, I think that's the only new money that we have is the \$500,000 that we're asking for the Wolf Sample Collection Program. We were asked to take money out of our budget and put into the Wolf Sample Collection Program. We did that and we have no problem with that. We're planning to ask for money if necessary. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. I should have said first to welcome you all for coming here on Friday night.

The \$500,000 that was mentioned for the Wolf Sample Collection Program, have you selected or pointed out where it would start. Which community would get the sampling? Have you planned as to where you will go with the program? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister.

**Hon. David Akeeagok** (interpretation): Thank you. Right now, it's for all of the communities. If someone turns in a head and they can get \$350. We are trying to change that because of the dwindling caribou herds, we want the \$350 to be increased. That's what we're planning right now.

If we can complete it, we will present the new price and policy. We're working on the policy and getting close to getting it finished, but it's still being written. We're also consulting where we have to consult. That's where it is on the proposal. I asked them to put it on the proposal. I expect that in April we can bring something out for it. Thank you, Mr. Chairman.

**Chairman:** Thank you. Now that's the last name on my list. My apologies, Ms. Killiktee. We are on page I-5. Program Management. \$20,034,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Please go back to page I-3. Department of Environment. Total Operations and Maintenance, to be Voted. \$25,909,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Does the committee agree that we have concluded with the Department of Environment?

**Some Members:** Agreed.

**Chairman:** Thank you. Short closing comments, minister.

**Hon David Akeeagok:** Thank you very much. I am thankful to you for passing those. I would also like to thank you to Nikki Nweze, who is our finance controller and does a lot of great work. Also, no stranger to the House, Jason Aliqatuqtuq; he recently agreed to become an associate deputy minister quite recently, and I am proud of him.

It would be great if we could hear good news all the time, but I have some bad news too, and my apologies for it. The person on my left does not even have any grey hair yet, and he is already retiring from the Government of Nunavut, this upcoming April. I am very envious that he is able to retire; he will be able to do whatever he wants after that. I want to say to him, thank you very much for all the hard work that you do. He has been training other people and I want to thank him for that. I would also like to thank the Premier for appointing him to the position. I was going to keep it short. Thank you very much, Mr. Chairman.

>> *Applause*

**Chairman:** If I may, Mr. Noble, thank you for all the time that you have contributed to Nunavut. Your absence will be felt. Thank you. Witnesses may leave the table.

>> *Applause*

**Bill 18 – Appropriation (Operations and Maintenance) Act, 2023-2024  
– Justice – Consideration in  
Committee**

**Chairman:** I call the committee meeting back to order. Mr. Akeegok, would you like to have officials attend with you?

**Hon. David Akeegok:** Yes please, Mr. Chairman.

**Chairman:** This could be interesting. Does the committee agree to let the minister have officials appear with him?

**Some Members:** No.

>> *Laughter*

**Some Members:** Agreed.

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

Thank you minister. Just for the record, can you please introduce your officials?

**Hon. David Akeegok (interpretation):** Thank you, Mr. Chairman. On my left is Stephen Mansell, Deputy Minister, and on my right is David Lawson, associate deputy minister.

**Chairman:** Thank you. For the record, we are still on E-4. A new page 60 of the business plan has been distributed to members, and I understand that the minister wanted to make a brief comment.

**Hon. David Akeegok:** Thank you, Mr. Chairman. It is great that that page is being handed out. On March 8, we did a quick amendment to that. Mr. Chairman, in response to Ms. Brewster's questions

from Wednesday evening regarding the *Coroner's Act*, I apologize the delegation was not able to provide specific citations off-hand.

However, I can confirm that section 8, sub., 1, of *Coroners Act* outlines the instance when a person must report a death to the coroner. Those instances are when:

- “(a) occurs as a result of apparent violence, accident, suicide or other apparent cause other than disease, sickness or old age;
- (b) occurs as a result of apparent negligence, misconduct or malpractice;
- (c) occurs suddenly and unexpectedly when the deceased was in apparent good health;
- (d) occurs within 10 days after a medical procedure or while the deceased is under or recovering from anesthesia;
- (e) occurs during the course of employment;
- (f) is a stillbirth that occurs without the presence of a medical practitioner;
- (g) occurs while the deceased is detained or in custody involuntarily pursuant to law in a jail, lock-up, correctional facility, medical facility or other institution; or
- (h) occurs while the deceased is detained by or in the custody of a police officer.”

In any of these instances, the coroner can call an inquest. However, in instances under section 1 with (g) and (h), an inquest is mandatory. These incidents where a person is in a correctional facility, such as the Aaqqigiarvik Correctional Healing Facility, a medical facility, an institution, and such residential care, or a foster home, or when the person is in custody of a police officer.



As well, I'm happy to confirm for Ms. Brewster, that the chief coroner has already agreed to investigate her proposal of death review committees in instances of family violence and suicide. We do not have timelines for you or much more details, but I can commit that your suggestion is going to be given careful consideration by our chief coroner. Thank you, Mr. Chairman.

**Chairman:** Thank you for those updates, minister. Again, we are on page E-4. Directorate. \$27,541,000. Again. Directorate. Page E-4. \$27,541,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Please proceed to E-5. Law Enforcement. \$67,189,000. Before I go to question, I would just like to get a confirmation from the minister; normally, and we do see a line here that has a zero balance of amortization not Voted. Yet, back in December, the minister of the day had made an announcement that there was an agreement forthcoming with Public Safety Canada on First Nations and Inuit policing dollars. I don't see any reference to that in any of the documentation. Can we get an update on that? Thank you.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. That memorandum of understanding is still under negotiations. We are anticipating that it be signed in the next two weeks. For there, that is when it is going to kickstart that part that you just raised. Thank you, Mr. Chairman.

