

QIKIQTANI

INUIT ASSOCIATION

2017-2018 ANNUAL REPORT

Protecting and Promoting Inuit Rights and Values



QIKIQTANI

INUIT ASSOCIATION

ANNUAL REPORT

The Qikiqtani Inuit Association (QIA) is a not-for-profit society which represents approximately 14,000 Inuit in the Qikiqtani (Baffin) Region of Nunavut, including 13 communities from Grise Fiord in the High Arctic to Sanikiluaq (Belcher Islands) in the southeast of Hudson Bay.



2017-2018

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PRESIDENT'S MESSAGE

This is the last year of my term as president of the Qikiqtani Inuit Association (QIA). I have been honoured to serve Inuit and do my part to grow opportunities and resources for our communities.

My term fell amidst a significant historic landmark for Nunavummiut. I had the pleasure of helping our communities celebrate the 25th Anniversary of the signing of the Nunavut Agreement. I also had the privilege of initiating the negotiation of an Inuit Impact and Benefit Agreement for Canada's largest body of protected waters, spearheading a campaign to build a Nunavut Heritage Centre to bring our Inuit artifacts home, and renegotiating the Mary River Inuit Impact and Benefit Agreement.

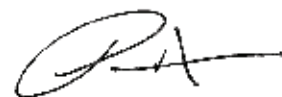
I am proud of the work we have accomplished over the past four years, particularly the projects that invest in our children and youth such as our daycare subsidies, Inuktitut books, daycare resources, and post-secondary scholarships.

When I ran for QIA President, my platform focused on three main themes – accountability, children, and resource development. I worked hard during my term to deliver on each of my promises.

Some of my work during my time as president has been developing programs and initiatives. But I focused much of my first year on strengthening the base of our organization to improve accountability and stability. I did this by modernizing QIA policies and developing a resource management structure.

As I reflect on the last four years, I am humbled by the hard work and dedication of the QIA team. I am proud of our efforts to make QIA a more accountable organization with strong links to our communities. And, I am honoured to have been at the helm as our organization has grown and expanded its scope, budget, and programming to better serve Inuit in our Region.

Qujannamiik.



P.J. Akeeagok



2015

WINTER

PRESIDENT AKEEAGOK:

- started visits to Qikiqtani communities to meet Qikiqtanummiut with a goal to visit all 13 throughout his term
- initiated community visits by travelling twice to Pond Inlet to meet with the community
- created the position of Community Coordinator in Pond Inlet
- re-established the Mary River Community Group in Pond Inlet

SPRING

THE QIA:

- announced the Baffin Inuit Labour Understanding and Gap Analysis (BILUGA) (March)
- announced the Seismic Testing Inuit Qaujimagatuqangit Workshops in the communities potentially impacted by seismic testing (April)
- revived the Tusarassat newsletter and issued its first new spring edition (May)
- launched the John Amagoalik Journalism Scholarship (May)

SUMMER

THE QIA:

- announced with the Government of Canada the establishment of the Qausuittuq National Park near Resolute Bay (June)
- issued the first call-out for the Ilagiiktunut Fund under the Mary River Project IIBA (June)
- supported the Hamlet of Clyde River and the local Hunters and Trappers Organization in their right to meaningful consultation for seismic surveying (August)

FALL

THE QIA:

- approved the \$500,000 annual Business Capacity Start-up Fund under Mary River Project IIBA (October)

2016

WINTER

THE QIA:

- started the Inuit Owned Land selection and confirmation project. This project gives background on why certain parcels of land were selected and outlines how Inuit use them currently
- published “A National Marine Conservation Area Proposal for Lancaster Sound: Feasibility Assessment Report” with its partners: Parks Canada and the Government of Nunavut (February)

SUMMER

THE QIA:

- initiated arbitration proceedings with Baffinland Iron Mines (July)
- launched the Mary River Wildlife Compensation Fund (July)
- launched Pond Inlet Pilot Monitoring Project

SPRING

THE QIA:

- announced Inuusiup Asijjiqpaallianinganik Ujjiqsumniq, a community-based research project (March)
- worked with the Nunavut Impact Review Board on the Strategic Environmental Assessment study on oil and gas development in Baffin Bay and Davis Strait

FALL

PRESIDENT AKEEAGOK:

- announced a new revenue policy to provide financial transparency and to ensure continued investment for Inuit today while saving for future Generations – These are the Benefits Fund and the Legacy Fund (October)
- supported Clyde River’s fight against seismic testing at the Supreme Court of Canada hearing (November)



2017

WINTER

THE QIA:

- launched its first Inuktitut language month calendar of activities with the Word of the Day Instagram account (February)
- launched the first annual Inuktitut song and poem contest (February)
- offered free Financial Literacy Workshops in five Qikiqtani communities (February)
- sent a team to visit and review programs in all 13 Qikiqtani communities (February and March)

SPRING

THE QIA:

- launched \$200,000 in new scholarships (May)
- announced themes for new key Benefits Fund programs (May)
- approved over \$100,000 for various community initiatives under the Grants and Contributions program (May)
- completed a comprehensive IIBA work plan with Baffinland aimed at improving Inuit employment and training

SUMMER

THE QIA:

- applauded the Supreme Court of Canada decision on seismic testing (July)
- ensured Inuit rights were protected – Arbitration Panel agrees with QIA that Baffinland Iron Mines owes QIA \$7.3 Million (July)
- announced, with Parks Canada, the boundaries for the proposed Tallurutiup Imanga National Marine Conservation Area (August)

FALL

THE QIA:

- announced the first 80 recipients of the new QIA scholarship (September)
- announced new key programs: \$5/ day daycare subsidy, and resources for daycares and cultural programs (September)
- announced the Ipitiki program to improve early childhood learning in the Qikiqtani region
- pledged up to \$5 million to create a Nunavut Heritage Centre (October)



FALL (CONTINUED)

THE QIA:

- launched the 'It's our vote' campaign to encourage Inuit to vote and the next Government of Nunavut to invest in issues that matter most to Qikiqtani Inuit (October)
- announced the Qikiqtani Skills and Training for Employment Partnership (Q-STEP) – a \$19 million Inuit training project (October)
- launched Tuttarvik, a new Inuit Labour Pool Database (October)
- signed a lease with the Qikiqtaaluk Corporation for Inuit Owned Land in Iqaluit, the future home of the Nunavut Heritage Centre (November)
- saw NTI match QIA's \$5 million pledge towards creating a Nunavut Heritage Center (November)



2018

WINTER

THE QIA:

- released the first call for applications for the Qikiqtani Cultural Activities Program (QCAP) (March)
- introduced, with Baffinland, heavy equipment training through Q-STEP (February)
- grew the annual budget from \$18 million to \$25 million with many new programs and initiatives such as Q-STEP and QCAP (February)
- traveled to five High Arctic communities. The Tallurutiup Imanga Chief Negotiator conducted community meetings on the proposed National Marine Conservation Area (January)

SPRING

THE QIA:

- launched an online Land Use Application Registry (May)
- celebrated with Baffinland Q-STEP graduates with a feast, and held the Mary River Annual Project Review Forum in Hall Beach (April)

SUMMER

THE QIA:

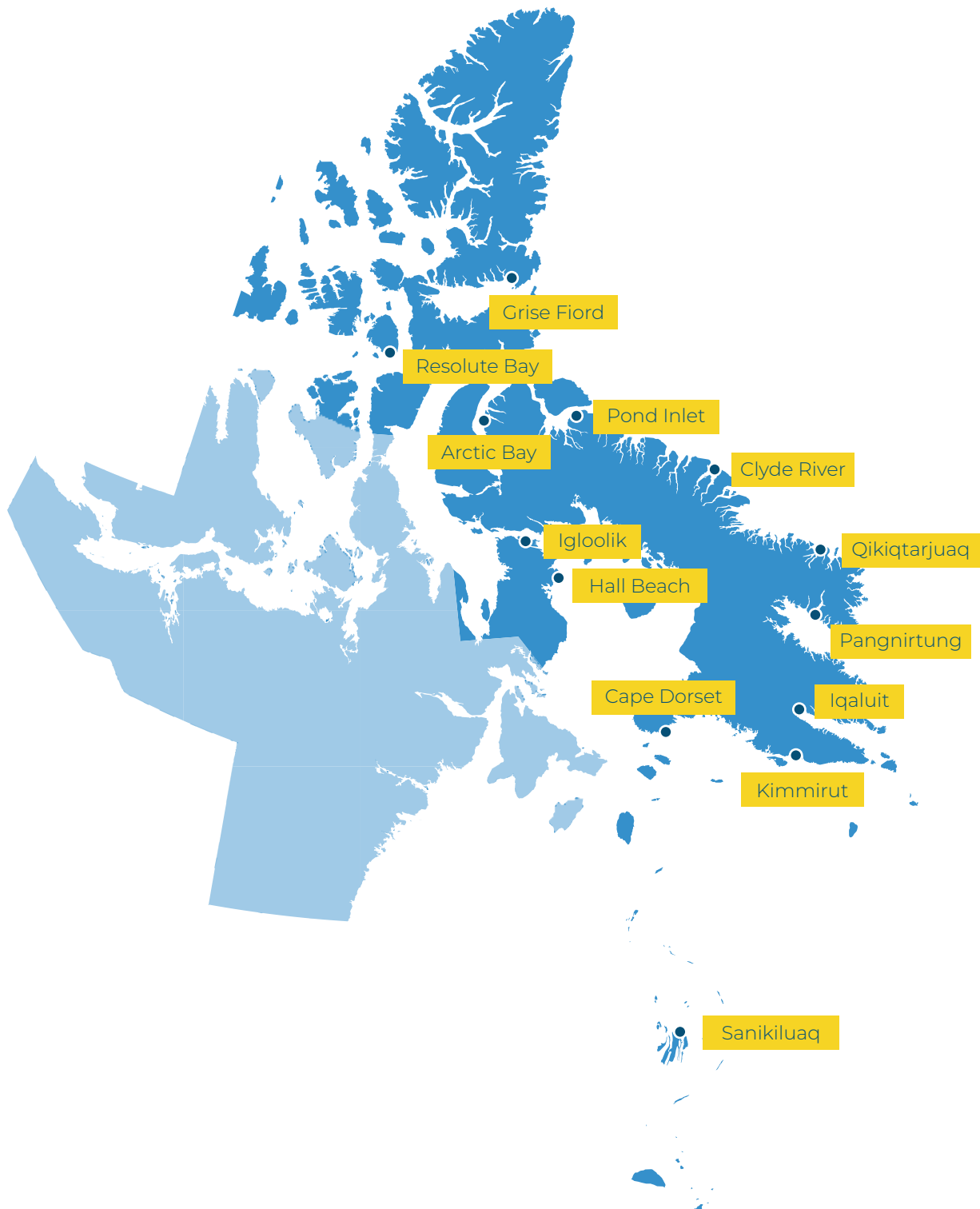
- increased daycare subsidy to \$10/day (August)
- announced, with Parks Canada, funding to QIA's pilot Uattijiit, Inuit Stewards program in Arctic Bay (June, July)
- sought community input on Tallurutiup Imanga interim management plan with Parks Canada, and the Government of Nunavut (June)
- pledged \$100,000 for Men's Transitional Housing project in Iqaluit (June)
- approved, with Baffinland, an Agreement-in-Principle on renegotiating the Mary River IIBA

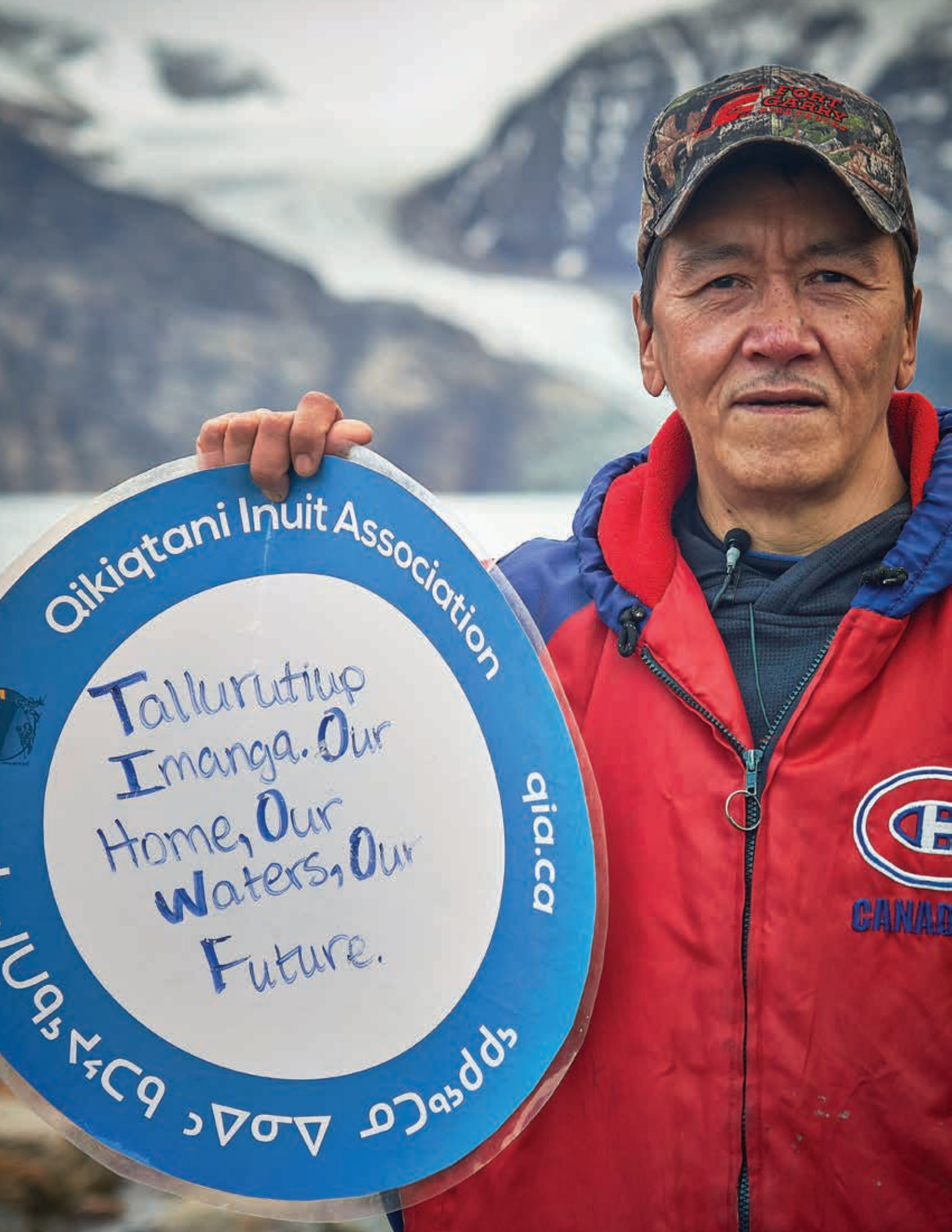
AS THE QIA PRESIDENT, P.J AKEEAGOK ALSO SAT ON THE NUNAVUT TUNNGAVIK INC. (NTI) BOARD. AS A MEMBER OF THE BOARD HE HELPED TO BRING FORWARD A NUMBER OF IMPORTANT NUNAVUT-WIDE INITIATIVES INCLUDING:

- establishing the Makigiaqta Inuit Training Corporation with \$175 million in funds secured through the Settlement Agreement between the Government of Canada and NTI. The funds will help develop and deliver Inuit-specific learning and employment programs to bring the level of Inuit employment in the public and private sectors to a representative level. (2016)
- reviving the Nunavut Harvesters Support Program (NHSP) with a \$15 million injection. The program is intended to relieve poverty among Inuit in Nunavut and to preserve and advance Inuit harvesting culture, heritage, and traditional ways of life with funding assistance for harvesting activities. (2017)
- establishing a new NTI scholarship program worth \$750,000. Up to 200 Inuit were eligible to apply for the \$1,250 Post-Secondary Scholarship in January 2018. Stage two of this scholarship opened in July of 2018, with an increase to \$2,500 per student enrolled in a course or program. (2018)
- reviving the NTI Healing program with \$250,000 injection. (2018)



MAP OF QIKIQTANI REGION





PROGRAMS AT A GLANCE

TALLURUTIUP IMANGA UATTIJIIT PROGRAM

The Tallurutiup Imanga Uattijiit Program trains and employs community stewards to manage the Tallurutiup Imanga National Marine Conservation Area. In 2017-18, Qikiqtani Inuit Association (QIA) started a pilot delivery of the program in Arctic Bay. The Tallurutiup Imanga Uattijiit Program is managed by QIA with funding from Parks Canada.

TUTTARVIK

Tuttarvik is a resource that connects Qikiqtani Inuit with employers and opportunities for jobs, career development, and training

IPITIKI PROGRAM

Ipitiki is an early childhood learning program funded by the Makigiaqta Inuit Training Corporation. Ipitiki increases the availability of early childhood learning resources that are rooted in Inuit culture and Inuktitut. This Project builds capacity for families to support early learning and for Qikiqtani Inuit to deliver early childhood services.

QIKIQTANI SKILLS AND TRAINING FOR EMPLOYMENT PARTNERSHIP PROGRAM

The Qikiqtani Skills and Training for Employment Partnership (Q-STEP) supports Inuit skills development and employability. The program is a partnership between QIA, Baffinland Iron Mines Corporation, the Government of Canada, and the Government of Nunavut.

POND INLET COMMUNITY BASED MONITORING PROJECT

The Pond Inlet Community Based Monitoring Project trains and hires community members to collect data on the possible effects of seismic testing and increased shipping near Pond Inlet. This project is funded by the Government of Canada through the Indigenous Community-based Climate Monitoring Program and is managed by QIA.

PROGRAMS IN PARTNERSHIP WITH NUNAVUT TUNNGAVIK INCORPORATED

QIA Community Liaison Officers deliver programs in partnership with Nunavut Tunngavik Incorporated (NTI). These include: the Beneficiary Enrolment Program, the Bereavement Travel Program, the Community Enrolment Committee, the Compassionate Travel Program, and the Elders Benefit Plan.

BENEFITS FUND PROGRAMS

The Benefits Fund was created as part of QIA's New Revenue Policy. The Fund receives annual payments which are used to deliver programs to Qikiqtani Inuit. In winter 2017, QIA staff visited all 13 Qikiqtani communities to ask what types of social and cultural programs Inuit think are most needed. Qikiqtani wanted programs that provide assistance with early childhood education and promote Inuit culture. QIA created programs based on these themes.



QIA DAYCARE SUBSIDY PROGRAM

QIA is providing an additional subsidy of \$10 per day for the Kakivak Association's Daycare Users Program. This program will continue on a trial basis until March 31, 2020.

QIKIQTANI CULTURAL ACTIVITIES PROGRAM

The Qikiqtani Cultural Activities Program (QCAP) provides every Qikiqtani community up to \$53,000 for land, sewing and other Inuit cultural programs.

DEVELOPMENT OF INUKTITUT EARLY LEARNING RESOURCES

QIA partnered with Inhabit Media to create Inuktitut early learning resources for daycares and families.

APPLICATION-BASED PROGRAMS

POST-SECONDARY SCHOLARSHIPS

- The QIA Scholarship is awarded annually to 80 students who are enrolled in a post-secondary institution. Each scholarship is \$2,500 and awarded on a first-come-first-serve basis.
- The John Amagoalik Scholarship of \$5,000 is awarded annually to one student who is pursuing post-secondary education towards the betterment of Inuit in Nunavut.

GRANTS AND CONTRIBUTIONS PROGRAM

The Grants and Contributions Program provides up to \$15,000 for individuals, groups, or organizations for initiatives that support the protection and promotion of Inuit rights and values in the Qikiqtani region.



MARY RIVER INUIT IMPACT AND BENEFITS AGREEMENT PROGRAMS

The following funding programs are available to the five communities impacted by the Mary River Mine, including Arctic Bay, Clyde River, Hall Beach, Igloolik, and Pond Inlet.

ILAGIIKTUNUT NUNALINNULLU PIVALLIAJUTISAIT KIINAUJAT FUND

The Ilagiiktunut Fund was created under Article 12 of the Mary River Inuit Impact and Benefit Agreement. Funding is provided to organizations, committees, associations, and individuals who are based in, or working in partnership with, the five impacted communities. This fund supports projects that are designed to support resilient communities, strong families, and job readiness.

BUSINESS CAPACITY START-UP FUND

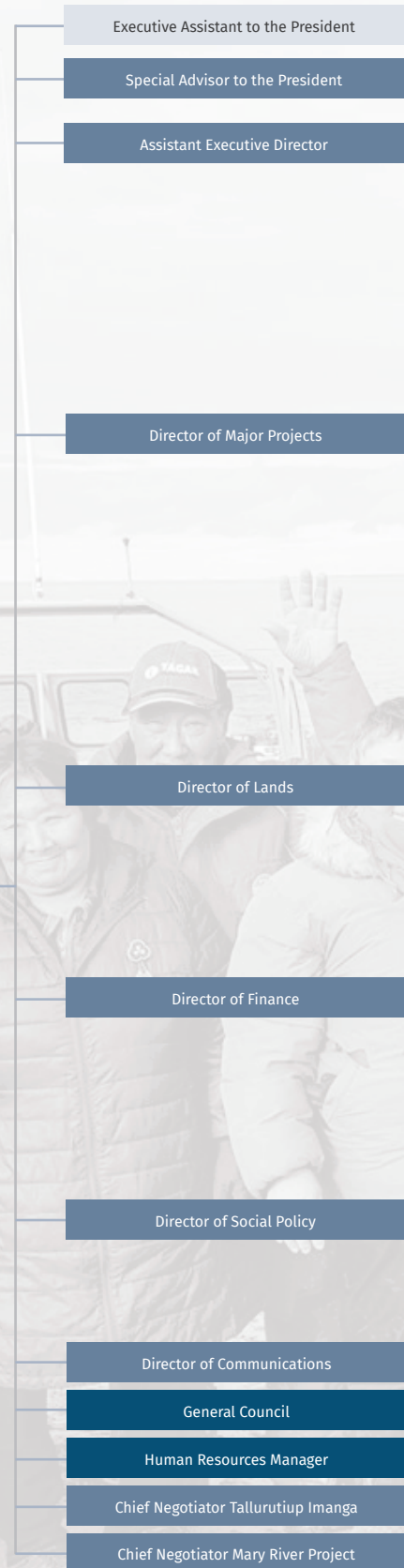
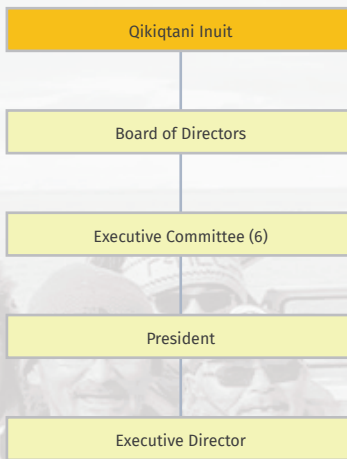
The Business Capacity Start-up Fund was created under Article 6 of the Mary River Inuit Impact and Benefit Agreement. This fund helps Inuit who want to improve their business or start a new business that supports the mining sector. To date, QIA and Baffinland Iron Mines Corporation have each contributed \$750,000. This fund is administered by QIA's subsidiary, Kakivak Association.

MARY RIVER WILDLIFE COMPENSATION FUND

The Mary River Wildlife Compensation \$750,000 Fund is available to help compensate hunters in the five impacted communities if activities related to mining cause loss or damage to wildlife.



ORGANIZATIONAL CHART







2017-2018

BOARD OF DIRECTORS

EXECUTIVE COMMITTEE



P.J. Akeeagok
President



Olayuk Akesuk
Vice-President



Joe Attagutaluk
Secretary-Treasurer



Liza Ningiuk
Member at Large



Tommy Akavak
Member at Large



Levi Barnabas
Member at Large

COMMUNITY DIRECTORS

Inutiq Iqaqrialu
Clyde River

Simon Nattaq
Iqaluit

Harry Alookie
Qikiqtarjuaq

Liza Ningiuk
Grise Fiord

Tommy Akavak
Kimmirut

Paul Amagoalik
Resolute Bay

Abraham Qammaniq
Hall Beach

Peter Evvik
Pangnirtung

Sarah Kittosuk
Sanikiluaq

Johnny Malaiya Kublu
Igloolik

Mathew S. Jaw
Cape Dorset

Levi Barnabas
Arctic Bay

David Curley
Pond Inlet

25TH ANNIVERSARY OF THE NUNAVUT AGREEMENT

MAY 25, 2018, MARKED 25 YEARS SINCE THE SIGNING OF THE NUNAVUT AGREEMENT. THE NUNAVUT AGREEMENT IS THE FOUNDATION ON WHICH NUNAVUT HAS GROWN. IT WAS CREATED TO BRING REAL BENEFITS TO ALL NUNAVUT INUIT AND WILL CONTINUE TO GUIDE OUR FUTURE.



QIA is a Designated Inuit Organization under the Nunavut Agreement. As a Designated Inuit Organization, QIA has specific roles in the Qikiqtani region. One of these roles is to manage Inuit Owned Lands in the Qikiqtani region on behalf of the 14,000 Inuit QIA represents. Another role is to create opportunities for Inuit to be self-sufficient.

Negotiating the Nunavut Agreement was an intense 20-year process. Tunngavik Federation of Nunavut (now Nunavut Tunngavik Incorporated) advocated for Inuit during the negotiation of the Nunavut Agreement. We are thankful to the Inuit negotiators who never once relented in their advocacy for self-government and a separate territory. The Nunavut Agreement became effective on May 25, 1993, after it was signed by Paul Quassa, then the president of Nunavut Tunngavik Incorporated, and Brian Mulroney, then the Prime Minister of Canada.

The Nunavut Agreement establishes the mandates of Nunavut's Inuit Organizations and the various boards that were created under the Nunavut Agreement. The Nunavut Agreement protects Inuit rights to the use of lands, waters and resources. It provides financial compensation and a means of participating in economic development. All Inuit Organizations and boards have worked hard to fulfill their obligations under the Nunavut Agreement. Much has been achieved since the signing of the Agreement 25 years ago and QIA will continue to pursue the original goals of the Inuit negotiators, guided and inspired by the Nunavut Agreement.

QUICK FACTS ABOUT THE NUNAVUT AGREEMENT:

1. It dedicates 350,000 km² of the land in Nunavut as Inuit Owned Land. (That's almost the size of Newfoundland and Labrador.) Nearly half (44%) of this land is in the Qikiqtani region, making QIA one of the world's largest private landowners.
2. It includes the largest area of land in any Indigenous land claims settlement in Canadian history. It also includes the largest number of beneficiaries.
3. It allowed for five (soon to be six) Inuit Impact and Benefits Agreements to be established in the Qikiqtani region.
4. It gives Inuit the right to negotiate with the non-renewable resource industry for economic and social benefits.



