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ANNUAL REPORT  
RAPPORT ANNUEL

Indigenous and Northern Relations

Relations avec les Autochtones  
et le Nord Manitoba

**Manitoba Indigenous and Northern Relations  
Office of the Executive Financial Officer**

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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 of presenting, for the information of Your Honor, the Annual Report of Manitoba Indigenous and Northern Relations, for the fiscal year ending March 31, 2021.

Respectfully submitted,

Original Signed by

Honourable Alan Lagimodiere  
Minister of Indigenous and Northern Relations





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**MINISTRE  
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-gouverneure du Manitoba  
Palais législatif, bureau 235  
Winnipeg (Manitoba) R3C 0V8

Madame la Lieutenant-Gouverneure,

J'ai le privilège de vous présenter, à titre d'information, le rapport annuel du ministère des Relations avec les Autochtones et le Nord pour l'exercice ayant pris fin le 31 mars 2021.

Le tout respectueusement soumis.

Original signé par

M. Alan Lagimodiere  
Ministre de la Relations avec les Autochtones et le Nord



Honourable Alan Lagimodiere  
Minister of Indigenous and Northern Relations  
301 Legislative Building  
Winnipeg MB R3C 0V8

Dear Minister:

I am pleased to present for your approval the 2020/21 Annual Report of the Department of Indigenous and Northern Relations for the fiscal year ended March 31, 2021.

This report includes achievements and key priorities undertaken during the 2020/21 fiscal year that support the Department's commitment to foster positive and respectful relationships with Indigenous peoples and northern communities while empowering northern communities to advance sustainable economic growth and prosperity. I am also pleased to highlight a number of departmental initiatives that are government's strategic priorities.

The 2020 fiscal year began with the Department quickly adapting and creating new initiatives to address the many challenges Indigenous peoples and northern communities faced in light of the COVID-19 virus. The department worked to monitor community outbreaks, insured essential services were maintained and focused on engaging with stakeholders to deal with emerging issues.

The beginning of 2021 calendar year began with our department's commitment to support Manitoba's COVID-19 vaccine campaign. The department played a key role in the vaccination coordination efforts for First Nation and Northern Affairs Communities as well as urban Indigenous populations. Supporting the operationalization of vaccine clinics, establishing indigenous vaccine strategies and engaging with key partners to ensure vaccine accessibility and prioritization for indigenous populations supported some of the key priorities of the provincial Vaccine Task Force.

Government remains committed to advancing reconciliation, which includes meaningful engagement with Indigenous nations and peoples for advancing Indigenous priorities. This year the Department provided \$1 million in financial support to advance post-COVID economic recovery in Indigenous and northern communities through various initiatives connected to Manitoba's Look North Strategy related to forestry, fisheries and OneNorth.

The Department has created 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. This includes the creation of training materials, tools and templates to ensure consistent implementation of the Provincial Framework across government.

The Department concluded its interdepartmental work on Operation Return Home project to address the impacts of the 2011 Interlake flood event. This year the Department finalized funding 100% of the housing infrastructure projects; completed the last phase of housing projects in partnership with the federal government as a final step in rebuilding community infrastructure; and signed a Comprehensive Settlement Agreement with Pinaymootang First Nation. All new housing has been fully assigned in three of the communities with community members returning home.

The Department has initiated efforts to respond to the findings and recommendations of The Provincial Oversight of Drinking Water Safety Report released by Manitoba's Auditor General. The Department's Drinking Water Steering Committee has developed a plan to address regulatory non-compliance and deficiencies of water systems, including operator certification monitoring and sampling, and boil water advisories in Northern Affairs communities. Tangible progress towards addressing the report's recommendations include: completion of a 5-year assessment and establishment of compliance plans for water treatment plants; development of inventories of water and wastewater deficiencies and work plans to address issues identified; and assessment of community water and wastewater treatment plant operators and development of training plans.

Our Department continues to deliver capital programming to communities and settlements for the provision of municipal infrastructure and equipment. During the 2020/21 fiscal year, 27 new capital projects were created to improve water and wastewater treatment, roads and drainage, solid waste management, and municipal buildings. We also completed construction and commissioning of a new regional waste disposal site that serves six Northern Affairs communities, neighboring First Nation communities and two cottage areas in the Dauphin Parkland area.

MNP has concluded an objective, comprehensive, evidence-informed review of the programs and services delivered in Northern Affairs communities to ensure citizens in the Northern Affairs communities, settlements and unorganized areas in the north receive quality services at a cost that ensures sustainability.

The Department continues to provide various financial resources to community-driven projects through the Indigenous and Northern Initiatives Fund, including the provision of financial support to the Assiniboia Residential School Legacy Group to develop a commemorative and educational site on the grounds of the former Assiniboia Indian Residential School in Winnipeg.

Addressing violence against Indigenous women and girls and the tragedy of Missing and Murdered Indigenous Women, Girls and 2SLGBTQQIA people continues to be a priority for the Manitoba government and across Canada. The Department has led and supported community-based, intergovernmental, and interdepartmental work to inform priority setting to Calls to Justice. This

work includes direct engagement with Indigenous leadership, community-based organizations, families and survivors.

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 3,459 acres of Crown land to the federal government for reserve creation. The Department re-established communications with all Resource Management Boards (RMBs) across Manitoba and engaged with inactive boards to assign board members and re-establish board function.

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 2020/21. 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,

Original Signed by

Michelle Dubik  
Deputy Minister  
Indigenous and Northern Relations



L'honorable Alan Lagimodiere  
Ministre des Relations avec les Autochtones et le Nord  
Palais législatif, bureau 301  
Winnipeg (Manitoba) R3C 0V8

Monsieur le Ministre,

J'ai le privilège de vous présenter, aux fins d'approbation, le rapport annuel 2020-2021 du ministère des Relations avec les Autochtones et le Nord pour l'exercice ayant pris fin le 31 mars 2021.

Le présent rapport rend compte des réalisations et des principales priorités mises en œuvre au cours de l'exercice 2020-2021 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 durables. Je suis également heureuse de souligner un certain nombre d'initiatives ministérielles qui sont des priorités stratégiques du gouvernement.

Au début de l'exercice 2020, le ministère s'est rapidement adapté et a créé de nouvelles initiatives pour prendre en compte les nombreux défis auxquels les peuples autochtones et les collectivités du Nord ont été confrontés du fait du virus de la COVID-19. Le ministère s'est mobilisé pour surveiller les épidémies dans les collectivités, a veillé au maintien des services essentiels et s'est concentré sur le dialogue avec les intervenants pour gérer les problèmes émergents.

Le début de l'année civile 2021 a commencé par l'engagement de notre ministère à soutenir la campagne de vaccination contre la COVID-19 du Manitoba. Le ministère a joué un rôle clé dans les efforts de coordination de la vaccination pour les collectivités des Premières Nations et relevant du ministère des Affaires autochtones et du Nord ainsi que pour les populations autochtones urbaines. Le soutien à l'opérationnalisation des cliniques de vaccination, l'établissement de stratégies de vaccination pour les autochtones et l'engagement avec des partenaires clés afin de veiller à l'accessibilité et la priorisation des vaccins pour les populations autochtones ont appuyé certaines des principales priorités du groupe de travail provincial sur les vaccins.

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. Cette année, le ministère a dirigé l'octroi d'un soutien financier pouvant aller jusqu'à un million de dollars pour favoriser la relance économique après la Covid dans les collectivités

autochtones et du Nord, au moyen de diverses initiatives liées à la stratégie Objectif Nord du Manitoba concernant l'exploitation forestière, la pêche et OneNorth.

