



Qikiqtani Inuit Association

**Policy regarding QIA nominees and appointees
To Institutions of Public Government (IPGs) Boards, Committees and Subsidiary
Organizations**

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Table of Contents:

1. Purpose of Policy	3
2. Scope	3
3. Objective	4
4. Candidate identification and selection	4
a) Eligibility	4
b) Call for Expression of Interest.....	4
c) Selection Committee	4
d) Criminal Records Check	4
5. Conflict of Interest	5
6. Code of Conduct	
7. Expiration of nominee/appointee term.....	6
8. Removal of appointee	6

List of Acronyms:

QIA Qikiqtani Inuit Association
NTI Nunavut Tunngavik Incorporated
NA Nunavut Agreement (also known as the Nunavut Land Claims Agreement)
QC Qikiqtaaluk Corporation
IPG Institutions of Public Government

1. Purpose of Policy

The Qikiqtani Inuit Association (QIA) as the Designated Inuit Organization for the Qikiqtani by the Nunavut Tunngavik Incorporated as per the Nunavut agreement is mandated to nominate or appoint to various governing bodies.

QIA is responsible for ensuring Inuit have informed, effective and balanced representation in the various governing bodies representing Qikiqtani Inuit interests.

2. Scope

The Nunavut Agreement (NA) mandates several Institutions of Public Government (IPG) to manage or administer responsibilities. These IPGs are governed by members or directors appointed according to specific provisions of the Nunavut Agreement.

a) Nomination of Institutions of Public Governments

QIA nominates Inuit members to the following IPGs:

- Nunavut Wildlife Management Board (NWMB)
- Nunavut Impact Review Board (NIRB)
- Nunavut Planning Commission (NPC)
- Nunavut Water Board (NWB)

These nominations are further vetted through the Nunavut Tunngavik Incorporated (NTI) Board of Directors which is then ratified by the Federal Minister of Indian and Northern Affairs.

b) Appointments to affiliate organizations

QIA also appoints directors or members or trustees as the case may be to the following affiliated organizations:

- Nunavut Trust
- Parks Joint Inuit/Government parks planning and management committees

c) Nominations to affiliate organizations

QIA also nominates directors or members or trustees as the case may be to the

- Inuit Heritage Trust Incorporated (IHTI)

d) Appointments to Subsidiary Board and Committees

QIA appoints to the following:

- Qikiqtaaluk Corporation (QC) Board of Directors
- Kakivak Association Board of Directors
- Various committees as identified by the subsidiary organizations

This policy applies to all nominations and appointments that QIA is entitled to make for any subsidiary Board or subsidiary committee.

e) Other Boards and committees

QIA may also be called upon to make appointments or nominations to other permanent or ad-hoc non-statutory bodies.

3) Objective

QIA seeks to achieve the following objectives:

- (1). to ensure that all QIA appointments and nominations are made in a timely and efficient manner;
- (2). to ensure that QIA appointees or nominees have the skills, knowledge and experience to carry out the duties and responsibilities associated with their appointments or nominations;
- (3). to ensure that all Inuit of the Qikiqtani region with the required skills, knowledge and experience are given the opportunity to apply for appointments or nominations;
- (4). to ensure that representation of Inuit on the governance bodies of the organizations to which it appoints or nominates reflects an appropriate balance of gender, age and region;
- (5). to ensure that QIA appointees hold views consistent with those of Inuit.

4. Candidate identification and selection

a) Eligibility

Inuit from the Qikiqtani region as defined under the QIA By-Law are eligible to apply for appointment or nomination. Inuit from other regions or non-Inuit may be considered where the governing body has made that distinction.

QIA will not nominate or appoint its staff and Board of Directors to the Institutions of Public Government.

QIA may nominate or appoint its staff or Board of Directors, to other than Institutions of Public Government. Each nomination or appointments will be dealt with on a case-by-case basis with final approval by the QIA Board of Directors.

b) Call for expression of interest

QIA shall ensure that the call for expression of interest is available through the most efficient means of communications, i.e. electronic media, posted in each community and is advertised on public radio and may also use news papers or local television if practicable.

QIA can also approach people directly to provide information.

QIA will actively provide information on vacancies throughout the year.

Active outreach to prospective applicants may be sought out by Board of Directors and/or QIA staff to help identify where there may be potential interest in expressing interest for Board/Committee membership.

Members seeking reappointment or renomination is required to re-submit updated application materials.

Inventory of potential nominees and appointees may be kept on file for 12 months where individuals have indicated non-specific or multiple interests in Board or Committees.

c) Selection Committee

QIA will strike an internal working level committee to evaluate candidates and forward recommendations to the Board of Directors for final decision.

The committee will consist of a minimum of three QIA staff preferably with involvement in the appointments and nominations process. The members will be appointed by the Executive Director. If the members are not available, other QIA staff members may be assigned as needed.

d) Criminal Records Checks

Criminal Records Checks may be requested by the interested candidates where appropriate. The provision of the Criminal Records Checks must be provided in a timely manner, preferably prior to the board meeting taking place. Criminal Records Checks must be obtained where there is a requirement, for governing bodies such as the Nunavut Impact Review Board, the Nunavut Planning Commission and the Nunavut Water Board.

QIA must submit the copy of the Criminal Records Check with the Board resolution to Nunavut Tunngavik Incorporated.

5. Conflict of Interest

- a) The QIA nominees or appointees will act impartially and independent. They will not act as a representative of QIA. The nominees or appointees are subject to the laws and policies adopted by the governing body to which they have been chosen.
- b) In the cases where QIA employees or staff members who were appointed or nominated to non-IPG related governance structures will represent the interests of the Qikiqtani Inuit Association and will hold themselves to the QIA standards of code of conduct, conflict of interest and all other QIA policies.
- c) QIA is not bound by the administrative or other requirements of policy and/or governance models of external organizations. QIA is not responsible for honoraria, and potentially other costs associated with the membership of a board external to QIA unless a QIA Board of Director or staff member have been appointed to represent QIA as part of their duties.

6. Code of Conduct for QIA appointees

- a) Members appointed to the various governance bodies are expected to adhere to the individual organizational Code of Conduct policies, laws and regulations.
- b) The appointee of QIA is expected to attend all meetings of the governing bodies in which he or she has been assigned as much as possible.

- c) The appointee is expected to carry out his or her duties and obligations with integrity and honesty and in good faith comply with the rules of the governing organization to which they are appointed.
- d) The appointee must demonstrate respect, dignity, courtesy, politeness, objectivity and professionalism without malice or prejudice to any person.

7. Expiration of nomination/appointment term

- a) QIA will abide by the terms of appointees as established by the individual organization's governance model.
- b) The extension of the residing board member may be extended on a short-term basis by the external organization if a replacement board or committee member cannot be selected by QIA in a timely manner.

8. Removal of appointee

- a) QIA may provide advice or support to external governing organizations regarding the issue of removing appointees from committees or boards. However, the governing individual policies of the external bodies would determine the removal of their own board or committee members.
- b) The appointment or nomination of an individual to an organization by QIA does not prevent QIA from seeking to terminate the occupation of a board or committee position within that organization where the circumstances warrant and where the NLCA, the constituting documents of the organization, or some other relevant principles of law allow for early termination.