

Communities and Diamonds Socio-Economic Agreements Annual Report

Les collectivités et les diamants Rapport annuel sur les accords socio-économiques

Le présent document contient la traduction française du résumé et du message du ministre

2017



| | |
|-----------------------------------|---------------------------------------|
| Industry, Tourism and Investment | Industrie, Tourisme et Investissement |
| Education, Culture and Employment | Éducation, Culture et Formation |
| Finance | Finances |
| Health and Social Services | Santé et Services sociaux |
| Justice | Justice |
| NWT Bureau of Statistics | Bureau de la statistique des TNO |
| NWT Housing Corporation | Société d'habitation des TNO |

Table of Contents

| | |
|---|----------------|
| Introduction and Summary | 4 |
| Introduction et Sommaire | 6 |
| Background Information | 8 |
| Education | 14 |
| Employment | 29 |
| Income Assistance Program | 32 |
| Health and Social Well-Being | 33 |
| Justice | 52 |
| Business and Economy | 56 |
| Housing | 69 |
| SEA Senior Officials Meeting | 71 |
| Socio-Economic Engagement Meetings | 72 |
| Glossary | 74 |
| Appendix A: Company Predictions on Mine Activity | 75 |
| Appendix B: Industrial, Social and Political Events | 79 |
| Appendix C: Data Tables | See back cover |

Introduction and Executive Summary

When a major resource development in the Northwest Territories (NWT) makes its way through regulatory reviews and approvals, the Government of the Northwest Territories (GNWT) asks for follow-up programs to be put in place in the form of socio-economic agreements (SEAs).

The Department of Industry, Tourism and Investment (ITI) is responsible for negotiating these agreements on behalf of the GNWT. The agreements should reflect the commitments and predictions made by a company during its regulatory review.

ITI oversees the implementation of these agreements and coordinates reporting activities, and the GNWT monitors how well each company carries out its respective responsibilities.

This annual report compiles data and information on identified social and economic indicators measuring the social health and economic wellbeing of NWT communities since the opening of the NWT's first diamond mine.

It also contains a listing of investments, initiatives and programs the GNWT is employing to encourage and enable NWT businesses and residents to respond to, and benefit from, mining activities in the NWT.

In 2017, four SEAs were in place with the four diamond mines in the Northwest Territories (NWT).

Ekati Diamond Mine (Ekati), Diavik Diamond Mine (Diavik) and Gahcho Kué Diamond Mine (Gahcho Kué) are currently operational. Snap Lake Diamond Mine (Snap Lake) was placed in care and maintenance in December 2015.

Statistics and data are presented in four groups: overall NWT, Yellowknife, Small Local Communities (SLCs) distinguished due to their geographic proximity to the operating mines; and Remaining NWT Communities.

SLCs are identified to be Behchokò, Detah, Fort Resolution, Gameti, Łutselk'e, Ndilò , Wekweèti and Whatì.

Indicators and measures in this report are organized into the following seven categories:

- Education
- Employment
- Health and Social Well-being
- Justice
- Business and Economy
- Housing

Highlights

- The NWT population with high school or greater has increased significantly since 1989.
- Partnerships between government, industry and training providers continue to help raise education levels in the NWT.
- The employment rate in SLCs has increased since the diamond mine start-ups whereas in the Remaining NWT Communities the rate has been relatively stable.
- The unemployment rate has been decreasing since 1989. There has been some variability over the years; the unemployment rate is lower than before mine start-ups.
- The percentage of the population in SLCs participating in the economy increased sharply when NWT mines first arrived in the NWT. However, the most recent data shows a decrease in this participation rate.
- Education, Culture and Employment (ECE) supports the delivery of training, career development, and employment development programs in the NWT.
- There has been a recent increase in the number of people accessing the Income Assistance Program but these numbers remain lower than before the startup of diamond mining.
- All communities in the NWT have seen increases to their Community Well-being Index since 1981 with the largest change being in SLCs. Many factors could impact this large increase - mining activity being one of them.
- The suicide rate in SLC is at its lowest since 1996 and is lower than the rest of the NWT. Overall physician diagnosed injuries and poisonings have been decreasing.
- The Department of Health and Social Services (HSS) supports the delivery of programs and services in mental health, addictions, and family violence. Additionally, the department is investing in the health and wellness of residents through health promotion, disease prevention and protection.
- Overall police-reported crime in NWT has been rising, with SLCs having the largest increase compared to other communities. With crime indicators having fluctuated, however, there is no clear relation to the mining industry.
- Fur sales, an indicator of activity in the NWT's traditional economy, increased for the first time since 2012/2013.
- The Department of Industry, Tourism and Investment (ITI) provided funding in excess of \$3.9 million to 441 individuals, business or organizations under the Support for Entrepreneurs and Economic Development (SEED) policy.
- The NWT Business Development and Investment Corp (BDIC) provided credit funding in excess of \$6 million dollars.
- In 2016-17, the GNWT collected \$85.5 million in royalties, property tax, fuel tax and payroll tax.
- The core need for housing in SLCs has fluctuated since 1996. Following a significant drop from 1996-2004, core need increased in SLCs until 2009. Since that time core need in SLCs has declined. In Yellowknife an increase in core need was noted in 2014.
- The Northwest Territories Housing Corporation (NWTHC), in partnership with Local Housing Organizations (LHOs), provides public housing throughout the NWT. Assistance may also be available to individuals or families that wish to purchase a home in the NWT.

INTRODUCTION ET SOMMAIRE

Lorsqu'un projet de développement d'une ressource importante aux Territoires du Nord-Ouest a passé le processus d'examen réglementaire et obtenu les approbations nécessaires, le gouvernement des Territoires du Nord-Ouest (GTNO) demande à ce que des programmes de suivi soient mis en place sous forme d'accords socio-économiques (ASE).

Le ministère de l'Industrie, du Tourisme et de l'Investissement (MITI) est chargé de négocier les accords pour le GTNO. Ces accords reflètent les engagements que l'entreprise a pris et les prévisions qu'elle a faites pendant son examen réglementaire.

Le MITI supervise la mise en œuvre de ces accords et coordonne les activités de production de rapport, alors que le GTNO effectue un suivi pour voir dans quelle mesure les entreprises s'acquittent de leurs responsabilités.

Le présent rapport annuel rassemble des données et des renseignements sur des indicateurs sociaux et économiques précis mesurant la santé sociale et le bien-être économique des collectivités des TNO depuis l'ouverture de la première mine de diamants.

Il dresse également la liste des investissements, des initiatives et des programmes gouvernementaux ayant pour but d'encourager et d'aider les entreprises et les résidents du territoire à accueillir les activités d'exploitation minière des TNO et à en tirer parti.

En 2017, quatre ASE liés aux quatre mines de diamants des TNO étaient en place.

Les mines de diamants Ekati, Diavik et Gahcho Kué sont actuellement exploitées. Celle de Snap Lake a été placée en mode de surveillance et d'entretien en décembre 2015.

Les statistiques et les données sont divisées en quatre groupes : totalité des TNO, Yellowknife, petites collectivités locales (PCL) se distinguant par leur proximité géographique avec les mines exploitées, et les autres collectivités des TNO.

Les PCL sont Behchokò, Detah, Gameti, Łutselk'e, Ndilò, Wekweèti et Whatì.

Les indicateurs et les mesures présentés dans le rapport sont classés en six catégories:

- Éducation
- Emploi
- Santé et bien-être social
- Justice
- Affaires et économie
- Logement

Points saillants

- La population des TNO ayant terminé des études secondaires ou des études plus avancées a grandement augmenté depuis 1989.
- Les partenariats entre le gouvernement, l'industrie et les fournisseurs de formation contribuent à l'augmentation du taux de scolarisation aux TNO.
- Le taux d'emploi a augmenté dans les PCL depuis l'ouverture des mines de diamants, tandis qu'il est demeuré relativement stable dans le reste des collectivités des TNO.
- Le taux de chômage a diminué depuis 1989. Il varie selon les années; il est actuellement plus bas qu'avant l'ouverture des mines.
- Le pourcentage de la population des PCL participant à l'économie a bondi depuis l'ouverture des mines des TNO. Cependant, les données récentes font état d'une baisse du taux de participation.
- Le ministère de l'Éducation, de la Culture et de la Formation (MÉCF) appuie la prestation de formations, le perfectionnement professionnel et les programmes de préparation à l'emploi des TNO.
- Il y a eu une augmentation récente du nombre de personnes ayant recours au Programme d'aide au revenu, mais les chiffres demeurent plus bas qu'avant l'ouverture des mines de diamants.
- Toutes les collectivités des TNO ont vu leur indice de bien-être des collectivités augmenter depuis 1981, le plus gros changement étant survenu dans les PCL. Plusieurs facteurs peuvent expliquer cette importante augmentation, notamment l'exploitation minière.
- Le taux de suicide dans les PCL est à son plus bas depuis 1996 et est inférieur à celui du reste des TNO. Le nombre total de blessures et d'empoisonnements diagnostiqués par les médecins a diminué.
- Le ministère de la Santé et des Services sociaux (MSSS) appuie la prestation de services et de programmes axés sur la santé mentale, les dépendances et la violence familiale. En outre, le MSSS investit dans la santé et le bien-être des résidents en misant sur la promotion et la protection de la santé ainsi que sur la prévention des maladies.
- Le nombre total de crimes signalés par la police augmente aux TNO, et la hausse est plus importante dans les PCL que dans les autres collectivités. Les indicateurs de crime ont toutefois changé; il n'est donc pas possible d'établir de lien clair avec l'industrie minière.
- La vente des fourrures, un indicateur d'activité dans l'économie traditionnelle des TNO, a augmenté pour la première fois depuis 2012-2013.
- Le MITI a versé plus de 3,9 millions de dollars à 441 personnes, entreprises et organisations dans le cadre du Programme d'appui aux entrepreneurs et au développement économique (PAEDE).
- La Société d'investissement et de développement (SID) des TNO a fourni plus de 6 millions de dollars en crédits.
- En 2016-2017, le GTNO a collecté 85,5 millions de dollars en redevances, impôts fonciers, taxes sur le carburant et cotisations sociales.
- Le besoin impérieux de logements dans les PCL a fluctué depuis 1996. Il a chuté de façon importante de 1996 à 2004, puis a augmenté jusqu'en 2009, à la suite de quoi il a diminué à nouveau. Une augmentation a toutefois été notée à Yellowknife en 2014.
- La Société d'habitation des Territoires du Nord-Ouest (SHTNO), en partenariat avec les organismes locaux de logement, offre des logements sociaux partout aux TNO. Des aides sont également accordées aux personnes et aux familles qui souhaitent acheter une maison dans le territoire.

Background Information

The Communities and Diamonds Report is prepared annually to fulfill commitments made by the Government of the Northwest Territories (GNWT) in Socio-Economic Agreements (SEAs) that it has signed with mining companies operating in the Northwest Territories (NWT). These include: Dominion Diamond Corporation, Ekati Mine (Ekati); Diavik Diamond Mine (Diavik); and DeBeers Gahcho Kué Mine (Gahcho Kué).

In the environmental assessment for its project, a developer must predict what impacts the mine will have on the people and communities of the NWT. SEAs are negotiated based on the completion of these environmental assessments.

The GNWT monitors social and economic indicators and works to ensure commitments are met and are in line with the original predictions outlined in the environmental assessment.

Purpose of the Report

The Communities and Diamonds report attempts to capture the impact of the diamond mining industry on the social and economic environment in the NWT. The report examines a number of indicators to see if, and by how much, each has changed since diamond mining began in 1996.

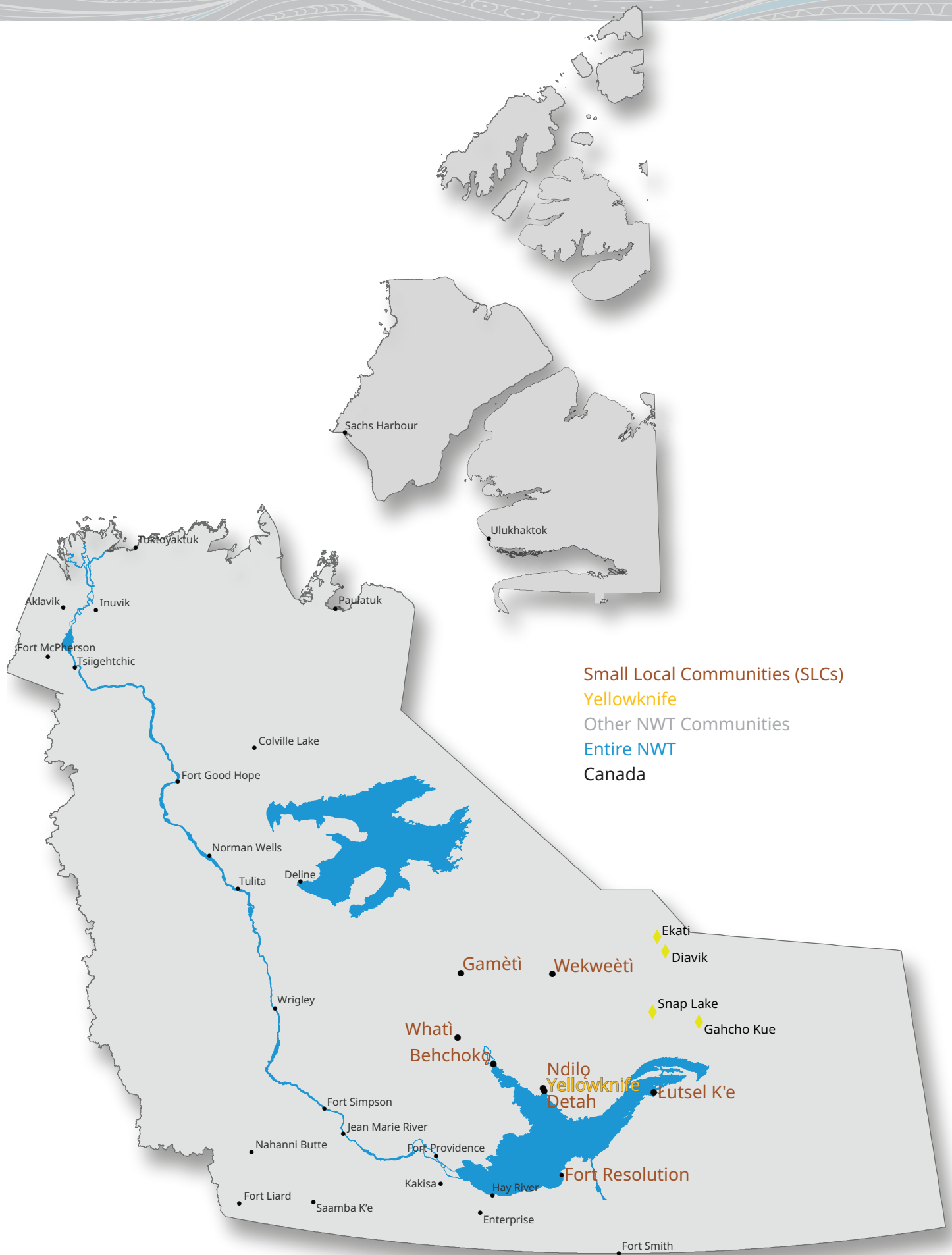
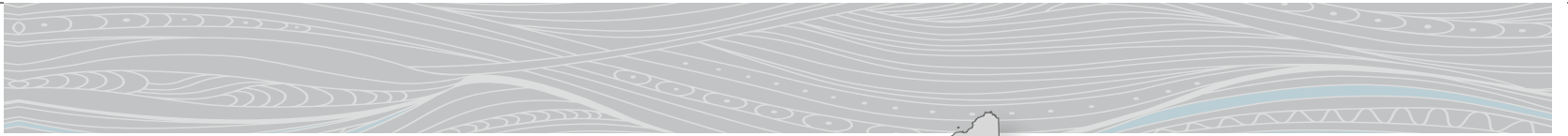
Communities

This report provides data for the city of Yellowknife and eight small local communities (SLCs). The eight SLCs are Behchokò, Detah, Fort Resolution, Gamètì, Łutselk'e, Ndilo, Wekweètì, and Whatì.

These communities are included in the report because they are either within the boundaries of the Wek'eezhii Resource Management Area or are within close proximity to the three diamond mines operating in the NWT.

The map displays these SLCs in a larger font.

The figures in this report represent the SLCs with brown, Yellowknife with yellow, other NWT communities with dark grey, and the NWT as a whole with blue. Where the information is available and relevant, the Canadian average is provided in black.





Choice of Indicators

An indicator is a measure that shows the state of something either at a specific point in time, or over a fixed period of time. When these indicators are tracked and reported over time, it is possible to identify trends.

The set of indicators used in this report were agreed upon, after public consultation, to monitor social and economic differences between the pre and post diamond environment in the NWT.

While there have been some changes over time, the basic list of indicators applies broadly to all mine development. Additional indicators have been included in this report based on ongoing community consultations.

The GNWT promotes and supports responsible development of natural resources to realize social and economic benefits for all NWT residents.

In accordance with the GNWT's Sustainable Development Policy 53.02 the GNWT looks at sustainable economic development through the lens of a five-point framework.

The five points are:

1. community, family and individual well-being;
2. cultural well-being and traditional economy;
3. non-traditional economy;
4. net effect on government; and
5. sustainable development.

Data Sources

The data used for the indicators in this report has come from various sources including: GNWT Departments, the Royal Canadian Mounted Police, NWT Bureau of Statistics and Statistics Canada. Due to the data collection timelines, not all data is current at the time of publication. Where applicable the date of the data collection is included in the charts.

Ndilq, North Slave Métis Alliance, and the Northwest Territory Metis Nation are communities identified in the SEAs however, individual community data is not always available for these groups. Appendix C includes any data that is available for those communities as well as all data that was used to create this report, community-level data, where available, as well as other measured indicators not presented in the report.

Indicators Identified in the SEAs

The following table lists the indicators required under each mine's SEA, grouped under the five-point framework.

| Ekati | Diavik | Snap Lake | Gahcho Kué |
|--|---|---|---|
| Community, Family and Individual Wellness | | | |
| number of potential years of life lost | | | |
| number of injuries | age standardized injuries | age standardized injuries | age standardized injuries |
| number of suicides | | | |
| number of communicable diseases | communicable diseases (sexually transmitted infections, tuberculosis) | communicable diseases (sexually transmitted infections, tuberculosis) | communicable diseases (sexually transmitted infections, tuberculosis) |
| number of teen births | single-parent families/lone-parent families | lone-parent families | lone-parent families |
| number of children receiving services | children in care | children in care | children in care |
| number of complaints of family violence | number of women and children referred to shelters | number of women and children referred to shelters | number of women and children referred to shelters |
| number of alcohol and drug-related crimes | police-reported crimes: violent, property, drug-related, other | police-reported crimes: violent, property, drug-related, other | police-reported crimes: violent, property, drug-related, other |
| number of property crimes | | | |
| housing indicators | | | |
| Cultural Well-Being and Traditional Economy | | | |
| | ratio of home language use to mother tongue, by major age group | ratio of home language use to mother tongue, by major age group | ratio of home language use to mother tongue, by major age group |
| | percentage of workforce-aged group engaged in traditional activities | percentage of workforce-aged group engaged in traditional activities | percentage of workforce-aged group engaged in traditional activities |
| Non-Traditional Economy | | | |
| average income of residents | average income | proportion of high-income earners | proportion of high-income earners |
| number of social assistance cases | social assistance cases | income support cases | income support cases |
| employment levels and participation | employment | employment participation rate | employment participation rate |
| high school completion | number of people 15+ with less than Grade 9 | number of people 15+ with a high school diploma | number of people 15+ with a high school diploma |
| | registered businesses, bankruptcies and start-ups | registered businesses, bankruptcies and start-ups | registered businesses, bankruptcies and start-ups |
| Sustainable Development | | | |
| | secondary industry data and initiatives | | |
| Net Effect on Government | | | |
| | net effects on government of the project | | |

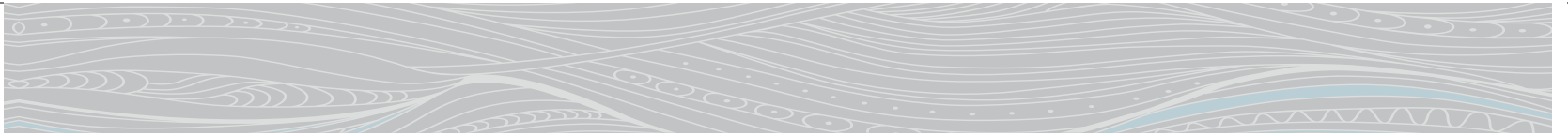
Positive Effects of Mine Activity

The mining industry has provided employment and economic opportunities for businesses and residents across the NWT. Since the first diamond mine began production in 1998, employment has increased, residents are less reliant on income assistance, education levels have improved, and businesses have seen significant benefits. In 2016, the three operating diamond mines provided more than 3,600 person-years of employment and northern business expenditures amounted to more than \$817 million, of which, about 40 percent was spent with Northern Indigenous businesses.

The following table identifies the various indicators compiled for this report and indicates any changes (positive or negative) since 1996 when the first diamond mine began construction. While these changes may be directly attributed to the mines, or the result of other factors entirely, they are more often than not changes are a result of a combination of the mines and other social and economic factors. combination of the mines along with other social and economic factors, or the result of other factors entirely.

Red arrows (▲▼) indicate changes viewed as negative. Green arrows (▲▼) indicate changes viewed as positive. If no significant change occurred then (/) was used.

| Indicators | Direction of Change | |
|---|-------------------------|-------------|
| | Small Local Communities | Yellowknife |
| Education | | |
| Figures 1: High School Completion | ▲ | ▲ |
| Employment | | |
| Figure 2: Employment Rate | ▲ | ▲ |
| Figure 3: Unemployment Rate | ▼ | ▼ |
| Figure 4: Participation Rate | ▲ | ▲ |
| Income Assistance | | |
| Figure 5: Monthly Income Assistance | ▼ | ▼ |
| Community Well-Being | | |
| Figure 6: Community Well-Being Index | ▲ | ▲ |
| Indigenous Languages | | |
| Figure 7: Percent who can speak an Indigenous Language | ▼ | ▼ |
| Health and Wellness | | |
| Figure 8: Potential Years of Life Lost | N/A | N/A |
| Figure 9: Suicide Rate | N/A | N/A |
| Figure 10: Physician Diagnosed Injuries and Poisonings | ▼ | ▼ |
| Figure 11: Sexually Transmitted Infections (since 1997) | ▲ | ▲ |
| Figure 12: Tuberculosis Cases | ▼ | ▼ |
| Figure 13: Teen Births | ▼ | ▼ |
| Figure 14: Single Parent Families | ▲ | ▲ |
| Family Violence | | |
| Figure 15: Police-Reported Spousal Assault | N/A | N/A |
| Figure 16: Children Receiving Services | N/A | N/A |
| Figure 17: Women and Children in Shelters | N/A | N/A |
| Figure 18: Shelter Bed Days | N/A | N/A |



| Crime | | |
|--|---|---|
| Figure 19: Total Police Reported Crimes | ▲ | ▲ |
| Figure 20: Violent Crimes | ▲ | ▲ |
| Figure 21: Property Crimes | ▲ | ▲ |
| Figure 22: Federal Statute Crimes | ▲ | ▼ |
| Figure 23: Traffic Crimes | ▲ | / |
| Figure 24: 'Other' <i>Criminal Code</i> Crimes | ▲ | ▲ |
| Traditional Economy | | |
| Figure 25: Annual Fur Sales | ▲ | ▲ |

Education

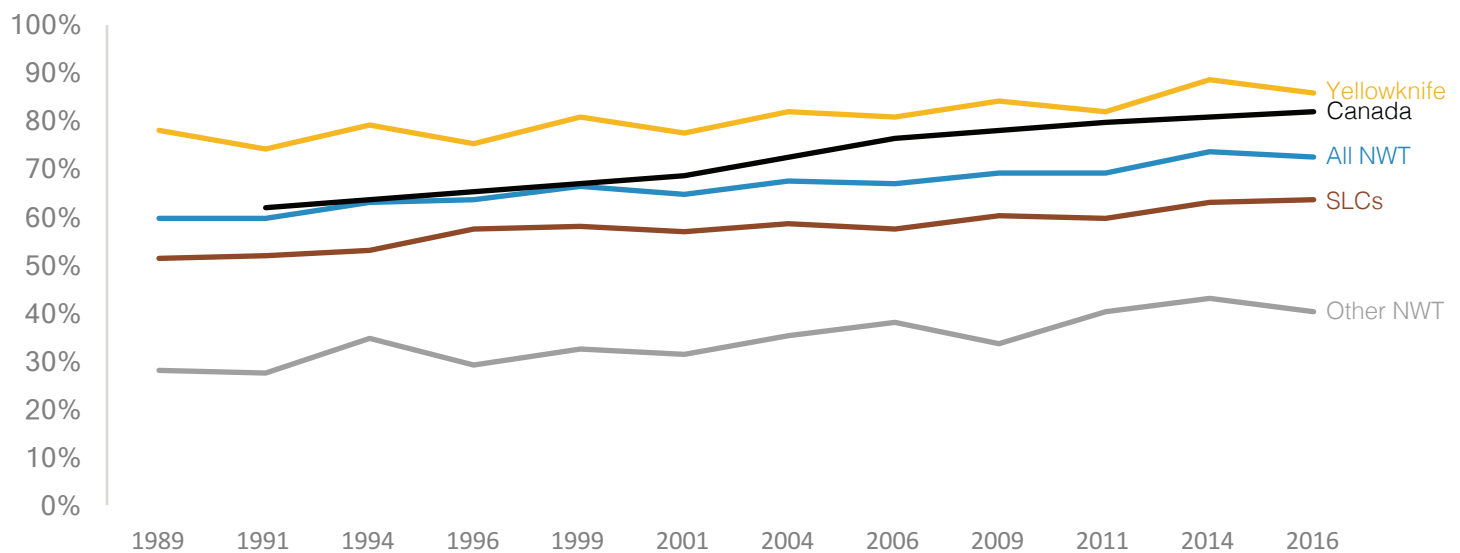
There has been a consistent effort on the part of the GNWT and its partners, including the mining industry and the Mine Training Society, to help people understand and link education to employment and economic opportunities. Companies have offered northern students incentives to stay in school and pursue their education through scholarships, training programs, and summer employment. Partnerships between government, industry and training providers continue to help raise education levels in the NWT.

The “high school completion” rate refers to people who have a high school or grade 12 diploma or a General Education Diploma.”

As illustrated in Figure 1, overall the NWT population with high school or greater has increased significantly since 1989. It is unlikely that this change is due completely to the operating diamond mines as there have also been significant changes to the delivery of education programs throughout the NWT.

In the Small Local Communities (SLCs), Yellowknife, and the Other Remaining NWT Communities, the percentage of people with high school or greater increased sharply between 1989 and 1994. This coincided with grade extensions offered in the smaller communities starting in the late 1990s which led to an increase in the number of people completing Grade 9 and moving on to high school.

Figure 1: High School Completion 1989-2016



Source: 1989, 1994 and 1999 NWT Labour Force Survey; 1991, 1996, 2001 & 2006 Statistics Canada Census; 2004, 2009 and 2014 NWT Community Survey; 2011 Statistics Canada National Household Survey.

High School Completion

The GNWT is working on a suite of Educational Renewal initiatives to improve student outcomes throughout the NWT. Projects include a pilot project offering Northern Distance Learning in 4 regions; supporting the implementation of self-regulation strategies in schools in all regions; and implementing bullying prevention legislation through the Safe and Caring School regulations and a territorial school Code of Conduct; as well as the renewed Inclusive Schooling Directive and The Elders in Schools.



Training and Career Development

The GNWT's Department of Education, Culture and Employment (ECE) supports the delivery of training, career development, and employment development programs in the Northwest Territories. It also provides services related to career development including:

- coordination of funding, program planning, support for career and employment development counselling and programs that are delivered through ECE Service Centres in the five regions;
- providing support for Regional Training Partnership Committees;
- providing information on labour force development research, planning and reviews;
- administering the Job Bank for jobseekers and employers in the Northwest Territories;
- providing information on career options for jobseekers and career development officers;
- reporting on employment and career development program outcomes.

Listed are programs through which the GNWT carries out its training and career development commitments. This report is based on active programs and contracts from January 1, 2017 to December 1, 2017.

Training programs are classified as follows:

Job-Specific: Training, education and support programs directed at a specialized field of study and on-the-job or off the-job training for a specific occupation. Apprenticeship Training-on-the-Job (ATOJ) is an example.

Pre-Employment: Training supports and programs designed to occur before a person's involvement in the workforce or in specialized training. Examples include Student Financial Assistance (SFA) or Employment Assistance Services (EAS).

Literacy: Programs aimed at improving youth and adult education levels and access to specific education and training programs. An example of this program is the Community Literacy Development Fund (CLDF).

It is important to note that the length of the programs varies. One person may also benefit from more than one program within a reporting period. Therefore, the reported number of participants may not be directly comparable within a classified category, (i.e. Indigenous, Non- Indigenous, not reported).