**Chairman:** Thank you. That just leads to my next question then. If that

agreement is signed, would there be monies flowing, I'm hoping, in this upcoming fiscal, and what budget implications will that have on the Department of Justice?

**Hon. David Akeeagok:** Through you, could I ask Deputy Mansell to answer that?

**Chairman:** Thank you. Mr. Mansell.

**Mr. Mansell** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Yes, that is correct. We had the money approved already in the last session. As soon as that agreement is finalized and signed by both ministers, the money will start flowing for FNIPP. (interpretation) Thank you.

**Chairman:** Thank you. Sorry, just from that response, if the monies are already set-up and the agreement is weeks away, is money going to be flowing for this current fiscal year, or will it await until next fiscal year? Mr. Mansell.

**Mr. Mansell:** So, the Government of Canada has agreed to carryover our 2022-23 dollars into 2023-24, so our money will flow as soon as we sign it, and then the federal government will carry it over. So we won't lose any of the approved funding for the program. Thank you, Mr. Chairman.

**Chairman:** Thank you. I do apologize to members on the list side. I just want to get this cleared up before we move along because it does have budget implications going forward.

In the past, a statement has been made House that when these monies do start flowing, that the Department of Justice

budget remains stable so that you can actually increase or accelerate some of the traditional shortfalls, such as members hiring, staff housing, detachment replacements and that type of thing.

Can I get a confirmation from the minister that monies that are budgeted from the Department of Justice will still be fully realized? Mr. Mansell; do I continue with? Mr. Mansell.

**Mr. Mansell** (interpretation): Thank you, Mr. Chairman. (interpretation ends) That is correct, Mr. Chairman. The new members coming under this program are all over and above what we currently spend on policing. We won't be reducing our policing spending in any way. Thank you, Mr. Chairman.

**Chairman:** That is good to hear. Thank you for clarifying that. The first name I have on my list: Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Good evening, again, minister and welcome to your officials.

I would like to begin by congratulating the minister and the Department of Justice on securing two very talented assistant deputy ministers; Mr. Lawson and Mr. Ellsworth. I think you are very lucky, deputy minister, and very lucky minister, to have those two on your executive team.

I would like to move on to my first line of questioning with regard to the Law Enforcement Branch. A significant issue that has been raised increasingly throughout the pandemic is the need to have mental health workers attending police on mental health calls, and this is

a discussion that has been ongoing across Canada, and internationally as well.

I would like to ask the minister for an update on any discussions between RCMP and the GN on this issue. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok. Through you, could I ask Deputy Minister Mansell? Thank you.

**Chairman:** Mr. Mansell.

**Mr. Mansell:** Thank you, Mr. Chairman. The "V" Division of the RCMP is continuing to work with other service providers to ensure Nunavummiut have access to mental health supports, but to have these supports on-call. The "V" division and the Mental Health Division of the Department of Health are continuing in a collaborative partnership to explore the feasibility of combined assistance during calls.

In the meantime, all members are taking crisis intervention and de-escalation training and it is incorporated into the RCMP Annual Incident Manual. Members are required to take courses using a trauma informed approach, as well as suicide intervention.

I don't have a timeline for when we will have mental health workers on calls, but I can assure you that the discussions are continuing and it is something that "V" division and the department both agree is important. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman and thank you Mr. Mansell for elaborating on that. I'm glad there are some discussions ongoing and thank you for providing an update on the timeline. That was going to be my next question, but I'll follow up on that on another date.

I would like to shift over now to the issue of registered sex offenders. I would like to thank the minister for providing the committee, through correspondence, the updated figures of Nunavummiut who have been registered on that list.

One major issue that I have, other than the increasing rates of individuals on that list, is the issue of non-compliance. Individuals on the registered sex offenders list have committed some very serious crimes, and I think as much as half of those individuals have committed crimes against children and have been convicted of crimes against children.

When these individuals have finished their sentence and released into the public, they are given strict orders not to interact with children without an adult, or maintain a certain distance between schools and playgrounds and other areas.

My first question I would like to ask the minister is: what is the current rate of non-compliance for people in Nunavut who are on the registered sex offenders list? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. The ones that are non-compliant are 243. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. That is a very high ratio. My next question: what is the department or the RCMP doing to try and address that significantly high rate of non-compliance? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok:** Thank you. Through you could I ask Mr. Mansell? Thank you.

**Chairman:** Mr. Mansell.

**Mr. Mansell:** Thank you, Mr. Chairman. Just a little bit about what it means to be non-compliant: generally, what that means is the offender has not registered that year. They haven't come in and filled out their paperwork.

The paperwork talks about; what's your address, what's your job, and all that kind of stuff. When an offender has not registered, the NSOR coordinator, the national sex offender registry coordinator, will notify the local detachment because, in general, it's not that we don't know where they are. It's that they haven't filled out the paperwork.

I'm not meaning to downplay this at all, but that is generally the situation. The local detachment will go and find the person, bring them in, and have them do the paperwork. The coordinator position was vacant for a short time, and it's being staffed right now. We've stressed to the RCMP, and the new commanding officer agrees, that number is high.

We want that coordinator to focus on getting that paperwork done and getting those offenders up-to-date in their registries. It's commitment from the "V" division and the Department of Justice. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. I guess the next question I would like to ask; a number of individuals on the registered sex offenders list are also listed as high-risk offenders, individuals who have been identified of repeat offences. Are any of those high-risk offenders currently non-compliant? Thank you, Mr. Chairman.

**Chairman:** Minister Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. We don't have that breakdown at that level, but I will commit to seeing if that breakdown is available. At this current time, we don't have that. Thank you, Mr. Chairman.

