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NORTHWEST TERRITORIES
9TH ASSEMBLY, 2ND SESSION**

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NORTHERN POLICING

(Options available that may
pertain to the needs of the
Northwest Territories)

February, 1980

Department of Justice
and Public Services.

NORTHERN POLICING

A. INTRODUCTION.....Page 1

B. SUMMARY.....Page 1

C. RECOMMENDATIONS.....Page 3

D. YUKON TERRITORY

 Royal Canadian Mounted Police Native Special
 Constable Program (Option 3B).....Page 4

 Whitehorse Indian Band Preventative Policing
 Program.....Page 6

E. PROVINCE OF QUEBEC

 The James Bay and Northern Quebec Agreement.....Page 6

F. PROVINCE OF MANITOBA

 Dakota Ojibway Tribal Council Police Program
 (D.O.T.C.).....Page 8

 Royal Canadian Mounted Police Native Special
 Constable Program (Option 3B).....Page 10

 The Swampy Cree Tribal Council Police Program....Page 10

G. PROVINCE OF ALBERTA

 Blood Tribal Police Force.....Page 10

 Royal Canadian Mounted Police Native Special
 Constable Program (Option 3B).....Page 12

H. ROYAL CANADIAN MOUNTED POLICE - OTTAWAPage 12

I. NORTHWEST TERRITORIES

 Present Royal Canadian Mounted Police Program....Page 13

 Royal Canadian Mounted Police Native Special
 Constable Program (Option 3B).....Page 14

J. APPENDIXPage 15

A. INTRODUCTION

"Since the motion in the seventh Session of Council in 1972 asking that the Administration prepare a paper outlining ways and means by which a Northern Constabulary Service might be developed in the Territories and since the motion of my predecessor in January, 1979, again requesting investigation of the possibility of establishing a Northern Police Force, what progress has the Administration made in this direction?*"

* W2-79(2) 1st Session - 9th Assembly

In approaching the nature of policing requirements in the Northwest Territories, certain areas of concern must be addressed:

1. Are the Royal Canadian Mounted Police adequately providing a policing service that pertains to the needs of the Northwest Territories?
2. In creating a separate Northern Police Force, do we do away with the Royal Canadian Mounted Police completely?
3. Native involvement; how best are the interests of native peoples of the Northwest Territories to be represented if a new Police Force is to be implemented?

B. SUMMARY

With Federal-Provincial and Territorial Agreements now in place across the country, Indian and Inuit men and women are being recruited, trained and equipped as full-fledged Peace Officers by Provincial/Territorial Police Forces for the purpose of policing their communities and adjacent areas where community interests are involved. The opposite appears to be occurring within the Northwest Territories.

By no means is this submission meant to be an in depth study of each individual program. Circumstances do not allow nor

warrant such a study until the fundamental decision to actually institute a Northern Police Program is taken by the Government of the Northwest Territories.

Under the present Police Services Contract, the Government of the Northwest Territories is party to the Agreement with the Federal Government. The reality of this is that the Territories is only a party to the contract in a "flow-through" capacity. The Federal Government is viewed by the R.C.M. Police as the controlling power. This Government has next to no say in ongoing operational or administrative control.

To enable the Government of the Northwest Territories to properly determine policing needs within the Territories, it must first determine:

1. Is there a need to have the R.C.M. Police as the Policing Service?

The current cost-sharing arrangement is by far the cheapest and most efficient way to maintain policing services. If this is to change, then the Legislative Assembly must give direction by which it will establish and have control (both administrative and operational) over a Northern Police Service. No direct control authority exists between the Solicitor General/Attorney General and this Government. Under the *Royal Canadian Mounted Police Act*, the Commissioner of the R.C.M. Police has the sole authority to hire Peace Officers to enforce Federal Statutes within the Northwest Territories. The Territorial Legal Division is reviewing this matter to determine the powers available to the Government of the Northwest Territories in appointing a separate police force.