The Nunavut Agreement is a 300-page legal document. To make the Nunavut Agreement easier for everyone to read, NTI created a Plain Language Guide. The Nunavut Agreement and the Plain Language Guide are available on the NTI and QIA websites.



25TH ANNIVERSARY CELEBRATIONS

NTI hosted a day of festivities in Iqaluit on July 9th with a street festival including live music, country food, Inuit games, children's activities, and giveaways, QIA joined in on the fun.









25TH ANNIVERSARY CELEBRATIONS

QIA was in Cape Dorset August 27th to 29th to partake in the NTI Board Meetings. While in Cape Dorset NTI and QIA hosted a community feast on August 28th to celebrate the 25th Anniversary of the Nunavut Agreement. Over 500 people came out for the feast and celebration. There was lots of country food, locally made cakes, pizza, prizes, entertainment and square dancing.



TALLURUTIUP IMANGA NATIONAL MARINE CONSERVATION AREA

Canada's Largest Body of Protected Waters

In 2017 QIA announced the proposed boundary for Tallurutiup Imanga National Marine Conservation Area (NMCA). To establish the Tallurutiup Imanga NMCA, QIA staff have been negotiating an Inuit Impact and Benefit Agreement (IIBA) with the Government of Canada.

Once established, the Tallurutiup Imanga National Marine Conservation Area will be Canada's largest body of protected waters. At almost 110,000 square kilometers, Tallurutiup Imanga is approximately twice the size of Nova Scotia.

This pristine marine area is abundant with seal, beluga, walrus, polar bears, and migrating birds. It also includes five High Arctic communities—Arctic Bay, Clyde River, Grise Fiord, Pond Inlet, and Resolute Bay.

Whole-of-Government Approach

QIA is advocating for a whole-of-government approach to the negotiation of the IIBA that will establish Tallurutiup Imanga. Parks Canada is the primary federal department involved. QIA continues to work with Parks Canada but is also pursuing involvement from other federal government departments.

QIA meets quarterly with the Minister of Environment and Climate Change Canada. QIA met with the Department of Fisheries and Oceans, Health Canada, Agriculture and Agri-Food Canada, Employment and Social Development Canada, Transport Canada, Crown-Indigenous Relations and Northern Affairs, the Canadian Coast Guard, and the Canadian Northern Economic Development Agency. In July 2018, QIA also met with the Prime Minister's Office to discuss the IIBA.



JANUARY**COMMUNITY
TOUR**

QIA started 2018 with a tour of Arctic Bay, Clyde River, Grise Fiord, Pond Inlet, and Resolute Bay to discuss the IIBA that will lead to the creation of Tallurutiup Imanga. QIA's Chief Negotiator for the Tallurutiup Imanga IIBA, Sandra Inutiq, hosted the meetings.

The meetings were open to the community. QIA asked for community insights about what should be included in the IIBA. QIA and Parks Canada have had monthly negotiation meetings since February 2018, plus many program-specific meetings with communities and our partners.

JUNE**MARINE
INFRASTRUCTURE**

In June 2018, QIA, the Department of Fisheries and Oceans, and the Government of Nunavut travelled to Clyde River, Grise Fiord, Resolute Bay, and Arctic Bay. QIA hosted community meetings to gather perspectives on each of the communities' needs for marine infrastructure, such as small craft harbours. The group also visited Pangnirtung to learn more about the design and benefits of the marine infrastructure there. (Pond Inlet was not visited because marine infrastructure for this community is already under development led by the Government of Nunavut)



JUNE / JULY

INTERIM MANAGEMENT PLAN

QIA has been drafting the Interim Management Plan for the Tallurutiup Imanga National Marine Protected Area with the Government of Nunavut and Parks Canada. The Management Plan will guide the first five years of operation. It will include management objectives and a zoning plan. QIA wants a new approach to parks management that is Inuit-led and grounded in Inuit Qaujimajatuqangit. QIA has travelled to all five Tallurutiup Imanga communities to collaborate with communities on the development of the Management Plan.

JULY

UATTIJIIT PILOT PROGRAM IN ARCTIC BAY

In July 2018, QIA launched a pilot delivery of the Uattijiit Program in Arctic Bay. Though the IIBA has not been finalized yet, this pilot program is an early benefit of it for the Tallurutiup Imanga communities. The pilot program will hire Inuit stewards to manage the area of Tallurutiup Imanga around Arctic Bay. The stewards will monitor ecological health, maintain cultural sites, contribute to land and marine planning and management, and promote intergenerational sharing of Inuit knowledge. The program formalizes Inuit roles in environmental stewardship and hunting in the protected area. It also provides a foundation for training, jobs, and other economic opportunities for Inuit.

MARCH 2019

QIA and Parks Canada expect to complete negotiation of the Tallurutiup Imanga IIBA by March 2019.







RENEGOTIATION OF THE MARY RIVER INUIT IMPACT AND BENEFITS AGREEMENT

QIA has been renegotiating the Mary River Inuit Impact and Benefits Agreement (IIBA) with Baffinland Iron Mines Corporation this year. Article 22.2 of the Mary River IIBA states that an IIBA review will take place every three years for potential amendments and improvements.

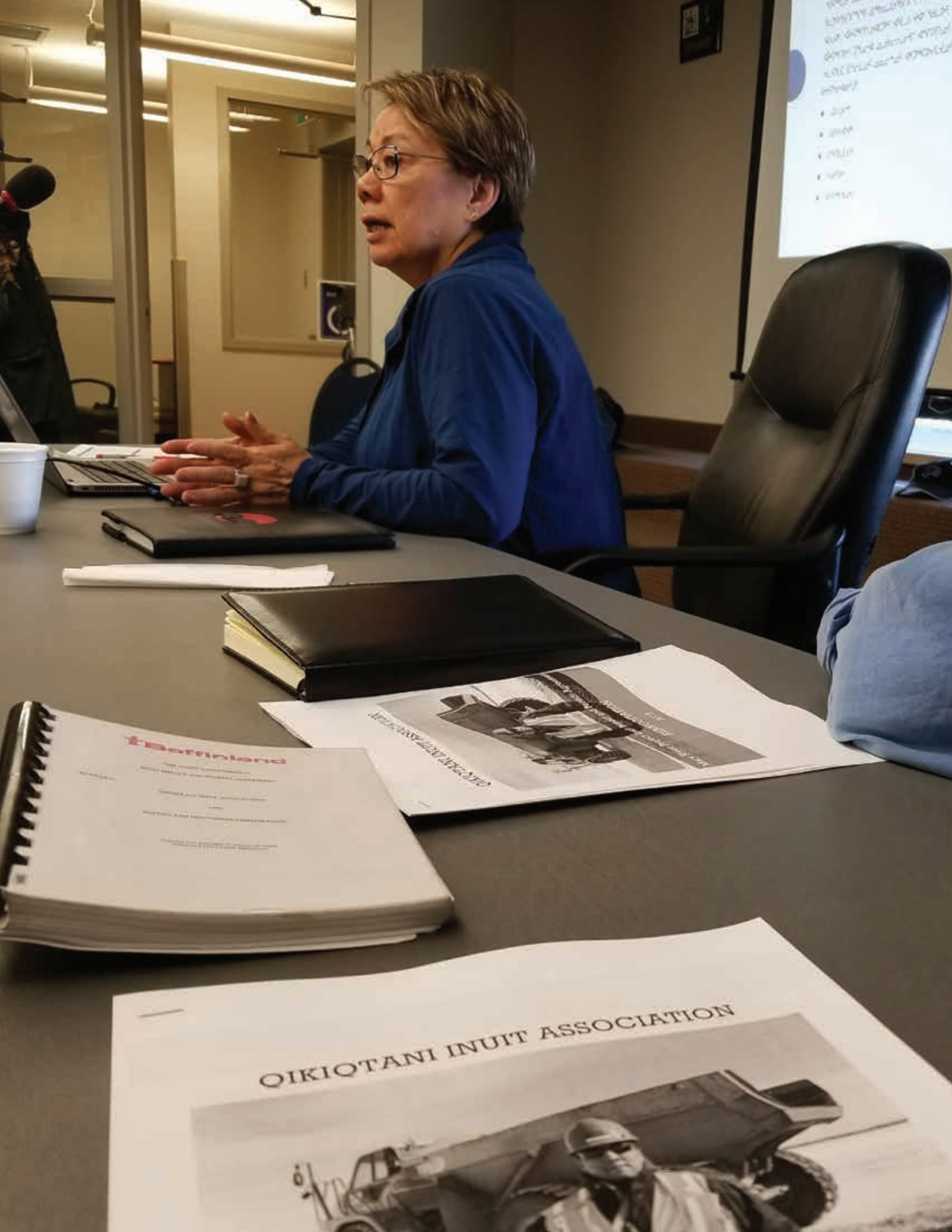
Eva Aariak, the former Premier of Nunavut, served as the Chief Negotiator for the renegotiation. She was supported by George Qulaut, the Co-Negotiator.

Starting in April 2018, QIA visited Igloolik, Arctic Bay, Pond Inlet, Hall Beach, and Clyde River—the five communities impacted by the mine. QIA informed community members about the renegotiation of the IIBA and gathered community perspectives on how to improve the benefits it provides Inuit. These community gatherings included special meetings with the hamlet councils, Hunters and Trappers Organizations, Community Land and Resource Committees, and public gatherings.

The renegotiations are limited to Articles 4, 6, 7, 8, 11, 12, 13 and 14, in accordance with the IIBA Review (Article 22.2). As such, the renegotiations this year focused on:

- Implementation and management of the IIBA
- Inuit Contracting opportunities
- Inuit employment
- Inuit education and training
- Workplace conditions
- Support for communities (Ilagiiktunut funds)
- Inuit travel and access to the mine site

The renegotiations opened dialogue on areas of implementation that needed improvement. In May 2018, QIA announced that Baffinland Iron Mines Corporation would be hiring and transporting Inuit employees from all 13 communities in the Qikiqtani region. This is one of the benefits in the IIBA that had not previously been implemented. Baffinland will now cover all costs associated with flights, hotels, and meals related to travel to the mine for employees from across the Qikiqtani region.



Baffinland

2014-2015 Annual Report
2016-2017 Annual Report
2018-2019 Annual Report
2020-2021 Annual Report
2022-2023 Annual Report

QIKIQTANI INUIT ASSOCIATION



QIKIQTANI SKILLS AND TRAINING FOR EMPLOYMENT PARTNERSHIP



QIA is increasing employment and training opportunities for Inuit through the Qikiqtani Skills Training for Employment Partnership (Q-STEP). In fall 2017, QIA launched the four-year employment and training program in partnership with the Government of Canada, the Government of Nunavut, Kakivak Association, and Baffinland Iron Mines Corporation. Since then, there have been tremendous results.

Q-STEP provides skills development opportunities for Inuit across the Qikiqtani region, with a focus on training in the mining sector. An immediate goal of Q-STEP is to increase Inuit employment at the Mary River Project. Q-STEP also aims to increase training opportunities for unemployed Inuit women and Inuit youth (ages 18 to 30).

The following streams are offered through Q-STEP:

- Work Readiness Training
- Heavy Equipment Operators
- Mining Skills for Employment
- Trades Apprenticeships
- Essential/General Skills

Baffinland Iron Mines Corporation expects to hire 25 Inuit directly from those enrolled in the Q-STEP Work Readiness Training Program. They will also give hiring preference to participants in other Q-STEP streams.

The Q-STEP heavy equipment training stream takes place in Morrisburg, Ontario. Over the course of three months, participants learn how to operate heavy equipment used at mines. This training is delivered by the Operating Engineers Training Institute of Ontario. Thirty-six Qikiqtani Inuit have graduated over three separate training sessions.



WHAT ARE Q-STEP'S TRAINING TARGETS?

260 participants in Work Readiness Training
80 participants in Heavy Equipment Operators
60 participants in Mining Skills for Employment
30 participants in Trades Apprenticeship
30 participants in Essential/General Skills

WHAT ELSE WILL BE DONE THIS FISCAL YEAR?

125 more Inuit participants enrolled in Work Readiness
16 more Inuit participants enrolled in the Trades Apprenticeship Program at Mary River
60 Inuit participants enrolled in the Mining Skills for Employment

WHAT IS THE PROGRESS SO FAR?

5 Inuit participants have completed Work Readiness Training
36 Inuit Heavy Equipment Operators graduates
18 new Inuit Heavy Equipment Operators working at Mary River
14 Inuit apprentices are enrolled in the Trades Apprenticeship Program at Mary River
3 Inuit have been hired as a result of Q-STEP employment referrals to Mary River sub-contractors
430 Q-STEP applications have been received from Inuit candidates







A JOB ACCESS PROGRAM THAT LINKS QIKIQTANI INUIT WITH TRAINING OPPORTUNITIES AND EMPLOYERS

In 2017-18, QIA launched Tuttarvik, a new job access program that links Qikiqtani Inuit with employment and training opportunities. Tuttarvik will make access to jobs and training easier for Inuit in the Qikiqtani region by keeping a database of employers and job-seekers, along with new training opportunities. Tuttarvik will also link Inuit to special training and education opportunities, including skills training, apprenticeships and university programs.

