

Manitoba Indigenous and Northern Relations
Relations avec les Autochtones et
le Nord Manitoba

**Annual Report
2019-2020**

**Rapport annuel
2019-2020**

Indigenous and Northern Relations

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**MINISTER
OF INDIGENOUS AND NORTHERN
RELATIONS**

Room 301
Legislative Building
Winnipeg, Manitoba, CANADA

Her Honour the Honourable Janice Filmon, C.M., O.M.
Lieutenant Governor of Manitoba
Room 235, Legislative Building
Winnipeg MB R3C 0V8

May It Please Your Honour:

I have the privilege to present for your information the Annual Report of Indigenous and Northern Relations for the fiscal year ended March 31, 2020.

Sincerely,

A handwritten signature in cursive script that reads "Eileen Clarke".

Eileen Clarke
Minister Indigenous and Northern Relations





**MINISTÈRE
DES RELATIONS AVEC LES
AUTOCHTONES ET LE NORD**

Bureau 301
Palais législatif
Winnipeg (Manitoba) CANADA

Son Honneur l'honorable Janice Filmon, C.M., O.M.
Lieutenant-gouverneur du Manitoba
Palais législatif, bureau 235
Winnipeg (Manitoba) R3C 0V8

Madame la Lieutenant-gouverneure,

J'ai le privilège de vous présenter le rapport annuel du ministère des Relations avec les Autochtones et le Nord pour l'exercice ayant pris fin le 31 mars 2020.

Veillez agréer, Madame la Lieutenant-Gouverneure, l'expression de mes sentiments distingués.

La ministre des Relations avec les Autochtones et le Nord,

A handwritten signature in cursive script that reads 'Eileen Clarke'.

Eileen Clarke





Indigenous and Northern Relations

**Room 309 Legislative Building
Winnipeg, Manitoba, R3C 0V8
CANADA**

Honourable Eileen Clarke
Minister of Indigenous and Northern Relations
301 Legislative Building
Winnipeg MB R3C 0V8

Dear Minister:

I am pleased to present for your approval the 2019/20 Annual Report of the Department of Indigenous and Northern Relations for the fiscal year ended March 31, 2020.

This report includes key activities undertaken during the 2019/20 fiscal year that support the Department's commitment to foster positive and respectful relationships with Indigenous peoples and northern communities and empower northern communities to advance sustainable economic growth and prosperity. I am also pleased to highlight a number of departmental initiatives that support government's strategic priorities.

The Department continued to carry out government's commitment to establish a renewed Duty to Consult Framework for respectful and productive consultations with Indigenous communities. The Department led the development of this framework by conducting meaningful engagement and collecting input from Indigenous communities and organizations.

Government remains committed to advancing reconciliation, which includes meaningful engagement with Indigenous nations and peoples for advancing Indigenous priorities. The Department leads the development of a robust Reconciliation Strategy that includes a comprehensive framework and action plan.

The Department continued its leading role of the interdepartmental committee for the Operation Return Home project to address the impacts of the 2011 Interlake flood event. This year the Department funded the last phase of housing projects in partnership with the federal government as a final step in rebuilding community infrastructure. New housing has been fully assigned in three of the communities with community members returning home.

Our Department engaged with MNP to conduct an objective, comprehensive, fact informed review of our Northern Affairs program and our service delivery model. The goal of this work is to ensure citizens in the Northern Affairs communities, settlements and unorganized areas in the north receive quality services at a cost that ensures sustainability.

Our Department also completed construction and commissioning of a new regional waste disposal site that serves six Northern Affairs communities and two cottage areas in the Dauphin Parkland area. The regional waste disposal site has capacity to add an additional community and will be including a neighboring First Nation in the 2020/21 fiscal year. Construction of the regional waste disposal site has resulted in the decommissioning of six community waste disposal sites in the area.

Throughout the 2019/20 fiscal year, the Department continued to support healthy, safe, and sustainable communities in the north. For example, grant support for the Lifesaving Society provided essential drowning and injury prevention services to Indigenous communities across the province.

Working closely with local councils and residents throughout Manitoba's 48 northern affairs communities, the Department offered advice and training on community administration and governance, reinforced regulatory compliance, and delivered direct community-level programming. In addition, the Department provided support in infrastructure operation and maintenance and continued to facilitate a shared Canada-Manitoba initiative through the First Nation Highway Signage Project.

The Department continues to champion the view that access to healthy food is critical for the health and well-being of Indigenous and northern peoples. In order to advance this, the Northern Healthy Foods Initiative focused on activities such as horticulture, acquiring traditional foods, and fostering nutritional awareness.

Addressing violence against Indigenous women and girls and the tragedy of Missing and Murdered Indigenous Women, Girls and 2SLGBTQIA people continues to be a priority for the Manitoba government and across Canada. The Department continues to have a leading role in community-based, intergovernmental and interdepartmental work that includes Manitoba's involvement in the National Inquiry into Missing and Murdered Indigenous Women and Girls.

The Department led provincial responsibilities in the negotiation and implementation of Treaty Land Entitlements and other agreements in Manitoba. Collaborative work with the federal government and Entitlement First Nations has led to the successful transfer of 692,098 acres of Crown land to the federal government for reserve creation. The Department maintained the coordination of nine Resource Management Boards with First Nations and northern communities.

In keeping with the Department's mandate to support the development of healthy, safe and sustainable Northern Affairs communities, we undertook various measures to improve the administration of the Northern Affairs Fund and the property tax system,

including strengthening financial comptrollership, establishing new policies and processes, increasing efficiencies and improving service delivery for the benefit of Indigenous and northern Manitobans.

The Department of Indigenous and Northern Relations will continue to build upon the achievements of 2019/20. I look forward to continuing our efforts to work collaboratively with our many valued partners as we walk the path towards reconciliation together.

Respectfully submitted,



Michelle Dubik
Deputy Minister
Indigenous and Northern Relations



Madame Eileen Clarke
Ministre des Relations avec les Autochtones et le Nord
Palais législatif, bureau 301
Winnipeg (Manitoba) R3C 0V8

Madame la Ministre,

J'ai le privilège de vous présenter, aux fins d'approbation, le rapport annuel du ministère des Relations avec les Autochtones et le Nord pour l'exercice ayant pris fin le 31 mars 2020.

Ce rapport rend compte des principales activités entreprises au cours de l'exercice 2019-2020 qui soutiennent l'engagement du ministère à promouvoir des relations positives et respectueuses avec les peuples autochtones et les collectivités du Nord et à donner à celles-ci les moyens de favoriser leur croissance et leur prospérité économiques. Il souligne également un certain nombre d'initiatives ministérielles en appui aux priorités stratégiques du gouvernement.

Le ministère a poursuivi sa concrétisation de l'engagement du gouvernement d'établir un cadre de consultation obligatoire renouvelé afin d'assurer des consultations respectueuses et productives avec les collectivités autochtones. Il a dirigé l'élaboration de ce cadre en procédant à des consultations fructueuses auprès des collectivités et des organismes autochtones afin de recueillir leurs commentaires.

Le gouvernement reste déterminé à faire progresser le processus de réconciliation, notamment par un engagement réel auprès des nations et des peuples autochtones pour faire avancer les priorités autochtones. Le ministère des Relations avec les Autochtones et le Nord dirige l'élaboration d'une stratégie de réconciliation solide qui comprend un cadre et un plan d'action complets.

Le ministère a poursuivi son rôle de chef de file du comité interministériel chargé de l'opération Retour au foyer, qui traite des répercussions des inondations de 2011 dans la région d'Entre-les-Lacs. Cette année, il a financé la dernière phase des projets de logement en partenariat avec le gouvernement fédéral, dans le cadre de la dernière étape de la reconstruction des infrastructures communautaires. De nouveaux logements ont été entièrement attribués dans trois des communautés, ce qui a permis aux membres de ces dernières de retourner chez eux.

En collaboration avec MNP, le ministère s'est engagé à procéder à un examen objectif, complet et factuel du Programme des affaires du Nord et de notre modèle de prestation de services. Ces travaux visent à faire en sorte que les citoyens des communautés, des établissements et des territoires non organisés relevant des Affaires du Nord reçoivent des services de qualité à un coût qui assure la viabilité.

Le ministère a également achevé la construction et la mise en service d'un nouveau site régional d'élimination des déchets qui dessert six communautés des Affaires du Nord et deux zones de chalets dans la région de Parkland et de Dauphin. Ce site peut servir une collectivité supplémentaire et son accès sera étendu à une première nation voisine au cours de l'exercice 2020-2021. La construction de ce site régional a permis de mettre hors service six sites communautaires d'élimination des déchets dans la région.