2. If a Native Police Force were to be formed, would the R.C.M. Police remain?

The Federal Force would remain in its capacity to enforce its Federal duties and all duties involving Canadian sovereignty in the North. In surveying what each provincial authority is doing in reference to policing, they recommended quite emphatically that in the setting up of any new force, we utilize the expertise and manpower presently available through the R.C.M. Police.

C. RECOMMENDATIONS

The following is recommended as a guide in defining the concept of "Northern Self-Policing":

1. *A Territorial Police Advisory Commission be set up to include the interests of all native groups within the Northwest Territories. This commission should be designed along the lines of those presently in place in the provinces.*

This commission should investigate the needs and desires of Northern residents to determine the form that a Northern Force would take.

2. *That in deciding what program best suits our needs, the implementation of the Option 3B Program be started in the form of a 'pilot' project in a particular area of the Northwest Territories with the support of the Government of the Northwest Territories and the Department of Indian and Northern Affairs.*
3. *That before a force is designed the Legislative Assembly be made aware of the ongoing costs of such an operation. No cost figures have been included due to the numerous options available that could be included in the setting up of a separate police force.*
4. *That a position of "Native Policing Coordinator" be re-established within "G" Division. (Involvement by this Government in the selection of the incumbent is recommended.)*

When viewing the progress of the Provinces and Yukon Territory with respect to policing in communities, the overriding fact remains that to be effective in protecting northern interests, Northerners must be directly involved in policing themselves. Only by participating in the development of their own protection under the law can communities in the Northwest Territories ever hope to exercise their right to influence the law-making/law-enforcing process. This is not occurring under the present policing service.

The following agencies were contacted in respect to their involvement in Policing:

- YUKON:**
- R.C.M. Police, Native Policing Training, Whitehorse
 - Yukon Association of Non-Status Indians, Whitehorse
 - Whitehorse Indian Band Council
 - Yukon Territorial Government, Whitehorse
 - Minister responsible for the Department of Justice, Whitehorse, Yukon

- QUEBEC:** - Director General, Planning, Government of Quebec, Montreal
- Director of Operations, Government of Quebec, Montreal.
- Native Police Coordinator, Quebec Police Force, Montreal
- ONTARIO:** - R.C.M. Police, Native Policing Branch Headquarters, Ottawa
- Vocational Training and Placement, Department of Indian and Northern Affairs, Ottawa
- MANITOBA:** - Chief of Police, Dakota Ojibway Tribal Council, Brandon
- R.C.M. Police, Native Policing Training Branch, Winnipeg
- ALBERTA:** - Director of Law Enforcement, Solicitor General, Government of Alberta, Edmonton
- Program Development Division, Solicitor General, Government of Alberta, Edmonton
- R.C.M. Police, Native Policing Coordinator, Edmonton
- N.W.T.:** - Officer in Charge, Criminal Investigations, R.C.M. Police, Headquarters, Yellowknife

Programs presently in place across Canada were reviewed and a brief outline of the more successful of these programs follows.

D. YUKON TERRITORY

Royal Canadian Mounted Police Native Special Constable Program (Option 3B)

In 1971 and 1972 the Federal Government examined possible policing programs available to Indian Communities. ("Report of Task Force - Policing on Reserves", January 1973). The Report recommended a number of options including: Band Council policing, municipal policing and provincial policing. Modifications or adaptations of each of these were also outlined in the report.

In early 1973, Indian Associations in several provinces indicated a preference to the creation of a branch of the R.C.M. Police specifically charged with the responsibility of policing Indian Reserves and areas adjacent to them. This became known as "Option 3B".

Negotiations were started in 1977 with the Yukon Territorial and Federal (D.I.A.N.D.) Governments for the implementation of the 3B Program in the Yukon. In April 1977 the first constable was engaged. Currently there are four constables under the program.

