



NUNAVUT TUNNGAVIK INCORPORATED

2021-2022 Annual Report

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Departments

Department of Executive Services

President's Office

Office of the Chief Executive Officer

Department of Communications

Department of Human Resources

Department of Legal Services

Department of Implementation

Department of Research, Monitoring and Evaluation

Department of Inuit Training Programs

Department of Self-Determination

Office of the Chief Financial Officer

Department of Finance

Office of the Chief Administrative Officer

Department of Policy and Planning

Department of Social and Cultural Development

Department of Inuit Employment

Department of Intergovernmental Affairs

Office of the Chief Operating Officer

Department of Inuit Programs and Services

Department of Wildlife and Environment

Department of Lands and Resources

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Cover: This year, Inuit children spent more time on the land with important benefits in language, culture, food sovereignty and mental health as a result of school closures and COVID relief programs. On the cover, an Inuk youth looks for goose eggs.

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NUNAVUT TUNNGAVIK INCORPORATED

Nunavut Tunngavik Incorporated (NTI) was established in 1993 to represent Inuit under the *Nunavut Agreement* and to ensure its implementation. NTI coordinates and manages Inuit responsibilities set out in the *Nunavut Agreement* and ensures the federal and territorial governments fulfill their obligations. We are responsible for managing the funds received under the settlement for Inuit and, along with Regional Inuit Associations (RIAs), for safeguarding Inuit interests regarding the provisions outlined in the Agreement.

Since its inception in 1993, NTI has evolved considerably through the expansion of new programs, services, positions, departments, and funding agreements. However, NTI remains rooted in its mission of fostering Inuit economic, social, and cultural well-being through the implementation of the *Nunavut Agreement*.

Vision Statement:

*Inuit economic,
social, and
cultural well-
being through the
implementation
of the Nunavut
Agreement.*



Image source:
NTI Photographic
History Archives

THE NUNAVUT AGREEMENT

In June 1993, the Nunavut Agreement received royal assent and passed into Canadian law. In exchange for Aboriginal title, the *Nunavut Agreement* secured a number of rights and benefits for Inuit, including ownership of 350,000 km² of territory. The *Nunavut Agreement* consists of 41 articles outlining Inuit rights on a range of environmental, social, cultural, political, and economic issues. Article 4 of the Agreement committed Canada to introducing legislation that eventually established Nunavut as a separate territory on April 1, 1999.

From the *Nunavut Agreement's* preamble, the following objectives guided its negotiation:

- To provide for certainty and clarity of rights to ownership and use of lands and resources, and of rights for Inuit to participate in decision-making concerning the use; management and conservation of land, water, and resources, including the offshore
- To provide Inuit with wildlife harvesting rights and rights to participate in decision making concerning wildlife harvesting;
- To provide Inuit with financial compensation

and means of participating in economic opportunities; and

- To encourage self-reliance and the cultural and social well-being of Inuit.

The *Nunavut Agreement* was a culmination of generational efforts led by Inuit to regain territorial ownership, political control, and enjoyment of rights on their own lands. It is the largest comprehensive land claim settlement ever reached between a state and Indigenous Peoples anywhere in the world, and through it, Inuit have begun to take their rightful place in Canada.

Although the *Nunavut Agreement* was signed in 1993, there are significant obligations which have yet to be implemented. There is still much work to be done to deliver on promises related to employment, economic development, language, education, social and cultural promotion, and environmental protection.



BOARD OF DIRECTORS

NTI's Board of Directors is composed of eight members, all of whom are directly elected by Inuit who are enrolled under the *Nunavut Agreement*. These members include the president and vice-president of NTI along with the three presidents and three vice-presidents of the Regional Inuit Associations (RIAs).

Members of the NTI Board of Directors communicate and work directly with NTI's Chief Executive Officer (CEO). Department directors ensure that the CEO, Chief Administrative Officer (CAO) and Chief Operating Officer (COO) are provided with timely information on significant developments in their respective areas of responsibility.



Aluki Kotierk
President of Nunavut
Tunngavik Inc.



James Eetoolook
Vice-President of Nunavut
Tunngavik Inc.



Stanley Anablak
President of Kitikmeot
Inuit Association



Clara Evalik
Vice-President of Kitikmeot
Inuit Association



Kono Tattuinee
President of Kivalliq
Inuit Association



David Kuksuk
Vice-President
of Kivalliq Inuit
Association



Olayuk Akesuk
Acting President
and Vice-President
of Qikiqtani Inuit
Association



PJ Akeeagok
President of Qikiqtani
Inuit Association
(Until August 6, 2021)

NTI GOVERNANCE MODEL

The NTI Board of Directors is modelled on the Carver Policy Governance Model. This model is characterized by a distinct separation of the roles of Board members and senior staff, preventing structures and practices where the Board is exercising authority over staff. Instead, Board members focus on providing direction through policy and strategy while the CEO, CAO, COO, and other senior staff focus on implementing that direction. Under Carver's Policy Governance Model, the role of the Board is:

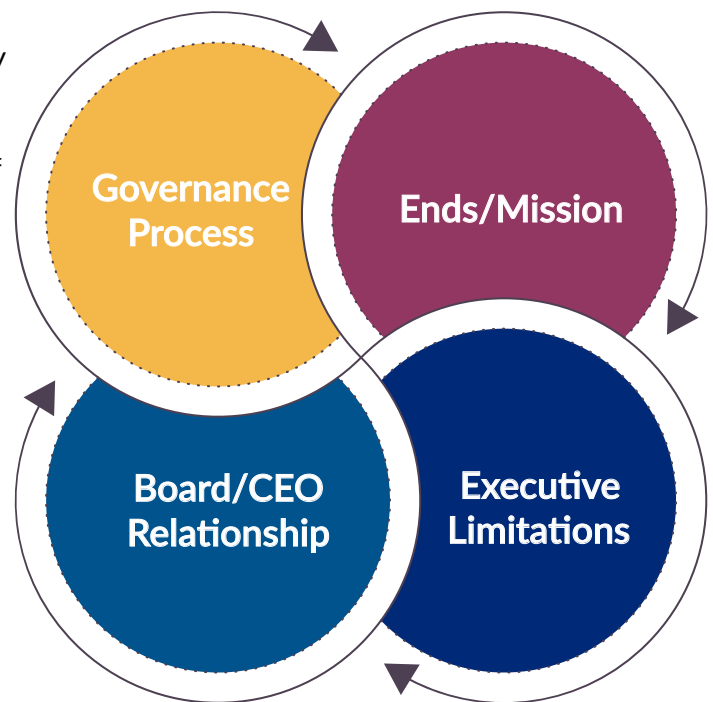
- To establish the guiding principles, policies, and plans for the organization;
- To delegate responsibility and authority to those who are responsible for enacting those principles, policies, and plans; and
- To ensure that the CEO is accountable for results.

In 2009 and 2014, the NTI Board of Directors approved a number of changes, which included changes to the NTI Executive Committee, discontinuation of the executive portfolio system, and the creation of an Inuit Social and Cultural Development Advisory Committee (ISCDAC) and an Inuit Wildlife and Environment Advisory Committee (IWEAC).

In October 2020, NTI created the Infrastructure and Housing Advisory Committee (IHAC) to oversee and make recommendations to the Board on all infrastructure and housing related initiatives.

Board Governance:
The Board defines their tasks and the processes to accomplish them.

Ends/Policies/Mission:
The Board defines organizational results, who gets the results, and the cost or priority of the results.



Board/Superintendent Relations:
The Board defines the process it will use in delegating to the CEO and the monitoring process to ensure compliance with Board policy.

Executive Limitations:
The Board defines boundaries, responsibility and authority to those who are responsible for enacting policy.

MESSAGE FROM THE PRESIDENT

Emerging from the pandemic, much progress has been made on NTI's *Niriuttaarijat* priority areas that include Inuit employment, Inuktut, education, infrastructure, and working relationships with governments. I am proud and determined to continually represent Inuit on all these fronts in my role as NTI's president.

Guided by our overarching mission to improve the daily lives of Inuit through the full and meaningful implementation of the Nunavut Agreement we advance new organizational priorities building on the lessons learned. These priorities reflect our continuous learning, and the strengthening or forging of pathways to realize our collective goals.

I am humbled by the incredible work highlighted in the pages of this annual report and am grateful to those who support and take an interest in our efforts. Reflecting on this year, and our history more broadly, I am grounded and energized by our strength as diverse but united Inuit, dreaming of, and realizing a prosperous future in our homeland together.

Making Inuit realities visible

An essential part of my role is to help make the realities and needs of Inuit known so that concrete steps can be taken to create positive change. Due to historical injustices and ongoing systemic inequities, our living standards as Inuit continue to be below those enjoyed by other Canadians. In our communities, we face infrastructure disparities, food insecurity, high unemployment rates, and

other interrelated social issues. By no means are these signs of hopelessness, but they are current circumstances that require coordinated attention and government action.

In addition to making these complex, systemic issues visible, NTI works to make our distinct history and culture as Inuit known so that the solutions proposed are effective and appropriate. We are under constant pressure to conform to Western systems of governance, where the complex social disparities Inuit face are invisible or misrepresented, and where the importance of political, cultural, linguistic, and other differences is too often glossed over. Rather than adapting to a system that is not serving our needs as Inuit, NTI works tirelessly to assert our needs in spaces where decisions affecting us are made, and to demand additional space to do so.

Tangible steps towards reconciliation

It is especially significant that the current federal government has made reconciliation an important priority. However, we must hold the Canadian government to its word that reconciliation with Indigenous peoples continues to be a priority and push for meaningful actions in addition to words. We must make use of this opportunity to assert our rights to language, culture, and self-determination alongside other Indigenous peoples.

This year, NTI showed its continued support for Bill C-15, which passed in the Senate on June 16th, 2021, establishing UNDRIP (United Nations

Declaration on the Rights of Indigenous Peoples) in Canada. This human rights framework offers a tool to reaffirm the rights of Inuit and other Indigenous peoples and continue to build on working relationships with the Canadian government. We are continuing to advocate for the establishment of an independent Indigenous human rights commission and for a clear action plan on how UNDRIP commitments will be further realized in Canada.

Momentum on intergovernmental working relations

NTI is always striving for stronger, more meaningful working relationships with the Governments of Nunavut and Canada that are built on respect and trust. The pandemic was a period of enhanced collaboration and efficacy to meet public health needs and we hope to carry these lessons on working as a united front into post-pandemic times.

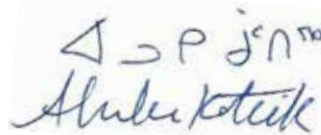
In addition to a coordinated COVID response and deepened commitments to reconciliation, the Inuit-Crown Partnership Committee (ICPC) is another promising development in intergovernmental relations. Founded on the principle of equal partnership, ICPC offers a venue for all Inuit Nunangat regions and national Inuit representational organizations to work collaboratively with the federal government to discuss shared priorities, and advance legislation and policy that aligns with Inuit realities and needs. In April 2022 the Inuit Nunangat Policy was endorsed and funded by the Canadian government to guide how federal

departments will work with Inuit partners for the development and delivery of policies, programs, and services that benefit Inuit.

As a representative for NTI in this partnership, I am hopeful that this collaboration will set a precedent for equal partnership as well as enhance the resources and political will to meet Inuit needs.

Although NTI continues to evolve and respond to changing circumstances, we remain steadfast in our daily advocacy for Inuit rights. Our collective efforts are guided by a broader vision of long-lasting transformational change that addresses the interwoven nature of social, political, economic, cultural, and linguistic needs. We are committed to being a voice for diverse Inuit who straddle traditional and modern demands, to fully realize our negotiated rights in our homeland.

Sincerely,



Aluki Kotierk,
President



MESSAGE FROM THE VICE-PRESIDENT

Despite a year of challenges, NTI has continued its diligent work on safeguarding Inuit rights and enhancing Inuit economic, social, and cultural well-being. NTI's Board champions issues of vital importance to Inuit, not only ensuring that solutions are found but that Inuit have a voice in determining these solutions.

As Vice-President of the Board, I focus on wildlife and environmental issues relating to the implementation of Article 5 of the *Nunavut Agreement*. Additionally, I act as the Chair of the Infrastructure and Housing Advisory Committee (IHAC) to advance initiatives in response to the housing challenges currently faced by Nunavummiut.

Protecting Wildlife & Environment

For decades, there has been a growing concern over the future of wildlife and the impacts of climate change. Inuit have sustainably relied on the land and animals for survival for thousands of years, and today we continue the traditions of our ancestors. We have heard the concerns of Inuit hunters regarding the impacts of development on the animals that they rely on, and the fear they have for the future of their hunts. We are continuing to participate and advance discussions on wildlife preservation, including the ongoing decisions around listing the Barren-Ground Caribou as threatened under the Species at Risk Act (SARA).

Through the *Nunavut Agreement*, Inuit have the right to a co-management system where we shape the

conservation and utilization of the land and animals. It is essential for Inuit rights and interests to be heard and upheld in decision-making around the environmental, social, and cultural impact of industry developments. NTI's board continues to fight for Inuit voices to be a determining force in these developments, such as in the ongoing Baffinland Phase II proposal to expand mining operations that is currently under review.

Action on Inuit Housing & Infrastructure

The IHAC works on housing solutions that are guided by the knowledge and experiences of Inuit. The committee continues to be very active on both infrastructure and housing files, with several major initiatives for the future of Nunavut underway. These files are advancing quickly, with our staff working on many issues at once to help alleviate the growing pains felt by Inuit in the housing and infrastructure sector. The Committee is overseeing the process outlined by Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) to access Nunavut's \$259 million dollar allocation of the Indigenous Community Infrastructure Fund (ICIF). The IHAC was also key in recommending and initiating the Nunavut Inuit Housing Action Plan (NIHAP) now in development. The NIHAP aims to fill the gaps in housing through extensive regional engagement and consultation with Inuit.

Overall, it is our task as leaders to find solutions and build the necessary partnerships to ensure Inuit have as bright a future as any other Canadian. NTI values the input of communities and will continue to engage with Inuit in all regions to ensure their voices guide decision-making.

In closing, I would like to congratulate our staff, both past and current, for the diligent work done to improve the lives of Nunavut Inuit. I have spent more than half my life with this organization and have seen much change, but it is important to remember that no improvement rests on the shoulders of one person, it takes a collective to ensure positive outcomes for our people. Nunavut started as a dream, a dream where Inuit reclaimed control over their homelands, a dream for a future

where our young people are prosperous both economically and culturally. There is much work to be done ahead, I have been honored and humbled to have had the opportunity to play a roll in this organization for the past few decades and look forward to watching NTI and it's employees grow in their future endeavors.

Sincerely,



James Eetoolook,
Vice President



NTI's Vice President
James Eetoolook (middle)
announcing NTI's first
election. Image source:
NTI Photographic
History Archives

MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

The 2021-2022 fiscal year was a challenge for Nunavut Inuit and NTI staff. Yet, we persevered through the challenges, have strengthened our partnerships and will grow from this year. As you look at the work displayed in this report, I hope you see what I see: many, many people dedicated to NTI's values and mission. I feel grateful and humbled for their commitment and hard work. I also feel inspired by our continued momentum towards the economic, cultural and social well-being of Inuit.

Working Together

While many projects and initiatives in this report are listed under individual departments, it is important to emphasize that there is a tremendous amount of collaboration that occurs among departments in order for NTI to achieve its objectives. Examples of interdepartmental collaboration from this past year include: working to advance and realize Inuit rights to education in Inuktitut; balancing wildlife management, food security, cultural continuity with jobs and potential royalties in environmental assessments of mineral development proposals; and pushing for the full implementation of Article 23 to reach representative levels of Inuit employment in the government.

NTI staff also work together to ensure a high level of service at all times. During lockdowns, many staff worked from home on rotating schedules while schools and daycares closed and covered for each other to ensure Nunavut Inuit had access to COVID-19 relief programs. Since January 2020, staff have also stepped into new roles while their co-workers participate in Pirurvik's Inuktitut training programs. With my thanks to Hannah Uniuqsaraq, I graduated Aurniarvik on June 18, 2021 as a

commitment towards Inuktitut becoming the working language of Nunavut.

Our work is stronger as a result of our strong relationships and collaboration with Regional Inuit Associations, Inuit organizations across Nunangat and national Inuit organizations. All levels of Inuit organizations work together on a daily basis on joint submissions to government on policy and legislation, common policies for programs and services for Inuit and to ensure the rights of Inuit are protected and upheld.

Reflection and Renewal

It is important to mention the COVID-19 pandemic and how it has affected Nunavut, as well as its impact on our staff and work over the past two years. Anecdotally, we have heard that COVID-19 relief programs have made a significant improvement in food security and enabled more Inuit to get on the land where culture, Inuktitut and mental health are strengthened. At the other end of the spectrum, we have heard that Inuit chose to stay in their communities rather than risk an infection or lose two weeks of pay while staying in the isolation hotels which may lead to delayed medical diagnostics and treatment. So, in January of this year, we partnered with Qaujigiartiit Health Research Centre to get a thorough picture of the impact on housing, food sovereignty, relationships, mental health and education.

We have grown as an organization and emerged stronger from the pandemic. NTI now hosts hybrid Board meetings, allowing Nunavut Inuit to observe in-person and virtually from around the world. Staff are able to work remotely, which has allowed NTI

to advocate for Nunavut Inuit in virtual meetings even during lockdowns, such as during the May 10th Senate Committee on Aboriginal Peoples Appearance on Bill C-15, the UNDRIP Act, and the June 24th Nunavut Standing Committee on Legislation's hearing on Bill 55, An Act to Amend the Property Assessment and Taxation Act. Sometimes, stepping away from our regular routine allows the mind space to produce ideas and gain perspective on how to best proceed. The pandemic did just that.

To align with this period of reflection and renewal, we aimed to do something different with how we present our annual report. Our goal was to create a report that presented information in a simple and informative format to make it easy for anyone to learn about our various departments and the important work they do on behalf of Inuit. We also wanted to highlight some of the projects and initiatives our departments undertake, are most proud of, and are advocating for.

We have momentum

Over the last few years, the collective “we,” NTI and Inuit as a whole, have been gaining momentum and working collaboratively to achieve the objectives in the 41 articles our founders negotiated in the

Nunavut Agreement. We are here to represent the voice of Nunavut Inuit and the rights they hold, from basic access to education and strengthening Inuktitut, Inuit employment, access to housing, wildlife management and resource development, developing standards for Inuit policy participation and engagement, and of course, reconciliation.

Scattered throughout our report are historical images of our founders alongside pictures of Arctic spring and blooming foliage as a visual representation of our current state of affairs: refreshed, focused, and ready to advance priorities that echo the voice of the Inuit we proudly serve.

I'd like to express my gratitude to all that took the time to read our Annual Report and look forward to continuing the important work we do on behalf of Nunavut Inuit.

R-26 965256 Kiliqvak

Sincerely,
Kilikvak Kabloona,
Chief Executive Officer



Department of Lands and Resources



DEPARTMENT OF LANDS AND RESOURCES

The Department of Lands and Resources works to uphold Inuit rights and interests in the utilization and development of lands and resources, particularly related to exploration and mining. Through the *Nunavut Agreement*, Inuit gained ownership of over 356,000 km² of land, including 37,646 km² of lands that include the mineral title. The Agreement affirms Inuit rights to benefit from the development of these lands and resources, and to participate in decision-making related to resource development in Nunavut.

NTI's Use of Resource Revenue

NTI has received \$20,698,786 in resource revenue for programs to benefit Inuit today.

On July 9, 2020, NTI announced \$2,469,578, three years of funding, to the educational broadcaster Inuit TV to increase the availability of television programming in Inuktitut. This year, Inuit TV has been mentored by the Aboriginal Peoples Television Network (APTN) as Inuit TV prepares to launch. Inuit TV obtained must-carry status with the Canadian Radio and Television Network, as an educational broadcaster, and discussions have progressed with Bell and Shaw satellite networks.

Investing in Inuit TV was a highly visible commitment to Inuit language and culture to Nunavut Inuit everywhere. Inuktitut broadcasting also enables substantial growth of a key economic development sector that reinvests directly in the territory producing substantial spin off benefits including new skilled jobs and training.

In October 2020, NTI launched the Uqqujjait Innarnut Elders Support Program and an increase to the current pension program for Nunavut Inuit Elder, funded from NTI's portion of resource revenues. The program provides monthly payments to Elders born on or before December 31, 1955 in the amount of \$120.00 monthly. Uqqujjait Innarnut is administered through the Nunavut Elders supplemental Trust (NEST), which was formed to reduce the income tax burden on our Elders.

NEST commenced payments to elders in December 2020. Since then, NEST has paid out a total of \$1,115,880 to March 2022. Enrolment has been increasing over the past 16 months and is now at 658 elders, representing about 73% of elders who meet eligibility criteria.

Distribution of Exploration and Mining Revenues

The Nunavut Inuit Resource Revenue Trustees distribute royalties and other revenues from exploration and mining on Inuit Owned Mineral Title Lands in accordance with NTI's Resource Revenue Policy approved by the NTI Board of Directors in November 2011 and amended in November 2021. As of March 31, 2022, Trustees had distributed \$153,868,756 in exploration and mining revenues as follows:

Amounts Distributed to Beneficiary Organizations	Total 2011 to March 31, 2022
Endowment Fund	\$ 63,107,529
NTI – Retained Revenues	\$ 10,845,171
NTI – Distribution	\$ 20,698,786
Qikiqtani – Regional Revenues	\$ 271,089
Qikiqtani - Distribution	\$ 21,070,441
Kitikmeot – Regional Revenues	\$ 5,816,996
Kitikmeot - Distribution	\$ 12,286,623
Kivalliq – Regional Revenues	\$ 4,832,019
Kivalliq - Distribution	\$ 14,940,102
Total Distributed	\$ 153,868,756

NTI and the RIA's Board of directors has the discretion to decide, how to spend their allocated share of resource revenue, the year in which it is received.

Revenues collected between fiscal years are held by NTI until the Trustees meet to distribute according to the Policy.

Mineral Leases

Revenues collected between fiscal years are held in the NIRRT until trustees meet and distribute according to the policy.

MPL Qikiqtani Region	Hectares	IOL Parcel
n/a	0	n/a
0 Leases - Total Hectares	0	

MEA Qikiqtani Region	Hectares	IOL Parcel
Baffinland Iron Mines Corporation	30,510	IG-03
Baffinland Iron Mines Corporation	18,161	PI-17
Hemlo Explorers Inc.	1,226	SQ-05
ValOre Metals Corp.	64,534	BI-35
Commander Resources Ltd.	8,105	BI-35
5 Agreements - Total Hectares	122,536	

MEA Kivalliq Region	Hectares	IOL Parcel
ValOre Metals Corp.	7,386	RI-30
StrategX Elements Corp.	2,665	RE27
New Break Resources Ltd.	9,415	AR35
Meliadine Gold Ltd.	4,175	RI-12
	40,554	BL-42, BL-43
Agnico-Eagle Mines Limited	21,807	RI-01, RI-12
	21,203	BL-14
1233719 B.C. Ltd.	10,227	AR-16
Agnico-Eagle Mines Limited	507	WC-06
John Tugak	502	AR-25
10 Agreements - Total Hectares	118,441	

MPL Kivalliq Region	Hectares	IOL Parcel
Agnico-Eagle Mines Limited	285	BL-43
	142	BL-14
2 Leases - Total Hectares	427	

MEA Kitikmeot Region	Hectares	IOL Parcel
Inukshuk Exploration Incorporated	11,204	CO-20
West Kitikmeot Gold Corp.	9,654	CO-20,30,31
Blue Star Gold Corp.	4,119	CO-29
MMG Canada Ltd.	304	CO-29
TMAC Resources Inc.	60,353	BB-57, BB-60
5 Agreements - Total Hectares	85,634	

MPL Kitikmeot Region	Hectares	IOL Parcel
TMAC Resources Inc.	149	BB-60
1 Lease - Total Hectares	149	

Mineral Resource Revenues

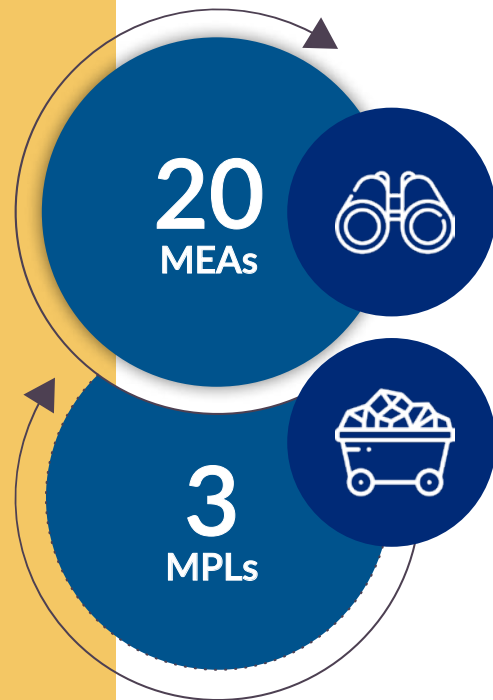
NTI holds the mineral title to 37,646 square kilometres (3,764,600 hectares) of Inuit Owned Lands in Nunavut on behalf of Nunavut Inuit. NTI’s goal is to enter into Mineral Exploration Agreements (MEAs) with companies that are supported by the local community and the Regional Inuit Association and investors. To ensure that support, NTI only enters into MEAs with Companies, where the Inuit Owned Lands have first been declared open to exploration and mining by the Regional Inuit Association, in writing, after consultation with their Community Lands and Resources Committee. NTI then obtains approval, or the consent of the Regional Inuit Association, before entering into a Mineral Exploration Agreement with a Company.