Yellowknife/Detah/Ndilo

| TRAINING BY TYPE AND ETHNICITY | | | | | | | | | | | PARTICIPATION RATE BY PRIORITY GROUP (%) | | |
|--|--------------|----------------|--------------|----------------|----------------|--------------|------------|----------------|--------------|-------|--|----------------|--------------|
| PROGRAM | Job-Specific | | | Pre-Employment | | | Literacy | | | Total | Indigenous | Non-Indigenous | Not Reported |
| | Indigenous | Non-Indigenous | Not Reported | Indigenous | Non-Indigenous | Not Reported | Indigenous | Non-Indigenous | Not Reported | | | | |
| Community Literacy Development Funds* | — | — | — | — | — | — | 3 | 3 | 0 | 6 | 50 | 50 | 0 |
| Apprenticeship Training-on-the-Job | 15 | 54 | 6 | — | — | — | — | — | — | 75 | 20 | 72 | 8 |
| Training-on-the-Job/Labour Market Agreement – Work Experience | 2 | 2 | 0 | — | — | — | — | — | — | 4 | 50 | 50 | 0 |
| Student Financial Assistance (Winter/Spring 2017) | — | — | — | 163 | 546 | 0 | — | — | — | 709 | 30 | 70 | 0 |
| Building Essential Skill/ Labour Market Agreement – Skills Development | 27 | 60 | 2 | — | — | — | — | — | — | 89 | 30 | 68 | 2 |
| Self-Employment Option/ Labour Market Agreement – Skills Development | 27 | 60 | 2 | — | — | — | — | — | — | 89 | 30 | 68 | 2 |
| Small Community Employment Support (Dettah) ** | 1 | 0 | 0 | — | — | — | — | — | — | 1 | 100 | 0 | 0 |
| Targeted Initiative for Older Workers | — | — | — | — | — | — | — | — | — | — | — | — | — |

— Data not applicable

* Represents the number of contracts, not participants

**The Dechinta Naowo contract is approved but not committed.

Behchokò

| TRAINING BY TYPE AND ETHNICITY | | | | | | | | | | | PARTICIPATION RATE BY PRIORITY GROUP (%) | | |
|---|--------------|----------------|--------------|----------------|----------------|--------------|------------|----------------|--------------|-------|--|----------------|--------------|
| PROGRAM | Job-Specific | | | Pre-Employment | | | Literacy | | | Total | Indigenous | Non-Indigenous | Not Reported |
| | Indigenous | Non-Indigenous | Not Reported | Indigenous | Non-Indigenous | Not Reported | Indigenous | Non-Indigenous | Not Reported | | | | |
| Community Literacy Development Funds* Includes Whatì, Gamètì, and Wekweètì | — | — | — | — | — | — | 1 | 0 | 0 | 1 | 100 | 0 | 0 |
| Apprenticeship Training-on-the-Job | 0 | 0 | 0 | — | — | — | — | — | — | 0 | 0 | 0 | 0 |
| Training-on-the-Job/Labour Market Agreement – Work Experience *** | 3 | 0 | 0 | — | — | — | — | — | — | 3 | 100 | 0 | 0 |
| Student Financial Assistance (Winter/Spring 2017) | — | — | — | 55 | 0 | 0 | — | — | — | 55 | 100 | 0 | 0 |
| Building Essential Skill/Labour Market Agreement – Skills Development | 0 | 0 | 0 | — | — | — | — | — | — | 0 | 0 | 0 | 0 |
| Self-Employment Option | 0 | 0 | 0 | — | — | — | — | — | — | 0 | 0 | 0 | 0 |
| Targeted Initiative for Older Workers | 0 | 0 | 0 | 0 | 0 | 0 | — | — | — | 0 | — | — | — |

— Data not applicable

* Represents the number of contracts, not participants

Whatì

| TRAINING BY TYPE AND ETHNICITY | | | | | | | | | | | PARTICIPATION RATE BY PRIORITY GROUP (%) | | |
|--|--------------|----------------|--------------|----------------|----------------|--------------|------------|----------------|--------------|-------|--|----------------|--------------|
| PROGRAM | Job-Specific | | | Pre-Employment | | | Literacy | | | Total | Indigenous | Non-Indigenous | Not Reported |
| | Indigenous | Non-Indigenous | Not Reported | Indigenous | Non-Indigenous | Not Reported | Indigenous | Non-Indigenous | Not Reported | | | | |
| Community Literacy Development Funds * Includes Whatì, Gamètì, and Wekweètì | — | — | — | — | — | — | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Apprenticeship Training-on-the-Job | 0 | 0 | 0 | — | — | — | — | — | — | 0 | 0 | 0 | 0 |
| Training-on-the-Job/Labour Market Agreement – Work Experience | 4 | 0 | 0 | — | — | — | — | — | — | 4 | 100 | 0 | 0 |
| Student Financial Assistance (Winter/Spring 2017) | — | — | — | 9 | 0 | 0 | — | — | — | 9 | 100 | 0 | 0 |
| Building Essential Skill/Labour Market Agreement – Skills Development | 0 | 0 | 0 | — | — | — | — | — | — | 0 | 0 | 0 | 0 |
| Self-Employment Option | 0 | 0 | 0 | — | — | — | — | — | — | 0 | 0 | 0 | 0 |
| Small Community Employment Supports | 31 | 0 | 0 | — | — | — | — | — | — | 31 | 100 | 0 | 0 |
| Targeted Initiative for Older Workers | — | — | — | — | — | — | — | — | — | — | — | — | — |

— Data not applicable

* Represents the number of contracts, not participants

Gamètì

| TRAINING BY TYPE AND ETHNICITY | | | | | | | | | | | PARTICIPATION RATE BY PRIORITY GROUP (%) | | |
|--|--------------|----------------|--------------|----------------|----------------|--------------|------------|----------------|--------------|-------|--|----------------|--------------|
| PROGRAM | Job-Specific | | | Pre-Employment | | | Literacy | | | Total | Indigenous | Non-Indigenous | Not Reported |
| | Indigenous | Non-Indigenous | Not Reported | Indigenous | Non-Indigenous | Not Reported | Indigenous | Non-Indigenous | Not Reported | | | | |
| Community Literacy Development Funds* Through Behchokò | — | — | — | — | — | — | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Apprenticeship Training-on-the-Job | 0 | 0 | 0 | — | — | — | — | — | — | 0 | 0 | 0 | 0 |
| Training-on-the-Job/Labour Market Agreement – Work Experience | 0 | 0 | 0 | — | — | — | — | — | — | 0 | 0 | 0 | 0 |
| Student Financial Assistance (Winter/Spring 2017) | — | — | — | 11 | 0 | 0 | — | — | — | 11 | 100 | 0 | 0 |
| Building Essential Skill/ Labour Market Agreement – Skills Development | 0 | 0 | 0 | — | — | — | — | — | — | 0 | 0 | 0 | 0 |
| Self-Employment Option | 0 | 0 | 0 | — | — | — | — | — | — | 0 | 0 | 0 | 0 |
| Small Community Employment Supports | 7 | 1 | 8 | — | — | — | — | — | — | 8 | 88 | 12 | 0 |
| Targeted Initiative for Older Workers | — | — | — | — | — | — | — | — | — | — | — | — | — |

— Data not applicable

* Represents the number of contracts, not participants

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| TRAINING BY TYPE AND ETHNICITY | | | | | | | | | | | PARTICIPATION RATE BY PRIORITY GROUP (%) | | |
|--|--------------|----------------|--------------|----------------|----------------|--------------|------------|----------------|--------------|-------|--|----------------|--------------|
| PROGRAM | Job-Specific | | | Pre-Employment | | | Literacy | | | Total | Indigenous | Non-Indigenous | Not Reported |
| | Indigenous | Non-Indigenous | Not Reported | Indigenous | Non-Indigenous | Not Reported | Indigenous | Non-Indigenous | Not Reported | | | | |
| Community Literacy Development Funds* Through Behchokò | — | — | — | — | — | — | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Apprenticeship Training-on-the-Job | 0 | 0 | 0 | — | — | — | — | — | — | 0 | 0 | 0 | 0 |
| Training-on-the-Job/Labour Market Agreement – Work Experience | 1 | 0 | 0 | — | — | — | — | — | — | 1 | 100 | 0 | 0 |
| Student Financial Assistance (Winter/Spring 2017) | — | — | — | 4 | 0 | 0 | — | — | — | 4 | 100 | 0 | 0 |
| Building Essential Skill/ Labour Market Agreement – Skills Development | 0 | 0 | 0 | — | — | — | — | — | — | 0 | 0 | 0 | 0 |
| Self-Employment Option/ Labour Market Development Agreement | 0 | 0 | 0 | — | — | — | — | — | — | 0 | 0 | 0 | 0 |
| Small Community Employment Support (Detah) | 7 | 0 | 0 | — | — | — | — | — | — | 7 | 100 | 0 | 0 |
| Targeted Initiative for Older Workers | 0 | 0 | 0 | 0 | 0 | 0 | — | — | — | 0 | 0 | 0 | 0 |

— Data not applicable

* Represents the number of contracts, not participants

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| TRAINING BY TYPE AND ETHNICITY | | | | | | | | | | | PARTICIPATION RATE BY PRIORITY GROUP (%) | | |
|---|--------------|----------------|--------------|----------------|----------------|--------------|------------|----------------|--------------|-------|--|----------------|--------------|
| PROGRAM | Job-Specific | | | Pre-Employment | | | Literacy | | | Total | Indigenous | Non-Indigenous | Not Reported |
| | Indigenous | Non-Indigenous | Not Reported | Indigenous | Non-Indigenous | Not Reported | Indigenous | Non-Indigenous | Not Reported | | | | |
| Community Literacy Development Funds* | — | — | — | — | — | — | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Apprenticeship Training-on-the-Job | 0 | 0 | 0 | — | — | — | — | — | — | 0 | 0 | 0 | 0 |
| Training-on-the-Job/Labour Market Agreement – Work Experience | 0 | 0 | 0 | — | — | — | — | — | — | 0 | 0 | 0 | 0 |
| Student Financial Assistance (Winter/Spring 2017) | — | — | — | 11 | 0 | 0 | — | — | — | 11 | 100 | 0 | 0 |
| Building Essential Skill/Labour Market Agreement – Skills Development | 0 | 0 | 0 | — | — | — | — | — | — | 0 | 0 | 0 | 0 |
| Self-Employment Option | 0 | 0 | 0 | — | — | — | — | — | — | 0 | 0 | 0 | 0 |
| Small Community Employment Support | 4 | 0 | 28 | — | — | — | — | — | — | 32 | 100 | 0 | 0 |
| Targeted Initiative for Older Workers | — | — | — | — | — | — | — | — | — | — | — | — | — |

— Data not applicable

* Represents the number of contracts, not participants

[Apprenticeship Training-on-the-Job \(ATOJ\)](#)

ATOJ is a wage subsidy program designed to offset employer costs incurred while training and employing apprentices in trades designated under the *NWT Apprenticeship, Trade and Occupation Certification Act*. The principal goal of the program is to increase the number of skilled northern residents in designated trades through supported training.

[Community Literacy Development Fund \(CLDF\)](#)

The CLDF provides financial assistance for community organizations to develop and deliver local programs to increase literacy skills and raise awareness of the importance of literacy. Funding may be given to projects such as: tutoring, community learning groups, job search skills attainment, public awareness, health, development of learning materials and basic technology literacy. Intergenerational family literacy programs, which include adult and community literacy awareness programs, are also funded. The CLDF supports literacy development in all 11 NWT official languages, with an emphasis on Indigenous languages as identified in the NWT Literacy Strategy.

[Student Financial Assistance \(SFA\)](#)

The SFA program provides assistance to eligible NWT residents to help them with their postsecondary education-related expenses. Full-time students can apply for a Basic Grant, Supplementary Grant, Remissible Loan, Repayable Loan and/or the Study Grant for Students with Permanent Disabilities. The types of assistance available are based on student categories.

[Labour Market Development Agreement \(LMDA\)](#)

The Canada-NWT LMDA allows the NWT to deliver labour market programs that support unemployed residents who are in receipt of employment insurance benefits or have been in receipt of employment insurance benefits within the past three to five years.

[Building Essential Skills \(BES\)](#)

The Building Essential Skills program is a short-term support program that assists eligible individuals to get the training or education needed to obtain employment.

[Self-Employment Option \(SEO\)](#)

The SEO program helps people without jobs who choose to start their own business by helping them develop business and financial plans and supporting the implementation of their plans.

[Training on-the-Job \(TOJ\)](#)

The TOJ program aims to help NWT residents gain the work skills needed for meaningful and steady employment. Wage supports are given to companies to lower the costs of training.

[The Canada-Northwest Territories Job Fund Agreement](#)

The Canada Northwest Territories Job Fund Agreement provides access to comparable programs for Employment Insurance (EI) clients and those not eligible for EI. It enhances the labour market participation of all NWT residents, particularly low-skilled workers and under-represented groups, as well as encourages greater employer involvement in training.

The Canada Northwest Territories Job Fund Agreement is divided into three streams:

Canada-Northwest Territories Job Grant

Provides funding to eligible employers committed to training eligible employees or potential employees in specific skills needed for a job.

Employer Sponsored Training

Provides funding to eligible employers committed to training eligible beneficiaries to gain specific skills needed for a job.

Employment Services and Supports

Provides funding for programs designed to enhance the labour market participation of eligible beneficiaries by assisting them to prepare for entry into, or return to, employment.

[Community Initiatives](#)

Provides support for organizations to deliver community and regional activities aimed at engaging under-represented groups in the labour market.

Activities may include:

- Training programs or workplace education programs;
- Community projects (such as Construction Boot Camp and Trades Awareness programs) and labour market partnerships;
- Employment assistance services such as job coaching, counselling and labour market information.

[Small Community Employment Support \(SCES\)](#)

The Small Communities Employment Support program provides employers with a wage subsidy for individuals, 15 years of age and older, living in small and remote communities. The support is job or project based, enables participants to gain work experience and acquire essential skills needed to become employed, while also promoting self-confidence and self-reliance. The program also provides support for third party agencies and partnerships to deliver project-based training and work experience that may lead to longer term employment by helping develop essential workplace skills.



Additional Training Responsibilities

The GNWT is committed to collaborating with industry to encourage careers in a broad range of occupations including technology, science and engineering. In addition to programs described in this report, other collaborative efforts were made by the GNWT to get more NWT residents working and/or increasing job-ready skills are highlighted below.

NWT Job Futures

This online tool provides career, employment and education requirements for 140 occupations. The information includes what people do, how much they earn, educational background and future prospects.

The GNWT provided career counselling services and support to career fairs that included mining jobs and information under the program areas listed below.

Education, Culture and Employment (ECE) Service Centres

ECE Service Centres offer career counselling, career workshops, tutoring, career resource libraries and the organization of career fairs and conferences, in addition to the delivery of their regular programs. Support is also given to NWT schools to increase student and staff understanding of programs and services. Career Development Officers also give ongoing support to NWT community residents.

Employment Assistance Services (EAS)

EAS allows community partners to deliver career and employment assistance for direct local needs. Needs may be due to sudden shifts in the labour market or groups requiring additional support that is not usually available. EAS activities help people make informed career choices enabling them to prepare for, find and keep work.

Career Counselling Resources

Career counselling resources related to the mining industry are accessible in ECE Service Centres, schools, libraries, Aurora College campuses, Community Learning Centres and online. These are outlined in the following table.

Career Counselling Support Events and Activities

| Event | Description | Community | Participation |
|---|---|--|--|
| Monthly workshops in Yellowknife | Interview Skills, resume writing, job search and apprenticeship presentation to St. Pat's high school. | Yellowknife Ndilq Behchokq Gameti Whati Wekweeti Łutselk'e | 421 0 74 125 26 65 8 |
| Skills Canada | Territorial Competitions | Yellowknife | 240 |
| Personality Dimensions/ True Colors Workshops | Personalities Dimensions Workshops are planned to help people find their own characters, likes, dislikes, skills, strengths and weak points. None provided this period. | Yellowknife Behchokq Whati Gameti Wekweeti | 17 0 0 8 6 |
| Career Fair | Career Fair for the communities of Detah, Ndilq and Yellowknife; Moose FM Job Fair. | Detah | 161 |
| Community Visits | Visits made by the North Slave ECE Service Centre to provide community groups, schools, community governments, and companies with information on programs and services. | Behchokq, Ndilq, Detah, Whati, Łutselk'e Gameti, Wekweeti | 298+ |

Note: Information reported here is for the communities noted under the SEAs. There may be other events in the NWT that are not listed.

During the reporting period the GNWT worked with organizations to co-ordinate the delivery of training programs.

Aurora College

Aurora College delivers postsecondary schooling in trades, professional, certificate, diploma and degree programs. Aurora College also works with businesses and Indigenous groups to meet sector, regional and community training and education needs.

In addition to education and training programs, Aurora College provides support services to improve each student's chances for success. This includes counselling, housing, libraries, sports, student success centres and other services. Other career support is provided through adult educators in Detah/Ndilq, Łutselk'e and each of the four Tłıchq communities. Adult educators provide adult literacy and basic education and other training programs on an as-needed basis.

Mine Training Society (MTS)

The MTS is focused on developing a strong labour supply for the mining industry. The Society is a unique partnership between Indigenous governments, public government and the mining industry. For over a decade the mission has been to support Indigenous people and NWT residents in finding long-term employment in the mining industry. Specific job openings are identified before setting up training programs, providing successful participants with a greater chance of gaining employment. Members of the society also develop learning materials and support systems. The GNWT provides annual funding and in kind support.

MTS offered the following programs/projects delivered through Aurora College.

| Program/Project | Organization/Community | Participation |
|--|--|---------------|
| Industrial Safety Training (Boot Camp) | Behchokò, Whatì, Fort Liard, Hay River,, Fort Simpson, Délı̄ne | 64 |
| Introduction to the Mining Industry | Yellowknife (North Slave Campus) | 18 |
| Surface Miner | Fort Smith (Thebacha Campus) | 10 |
| Underground Miner | Fort Smith (Thebacha Campus) | 10 |
| Diamond Driller Helper | Fort Smith (Thebacha Campus) | 3 |

Numbers are for participants in each program January to December 2017 Source: Mine Training Society.
Note: Information reported is for communities under the SEAs. There may be other Programs/Projects not listed.

Underground Mine Training Simulators

In 2008 the GNWT, Aurora College, Indigenous Affairs and Northern Development Canada, Dominion Diamond Ekati Corporation, Diavik, and De Beers Canada Inc. partnered to purchase four underground mine training simulators. There is one stationary simulator located in Yellowknife and three portable models that can be brought into communities, can be used in career fairs and other events to create exposure, awareness and stimulate interest in underground mining jobs.

Computerized programs provide a realistic hands-on learning experience, leading the participant through a series of job-related maneuvers using modern tools and equipment similar to those that the operator would perform on the job while in a safe and controlled environment.

Skills Canada NWT

Skills Canada NWT is a group that works with youth, employers, teachers, labour groups and government to promote careers in skilled trades and technology for northern youth. Funding support is provided by companies and the federal and territorial governments. Through skills clubs students get lessons from trades and technology experts who donate their time to share their skills. Programs and events promote trades and technologies. Skills clubs include weekly two-hour lessons during an 8 to 24 week period. Activities are noted in the Career Event Table.

Career Events

| Event | Description | Community | Participation |
|--|---|--|---|
| NWT-North Regional Skills Competition & Career Fair (Mar. 16/2017) | This Olympic-style competition has youth competing in their chosen trade and technology areas. There are about 8-10 contest areas available and competitors are students from the Beaufort Delta & Sahtu; career fair was organized by staff at East Three Secondary School in partnership with Skills Canada NWT | Hosted in Inuvik, open to all Beaufort Delta & Sahtu communities | 39 competitors & 1 observer from 6 communities, 25 exhibitors; student visitors not tracked by SC-NWT |
| NWT-South Regional Skills Competition & Career Fair (Feb.23/2017) | This Olympic-style competition has youth competing against each other in their chosen trade and technology areas. There are about 5-8 contest areas available and competitors are students from the South Slave, Deh Cho, and Tłı̄chǫ; career fair was organized by South Slave Divisional Education Council in partnership with Skills Canada NWT. | Hosted in Hay River, open to all South Slave, Deh Cho, & Tłı̄chǫ communities | 17 competitors & observers from 4 communities, 13 exhibitors; student visitors not tracked by SC-NWT |
| Territorial Skills Competition & Career Expo (May 2, 2017) | This Olympic-style competition has youth competing against each other in their chosen trade and technology areas. There are about 15 contest areas available and competitors include both secondary and post-secondary students/apprentices. The Career Expo is sponsored by GNWT – ECE. | Hosted in Yellowknife, open to all NWT communities | 73 competitors from 11 communities; 17 exhibitors; 5 try-a-trade booths; over 520 student visitors |
| Skills Canada National Competition May 31- June 3, 2017 | This national competition involves the best youth from each province and territory competing in over 40 contest areas. Competitors generally qualify through provincial & territorial competitions. Competitors are secondary and post-secondary students and apprentices. | Hosted in Moncton, NB | 19 competitors from NWT |
| Skills Canada NWT - Power Up Youth Conferences (Nov. 2016) | This national competition involves the best youth from each province and territory competing in over 40 contest areas. Competitors generally qualify through provincial & territorial competitions. Competitors are secondary and post-secondary students and apprentices. | Hosted in Winnipeg, MB | 17 competitors from NWT |
| Skills Canada NWT - Power Up Youth Conferences (Nov. 20-21, 2017) | The Power Up Youth conferences have about 25 expert mentors in skilled trades, technology and non-traditional jobs hosting workshops for students. | Hosted in Yellowknife, open to grade 8 students from all NWT communities | 109 Girls 108 Boys |
| Skills Clubs (ongoing subject to funding) | Volunteer mentors coach high school youth in various trades and technology related skills, such as cooking, carpentry, welding, and more | NWT Communities incl. Colville Lake, Déljne, Fort Good Hope, Fort Liard, Fort McPherson, Fort Resolution, Fort Smith, Inuvik, Łutselk'e, Paulatuk, Sachs Harbour, Tuktoyaktuk, Tulita, Ulukhaktok, Yellowknife | Varies (usually 4-12 per club) |
| Presentations to Schools/ Youth (ongoing subject to funding) | Presentations include information about careers in trades, chances to win prizes, and hands-on activities where practical | NWT Communities Incl. Łutselk'e, Yellowknife | Varies (usually 6-20 youth per presentation) |

[Introduction to Mining](#)

The community-based Introduction to Mining course is a six week program, including two weeks of Ready to Work North (R2WN), a job readiness program created to prepare entry-level NWT workers for jobs.

[Underground Miner Training Program](#)

The MTS sponsors and Aurora College, deliver the Underground Miner Training Program. The program is 12 weeks long and includes an introduction to geology and basic mining principles as well as a site visit to expose students to the physical realities of underground mining. Students receive an Aurora College record of achievement upon completion. The program was not offered in 2016 however one offering was completed in 2017.

[Apprenticeship and Occupational Certification \(AOC\)](#)

ECE invests over \$3 million annually to support apprenticeship and occupational training and certification.

This training supports the Apprenticeship, Trade and Occupations Certification Board (ATOCCB); trade advisory boards; program development; shop accreditation; technical training programs; examinations and certifications; and wage subsidies to eligible employers to hire and train apprentices.

ECE funds Aurora College allowing it to deliver apprenticeship technical training at the Thebacha Campus in Fort Smith in trades that have the highest number of registered apprentices. This currently includes: carpenter, plumber, heavy duty equipment technician, electrician and housing maintainer. The College also delivers a number of pre-trades and other industrial training programs such as mineral processing, camp cook, heavy equipment operator and underground mining.

| Event | Description | Community | Participation |
|-----------------------------|---|--|-------------------------------------|
| Trade Entrance Examinations | Conducted on a regular monthly basis at the North Slave ECE Service Centres. | Yellowknife | 43 |
| Trades Awareness Program | The South Slave Communities Learning Network, comprised of the South Slave Divisional Education Council, Aurora College – Thebacha Campus and Education, Culture and Employment – South Slave, developed a Youth Trades Awareness Program in communities with limited shops or other training areas. A two part Introductory/Intensive program for selected students in the South Slave Region. | Held in Fort Smith South Slave Region (Fort Smith, Hay River, Enterprise, Fort Resolution and Kát’odeeche First Nation) | Introductory – 30 Intensive – 18 |
| Trade Entrance Examinations | Conducted on an ‘as needed’ basis at the Fort Smith or Hay River ECE Service Centres. | South Slave Region (Fort Smith, Hay River, Enterprise, Fort Resolution and Kát’odeeche First Nation) | 28 |

Note: Information in table may include additional communities those noted under the SEAs.

[Schools North Apprenticeship Program \(SNAP\)](#)

SNAP is a program that allows students to register as apprentices and stay in school while gaining trades experience and earning school credits. This program is based on a partnership between industry, ECE and high schools.

Employment

To describe the job situation in the NWT three rates are used:

1. Employment rate – the percentage of people age 15 and older who have jobs;
2. Unemployment rate – the percentage of the labour force who are looking for work but not working;
3. Participation rate – the percentage of people age 15 and over who are working or looking for work.

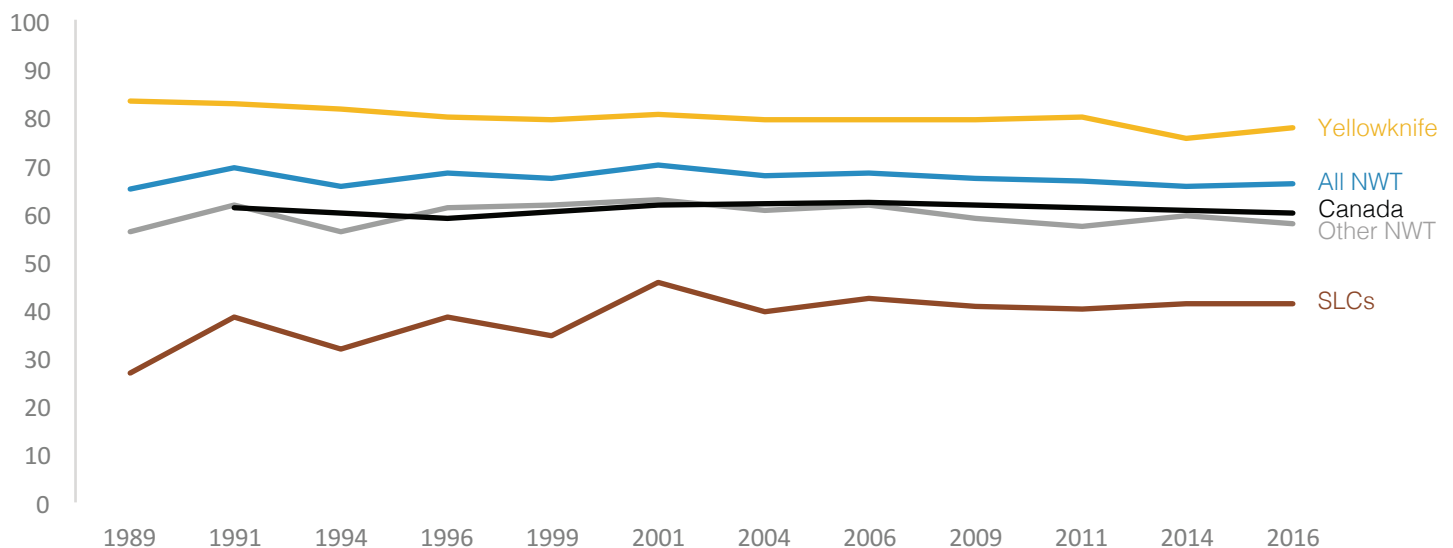
Employment Rate

Employment at the mines is a contributing factor to the employment, participation, and unemployment rates across the NWT. Job data comes from NWT surveys and the Statistics Canada census. The information is collected at different times of the year explaining some of the change from one data point to the next.

As illustrated in Figure 2, the employment rate in the SLCs has increased since the diamond mine start-ups whereas in the Remaining NWT Communities the rate has been relatively stable.

In Yellowknife the employment rate, decreasing prior to the mine start-ups, remained relatively stable from 1996 - 2011, there has been a slight decline since 2011.