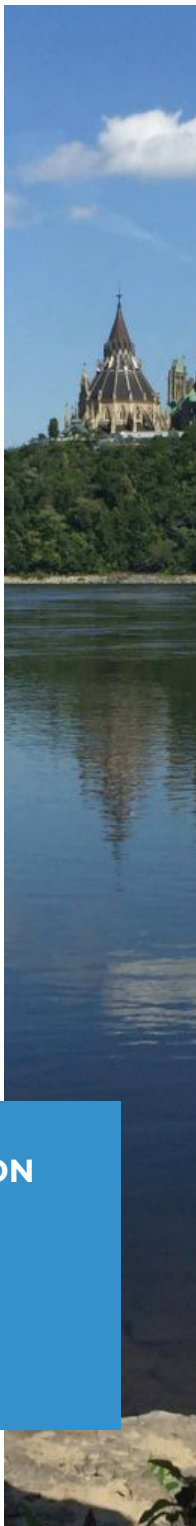
QIA has visited every Qikiqtani community to set up enrollment stations and promote Tuttarvik. In the coming years, QIA will provide ongoing assistance and information sessions to engage, promote, and enroll participants and employers in Tuttarvik.

Tuttarvik links Inuit to new and upcoming opportunities for jobs and training across the Qikiqtani region. The QIA program Q-STEP (Qikiqtani Skills and Training for Employment Partnership) is one opportunity that is accessible through Tuttarvik. Tuttarvik also includes a job posting board and several free online learning courses.

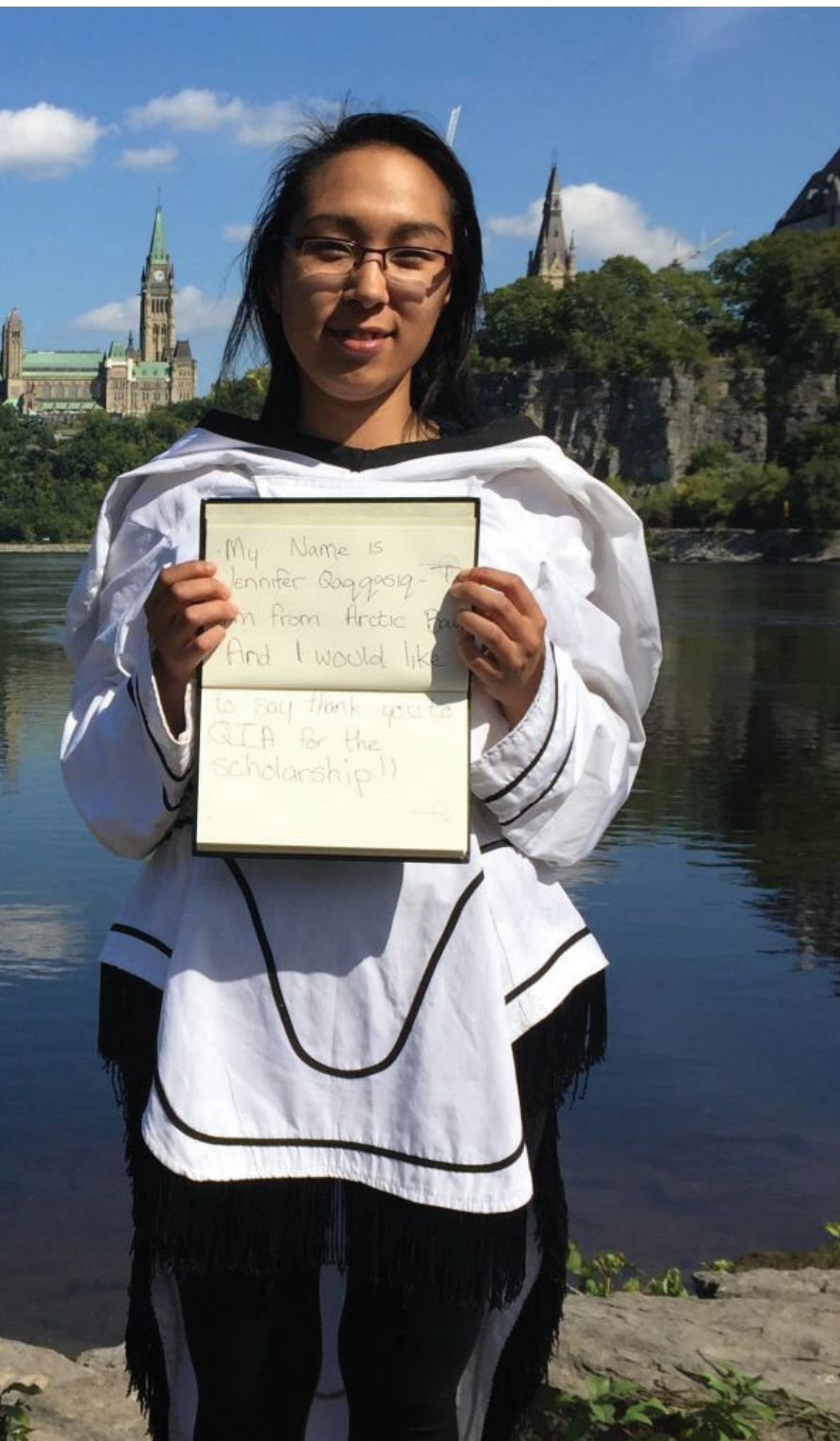
Since the launch, more than 450 Inuit have joined Tuttarvik! The new Tuttarvik website will be launched this fall. Job-seekers and employers will soon be able to register online. Until then, registrations are done through a paper-based application available on the QIA website.

EMAIL TUTTARVIK@QIA.CA OR VISIT YOUR LOCAL QIA COMMUNITY LIAISON OFFICER FOR MORE INFORMATION.

Tuttarvik is easy to use: all you need to do is enter your contact information, your prior employment and training history, and your education and skills information! Tuttarvik will create an applicant profile (online resume) so that potential employers can view applicant's profiles and contact them if they are a qualified candidate for specific opportunities.



2018-2019 SCHOLARSHIPS



QIA's 2018-2019 post-secondary scholarships started accepting applications in late June. This year we were excited to introduce a unified and easy-to-navigate online application tool for both our QIA Scholarships and the John Amagoalik Scholarship. The new platform on our website allows students to apply for one or both of these scholarships using a single online form.

THE \$2,500 QIA SCHOLARSHIP

QIA offers 80 scholarships to students from the Qikiqtani Region pursuing post-secondary education. Each scholarship is \$2,500.

THE \$5,000 JOHN AMAGOALIK SCHOLARSHIP

This honours the efforts of John Amagoalik towards the betterment of Inuit in Nunavut. Recipients are post-secondary students entering a field that promotes Inuit language and culture. The application includes an essay on how John Amagoalik and the Nunavut Agreement influenced the applicant's aspirations.

POND INLET COMMUNITY-BASED MONITORING PROJECT



QIA started the Pond Inlet Community-Based Monitoring Project in 2017. This project has been a great success and the QIA Board of Directors has decided to extend it for at least two more years. QIA established this project in response to community concerns about the possible effects of seismic testing and increased shipping on sea mammals. The project is funded by the Government of Canada through the Indigenous Community-based Climate Monitoring Program and is managed by QIA.

Through this project, QIA has hired six Environmental and Wildlife Monitors who work on a rotating seasonal schedule. The Environmental and Wildlife Monitors harvest animals to track their state of health. To do this, they observe fat content and look for any signs of injuries. The Environmental and Wildlife Monitors also track the areas of land and sea ice used by hunters throughout the year.

In 2017-18, the Environmental and Wildlife Monitors participated in three training sessions: one on the sea ice in the spring, one on the open water in the fall, and one in the winter dark season. The training sessions included GPS use and navigation and data collection methods. Each training session included field exercises. The field exercises involved the Environmental and Wildlife Monitors from Pond Inlet and QIA staff.

QIA staff have held follow-up meetings and presentations in Pond Inlet with the new Environmental and Wildlife Monitors and the Hunters and Trappers Organization. Staff have also met with the Pond Inlet Hamlet Council and Community Land and Resource Committee to promote the program.



In 2018-19, the focus of the project will be capacity building, including delivering more training for the new Environmental and Wildlife Monitors. The Environmental and Wildlife Monitors will take on more responsibilities by conducting biometric measurements of harvested animals, compiling observational data of wildlife and their seasonal movements, and gathering data on invasive species, such as killer whales. They will also collect tissue and blood samples from harvested animals for ongoing health monitoring.





As part of the Pond Inlet Community Based Monitoring Project, a total of 199 animals were harvested in 2017-18, including one unusually large seal.

"We caught a giant seal the size of a narwhal. It was so big! It took four of us to haul it onto the boat." - Steven Lonsdale; QIA staff program lead





The winter months were more challenging for the team because of the weather conditions.

"Hunting in 24-hour darkness was a challenge", explains Lonsdale, "it was so dark we had to find seal holes by listening for the sound."



WORKING TOGETHER TO BUILD A NUNAVUT HERITAGE CENTRE

Across Nunavut, momentum has been growing to build a Nunavut Heritage Centre that would house Inuit historic artifacts and fine arts. The Qikiqtani Inuit Association (QIA) and Nunavut Tunngavik Incorporated (NTI) have each pledged \$5 million to make the Nunavut Heritage Centre a reality.

In partnership with the Inuit Heritage Trust (IHT) and the Qikiqtaaluk Corporation (QC), QIA has been working with the Members of the Legislative Assembly of Nunavut to prioritize the establishment of the Nunavut Heritage Center. It is time for Inuit artifacts and ethnographic material to be returned to Inuit homelands. The QIA Board of Directors envisions the Nunavut Heritage Center being built on Inuit Owned Lands in Iqaluit.



Nunavut is the only Province or Territory in Canada without a designated heritage space to house and present its history. There are currently more than 140,000 artifacts that belong to Nunavut stored and preserved in other jurisdictions.

The journey to establishing a Nunavut Heritage Centre began many years ago. The Nunavut Agreement recognizes the need to establish such a facility for the conservation and management of a representative portion of the archaeological record. The Government of Nunavut and IHT conducted community consultations and a Nunavut Heritage Center Capital Financing Study in 2001. NTI, the Government of Nunavut and IHT announced that Iqaluit would be

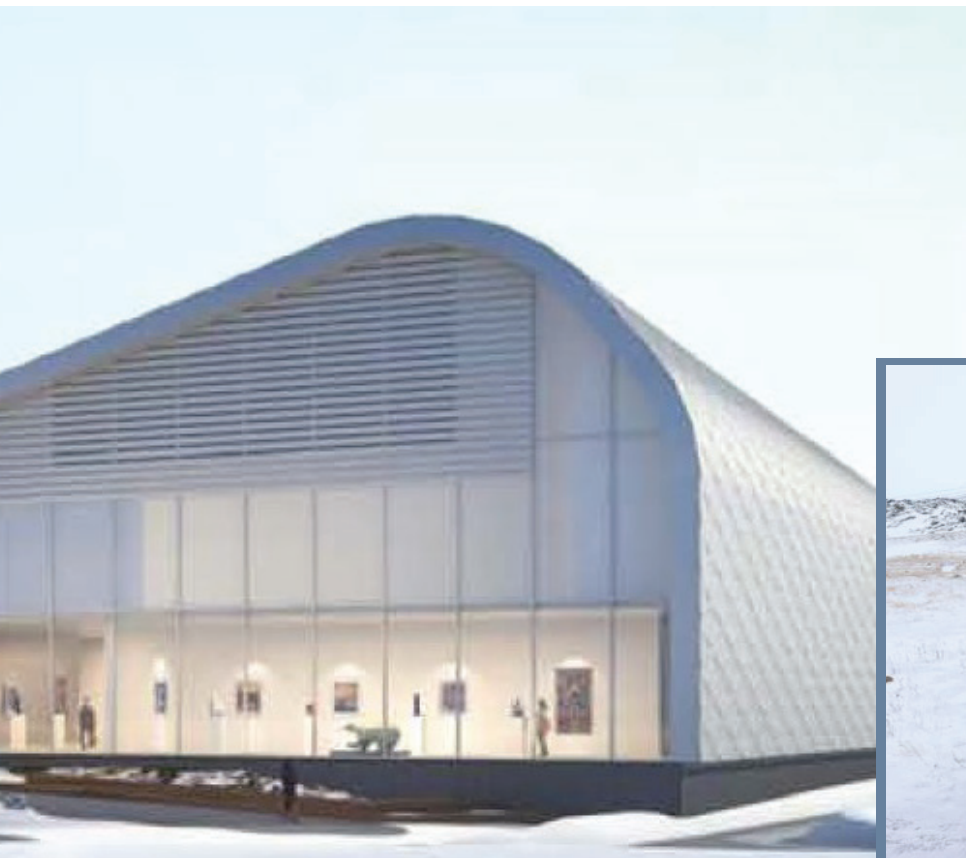
the location of the Nunavut Heritage Center in 2006. Qikiqtaaluk Corporation started to collaborate with IHT on this project and invested in a concept plan for the Heritage Centre in 2014.

The Nunavut Heritage Centre is projected to cost \$70 to \$90 million. QIA pledged \$5 million towards the creation of the Centre during an Annual General Meeting in October 2017. The Inuit Heritage Trust then requested support from the other Inuit organizations during its report to the NTI Board of Directors meeting in Cambridge Bay in October 2017. The response was favorable.

In November 2017, QIA and QC signed a lease to develop a parcel of Inuit Owned Land in Iqaluit

along Federal Road. This land is designated as the potential future home of the Nunavut Heritage Centre. Federal Road is the gateway to Nunavut's capital city and offers a prominent location for this important infrastructure.

QIA president P.J. Akeegok and the QIA Executive met with Carolyn Bennett, Minister of Crown-Indigenous Relations and Northern Affairs during her visit to Iqaluit on Nunavut Day in July 2018 to discuss the importance of bringing the artifacts back to Nunavut. In the summer of 2018, development on the Inuit Owned Land along Federal Road also commenced. Once federal and territorial funding is secured for the Nunavut Heritage Centre, work can begin to build the centre and bring Inuit artifacts home from around the world.