NTI has 20 MEAs and 3 Mineral Production Leases (MPL) with individual prospectors and exploration and mining companies.

NTI receives fees received from mineral exploration agreements as well as production lease revenues, bonuses, royalties and other revenues from exploration and mining on Inuit Owned Mineral Title Lands.

All revenues, net of NTI retained revenues and regional revenues are distributed to the Nunavut Inuit Resource Revenue Trust (NIRRT). The Trust then distributes the received revenues in accordance with NTI’s Resource Revenue Policy approved by the Board of Directors in November 2011 and amended in November 2021.

The following table on the next page provides a summary of mineral resource revenues that NTI has received since 2011 to March 31, 2022.



TOTAL MINERAL REVENUES RECEIVED BY NTI	Received 2011 to March 31, 2022
Mineral Exploration Agreement and Admin Fees - Qikiqtani	\$2,895,542
Mineral Exploration Agreement and Admin Fees - Kitikmeot	\$4,555,657
Mineral Exploration Agreement and Admin Fees - Kivalliq	\$6,861,810
Royalties, Production Leases and Bonuses - Qikiqtani	\$0
Royalties, Production Leases and Bonuses - Kitikmeot	\$32,472,745
Royalties, Production Leases and Bonuses - Kivalliq	\$93,648,169
Grandfathered Revenues	\$13,333,832
Total Received	\$153,767,755

The balance in the Endowment Fund as of March 31, 2022, was 72,311,784 (\$63,107,529 distribution plus investment income of \$9,204,255).



Social and Cultural Development



DEPARTMENT OF SOCIAL AND CULTURAL DEVELOPMENT

The Department of Social and Cultural Development (SCD) supports policy development and approaches to address broad-based social, cultural and health related issues. While the department does not deliver programs directly, they inform government programming, help secure funding, initiate collaborations, and support initiatives that advance social, cultural, and health-related developments for Inuit. SCD's range of activities is guided by Article 32 of the *Nunavut Agreement*, which focuses on enhancing Inuit involvement in policy and program design in Nunavut.

32.1.1 Without limiting any rights of Inuit or any obligations of Government, outside of the Agreement, Inuit have the right as set out in this Article to participate in the development of social and cultural policies, and in the design of social and cultural programs and services, including their method of delivery, within the Nunavut Settlement Area.

SCD works collaboratively with many other divisions to advance Inuit-led policies and programs. Internally, SCD works closely with NTI's other departments, such as Policy and Planning, Communications, and Inuit Programs and Services. Externally, SCD works regularly with the RIAs, Kakivak, Inuit Tapiriit Kanatami [ITK], multiple Government of Nunavut [GN] departments (e.g., Health, Family Services, Education, Culture and Heritage), and multiple federal government departments (e.g., Public Health Agency of Canada [PHAC], Indigenous Services Canada [ISC], Non-insured Health Benefits [NIHB], Crown-Indigenous Relations and Northern Affairs Canada [CIRNAC]). SCD also supports the development of

contribution agreements with non-Government organizations (NGOs).

There are multiple streams of funding and topics administered under SCD. Primarily, SCD's work is subdivided into *Social* and *Health*, with assistant directors, policy advisors, and files nested under these two branches. However, the integration of Social and Health under one department recognizes the interwoven nature of these fields, and a need to think holistically while developing policies and programs. Some specific target areas that SCD is actively working on include:

- The elimination of tuberculosis
- Supporting NIHB/CFI navigation to ease access to services
- Promoting mental wellness
- Supporting women's health and midwifery
- Suicide prevention
- Addressing poverty reduction and food insecurity
- Promoting educational initiatives and use of Inuktitut in education
- Child welfare
- Justice

By nature of working on broad, complex, and multi-faceted policy issues, the aims and impacts of SCD's projects are longer-term. While the scope of work tends to extend beyond the fiscal year, there are a number of updates as well as successes to celebrate.

\$37 Million Secured for Health Funding

In 2021-22, GN's Department of Health (Health) completed a workplan and budget for NTI's new contribution agreement with ISC. The development of the workplan and budget was a major undertaking, which included collaboration with RIAs, Health, and community-based wellness organizations. The new contribution agreement runs from 2022-2027 and flows over \$37M in distinctions-based health funding. This includes funding for the elimination of tuberculosis, mental wellness, and suicide prevention, supporting Inuit access to programs and services, interjurisdictional collaboration, Inuit-led regional and community programming, and midwifery and perinatal support. An additional \$9M was allocated but flows directly from the federal government to community-based organizations with existing agreements.

New Midwifery and Women's Health File

Under the direction of the Inuit Social and Cultural Development Advisory Committee (ISCDAC), Health added Midwifery and Women's Health as a file topic in Summer 2021. Currently, midwifery is close to non-existent in Nunavut given a number of factors, including the absence of a midwifery training program in Nunavut. NTI is in full support of an in-territory program but efforts to establish another program have yet to find support from external stakeholders. At present, there are no Inuit midwives practicing in Nunavut, with the last few having left their positions due to challenging working conditions and high caseloads. The limited number of trained midwives, coupled with high turnover and attrition rates, resulted in the only Nunavut-based birthing center in Rankin Inlet to close its doors in 2020. Iqaluit remains the only community where birthing services can be accessed in Nunavut.

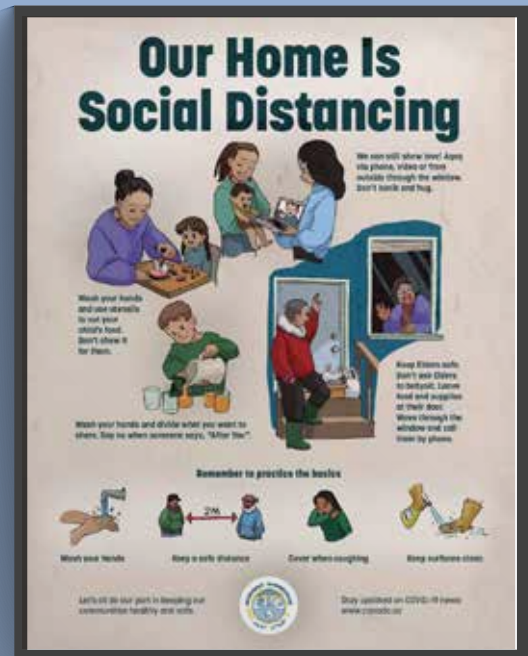
In the absence of community-based birthing services, birth evacuation continues to be regular practice, where birth-givers are required to leave their home communities to access services in city centers such as Iqaluit or in the south. There are many negative experiences and outcomes associated with birth evacuation for Inuit birth-givers, including a disruption of cultural continuity, a lack of familial support, and an increased risk of discriminatory care or obstetric violence. Additionally, the need to travel long distances for care endangers birth-givers and their babies by delaying necessary medical interventions. This fiscal year, the department has been tasked with working on policy surrounding the urgent need for safe, accessible, and culturally appropriate perinatal care in Nunavut communities. Major shifts in current policies and practices will be required to expand culturally relevant midwifery and in-community birth services in Nunavut as an alternative to birth evacuation. SCD is envisioning specific goals to lobby to make this transformation possible, including the training of Inuit midwives, development of birthing centers, and potential legislative changes to recognize Inuit traditional birthing knowledge. Nunavik will serve as an example to see if any of their successes can be replicated in Nunavut. Overall, NTI is hoping to reinvigorate the conversation around bringing perinatal care closer to home.

Training Strategy for Nunavut Recovery Centre

In the spring of 2021, SCD developed a plan for a training strategy that will prepare Inuit for senior management and leadership positions in the Nunavut Recovery Centre (NRC). The NRC will provide a range of treatment and healing interventions that will address both substance use and intergenerational trauma, and will be founded and developed based on Inuit cultural practices and values. Over \$41.7 million in funding has been finalized for the construction of the NRC through

a signed contribution agreement and Memorandum of Understanding by the NTI, GN, and Federal government.

The training strategy aims to equip Inuit with the necessary skills and supports to attain senior management and leadership positions at the treatment facility. A program will be created through the strategy, building on current investments in technical skills offered through Nunavut Arctic College, the *Our Life's Journey* training delivered by Ilisagvik, and incorporating on-the-job learning. The strategy was reviewed and approved by the NTI Board and the ISCDAC in the summer of 2021. As a complement to this training strategy, an Addictions and Trauma Treatment Program Director position was created and staffed at NTI. This position reports directly to the Chief Administrative Officer (CAO) and will be responsible for the implementation of the training strategy.



COVID Resources

NTI continued to build on the hub of resources to keep Nunavut Inuit updated during the COVID-19 pandemic. Information on how to stay healthy and where to find support and counseling continues to be updated and hosted at www.covid19.tunngavik.com.



COVID-19 Vaccine Rollout

NTI played a crucial supporting role during the COVID-19 vaccine rollout in Nunavut this year. NTI's Clinical Manager for COVID-19 led NTI's involvement in the rollout by working closely with the COVID-19 Special Operations team at the GN's Department of Health (Health) and traveling to communities to support the delivery of vaccine clinics. The Clinical

Manager ensured the preparation, delivery, and evaluation

of clinical services were in accordance with evidence-based practices and standards of care. Additionally, NTI was involved with scheduling and ensuring there was adequate staffing coverage as well as providing an orientation for new nurses at the vaccine clinics.

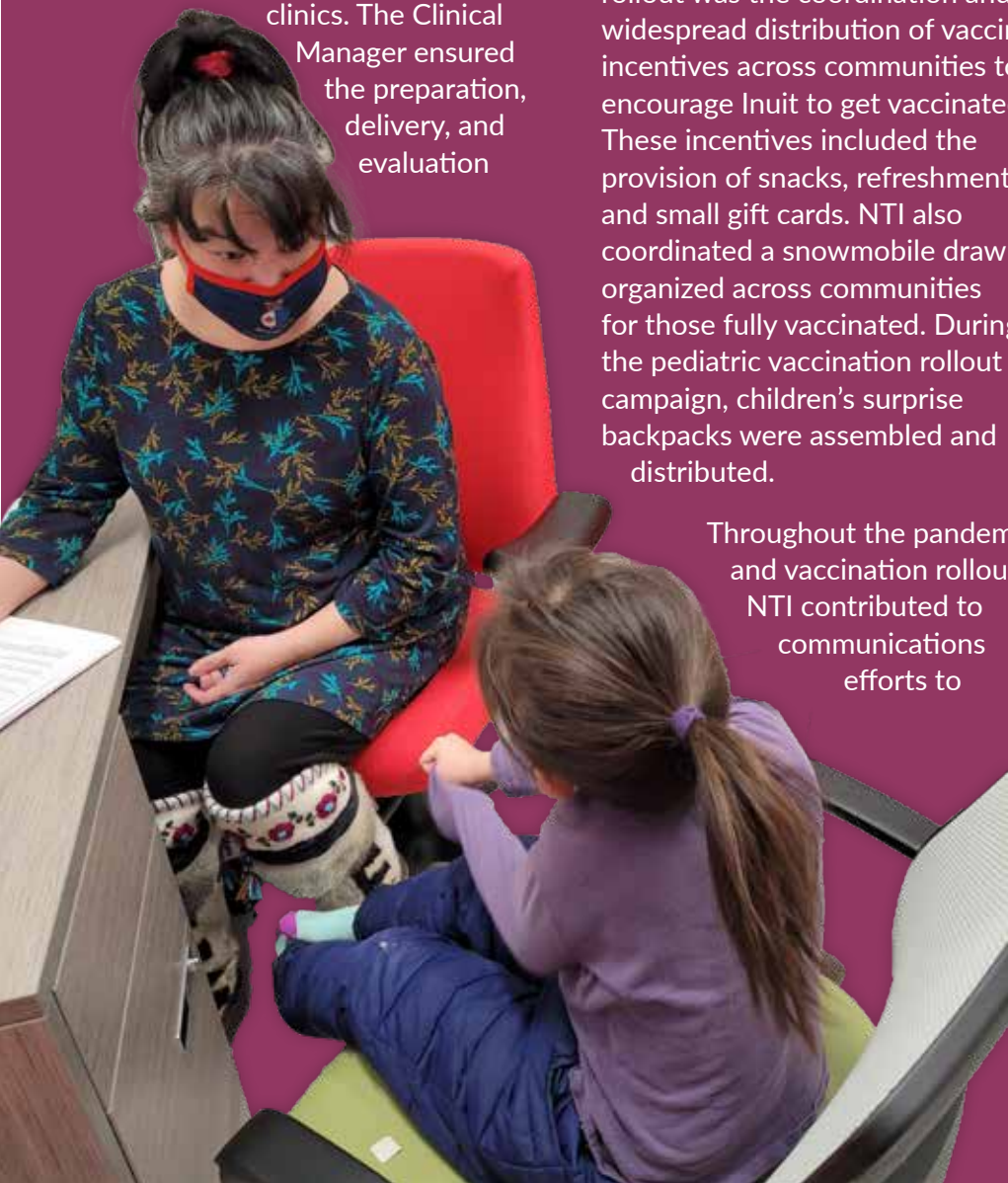
Another key component of the rollout was the coordination and widespread distribution of vaccine incentives across communities to encourage Inuit to get vaccinated. These incentives included the provision of snacks, refreshments, and small gift cards. NTI also coordinated a snowmobile draw organized across communities for those fully vaccinated. During the pediatric vaccination rollout campaign, children's surprise backpacks were assembled and distributed.

Throughout the pandemic and vaccination rollout, NTI contributed to communications efforts to

disseminate accurate public health information on the COVID-19 vaccine and combat misinformation. Additionally, scheduled vaccine clinics were announced by local radios to boost community awareness. Public health messaging and the vaccine clinic announcements were made in both Inuktitut and English to reach all Inuit. NTI and Health paid close attention and kept each other informed of communities with low vaccination rates to target communications, incentives, and other efforts to boost uptake.

Translation services were provided on-site at clinics to help Inuit navigate vaccine consent forms. The availability of nursing services in Inuktitut was essential for tailoring services to Inuit and making the clinics welcoming spaces. Experienced Inuk nurses also helped to support and reassure new nurses who were less culturally aware and trauma informed. Overall, the rollout was designed with a keen and informed awareness of the lived realities of Inuit and customized to meet the needs of specific communities.

Image source:
Vaccine Clinic in
Sanikiluaq



Tuberculosis (TB) Elimination

In 2021-22, SCD developed an implementation plan for approximately \$8M in TB elimination funding. Although TB is an entirely treatable and preventable infectious disease, disproportionately high rates of TB in Inuit, First Nations, and Métis communities continue in Canada due to the historical and ongoing effects of colonization. These colonial impacts perpetuate inequities in housing, food security, and nutrition, health services, and mental wellness, exacerbating the spread and risk of TB for Indigenous populations. Given the persistence of this disease in Nunavut, TB response and prevention has long been an issue that SCD has worked on, with the end goal of overall elimination. In 2018, the federal government officially announced its commitment to eliminating TB in Inuit communities by 2030, recognizing the longstanding and tragic impacts of TB for Inuit.

In November of 2021, a TB outbreak occurred in Pangnirtung and SCD was directly involved in offering support, helping to fund Holiday Hampers for the entire community, and working with the Qikiqtani Inuit Association to provide country food to the community. Wellness hampers for families impacted by TB were also funded by NTI and distributed by GN TB staff. In March 2022, NTI and the GN launched a TB Wellness Hamper pilot to provide nutritious food and household supplies to those who are asked to isolate with active TB in Pangnirtung. Health care staff provide the hamper request forms to clients who then contact NTI to coordinate and fill the requests. This allows people to isolate and limit transmission to the community. The pilot will run for a year and then be evaluated.



Additional Funds for Early Childhood Wellness

In September 2021, SCD secured \$1.9M in capital funds to renovate three Aboriginal Head Start buildings. This funding would have been reprofiled if SCD had not taken action. The funds have been split equally between the three project sites: Kugluktuk, Taloyoak, and Igloolik. SCD has established contribution agreements with QIA and Kitikmeot Inuit Association to flow the funds, which are being leveraged by other investments.

The budget for 2021 allocated significant funding for Inuit Early Learning and Child Care (IELCC), including \$2,992,049 for 2021-22. In January 2022, a decision was made on an allocation formula for the 2021-22

World TB Day

On March 24, 2022 Government of Nunavut Health Minister, John Main and NTI President Aluki Kotierk, signed a proclamation that marks March 24th as World Tuberculosis Day, a day to imagine a Nunavut without tuberculosis.



funds that allowed for an additional \$3 million to flow into Nunavut for IELCC. All the RIAs were involved in this discussion and decision-making on the allocation formula through the *Inunnguiniq* committee, which is a working group comprised of stakeholders coordinating on IELCC activity in Nunavut. The prioritization of IELCC through this increased funding recognizes the importance of embedding Inuit culture and languages within early childhood education as well as the urgent need for increased childcare options in Nunavut.

Upcoming Education Initiatives

There was significant work done this past year to address gaps in educational attainment levels amongst Inuit and to further integrate Inuit culture and languages within the education system. To support this ongoing work, two new positions were developed on the SCD team related to Inuktitut Education; the Inuktitut Education Supports Manager, staffed in Fall 2021, and the Inuktitut Education Innovation Researcher and Fund Manager, which is in the process of being filled.

In alignment with broader efforts to enhance Inuit involvement in post-secondary education (PSE), NTI has started filming a Role Model Video Series to be completed in summer 2023. This video series highlights five Inuit who have had successful PSE journeys and is designed to encourage more Inuit to access PSE. There are many Inuit with a breadth of experience in PSE and the goal is to demonstrate the opportunities and supports that exist for those who wish to continue their education journey.

An Inuit Educators Gathering will be held during a Professional Development week in 2023, bringing together over 300 Inuit educators. The gathering will also include participants and partners from across Inuit Nunangat and the circumpolar regions to support knowledge sharing and relationship building amongst Inuit educators. A planning committee with

representatives from NTI, Culture and Heritage, Education, and the Nunavut Teacher's Association has been established to lead organizing efforts for this major event.

On November 7th 2021, which is International Inuit Day, NTI launched the Inuktitut Education Innovation Fund, which seeks to enhance opportunities for Inuit educators to advance Inuit language and cultural education in Nunavut's education system. Through application-based funding, Inuit educators are given funding to conduct education research and/or develop Inuktitut language resources. The fund is \$200,000 per fiscal year and is ongoing annually until March 2026.

The Pathfinder Agreement: Increased Cooperation and Funding to Enhance Inuit Educational Language Priorities

In 2019 the GoC, GN, and NTI, established a Pathfinder Agreement to support, revitalize, and strengthen Inuktitut in Nunavut. This collaboration is one of the first implementation actions of the *Indigenous Languages Act* (2019) that aims to support the efforts of Indigenous peoples to reclaim, revitalize, maintain, and strengthen their languages. The Pathfinder Agreement endeavors to:

- Increase access to Inuktitut-language instruction in Nunavut;
- Increase and maintain the number of proficient Inuktitut-speaking Inuit educators; and
- Increase the number of fluent Inuktitut speakers in Nunavut.

Through this agreement, the GoC committed \$42 million dollars over a five-year period to support this work. As a result of the Pathfinder Agreement's funding and renewed cooperation on educational objectives, a number of NTI specific initiatives are already underway. These initiatives include:

- Ongoing planning of the Inuit Educator's Gathering for February 2023;
- Establishing an Inuktitut Education Innovation Fund launched in November 2021; and
- Exploring the possibility of establishing an Inuit Educator's Association.

In September 2021, the Makigiaqta Inuit Training Corporation (MITC) made a subsequent investment of \$12.4 million, building on the Pathfinder Agreement's commitments. This funding supports a partnership between the GN and Nunavut Arctic College (NAC) to increase Inuktitut in Nunavut schools by strengthening Inuktitut teacher training. This investment will expand NAC's Nunavut Teacher Education Program (NTEP), making the program available in more communities throughout Nunavut. The program will also take a new ladder approach where students can work towards various levels of certification: a Nunavummi Inuktitut Uqariqsatittijunirmut Ilinniarniq certificate, a language specialist diploma, or a Bachelor of Education degree. The funding will also go towards providing wrap-around supports to enhance the recruitment and retention of Inuit students. The expansion of Nunavut Arctic College's NTEP program is currently in the implementation phase.

In addition, the Pathfinder Agreement established the *Nunavut Partnership Table on Language and Education*. This Table formalizes NTI's relationships with the GN and GoC and outlines a set of shared priorities related to language and education to be addressed in collaboration.

The Inuit-Crown Partnership Committee (ICPC) has also provided a forum for increased Federal involvement and cooperation towards advancing Inuit priorities. The Memorandum of Understanding on Shared Priorities between Inuit and the Federal government includes the revitalization, maintenance, protection, and promotion of Inuktitut. NTI acts as the representative for Inuit in the working groups initiated by ITK between each region of Inuit Nunangat.

Funding for Community Justice Initiatives

In Winter 2022, NTI participated in the creation of an ad-hoc Justice Working Group along with the other Inuit regions and ITK. Through this working group, and in collaboration with ITK, NTI successfully attained \$400,000 for the Indigenous Justice Strategy Engagement from Justice Canada. This fund will be used to engage with several partners, carry out research, and draft a regional report that will inform an Inuit Nunangat report, toward the creation of an Inuit action plan on justice.

This fiscal year, NTI continued its support of Arviat's Therapeutic Justice Program (TJP). In September 2020, the Federal Department of Justice and GN's Community Justice division signed a contribution agreement with NTI to receive funding for the TJP for 2020-21 and 2021-22 fiscal years. Due to COVID-19, funding from NTI was not fully spent by the end of the fiscal year, resulting in the contribution agreement being extended into 2022-23.

The TJP is a culturally-based initiative that provides Inuit-led, alternative measures to the criminal justice system. It allows offenders to participate in a justice process that is culturally appropriate, and which incorporates meaningful community engagement. Further, the process looks to the underlying causes of criminal behavior such as mental health, addiction issues, colonization, and intergenerational trauma. The success and sustainability of this program relies on the ongoing commitment and partnership between the GN's Department of Justice, NTI, and NTI's continued funding of the initiative. NTI's funding contribution allows for the TJP to:

- Employ a Therapeutic Justice Case Specialist and an Elder counselor;
- Facilitate cultural programs that align with IQ for clients;
- Solidify a partnership with local organizations; and
- Provide training for staff and TJP partners.

Department of Wildlife and Environment



DEPARTMENT OF WILDLIFE AND ENVIRONMENT

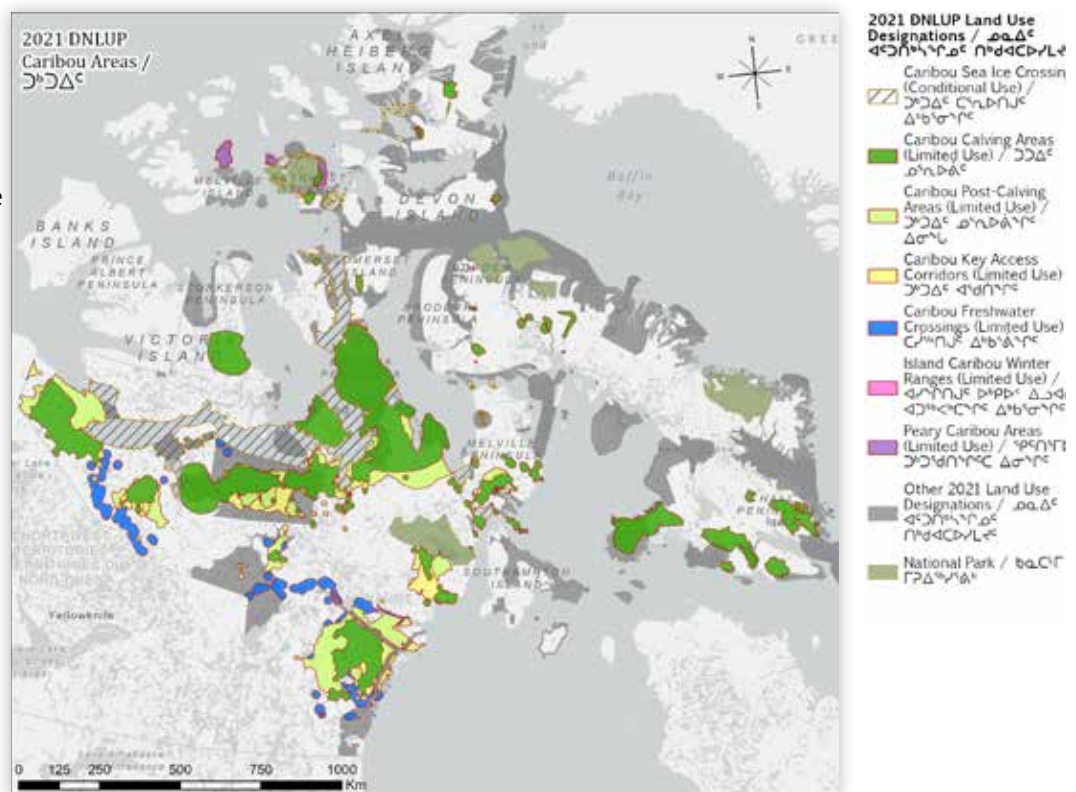
The Department of Wildlife and Environment initially formed to support Regional Wildlife Organizations (RWOs) and Hunters and Trappers Organizations (HTOs) with the funding agreements and human resource requirements resulting from the *Nunavut Agreement*. The *Nunavut Agreement* provides for Inuit co-management of land, sea, and wildlife through institutions of public government such as the Nunavut Wildlife Management Board (NWMB), Nunavut Impact Review Board (NIRB), Nunavut Water Board (NWB), and Nunavut Planning Commission (NPC). The Department continues to work closely with RWOs and HTOs, building capacity and ensuring they can effectively participate in this co-management.