Figure 2: Employment Rate, 1989- 2016



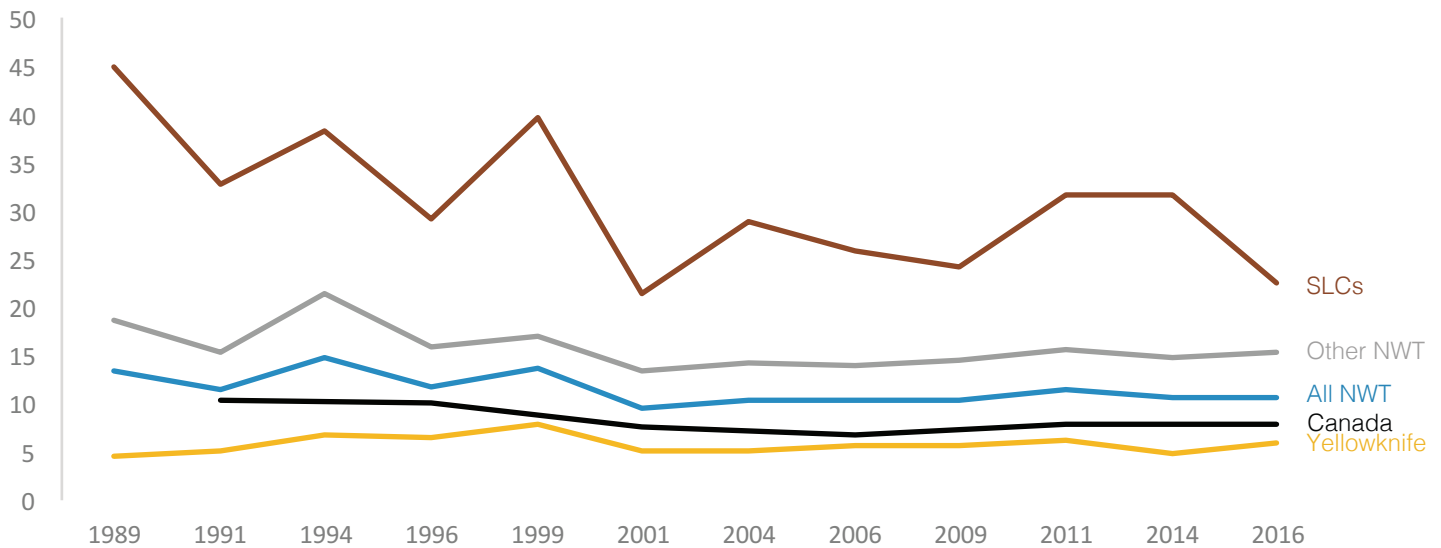
Sources: 1989, 1994 and 1999 NWT Labour Force Survey; 2004, 2009 and 2014 NWT Community Survey; 2006 Statistics Canada Census; 2011 Statistics Canada National Household Survey.

Unemployment

As illustrated in Figure 3, the overall unemployment rate has been decreasing since 1989. While there has been some variability over the years, the unemployment rate is lower than before mine start-ups.

In the SLC, although there are yearly fluctuations, the overall unemployment rate has decreased significantly since mine start-ups. This trend is consistent with the remaining NWT Communities. In Yellowknife, with the exception of a peak in 1999, the unemployment rate has remained relatively unchanged over the same period.

Figure 3: Unemployment 1989-2016



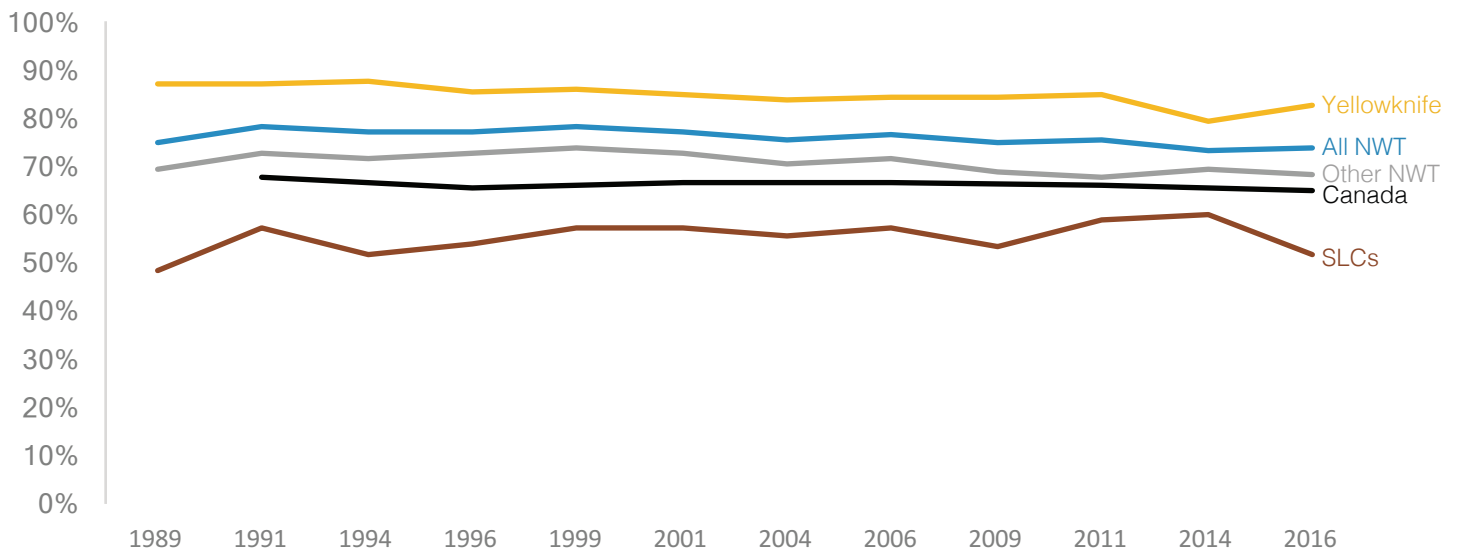
Sources: 1989, 1994 and 1999 NWT Labour Force Survey; 2004, 2009 and 2014 NWT Community Survey; 2006 Statistics Canada Census; 2011 Statistics Canada National Household Survey.

Participation Rate

The participation rate in SLCs increased sharply when the mines started production. However, as illustrated in Figure 4, the most recent data shows a decrease in the participation rate in SLCs.

In Yellowknife and the Remaining NWT Communities the participation rate has been decreasing since mine start-ups.

Figure 4: Participation Rate, 1989-2016



Sources: 1989, 1994 and 1999 NWT Labour Force Survey; 2004, 2009 and 2014 NWT Community Survey; 2006 Statistics Canada Census; 2011 Statistics Canada National Household Survey

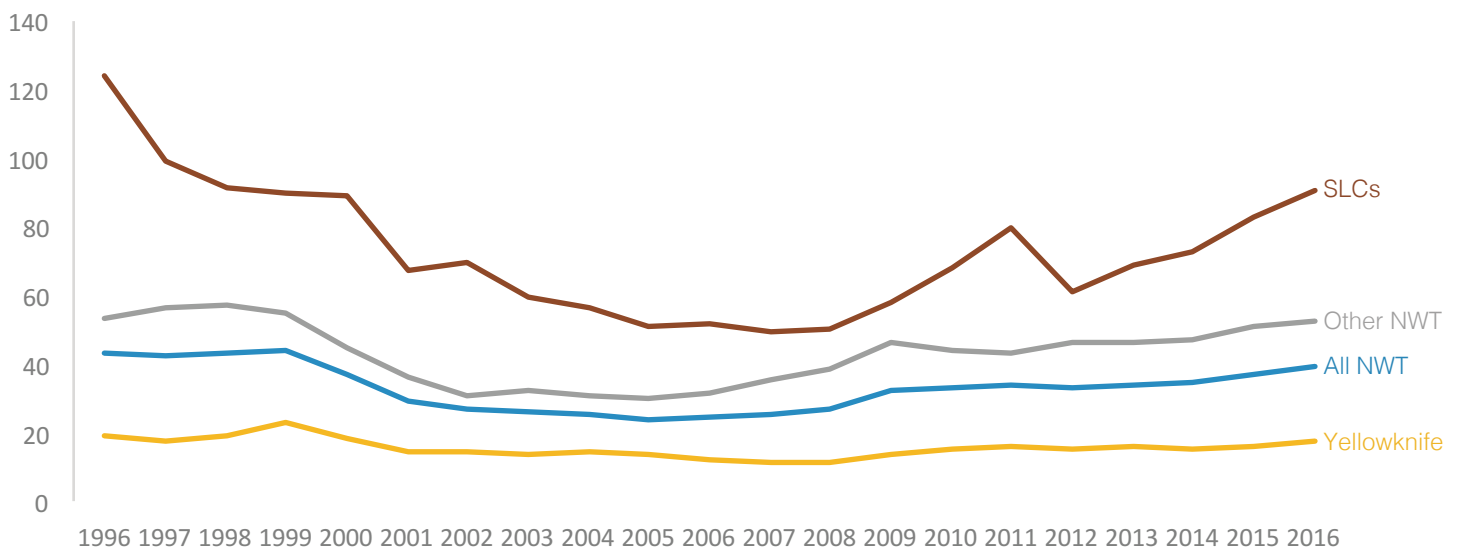
Income Assistance Program

The Income Assistance Program (IAP) provides financial assistance to NWT residents to help them meet their basic needs. The program encourages greater self-reliance and improving one’s quality of life.

The program provides a defined amount for food, shelter, and utilities. There are also funds available for those with enhanced needs. This includes expenses like incidentals, clothing, allowances for seniors and persons with disabilities, child care, furniture, and education. Funding is dependent on household income, family size, and community of residence.

Figure 5 illustrates that there was a significant decline in IAP participation in the years following diamond mine startups. The IAP access rate has remained low since that time. Recently there has been an increase in program participation though these numbers remain lower than before the startup of diamond mining.

Figure 5: Average Monthly Income Assistance Rate per 1,000 Persons, 1996 - 2016



Sources: Education, Culture & Employment; NWT Bureau of Statistics.
 * Due to Income assistance program changes in 2007, caution should be used when comparing with pre 2007 data.
 Notes: Rates before 1996 are not calculated since annual population is not available.

Health and Social Well-Being

The Department of Health and Social Services (HSS) monitors indicators for significant changes that may impact the health and well-being of people and communities, as well as to identify and assess any potential impacts or changes that can be associated with diamond mining. Some of the data have been averaged over three-year periods to better identify potential trends and changes.

Indicators in this section can broadly speak to the health and well-being of individuals, families and communities in the small local communities (SLCs) and Yellowknife. They can also infer potential socio-economic impacts experienced from diamond mining and related activities.

Indicators of Health and Well-being

Community Well-being Index

The Community Well-Being (CWB) index is a method of measuring well-being at the community level. Combining data on income, education, housing, and labour force activity into well-being “scores” for most communities in Canada. Scores range from a low of 0 to a high of 100. Indigenous and Northern Affairs Canada¹ created this index to track socio-economic conditions in First Nations, Inuit and other Canadian communities.

There are many definitions of ‘well-being’ and this index is not considered the only or best way of defining well-being for communities. For example, the CWB does not include indicators for health, culture, and happiness due to data limitations, though these are generally considered important aspects of well-being. Income, education, housing and labour force activity are widely accepted as being important to well-being and were chosen based on the availability of constant and reliable data collected by Statistics Canada’s Census of Population and the National Household Survey.

The CWB index is comprised of the following four components:

1. Income scores are based on the total income per capita;
2. Education scores look at how many community members have at least a high school education and how many have attained a university degree;
3. Housing scores look at the number of community members whose homes are in an adequate state of repair and are not overcrowded; and,
4. Labour force activity scores look at how many community members participate in the labour force and how many labour force participants have jobs.

Many of the indicators used for the Community Well-Being index are also reported individually in this report. Using the index, provides a combined view of socio-economic conditions. This encourages a more holistic perspective of socio-economic conditions to consider when looking at possible effects of resource development across the NWT. The index is just one of many components that the GNWT uses to monitor the health and well-being of NWT communities.

CWB scores were combined to look at the well-being of the NWT, Yellowknife, remaining NWT communities and SLCs. Since 1981, all communities in the NWT have increased their CWB scores with the largest change being seen in the SLCs. Many factors could impact this large increase in SLCs with mining activity being one of them.

¹ The federal government dissolved Indigenous and Northern Affairs Canada in 2017. The department has been split into two separate ministries: Indigenous Services Canada and Crown-Indigenous Relations and Northern Affairs.

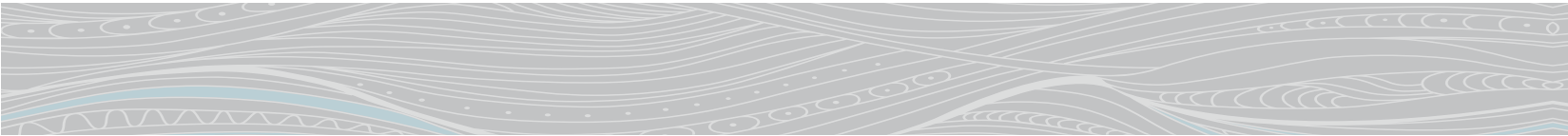
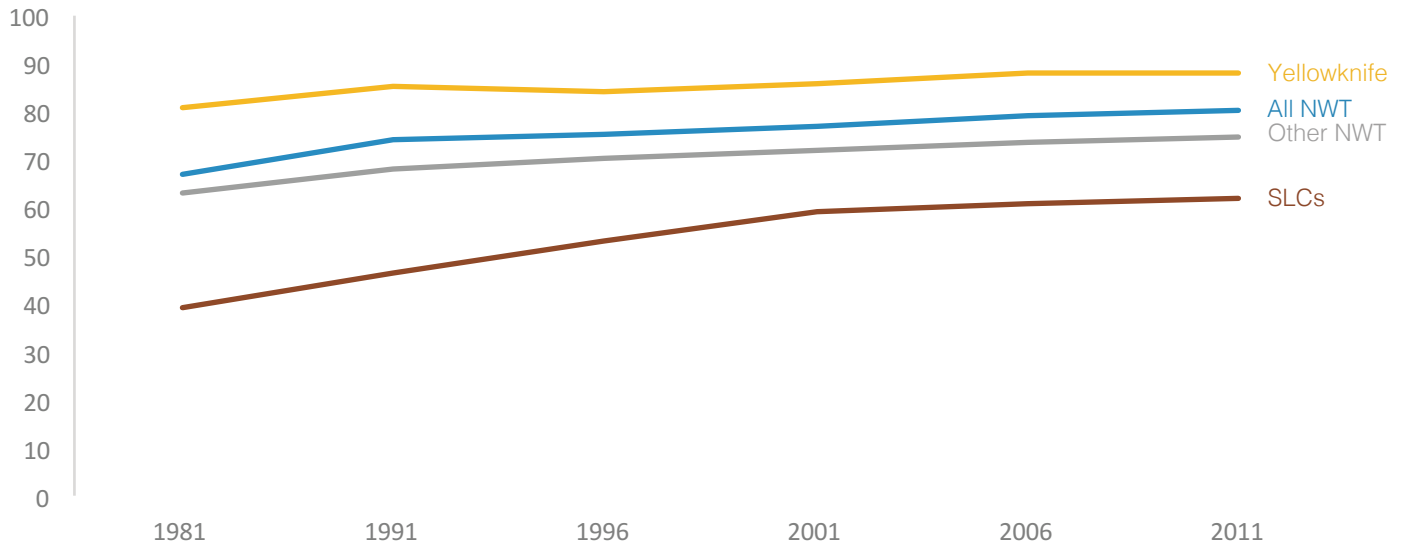


Figure 6: Community Well-Being Index



Source: Indigenous and Northern Affairs Canada prepared by the Department of Health and Social Services

Notes:

1. Yellowknife includes Ndilq.
2. When a community was not included in the index, the population of that community was excluded from the total population.
3. For complete Community Well-Being Index methodological details, see <https://www.aadnc-aandc.gc.ca/eng/1100100016585/1100100016598>.

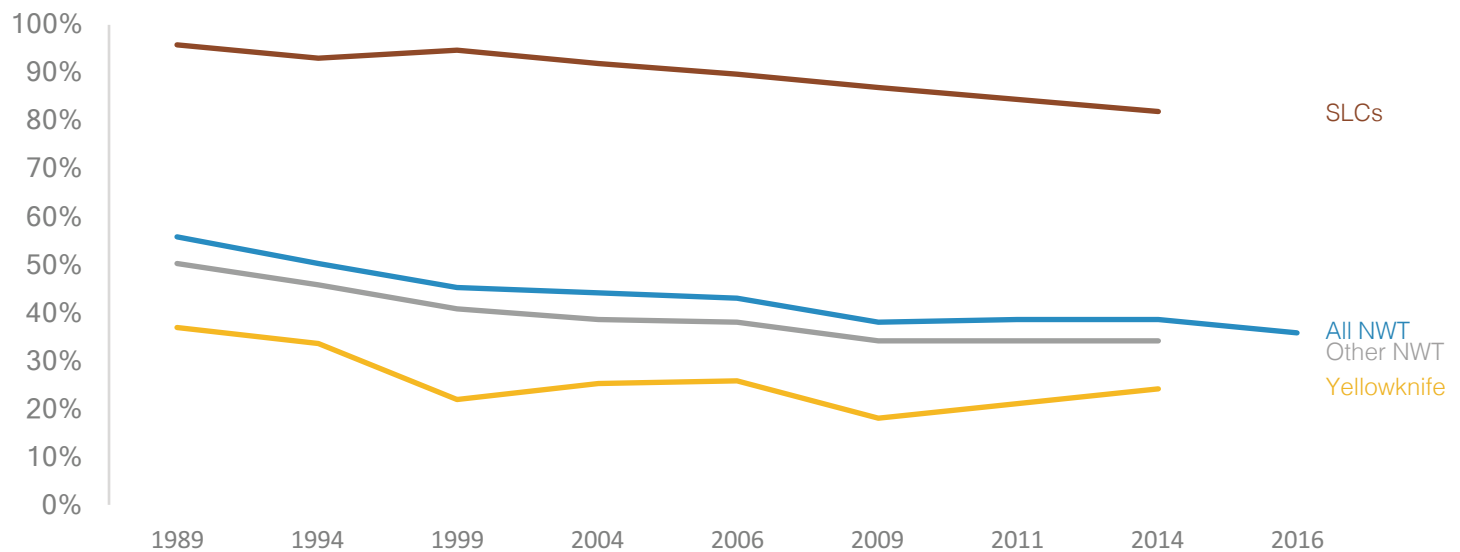
Indigenous Language Use

Figure 7 suggests a slight increase in the use of Indigenous languages in Yellowknife but a decline in all other communities.

The use of Indigenous languages has been in decline since before the diamond mine start-ups. The use of language is influenced by many factors. No clear evidence of the impact the mines have had on this indicator has been established.

In 2017 the GNWT released The Northwest Territories Indigenous Languages Framework: A Shared Responsibility. The framework is built around five essential elements that are required for language revitalization and are needed to achieve the shared vision of an NWT where Indigenous languages are supported, respected and thriving.

Figure 7: Percent of Indigenous Persons 15 and Older who can speak an Indigenous Language, 1989-2014



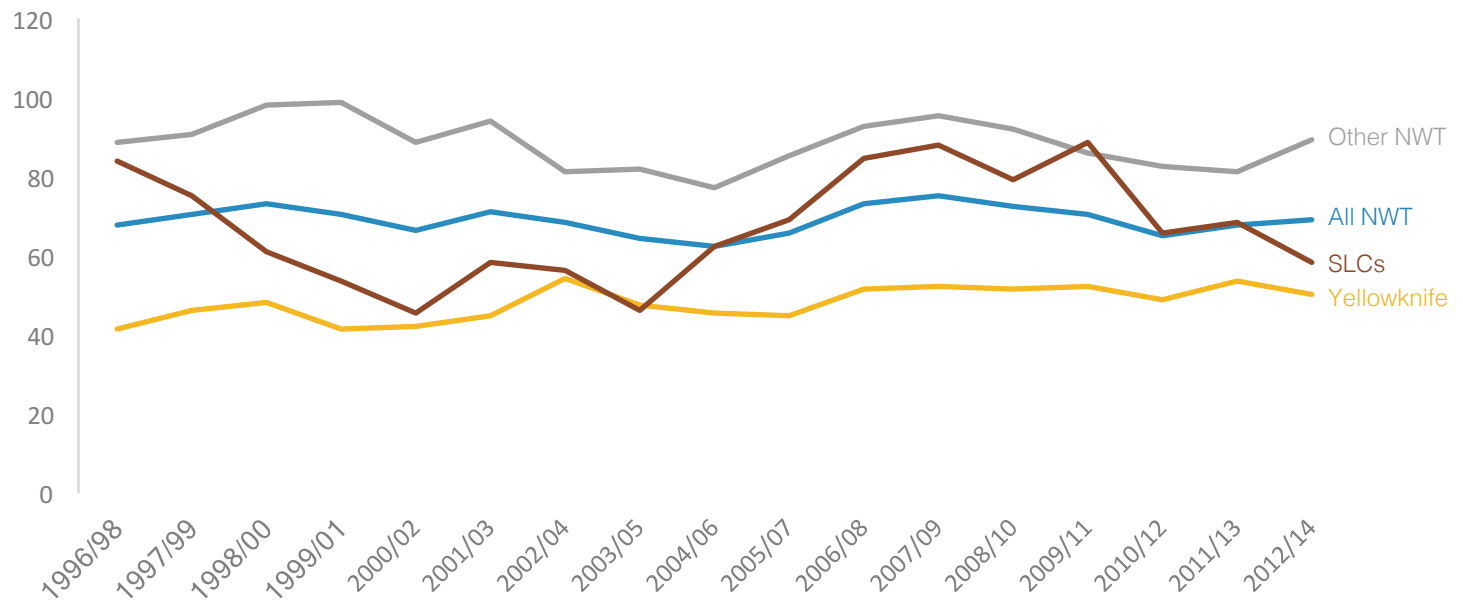
Sources: 1989, 1994 and 1999 NWT Labour Force Survey; 2004, 2009 and 2014 NWT Community Survey; 2006 Statistics Canada Census; 2011 Statistics Canada National Household Survey.

Potential Years of Life Lost

The Potential Years of Life Lost (PYLL) is the total number of all years not lived by those who have died before reaching the average age of life expectancy (75 years). This number is used to indicate early deaths which can express the health, well-being and lifestyle choices that people are making. Trends in the rate of PYLL may speak broadly to the health status of a particular group. The figure below shows the rate of PYLL since 1996. The PYLL rates can change from one year to the next. One reason for this is the small population in the territory. To highlight any potential trends the PYLL is shown as a three year average.

The PYLL rate in the NWT has remained relatively unchanged since monitoring began in 1996. The graph below shows increases and decreases in the PYLL rate since monitoring began. These changes do not appear to be following a negative cycle or trend related to mining activity in the SLCs, as the rates have mostly been lower since mining began, with the exception of 2007/09 and 2009/11. The PYLL rate in the SLCs has also remained consistently lower than the PYLL rate in the remaining NWT communities, with the exception of 2009/11 when it was marginally higher. The most recent dip in the PYLL rate places the rate in the SLCs below the rate for both the remaining NWT communities and the NWT as a whole. The rate in Yellowknife has been both higher and lower than the pre-mine PYLL rate. It appears to follow a natural cycle that may be unrelated to mining activity.

Figure 8: Potential Years of Life Lost (<75 Years) - Rate per 1,000, Three-Year Average



Source: Statistics Canada, Vital Statistics prepared by the NWT Bureau of Statistics.

Notes:

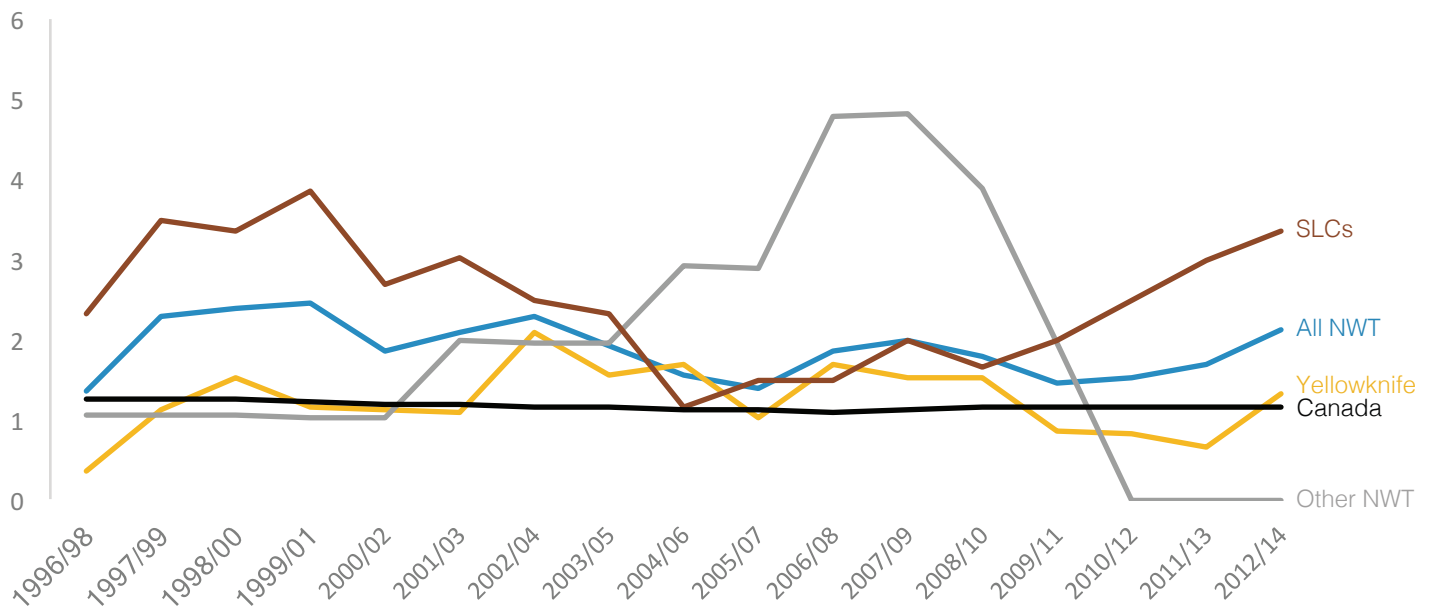
1. Rates before 1996 are not calculated because annual population is not available.
2. Rates are based on 2015 population estimates.

Suicide

Suicide is a major cause of early death in the territory. Individuals can be overwhelmed by problems in their lives and may feel that suicide is the only way to end their pain. While the decision to commit suicide is made by an individual, the impacts of suicide are felt deeply within families and communities. There is no single cause for suicide; it can result from the interaction of many factors. Suicide has been linked to social issues in communities, as well as individual and community mental health and wellness, including: depression, addictions, and marital breakdown. For this reason, suicide rates in the territory are monitored as an indicator of health and wellness of individuals and communities.

The figure below shows the suicide rates. These rates are shown in three-year averages to help identify changes and trends that are more difficult to see when comparing the annual numbers of suicides. The rates should be viewed with caution as it is difficult to determine trends due to the drastic changes that an one more or less suicide can have on the rate in any given year. The suicide rate in SLCs is currently the lowest it has been since monitoring began in 1996 and is lower than the rate in the rest of the NWT and Canada. Changes in suicide rates do not appear to be associated with diamond mining activity.

Figure 9: Suicide Rate (number per 10,000) Three-Year Average



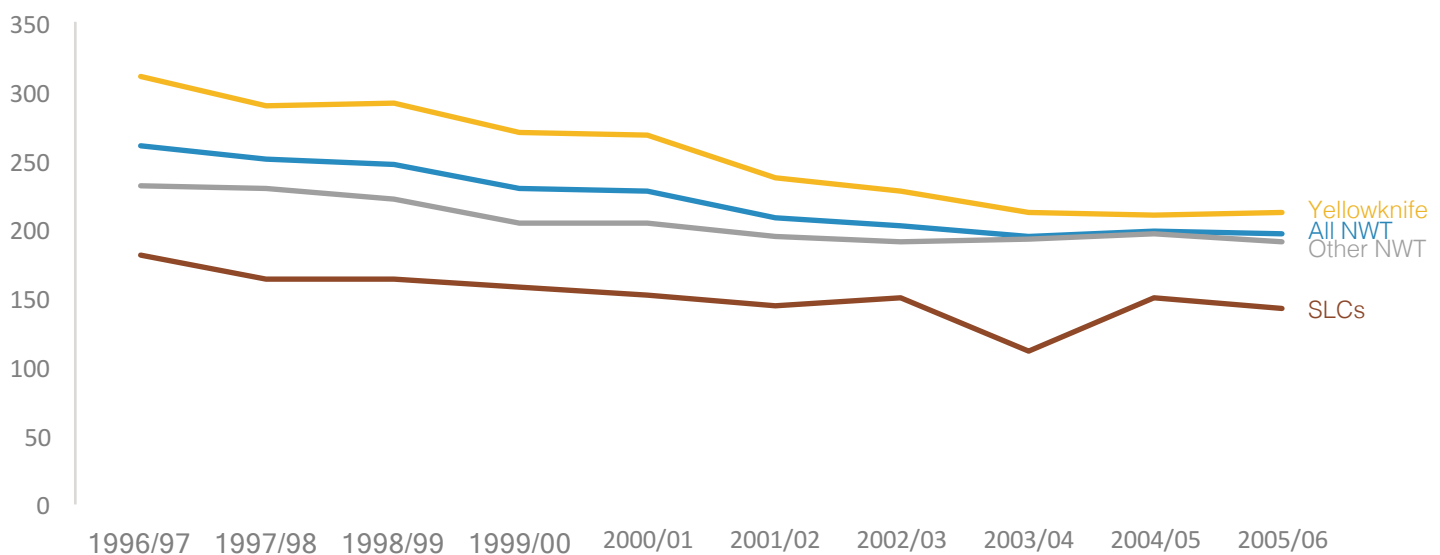
Source: Statistics Canada, Vital Statistics. Prepared by the NWT Bureau of Statistics.
 Notes: Rates before 1996 are not calculated because the annual population data is not available.

