

PINASUAQTAVUT 2004-2009



**Our Commitment to
Building Nunavut's Future**

Working to improve the health, prosperity, and self-reliance of Nunavummiut



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OUR COMMITMENT TO BUILDING NUNAVUT'S FUTURE

Our government is in its second mandate. It is a time that will be used to build a stronger cultural foundation based on Inuit societal values and develop and expand our economy. These are our main priorities. They will join ongoing efforts to improve education, housing and health care.

Our success will be built on the strong foundation that we created during the first mandate of the government. In addition, our efforts will continue to be shaped by our full commitment to the *Nunavut Land Claims Agreement*.

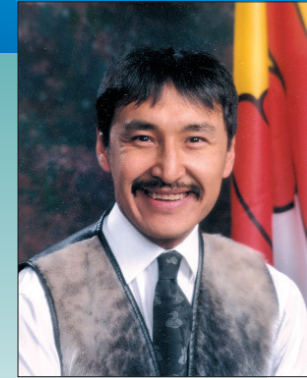
The first Government of Nunavut prepared a long-term plan for the development of our territory. This plan envisioned what life in Nunavut will be like in the year 2020. It outlined four major goals to be pursued by using several


guiding principles. Central to these guiding principles were the traditional beliefs, values and practices of the Inuit of Nunavut. The four goals were:

- **Inuuqatigiittiarniq: Healthy Communities**
- **Pijarnirniqsat Katujjiqatigiittiarnirlu: Simplicity and Unity**
- **Namminiq Makitajunnarniq: Self-Reliance**
- **Ilippallianguinnarniq: Continuing Learning**

In addition to defining these goals, the government outlined specific objectives to be accomplished during the first five years.

The newly-elected Government of Nunavut has reviewed the goals and evaluated the results achieved between 1999 and 2004. Much has been done. Some of the objectives towards the goals have been fully achieved. Some are





well underway. More work is needed on others. Overall our Government and the people of Nunavut have made important progress and we have reason to be proud about what has been accomplished.

In **Pinasuaqtavut: 2004 - 2009**, we reconfirm our commitment to the four goals. We also review the major accomplishments of the first government, and set objectives for the second five years. We will again be guided by the principles adopted by the first government, and increasingly by Inuit societal values applied through Inuit Qaujimajatuqangit, which is essential to the way our government conducts its affairs.

As we move forward we will continue to work with our land claims partners. Through open communications I am

confident that we will reach these objectives and our goal, which is improving the lives of all Nunavummiut by strengthening our culture and expanding our economy.



Premier Paul Okalik
Government of Nunavut

GUIDING PRINCIPLES

These are some of the Inuit societal values that are particularly relevant to the way our Government should deliver its programs and services. We need to use these important principles of Inuit Qaujimajatuqangit. Words of advice have often come from our elders who learned these values from their elders before them. We need to follow these principles in our efforts to make our government, and the programs and services we offer more responsive to the people we serve.

Inuuqatigiitsiarniq: respecting others, relationships and caring for people.

- Respect for others and treating others equally is a characteristic the elders have always stressed in their words of advice (uqaujjuusiat). Government practices should promote impartiality.

Tunnganarniq: fostering good spirit by being open, welcoming and inclusive.

- We must make the workplace people-friendly, welcoming and accepting for Nunavummiut, elders, our colleagues and others. Removing language and cultural barriers is important in welcoming people.

Pijitsirniq: serving and providing for family and/or community.

- In carrying out their responsibilities all GN staff will endeavour to serve each other and the community at large to the best of their abilities.

Aajiiqatigiinni: decision making through discussion and consensus.

- Important communications and decisions will be made through seeking input from individuals, face to face meetings, direct communication, and consensus development.

- Inuit language will be widely used as the primary language of communication.
- Silence is part of communication, and it does not necessarily signify agreement.

Pilimmaksarniq/Pijariuqsarniq: development of skills through practice, effort and action.

