

Annual Report | 2004-05



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DCAB
Diavik Communities Advisory Board

Table of Contents

	Page
LETTER FROM THE CHAIR	4
ABOUT THE DIAVIK COMMUNITIES ADVISORY BOARD (DCAB)	5
WHAT IS THE SOCIO-ECONOMIC MONITORING AGREEMENT (SEMA)	5
WHY THE SEMA IS NECESSARY	5
THE ROLE OF DCAB	6
SEMA REPORTING REQUIREMENTS	6
HOW WE ARE FUNDED	6
DCAB MEMBERS	7
2004/05 DCAB MEETINGS	9
DCAB COMMUNITY VISITS	9
HIGHLIGHTS OF OUR WORK IN 2004/05	10
COMMUNITY-BASED MONITORING	10
COMMUNITY TOOLKIT	10
DCAB INITIATIVES	10
CHANGES WE HAVE SEEN	11
DCAB'S PRIORITIES FOR 2005/06 AND 2006/07	18
AUDITORS' REPORT	19
APPENDIX A: DCAB RECOMMENDATIONS	25
APPENDIX B: MONITORING AND MITIGATION COMMITMENTS	
AS PER THE DIAVIK DIAMONDS PROJECT SOCIO-ECONOMIC MONITORING AGREEMENT	30
APPENDIX C: LIST OF MONITORING REPORTS PRODUCED BY	
DDMI, GNWT & ABORIGINAL AUTHORITIES	32
APPENDIX D: DCAB COMMUNITY REPORTS	33
GLOSSARY OF TERMS	50

LETTER FROM THE CHAIR

On behalf of the Board I am pleased to share the Diavik Communities Advisory Board's (DCAB) 2004/05 Annual Report. Our report updates our activities from April 1, 2004 to March 31, 2005. This annual report also shares the results of our social and economic monitoring and our recommendations for managing the effects of the Diavik Diamond Mine on our communities.

In 2004/05 we reached agreement on a consistent approach to monitoring and reporting on community-based socio-economic impacts. This significant achievement benefits all the parties monitoring and impacted by the Diavik Diamond Mine. Consistent monitoring involves tracking the same socio-economic indicators, but encourages each party to also track those socio-economic indicators that are important to them.

Lutsel K'e Dene First Nation, with DCAB support, developed a 'toolkit' to help communities collect and interpret data, and to report socio-economic information. The Yellowknives Dene First Nation piloted the 'community indicators' project based on the toolkit and indicators developed in DCAB workshops. I am very pleased with the results of these efforts and I'm confident that these will be valuable resources for communities in their monitoring work.

We also completed an analysis of reports produced by DCAB members in 2004/05. This has helped us to better understand the socio-economic impacts of the Diavik Diamond Mine. We are now more keenly aware of the many positive impacts. For example, many mine workers are happy with their employment and their families are doing better financially. Community-owned development corporations and other local businesses have grown and are positive forces in their communities. On the other hand, mine employment has had a negative impact on individual, family and community wellness, and cultural well-being. Youth are particularly affected. Some mine workers are also not benefiting from training and career advancement opportunities at the Mine.

Communities have made a number of excellent recommendations for actions that should be taken by the Parties of the Socio-Economic Monitoring Agreement. We have included these recommendations in the report and will be giving priority to following up with them in the coming year.

We have accomplished much since DCAB started in 1999, but we still have a lot more to do. The work we have accomplished this past year gives a solid foundation for our work in the future and for the positive impact we wish the Diavik Diamond Mine to have on the lives of Aboriginal people living in communities affected by the Mine.



Shirley Tsetta,
Chair,

Diavik Communities Advisory Board.



ABOUT THE DIAVIK COMMUNITIES ADVISORY BOARD (DCAB)

The Diavik Communities Advisory Board (DCAB) was established in 1999, with the signing of the **Diavik Diamonds Project Socio-Economic Monitoring Agreement (SEMA)**.¹ The signing of a socio-economic agreement was recommended in the Comprehensive Study Report.² Members of DCAB include:³

1. Diavik Diamond Mines Inc. (DDMI),
2. Government of the Northwest Territories (GNWT), and
3. Aboriginal Authorities (DCAB communities) directly impacted by the diamond mine, includes:
 - Dogrib Treaty II Council communities of (Behchoko, Whati, Gameti and Wekweeti);
 - Yellowknives Dene First Nation communities (Dettah and Ndilo);
 - Lutsel K'e Dene First Nation;
 - North Slave Métis Alliance; and
 - Kitikmeot Inuit Association.