**Chairman:** Thank you. The next name I have on my list: Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. I'm not sure if the minister can answer this, but I remember last year when we were going through this, the RCMP, the Royal Canadian Mounted Police were supposed to hire, I believe it was four civilian people in the communities, and I believe Arviat was one of them that was slotted for it. I would just like an update on that process. Thank you.

**Chairman:** Minister Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. I want to thank these gentlemen for briefing me late last night on the number of these on the file. From the briefings I got, Arviat was slated for this year, but for urgent other matters in other communities, it was moved to another community. In 2023-24, Arviat is slated on that list to receive another member. Thank you, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. I was asking about civilian workers. There were four civilian non-police officers who were supposed to be hired in, I believe it was four communities, and Arviat was one of them, to work in the detachment to answer the phones, speak Inuktitut when people come in; civilian workers, not a police officer. Thank you.

**Chairman:** Thank you. Minister.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. Through you, could I ask Mr. Lawson to answer that? Thank you.

**Chairman:** Mr. Lawson.

**Mr. Lawson** (interpretation): Thank you, Mr. Chairman. (interpretation ends) The list I have in front of me, Arviat is not on there. Next week we are going into meetings for the multi-year financial plan and the positions for the next public service employees will be one of our discussions and I can let you know after that if Arviat is going to be on there or not. Thank you, Mr. Chairman.

**Chairman:** You're welcome, Mr. Lawson. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you. It is sad to hear that it is not there because there are many unilingual people and elders in Arviat. Since Arviat is not on the list, but may go on there, can the minister enlighten us on which communities are on the list? Thank you.

**Chairman:** Thank you. As it's the same line of questioning, I'll go directly to Mr. Lawson again.

**Mr. Lawson:** Just give me a second. *Qujannamiik*, for that question. There is currently not an upcoming list, and that is going to come from the multi-year financial plan. The positions are currently in Cambridge Bay, Iqaluit, Rankin Inlet, Sanikiluaq, Coral Harbour and Pond Inlet. There are three more that are vacant that we are looking to fill in Kugluktuk, Pangnirtung, and Kinngait. *Qujannamiik*, Mr. Chairman.

**Chairman:** Thank you, Mr. Lawson. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. What are the criteria to where these positions are going to be created? I'm sure it's not just like throwing a dart at the wall. There must be criteria on where they go because it's obviously not by size because Sanikiluaq is quite a bit smaller than Arviat, but maybe it's more crime ridden. I don't know. If you can give criteria as to how these civilian members are allocated. Thank you.

**Chairman:** Thank you. I have to go to the minister first. Minister Akeeagok, please.

**Hon. David Akeeagok:** Yes, through you, could I ask Mr. Mansell to respond? Thank you.

**Chairman:** Thank you. Mr. Mansell.

**Mr. Mansell:** Thank you, Mr. Chairman. I think it is a combination of a number of things identified requests from the detachment, availability of housing is a big one; housing is a big incentive to get people into these positions, as well as how busy the detachment is. It's not strictly population, but those are three important factors. As well, sometimes there has been interest expressed in the community, and we know we have possibly a pool of candidates. It's not to downplay the need in Arviat in any way, and Mr. Lawson will bring that need to our multi-year financial plan meeting. Thank you, Mr. Chairman.

**Chairman:** Thank you. I might be worth, minister, to update the committee after that meeting on what communities are being looked at and how many positions are going to be created. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. I thank Mr. Lawson that he is going to root for Arviat there because we need one.

I want to go to the minister's opening comments here. On the second page I just find one of the items a little different. One of the expenses was engine overhaul on an airplane. I'm just curious as to why Justice is paying for the overhaul of an aircraft from the RCMP as I don't think they do the maintenance on their vehicles; so just rationale. Thank you.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok:** Thank you. For this particular one, the RCMP did not have a budget for and they have asked the government to help, and we have asked our government for the funds towards this, which is why it is in this budget, so I seek your support for that. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. The price for an engine overhaul is? Thank you.

**Chairman:** Minister Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. I do apologize. What we are asking for is the Government of Nunavut's share, and the price overall is \$500,000 for the overhaul. Thank you, Mr. Chairman.

**Chairman:** Thank you. Just to get confirmation; if the First Nations and Inuit agreement is signed in the next couple of weeks, will that Government of Nunavut commitment go down? Minister Akeeagok.

**Hon. David Akeeagok:** Through you, could I ask Mr. Mansell to respond to that? Thank you, Mr. Chairman.

**Chairman:** Thank you. Just for the committee's information, why I bring that up right now, we are at a 70 percent; 30 percent share, and then with the First Nations, Inuit policing dollars, we will go to a 52 percent; 48 percent split. Mr. Mansell, please.

**Mr. Mansell:** Thank you, Mr. Chairman. Once we sign onto the First Nations, Inuit Policing Program, we will

essentially have two contracts with Public Safety Canada for policing, so there is our new First Nations, Inuit Policing Program members, that the Chair is correct, now the federal government has the majority of the cost, but we also still have the territorial police services agreement which remains 70-30. That cost for the plane would be under the territorial police services agreement. Thank you, Mr. Chairman.

**Chairman:** Thank you for clarifying that. The next name I have on my list: Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. I'm still writing down all of my questions here. Welcome back, and I appreciate the update on the questions that I had asked during the last appearance.

I suppose my first question is right now, in the agreement with the RCMP, is there an agreement to share information in terms of the annual Uniform Crime Reporting Survey that police organizations report to Statistics Canada, and is that a Justice function or is that a RCMP function? Thank you, Mr. Chairman.

**Chairman:** Minister Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. That would be the Royal Canadian Mounted Police function. Thank you, Mr. Chairman.

**Chairman:** Ms. Brewster.

**Ms. Brewster:** In the agreement with RCMP, is there an agreement to share those statistics and those reports with the

Department of Justice? Thank you, Mr. Chairman.