Pendant l'exercice 2019-2020, le ministère a continué à soutenir la santé, la sécurité et la durabilité des collectivités du Nord. Par exemple, le soutien financier accordé à la Société de sauvetage a permis de fournir des services essentiels en matière de prévention des noyades et des blessures aux communautés autochtones de la province.

Collaborant étroitement avec les conseils locaux et les résidents de 48 collectivités manitobaines des affaires du Nord, le ministère a offert des conseils et de la formation sur l'administration et la gestion communautaires, a renforcé la conformité aux règlements et a fourni des programmes destinés aux communautés. Il a également offert un soutien en matière d'exploitation et d'entretien des infrastructures et a continué à faciliter une initiative Canada-Manitoba par l'intermédiaire du projet de signalisation routière des Premières Nations.

Le ministère défend toujours le point de vue selon lequel l'accès aux aliments sains est essentiel à la santé et au bien-être des peuples autochtones et des peuples du Nord. Afin d'aller de l'avant, l'Initiative d'alimentation saine dans le Nord a mis l'accent sur des activités comme l'horticulture, l'acquisition d'aliments traditionnels et la sensibilisation nutritionnelle.

La lutte contre la violence envers les femmes et les filles autochtones et la tragédie que représentent la disparition et le meurtre de femmes et de filles autochtones et des personnes 2SLGBTQQIA demeure une priorité au Manitoba et partout au Canada. Le ministère continue à diriger les efforts communautaires, intergouvernementaux et interministériels qui comprennent la participation du Manitoba à l'Enquête nationale sur les femmes et les filles autochtones disparues et assassinées.

Il a assumé les responsabilités provinciales dans la négociation et la mise en œuvre d'accords relatifs aux droits fonciers issus des traités et d'autres ententes au Manitoba. Le travail de collaboration avec le gouvernement fédéral et les premières nations ayant droit à des terres a donné lieu au transfert de 692 098 acres de terres domaniales au gouvernement fédéral en vue de la création de réserves. Le ministère a poursuivi la coordination de neuf conseils de gestion des ressources avec les premières nations et les collectivités du nord de la province.

Conformément au mandat du ministère qui vise à appuyer l'établissement de collectivités du Nord saines, sûres et durables, diverses mesures ont été prises afin d'améliorer la gestion du Fonds des affaires du Nord et du régime d'impôt foncier, notamment en renforçant le contrôle financier, en établissant de nouvelles politiques et de nouveaux processus, en augmentant l'efficacité et en améliorant la prestation des services au profit des Autochtones et des Manitobains du Nord.

Le ministère des Relations avec les Autochtones et le Nord continuera de s'appuyer sur les réalisations de 2019-2020. Nous nous réjouissons à l'idée de poursuivre notre collaboration avec nos nombreux et précieux partenaires, en progressant ensemble sur la voie de la réconciliation.

Le tout respectueusement soumis.



Michelle Dubik
Sous-ministre
Relations avec les Autochtones et le Nord



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Preface

Report Structure

This Annual Report is organized in accordance with the 2019/20 Department of Indigenous and Northern Relations appropriation structure that reflects the Department's authorized votes approved by the Legislative Assembly. The report includes information at the main and sub-appropriation levels relating to the Department's responsibilities and results for the fiscal year ending March 31, 2020. Financial performance information is provided with expenditure and revenue variance explanations and a five-year adjusted historical table of departmental expenditures and staffing.

Role and Mission

The Department's mission includes fostering positive and respectful relationships with Indigenous peoples and northern communities to support meaningful partnerships and reconciliation; and empowering northern communities to advance sustainable economic growth, prosperity, and a bright future for the region.

The Department:

- Supports the development of healthy, safe and sustainable communities;
- Promotes social and economic opportunities in partnership with Indigenous and northern Manitobans;
- Fosters relationships with Indigenous and northern communities to support engagement and reconciliation of the rights and interests of Indigenous and northern people;
- Delivers training, on-going advice, technical analysis, and funding related to local governance capacity, land management, community revitalization, and infrastructure, specifically but not exclusively with respect to Northern Affairs communities; and
- Promotes intergovernmental relationships and strategic partnerships between and among Provincial and Federal governments; Indigenous communities, organizations, and peoples; Northern Affairs Communities; and local governmental and non-governmental organizations.

The Department leads the Manitoba Government's commitment to work positively and respectfully with Indigenous and Northern communities and supports provincial reconciliation efforts, including the work to develop and implement a provincial reconciliation strategy.

The Department works with federal counterparts to ensure that constitutional and legal obligations to Indigenous communities are upheld. This includes ongoing implementation of Manitoba's Treaty Land Entitlement obligations and the work to ensure consistent development and implementation of Manitoba's framework for positive and respectful consultations with Indigenous communities.

Statutory Responsibilities

The Department operates under the authority of the following acts of the Consolidated Statutes of Manitoba:

- The Northern Affairs Act
- The Planning Act (Part 10)
- The Path to Reconciliation Act
- The Sioux Valley Dakota Nation Governance Act
- The Aboriginal Languages Recognition Act

As per schedule "I", Order in Council 227/2017

Préface

Structure du rapport

Ce rapport annuel est organisé conformément à la structure des postes budgétaires du ministère des Relations avec les Autochtones et le Nord, qui correspondent aux crédits approuvés par l'Assemblée législative pour l'exercice 2019/20. Il comprend des données sur les responsabilités du ministère et les résultats obtenus par affectations principales et secondaires pour l'exercice ayant pris fin le 31 mars 2020. Les renseignements sur le rendement financier sont accompagnés d'explications sur les écarts dans les dépenses et les recettes ainsi que d'un tableau chronologique quinquennal redressé illustrant les dépenses et les effectifs du ministère.

Rôle et mission

La mission du ministère consiste à favoriser les relations positives et respectueuses avec les peuples autochtones et les collectivités du Nord afin de soutenir la réconciliation et des partenariats fructueux, et à donner les moyens aux collectivités du Nord de connaître une croissance économique durable, la prospérité et un bel avenir profitant à la région.

Le ministère :

- soutient l'établissement de collectivités saines, sûres et durables;
- ouvre des possibilités sociales et économiques en partenariat avec les Autochtones et les Manitobains du Nord;
- favorise les relations avec les collectivités autochtones et du Nord pour mieux concilier les droits et les intérêts des peuples autochtones et des gens du Nord;
- fournit de la formation, des conseils continus, des analyses techniques et du financement relativement à la capacité de gouvernance locale, à la gestion des terres, à la revitalisation communautaire et à l'infrastructure, plus particulièrement, mais non exclusivement, auprès des collectivités autochtones et des affaires du Nord;
- favorise les relations intergouvernementales et les partenariats stratégiques entre les gouvernements provincial et fédéral et avec les collectivités, les organismes et les peuples autochtones, les collectivités des affaires du Nord et les organismes gouvernementaux et non gouvernementaux locaux.

Le ministère donne suite à l'engagement du gouvernement du Manitoba de travailler de façon positive et respectueuse avec les collectivités autochtones et du Nord tout en appuyant les efforts de réconciliation de la Province, y compris l'élaboration et la mise en œuvre d'une stratégie de réconciliation provinciale.

Le ministère collabore avec ses partenaires fédéraux pour veiller au respect des obligations constitutionnelles et juridiques envers les collectivités autochtones. En font partie la mise en œuvre d'accords relatifs aux droits fonciers issus de traités au Manitoba et le travail permettant l'élaboration et l'établissement d'un cadre manitobain favorisant des consultations positives et respectueuses avec les collectivités autochtones.