To explain the "3B" concept, the Task Force on Policing Reserves report stated:

P.10 titled - Option Areas

"3. Part B: An Indian Branch or contingent of an existing police force, of which it would be an integral part."

The option provides for a branch or contingent of Indian (Yukon) Special Constables, recruited, operated and supervised by a Provincial, in the case the R.C.M.P., Police Force of which it would be an integral part. As permanent members of such a force, these constables would have a career before them, with adequate training, reasonable salaries, pension benefits, etc., within the structure of a well-organized police force, and would be capable of providing a high standard of policing on reserves.

The Yukon Government felt that the Option 3B program reflected the present needs and requirements of the Yukon.

In the setting up of the Program, "M" Division R.C.M.P., Native Policing Coordinator Section, has a sergeant in charge with a Native Special Constable to assist in the ongoing development of policing programs within the Yukon. In cooperation with the Yukon Government and the communities directly affected, the R.C.M.P. have undertaken a rigorous campaign to investigate the needs of each community and thereby establish the ground work necessary in ensuring the involvement of communities in the placement of Special Constables and the development of specific methods of policing. A similar study was conducted by the then Native Policing Coordinator in the N.W.T. This is covered under the Northwest Territories (Part I).

When a Chief and Councillors opt for Option 3B, the Band Council has the responsibility for determining, in consultation with the R.C.M.P., what its needs are. It also has the responsibility of recommending a number of prospective recruits for screening. The Band Council has the opportunity to liaise with the R.C.M.P. in the program, but the R.C.M.P. do have final authority in respect to duties, code of ethics, powers, etc.

Under a cost-sharing agreement between the Federal/ Provincial (Territorial) Governments, 110 Special Constable

positions were allocated to the program. Initially the cost split was 52%/48% but because of extra training requirements and to provide additional program incentives, D.I.A.N.D. agreed to shoulder an additional 8% of the costs. The 1980/81 cost-sharing agreement is 46%/54%.

Whitehorse Indian Band Preventative Policing Program

The Yukon Association of Non-Status Indians were most emphatic in its support of the Option 3B Program, as they felt it served the needs of the people.

The Whitehorse Indian Band have chosen not to be included in this program. The main reason given by the Band for a separate program was that they felt not enough control lay in the hands of the Council itself versus the R.C.M.P. This program is new and has not yet been evaluated.

E. PROVINCE OF QUEBEC

The James Bay and Northern Quebec Agreement

19.1 "On the execution of the Agreement procedures for the establishment of Cree Units of the Quebec Police Force shall commence."

21.0.1 "Subject to the laws of Quebec of general application the Regional Government is hereby authorized to establish by Ordinance and maintain a Regional Police Force in its Territory."

In the province of Quebec, the above quotations apply north of the 55th parallel. The format of both the Inuit and Cree Regional Police Force programs are similar, therefore only one will be reviewed here.

Before the 1975 James Bay and Northern Quebec Agreement, Inuit constables were located at Fort Chimo and Great Whale River. In 1977, the Quebec Government and the Inuit of Northern Quebec took initial steps in developing a Native Police Force by establishing the position of "Native Police Advisor". This project was totally sponsored by the Quebec Government and not the Kativik Regional Government although they had the authority to create their own Police Force under the Agreement. During 1977/78 the Quebec Police Force hired its own Inuit police in the settlement of Fort Chimo, Povungnituk, Great Whale, Inoucdjouac, and Payne Bay.

Later in 1978, the Government of Quebec set up a work group with representatives from:

- Ministry of Justice
- Public Security
- Police Commission
- Ministry of Municipal Affairs
- Quebec Police Force

Its mandate was to recommend the ways, means and costs of policing the Inuit Territory. Each settlement council was approached to establish these requirements and ultimately five Inuit Constables were appointed to begin on the job training with the Quebec Police Force. Uniforms were supplied and all detachments were supplied with local telephone and radio systems. A video system was also supplied whereby each constable could receive information at the local detachment.