Le ministère a créé le cadre provincial pour la consultation et l'accommodement des collectivités autochtones et le guide du promoteur pour le dialogue tenu avec les collectivités autochtones ainsi que le processus de consultation entre les organismes du gouvernement et les autochtones. Cela comprend la création de matériel de formation, d'outils et de modèles pour garantir une mise en œuvre cohérente du cadre provincial à l'échelle du gouvernement.

Le ministère a achevé son travail interministériel dans le cadre de l'opération Retour au foyer, qui traite des répercussions des inondations de 2011 dans la région d'Entre-les-Lacs. Cette année, le Ministère a conclu le financement de la totalité des projets d'infrastructure de logement; il a achevé la dernière phase des projets de logement en partenariat avec le gouvernement fédéral, ce qui constitue la dernière étape de la reconstruction de l'infrastructure communautaire; et il a signé un accord de règlement global avec la Première Nation de Pinaymootang. Tous les nouveaux logements ont été entièrement attribués dans trois des communautés, ce qui a permis aux membres de ces dernières de retourner chez eux.

Le ministère s'efforce de donner suite aux conclusions et aux recommandations du rapport du vérificateur général du Manitoba sur la surveillance provinciale de la salubrité de l'eau potable. Le comité directeur sur l'eau potable du ministère a élaboré un plan pour traiter les cas de non-conformité à la réglementation et les déficiences des réseaux d'alimentation en eau, y compris le contrôle de la licence d'exploitation et le prélèvement d'échantillons, et les avis d'ébullition de l'eau dans les collectivités relevant du ministère des Affaires autochtones et du Nord. Parmi les progrès tangibles réalisés pour donner suite aux recommandations du rapport, citons : l'achèvement d'une évaluation quinquennale et l'établissement de plans relatifs au respect des normes pour les stations de traitement de l'eau; l'élaboration d'inventaires des déficiences en matière d'eau et d'eaux usées et de plans de travail pour résoudre les problèmes relevés; et l'évaluation des exploitants communautaires des stations de traitement de l'eau et des eaux usées et l'élaboration de plans de formation.

Notre ministère continue d'offrir des programmes d'immobilisations aux collectivités et aux établissements pour la fourniture d'infrastructure et d'équipement municipaux. Au cours de l'exercice 2020-2021, 27 projets d'immobilisations ont été créés pour améliorer le traitement de l'eau et des eaux usées, les routes et le drainage, la gestion des déchets solides et les bâtiments municipaux. Nous avons également achevé la construction et la mise en service d'un site régional destiné à l'élimination des déchets qui dessert six collectivités relevant du ministère des Affaires autochtones et du Nord, les collectivités autochtones voisines et deux zones de chalets dans la région de Dauphin et des Parcs.

MNP a terminé un examen objectif, complet et fondé sur des données probantes des programmes et services offerts dans les collectivités relevant du ministère des Affaires autochtones et du Nord afin de s'assurer que les citoyens de ces collectivités, des établissements et des territoires non organisés du Nord reçoivent des services de qualité à un coût qui assure la durabilité.

Le ministère continue de fournir diverses ressources financières à des projets communautaires par l'entremise du Fonds des initiatives autochtones et du Nord, y compris un soutien financier au Assiniboia Residential School Legacy Group pour l'aménagement d'un site commémoratif et éducatif sur le terrain de l'ancien Pensionnat indien d'Assiniboia à Winnipeg.

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 2SLGBTQQA demeure une priorité au Manitoba et partout au Canada. Le ministère a dirigé et soutenu les travaux communautaires, intergouvernementaux et interministériels visant à éclairer l'établissement des priorités des Appels à la justice. Ce travail comprend un engagement direct avec les dirigeants autochtones, les organisations communautaires, les familles et les survivants.

Le ministère 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 3 459 acres de terres domaniales au gouvernement fédéral en vue de la création de réserves. Le ministère a rétabli les communications avec tous les conseils de gestion des ressources du Manitoba et s'est engagé auprès des conseils inactifs pour désigner les membres du conseil et rétablir la fonction du conseil.

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 s'appuiera sur les réalisations de 2020-2021. Nous nous réjouissons à l'idée de poursuivre notre collaboration avec nos nombreux précieux partenaires en progressant ensemble sur la voie de la réconciliation.

Le tout respectueusement soumis.