Injuries

Physician-diagnosed injuries and poisonings measures the number of injuries treated by doctors in the territory. This includes broken bones, severe burns, minor cuts or bruises and poisonings. Injury indicators are examined to see whether or not there has been an increase in reckless behaviour or violence in a community. Changes in these types of behaviours have been associated with industrial development.

Physicians treat all major injuries and many minor injuries in the territory. Overall, physician diagnosed injuries have been decreasing since the opening of the diamond mines. The trend cannot be directly associated with mining activities and may be more closely related to other social and political changes in communities such as improvements in primary health care services. The rate of physician-diagnosed injuries in the SLCs has consistently been lower than in the rate of injuries in Yellowknife and the remaining areas of the territory. This may partially be explained by the fact that much of the health care in the SLCs is provided by nurses rather than doctors.

Figure 10: Physician Diagnosed Injuries and Poisonings - Age Standardized Rate per 1,000



Sources: Department of Health and Social Services, Medicare, NWT Bureau of Statistics, and Department of Industry, Trade and Investment (1994/95 and 1995/96 population estimates)

Notes:

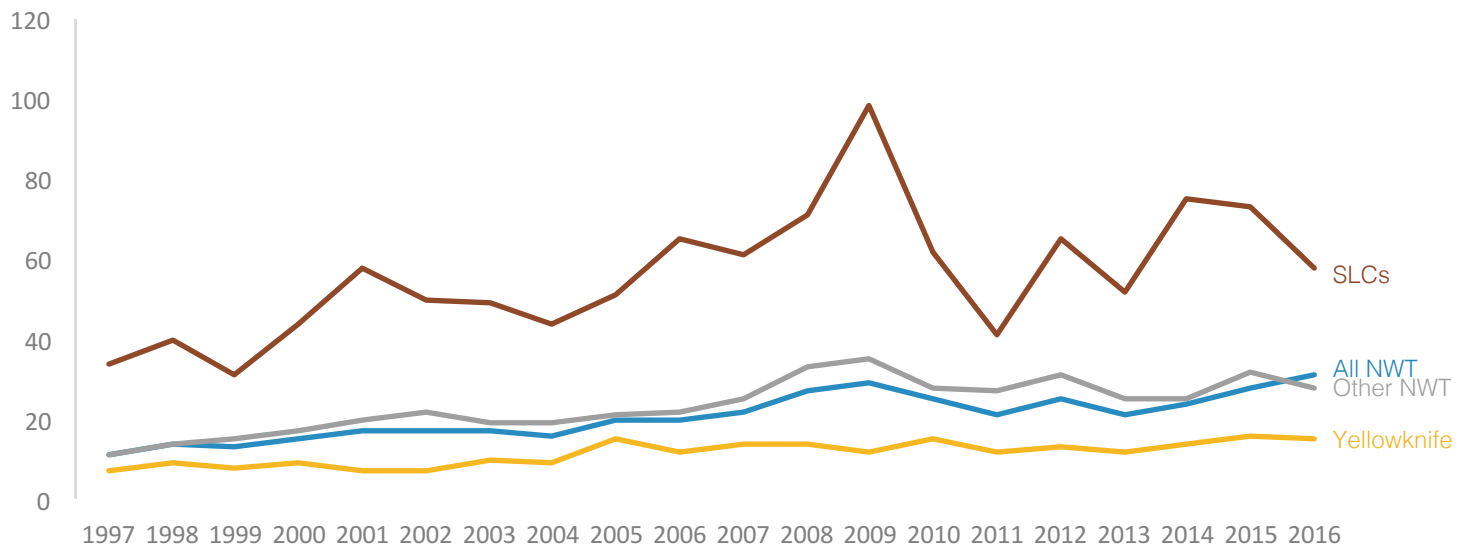
1. These numbers are subject to future revisions (due to population estimate revisions, record revisions, data entry delays and database design changes) and are not necessarily comparable to numbers in other tabulations and reports.
2. Ndilo and Detah numbers are included in Yellowknife, as separate postal codes do not exist for each community.
3. Numbers included physician diagnosed injuries and poisonings regardless of location (clinic, hospital or other location).
4. Nurse practitioner diagnosed injuries and poisonings are included.
5. Some individuals may be diagnosed more than once for the same injury or poisoning.

Sexually Transmitted Infections

Sexually Transmitted Infections (STIs) can affect the health and well-being of people and communities. The graph below represents the STI contraction rates in the NWT since 1997 and includes the three most common STIs: chlamydia, gonorrhoea, and syphilis. The STI rates throughout the NWT and Canada have risen since 1997. The rates in the SLCs have been and continue to be higher than in other NWT communities. High STI rates are a symptom of many underlying factors, including addictions and risky sexual behaviour.

In 2008, the NWT experienced an outbreak of syphilis in communities and among a high-risk transient population in Yellowknife. Before this outbreak there had been only four reported cases of syphilis in the territory over ten years. The syphilis outbreak was first seen in Calgary and Edmonton and then spread into northern Alberta. It is likely that the outbreak experienced in the NWT came from Alberta. The GNWT responded with an increase in public health promotion and STI education efforts to promote healthy and safe sex. While there was a large drop in the STI rates in SLCs following the 2008 outbreak, the STI rates increased in 2011 and have fluctuated since then. This fluctuation can be explained by the increase in gonorrhoea rates throughout the territory, with the highest rates being observed in young men and women ages 15 to 25 years old¹. It is not possible to say whether or not the higher rate of STIs in SLCs can be linked to diamond mining; however, the disparity may speak to a broader inequity that NWT residents in SLCs may experience.²

Figure 11: Sexually Transmitted Infections - Rates per 1,000



Department of Health and Social Services, Communicable Disease Registry and NWT Bureau of Statistics.

Notes:

1. These numbers are subject to future revisions (due to record revisions, data entry delays and database design changes) and are not necessarily comparable to numbers in other tabulations and reports.
2. Numbers for 2003 to 2009 are based on community of treatment.
3. Ndiloq and Detah numbers are included in Yellowknife, as separate postal codes do not exist for each community.
4. STIs include Chlamydia, Gonorrhoea and Syphilis.

¹ Gonorrhoea rates have been on the rise throughout Canada. Between 2005 and 2015 the overall rate of reported cases of gonorrhoea in Canada increased by 61.3% (Government of Canada, 2017, Report on Sexually Transmitted Infections in Canada: 2013-2014. Available online: <https://www.canada.ca/en/public-health/services/publications/diseases-conditions/report-sexually-transmitted-infections-canada-2013-14.html#a32>).

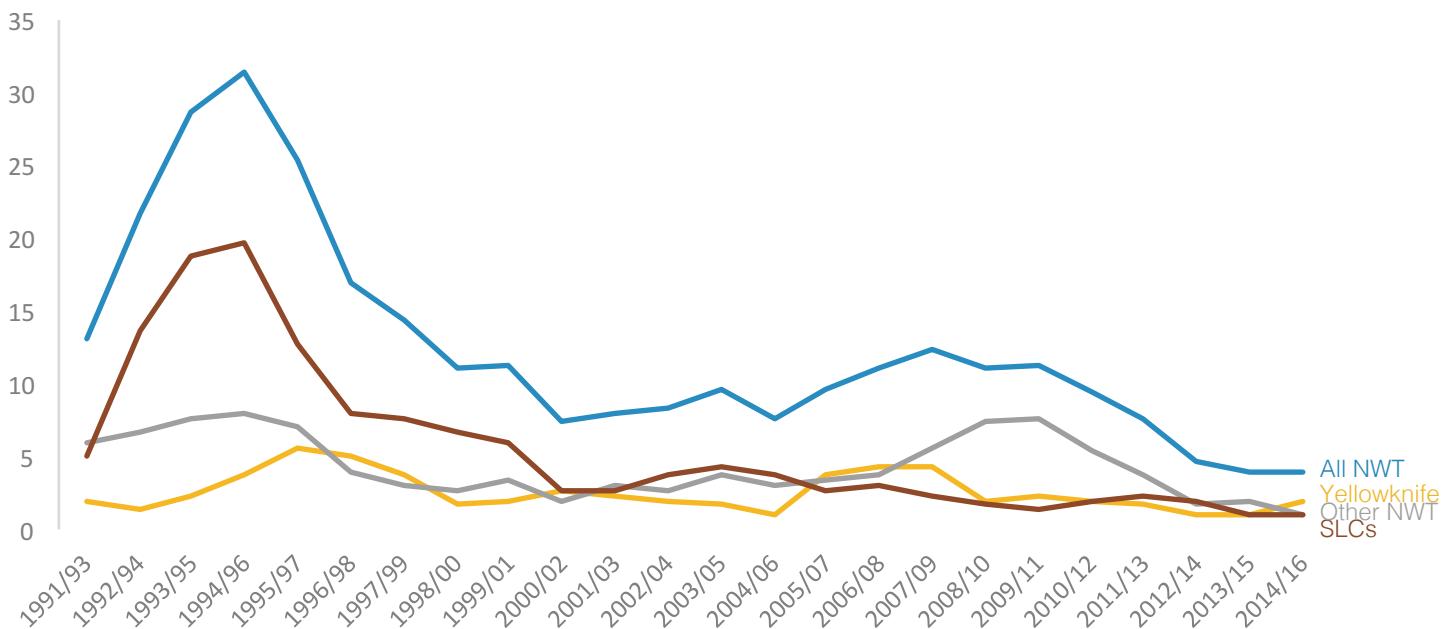
² GNWT, 2011, Northwest Territories Health Status Report, Department of Health and Social Services.

Tuberculosis Cases

Tuberculosis (TB) is a disease caused by bacteria that attacks the lungs but can also spread to the brain, lymph nodes and bones. Although TB can be treated with antibiotics, it is still a health concern. The annual rate of new TB cases has not significantly changed over the last 10 years, however, the NWT continues to have outbreaks of TB and the rate in the territory remains higher than the rest of Canada.

The NWT experienced a TB outbreak in the mid-1990s before diamond mining. This outbreak strongly impacted the SLCs and is reflected in the spike of tuberculosis cases in the graph below. The number of new TB cases soon went back to normal. Since the outbreak, the number of TB cases in the SLCs has decreased and it has remained relatively consistent since the early 2000s. The number of TB cases in Yellowknife has remained relatively consistent since monitoring began in 1991. There does not appear to be a correlation between TB cases and diamond mining activities and the decrease in TB cases cannot be positively attributed to mining.

Figure 12: Tuberculosis cases, Three-year average



Source: Department of Health and Social Services, TB Registry.

Notes:

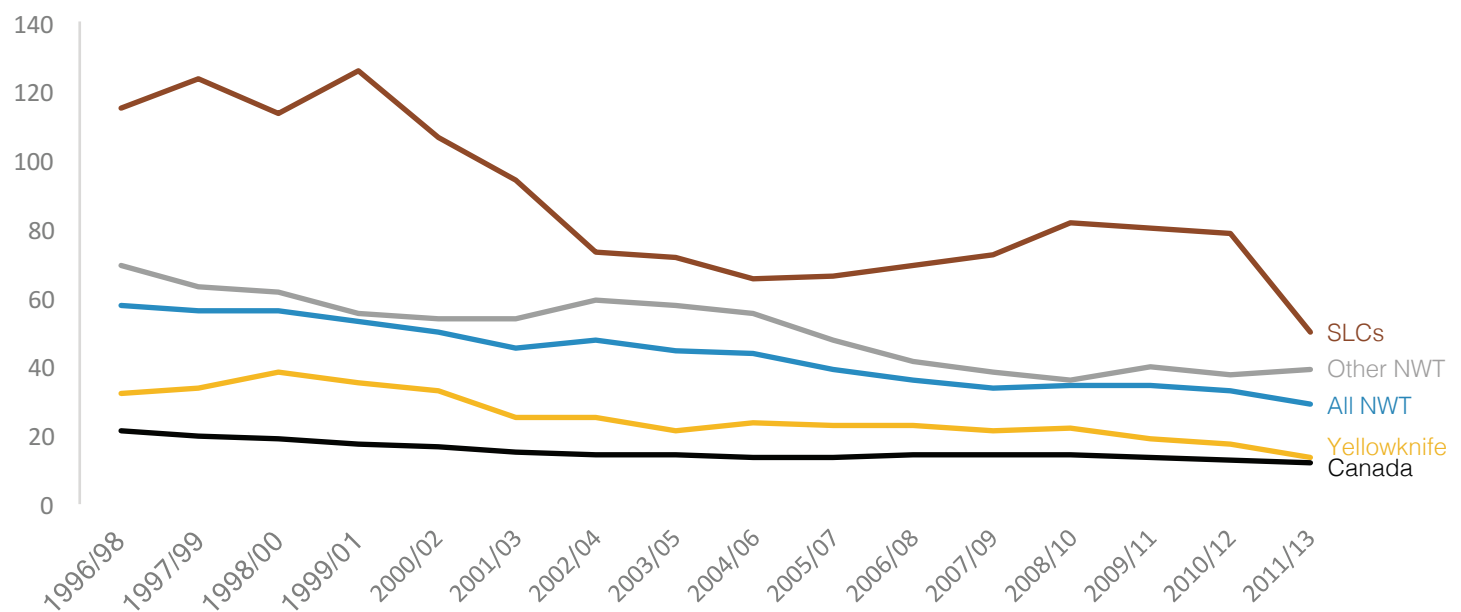
1. These numbers are subject to future revisions (due to record revisions, data entry delays and database design changes) and are not necessarily comparable to numbers in other tabulations and reports.
2. Ndilq and Detah are included in Yellowknife as separate postal codes do not exist for each community.

Teen Births

Some teenage parents may be mature enough to raise a child, while others may not be. Stress and a lack of education, employment opportunities, limited supports, and maturity may affect the well-being of both the child and parents. Teen mothers are also more likely to be single, making it more difficult for them to support their children and increases stress. Trends in teen pregnancy rates can be an indicator of overall sexual health and well-being for young women¹.

Overall, the rate of teenage births has decreased across Canada and the NWT since 1996. While the rate in the SLCs has followed this trend, it remains substantially higher than the teen birth rate in Canada, the NWT, and Yellowknife. Since 2010/12, there has been a sharp decline in the rate of teen births in the SLCs. This has helped to reduce the gap between birth rates in the SLCs and other communities in the NWT. The decrease may be due to an increased use of birth control or a broader social or behavioural change in the community. It is not possible to directly correlate these changes to diamond mining.

Figure 13: Teen Birth - Rate per 1,000, Three Year Average



Source: Statistics Canada, Vital Statistics.

Notes:

1. Average rates before 1996/98 are not calculated since annual population is not available.

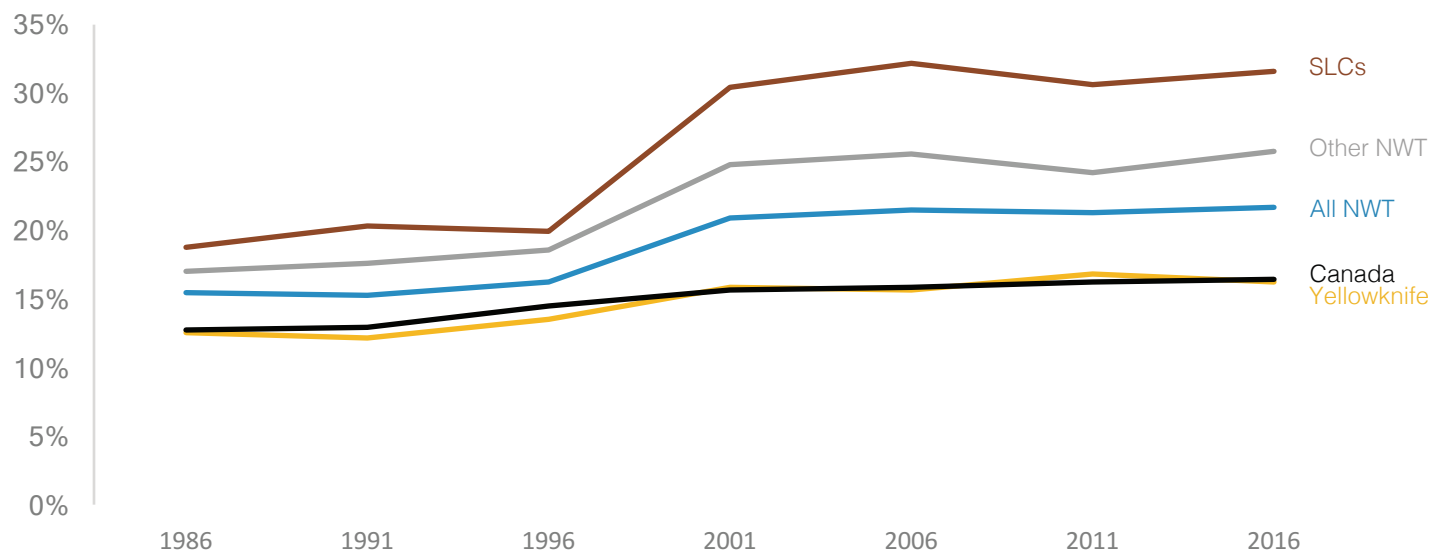
¹ McKay, Alexander. 2012. "Trends in Canadian National and Provincial/Territorial teen pregnancy rates: 2001-2010" The Canadian Journal of Human Sexuality 21(3-4): 161-175.

Single Parent Families

Single-parent families often face unique challenges which can make providing for the basic needs of children and other family members more difficult. In SLCs the rate of single-parent families had been steady for ten years prior to the beginning of diamond mining. The percentage of single-parent families in the SLCs rose sharply, by 10%, between 1996 and 2001. Since this time the percentage of single-parent families in the SLCs has remained steady, increasing by 2%. During the initial period directly following the opening of the diamond mines, the percentage of single-parent families in other small and regional communities also increased. The change did not occur as quickly, or increase as drastically, in the remaining NWT communities or Yellowknife.

The data suggests that there is a link between the rate of single-parent families in SLCs and mining activity. This potential effect was identified prior to the commencement of mining activity in the environmental impact statement. The report predicted that absences from home, due to rotational work, could impact relationships and thereby increase single-parent families based off of studies on similar workforces. The increase of single parent families also occurred in Yellowknife; however, it appears to more closely mirror the trend seen across Canada. This indicates that broader social changes may be driving this change in Yellowknife rather than diamond mining activity.

Figure 14: Percentage of Single Parent Families



Source: Statistics Canada. Prepared by the NWT Bureau of Statistics.

Police-Reported Spousal Assault

The NWT typically has the second highest rate of family violence in the country. Impacts of spousal violence are far reaching and include links to a higher risks of chronic illness later in life, higher stress levels, an increased dependence on alcohol or drugs, risk of job loss and economic vulnerability. Being the victim of, or witnessing, family violence can negatively impact children’s development and health along with their performance in school and social settings.

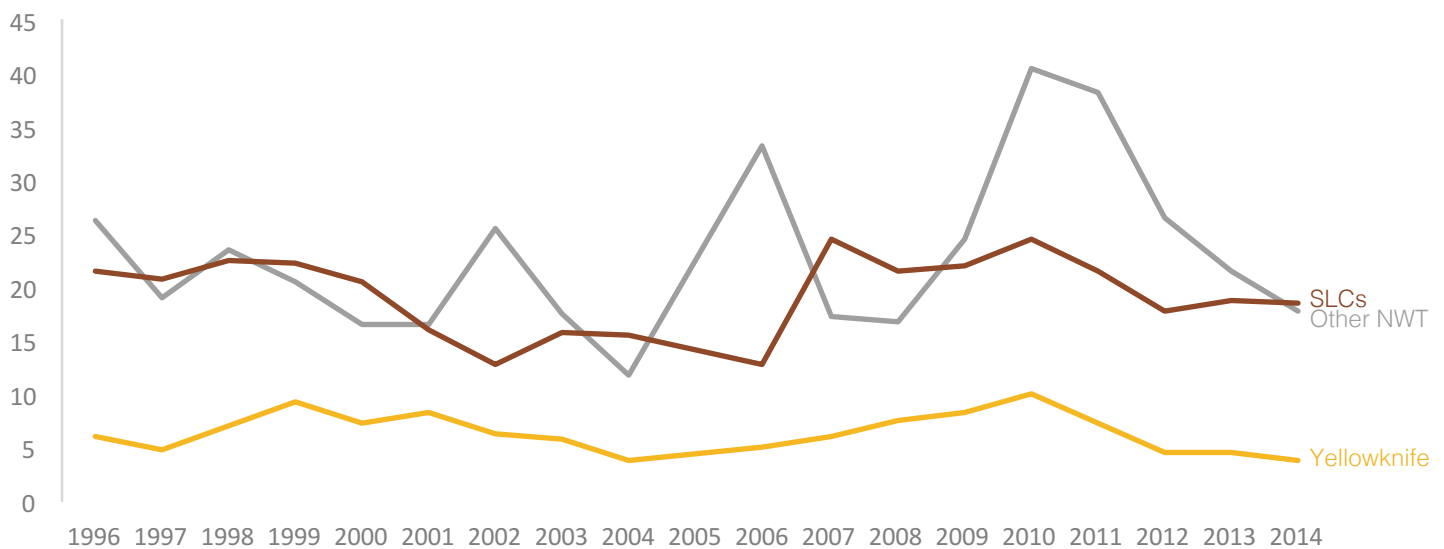
Factors that may increase risk of family violence include: unemployment, social isolation, substance abuse, mental health issues, low education rates, and common-law unions. Many of these factors are common in the NWT. Research also shows that both men and women experience and commit family violence; however, violence against women is typically more pervasive and severe.

The indicators tracked in this report show only a partial picture of the problem of family violence. Many instances of family violence are underreported due to loyalty or fear of further abuse. Police-reported spousal assaults, as well as utilization data from victim’s services, help give a more complete measure of family violence in the NWT.

When the mines first became operational, the rate of police-reported spousal assault in SLCs was approximately 26 per 1,000 in the population aged 15 and over (see Figure 22). Since then the rate has moved up and down with no established trend. There was a notable increase in 2010. After a decline in 2014, the rate of police-reported spousal assault increased again in 2015, but it remained under the 1996 rate. The rate in Yellowknife has continued to trend downward.

Overall, a clear link cannot be drawn that would indicate mining activity has been a factor in the rate of reported spousal assault in the NWT.

Figure 15: Rate of Police-Reported Spousal Assault Incidents per 1,000 Persons Aged 15+, 1996 to 2014



Source: RCMP “G” Division
Note: Detah and Ndiq statistics on spousal assault rates are captured under Yellowknife. Data for 2005 not available.

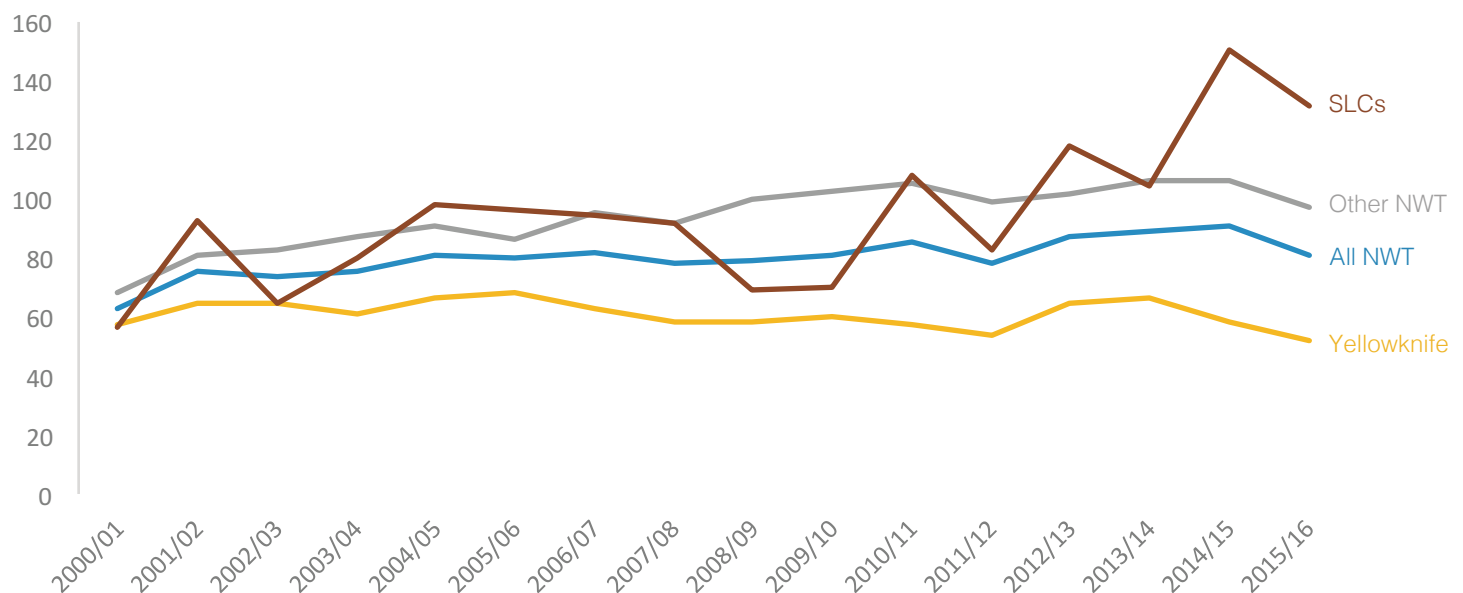
Children Receiving Services

Child and Family Services in the Northwest Territories has changed considerably since 1996. In 1998, the *Child and Family Services Act* was amended to have an increased focus on prevention services. These amendments provided a legislated base for child protection workers to work with the child, family and community to prevent and mitigate child protection issues by supporting and assisting care for the child whenever possible. Due to the amendments in the *Child and Family Services Act*, rates for children receiving services from before the mine started and after the mine started cannot be compared.

The *Child and Family Services Act* identifies that services can be offered to children and families either by agreement between the child protection worker and the family, or via court order. Services by agreement allow families to access supports and services to strengthen the family and address or prevent child protection concerns. When child protection concerns cannot be adequately addressed in this way a child protection order may be sought from the court to ensure the safety of the child.

Since 2000, there has been an increase in the number of children receiving services in SLCs. In 2016-17, 76% of these services were by agreement with the parent and/or child/youth whereas 24% were via court order. Examples of prevention services provided through the agreements include: counselling, addictions treatment, temporary foster or respite care and financial or material assistance such as food or rent.

Figure 16: Children Receiving Services - Rate per 1,000 children (0-18)



Source: Department of Health and Social Services, Child and Family Information System, Last Status Last Placement 2000-2017.

Notes:

1. 2000/02, 2002/03, and 2004/05 N'dilo data is included in Yellowknife data.

Admission of Women and Children in Shelters and Total Shelter Bed Days

There are five family violence shelters in the NWT. These shelters are located in: Yellowknife, Hay River, Fort Smith, Inuvik and Tuktoyaktuk. The shelters make up the Territorial Family Violence Shelter Network, which works to increase the capacity and skills of shelter staff to meet the needs of women and children. The total admission of women and children into shelters and the total number of shelter bed days has been collected from 1999 onward. These numbers are included in the graphs below.

The total number of admissions and the total number of shelter bed days have fluctuated since data collection began. The total admission of women to shelters is higher in 2016/17 than it was when monitoring began in 2000; indicating that family violence prevention initiatives, as well as continued support for shelters, is important. Because these numbers fluctuate significantly year by year, it is not possible to identify a trend in the total admission of women to shelters and relate it to diamond mining activities. The total admission of children has decreased since monitoring began; however, this number has also experienced fluctuations. Because no data was collected prior to 1999 it is not possible to compare shelter admission or shelter bed days from before the mines to after the mines.