In January, 1979 the constables attended the Quebec Police Institute at Nicolet. During this time meetings continued with the communities in regard to policing requirements.

A Regional Force would demand a central administrative staff and support units of specialized experts in technical matters. The people of Northern Quebec, for the moment, did not have this necessary expertise.

As a first step, the Quebec Police Force proposed the immediate organization of independent police forces within each Inuit community. Once approved by each Community Council, appointment of constables was made pursuant to Section 64 of the *Police Act*:

"Any Judge of the Court of the Queen's Bench, of the Superior Court or of the Provincial Court, and any Judge of the Sessions or of a Municipal Court may, with the approval of the Attorney-General, appoint in writing and for a period which he determines persons called Special Constables, to maintain peace, order and public safety in the territory which he designates, prevent therein crime and infringements of the laws of the Province of Quebec, and seek out the offenders; but no such Special Constable shall exercise his powers as a Peace Officer except subject to the restrictions indicated in the writing attesting his appointment."

These community police were responsible for:

- Authority - By-laws of municipal corporations
- Ordinances of the Regional Government
- Wildlife conservation
- All applicable laws, Federal (under supervision by Q.P.F.) and Provincial (unless specified)

- Obligations - Prevent crime and illegal behaviour
- Protect persons and property

The basic criteria for a community policeman for each settlement is:

1 to 103 - none
103 to 700 - one
700 to 1000 - two

The selection process and standards for these constables is similar to Section 19 of the Agreement.

Training - Training school in Radisson
- Courses at Quebec Police Institute (Nicolet)
- 1 month on engagement
- 3 weeks legal training (twelve days each session to accommodate Inuit lifestyle)
- 2 weeks further training every six months
- training continues up to a total of sixteen weeks for each constable. It may be noted that all training is conducted in English.

An Inuit Police Advisory Committee was established consisting of the following:

- 2 members of Regional Government
- 1 representative of the community(s) involved
- 1 representative of the Ministry of Justice
- 2 members of the Quebec Police Force

Its mandate:

- evaluation of existing members
- definition of recruiting standards
- evaluation of candidates
- evaluate and recommend modification to existing or future programs as to training, deployment, equipment, wages, prevention, community relations, discipline, efficiency, budget

This committee meets a minimum of six times per year and as required, to keep abreast of the program.

F. PROVINCE OF MANITOBA

Dakota Ojibway Tribal Council Police Program (D.O.T.C.)

Federal/Provincial efforts to provide law enforcement protection were not based on mutual cooperation and had produced a psychologically adverse effect with the native population. Respect for the law, law enforcers and the justice system deteriorated to such a great extent that late in 1974, the

D.O.T.C. submitted a proposal to the Manitoba Government. The basic thrust of their suggestions pointed to the formation of a body that would allow effective Indian control of policing services for approximately eight reserves in southern Manitoba. The D.O.T.C. also accepted responsibility for developing a Police Commission to plan and introduce programs in crime prevention and legal protection.

A request was made to have the Federal and Provincial Governments and the R.C.M.P. assist in establishing this police force. Initially a full time Police Chief, responsible to the Tribal Police Commission was to be hired to coordinate the activities of the Tribal Police Force.

The Commission is presently operating, and consists of the following:

- Chiefs of the member bands
- One member of the R.C.M.P.
- One member of the Manitoba Police Commission
- One D.I.A.N.D. representative

Its responsibility, accountability and authority is derived from member reserves and the Attorney General of Manitoba.

The involvement of the R.C.M.P., D.I.A.N.D. and the Manitoba Police Commission was considered a very important factor to the success of the program, as it would allow a positive interchange of invaluable resources.

Policing is conducted on a mutual basis with the R.C.M.P. detachments close to or covering the area of each member force. The twelve week training period is done at the R.C.M.P. Depot Academy in Regina, Saskatchewan. Screening and the initial hiring of constables is completed by the Commission with the assistance of the R.C.M.P.