Original signé par

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

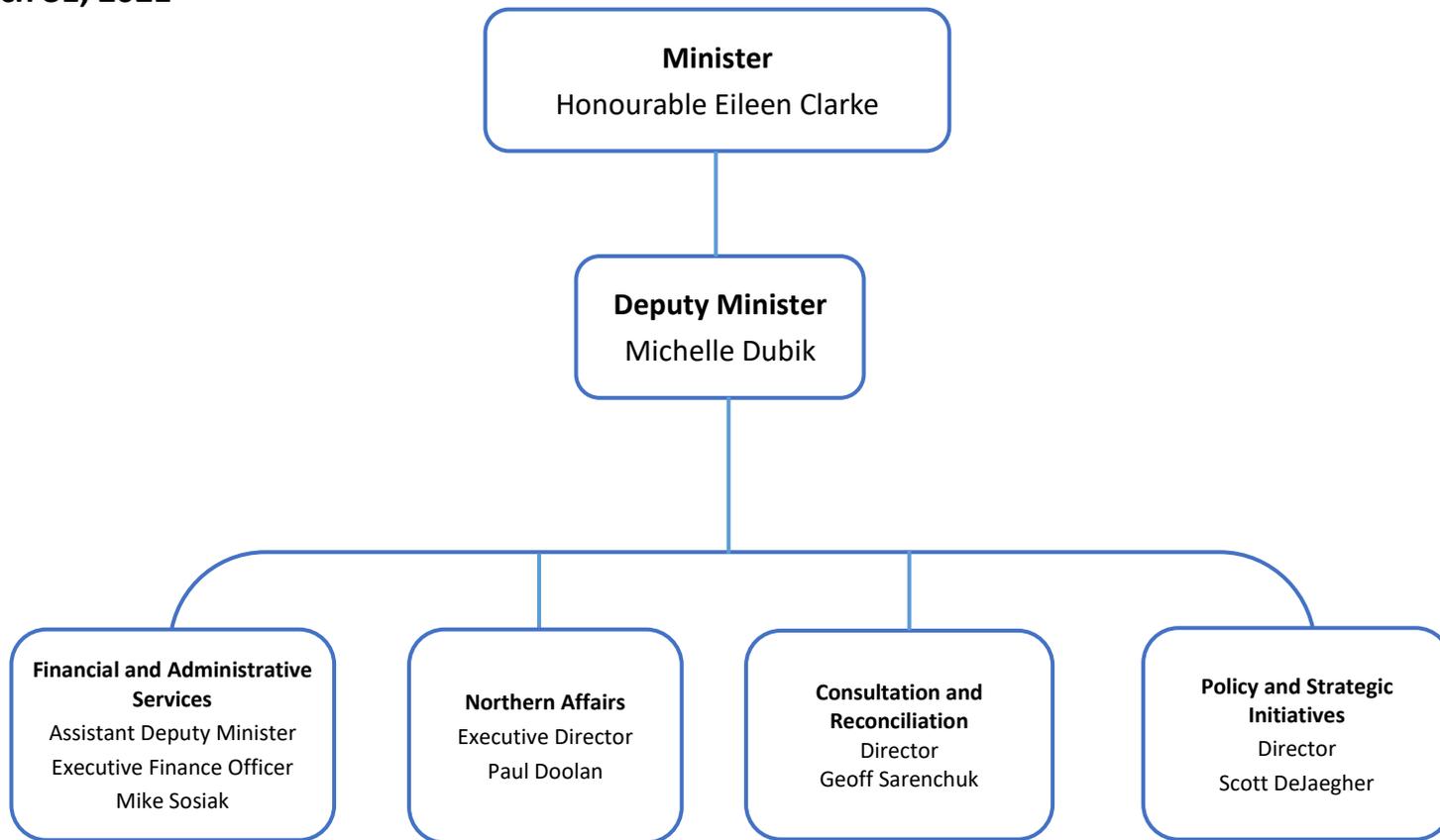


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# Organization Chart

## Indigenous and Northern Relations Organization Chart As of March 31, 2021



## Preface

### Report Structure

This Annual Report is organized in accordance with the 2020/21 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, 2021. Financial performance information is provided with expenditure and revenue variance explanations and a five-year adjusted historical table of departmental expenditures and staffing.

### Vision and Mission

#### Vision

Thriving Indigenous and northern Manitoba communities.

#### Mission

To align government activities to advance Indigenous relations and strengthen northern and Indigenous communities.

#### Values

- Maintain excellence in our work.
- Build and maintain strong relationships based on trust and respect.
- Appreciate the importance of historical, legal and current relationships and contexts.
- Promote positive and constructive representation of Indigenous and northern Manitoba communities.
- Respect and honour diversity and inclusion.

## 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 2020-2021. Il comprend des données sur les responsabilités du ministère et les résultats obtenus par affectations principales et secondaires, pour l'exercice terminé le 31 mars 2021. 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.

### Vision et mission

#### Vision

Faire prospérer les collectivités autochtones et du Nord du Manitoba.

#### Mission

Harmoniser les activités du gouvernement de manière à faire progresser les relations avec les Autochtones et fortifier les collectivités autochtones et du Nord.

#### Valeurs

- Maintenir l'excellence dans notre travail.
- Établir et maintenir des liens étroits, fondés sur la confiance et le respect.
- Prendre la mesure de l'importance des liens et des contextes historiques, légaux et actuels.
- Promouvoir une représentation positive et constructive des collectivités autochtones et du Nord du Manitoba.
- Respecter et honorer la diversité et l'inclusion.

## **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

## Highlights - Covid-19 Response and Vaccine Coordination

For the duration of fiscal year 2020/2021 Indigenous and Northern Relations (INR) had implemented an Incident Command Structure (ICS) to support the overall departmental response to COVID-19. The adoption of the ICS ensured all internal operational functions continued and addressed essential service delivery in Northern Affairs Communities (NAC) while managing COVID-19 related issues as they emerged.

The department maintained consistent engagement and communication activities with stakeholders regarding COVID-19 related impacts to NACs, Northern Affairs Cottage Subdivisions, First Nation (FN) communities, FN organizations and the Northern Association of Community Councils through the provision of virtual forums, town hall meetings, mailings and teleconference calls.

In partnership with representatives identified by Grand Chiefs, INR played a key roles in the vaccination coordination efforts for northern Manitoba, First Nations and NACs as well as urban Indigenous populations:

- Facilitated the early prioritization and deployment of vaccines to older First Nation people on and off reserve as a priority population during times of vaccine scarcity.
- Supported the vaccination prioritization of those living in the north and isolated communities through the provision of super-sites, immunization hubs and local pop-up clinics through Focused Immunization Teams.
- Coordinated with the First Nation Integrated Vaccine Operation Centre in operationalizing vaccine clinics for all FN communities and adjacent NACs.
- Supported the planning efforts of the First Nation Vaccine Task Force, the Pandemic Response Coordination Team and First Nation leadership in the distribution of vaccines across all Manitoba FNs.
- Established a governance committee to support the work on Urban Indigenous Populations.
- Partnered with regional health authorities on scheduling and promotion of local vaccine pop-up clinics for all NACs and small northern municipalities.
- Collaborated with Metis, Inuit, FN and inner city support groups in increased accessibility to vaccine clinics to their clients.

## **Faits saillants — Riposte à la Covid-19 et coordination des vaccins**

Pendant la durée de l'exercice 2020-2021, le ministère des Relations avec les Autochtones et le Nord avait mis en place une structure de commandement en cas d'incident pour soutenir la riposte générale du ministère à la COVID-19. L'adoption de la structure de commandement en cas d'incident a permis de maintenir toutes les fonctions opérationnelles internes et de garantir la prestation de services essentiels dans les collectivités relevant du ministère des Affaires autochtones et du Nord, tout en gérant les questions liées à la COVID-19 au fur et à mesure de leur apparition.

Le ministère a maintenu des activités cohérentes d'engagement et de communication avec les intervenants concernant les répercussions de la COVID-19 sur les collectivités relevant du ministère des Affaires autochtones et du Nord, les lotissements de chalets relevant du ministère des Affaires autochtones et du Nord, les collectivités des Premières Nations, les organismes des Premières Nations, et la Northern Association of Community Councils, au moyen de forums virtuels, de réunions publiques, d'envois postaux et de téléconférences.

En partenariat avec les représentants désignés par les grands chefs, le ministère des Relations avec les Autochtones et le Nord a joué un rôle clé dans les efforts de coordination de la vaccination pour le nord du Manitoba, les Premières Nations et les collectivités relevant du ministère des Affaires autochtones et du Nord ainsi que les populations autochtones urbaines :

- Il a facilité la priorisation et le déploiement rapide de la vaccination des membres plus âgés des Premières Nations, à l'intérieur et à l'extérieur des réserves, en tant que population prioritaire en période de pénurie de vaccins.
- Il a soutenu la priorisation de la vaccination des personnes vivant dans le Nord et les collectivités isolées en fournissant des supercliniques, des centres d'immunisation et des cliniques de vaccination mobiles par l'intermédiaire d'équipes de vaccination.
- Il a coordonné avec le Centre intégré de vaccination des Premières Nations la mise en place de cliniques de vaccination pour toutes les collectivités des Premières Nations et les collectivités adjacentes relevant du ministère des Affaires autochtones et du Nord.
- Il a appuyé les efforts de planification du groupe de travail sur les vaccins des Premières Nations, de l'équipe de coordination de la riposte à la pandémie et des dirigeants des Premières Nations pour la distribution de vaccins dans toutes les collectivités des Premières Nations du Manitoba.
- Il a mis sur pied un comité de gouvernance pour soutenir le travail sur les populations autochtones urbaines.
- Il a établi un partenariat avec les offices régionaux de la santé pour l'établissement du calendrier et la promotion des cliniques de vaccination mobiles pour toutes les

collectivités relevant du ministère des Affaires autochtones et du Nord ainsi que les petites municipalités du Nord.

- Il a collaboré avec les groupes de soutien des Métis, des Inuits, des Premières Nations et des centres-villes afin d'améliorer l'accès aux cliniques de vaccination pour leurs clients.



