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A QUARTERLY PUBLICATION OF NUNAVUT TUNNGAVIK INC.



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Fall 1999

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Celebrate Nunavut

April 1 in Photos



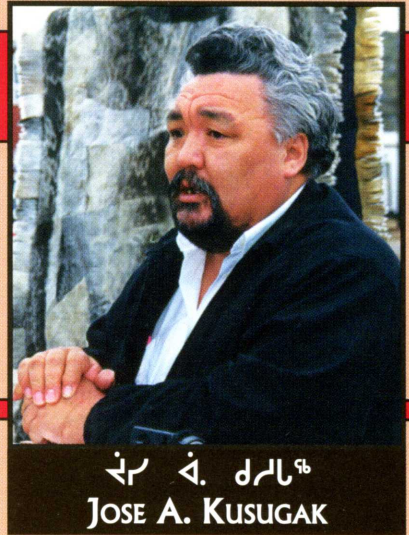
News & Events ■ Archives ■ Discoveries ■ Entrepreneur Profiles
Inuit Astronomy ■ Passages ■ Recipes
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Editor's Message

ИТТУАQTUUT



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 JOSE A. KUSUGAK

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When you go to a track meet, you see many events - foot races, pole vaulting and high jump. We all have our favourite events but all of them have something in common in that players begin from the same, agreed-upon starting line. No one questions this, of course: if some runners started 20 feet back, we all know who the winners would be and we would all agree the race wasn't "fair".

The goal of equality is one I have tried to teach at NTI. Whether used in a proclamation, a declaration or in simple speech, the word equality includes every man and every woman. Through equality, we are not trying to be better or worse, but we are striving for every member of our organization to have an equal starting point so that, when the start gun fires, they will be able to complete equally and fairly for all the opportunities available.

There are many start lines in our lives. We need teachers, daycare, housing, schools and drug abuse programs. We need training and programs to ensure that the equality is real because, just like there are steroids in sports, there are also false starts which make people begin before they are ready. This helps no one and harms many. You can fast track people, but no one is served through these false starts.

It is NTI's role to ensure everyone is playing by the rules, to stand firm on goodness and purity and avoid short cuts or quick solutions which don't work in the long run. Much of our work is done behind the scenes as we meet and build the policies, plans and programs that ensure all Inuit can work and live as equal citizens in their territory and their country.

When I look out my window in Iqaluit, I see many buildings under construction. Many are building on speculation and seem to get a jump on everyone else. Not one of them is Inuit owned. Does this mean Inuit are behind or not taking advantage? The answer is no. In every field of endeavor, Inuit are making solid gains because they are approaching with the right mind. In the flurry of

At NTI, we are five years into the 20 year implementation schedules of the Nunavut Land Claim Agreement. Much has been done. NTI has worked with others to create new organization, re-vamp outdated legislation, re-write out-of-date policies, and train department and individuals in a new mode of thinking. Many articles have been implemented fully while others involved ongoing discussion with new government departments and institutions to ensure the full advantage of the claim is reflected in their practices.

We have successfully and joyfully implemented Article 4, creating the new Nunavut government and territory. In its early stages, we are meeting with the government frequently to give advice and history to their decisions. I have always encourages the Government of Nunavut to start with a clean slate and, at this stage, we believe this cooperative approach is more valuable than public criticism in achieving NTI's mandate.

Premier Paul Okalik and I meet monthly. At these meetings, we discuss progress and I convey privately points of concern. Through this type of meeting at all levels, NTI officials and staff are ensuring that our concerns are addressed and incorporated at the earliest stages of planning. Steadily and quietly, the detail and spirit of the claim are being implemented and true equality becomes closer for Inuit beneficiaries.

Implementing Article 4 has given us the opportunity to look inward too, as we continue to develop professionalism and an excellent company. This too is an ongoing, successful project.

In closing, we Inuit have always known the value of preparing well for the future. I hope you have picked your berries, dried your fish and make your akpik jam so you and your family are prepared for a comfortable and abundant winter.

Sincerely
Jose A. Kusugak

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LETTERS TO THE EDITOR

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To the Editor:

I just wanted to say I thoroughly enjoyed the new magazine.

I really like the old pictures but it would have been nice to know what their names are.

I look forward to seeing the next issue.

Sincerely,

Selma Eccles
Rankin Inlet

Editor's Note: *Thank you Selma! Thousands of photos of Inuit are in the Prince of Wales Northern Heritage Centre. Most have no names. We want you - the readers - to help us identify these people so their memories are not lost. This is a part of history we can all be part of!*

See the following letters for responses.



Dear Sirs/Madam;

Re: Photo g-1979-023-1616

Grise Fiord, 1967

Left side: Young girl is Lizzie Flaherty

Mother: Mrs. Rynee Flaherty

Baby: Elisapee Flaherty

Father: Late Josephie Flaherty

Son: Peter Flaherty

The family is all dressed up for the government medical ship, C.D. Howe's annual visit. It was known as the "Eastern Arctic Patrol".

Larry Audlaluk
Grise Fiord

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Flaherty family photo

Many people throughout Nunavut recognized the Flaherty family photo. Leese Amagoalik, a former High Arctic resident now living in Sanikiluaq, recognized the family and shared the news with friends at the local Coop. Dwayne Searle, manager of the Mitiq Coop, was asked to call *Ittuaqtuut* to pass along the information.

Thanks Larry, Leese and Dwayne for helping us match faces and names. These names will be forwarded to the Prince of Wales Northern Heritage Centre in Yellowknife where these photos are stored so they can be recorded for future generations.

Do you know anyone else in our old photos? Write us here at Ittuagtuut magazine and we'll include your letter in our next issue.

NTI Contributes to 5-Year Implementation Review

Work is nearly completed on the first independent review of the Nunavut Land Claim Agreement (NLCA).

The report, due from Avery Cooper management consultants of Yellowknife in the Fall of 1999, outlines the progress of claim implementation since 1993 and includes recommendations on adjustments to ensure the full benefits of the claim are realized.

Over the past months, Avery Cooper conducted interviews with the original partners to the agreement -- Nunavut Tunngavik Inc, the Government of Canada, and the Government of the Northwest Territories - as well as staff of the institutions of public government which have been created by the NLCA.

The report was commissioned by the Nunavut Implementation Commission and will be presented at their fall meeting.

NTI Welcomes Visitors

Our offices always have many out of town visitors.

On this day, Eemeelayou Arnaquq of Iqaluit (centre) dropped by with kamotiit he made for the children of Kangiqsualujuaq. Along with many others, we signed our best wishes to the people of that community.

At the same time, a group of Greenlandic social workers passed through town on their way to Ottawa.

Pictured from left are
Dorothy Kunuk (Iqaluit),
Elisapee Davidee (Iqaluit),
Helen Lyberth (Maniitsoq),
Aviaja Kunuk (Iqaluit), Ane-
Marie Hendriksen
(Aasiaatqgreenpak), Estella
Moller (Sisimiut),
Eemeelayou Arnaquq, NTI
Implementation
Administrator Maggie Kunuk
and NTI Senior Policy
Advisor Leena Evic-Twerdin.



Staff Changes at Nunavut Tunngavik Inc.

1999 is a year of big changes for Nunavut. At NTI offices in Iqaluit, Rankin Inlet, Cambridge Bay and Ottawa there are many new faces and job changes. Here is a summary.

Newly Hired

Kirt Ejiesiak joined NTI as Director of Communications in Iqaluit. With experience at the Inuit Tapisit of Canada and in the private sector, Kirt brings solid knowledge to the position.

Annie Keenainuk is the new Accounts Payable Clerk. A former Finance Officer in Taloyoak, Annie will relocate with the Finance Department to Rankin Inlet in October.