The recognition of Inuit rights related to wildlife and the environment serve as an overarching guide for the Department. Nunavut Land Use Planning (NLUP), a requirement outlined within the *Nunavut Agreement*, outlines Inuit rights to manage lands and waters in Nunavut. The protection of animals that Inuit depend on by balancing conservation with industry needs is outlined in the

Nunavut Agreement. To realize these ends, Wildlife & Environment ensures that Inuit are involved in territorial research. Further, the department organizes public workshops and consultations to ensure RWOs, HTOs, and community members have a voice on these issues. Ensuring our communities have a seat at the table to contribute to wildlife management is vital, whether it involves conducting research or participating in decision-making.

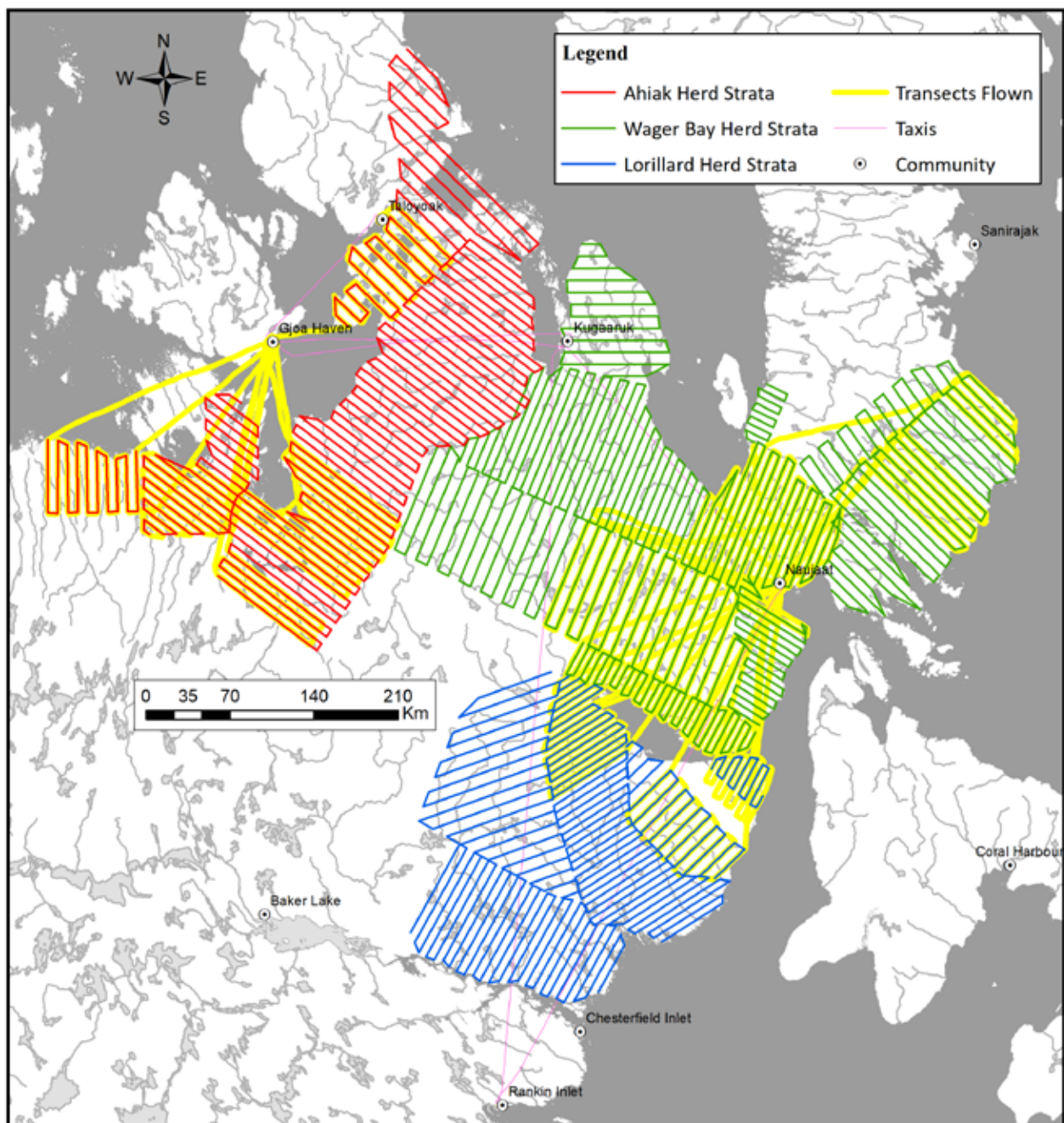
Within NTI, the department regularly collaborates with Policy and Planning on environment and fisheries files. Additionally, the department

Image: 2021 Draft Nunavut Land Use Plan



frequently works with Legal Services on policy development, reviews, and to draw on their expertise in the legal side of land use planning and conservation issues. Wildlife and Environment also works closely with several external stakeholders such as RWOs, HTOs, GN's Department of Environment, Fisheries and Sealing Division, the Federal Fisheries and Oceans Canada's Arctic Region Office and Inuit Tapiriit Kanatami's (ITK) National Wildlife Committee, to name a few.

In many cases, COVID-19 prevented or caused delays in organizing community consultations, workshops, and gatherings on wildlife issues. Despite these challenges, Wildlife & Environment continued to work closely with HTOs and RWOs to support communities with various issues and ensure they were heard at NIRB hearings. Key projects from the past year include the Bowhead Hunt, Caribou workshop, and Polar Bear work with Environment Canada.



Kivalliq Caribou Workshops

In preparation for a Nunavut-wide caribou summit involving Regional Wildlife Organizations (RWOs) and Hunters and Trappers Organizations (HTOs) that Nunavut Tunngavik Inc. (NTI) plans to host in 2022, regional workshops on caribou have been organized and held in the Kitikmeot and Kivalliq, with plans for future workshops in the Qikiqtani.

One-day workshops with Kivalliq HTOs were decided upon as an appropriate workshop format in the Kivalliq due to ongoing challenges of bringing many people together in one community during the COVID-19 pandemic. Kivalliq Wildlife Board and NTI coordinated and facilitated one-day workshops in Whale Cove, Nauyasat, Baker Lake, and Arviat between September 29 – October 8, 2021. Due to weather, workshops will be rescheduled in Chesterfield Inlet, Coral Harbour, and Rankin Inlet.

Discussions about caribou during the workshops focused on Inuit Qaujimajatuqangit, recent observations, ongoing concerns, and wildlife management priorities. Two management issues were also discussed in detail: (1) caribou-related land use designations in the Nunavut Planning Commission's 2021 Draft Nunavut Land Use Plan and (2) the potential listing of barren-ground caribou as "Threatened" in the Species at Risk Act. HTO Board Members were able to share their caribou-related knowledge and experiences, and they provided an understanding of local management priorities while guiding the KWB's regional approach to caribou management. They also provided insights on issues to address at the upcoming caribou summit.



Department of Legal Services

*Image source:
Arctic Stock,
a Makigiaqta
recipient.*



The Department of Legal Services is NTI's in-house legal counsel. The department provides legal expertise and services to NTI as a whole and supports each division's respective legal needs. The departmental team consists of a small but passionate team of lawyers driven by the overarching goal of ensuring Inuit rights and interests are respected in all forms. The department works diligently to ensure NTI's legal interests are represented and to ensure that both governments are fulfilling the implementation promises made in the Agreement.

The department provides legal advice across NTI's range of initiatives including:

- Identifying legal concerns across all departments;
- Advising on employment law matters through the drafting of contracts and agreements, both internally and with Regional Inuit Associations (RIAs) or other external organizations; and
- Providing direct support to the Board by drafting resolutions, advising during meetings, ensuring NTI policies and guidelines are up-to-date, and helping to amend them as necessary.

Cases that require litigation will involve external lawyers and law firms, as the team does not fulfill this role. Legal action is viewed as a last resort that is sometimes necessary to facilitate change or bring awareness to an issue when progress is either slow or not happening, or an agreement is not being upheld.

Given the variety of department areas and ongoing initiatives, the files focus on diverse areas of law and involve a variety of external stakeholders. Files are divided amongst the team, but the department offers a supportive environment to develop each lawyer's capacity, expertise, and specialization in different areas. The department has also assisted with the professional development of law students from the University of Saskatchewan's Nunavut Law Program by taking on two articling students for 4-month rotations each.

Ensuring Government Employment of Inuit is Centre Stage

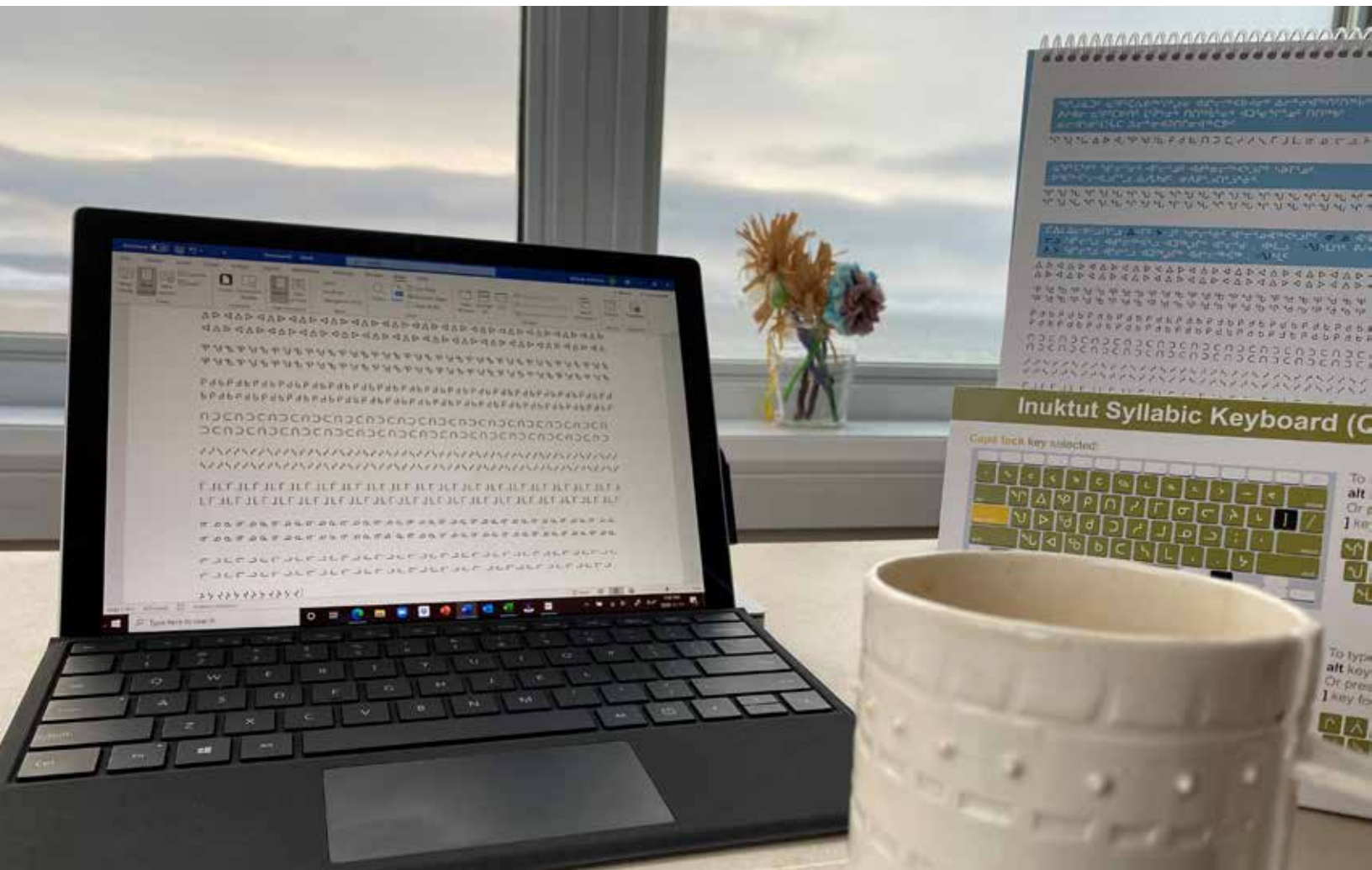
Article 23 (a. 23) of the *Nunavut Agreement* outlines the objective to increase Inuit participation in government employment in Nunavut to a representative level through Inuit and government initiatives. NTI began arbitration proceedings in April 2020 against the Government of Canada (GoC) and the GN, challenging their interpretation and implementation of a. 23's requirement to develop Inuit employment plans (IEPs). One specific area of attention for the legal team is defining an IEP. NTI's position is that a. 23 clearly requires IEPs to set out how and by when each government department plans to achieve a representative level of Inuit employment. In contrast, the GoC and GN feel they do not have this treaty obligation, and argue that their IEPs, which primarily set out short and medium-term projections of Inuit employment percentages, comply with the *Nunavut Agreement*. The government Parties both state that a. 23 is "aspirational" rather than an obligation and that they are compliant with a. 23.

In accordance with Article 38 of the *Nunavut Agreement*, an initial hearing and a final hearing will take place to resolve this matter. Leading up to these hearings, the parties were able to sign an "Agreed Statement of Facts" on November 10, 2021, which lays out the relevant facts that either of the Parties can dispute. This includes the history of the negotiation of the Agreement, signing of the Agreement, and initial implementation of the Agreement. By February 2022, the Parties submitted their witness and expert reports to the arbitrator and developed a hearing schedule that will result in the first evidentiary hearing in Iqaluit in June 2022.

Minimizing the Economic Impacts of Mining

In October 2020, the GN tabled Bill 55 – *An Act to Amend the Property Assessment and Taxation Act* (PATA), despite concerns from NTI and the RIAs (also referred to as Inuit Organizations in this section). Bill 55, among other things, puts Inuit at risk of footing the bill if mining companies default on property tax liabilities from mining on Inuit Owned Lands (IOLs) where Inuit hold the mineral title (Subsurface IOLs). Currently, Inuit are responsible regardless of whether Inuit Organizations have received any revenues from the company. Inuit Organizations could end up owing millions of dollars in tax liabilities if a mining company fails to pay or goes bankrupt. Bill 55 also proposed retroactive legislative amendments that are potentially illegal and in violation of Article 22 of the *Nunavut Agreement*, and some provisions of the Bill amount to unilateral amendments to Article 22 by legislation.

Inuit Organizations consistently opposed these concerning aspects of the Bill during the GN's review of the PATA from 2018-2020. In December 2018, Inuit Organizations made a joint submission for an amendment to assess improvements on IOLs in the name of the occupier of the improvements, rather than the Designated Inuit Organizations (DIOs). NTI has also advocated on behalf of Inuit interests by writing joint letters with RIAs to the Premier in December 2018 and November 2020, and continues to do so, appearing before the Standing Committee in June 2021. At the AGM in November 2021, NTI's Membership passed a resolution condemning Bill 55, directing NTI and RIAs to develop mitigating measures to offset the additional risks arising from the Bill and to safeguard the interests of Inuit. Based on these discussions among Inuit Organizations, NTI will be implementing several measures, including additional consent requirements by Inuit Organizations for any infrastructures.



Discrimination in Language of Instruction

Despite NTI's continued efforts to work in partnership with the GN on the *Education Act* amendments from 2018 to 2020, the GN has repeatedly disregarded NTI's input and position. On November 5, 2020, the Members of the Legislative Assembly of Nunavut unanimously voted in favor of Bill 25, drastically changing the GN's previous obligations to provide Inuit students with an education in Inuktitut, reducing language of instruction commitments after grade 3, and permanently removing the government's legal responsibility to build a bilingual education system up to grade 12. The GN also disregarded the clear provisions proposed in NTI's draft Bill called the Nunavut Education Reform Act. Due to the repeated dismissal of NTI's input and the GN's passing of Bill 25, NTI was forced to consider legal options. On October 13, 2021, NTI filed a landmark lawsuit (Statement of Claim) in the Nunavut Court of Justice, asserting that the GN is violating constitutionally protected equality rights of Inuit guaranteed under Section 15 of the *Canadian Charter of Rights and Freedoms* by failing to provide a public school system offering Inuit equal opportunities to complete schooling in our own language and culture. NTI is joined by two plaintiffs in the action; Inuit parents and students who have experienced first-hand systemic discrimination in the education system where English or French are the primary languages of instruction in their school from kindergarten to grade 12. This is the case despite Inuktitut being a majority language spoken by Inuit in Nunavut. The Statement of Claim seeks as relief, a court-mandated order for the GN to undertake the following steps:

1. Develop an implementation plan in consultation with NTI within six months of the court order;
2. Provide Inuit language education from grade 4 to grade 12 within five years of the court

order; and

3. Report back to the court periodically on the progress of the implementation plan on Inuktitut language education.

The Statement of Claim continues to move through the court process, and NTI remains hopeful that the outcomes will result in obligations for the GN to make Inuktitut a primary language of instruction in kindergarten to grade 12, across all subjects and classes, a more urgent priority.

Opposition to Baffinland Proposal Based on Community Impacts

Baffinland's Mary River Mine site on Baffin Island possesses some of the richest iron ore resources ever found. To capitalize on these resources, Baffinland sought to expand mine operations in what they refer to as *Mary River Phase 2*, which has required significant public engagement and legal review. The Nunavut Impact Review Board (NIRB) concluded the extended in-person public hearing on Baffinland Iron Mines Corporation's (Baffinland) proposal for the Mary River Phase 2 project from November 1-6, 2021. The main components of the Phase 2 Proposal are to:

- Raise production rates of iron ore from 6 million tons per annum (Mtpa) to 12 Mtpa (with operational flexibility to go up to 14.4 Mtpa) and to ship this ore from the Milne Inlet Port; and
- Build a railway from the Milne Inlet production site to Steensby Inlet to allow the shipping of 18 Mtpa of iron ore from a Steensby Port with the operational flexibility to go up to 21.6 Mtpa (these production and transportation rates through Steensby Port are already approved by NIRB)

NIRB started the initial public hearing on Phase 2 in November 2019, with extended sessions between 2019 and 2021. The process was delayed in part by COVID-19. NTI participated in the NIRB process to

support QIA, HTOs, and the communities. NTI also assisted in ensuring that Inuit concerns on wildlife, environment, culture, lands, and economy are fully addressed, and that the NIRB process is in keeping with *Nunavut Agreement* obligations and upholds Inuit rights.

Throughout the hearing, NTI, QIA, HTOs, community groups and members, and other interveners raised significant concerns. Some of these shared, major concerns included:

- Negative impacts on harvesting and access to country food due to environmental impacts, specifically, concerns about the impacts on the marine environment;
- Negative impacts on the terrestrial wildlife and environment, including caribou and freshwater;
- Poor Inuit employment and negative socioeconomic impacts;
- Inadequate consideration given to Inuit Qaujimajatuqangit;
- Inadequacy of Baffinland's monitoring and mitigation measures and adaptive management system; and
- Unreasonable restrictions or inability to access the tote road

In March 2021, based on the information gathered from the public hearing, concerns raised by the communities, and Baffinland's failure to sufficiently address the potential negative impacts, NTI stated that it was not in support of Phase 2. However, NTI would be willing to revisit its position if Baffinland made significant improvements to its proposal or its approach to addressing the negative impacts. NTI's response and approach is consistent with QIA's position on Phase 2, who similarly did not recommend the approval of Baffinland's proposal.



“This is great news for Inuit students. Increasing the number of Inuktitut speaking teachers will realize our expectation of Inuktitut language of instruction in our schools.”

*- Aluki Kotierk, President,
Nunavut Tunngavik in the joint news
release Working Together to Support
Inuktitut Education in Nunavut.*

Strengthening Inuktitut in Nunavut's Education System

Culturally appropriate Inuktitut language education is at the heart of Inuit well-being and self-determination. Yet, since the *Nunavut Agreement* and subsequent formation of Nunavut, there has been a consistent erosion of Inuit rights to self-determination in education rather than progress towards realizing an equitable and appropriate education system for Inuit. This backsliding on education and language commitments is inseparable from a broader crisis in Nunavut's education system, evident in low attendance and completion rates. The current system is failing Inuit students by not delivering on promises to center Inuit knowledge, language, and culture.

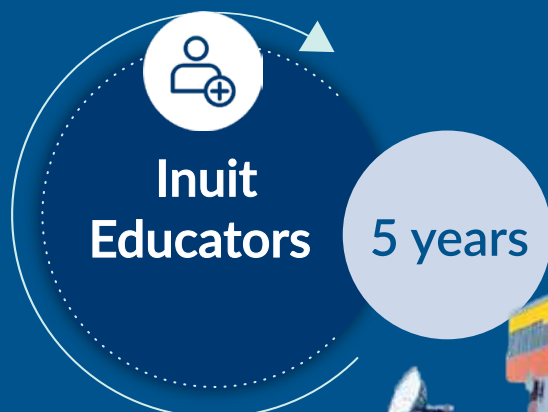
NTI has a long history of trying to work with the GN to uphold rights and obligations surrounding Inuit education and language, and to address the ongoing education crisis in Nunavut. However, while NTI continues to advocate for the protection and advancement of Inuit rights and priorities in education, the GN furthers the erosion of these rights. This is exemplified in the recent passing of Bill 25, which effectively removes the GN's obligation to provide a bilingual K-12 system, leaving it up to the government of the day to determine their level of commitment to Inuktitut education.

NTI consistently opposed Bill 25, submitting the Nunavut Education Reform Act (NERA) draft

bill as an alternative to work from cooperatively with the GN. The NERA recognizes Inuit rights to self-determination and self-government in matters relating to education, reinvigorating the commitments made in the *Nunavut Agreement*. It outlines priorities and actions for Inuit-determined action, curriculum developed based on IQ, and ensuring Inuktitut is a main language of instruction. With the passing of Bill 25 and dismissal of NTI's input, however, NTI was forced to consider and subsequently take legal action in November 2021 by filing a Statement of Claim with the Nunavut Court of Justice.

In the wake of Bill 25, NTI is continuing to advocate for the GN to develop a plan for the recruitment and retention of Inuit educators. NTI is asking the GN to develop a 5-year plan on training efforts to increase the number of Inuit educators in schools to a representative level and to support the delivery of Inuktitut and IQ-based curriculum through the development of further resources. NTI has expressed willingness to support the design and implementation of this plan but, at present, there is no assurance or indication that the GN will deliver on this plan.

NTI has consistently advocated for greater local community control of education to ensure communities have a voice in their education system. Inuit have called for Regional Education Boards that would give increased community authority over education rather than the current centralization of authority within the GN.



Department of Policy and Planning



DEPARTMENT OF POLICY AND PLANNING

The Department of Policy and Planning provides policy support and leadership across several key files within NTI. The team oversees the devolution negotiations by ensuring NTI's positions are presented at the negotiating table. The department also represents Inuit interests at both the Land Claims Agreement Coalition and the Denesuline and Manitoba Overlap Negotiations. Housing advocacy has also become a key priority for the department in advocating for Inuit specific funding for housing.

Devolution

Devolution refers to the transfer of responsibilities for the management and administration of public lands, waters, and resources from the federal government to the Government of Nunavut (GN). Policy and Planning supported the Director of Lands and Resources as NTI's Chief Negotiator for Devolution by coordinating various tasks, including active participation and engagement in various working groups. These groups included:

- Legal Drafting;
- Impacted Sites;
- Affected Federal Employees;
- Oil and Gas;
- Properties, Assets, Records and Contracts;
- Communications;
- Excluded Sites; and
- Migratory Birds Sanctuaries.

Due to COVID-19 travel restrictions, all meetings between the Chief Negotiators and working groups were conducted virtually.

An important priority for devolution is the implementation of the Human Resources Development Strategy that was approved in 2020, which aims to maximize Inuit employment in the GN positions that will become available as a result of devolution. In this regard, an Implementation Service Provider (ISP) was contracted by the GN to co-ordinate the post-secondary educational programming to enable Inuit to gain the training and education necessary to fill devolution-related positions. A Tripartite Advisory Committee and a Technical Advisors' Group were formed with representatives from NTI, the GN, and the federal government, to provide oversight and guidance on implementation of the Human Resources Development Strategy. The Strategy is a key component of the devolution process, and the department will continue to ensure that all the commitments are met to provide long-term benefits and employment opportunities for Inuit.

Denesuline and Manitoba Overlap Negotiations

Policy & Planning staff continued to work with NTI's Chief Negotiator, to resolve the asserted claims of the Denesuline of Northern Manitoba and Saskatchewan in the Kivalliq. When the *Nunavut Agreement* was being finalized, the Denesuline filed Statements of Claim asserting their Aboriginal and treaty rights in the Kivalliq and the Northwest Territories. . The federal government has been in settlement negotiations with the groups since the late 1990s, aiming to resolve their claims.

Working towards the resolution of this issue has required significant drafting of legal text to finalize the proposed Denesuline agreements in Nunavut as well as amendments to the *Nunavut Agreement* to ensure consistency between the *Nunavut Agreement* and the Denesuline agreements. It has also required the completion of Inuit and Denesuline land selection maps for the Kivalliq region.

NTI also participated in mediation initiatives in the federal court taken by the Denesuline, although NTI's role was minor, since the focus was on the Northwest Territories.