Responsabilités prévues par les lois

Le ministère est régi par les lois suivantes de la Codification permanente des lois du Manitoba :

Loi sur les affaires du Nord

Loi sur l'aménagement du territoire (Partie 10)

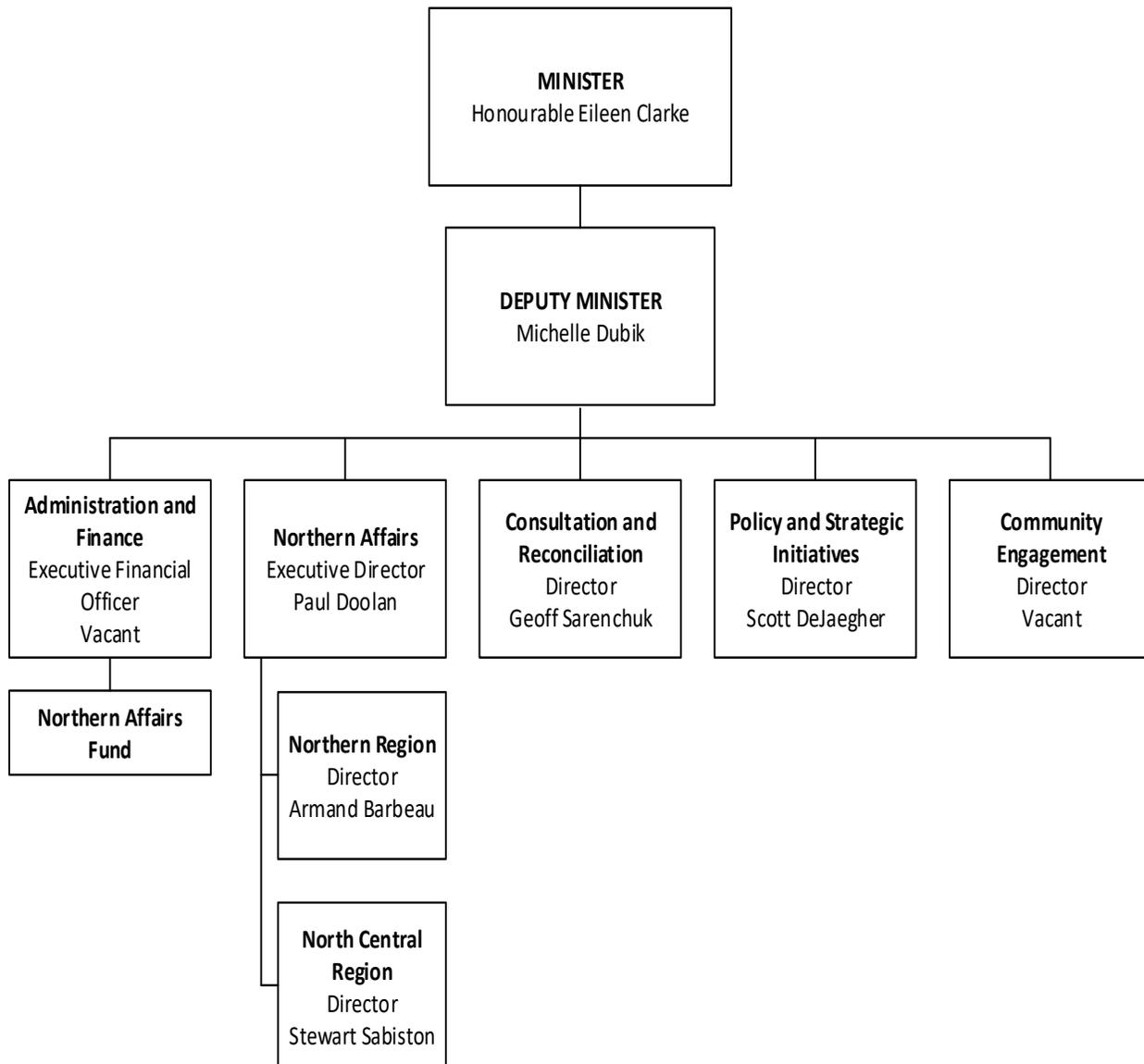
Loi sur la réconciliation

Loi sur la gouvernance de la nation dakota de Sioux Valley

Loi sur la reconnaissance des langues autochtones

Selon l'annexe « I » du décret 227/2017

Indigenous and Northern Relations Organizational Chart As of March 31, 2020



Administration and Finance

Minister's Salary

This appropriation provides for the Minister's salary entitlement as a member of Executive Council.

1(a) Minister's Salary:

Expenditure by Sub-Appropriation	Actual 2019/20 \$(000s)	FTEs	Estimate 2019/20 \$(000s)	Variance Over(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	42	1.00			
Total Sub-Appropriation	42	1.00			

Executive Support

Executive Support, consisting of the Minister's and the Deputy Minister's offices, provides leadership, policy direction, planning, and operational coordination to support the Department. The Minister's Office provides administrative support to the Minister in the exercise of her executive policy role and service to the constituency. The Deputy Minister advises the Minister and provides direction to the Department on the overall management and development of its policies and programs.

1(b) Executive Support:

Expenditure by Sub-Appropriation	Actual 2019/20 \$(000s)	FTEs	Estimate 2019/20 \$(000s)	Variance Over(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	705	8.00	726	(21)	
Other Expenditures	78		80	(2)	
Total Sub-Appropriation	783	8.00	806	(23)	

Financial and Administrative Services

Financial and Administrative Services oversees the financial planning, comptrollership, and administrative functions of the Department. It ensures that financial and administrative policies, services, and reporting systems are developed and administered effectively in support of the Department's accountability framework. The Branch also provides guidance and support in meeting the legislative, policy and financial requirements of central government agencies including Treasury Board Secretariat, Office of the Provincial Comptroller, and Office of the Auditor General.

Financial and Administrative Services coordinates the preparation of the Department's budget and annual report as well as provides financial advice and analytical support for resource allocation decision-making. The Branch supports the preparation and review of authority seeking submissions and contracts. Additionally, it provides central accounting, financial monitoring and reporting, general operating and administrative support services, monthly expenditure and variance reports, quarterly revenue statements, and annual financial statements.

Financial and Administrative Services manages the Northern Affairs Fund. The Fund maintains two bank accounts to support and/or administer several programs for the benefit of Northern Affairs communities.

The Executive Financial Officer acts as the Department's Designated Officer for *The Public Interest Disclosure (Whistleblower Protection) Act*.

Key Results Achieved:

- Prepared and coordinated the Department's annual Estimates of Expenditure and Revenue. Estimates were compiled and delivered within the scheduled timeframes and in accordance with financial policies and processes.
- Monitored department financial activities and prepared monthly, quarterly, and annual financial reports including detailed explanations to accurately describe factors behind variances to budget, forecast, and prior years.
- Reviewed, assessed, and implemented changes to departmental financial and administrative control procedures to further strengthen the comptrollership function. Updated and implemented delegated financial signing authority to ensure segregation of financial duties and preserve responsible stewardship and overall management of departmental resources. Implemented process improvements and measures to ensure that all payments are processed in a timely manner.

- Continuously addressed any comptrollership deficiencies and implemented improvements to the Department's processes to ensure that operations are working as intended and that the Comptrollership Plan encompasses effective and efficient methods to meet and surpass government comptrollership standards. Established the Department Audit Committee that reviews and advises on the Department's risks through a strong governance, risk, control and compliance framework, appropriate stewardship and an adequate and effective internal control function.
- Worked with the Northern Affairs Branch (NAB) to strengthen the planning, implementation and monitoring of the Department's capital projects.
- Coordinated the external review of the Northern Affairs Branch to assess the effectiveness and efficiency of NAB's current program and service delivery model and associated legislation.
- Participated in the review of major program and funding agreements, such as core funding agreements, Indigenous and Northern Initiative and Northern Healthy Foods Initiative.
- Monitored all financial matters that pertain to the Northern Affairs Fund to ensure alignment and compliance with the government and departmental policies. Implemented policies and processes to improve comptrollership, increase efficiencies and improve client services.
- Completed the conversion of Loan Act program to Capital Grant funding for Northern communities to provide the Department with more flexibility in finding creative, cost-effective solutions in addressing communities' municipal service's needs.
- Continued to manage the accrued liability account to provide for activities related to the Operation Return Home Initiative, including 18 infrastructure projects, settlement of the class action lawsuit and negotiation of Comprehensive Settlement Agreements with the four First Nations.

1(c) Financial and Administrative Services:

Expenditure by Sub-Appropriation	Actual 2019/20 \$(000s)	FTEs	Estimate 2019/20 \$(000s)	Variance Over(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	158	3.00	218	(60)	
Other Expenditures	97		65	32	
Total Sub-Appropriation	255	3.00	283	(28)	

Indigenous and Northern Relations

Northern Affairs

The Northern Affairs Branch (NAB) supports and facilitates the provision of municipal programming, services and infrastructure in 48 designated communities and settlements in Manitoba as defined by *The Northern Affairs Act*. Supports are also provided to cottage areas within the unorganized territory.

The NAB's mission is to empower Northern Affairs communities to advance sustainable economic growth and prosperity for a bright future for the region. The branch is committed to the advancement of independent, sustainable local government through a process of partnership and consultation.