- The workplace will be more accommodating and flexible in accommodating or making room for new ideas and practices that need to be implemented.
- Inuit staff must be given opportunities to develop skills on the job during regular hours through mechanisms such as mentoring, in-service training, and professional development.

Piliriqatigiinni/ikajuqtigiinni: working together for a common cause.

- Inuit and non-Inuit staff must work together from the basis of their own knowledge and experience to develop mutual understanding and a balanced approach to the provision of programs and services.
- We can better serve the public through such collaboration and mutual understanding in the workplace.

Qanuqtuurniq: being innovative and resourceful.

- Inuit had to continually seek new ways to survive. It is important for Government to recognize that we must constantly explore many different opportunities to move forward.

Avatittinnik Kamatsiarniq: respect and care for the land, animals and the environment.

- This is a strong Inuit societal value that has sustained Inuit for eons and just as important today.

INUUQATIGIITARNIQ: HEALTHY COMMUNITIES

We believe that the health of Nunavut depends on the health of each of its physical, social, economic and cultural communities.

The values that will guide us are:

- People come first;
- People are responsible and accountable for their own well being;
- We will provide for those who are not able to care for themselves;
- We must provide options and opportunities which build the strengths of individuals, families and communities;
- We will respond to the challenges of substance abuse, violence and loss as individuals, families and communities;
- Building the capacity of communities will strengthen Nunavut;
- All levels of government working together will strengthen Nunavut.

In 2020, Nunavut is a place where:

- Self assured, caring communities respond to the needs of individuals and families;
- We respect the accumulated wisdom of our elders, examining and evaluating our actions based on the best of both modern knowledge and traditional ways;
- Health and social conditions and indicators are at or better than the Canadian average;
- Families and individuals in Nunavut have fair access to a range of affordable housing options;
- The raising and teaching of children and the care of those in need, 'ilagiinniq' (kinship) and 'inuuqatigiinniq' (community kinship), are a collective community process;
- We enjoy and manage a clean, healthy environment, in our communities and on the land and waters.

Major accomplishments of the first government of Nunavut:

April 1999 – March 2004:

- Developed an Addictions and Mental Health Strategy, a Tobacco Reduction Strategy and a Home Care Program;
- Worked with land claims and other partners to establish the Suicide Prevention Task Force;
- Nunavut Arctic College is offering degree level Inuit nursing program and a range of training programs for health and social service providers;
- Constructed 330 public housing units and 157 staff housing units throughout Nunavut;
- Worked with Nunavut Tunngavik Inc., to develop the Nunavut Housing Strategy to address the critical shortage of public housing;
- Child care facilities and programs are now available in all Nunavut communities;

- Provided training for Justices of the Peace and Community Justice Committees ;
- Increased the number of Inuit RCMP officers and provided an RCMP detachment in every community
- Created the *Nunavut Wildlife Act* in partnership with Nunavut Tunngavik Inc. and the Nunavut Wildlife Management Board;
- Completed the Nunavut Climate Change Strategy.

Objectives of the Second Legislative Assembly of Nunavut:

- Enhance the health and well-being of Nunavummiut by providing health care closer to home;
- Support the work of the Embrace Life Council. Implement a suicide prevention strategy with a focus on wellness;
- Expand access to 24-hour care facilities for elders;
- Develop an Active Living and Volunteer Campaign to improve the well-being of Nunavummiut;

- Develop a strategy and partnerships to support the healthy development and well-being of children and youth;
- Develop a Nunavut Public Health Act;
- Enhance economic opportunities and social programming in smaller communities;
- Establish healing centres, outpost and youth camps as alternates to incarceration;
- Construct new correctional facilities to reduce overcrowding and allow for more effective correctional programming;
- Address the ongoing housing crisis by actively supporting home ownership and improvement programs;
- Partner with Nunavut Tunngavik Inc. to lobby the federal government to fund the Nunavut 10-Year Inuit Housing Action Plan;
- Continue to construct new social housing units through