In Manitoba, work on the Inuit claim to the Kivahiktuq area has continued, including meetings with Parks Canada and First Nations concerning the Inuit claim in the Wapusk National Park.

Land Claims Agreements Coalition

NTI's President continued as Co-Chair of the Land Claims Agreements Coalition (the Coalition) throughout 2021-2022. Formed in 2003, the Coalition's membership comprises most Indigenous modern treaty organizations in Canada and works to ensure that modern treaties and associated self-government agreements are respected, honoured, and fully implemented. Important matters pursued through the Coalition include:

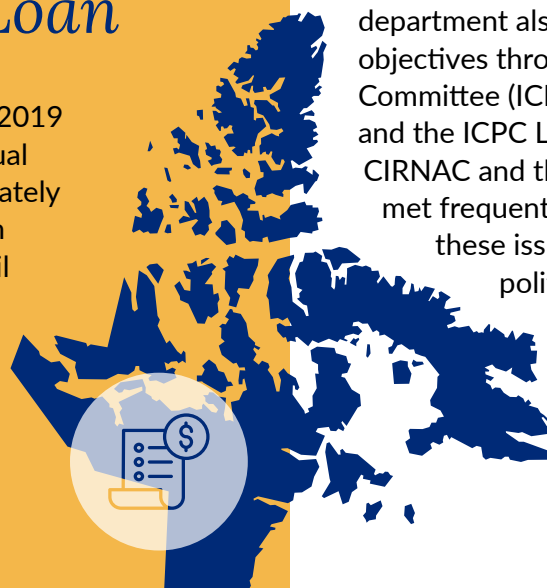
- A proposed amendment to the Interpretation Act to ensure that all federal statutes will be interpreted as upholding Aboriginal and Treaty rights;
- The establishment of a Modern Treaties Implementation Review Commission to assess the government's performance in meeting Modern Treaty objectives and obligations; and
- The development of a Modern Treaties Implementation Policy.

The February leaders' meeting included a conference call with the Minister of Crown-Indigenous Relations on Modern Treaty implementation issues and Coalition priorities. Policy & Planning staff took part in Coalition meetings and conference calls, on the three priorities identified above, meeting with officials from Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC), the federal Department of Justice, and other stakeholders. The department also pursued these modern treaty objectives through the Inuit-Crown Partnership Committee (ICPC) Land Claims Working Group, and the ICPC Legislative Priorities Working Group. CIRNAC and the Department of Justice officials met frequently with Policy and Planning staff on these issues and some indications of federal political support for our proposals was secured.

Department staff also delivered presentations on modern treaties at workshops organized by the Canada School of Public Service.

Reimbursement of Land Claims Agreement Negotiating Loan

Further to Minister Bennett's 2019 undertaking to make five annual payments to NTI, of approximately \$11,288,000, the second such payment was received on April 1, 2021. These payments are to reimburse NTI for the negotiating loans, totaling approximately \$56 million, that NTI repaid to the federal government from 1994-2002.



NTI-led Health and Housing Forum

Policy and Planning partnered with the NTI's Department of Social and Cultural Development to deliver a Health and Housing Forum in December 2021. This forum recognized housing as a leading social determinant of health and wellbeing, bringing attention to issues of overcrowding and a lack of safe, affordable housing in Nunavut. Further, these widespread housing issues are major contributors to exposure and spread of infectious diseases like TB. The Forum brought together stakeholders from the RIAs and economic development corporations to consider the challenges faced by the housing system in Nunavut as well as potential solutions, such as purpose-built housing.

Action on Infrastructure and Housing

Since the creation of Nunavut, housing has been a crisis many Inuit face in our vast territory. In October 2020, NTI created the Infrastructure and Housing Advisory Committee (IHAC) to oversee and make recommendations to the Board on all infrastructure and housing related initiatives. IHAC consists of the Vice-Presidents from NTI and the three Regional Inuit Associations and was very active throughout 2021-22 on both the housing and infrastructure fronts.

Budget 2021 saw the announcement of a \$4.4 billion Indigenous Community Infrastructure Fund (ICIF), of which Nunavut will receive \$259,561,123 over four years. The first year of funding has been delivered to NTI and a preliminary list of infrastructure priorities, approved by the NTI Board at its January meeting, has been submitted to Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) to ensure the remaining three years of funding under this program is accessible by April 1, 2022. IHAC is responsible for overseeing the process outlined by CIRNAC to access these funds.

In winter 2021-22, IHAC undertook an engagement process with NTI and all Designated Inuit Organizations to establish a coordinated plan for this funding for NTI Board review in 2022-23. This plan will prioritize Inuit infrastructure funded by ICIF along with other infrastructure priorities compiled into one infrastructure ask for the federal 2023 Budget. IHAC views this ICIF funding as a unique opportunity to strategically address the infrastructure aspirations of Inuit, identified in the 2020 Nunavut Infrastructure Gap Report.

At the advice of the IHAC, the NTI Board passed a resolution at their January meeting regarding an appropriation from the \$56 million of Negotiation Loan Repayment Fund dedicated to housing, to support the engagement process required to develop the Nunavut Inuit Housing Action Plan (NIHAP). The NIHAP will coordinate the resources and actions of Designated Inuit Organizations to guide their intervention in Nunavut's long standing housing crisis and help meet the full range of housing needs of Inuit. Since the passing of the resolution, the Committee has commissioned a consultant to support the development of the NIHAP.

Department of Implementation



DEPARTMENT OF IMPLEMENTATION

The Implementation Department is unique in the fact that they are involved with nearly all NTI departments and files. Additionally, they work directly with several external organizations by acting as a liaison between federal, provincial and territorial governments and the Regional Inuit Associations (RIAs).

The department is driven by several articles of the *Nunavut Agreement*, which cover a vast landscape of subject matters and fields of practice. Article 39 for instance, covers the designation of Inuit Organizations and requires NTI to establish a public record of all Organizations with this designation. Articles 8 and 9, on the other hand, focuses on Parks and Conservation Areas. Article 23 covers Inuit employment within the government sector and Article 37 covers the guiding principles of the *Nunavut Agreement*. In short, the Implementation Department wears many hats, adapting to the differing implementation needs across the *Nunavut Agreement's* 41 articles.

Ongoing Implementation of IIBAs

An Inuit Impact and Benefit Agreement (IIBA) is a formal contract that lays out a project between an Inuit community and a corporate or government project, explains the implications – both negative and positive – and clarifies how the associated Inuit groups will benefit. These Agreements can and often do involve anything that relates to the specific development project that will have an impact on Nunavut Inuit. It is only after a long process of understanding, consultation, and negotiation that these agreements are signed. They are almost always legally binding and, although not confidential by law, are often confidentially negotiated by convention. It is important to note that an IIBA not only outlines the benefits that Nunavut Inuit can gain, but also the potential negative implications, both to Nunavut Inuit and the environment. Often, the agreement will outline which steps will be taken to help mitigate the risks and the negative effects.

The IIBA's that the department is involved with are specific to Articles 8 and 9 of the *Nunavut Agreement* for Parks and Conservation areas. The department assists RIA's in negotiating and implementing these IIBA's. Article 26 IIBA are major development IIBA and are negotiated by the RIAs themselves. The goal in negotiating Article 8 and 9 IIBA's is to limit the impact of the designated protected area, conservation area or park on Inuit and seek benefit for Inuit on a Nunavut wide, regional or local basis.

Migratory Bird Sanctuaries/ National Wildlife areas IIBA

Implementation has been ongoing for the Inuit Impact Benefits Agreement (IIBA) for Migratory Bird Sanctuaries (MBS) and National Wildlife Areas (NWAs). With the ongoing pandemic, a number of areas of implementation were put on hold, similar to most work globally. Environment and Climate Change Canada has committed \$50,000 to support an implementation review of the IIBA. Beyond that, NTI has been made aware of a status change request from the Area Co-Management Committee for several Migratory Bird Sanctuaries to convert to National Wildlife Areas.

This fiscal year, Environment and Climate Change Canada also expressed an interest in having NTI and RIAs consider areas within Inuit Owned Lands (IOLs) for future protection. Funding will be provided to assess existing IOLs and will be provided to Designated Inuit Organizations for this work.

Territorial Parks IIBA

In relation to the Territorial Parks IIBA, participation in the Nunavut Joint Planning and Management Committee has continued. The majority of work conducted by the committee is to provide advice on the planning, establishment, operation, and management of territorial parks throughout Nunavut.

National Historic Sites IIBA

Preparations for the negotiations for the National Historic Sites IIBA have begun. NTI and the RIAs have participated in a preparatory caucus meeting, and negotiations will commence in Summer 2022. With the new mandate to negotiate secured by Parks Canada, the department is looking forward to commencing the negotiation as soon as possible.

Article 8 & 9 IIBA

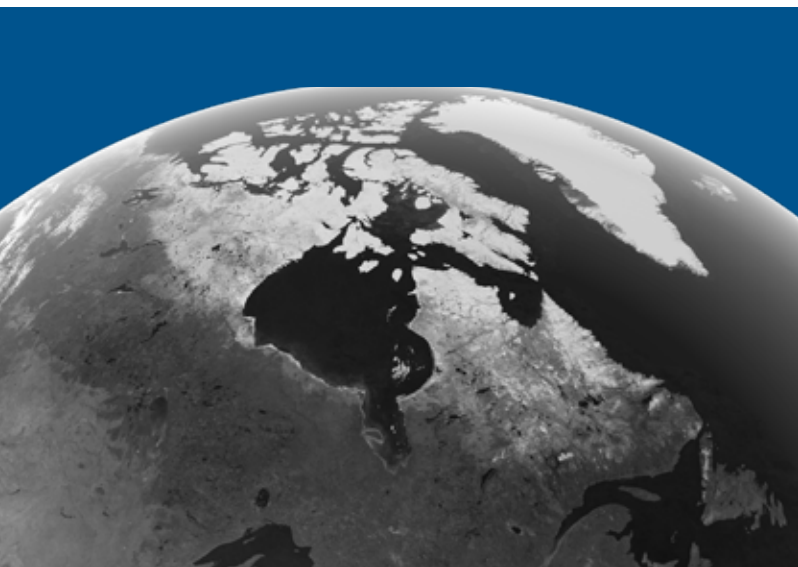
The Implementation Department has begun preparations to review IIBA benefits negotiated and implemented for agreements related to Articles 8 and 9 of the *Nunavut Agreement*. There will be a workshop facilitated in Fall 2022.

Nunavut Implementation Panel

The Department of Implementation continues to participate in the Nunavut Implementation Panel. Panel discussions have primarily centered around the ongoing Arbitration of Article 23 regarding representative levels of Inuit employment in the government. Implications of this arbitration will likely have impact on the negotiation of the Implementation contract negotiations.

Place Names Mapping Project

This fiscal the department has kick started the process of the Place Names Mapping Project by issuing RFP for cartographers to conduct the place names work with the Implementation department.



Board Representation and Appointments and Nominations for Institutions of Public Government

Implementation's work related to maintaining sufficient levels of Board members throughout Nunavut's Institutions of Public Government (IPG) has continued this fiscal year. The Department of Implementation works with the RIAs to ensure Inuit are adequately represented on these Boards. We have been exploring ways to minimize vacancies and that the issues related to quorum are avoided. There is ongoing discussion at the Nunavut Implementation Panel related to amending the *Nunavut Agreement* to allow NTI to make the formal appointments to the various IPGs instead of the Federal Minister. If this amendment is successful, it would mean more control by NTI related to representation on the IPG boards and reduce time to make the actual appointments.



Department of Inuit Programs and Services



DEPARTMENT OF INUIT PROGRAMS AND SERVICES

The Department of Inuit Programs and Services (IPS) provides quality client services to Inuit, and expert guidance for the design and delivery of NTI's programs. IPS is one of the few departments that interacts directly with Inuit through the variety of services they offer. Working collaboratively with many of NTI's other departments, IPS acts as an essential link between the public and NTI's work on programs and policies that contribute to the betterment of Inuit. IPS aims to translate NTI's values and mission to directly impact the lives of Inuit through their array of programs and services. Further, they are guided by a mandate of designing and delivering programs and services that are by Inuit, for Inuit.

The department is responsible for the delivery of the following programs and services:

- Nunavut Tunngavik Foundation;
- Nanilavut Initiative;
- *Nunavut Agreement* Enrolment Services; and
- Distribution of TB wellness hampers.

In addition to their regular programming, IPS was responsible for delivering COVID-19 relief assistance.

- Distributing COVID-19 Isolation Kits

Enrolment

The COVID-19 pandemic required new initiatives to offer relief assistance to Inuit, including vouchers from Regional Inuit Associations and COVID-19 isolation kits administered by NTI. Many of these initiatives required Inuit to provide proof of enrolment under the *Nunavut Agreement*. As a result, the Enrolment division saw a high number of new applicants between April 1, 2021, and March 31, 2022. Over 1,150 Inuit enrolled during this period, bringing the total number of Inuit beneficiaries under the *Nunavut Agreement* to 34,802.

Enrolment resumed their work with the ITK Inuit ID Card Working Group on May 21, 2021. The Working Group has continued to meet to discuss ways to streamline the enrolment process and to re-design ID cards for beneficiaries to improve access to benefits.

COVID-19 Isolation Kits

NTI continued to support Inuit affected by the pandemic, namely those who tested positive or were required to isolate by providing COVID-19 isolation kits. Inuit Programs and Services coordinated with local grocery stores in every Nunavut community to deliver the isolation kits/hampers. Between April 1, 2021, and March 31, 2022, NTI provided 7,043 isolation kits to Inuit households. This high number of kit requests was driven by the Omicron

variant surge in Nunavut, which began at the end of December 2021. Every Nunavut community was impacted by this variant and the high number of cases resulted in the increased need for essential food and household items.

Nanilavut Initiative

In March 2022, ITK approved the extension of the Nanilavut Initiative for another five years (2022-2027). The purpose of the Nanilavut Initiative is to bring closure and healing to Inuit families searching for lost loved ones from the tuberculosis epidemic of the 1940s-1960s. During this time, thousands of Inuit were sent south for treatment under the management of the GoC, many of whom did not return home. Information on these deceased family members or their final resting places was never effectively communicated, leaving their families still searching for answers. This Initiative supports families by finding information on their loved ones, providing funding to travel to their gravesites, and helps to organize commemorative events and monuments to honour them.

Due to COVID-19 travel restrictions, information gathering continued on Nanilavut's 37 active files, but no family travel or research trips were undertaken between April 1, 2021, and March 31, 2022. Despite this interruption, this remains an important and impactful initiative that will be resumed.

Jose Amaujaq Kusugak Memorial Scholarship

The department is responsible for administering the Jose Amaujaq Kusugak Memorial Scholarship, which is a \$5,000 award given to two Inuit students pursuing post-secondary academic studies in the fields of education, Inuit language, or the advancement of Inuit rights. Jose dedicated his life to Nunavut and the advancement of Inuit rights. NTI received over 24 applications during the application

period (April 9, 2021-July 9, 2021, many of which were written in Inuktitut. On August 13, 2021, NTI announced that Angela Mukyungnik of Arviat and Jenna Kilabuk-Qaqqasiq of Pangnirtung were the award recipients. Both Angela and Jenna are students of the Nunavut Teacher Education Program (NTEP).

Nunavut Harvesters Support Program

The Nunavut Harvesters Support Program (NHSP) is intended for Inuit to preserve and advance Inuit harvesting culture, heritage, and traditional ways of life. They are also aimed at enhancing food security and alleviating poverty by offering financial assistance to Inuit for harvesting equipment. Program funding provided by NTI to the RIAs for the fiscal year 2020-2021 is as follows:

	Budget 2021-22	Minus underspending	Amount Paid
Qikiqtani Inuit Assoc.	568,580	57,772	510,808
Kivalliq Inuit Assoc.	419,500	222,456	197,044
Kitikmeot Inuit Assoc.	366,920	92,890	274,030
Budget	1,355,00	73,118	981,882

Missing Inuit Children of Residential Schools

The public discussions following confirmations of unmarked burials at multiple residential schools in Canada reopened questions about how many Inuit children went missing or died at the 14 residential schools in Nunavut. Action on the Truth and Reconciliation Commission's mandate thus far has not provided reliable data and information on the number of deaths and unmarked burials for Inuit children who attended residential schools. Currently, the records remain fragmented across many different

organizations and institutions and there is significant work to be done to recover these histories.

In December 2021, NTI was approved for funding from Crown-Indigenous Relations and Northern Affairs Canada to create a Missing Inuit Children of Residential Schools Program Manager, term position. The mandate of this position is to draft plans and collect data on missing children and unmarked burial sites. The position will involve the careful review of existing documents, conducting focus groups, collecting oral histories and personal accounts from Residential School survivors, as well as developing and distributing questionnaires and surveys.



Meet Scholarship Recipient Nikkurai Folger

With the support of the Nunavut Tunngavik Foundation Post-Secondary Scholarship, Nikkurai recently completed her Bachelor of Social Work (BSW) at Carleton University. She chose to pursue social work because of the array of career options that focus on social and economic justice. Having a BSW, she feels better equipped to serve Inuit communities and give back in a meaningful way. She describes education as part of her personal journey towards “survivance” – a combination of survival and resistance.

Nikkurai hoped to eventually work for ITK, a milestone she attained during her studies through a BSW practicum she completed there. Following graduation, she transitioned into working in the Policy Advancement Department at ITK, working on the Missing and Murdered Indigenous Women and Girls (MMIWG) and 2SLGBTQQIA+ People files.

Nikkurai's message to other Nunavut Inuit thinking of pursuing studies: *“Whether you are just starting out, or a mature student like me, it is never too late to succeed in post-secondary education. There are so many wonderful supports out there that will help make your goals attainable. While there may be discomforts and challenges throughout, it is important to take up the space intended for us as Inuit and Indigenous people. It is important for our voice to be a part of the decisions that directly impact Inuit, and a post-secondary education can help give us the confidence to let our voices be heard.”*

Nikkurai also emphasizes the importance of applying for funding opportunities available to Inuit. Receiving scholarships like the Nunavut Tunngavik Foundation Scholarship meant that Nikkurai could focus on her studies and spend more time with her three children than if she were working.

Nunavut Tunngavik Foundation

The Inuit Programs and Services Department oversees the Nunavut Tunngavik Foundation (NTF), created to distribute the surplus funds of the Common Experience Fund. The Foundation offers a Cultural Healing Program, two Scholarship Programs to Inuit enrolled under the *Nunavut Agreement*, and the Inuktuuqta! Writing Prize to an Inuk author.

NTF Scholarships

NTF offers two types of scholarships for Inuit students: the *Post-Secondary Scholarship* and the *Skills & Employment Advancement Scholarship*. NTF awarded 267 post-Secondary and 152 Skills & Employments scholarships, distributing \$895,500 overall. NTF is pleased to report that the 2021-2022 academic year was the first time since NTF’s inception that the entire scholarship budget was expended.

Region	Post-Secondary	Skills & Employment Advancement
Kitikmeot	46	34
Kivalliq	122	63
Qikiqtaaluk	70	50
Outside Nunavut	29	5
TOTAL	267	152



Culture & Healing Program

The Culture & Healing Program is application-based funding that provides up to \$25,000 for programs targeting Inuit in the following categories:

- Healing programs that address the harms caused by residential schools;
- Teaching of Inuit history, culture, languages, and traditions; and
- Traditional or on-the-land programs.

The Cultural & Healing Program, launched in 2019, was created to address the harms and intergenerational effects of residential schools and is funded through the Nunavut Foundation.

Between April 1, 2021, and March 31, 2022, six programs successfully ran in various Nunavut communities.

Tuilik Program, Krista Zawadski Rankin Inlet/Chesterfield Inlet	24,051.33
Day Camp Program, Kitikmeot Friendship Society, Cambridge Bay	24,180.82
On the Land Program, Elizabeth Ningeongan, Coral Harbour	13,852.94
On the Land Program, Lasalusi Ishulutak Pangnirtung	20,060.36
Culture Day Camp, Kitikmeot Heritage Society, Cambridge Bay	24,915.00
Youth On the Land Program, Kaajuuq Youth Centre, Coral Harbour	10,032.97



Inuktuuqta

The inaugural Inuktuuqta! Writing Prize was awarded on June 3, 2021, via a virtual awards ceremony televised live on UvagutTV. The top prize winner Looee Arreak (Iqaluit) was awarded \$80,000 in addition to a writing residency and mentorship.

The runners up were:

2nd – Annie Aningmiuq (Ottawa)

3rd – Sheila Dially (Pangnirtung)

4th – Pauline Alainga (Iqaluit)

5th – Jason Kilabuk (Ottawa)

The goal of Inuktuuqta! is the protection, promotion, and revitalization of Inuktitut through the Inuit tradition of storytelling. NTI received submissions from 67 Inuit authors. The high number and quality of submissions revealed a strong desire to see more written works by Inuit, for Inuit. NTI announced another Inuktuuqta! contest on March 3, 2022, with a submission deadline of May 30, 2022.

Makigiaqta: Department of Inuit Training Programs



MAKIGIAQTA: DEPARTMENT OF INUIT TRAINING PROGRAMS

The Department of Inuit Training oversees the Makigiaqta Inuit Training Corporation. Makigiaqta was established after an out-of-court settlement agreement was signed in May 2015 by NTI, the Government of Nunavut (GN), and the Government of Canada (GoC). Through Makigiaqta, the funding from this settlement is used to expand and enhance learning and employment programs for Inuit and to create lasting improvements in the training organizations, employers, and programs that will support Inuit for generations to come. Makigiaqta has a Board of Directors that includes two GN representatives in addition to NTI's regular Board of Directors. The department receives funding from NTI, has access to NTI's service departments, and is supervised by the CEO.

The Strategic Priorities identified by Makigiaqta and its partners include:

- Strengthening early learning systems;
- Strengthening wrap-around supports for success in K-12 and beyond, including support provided by families, communities, and schools;
- Enhanced and expanded opportunities for foundational skills development for adults; and
- Enhanced and expanded opportunities for advanced training (including post-secondary), designed to match existing and emerging employment demand.

For the most part, Makigiaqta does not deliver services directly, but provides integrated engagement, funding, and practical support to organizations and community groups. Makigiaqta offers funding towards non-profit and for-profit organizations that are in good standing and

compliant with the legal requirements in Nunavut, as well as accredited institutions preferably but not necessary. There are also sponsorship opportunities for self-directed individuals who want to attend specialized schooling in the south (e.g. sport, art or music academies).

Makigiaqta's overall mandate is to enhance the preparedness of Inuit for employment by increasing their access to a full spectrum of high-quality, Inuit-specific learning and employment programs. They work to realize a vibrant Inuit workforce that contributes to strengthened Inuit wellbeing and self-determination, as envisioned in the creation of Nunavut. The funding and support that Makigiaqta offers to a range of initiatives is already having a significant impact in these priority areas. These initiatives include:

- Human Resource Management Certificate Program by Nunavut Municipal Training Organization, in partnership with Makigiaqta and Algonquin College;
- Arctic Fresh Community Representative Training Program, Arctic Fresh Inc.;
- Uummati Doula/Maternal Support Worker Online Professional Development and Training, collaboration between Tasiuqtigiit Hand in Hand Society and the Uummati Maternal Support program;
- Long-term Inuinnaqtun Mentor-Apprentice Program, Pitquhirnikkut Ilihautiniq / Kitikmeot Heritage Society;
- Strengthening Language Through Writing and Storytelling program, Nunavut Bilingual Education Society;

- The development of online classrooms for Northern Youth Abroad's core programs, Northern Youth Abroad;
- Arctic Drone Training Camp, Arctic UAV;
- Inuktitut language training through the Pirurvik Centre;
- Ipitiki and Ipitiki 2 (governance training to daycare boards), Qikiqtani Inuit Association;
- RCMP Assisted Application Entrance Program, RCMP;
- Mentor Apprentice Language Program for Inuinnaqtun through the Kitikmeot Heritage Society;
- Innuqatigiit Iliniaqtiit- Learning about Fetal Alcohol Spectrum Disorder (FASD) Together, the Pirugatiit Resource Centre;
- Inunnguiniq Mentorship Program-Fostering Inunnguiniq in Our Communities, Qaujigiartiit Health Research Centre;
- Preschool & Early Childhood Education Programs, Pirurvik Preschool Society;
- Leading the Way initiative, Recreation & Parks Association of Nunavut;
- On-the-job learning for graduates of Pre-Employment Training Programs, Performance Management Consultants;
- Academic & Career Development Program, Nunavut Sivuniksavut;
- Nunavut Fisheries and Marine Training Consortium, many partners;
- Entrepreneurship programming, Inspire Nunavut;
- Pinnguaqta Program and Ilitsiqatigiik Program, Ilitaqsiniq Nunavut Literacy Council – Ilinniaqta;
- Nunavut Film Industry Training, Nunavut FIT;
- The Inclusion Café, Qajuqturvik Food Centre;
- 3-year Human Management Resource Certificate, NTI;
- Online learning platform and Baffinland job pool, Qikiqtani Industry Logistics;
- Arctic Stock program, Atii-Go Media; and
- Imaa, Like This, Iqaluit Music Society.

Makigiaqta is pleased to have a role in helping Pirurvik Preschool start-up in 2017. Pirurvik Preschool has been highly successful in its delivery of transformative early childhood education, which combines Inuit knowledge and traditional education for Inuit children, using Montessori methods.