John Merritt now anchors the Ottawa office as Constitutional Advisor. John brings long experience from the Tungavik Federation and the Nunavut Implementation Commission, and was recently honoured by NTI as a negotiator of the Nunavut Land Claim Agreement.

Ishmael Naulalik is Acting Enrolment Coordinator until December. He recently retired after 19 years as a teacher.

Ineak Noosoota joined NTI as the receptionist for the NTI Iqaluit office. An expectant mother, Ineak only plans to be with us for a few more months.

Beverly Ungungai-Foster is Executive Assistant to the Vice President Finance in Rankin Inlet. Beverly formerly worked for the Arctic Council in Ottawa.

New Assignments

Solomon Awa has been seconded to the 2nd Vice President as Executive Assistant. He will return to his position as Enrolment Coordinator in December 1999.

Lillian Aglukark - Formerly the Executive Assistant to the Vice President Finance, Lillian is now the Executive Assistant to the Executive Directors. She works from the Iqaluit office.

Bert Dean has moved over from managing the Nunavut Harvester Support Program and is now the Director of Wildlife. Bert continues to be based in Rankin Inlet.

Leena Evic-Twerdin, former Senior Policy Advisor, is leaving NTI full-time but will continue working on issues related to health care, social policy, language and elders.

Carson Gillis is the Director of Lands, based in Cambridge Bay. Carson successfully completed his term as Lands Manager Trainee to take over this position.

Bruce Gillies was Director of Implementation and will return on contract to work on implementation issues. After 14 years with Tungavik Federation and NTI, Bruce left to become a sheep farmer in Ontario but has agreed to come back for one more Nunavut winter. Bruce was recently honoured by NTI as a former negotiator of the Nunavut Land Claim Agreement.

Joanasie Kanayuk, a former producer at IBC, moved north and was recruited to join *Ittuaqtuut* magazine. He is training to become the next Editor.

Maggie Kunuk left our Finance Department to become Implementation Administrator, based in Iqaluit.

Eva Michael has been promoted from Public Relations Officer to Assistant Director of Communications. She continues to work out of the Iqaluit office.

Gabriel Nirlungayuk has successfully completed his traineeship and is now the Director of the Nunavut Harvester Support Program. Gabriel is based in Rankin Inlet.

Kathleen Tagoona, formerly Executive Assistant in Ottawa, will now work as Liaison Officer, maintaining contacts and information flow with other Inuit organizations and government.

Relocated

Margaret Kusugak, Executive Secretary, and **Bernadette Tungilik**, Vice President Finance moved to Rankin Inlet from Iqaluit when the Finance Department was relocated.

Sarah Maclaren - Sarah has been in our Ottawa office for many years and is now relocating to Iqaluit, where she will serve as Executive Secretary to the Executive Directors.

Summer Students

Kowesa Etitq of Iqaluit worked in the Communications Department. Kowesa goes back to Nunavut Arctic College for his final semester of Media Communications this fall.

Angus Grant was a Legal Researcher at the Iqaluit office. Angus is going into his third year of law school at the University of Toronto.

Jackie Price of Iqaluit worked as Summer Researcher in the Iqaluit office. She is a fourth-year student in Political Studies and Law & Society at the University of New Brunswick.

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ИТТИАҚТИК

Nunavut Harvester Support Program

Supporting Hunting Families and Communities

By Bert Dean

In 1998, a review of the Nunavut Harvesters Support Program was conducted to assess the program over the past five years and to recommend improvements or changes to better meet the needs of Inuit in Nunavut.

Two workshops were held with Secretary Managers of local Hunter & Trapper Organizations (HTOs) to talk about the program. The first workshop was held for Baffin HTO's in Iqaluit, and the second was in Arviat for the Kivalliq and Kitikmeot HTO's.

Changes and Commitments

The recommendations from these workshops, later reviewed by NTI and representatives from the three regional wildlife organizations, fall into five main areas.

1. Capital Equipment purchases should stay the main core program of the NHSP

Large equipment purchases will remain the core of the program and the HTO's will continue to be responsible for deciding how this money is spent. Community budgets will be increased by 5% except for Gjoa Haven and Clyde River. These two communities will see a \$10,000 increase to their community budget.

2. A new program for subsidized small equipment.

There is a need for a program to support the purchase of smaller equipment such as HF radio's and floater suits.

Such a program was approved at the Chesterfield board meeting and will allow HTO's to sell small equipment at a subsidized price.

3. Programs to reflect the role of women in hunting and harvesting.

Through the workshops, it was recognized that the NHSP had little to reflect the important role women play in harvesting. A study to determine the needs of women harvesters and how to fill them will be undertaken. As a start, sewing machines will be eligible for funding from the Small Equipment Program, with an initial budget of \$200,000 for all of Nunavut. This money may also be used to purchase skins or finished traditional clothing for resale to harvesters and their family at subsidized prices. This project still requires some work and will be implemented in the summer or fall of 1999.

North Baffin:	1999	Increase
Igloolik	\$ 90,000	\$ 4,500
Pond Inlet	90,000	4,500
Arctic Bay	70,000	3,500
Clyde River	70,000	10,000
Hall Beach	70,000	3,500
Grise Fiord	30,000	1,500
Resolute Bay	30,000	1,500
	\$450,000	\$29,000

South Baffin:		
Pangnirtung	\$ 90,000	\$ 4,500
Iqaluit	90,000	4,500
Cape Dorset	90,000	4,500
Sanikiluaq	70,000	3,500
Broughton Island	70,000	3,500
Kimmirut	70,000	3,500
	\$480,000	\$24,000

Kivalliq:	1999	Increase
Arviat	\$ 90,000	\$ 4,500
Baker Lake	90,000	4,500
Rankin Inlet	90,000	4,500
Coral Harbour	70,000	3,500
Repulse Bay	70,000	3,500
Chesterfield Inlet	45,000	2,250
Whale Cove	45,000	2,250
	\$500,000	\$ 25,000

Kitikmeot:		
Kugluktuk	\$ 90,000	\$ 4,500
Cambridge Bay	90,000	4,500
Pelly Bay	70,000	3,500
Taloyoak	70,000	3,500
Gjoa Haven	70,000	10,000
Bathurst Inlet	30,000	1,500
Bay Chimo	30,000	1,500
	\$380,000	29,000

Total Increase

\$107 000

After five years of operation, NTI conducted a review of the Nunavut Harvesters Support Program.

New changes - including the name - reflect the evolving needs of hunting and harvesting families and the best way to support a traditional Inuit lifestyle.

4. Programs should have regional involvement.

The NHSP is currently operating pilot projects at the regional level as well as a cost shared position with the Qikiqtaaluk Wildlife Board.

Regional Pilot projects will be managed by the regional wildlife organizations. If successful, these programs will be expanded to include those HTO's that are established and have the capacity. This will be done by contribution agreement and on a case-by-case basis. Look for this to be implemented in the fall of 1999.

5. Improved training for HTOs.

One goal of the NHSP is to build greater skills and expertise in the local HTOs, improving their ability to administer programs. To achieve this, NHSP will partner with the regional wildlife organizations, the Nunavut Wildlife Management Board and the Nunavut Implementation Training Commission to provide training and support to HTO's. These groups will share costs and expertise to keep funding requirements low.

More support of the HTO's is required. Workshops have already been held in Iqaluit and Arviat to achieve this goal.

The RWO working group will continue to be the avenue for a coordinated effort in planning and training for improved RWO and HTO operation.

The Need for Strong HTOs

The success of the NHSP depends on the success of local HTO's, and the success of the local HTOs depends on the skills of the managers and boards. When local HTOs are strong and capable, programs in those communities are implemented successfully and Inuit families are well served.

To ensure the proper program delivery, the NHSP must be committed to training and developing the skills of HTO managers in the communities. Without these dedicated staff, delivery of this program would be impossible. NTI and the NHSP remain committed to working cooperatively with all communities to ensure their needs are served.