- funding agreements with Infrastructure Canada;
- Reduce the cost of operating social housing by increasing energy efficiency and adopting new technologies in housing construction, in partnership with Natural Resources Canada;
- Place a higher regard on all environmental issues;
- Conserve and reduce the use of energy and find alternatives to diesel fuel for electricity generation;
- Explore the “repatriation” of used vehicles;
- Implement the *Nunavut Wildlife Act*;
- Implement the Nunavut Climate Change Strategy;
- Improve communications between the GN and Nunavut’s communities, including improved partnerships with the Nunavut Association of Municipalities and municipal councils.

PIJARNIRNIQSAT KATUJJIQATIGIITTIARNIRLU: SIMPLICITY & UNITY

We believe that ready access to the government and its programs are essential to good government that invites the participation of its citizens.

The values that will guide us are:

- Inuit Qaujimajatuqangit will provide the context in which we develop an open, responsive and accountable government;
- By developing programs and services which are fair, understandable and easy to access, we will encourage public participation and create accountability;
- Every activity and expense must have a productive purpose;

- Simplicity does not mean uniformity - diversity in approach can build on unique strengths, resources and ways of doing things;
- Co-operation will be the operating standard at every level.

In 2020, Nunavut is a place where:

- The Government of Nunavut conducts its business with openness and honesty, encouraging public input;
- The structures and activities of government serve Nunavut's needs, with the most effective use of resources;
- Inuktitut, in all its forms, is the working language of the Nunavut Government;
- Equal opportunities exist across Nunavut in areas of jobs, education, health, justice and all other services;
- An informed public has taken up the challenges and assumed the responsibilities of active community;

- Communities have seamless access to government officials, information and services.

Major Accomplishments of the First Government of Nunavut:


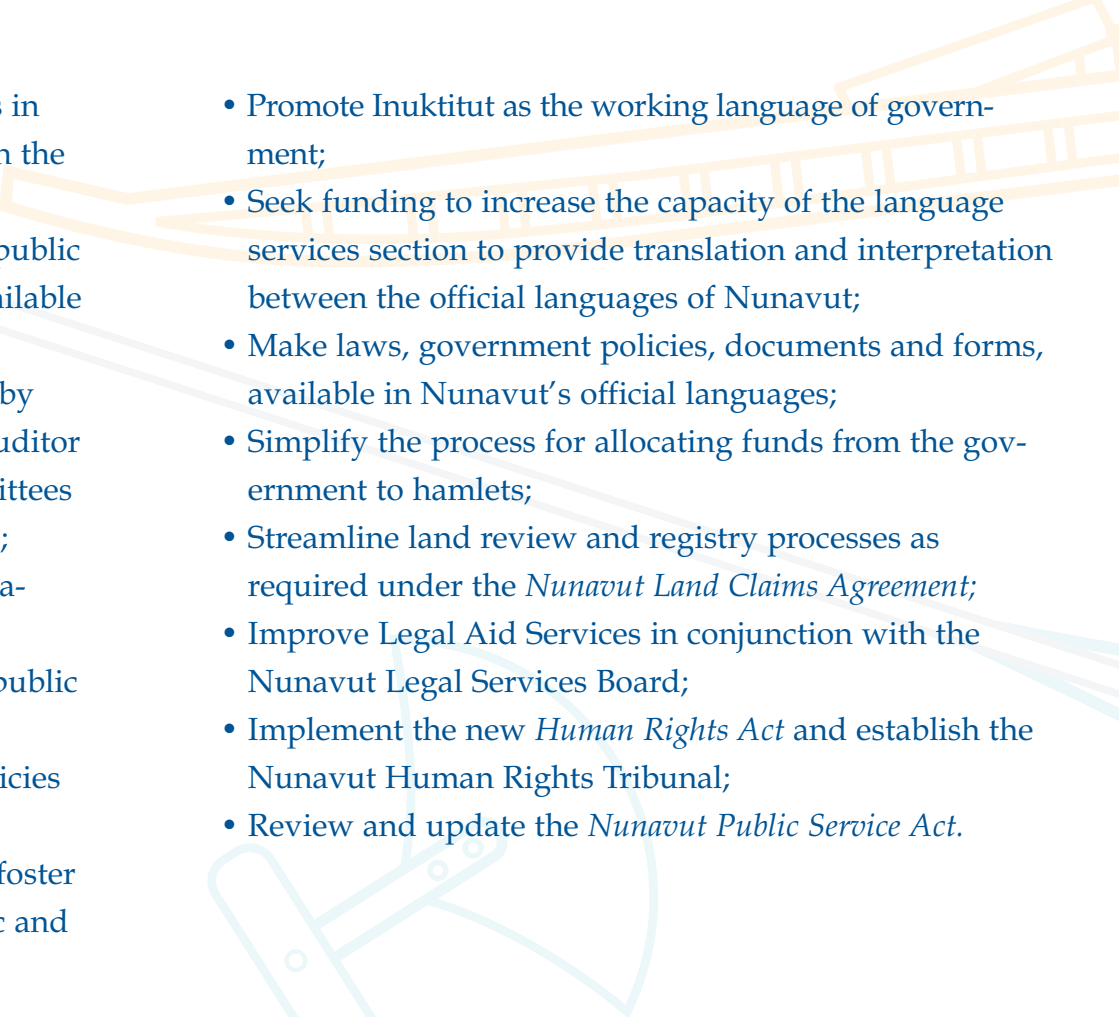
April 1999 – March 2004:

- Established a Unified Court system;
- *Human Rights Act* for Nunavut was passed by the Legislative Assembly;
- Created Inuit Impact Benefit Agreement on Territorial Parks in partnership with NTI;
- Established major crown corporations: Nunavut Housing Corporation and Qulliq Energy Corporation;
- Signed a Northern Co-operation Accord with the Northwest Territories and Yukon;
- Updated and created legislation and policies to reflect the specific needs of Nunavut;
- Negotiated a protocol with Nunavut Tunngavik Inc. on bilateral co-operation. A review of the protocol was con-

ducted and, in light of experience, resulted in the government and NTI agreeing to conduct their working relations in accordance with *Iqqanaijaqatigiit (Working Together.)*

Objectives of the Second Legislative Assembly of Nunavut:

- Reflect Inuit societal values and foster a sense of Inuit ownership in their own government by clearly identifying and implementing practical ways to incorporate; Inuit Qaujimajatuqangit into government delivery of public services;
- Build an effective, functional public service that is responsive to the public it serves;
- Complete audit of qualifications in job descriptions to remove potential systemic barriers to employment;
- Link separate initiatives such as the Inuit Employment Plan, the Nunavut Adult Learning Strategy, management

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- internship and professional development programs in order to avoid duplication and maximize returns on the investment;
- Develop an integrated approach in the delivery of public services that avoids duplication and maximizes available resources;
 - Manage Nunavut's financial resources responsibly by acting decisively on the recommendations of the Auditor General and Legislative Assembly Standing Committees with respect to strengthened financial management; across government departments and Crown corporations;
 - Explore legislation to govern the accountability of public bodies across the territory;
 - Write and maintain simple and understandable policies for every government department;
 - Develop made-in-Nunavut language legislation to foster the use of Inuktitut in the workplace and the public and private sectors;

- Promote Inuktitut as the working language of government;
- Seek funding to increase the capacity of the language services section to provide translation and interpretation between the official languages of Nunavut;
- Make laws, government policies, documents and forms, available in Nunavut's official languages;
- Simplify the process for allocating funds from the government to hamlets;
- Streamline land review and registry processes as required under the *Nunavut Land Claims Agreement*;
- Improve Legal Aid Services in conjunction with the Nunavut Legal Services Board;
- Implement the new *Human Rights Act* and establish the Nunavut Human Rights Tribunal;
- Review and update the *Nunavut Public Service Act*.