Figure 17: Total Admissions of Women and Children into NWT Shelters

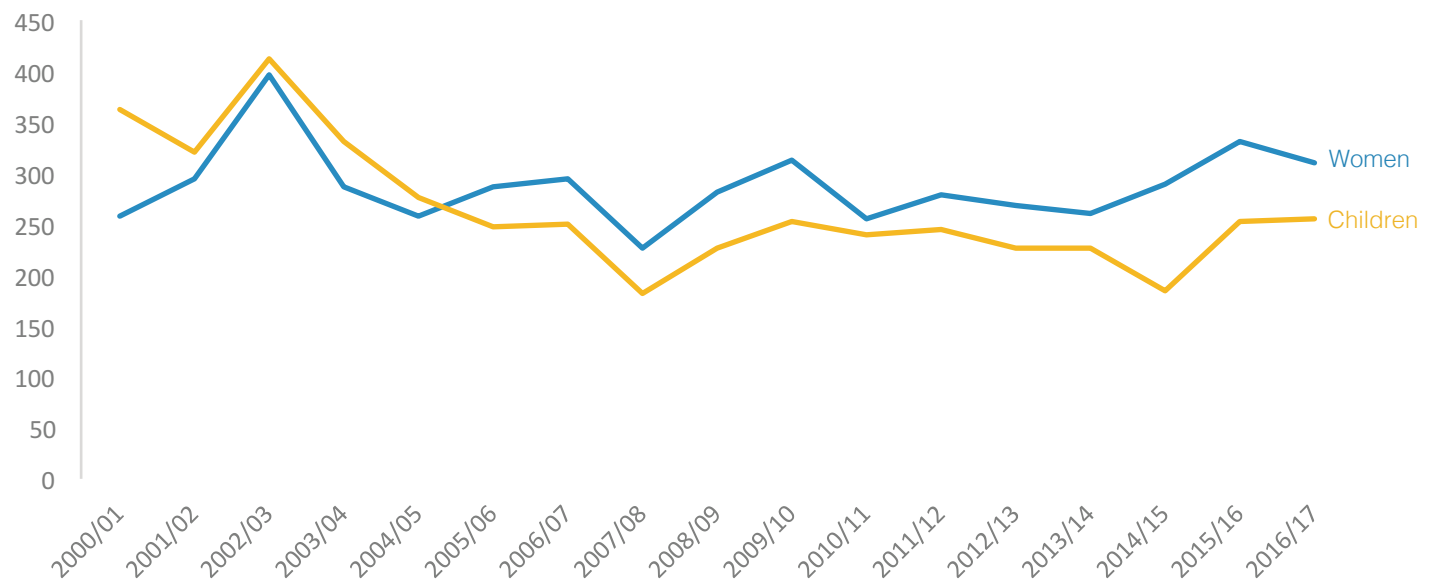
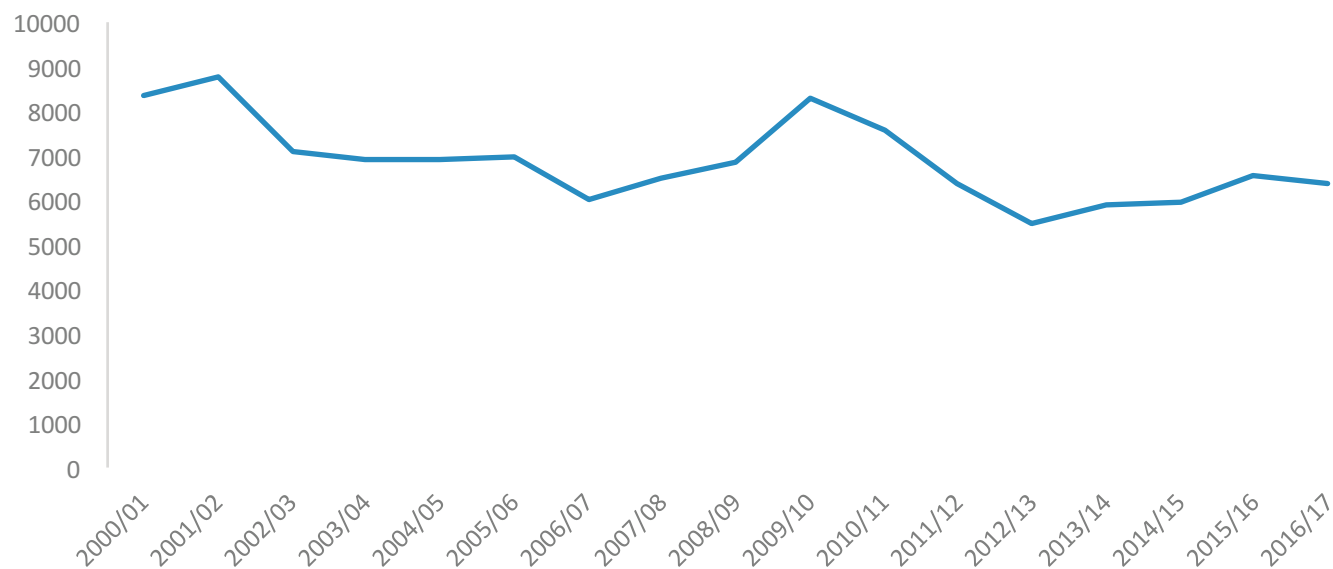


Figure 18: Total Bed Days in NWT Shelters



Source: Department of Health and Social Services, Family Violence Database.

Notes:

1. These numbers are subject to future revisions (due to record revisions, data entry delays, and database design changes) and are not necessarily comparable to numbers in other tabulations and reports.
2. Data for Tuktoyaktuk were unavailable from 2002/2003 to 2006/2007. It has been estimated based on an average of the previous three years.
3. Fort Smith shelter data were not included for 2004/2005 because the shelter was not in operation for most of that year.
4. NWT data are based on shelter and not community of residence. Some admissions may be from non-NWT residents.

Health and Social Well-being Initiatives

The socio-economic agreements (SEAs) identify areas of health and social well-being that are of particular concern to communities, specifically mental health, addictions, and family violence. The Department of Health and Social Services (HSS) delivers targeted programs and services in these areas and supports the health and wellness of residents through: health promotion, disease prevention and protection and increasing targeted access to reduce health disparities and increase the well-being of northern residents.

Mental Health and Addictions

The GNWT provides mental health and addictions programs and services on a territory-wide basis to reflect the needs of all residents. Services include prevention, promotion, intervention and treatment, as well as follow-up supports. In 2016 the Department released the Mind and Spirit: Mental Health and Addictions Strategic Framework to guide work in this area from 2016-2021. The Framework set the stage for the development of three specific actions plans to address key areas of concern: children and youth mental wellness, addictions recovery, and mental health services. The first action plan, focused on child and youth mental wellness, was released in September 2017¹. The implementation of the action plans will assist the GNWT in addressing gaps in the current system and improve mental health and addictions services and program delivery for residents in the NWT.

¹ The Child and Youth Mental Wellness Action Plan was created collaboratively with key stakeholders and has five main objectives: improve mental health literacy among children, youth, and families; foster a supportive environment to protect the mental wellness of children and youth; create a capable and skilled community of adults to support the mental wellness of children and youth; and improve mental wellness services and programs for children and youth.



HSS currently offers a range of options for individuals impacted by mental health and addictions:

Community Counselling Program (CCP)

The CCP offers on-the-ground access to trained counsellors in communities across all seven regions of the territory. Counselling services are free and available to all residents in the territory. Counsellors live in 19 communities including Yellowknife, Behchokò and Whatì. In the other sixteen communities, including Wekweètì, Gamètì and Łutselk'e. In the remaining communities, counsellors fly-in on a regular basis as well as provide telephone support. Individuals and families who feel that there is an urgent situation can go to their local health centre if there is not a counsellor in the community. Individuals are also encouraged to go to the hospital or local health centre after hours for urgent situations, or call the NWT Helpline. Psychiatric assessment and treatment for adults and youth is offered by the Stanton Territorial Hospital in Yellowknife and travel is provided for residents to receive care.

NWT Help Line

The NWT Help Line is available 24 hours a day, 7 days a week. All calls to the helpline are completely free, confidential and anonymous. Calls are answered by Care Coaches who are trained counsellors that specialize in mental health services and addictions. In January 2017, HSS expanded the helpline to include telephone group sessions and a Facebook page. The group sessions offer NWT residents group counselling supports on a variety of topics, including suicide and suicide awareness, depression, anxiety, grief and loss, substance abuse and addictions. The Facebook page provides information on services, mental health tips and information on community events. Residents can also use the Facebook page to contact an NWT Help Line Care Coach with questions via Facebook private messaging.

The Help Line assists callers with de-escalating immediate crisis situations, questions on suicide, questions on mental health issues (such as stress management or depression) and referrals to community-based services. The toll-free number is: 1-800-661-0844.

Mental Health First Aid Training

Mental Health First Aid is a Mental Health Commission of Canada program that is recognized internationally as a best practice for tackling mental health issues. The program creates awareness about mental illness and teaches participants how to support and safely intervene when an individual is experiencing a mental health crisis. HSS delivers this program to enhance awareness, reduce stigma and build community capacity for leadership and coordination in the management of mental health issues at the community level. This program has been offered in the SLCs and in 2016/2017 was delivered in Behchokò, Gamètì, Whatì, Łutselk'e, and Yellowknife.

Talking about Mental Illness (TAMI)

TAMI is a five module program designed for use in schools to reduce the stigma associated with mental illness among youth. The program provides youth and schools with options to increase awareness, understanding and compassion in regard to mental illness. The TAMI program works to develop lasting understanding about mental illness, encourage youth in need to reach out for help and to help create safe spaces for youth in their schools and communities. This program has been delivered in eight communities across the territory, including Yellowknife, Whatì, and Ndilo. HSS and the ECE are working to support the expansion of this program to other communities in the territory.

Applied Suicide Intervention Skills Training (ASIST)

ASIST is an internationally recognized training program based on best practices in suicide prevention and intervention. The program is a two-day workshop that trains individuals to recognize the signs of someone at risk for suicide and how to safely respond using the ASIST model. Community members and professionals interested in learning more about suicide prevention can register for a workshop through their Health and Social Services Authority (TCSA or NTHSSA). In 2017/2018, each region of the territory has received support from the department to deliver this program.

Addictions Treatment Centres and Program

Addictions are a crucial issue for residents of the NWT. The GNWT is committed to ensuring that residents have access to a broad and flexible range of addictions treatment options to best serve the specific needs of residents. HSS currently offers a number of service and support options for residents seeking to recover from addictions. These include:

- Community-based counselling and addictions support;
- On the Land Healing Programs;
- Culturally-based community wellness programs; and
- Facility-based addictions treatment

Facility-based addiction treatment programs

The GNWT holds contracts with southern facilities to provide specialized treatment to residents of the NWT. The four southern based treatment facilities are:

Aventa Treatment Centre for Women – Calgary, AB

- Women-only facility.
- Prioritizes pregnant women.
- Provides a 3-month extended care program
- Treatment focuses on healing from experienced traumas.

Fresh Start Recovery Centre – Calgary, AB

- Male only facility.
- Regularly extends care to NWT clients
- 12-step based programming.

Edgewood Treatment Centre – Nanaimo, BC

- Co-ed facility.
- Offers extended care options, family and children's programs
- Treats opiate addictions requiring medical detox

Poundmaker's Lodge – St. Alberta, AB

- Co-ed facility.
- Incorporates traditional Indigenous, Métis, and Inuit spirituality into program
- Offers a 3-month extended care program for women
- Offers aftercare counselling with the psychologist that provided support during the treatment period.

On the Land Healing Program

HSS is working with Indigenous governments to deliver On the Land Healing Programs. HSS allocates \$1 million annually to the On the Land Healing Fund for mental health and addictions. These funds are administered to regional and community Indigenous Governments to support community designed, culturally relevant land based healing programs. In 2016/17 the On the Land Healing Fund contributed \$980,000 to seven regional programs and four (4) community programs. These included funding to the Akaitcho Territory Government, the Tłıchq̓ Government, and the Tłıchq̓ Leagıa Ts'iili Ko –Behchok̓.

Population Health

STI rates in the NWT are 7 times higher than the national average, with the highest rates observed in young men and women ages 15 to 25 years old. The GNWT is taking action to respond to these rates by developing a new strategic framework aimed at improving our response and reducing the incidence of STIs. This framework will be finalized in 2018. It has been informed by a review of STI rates, vulnerable populations, best practices in other jurisdictions and consultations with a range of health and social service professionals, educators and FOXY leadership. This approach will also be informed by several Federal/Provincial/Territorial initiatives that are intended to reduce the incidence of STIs and blood-borne illnesses nationwide by 2030. HSS and Northwest Territories Health and Social Services Authority (NTHSSA) will partner on improving clinical case management and prevention and promotion activities for high-risk groups, including young adults. Actions include timely and confidential access to clinical advice, testing and treatment, and targeted education and awareness work.

GNWT activities targeted at improving STI rates and supporting Sexual Health include:

- Healthy Living Fairs: sexual health, STIs and healthy relationships were topics at the Healthy Living Fairs. These fairs were held in 18 smaller communities in 2016 and 2017. A sexual health specialist attended many of these events to speak to youth and adults, as well as frontline workers on STI questions, issues and information needs;
- Respect Yourself is an educational initiative that includes a website with information on sexual health and respectful relationships. It also includes a teacher/classroom oriented lesson plan kit;
- Kiss Me Deadly, is a comic book produced by HSS for northern youth. This comic book is available in printed and digital format and addresses protection against STIs, the importance of getting tested, gender identity, sexual preference and healthy relationships;
- HSS is partnering with ECE to develop a new health curriculum, which will include sexual health content.
- The Office of the Chief Public Health Officer provides ongoing clinical and epidemiology expertise and advice to frontline professionals for management of specific cases and outbreaks.



[Family Wellness](#)

Taking action on the crisis of family and community violence is a priority of the 18th Assembly. The GNWT is working to strengthen initiatives and partnerships to prevent and reduce family violence throughout the territory. This involves collaboration within the GNWT as well as with communities, stakeholders and non-governmental organizations. The GNWT focuses on prevention and intervention, including:

- Supporting women and children fleeing violence via shelter services;
- Protocols and response teams;
- Victims services;
- Programming for children who witness violence;
- The What Will it Take? social marketing campaign; and
- Information and awareness raising

[Family Violence Shelters](#)

One approach to preventing family violence and providing safety for women and children is family violence shelter services. The GNWT works collaboratively to deliver shelter supports and services.

There are five family violence shelters in the territory:

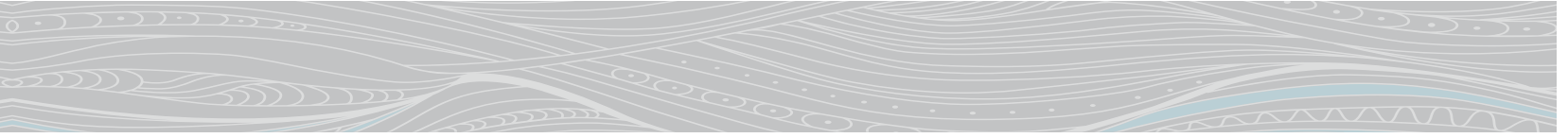
- The Alison McAteer House (Yellowknife);
- Family Support Centre (Hay River);
- Sutherland House (Fort Smith);
- Inuvik Transition House (Inuvik); and,
- Aimayunga Women and Emergency Foster Care Shelter (Tuktoyaktuk).

These shelters make up the Territorial Family Violence Shelter Network. The goal of the network is to enable NWT family violence shelters to collaborate with each other to build their capacity to serve women and children fleeing family violence throughout the territory. In situations where a shelter is full or where there are no shelters in a community or region, the health authority of that region provides travel to a shelter in another community. Investing in shelters is an important way that the GNWT is working to stop the cycle of violence and provide support and safety for women and children.

[What Will It Take? \(WWIT\)](#)

What Will It Take? Is a social marketing campaign aimed at changing attitudes and beliefs of bystanders who witness family violence. In 2016-17, HSS produced a WWIT Family Violence Rant Series to dispel four widely held myths about family violence in the NWT. This included:

- “Violence is a Choice” focused on dispelling the myth that people who abuse family members are violent because they simply can’t control their anger;
- “Stop Blaming the Victim” focused on dispelling the myth that victims are responsible for their abuse;
- “No Excuse” focused on dispelling the myth that drinking alcohol is a major cause of family violence; and
- “It’s a Community Issue” focused on dispelling the myth that family violence is a private matter.



The rant series will continue throughout 2017-18 to include three additional videos focused on dating violence, consent and sexualized violence, and gender and family violence. Workshops were also delivered in partnership with FOXY/SMASH to deliver WWIT messaging to youth in the territory and to help participants learn to identify all forms of family violence as well as how to intervene and provide support.

Healthy Family Program

The GNWT works to foster healthy families by focusing on wellness, prevention and improved nutrition. The Healthy Family Program is a component of the Early Childhood Development Framework, a building block within the ECD Action Plan for 2017-20 and plays an important role in supporting families at risk. The program is currently offered in three of the SLCs (Behchokò, Dettah, and Ndilo) and is expanding to Łutsek'è in 2017. Funding for the delivery of this program is provided directly to the Tłıchò Government from HSS. The program promotes the importance of nurturing parent-child relationships with the aim of fostering positive interactions for improved outcomes in a child's future and increasing their developmental opportunities. It includes home visits and group activities, with a focus on early intervention and development, families at-risk with newborns and children under the age of 5. The program offers referrals to other community services and establishes partnerships with other community-based organizations.

Community Wellness

The GNWT provides a strong baseline of territory-wide services and also works with communities to adapt programming to better serve their needs. The Department of Health and Social Services helps to personalize health services through community engagement and initiatives designed for communities and by communities. A good example of the work GNWT does in this area is the partnership with communities to develop Community Wellness Plans.

Community Wellness Plans

HSS has collaborated with every NWT community on the development of Community Wellness Plans through the Northern Wellness Agreement with Health Canada. Community Wellness Plans allow communities to decide for themselves what their priorities are and where federal wellness funding should be directed. Community input and engagement in the development and implementation of wellness programs is critical to successfully addressing health and social issues.

In 2016/17, \$8.02M in federal funding was being utilized to support health and wellness in communities. Approximately \$5M of the \$8.02M is to Indigenous organizations to support:

- Training and capacity building;
- Healthy child and youth development;
- Mental health and addictions; and
- Healthy living and disease prevention.

A decentralized team of Community Development and Wellness Planners has been hired to support ongoing community wellness work. Positions are located in the Sahtu, Beaufort Delta, Dehcho, and the North/South Slave Regions. These planners work with communities to update their wellness plans before the end of the 5-year federal funding agreement.

Justice

Crime Rates

The RCMP reports criminal incidents by detachment, not by community. This is important because thirteen NWT communities do not have RCMP detachments. SLC's in this report without detachments include: Detah and Ndilq which are patrolled out of Yellowknife. Wekweèti does not have an RCMP detachment and is patrolled out of Behchokò. Gamètì's two dedicated RCMP members are based in Behchokò as the community does not have a detachment building.

A number of years ago a change in the way the RCMP collects and classifies some types of crimes affected the rates that are reported for the NWT. The change was implemented by the Yellowknife RCMP between 1999 and 2000 and by the rest of the Territory by 2002. Some crimes that were reported as territorial offences (including *Liquor Act* offences) were changed to be classified as Criminal Code offences (such as 'mischief' or 'disturbing the peace'). This change affected the rates for different reported crimes under the Criminal Code. Crime rate increases in the NWT are largely driven by incidents of 'disturbing the peace' (classified as 'other' Criminal Code offences), and 'mischief' (classified as property offences). Both of these offences tend to be linked with substance abuse.

Increased crime has an impact on police services and many other parts of the justice system. More violent crime may lead to a demand for more resources for policing, corrections, and victims services. These crimes can also lead to an increased need for shelters, social workers, and other community supports.

While the overall rate of police-reported crime has been trending upward across the NWT, SLCs have had the largest increase compared to all other communities in the NWT. The rate of violent crime in SLCs has fluctuated over the past two decades, but continues an increasing overall trend. The rate of 'other' Criminal Code offences has also experienced years of fluctuation and reached a peak in 2012. Property crime has maintained an increasing trend across all measurement areas with the exception of "other NWT" which has a downward trend. All levels are higher than they were in 1996. After five years of consecutive increases the Federal statute crimes (non-Criminal Code offences) saw a steep decline between 2011 and 2014. The rate has remained stable in 2016. The majority of these offences are *Controlled Drugs and Substances Act* violations (i.e. drug crimes).

The overall police-reported crime rate in Yellowknife has been relatively stable since 2010. Yellowknife's rate of violent crime has seen slight increases in 2015, and 2016. The rate for 'other' Criminal Code offences has remained fairly flat since reaching a high point in 2011 but still remains higher than the 1996 levels

Similar to the SLCs, the majority of federal statute crimes in Yellowknife are drug related offences. While there is an upward trend in the rate of crime in Yellowknife and SLCs during the period of increased mining activity, trends in crime are influenced by many factors and it is not possible to definitively conclude that there is a relationship between the two.

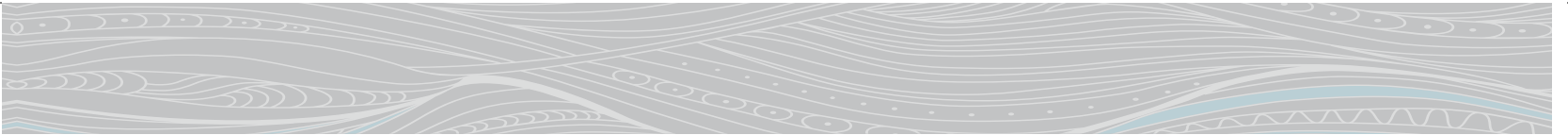
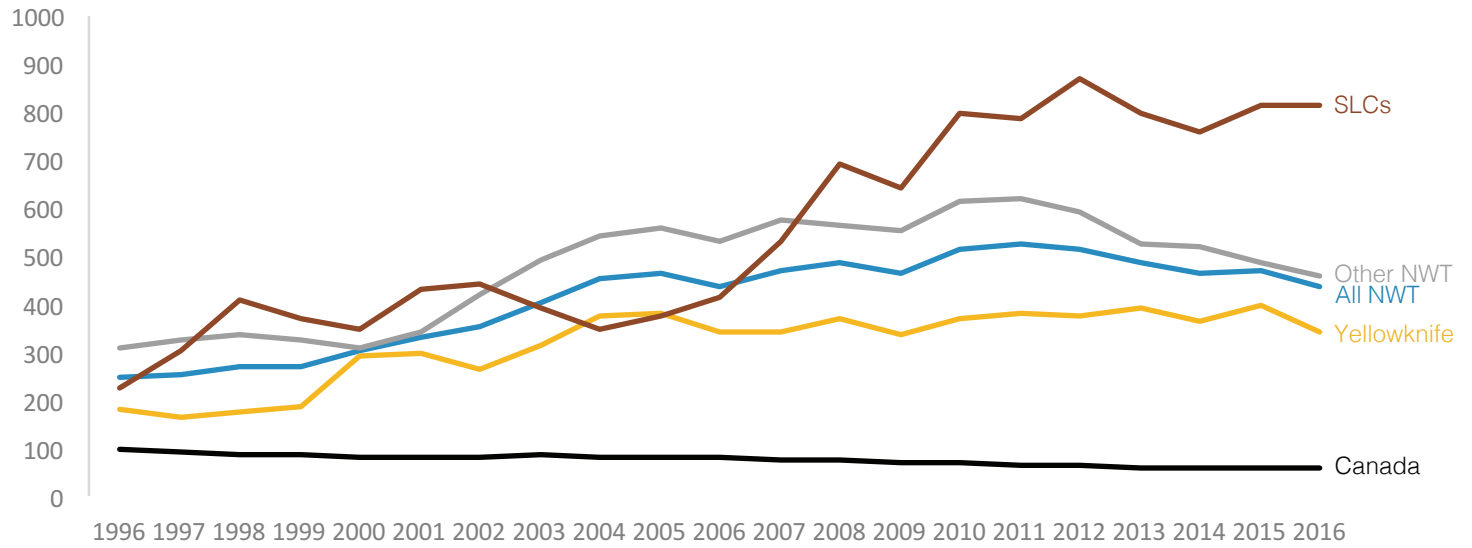
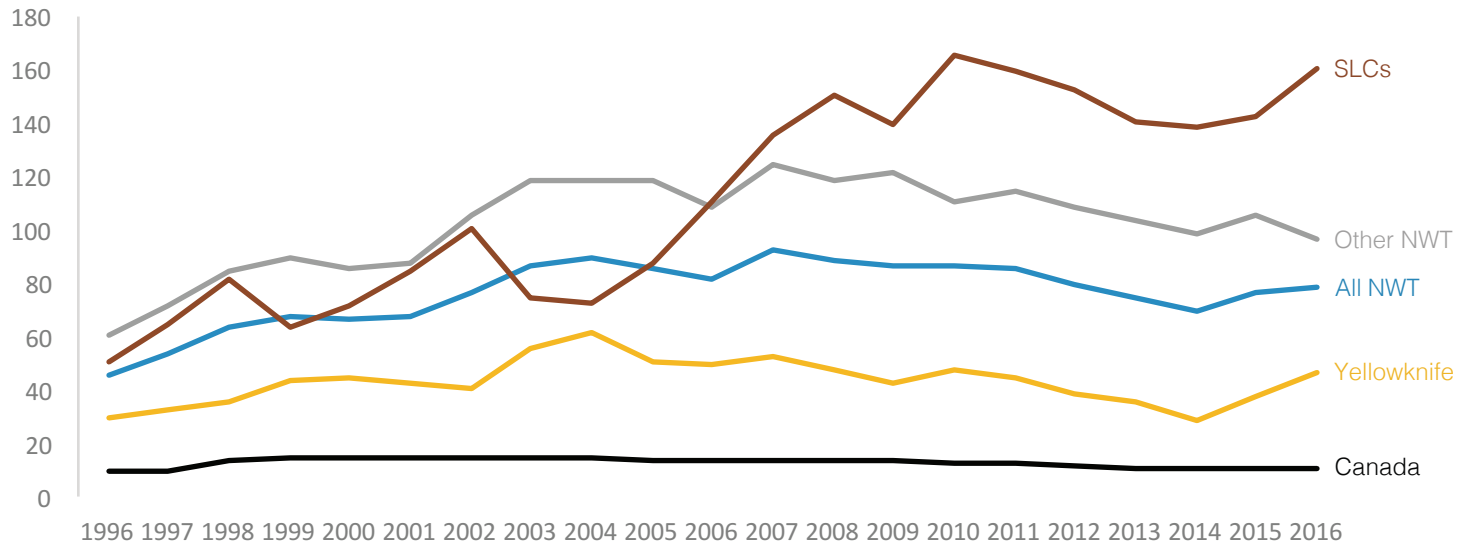


Figure 19: Total Number of Police-reported Crimes per 1000 persons, 1996-2016



Source: Canadian Centre for Justice Statistics
 Notes: Criminal incidents and rate statistics are only available by RCMP detachment.
 Criminal statistics for communities without detachments are captured in neighbouring community detachments.
 Regional summaries only include statistics from RCMP detachments in that region.

Figure 20: Police-reported Violent Crimes per 1000 Persons, 1996-2016



Source: Canadian Centre for Justice Statistics
 Notes: Criminal incidents and rate statistics are only available by RCMP detachment.
 Criminal statistics for communities without detachments are captured in neighbouring community detachments.
 Regional summaries only include statistics from RCMP detachments in that region.