## Administration and Finance

### Minister's Salary

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

#### 19-1(a) Minister's Salary:

| Expenditures by Sub-Appropriation | Actual              | FTE's | Authority           | Variance                | Expl. No |
|-----------------------------------|---------------------|-------|---------------------|-------------------------|----------|
|                                   | 2020/21<br>\$(000s) |       | 2020/21<br>\$(000s) | Over(Under)<br>\$(000s) |          |
| Salaries                          | 42                  | 1.00  | 42                  | -                       |          |
| Total Sub-Appropriation           | 42                  | 1.00  | 42                  | -                       |          |

### 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.

#### 19-1(b) Executive Support:

| Expenditures by Sub-Appropriation | Actual              | FTE's | Authority           | Variance                | Expl. No |
|-----------------------------------|---------------------|-------|---------------------|-------------------------|----------|
|                                   | 2020/21<br>\$(000s) |       | 2020/21<br>\$(000s) | Over(Under)<br>\$(000s) |          |
| Salaries and Employee Benefits    | 845                 | 10.00 | 930                 | (85)                    |          |
| Other Expenditures                | 42                  |       | 80                  | (38)                    |          |
| Total Sub-Appropriation           | 887                 | 10.00 | 1,010               | (123)                   |          |

## **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 Branch operates as part of a Financial and Administrative Shared Service along with the departments of Municipal Relations and Sport, Culture and Heritage under the leadership of a shared Executive Financial Officer. The Executive Financial Officer also acts as the 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. Facilitated and lead 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, including the 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.
- Made substantial progress on the completion of prior year audits of the Northern Affairs Fund, completing audits for both the 2015/16 and 2016/17 fiscal year and commenced work on the 2017/18.
- Continued to manage the accrued liability account to provide for activities related to the Operation Return Home Initiative.

**19-1(c) Financial and Administrative Services:**

| Expenditures by Sub-Appropriation | Actual<br>2020/21<br>\$(000s) | FTE's | Authority<br>2020/21<br>\$(000s) | Variance<br>Over(Under)<br>\$(000s) | Expl. No |
|-----------------------------------|-------------------------------|-------|----------------------------------|-------------------------------------|----------|
| Salaries and Employee Benefits    | 146                           | 2.00  | 173                              | (27)                                |          |
| Other Expenditures                | 48                            |       | 119                              | (71)                                |          |
| Total Sub-Appropriation           | 194                           | 2.00  | 292                              | (98)                                |          |

# Indigenous and Northern Relations

## Northern Affairs

The mission of the Northern Affairs Branch is to support the provision of municipal programs and services through engagement and partnership for healthy and safe northern communities. The Branch 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.

### Programs/Operational Support

Programs/Operational Support Northern Affairs 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 relationships 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 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:

- Initiated efforts to respond to the findings and recommendations of *The Provincial Oversight of Drinking Water Safety Report* released by Manitoba's Auditor General; including the establishment of a Drinking Water Steering Committee. The committee's objective is to determine an effective course of action to respond to water systems deficiencies, regulatory non-compliance, community operator certification, and training, monitoring and sampling in Northern Affairs communities. The following ongoing activities were initiated in response to the report:
  - 5-year assessment and establishment of compliance plans for water treatment plants

- Inventories of water and wastewater deficiencies completed and work plans established to address issues identified
- Re-established an interdepartmental partnership with Conservation and Climate to address compliance issues
- Working with Workplace Employment Manitoba to assess community operators and develop training plans
- 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 continues to develop a more sustainable capital program and exploring opportunities for regionalization, partnerships, and other funding sources.
  - Committed capital grants of \$3.78M to support the need in 16 communities, including 26 new minor capital projects and one medium project. Investments contributed to improving water and wastewater treatment, roads and drainage, solid waste management, and municipal buildings.
  - An additional 10 road improvement projects were addressed in 10 communities using unconditional Manitoba Municipal Relations operating grant funding of \$203.5.
- A new regional waste disposal site is fully functional that serves six Northern Affairs communities and two cottage areas in the Dauphin Parkland area. The regional waste disposal site has added a neighboring First Nation in the 2020/2021 fiscal year and will start using the site in 2021/22. The regional waste disposal site has a facility life cycle of 20 years and has resulted in the decommissioning of six smaller community waste disposal sites in the area. The regional site also includes a household recycling component.
- MNP concluded an objective, comprehensive, evidence-informed review of Northern Affairs program and service delivery to ensure citizens in the Northern Affairs communities, settlements and unorganized areas in the north receive quality services at a cost that ensures sustainability.

## **Municipal Support Services**

The Municipal Support Services Unit promotes good governance and an enhanced quality of life for northern and remote communities and settlements designated under the Northern Affairs Act. It also manages several programs that intend to improve outcomes for individuals and communities, residing in northern Manitoba.

The Unit supports the development and implementation of consistent policy, programs, initiatives, communication services, resource materials, regulatory accountability, research and analytical capability intended to increase community capacity. Additionally, the Unit coordinates the administrative conduct of elections in Northern Affairs communities as well as provides support for strategic and operational planning and performance measurement.

### **Key Results Achieved:**

- Coordinated the administrative conduct of community elections through the appointed principal electoral officer. The regular election was held on October 28, 2020 in 35 Northern Affairs communities with 91 positions up (21 mayors and 70 councillors). A by-election was held in 12 communities in conjunction with the regular election to fill 13 vacant positions (three mayors and 10 councillors). In addition, three communities held a by-election this period to fill vacancies. The next regular election is legislated for October 26, 2022.
- Supported the Building Independence Program through partnership with the departments of Families and Economic Development and Jobs. 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.
- Coordinated amendments to community governance and administration documents:
  - The *Community Management Plan Development Manual* was updated to provide further guidance to communities on preparing annual plans due to the department by January 31.
  - The *Council Orientation Manual* was updated to assist community administrative officers in conducting the council orientation following the regular election.
  - A review of the *Community Development Corporation Manual* was undertaken to ensure the steps for a Northern Affairs community to set up a community development corporation as outlined in the manual reflect the current ministerial approval process.

- In partnership with the Northern Association of Community Councils new digital infrastructure was provided to a number of Northern Affairs communities to ensure community connectivity is achieved and greater efficiencies found.
- Coordinated the departmental Business Continuity Program which aims to maintain departmental services and functions, and minimize the impact of interruptions to the department, Northern Affairs communities, and stakeholders:
  - Maintained departmental operations through the COVID-19 pandemic through alternative work locations and service delivery models.
  - Supported Northern Affairs communities to minimize the impact of the COVID-19 pandemic on community delivered services.

### **Northern and North Central Regions**

The Northern Affairs Branch provides programming and services through regional offices located in Thompson and Dauphin with sub-offices in The Pas and Winnipeg. The Branch 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 2020/2021 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:**

- Partnered with the department of Economic Development and Jobs, and University College of the North to deliver a two-year community administrative officer training program for 14 communities with a focus on governance, finance and administration.
- Provided ongoing individual community-based training, mentoring, and guidance to new and inexperienced community councils and newly elected officials.
- Successfully worked with a community achieving self-administered status. Staff implemented a custom tailored training plan for mayor and council and community staff centered upon governance, administration and a financial focus.
- Provided administrative and liaison services to settlements and cottage areas to ensure municipal requirements were met within existing resources.
- Strived to promote an increase in leadership capacity in all communities and settlements. This was accomplished through the delivery of remote training and learning sessions with council covering topics of respectful workplace, governance, compliance and emergency planning; financial reporting training with ongoing support for good governance.
- Monitored audited community financial statements, of which 35 communities received unqualified financial statements.

## **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 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 facilities in accordance with the facility's operating permit.

### **Key Results Achieved:**

- Ensured all water systems had an up-to-date operating license posted in the community as per the legislation and direction from the operating license-issuing agent.