**Chairman:** Minister.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. There is no formal agreement specifically for that, but we do have a shared directional statement, which both Department of Justice and the Royal Canadian Mounted Police have agreed to do together. There is a very good working relationship that allows for, if there is additional information that we need, that we will definitely seek for that. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Perhaps we can start by just hearing what specific actions your department will take to assist the RCMP in the implementation of initiatives focused at reducing family violence in Nunavut. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. The share directional statement has five priorities, and within those five priorities, one of them is to promote and care for vulnerable persons and victims of family violence. The other one would be enhancing criminal prevention and reducing initiatives in the communities. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. I am interested in that and I supposed the reason I am asking about whether or not the Department of Justice

does have access to “V” division’s reports on a uniform crime reporting survey is because it’s germane to the work that you would be doing with the division in order to create this crime prevention strategy.

For example, the report is there to inform of community safety issues related to family violence, hate crime and incidents of things like sexual assaults, and to me, having a good picture of what is actually happening, is key to creating any kind of initiative that that is aimed at reducing family violence or intimate partner violence in Nunavut.

I’m interested to know the department works with the RCMP to look at aggregate data, as well as disaggregated data to give a clear picture of what targets of violence are experiencing, as well how they are moving through the justice system in, for example, the general social survey on victimization indicates that the non-reporting rate for sexual assault cases is significantly higher than for other violent offences and that those non-reporting rates in Canada have risen from 78 percent in 1999, to 88 percent in 2004. It’s guaranteed that it’s gone up.

There are many reasons why people choose not to report these violent offences, and a big part of that is fear that they will be dismissed or found unfounded, or unsubstantiated.

Coupled with that, of course, is the issue that especially in smaller communities, it is more difficult to move through the justice system, especially when it comes to intimate partner family violence, or family violence otherwise, where you

know and see the person that may have harmed you.

I think it is really important to acknowledge that, and to actually plan for that and to plan for ways to help move people through the justice system, whether they be perpetrators or targets of that violence.

We also know there is data and research around child sexual assault and we know that we've taken great steps to addressing sexualized child violence through Umingmak Centre and other programs.

I would like to hear from the department more about that shared directional agreement, and more about how that work is going to be informed by the unreputable data. You know it's there. I don't know if unreputable is the word, but you can't deny it and what we know is that it's often unreported.

If the minister could talk more about that shared directional agreement, and how informed it's going to be by the very real statistics that we know so that we can have a baseline of information to start from, and then be able to measure progress of whatever programs are designed and implemented so that we know whether or not that they are working, and we will know they are working when we see these statistics take a nosedive. Some day they will take a nosedive.

If the minister could respond to that, I would appreciate it. Thank you.

**Chairman:** Minister Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. On the first question, I failed to mention that we also fund the special investigation unit. The "V" division also has a family violence coordinator position who reviews all cases involving family violence. Along with the special investigation unit, special training is added to deal with vulnerable victims to recognize who the vulnerable victims.

Along with the RCMP and the good work that they do, we do get monthly statistics on the different crimes that have taken place within the territory, and from what I understand, that is also shared with the community through the hamlet and the city, and we really appreciate that, with the RCMP being proactive in trying to have community engagement.

As I mentioned, the two priorities, the other three priorities under the shared service agreement are to promote public trust and reconciliation with Inuit, promote government accountability in the community, support communities at risk. Within this mandate and the directive of the "V" division for the SIT, special investigation team, is in line with the *Surusitut Ikaijuutit Nunavut Children Abuse and Neglect Response Agreement*. This agreement demonstrates a commitment by all stakeholders in Nunavut to ensure that efforts to protect children from abuse and neglect are integrated, effective, culturally appropriate and sensitive to the needs of the children.

That is right in there as their mandate and directive, so I want to assure the members that this is taken very seriously and I thank the member for raising this issue and I'll take notes for the



department for that. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. That is the first I've heard of that agreement and it would be helpful to have more information on that and if the minister can share both of those agreements with the members, it would be helpful because one of the things that I am concerned about is whether or not there is some sort of agreement to ensure that RCMP officers within "V" division are offered or expected to take specialized training related to child sexualized violence, intimate partner violence, in addition to cultural humility training that ensures that they're aware of what sorts of issues that many community members are facing, especially in relation to family violence and the intergenerational impact of residential schools and colonization.

I think that's the only way I can think of saying it right now. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. Through you, if I could ask Mr. Lawson to respond to this as he is very intimately involved in the work that's being done between the Department of Justice and the RCMP, in particular the special investigation team. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lawson.

**Mr. Lawson** (interpretation): Thank you, Mr. Chairman. (interpretation ends)

That's an excellent question and I completely agree with the member. The specialized investigative team has been working at quite capacity and their main role is to support detachments, to assist detachments with complex investigations.

A lot of their files consist of crimes that are sexual in nature, crimes against vulnerable people, crimes against women and younger people, and they have specialized training for that. They're often travelling across the territory, assisting detachments with these types of investigations.

You're completely right that there are certain investigations that require specialized training and this team has that. On top of assisting, if they can't do it, then they're going to guide RCMP members on how to conduct certain aspects of an investigation, if they can't travel there *per se* or if it's urgent, they provide that type of guidance. This team has assisted over a hundred investigative files in the past year.

On top of that, they have a number of female RCMP members on that team and they're in partnership with the Inuksuk High School and they encourage positive relationships between the RCMP and students, especially females at the high school, and they have taken on a mentorship role in this case with the high school. They're often up there and they're involved in a lot of activities there.

That's what this team does.  
(interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you for that response. What training do RCMP officers get in order to know when to engage that specialized investigation team? Thank you, Mr. Chairman.