Bert Dean is the former manager of the Nunavut Harvester Support Program. He currently works as NTI's Director of Wildlife and is based in Rankin Inlet.

Nunavut Harvester Support Program Budget

The costs of implementing these recommendations is summarized below. All of the costs are new except the community budgets, which reflect the previous community budgets plus an increase. For more details, contact your local HTO or the NHSP.

Program

Community budgets	\$1,917,000.00
Subsidized equipment (regional budget)	\$ 500,000.00
Regional Pilot Projects	\$ 60,000.00
Floater Suits subsidy	\$ 30,000.00
Pilot projects (sewing machines, other initiatives)	\$ 200,000.00
Program totals	\$2,707,000.00

Administration

Training Workshops for HTO Managers	\$ 70,000.00
Cost share position with QWB	\$ 20,000.00
Communications	\$ 30,000.00
Study of women's role in harvesting	\$ 50,000.00
HTO Administration	\$ 135,000.00
Administration totals	\$ 305,000.00

ИТНАҚТИНТ

Inuit Writing Systems

By Jose A. Kusugak

Two resolutions from the Inuit Circumpolar Conference of last summer have real possibilities of effecting the future of Inuit writing and communications.

One resolution sets up a committee to look at communications between the different Inuit homelands. The other looks at the very real possibility of a common writing system for the different Inuit dialects in the circumpolar regions. The latter is what I want to focus on in this issue of *Ittuaqtuu*.

I am very aware that language and writing systems are as emotional subjects as housing so you will have to read on with an open mind. This is one person's thoughts.

When Inuit settled into their respective lands, travelling through the Bering Sea to Alaska, Canada and Greenland 20,000 years ago, they did so without written records. Outside of the obvious we don't know why our forefathers decided to settle and live in the regions they picked. We know through our common language that we originated from the same background (perhaps from the Inuit islands of Japan). It would have been nice to have written records but it would have been next to impossible as nomads to "drag around" history when often staying alive and finding food was a priority.

Inuit were and are masters of oral history and stories. It is because of this fortunate fact that our elders are such colourful and descriptive storytellers. It is also because of this fact that our forefathers and mothers ensured at least one member of the family survived starvation to pass on facts to their relatives and faraway neighbours.

It is also because of this that Inuit society is the society it is today. A traditionalist society. A society that values its apparently complicated society laws in naming, family structure, child rearing, taboos, rituals, food preparations, sciences and so on. It is also a culture of acceptance to new ideas and synergy.

The science of trial and error was perfected in the mind of the scientist and became the society law. As that law never got challenged, it became “the way”. That is why kamiks, igluit, qamutiit, in-laws and so on are made the way they are. There really is no better way, except with the introduction of new materials, but the law remains the same. That needs to be protected.

Pangniqtuurmiut settled as far east as one can get in Nunavut, and for a reason (when I go there I see its beauty and its fruits, and it is easy to see why). Qurluqtuurmiut settled in the other end of Nuanvut for it was their forefather's idea of an ideal place and, if you have been in Qurluqtuuq, it is easy to see why as well. For different but important reasons relating to the needs for fulfillment, all areas of the Inuit world were settled. I am sure God looked down upon the Inuit and proclaimed that, "It is good".

In the same way, the language started out the same in the far west but, through thousands of years, it slowly changed. As a continuum it continues changing rapidly. Many dialectal subtleties need to be cherished and preserved because of this. Many of our stories have dialogue in them that are of Alaskan or Qurluqtuut dialects. It is because most of our legends originated from the far west.

Now, the point of this article is to ask you to think. To think of the fact that we can either do nothing or something about this incredible mutual journey through time of all Inuit in the Inuit homelands to preserve or enhance our own understanding of that land. Even if we did nothing, things will change for better or worse so I say, let us mold the change for the better.

We have time now. Our forefathers settled many things for us. They taught us to share, be happy, learn, teach and improve. Although the spirit is still there we are nomads no more. We have computers, paper, libraries, and many of our elders are still alive. We don't have to drag around information anymore. As our forefathers and mothers did, we have time to brainstorm to decide for ourselves what to do.

Most writing systems imposed on us by missionaries were self-serving. They did not take into account pure Inuit sounds that were not of their language. That is why it was necessary to develop a standard writing system for the Inuit language in Canada. It was because of the standardization of the writing systems that our children are better at writing Inuktitut than many of the adults.

As it is necessary to develop standards for everything used by masses in this world, so it is with writing systems. We all must look some years into the future to see where Inuit language and written history will be. We need to look at our relations with Greenland and Alaska, and in Canada with our fellow Canadians – the Inuvialuit, Nunavimmiut and Labradorians. That is the community of Inuit. It is not Kangiqliniq, Mittimatalik, Umingmaktuuq. It is a larger community than that. How are we going to record our histories with our fellow Inuit in the other Inuit homelands? Please think about this and write us. As well, think about a unified Inuit dialect. That is another future possibility.

Jose Kusugak is the President of Nunavut Tunngavik Inc. and holds a lifelong interest in the areas of Inuit language and culture.

ИТТУАҚТУК

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New Inuktitut Novels

The following novels are available in Inuktitut from the Baffin Divisional Board of Education. There is something here for everyone so good reading!

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Anita's Loose Tooth

Author: Geela Jaw

Illustrator: Mark Henderson

This is a humorous story, about a little girl who received money from a tooth fairy after putting her tooth under her pillow. She then tries to trick the tooth fairy with a caribou jaw.

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Five Little Ducks

Translated by: Kumaarjuk Audla

Illustrator: Babah Kalluk

This is a translation from the song *Five Little Ducks*.

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ልማት ለማድረግ ያስፈልጋል።

ልማት ለማድረግ ያስፈልጋል።

The Little Mermaid

Author: Leah Qaqqasiq-May

Illustrator: Doretta Groenendyck

This is about a little mermaid. She was a teacher who had fish students. One day during recess time, one of the fish was caught on a hook by a fisherman. The little mermaid has to go on an adventure to rescue her little student.

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Martha Kyak: Student, Teacher and Author



What does it take to become a writer? Some planning, some discipline and a good story that needs to be told. Plus, of course, it helps if you know how to write.

Martha Kyak of Pond Inlet has what it takes. She recently wrote an Inuktitut-language book called *Lucy's First Love*. The story follows a young Inuit teenager as she goes through hardships of life and love, and shows the teenage audience how we gain strength from our problems and learn to rise above them.

At the age of 17, Martha became a teacher's assistant and has worked in the educational system ever since. She holds down three jobs for the Baffin Divisional Board of Education and is working on her Master's Degree in Education at McGill University through correspondence. She lives in Pond Inlet with her husband and three children. Here is what she had to say. *Interview by Joanasie Kanayuk*

Ittuaqtuut: What is your occupation?

Martha: I have three jobs. In the morning I'm at the Teaching and Learning Centre for the Baffin Divisional Education Council as an Inuktitut program consultant. I make material for teaching. I also look after reading materials that will be used. In the afternoon, I work at Ulayouk School as a Program Support Teacher for teachers that need help with the materials that they will be using to teach. I'm also the Vice-Principal.

Ittuaqtuut: Going to the book, what is the name of the book that you wrote?

Martha: The book is called *Lucy's First Love*.

Ittuaqtuut: How did you come to choose the title: was it from a personal experience or is it a fictional character?

Martha: I wrote the book only from my ideas. At first, I thought what I was going to write about and what would touch people the most. I did some planning, thought some more and then I started writing it.

Ittuaqtuut: Why did you decide to write about a young girl who gets pregnant and who is going through a personal experience with her boyfriend -- breaking up and what not? Is this the life you saw for young ladies around you, not only in Pond Inlet but in every community in Nunavut: is that why you wrote the book?