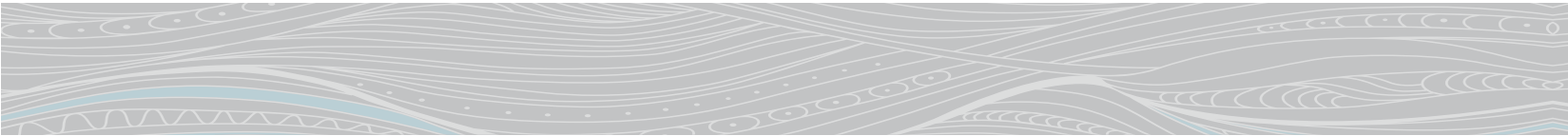
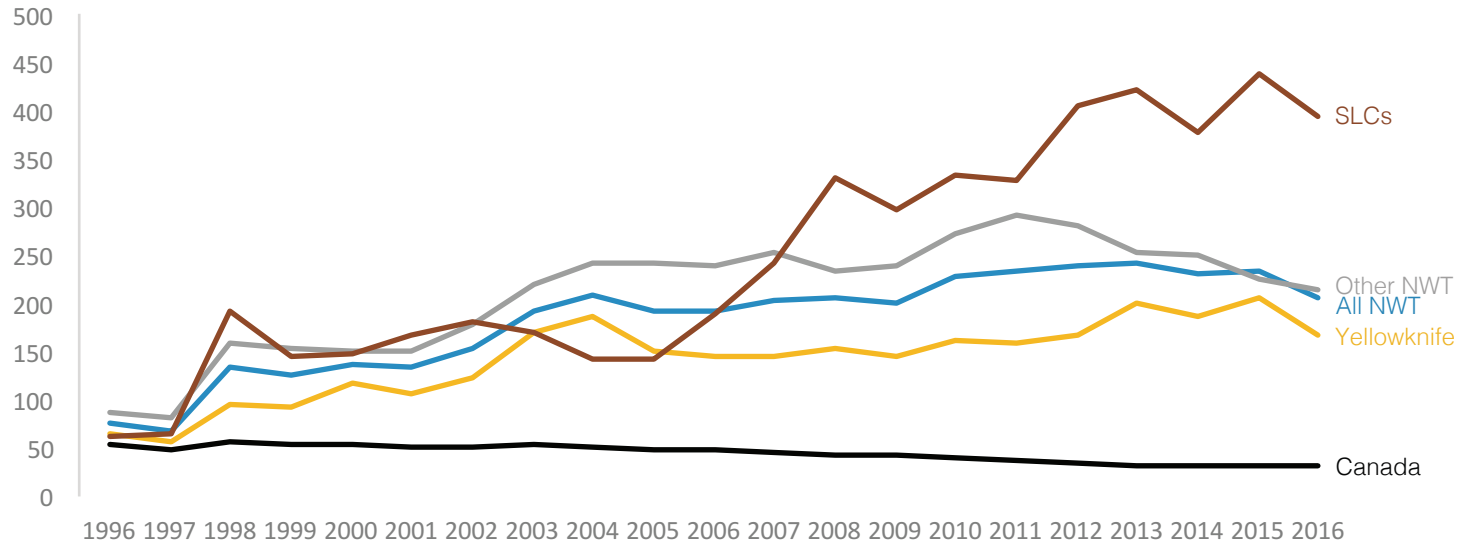


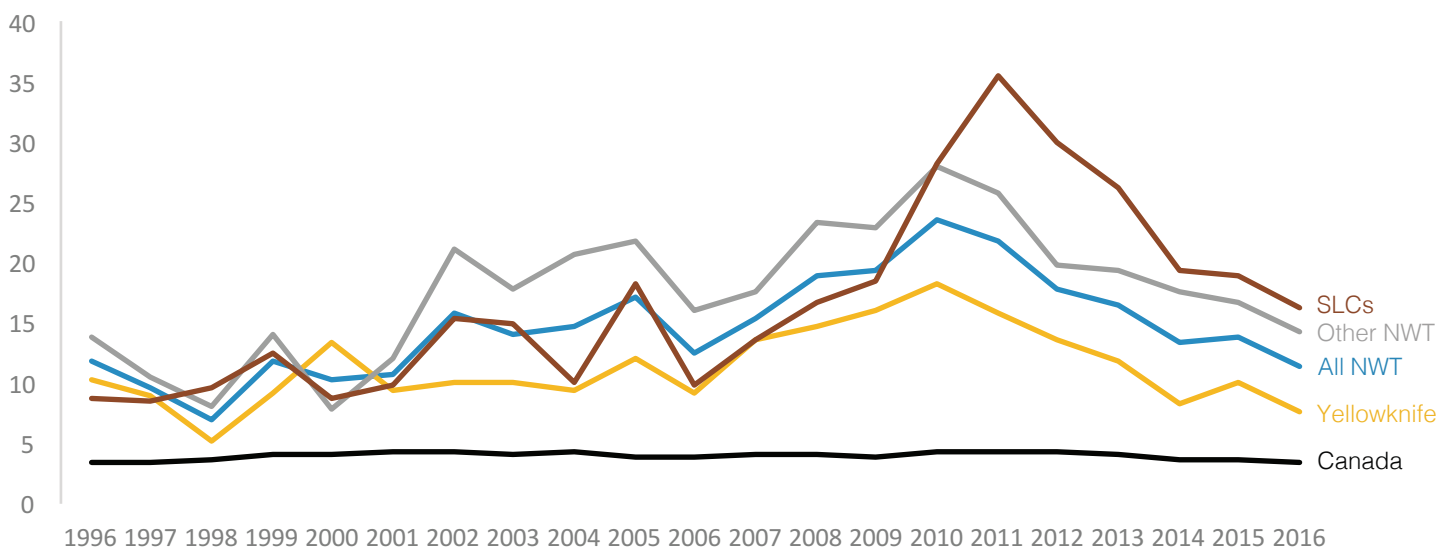
Figure 21 Police-reported Property Crimes per 1000 Persons, 1996-2016



Source: Canadian Centre for Justice Statistics

Notes: Criminal incidents and rate statistics are only available by RCMP detachment. Criminal statistics for communities without detachments are captured in neighbouring community detachments. Regional summaries only include statistics from RCMP detachments in that region.

Figure 22: Police-reported Federal Statue Crime per 1000, 1996-2016



Source: Canadian Centre for Justice Statistics

Notes: Criminal incidents and rate statistics are only available by RCMP detachment. Criminal statistics for communities without detachments are captured in neighbouring community detachments. Regional summaries only include statistics from RCMP detachments in that region.

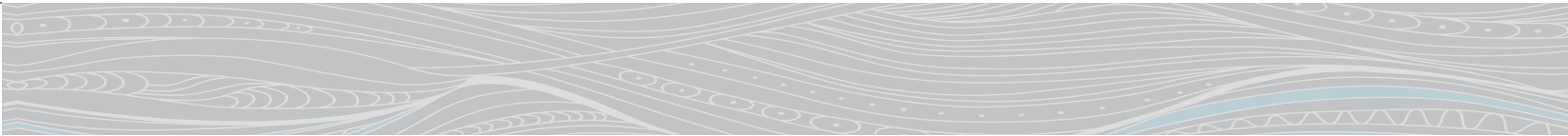
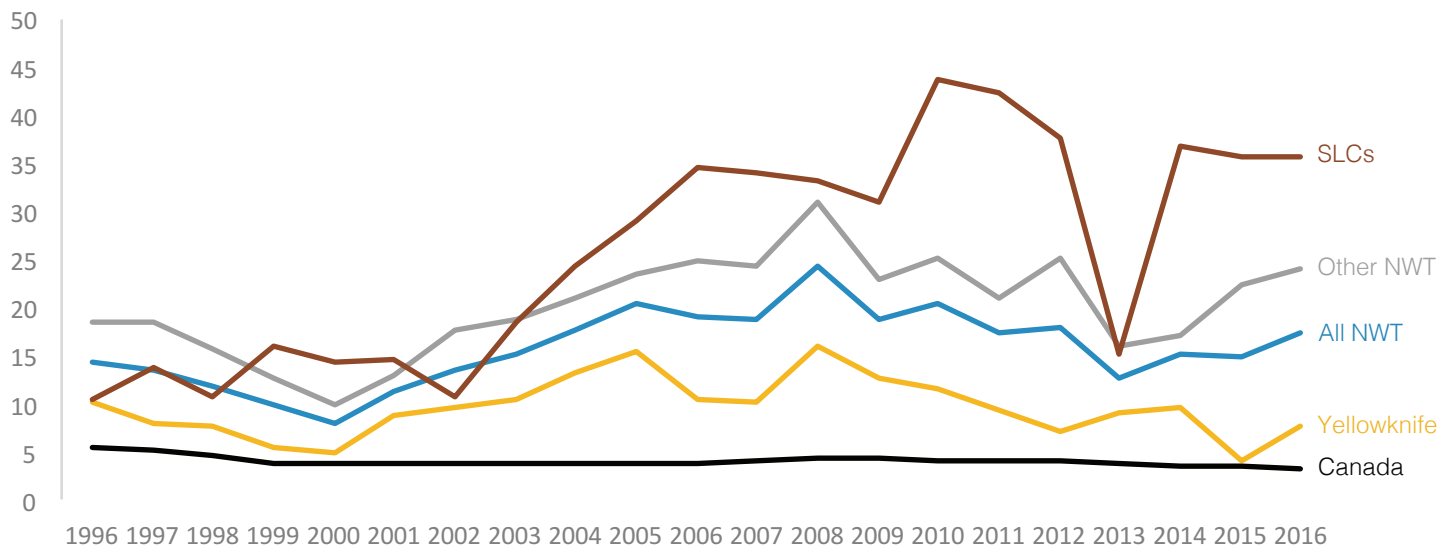
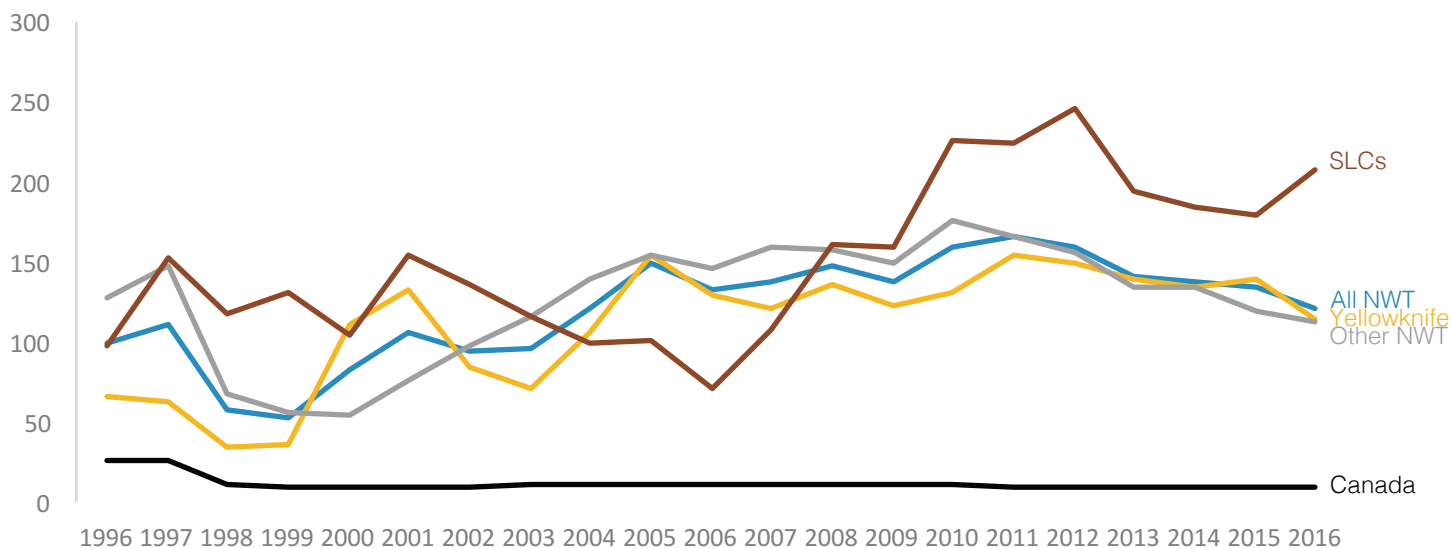


Figure 23: Police-reported Traffic Crimes per 1000, 1996-2016



Source: Canadian Centre for Justice Statistics
 Notes: Criminal incidents and rate statistics are only available by RCMP detachment.
 Criminal statistics for communities without detachments are captured in neighbouring community detachments.
 Regional summaries only include statistics from RCMP detachments in that region.

Figure 24 Police-reported Other Criminal Code Crimes per 1000 Persons, 1996-2016



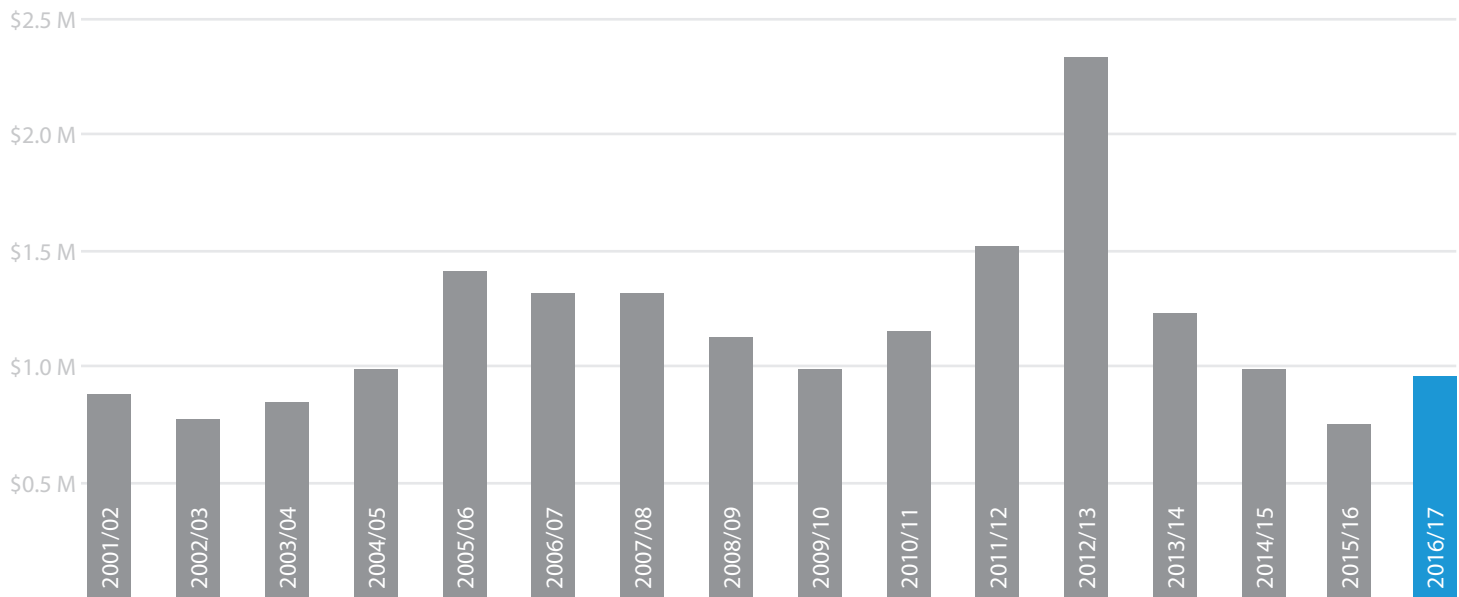
Source: Canadian Centre for Justice Statistics
 Notes: Criminal incidents and rate statistics are only available by RCMP detachment.
 Criminal statistics for communities without detachments are captured in neighbouring community detachments.
 Regional summaries only include statistics from RCMP detachments in that region.

Business and Economy

Traditional Economy

The Genuine Mackenzie Valley Fur (GMVF) Program provides NWT Trappers with “one window” access to the international fur auction market for locally harvested northern furs. In addition, the program actively markets and promotes fur at international venues through partnerships with other harvesting jurisdictions and private sector businesses.

Figure 25 Annual Fur Sales



Business

The programs through which the GNWT carries out the business obligations it has under the Social Economic Agreements (SEA) are described in this section.

The GNWT supports existing public and private sector programs that enable the provision of technical business development support services through the:

- ITI Regional Offices;
- Community Transfer Initiative;
- Community Futures Program;
- SEED Policy;
- NWT Business Development and Investment Corporation (BDIC);
- GNWT Business Incentive Policy and eProcurement System;
- BizPal; and
- Aurora College



For the GNWT grants, contributions and loans, the following meanings apply:

Grant: This is an unconditional transfer payment.

Contribution: This is a conditional transfer of approved funds to a third party to fulfill a statutory obligation or other government objective.

Loan: This is a business agreement requiring the transfer of funds from the lender to the borrower, for a specific purpose that will be repaid by the borrower with interest over an agreed upon period of time.

All of the programs listed are offered in all NWT communities. Each program area has its own program requirements.

Business Development Support

The Department of Industry, Tourism and Investment (ITI), the NWT Business Development and Investment Corporation (BDIC) and other parties responsible for program implementation regularly provide information about general business support programs. These include the programs under the BDIC's Support for Entrepreneurs and Economic Development (SEED) Policy and the BDIC Credit Facilities, Venture Investment, Contribution and Subsidiary programs.

Regional Offices

ITI operates Regional Offices in all five regions of the NWT. Staffed by ITI Economic Development Officers (EDOs) this Regional Office network delivers ITI and BDIC programming to all 33 communities in the NWT. This one-window approach is designed to maximize client access to staff expertise, provide efficient service delivery and reduce bureaucratic complexity. Regional EDOs work to maximize NWT business opportunity and employment capacity.

ITI Economic Development Officers

Operating out of the Regional Office network, ITI EDOs provide business support services and program delivery to people and companies throughout the NWT. As business development specialists they identify client relevant economic development programs, and provide support, advice and assistance to clients in regards to accessing those programs. They also apply their knowledge of the needs of industry in the regions where there is capacity for expanding or initiating local businesses.

They are networked to business development contacts, financial institutions and government departments and agencies. This enables them to develop ongoing contacts within the mining industry and connect industries with business opportunities in the mining sector. Through this guidance and support local businesses are more aware and prepared for potential opportunities in the mining sector.

ITI EDOs often work to facilitate economic development in the regions by participating in business community meetings, such as Chamber of Commerce meetings and conferences. At these meetings, they promote and raise awareness about business opportunities relating to the mining industry. They attend also conferences, workshops and community meetings throughout their regions, the NWT and Canada to promote opportunities in their regions and support community meetings and conferences.

During the reporting period, ITI EDOs provided business counselling to enable clients to pursue or maintain business with Diavik, in particular, or with the mining industries in general. The types of businesses that mainly benefit from these services are those who could provide contract services to Diavik, such as those involved in construction and transport services.

The type of advice or counselling given can range from reviewing and providing advice on business plans to advancing suggestions and strategies on how to approach the mines to obtain procurement opportunities. EDOs are an information source on market data and on the development of opportunities in a wide range of economic sectors. This assistance helps small businesses build capacity and set strategic goals.

Community Transfer Initiative (CTI)

The CTI provides NWT communities with salary and operations funding so that they can obtain the services of an EDO who will be responsible for that community. Community based EDOs are responsible for facilitating, promoting and ensuring community economic development in order to secure opportunities for economic and business development.

EDOs funded through the CTI program provide business counselling as needed, assist with business network development and funding applications, matching local companies with business opportunities and working to increase local employment.

The program is designed to provide community based expertise (the EDO) to foster the long-term development of business capacity of the communities of the NWT where the program operates.

CTI funding agreements totalling \$451,120 are in place with the Tłchq Government (funding one full-time position each in Whatì and Gamètì and one part-time position in Wekweètì), the Akaitcho Government (one full-time position assigned to the Akaitcho Business Development Corporation) and the City of Yellowknife (funding half of one full-time position).

The North Slave Regional Partnership is a collaborative partnership where representatives of Indigenous, territorial, federal and municipal governments collaborate with the mining industry to discuss and develop strategies. This includes many programs that relate to the mining industry, including safety courses, apprenticeship programs and more.

ITI's North Slave Regional Office also has an arrangement with Denesoline Corporation to provide staff in the community of Łutselk'e for business development.

Community Futures Program (CFP)

The CFP is a community-based regional approach to employment creation and economic development. The CFP is delivered through ITI Regional Offices and the GNWT currently funds five Community Futures Development Corporations (CFDCs) operating in the NWT with:

- Year-to-year contribution funding for operations;
- Non-repayable investment fund capital; and
- Access to low-cost capital via the NWT BDIC.

Operational funding provided under the CFP totaled \$945,320 in 2016/2017. Since their creation, the CFDCs have been provided with \$6.23 million total in non-repayable capital funding with the GNWT contributing 3.73 million of the overall investment fund capital.

Each CFDC is an incorporated, non-profit organization that supports small business development. CFDCs are run by independent Boards of Directors drawn from the communities served by their respective organizations. All 33 communities in the NWT are served by CFDCs.

CFDCs are mandated to support community and business development through the creation and expansion of small and medium sized enterprises and the creation and maintenance of employment opportunities in NWT communities. The corporations provide business information and skills development, as well as delivery of financial programs. CFDCs offer help to companies through programs that may include loans, business planning, lines and letters of credit, information and training.

Active CFDCs in the main communities that service the Diavik mine are the Thebacha Business Development



Centre and the Akaitcho Business Development Corporation. These CFDCs provide services to Fort Smith, Łutselk'e, Fort Resolution, Yellowknife, N'dilo, Detah, Behchokò, Whatì, Gamètì and Wekweètì.

While each CFDC has some flexibility to set its own priorities for economic development in its respective region, they offer core services that include some or all of the following:

- Term loans (up to \$200,000) and other related credit facilities;
- Business counselling and assistance;
- Management training, monitoring and after-care;
- Access to business information and Canada Business-NWT Service Centres;
- Access to state of the art video conferencing technology; and
- Delivery of the Human Resources and Skills Development Canada Self-Employment Options Program for the GNWT Department of Education, Culture and Employment

[Support for Entrepreneurs and Economic Development \(SEED\)](#)

SEED Policy programming is designed to help start or expand NWT businesses, improve business knowledge and capacity and investigate new sector business opportunities. In 2016/2017 the SEED Policy had a budget of \$3,866,000.

The SEED funding program was oversubscribed in 2016/2017 fiscal year. In 2016/2017 ITI made a total of \$3,880,354 in contributions to 441 individuals, businesses and organizations in the NWT. Of this total NWT funding \$934,332 was provided to 124 different individuals, businesses and organizations from the communities identified in the SEAs.

SEED has five programs, one pilot program and two industry-specific funding programs.

Entrepreneur Support

All NWT businesses can apply under this category for up to \$25,000 in funding. The category covers costs related to the following activities: start-up funding; capital assistance; operational support; and market and product development.

Sector Support

Assistance up to \$25,000 is available for sector research or investigation of new opportunities or product development. The program also provides an interest rebate for up to \$15,000 annually for eligible businesses to offset loan interest related to new capital purchases for expansion of business. Energy, e-commerce, tourism and value-added manufacturing focused on import replacement are designated as priority sectors.

Community Economic Development

Up to \$25,000 is provided in this category for community-based business research, feasibility plans, strategic planning and improving access to information. It can also be used to support activities, such as art festivals or community economic promotions.



Micro Business

In this category, contributions of up to \$5,000 are provided for self-employment activities aimed at traditional economy, arts, film and similar self-employment activities.

Business Intelligence and Networking

For this category, up to \$4,000 per individual may be provided where business trip costs exceed \$1,500 (applicant must contribute at least \$1,000 towards eligible trip costs).

Strategic Investments (pilot program)

All NWT businesses can apply under this category for up to \$75,000 in funding. Projects that leverage funding sources outside the GNWT, directly increase the economic activity of the local community, directly result in increased employment outcomes and are consistent with regional economic development planning can apply to the program.

[Northwest Territories Business Development and Investment Corporation](#)

The BDIC's mission is to support the Northwest Territories' economy by encouraging the creation and development of businesses in communities by offering a wide range of financial programs and business support services to support the economic goals of the GNWT. It directly supports business development and provides resources to expand the business knowledge and capacity of business owners in all thirty-three communities in the NWT. The BDIC's core partners are the Department of Industry, Tourism and Investment; the Canadian Northern Economic Development Agency that provides funding to support the Canada Business NWT; and the Community Futures Development.

The BDIC provides the following financial programs and services to businesses and entrepreneurs:

- Credit Facilities Program - offering loans, working capital guarantees and standby letters of credit.
- Contribution Program (Business Development Project Fund) - providing contributions to new and expanding businesses.
- Venture Investment Program - investing in companies.
- Subsidiary Program - providing funding and operational support services.
- Business Support Services - providing business information, resources, training and guidance; and managing the Canada Business NWT office.

In 2016/2017, the BDIC approved \$6.296 million of credit facilities and provided \$229,000 in contributions. The following table provides a summary of the regional breakdown of the financing and contribution funding.

| Region | April 2016 - March 2017 | | | |
|--------------|-------------------------|--------------|---------------|------------|
| | Credit Facilities | | Contributions | |
| | # | \$ 000 | # | \$ 000 |
| North Slave | 4 | 1,700 | 14 | 98 |
| South Slave | 12 | 3,339 | 3 | 28 |
| Inuvik | 1 | 100 | 11 | 96 |
| Sahtu | 1 | 169 | 1 | 4 |
| Dehcho | 3 | 998 | 1 | 3 |
| Total | 21 | 6,296 | 30 | 229 |

Within the credit facilities program, businesses can apply for variable interest rate financing allowing a flexible loan that provides lower borrowing rates during times of falling interest rates. The BDIC also offers working capital guarantees to assist businesses with financing through their banks.

The subsidiary program is based on facilitating community partnership and supporting local subsidiary boards with the BDIC providing funding and centralized support in general operational, accounting and marketing functions. In 2016/2017, the BDIC's subsidiaries maintained 13.83 direct full-time equivalent positions (1,725 hours per annum) and supported 123 craft producers¹.

The BDIC partners with various organizations to leverage opportunities to increase business capacity and to contribute to the overall success of NWT businesses.

For example, the BDIC and the Business Development Bank of Canada have an ongoing Memorandum of Understanding (MOU) that allows applicants the opportunity to apply for credit facilities more than the BDIC limit of \$2 million. This increase in lending allows for greater flexibility and larger capital projects to be considered.

In 2016/17 the BDIC partnered with Futurpreneur Canada to provide mentoring and business boot-camps for young entrepreneurs. Thirty-one potential entrepreneurs participated in the program and 5 mentorship pairings have been established.

The BDIC has also met with organizations such as the NWT Disabilities Council and Yellowknife Association for Community Living to discuss partnering to provide business services to their members.

¹ BDIC. "2016-17 Annual Report" p. 9.

Canada Business Northwest Territories (CBNWT)

CBNWT provides NWT residents with information and resources to help them start or grow their business. Clients can have their business questions addressed through a toll-free phone number, in person, or online. The BDIC maintains business information on BDIC.ca and CanadaBusiness.ca providing a key business resource guide named How to Start a Business in the NWT. These sources of information act as trusted resources for Canadian and territorial businesses.

The main CBNWT business service centre is located at the BDIC office in Yellowknife. The Community Futures Development Corporations act as access points for CBNWT services. All services are available online to clients in every NWT community.

GNWT Business Incentive Policy (BIP)

To support GNWT commitments to advance a vibrant private sector and support sustainable economic development in the NWT, the GNWT has had a preferential procurement policy since 1976. The BIP is an economic policy that gives preference to registered NWT businesses for GNWT purchases of all products and services.

The Northwest Territories Manufactured Products Policy (NWTMPP) requires GNWT contract authorities to purchase approved NWT manufactured products as designated under the NWTMPP. The NWTMPP strives to encourage local production as a means to diversify the NWT economy, and to foster and maintain the investment, jobs and income produced by local manufacturing.

Below is a breakdown of the BIP-registered businesses by community grouping, as of January 25, 2017:

| Behchokò | Gamètì | Łutselk'e | Wekweètì | Whatì | Yellowknife / Ndilò / Detah | Other NWT Communities | NWT Total |
|----------|--------|-----------|----------|-------|-----------------------------------|--------------------------|--------------|
| 17 | 0 | 5 | 0 | 1 | 707 | 562 | 1,292 |

BizPal

BizPal provides entrepreneurs and prospective business owners in the NWT an easy and convenient way to access critical information needed to establish and run a business by streamlining the business permitting and licensing process.

As an online service, BizPal provides prospective business owners and entrepreneurs access to permit and licence information across Canada. Information seekers answer a short series of questions about their current or proposed business and a customized list is created of the permits and licences needed from all levels of government.

The service is the result of collaboration between federal, provincial/territorial, regional and local participating governments. The GNWT, through ITI, works with Industry Canada, municipal and local governments, as well as territorial and regional business organizations, to maintain the BizPal network in the NWT. BizPal can be found online at <http://www.iti.gov.nt.ca/en/services/bizpal>.

Secondary Diamond Industry

NWT diamond producers have committed to providing up to ten percent of the value of diamond production to diamond manufacturers that have been granted Approved Northwest Territories Diamond Manufacturer (ANDM) status. These rough diamond supply arrangements continue to support the secondary cutting and polishing industry in the NWT.

In 2016, the industry continued to have a diamond manufacturing presence in Yellowknife through Crossworks Manufacturing Limited (CML). CML has ANDM status and, as such, is able to access NWT rough diamonds. Almod Diamonds Limited was granted ANDM status in late 2016 and is expected to commence operations in 2018

The GNWT continues to work closely with potential manufacturers interested in entering the NWT secondary diamond industry. This continued interest from manufacturers reinforces the attractiveness of the NWT to the global diamond manufacturing sector and the potential for growth in this sector, which would result in additional benefits for NWT residents.

Royalties & Government

Expenditure

Mineral resource exploration and development creates demands on government spending through several channels, including the need to maintain and build infrastructure like roads.

Resource development can also create environmental stresses, which require monitoring and regulation; and development and income growth can create social stresses that need to be addressed through the development and delivery of government programs and services.

Meanwhile, the government encourages economic growth with labour market training programs and business supports that allow NWT businesses and communities to participate in, and benefit from, the economic development of mining.

All of these result in government expenditures.

Revenue

Almost 70 percent of GNWT total revenue comes from the Territorial Formula Financing (TFF) grant. While diamond mines make substantial contributions to the NWT economy, the TFF largely neutralizes these revenues because they are offset by a corresponding decrease of TFF.

The primary influence of mineral developments on GNWT revenues is realized from mine employees who live and work in the NWT. Their presence increases the TFF grant as well as the tax base - directly in the case of personal income tax - and indirectly through consumer spending and increased business activity.

Diamond mines do provide the GNWT with a significant portion of corporate income tax, fuel tax, and property tax revenues.

The GNWT also collects resource royalties. Royalties are calculated using a hybrid of production value and profits. The higher the production, and the higher the profits, the more the NWT collects in royalties.