**Chairman:** Minister Akeegok.

**Hon. David Akeegok:** Thank you, Mr. Chairman. Through you, could I ask Mr. Mansell to respond to that? Thank you.

**Chairman:** Thank you. Mr. Mansell.

**Mr. Mansell** (interpretation): Thank you. (interpretation ends) Thank you, Mr. Chairman. Some of the training that members get and Ms. Brewster also asked about training with respect to Inuit culture and living in Nunavut, the “V” division trains members with respect to Inuit culture and Nunavut history and language. Orientation packages are provided to each detachment, including introductions to community elders and community partners. Employees’ families are also offered similar training. The “V” division works with the Pirurvik Centre to provide members with the package. There is also Mental Health First Aid, cultural and historical language, critical response, and trauma-informed response. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. My question was: what training do RCMP officers get in order to know when to engage that special investigations team? Thank you, Mr. Chairman.

**Chairman:** As this is along the same line of questioning, I will go directly to Mr. Lawson.

**Mr. Lawson** (interpretation): Thank you, Mr. Chairman. (interpretation ends) The specialized investigative team is contacted when children are involved. That’s an automatic. When vulnerable people are involved or if it’s a more complex investigation where it’s a vulnerable person and a lot of these interviews, you only get one shot sometimes with them to get the proper interview and that’s when the special investigative team is contacted. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you. I’m not sure that my question is being answered and so I’ll pose an example. For example, we know that when it comes to intimate partner violence, the potential for long-term damage, brain damage, for example, are RCMP officers trained to recognize signs of strangulation? We know that when people are strangled within intimate partner violence, they are up to ten times more likely to perish due to that violence.

Are our RCMP officers trained to recognize something like that, just as an example, so that they can know to engage that specialized investigation team because there’s a potential for more serious violence to occur not just today but ongoing? Thank you, Mr. Chairman.

**Chairman:** Thank you, Ms. Brewster. As it’s the same line of questioning again, I’ll go directly to Mr. Lawson.

**Mr. Lawson** (interpretation): Thank you, Mr. Chairman. (interpretation ends) That's a good question. You get that type of training when you're training to become a police officer and you're trained to observe physical injuries.

If there are any physical injuries, then most of the time, if not all the time, a police officer should be taking them to the hospital or the health centre and then from there, learn what further injuries have been done. That coincides with the type of questioning that they do initially with the initial call. All of that is assessed with the initial call to the dispatchers.

All of that put together will generally show the signs of whether strangulation has been done. That goes with the questioning, observing the body for injuries, and you're taught that type of training in basic RCMP training, or police officer training. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Law Enforcement. Page E-5. \$67,189,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Please turn to page E-6. Lawyer Support Services. \$4,759,000. Again, Department of Justice. Lawyer Support Services. \$4,759,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Please turn to page E-7. Registries and Court Services. Page E-7. \$14,802,000.

Thank you. Registries and Court Services. \$14,802,000. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Minister, your department's draft 2023-26 business plan indicates on page 69 that "There are currently approximately 271 open family support files." This is the same number as reported in your department's 2015-18 business plan. I'm just curious about why the number has stayed the same for so long. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. Through you, could I ask Mr. Mansell to respond to that? Thank you.

**Chairman:** Thank you. Mr. Mansell.

**Mr. Mansell:** Thank you, Mr. Chairman. I don't have an answer for the member at this time. I would have to check with our family support team. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. I did have some follow-up questions about that; however, I'll move on.

Minister, your department's draft 2023-26 business plan indicates on page 70 that one of its priorities for the '23-24 fiscal year is to "Implement the Regional Justice of the Peace Programs." I'm curious about whether or not you can clarify what the scope of that program is. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. Mr. Mansell is more able to respond to that question, so I refer it to him through you. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Mansell.

**Mr. Mansell** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I would say that has two phases. The first is to support and train our regional JPs that we have now. There are four levels of training and we would like to get them all to the fourth level in order to be able to hear more types of cases outside Iqaluit.

As well, there is a longer term goal that we have discussed in the past of having full-time legally trained JPs in the regions as the first step to somewhat of a decentralized court model and we're working towards that now. We're at the stage now of actually looking for where these folks would be based out of and capacity, but that's what we're referring to in the business plan. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. You can let me know if I'm straying here. However, I do know that Justices of the Peace are very important to implementing the *Family Abuse Intervention Act* and implementing the emergency protection orders as well as the other orders that ensure that people are able to take some space away from potential harm. I would like to know whether or not those Justices of the

Peace are getting ongoing training on implementing that part of the Act as well as whether or not there is specific reporting on how often Justices of the Peace are implementing those protective orders. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. Yes, they do receive that as part of their training. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. The second part of that question was whether or not there is a consolidated report about the number of orders that the Justices of the Peace give under that Act. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. I will ask Mr. Mansell to respond to that. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Mansell.

**Mr. Mansell:** Thank you, Mr. Chairman. One piece of good news that we have is that three regional JPs recently obtained their status to hear FAIA matters, which was good. Anytime there is an order issued under the *Family Abuse Intervention Act*, the court immediately finds out about that, as does Community Justice, and then once a year all the stats from those files are compiled into the report under the *Family Abuse Intervention Act*, which

the Minister of Justice tables. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Does that report also include the number of times that those protection orders are varied or cancelled by the person who initiates the order? Thank you, Mr. Chairman.

**Chairman:** Thank you. As that's the same line of questioning, I'll go directly to Mr. Mansell. Mr. Mansell.

**Mr. Mansell:** Thank you, Mr. Chairman. My recollection from the report is that it gives statistics of when an emergency protection order or another order under the Act is ordered, but it doesn't talk about variances or cancellations by the applicant. Thank you, Mr. Chairman.

**Chairman:** Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. As you can imagine and probably everybody is aware, what we know about intimate partner violence especially is that often people who are targets of that violence may become afraid to continue on the path of getting away from that violence and there are many reasons for that, which I don't think that this team at this table needs to be educated on because I'm sure you know.