"Inuit stand united when it comes to our desire to bring home Inuit artifacts and ethnographic material collected, at times without consent, by explorers and researchers."

- QIA president P.J. Akeegok.

INUIT-LED ENVIRONMENTAL ASSESSMENT ON OIL AND GAS DEVELOPMENT

Since 2017, QIA has been helping the Nunavut Impact Review Board (NIRB) conduct a Strategic Environmental Assessment (SEA) on oil and gas development in Baffin Bay and Davis Strait. The development of the SEA is funded by the Government of Canada.

WHAT IS QIA'S ROLE?

QIA is a member of the SEA working group. QIA's goal is to ensure that the recommendations are based on Inuit Qaujimajatuqangit (IQ) and Inuit perspectives.

QIA has conducted community tours to gather feedback from Qikiqtani Inuit on how future oil and gas development could affect and impact our communities. QIA has met with Inuit in 10 communities adjacent to Baffin Bay and Davis Strait, including Arctic Bay, Cape Dorset, Clyde River, Grise Fiord, Iqaluit, Kimmirut, Pangnirtung, Pond Inlet, Qikiqtarjuaq, and Resolute Bay. QIA met with Hunters and Trappers' Organizations (HTO), the Community Lands and Resources Committees (CLARC), youth, and the public.

QIA is also gathering Inuit Qaujimajatuqangit (IQ) about the area. To do this, QIA formed an IQ committee.

The committee includes Inuit knowledge advisors selected from the CLARCs, HTOs, public, and youth from Arctic Bay, Clyde River, Pangnirtung, Pond Inlet and Qikiqtarjuaq. Committee meetings took place in March and April of 2018.

WHAT DID INUIT SAY?

Qikiqtani Inuit are concerned about the potential impacts of oil and gas exploration activities and the possibility of oil spills. They want to understand the potential harmful impacts of seismic testing on the environment and wildlife because these could affect the Inuit way of life.

WHAT ARE THE NEXT STEPS?

QIA is drafting an IQ report to form part of the SEA report. QIA, NIRB, and the other SEA partners will meet with the 10 adjacent communities again in the fall of 2018 to continue their research.

FOOD SECURITY SURVEY

As part of the Strategic Environmental Assessment (SEA), QIA researched the current state of country food access in communities adjacent to Baffin Bay and Davis Strait. QIA conducted public surveys and targeted surveys with harvesters to gather information on:

- The cost of country food in each community
- The work it takes to harvest and prepare country food
- How country food is shared and distributed

This information will be used to assess the value of country food to the local communities. The importance of country foods access will be highlighted in the IQ report.



SEASONAL INUIT QAUJIMAJATUQANGIT CALENDARS

QIA's IQ advisors worked with communities to create seasonal IQ calendars. These calendars chronicle animal migration patterns and traditional harvesting times. The calendars are a very important part of the traditional knowledge study.

QIKIQTANI CULTURAL ACTIVITIES PROGRAM



In the fall of 2017, Qikiqtani Cultural Activities Program (QCAP) was approved by the Board of Directors to be one of the programs supported by the Benefits Fund. QCAP replaces the Community Initiatives Program and has been designed to be more accessible, with a simplified application and reporting process.

In March 2018, the first call for applications was issued. Each community was eligible to access up to \$33,000 to run cultural programs. Applications were reviewed by the Benefits Fund Committee and 31 were approved. The approved projects included land trips, dog sledding learning experiences, sewing programs, and throat singing lessons. A total of \$385,308 in grants was approved.

To date, eight projects have been completed and the project reports show positive feedback from the project coordinators and applicants. In the reports, applicants expressed excitement about being able to pass on traditional knowledge and skills to young and old alike. Applicants also said they look forward to providing more opportunities to people in their communities in the coming years.

In May 2018, the QIA Executive increased the QCAP budget for each community from \$33,000 to \$53,000. This brought the total funds available in fiscal year 2017-18 to \$637,500.

With this increase in funding, QIA released a second call for proposals on July 30, 2018. The second round of applications was reviewed in early September 2018. QIA looks forward to more community-led programs being delivered this winter.

Community	Project Title	Approved Amount	Season
Arctic Bay	Ipiutaq Fishing Derby and Community Feast	\$5,553.30	Spring
	Qimuksiugiqatarniq - dogsledding trips, learning how to handle dog teams	\$8,140.00	Spring
Cape Dorset	Throat Singing Workshop	\$13,949.00	Spring/Summer
Clyde River	Historic Camp Site Tours	\$20,411.90	Spring
	Land Program	\$14,999.00	Spring
	Berry Picking/Seal Hunting Project	\$14,982.00	Fall
Grise Fiord	Art Lessons	\$15,000.00	Spring/Summer/Fall
	Youth Hunting Trips (Seal)	\$4,500.00	Spring
Hall Beach	Taking Youth Out on the Land	\$18,880.00	Fall/Winter
	Women's Group - sewing	\$24,080.00	Spring/Summer
	Caribou Skin Kamik Making	\$8,919.58	Spring/Summer
Igloolik	Restore Ammituq Original Kayak Frame	\$8,290.00	Fall
	Traditions of Igloolik	\$10,000.00	Fall/Winter/Spring 2019
	Aqqiaruq Outfitting – land trips	\$19,800.00	Spring
Iqaluit	Uakallanga@ Episodes 4, 5, 6	\$6,930.00	Summer/Fall/Winter
	Land Trip	\$6,270.00	Spring 2019
	Country Food Voucher Pilot Project	\$15,000.00	Fall/Winter/Spring 2019
	Traditional Sewing Group	\$5,000.00	Winter/Spring 2019
	Women's Sewing Group	\$10,000.00	Winter/Spring 2019
	Qajaqtuaq Project	\$14,950.00	Fall/Winter/Spring 2019
	Walrus Harvesting	\$15,000.00	Fall
	Sealskin Preparation and Parka Making Project	\$5,000.00	Spring
	Sealskin Preparation and Kamik Making	\$15,000.00	Fall/Winter
	Land Trip, Tradition Sewing Group	\$10,000.00	Spring
	Traditional Sewing Qimaavik Women's Shelter	\$5,000.00	Spring
	Anana's Warmth – sewing	\$9,680.00	Spring
	Arnait Makigiarningit - sewing	\$10,000.00	Spring
Kimmirut	Qakuqtajaaq	\$10,000.00	Fall

Community	Project Title	Approved Amount	Season
Kimmirut	Land Program	\$10,000.00	Fall
	Land Outing Program	\$15,000.00	Spring
	Multi-Generational Traditional Camping and Day Trips	\$18,000.00	Summer/Fall/Winter
Pangnirtung	Visit to Joanasie Qaapik Traditional Homeland/Birth Place	\$15,000.00	Summer/Fall
	Surviving in Winter how to hunt seal and fishing	\$8,200.00	Winter/Spring 2019
	Sewing	\$6,000.00	Fall/Winter
	Spring Outdoor on the Land Trips	\$15,000.00	Spring
	Traditional Tool Making	\$10,000.00	Summer/Fall/Winter
	Sealskin Preparation and Sewing Project	\$10,000.00	Summer/Fall/Winter
Pond Inlet	Sewing and Skin Preparation	\$10,000.00	Fall/Winter/Spring 2019
	Students at Risk	\$10,000.00	Fall/Winter/Spring 2019
	Elders/Youth on the Land Skills Transfer and Mentorship Program	\$29,260.00	Spring/Summer
	Place Names and How to Seal Hunt in the Winter	\$3,740.00	Spring/Winter
Qikiqtarjuaq	Mittens Project	\$5,000.00	Fall
	Out on the Land Program	\$13,200.00	Fall
	Caribou, Narwhal Hunting	\$9,000.00	Fall
	Hunting on the Land	\$6,528.00	Fall
	Sewing Seal Skin Parka	\$3,850.00	Fall
	Traditional Navigation Language and Skills Project	\$11,670.00	Spring
	Pisuktiit, Part II - skiing trips, day trips, on the land skills	\$8,000.00	Spring/Winter
	Fishing Skills	\$6,830.00	Summer
	Traditional Inuit Games	\$4,500.00	Summer
	Land Skills	\$10,000.00	Spring
Resolute Bay	Seal Hunt to Seal Clothing	\$30,775.00	Spring/Summer/Winter
Sanikiluaq	Kamik Making	\$10,000.00	Fall/Winter
	Community Hunting/Sewing Program	\$10,000.00	Fall/Winter/Spring 2019
	Elders Gathering	\$7,500.00	Summer
Total		\$622,387.78	



IPITIKI PROGRAM: STRENGTHENING INUIT EARLY CHILDHOOD DEVELOPMENT

In 2017-18, when QIA met with Elders, community leaders, children, youth, teachers, and families to ask about programming priorities, it was clear that Qikiqtani Inuit want QIA to prioritize programming that supports early childhood development. In response, QIA developed the Ipitiki Program.

The Ipitiki Program includes:

- Resources to support Elders' involvement in daycares
- Family literacy packages
- A daycare conference and training
- Customized training for daycare board members

QIA is excited about the Ipitiki Program because it builds capacity for families to support early learning and for Qikiqtani Inuit to deliver early childhood services. The Ipitiki Program will also increase the availability of early childcare resources that are rooted in Inuit culture and Inuktitut. The Ipitiki Program is funded by a \$500,000 agreement from Makigiaqta over two fiscal years.

ELDERS' GATHERING TO HELP DESIGN THE PROGRAM

In April 2018, QIA hosted a gathering with Elders from Resolute Bay, Pond Inlet, Igloolik, Pangnirtung, and Iqaluit to support the design of the Ipitiki Program. The Elders shared their positive experiences working with children and youth. They spoke about their personal experiences as parents and grandparents and shared memories of teaching youth traditional skills, such as sewing and tool making.

The Elders provided insights about the tools, games, and activities Elders used in the past when teaching children. The Elders also talked about their cultural practices in relation to working with children. They shared recollections about the activities they enjoyed as kids and the things they did as parents with their children. Many of the Elders also shared success stories of teaching children and youth traditional skills.



ILAGIIKTUNUT NUNALINNULLU PIVALLIAJUTISAIT KIINAUJAT

The Ilagiiktunut Nunalinnullu Pivalliajutsait Kiinaujat program offers funding to strengthen Inuit communities, families, and job readiness. Funding is available for organizations, committees, associations, and individuals based in or partnering with Arctic Bay, Clyde River, Hall Beach, Igloolik, and Pond Inlet. The program was established through Article 12 of the Inuit Impact and Benefits Agreement (IIBA) between QIA and Baffinland.

We selected a few projects from 2017-18 and let them tell you their stories in their own words!

ARTCIRQ YOUTH DEVELOPMENT PROGRAM



“Artcirq is truly grateful to be able to provide a program of this nature which has the intrinsic power to enrich and inspire its community. Hundreds of hours of music and circus activities have been offered to the community’s youth, developing their potential and harnessing their individual abilities into unique skills.”





“As a whole, the 2017-2018 edition of the Artcirc Youth Development Program has filled the Black Box space with joy, movement, rhythm, and laughter. With the array of visiting guest artists and local coordination, youth of all ages in Igloolik have been able to learn, grow, and expand their horizons.”



ARCTIC BAY CHRISTMAS FEAST

“We get everyone in Arctic Bay to have a Christmas spirit. After all, this is our traditional event since 1979. Each year we run two weeks straight of organizing and running Christmas Games and this is one of the more popular activities that community looks forward to.”

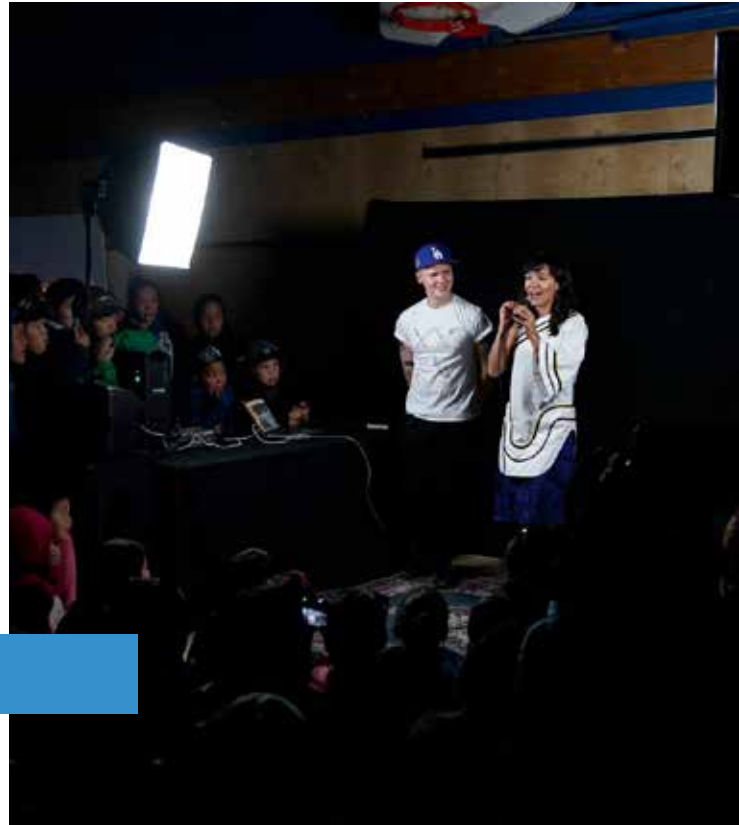
“There is usually a Youth Committee that volunteers preparing, cooking and serving the feast. There are usually at least 10 volunteers to help. By them volunteering, they gain experience.”