Martha: I wanted people to think about the issue a lot more.

At first you love someone a lot but then they change. At first she loves Jason but later he changes. The reason I wrote the book is that I want people to think about their future. It's not always a happy life. At first, falling in love can be happy but sometimes in the end relationships can turn out bad. And sometimes they go further than dating which is why I wrote the book.

Ittuaqtuut: You mentioned earlier that you did research. Did you go to the community health worker? Where did you get your information from?

Martha: I didn't really do any research but I did the planning as to what kind of characters that they were going to be and what they would be doing. In the Inuit homeland, a lot of ladies get pregnant when they are still young. I wanted them to think about it seriously.

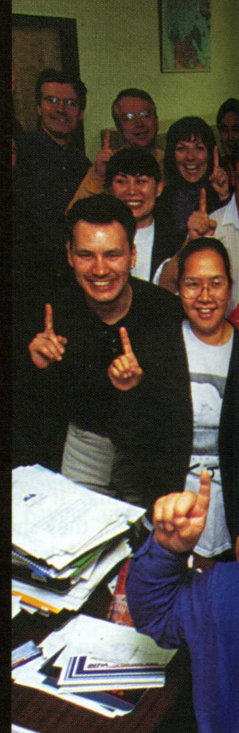
Ittuaqtuut: That is why you wrote the book.

Martha: Yes, also I was thinking about my niece, my nieces -- that is why I started writing.

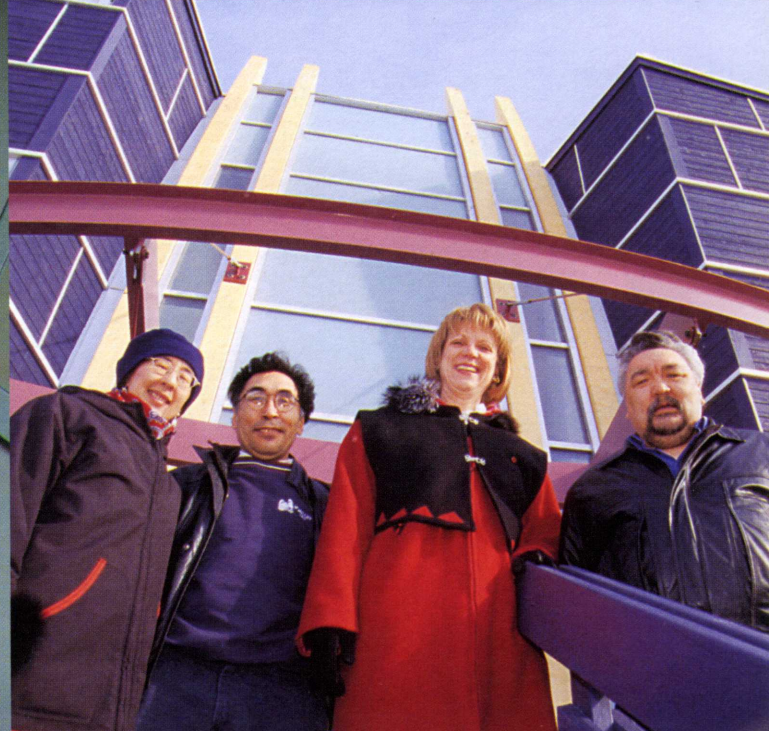
Ittuaqtuut: So you were thinking that they were still too young? That they should further their education and not get pregnant and be able to be teenage themselves? You were wanting them to have that experience before they committed to having any children?

Martha: Falling in love is not always a good experience. At first it's a great experience but things can change. You can't always

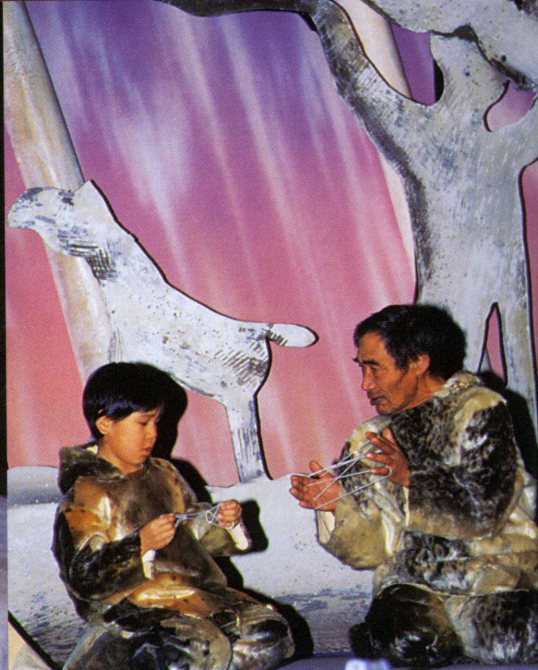
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Photos of the Official Celebrations April 1, 1999



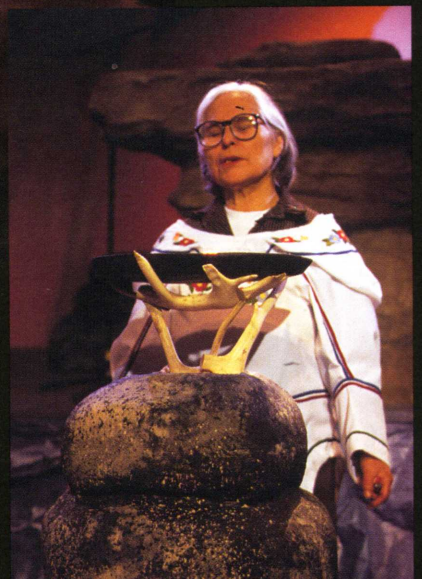




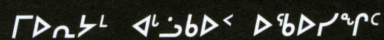
Wisdom of the Elders

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On April 1, Elders shared their vision for Nunavut. Here are their words, meant for all Nunavummiut.



ИТНАҚТУИТ



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MESSAGE FROM MARIAM AGLUKKAQ

People of Nunavut, I am joyous for we have arrived. Before it was taken away, Nunavut was the place of freedom for our ancestors. Now it becomes the place of hope for our descen-

Be trusting in the Creator and through the teachings of our
Ancestors cherish and raise your children with care.



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[illegible]

MESSAGE OF MARIANO AUPILARDJUK

Through the burning of this heather, I become the land and I offer these words.

Creator, I ask for your blessing so that my abundance may provide nourishment, home and water to all animals.

May the land, water and animals come together to praise the creator from the rising of the sun to the ascension of the stars.



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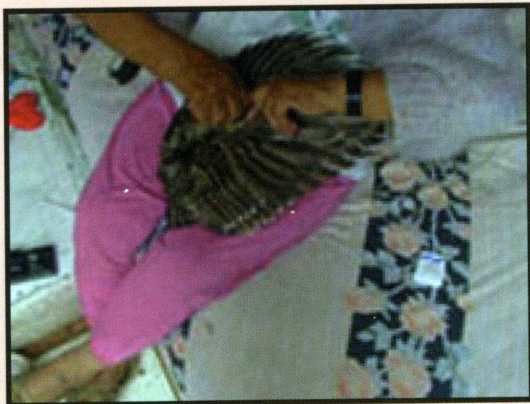
MESSAGE OF ELISAPEE OOTOOVAK

We, the seals of the sea, say to all people, "Respect our waters in which we live, so that we may always provide clothing and sustenance".

We, the fish of the lakes, say to all people, "Respect our waters for it is our only home and we are your sustenance".

We, the animals of the land, say to all people, "Respect all that grows on the land as it is our sustenance and the Creator has created us to be the life source for all people of the Arctic".

we, the birds of the air, say to all people, "Respect the air through which we live, for we have flown far to this our land. The Creator has created us to be your sustenance, from the rising of the sun, to the ascension of the stars".