The reason that that information is important is so that we can have data that shows us just how effective these protective orders are in terms of helping to break that cycle. If we're looking at that data and the data is high, then that

will inform us that we need to do something differently.

My question to the minister is: is there a possibility to change those reporting requirements to include the information that I am asking about? Thank you, Mr. Chairman.

**Chairman:** Thank you. As it's still the same line of questioning, I'll go directly to Mr. Mansell.

**Mr. Mansell:** Thank you, Mr. Chairman. We would have the capability to pull those statistics and we can definitely look into it. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you very much. I'm very happy to hear that. Once that is done, I hope that that will inform any changes to protocols in terms of creating a protocol for specific or additional interventions in reaching out to the targets of that violence and ensuring that, perhaps working with the RCMP, making the RCMP aware so that they can do additional checks and just support the target.

Also, we know that part of the *Family Abuse Intervention Act* is to engage families in helping to protect the target. I think that that's very important in ensuring that we do break the cycle and that we do protect people who are targets, especially of intimate partner violence. I'll stop there. Thank you, Mr. Chairman.

**Chairman:** Thank you. Again, as it's still a similar line of questioning, I'll go directly to Mr. Mansell.

**Mr. Mansell:** Sorry, Mr. Chairman. I heard a comment, but I'm not sure if there was a question.

**Chairman:** That's fine. There was no question; it was a comment. I was making some notes and I missed the very end. I thought there was a question.

Registries and Court Services.  
\$14,802,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Corrections. Department of Justice. Page E-8. \$46,691,000. Corrections. Page E-8. \$46,691,000. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. What are the Inuit employment rates in all three of the jails? Thank you.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. For the Aqqigiarvik Correctional Facility: there are 40 indeterminate, 6 are Inuit; 35 casuals and no Inuit; and 122 relief, 16 Inuit; for the young offenders healing facility: 10 indeterminate, 5 are Inuit; 6 are casual, 3 are Inuit; and 34 relief, 11 are Inuit; community residential centres: 5 indeterminate, 2 are Inuit; 5 casuals, 3 are Inuit; 14 relief, 2 are Inuit; Nunavut Women's Correctional Centre: 5 indeterminate, 3 are Inuit; 4 casuals and no Inuit; 34 relief, 6 are Inuit; Ilavut Correctional Healing Facility: 6 indeterminate, 4 are Inuit; 1 casual and it is an Inuk; and 9 relief, all are Inuit; Rankin Inlet Healing Facility: 36 indeterminate, 25 are Inuit; 10 casuals, 9

are Inuit; and 35 relief, 32 are Inuit. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. Those are a lot of numbers. I should have asked it differently, I guess. Just in percentage, I don't know if you have that there or not, but do you have that in percentage since I couldn't keep track of all those numbers? Thank you.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok:** I do apologize for providing all those numbers, but when you add it all up for all of the facilities, it's 41 percent Inuit. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you. This is kind of a hard question, I guess. My understanding is the retention rate for Inuit who work at these healing facilities, for the lack of a better word, is not the greatest. If that's true, is there anything being done to try to retain Inuit employees longer? Thank you.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok:** Thank you. This is one sector of our society that's very difficult to try to manage. I applaud all the Inuit that are there and I hope that more Inuit can get in there. As part of this, one of the good things that the department has done is that they put the training in advance and that's trying to recruit as many Inuit into this and to give them the proper tools before putting

them into any of our facilities. That has probably been one of the highlights of this department that have started to try to attract Inuit and getting a new facility is also one of the more welcoming, so we're trying to attract in different ways. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. I know that one of the discussions that seems to go a long ways here all the time is the reoffending rate and there have been different formulas on trying to figure it out, every six months, every year or five years. If the minister can give us an update on how it's calculated and if the reoffending rate is lessening, stable, or increasing. Thank you.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok:** Thank you. I know I recently back into this department, but 24 hours isn't sufficient, so therefore I have asked Mr. Mansell to respond to that. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Mansell.

**Mr. Mansell:** Thank you, Mr. Chairman. The question of what is recidivism is one that has come up a number of times and it's one that we're actually focused on right now. We have a new director of corrections. He comes to us from Correctional Services Canada, where he has 30 years and has worked on this issue.

We're in the process of defining recidivism for Nunavut and then we will

have that number that we can give to the House when asked. I can commit that that's something we're working on now and we will have those stats when we get the definition. It's a commitment by the department. Thank you, Mr. Chairman.

**Chairman:** Thank you. We're on page E-8. Corrections. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. My question is, (interpretation ends) your department's draft 2023-24 business plan indicates on page 74 that "Community Corrections Officers provide supervision, support and programming to adult and youth offenders on probation, or under conditional sentences." As of today, how many community corrections officer positions are filled and how many are vacant? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. I don't have the total, but I do have every one of the communities, whether they're filled or not. I can go through the list if the member likes or if she wants a specific community, then I can provide that. I'll ask for clarification through you, Mr. Chairman.

**Chairman:** Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. I think it's best if we hear the information because some of the communities' positions are vacant. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. The following communities' positions are vacant: Kimmirut, Grise Fiord, Qikiqtarjuaq, Sanirajak, Resolute Bay, Coral Harbour, Whale Cove, Chesterfield Inlet, Naujaat, and Kugaaruk. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. For the communities that don't have staff and the communities where you have jobs, how are they arranged and those who are on probation and those with conditions, how then are those arranged with no probation officers? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. When the position is vacant, we task another community whose position is filled and they communicate by phone and we send them to visit the community every two months. For example, since the position for Qikiqtarjuaq is vacant, the employees in Arctic Bay communicate with them by phone and the worker in Arctic Bay is required to go to Qikiqtarjuaq before the position is filled. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Your department's draft 2022-24 business plan indicates on page 74 that "Community Corrections Officers provide supervision, support and

programming to adult and youth offenders on probation...." What types of programming does your Community Corrections Division provide to adult and youth offenders? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Through you, could I ask Mr. Mansell to respond to that? Thank you.