HITMAKERZ – PHASE 2



“We want to thank QIA once again for giving us the opportunity to help make such a positive impact on young Nunavummiut around the territory. The focus of this workshop was to give students the practical, hands-on tools needed in order for them to continue their education and make music themselves.”



“The amount of positive feedback and support we received from people in the communities, both in person and online, was absolutely overwhelming. We definitely felt a strong desire for more Hitmakerz programming in the future.”



HEALTHY KIDS POND INLET

“Ulaajuk School had to create and develop a nutrition program on their own with the help of funding from local business and organizations due to no nationally funded nutrition program in Canada.”



“

“Schools are an ideal environment for promoting healthy eating behavior by providing nutritious foods since they already play a significant role in educating children about healthy eating and lifestyle choices.”

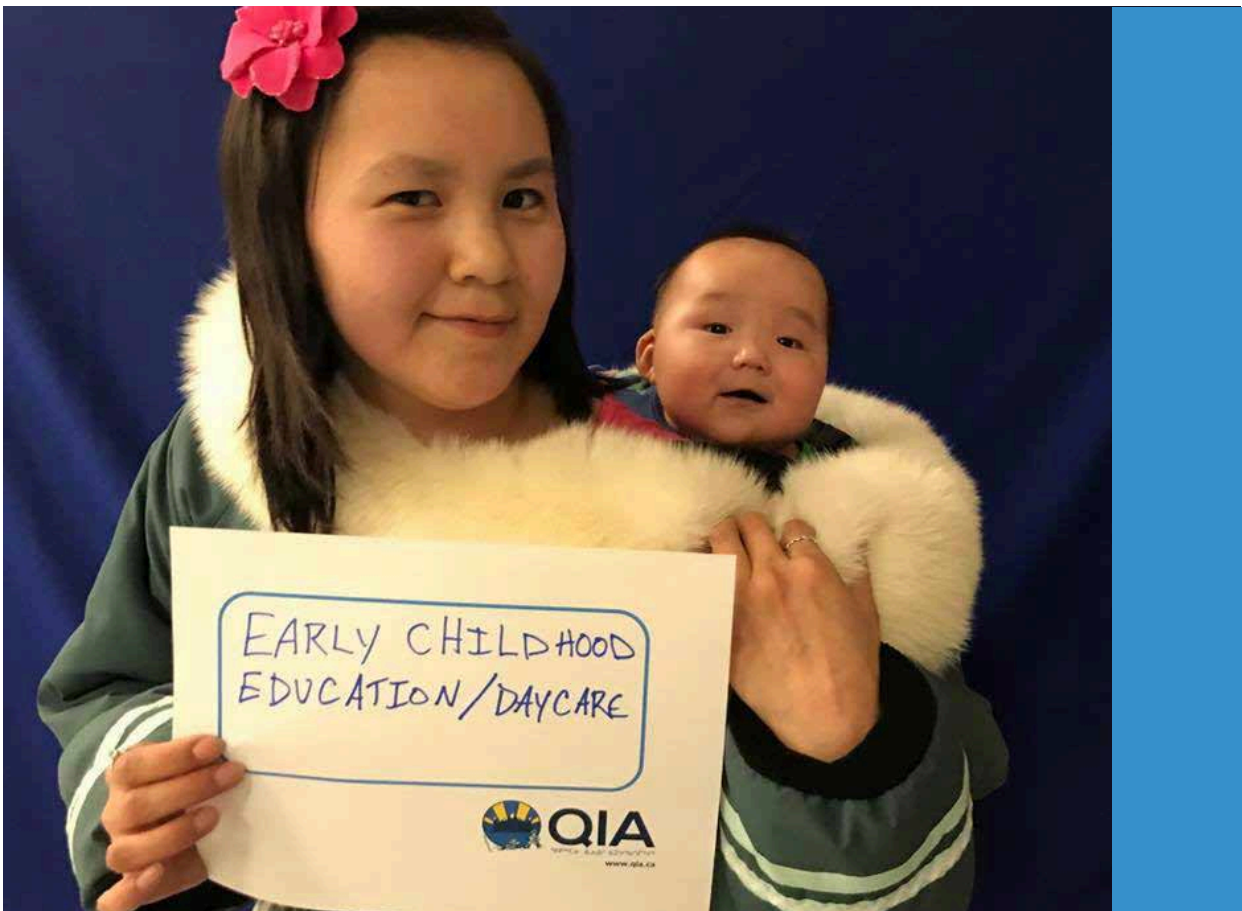
Community	Project	Applicant	Amount Approved
Arctic Bay	Hockey Clinic	Hamlet of Arctic Bay	\$ 12,360.00
	After School Programming	Hamlet of Arctic Bay	\$ 10,500.00
	Christmas Feast	Hamlet of Arctic Bay	\$ 6,500.00
	Radio Show	Elders Radio Show	\$ 30,000.00
Clyde River	Pre-school Program	Illisarsivik Pre-school	\$ 14,000.00
	Winter Clothing Project	Lizzie Palituq	\$ 63,600.00
	Christmas Feast	Hamlet of Clyde River	\$ 10,000.00
	Tool Making	Lizzie Palituq	\$ 56,430.00
Hall Beach	Youth Hunting	Peter Siakuluk	\$ 28,743.00
	Caribou Hunting	Andrew Qaunaq	\$ 46,951.00
	Christmas Feast	Hamlet of Hall Beach	\$ 10,443.00
	Sanirajak Community Project	Arnaqjuaq School	\$ 29,992.00
Igloolik	Christmas Feast	Hamlet of Igloolik	\$ 15,000.00
	Skills training	Jose Quezada	\$ 28,532.96
	Youth development	Artcirq	\$ 38,000.00
Pond Inlet	Pre-School Program	Piruvik Pre-school	\$172,004.00
	Kajjausaktut-Land Program	Nassivik High School	\$ 27,950.00
	Healthy Kids	Ullaajuk School	\$ 28,748.76
	Teaching sewing project	Catherine Innuarak	\$ 82,668.00
	Winter Hunting	Moses Koonark	\$ 29,932.00
	Christmas Feast	Nyasha Kamera	\$ 22,840.00
	Land Program	Billy Merkosak	\$ 6,254.00
	Learning Literacy at Home	Tammy Constinine	\$ 40,000.00
Multiple Communities	Summer Camp	RPAN	\$118,612.00
	Phase II Youth Dev	RPAN	\$125,000.00
	Music Dev Workshop	Hitmakerz	\$115,873.00
	Rec-Sport Leadership	RPAN	\$ 34,500.00
	Summer Camp	RPAN	\$ 103,050.00
	Northern Haze CD Project	Unaaq Cultural Inst	\$ 15,379.00
	Community Tour Assist	Qikiqtaaluk Wildlife	\$ 5,000.00

DAYCARE SUBSIDY FOR PARENTS

In the fall of 2017, QIA announced the creation of a \$5 per day daycare subsidy for Qikiqtani parents with children in licensed daycare facilities. The new subsidy is administered by Kakivak Association and is a top-up to Kakivak Association's existing parental daycare subsidy program. The top-up subsidy is a pilot program that will run until March 31, 2020.

In May 2018, the QIA Executive passed a resolution to increase the top-up subsidy to \$10 per day. Inuit parents who are currently receiving the Kakivak Association parental daycare subsidy may now receive a combined Kakivak and QIA subsidy of up to \$29 per day. The increased subsidy is retroactive to April 1, 2018.

With this increased daycare subsidy, QIA provides assistance for approximately 200 childcare spaces. Eligible parents in the Qikiqtani region receive a subsidy of up to \$2,500 per child per year. This represents a QIA investment in daycare access of nearly \$500,000 per year in the Qikiqtani region.





NEW RESOURCES FOR DAYCARES

In the fall of 2017, the QIA Board of Directors approved funding from the Benefits Fund to create Inuktitut early learning resources for daycares and families. In mid 2018, QIA began working with Inhabit Media to create these resources. Some of the resources being developed are:

- Arctic animal hand puppets, including a polar bear, Arctic fox, caribou, muskoxen, and Arctic hare;
- A storybook that features the five Arctic animal hand puppets;
- High contrast books to develop infants' vision, featuring Inuit clothing, shapes, and patterns;
- Interactive books for young learners to build vocabulary through reader participation, including an I-spy book and baby sign language book;
- Sequence books, which are books that do not have text but use pictures to tell a story from beginning to the end, teaching young children to enjoy books and how to hold them properly and flip the pages;
- An Early Childhood Education Inuktitut Phonics Program, designed to help young children learn the first initial sounds of Inuktitut, syllabics, and Inuktitut vocabulary;
- Tray puzzles, illustrated by renowned Inuit artist Germaine Arnaktauyok and featuring the following scenes:
 - A winter camp with an iglu and a dog team;
 - A summer camp with a tent, boat, and pitti-making rack; and,
 - Berry picking with people fishing in a river in the background; and,
- A large floor puzzle featuring a boat and seal.

The final design and production of the new resources will be done in the fall and winter of 2018.

QIA will launch the new resources at the daycare conference as part of the Ipitiki Program in March 2019. The resources will be distributed to all Qikiqtani daycare centres after the conference.



THE QIKIQTANI TRUTH COMMISSION

The Qikiqtani Truth Commission's (QTC) final report, *Achieving Saimaqatigiingniq*, calls on the QIA, Government of Canada, and the Government of Nunavut to implement recommendations to better deliver services to Inuit. QIA coordinates and chairs the Saimaqatigiingniq Working Group, which is planning for the implementation of the QTC recommendations.

QIA hosted the most recent meeting of the Saimaqatigiingniq Working Group in June 2018 and will host another meeting in the fall of 2018. The meetings bring together stakeholders such as the Government of Canada, Government of Nunavut, RCMP, and ITK to discuss a collaborative approach to implementing the QTC recommendations.



HISTORY OF THE QIKIQTANI TRUTH COMMISSION

2006: QTC formed in response to the RCMP Sled Dog Report. Dr. James Igliorte is appointed Commissioner.

2010: The Commissioner released *Achieving Saimaqatigiingniq*, a final report that includes 25 recommendations.

2013: The Thematic Reports, Special Studies, and Community Histories were released.

ASSESSING OF THE STATUS OF THE 25 RECOMMENDATIONS

Seven years ago QIA's Board of Directors accepted the 25 recommendations in *Achieving Saimaqatigiingniq*, the final report of the Qikiqtani Truth Commission. To support implementation, QIA completed an assessment of existing stakeholder initiatives relevant to the recommendations. The assessment identified current policies and programs that contribute to the implementation of each recommendation. The assessment included perspectives from members of the working group. This assessment established a baseline for an implementation plan and provided a foundation for the work of the Saimaqatigiingniq Working Group.

IMPLEMENTATION PROJECTS

In fiscal year 2017-18, QIA staff worked on the following implementation projects linked with QTC recommendations.

PROVIDING ACCESS TO THE QTC DATABASE

The QTC database contains many archival documents from the hearings, including audio, video, and written transcripts of testimonials. The QTC database is a tool for learning directly from those who testified at the QTC's hearings and is part of QIA's commitment to making the work of QTC widely available. Inuit who wish to obtain access to the database are encouraged to complete the Request for Access form on the QTC website.

VIDEO TESTIMONIALS

There are about 350 video recordings of individual testimonies recorded during the Commission hearings. There are video recordings from each of the 13 Qikiqtani communities. The Commission heard testimonies about events that occurred between 1950 and 1975 from Inuit and non-Inuit who lived through this difficult period. The Commission also heard their children, who continue to remember the suffering of their parents and other relatives.

These videos will be made available to the public on the QTC website in the fall of 2018. Video testimonials are an important part of QIA's commitment to make the work of the Commission available to as many people as possible.

**LOOK FOR THE VIDEO TESTIMONIALS
THIS FALL AT
WWW.QTCOMMISSION.CA**

RELAUNCH OF THE QTC WEBSITE

QIA has been busy working towards a relaunch of the QTC website in the fall of 2018. This relaunch will include many changes that will make the website more user-friendly, such as updated text and online applications for access to the QTC Database. The updated website will also feature new content, such as:

Testimonial videos from 2008 and 2009, including:

- keyword and theme search of the video library;
- an Interactive map to allow users to search testimonials by community and see the history of each community at a glance; and,
- a key findings search tool based on themes of the reports.

New photo galleries, including photos from:

- The Smithsonian Museum (National Museum of the American Indian); and
- Library and Archives Canada.

ANNUAL INUKTITUT SONG AND POEM CONTEST

Once again, QIA was excited to hold the annual Inuktitut Song and Poem contest in 2017-18. The selection committee was impressed by the inspiring submissions and great talent in the Qikiqtani region. QIA announced the contest winners in March 2018 as part of QIA's Inuktitut Language Month celebrations.



The first prize (\$400) winner was Becky Han, who submitted a love song titled “Nagligigakkit” (“Because I Love You”) through Facebook. Originally from Arctic Bay, Becky is a musician who is establishing an online following with her videos and posts featuring Inuktitut songs. Becky was also the 2016 winner of the Government of Nunavut’s Inuktitut song contest, Qilaut. In March 2017, she opened for Tanya Tagaq at the West End Cultural Centre in Winnipeg.

“I am proud to see this showcase of cultural and linguistic pride and talent from Inuit in our Qikiqtani communities,” says QIA president P.J. Akeeagok, “these songs and poems are a testament to the connection of young people to Inuktitut.”

The second prize (\$300) winner was Joshua Hauili from Igloodik. Joshua was the winner of the 2015 Alianait Battle of the Bands competition. Although he was just 16 years old at the time, he flew from Igloodik at his own expense to participate in the contest. His song “Kingummungaaq” (“Remembering the Past”) is a touching testament to his love for his father.