Our Vision “Creating value through ensuring effective socio-economic impact management of the Diavik Diamond Project and promoting sustainable community development”

WHAT IS THE SOCIO-ECONOMIC MONITORING AGREEMENT (SEMA)

The SEMA is a legal agreement between DDMI, the GNWT and Aboriginal Authorities. It documents the commitments made by DDMI for example, to provide training, employment, and business opportunities to Northerners, and how the GNWT and Aboriginal Authorities can support these commitments.

The SEMA also identifies each group's commitment to monitor the socio-economic impacts of the Project,⁴ including:

1. cultural well-being;
2. social stability and community wellness;
3. traditional economy;
4. the non-traditional economy;
5. sustainable development and economic diversification; and
6. net effects on Government.

The **Diavik Diamond Mine** is an unincorporated joint venture between **Diavik Diamond Mines Inc. (60%)** and **Aber Diamond Limited Partnership (40%)**. The **Diavik Diamond Mine** is located on a 20 square kilometre island in Lac de Gras, approximately 300 kilometres northeast of Yellowknife, Northwest Territories. The Mine, which began operations in 2001, is expected to operate for about 20 years.

WHY THE SEMA IS NECESSARY

The Diavik Diamond Mine provides opportunities for skill development, employment, and economic growth. As the diamond industry grows in the North, communities are taking advantage of the opportunities associated with development. Northerners wish to benefit from these new opportunities, but without negative consequences to healthy lifestyles and cultural traditions. The SEMA defines how communities can benefit from the Diavik Diamond Mine, while preserving cultural traditions and well-being, and minimizing negative impacts.

¹ See our website (www.dcab.ca) or contact our office (867) 669-3651 for a full copy of the Diavik Diamonds Project Socio-Economic Monitoring Agreement.

² Contact our office (867) 669.3651 for a full copy of the Comprehensive Study Report DIAVIK DIAMOND MINES.

³ At the time of the signing Behchoko was known as Rae-Edzo; Whati was known as Wha Ti, and Wekweeti was known as Wekweeti.

⁴ See Appendix B for a summary of each group's monitoring responsibilities.

THE ROLE OF DCAB

DCAB members,

- work together to ensure that groups represented on the Board – DDMI, GNWT and Aboriginal Authorities - follow their commitments according to the SEMA.
- share information on monitoring of socio-economic impacts of the Mine.
- review monitoring information produced by each group.
- make recommendations to other members on mitigation measures required to strengthen the positive and lessen the negative socio-economic impacts of the Mine.
- monitor mitigation measures.
- report back to their organizations and to the public on the activities and initiatives of DCAB.

SEMA REPORTING REQUIREMENTS

DCAB members report on their organization's monitoring activities through a number of reports.

DDMI produces,

- semi-annual monitoring reports usually called Socio-Economic Monitoring Report for Operations.
- annual sustainable development reports usually called, Sustainable Development Report. See the DDMI website www.diavik.ca for these and other reports.

The GNWT produces,

- annual monitoring reports usually called, Communities and Diamonds Socio-Economic Impacts in the Communities of Lutsel K'e, Rae-Edzo, Gameti, Wha Ti, Wekweti, Dettah, Ndilo and Yellowknife.
- semi-annual reports on spending and programs usually called, GNWT Status Report on Its Commitments Under the Diavik Socio-Economic Monitoring Agreement.

See the GNWT website

www.iti.gov.nt.ca/industrial_benefits/reports.html for these and other reports.

Aboriginal Authorities produce,

- written and oral reports (prepared by Community Representatives).

See Appendix C for a list of recent monitoring reports produced by DCAB members and Appendix D for copies of selected community reports.

HOW WE ARE FUNDED

DDMI and the GNWT provide funding to DCAB on an equal, shared basis, based on work plans and budgets submitted by the Board. During 2004/05 the annual DCAB budget was approximately \$360,000.⁵ DCAB administrators follow policies and procedures developed by DDMI and the GNWT,⁶ and ensure that DCAB operates in an effective, cost-efficient manner that meets high standards of accountability and reporting.