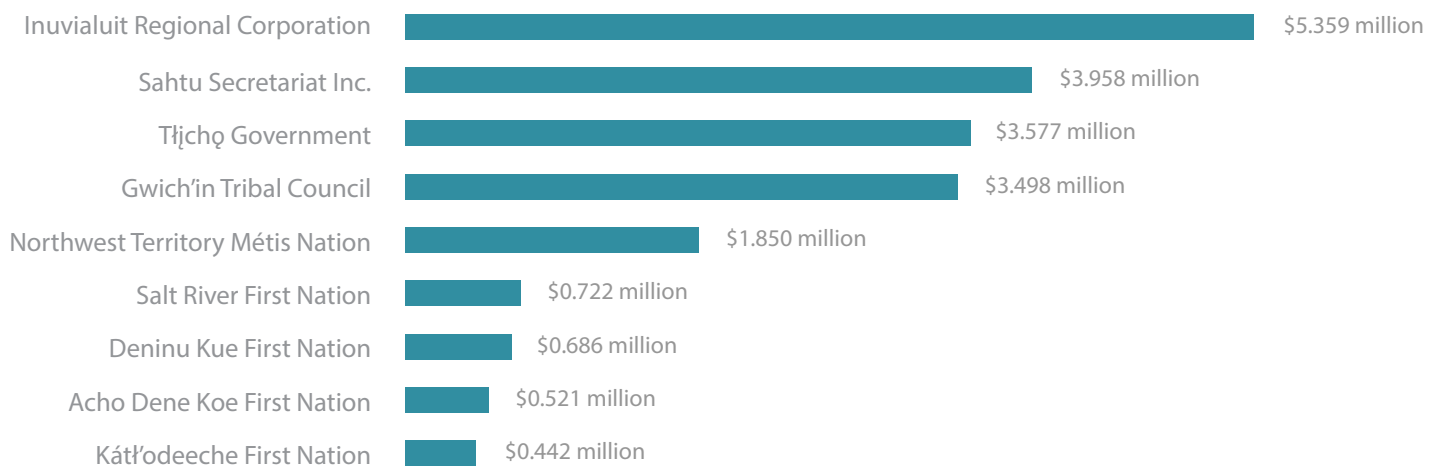
The GNWT reports 100 percent of the royalties in the GNWT Public Accounts and reports a lower Territorial Formula Financing Grant by half that amount 2 years later.

The GNWT shares 50 percent of royalties with the Government of Canada and then 25 percent with the Indigenous governments who are signatories to the Devolution Agreement. A quarter of the remaining amount is saved in the Heritage Fund and the balance is dedicated towards infrastructure investments and debt repayment.

In 2016-17, the GNWT collected \$85.5 million in royalties, property tax, fuel tax and payroll tax.

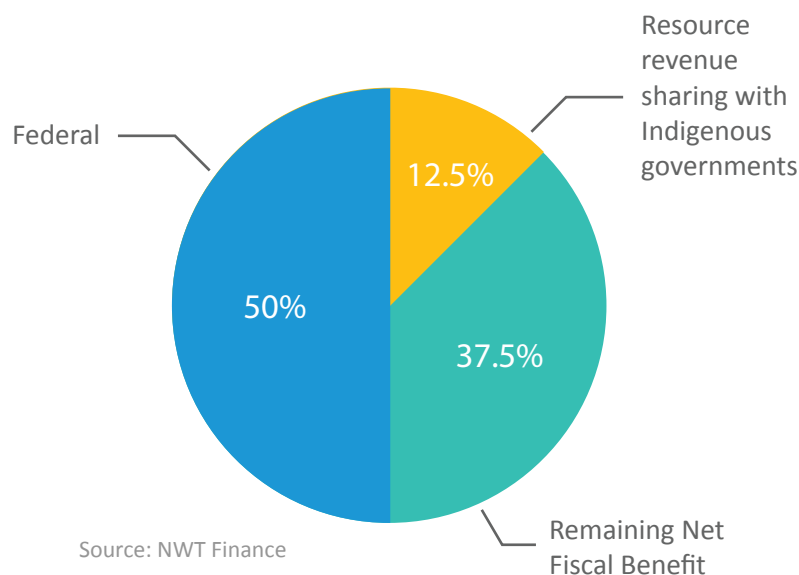
Allocation of Resource Revenue

The GNWT collects all NWT resource revenues and shares the resource revenues with the Government of Canada and Indigenous organization signatories to the Northwest Territories Land and Devolution Agreement. Under the Agreement, Canada receives 50 percent of all resource revenues, excluding land claim payments, which are paid out according to settled agreements and not part of NWT resource revenues. The other half of resource revenues is called the Net Fiscal Benefit (NFB) to the GNWT. A quarter of the NFB is dedicated to Indigenous governments, pursuant to the Northwest Territories Intergovernmental Resource Revenue Sharing Agreement. A quarter of the remaining NFB after sharing with Indigenous governments is saved in the Heritage Fund and the balance is dedicated towards infrastructure investments and debt repayment.



Revenue Distribution

The nine Indigenous organizations that were signatories to the Devolution Agreement received a total of \$5.5 million in 2015/16 and \$8.1 million in 2016/17. These amounts were allocated using the agreed-to formula based on population and cost of living factors.



NWT Gross Domestic Product (GDP)

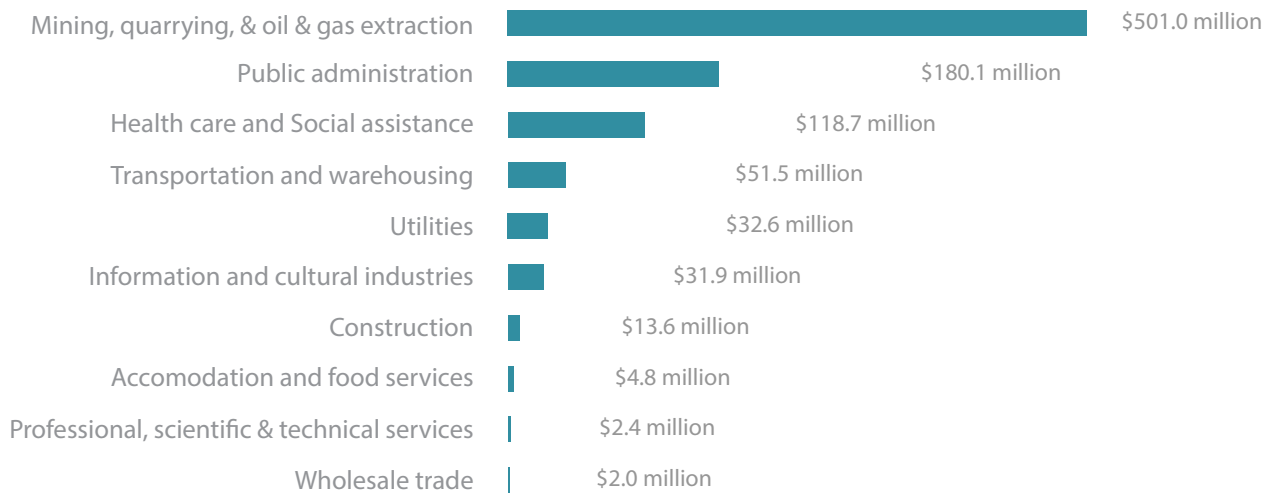
GDP is measured in real, or chained, 2007 dollars to account for inflation. The total value of the NWT GDP in 2016 was \$3.74 billion. Diamond mining contributed 17% of the total, or \$654 million.

Since 2010, the Diamond industry’s contribution to the NWT GDP has been stable, though it declined by \$22 million, from \$676 million in 2010 to \$654 million in 2016; representing a 3 percent decline.

The diamond mining industry also supports other business sectors in the NWT. Two notable sectors impacted by mining include construction and transportation. In 2016, these two sectors contributed an additional \$368 million and \$340 million respectively to the NWT GDP.

Since 1999, the diamond industry has contributed approximately \$10.7 billion to the NWT GDP or an average of \$597 million per year. During this time, diamond mining has been the largest direct contributor to the NWT GDP.

Private and Public Investments, Total Capital Expenditures



Mine Procurement and Employment

Since the signing of the first SEA in 1996, Ekati, Diavik, Snap Lake and Gahcho Kué have provided employment of approximately 25,776 NWT person years, and purchased over \$13 billion from NWT businesses.

As part of each SEA, developers make employment and procurement commitments to ensure Northerners benefit from resource activity. Both the Ekati and Diavik mines also have Northern Indigenous employment commitments.

The GNWT currently has six SEAs in place:

- DDC for the Ekati Diamond Mine, which also will apply to DDC’s Jay Project;
- Diavik Diamond Mines Incorporated;
- De Beers Canada Incorporated for the Snap Lake Mine;
- Mackenzie Gas Project;
- Canadian Zinc Corporation, for the Prairie Creek Mine; and
- De Beers for the Gahcho Kué Mine.

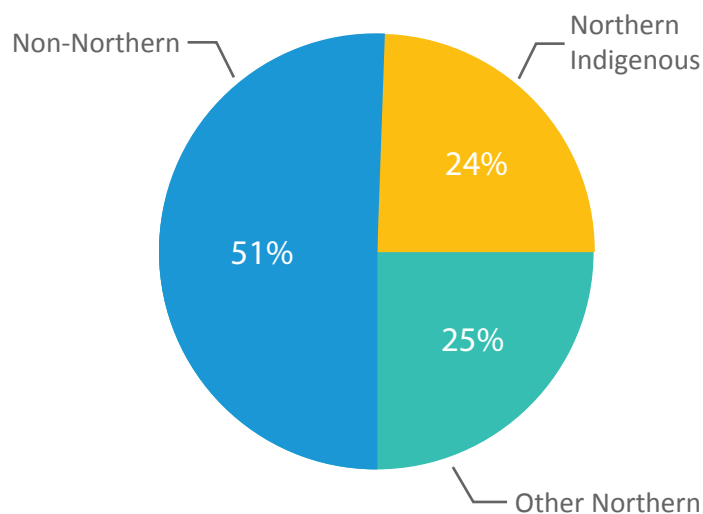
In 2017 there were three active mines Ekati, Diavik and Gahcho Kue and one mine the Snap Lake mine under Care and Maintenance.

SEAs set out and allow for the monitoring of developer and government commitments with the goal of maximizing benefits to NWT residents.

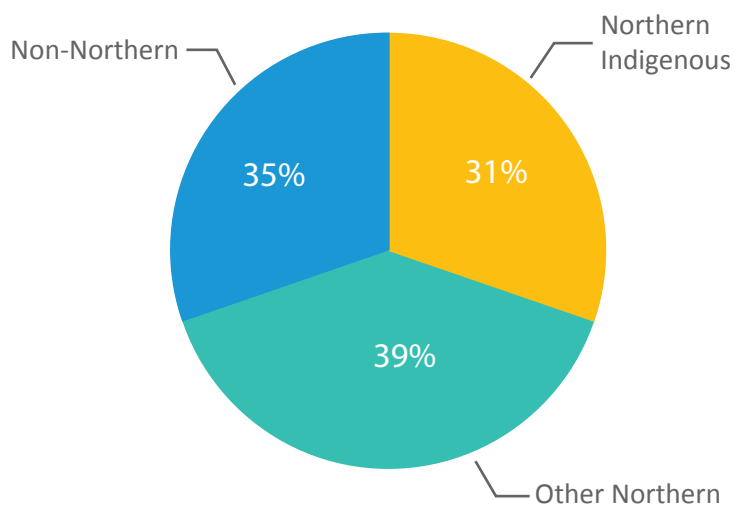
As part of each SEA, developers make employment and procurement commitments to ensure Northerners benefit from resource activity (see table below). Both the Ekati and Diavik mines also have Northern Indigenous employment commitments.

| Mine | SEA Commitment Targets | | |
|--------------------|------------------------|---------------------|-------------|
| | Employment | | Procurement |
| | Northern | Northern Indigenous | Northern |
| Operation Phase | | | |
| Ekati | 62% | 50% of Northern | 70% |
| Diavik | 66% | 40% of Northern | 70% |
| Construction Phase | | | |
| Gahcho Kué | 35% | N/A | 30% |
| Closure Phase | | | |
| Snap Lake | 60% | N/A | 70% |

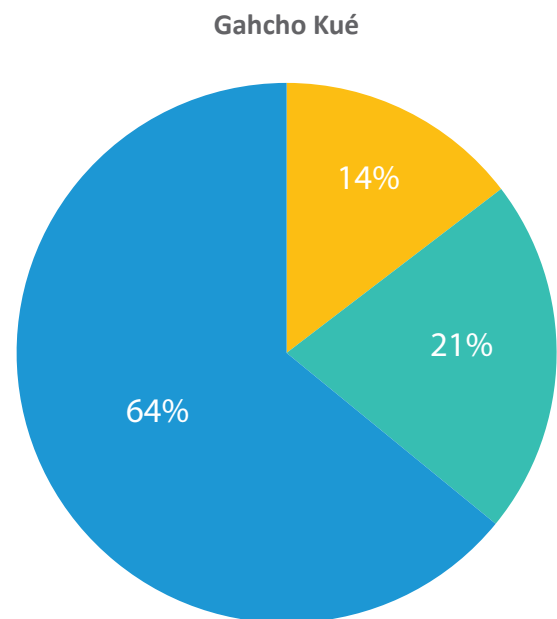
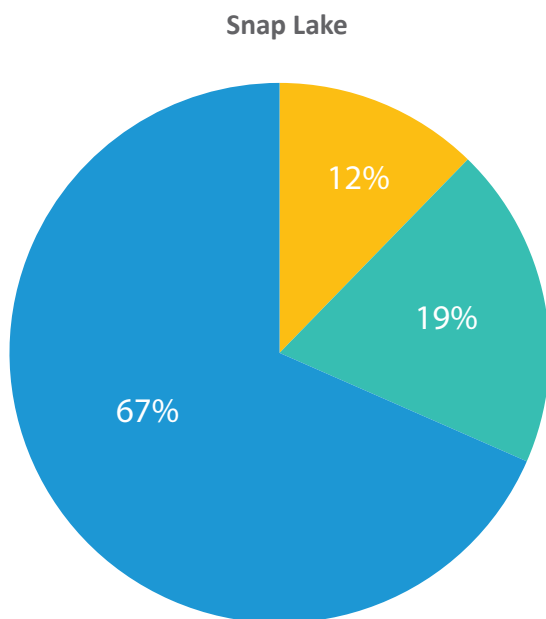
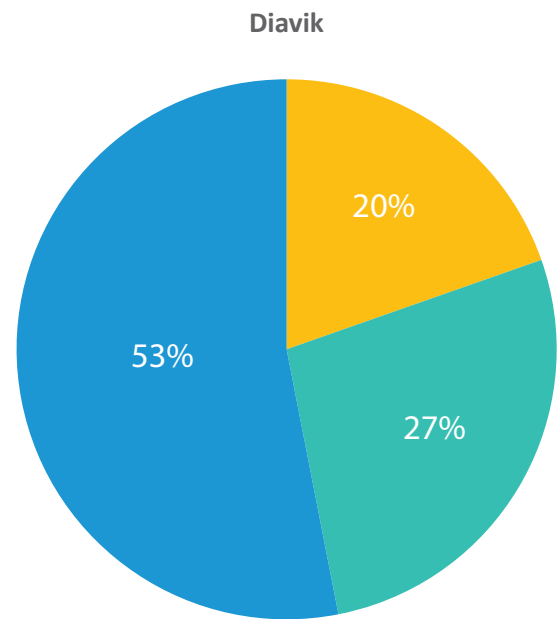
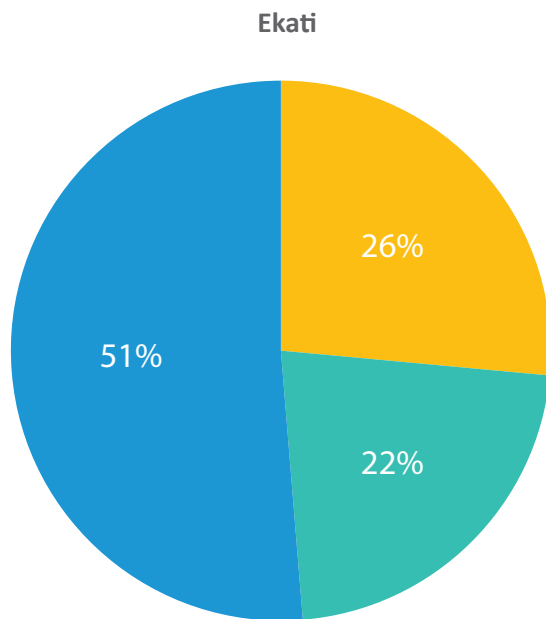
Cumulative Diamond Mine Northern Employment 1996 to 2016, inclusive (All Mine Life Phases)





Cumulative Diamond Mine Northern Procurement 1996 to 2016, inclusive (All Mine Life Phases)




Mine Employment Performance - 2016



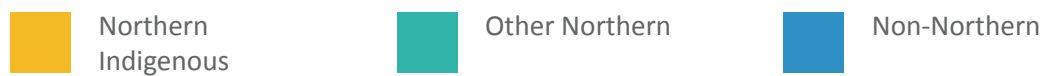
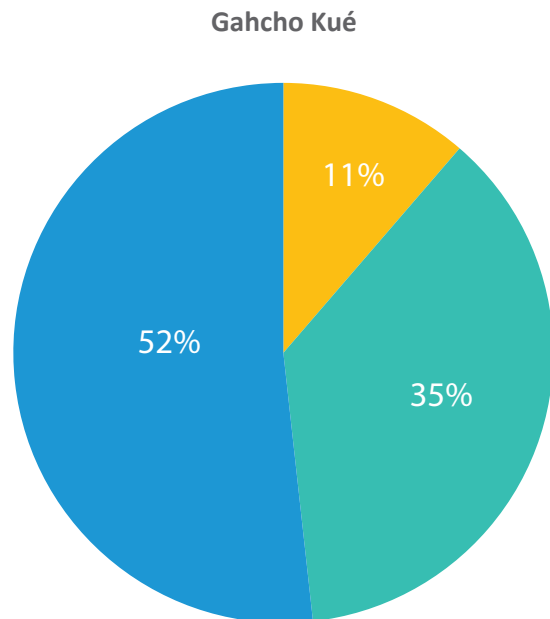
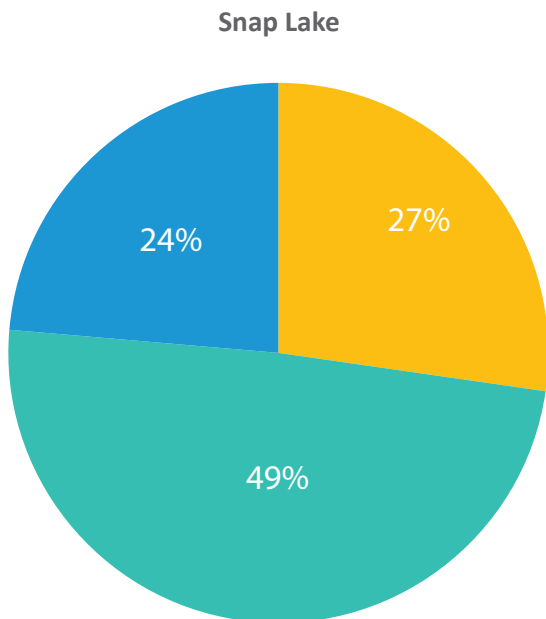
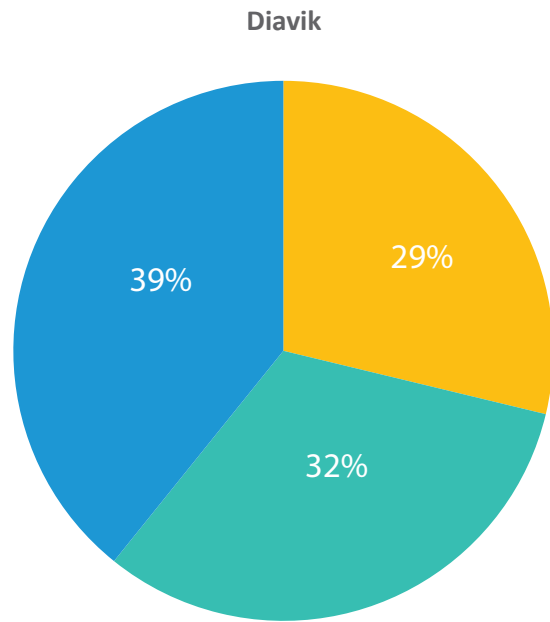
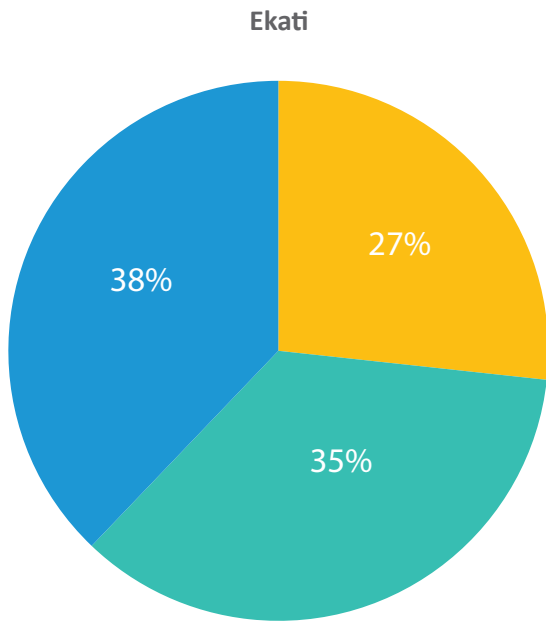
 Northern Indigenous

 Other Northern

 Non-Northern

Note: Percentages may not add up to 100% due to rounding errors

Mine Procurement Performance - 2016



Note: Percentages may not add up to 100% due to rounding errors

Housing

Resource development is often connected to a few specific housing issues. These include: housing demand, rate of homeownership, and the number of people residing in a house.

Core need is the primary national indicator for measuring housing demand. A household is in core need if they have an adequacy, suitability or affordability problem and do not have enough income to obtain appropriate housing. Adequacy problems refer to the condition of the dwelling and whether it requires major repairs. Suitability refers to overcrowding, when a home does not have enough bedrooms for the size and makeup of the resident household, according to National Occupancy Standard requirements. Housing is unaffordable if the people in a household pay more than 30 percent of their gross income on housing. If a household has any of these three problems, and its household income is below an income level calculated by the Northwest Territories Housing Corporation (NWT HC) called the Core Need Income Threshold (CNIT), then that household is in core need. The CNIT is the income needed in a particular community to own and operate a home or to rent in the private market without government assistance. The NWT HC updates the CNIT every two years to provide timely measurement of the true cost of shelter.

Core Need

Between 2009 and 2014 there was a downward trend in core need in the SLCs. Prior to this there had been an increase in core need from 2004 to 2009, which was preceded by a significant drop in core need between 1996 and 2004. For Yellowknife, core need increased from 1996 to 2000 but remained relatively unchanged from 2000 to 2009. In 2014, Yellowknife experienced an increase in core need.

Changes in income resulting from resource development can influence the housing market. As incomes increase, housing becomes more affordable, households have greater resources to make repairs or to obtain housing that is appropriate to their family size. Households are also better able to access financing for repairs and home purchases. Given the strong link between core need and income, the availability of mining employment opportunities and other employment from economic development is important to decreasing core need.

Statistics Canada reports tell us that the number of people employed in the resource industry dropped significantly in 2009 and onwards. This corresponds to the increase in core need that was reported in the 2009 NWT Community Survey. In 2012 the NWT Bureau of Statistics reports that there was an increase in employment across the Northwest Territories, which could have an impact on both the level of homeownership and the decrease of core need in 24 communities within the NWT.

Public Housing Rent Scale

As a result of extensive consultations as part of the development of its strategic framework, Building for the Future: Northern Solutions for Northern Housing (2012), the NWT HC revised its public housing rent to address a perceived disincentive to work. The previous rent scale was viewed as a major contributor to creating dependency on government and providing a disincentive to work for territorial residents who reside in public housing.

The introduction of income ranges to assess household income ensures that tenants will have the ability to earn extra income without necessarily having their rent increase. This addresses the concern brought forward by some that an increase in income would be clawed back through increases in rent. The income ranges and their corresponding rent levels are shown in the table below.

| Monthly Income | Monthly Rent | | |
|-------------------|--------------|---------|---------|
| | Zone A | Zone B | Zone C |
| < \$1,667 | \$80 | \$75 | \$70 |
| \$1,667 - \$2,499 | \$160 | \$150 | \$140 |
| \$2,500 - \$3,749 | \$365 | \$345 | \$325 |
| \$3,750 - \$4,999 | \$610 | \$580 | \$555 |
| \$5,000 - \$6,674 | \$890 | \$845 | \$790 |
| \$6,675 - \$8,333 | \$1,295 | \$1,230 | \$1,155 |
| \$8,334 or More | \$1,625 | \$1,545 | \$1,445 |

Zone A Communities: Yellowknife, Hay River, Fort Smith, Inuvik, Norman Wells, Fort Simpson

Zone B Communities: Detah/Ndilò, Hay River Reserve, Enterprise, Behchokò, Fort Liard, Fort Providence, Kakisa, Jean Marie River, Nahanni Butte, Fort Resolution, Gamètì, Whatì, Trout Lake, Wekweètì, Wrigley

Zone C Communities: Fort McPherson, Tsiigehtchic, Tulita, Łutselk'e, Aklavik, Tuktoyaktuk, Deline, Fort Good Hope, Paulatuk, Sachs Harbour, Ulukhaktok, Colville Lake

Ownership

Since 1986, homeownership increased in Yellowknife until 2004 and then experienced small declines to 2014. In the SLCs the homeownership pattern has had slight variations but remained somewhat constant. There was a steady increase of people owning homes in the other NWT communities from 1986 to 2001 with the rate remaining relatively unchanged to 2014.

Changes in household incomes may also provide some explanation for shifts in homeownership levels. In general, rising income levels lead to increases in homeownership rates. The availability of government homeownership programming, access to bank financing in smaller communities and lower interest rates also impact homeownership levels. Another factor that may have an impact on the social housing market is that in 2012 the NWT HC revamped many of its programs to make them more accessible. The NWT HC provides assistance to construct or purchase homes, as detailed below.

Family and household structures are experiencing change across the NWT. In the last 10 years, the number of occupied dwellings has grown faster than the population. Houses have fewer people living together as part of a single household. Values, family composition, what people want, what houses are ready for use and household income are all factors that help to shape the demand and supply of housing.

Purchasing a Housing Unit

The NWT HC provides assistance to construct or purchase homes. In Zone A, this assistance can be up to 5 percent of the purchase/construction price; Zone B, up to 48 percent; and Zone C, up to 55 percent. Additionally, Public Housing tenants interested in purchasing their units can receive a discount of \$25,000 on the calculated value of their unit. The NWT HC also has a rental program that prepares renters to be homeowners. Participants in this program can receive an equity contribution of up to \$20,000 to purchase a unit. For further information on this, interested tenants/applicants should contact their local community housing organization or District Office.

SEA Senior Officials Meeting Summaries

Three senior official meetings were held in 2017, in accordance with the Socio Economic Agreements that exist between the Government of the Northwest Territories (GNWT) and the NWT's three operating diamond mines. These meetings provide an opportunity for parties to discuss matters relating to labour, training, and procurement; in consideration with targets and commitments identified in the respective SEAs.

Diavik Mine (operated by Diavik Diamond Mines)

In 2016, 47% of Diavik's employees were Northern (with 20% Northern Indigenous).

Sixty-one per cent of Diavik's expenditures were procured from Northern businesses (27% of which was spent with Northern Indigenous companies).

In partnership with SAIT Polytechnic and Aurora College, Diavik has developed a Northern Leadership Development Program for its operations and contractors. The GNWT has requested information on health and wellness initiatives being offered at the mine site as well as work that the company is undertaking to support community health and wellness projects.

Gahcho Kué (De Beers Diamond Mine)

In 2016 Gahcho Kué exceeded targeted hiring commitments during its construction phase; maintaining a rate of 22% Northern employment as the mine entered into operation.

DeBeers and GNWT officials discussed health and wellness activities at the Gahcho Kué mine and commitments made to promote and support health and wellness both at the site and in local communities. Health and wellness liaisons will continue to meet to discuss potential areas of concern and identify opportunities for both parties to work together in support of greater health and wellness in both locations.

Ekati Mine (Dominion Diamond Corporation)

In 2016, 49% of the mine's employees were Northern (with 26% Northern Indigenous). Sixty-two per cent of Ekati's expenditures were procured from Northern businesses (43% was spent with Northern Indigenous companies).

Dominion Diamond maintains its Ekati Plus program which invests in community projects. Dominion Diamond has 61 employees and contractors in various stages of apprenticeship, 84% of which are Northern (63% are Northern Indigenous).

Officials from the GNWT and the Dominion Diamond Corporation discussed the stress of Northerners and their families working at the Ekati mine, ways in which the mine can support employee mental health - and supports available in communities. The parties will schedule follow-up meetings to continue this discussion.

Socio-Economic Engagement Meetings

In 2017, meetings were held jointly by the GNWT and the NWT's diamond mines with the following governments and/or organizations:

- Northwest Territory Metis Nation
- Łutselk'e Dene First Nation
- Tłıchǫ Government
- Deninu Kue First Nation
- Native Women's Association of the Northwest Territories
- Yellowknives Dene First Nation

Offers to meet were also extended to the North Slave Metis Alliance.