The third prize (\$200) winner was Quentin Sala from Sanikiluaq. He is the Inuit games coordinator/supervisor in Sanikiluaq and an RCMP guard. He submitted a poem titled “Inuusiq” (“Life”) that is about the resilience of Inuit.

Videos and copies of the winning submissions are available on the QIA website and social media accounts. QIA is excited to see the music and poems that Qikiqtani Inuit submit to the 2018-19 contest!

THE PIGIARUTITIAVAIT PROGRAM

The Pigiartutittiaiva Program is a long-standing collaboration between QIA and Inhabit Media to publish Inuktitut books for early readers. The books are distributed annually to schools, daycares, learning centers, and libraries. QIA published three new Inuktitut books for early readers in 2017-18:

MY EMOTIONS

A board book that teaches vocabulary about emotions and feelings (for children aged 2 to 6 years).

THE FOX WIFE

A story book based on Beatrice Deer's song "Fox" (for children aged 6 to 10 years).

PUTUGUQ AND KUBLU AND THE QALUPALIK

A graphic novel about two young siblings recalling a story they heard from their grandfather about a qalupalik, a human-like creature that lives in the sea (for youth aged 10 to 12 years).



This project is made possible with funding from Canadian Heritage and the Aboriginal Languages Initiative (ALI). This is the eighth year of this program.

INUKTITUT VERSIONS OF ALL BOOKS FROM THE PIGIARUTITIAVAIT PROGRAM CAN BE
DOWNLOADED FOR FREE AT WWW.NBES.CA

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GRANTS AND CONTRIBUTIONS PROGRAM

The Grants and Contributions Program supports a range of important community initiatives that foster Inuit rights and values in the Qikiqtani region. It is for projects and activities that do not qualify for funding under other QIA programs.

QIA is proud to have helped Nunavut Sivuniksavut, Nunavut Quest, the annual Bowhead Whale Hunt and Hamlet Day celebrations in all 13 Qikiqtani communities.



“These kinds of events and initiatives help to build community connections and instill a sense of pride in our identity as Inuit,” says QIA president P.J. Akeagok.

HIGHLIGHTS FROM THE 2017-18 GRANTS AND CONTRIBUTIONS PROGRAM

Project	Amount
Nunavut Day	\$1,000/community
Holiday Festivities	\$1,000/community
Nunavut Sivuniksavut Cultural Exchange	\$15,000
Nunavut Sivuniksavut	\$10,000
Nassivik High School	\$15,000
Arctic Bay's Nunavut Quest 2017	\$10,000
Alianait Arts Festival	\$5,000
Iqaluit's Toonik Tyme Closing Ceremonies and Feast	\$5,000
Arctic Bay's Aboriginal Head Start	\$2,000
Grise Fiord Fishing Derby	\$2,000
Tununiq Food Bank	\$2,000
Sanikiluaq Elders Committee	\$1,000
Nangmoutaq HTO	\$1,000
Cape Dorset Minor Hockey League	\$1,000
Nunavut Entertainment	\$500
Inuujaq School	\$795
Polar Outfitting	\$15,000

PROMOTING INUIT INTERESTS AT CONFERENCES AND TRADE SHOWS

NORTHERN LIGHTS SHOWCASE

A team of staff represented QIA at the Northern Lights Showcase and Arctic Inspiration Prize Awards ceremony in Ottawa January 2018. The conference featured many discussion sessions addressing a wide range of issues, including northern mining, research, and food security.

This event was an opportunity to celebrate Qikiqtani Inuit, communities, and culture and to connect with other organizations, groups, and businesses that work in Nunavut and other regions of northern Canada. The QIA team made many new alliances and took part in important discussions about the future of our region.



MINING SYMPOSIUM

The 2018 Nunavut Mining Symposium was a great success for QIA. At the symposium, QIA launched Qikiqtani Skills and Training for Employment Partnership (Q-STEP) and showed Q-STEP videos, which showcase participants from the first round of the heavy equipment operator stream.

QIA also won the Mining Symposium's 2018 Organization Award. This award recognizes the contributions of an organization that has advanced the mining industry in Nunavut. QIA president P.J. Akeegok accepted the award on behalf of QIA.

The 2018 Nunavut Mining Symposium supported networking with organizations, groups, and businesses that work in the mining industry. It also created opportunities for sharing best practices and tools for success.



SUPPORTING UQUUTAQ MEN'S TRANSITIONAL HOUSING PROJECT

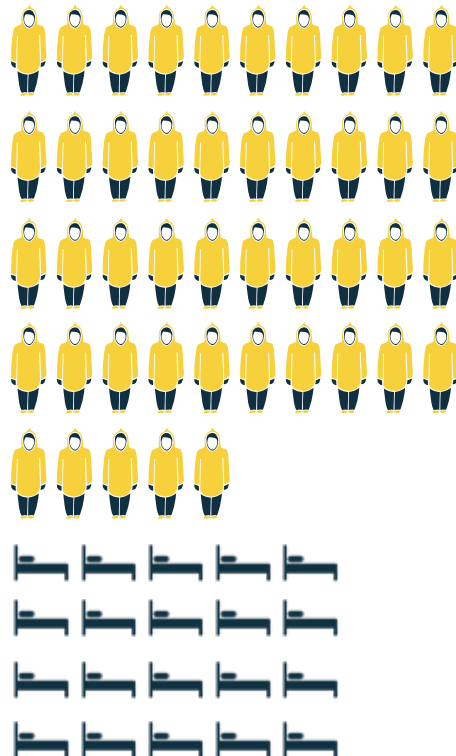
The QIA Executive passed a resolution in May 2018 to conditionally pledge \$100,000 to the Uquutaq Society for the Uquutaq Men's Transitional Housing Project in Iqaluit. The Uquutaq Society wants to expand their current services and is seeking financial support.

Currently, the Uquutaq Society provides much needed emergency overnight shelter for men in Iqaluit, many of whom come from communities across the Qikiqtani region. If sufficient funding is secured for the Uquutaq Men's Transitional Housing Project, the services would be expanded to include longer-term transitional housing and to deliver programming, such as mental health services, skills development programs, and employment coaching.

In February 2018, representatives of the Uquutaq Society and the City of Iqaluit made a presentation to the QIA Board of Directors. The presentation offered a clear picture of the current state of emergency at the shelter and the urgent need for transitional housing and programming support. The Board was moved by the presentation and compelled to offer support.

QIA's pledge will be a significant contribution to the total project costs. But, for the project to proceed, additional funding will be needed. QIA is pleased to support projects that work towards fostering Inuit health and well-being and hopes that other organizations will do their part to make this transitional housing project possible.

THE IQALUIT MEN'S SHELTER CURRENTLY HAS ONLY 20 BEDS, BUT OFTEN HAS 35 TO 45 MEN STAYING THERE EACH NIGHT.



"Lack of affordable housing and homelessness are issues affecting too many Inuit in our region," says QIA president P.J. Akeegok. "This project is an exciting initiative that can make a real difference in the lives of Inuit in need."



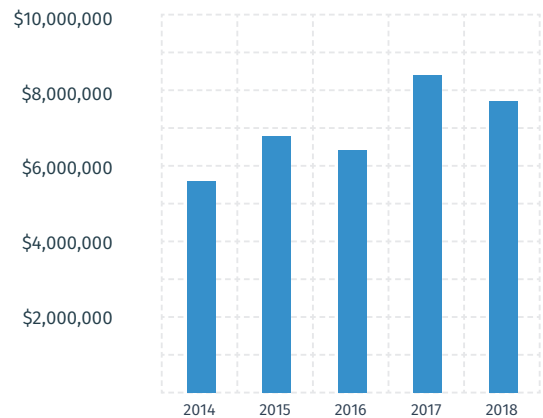
KAKIVAK ASSOCIATION ACTIVITY REPORT

KAKIVAK ASSOCIATION IS PROUD OF ITS SUCCESS IN HELPING INUIT SUCCEED.

Kakivak Association provides funding and services to increase access to training and education, childcare, youth initiatives, and business development for Inuit in the Qikiqtani region. In fiscal year 2017-18, Kakivak Association's total program contributions were over \$7.6 million. Over the past 5 years, Kakivak Association's contributions total over \$35 million.

The delivery of these programs is made possible through agreements with Employment and Social Development Canada, Crown-Indigenous Relations and Northern Affairs Canada, the Canadian Northern Economic Development Agency, and the Qikiqtani Inuit Association.

PROGRAM CONTRIBUTIONS



BOARD OF DIRECTORS

The Kakivak Association Board of Directors provides direction and oversight for the organization and serves on various committees, including the Grants and Loans Committee and the Nunavut Parks Scholarship Trust.

(Left to Right) Michael Qappik, Joe Attagutaluk, Annie Quirke, Johnny Manning, Josie Enuaraq



INVESTING IN THE FUTURE

Kakivak Association provides up to \$19 per day in childcare subsidies to make childcare more affordable for Inuit parents.

Kakivak Association also provides funding for daycare operations. QIA tops up the Kakivak parental daycare subsidy program by \$10 per day for a total of \$29 per day per child.



SUPPORT FOR CULTURAL INDUSTRIES

Kakivak Association was proud to sponsor Northern Lights 2018. This annual event held in Ottawa features businesses, Inuit organizations, and governments from across Inuit Nunangat. Kakivak Association's sponsorship supported a number of visual and performing artists to attend the event. The artists were able to make direct sales to the public and network with gallery owners and others interested in Inuit arts.



EMPLOYMENT ASSISTANCE SERVICES

Last year over 200 people accessed services at Kakivak Association's Employment Resource Centre. The services include use of computers, internet access, document templates, and help to prepare resumes.

"I want to thank Kakivak Association for helping me find a job. They helped me to do my resume and now I have a job, thanks to Kakivak."

– Julia Arnaquq (2017)



WORKING WITH OUR PARTNERS

Kakivak Association provides funding to individuals to attend heavy equipment operator training at the Operating Engineers Training Institute in Morrisburg, Ontario. In February 2018, representatives of Kakivak Association visited the facility and were able to try out some of the training simulators.



OPPORTUNITIES FOR YOUTH

Kakivak Association joined with several partners to provide support for a health careers camp run by the Northern Ontario School of Medicine. It was held in February 2018 and 20 students from across Nunavut were introduced to jobs in health care, ranging from doctor to community health worker.

Every year, Kakivak Association also supports Inuit youth through funding for summer programs, such as Students on Ice expeditions, and learning programs such as Nunavut Sivuniksavut.

QIKIQTAAALUK CORPORATION ACTIVITY REPORT



Qikiqtaaluk Corporation (QC) and Group of Companies is pleased to report continued growth within our organization. The 2017-18 fiscal year marked Qikiqtaaluk Corporation's 34th year of operation and it has been a year of growth, milestones, and accomplishments.

In 2017-18 two new organizations were created: Nunavut Nukkiqsautiit Corporation and Qikiqtani Fisheries Alliance. Nunavut Nukkiqsautiit Corporation (NNC) is a wholly-owned subsidiary that focuses on clean energy initiatives. Qikiqtani Fisheries Alliance (QFA) is a not-for-profit organization that is an equal partnership between Qikiqtaaluk Corporation and the Hunters and Trappers Associations from the communities of Sanikiluaq, Cape Dorset, Hall Beach, and Igloolik.

In 2017, QC and Group of Companies attained an 82% Inuit Employment rate with 331 Inuit employees of 406 total employees. QC is proud to report an increase in Inuit employment rates across the majority of companies with QPI and Qikiqtani Industry Limited (QIL) Iqaluit Office achieving 100% Inuit employment.

QC was proud to present Qikiqtani Inuit Association with a dividend cheque for \$1,840,914 million in November 2017. This is a 42% increase from the 2016 dividend amount of \$1,063,157. This cheque

represents QC's economic achievements and successes over the past fiscal year. QC is pleased to be able to contribute funds towards the work of QIA and share our success with the Qikiqtani Inuit.

Qikiqtaaluk Corporation has continued to give back to the Qikiqtani Inuit by providing financial contributions to support cultural development, community health improvements, and youth programs. This year QC provided \$127,500 in contributions to various events, individuals, and organizations, with a 6-year total of \$497,323.

2017-18 QC CONTRIBUTIONS

Project	Amount
Christmas Program	\$6,000.00
Community Events	\$14,233.42
Food Donation	\$2,000.00
Individual Donation	\$6,000.00
Youth Programs	\$16,500.00
Northern Youth Abroad	\$5,000.00
School Breakfast Program	\$16,000.00
Sport Teams and Activities	\$50,266.58
Students on Ice	\$11,500.00
Total	\$127,500.00



Each year, QC and Group of Companies offer scholarships to outstanding Inuit students. This year QC and QPI were pleased to award two \$6,000 scholarships to two deserving young individuals: Jonah Qittusuk from Sanikilauq and Joshua Komangapilk from Iqaluit.

QC was a Gold Sponsor of the Northern Lights Showcase in Ottawa. During their Hospitality Event, QC raised \$10,405 through a silent auction. This was donated to Nunavut Sivuniksavut and Tungasuvinat Inuit. QC was also a sponsor of the 26th Annual Nunavut Tradeshow hosted in Iqaluit.

For the past four years, QC and Group of Companies has partnered with NCC Investment Group, Canadian North, and the Baffin Regional Chamber of Commerce to host an annual charity gala in Iqaluit. This year's event was a great success thanks to the support from donors who contributed items to the auction. The auction raised \$106,715 for food banks and hamlets in the Qikiqtani region, Nunavut Sivuniksavut, and Tungasuvinat Inuit.