Programs/Operational Support

Under the NAB, the Programs/Operational Support branch is responsible for:

- Implementing program policies and direction as it relates to Northern Affairs communities and settlements within the unorganized territory of northern Manitoba;
- Fostering strong working relationship by facilitating inter-sectoral, inter-departmental, and inter-jurisdictional partnerships that support economic and local government development in northern Manitoba;
- Supporting the advancement of growth, independence, and sustainability of local government and incorporation for a greater autonomy;
- Providing programs and services to the Northern Affairs communities and settlements within the unorganized territory of northern Manitoba; and
- Capital program planning.

Key Results Achieved:

- Participation and engagement with MNP to conduct an objective, comprehensive, evidence-informed review of Northern Affairs program and service delivery. The goal of this work is to ensure citizens in the Northern Affairs communities, settlements and unorganized areas in the north receive quality services at a cost that ensures sustainability.

- Participated in the Federal/Provincial/First Nations Drinking Water Committee to facilitate the efficient delivery of safe drinking water in northern and remote Manitoba communities and First Nations through enhanced collaboration. As a result, a pilot project for remote community water sampling in the adjacent Northern Affairs and First Nation communities of Brochet and Barren Lands is underway.
- Delivered capital programming to communities and settlements for the provision of municipal infrastructure and equipment. Offered consulting services and support for the development of project planning and delivery capacity at the community level.
 - The department is developing a more sustainable capital program and exploring opportunities for regionalization, partnerships, and other funding sources.
 - Provided capital grants of \$170K to support communities' minor capital needs including water and wastewater infrastructure, waste disposal sites, and roads.
 - Led five capital projects within 2019/20 Loan Act Capital Program budget of \$4.0M.
 - Provided one emergency grant to construct a temporary water treatment system in Cormorant, after the water treatment plant was destroyed by fire.
- Completed construction and commissioning of a new regional waste disposal site that serves six Northern Affairs communities and two cottage areas in the Dauphin Parkland area. The regional waste disposal site has capacity to add an additional community and will be including a neighboring First Nation in the 2020/21 fiscal year. Construction of the regional waste disposal site has resulted in the decommissioning of six community waste disposal sites in the area.

2(a)(1) Programs/Operational Support:

Expenditure by Sub-Appropriation	Actual 2019/20 \$(000s)	FTEs	Estimate 2019/20 \$(000s)	Variance Over(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	285	3.00	269	16	
Other Expenditures	1,069		70	999	1
Community Operations	10,820		11,129	(309)	
Capital Grants	170		230	(60)	
Community Capital Support	29,054		3,267	25,787	2
Total Sub-Appropriation	41,398	3.00	14,965	26,433	

Expl. No. 1. Over-expenditures due to a contingent liability - \$750 and costs related to an external review of the Northern Affairs Branch -\$272 paid in 2019/20.

Expl. No. 2. Over-expenditures related to payment of the remaining loan due to the conversion of the Loan Act Program to Capital Grants - \$25,688, plus additional principal and interest requirements for the Department's Loan Act Program in 2019/20 - \$99.

Northern and North Central Regions

The Northern Affairs Branch (NAB) provides programming and services through regional offices located in Thompson and Dauphin with sub-offices in The Pas and Winnipeg. The NAB is responsible for the provision of consulting and advisory services related to the planning, administration, and delivery of municipal services and capital projects. Other responsibilities include the coordination of service delivery by other provincial departments and strategic partnerships with other government departments and agencies to facilitate the improvement of social, economic and environmental conditions in northern communities.

Staff in regional offices and sub-offices delivered the following programs throughout the 2019/20 fiscal year:

- Municipal Administration
- Environmental Services
- Technical and Public Works
- Workplace Safety and Health
- Community and Resource Development
- Protective Services
- Recreation and Wellness

Municipal Administration Program

The goal of the Municipal Administration Program is to develop effective community management, leadership and administrative capacity by providing on-going support to elected councils, settlement representatives, cottage areas, and community administrative staff in areas of accounting, administration, planning, financial management, and reporting.

Key Results Achieved:

- Undertook ongoing individual community-based training, mentoring, and guidance to new and inexperienced community councils including five newly elected officials and eight administrative staff.
- Provided administrative and liaison services to settlements and cottage areas to ensure municipal requirements are met within existing resources.

- Strived to promote an increase in leadership capacity in all settlements and communities. This was accomplished through the delivery of regional workshops with sessions covering topics of respectful workplace, governance, compliance and emergency planning; financial reporting training with ongoing support for good governance.
- Exercised delegated authority in communities that do not have a quorum of council to ensure communities can continue to operate.
- Advised communities on approaches to generate sufficient revenue, with 19 community meetings or exceeding the requirement to collect locally generated revenue that can cover 20% of their operation and maintenance costs.
- Monitored audited community financial statements, with 24 of 35 communities receiving unqualified financial statements, nine with a qualified audit opinion and two communities with outstanding financial statements.
- Monitored financial status of the communities, with eight communities reporting deficits in the prior fiscal year.

Environmental Services Program

The goal of the Environmental Services Program is to achieve effective and efficient operation and maintenance of community infrastructure in accordance with the respective policies, operating permits, regulations, and legislation by coordinating and supporting community leadership and employees (operators) in the operation and maintenance of community water and wastewater treatment facilities and waste disposal grounds in accordance with the facility's respective operating permit.

Key Results Achieved:

- Ensured all infrastructure had an up-to-date operating license for all water systems and ensured licenses were posted in the community as per the legislation and direction from the operating license-issuing agent.
- Coordinated with and supported community leadership and operators to obtain the required certification level for community water and wastewater primary and back-up operators.
- Assisted communities to address boil water advisory (BWA) related issues by working with community water operators to have the BWA rescinded and ensuring community residents were informed of requirements. There were 26 short term BWAs issued and rescinded in 2019/20. Eight communities remained on a long-term BWA.

- Continued work related to phosphorus reduction compliance at public wastewater facilities. Eighteen lagoons were tested and three sprayed with aluminum sulphate prior to discharge. Staff continued to improve procedures and calculations for aluminum application to increase success rates and to work with communities to build capacity for community employees to complete related regulatory requirements.
- Coordinated and supported 12 Northern Affairs community waste disposal facility operators to completed the required Landfill Operations Basic course. Sixty three percent of these operators achieved certification.
- Continued work related to ensuring compliance with water and wastewater licensing requirements. Three communities currently have shared-service agreements for water supply with the neighboring First Nations.

Technical and Public Works Program

The Technical and Public Works Program works with settlements, community councils, and public works employees to develop community self-sufficiency in the public works area and to facilitate optimum maintenance and life span of community infrastructure.

Key Results Achieved:

- Provided small-group and one-on-one mentoring and orientation to six community public works employees and seven water/wastewater operators with the understanding of the operation and maintenance of all infrastructure, including safe work and operation practices.
- Assisted communities with the coordination and sourcing of supplies, trades, and technical expertise to resolve community infrastructure maintenance issues. Coordinated and assisted councils with public tendering practices related to the provision of goods and services as required.
- Conducted 34 infrastructure audits, and road and safety inspections to assist communities with stewardship of assets in an effective, efficient, and safe manner. Twenty-six community infrastructure audits received an acceptable B rating or higher.
- Provided technical assistance to 10 community water systems in the planning and completion of a facility retrofit project including media filter, ultra violet components and computer monitoring components.
- Provided on-going technical support to 34 water systems in 32 communities to address water and wastewater issues. Assistance included sourcing parts and securing contractors for technical and mechanical services.

Workplace Safety and Health

The Workplace Safety and Health Program (WSH) strives for a safe, injury-free workplace for settlements, communities, employees, and the public by performing audit inspections on all public buildings in accordance with WSH regulation; following-up with community councils to develop plans to resolve WSH issues, and working with councils and community employees to create an understanding of obligations as employers regarding the operation and maintenance of community infrastructure and equipment.

Key Results Achieved:

- Provided standard first-aid training to 12 individuals in one community and four WSH orientations to community councils and new employees.
- Investigated and rectified two WSH incidents.
- Issued 33 WSH improvement orders to three communities, 30 of which were complied with.
- Conducted 31 unplanned WSH audits, with 14 communities attaining an audit grade of B or better.
- Conducted 31 planned WSH audits, with 19 communities attaining an audit grade of B or better.
- Reviewed for revision, the workplace safety and health policy to include respectful workplace.

Community and Resource Development Program

The goal of the Community and Resource Development Program is to increase sustainability of the communities through developing land use documents, developing plans and zoning by-laws, promoting community economic development, and administering all settlements and cottage areas within the unorganized territory of Northern Manitoba.