Budgeting for the program has varied from year to year and as new member reserves become involved. It should be noted that program funding exists to mid-1980 although negotiations are now underway for future funding.

This program differs from Option 3B in that D.O.T.C. Constables are not integrated with the R.C.M.P. The D.O.T.C. Program should not be confused with D.I.A.N.D.'s Band Constable project, which has been largely unsuccessful over the years.

Cost-sharing has been on a 60/40 basis with the Federal Government. A separate cost-sharing agreement was arranged to fund the Police Commission. Again, negotiations are underway at this time for future financial arrangements.

Information regarding delineation of duties between the R.C.M.P. and D.O.T.C. in administrative areas, by-laws and the Code of Ethics are available on request.

Royal Canadian Mounted Police Native Special Constable Program (Option 3B)

This program is in effect with a member of the R.C.M.P. designated as the Native Police Coordinator. This position has a staff of three and a mandate similar to that outlined for the Yukon.

The Swampy, Cree Tribal Council Police Program

This program was due to begin in April, 1980, but has been set aside until an evaluation of the D.O.T.C. project can be completed. No future date has been set for the implementation of this program. It is structured on the same lines as the D.O.T.C. project.

G. PROVINCE OF ALBERTA

Blood Tribal Police Force

In November, 1979 the Band Council of the Blood Indian Band submitted a proposal to the Alberta Solicitor General and D.I.A.N.D. that was prompted by a report produced by the Indian Association of Alberta. ("A Proposal to Establish an Indian Police Commission and an Indian Police Force in Alberta", March 1979)

Basically the intention of the Band proposal was to garner governmental support to assist them in formulating and implementing a pilot project to develop a Tribal Police Force.

Agreement was eventually reached between the three parties and the Band Council took steps to form a Police Commission under the authority of the *Indian Act*. The Commission was to be made up of the following:

- 3 members at large, not being Band Councillors
- 1 Band Councillor
- a legal representative of the Band Council
- 3 non-voting members being:
 - R.C.M. Police member being responsible for Native Police Coordination
 - the Director of Law Enforcement of the Solicitor General's Department
 - a representative of Indian and Northern Affairs

The Chairman, Legal Representative and the three non-voting members also formed the "Blood Police Appeals Committee".

The mandate of the Commission was to ensure local implementation of the project and in particular to organize policy matters for the community by establishing and regulating the Tribal Police.

At present, the project is to last a trial period of five years. At its conclusion, the project may be renewed by mutual agreement of all concerned. A Chief Constable has been hired and the Commission selected and approved the hiring of constables. The hiring process was conducted by the R.C.M. Police after which the Alberta Solicitor General issued Special Constable appointments in accordance with the Agreement.

As with other forces, recruiting standards, training and ongoing on the job training was done with the cooperation of the R.C.M. Police "K" Division, Alberta.

Funding was as follows:

- a probationary period existed for each appointee which consisted of on-reserve orientation, of which costs were borne by the Band Council for a period of six months.
- Canada Manpower and Indian and Northern Affairs contributed to training costs, expenses and salary during the thirteen weeks with ongoing cost-sharing to be 60% by the Band Council, 40% by Manpower and Indian and Northern Affairs during the training period at Regina.
- once training was completed, constables were under the coordination of the R.C.M.P. for a period of six months of which all costs were to be borne by the Band Council.

The Constables act only in consultation with the R.C.M.P. but it is expected that as these Constables gain experience the consultative role will be diminished. The actual authority of the Constables is outlined in the Agreement.

The first Constables return from training to begin duties under the program in mid-February, 1980 therefore no further evaluation can be offered.

Royal Canadian Mounted Police Native Special Constable Program (Option 3B)

The program is operating in conjunction with the R.C.M.P. "K" Division. It is based on the format as outlined for the Yukon.