Literacy Council

In 2020-21, Makigiaqta funded the Pinnguaqta Program, delivered by the Ilitaqsiniq Nunavut Literacy Council. This early childhood education program is designed and centered on Inuit societal values and has thus far been highly successful, reaching nearly 800 community members. It takes an intergenerational approach to supporting parents and caregivers in the development of life, literacy, and essential skills in their infant and preschool children. In March 2022, Pinnguaqta was internationally recognized by receiving the IBBY-Asahi Reading Promotion award from the International Board on Books for Young People (IBBY). Ilitaqsiniq competed and won against 17 other projects from around the world.



New Quvvarrianiq Training Fund

Makigiaqta Quvvariarniq Program (MQP) is a type of mentorship program that is provided by an employer to Inuit participants. Self-directed individuals are encouraged to find a mentor or internship opportunity on their own. The access to mentorship provides knowledge and skills essential to career advancement, counselling, and social supports. This fiscal year, Makigiaqta introduced a new fund titled Quvvariarniq that is devoted to on-the-job learning programs, following Board approval in August 2021. The following three programs funded through Quvvarrianiq were the first to be approved by the selection committee:

- \$185,000 for an 8-week training with Canadrill Ltd delivered to 5 Inuit learners through in-class and on-the-job training focussed on:
 - Air compressor use and services
 - Nunavut-specific drilling - basic and advanced
 - Welding, and cutting equipment operations
 - Surveying
- \$248,872.40 over 3 years to the Kitikmeot Inuit Association for 4 Inuit to receive coursework, on-the-job training, and mentorship for:
 - Executive business negotiation
 - Management & communication training
 - Seminars on mining, environment, and professional development
 - Wilderness First Aid
 - Inuit language training
- \$250,000 over 1 year to the Recreation and Parks Association of Nunavut (RPAN) to provide coursework and on-the-job training for Inuit to fill their Executive Director, Program Manager, and Arctic Sports Manager positions.

Makigiaqta Recipient: Tasiuqtigiit Hand in Hand Society

Tasiuqtigiit Hand in Hand Society in collaboration with the Uummati Maternal Support program is offering an online, virtual training opportunity to Inuit working in or interested in a professional role in the perinatal field.

The Uummati Program training aims to offer continuous, non-medical, culturally relevant care to work alongside multidisciplinary role in the perinatal team. This role will bridge the gap in the current system. Families come out of this program more supported, happier and healthier. The training is delivered and shared through locally resourced content that ensure culturally relevant resources are being utilized. The workshops will be led by a Traditional Inuit Birthing Knowledge Keeper & co-facilitated with a Certified Birth & Postpartum Doula. The skills taught may be utilized in a current professional position or offer the chance, skills, and confidence for someone to apply for a new job in the perinatal field.



Partnership Proposal

Makigiaqta's Board of Directors also approved the following multi-year partnership proposals in August 2021:

- \$3 million over five years in long-term funding for Ilitaqsiniq's cultural training and learning programs;
- \$12.4 million over three years to update and expand NAC's Nunavut Teacher Education Program, as part of the Pathfinder Agreement;
- \$6,762,162 over six years (2023-2028) of funding to the Pirurvik Centre to continue to develop, deliver, and enhance professional development training for Inuit to be able to work in Inuktitut;
- \$1,680,650 over three years for the Qikiqtaaluk Business Development Corporation for high arctic training and career building that provides foundational skills for general employment and hands on skill training in constructions; and
- \$250,000 per year, over three years to the Recreation and Parks Association of Nunavut for #YouthLeaderUnlimited to support training initiatives that build community capacity through developing youth leadership skills. This funding will help to increase sports and recreation opportunities with youth and initiative job readiness training, certification, and mentoring.

Makigiaqta Recipient: Arctic UAV-Arctic Drone Training Camp



Arctic UVA is a 100% Inuit-owned company and a full-service UAV company operating in Nunavut. Over the next few years, the company is seeking to expand its ability to service projects throughout the territory (and north in general) through the expansion of its capacity, including trained human resources throughout the territory which will have the capacity to take on local projects.

Arctic UAV is seeking to expand its operational capabilities and trained personnel in selected communities. This will include expanding capabilities to provide Beyond Visual Line of Sight (BVLOS) services. Potential communities already identified as having upcoming projects include Pond Inlet and Chesterfield Inlet. Opportunities are also being identified with the scientific community to undertake terrestrial and marine mammal surveys.

Database Application

This fiscal year, Makigiaqta introduced a new database system to help keep track of programs, payments, reports, and monthly check-ins. This will enable the department to track project progress and generate reports with ease and efficiency. The database will be used for applicants to submit reports in 2022-23.



Youth Camp logo contest

This year a Logo contest for the Makigiaqta funded Youth Camp was held from October 26, 2021, to November 26, 2021. The goal was to encourage creativity in the field of graphic design while finding a logo that captures a vision in hosting career awareness camps. Samara Lyall, a 14-year-old from Taloyoak, had the winning design and won \$5000.

"My name is Samara Lyall, I am a 14-year-old Inuk from Taloyoak, Nunavut. Currently I am in grade 9. I enjoy sketching, sewing, beading and just being creative. When I was little, my grandpa told me I was talented at drawing portraits but he said, "Always put the eyes in the middle", to this day I still follow his words. I also love to draw landscapes. Every summer we go out to our fishing camp, and I take in the arctic scenery and draw it on my iPad. Three years ago, I taught myself to do digital drawings with an app. When I grow up, I want to be either a pilot or computer coder.

In my logo design I drew a young person who is searching for their future career. They are using their harpoon to help navigate the landscape. I imagine them being excited to start their journey. The northern lights represent our ancestors, and they are following them as they create their own path."



Department of Finance

The Department of Finance (Finance) ensures that NTI's assets and commitments are accounted for, recorded, and responsibly managed in accordance with best practices. Finance works closely with all NTI departments and affiliates for the administration, development, reporting, and monitoring of financial activity. In addition to closely monitoring revenues and expenditures, Finance plays a major role in assisting with project management. In collaboration with all NTI's departments, they develop an annual budget that ensures planned activities are carried out efficiently and effectively.

Finance also maintains the financial records of the Makigiaqta Inuit Training Corporation, the Nunavut Elders Benefit Plan, the Nunavut Elders Supplemental Trust, the Nunavut Inuit Resource Revenue Trust, the Nunavut Tunngavik Foundation, the Nunavut Economic and Social Initiatives Inc and the NTI Social Development Council. Additionally, they are responsible for requesting and distributing approved funds from the Nunavut Trust. This consolidated funding includes the approved budget amounts for NTI, RIAs, and the Inuit Heritage Trust (IHT) for core-funded programs and services.

Finance also works with an external auditor to prepare and complete the annual audit. During each AGM, auditors are appointed by the members to audit NTI's financials for the following year. Audited financial statements are then prepared and presented to the membership for approval, and the audited financial statements are published in the Annual Report. The audited statements are required to ensure that NTI can continue to receive third-party funding for programs and projects. Also, auditing and reporting is a significant part of NTI's assurance to Inuit that entrusted funds are managed in a transparent manner that fulfills the long-term goals and objectives set out in the *Nunavut*



Agreement. This year's annual audit for NTI and seven affiliated entities were completed on time and on budget with no internal control weaknesses or discrepancies reported by the auditors.

Modernizing Investment Governance

In collaboration with NTI's departments and affiliates, Finance administers all contribution agreements for funds *received from* funders (federal, territorial governments, and other) as well as funds *provided to* vendors (RIAs, consultants, outside service providers). Currently, Finance administers more than 200 contribution agreements with RIAs and other service providers who administer services directly to Inuit.

As the value and complexity of NTI's investments increases, it is vital that there be strong and forward-looking investment policies that guide how the funds are managed. The establishment of the Investment Advisory Committee in January 2021 was a critical step in strengthening governance around investments. On October 18, 2021, the NTI Board approved a recommendation from the Investment Advisory Committee, to authorise the Chief Executive Officer (CEO) to appoint and terminate investment managers and custodians. Following Board approval, at the recommendation of the Investment Advisory Committee, NTI terminated the contract with an investment broker and transferred investment accounts to an investment manager. This process was completed in February 2022. In addition, to ensure independent and professional oversight of NTI's investments, NTI contracted an investment consultant to search for a dedicated investment custodian through an open Request for Proposal (RFP). The RFP process has been concluded and two leading proponents have been shortlisted. The contract award is expected to be finalized by mid-June 2022.

Another step towards advancing investment governance was to review and strengthen investment policies. To that end, in June 2021, Finance successfully obtained Board approval of three investment policies: the short-term, medium-term, and long-term Surplus Funds Investment Policies. Having policies that recognize the three distinct time horizons enables NTI to place its investments in the most appropriate portfolios that align with NTI's program needs.

Finance Working Group

The Finance Working Group is comprised of NTI's CFO and Director of Finance, and the Directors of Finance from each Regional Inuit Association. Each fiscal year, the Finance Working Group is responsible for reviewing applications to the Nunavut Inuit Development Fund to determine whether they meet the fund's criteria. These loans are limited to projects that are conducted or sponsored by NTI and/or Regional Inuit Organization, with further selection criteria including:

- The project must have either a territory wide or nationwide impact.
- The project must be economically viable and have adequate funding to cover operations and maintenance expenses through revenues or subsidies.
- The project must create employment for Inuit for the foreseeable future; and
- The loan must be repaid within ten years.

In 2021-22, two applications were received: one from Nukik Corporation for \$5 million for the Kivalliq Hydro Fibre Link project and another from Qikiqtaaluk Fisheries Corporation (QFC) for \$8 million to replace the Saputi fishing vessel. Both applications were reviewed, determined to meet the necessary criteria, and received Board approval. Following signature of the loan agreements, payments were released to Nukik Corporation in September 2021, and QFC in April 2022.

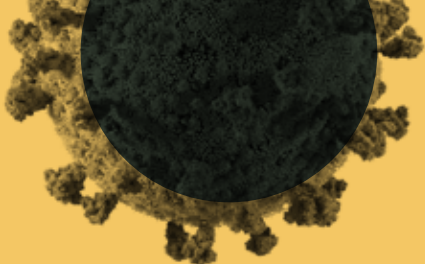
Policy Review

The department participated in a working group with Legal Services and Social and Cultural Development to review NTI's Expenditure Policy and Procurement Policy, which had not been comprehensively reviewed since 1997 and 2005 respectively. The working group's recommendations were approved by the Board in January 2022.

Signing authority limits contained in the revised Expenditure Policy are reflective of the current purchasing power and ensures operational efficiency by enabling departmental directors to approve expenditures within their departments. The policy also provides clarity on authorities relating to consulting and service agreements as well as third-party funded expenditures.

The revised Procurement Policy will bring a disciplined approach to procurements by clearly defining limits for sole source purchases and mandating competitive procurements for purchases above a defined threshold. Further, the policy affirms and supports NTI's proactive support for Inuit firms and brings increased procurement efficiency and transparency through standing offer agreements.

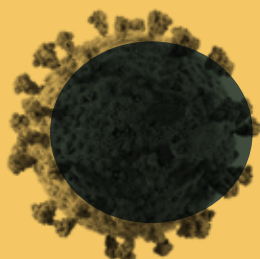
Amendments to the Resource Revenue Policy were also made following their approval at the November 2021 AGM. These amendments included the remittance of one-time additional payments to Regional Inuit Associations (RIAs) totaling \$5,787,423 to settle a long-standing dispute regarding regional mineral revenues. The Finance Department remitted the amounts to the RIAs during the first week of February 2022.



Overcoming COVID Challenges

Since April 1, 2020, NTI has received \$110,000,000 in COVID funding; almost four times the amount of NTI's core funding! This additional funding has caused strain and an increased workload for the Finance department, whose staffing has remained unchanged. Over 40 additional contribution agreements with multiple funding recipients have been made, requiring the drafting of agreements, transfer, and monitoring of expenditures, and ensuring recipients comply with funding conditions and reporting requirements. NTI also received several more millions of dollars in other third party funded programs including for TB Elimination, the Inuit Health Survey, Infrastructure funding, and Harvesters Support programs, all with similar funding agreements, reporting requirements, and expenditure monitoring pressures.

Given COVID's limitations for travel, Finance helped departments to re-allocate their travel budgets to other initiatives. These redistributed funds helped NTI to build capacity for remote working without compromising internal controls. One specific example was Finance assisting the Communications Department with finding money to build IT infrastructure and develop their overall capacity to work remotely.



Department of Human Resources



DEPARTMENT OF HUMAN RESOURCES

The Department of Human Resources (HR) works with all NTI's departments providing a range of HR related supports and services. They assist each department with employee relations, performance management and job evaluations, maintaining job descriptions, support with hiring, overseeing employee leave and attendance, providing employee assistance, accessing employee benefits, and upholding occupational health and safety requirements. They also coordinate employee professional development within the organization, including Inuktitut language training, and offer management support through the implementation of NTI HR policies.

For NTI, Inuit representation at all levels of staffing is an essential HR commitment, and Inuit are prioritized for available positions when applications are being reviewed. As of March 31, 2022, over 89% of NTI's workforce were Inuit. Of note, 12 of the 18 senior manager positions, representing 16 departments, were filled with Inuit at the Director and Chief levels. This high level of Inuit representation is a clear way that NTI aligns its overarching mission and values with its internal organizational and staffing practices.

The HR department works continuously to foster a supportive workplace that is conducive to professional development. Further, HR helps to shape a work environment that is reflective of and productive towards the values and commitments that NTI represents.

Navigating COVID-19

The Department of HR played an essential role in navigating and overcoming the operational challenges caused by the ongoing pandemic this past year. Staff were forced to work from home during several lockdowns, which required HR to find ways to provide their regular services virtually. While HR found it difficult to match the level and efficiency of in-person service, this shift did lead to new possibilities and enduring changes in how the department operates. One such example was the digitization of standard forms with help from NTI's Information and Technology team, enabling all staff to access and complete forms in a timely manner.

Employee support services were also enhanced or initiated in recognition of the increased stress and difficulties caused by COVID-19. To support the transition to working from home, staff were provided with ergonomic chairs and other necessary provisions for home workstations. There was also an increased demand for counseling and the regular counseling services NTI provides were expanded to meet these needs. Additionally, many NTI employees have parenting or other caring obligations, making it difficult or impossible to work and requiring leave or other accommodations. Supervisors and Directors in each department maintained contact with their respective employees and communicated their needs or challenges with HR.

Employee Assistance

NTI greatly values the individual and collective well-being of its staff. In addition to the services available through the Employee and Family Assistance Program, NTI provided 10 days of counseling per month through Northern Counseling and Therapeutic Services (NCTS) due to service limitations in Nunavut. While counseling services were originally intended to be delivered in-person at NTI on a monthly basis, COVID-19 related travel and mandatory isolation restrictions forced a shift to remote service delivery. The additional stress, isolation, and workplace changes caused by the pandemic also increased employee demand for counseling. As a result, remote counseling was made available every week from Wednesday to Friday throughout the year.

This past year, 418 individual counseling sessions were provided to address mental health needs among NTI staff. These sessions took place by video or phone, with support also provided by text message and email depending on the needs of the client. All sessions were 100% confidential and delivered using secure technology platforms. Due to the ongoing and consistent demand, and clear positive impact, these mental health services will continue to be made available.



Employee Professional Development

Offering professional development for Inuit employees is a key component of NTI's commitment to hiring, retaining, and providing growth opportunities for Inuit. As part of staff onboarding, individual development plans are created that recognize each person's strengths, weaknesses, and aspirations. These plans are reviewed at the end of probation and adjusted accordingly to ensure that every employee has the knowledge and training necessary to be successful in their position. Some departments have higher levels of non-Inuit in positions depending on the focus area. In these cases, NTI attempts to staff these positions on a term basis with people who are willing to train Inuit to eventually fill these positions.

NTI's willingness and ability to provide training, education, and mentorship opportunities tailored to individual needs contributes to the retention of staff overall. Regardless of COVID-19, the success rate of training and education continues to be high.

Human Resource Management Diploma

Despite COVID-19, the Human Resource Management Diploma program offered in partnership with Algonquin college, successfully delivered two online modules in 2021. In 2019, this program was offered to Nunavummiut who are employed with various Inuit organizations to build capacity in the field of Inuit employment and training. The program covers a range of topics delivered in a modular format with the final modules being dedicated to financial administration and labour relations. Although the program is

administered by NTI HR, funding for this program is provided by Makigiaqta Inuit Training Corporation at no cost to the Inuit participants and their respective employers.

There were 13 participants from the Kivalliq and Qikiqtaaluk regions in this program when it started in 2019, including 2 participants from NTI's HR department. There are now 10 participants due to turnover in several positions. They are aiming to have staff involved complete all modules by March 2023.

Inuktit Language Training

An overarching expectation for NTI's employees across all positions is the advancement and use of Inuktit language skills. Training in Inuktit started in the fall of 2019 and was delivered to NTI staff at the Pirurvik Centre based in Iqaluit. With the COVID-19 lockdowns in 2021, classes continued to be delivered in a hybrid fashion, but mainly delivered online. In June 2021, seven participants graduated from the *Qimattuvik #1* (Inuktit as a First Language) class, and six participants graduated from the *Aurniarvik #1* (Inuktit as a Second Language) class. Even higher numbers of participants are scheduled to graduate in the 2022 cohorts. Two language training graduates are also now certified and eligible to teach Inuktit outside of NTI.

Everything considered, the Inuktit language training program has been a highly successful initiative that is already resulting in the increased usage of Inuktit in the workplace. NTI has made a strong statement that Inuktit should be the working language in Nunavut and is backing this statement by making language training a central focus of professional development. There are already further investments and developments being made in NTI's language training to build on their success, including efforts to make training available in communities other than

Iqaluit. These developments will be reported on next year.

In addition to language training, NTI engages in training and team building exercises that center Inuit knowledge, culture, and land-based learning. One example from this past year was the staff of Rankin Inlet's IQ day trip to Diane River in early July 2021 that featured outdoor activities for staff.



Department of Commu- nications



The Department of Communications (Communications) works to ensure all departments, programs and initiatives are communicated to Inuit using best practices and tactics. From brainstorming ideas, planning, executing, and ensuring a special event goes smoothly, Communications is always active and on-the-ground. Their small but mighty team oversees the brand standard for NTI and is responsible for ensuring their public reputation is in good standing. NTI's reputation must align with the goals and values of Inuit, which is why the communications team is involved with all aspects of external and internal communications.

Communications is a service-driven department that ensures the organization's adherence to the *Official Languages Act* by reviewing and providing Inuktitut translation services and proofreading and writing services. In addition, the department offers planning and project management for communications and creative campaigns throughout the year. The department is known for collaborating closely with the Government of Nunavut, the Federal Government, RIAs, and other organizations for joint initiatives and announcements.

The 2021-2022 fiscal year saw many challenges due to COVID-19, and the department stepped up to meet those challenges. They leveraged over 10,000 followers on Facebook and Twitter, posted in community groups and made communication materials on-demand to meet the growing needs of communities during the height of the COVID-19 pandemic. At one point, Communications staff were personally delivering COVID-19 food hampers to families in need. Communications wears many hats while serving the organization.

Visual Identity of NTI

To ensure NTI's brand reputation is monitored, updated, and reflective of the communities we support, the existing NTI logo, established in 2007, needed updating to meet the changing needs for displaying in a digital world. Communications started updating the Visual Identity Standard Handbook by working on different display options to ensure visual standards, practices, and presence are evident when NTI attends, hosts, and promotes various functions and meetings. Due to the changing world of work and the way organizations host and attend events, NTI needed to ensure the logo met the needs of displaying properly during virtual events. With new visual standards in place, NTI is better able to address distinct visual needs for ongoing projects and applications.

Updated Version of the Plain Language Guide of the Nunavut Agreement

Ensuring important information is accessible to Inuit and all audiences is an essential mission for the Communications Department. During the 2021-22 fiscal year, the department began updating the Plain Language Guide to the Nunavut Land Claims Agreement. Since there have been several updates to the *Nunavut Agreement* since the original print in 2004, a revision was in order. Such plain language guides are useful in educational, government, and NGO settings.

Website Redesign

Communications is committed to an effective redesign of NTI's website to improve its functionality, content management, online resource development, web application development, security design, and optimized user experience. In early 2022, NTI awarded a contract and kicked off the long-term project of designing the website to meet the growing needs of readers, staff, and stakeholders. A new website is anticipated in October 2023.



A Virtual take on Nunavut Day

Despite COVID-19 disrupting the usual Nunavut Day celebrations, the show went on! Working with the Nunavut Day Planning Committee, NTI created engaging online contests, social media posts, television messages, and web ads. Nunavut Day 2021 had several activities with physical distancing and safe bubbling. The two main events were the Home Cook Challenge and the House/Boat/Shack Decorating Contest. Combined cash prizes for both events equalled over \$50,000, which inspired many creative minds to get active and ready to compete.

The Home Cook Challenge was a huge success, bringing in over 50 submissions. Following the success of this contest, NTI chose to showcase and print 50 recipes featuring country food from across the territory. The printed copies in Inuktitut, Inuinnaqtun, and English were distributed to each community through the CLO offices and given away during the Nunavut day Celebration in Iqaluit. This fun event helped to promote healthy and affordable food recipes to Nunavut Inuit through using food that they can locally harvest, which aligns with NTI's overall objectives to enhance food security and nutrition in Nunavut.

The House/Boat/Shack Decorating Contest brought in a lot of excitement with 44 submissions, with the 3rd place shack being featured on the 2020-2021 annual report cover by Maureen Angutingnungniq.

Department of Intergov- ernmental Affairs

The Department of Intergovernmental Affairs was created in 2018 to support the evolving relationships, activities, and funding that emerged through the Inuit-Crown Partnership Committee (ICPC). The ICPC represents a partnership between the GoC and Inuit leaders across the four regions of Inuit Nunangat that resulted from the signing of the Inuit Nunangat Declaration in 2017. This partnership seeks to strengthen the Inuit-Crown relationship through meaningful collaboration on the promotion of Inuit interests and wellbeing, and the advancement of reconciliation based on the affirmation of Inuit rights. ICPC is accompanied by significant flows of federal funding to Inuit Nunangat, which flows through ITK to the four regions. In Nunavut, such funding is dispersed by NTI, often through the Regional Inuit Associations (RIAs).

Following the ICPC's creation, ITK initiated working groups with each Inuit region, including with NTI as the representative for Nunavut. With the increased ICPC leaders' meetings, new streams of federal funding to a variety of areas, and the creation of more working groups for fund administration, the Department of Intergovernmental Affairs was a vital addition to support this web of activities. The department consists of the Director of Intergovernmental Affairs; who acts as a liaison between working groups across NTI's departments, the NTI executive, and ITK, supporting their work and maintaining communication. The position also assists the Department of Finance with keeping track of incoming third-party funds, which has increased in complexity with added contribution agreements, both multi-year and annual, to different areas. Overall, this position has helped to ease the communications process and working relations across the various working groups, different levels of leadership, and governmental bodies.



Inuit-Specific Action Plan for UNDRIP

Adopted in 2007, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) established a comprehensive, universal framework of minimum standards for the survival, dignity, and well-being of Indigenous peoples around the globe. This international instrument builds on existing human rights standards and fundamental freedoms in recognition of the persistent inequities and human rights violations experienced by Indigenous communities internationally, which stem from the ongoing effects of colonization.

Over the past two years, ITK has led a working group that focuses on the impact and possibilities of UNDRIP for Inuit Nunangat. This working group has built a Terms of Reference and an Inuit-specific action plan for Inuit Nunangat with input from all four regions. Plans are currently being finalized for ITK to meet with the Federal Department of Justice. ITK is also meeting with the Assembly of First Nations and Métis representatives to come up with an overall action plan for the federal government. Intergovernmental Affairs will continue to act as a liaison between these exciting developments and NTI.

Nunavut Partnership Committee

In March 2022, Premier P.J. Akeeagok and NTI President Aluki Kotierk signed a partnership deal at the NTI Board meeting held in Cambridge Bay. This created the Nunavut Partnership Committee, which formalizes how the two organizations will work together. The signing of this partnership agreement was a powerful moment and will ensure there will be many opportunities for the GN and NTI to work more closely together and a step towards advancing shared interest and collaboration between the GN and NTI. A joint workplan that supports both NTI's board priorities 'Niriuttaarijat' and the GN mandate 'Katujjiluta' will identify priority areas and policy areas currently being worked on.

Additionally, following his election in 2021, the Premier indicated that he wanted NTI involved in the development of the new GN mandate. GN and NTI worked extensively together to see how NTI could be meaningfully involved in the new mandate, Katujjiluta. As a result of this mandate being the first developed in close collaboration with NTI, the mandate released by the GN is more aligned with Inuit expectations. Under the agreement NTI and the GN will continue to align the GN strategic plan and NTI Inuit plan for the next four years.



Department of Research, Monitoring and Evaluation



DEPARTMENT OF RESEARCH, MONITORING AND EVALUATION

The Department of Research, Monitoring and Evaluation (RME) is a new department at NTI, established on April 1, 2021. The department seeks to advance Inuit self-determination in research, to lead NTI Board research and monitoring priorities, and to strengthen monitoring and evaluation in NTI's work overall. The centralized leadership and concentration of expertise will help to advance NTI's organization-wide research priorities and meet the growing needs for RME.

Over the 2021-22 fiscal year, staffing the department and finding office space was a major undertaking. A department director was hired to lead the newly established RME team that includes two NTI employees who formerly held research and monitoring roles in other NTI departments. Additionally, six new positions were created by securing third-party funding and office space was acquired for 2022-23.