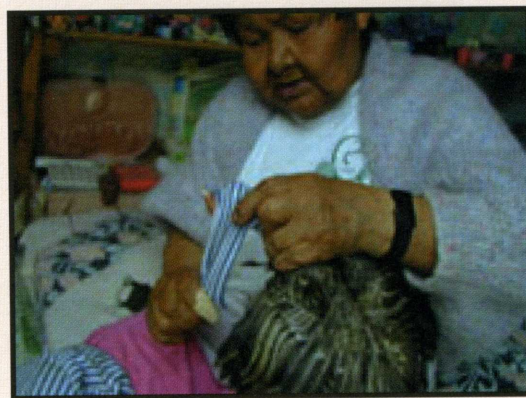
4 ዋላቶ ሥርዓታዊ ዋላቶ ስርዓታዊ
Stitch tightly and tie off at the top.



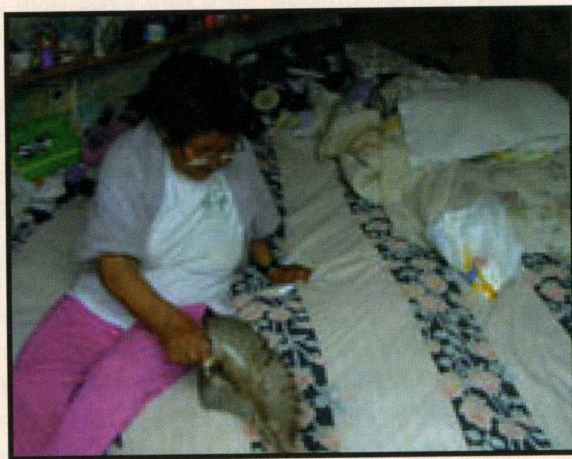
5 ልጋላቶ ነጋራ ዋላቶ
Tie bone handles together with string.



6 ነጋራ ልጋላቶ
Broom without handle.



7 ልጋላቶ ልጋላቶ ልጋላቶ ልጋላቶ
Many people choose to wrap fabric around the handle. Ensure wings are very dry.



8 ለረዕይ ልጋላቶ ልጋላቶ ልጋላቶ ልጋላቶ ልጋላቶ ልጋላቶ ልጋላቶ
Malaya demonstrates how to sweep with a traditional broom and shows the difference between her version and the modern broom.





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Arctic Island Lodge

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Arctic Island Lodge is located in Cambridge Bay. The Hotel has twenty-six rooms, a VIP suite and five full time employees.

Margaret Hawkins, who is a part owner, tells us that the late Fred Ross started Arctic Island Lodge in 1961. The first rooms were tent frames and then a Military transport building which was used as a single men barracks in 1959. When the first Arctic Island Lodge was started, it took in seasonal construction crews, government employees, and university students. "With increasing pressure to accommodate people we decided to renovate the base of the building and add a second floor. The new Arctic Island Lodge was opened on June 21, 19991 and now we have the present day Arctic Island Lodge as you know it," said Hawkins.

The key to running a good hotel, Hawkins says, is to look for the market, have a business plan, know your financing, analyze the market and be sure of the market before starting. Before starting a business know that is not an easy thing to get into. It's a lot of hard work and you have to be committed. She also says that before starting a business they phoned other hotels to find out what is needed, what they would expect and what resources were needed before starting a hotel.

Hawkins is also part owner of a construction company, which provided? some of the money and a shareholder of Arctic Island Lodge came up with rest of the money. In starting the hotel business, Hawkins also says that their was no bank or government funding.

Hawkins says that there are guidelines that have to be followed when running a hotel. Examples are, health, electrical and fire guidelines. All these departments come in to inspect the hotel twice a year. "Some of the departments try to come in once a month but we welcome them all the time," says Hawkins.

Asked what is the best part in running a hotel, Hawkins says it is getting to know the people that come in to the hotel and getting good feed back from the guests.

If you want more information on Arctic Island Lodge you can write to the Manager at Arctic Island Lodge P.O. 1031 Cambridge Bay, NT XO EOCO or phone them at (867) 983-2345.

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Alivatuk Outfitting

Alivatuk Outfitting had its start 18 years ago. Located in Pangnirtung, it is owned and operated by Joavie Alivatuk.

Alivatuk operates all year around but the busiest season is during the summer when people as far as Japan and Australia come into Pangnirtung to go into Auyituk Park. Joavie takes at least 200 people during the summer season in to the park and the surrounding area.

Joavie says that when operating an outfitting business you have to follow government guidelines, such as requirements for lifejackets, a flair gun and a short wave radio. He also says that you need a license to operate within the community and a government license with the territory. If you have a park nearby you also require a license to operate in the park.

Joavie says that his first former training was in Pangnirtung when a man hired by the territorial government was sent there. During the training, he suggested Joavie should go down south to get his training license to become a trainer and since then he has gone around Nunavut, Northwest Territories and Northern Quebec.

For further Information about Alivatuk Outfitting you can write to Joavie Alivatuk at Alivatuk Outfitting General Delivery, Pangnirtung, NT XO A ORO or you can phone him at (867) 473-8721

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Training Management Trainees

Nunavut Unified Human Resources Develop Strategy

Since 1996, more than 600 Inuit have graduated from the Nunavut Unified Human Resources Development Strategy (NUHRDS). The purpose of the program is to train Inuit for jobs at all levels of the new Nunavut government.

The early partners of NUHRDS - the Department of Indian Affairs and Northern Development, the Government of the Northwest Territories and Nunavut Tunngavik Incorporated - developed a training plan for Nunavut, together with representatives from the Nunavut Implementation Commission and the Nunavut Implementation Training Committee. This training plan includes programs for Inuit employees at introductory and senior levels of government. In 1998, this working group was enlarged to include the Office of the Interim Commissioner and, more recently, the new Government of Nunavut.

Nunavut wants to have a representative public service. This means Inuit staff should work at all levels of government in numbers which are consistent with the size of the Inuit population in Nunavut. The Government of Nunavut is currently running two NUHRDS-funded programs to meet this goal. NUHRDS is in its fourth and final year.

The Public Service Career Training Program (PSCTP) designs individual training programs for government employees. It is meant to build competence through on-the-job-training. PSCTP is based on a model created by the GNWT and has two parts. The officer-level program is designed to work in all the regions of Nunavut and the Nunavut Senior Assignment Program focuses on senior-level and specialist positions in headquarters. There are 41 Inuit participating in PSCTP this

year, employed in various government departments, boards and agencies. After completing the program, the successful trainees will be appointed to target positions.

The 26 regional PSCTP participants will develop their skills in the workplace with support from a designated trainer and take short courses to advance their training.

The Nunavut Senior Assignment Program joins the trainee with a mentor who provides guidance on management, leadership and technical skills. The close relationship between mentors and participants allows the program to be tailored to each participant's needs. The 15 training positions for this program are targeted towards the government's headquarters structure.

The Summer Student Employment Program was designed to introduce high school, college and university students to the government. Students were placed in summer positions with various GN departments, gaining practical work experience. This also allows valuable contacts for future job searches.