- Coordinated with community leadership and community operators to obtain the required certification level for six 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 42 short-term BWAs issued and rescinded in 2020/2021. Six communities remained on a long-term BWA.
- Maintained activities specific to phosphorus reduction compliance at public wastewater facilities. Eighteen lagoons were tested and two with aluminum sulphate prior to discharge. Staff continued to improve procedures for aluminum application to increase success rates and to work with communities to build capacity for community employees to complete related regulatory requirements.
- Continued work related to ensuring compliance with water and wastewater licensing requirements. Three communities currently have shared-service agreements for water supply with neighboring First Nations.
- Provided waste disposal equipment to meet environmental regulations of household solid waste in three regional community waste facilities.
- Facilitated a partnership with a First Nation community for shared use of a regional solid waste facility in a Northern Affairs community.

### **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 quality mentoring and orientation to Northern Affairs Communities in the areas of water and wastewater operations, public works and work place safety and health.
- Awarded a pilot project tender to a circuit rider provider to deliver hands-on training and support to six communities in water treatment plant operations. This work will support operator certification, removal of boil water advisories and required maintenance.
- 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.

- Provided technical assistance to seven communities with water and wastewater systems in the planning and completion of facility retrofits including media filter, instrument replacement and remote monitoring operations.
- Provided funding assistance and project delivery to several communities in the areas of buildings and roads for repairs & upgrades.
- 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 four WSH orientations to community councils and new employees.
- Investigated and rectified six WSH incidents.
- Issued 16 WSH improvement orders to three communities, all were complied with.
- Conducted 24 planned WSH audits, with 19 communities attaining an audit grade of B or better.
- Reviewed and revised the WSH policy to include respectful workplace.
- Coordinated the creation and implementation of a new department WSH committee.

### **Community and Resource Development Program**

The goal of the Community and Resource Development Program is to increase sustainability of 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:**

- Prepared annual cottage subdivision budgets for levy rates within Northern Manitoba.

- Provided direction on matters relating to cottage program management and administration, and ensuring basic municipal services administered within budget.
- Promoted relationships and strategic partnerships between and among the Manitoba government, federal government, communities neighboring Northern Affairs communities and non-governmental organizations to implement community economic development strategies.
- Provided research and analysis for community economic development projects and initiatives identified by the Northern Affairs Branch and Northern Affairs communities.
- Advised on land and development policies and measures including by-law reviews for implementation and amendments.
- Completed five development agreements for the planning, construction, and completion of subdivision developments.

### **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:**

- Partnered with the City of Flin Flon, the department of Economic Jobs and Development to successfully provide firefighter training to 42 community members.
- Partnered with the Office of the Fire Commissioner to successfully secure \$283.0 in fire grants for 13 communities to purchase fire gear.
- Renewed and updated 13 of 35 communities' emergency management plans and emergency water treatment plans, which includes updating duty officer guidelines to include the water treatment plant protocols.
- Continued to facilitate emergency preparedness and responses in Northern Affairs communities.

### **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 95 recreation and wellness programs including but not limited to organized youth sports, gym nights, gardening, outdoor activities, board games, arts and crafts, summer student day camps.
- Provided ongoing support and guidance to community staff and councils related to recreation programming. Due to Covid-19 online platforms were utilized to provide consultative support and ideas on new programming that took into account the public health orders. Ideas such as online scavenger hunts, social distanced outdoor events such as sculpture contests, best decorated house during Christmas to name a few.

### **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.

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:**

- 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.
- Enhanced information on the departmental webpage providing information in response to public inquiries about property tax.
- Processed supplementary tax cancellations and provided supplementary tax bills.
- Expedited annual financial audits of the Northern Affairs Fund.

**19-2(a) Northern Affairs**

| <b>Expenditures by Sub-Appropriation</b> | <b>Actual<br/>2020/21<br/>\$(000s)</b> | <b>FTE's</b> | <b>Authority<br/>2020/21<br/>\$(000s)</b> | <b>Variance<br/>Over(Under)<br/>\$(000s)</b> | <b>Expl. No</b> |
|--|--|--------------|---|--|-----------------|
| Salaries and Employee Benefits           | 3,342                                  | 41.00        | 3,595                                     | (253)  |                 |
| Other Expenditures                       | 1,354                                  |              | 1,626                                     | (272)  |                 |
| Grant Assistance                         | 10,203                                 |              | 10,232                                    | (29)   |                 |
| Capital Grants                           | 3,782                                  |              | 3,797                                     | (15)   |                 |
| <b>Total Sub-Appropriation</b>           | <b>18,681</b>                          | <b>41</b>    | <b>19,250</b>                             | <b>(569)</b>                                 |                 |

## Consultation and Reconciliation

The Consultation and Reconciliation Branch (CAR) implements the land, financial, and cooperative elements of signed settlement agreements with Indigenous communities. 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 agreements.

Where new settlement agreements are proposed, the Branch takes a lead role in supporting and directing negotiations. The CAR is responsible for the establishment and consistent implementation of Crown consultation policies to meet Manitoba's consultation obligations when government decisions may affect Indigenous and/or Treaty rights.

Work within these four areas also contribute to advancing reconciliation with Indigenous communities and peoples.

### Key Results Achieved:

- Treaty Land Entitlement (TLE):
  - Transferred 3,459 acres of land from Manitoba to Canada to meet our TLE obligations.
- Agreement Implementation:
  - Re-established communications with all Resource Management Boards (RMBs) across Manitoba and held 15 meetings with active RMBs. Engaged inactive boards to assign board members and re-establish board function.
  - Completed proposals to undertake land use planning with Moose Lake and Split Lake Resource Management Boards.
- Crown-Indigenous Consultations:
  - Finalized engagement for 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.
  - Developed training materials, tools and templates for use by government consultation practitioners to ensure consistent implementation of the Provincial Framework across government.

- Established a Consultation Practitioners Network to share information and connect staff undertaking consultations across departments.
- 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.
- Collaborated with the Federal/Provincial/Territorial Working Group on Consultation and Accommodation to share information, expertise and best practices.
- Agreement Negotiations:
  - Established interdepartmental working groups to address matters within the draft South of 60 Settlement Agreement including;
    - the survey and transfer of fee-simple lands;
    - analysis of potential impacts to tourism in the Churchill region;
  - Engaged a negotiation table with Fox Lake Cree Nation and Canada to formalize a TLE agreement and resolve outstanding TLE obligations.
- Operation Return Home:
  - Concluded final agreement with Pinaymootang First Nation.
  - Continued as provincial lead towards finalizing the agreement with Dauphin River First Nation.
  - Completed funding obligations for 100% of the housing and infrastructure projects under Operation Return Home.

**19-2(b) Consultation and Reconciliation**

| Expenditures by Sub-Appropriation | Actual              | FTE's        | Authority           | Variance                | Expl. No |
|-----------------------------------|---------------------|--------------|---------------------|-------------------------|----------|
|                                   | 2020/21<br>\$(000s) |              | 2020/21<br>\$(000s) | Over(Under)<br>\$(000s) |          |
| Salaries and Employee Benefits    | 936                 | 13.00        | 1,078               | (142)                   |          |
| Other Expenditures                | 852                 |              | 1,059               | (207)                   |          |
| Grant Assistance                  | -                   |              | 200                 | (200)                   |          |
| <b>Total Sub-Appropriation</b>    | <b>1,788</b>        | <b>13.00</b> | <b>2,337</b>        | <b>(549)</b>            |          |

## 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*.
- Worked to further economic reconciliation in Indigenous and northern communities and in Manitoba's North. This included the provision of up to \$1 million in financial support to advance post-COVID economic recovery in Indigenous and northern communities through various initiatives connected to Manitoba's Look North Strategy related to forestry, fisheries and OneNorth.
- Maintained annual funding commitments, totalling \$2.7 million, for core operating grants to 11 Indigenous/northern organizations in Manitoba. These grants support organizational and administrative functions, including non-project related staff, rent, equipment, utilities and communications. These financial resources are intended to provide Indigenous organizations with core capacity to operate so that they may effectively carry out their mandate and advocate for their respective concerns.