The COVID-19 pandemic impacted RME in a number of ways. Responding to community outbreaks and keeping Nunavummiut safe became an organizational priority in 2021-22. Additionally, the team had to work around travel restrictions, causing delays or modifications to ongoing projects. However, despite the pandemic, research did not slow down but instead shifted to using other methodologies such as desktop reviews, medical chart reviews, virtual data collection, and some continued local data or sample collection. The RME team was unable to travel but participated in virtual meetings, workshops, and conferences.



Qanuippitaa? National Inuit Health Survey (Qanuippitaa?)

The Qanuippitaa? National Inuit Health Survey (Qanuippitaa?) is an ongoing Inuit-owned and Inuit-determined survey of Inuit health that will be conducted every five years. Qanuippitaa? will provide an overall picture of the health and wellbeing of Inuit in all regions – what is going well and what areas need to be improved. The goal of the survey is to provide high quality, Inuit-determined and Inuit-owned data to monitor change, identify gaps, and inform decision-making, leading to improved health and wellness among Inuit in Canada. The Nunavut-specific component is being developed in partnership with key stakeholders in Nunavut and is led by a steering committee composed of representatives from Government of Nunavut Department of Health (GN Health) and

NTI. NTI has 3 positions filled to support Qanuippitaa? and will be hiring 5 more in the upcoming year.

The design and implementation of the Qanuippitaa?, along with the analysis, dissemination, and use of its results are intended to contribute to short and long-term changes that ultimately improve the health and wellbeing of Inuit over time.

The four-step process for Qanuippitaa? includes:

1. Logistics Needs Assessment: Community assessment of human and physical resources, including community outreach;
2. Training: Identification of survey interviewers and potential participants, along with community capacity building;
3. Qanuippitaa? Survey: Conduction of the survey, including data collection and community engagement; and
4. Results: The findings of the survey will be examined, and actionable results will be shared with communities to inform decision-making policies, programs, and services.

Participatory Research

RME conducted a Research Capacity Needs Assessment at NTI and with interested Regional Inuit Associations (RIAs), resulting in a National Inuit Strategy on Research (NISR). RME co-developed a proposal to Canadian Institutes for Health Research to build capacity, to implement NISR activities, and to initiate the co-development of an Inuit Research Network. Nunavut allocation will fund 4 research positions and a community tour to engage key research stakeholders to discuss priorities, protocols and policies, ethics, training, methodology, self-determination, and more. With funding from Polar Knowledge, work was done to better understand the Nunavut research landscape and to establish a baseline of Inuit participation in various research-related processes.

Advancing Inuit Decision-Making in Circumpolar Research?

This fiscal, RME participated in various funding programs and research application reviews to advance Inuit self-determination in research. This included involvement in research proposal reviews for the Northern Contaminants Program, Polar Knowledge Canada, the Canadian-Inuit Nunangat-United Kingdom (CINUK) Research Programme, and for ArcticNet (Core and Inuit Qaujisarnirmut Piliirijjutit). Additionally, NTI reviewed a number of research applications for social sciences, health, and physical sciences for the Nunavut Research Institute.

Through these channels, RME advocated for appropriate communication, the incorporation of Inuit knowledge, and ensuring that research is respectful to Inuit rights and values. RME also sought to advance Inuit priorities in Nunavut-based research and to contribute to further capacity building for Inuit-led research.



Environmental Monitoring & Climate Change Research

A priority area for RME is advancing Inuit-led research and monitoring for environmental and climate change concerns.

To enhance marine monitoring, RME installed additional Automated Identification Systems (AIS) in Kimmirut and Clyde River and relocated and maintained the AIS in Iqaluit. There are also AIS located in Rankin Inlet and Chesterfield Inlet to track vessels in near real-time. The new AIS tracking system was tested, and a webpage was developed and is planned to be launched soon to make data accessible to the communities.

The RME team is also involved in trichinella surveillance, with a joint coordinator position created this fiscal with the Nunavut Research Institute to lead this work. Analysts in Iqaluit completed their

proficiency panels and conducted sample testing as required. Expanded testing is being explored by NTI and its surveillance partners in hopes of expanding testing capability throughout the territory.

With the help of a contractor, RME initiated work on a Nunavut Inuit Climate Change Strategy and hosted virtual training workshops to build capacity among NTI and RIA staff. A Climate Change Coordinator position was created to coordinate and lead RME efforts in this area.





Qikiqtani Inuit Association President's Report

Introduction

The 2021-2022 year brought enormous change and opportunity to the Qikiqtani Inuit Association (QIA). As we experienced the second full year of the COVID-19 pandemic, our staff and the Inuit in our region continued to show resourcefulness and resilience.

Change in Leadership

In August of 2021, we said farewell to the previous QIA President, P.J. Akeeagok. QIA thanks President Akeeagok for his service to Qikiqtani Inuit and his leadership during his time at QIA. I would also like to congratulate him on his new role as Premier of Nunavut and wish him much success. I was officially appointed President by our Board of Directors on September 6th. I'm excited to keep the organization on track and strengthening our bonds with Qikiqtani Communities. As per our by-laws, we were now short one member of the Executive Committee. I am pleased to announce that Mike Jaypoody was selected as a member-at-large.

It is not just the board of directors that has seen change over the past year. I'm pleased that our organization has continued to be a leader in Inuit hiring, especially at the top levels of its leadership. This winter and spring we welcomed three extremely capable Inuit women to our senior leadership team. Karen Flaherty joined us as Director of Strategic Communication in February; Virginia Mearns as Senior Director of Inuit Relations, and Adeline Salomonie as Director of Marine and Wildlife. They have already made a great impression on the organization, and we are pleased they are with us.

Continued Covid-19 Response

This year saw COVID-19 outbreaks in every Qikiqtani community including two separate outbreaks in Iqaluit and Kinngait. QIA ensured that communities were supported as outbreaks unfolded and as we received funding from Indigenous Services Canada. This included:

Emergency Vouchers for elders, providing bi-weekly \$250 grocery vouchers to help elders in all Qikiqtani Communities battle food insecurity

Food security initiative for affected communities, these were delivered in the form of grocery vouchers and food hampers to Inuit households as communities in the Qikiqtani communities experience outbreaks of COVID-19

Emergency support for Urban Inuit, QIA had distributed \$500 in Gift cards to Qikiqtani Inuit living outside of the Nunavut Settlement Area

COVID-19 Community Hunt Program, providing \$2000 in funding to Inuit hunters so they can provide country food to their community.

QIA understands that the effects of the COVID-19 pandemic are still impacting Inuit, and we are continuing to advocate for more support for our communities.

2021-2022 Scholarships

Since 2016, QIA has been pleased to award over 1.2 million dollars in annual in scholarships. Each year QIA distributed eighty (80) \$2,500 scholarships to post-secondary Qikiqtani Inuit students. We also award the \$5,000 John Amagoalik scholarship that honours a deserving student entering a field that promotes Inuit language and culture. This year's recipient was Keturah Doucet-Brown. We wish all students success in their post-secondary studies.

QTC Update

2011-2022 saw significant advances in several files for the Qikiqtani Truth Commission.

In November of 2021, Iqaluit welcomed dog teamers from across the region to the first ever Qimuksiitiit Regional Gathering. For three days, participants exchanged best practices, learned from sessions, and heard about experiences from dog teamers outside their home communities. Dog teamers across generations had this opportunity to meet for the first time and many new friendships were forged.

On December 2nd, we partnered with RCMP V Division to unveil a monument dedicated to Inuit Special Constables. This milestone marks the fulfillment of QTC Recommendation #3 to "... formally recognize the contributions of Inuit Special Constables and their families to the work of the RCMP in the region." From the early to mid-1900's Inuit Special Constables accompanied RCMP members, serving as translators and guides. Patrols involved travel by dog sled or boat and the Special Constables hunted to keep the officers fed and clothed.

In March of this year, after being cancelled two years in a row due to the COVID-19 pandemic, QIA and organizers announced that the Nunavut Quest would be happening in April. Mushers from across the region will be racing from Arctic Bay to Igloolik over an anticipated 7 days. This is a wonderful celebration of Inuit Culture and traditions. We can't wait to cheer on the racers!

Inuktitut Language Month

During February, QIA celebrated its 6th Inuktitut Language Month. As part of this month, we showcased Inuktitut books for early readers, gave away book packages across the region and held our annual song and poem contest. This year's winners were: First Place Winner, Saalia Pijamini, Second Place Winner, Judy Joanas, and Third Place Winner, Jocelyn Arreak. We congratulate all the winners on their hard work and dedication to their language.

Mary River Project Update

From November 1 – 6, 2021 QIA Participated in the final hearing for the Mary River Project Phase 2 Proposal. Over the course of the week, QIA heard from Inuit from the impacted communities on how they wanted to see this unprecedented proposal unfold. Last year I wrote about our position of non-support for the proposal citing many of the concerns

of Qikiqtani Inuit. In January, after nearly four years of feedback, hearings and meeting culminated in QIA submitting its final written report to the Nunavut Impact Review Board. We now await the federal minister's final decision on the project.

Conclusion

It was another exciting year for QIA. With the COVID-19 pandemic and communities slowing going back to normal, we hope to be able to continue programming and services that Qikiqtani Inuit expect from us. We will be more present in communities and more active in the lives of our constituents. I look forward to continuing the good work we do. Nakurmiik.





Kivalliq Inuit Association President's Report

I am pleased to provide a brief update of activities for the Kivalliq Inuit Association (KivIA) for the 2021-2022 year.

Much like last year, this has been a very busy year and we continue to recover from the pandemic. Although much of our work has attempted to shift back to normal, staffing and other disruptions continue to impact our activities. I am pleased to say our communities continue to take the pandemic seriously, and I was pleased that our team completed a vaccine incentive draw for an ATV and snowmobile for each community helping raise vaccination rates.

The return of travel has allowed for many important meetings to take place this year. Most recently I was pleased give the opening remarks at the Kivalliq Trade Show, the first in person trade show in Rankin Inlet in the last three years. It is important for our Kivalliq Business community to be supported as there are many important projects advancing in our region. The new airport in Rankin has broken ground as well as the new elder care facility. In Coral Harbour and Naujaat, Sakku Investments' subsidiary Kivalliq Alternative Energy (KAE) is supporting the preparation community energy plans to develop alternative energy projects to reduce the reliance on diesel fuel. The new cultural centre in Chesterfield Inlet is now open and providing programming to the community, and plans are in development for new centres in Naujaat and Whale Cove. In Arviat, Sakku's Innovative Building Solutions project has broken ground on a new 30,000 square foot modular housing factory that will see over 35 Inuit employees and 15 apprentices gaining important training and skills and helping advance made in Nunavut solutions to our housing crisis. These are a just a few of the important projects underway.

I was also pleased to see Federal, and Government of Nunavut Ministers begin to travel and return to our communities. I met with MP Lori Idlout several

times this year and she visited Rankin Inlet in August as well as several other communities. I also met with Federal Minister Hon. Joyce Murray in August as she announced funding under Canada's Oceans Protection Plan.

We welcomed our Dene leadership from Northern Manitoba to Rankin Inlet for a very important meeting. It was significant to meet in person and discuss shared priorities and challenges and discuss the Kivalliq Hydro-Fibre Link. We also had meetings with Northern Communities in Manitoba, met in Winnipeg with the Beverly Qamanirjuaq Caribou Management Board, and attended a tour in Churchill Manitoba visiting important cultural sites along the Hudson Bay Coast with archeologists and others who are developing youth engagement programs around these important sites.

I joined Inuit RIA presidents in an important panel at the Nunavut Mining Symposium and KivIA attended the PDAC symposium for the first time in the last two years. We also participated in continued important ITK/ Inuit Crown Partnership Committee meetings were held with the Federal Government.

Nukik Corporation, jointly formed by the KivIA and Sakku Investments continues to advance important planning work on the Kivalliq Hydro-Fibre Link (KHFL). Baseline studies focusing on aquatics, archaeology, wildlife, and permafrost and geomorphology continue to advance on the ground. Pre-engineering and the finalization of the project's business case are underway. This is allowing the project and its development partners to present to the Federal government the next steps required to move the project from development into the next stages. I am pleased to see the continued support from NTI including the approval of support through the Indigenous Community Infrastructure Fund. We continue to have strong support from the Federal Government and lead Minister Hon. Dan Vandal. I was pleased to attend the ICC General Assembly in Kujjuaq and it was a highlight to attend the

Arctic Circle Greenland Forum in Nuuk, a first time for me. We share a lot in common with our Arctic neighbours and have a lot to learn and work together on. I would also like to acknowledge the important trip NTI president Kotierk took to France to support victims of abuse.

In August we did a regional tour to all Kivalliq communities where we had public meetings as well as meeting with the HTO's and Hamlet Councils to discuss the Draft Nunavut Land Use Plan and well as the KHFL.

Meredith Pilkington has recently joined us as a new Chief Operating Officer, joining Charlene Williams-Kaludjak as Assistant Chief Executive Officer. Many important programs and services continue to be advanced by our Lands Department, Inuit Programs and Services Department and Planning and Implementation. A few of the important updates from these departments are provided below

Planning and Implementation

Staffing: The Department of Planning and Implementation saw a number of changes to our department during the year 2021-22.

The department spent a substantial amount of time, along with many others in the organization, working to provide benefits to Inuit under the various Covid-relief funds that we received throughout the 2021-22 fiscal year.

Article 26 IIBAs: In August of 2021, the GN allowed the Nunavut-based AEM employees back to sites. This restored employment income to the many families impacted by the pandemic. This also exposed many of the issues resulting from a long period of low employment numbers of Inuit at the sites. These include problems with retraining, upward mobility (loss of training momentum) and hostility towards the returning Inuit workforce from the interim southern employees at the camps. We are continuing to work to ensure that these issues

are resolved properly.

The Implementation Department took on a major role in providing support to the KIA IIBA Review and Renegotiation Team.

Article 8 & 9 IIBAs: The Department continues to implement our obligations under the Canadian Heritage Rivers IIBA. Plans were made to have emergency shelters built on the Kazan and Thelon and continue to work with the GN on the Heritage Rivers Celebration Day. We issued an Implementation Plan to the departments within KIA to execute culture camps, scholarships and grants, and Inuit opportunities fund and water monitoring. Due to COVID issues, there was much delay in the implementation of these activities.

Marine Protected Areas: The KIA entered into an agreement with DFO to manage the creation of marine protected areas in Southampton Island. As part of this agreement, the KIA negotiated funding to hire 3 new positions to manage MPA responsibilities:

- 1 in Rankin – full time
- 1 in Coral Harbour – part time
- 1 in Nauyasat – part time

As mentioned above, the Department is looking forward to continuing its work on several files that have been dormant since the beginning of the pandemic. We look forward to reporting in future meetings on:

- Ukkusiksalik IIBA
- Territorial Parks IIBA
- Migratory Birds Sanctuary IIBA
- National Historic Sites IIBA
- Dene Overlap File

All of these files were put on hold early in the 2021-22 fiscal year and have only recently begun to resurface.

Lands Department: The Department have been working mainly on Meliadine Project, Meadowbank Project, and Whale Tail Project.

Since November of 2021 the Lands Department have been in meetings with AEM regarding the amendment of the Meliadine Road Lease and the extension of the Meadowbank road Lease.

We are working in cooperation with our funding partners to address the impact from COVID 19 in the fieldwork component of the following agreement:

1. Polar Canada agreement scientific research, this project is ongoing and completion expected by 2024.
2. GEMS Program to incorporate geoscience data, knowledge and information into our System Infra Structure duration over two years.
3. Climate Change Canada water sampling and traditional Knowledge base line, expected to be by the end of 2022.
4. NTI funds for Water Data base development completion of these projects will be in 2022.
5. DFO fund for fish restoration program granted for over 3 years, expected to be at the end of 2022.

Draft Nunavut Land Use Plan:

- Several conference calls had been held with NTI, RIA's and experts to discuss about each of the sections of the Land Use Plan presented by NPC in 2021.
- The Lands Department continues to support work at the technical level including providing reports to NPC including detailed information on Mobile Protection Measures to protect and manage caribou.

Inuit Programs and Services

Many important programs advanced this year with support from Service Canada, KivIA and NTI.

Daycare Funding- Childcare/IELCC Funding/IELCC Emergency COVID: Operating funding/maintenance for 8 daycares in the Kivalliq Region under the IELCC and Childcare costs for a total of \$ 3.1 Million for 2021-22. Each daycare was also eligible for the IELCC Emergency COVID to help daycares with facility upgrades- Covid related and staff salaries for cleaning measures due to COVID-19 for \$1.6 Million.

Inuit Post-Secondary Education Funding: KivIA provided funding to approximately 177 students across Nunavut and Canada attending post-secondary institutions with a total funding allocation of \$ 4.8 Million due to large carry-over amounts.

Student Sponsorship Policy/Student Handbook: The new Student Sponsorship Program Policy/ Student Sponsorship handbook for students and the Employment & Training Coordinators to follow was approved by the board. The policy came into effect as of January 1, 2022, In addition to the new handbook, students will now receive allowance rates based on inflation, raised from 2012 to now.

Completion Bonuses for Post-Secondary Students: The completion bonus program was approved and came into effect. As of February 23, 2022, KIA has paid out a total of \$ 251,500.00 to students who completed post-secondary programs since April 2019 to now. This provides an incentive for students to graduate high school, college and or other recognized institutions for their hard efforts in completing their studies.

2022 Somebody's Daughter: This program ran from August 28th to September 06, 2022. It was held in Chesterfield Inlet for this year because of the newly opened Leonard Putulik Culture Center that is equipped for all different types of programs. KivIA have received funding from the Nunavut Tunngavik Incorporated and the Department of Canadian Heritage/Government of Canada for this important program.

2022 Kivalliq Art Camp: This program ran from July 20th to July 30th in Rankin Inlet. World known artist Andrew Qappik, talented artist from south and Kivalliq's own, Bernadette Dean and Becky Okatsiak all instructed the successful program.

2022 Somebody's Son: This program ran from May 29th to June 06th 2022 in Nauyasat where students were taught how to make sakkus & unaqs and taken down to the ice to hunt seal pups.

Kivalliq Inuit Program Funding: Through this program, beneficiaries ran community-based programs organized and operated by its community members. Approximately 18 programs throughout the Kivalliq region were completed (\$180,000).

Kivalliq Community Culture Initiative Program (KCCIP): The KCCIP program supported community-based initiatives that fostered and enhanced Inuit traditional skills and activities as well as promoting and/or maintaining the Inuit language. Approximately 10 programs throughout the Kivalliq Region were completed (\$50,000).

NHSP- (Nunavut Harvesters Support Program): For 2022-2023 (January to September 2022) NHSP funding totals to date are: Small Equipment (467 applicants)- \$ \$427,822.64, Safety Equipment (91 applicants)- \$113,746.19 Disaster Relief (15 applicants) \$ 83,205.64 and Community Hunt (1 applicant)- \$4,000.00

Education and Recreation Fund for Youth Activities:

The Education and Recreation Activities for Youth Fund was established under the terms and conditions of the Canadian Heritage Rivers Inuit Impact Benefits Agreement (IIBA) signed on July 9, 2019. With respect to the Kazan (Sarvaqtuuq) and the Thelon (Akillinik) Heritage Rivers, the KivIA provides grant contributions to individuals and groups that are working to build educational and recreational activities for youth.





Kitikmeot Inuit Association President's Report

Greetings from the Kitikmeot, there has not been too much activity since December 2021 when the Nunavut wide Covid-19 lockdown was in place, some of our programs were suspended until the community restrictions were completely lifted by the CPHO. The following is a brief update on what we have done.

During 2021-2022, KIA gradually continued to return to normal operations, although duty travel and community visits were still limited due to travel restrictions. We worked closely with program partners, funders, and communities to develop and implement programming that followed emerging and shifting COVID-19 guidelines. Despite the obstacles, KitIA managed to do lots of good work through teleconference calls, zoom meetings, and the occasional face-to-face meeting when it was necessary and safe to do so. Despite the restrictions on our normal activities, KitIA made great strides in several areas, and I am pleased to tell you about some of our key accomplishments.

KitIA received additional dollars from NTI during the 2020/21 fiscal year for COVID-related programs which we extended into 2021/22 for the following:

- An expanded Elders Supplement Program (to those who are 55 years old and over from those who were born in 1960 or earlier);
- A one-time supplement for those between the ages of 16 and 54 years.
- A contribution of \$10,000 to each of the Christmas Hamper/Food Bank programs in the five Kitikmeot communities.
- A contribution of \$25,000 to each of the HTO's in the Kitikmeot Region for community harvests.
- A contribution of \$280,000 to our Nunavut Sivummut Program, which provided a budget of \$50,000 for each community within the Region and \$30,000 for beneficiaries outside of the Region.

We continue to work with NTI, the other RIA's and ITK on infrastructure priorities and the Inuit Housing Program. Discussions have been focused on how programs should look like and how allocations of funding from the Inuit Crown Partnership Committee will be decided. Working group members from KitlA supported a distinction-based model for this funding which would see the funding go directly to Inuit groups as grants rather than using a hybrid model which would see each Region having to apply for the funding from a central agency. It is KitlA's view, the hybrid model would just create another level of bureaucracy and may create delays in decision making. This would not be the case for the distinction-based system. We will continue to represent KitlA on all teleconferences and any in-person meetings that may be organized to deal with these issues.

Recent resource development in the Kitikmeot Region has been limited to one active mine (Agnico Eagle's Hope Bay Project) and one advanced exploration project (Sabina's Back River Project). With respect to the Hope Bay Project, in 2021-2022, planned activities for the Madrid deposit were suspended to allow for additional studies. With respect to the Back River Project, Sabina conducted exploration, initial construction, and environmental monitoring and baseline program activities during the period. Also, as part of our lands and environment responsibilities, KitlA professionally reviews all annual reports to the NIRB and NWB for both projects and provides recommendations to these Institutions of Public Government. To ensure that Inuit Owned Lands continue to be managed in an environmentally appropriate manner, KitlA inspects each regional resource project on a regular basis.

In 2021-2022, the pandemic continued to have a significant impact on regional business development, particularly travel-sensitive sectors such as tourism. On a positive note, during the year KitlA assumed

delivery of CanNor's Entrepreneurial and Business Development program in the Kitikmeot Region. This federally funded program builds upon our regular, long-standing NTI-funded business programs. At this point, KitlA makes recommendations to CanNor on approvals or denials, based on the agency's criteria. However, as we move forward with this partnership, KitlA is hopeful that our arrangement with CanNor will be modified to allow the decisions to be directly made by KitlA in the future. The current arrangement with CanNor will also see us place a new Business Development Officer position in the eastern Kitikmeot soon, allowing the current position, based out of Cambridge Bay, to focus on Kugluktuk and Cambridge Bay.

The COVID pandemic also delayed our negotiations with Parks Canada to complete the Wrecks of Erebus & Terror IIBA. Completing this IIBA will allow for the negotiated benefits to flow to all Inuit in the Kitikmeot Region. To date, benefits have been directed to the Nattilik Heritage Society (NHS) in Gjoa Haven, but these benefits have been coming from Parks Canada's operational dollars – dollars that would have been used to operate a visitor centre within the community had the IIBA not been delayed. We are pleased to see the NHS involved and this is assisting in bringing much needed capacity to the society, and to the community.

Our Career Services Team continued to expand its employment and training services during 2021-2022. Despite the challenges caused by the pandemic, we continued to offer client services, training opportunities, financial support to students, as well as helped deliver early learning and childcare programs. Our Career Service Team participates in the Kitikmeot Stakeholders Working Group, which has been a valuable means for information sharing, identifying training needed in the Region, and developing partnerships. Members of the working group are Nunavut Arctic College, KitlA, ISETP, Department of Family Services, Department

of Economic Development and Transportation, Polar Knowledge Canada, Agnico Eagle Mines, Sabina Gold and Silver Corp, and Service Canada. This membership provides an extensive range of knowledge regarding the current labour market in the Kitikmeot Region.

As noted in our last year's report, KitlA's involvement in the Grays Bay Road and Port project underwent a significant change, as KitlA formally took over full responsibility for the project from our subsidiary Nunavut Resources Corporation, which had led the project since its inception. Given the transformative nature of the Grays Bay Road and Port Project, it is crucial that this project be executed in a way that fully aligns with KitlA's strategic vision and meets the interests and expectation of our membership. During 2021-2022, the KIA Board of Directors made important decisions to continue KitlA's role in championing this project.

KitlA plays a very important regional role in social and cultural development program delivery. In addition to core funding provided for this programming by NTI, we have secured significant 3rd party funding from various funding agencies, including government, to deliver the services and programs that support the maintenance and recovery of Inuit language and culture in our region. Increasing, we are exploring options for multi-year funding instead of having to re-apply annually for much of this 3rd party funding. This will allow our staff to focus on program delivery rather than dealing with continuous fund raising and administration matters.

Despite the success outlined above, in many ways, the past year has also been challenging with struggles coming from all directions. We must continue to support each other throughout these struggles and find strength and determination to make our communities healthy and happy places to live.

Koana,

Stanley Anablak
President, Kitikmeot Inuit Association



Financial Statements

March 31, 2022



INDEPENDENT AUDITORS' REPORT

To the Board of Directors of the Nunavut Tunngavik Incorporated

Opinion

We have audited the financial statements of the Nunavut Tunngavik Incorporated (the corporation), which comprise the statement of financial position as at March 31, 2022, and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the corporation as at March 31, 2022 and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for notforprofit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the corporation in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Management is responsible for the other information. The other information comprises the information included in the Annual Report, but does not include the financial statements and our auditors' report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for notforprofit organizations, and for such internal control as management determines is necessary to enable the preparation of the financial statements that are free of material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the corporation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the corporation or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the corporation's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due

to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the corporation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the corporation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the corporation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.