**Chairman:** Thank you. Mr. Mansell.

**Mr. Mansell:** Thank you, Mr. Chairman. Our community corrections staff work with our community justice outreach workers as well to provide programming. Because the person is on probation leading towards being not under our care anymore, a lot of the programming is focused on getting them going. There is job training, resumé writing, and things like that, but often the probation will require them also to take alcohol treatment, anger management, we have a course called "A better man, a better father," and those sorts of things to transition them back into the community and back with their family and, hopefully, also get employment and be able to support themselves. Thank you, Mr. Chairman.

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

**Ms. Brewster:** Thank you, Mr. Chairman. As Deputy Minister Mansell will recall, during our review of the Auditor General's report on correction services, I asked a number of questions



about the impact of what's colloquial or known as solitary confinement. However, I believe that our system calls it administrative confinement.

I asked specifically about what justice officials know about the impacts of administrative confinement on the developing brain and whether or not the department would have a look into that and look at moving away from that for when it comes to Nunavut youth in the justice system here. If the minister could talk a little bit about whether or not the department did go away and look into that, I would appreciate it. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you. I think Mr. Mansell is more able to provide a response than I can. Thank you, Mr. Chairman.

**Chairman:** Mr. Mansell.

**Mr. Mansell:** Thank you, Mr. Chairman. With respect to youth, segregation is not an option. With respect to the adult population, it is only used now in Nunavut for what we call "calming." If there is a fight or an assault and a client needs to be on their own to calm down, it's used for that reason, but it is not used in any way for what folks might imagine, for punishment or that kind of thing. We have eliminated that in the territory. Thank you, Mr. Chairman.

**Chairman:** Thank you. Just before I recognize Ms. Brewster again, we're going to take a three-minute break. Thank you.

*>>Committee recessed at 20:34 and resumed at 20:41*

**Chairman:** Thank you. I would like to call the committee meeting back to order. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. If I could get an explanation about the difference between calming and some kind of confinement, in that act of "calming," is the client confined in any space alone for any period of time? Thank you, Mr. Chairman.

**Chairman:** Thank you. As the question is related, I can go directly to Mr. Mansell.

**Mr. Mansell:** Thank you, Mr. Chairman. They would be in a cell alone with a caseworker on the other side of the door and regular check-ins from medical. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you. Thank you for that response. Just to be clear, a young person's brain continues to develop between mid to late 20s. Can I get confirmation that nobody who still has a brain that's continuing to develop is confined for any period of time alone? Thank you, Mr. Chairman.

**Chairman:** Thank you, Ms. Brewster. There are numerous studies of when brains are developing. I think that's too detailed of a question for today. Ms. Brewster.

**Ms. Brewster:** I will move on to the department's draft '23-26 business plan which indicates on page 76 that one of its priorities for the '24-25 fiscal year is

to “Conduct a review of Gladue Informed practices in custody facilities and Community Corrections.” I’m just wondering what practices are currently being used in custody facilities and Community Corrections and, perhaps, what changes may occur. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeegok.

**Hon. David Akeegok:** Thank you, Mr. Chairman. Mr. Mansell is in a better position to respond to that. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Mansell.

**Mr. Mansell:** Thank you, Mr. Chairman. Arising from the Gladue case, we know that historical trauma affects descendants and results in criminality and incarceration, and Gladue-informed practices in the facility and upon release to provide support and programming directed at that, we currently do that with elder counsellors, peer support, one-on-one mental health counselling, and the priority for ‘24-25 is to review some of that programming and the work we’re doing to ensure it is effective and see how we can always keep doing better. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you for that. Currently, does Nunavut have any trained Gladue writers that those who are under charges can avail of? Thank you, Mr. Chairman.

**Chairman:** Thank you. I can go directly to Mr. Mansell again on that.

**Mr. Mansell:** Thank you, Mr. Chairman. Nunavut is somewhat unique to other jurisdictions in that our judiciary takes into account the Gladue factors almost automatically. However, we are working on a Gladue writer program right now within the department. It’s under my other ADM who is focused on getting that done and we’re looking forward to being able to roll something out. Thank you, Mr. Chairman.

**Chairman:** Thank you. We’re on page E-8. Corrections. \$46,691,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Please turn to page E-9. Community Justice. \$6,201,000. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Now I get to talk about the *Family Abuse Intervention Act*, which is really exciting for me. On page 77 of the business plan, the department... Oh, actually, the department’s objective “To work in partnership and cooperation with other government departments in the development and delivery of community wellness, victim services, Restorative Justice, *Family Abuse Intervention Act*, and crime prevention programs.”

I know that the *Family Abuse Intervention Act* and the implementation plan were created well over a decade ago. I wonder if the minister can tell us whether or not there are any plans to review and update the Act as well as the implementation plan. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeegok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. Yes, we are. For this Sixth Assembly, we plan on bringing legislative changes for this Act. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. I do see, actually, on page 79, the priorities for '24-25 are to implement systemic changes for the Act and program legislation, regulations, policies, and procedures in collaboration with the Policy and Planning Division. What I know about the Act is that there are many factors within that Act that rely on a collaborative approach within the Government of Nunavut.

Just for an example, if those emergency protection orders that targets can avail of to remove somebody who is violent or has the potential to become violent within their home do work right, they remove the person. However, there is nowhere for the person who is the subject of that emergency protection order to go. There is no temporary shelter to house that person in order to help give that space. Often it falls upon family members and other communities to take that person in, which is why I asked the question earlier about how often those emergency protection orders are varied.