H. ROYAL CANADIAN MOUNTED POLICE - OTTAWA

The present policy of the Native Policing Branch, Headquarters, Ottawa seems to be one of "we are available", however R.C.M.P. "G" Division, Yellowknife has had no response with regard to requirements for program development.

I. NORTHWEST TERRITORIES

"No concerted effort has been made to bring Native People into a more active role in police work in the N.W.T." (1975)

This comment, made by the then Minister of Indian and Northern Affairs Judd Buchanan, instigated initial discussions between the R.C.M.P. "G" Division, Yellowknife and the Government of the Northwest Territories. The response taken by the R.C.M.P. came in the form of a proposal based on a program that had been operating in British Columbia since 1973. This proposal made provisions for an Auxiliary Police Constable Program and outlined the powers, educational and training requirements that could be utilized in implementing such a program. No action was taken on this proposal, although discussions continued.

In August of 1976, R.C.M.P. Headquarters in Ottawa suggested the Indian Special Constable Program (Option 3B).

When questioned on the progress of these discussions by the new Minister of Indian and Northern Affairs, Warren Allmand, R.C.M.P. "G" Division replied, "In view of the apparent lack of interest, we did not action this program as a priority item." (April, 1977)

In June, 1977 the Government of the Northwest Territories was advised by "G" Division that "Consultations were (are) underway with the Chiefs and Council of all Indian Bands in the MacKenzie Corridor to determine their interest in the Indian Special Constable Program. The Program will be implemented should there be sufficient interest and prospective candidates found to meet the recruiting standards."

In the meantime, the Government of the Northwest Territories obtained pertinent information from the Yukon Government with respect to action taken in their Indian Special Constable Program, which was underway. Following this in July 1977, "G" Division requested information as to the number of positions the Government of the Northwest Territories was prepared to fund on a cost-sharing basis with the Federal Government. Five positions were approved for the 1977/78 fiscal year with provisions for a further five positions in 1978/79.

All progress was stopped in October of 1977 when the Government of the Northwest Territories was advised by "G" Division that the "Territories" were excluded under the provisions of the Federal Treasury Board. In May, 1979 this statement was retracted, and the Government was then advised that the Northwest Territories was included. A request to authorize positions was then made.

Although the Indian Special Constable Program was regarded as a priority, the Government of the Northwest Territories advised the R.C.M.P. that it was not prepared to fund additional positions until the existing surplus of regular members within "G" Division were re-distributed or reduced.

Present Royal Canadian Mounted Police Program

In July, 1976 this memorandum was forwarded from "G" Division to the Government of the Northwest Territories, "The Force and the Native Policing Coordinator do not look at native policing in the narrow

scope of recruiting native peoples alone, but also as it relates to the policing of natives as well. Our most recent information does not reflect any problem areas existing. The Native Policing Coordinator is responsible for researching and developing activities in the Northwest Territories relating to the policing of Indians and Eskimos."

The lack of emphasis exhibited by the R.C.M.P. with regard to involving Native Peoples in the policing aspect is underlined by the following:

"Police Community Relations

Again, in line with ensuring maximum benefit of human resources, this one-man unit was eliminated during 1978." ("G" Division Annual Report, 1978)

This position remains unfilled.

Presently within the Territories, the R.C.M.P. have responsibility to maintain thirty-six (36) detachments of which twenty (20) have Special Constable positions assigned to them. Only ten (10) of these positions are filled.

To correct a misunderstanding held by the general public, R.C.M.P. Special Constables are regular members of the Force, hired by the Force and assigned to duties required by the Force.

Although the majority of Special Constables are native, the R.C.M.P. does not restrict positions to just native people. As a result, several non-native persons are also on strength at this time. At no time have all positions been staffed.

Royal Canadian Mounted Police Native Special Constable Program (Option 3B)

Non-existent within the Northwest Territories.