Iqaluit, Nunavut
August 31, 2022

Chartered Professional
Accountants

Lester Landau Accounting
Professional Corp.

NUNAVUT TUNNGAVIK INCORPORATED
STATEMENT OF FINANCIAL POSITION
 AS AT MARCH 31, 2022

	<u>2022</u>	<u>2021</u>
<u>ASSETS</u>		
CURRENT ASSETS		
Cash in bank	\$ 73,211,228	\$ 100,978,720
Marketable securities (Note 3)	243,115,881	176,168,110
Accounts receivable (Note 4)	15,669,847	14,627,976
Due from related organizations (Note 5)	10,988,753	678,689
Deposits and prepaid expenses	<u>324,498</u>	<u>562,564</u>
	343,310,207	293,016,059
CONTROLLED		
NOT-FOR-PROFIT ORGANIZATIONS (Note 7)	10	10
LEASEHOLDS AND EQUIPMENT (Note 8)	<u>2,199,316</u>	<u>2,836,304</u>
	<u>\$ 345,509,533</u>	<u>\$ 295,852,373</u>
<u>LIABILITIES AND NET ASSETS</u>		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities (Note 9)	\$ 5,593,547	\$ 3,488,152
Deferred revenue (Note 10)	105,336,177	73,187,914
Due to related organizations (Note 5)	<u>17,438,472</u>	<u>18,510,616</u>
	128,368,196	95,186,682
NET ASSETS		
Invested in property and equipment	2,142,530	2,757,463
NHSP reserve	30,589,587	32,246,520
Resource revenue trust reserve	13,060,566	10,253,560
Operations reserve	36,700,041	35,361,557
Settlement and development fund	56,696,479	59,722,410
Surplus	<u>77,952,134</u>	<u>60,324,181</u>
	217,141,337	200,665,691
	<u>\$ 345,509,533</u>	<u>\$ 295,852,373</u>

NUNAVUT TUNNGAVIK INCORPORATED
STATEMENT OF OPERATIONS
 FOR THE YEAR ENDED MARCH 31, 2022

	<u>2022</u>	<u>2021</u>
REVENUES		
Distribution from Nunavut Trust	\$ 74,996,642	\$ 65,791,778
Less contributions to:		
Regional Inuit Associations	35,414,635	33,531,803
Bereavement Travel Program	1,308,298	564,341
Inuit Heritage Trust Incorporated	<u>2,060,916</u>	<u>2,060,900</u>
	<u>38,783,849</u>	<u>36,157,044</u>
Funds available for NTI	<u>36,212,793</u>	<u>29,634,734</u>
Mineral resource income	19,805,996	19,780,827
Less distributions to:		
Regional Mineral Resources (Note 17)	(7,320,104)	0
Nunavut Inuit Resource Revenue Trust	<u>(11,444,721)</u>	<u>(18,680,827)</u>
Net mineral exploration income	<u>1,041,171</u>	<u>1,100,000</u>
Other revenue		
Investment (loss) income (Note 12)	(6,047,163)	930,909
Investment (loss) income on development fund	(2,694,190)	1,176,753
Resource Revenue Trust	3,338,285	11,535,383
Nunavut Harvesters Support Program	(516,093)	33,255,757
Other income	12,627,827	12,978,308
CIRNAC funded projects (Schedule 1)	64,193,211	54,222,852
Health Canada funded projects (Schedule 2)	5,538,820	5,786,717
IIBA National Wildlife Areas (Schedule 3)	674,920	644,167
Inuit Tapiriit Kanatami (Schedule 4)	1,935,245	1,582,432
Other projects (Schedule 5)	<u>3,061,433</u>	<u>851,083</u>
Total other revenue	<u>82,112,295</u>	<u>122,964,361</u>
	<u>119,366,259</u>	<u>153,699,095</u>
EXPENSES		
Depreciation	624,450	686,024
Elections	0	426,931
Honoraria	317,052	94,587
Interest and bank charges	50,241	30,820
General and administration	2,045,877	2,062,317
Other contributions	1,013,042	858,775
Professional and consulting fees	2,711,439	2,511,137
Managed account fees	254,314	43,420
Salaries and employee benefits	14,544,734	13,969,917
Development Fund	331,742	0
Resource Revenue Trust	531,280	1,281,823
Nunavut Harvesters Support Program	1,140,840	1,009,238
Travel	1,145,971	501,526
CIRNAC funded projects (Schedule 1)	64,193,211	54,222,852
Health Canada funded projects (Schedule 2)	5,538,820	5,786,717
IIBA - National Wildlife Areas (Schedule 3)	674,920	644,167
Inuit Tapiriit Kanatami (Schedule 4)	1,935,245	1,582,432
Other projects (Schedule 5)	<u>3,200,361</u>	<u>1,459,810</u>
	<u>102,890,613</u>	<u>89,785,345</u>
EXCESS REVENUES	<u>\$ 16,475,646</u>	<u>\$ 63,913,750</u>

NUNAVUT TUNNGAVIK INCORPORATED
STATEMENT OF CHANGES IN NET ASSETS
 FOR THE YEAR ENDED MARCH 31, 2022

	Unrestricted Fund	Invested in Leaseholds and Equipment	Settlement and Development Fund	Resource Trust Reserve	NHSP Reserve	Operations Reserve	Total 2022	Total 2021
BALANCE, OPENING	\$ 60,324,181	\$ 2,757,463	\$ 59,722,410	\$ 10,253,560	\$ 32,246,520	\$ 35,361,557	\$ 200,665,691	\$ 136,751,941
Excess revenues	16,475,646	0	0	0	0	0	16,475,646	63,913,750
Depreciation	654,209	(654,209)	0	0	0	0	0	0
Purchase of leaseholds and equipment	(17,220)	17,220	0	0	0	0	0	0
Amortization of deferred capital contributions	(22,056)	22,056	0	0	0	0	0	0
Transfer to reserve	(6,119,256)	0	0	2,807,006	0	3,312,250	0	0
Transfer from reserve	6,656,630	0	(3,025,931)	0	(1,656,933)	(1,973,766)	0	0
BALANCE, CLOSING	\$ 77,952,134	\$ 2,142,530	\$ 56,696,479	\$ 13,060,566	\$ 30,589,587	\$ 36,700,041	\$ 217,141,337	\$ 200,665,691

NUNAVUT TUNNGAVIK INCORPORATED
STATEMENT OF CASH FLOWS
 FOR THE YEAR ENDED MARCH 31, 2022

	<u>2022</u>	<u>2021</u>
OPERATING ACTIVITIES		
Excess revenues	\$ 16,475,646	\$ 63,913,750
Items not requiring (providing) cash:		
Depreciation	654,209	727,967
Unrealized (gain) loss on marketable securities	7,600,227	(206,461)
Amortization of deferred capital contributions	<u>(22,056)</u>	<u>(30,939)</u>
	24,708,026	64,404,317
Cash provided by (used for) changes in non-cash working capital:		
Accounts receivable	(1,041,871)	1,810,997
Due from related organizations	(10,310,064)	17,497,121
Deposits and prepaid expenses	238,066	(59,226)
Accounts payable and accrued liabilities	2,105,395	2,058,579
Due to related organizations	(1,072,144)	6,146,060
Deferred revenue	<u>32,170,318</u>	<u>46,788,409</u>
	<u>46,797,726</u>	<u>138,646,257</u>
INVESTING ACTIVITIES		
Acquisition of leaseholds and equipment	(17,220)	(287,248)
Decrease (Increase) in marketable securities	<u>(74,547,998)</u>	<u>(91,502,386)</u>
	<u>(74,565,218)</u>	<u>(91,789,634)</u>
INCREASE (DECREASE) IN CASH	(27,767,492)	46,856,623
CASH, OPENING	<u>100,978,720</u>	<u>54,122,097</u>
CASH, CLOSING	<u>\$ 73,211,228</u>	<u>\$ 100,978,720</u>

NUNAVUT TUNNGAVIK INCORPORATED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED MARCH 31, 2022

1. PURPOSE AND NATURE OF THE ORGANIZATION

General

Nunavut Tunngavik Incorporated ("NTI") was incorporated April 3, 1990 under Part II of the *Canada Corporations Act* as a not-for-profit organization and was continued April 23, 2014 under the *Canada Not-for-profit Corporations Act*. The objectives of the corporation are to constitute an open and accountable forum, organized to represent Inuit of all the regions and communities of Nunavut in a fair and democratic way, that will safeguard, administer and advance the rights and benefits that belong to the Inuit of Nunavut as an aboriginal people, so as to promote their economic, social and cultural well-being through succeeding generations.

The corporation is exempt from income tax under Sec. 149(1)(c) of the *Income Tax Act*.

Nature of Operations

The corporation is a designated beneficiary of the Nunavut Trust ("the Trust"). The Trust was created on April 23, 1990 to manage, on behalf of the beneficiaries, capital transfers paid to the Inuit of Nunavut pursuant to the Nunavut Agreement with the Government of Canada.

Pursuant to the deed of trust, the net income of the Trust as defined by the Trust Deed is to be distributed to the beneficiaries. Only net income is distributed to the beneficiaries in order to keep the capital of the Trust intact. As such, the corporation is economically dependent on income distributions and capital loans from the Trust for its continuing operations.

2. SIGNIFICANT ACCOUNTING POLICIES

The accounting policies followed by the corporation are in accordance with Canadian accounting standards for not-for-profit organizations, on a going-concern basis, and include the following significant accounting policies:

(a) Use of Estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the year. Significant items subject to such estimates and assumptions include the valuation of accounts receivable, marketable securities and the estimated useful life of leaseholds and equipment. Actual results could differ from those estimates.

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

(b) Revenue Recognition

Distributions of income from the Trust are recognized when declared as a payable by the Trust. Revenues from mineral exploration agreements are recognized over the term of the agreement.

The corporation follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Restricted contributions received in advance of the related expenses are recorded as deferred revenue on the statement of financial position. Unrestricted contributions are recognized as revenue in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Investment income, which includes interest income, dividends and realized capital gains and unrealized gains are recognized as earned.

Donations are recorded when received or receivable, if collection is virtually certain. Contributions in kind are recorded at their estimated fair value at the date of contribution, where the value can be reasonably estimated and the materials and services are used in the normal course of the corporation's operations and would otherwise have been purchased.

(c) Allocation of Expenditures

Direct expenditures which are wholly attributable to a specific program are charged directly to the appropriate program. In circumstances where expenditures are not wholly attributable to a specific program, these expenditures are allocated amongst the programs based on management's estimates of the time, effort and resources required to support these activities.

(d) Controlled Not-for-profit Organizations

The corporation accounts for its controlled not-for-profit organizations using the cost method with additional disclosure of summary financial statements.

(e) Leaseholds And Equipment

Leaseholds and equipment are recorded at cost. Depreciation is provided annually at rates calculated to write-off the assets over their estimated useful lives as follows:

Automobiles	30% declining balance
Computer equipment	30% declining balance
Furniture and equipment	20% declining balance
Artwork	Not depreciated
Leasehold improvements	Straight-line over the term of the lease
Marine monitoring equipment	30% declining balance

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

(f) Financial Instruments

The corporation initially measures its financial assets and financial liabilities at fair value adjusted by, in the case of a financial instrument that will not be measured subsequently at fair value, the amount of transaction costs directly attributable to the instrument.

The corporation subsequently measures all its financial assets and financial liabilities at amortized cost, except for derivatives and equity securities quoted in an active market, which are subsequently measured at fair value.

Financial assets measured at amortized cost include cash, accounts receivable, amounts due from related organizations and investments. Financial liabilities measured at amortized cost include accounts payable and accrued liabilities and amounts due to related organizations.

Marketable securities are reported at fair value using year end quoted market prices.

Financial assets subsequently measured at amortized cost are tested for impairment when there are indicators of possible impairment. When a significant adverse change has occurred during the period in the expected timing or amount of future cash flows from the financial asset or group of assets, a write-down is recognized in excess revenues (expenses). The write-down reflects the difference between the carrying amount and the higher of:

- (a) the present value of the cash flows expected to be generated by the asset or group of assets;
- (b) the amount that could be realized by selling the asset or group of assets;
- (c) the net realizable value of any collateral held to secure repayment of the asset or group of assets.

When events occurring after the impairment confirm that a reversal is necessary, the reversal is recognized in excess revenues (expenses) up to the amount of the previously recognized impairment.

(g) Reserves

Reserves are established at the direction of the Board of Directors to set aside funds for future expenditures. Transfers to and/or from reserves are reflected as an adjustment to the respective fund and not as revenue or expenditures in the statement of operations. A development fund reserve has been created to accumulate settlement funds received for development programs and activities. The NHSP Reserve has been created to accumulate net revenues from Nunavut Harvesters Support Program related activities. The Resource Revenue Trust Reserve has been created to accumulate revenues allocated from the Nunavut Inuit Resource Revenue Trust to be used for development of programs and activities. The Operations Reserve has been created to accumulate operating surpluses to be the main funding source of NTI's and the RIAs' core operations annual funding, and reduce the requests to the Nunavut Trust for advances or short term loans.

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

(h) Pension Expenditures

Contributions for current and past service pension benefits are recorded as expenditures in the year in which they become due.

3. MARKETABLE SECURITIES

Marketable securities consist of the following:

	Cost <u>2022</u>	Market <u>2022</u>	Cost <u>2021</u>	Market <u>2021</u>
Bonds	\$ 181,405,643	\$ 173,707,630	\$ 50,103,877	\$ 50,657,961
Money market funds	3,703,432	3,703,432	108,397,934	109,176,208
Stocks	<u>69,794,333</u>	<u>65,704,819</u>	<u>14,501,378</u>	<u>16,933,941</u>
	<u>\$ 254,903,408</u>	<u>\$ 243,115,881</u>	<u>\$ 173,003,189</u>	<u>\$ 176,768,110</u>

The corporation manages its market risk through an independent investment manager with oversight from the Board of Directors. The values of the bonds are subject to changes in market interest rates. The values of the stocks are subject to market value changes.

	Cost <u>2022</u>	Market <u>2022</u>	Cost <u>2021</u>	Market <u>2021</u>
Development	\$ 45,653,364	\$ 43,726,053	\$ 58,842,447	\$ 59,530,201
CWS IIBA	3,703,705	3,703,705	3,686,093	3,665,649
Resource revenue	13,745,596	13,068,177	10,255,463	10,264,083
NHSP	32,198,843	30,616,820	29,028,513	31,517,503
Unrestricted	<u>159,601,900</u>	<u>152,001,126</u>	<u>71,190,673</u>	<u>71,190,674</u>
Total	<u>\$ 254,903,408</u>	<u>\$ 243,115,881</u>	<u>\$ 173,003,189</u>	<u>\$ 176,168,110</u>

Included in the marketable securities are funds under the development fund reserve (Development), Canadian Wildlife Services Inuit Impact Benefit Agreement (CWS IIBA), the resource revenue trust reserve (Resource revenue) and from the Nunavut Harvesters Support Program reserve. These funds are restricted for use to their intended purposes.

4. ACCOUNTS RECEIVABLE

	<u>2022</u>	<u>2021</u>
Trade	\$ 9,940,082	\$ 12,662,347
Contributions	5,628,329	1,970,196
Advances	<u>101,436</u>	<u>(4,567)</u>
	<u>\$ 15,669,847</u>	<u>\$ 14,627,976</u>

Included in the accounts receivable contributions balance is \$928,439 (2021 - \$849,201 from the Government of Canada (the Government) under the IIBA - National Wildlife Areas and Migratory Bird Sanctuaries funded project. The corporation has entered into an agreement with the Government whereby the Government will provide maximum funding of \$966,221 during the period April 1, 2021 to March 31, 2022 (2021 - \$891,427). The account receivable is established based on the funding schedule in the agreement. Unexpended funding is included in deferred revenue (Note 10).

5. DUE FROM AND TO RELATED ORGANIZATIONS

Amounts due from and to related organizations are unsecured, non-interest bearing and have no specific terms of repayment, except where noted.

	<u>2022</u>	<u>2021</u>
Amounts due from related organizations:		
Kivalliq Inuit Association	\$ 502,032	\$ 0
Makigiaqta Inuit Training Corporation	0	438,177
Nukik Corporation	5,000,000	0
Nunavut Elders Benefit Plan	0	200,000
Nunavut Tunngavik Foundation	63,085	40,512
Nunavut Trust (Note 6)	<u>5,423,636</u>	<u>0</u>
	<u>\$ 10,988,753</u>	<u>\$ 678,689</u>

The \$5,000,000 loan to Nukik Corporation is non-interest bearing and is repayable as follows:

- 50% of the principal on or before June 30, 2023
- 25% of the principal on or before June 30, 2024
- 25% of the principal on or before June 30, 2025

5. DUE FROM AND TO RELATED ORGANIZATIONS (continued)

Amounts due to related organizations:

Kitikmeot Inuit Association	\$ 1,437,672	\$ 1,248,128
Kivalliq Inuit Association	2,418,226	1,494,612
Qikiqtani Inuit Association	1,666,682	2,099,425
Nunasi Corporation	246,750	0
NTI Economic and Social Initiatives Inc.	221,321	155,921
Makigiaqta Inuit Training Corporation	0	130,839
Nunavut Trust (Note 6)	0	1,200,864
Inuit Heritage Trust	3,100	0
Nunavut Inuit Resource Revenue Trust	<u>11,444,721</u>	<u>12,180,827</u>
	<u>\$ 17,438,472</u>	<u>\$ 18,510,616</u>

6. DUE FROM (TO) NUNAVUT TRUST

As a beneficiary of the Nunavut Trust, annually a portion of the income is allocated to the corporation. During the year, the Nunavut Trust advances the corporation cash based on the expected income for the year of the Trust. As the advances are only estimates a receivable/payable is created from or to the Nunavut Trust.

	<u>2022</u>	<u>2021</u>
Opening Balance	\$ <u>(1,200,864)</u>	\$ <u>17,843,858</u>
Add: Income allocated from Nunavut Trust	74,996,642	65,791,778
Less: Advances received from Nunavut Trust	<u>68,372,142</u>	<u>84,836,500</u>
Excess income allocated over advances	<u>6,624,500</u>	<u>(19,044,722)</u>
Ending balance	<u>\$ 5,423,636</u>	<u>\$ (1,200,864)</u>

The ending balance represents an amount receivable from (payable to) Nunavut Trust and has been recorded as amounts due (to) from related organizations (Note 5).

7. CONTROLLED NOT-FOR-PROFIT ORGANIZATIONS

Nunavut Social Development Council

Nunavut Social Development Council is an inactive not-for-profit organization controlled by Nunavut Tunngavik Incorporated. Nunavut Social Development Council was created to assist Inuit to define and promote their social and cultural development goals and objectives as described in an agreement dated May 25, 1993 between the Inuit of the Nunavut Settlement Area and Her Majesty the Queen in Right of Canada. In 2003, the operations of the Council were transferred to Nunavut Tunngavik Incorporated. The Council is exempt from income tax under Sec. 149 (1)(c) of the *Income tax Act (Canada)*

Nunavut Harvesters Support Program Incorporated

Nunavut Harvesters Support Program Inc is a not-for-profit organization incorporated under Part II of the *Canada Corporations Act* and continued under the *Canada Not-for-profit Corporations Act*, and is a registered charity under the *Income Tax Act*. The corporation is exempt from income tax under Sec. 149(1)(c) of the *Income Tax Act*. As a not-for-profit corporation, no distributions are to be made to the members. The purpose of Nunavut Harvesters Support Program Incorporated is to provide relief of poverty amongst the Inuit of Nunavut and to preserve and advance Inuit harvesting culture, heritage and traditional ways of life. Condensed financial statements of Nunavut Harvesters Support Program Incorporated are set out as follows:

	<u>Dec. 31, 2021</u>	<u>Dec. 31, 2020</u>
Financial Position		
Total assets	\$ <u>0</u>	\$ <u>0</u>
Net assets	<u>0</u>	<u>0</u>
	\$ <u>0</u>	\$ <u>0</u>
Operations		
Total revenues	\$ 0	\$ 491,021
Total expenses	<u>0</u>	<u>31,766,297</u>
Excess revenue	\$ <u>0</u>	\$ <u>(31,275,276)</u>
Cash Flows		
Operating activities	\$ 0	\$ (31,296,715)
Investing activities	<u>0</u>	<u>26,781,809</u>
Increase (decrease) in cash	\$ <u>0</u>	\$ <u>(4,514,906)</u>

Nunavut Harvesters Support Program Incorporated was dissolved on November 2, 2021 with the operations of the company being undertaken by the corporation. In the prior year, \$31,592,226 was donated from Nunavut Harvesters Support Program Incorporated to the corporation to facilitate the transfer of future programs.

7. CONTROLLED NOT-FOR-PROFIT ORGANIZATIONS (continued)

Makigiaqta Inuit Training Corporation

Nunavut Tunngavik Incorporated is the sole member of Makigiaqta Inuit Training Corporation, a not-for-profit organization incorporated under the *Canada Not-for-profit Corporations Act*. The corporation is exempt from income tax under Sec. 149(1)(c) of the *Income Tax Act*. As a not-for-profit corporation, no distributions are to be made to the members. The purpose of Makigiaqta Inuit Training Corporation is to hold and manage moneys allocated by Nunavut Tunngavik Incorporated pursuant to a claims settlement with the Government of Canada and to provide funding and other support for training and initiatives to provide skills and qualifications to enhance the preparedness of Nunavut Inuit for Government and other employment. The Board of Directors of Makigiaqta Inuit Training Corporation have yet to formally approve the financial statements, as such condensed draft financial statements of Makigiaqta Inuit Training Corporation, are set out as follows:

	<u>2022</u>	<u>2021</u>
Financial Position		
Total assets	\$ 192,753,326	\$ 187,681,854
Total liabilities	\$ 1,258,924	\$ 3,028,109
Net assets	<u>191,494,402</u>	<u>184,653,745</u>
	<u>\$ 192,753,326</u>	<u>\$ 187,681,854</u>
Operations		
Total revenues	\$ 11,867,801	\$ 39,786,560
Total expenses	<u>5,027,144</u>	<u>3,208,774</u>
Excess revenue (expenses)	<u>\$ 6,840,657</u>	<u>\$ 36,577,786</u>
Cash Flows		
Operating activities	\$ 12,237,690	\$ 6,704,128
Investing activities	<u>(19,004,310)</u>	<u>(10,422,501)</u>
Decrease in cash	<u>\$ (6,766,620)</u>	<u>\$ (3,718,373)</u>

7. CONTROLLED NOT-FOR-PROFIT ORGANIZATIONS (continued)

Nunavut Inuit Resource Revenue Trust

Nunavut Tunngavik Incorporated is the sole member of Nunavut Inuit Resource Revenue Trust. The Trust is a taxable entity under the *Income Tax Act (Canada)*. The purpose of Nunavut Inuit Resource Revenue Trust is administering and investing revenue received from mineral and exploration agreements, and oil and gas revenues, generated on the Crown lands of Nunavut. Its mandate is to provide revenues for the benefit of Nunavut Tunngavik Incorporated and the Regional Inuit Associations in order to support the continuation of existing, and propagation of new, Inuit supportive programs. Condensed financial statements of Nunavut Inuit Resource Revenue Trust are set out as follows:

	<u>Dec. 31, 2021</u>	<u>Dec. 31, 2020</u>
Financial Position		
Total assets	\$ 87,566,314	\$ 73,869,346
Total liabilities	\$ 9,394,361	\$ 14,135,604
Fund balances	<u>78,171,953</u>	<u>59,733,742</u>
	<u>\$ 87,566,314</u>	<u>\$ 73,869,346</u>
Operations		
Total revenues	\$ 28,272,126	\$ 33,005,321
Total expenses	453,555	311,359
Total distributions	<u>9,380,360</u>	<u>14,123,104</u>
Excess revenue	<u>\$ 18,438,211</u>	<u>\$ 18,570,858</u>
Cash Flows		
Operating activities	\$ 9,599,043	\$ 26,406,075
Investing activities	<u>(14,465,286)</u>	<u>(20,995,653)</u>
Increase (decrease) in cash	<u>\$ (4,866,243)</u>	<u>\$ 5,410,422</u>

7. CONTROLLED NOT-FOR-PROFIT ORGANIZATIONS (continued)

NTI Economic and Social Initiatives Inc.