Key Results Achieved:

- Five community development corporations were active in 2019/20.
- Provided support and guidance to three communities related to land use and economic development.
- Continued to develop an inventory for all vacant lots in Northern Affairs communities. Completed seven community inventories with a total of 38 inventories completed.

- Reviewed and provided departmental responses to 633 Crown land dispositions, mining, and building permit applications.
- Addressed ongoing requests from cottage areas related to lot development, basic services, and permitting.
- Completed one development agreement for the planning, construction, and completion of two new cottage sub-division developments.
- Monitored and regulated the development activity in two existing cottage areas that have experienced significant progress with developing and selling new vacant lots.

Protective Services Program

The goal of the Protective Services Program is to facilitate community capacity in responding to all public safety concerns including fire, personal safety, and emergency preparedness and/or response.

Key Results Achieved:

- Continued to assist community councils in the ongoing monitoring and management of the Community Safety Officer (CSO) program in nine communities, designed for delivering community crime prevention programming.
- CSOs performed 20 safety presentations (bullying, gangs, drugs, and suicide awareness), responded to 120 calls for service, and assisted other agencies on 80 occasions.
- Continued to support fire training in communities with active fire departments and assist volunteer fire fighters with training plans. A new training partnership was completed with the City of Flin Flon including a plan to train seven Indigenous and Northern Relations (INR) communities in 2020/21. Collaborated with Indigenous Service Canada to support a joint fire program.
- Continued to facilitate emergency preparedness and responses in the communities:
 - Assisted in one major winter storm (October) event with no loss of life. This event affected nine INR communities.
 - Implemented Incident Command System for Northern Affairs Branch (NAB) to respond to the COVID-19 pandemic. Related work included community data collection for preparedness and protocols.
 - Provided guidance and training to volunteer emergency coordinators.
 - Achieved emergency plan update compliance in 36% of communities.

- Assisted communities with the planning and transition from the fleetnet radio network to the P25 system.

Recreation and Wellness Program

The goal of the Recreation and Wellness Program is to promote healthy communities by partnering with community recreation staff, settlements, communities, other departments, agencies, and stakeholders to promote and support recreation and wellness programming. A focus of the program is to expand the range of recreational programming in communities, increase funding from other sources, and increase the leadership capacity of community recreation and wellness staff.

Key Results Achieved:

- Communities delivered approximately 130 recreation and wellness programs including but not limited to organized youth sports, gyms nights, gardening, outdoor activities, board games, arts and crafts, summer student day camps.
- Assisted communities with the recruitment and orientation of new recreation staff in two communities. Orientation included planning, volunteer recruitment, grants and resources
- Provided ongoing support and guidance to community staff and councils related to recreation programming.

2(a)(2) Northern Region:

Expenditure by Sub-Appropriation	Actual 2019/20 \$(000s)	FTEs	Estimate 2019/20 \$(000s)	Variance Over(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	735	13.00	1,057	(322)	
Other Expenditures	177				
Total Sub-Appropriation	912	13.00	1,300	(388)	

2(a)(3) North Central Region:

Expenditure by Sub-Appropriation	Actual 2019/20 \$(000s)	FTEs	Estimate 2019/20 \$(000s)	Variance Over(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	1,216	15.00	1,237	(21)	
Other Expenditures	226		225	1	
Total Sub-Appropriation	1,442	15.00	1,462	(20)	

Northern Affairs Fund

Under *The Northern Affairs Act*, the Northern Affairs Fund was established for operating and maintaining the Northern Affairs communities. The purpose of the Fund is to administer trust funds on behalf of the designated communities and administer the property tax system and cottage levy system within the jurisdiction of the Department.

Branch staff administer the Northern Affairs Fund by:

- Administering funds and maintaining proper control and comptrollership of funds on behalf of designated communities.
- Providing accounting and trust services in support of the delivery of various government programs.
- Administering the property tax system within the jurisdiction of the Department in a manner consistent with accepted municipal practices.
- Coordinating with Real Estate Services Division, Department of Finance to collect cottage levy.
- Administering the Municipal Employee Benefits Program for northern communities.
- Overseeing the audit process and verifying whether funds provided to Northern Affairs communities are spent for purposes intended and that revenue and expenditures are accurately recorded.

- Determining whether grant recipients meet departmental accountability standards.
- Analyzing material variances in revenue and expenditures.

Key Results Achieved:

- Created a formal Delegated Financial Signing Authority policy and chart for the disbursement of funds from the Northern Affairs Fund and property tax account to increase comptrollership and streamline the payment process.
- Implemented various measures to accelerate the payment process to ensure that payments and funding are provided in a timely manner.
- Reviewed internal processes and implemented process improvements to increase efficiencies, including the taxation receipt process, interest charges, and direct payments to communities, increased standardization of work and increased the sustainability and succession planning of the workforce.
- Reviewed and reconciled historical data and information of various accounts in the Northern Affairs Fund and increased ministerial reporting of the Fund.
- Completed a formal review of all tax rolls to ensure correct distribution of tax revenue to the Northern Affairs communities.
- Created a webpage for public inquiries to provide alternative ways for clients to obtain information about property tax.
- Processed supplementary tax cancellations and provided supplementary tax bills.
- Explored a variety of ways to expedite the financial audit of the Northern Affairs Fund.

2(a)(4) Northern Affairs Fund

Expenditure by Sub-Appropriation	Actual 2019/20 \$(000s)	FTEs	Estimate 2019/20 \$(000s)	Variance Over(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	288	4.00	307	(19)	
Other Expenditures	51		27	24	
Total Sub-Appropriation	339	4.00	334	5	

Consultation and Reconciliation

The Consultation and Reconciliation Branch (CAR) works with Indigenous communities to implement the land, financial, and cooperative elements of signed settlement agreements. Where new settlement agreements are proposed, the Branch takes a lead role in supporting and directing negotiations. The CAR is also responsible for establishing Crown consultation policies and consistent processes across provincial departments to meet Manitoba's consultation obligations when government decisions may affect Indigenous and/or Treaty rights.

The Branch's key areas of responsibility include Treaty Land Entitlement (TLE), implementation of hydro impact and settlement agreements, Crown-Indigenous consultation and negotiations of settlement agreement. Work within these four areas also contribute to advancing reconciliation with Indigenous communities and peoples.

Key Results Achieved:

- Treaty Land Entitlement (TLE):
 - Transferred 8,258 acres of land from Manitoba to Canada to meet our TLE obligations. Canada converted 22,519 acres of land to Reserve.
- Agreement Implementation:
 - Re-established communications with all Resource Management Boards (RMBs) across Manitoba and held 15 meetings with active RMBs. Engaged with inactive boards to assign board members and re-establish board function.
 - Funded Phase II land use planning with Fox Lake Cree Nation under the 2004 agreement among the Fox Lake Cree Nation, Manitoba, and Manitoba Hydro.
 - Completed proposals to undertake land use planning with Moose Lake and Split Lake Resource Management Boards.
 - In consultation with Geo-Manitoba, identified Light Detection and Ranging (LiDAR) areal survey as a survey method to rapidly advance Manitoba's lands implementation responsibilities under the four Grand Rapids Forebay settlement agreements.
 - Participated in a centralized LiDAR outsourcing model to include multiple departments thereby, producing cost savings through a whole of government approach.

- Crown-Indigenous Consultations:
 - Re-engaged with key Indigenous communities, organizations and proponents as part of the 100-Day Action Plan to solicit further comment on the new Duty to Consult Framework.
 - Finalized drafts of the new Duty to Consult Framework documents, the “Provincial Framework for Consultation and Accommodation with Indigenous Communities” and the “Proponent’s Guide to Engagement with Indigenous Communities and Government’s Crown-Indigenous Consultation Process”.
 - Established a Consultation Practitioners Network to share information and connect staff undertaking consultation across government.
 - Developed training materials, tools and templates for use by government consultation practitioners to ensure consistent implementation of the Provincial Framework across government.
 - Completed a cross-departmental scan of the status of ongoing consultations during COVID-19 to understand the ability and willingness of departments, communities and proponents to continue consultations by remote means.

- Agreement Negotiations:
 - Established a multiple department working group to address the survey and transfer of fee-simple lands, one of six outstanding concerns with the draft Kivahiktuq Settlement Agreement, under the proposed South of 60 agreement.
 - Engaged a negotiation table with Fox Lake Cree Nation and Canada to formalize a TLE agreement and resolve outstanding TLE obligations.

- Operation Return Home:
 - Completed 80% of all provincial commitments under Operation Return Home.
 - Completed a cost-sharing arrangement with the Federal government on housing and infrastructure projects.
 - Continued as provincial lead in negotiations on Comprehensive Settlement Agreements with the impacted First Nations. Concluded all elements that will enable a final agreement with Pinaymootang First Nation.