For more information on PSCTP and Summer Student Employment, please contact:

Department of Human Resources
Nunavut Senior Assignment Coordinator
P.O. Box 800
Iqaluit, NT X0A 0H0
Telephone: (867) 975-6200, Fax: (867) 975-6215
For more information on NUHRDS, please contact:

Nunavut Secretariat
Senior Advisor, Human Resources Development
P.O. Box 2200
Iqaluit, NT X0A 0H0
Telephone: (867) 979-1605, Fax: (867) 979-1650

1999/2000 Nunavut Senior Assignment Trainees

Siobhan Arnatsiaq-Murphy - Justice
Nute Arnauyumayuk - Health and Social Services
Phoebe Hainnu - Education
Eric Idlout - Sustainable Development
Sandra Inutiq - Executive and Intergovernmental Affairs
Shawn Ittinuar-Edwards - Legislative Assembly
Peter Ivalu - Finance and Administration
Paul Powmageak - Community Government, Housing and Transportation
Helen Larocque - Health and Social Services
Pauloosie Nuyalia - Justice
Paul Pemik - Sustainable Development
Leonie Pillakapsi - Finance and Administration
Jacqueline Shouldice - Human Resources
Andrew Tagak Jr. - Executive & Intergovernmental Affairs

Qikitani Region

Meleah Akpalialuk - Finance and Administration
Bruce Uviluq - Finance and Administration
Leo Brian Twerdin - Community Government, Housing and Transportation

Senior Management Trainees

Headquarters

Helen Larocque

Manager, Staff Development Trainee

Helen Larocque (formerly Tatuna) originally hails from Kugluktuk, and has lived in various northern communities.



Helen has a background in education and has held various positions including Correction Officer, Elementary Teacher and Career Development Officer.

In January 1999, Helen joined the Nunavut Senior Assignment Program as Manager, Staff Development with the Department of Health & Social Services.

Helen hopes to successfully complete her training program and become an integral part of the Health & Social Services team. She believes that succeeding in her training will give her the necessary tools to develop other Inuit in pursuing work with the Nunavut Government.

Helen, a recent newlywed, has 3 children and lives in Iqaluit with her husband.

Qikiqtani Region

Bruce Uviluq

Payroll Officer Trainee



Bruce was raised in Iqaluit until he was twelve years old, then moved to Yellowknife with his family.

After high school, Bruce moved back to his hometown where he

has been living ever since. Bruce worked at a local hotel for two years, employed with various responsibilities. He eventually moved into the position as Office Manager and it was during this time that he was introduced to pay and administrative work.

On June 30th of this year, after one year "on the job training," Bruce graduated from PSCTP. He is now a Payroll Officer with the Department of Finance and Administration in Iqaluit. Congratulations Bruce!

Kitikmeot Region

George Maikak

Renewable Resource Officer 1-Trainee

George was born in Cambridge Bay and grew up at the out-post camps of Ummingmaktol and Bathurst Inlet.

George received a teaching certificate at Arctic College in Fort Smith in 1992 and then taught at Kullik Ilihakvik in Cambridge Bay for 5 years.

George decided he wanted to pursue a career in the area of wildlife after working as a camp manager at the Walker Bay research Station in the summer of 1998. George is an avid outdoorsman and enjoys spending time on the land.

George feels one of his greatest assets is being bilingual. He is able to interpret regulations and such to the elder unilingual people in the community, George believes strongly in wildlife management as a way to ensure that future generations can enjoy the same luxuries we enjoy in the community.

1999/2000 regional PSCTP Trainees

Kivalliq Region

Elizabeth Iksiktaarluk – Kivalliq District Education Council
Raymond Kaslak – Community Government, Housing and Transportation
Joani Kringayark – Sustainable Development
Rebecca Kudloo – Kivalliq District Education Council
Pauline Pemik – Nunavut Arctic College
Maggie Putulik – Kivalliq District Education Council
Brian Sigurdson – Community Government, Housing and Transportation
Lydia Tatti – Department of Education
Jason Todd – Community Government, Housing and Transportation
Margaret Wallace – Health and Social Services

Kitikmeot Region

Bernadette Aknavigak – Public Works Telecommunication and Technical Services
Steve Anaktak – Nunavut Arctic College
Wendy Bolt – Sustainable Development
Mary Coady – Nunavut Arctic College
Derick Elias – Community Government and Transportation
George Hakongak – Sustainable Development
Anne Isnor – Finance Administration
Monica Kapahatoak – Sustainable Development
Bernice Lyall – Community Government, Housing and Transportation
Eva Ohokak – Finance Administration
Jamie Taipana – Community Government, Housing and Transportation

Returning Home

Repatriating Ancestral Inuit

By Dr. Doug Stenton

Archaeology

"Cranium of an Esquimaux – Show of the nasal processes of the superior maxillary bones. The squamous portion of the left temporal and both orbital plates of the frontal are

wanting. From Cumberland Gulf, 1876. Male, circa 60 years. Weight 717 grams."

The passage above is taken from an early catalogue entry of human remains collected from what is now the Nunavut Territory. For nearly a century after this entry was made, researches, mainly anthropologists and archaeologists, continued to collect human skeletal remains for scientific study. In many parts of the world, human skeletal remains continue to be collected and analyzed, but in Nunavut the practice all but stopped about 30 years ago.

Many factors contributed to the end of the active collection of human skeletal remains in Nunavut. Among the most significant was the vocal opposition to the practice by Inuit, who were rarely, if ever, consulted on the issue which is viewed as profoundly disrespectful to their traditional customs and beliefs. As a result of their efforts, in government and in the scientific community, there is an increased awareness of and sensitivity for the cultural significance of human remains to Aboriginal peoples throughout Canada. The Canadian Archaeological Association, for example, recently adopted new guidelines for ethical conduct by its members that include principles governing the investigation of human remains and burial objects. The Nunavut Land Claim Agreement has also played a pivotal role by ensuring, through the establishment of the Inuit Heritage Trust, that the special rights and interests of Inuit on all matters concerning their archaeologist and ethnographic heritage are recognized. Although many issues are still unresolved, over the past 30 years there have probably been no more than five or six archaeological research permits issued for work in the eastern Arctic that have involved the disturbance of human remains.

Despite this progress, several important questions remain unanswered for the Inuit of Nunavut. How many sets of human remains were collected? Where are they now and how are they being cared for? And, most importantly, what steps need to be taken to get these remains returned to Nunavut?

Since 1996, the Inuit Heritage Trust has been working hard to provide answers to these questions. Established as a Designated Inuit Organization under Article 33 of the Nunavut Final Agreement, the Inuit Heritage Trust acts as the lead Inuit organization for the management and protection of Nunavut's archaeological heritage – including skeletal remains.

Universities, museums and cultural organizations throughout North America and Europe have been contacted by the Trust for information about their skeletal collections. Several institu-

tions thought to have skeletal remains from Nunavut have not responded to requests for information, but we know that approximately 850 sets of human remains were collected from Nunavut over the past 15 years (mainly between 1950 and 1970). These are presently curated in three main locations: at the Canadian Museum of Civilizations (Hull, Quebec), the Royal Ontario Museum (Toronto, Ontario), and the Smithsonian Institution (Washington, DC). This information is all contained in a database that the trust has created with the cooperation and assistance of the Canadian Museum of Civilization.

The vast majority of the remains are from the Thule culture period (ancestral of Inuit) which dates between approximately AD 1000 – 1600, and the largest collections originates from sites in the Kivalliq region. The collections also include a small number of older Thule (Dorset culture) remains, as well as the remains of Sadlermiut, who lived on Southampton Island, and who perished as the result of an epidemic in the early years of this century. Information about burial goods is still being collected, but we know that about one-third of the graves include objects buried with the dead.

One of the questions most often asked of the trust concerns the timing of the return of the remains to Nunavut. The Inuit Heritage Trust and Nunavut Government have had preliminary discussions concerning repatriation issues, and ideally, the remains will be returned as soon as possible. However, there are several important tasks that must first be complete. These include:

- Completion of the current inventory, particularly the addition of detailed information concerning grave goods associated with the skeletal remains

- Completion by the Inuit heritage Trust of a detailed report and planning document for review by Government and Inuit organizations

- Consultation and collaboration between Government, the Inuit Heritage Trust, Regional Inuit Associations, Elders and other community leaders to analyze the issues and make recommendations that address the needs and interests of Inuit

Research on human remains often evokes very strong emotion primarily as a result of a society's spiritual beliefs, but also because they personalize the past in a way that no other archaeological materials can. They are not 'things' or 'artifacts' but the remains of people who have completed a journey that we are all undertaking. For these reasons, it is essential that both before and after their repatriation, all skeletal remains be properly curated and treated with respect and sensitivity at all times.