	<u>2022</u>	<u>2021</u>
Advances	\$ 10	\$ 10

Nunavut Tunngavik Incorporated is also the sole member of NTI Economic and Social Initiatives Inc., a not-for-profit organization incorporated under Part II of the *Canada Corporations Act* and continued under the *Canada Not-for-profit Corporations Act*. The corporation is exempt from income tax under Sec. 149(1)(c) of the *Income Tax Act*. As a not-for-profit corporation, no distributions are to be made to the members. The purpose of NTI Economic and Social Initiatives Inc. is to hold the common shares of Atuqtuarvik Corporation, a lending agency whose goal is to develop self-reliant, viable Inuit-owned businesses. The assets of Atuqtuarvik Corporation are restricted for that use. Condensed financial statements of Atuqtuarvik Corporation are set out as follows:

	<u>2022</u>	<u>2021</u>
Financial Position		
Total assets	\$ 72,333,270	\$ 72,544,514
Total liabilities	\$ 528,944	\$ 569,044
Fund balance	<u>71,804,326</u>	<u>71,975,470</u>
	<u>\$ 72,333,270</u>	<u>\$ 72,544,514</u>
Operations		
Total revenues	\$ 2,555,849	\$ 2,663,611
Total expenses	<u>2,661,593</u>	<u>2,445,266</u>
Net income	<u>\$ (105,744)</u>	<u>\$ 218,345</u>
Cash Flows		
Operating activities	\$ (80,861)	\$ 544,942
Financing activities	(65,400)	(101,400)
Investing activities	<u>2,489,262</u>	<u>5,491,852</u>
Increase in cash	<u>\$ 2,343,001</u>	<u>\$ 5,935,394</u>

7. CONTROLLED NOT-FOR-PROFIT ORGANIZATIONS (continued)

Nunavut Tunngavik Foundation

Nunavut Tunngavik Incorporated is the sole member of Nunavut Tunngavik Foundation. The Foundation is a registered charity and is exempt from income tax under Sec. 149(f) of the *Income Tax Act (Canada)*. The Foundation was funded through the Designated Amount Fund established under the Indian Residential Schools Settlement Agreement. The purpose of Nunavut Tunngavik Foundation is to provide educational programs based on the Administration Plan agreed upon between Canada and the Inuvialuit Education Foundation. Condensed financial statements of Nunavut Tunngavik Foundation are set out as follows:

	<u>Dec. 31, 2021</u>	<u>Dec. 31, 2020</u>
Financial Position		
Total assets	\$ <u>5,102,150</u>	\$ <u>6,272,630</u>
Total liabilities	\$ 52,453	\$ 15,449
Net assets	<u>5,049,697</u>	<u>6,257,181</u>
	<u>\$ 5,102,150</u>	<u>\$ 6,272,630</u>
Operations		
Total revenue	\$ 60,732	\$ 116,272
Program expenses	1,078,969	571,394
Operating expenses	<u>189,247</u>	<u>163,420</u>
Excess expenses	<u>\$ (1,207,484)</u>	<u>\$ (618,542)</u>
Cash Flows		
Operating activities	\$ (692,320)	\$ (1,151,090)
Financing activities	0	450,651
Investing activities	<u>895,771</u>	<u>965,763</u>
Increase (decrease) in cash	<u>\$ 203,451</u>	<u>\$ 265,324</u>

8. LEASEHOLDS AND EQUIPMENT

	<u>2022</u>			<u>2021</u>
	<u>Cost</u>	<u>Accumulated Depreciation</u>	<u>Net Book Value</u>	<u>Net Book Value</u>
Computer equipment	\$ 266,787	\$ 166,119	\$ 100,668	\$ 143,811
Furniture and equipment	2,010,270	1,714,256	296,014	356,269
Artwork	97,161	0	97,161	92,161
Leasehold improvements	5,833,410	4,189,927	1,643,483	2,155,506
Marine monitoring equipment	<u>239,043</u>	<u>177,053</u>	<u>61,990</u>	<u>88,557</u>
	<u>\$ 8,446,671</u>	<u>\$ 6,247,355</u>	<u>\$ 2,199,316</u>	<u>\$ 2,836,304</u>

9. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	<u>2022</u>	<u>2021</u>
Trade	\$ 3,431,397	\$ 3,284,139
Contributions	2,167,475	212,611
Government remittances	<u>(5,325)</u>	<u>(8,598)</u>
	<u>\$ 5,593,547</u>	<u>\$ 3,488,152</u>

10. DEFERRED REVENUE

Deferred revenue consists of funding received to be used in the next year as follows:

	<u>2022</u>	<u>2021</u>
Nunavut Trust	\$ 0	\$ 19,282,934
Canadian Wildlife Service - IIBA (Note 4, Schedule 3)	4,754,812	4,463,511
Health Canada	7,237,924	13,027,225
CIRNAC	70,688,681	22,522,279
Inuit Tapiriit Kanatami	18,056,537	11,619,357
Environment and Climate Change Canada	625,002	565,017
Makigiaqta Inuit Training Corporation - Human Resource Management Certificate	160,030	189,525
Employment and Social Development Canada	1,113,254	152,563
Polar Knowledge Canada	0	50,000
Canadian Heritage	1,109,393	0
NTI Economic and Social Initiatives Inc.	0	90
Mineral exploration agreement land revenue	933,760	736,573
Kivalliq Inuit Association IIBA bridge year funds	500,000	500,000
Department of Justice Canada	100,000	0
Deferred capital contributions (Schedule 5)	<u>56,784</u>	<u>78,840</u>
	<u>\$ 105,336,177</u>	<u>\$ 73,187,914</u>

11. NORTHERN EMPLOYEE BENEFITS SERVICE PENSION PLAN

Eligible employees of the corporation are members of the Northern Employee Benefits Services (NEBS) Pension Plan (the Plan), a contributory defined benefit plan. The Plan is administered by NEBS which provides pension benefits for employees of member employers in the north. NEBS is a member owned, not-for-profit corporation of which the corporation is a member.

Total current service contributions by the corporation to the NEBS Pension Plan in 2022 were \$930,779 (2021 - \$843,631). Total current service contributions by the employees of the corporation in 2022 were \$930,779 (2021 - \$843,631).

Participating employers in the Plan, including the corporation are required to make contributions to the plan of 8% (2021 - 8%) of pensionable earnings, and to remit employee contributions of 8% (2021 - 8%). These contributions cover current service costs and a provision for adverse deviation.

The Plan is governed by the *Northern Employee Benefits Services Pension Plan Act* (in force October 1, 2015) (the Act) and a plan text document maintained by the administrator of the Plan. Both the Act and the Plan text provide that participating employers are liable for their share of any funding shortfalls in the Plan as determined on a going concern basis, and on plan windup. The Act and the Plan text provide any going concern shortfalls, should they arise, are to be paid down over no more than 15 years and that contribution rates may be increased if necessary to do so.

Pursuant to the Act, the Plan is exempt from compliance with the *Pension Benefits Standards Act, 1985* (PBSA) and is not required to be funded on a solvency basis.

12. INVESTMENT INCOME

	<u>2022</u>	<u>2021</u>
Interest Income	\$ 3,524,803	\$ 724,448
Unrealized gain (loss) on investments	(7,600,227)	206,461
Realized gain (loss) on investments	<u>(1,971,739)</u>	<u>0</u>
	<u>\$ (6,047,163)</u>	<u>\$ 930,909</u>

13. COMMITMENTS

The corporation is committed to payments under leases expiring at various dates up to 2037. Annual minimum lease payments under the terms of the leases are as follows:

2023	\$2,477,165
2024	2,119,603
2025	1,776,535
2026	698,836
2027	698,836
Thereafter	6,454,491

In addition, the corporation is committed to contribute the following:

- \$31,612,891 to the Regional Inuit Associations in 2022/2023 for their operational budgets, \$1,453,198 towards Regional Economic Initiatives, \$450,000 towards Nunavut Sivummut Funding, and \$3,759,500 towards Community Liaison Officers;
- \$2,171,259 to the Inuit Heritage Trust Incorporated in 2022/2023 for their operational budget;
- \$1,200,000 to the Beneficiary Benefits Plan in 2022/2023;

The corporation has pledged additional funds for special projects to the following:

- \$5,000,000 to Inuit Heritage Trust Incorporated for the establishment of the Inuit Heritage Centre
- \$279,497 to Inuit Heritage Trust Incorporated for the pre-development phase of the establishment of the Inuit Heritage Centre
- \$1,500,000 to Kitikmeot Inuit Association for the establishment of the Cultural Centres in Taloyoak and Kugaaruk.
- \$2,148,278 to Inuit TV Network to deliver Inuktitut television programming in Nunavut.
- An interest free loan of \$7,250,000 to Kitikmeot Inuit Association with a term of 10 years from the Nunavut Inuit Development Fund to support the development of Grays Bay Road and Port Project.

14. DISCLOSURE OF SALARIES, BENEFITS, AND OTHER PAYMENTS MADE TO NTI DIRECTORS, OFFICERS AND STAFF DIRECTORS

DIRECTORS

The non-salaried Directors of the Board of Nunavut Tunngavik Incorporated (NTI) received honoraria for their services as members of the Board of Directors, as members of various committees, and for other services required from time to time. During the past fiscal year, honoraria payments amounted to \$55,438 (2021: \$31,950).

EXECUTIVE OFFICERS

During the past fiscal year, the Executive Officers (consisting of the President, the Vice-President, the Chief Executive Officer, Chief Administrative Officer, Chief Financial Officer and the Chief Operating Officer) received salaries in the range of \$178,432 to \$235,224. Other compensation included benefits, such as a vacation travel assistance payment and northern allowance payment that are available to all employees. The Chief Executive Officer may be entitled to an annual performance incentive up to 10% of the employee's base salary. The performance incentive is paid based on a satisfactory review of job performance for the previous year. Based on a previous compensation arrangement, a cumulative transitional allowance amount of \$44,136 was accrued up to December 31, 2016 and will be held until they are paid out upon leaving office.

STAFF DIRECTORS

During the past fiscal year nine staff directors received salaries in the range of \$144,146 to \$182,781. Other compensation included benefits such as a vacation travel assistance payment and a northern allowance payment that are available to all employees.

15. FINANCIAL INSTRUMENTS

The significant financial risks to which the corporation is exposed are credit risk and market risk.

a) Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The corporation is exposed to credit risk in the event of non-performance by counterparties in connection with its accounts receivable. The corporation does not obtain collateral or other security to support the accounts receivable subject to credit risk but mitigates this risk by dealing with only what management believes to be financially sound counterparties and, accordingly, does not anticipate significant loss for non-performance.

b) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The corporation's investments in publicly traded securities expose the corporation to market risk as such investments are subject to price changes in the open market. The corporation does not use derivative financial instruments to alter the effects of this risk.

16. COVID-19 IMPLICATIONS

The COVID-19 pandemic has developed rapidly during the previous two years and continues to affect businesses in Nunavut and throughout the world. At this stage, the impact on our organization and results have not been significant and based on our experience to date we expect this to remain the case. Management believes these disturbances to be temporary, as the government of Nunavut lifted the Public Health Emergency on April 11, 2022. As a result, all public health restrictions across Nunavut have been suspended, and NTI is anticipating to resume normal operations on a go-forward basis.

17. RESOURCE REVENUE POLICY CHANGE

During the year, the NTI Board of Directors revised the Resource Revenue Policy. The changes include RIA's being entitled to receive 7.5% of Resource Revenue from its region, plus a one-time payment pursuant to a resolution of the NTI membership. Additionally, NTI may retain a portion of the fees, other revenue and royalties each fiscal year (the "Retained Revenue") to wholly or partially offset its costs of holding, managing and administering the mineral title to IOL. The amount of the Retained Revenue shall be based on the total annual budget of NTI Department of Lands and Resources Department.

During the year, NTI paid the following regional revenues and one time payments:

7.5% Regional Revenues

Qikiqtani Inuit Association	\$ 46,333
Kivalliq Inuit Association	1,300,555
Kitikmeot Inuit Association	<u>185,793</u>
	<u>1,532,681</u>

One Time Payments

Qikiqtani Inuit Association	224,756
Kivalliq Inuit Association	3,531,464
Kitikmeot Inuit Association	<u>2,031,203</u>
	<u>5,787,423</u>

Total Regional Mineral Resources	<u>\$ 7,320,104</u>
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18. COMPARATIVE AMOUNTS

Certain 2021 financial statement amounts have been reclassified to conform to the financial statement presentation adopted in the current year.

NUNAVUT TUNNGAVIK INCORPORATED

SCHEDULE 1 - CROWN INDIGENOUS RELATIONS AND NORTHERN AFFAIRS CANADA (CIRNAC) FUNDED PROJECTS

FOR THE YEAR ENDED MARCH 31, 2022

	<u>Nanulavut TB Patients</u>	<u>Northern Contaminants</u>	<u>Harvesters Support Grant</u>	<u>Inuit Post Secondary Education</u>	<u>Covid-19 Relief</u>	<u>Manitoba Dene Claims Negotiation</u>	<u>Devolution</u>	<u>Missing Children of Residential Schools</u>	<u>Anti Indigenous Racism Navigation</u>	<u>Ventilation Funding</u>	<u>Indigenous Community Infrastructure</u>	<u>Total</u>
REVENUE												
Deferred												
revenue, opening	\$ 392,305	\$ 92,280	\$ 1,708,567	\$ 1,565,065	\$ 19,930,148	\$ 5,447	\$ 893,407	\$ 0	\$ 0	\$ 0	\$ 0	\$ 24,587,219
CIRNAC	1,797,775	112,717	2,964,000	6,142,302	43,372,400	291,121	941,000	660,596	154,308	1,367,790	49,209,532	107,013,541
Indigenous	0	0	0	0	0	0	0	0	0	0	0	0
Services Canada												
Inuit Tapiriit												
Kanatami (ITK)	0	0	0	0	0	0	0	0	0	0	0	0
Government of Nunavut	0	0	0	0	0	0	616,000	0	0	0	0	616,000
Other	0	0	0	0	0	0	0	0	0	0	0	0
Deferred revenue, closing	(1,790,291)	(106,640)	(2,447,548)	(2,104,597)	(8,599,371)	(71,392)	(1,511,484)	(660,596)	(154,308)	(1,367,790)	(49,209,532)	(68,023,549)
	399,789	98,357	2,225,019	5,602,770	54,703,177	225,176	938,923	0	0	0	0	64,193,211
EXPENSES												
Administration fee	52,147	7,500	0	13,785	475,913	0	85,357	0	0	0	0	634,702
Contributions	0	0	2,074,800	5,497,088	47,895,805	0	0	0	0	0	0	55,467,693
Other	0	0	0	0	6,007,886	9,427	0	0	0	0	0	6,017,313
Professional /consulting fees	0	0	0	91,897	25,068	192,753	386,737	0	0	0	0	696,455
Travel	5,239	0	2,667	0	141,704	22,996	5,015	0	0	0	0	177,621
Salaries and employee												
benefits	342,403	90,857	147,552	0	156,801	0	461,814	0	0	0	0	1,199,427
	399,789	98,357	2,225,019	5,602,770	54,703,177	225,176	938,923	0	0	0	0	64,193,211
EXCESS EXPENSES	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

NUNAVUT TUNNGAVIK INCORPORATED

SCHEDULE 2

HEALTH CANADA FUNDED PROJECTS

FOR THE YEAR ENDED MARCH 31, 2022

	National Inuit Suicide Prevention Strategy	Nunavut Quality of Life /Suicide Prevention	Early Childhood Education	Trilateral Engagement	NIHB Navigator	B2017 Building Healthy Communities	Additions and Trauma Treatment	Harvesters Support	Health Legislation Engagement	Women's Health	Total
REVENUE											
Deferred revenue, opening	\$ 1,034,939	\$ 610,581	\$ 16,046	\$ 266,913	\$ 0	\$ 574,193	\$ 1,077,500	\$ 80,145	\$ 0	\$ 0	\$ 3,660,317
Current year funding	2,036,900	0	0	110,000	124,500	3,710,029	0	0	318,162	392,350	6,691,941
Deferred revenue, closing	(1,486,395)	(347,941)	0	(320,852)	(38,250)	(1,220,411)	(996,176)	0	(11,063)	(392,350)	(4,813,438)
	1,585,444	262,640	16,046	56,061	86,250	3,063,811	81,324	80,145	307,099	0	5,538,820
EXPENSES											
Administration fee	823	0	1,370	7,312	11,250	43,228	10,608	6,185	39,998	0	120,774
Professional/consulting fees	5,490	0	0	467	0	109,935	50,400	0	191,280	0	357,572
Contributions	1,579,131	262,640	0	0	0	2,702,392	0	0	0	0	4,544,163
Other	0	0	0	0	0	0	0	0	159	0	159
Travel	0	0	0	0	0	0	0	0	75,662	0	75,662
Salaries and employee benefits	0	0	14,676	48,282	75,000	208,256	20,316	73,960	0	0	440,490
	1,585,444	262,640	16,046	56,061	86,250	3,063,811	81,324	80,145	307,099	0	5,538,820
EXCESS REVENUE	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

NUNAVUT TUNINGAVIK INCORPORATED
SCHEDULE 3

IIBA NATIONAL WILDLIFE AREAS AND MIGRATORY BIRD SANCTUARIES
FUNDED PROJECTS

FOR THE YEAR ENDED MARCH 31, 2022

	ACMC Operations	RIA Travel (for ACMC's)	Cultural Resources Inventory and Interpretive Materials	Inuit Secretariat Support	Inuit Tourism Providers Fund	Canadian Heritage Rivers	FIDIPPI	Total
REVENUE								
Deferred revenue, opening	\$ 511,218	\$ 109,165	\$ 1,085,362	\$ 0	\$ 2,400,000	\$ 69,420	\$ 288,346	\$ 4,463,511
Current year funding	200,000	15,000	207,142	114,285	300,000	0	129,794	966,221
Deferred revenue, closing	(628,522)	(124,165)	(896,561)	0	(2,620,000)	(67,920)	(417,644)	(4,754,812)
	<u>82,696</u>	<u>0</u>	<u>395,943</u>	<u>114,285</u>	<u>80,000</u>	<u>1,500</u>	<u>496</u>	<u>674,920</u>
EXPENSES								
Advertising	0	0	0	0	0	1,500	0	1,500
Contributions	0	0	0	114,285	80,000	0	0	194,285
Meetings and supplies	8,983	0	0	0	0	0	496	9,479
Professional/consulting fees	40,102	0	395,943	0	0	0	0	436,045
Travel	33,611	0	0	0	0	0	0	33,611
	<u>82,696</u>	<u>0</u>	<u>395,943</u>	<u>114,285</u>	<u>80,000</u>	<u>1,500</u>	<u>496</u>	<u>674,920</u>
EXCESS REVENUE	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>

NUNAVUT TUNNGAVIK INCORPORATED

SSCHEDULE 5

OTHER PROJECTS

FOR THE YEAR ENDED MARCH 31, 2022

	<u>Polar Bear</u>	<u>HRM</u> <u>Certificate</u>	<u>Affordable</u> <u>Housing</u>	<u>Nunavut</u> <u>Fisheries</u> <u>Regulations</u>	<u>Caribou</u> <u>Workshop</u>	<u>Initiative</u>	<u>Marine</u> <u>Monitoring</u>
REVENUE							
Deferred revenue, opening	\$ 87,017	\$ 189,524	\$ 90	\$ 0	\$ 478,000	\$ 152,563	\$ 0
Government of Canada	250,000	0	0	60,000	0	200,000	0
Oceans North Conservation Society	0	0	0	0	0	0	150,000
Tides Canada	0	0	0	0	0	0	150,000
Community Food Centres Canada	0	0	0	0	0	0	0
Contributions in kind	55,784	0	0	0	0	0	0
Amortization of capital contribution	3,193	0	0	0	0	0	18,864
Deferred revenue, closing	(167,998)	(160,029)	0	0	(457,004)	(345,179)	0
	<u>227,996</u>	<u>29,495</u>	<u>90</u>	<u>60,000</u>	<u>20,996</u>	<u>7,384</u>	<u>318,864</u>
EXPENSES							
Administration fee	3,736	0	0	0	0	671	0
Contributions	125,000	0	0	0	0	0	0
Professional/consulting fees	25,992	29,495	90	60,000	920	6,713	95,004
Depreciation	3,192	0	0	0	0	0	26,567
Travel	0	0	0	0	15,141	0	11,385
Salaries and employee benefits	69,038	0	0	0	3,220	0	266,648
Other	1,038	0	0	0	1,715	0	58,188
	<u>227,996</u>	<u>29,495</u>	<u>90</u>	<u>60,000</u>	<u>20,996</u>	<u>7,384</u>	<u>457,792</u>
EXCESS EXPENSES	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ (138,928)

SSCHEDULE 5 OTHER PROJECTS

	<u>Indigenous Justice Strategy</u>	<u>Nunavut Aboriginal Head Start (PHAC)</u>	<u>Innovative Measures for Inuktitut Education</u>	<u>Reaching Home</u>	<u>Good Food Access Fund</u>	<u>Total</u>
REVENUE						
Deferred revenue, opening	\$	0	\$	0	\$	0
Government of Canada	100,000	1,900,000	1,145,000	768,075	0	907,194
Oceans North Conservation Society	0	0	0	0	0	4,423,075
Tides Canada	0	0	0	0	0	150,000
Community Food Centres Canada	0	0	0	0	0	150,000
Contributions in kind	0	0	0	0	0	461,000
Amortization of capital contribution	0	0	0	0	0	55,784
Deferred revenue, closing	(100,000)	0	(1,109,392)	(768,075)	0	22,057
	0	1,900,000	35,608	0	461,000	(3,107,677)
						3,061,433
EXPENSES						
Administration fee	0	0	3,237	0	0	7,644
Contributions	0	1,900,000	0	0	0	2,025,000
Professional/consulting fees	0	0	0	0	0	218,214
Depreciation	0	0	0	0	0	29,759
Travel	0	0	0	0	0	26,526
Salaries and employee benefits	0	0	26,238	0	0	365,144
Other	0	0	6,133	0	461,000	528,074
	0	1,900,000	35,608	0	461,000	3,200,361
EXCESS EXPENSES	\$	0	\$	0	\$	0
						(138,928)

NTI Table of Acronyms and Abbreviations

Acronym	Definition
AGM	Annual General Meeting
AIS	Automated Identification Systems
ATV	All-Terrain Vehicle
Baffinland	Baffinland Iron Mines Corporation
BSW	Bachelor of Social Work
BVLOS	Beyond Visual Line of Sight
CAO	Chief Administrative Officer
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CFI	Child First Initiative
CINUK	Canadian-Inuit Nunangat-United Kingdom
COO	Chief Operating Officer
Communi- cations	Department of Communications (NTI)
CIRNAC	Crown-Indigenous Relations and Northern Affairs Canada
CML	Crown Mineral Leases
DFO	Department of Fisheries and Oceans Canada (GoC)
DIO	Designated Inuit Organization
FASD	Fetal Alcohol Spectrum Disorder
Finance	Department of Finance (NTI)
GN	Government of Nunavut
GoC	Government of Canada
Health	Department of Health (Government of Nunavut)
HR	Human Resources
HTO	Hunters and Trappers Organizations
IBBY	International Board on Books for Young People

Acronym	Definition
ICIF	Indigenous Community Infrastructure Fund
ICPC	Inuit-Crown Partnership Committee
ID	Identification
IELCC	Inuit Early Learning and Child Care
IEP	Inuit Employment Plan
IHAC	Infrastructure and Housing Advisory Committee
IHT	Inuit Heritage Trust
IIBA	Inuit Impact and Benefit Agreement
IOL	Inuit Owned Lands
IPG	Institutions of Public Government
IPS	Department of Inuit Programs and Services (NTI)
IQ	Inuit Qaujimajatuqangit
ISCDAC	Inuit Social and Cultural Development Advisory Committee
ISC	Indigenous Services Canada
ISETP	Indigenous Skills and Employment Training Program
ISP	Implementation Service Provider
ITK	Inuit Tapiriit Kanatami
K-12	Kindergarten through Grade 12
KAE	Kivalliq Alternative Energy
KCCIP	Kivalliq Community Culture Initiative Program
KHFL	Kivalliq Hydro-Fibre Link
KivIA	Kivalliq Inuit Association
The Coalition	Land Claims Agreements Coalition
\$#M	Million (e.g. \$3M = 3 million dollars)
MBS	Migratory Bird Sanctuaries
MEA	Mineral Exploration Agreement
MITC	Makigiaqta Inuit Training Corporation

Acronym	Definition
MMIWG	Missing and Murdered Indigenous Women and Girls
MPA	Marine Protected Area
MPL	Mineral Production Lease
MQP	Makigiaqta Quvvariarniq Program
Mtpa	Million tons per annum
NAC	Nunavut Arctic College
NCTS	Northern Counseling and Therapeutic Services
NERA	Nunavut Education Reform Act
NGO	Non-Governmental Organization
NHS	Nattilik Heritage Society
NHSP	Nunavut Harvesters Support Program
NIHAP	Nunavut Inuit Housing Action Plan
NIHB	Non-insured Health Benefits
NIRB	Nunavut Impact Review Board
NIRRT	Nunavut Inuit Resource Revenue Trust
NISR	National Inuit Strategy on Research
NLUP	Nunavut Land Use Planning
NPC	Nunavut Planning Commission
NRC	Nunavut Recovery Centre
NTEP	Nunavut Teacher Education Program
NTF	Nunavut Tunngavik Foundation
NWA	National Wildlife Areas
NWB	Nunavut Water Board
NWMB	Nunavut Wildlife Management Board
NTI	Nunavut Tunngavik Incorporated
PATA	Property Assessment and Taxation Act
PDAC	Prospectors & Developers Association of Canada
PHAC	Public Health Agency of Canada
PSE	Post-Secondary Education
Qanuippi-taa?	Qanuippitaa? National Inuit Health Survey
QFC	Qikiqtaaluk Fisheries Corporation

Acronym	Definition
QIA	Qikiqtani Inuit Association
QTC	Qikiqtani Truth Commission
RCMP	Royal Canadian Mounted Police
RFP	Request for Proposals
RIA	Regional Inuit Association
RME	Department of Research, Monitoring and Evaluation (NTI)
RPAN	Recreation and Parks Association of Nunavut
RWO	Regional Wildlife Organizations
SARA	Species at Risk Act
SCD	Department of Social and Cultural Development (NTI)
TB	Tuberculosis
TJP	Therapeutic Justice Program
UAV	Unmanned Aerial Vehicle
UNDRIP	United Nations Declaration on the Rights of Indigenous Peoples

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