NAMMINIQ MAKITAJUNNARNIQ: SELF-RELIANCE

We believe that as communities and as a government we are connected and reliant on each other to care for those in need, to establish common goals, and to secure the resources needed to achieve our goals.

The values that will guide us are:

- We will work within our means;
- We will incorporate Inuit societal values into new strategies to participate actively in the sustainable development of our economic resources;
- We will build on our strengths, respecting and highlighting the unique elements of our residents, communities, and the environment and economy in Nunavut;
- Nunavut residents will receive every opportunity to benefit from public dollars spent in and by Nunavut;

- We will work within the framework of the *Nunavut Land Claims Agreement* in planning and developing government programs and services;
- Nunavut will contribute to our country as a committed and active participant in the life of Canada and to the circumpolar world as an active arctic neighbour.

In 2020, Nunavut is a place where:

- The Government of Nunavut meets all of its obligations under the *Nunavut Land Claims Agreement*;
- An informed society is making decisions for self, family and community;
- Nunavummiut are active in a strong mixed economy where residents have productive choices for economic participation and low levels of dependency;
- Access to programs and services are seamless, straightforward, understandable and efficient;

- Nunavut enjoys growing prosperity and lives within its means;
- Nunavut's contributions are respected in national and international affairs.


Major Accomplishments of the First Government of Nunavut:

April 1999 – March 2004:

- Completed the decentralization plan that established 460 positions in 10 communities;
- Developed an Economic Development Strategy for Nunavut;
- Completed the Municipal Financial Review and increased core funding to hamlets;
- Revised the Income Support Policy to focus on training and employment incentives;
- Created the Municipal Training Organization to train Nunavummiut at the community level for jobs available in their communities;
- Reviewed the NNI (Nunavummi Nangminiqaqtunik Ikajuuti) Policy and adopted major revisions to policies and regulations;
- Concluded agreements with Canada for investment in key infrastructure for Nunavut;
- Raised awareness at the Federal level that per capita funding formulae do not always reflect Nunavut's unique circumstances and do not meet Nunavummiut's needs;
- Worked with the Nunavut Association of Municipalities and provided funding to create a self-insurance system (NAMIX).

Objectives of the Second Legislative Assembly of Nunavut:

- Implement the Inuit Employment Plan, including the Sivuliqtiksats management internship program, cultural and employee orientation programs and recruitment and retention initiatives;
- Develop recruitment and retention and education and training strategies for Health and Social Services professionals;
- Actively work with Nunavut Tunngavik Inc. and the Federal Government to fulfill the objectives set forth in Article 23 of the *Nunavut Land Claims Agreement* to build a public service that is representative of the population of Nunavut;
- Enhance the Nunavut Income Support System to encourage economic self-reliance and reduce welfare dependency;
- Develop Nunavut's economy, private sector and job market by aggressively implementing the Nunavut Economic Development Strategy's focus on mining and other key sectoral areas, including fisheries, arts, crafts and tourism;
- Negotiate an Economic Development Agreement with Canada to support Community Economic Development and training in Nunavut;
- Work with partners to simplify and enhance access to business support programs in Nunavut;
- Review and reduce unnecessary regulations that impede business development;
- Implement the revised NNI Policy and conduct annual reviews of its effectiveness;
- Manage in a fiscally responsible manner.

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- Conclude realistic Formula Financing Agreements with the Government of Canada for key socio-economic and infrastructure needs;
 - Develop a comprehensive approach to capital planning for facilities and infrastructure in co-operation with Nunavut Association of Municipalities and the Federal Government, including identifying partnerships for the development of transportation infrastructure;
 - Work within the *Nunavut Land Claims Agreement* and with land claims organizations to best use and share the resources of Nunavut;
 - Commence negotiations on devolution with the Government of Canada;
 - Develop a made-in-Nunavut Parks Act that recognizes the role of the *Nunavut Land Claims Agreement*;
 - Implement the territorial parks' Inuit Impact Benefit Agreement (IIBA);
 - Complete and implement the Nunavut Fisheries and Sealing Strategies;
 - Work to increase Nunavut's allocation of the offshore fishery in Davis Strait and Baffin Bay to bring it into line with allocations in all other jurisdictions with adjacent fisheries;
 - Improve community policing services to increase community involvement and public trust.