To achieve this, the Inuit Heritage Trust and the Canadian Museum of Civilization recently completed discussions and signed a Memorandum of Cooperation and Understanding. This memorandum sets in place procedures that must be followed



by anyone wishing to access the remains for research purposes and, importantly, requires the approval of the Inuit Heritage Trust before permission to study the remains can be granted. In the past year, the Trust received and approved three requests to study the remains.

The agreement between the Inuit Heritage Trust and the Canadian Museum of Civilization serves as an excellent example of how the needs of Inuit, Government and researchers can be addressed concerning a very sensitive issue within the framework of a longer-term repatriation strategy. It also sets an important precedent for future dialogue between the Inuit Heritage Trust and cultural and education institutions concerning a range of equally important heritage resources management issues.

Dr. Doug Stenton is the Executive Director of Inuit Heritage Trust.

For more information about the Inuit Heritage Trust please contact:

Executive Director
Inuit Heritage Trust Incorporated
Box 2080
Iqaluit, NT X0A0H0
e-mail: HYPERLINKmailto:heritage@nunanet.com



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A human skull is found in Sylvia Grinnell Park near Iqaluit

[illegible]



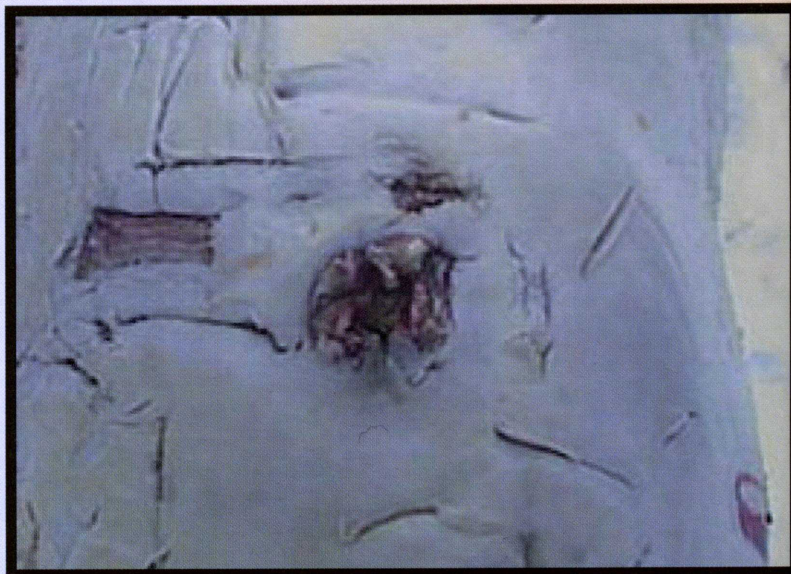
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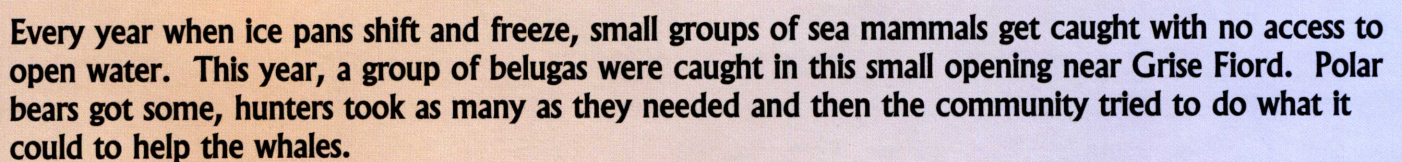
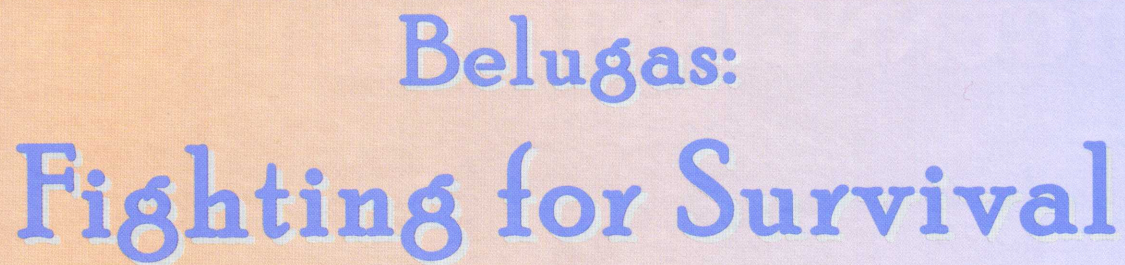
What Bones Tell Us

Why are scientists interested in studying human bones in the first place? The simple answer is that they can reveal a great deal about many aspects of the lives of individuals and populations.

From the size, shape and growth stage of certain bones and teeth, scientists can determine the sex of an individual, their stature, and their age at death. But human remains can also contribute to many other types of knowledge, including ancient diets, diseases and medical practices, and ideology and social structure. The type and quantity of grave goods accompanying the deceased may reflect their age, sex or social status within the society. Other characteristics, such as the orientation of the skeleton within the grave, the number of individuals buried together, and differences in the way in which men or women, or the young and the old were buried all provide valuable clues about past belief systems, social systems and social relationships.

The study of skeletal remains also broadens our understanding of the human experience through evidence for modification of bones and teeth for cultural reasons. In several parts of North and South America, for example, the binding of an infant's head to a cradleboard was a common practice that resulted in a flattening of the back of the skull. In many cultures it was also a common practice to shape and decorate teeth by filling and drilling them, and to inlay them with material such as jadeite or turquoise. Ouch!





PUIGUNNGINNIQ ULLURIANIK

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[illegible]

In this issue of ITTUAQTUUT we will be looking at a star constellation known in most parts of Nunavut as *Aagjuuk*. As shown in the illustration, *Aagjuuk* is made up of two stars, one large, the other smaller. This constellation was recognized across the entire Inuit world and was often known by similar names in different parts of the Arctic, such as *Aagruuk* (North Alaska), *Agyuk* (Kitikmeot), *Aajjuuk* (Nunavik), *Agsuk* (Labrador), *Aagssuk* (North Greenland),



AḌʿbʿσC



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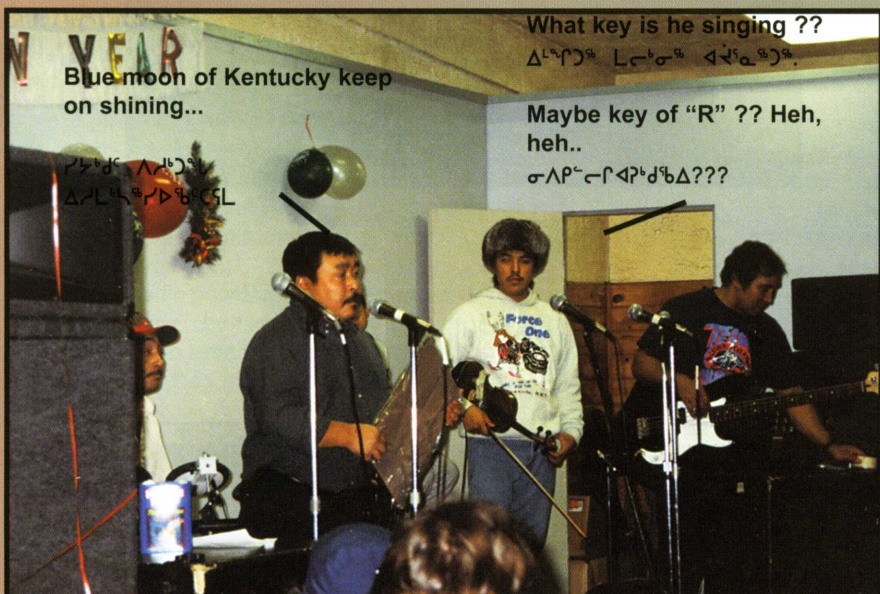
▷ Δ^b Δ^a, ▷ Δ^b Δ^b
 Δ^a Δ^b Δ^b... Δ^b Δ^b Δ^a Δ^b.