⁵ See Article 2.1.16 of SEMA.

⁶ See Article 2.1.17 of SEMA.

DCAB DIRECTORS

DCAB directors and alternates are appointed by the organizations they represent. The GNWT and DDMI each appoint two directors. The Aboriginal Authorities appointed a director from each of the nine communities. DCAB directors elect an executive committee. DCAB directors meet on a quarterly basis for regularly scheduled meetings.

Executive Committee

Shirley Tsetta, Chair
(February 2005 to present)
Yellowknives Dene First Nation (Ndilo)
Director since 2001



George Mackenzie, Chair
(October 2002 to February 2005)
Dogrib Treaty II Council (Behchoko)
Director since 2002



Iris Catholique, Vice Chair
Lutsel K'e Dene First Nation
Director since 2001



Sarah Plotner, Treasurer
Yellowknives Dene First Nation (Dettah)
Director since 2000



Madeline Chocolate, Secretary
Dogrib Treaty II Council (Gameti)
Director since 2001



Eric Christensen
Diavik Diamond Mine Inc.
Director since 1999



Tara Naugler
Government of the Northwest Territories
Director since 2004

Directors



Albert Nitsiza
Dogrib Treaty II Council (Whati)
Director since 2001



Sherry Lovely
Government of the Northwest Territories
Director since 2005



Arnold Enge
Diavik Diamond Mine Inc.
Director since 2004



Kathy Dryneck
Dogrib Treaty II Council (Wekweeti)



Keith Hamilton
North Slave Métis Alliance
Director since 2005



Fred Elias
Kitikmeot Inuit Association
Director since 2003

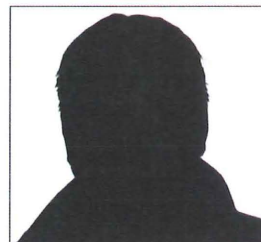
Alternates



Cindy Gilday
Diavik Diamond Mine Inc.
Alternate since 2001



Linda McDevitt
Yellowknives Dene First Nation
Alternate since 2001



Ikey Evalik
Kitikmeot Inuit Association
Alternate since 2004

DCAB would also like to thank Juanita Robinson, Government of the Northwest Territories, who served as a Director from 1999 to 2005; and Jackson Lafferty, Diavik Diamond Mine Inc., who served as an Alternate from 2004 to 2005.

DCAB MEETINGS⁷

2004

May 13 – 14, Ndilo, Regular Meeting
September 30 – October 1, Behchoko, Regular Meeting
November 15, Yellowknife, Special Meeting
December 9 –10, Yellowknife, Regular Meeting

2005

January 27, Yellowknife, Special Meeting
February 22 – 23, Yellowknife, AGA
March 16, Yellowknife, Special Meeting
March 17, Yellowknife, Special Meeting

At least one meeting each year is held at the Diavik Mine Site. If a community is unable to host a meeting, the meeting will take place in the community next in line and the community that was skipped will be put next in line.

DCAB COMMUNITY VISITS

DCAB rotates community visits with meetings in communities to ensure that each party is represented. Community visits are in the following order: Lutsel K'e, Dettah, Behchoko, Whati, Ndilo, Gameti, Kugluktuk, Wekweeti, and Yellowknife.



⁷See the DCAB website (www.dcab.ca) for a summary of the motions from these meetings.

HIGHLIGHTS OF OUR WORK IN 2004/05

COMMUNITY-BASED MONITORING

DCAB members developed a consistent approach to monitoring and reporting community socio-economic impacts through a number of indicator workshops and reports. They include:

- Socio-Economic Workshop, June 2002
- Social-Economic Indicators Workshop, January 2003
- Socio-Economic Impact Assessment Tool kit – The Lutsel K'e Experience, 2003
- Socio-Economic Indicators Workshop, January 2005
- Community Reporting Workshop, March 2005
- DCAB Community Reporting Checklist, 2005
- Yellowknives Dene First Nation – Community Indicators Report (Draft for DCAB Meeting), 2005

Each community can monitor those socio-economic indicators that are of importance to them. In 2004/05 most communities submitted community reports.⁸

COMMUNITY TOOLKIT

The Lutsel K'e Dene First Nation, on behalf of DCAB, developed a toolkit in 2003, which is a step-by-step guide for impacted communities to follow, and to assess, the socio-economic impacts of the Diavik Diamond Mine on their community and members.