ILIPPALLIANGINNARNIQ: CONTINUING LEARNING

We believe that it is only by developing a culture of lifelong learning that Nunavummiut can reach their full potential.

The values that will guide us are:

- Learning is a lifelong process;
- It is important to recognize the value of teaching and learning at all levels and from all sources: elders, families, youth, schools and community learning centres, and moving out to apprenticeships, college and university programs;
- Equal opportunity and equal access across Nunavut is fundamental to our success;
- Land and language skills and respectful pride in our cultures and languages are fundamental for adults and children;

- Our education system will be built within the context of Inuit Qaujimajatuqangit;
- Children should be able to receive instruction in their first language;
- Respect for individuals is the basis of effective learning and a healthy workplace.

In 2020, Nunavut is a place where:

- Our population is adaptable to change and welcomes new skills, while preserving its culture, values and language of origin;
- We are a fully functional bilingual society, in Inuktitut and English, respectful and committed to the needs and rights of French speakers;
- Inuit have been supported in their training and have taken leadership roles in government and in our communities, and there is a representative workforce in all sectors;

- Educational programs are offered on a strategic basis, based on each community's needs;
- There is a full range of interlocking educational programs allowing individuals continued access throughout the spectrum;
- Our history and accomplishments have been preserved and recognized in our books, art and museums, and we are a source of pride to all Canadians.

Major Accomplishments of the First Government of Nunavut:


April 1999 – March 2004:

- Number of high school and college graduates has increased significantly;
- Full-time teacher training is being offered in many communities;
- Established the Nunavut nursing program;

- Created the Akitsiraq Law School allowing Inuit to study law in Nunavut;
- Established a 10-year curriculum and resource development strategy;
- Completed Language of Instruction study;
- Held Inuktitut terminology development workshops;
- Established an internship program to prepare Inuit for senior management.

Objectives of the Second Legislative Assembly of Nunavut:

- Develop a made-for-Nunavut Education Act that supports multiple options for career development;
- Complete development of the K-12 curriculum and related teaching resources to make them more relevant to Nunavut;
- Develop a Language of Instruction Strategy for Nunavut schools and provide the resources required for effective implementation;
- Strengthen the teaching and learning of Inuktitut in schools and in the public service so that it can become the language of work by 2020;
- Work for a public education system that focuses on graduating bilingual youth who are equipped with the skills and knowledge to succeed in post-secondary studies;
- Strengthen Inuit culture for future generations by finalizing plans for a Nunavut Cultural School;
- Expand future skilled employment opportunities for youth by opening a Nunavut trades school by the end of the Second Legislative Assembly;
- Deliver more career development programs at the community level including basic literacy, pre-employment, certificate, diploma and degree programs;
- Increase the number of Inuit adult educators and college instructors;
- Establish partnerships to provide more opportunities for degree-level and advanced studies in Nunavut;
- Provide training opportunities in construction and housing maintenance in partnership with Local Housing Authorities, Canadian Mortgage and Housing Corporation and Nunavut Arctic College;

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- Seek partners, including the private sector, to fund a wide range of trades training in Nunavut;
 - Provide stabilized funding to ensure the long-term viability of the major professional, vocational and trades training programs;
 - Build partnerships to meet the expected increase in demand for education and training at all levels and the resulting infrastructure needs, including new schools and college facilities;
 - Ensure the security of Nunavut's cultural legacy by implementing plans for a territorial Heritage Centre and the repatriation of Nunavut's cultural treasures from other jurisdictions;
 - View every element of the government budget as a potential training budget.