- Continued administration and evaluation of the Northern Healthy Foods Initiative, which supports local and regional projects that contribute to the development of culturally relevant, healthy food systems, while improving health and well-being. The NHFI's goal is to increase access to food by working with communities and coordinating efforts aligned with the program's goals and objectives.
- Led and supported community-based, intergovernmental, and interdepartmental work to respond to the National Inquiry into Missing and Murdered Indigenous Women and Girls, including direct engagement with Indigenous leadership, community-based organizations, families and survivors.
- Provided various financial resources to community-driven projects through the Indigenous and Northern Initiatives Fund, including the provision of financial support to the Assiniboia Residential School Legacy Group to develop a commemorative and educational site on the grounds of the former Assiniboia Indian Residential School in Winnipeg.
- 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.

#### 19-2(c) Policy and Strategic Initiatives

| Expenditures by Sub-Appropriation | Actual              | FTE's        | Authority           | Variance                | Expl. No |
|-----------------------------------|---------------------|--------------|---------------------|-------------------------|----------|
|                                   | 2020/21<br>\$(000s) |              | 2020/21<br>\$(000s) | Over(Under)<br>\$(000s) |          |
| Salaries and Employee Benefits    | 970                 | 14.00        | 1,203               | (233)                   |          |
| Other Expenditures                | 84                  |              | 285                 | (201)                   |          |
| Grant Assistance                  | 4,433               |              | 4,753               | (320)                   |          |
| <b>Total Sub-Appropriation</b>    | <b>5,487</b>        | <b>14.00</b> | <b>6,241</b>        | <b>(754)</b>            |          |

## Northern Healthy Foods Initiative

The Northern Healthy Foods Initiative (NHFI) supports local and regional projects that contribute to the development of culturally relevant and healthy food systems. Food security projects and programming is delivered by several community based organizations including Bayline Regional Roundtable, Four Arrows Regional Health Authority (FARHA), Frontier School Division (FSD), Food Matters Manitoba (FMM) and the Northern Association of Community Councils (NACC). Additionally, the program supports initiatives through partnerships with the Northern Manitoba Food, Culture and Community Collaborative (NMFCCC), and the Child Nutrition Council of Manitoba. The total 2020/21 program grant funding available was \$1,296,800. 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.

NHFI funded three 2020-2021 Grow North Workshops with FMM, FARHA and NACC. The Grow North Workshops seek to increase food security and sustainability in northern Manitoba through the delivery of hands-on-learning experiences. The workshops are typically large gatherings hosted in-person but due to COVID-19, the workshops were adjusted to virtual formats and project kits for safe participation.

Multiple projects were supported through the Direct Innovative Project Support (DIPS) initiative. The initiative was approved to support larger-scale food production and processing ventures in the north. Funding to these projects was intended to serve as a foundation for scaling-up critical elements of the northern food system. The Canadian Agricultural Partnership, as represented by Manitoba Agriculture and Resource Development, partnered with Manitoba Indigenous and Northern Relations (INR) to fund the Peguis Development Corporation (PDC). PDC received \$50k to fund a greenhouse and root cellar project to enhance food storage and extend their growing season. NHFI also supported three additional projects through DIPS:

- Grand Rapid's School of FSD received \$35k to support the Misipawistik Pimatisimeskanaw Project. The funding was used to create a traditional foods processing space that includes a butchering and storage facility. The space is for both students and local hunters to process, preserve, store and learn about traditional foods.
- Churchill Northern Studies Centre received \$25k to support the Rocket Greens Hydroponic Growing Project. The funding was used to hire a 6-month Sustainability Intern to support the organization as they navigated through the global COVID-19 pandemic and to acquire critical supplies for their hydroponic farming system.
- NACC received \$40k to support the Increased Food Production Super Kits which was used to purchase greenhouse and irrigation system kits for 12 communities.

NHFI provided \$150k to enhance NMFCCC community-based food production projects. The funds assisted NMFCCC to rapidly scale-up projects during the time of COVID-19.

**19-2(d) Northern Healthy Foods Initiative**

| <b>Expenditures by Sub-Appropriation</b> | <b>Actual<br/>2020/21<br/>\$(000s)</b> | <b>FTE's</b> | <b>Authority<br/>2020/21<br/>\$(000s)</b> | <b>Variance<br/>Over(Under)<br/>\$(000s)</b> | <b>Expl. No</b> |
|--|--|--------------|---|--|-----------------|
| Grant Assistance                         | 1,053                                  |              | 1,297                                     | (244)  |                 |
| <b>Total Sub-Appropriation</b>           | <b>1,053</b>                           | <b>0.00</b>  | <b>1,297</b>                              | <b>(244)</b>                                 |                 |

Financial Information

Department Reconciliation

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

| <b>DETAILS</b>               | <b>2020/21<br/>AUTHORITY</b> |
|------------------------------|------------------------------|
| 2020/2021 MAIN AUTHORITY     | \$ 30,515                    |
| Allocation of funds from:    |                              |
| Enabling Appropriations      | -                            |
| Internal Service Adjustments | -                            |
| <b>2020/21 Authority</b>     | <b>\$ 30,515</b>             |

## Expenditure Summary

For the fiscal year ended March 31, 2021, with comparative figures for the previous fiscal year (\$000s)

| Authority<br>2020/2021<br>(\$000s)            | Appropriation                  | Actual<br>2020/21<br>(\$000s) | Actual<br>2019/20<br>(\$000s) | Increase<br>(Decrease)<br>(\$000s) | Expl.<br>No. |
|---|--------------------------------|-------------------------------|-------------------------------|------------------------------------|--------------|
| <b>19-1 Administration and Finance</b>        |                                |                               |                               |                                    |              |
| 42  | (a) Minister's Salary          | 42                            | 42                            | -                                  |              |
| (b) Executive Support:                        |                                |                               |                               |                                    |              |
| 930   | Salaries and Employee Benefits | 845                           | 869                           | (24)                               |              |
| 80  | Other Expenditures             | 42                            | 78                            | (36)                               |              |
| (c) Financial and Administrative Services:    |                                |                               |                               |                                    |              |
| 173   | Salaries and Employee Benefits | 146                           | 125                           | 21                                 |              |
| 119   | Other Expenditures             | 48                            | 89                            | (41)                               |              |
| <b>1,344</b>                                  | <b>Total 19-1</b>              | <b>1,123</b>                  | <b>1,203</b>                  | <b>(80)</b>                        |              |
| <b>19-2 Indigenous and Northern Relations</b> |                                |                               |                               |                                    |              |
| (a) Northern Affairs                          |                                |                               |                               |                                    |              |
| 3,595   | Salaries and Employee Benefits | 3,342                         | 3,050                         | 292                                |              |
| 1,626   | Other Expenditures             | 1,354                         | 1,595                         | (241)                              |              |
| 10,232  | Grant Assistance               | 10,203                        | 10,820                        | (617)                              |              |
| 3,797   | Capital Grants                 | 3,782                         | 29,224                        | (25,442)                           | 1            |
| <b>19,250</b>                                 | <b>Total 19-2a</b>             | <b>18,681</b>                 | <b>44,689</b>                 | <b>(26,008)</b>                    |              |
| (b) Consultation and Reconciliation:          |                                |                               |                               |                                    |              |
| 1,078   | Salaries and Employee Benefits | 936                           | 704                           | 232                                |              |
| 1,059   | Other Expenditures             | 852                           | 133                           | 719                                | 2            |
| 200   | Grant Assistance               | -                             | 183                           | (183)                              |              |
| <b>2,337</b>                                  | <b>Total 19-2b</b>             | <b>1,788</b>                  | <b>1,020</b>                  | <b>768</b>                         |              |