These meetings provided an opportunity for both GNWT and mining representatives to report on the ongoing monitoring and implementation of individual Socio-Economic Agreements (SEA). Additionally, they offered an opportunity for local representatives to provide feedback and voice concerns.

Discussion topics during engagement meetings included:

- Procurement
- Education and training
- Employment
- Promotion, awareness and information sharing
- Reporting and logistics
- Safety
- Increased participation of women in mining

The following themes and topics were raised and discussed in this year's engagement meetings:

Community members expressed their desire for increased support, particularly financial support, for adults seeking to upgrade their education and pursue further postsecondary education and training opportunities.

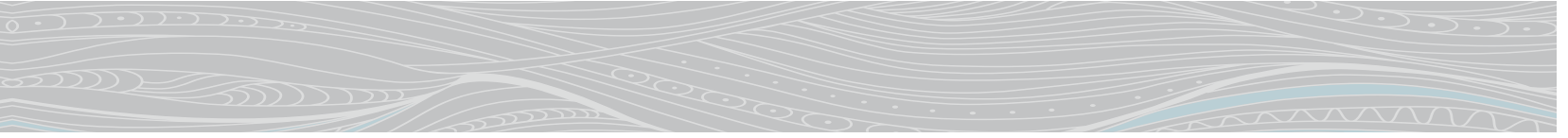
In response to concerns about student achievement, ECE's Education Renewal Initiative was highlighted as a means to address student needs. This Education Renewal Initiative is focussed on improving outcomes for students through a number of programs including:

- The development of the Our Languages Curriculum
- The Northern Distance Learning Program
- Elders in Schools Program
- Strengthening Teacher Instructional Practices
- Safe Schools and the Territorial School Code of Conduct

The idea of mine-sponsored apprenticeship and training opportunities to be held in communities was discussed. Benefits would include the potential for cost sharing between mines and spin off benefits for the community - including increased workforce capacity and the completion and retention of the community projects on which apprentices are trained.

A request was made for a workshop between Indigenous stakeholders, the GNWT and mine representatives to discuss the challenge of hiring candidates with criminal records.

Community employment officers, sponsored by mines, were suggested as means to help Northerners navigate the barriers they face in securing jobs with mines.



It was suggested that the manner in which jobs are currently advertised may be causing Northerners to screen themselves out of applying for jobs.

Concerns were raised by both community members and leaders regarding a lack of employment opportunities and the challenges that exist to have the right training for jobs as they become available.

Mining companies expressed that they are willing to train and prepare people to join and move up in their organizations.

ECE highlighted a number of initiatives designed to help close the skills gap, including:

- access to current labour market information and in-demand jobs;
- The Skills4Success Initiative
- The Apprenticeship, Trades and Occupations Certification Strategy
- The Small Community Employment Supports Program

Community representatives expressed a need for increased participation from mine representatives in local career fairs.

Support was expressed for GNWT investments that allowed indigenous representatives to participate in the Association for Mineral Exploration's Roundup.

The GNWT was asked to share information regarding its Introduction to Prospecting courses with communities and groups listed in the SEAs.

Mines were asked to increase their promotion of the mining industry and potential jobs in NWT schools. It was suggested that job descriptions be made available to advance awareness of the skills and training required for jobs in the mining industry.

Mines were encouraged to include community-specific numbers for mine-site apprenticeship and training positions in future reporting.

Indigenous leadership and community members raised concerns regarding community cancer rates and inquired about the possibility of including community cancer rates in monitoring and reporting. The Department of Health and Social Services already reports on cancer rates in the NWT. The most recent publication is available at:

http://www.assembly.gov.nt.ca/sites/default/files/td_61-175.pdf.

Community cancer rates can be made available upon request.

The Chief Public Health Officer (CPHO), deputy and epidemiologists have accepted many invitations from communities to participate in Cancer Sharing Circles, Healthy Living Fairs and other events to talk about cancer incidence, causes of cancer, early detection and prevention of cancer. The Office of the CPHO will continue to ensure that personnel are available to attend meetings with communities to respond to community concerns.

There is an expressed desire for mines and Indigenous groups to take a proactive approach to addressing safety issues. It is felt that workers need a greater understanding of how they can voice their concerns regarding unsafe work.

There is interest in completing a survey of women on site to better understand how more women can be encouraged to participate in mining - and what is needed for them to advance. Challenges were expressed in women advancing in the mining industry. A desire for more effort and work by GNWT and the mines to promote and empower women in mining.

Glossary | Words to Know

Crimes

Violent Crimes - Offences under the *Criminal Code*, such as homicide, attempted murder, assault and sexual assault.

Property Crimes - Offences under the *Criminal Code*, such as non-violent theft, breaking and entering, fraud, and possession of stolen goods.

'Other' *Criminal Code* crimes - Offences under the *Criminal Code*, such as probation or bail violations, prostitution, illegal gambling, and arson.

Other Federal Statute crimes - Offences not under the *Criminal Code*. These can include offences under the *Controlled Drugs and Substances Act*, *Firearms Act*, among others.

Employment Rate

The percent of people aged 15 and older who have jobs.

Labour Force

Those people 15 years of age or older who are working or who are actively looking for work, laid off for a time and thought to return to work, or those who have made some plan to start a new job.

Participation Rate

The percent of people, 15 years of age and older, who are in the labour force.

PYLL - Potential Years of Life Lost

PYLL is found by taking away the age at which a person dies from an average life span that is 75 years of age. For instance, a person who died at age 65 would have a PYLL of ten (found by: $75 - 65 = 10$).

A person who died at age 20 would have a PYLL of 55 (found by: $75 - 20 = 55$).

The PYLL of an entire group of people is the sum of all the years of life lost by those who died before reaching the age of 75.

Single-Parent Families

Single-parent families have a parent at home with no spouse or common-law partner. They also have at least one child who has never been married and who lives in the home.

Socio-Economic

Socio-economic impacts include social, economic, and fiscal impacts. Social impacts can be sorted into two groups: demographic and socio-cultural.

Demographic Impacts: changes in people, such as the population, the number of men and women, how old everyone is, migration rates, and the services required by each group.

Socio-cultural Impacts: changes in social structures, the way people organize, relationships, and in culture and value systems such as language or beliefs.

Economic Impacts: change in the number of people with jobs, how much money they make, and how much business occurs.

Fiscal Impacts: the economic consequences of development for government organizations.

Unemployed

The number of people who, in the week prior to the survey:

- were without work, had actively looked for work in the last four weeks, and were ready to work; or
- had been laid-off for a time and thought they would soon return to their job; or
- had sure plans to start a new job in the next four weeks.

Unemployment Rate

The percent of the labour force that is without jobs but that is looking for work.

Appendix A

Company Predictions of Mine Activity

Below are predictions made by BHP, Diavik and De Beers about the possible impacts on the NWT from each of their projects. These statements are quoted from material submitted for the environmental assessment of each project. In the case of the BHP predictions, the Ekati Mine was sold to Dominion Diamond in 2012.

| Company Predicted Impact | |
|---|---|
| Community, Family and Individual Well-Being | |
| BHP | <p>"...project employment could aggravate existing social problems by increasing stress and related alcohol abuse, by alienating people from traditional lifestyles and by increasing the pace of change in communities already having difficulty dealing with change."</p> <p>"Small communities with less wage employment experience, particularly industrial employment, will be more affected by internal factors that determine their ability to handle change...even a half dozen people working directly for the project could increase total community personal income by as much as 15 percent. The impacts in these communities will be in direct relationship to a community's ability to cope with rotational employment absences and spending of new wage employment dollars."</p> |
| De Beers | <p>De Beers noted that expansion of the wage economy into communities, through the development of the Snap Lake Diamond Project, may exacerbate certain pre-existing dysfunctional conditions in the communities. It clarified this was a reference to substance abuse, drug addiction, suicide rates, teen pregnancy, fetal alcohol effect and fetal alcohol syndrome, sexual abuse, HIV/Aids, and Hepatitis C.</p> <p>"Job training programs may provide incentives to enrol in substance abuse and alcohol addiction treatment. This, in turn, may have long-lasting physical and mental health benefits to the individual being treated."</p> |
| Diavik | <p>"An inflow of single transient workers, and students involved in rotational employment may bring an element of instability to, and affect the human health of, the community."</p> <p>"Increased disposable income spent on alcohol and drugs may worsen human health conditions of individuals, families and the community."</p> <p>"The Diavik Diamonds Project, while offering benefits, could potentially add to the complexity of human health issues in the communities."</p> |
| BHP | <p>The Environmental Impact Statement (EIS) talked about indirect impacts of employment "resulting in greater family violence and family breakdown".</p> <p>"The 'at work' rotation is well below the length of time at which a measurable deterioration in worker... morale and family relationships begins (21 days)..."</p> |
| De Beers | <p>"Expansion of the wage economy into communities, through the development of the Snap Lake Diamond Project, may exacerbate certain pre-existing dysfunctional conditions in the communities." De Beers clarified this was a reference to, among other things, teen pregnancy.</p> |
| Diavik | <p>"Respecting ... rotation work and associated absenteeism from home, there would likely be a period of personal and family adjustment lasting about two years. Potential effects could include additional demands on family and social services and protection services."</p> |
| Single-Parent Families | |
| BHP | <p>"Absence from home for two weeks at a time could have an impact on marriages ... Stress caused by a number of factors – need for money, separation, suspected infidelity, are major causes of marriage breakdown. With a rotational work system, marriages are likely to experience some of the stress of separation. At the same time, the availability of jobs may relieve some financial stress."</p> <p>"... Rotational shift work ... could create marital pressure for families not used to separation. Studies indicate that 68 percent of the Canadian long distance commuters work force are married (includes non Indigenous people as well); however, the number of divorced employees is double that of the general public."</p> |
| De Beers | <p>"...families may break up as the educated or skilled family members go elsewhere to seek employment."</p> <p>"There is increased risk of marital and family breakdown associated with stop-overs in Yellowknife as some employees (mostly male) engage in extra-marital affairs."</p> |
| Children Receiving Services | |
| BHP | <p>In the 1995 EIS potential effects on human health resulting from identified causes included: "... an increase in social disruption with potential strain on policing and social services ..."</p> |

| | |
|----------|---|
| De Beers | <p>“Wage employment for an individual may result in a decline in reliance on social services, and a corresponding improvement in family relationships.”</p> <p>“If many individuals and families are coping poorly with the adjustments, the demands for rigorous and relevant support services will increase. Such support mechanisms may include marital/relationship counselling, child care services.”</p> |
| Diavik | <p>“Experience from previous northern projects indicates that new employees with large pay cheques tend to “blow” their money on alcohol first, taper off, and then spend more money and time on the home and family (Chenard 1979). Marriage and family problems caused by alcohol and absenteeism from home are prevalent in the younger generation and would place a short-term demand on counselling and protection services.”</p> <p>“There would be an initial period of adjustment for employees and families ... During the adjustment period there may be increased demand for protection services.”</p> |

Family Violence and Other Crimes

| | |
|----------|--|
| BHP | <p>There may be “negative impacts of increased income such as alcohol and drug abuse, resulting in greater family violence and family breakdown.”</p> <p>“... social problems existing within the Indigenous communities may be compounded by an increase in wages. Additional expendable income can lead to alcohol and drug abuse and intensify existing problems such as violence.”</p> |
| De Beers | <p>“In family situations where conflict, violence or other domestic problems are already present such issues may be exacerbated by the demands of the rotation schedule, resulting in increased social dysfunction and instability.”</p> <p>“... in families with frequent conflict between spouses, decisions concerning the use of income may exacerbate conflict. Children may also be directly affected as victims of family violence and conflict.”</p> |
| Diavik | <p>“... income and absence due to rotational employment may result in... family conflict.”</p> |
| BHP | <p>“If alcohol and drug abuse (and crime that results from these abuses) increase, ... additional law enforcement personnel would be required. ... if the ‘fast buck’ businesses converge on larger centres, particularly Yellowknife, policing agencies may have to deal with more fraud.”</p> <p>“Yellowknife is the most likely centre to experience an increase in drug trafficking. ... Since many NWT residents employed by the project will have to pass through Yellowknife on their way home, there is a possibility that readily available drugs may be purchased and carried to smaller communities.”</p> <p>“... if alcohol consumption increases, crime (particularly assaults) could increase.”</p> <p>“... social problems existing within the Indigenous communities may be compounded by an increase in wages. Additional expendable income can lead to alcohol and drug abuse and intensify existing problems such as violence.”</p> |
| De Beers | <p>“As individuals and families try to cope with the lifestyle changes imposed by the rotational work schedule, the social fabric (i.e., relationships and support systems) of communities will be affected. Community members at large may suffer from the effects of friends, extended family, or neighbours resorting to substance abuse or alcoholism when dealing with emotional issues, living in high conflict or violent home situations, or neglecting community and family responsibilities. Social capacity or stability may decrease.”</p> |
| Diavik | <p>“Respecting ... rotation work and associated absenteeism from home, there would likely be a period of personal and family adjustment lasting about two years. Potential effects could include additional demands on... protection services.”</p> <p>“Employment, income, transportation and closure have the potential of affecting local protection services.”</p> |

Housing

| | |
|----------|---|
| BHP | <p>“Regular income can improve the standard of living of both individuals and communities. People with regular incomes can purchase/build their own homes, relieving some of the stress on housing in many communities. They can purchase more goods ... and not only relieve stress of impoverished lifestyle, but circulate their dollars through the local economy to assist in overall improvements in the standard of living.”</p> |
| De Beers | <p>“With a consistent monetary income, individuals will have a greater level of security in providing for basic material needs, such as food, housing, or clothing.”</p> |
| Diavik | <p>“Employment income and associated economic changes should enable residents of study area communities; [sic] particularly the smaller Dene, Métis and Inuit communities to privately purchase or rent houses.”</p> |

Cultural Well-Being and Traditional Economy

| | |
|----------|--|
| BHP | <p>The impact of the project on traditional Indigenous lifestyle / culture was predicted to be negative but small.</p> |
| De Beers | <p>[for Indigenous workers] “... impacts are primarily associated with... functioning in a pre dominantly non-Indigenous work environment and culture.”</p> <p>“The limited amount of time in the community may limit individuals’ ability to pursue Indigenous traditional activities, which impacts on individuals’ lifestyle and the maintenance of a cultural identity.”</p> <p>“The family as a whole will also be affected by the limited time available to engage in traditional activities with all family members present. This may complicate efforts to maintain cultural traditions and identity.”</p> |

| | |
|--------|--|
| | "It is not possible to predict with reasonable certainty whether individual and community involvement mining activities will negatively or positively impact on the subsistence economy in communities." |
| Diavik | "... the context for expression important to the survival of Indigenous languages could change." "Employment at the mine site in an English only environment may pose a risk to Indigenous languages. The presence of other Indigenous language speakers at the mine site and the opportunity for Indigenous workers to reside in their home communities may reduce this risk." "... wage based activities may erode... Dene, Métis and Inuit culture." "Out-migration from smaller Indigenous communities affect[s] community organization and weaken[s] culture." "Industrial work may erode traditional harvesting practices." "Possible in-migration of job seekers to Yellowknife may change... harvesting patterns... Conflicts resulting from increasing competition for land and resources may alienate traditional land users from important harvesting activities." "The renewable resource economy of study area communities should benefit from the proposed Project as more harvesters would have money to purchase equipment and supplies needed for harvesting activities." |

Non-Traditional Economy

Average Income

| | |
|----------|---|
| BHP | "Project-generated employment could increase NWT wage income by three percent per year in the construction phase and five percent per year in the operations phase assuming 1995 employment levels. Indigenous communities and Coppermine could experience substantial increases in earned income in both the construction and operations phase." "The project could also cause an increase of total earned income in these [Indigenous] communities by over 33 percent." "Induced employment from household respending of NWT Diamonds Project direct and indirect employment dollars could generate an additional 155 jobs in the NWT. Annual income for these jobs will be approximately \$5 million." |
| De Beers | "Job opportunities will largely accrue to the primary communities with the result being changes in the economic circumstance of many families of those communities as well as the communities themselves." During construction, "Total labour income impact for the NWT is estimated at some \$102 million." "Annual labour income impacts for the NWT in the operations phase are estimated at some \$81.2 million." |
| Diavik | "Employment and income effects associated with the proposed project are positive, long lasting, and complementary to northern and Indigenous aspirations and needs." "The construction phase is ... projected to increase labour income in the NWT by \$182 million (all values are presented in constant 1997 dollars). ... operation of the proposed Project will also increase labour income in the local study area by \$27 million..." |

Proportion of High-Income Earners

| | |
|----------|--|
| BHP | "In smaller communities, mine wage employment could widen the gap between 'haves' and 'have nots' in the community." |
| De Beers | "In communities where employment opportunities remain limited to those created by the Snap Lake Diamond Project, community divisions and fractions may arise between 'have' and 'have-nots', which may exacerbate other social problems in the community." |
| Diavik | "Project workers of Indigenous ancestry seeking residency in Yellowknife, N'dilo and Detah may be more affluent than other Indigenous people. In small communities such as N'dilo and Detah this situation could increase the gap between the 'have' and 'have nots' resulting in stresses to interpersonal and family relationships." |

Income Assistance Cases

| | |
|----------|---|
| BHP | "In the study area Assuming that 400 people would no longer need social assistance, this could mean a \$1.4 million annual savings..." |
| De Beers | "As the household income level is increased for families reliant on welfare, the family will no longer be eligible for welfare assistance." |
| Diavik | "Other benefits of the proposed Project would include ... a fall in social assistance ... payments as more NWT residents gain employment." |

Employment Rate

| | |
|----------|--|
| BHP | "... the NWT Diamonds Project will have a significant impact on... communities that... fail to benefit from other major industries... While Yellowknife... will be a major beneficiary... of new jobs, the smaller First Nations communities, as well as Coppermine and Hay River, can also expect significant employment benefits." |
| De Beers | "... the Project will create 450 construction jobs and in excess of 500 jobs in the operation of the mine facility. Job opportunities will largely accrue to the primary communities..." |
| Diavik | "Cumulative employment and income effects associated with the proposed Project would be positive, long lasting, and complementary to northern and Indigenous aspirations and needs and should address one of the most pressing issues in the study area communities – lack of employment and business opportunities." |

Unemployment Rate

| | |
|----------|--|
| BHP | "Hiring by the project is expected to reduce unemployment in Indigenous communities from almost 40 percent to 30 percent." |
| De Beers | "Through the creation of direct, indirect and induced employment opportunities, it is expected that the rates of unemployment will be reduced in Yellowknife, other primary study communities and the employment catchment communities." |
| Diavik | "The proposed Project would ... contribute to a reduction in unemployment..." |

Participation Rate

| | |
|--------------|--|
| BHP/De Beers | Neither BHP nor De Beers referred to the participation rate. However, statements on employment and unemployment imply the participation rate would increase. |
| Diavik | "The proposed Project would ... contribute to ... an increase in participation rates." |

Education

| | |
|----------|---|
| BHP | <p>"Employment possibilities with the NWT Diamonds Project can provide an incentive for people to stay in school, if only to attain the education level required for apprenticeship positions."</p> <p>"Government, community and Proponent sponsored 'stay in school' programs will encourage more young people to complete at least Grade 10."</p> |
| De Beers | <p>"The opportunity for future wage employment may also motivate unqualified individuals to upgrade their educational level and general life skills to meet project standards for employment eligibility."</p> <p>"It is possible too, that individuals participating in training or educational programs will inspire other family members to improve their educational level or join in various skills development programs."</p> <p>"The achievement of a certain level of education and skills may, in the longer run, spur demands for further education and training programs..."</p> |
| Diavik | "Diavik initiatives would contribute to the development of able and skilled employees, the support and encouragement of future employees, and the reduction of employment barriers. Through proposed education and training initiatives, opportunities for all northerners would increase..." |

Business

| | |
|----------|---|
| BHP | <p>"... exploration activity has allowed businesses to start the expansion required to adequately service an expanded northern mining industry, and has added to the local supply of service and retail operations... Positive impacts far outweigh negative impacts in Yellowknife, since a project such as the NWT Diamonds Project is needed if Yellowknife is to continue to grow and prosper."</p> <p>"On the economic side, the impacts [for First Nations communities] would be positive. Increased dollars in the economy could foster the expansion of existing businesses or the start-up of new businesses, particularly in the retail and personal services area. In turn this could generate more employment and wage income."</p> |
| De Beers | <p>"If financial and human resources are spent in the community to provide basic education and skills training, but no support is provided to use these skills for local business initiatives... economic development at the community level will not occur."</p> <p>"Given that the mine is a major development project, it is expected to be a catalyst for benefiting Indigenous and northern business."</p> |
| Diavik | <p>"Tourism services and infrastructure may improve and expand, particularly in the smaller Dene, Métis and Inuit study area communities..."</p> <p>"... initiatives could result in the expansion of existing businesses, the creation of new businesses..."</p> <p>"Use of the rail system to transport goods and fuel will have a positive affect... its continued use would enhance Hay River and Enterprise as northern gateway communities."</p> <p>"Anticipated increases in economic activity should stimulate local economies and support their development."</p> |

Net Effect on Government

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| BHP | "Annual costs to the federal and territorial governments due mainly to the 1,000 people moving to the NWT as a result of the NWT Diamonds Project are expected to be \$4 million and \$10 million, respectively. Offsetting these costs is a potential \$3 million annual savings in social assistance and subsidy payments as a result of increased employment..." |
| De Beers | "If many individuals and families are coping poorly with the adjustments, the demands for rigorous and relevant support services will increase." |
| Diavik | "Other benefits of the proposed Project would include a reduction in government expenditures due to a fall in social assistance and unemployment payments." |

Sustainable Development

Secondary Industry

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| BHP | "... final cleaning and sorting of rough diamonds ... is most likely to be Antwerp in Belgium." |
| De Beers | During the environmental assessment of the De Beers Snap Lake Project, De Beers indicated that it would support GNWT efforts to develop a secondary industry. |

Appendix B

Industrial, Social & Political Events

| Date | Event |
|-------------|---|
| Oct 1996 | The GNWT signed an SEA with BHP Billiton for the Ekati Project. |
| 1997 | Royal Oak Mines laid off about 40 workers at Giant Mine. |
| 1997 - 2003 | Miramar Con Mine laid off about 120 workers. Licences were issued for oil and gas exploration. This started with the Sahtu in 1997, then Fort Liard and the Beaufort Delta Region. The size of rights issued increased as each new area was opened for exploration. |
| Jan 1997 | Policy changes called "Productive Choices" took effect and changed how and to whom income assistance is given. Ekati Mine construction began. |
| Dec 1997 | Royal Oak Mines closed Colomac Mine. |
| Jan 1998 | Lupin Mine (Nunavut) entered care and maintenance status, laying off about 500 workers. |
| May 1998 | Miramar Con Mine halted operations in labour strike. |
| Oct 1998 | Ekati Mine began commercial operations. <i>NWT Child and Family Services Act</i> came into effect. The number of children receiving services may have increased due to this Act. The new Act created a plan of care agreement as a new way to provide services to children. Under a plan of care agreement, children could still be living in their parents' home but receive services from the Department of Health and Social Services. This was not an option under the old Act. Since the new Act came into force, parents have been more inclined to seek services for their children or family, now that they do not have to give up parental rights. Since the new Act, most of the increase in children receiving services has been from children who are living at home. Of these, most service agreements were voluntary, not court-ordered. |
| 1999 | Royal Oak Mines entered receivership. Mine transferred to AANDC. |
| Feb 1999 | BHP sorting and valuation facility opened in Yellowknife. |
| Apr 1999 | Territory of Nunavut created. |
| Jun 1999 | Sirius Diamonds opened a cutting and polishing facility in Yellowknife. |
| Jul 1999 | Miramar's Con Mine labour strike ended and operations resumed. |
| Oct 1999 | The GNWT signed an SEA with Diavik Diamond Mines for the Diavik Project. |
| 2000 | Giant Mine operations began again on a smaller scale, with less than 100 employees. A government-wide coordinated effort called Maximizing Northern Employment started. Its purpose was to build partnerships with Indigenous governments and the private sector. |
| Mar 2000 | Deton'Cho Diamonds opened a cutting and polishing facility in Yellowknife. |
| Apr 2000 | Lupin Mine operations began again with a smaller workforce. |
| Dec 2000 | Diavik construction began. Arslanian Cutting Works opened a cutting and polishing facility in Yellowknife. |
| Early 2002 | Ekati Mine opened Koala North pit for underground mining. |
| 2003 | Tiffany & Co. opened a cutting and polishing facility in Yellowknife under the name Laurelton Diamonds. |
| Jan 2003 | Diavik Mine started production. |
| Apr 2003 | Federal <i>Youth Criminal Justice Act</i> came into effect. |
| Aug 2003 | Operations suspended at Lupin Mine (Nunavut), affected about 305 employees. |
| Nov 2003 | Miramar closed Con Mine. |
| Apr 2004 | NWT <i>Youth Justice Act</i> came into effect. |
| May 2004 | The GNWT signed an SEA with De Beers Canada for the Snap Lake Project. |

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| Feb 2005 | De Beers Canada began construction of Snap Lake Diamond Mine. |
| Apr 2005 | NWT <i>Protection Against Family Violence Act</i> came into effect. |
| Aug 2005 | Tłı̄chǝ Land Claim and Self-Government Agreement effective date. |
| Early 2006 | Ekati Mine opened Panda pit for underground mining. |
| May 2006 | Canada Dene Diamonds closed. |
| 2007 | A new model for income assistance was created. |
| Jan 2007 | The GNWT signed an SEA with Imperial Oil Resources Ventures, ConocoPhillips Canada, and Shell Canada Energy for the Mackenzie Gas Project. |
| Oct 2007 | De Beers Snap Lake Mine officially opened. |
| Late 2007 | Ekati Mine opened Koala pit for underground mining. |
| Jun 2008 | De Beers Snap Lake Mine began commercial operations. |
| Oct 2008 | Crossworks Manufacturing Ltd. opened a diamond processing factory in Yellowknife. |
| Nov 2008 | GNWT Ministers of Education, Culture and Employment and ITI, and representatives from BHP, Diavik and De Beers signed a Memorandum of Understanding to address Northern workforce attraction and retention issues. |
| Late 2008 | Global credit crunch and economic downturn occurred. A number of projects and contracts are postponed or cancelled. Job losses increased. |
| Early 2009 | Global economic downturn led to reduced demand for diamonds. In response, Diavik and De Beers each planned two six-week temporary shutdowns in the summer and winter. Only the summer shutdown took place for each mine. |
| Nov 2009 | Diavik announced plans to hire 150 new employees. Soon afterward, De Beers announced plans to hire 175 new employees. |
| Dec 2009 | Arslanian Cutting Works and Polar Bear Diamond Factory closed. |
| Apr 2010 | Responsibility for the Public Housing Rental subsidy program was transferred back to the NWT HC from the Department of Education, Culture and Employment. |
| Aug 2011 | The GNWT signed an SEA with Canadian Zinc for the Prairie Creek Project. |
| Late 2012 | Sale of the Ekati diamond mine from BHP Billiton Canada Inc. to Dominion Diamond Mines Corporation, a wholly-owned subsidiary of Harry Winston Diamond Mines Corporation was announced, with transfer of ownership to be completed in 2013. |
| Jan 2013 | Mackenzie Valley Environmental Impact Review Board (MVEIRB) released its Report on the proposed Fortune NICO project. The Report included a requirement for Fortune to enter into a SEA with the GNWT for the NICO project. |
| Jun 2013 | The GNWT signed a SEA with De Beers Canada for the Gahcho Kué project. |
| Jul 2013 | The MVEIRB released its Report for the proposed Gahcho Kué project. The Report referenced the completed SEA between De Beers and the GNWT and stated that the SEA should satisfy the need for a socio-economic follow-up program for the Gahcho Kué project. |
| | MVEIRB released its Report for the proposed Avalon Nechalacho project. The Report included a requirement for Avalon to enter into a SEA with the GNWT for the Nechalacho project. |
| 2015 | Snap Lake Mine water license extended. |
| Dec 2015 | Snap Lake Mine goes under care and maintenance citing a downturn in the cost of diamonds as well as technical difficulties mining the property |
| May 2016 | Dominion reports approval of Jay Project Environmental Assessment. Diavik produces its 100 millionth carat of rough diamonds. |
| Jun 2016 | Extended Care and Maintenance approved for Snap Lake Mine. A fire breaks out in a process plant at Ekati during a planned outage. No one was injured during the incident. |
| Sep 2016 | Gahcho Kué officially opens. |
| Nov 2016 | Dominion Diamond announces corporate office move to Calgary. |
| Dec 2016 | De Beers announces plans for the flooding of Snap Lake in early 2017. Almod Diamonds Limited is identified as an Approved NWT Diamond Manufacturer. |
| Jan 2017 | Gahcho Kue begins Operations Phase |
| Jul 2017 | Dominion Diamond Corporation accepts The Washington Companies takeover bid |

The GNWT takes no responsibility for financial losses suffered as a result of reliance on the information in this report.

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