What I do know is that when there is nowhere for that person to go who is the subject of the order and when they end up staying with family and becoming a burden on other family members, then often the person who initiated that emergency protection order can be convinced or bullied into creating some kind of a variance in order to bring that

person who is the subject of the order back into their home, which basically is the opposite of what the protection order is supposed to do, right?

What I would like to know and what I would like to see is in the work that is going to be done to implement systemic changes, will the Department of Justice be working, for example, with Family Services to help to create targeted temporary spaces for people who are subject to those emergency protection orders in order to help us break the silence and break the cycle of violence? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. I want to applaud the member for continuing to raise this in the House and to the department. With that, with these comments and the line of questions that the member has taken in previous times, it has triggered the collaboration and there is collaboration that is taking place right now with Family Services as part of this review. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Thank you, minister, for those remarks. I strongly encourage the Department of Justice to not only engage Family Services but also to look at the Act, the regulations, and the policies and procedures, everything that has come out of that Act, through the lens of what it takes to fully implement this Act to make it successful. I'll tell you that as a public servant, when I was involved in the creation of the Act and everything

surrounding it, I was absolutely filled with hope. I thought, "This is going to make a difference. This is something that we're going to do differently." Unfortunately it has not proven to be as effective as it could be.

In saying that, I would also very strongly recommend that organizations that are focused specifically on uplifting women, because we know that intimate partner violence can also really be called gender-based violence and we know that, and engaging Qulliit Status of Women and of course Nunavut Tunngavik Incorporated in looking at it from the lens of the user because of course we know that public servants and different divisions are implementing; however, it can be really difficult to look at yourself to see what you're not doing 100 percent right, and I hope that that happens. Thank you, Mr. Chairman. That was just a statement. Thank you.

**Chairman:** Thank you. We're on Community Justice. \$6,201,000. Department of Justice. Community Justice. \$6,201,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Please go to page E-3, if I can find it. Department of Justice. Total Operations and Maintenance, to be Voted. \$167,183,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Minister, do you have brief closing comments?

**Hon. David Akeeagok:** Thank you very much, colleagues, and thanks for being here very late. I really appreciate that

having to go through this in very short order was challenging, so I appreciate the members' patience with me.

I also wanted to mention that thanks to this House, the Department of Justice has been supported on the two major ones, the law enforcement and corrections, which we have not seen a supplementary appropriation asked by the Department of Justice, which means a lot to the department and on behalf of the department, I wanted to thank everybody for this.

I also want to thank the team that's here and also behind the scenes. I want to acknowledge and recognize that the Department of Justice senior management is born and raised here. They're all from here and I really appreciate and applaud them because they do really good work on behalf of the territory with very difficult files and having to have staff that are from here, that know it, that breathe here means a lot and I applaud the staff for finding the right people to do the work.

Thank you very much, colleagues, and (interpretation) that's it for me right now for (interpretation) the Department of Justice. Thank you, Mr. Chairman.

>> *Applause*

**Chairman:** Thank you. Witnesses can leave the witness table. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. I move to report progress.

**Chairman:** Thank you. There is a motion on the floor to report progress and it's not debatable. All those in favour. Opposed. The motion is carried.

I will now rise to report progress to the Speaker.

**Speaker:** Item 20. Report of the Committee of the Whole. Mr. Hickes.

**Item 20: Report of the Committee of the Whole**

**Mr. Hickes:** Thank you, Mr. Speaker. Mr. Speaker, your committee has been considering Bill 18 and would like to report progress. Mr. Speaker, I move that the Report of the Committee of the Whole be agreed to. Thank you.

**Speaker:** The motion is in order. Is there a seconder? Ms. Brewster. The motion is in order. To the motion.

**An Hon. Member:** Question.

**Speaker:** All those in favour. Opposed. The motion is carried.

Item 21. Third Reading of Bills. Item 22. *Orders of the Day*. Steve.

**Item 22: Orders of the Day**

**Clerk Assistant** (Mr. Innuksuk): Thanks, Tony.

>> *Laughter*

(interpretation) I rise today to report...

>> *Laughter*

...your orders of the day. There is a meeting of the Full Caucus tomorrow at two o'clock in the (interpretation ends) Nanuq Boardroom (interpretation) and the Standing Committee on Legislation will be meeting at 8:30 a.m. on Monday.

*Orders of the Day* for March 13 at 10 a.m.:

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 12
  - Bill 14
  - Bill 16
  - Bill 17

- Bill 18
- Bill 19
- Bill 20
- Bill 21

20. Report of the Committee of the Whole

21. Third Reading of Bills

22. Orders of the Day

Thank you, Mr. Speaker.

>> *Applause*

**Speaker** (interpretation): Thank you, my colleagues. I hope you all enjoy resting this weekend, as you have worked exceedingly hard (interpretation ends) this week (interpretation) so please relax and rest up.

I thank our youth serving as pages who provided wonderful service to members here.

>> *Applause*

As well to our legislative staff and Mr. Innuksuk, I am very grateful for your assistance, and furthermore, our interpreters...

>> *Applause*

...who will get a well-deserved rest as they provide an essential service to allow us all to understand our colleagues speaking in another language, showing their dedication and professionalism. They allow Nunavummiut to understand the proceedings in any of our dialects and the general public benefits as well.

I would like to say that one of our Inuinnaqtun interpreters will be leaving tomorrow. I really want to express my appreciation and a big thank you, Attima, for coming to work with us. Thank you so much.

>> *Applause*

(interpretation ends) In accordance with the authority provided to me by Motion 14 – 6(2), the House stands adjourned until Monday, March 13, at 10 a.m.

Sergeant-at-Arms.

>> *House adjourned at 21:01*