| <b>Authority<br/>2020/2021<br/>(\$000s)</b> | <b>Appropriation</b>                        | <b>Actual<br/>2020/21<br/>(\$000s)</b> | <b>Actual<br/>2019/20<br/>(\$000s)</b> | <b>Increase<br/>(Decrease)<br/>(\$000s)</b> | <b>Expl.<br/>No.</b> |
|---|---|--|--|---|----------------------|
|   | (c) Policy and Strategic Initiatives        |  |  |   |                      |
| 1,203                                       | Salaries and Employee Benefits              | 970                                    | 1,072                                  | (102)                                       |                      |
| 285   | Other Expenditures                          | 84                                     | 793                                    | (709)                                       | 3                    |
| 4,753                                       | Grant Assistance                            | 4,433                                  | 4,326                                  | 107   |                      |
| <b>6,241</b>                                | <b>Total 19-2c</b>                          | <b>5,487</b>                           | <b>6,191</b>                           | <b>(704)</b>                                |                      |
|   | (d) Northern Healthy Foods Initiative       |  |  |   |                      |
| 1,297                                       | Grant Assistance                            | 1,053                                  | 605                                    | 448   | 4                    |
| <b>1,297</b>                                | <b>Total 19-2d</b>                          | <b>1,053</b>                           | <b>605</b>                             | <b>448</b>                                  |                      |
| <b>29,125</b>                               | <b>Total 19-2</b>                           | <b>27,009</b>                          | <b>52,505</b>                          | <b>(25,496)</b>                             |                      |
|   | <b>19-3 Costs Related to Capital Assets</b> |  |  |   |                      |
| 46  | (a) Amortization Expense                    | 47                                     | 48                                     | (1)   |                      |
| <b>46</b>                                   | <b>Total 19-3</b>                           | <b>47</b>                              | <b>48</b>                              | <b>(1)</b>                                  |                      |
| <b>30,515</b>                               | <b>TOTAL EXPENDITURES 19</b>                | <b>28,179</b>                          | <b>53,756</b>                          | <b>(25,577)</b>                             |                      |

*Variance explanation:*

- Expl. No. 1. Decrease is due to additional principal and interest requirement for the Department's Loan Act Program and the payment of the remaining loan due to the conversion of the Loan Act Program to Capital Grants in 2019/20.*
- Expl. No. 2. Increase is due to the costs related to Leaf Rapids Initiative in 2020/21.*
- Expl. No. 3. Decrease is due to a contingent liability and costs associated with an external review of government program funding in 2019/20.*
- Expl. No. 4. Increase is due to increase in program activities in 2020/21.*

## Revenue Summary by Source

For the fiscal year ended March 31, 2021 with comparative figures for the previous fiscal year (\$000s)

| Actual<br>2019/2020<br>(\$000s)    | Actual<br>2020/21<br>(\$000s) | Increase<br>(Decrease)<br>(\$000s) | Source                              | Actual<br>2020/21<br>(\$000s) | Authority<br>2020/21<br>(\$000s) | Variance<br>(\$000s) | Expl.<br>No. |
|------------------------------------|-------------------------------|------------------------------------|-------------------------------------|-------------------------------|----------------------------------|----------------------|--------------|
| <b>Current Operating Programs:</b> |                               |                                    |                                     |                               |                                  |                      |              |
| Other Revenue:                     |                               |                                    |                                     |                               |                                  |                      |              |
| 119                                | 183                           | 64                                 | Sundry                              | 183                           | 180                              | 3                    |              |
| <b>119</b>                         | <b>183</b>                    | <b>64</b>                          | <b>Total - Other Revenue</b>        | <b>183</b>                    | <b>180</b>                       | <b>3</b>             |              |
| Government of Canada:              |                               |                                    |                                     |                               |                                  |                      |              |
| Indigenous and Northern Relations  |                               |                                    |                                     |                               |                                  |                      |              |
| 17                                 | 17                            | -                                  | Northern Flood Agreement            | 17                            | 50                               | (33)                 |              |
| <b>17</b>                          | <b>17</b>                     | <b>-</b>                           | <b>Total - Government of Canada</b> | <b>17</b>                     | <b>50</b>                        | <b>(33)</b>          |              |
| <b>TOTAL REVENUE - CURRENT</b>     |                               |                                    |                                     |                               |                                  |                      |              |
| <b>136</b>                         | <b>200</b>                    | <b>64</b>                          | <b>OPERATING PROGRAMS - 19</b>      | <b>200</b>                    | <b>230</b>                       | <b>(30)</b>          |              |

### Five-Year Expenditure and Staffing Summary by Main Appropriation

For the fiscal year ended March 31, 2017 to March 31, 2021 (\$000s)

| APPROPRIATION                          | 2016/2017    |               | 2017/2018    |               | 2018/2019    |               | 2019/2020    |               | 2020/21      |               |
|--|--------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|
|  | FTE          | \$            |
| 19-1 Administration and Finance        | 7.00         | 726           | 11.00        | 758           | 10.00        | 820           | 10.00        | 1,203         | 13.00        | 1,123         |
| 19-2 Indigenous and Northern Relations | 75.00        | 23,623        | 72.00        | 22,631        | 70.00        | 22,895        | 70.00        | 52,505        | 68.00        | 27,009        |
| 19-3 Costs Related to Capital Assets   | -            | 45            | -            | 57            |              | 47            | -            | 48            | -            | 47            |
| <b>TOTAL</b>                           | <b>82.00</b> | <b>24,394</b> | <b>83.00</b> | <b>23,446</b> | <b>80.00</b> | <b>23,762</b> | <b>80.00</b> | <b>53,756</b> | <b>81.00</b> | <b>28,179</b> |

*\*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 2020/21 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.