2(b) Consultation and Reconciliation:

Expenditure by Sub-Appropriation	Actual 2019/20 \$(000s)	FTEs	Estimate 2019/20 \$(000s)	Variance Over(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	695	10.00	910	(215)	
Other Expenditures	341		447	(106)	
Agreements Implementations	183		679	(496)	1
Total Sub-Appropriation	1,219	10.00	2,036	(817)	

Expl. No. 1. These expenditures are dependent in part on the actions of other parties such as the Federal Government and First Nations.

Policy and Strategic Initiatives

The Policy and Strategic Initiatives Branch is responsible for the management of Indigenous and northern policy, the provision of timely, practical, and effective advice on a wide variety of Indigenous and northern issues, and the implementation of various strategic initiatives.

The Branch continues to promote and facilitate positive and respectful relationships to advance reconciliation in order to build trust, affirm historical agreements, address healing, and create a more inclusive society.

The Branch has actively supported the development and delivery of policies, programs, and services to improve social and economic outcomes for Indigenous and northern peoples. Central to these efforts is the work to leverage financial and technical resources in support of Indigenous capacity building initiatives. The Branch also supports the Department in its dealings with the federal government to ensure that constitutional obligations to Indigenous communities are upheld.

In addition, the Branch manages the Department's principle granting programs including:

- providing core operating grants to Indigenous organizations in Manitoba to enhance organizational capacity and assist them in pursuing their mandates;
- providing grant funding to support projects that are identified as having the potential to improve Indigenous well-being, particularly projects that enhance economic opportunity for Indigenous peoples in Manitoba.

Key Results Achieved:

- Continued to track and publically report on government-wide activities undertaken to advance reconciliation in Manitoba, consistent with the requirements of *The Path to Reconciliation Act*.
- Continued to further reconciliation through a principled approach aimed at enhancing opportunities for economic development in Indigenous communities and in Manitoba's North. This included the provision of support toward the Made in Manitoba Trade Mission Tour project and the Indigenous Contributions to the Manitoba Economy project.

- Led and supported community-based, intergovernmental, and interdepartmental work to help address issues related to Missing and Murdered Indigenous Women and Girls and Manitoba's response to the National Inquiry into Missing and Murdered Indigenous women and girls. In February, 2020, the Department received approval from the Gender-Based Violence Committee of Cabinet to engage with other provincial departments to conduct an internal review of the Calls for Justice of the National Inquiry and to engage with external stakeholders on their priorities for action as related to the Calls for Justice.
- Led Manitoba's participation on the Northern Development Ministers' Forum (NDMF). The NDMF was established in 2001 with the purpose of advancing the diverse and common interests of the people living in Canada's North, while raising awareness about the accomplishments, contributions, and potential of northerners. The Government of Manitoba will lead and host the next Forum.
- Provided ongoing corporate level support to the Department, including but not limited to the provision of coordinated administrative support functions, carrying out responsibilities related to *Freedom of Information and Protection of Privacy Act* (FIPPA) requests, and work aimed at ensuring that the department's role on various central government initiatives is fulfilled.
- Established the Indigenous and Northern Initiatives fund which provides up to \$900K per year toward projects that incorporate new and innovative approaches to advancing reconciliation within the province.

2(c) Policy and Strategic Initiatives

Expenditure by Sub-Appropriation	Actual 2019/20 \$(000s)	FTEs	Estimate 2019/20 \$(000s)	Variance Over(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	986	15.00	1,277	(291)	
Other Expenditures	732		226	506	1
Indigenous and Northern Initiative	3,730		3,566	164	
Total Sub-Appropriation	5,448	15.00	5,069	379	

Expl. No. 1. Over-expenditures related to a contingent liability - \$350 and costs associated with an external review of government program funding - \$250.

Community Engagement

The Community Engagement Branch supports the development and implementation of meaningful and mutually beneficial engagement practices between Indigenous communities, government, and non-Indigenous stakeholders through the provision of strategic policies, programs and initiatives. The branch promotes and supports good governance, improved quality of life and community development within communities designated under The Northern Affairs Act.

The branch provides services in four areas: municipal support; community engagement; community relations and issue management; and policy development, research, and analysis. It also manages several programs that intend to improve outcomes for people and communities in northern Manitoba.

Key Results Achieved:

- Continued to administer the Northern Healthy Foods Initiative (NHFI) Program. The initiative provides grant funding to five key strategic partners that work to localize northern food systems. The total 2019/20 program grant funding available was \$1,2968K which included regular program funding (\$584.8K) and an annual northern food security financial contribution from Manitoba Health, Seniors and Active Living (\$50.0K); the remaining \$662K related to Social Enterprise Development was paused and under review. Due to program reporting cycles, results were not available on food production activities at the time of departmental reporting, however funded activities included (but are not limited to) gardening and greenhouses for vegetables and fruit; capacity building events; beekeeping and poultry production; and traditional harvesting like hunting and fishing.
- Facilitated an internal employee engagement exercise for Northern Affairs Branch (NAB) staff, creating an open dialogue surrounding current state of engagement and brainstorming innovative solutions for development. The results of the exercise created an employee engagement report with recommendations for implementation throughout the branch for continually improving NAB's overall employee engagement. Implementation of recommendations to be integrated in 2019/20.
- Coordinated the department's red tape reduction initiative and continued an internal review of The Northern Affairs Act and specific regulations. For 2019/20, the department had a slight overall reduction to the regulatory requirement through streamlining program-reporting requirements of proponents in receipt of government funds.

- Administered the Business Continuity Program for the department, including following the business continuity planning cycle, identifying critical functions across the department, and increasing departmental knowledge, abilities, and capacity to react to business disruption. Participated in provincial table-top planning exercises to better identify mitigation efforts.
- Supported the Building Independence Program through partnership with the departments of Families and Economic Development and Training. The program supports employment opportunities for persons in receipt of provincial employment and income assistance benefits living in Northern Affairs communities and enables participants to maintain or develop skills that will enhance their success in finding long-term employment. Program results included participation of four community councils and nine individual participants with \$35K in expenditures reimbursed to the participating community councils. A majority of projects were in the public works program area.
- Coordinated the administrative conduct of community elections through the appointed Principal Electoral Officer (PEO). There was no regular election legislated for 2019. Three communities held a by-election this period due to resignations. All election inquiries were responded to by the PEO and an annual report submitted to the minister. The next regular election is legislated for October 28, 2020.

2(d) Community Engagement

Expenditure by Sub-Appropriation	Actual 2019/20 \$(000s)	FTEs	Estimate 2019/20 \$(000s)	Variance Over(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	785	10.00	985	(200)	
Other Expenditures	216		204	12	
Northern Healthy Foods Initiative Engagement Grants	555		1,247	(692)	1
	234		325	(91)	
Total Sub-Appropriation	1,790	10.00	2,761	(971)	

Expl. No. 1. The under-expenditure is due to a pause in funding subject to a program review.

Financial Information

Department Reconciliation

**PART A – OPERATIONAL EXPENDITURE
INDIGENOUS AND NORTHERN RELATIONS
RECONCILIATION STATEMENT
\$(000s)**

DETAILS	2019/20 ESTIMATES
2019/20 MAIN ESTIMATES	\$29,154
Allocation of funds from	
<ul style="list-style-type: none">• Enabling Appropriations• Internal Service Adjustments	
2019/20 Estimates	\$29,154

Expenditure Summary

For the fiscal year ended March 31, 2020, with comparative figures for the previous fiscal year (\$000s)

Estimate 2019/20 (\$000s)	Appropriation	Actual 2019/20 (\$000s)	Actual 2018- 2019 (\$000s)	Increase (Decrease) (\$000s)	Expl. No.
	19-1 Administration and Finance				
42	(a) Minister's Salary	42	42	-	
	(b) Executive Support:				
726	Salaries and Employee Benefits	705	595	110	
80	Other Expenditures	78	62	16	
	(c) Financial and Administrative Services:				
218	Salaries and Employee Benefits	158	96	62	
65	Other Expenditures	97	66	31	
1,131	Total 19-1	1,080	861	219	
	19-2 Indigenous and Northern Relations				
	(a) Northern Affairs				
	(1) Programs/Operational Support:				
269	Salaries and Employee Benefits	285	225	60	
70	Other Expenditures	1,069	57	1,012	1
11,129	Community Operations	10,820	10,538	282	
230	Capital Grants	170	81	89	
3,267	Community Capital Grants	29,054	1,796	27,258	2