CONCLUSION

The most important consideration in whatever program is chosen for the Northwest Territories is that Northerners be involved at all levels to determine what is needed and wanted. Once this is determined, the R.C.M.P. should be utilized as a resource of unlimited talents and expertise, but not as an employer.

J. APPENDIX

Current Territorial Policing Agreement

Costs:	<u>1975/76</u>	<u>1976/77</u>	<u>1977/78</u>	<u>1978/79</u>	<u>1979/80</u> (estimated)
Total:	\$7,858,656	\$9,307,948	\$10,717,878	\$11,955,402	\$13,770,800
% Share to G.N.W.T.	52%	53%	54%	55%	56%
Actual Share Paid	\$4,086,501	\$4,933,212	\$5,787,654	\$6,563,210	\$7,323,570
	*(76/77)	*(77/78)	*(78/79)	*(79/80)	** (80/81)

*Paid within fiscal year noted.

**Actual cost will not be known for 1979/80 until
May/June, 1980.

21-80(1)

NORTHERN POLICING

(Options available that may
pertain to the needs of the
Northwest Territories)

February, 1980

Department of Justice
and Public Services.

Janet Elliott

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հարցերի մասին

Ժողովրդական

Մայիս, 1980

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Swampy Cree ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ.....ᑕᑦᑕᑦ ᑕᑦᑕᑦ 10
- G. ᑕᑦᑕᑦ ᑕᑦᑕᑦ Alberta
ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ (Blood tribal) ᑕᑦᑕᑦ ᑕᑦᑕᑦ.....ᑕᑦᑕᑦ ᑕᑦᑕᑦ 10
ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ (3-B ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ).....ᑕᑦᑕᑦ ᑕᑦᑕᑦ 12
- H. ᑕᑦᑕᑦ ᑕᑦᑕᑦ.....ᑕᑦᑕᑦ ᑕᑦᑕᑦ 12
- I. ᑕᑦᑕᑦ ᑕᑦᑕᑦ
ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ.....ᑕᑦᑕᑦ ᑕᑦᑕᑦ 13
ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ (3-B ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦ).....ᑕᑦᑕᑦ ᑕᑦᑕᑦ 14
- J. ᑕᑦᑕᑦ ᑕᑦᑕᑦ.....ᑕᑦᑕᑦ ᑕᑦᑕᑦ 15

፲^ኛው ስርዓታዊ ስራ ላይ ማድረግ ይቻላል። ስርዓታዊ ስራ ላይ ማድረግ ይቻላል። ስርዓታዊ ስራ ላይ ማድረግ ይቻላል።

1. ስራ ላይ ማድረግ ይቻላል ለማሳሰብ?

ስራ ላይ ማድረግ ይቻላል ለማሳሰብ። ስራ ላይ ማድረግ ይቻላል ለማሳሰብ። ስራ ላይ ማድረግ ይቻላል ለማሳሰብ።

2. ስራ ላይ ማድረግ ይቻላል ለማሳሰብ ስራ ላይ ማድረግ ይቻላል ለማሳሰብ?

ስራ ላይ ማድረግ ይቻላል ለማሳሰብ። ስራ ላይ ማድረግ ይቻላል ለማሳሰብ። ስራ ላይ ማድረግ ይቻላል ለማሳሰብ።

U. S. A. d. C.

U. S. A. d. C. 1975/76 - 1979/80

Year	1975/76	1976/77	1977/78	1978/79	1979/80
Total	\$7,858,656	\$9,307,948	\$10,717,878	\$11,955,402	\$13,770,800
Percentage	52%	53%	54%	55%	56%
Subtotal	\$4,086,501	\$4,933,212	\$5,787,654	\$6,563,210	\$7,323,570
Notes	*(76/77)	*(77/78)	*(78/79)	*(79/80)	** (80/81)

U. S. A. d. C. 1975/76 - 1979/80

U. S. A. d. C. 1979/80 - 1980/81