Your comments on performance measures are valuable to us. You can send comments or questions to [mbperformance@gov.mb.ca](mailto: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 2020/21 result or most recent available data?  | What is the trend over time?  | Comments/recent actions/report links  |
|--|--|--|--|---|---|
| <p>Well-being/economic success of Indigenous people in Manitoba.</p> <p>As measured by:</p> <p>(a) the difference between Indigenous and non-Indigenous median incomes for individuals age 15 and over; and</p> <p>(b) the difference between median employment incomes between Indigenous and non-Indigenous individuals aged 15 and over</p> | <p>Income is a key indicator of economic success, potential standard of living and the ability to provide more than the necessities of life.</p>                             | <p><u>2001</u></p> <p>Median income for:</p> <ul style="list-style-type: none"> <li>- Indigenous individuals age 15 and over: \$13,979</li> <li>- Non-Indigenous individuals age 15 and over: \$24,270</li> <li>- Difference: \$10,291</li> </ul> <p>Median Employment Income for:</p> <ul style="list-style-type: none"> <li>- Indigenous individuals age 15 and over: \$25,843</li> <li>- Non-Indigenous age 15 and over: \$33,553</li> <li>- Difference: \$7,710</li> </ul> | <p><u>2016</u></p> <p>Median income for:</p> <ul style="list-style-type: none"> <li>- Indigenous individuals age 15 and over: \$23,427</li> <li>- Non-Indigenous individuals age 15 and over: \$36,098</li> <li>- Difference: \$12,671</li> </ul> <p>Median Employment Income for:</p> <ul style="list-style-type: none"> <li>- Indigenous individuals age 15 and over: \$26,013</li> <li>- Non-Indigenous age 15 and over: \$34,880</li> <li>- Difference: \$8,867</li> </ul> | <p>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.</p> <p>Median employment income grew by 0.7% and 4.0% respectively, with the difference increased by 15%.</p> | <p>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.</p> |
| <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><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><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>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 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 2020/21 result or most recent available data?   | What is the trend over time?  | Comments/recent actions/report links  |
|---|---|---|---|---|---|
|   | 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.  | This reflects a difference of 14 percentage points.   | This reflects a difference of 9 percentage points.  | The difference of unemployment rate between the two populations decreased from 14% to 9% between 2001 and 2016, representing a smaller gap over time.   |   |
| Well-being / educational attainment of Indigenous people in Manitoba.<br><br>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. | Educational attainment affects the standard of living and general level of well-being of individuals and families.<br><br>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. | <u>2006:</u><br><br>59% of Indigenous people age 25 - 64 had a high school graduation certificate or greater as compared to 83% for non-Indigenous people.<br><br>This reflects a difference of 24 percentage points. | <u>2016:</u><br><br>55% of Indigenous people age 25 - 64 had a high school graduation certificate or greater as compared to 79% for non-Indigenous people.<br><br>This reflects a difference of 24 percentage points. | 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.   | The goal is to see this gap decrease over time.   |
| Implementation of Manitoba's Treaty Land Entitlement (TLE) obligations.<br><br>As measured by the number of acres of land made available by Manitoba to Canada for Reserve creation.  | Acreage transferred to Canada under TLE indicates a fulfillment of Manitoba's Constitutional obligation to Entitlement First Nations.   | Under nine existing TLE agreements, the 29 Entitlement First Nations may select or purchase a total of 1,423,110 acres of land.   | As of March 31, 2021, under all TLE agreements in Manitoba, a total of 695,557 (Crown and residual) acres had been transferred by Manitoba to Canada with 674,736 acres set apart as reserve.                         | The number of acres made available will decrease as Entitlement First Nations complete their selections/acquisitions and as Canada accepts provincial land.<br><br>As issues that impact the transfer of land are addressed, transfers of land for Entitlement First Nations will increase. | The goal is to continue to transfer land under the TLE agreements and address issues within Manitoba's control. |

| 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 2020/21 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"> <li>- 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.</li> <li>- the activities of the nine Resource Management Boards (RMBs).</li> </ul>  | <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"> <li>- 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.</li> <li>- In 2017/18, three of the RMBs were regularly active.</li> </ul>   | <ul style="list-style-type: none"> <li>- As of March 31, 2020, Manitoba had transferred 97,502 acres of land for Reserve creation or transferred to a band-based corporation since May of 2016.</li> <li>- During 2020/21 CAR supported an increased level of activity with the RMBs. CAR also engaged with inactive boards to assign board members and re-establish board function.</li> </ul> | <ul style="list-style-type: none"> <li>- 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.</li> <li>- The RMBs are generally meeting less than the four meetings required under the agreements.</li> </ul> | <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. 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> |
| <p>Progress towards fulfilling Manitoba’s Crown-Indigenous consultation obligations</p> <p>As measured by:</p> <ul style="list-style-type: none"> <li>- the number of Crown-Indigenous Consultations that are ongoing or completed.</li> <li>- the scope of community engagement and resources to support communities in their participation in consultation processes.</li> <li>- the progress towards finalizing a new framework for Crown-Indigenous consultations.</li> </ul> | <p>To ensure that the Manitoba Government is meeting its Constitutional Duty to Consult and upholding the Honour of the Crown.</p>             | <p>In 2017/18, the Department was involved in seven Crown-Indigenous consultations, at various stages of progress. The Department also coordinated or supported other departments on several smaller projects requiring consultation. 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 Department supported staff across departments to plan and carry out Crown-Indigenous Consultations.</p> <p>The Department has finalized the Provincial Framework for consultation and accommodation with Indigenous communities and will implement the new Framework through staff training and support, pending cabinet approval,</p>   | <p>The Department continues to support staff across departments to plan and carry out Crown-Indigenous Consultations.</p> <p>The Department is preparing to launch the new Framework across government departments, pending cabinet approval.</p>  | <p>The Department’s work on the Provincial 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

Additional information on the changes to the regulatory requirements made by departments and government agencies will be included in the 2020/21 Manitoba Regulatory Accountability Report.

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.

## Regulatory Requirements

|   | April 1, 2020 | March 31, 2021 |
|---|---------------|----------------|
| Total number of regulatory requirements | 6,547         | 6,547          |
| Net change                              | -             | 0              |
| Percentage change                       | -             | 0%             |

- 'Total number of regulatory requirements' includes transfers of regulatory requirements in and out of the Departments and Government Agencies (DGA) in 2020/21.
- 'Transfers' include changes in regulatory requirements, where applicable, that resulted from the October 2019 re-organization that were not concluded in RAD until 2020-2021, changes that resulted from the January 2021 re-organization, changes that were required to align RAD with ministerial assignments of Acts and Regulations in Manitoba Laws, and other transfers that were required for other reasons.
- 'Net change' is the changes (sum of decreases and increases) in regulatory requirements undertaken by the DGA in 2020/21 and is net of transfers of (i.e., excludes) regulatory requirements in and out of the DGA.
- 'Percentage change' is the percentage change in regulatory requirements undertaken by the DGA in 2020/21 and is net of transfers of (i.e., excludes) regulatory requirements in and out of the DGA.

## Achievements

Since April 2020, the department's achievements in reducing regulatory requirements and eliminating red tape included:

- Undertaking program reviews in the area of community management planning and community governance 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.

- Review of 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 (together, the Provincial Framework). The Provincial Framework, fulfills the Manitoba government's commitment to establish a duty to consult framework for respectful and productive consultation with Indigenous communities. When adopted as policy, the Framework will replace the 2009 Interim Provincial Policy for Crown Consultations with First Nations, Metis Communities and other Aboriginal Communities. The Framework provides a stronger foundation for meaningful dialogue between parties to consider and mitigate impacts to treaty and Aboriginal rights.

## 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 29.1.

The Department of Indigenous and Northern Relations is pleased to report that during the 2020/21 fiscal year there were no issues/matters pertaining to any section of this Act.

| <b>Information<br/>Required Annually<br/>(per Section 29.1 of The Act)</b>  | <b>Fiscal Year 2020/21</b> |
|---|----------------------------|
| The number of disclosures received, and the number acted on and not acted on.<br>Subsection 29.1(2)(a)  | NIL                        |
| The number of investigations commenced as a result of a disclosure.<br>Subsection 29.1(2)(b)  | NIL                        |
| 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 29.1(2)(c) | NIL                        |