Estimate 2019/20 (\$000s)	Appropriation	Actual 2019/20 (\$000s)	Actual 2018- 2019 (\$000s)	Increase (Decrease) (\$000s)	Expl. No.
	(2) Northern Region:				
1,057	Salaries and Employee Benefits	735	786	(51)	
243	Other Expenditures	177	169	8	
	(3) North Central Region:				
1,237	Salaries and Employee Benefits	1,216	1,175	41	
225	Other Expenditures	226	192	34	
	(4) Northern Affairs Fund:				
307	Salaries and Employee Benefits	288	278	10	
27	Other Expenditures	51	33	18	
18,061	Total 19-2a	44,091	15,330	28,761	
	(b) Consultation and Reconciliation:				
910	Salaries and Employee Benefits	695	984	(289)	
447	Other Expenditures	341	469	(128)	
679	Agreements Implementation	183	198	(15)	
2,036	Total 19-2b	1,219	1,651	(432)	
	(c) Policy and Strategic Initiatives				
1,277	Salaries and Employee Benefits	986	962	24	
226	Other Expenditures	732	134	598	3

Estimate 2019/20 (\$000s)	Appropriation	Actual 2019/20 (\$000s)	Actual 2018- 2019 (\$000s)	Increase (Decrease) (\$000s)	Expl. No.
3,566	Indigenous and Northern Initiative	3,730	2,736	994	4
5,069	Total 19-2c	5,448	3,832	1,616	
	(d) Community Engagement:				
985	Salaries and Employee Benefits	785	1,026	(241)	
204	Other Expenditures	216	91	125	
1,247	Northern Healthy Foods Initiative	555	569	(14)	
325	Engagement grants	234	275	(41)	
2,761	Total 19-2d	1,790	1,961	(171)	
27,927	Total 19-2	52,548	22,774	29,774	
	19-3 Costs Related to Capital Assets				
46	(a) Amortization Expense	48	47	1	
50	(b) Interest Expense	39	42	(3)	
96	Total 19-3	87	89	(2)	
29,154	TOTAL EXPENDITURES 19	53,715	23,724	29,991	

Variance explanation:

- Expl. No. 1. Over-expenditures due to a contingent liability - \$750 and costs related to an external review of the Northern Affairs Branch -\$272 paid in 2019/20.*
- Expl. No. 2. Over-expenditures related to payment of the remaining loan due to the conversion of the Loan Act Program to Capital Grants - \$25,688, plus additional principal and interest requirements for the Department's Loan Act Program in 2019/20 - \$99.*
- Expl. No. 3. Over-expenditures related to a contingent liability - \$350 and costs associated with an external review of government program funding - \$250.*
- Expl. No. 4. In 2018/19, there was an under-expenditure due to a review of grants and programs resulting in a pause in programming and fewer payments. The program was fully operational in 2019/20.*

Revenue Summary by Source

For the fiscal year ended March 31, 2020 with comparative figures for the previous fiscal year (\$000s)

Actual 2018-2019 (\$000s)	Actual 2019/20 (\$000s)	Increase (Decrease) (\$000s)	Source	Actual 2019/20 (\$000s)	Estimate 2019/20 (\$000s)	Variance (\$000s)	Expl. No.
126	101	(25)	Sundry	101	130	(29)	
126	101	(25)	Total - Other Revenue	101	130	(29)	
			Current Operating Programs:				
			Other Revenue:				
			Government of Canada:				
			Indigenous and Northern Relations				
35	35	-	Northern Flood Agreement	35	100	(65)	
35	35	-	Total - Government of Canada	35	100	(65)	
161	136	(25)	TOTAL REVENUE - CURRENT OPERATING PROGRAMS - 19	136	230	(94)	

Five-Year Expenditure and Staffing Summary by Main Appropriation

For the fiscal year ended March 31, 2016 to March 31, 2020 (\$0000s)

APPROPRIATION	2015-2016		2016-2017		2017-2018		2018-2019		2019/20	
	FTE	\$								
19-1 Administration and Finance	15.00	1,519	8.00	767	12.00	799	11.00	861	12.00	1,080
19-2 Indigenous and Northern Relations	76.00	27,785	75.00	23,502	72.00	22,510	70.00	22,774	70.00	52,548
19-3 Costs Related to Capital Assets	-	91	-	83	-	125	-	89	-	87
TOTAL	91.00	29,395	83.00	24,352	84.00	23,434	81.00	23,724	82.00	53,715

**Adjusted figures reflect historical data on a comparison basis in those appropriations affected by a re-organization during the years under review.*

Performance Reporting – Indicators of Progress against Priorities

The following section provides information on key performance measures for the Department for the 2019/20 reporting year. All Government of Manitoba departments include performance measures in their Annual Reports to complement the financial results and provide Manitobans with meaningful and useful information about government activities and their impact on the province and its citizens.

For more information on performance reporting and the Manitoba government, visit www.manitoba.ca/performance. Your comments on performance measures are valuable to us. You can send comments or questions to mbperformance@gov.mb.ca.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2019/20 result or most recent available data?	What is the trend over time?	Comments/recent actions/report links
Well-being/economic success of Indigenous people in Manitoba. As measured by: (a) the difference between Indigenous and non-Indigenous median incomes for individuals age 15 and over; and (b) the difference between median employment incomes between Indigenous and non-Indigenous individuals aged 15 and over	Income is a key indicator of economic success, potential standard of living and the ability to provide more than the necessities of life.	<u>2001</u> Median income for: - Indigenous individuals age 15 and over: \$13,979 - Non-Indigenous individuals age 15 and over: \$24,270 - Difference: \$10,291 Median Employment Income for: - Indigenous individuals age 15 and over: \$25,843 - Non-Indigenous age 15 and over: \$33,553 - Difference: \$7,710	<u>2016</u> Median income for: - Indigenous individuals age 15 and over: \$23,427 - Non-Indigenous individuals age 15 and over: \$36,098 - Difference: \$12,671 Median Employment Income for: - Indigenous individuals age 15 and over: \$26,013 - Non-Indigenous age 15 and over: \$34,880 - Difference: \$8,867	Median income increased by 67.6% for Indigenous individuals and 48.7% for non-Indigenous individuals. The difference increased by 23.1% between 2001 and 2016. Median employment income grew by 0.7% and 4.0% respectively, with the difference increased by 15%.	The sample size (25%) of 2016 Census Data was determined to ensure the dissemination of reliable estimates for small areas and small populations. The 2016 Census gathered income information solely from administrative data sources rather than asking respondents directly.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2019/20 result or most recent available data?	What is the trend over time?	Comments/recent actions/report links
<p>Well-being / economic engagement of Indigenous people in Manitoba.</p> <p>As measured by the difference between Indigenous and non-Indigenous unemployment rates for individuals age 25 - 54</p>	<p>Engaging Indigenous people in the economy is critical to the future success of Manitoba's economy and contributes to the well-being of Indigenous people in Manitoba.</p> <p>The difference in unemployment rates provides one indicator of their relative participation in the labour market and economy and is a strong indicator of standard of living and well-being.</p>	<p><u>2001:</u></p> <p>Indigenous people age 25 - 54 had an unemployment rate of 17% as compared to the non-Indigenous unemployment rate of 3%.</p> <p>This reflects a difference of 14 percentage points.</p>	<p><u>2016:</u></p> <p>Indigenous people age 25 - 54 had an unemployment rate of 13.5% as compared to the non-Indigenous unemployment rate of 4.5%.</p> <p>This reflects a difference of 9 percentage points.</p>	<p>While the unemployment rate decreased for Indigenous individuals between 2001 and 2016, it increased slightly for non-Indigenous people in the same period.</p> <p>The difference of unemployment rate between the two populations decreased from 14% to 9% between 2001 and 2016, representing a smaller gap over time.</p>	<p>The goal is for this gap to decrease over time.</p>