Dad, now open your eyes !! Surprise !!
 $\triangleleft n, \triangleright \Delta \text{---} n^c \triangleleft \dot{C} C^b, C d \dot{C}.$



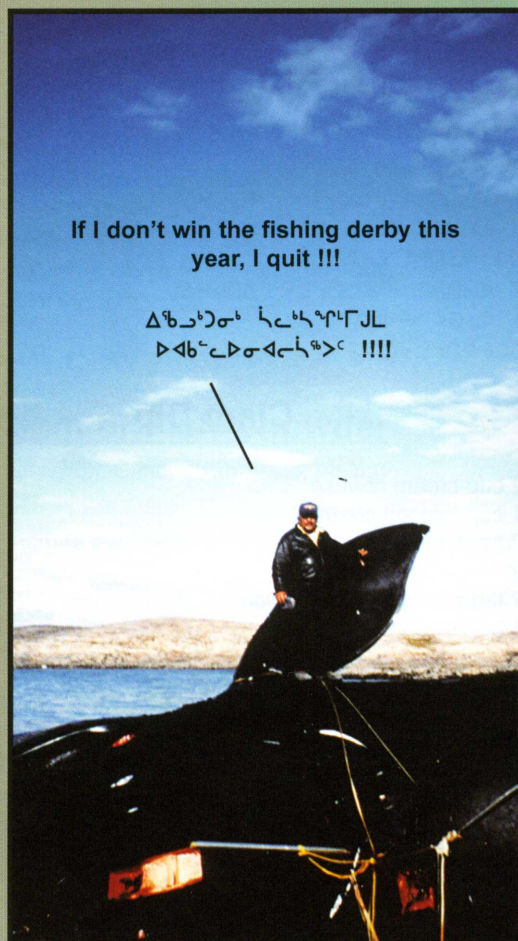
The parsley is just for decoration guys.
 4ΔJ^{9b}, ^{9b} CδΓ_a?Π)Δ^a a^{9b}.



$\Gamma^b d^c \wedge \Gamma^b c^a$
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What key is he singing ??

Maybe key of "R" ?? Heh, heh..

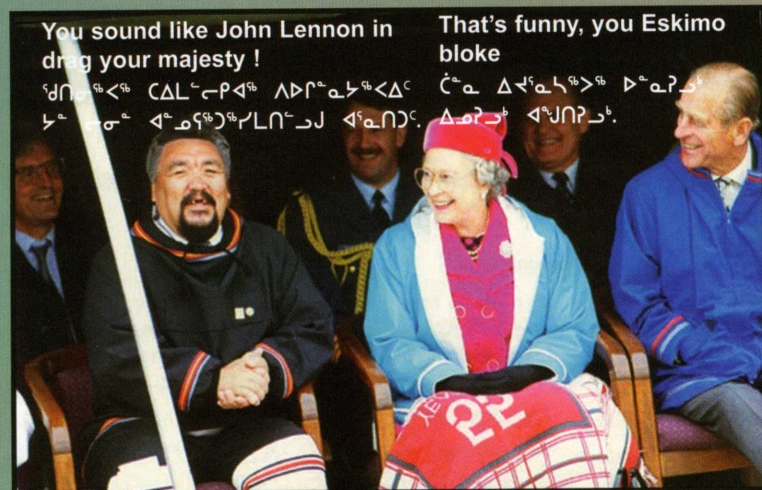
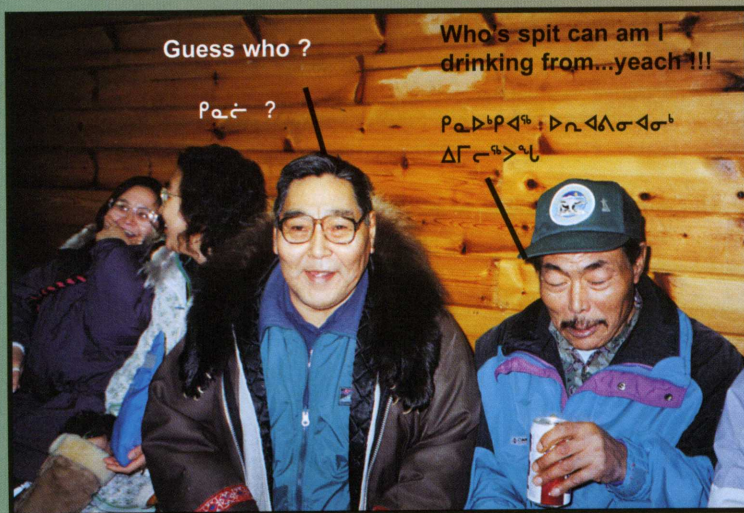


If I don't win the fishing derby this year, I quit !!!

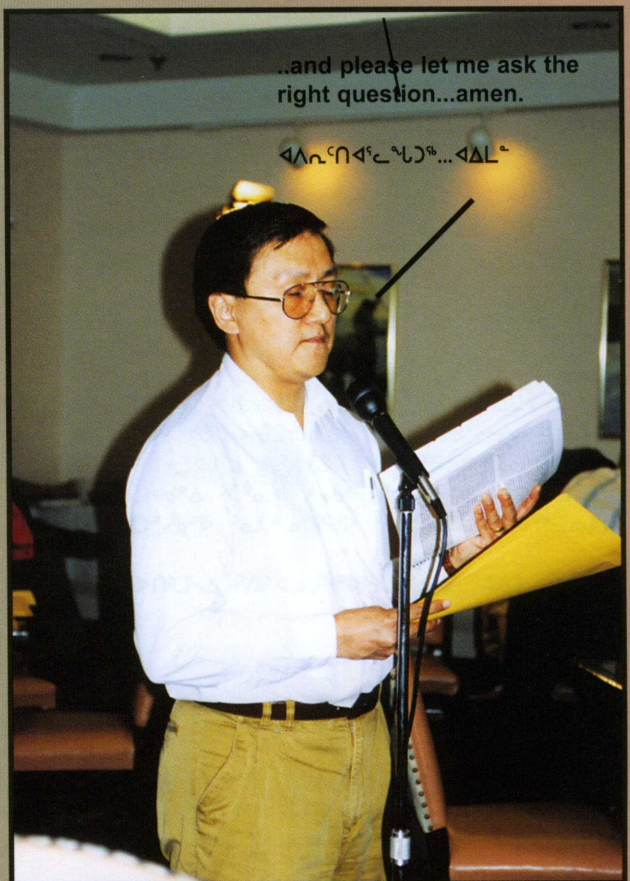
$\Delta^{\text{Sb}} \rightarrow \sigma^{\text{b}}$ $\dot{\text{i}}_{\text{C}}^{\text{b}} \text{H}^{\text{a}} \text{r}^{\text{L}} \Gamma \text{JL}$

$\triangleright \triangleleft \text{b}^{\text{c}} \text{C} \triangleright \sigma \triangleleft \text{C} \dot{\text{i}}^{\text{Sb}} >^{\text{C}}$!!!!

Nunavut Tunngavik *Scrapbook*



By Jose Kusugak and Joe Enook



Paris, The Mona Lisa, and Salming's Homeland