QC and Group of Companies are committed to capacity building through training and mentorship. Training across the companies this year included Workplace Hazardous Materials Information Systems, Supervisor Safety Training, Leadership for Safety Excellence, first aid training, and professional development training, such as property management, project management, and specific trades-related training.

WHOLLY-OWNED SUBSIDIARIES 2017-18 ACTIVITY SUMMARY

Qikiqtaaluk Business Development Corporation (QBDC) continues to pursue infrastructure and programming that aligns with the priorities of QC Group of Companies and QIA. This past year, QBDC provided support in developing materials for important projects such as the Nunavut Heritage Centre, the deep-sea port in Qikiqtarjuaq, a Grise Fiord Lodge and Cultural Centre, and the Inuit Impact and Benefits Agreement negotiations for Tallurutiup Imanga National Marine Conservation Area.

This year QBDC also advanced many QBDC-led projects and initiatives, including completing the design of the new hotel and conference centre, advancing the planning for the Inuit Owned Land development on Federal Road, organizing a clean-up of the Cape Dorset metals dumpsite, and pursuing several clean energy initiatives.

Qikiqtani Retail Services (QRS) downsized locations and shifted its focus from grocery items to convenience items, lotto, gas/diesel, and ammunition to respond to customer demand. QRS improved the use of their infrastructure to maximize its ability to meet customer demand at their remaining location.

Qikiqtaaluk Properties Inc. (QPI) downsized locations and shifted its focus from grocery items to convenience items, lotto, gas/diesel, and ammunition to respond to customer demand. QRS improved the use of their infrastructure to maximize its ability to meet customer demand at their remaining location.

Qikiqtani Retail Services (QRS) continues to expand its portfolio and participate in development opportunities within Iqaluit. QPI expanded their real estate portfolio with the purchase of the Arctic Hotel Building was successful in two Government of Nunavut Request for Proposals: Nunavut Arctic College Office and Program Space and Nunavut Arctic College Student Residences. QPI continues to complete improvements and renovations to their buildings and to improve building energy efficiency by installing LED lights in many of their residential and commercial buildings.

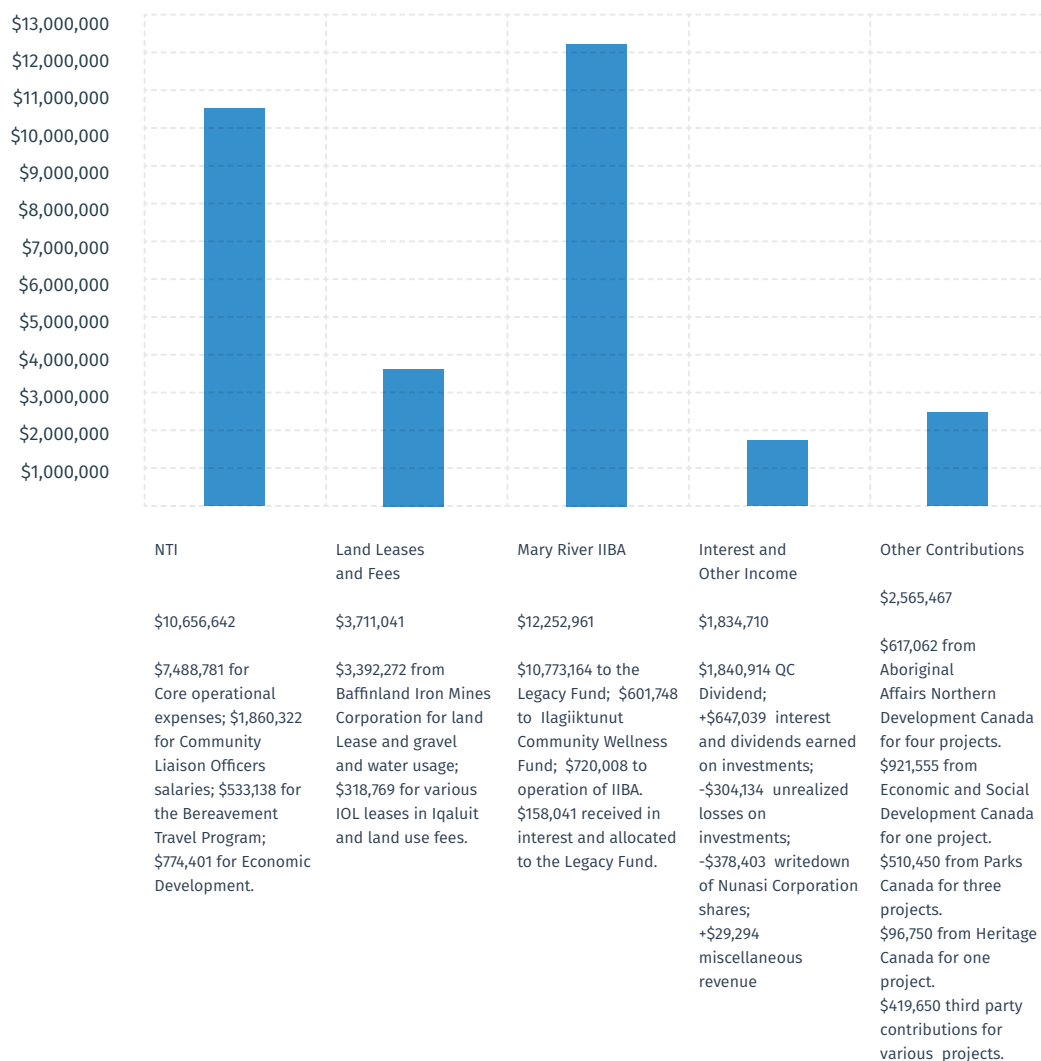
Qikiqtani Industry Ltd. Human Resources Division continues to provide catering and housekeeping services to Baffinland Iron Mines. QIL has provided services to the mine for the past 12 consecutive years. An emphasis on employee training and certifications was prioritized this year. Employees received training and certifications in courses such as Workplace Hazardous Materials Information Systems, first aid, and food safety training, and three employees were sponsored to attend Camp Cook training at Nunavut Arctic College.

Qikiqtani Industry Ltd. Logistics Division continues to provide quality services for our ongoing contracts in commercial and residential snow clearing, equipment rental, mail delivery services, professional moving and local cartage services, heavy equipment, and automotive mechanical services. The Logistics Division's excellence in serving clients has resulted in two new contracts this year.



QIA'S FINANCIAL SUMMARY

QIA'S NON-CONSOLIDATED REVENUE 2017-2018



QIA'S NON-CONSOLIDATED SUMMARIZED STATEMENT OF OPERATIONS 2017-2018

	General Fund	Economic Development Fund	Legacy Fund	Total 2018	Total 2017
Revenue					(Re-stated)
NTI	\$9,882,241	\$774,401		\$10,656,642	\$9,579,583
Mary River Ilagiiktunut (Community Wellness Fund)		601,748		601,748	67,912
Other contributions	469,525	2,095,942	1,840,914	4,406,381	1,745,916
Land leases and fees		3,711,041		3,711,041	3,534,047
Mary River IIBA		720,008	10,931,205	11,651,213	3,108,004
Interest and other income	59,379	-43,853	-21,730	-6,204	365,224
Total Revenue	10,411,145	7,859,287	12,750,389	31,020,821	18,400,686
Expenses					
Wages and benefits	6,683,448	909,923		7,593,371	6,609,942
Non-salary operating	2,984,916	3,022,820		6,007,736	6,315,583
Program assistance	1,685,145	4,733,105	156,250	6,574,500	2,408,453
Total Expenses	11,353,509	8,665,848	156,250	20,175,607	15,333,978
Unexpected Revenue	-\$942,364	-\$806,561	\$12,594,139	\$10,845,214	\$3,066,708

Notes:

The summarized statement of operations presented above and the summarized statement of financial position were compiled from QIA's non-consolidated 2017-2018 audited financial statements. QIA uses the deferral method of accounting.

The General Fund accounts for QIA's general operating and administrative activities. This fund reports contributions from NTI, government of Canada, interest and other revenue and has mostly unrestricted resources.

The Economic Development Fund reports activities around Inuit economic well-being and self-sufficiency.

The Legacy Fund reports activities that provide for the benefits and opportunities arising from royalties and dividends paid to QIA.

QIA'S NON-CONSOLIDATED SUMMARIZED STATEMENT OF GENERAL FINANCIAL POSITION MARCH 31, 2018

Assets

Cash	\$9,398,022
Marketable Securities	42,695,363
Accounts Receivable	2,990,225
Prepaid Expenses	27,837
Property and Equipment	425,439
Investment in subsidiaries	8,906,790

Total Assets	64,443,676
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Liabilities

Accounts Payable	3,167,061
Deferred Revenue	13,511,631

Total Liabilities	16,678,692
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	\$47,764,984
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Fund Balances

Property and Equipment	\$425,439
General Fund	-2,108,209
Economic Development Fund	7,213,521
Legacy Fund	42,234,233

Total Funding Balance	\$47,764,984
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See notes on previous page.

QIA'S PROGRAM AND CONTRIBUTION SPENDING 2017-2018

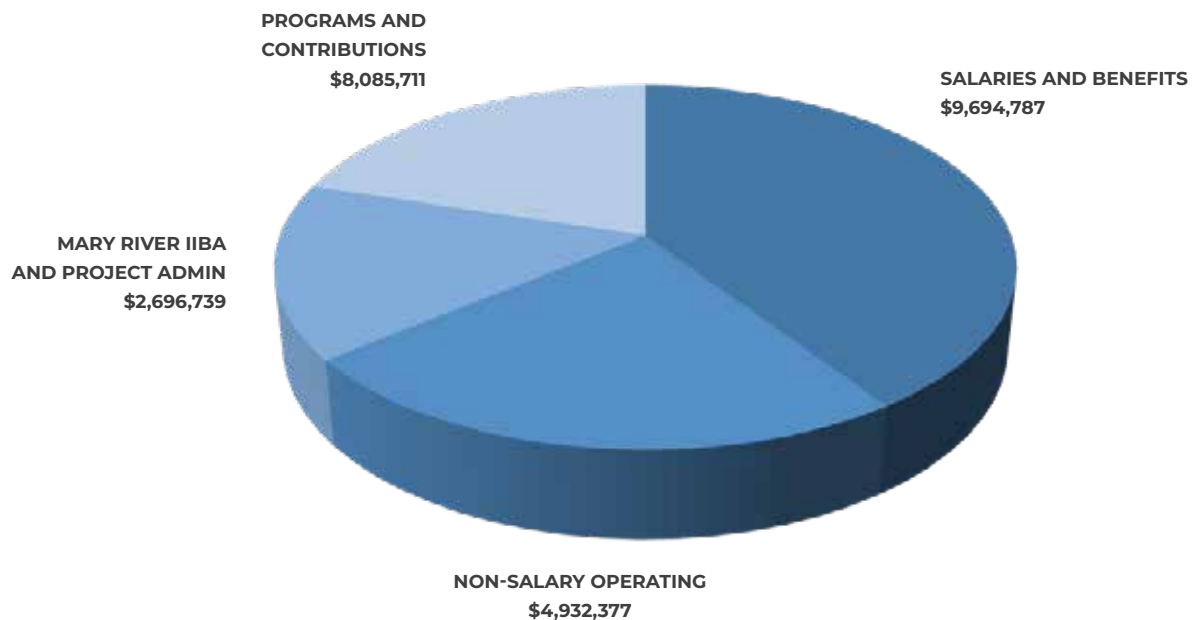
Ilagiiktunut - Community Wellness	\$1,203,496
Q-STEP	928,822
Kakivak Association for Economic Development	774,401
Tallurutiup Imanga	558,600
Bereavement and Compassionate Travel Program	533,138
Community Initiatives Program	485,797
Nunavut Trust	348,559
Basic Organization Capacity	266,717
SEA - Oil and Gas	249,681
Sprouts Youth Program	220,913
Makigiaqta	160,721
ECE Daycare Subsidy	156,250
Other project contributions and programs	687,405
Some of QIA's programs are funded by third parties. QIA thanks its partners who make this possible.	

PROGRAMS AND CONTRIBUTIONS 2017-2018 = \$6,574,500

BUDGET 2018-2019

FUNDING BUDGET 2018-2019

Source of Funding	2018-2019
NTI Annual Funding	\$12,642,428
Baffinland Iron Mine - Lease and Fees	3,425,000
Mary River - IIBA Implementation	1,863,316
Third Party Funding	4,130,392
Land Leases and Fees	349,918
Interest and Other Income	2,225,000
QIA Reserves	773,560
	\$25,409,614



COMMUNITY LIAISON OFFICERS

Arctic Bay	Jack Willie	439-8277	jwillie@qia.ca
Cape Dorset	Ooloosie Manning	897-8638	omanning@qia.ca
Clyde River	Nina Qillaq	924-6119	nqillaq@qia.ca
Grise Fiord	Laisa Watsko	980-4076	lwatsko@qia.ca
Hall Beach	Lily Arnaqjuaq	928-8103	larnaqjuaq@qia.ca
Igloolik	Sidonie Ungalaq	934-8760	sungalaq@qia.ca
Iqaluit	Marie Michael	975-8420	mmichael@qia.ca
Kimmirut	Perry Ikkidluaq	939-2135	pikkidluaq@qia.ca
Pangnirtung	Sheena Machmer	473-8991	smachmer@qia.ca
Pond Inlet	Joapie Ootova	899-8640	jootova@qia.ca
Qikiqtarjuaq	Lorna Kullualik	923-8195	lkullualik@qia.ca
Resolute Bay	Susan Salluviniq	252-3127	ssalluviniq@qia.ca
Sanikiluaq	Julie Emikotailak	266-8162	jemikotailak@qia.ca



CONTACT

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