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2019/20 result or most recent available data?	What is the trend over time?	Comments/recent actions/report links
<p>Well-being / educational attainment of Indigenous people in Manitoba.</p> <p>As measured by the difference between the proportion of Indigenous and non-Indigenous people age 25 - 64 with a high school graduation certificate or greater.</p>	<p>Educational attainment affects the standard of living and general level of well-being of individuals and families.</p> <p>The difference in educational attainment with a focus on high school completion provides one indicator or the relative well-being of Indigenous people in Manitoba.</p>	<p><u>2006:</u></p> <p>59% of Indigenous people age 25 - 64 had a high school graduation certificate or greater as compared to 83% for non-Indigenous people.</p> <p>This reflects a difference of 24 percentage points.</p>	<p><u>2016:</u></p> <p>55% of Indigenous people age 25 - 64 had a high school graduation certificate or greater as compared to 79% for non-Indigenous people.</p> <p>This reflects a difference of 24 percentage points.</p>	<p>The rate of individuals with a high school graduation certificate or greater declined for both populations between 2006 and 2016, while the difference between the population stayed unchanged.</p>	<p>The goal is to see this gap decrease over time.</p>
<p>Implementation of Manitoba's Treaty Land Entitlement (TLE) obligations.</p> <p>As measured by the number of acres of land made available by Manitoba to Canada for Reserve creation.</p>	<p>Acreage transferred to Canada under TLE indicates a fulfillment of Manitoba's Constitutional obligation to Entitlement First Nations.</p>	<p>Under nine existing TLE agreements, the 29 Entitlement First Nations may select or purchase a total of 1,423,110 acres of land.</p>	<p>As of March 31, 2020, under all TLE agreements in Manitoba, a total of 692,098 (Crown and residual) acres had been transferred by Manitoba to Canada with 665,142 acres set apart as reserve.</p>	<p>The number of acres made available will decrease as Entitlement First Nations complete their selections/acquisitions and as Canada accepts provincial land.</p> <p>As issues that impact the transfer of land are addressed, transfers of land for Entitlement First Nations will increase.</p>	<p>The amount of land transferred under the TLE agreements continues to depend on factors beyond Manitoba's control.</p>

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2019/20 result or most recent available data?	What is the trend over time?	Comments/recent actions/report links
<p>Progress towards developing partnerships and sustainably managing natural resources.</p> <p>As measured by:</p> <ul style="list-style-type: none"> - the number of acres / parcels transferred by Manitoba to Canada and converted to Reserve or survey and transfer of “fee-simple” lands to the Band-based land corporations. - the activities of the nine Resource Management Boards (RMBs). 	<p>To ensure Manitoba is meeting its obligations under each of the fourteen hydroelectric impact agreements, including the nine with RMBs.</p>	<ul style="list-style-type: none"> - Fourteen hydroelectric settlement agreements were signed between 1977 and 2010 with a total of approximately 395,678 acres of land to be converted to Reserve status or transferred to Band-based land corporations. - In 2017/18, three of the RMBs were regularly active. 	<ul style="list-style-type: none"> - As of March 31, 2019, Manitoba had transferred 82,454 acres of land for Reserve creation or transferred to a band-based corporation. - During 2019/20 CAR supported an increased level of activity with the RMBs. 	<ul style="list-style-type: none"> - Similar to the TLE process, the amount of land transferred under each settlement agreement is dependent on numerous factors, some of which are beyond Manitoba’s control. - The RMBs are generally meeting less than the four meetings required under the agreements. 	<p>Since 2003/04, Manitoba and Manitoba Hydro have implemented annual Action Plans with Cross Lake Band of Indians at a cost of approximately \$5.6 million annually to meet obligations within the Northern Flood Agreement (NFA) and Orders of the NFA Arbitrator.</p> <p>Manitoba Hydro provided the Band with \$7.5 million to implement specific programming through a Grant Funding process and put a halt to all arbitration claims. Manitoba and Manitoba Hydro continue to implement NFA programs at Cross Lake.</p>

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2019/20 result or most recent available data?	What is the trend over time?	Comments/recent actions/report links
<p>Progress towards fulfilling Manitoba's Crown-Indigenous consultation obligations</p> <p>As measured by:</p> <ul style="list-style-type: none"> - the number of Crown-Indigenous Consultations that are ongoing or completed. - the scope of community engagement and resources to support communities in their participation in consultation processes. - the progress towards finalizing a new framework for Crown-Indigenous consultations. 	<p>To ensure that the Manitoba Government is meeting its Constitutional Duty to Consult and uphold the Honour of the Crown.</p>	<p>In 2017/18, the Department was involved in seven Crown-Indigenous consultations, at various stages of progress.</p> <p>The Department also coordinated or supported other departments on several smaller projects requiring consultation.</p> <p>Manitoba's existing consultation policy is the "Interim Provincial Policy for Crown Consultations with First Nations, Métis Communities and Other Aboriginal Communities".</p>	<p>The consultation for the Shoal Lake All-Season Access Road (Freedom Road) was completed, and the road was constructed.</p> <p>Consultations for the Manitoba / Minnesota Transmission Project are complete, and a decision was rendered by Manitoba Sustainable Development.</p> <p>The Department continued to coordinate or support several smaller projects requiring Crown-Indigenous Consultation.</p> <p>The Department has been leading the development of a new, modernized framework for consultation.</p>	<p>The Department continues to coordinate or support several smaller projects requiring Crown-Indigenous Consultation.</p> <p>The Department is leading the development of a new, modernized framework for consultation.</p>	<p>The Department's work on the provincial consultation framework supports the Government's commitment to establish a duty to consult framework for respectful and productive consultation with Indigenous communities.</p>

Regulatory Accountability and Red Tape Reduction

Manitoba Indigenous and Northern Relations is committed to implementing the principles of regulatory accountability as set out in The Regulatory Accountability Act. The department works to achieve balance with regulatory requirements, identify the best options for them, assess their impact, and incorporate them in department activities, programs, and in the development of all regulatory instruments.

A regulatory requirement is a requirement in a regulatory instrument for a person to take an action in order to:

- access a program or service offered by the government or a government agency
- carry on business
- participate in a regulated activity

Regulatory accountability provides a framework to create a transparent, efficient and effective regulatory system. Red tape reduction aims to remove the regulatory requirements that are unclear, overly prescriptive, poorly designed, redundant, contradictory or antiquated. Not all regulatory requirements create red tape.

	Baseline (April 1, 2016)	2016/17 (March 31, 2017)	2017/18 (March 31, 2018)	2018/19 (March 31, 2019)	2019/20 (March 31, 2020)
Total number of regulatory requirements	7,699	7,699	7,667	6,548	6,547

Note:

- 2018/19 data includes program transfers and other adjustments.
- The transition from a manual data collection system to an automatic one in 2018/19 may have impacted statistics reported in previous periods.
- For additional information, please see the 2019/20 Manitoba Regulatory Accountability Report at www.manitoba.ca/reduceredtape.

Achievements

Since April 2019, the department's achievements in reducing regulatory requirements and eliminating red tape included:

- Undertaking a program review in the area of financial management to streamline existing processes and eliminate redundancy.

The department is continuing to review programs, policies and legislation that will see a further reduction to red tape and the department's regulatory count. This includes:

- Review of the capital program and removing the community capital application process and the capital approval board. These revisions will result in the removal of a number of regulatory requirements and further streamline the process for the acquisition of community capital infrastructure.
- Continuing with an external review of program and service delivery to Northern Affairs communities. This review will result in a more efficient program and service delivery model, eliminating red tape and modernizing existing processes.

The Public Interest Disclosure (Whistleblower Protection) Act

The Public Interest Disclosure (Whistleblower Protection) Act came into effect in April 2007. This law gives employees a clear process for disclosing concerns about significant and serious matters and builds on protections already in place under other statutes, as well collective bargaining rights, policies, practices and processes in the Manitoba public service.

Wrongdoing under the Act may be: contravention of federal or provincial legislation; an act or omission that endangers public safety, public health or the environment; gross mismanagement; or, knowingly directing or counselling a person to commit a wrongdoing. The Act is not intended to deal with routine operational or administrative matters.

A disclosure made by an employee in good faith, in accordance with the Act, and with a reasonable belief that wrongdoing has been or is about to be committed is considered to be a disclosure under the Act, whether or not the subject matter constitutes wrongdoing. All disclosures receive careful and thorough review to determine if action is required under the Act, and must be reported in a department’s annual report in accordance with Section 18 of the Act.

The Department of Indigenous and Northern Relations is pleased to report that during the 2019/20 fiscal year there were no issues/matters pertaining to any section of this Act.

<p style="text-align: center;">Information Required Annually (per Section 18 of The Act)</p>	<p style="text-align: center;">Fiscal Year 2019/20</p>
<p>The number of disclosures received, and the number acted on and not acted on. Subsection 18(2)(a)</p>	<p>NIL</p>
<p>In the case of an investigation that results in a finding of wrongdoing, a description of the wrongdoing and any recommendations or corrective action taken in relation to the wrongdoing, or the reasons why no corrective action was taken. Subsection 18(2)(c)</p>	<p>NIL</p>



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