The Yellowknives Dene First Nation (YKDFN) piloted the community indicators project in Dettah and Ndilo in 2005. The pilot project provided an opportunity for the YKDFN to:

- test the toolkit and 'work out any bugs' in the data collection tools and methodology;
- identify their own set of indicators;
- gather community baseline data on the socio-economic impacts;
- make recommendations to DCAB members

(i.e. DDMI, GNWT and YKDFN) on actions they could take to mitigate the negative impacts of the Mine and strengthen the positive ones;

- document their experiences.

The experiences of the YKDFN will help other communities to begin a similar process of identifying indicators, gathering baseline data, and developing recommendations for action by the DCAB. All DCAB communities are expected to complete baseline studies by the end of the 2005/06 fiscal year.

DCAB INITIATIVES

In 2004/05, DCAB focused on improving the work of the Board. We considered:

- ways to improve the way the Board functions;
- a template to track and address issues coming to the attention of the Board;
- job descriptions for community members; and
- a communications plan to improve understanding of DCAB in our communities.



⁸ See Appendix D for copies of community reports

CHANGES WE HAVE SEEN

In 2005, DCAB asked Lutra Associates Ltd. of Yellowknife to prepare a clear language analysis of the socio-economic circumstances in DCAB communities⁹ and a list of recommendations¹⁰ for DCAB members based on their reports.¹¹

Readers need to be aware that there are some difficulties associated with preparing an analysis of DCAB members' reports. For example, it is difficult to:

1. determine the impacts associated with DDMI, as three of the four GNWT's Communities and Diamonds reports combine monitoring data required under both the BHP Billiton and the Diavik Socio-Economic Agreements.
2. compare DCAB communities with other NWT communities (as per Communities and Diamonds reports), as these communities include the larger regional centres of Inuvik, Fort Smith and Hay River.
3. attribute socio-economic change to any one source, cause or event.
4. present a comprehensive picture of DCAB communities when some community reports are missing (including reports from the North Slave Métis Alliance and the Kitikmeot Inuit Association).
5. compare data when different populations are used (e.g. communities may collect data based on a cultural community, while the GNWT collects data from a geographic location).
6. present information on Ndilo and Dettah because these communities are often considered as a part of Yellowknife.
7. present an accurate picture of the experiences of DDMI employees without employee surveys and exit surveys.

The following section uses information from verbal and written community reports^(CR), GNWT reports^(GNWT), and DDMI reports^(DDMI).

I. Cultural Well-Being

Changes We Have Seen

- **DDMI and DDMI contractor employees from DCAB communities are comfortable speaking their language on site.** 88% of YKDFN members employed at DDMI and BHP (and all DDMI employees) feel comfortable speaking their language on site when they are not on shift.^(CR)

But...

- **The ability to speak an Aboriginal language is declining in DCAB communities** and across the NWT. In DCAB communities 92% of Aboriginal people could speak their language in 2004 compared to 95% in 1999. Dene language skills in DCAB communities are strong compared to remaining NWT communities, where 38% of the Aboriginal population could speak their language in 2004. Declines in Aboriginal language skills are most noticeable among youth 15 to 24 years of age – 87% of Aboriginal youth in DCAB communities could speak their language in 2004 compared to 92% in 1999.^(GNWT)
- **DCAB communities identify a loss of language skills,** especially among youth. Mining activity is seen as contributing to a declining interest in language and language training.^(CR)
- **DDMI and DDMI contractor employees from DCAB communities attend fewer cultural events.** 76% of YKDFN members employed at DDMI and BHP say that they attend fewer cultural/community events (e.g. drumming, feasts, funerals). Community people say that language and culture are less important to people working in the mines, while money and trips away are becoming more important.^(CR)
- **People in DCAB communities are not following Dene laws and are beginning to forget the elements of these laws.**^(CR)
- **There are fewer opportunities for elders and youth to make healthy connections.** There are also language barriers between youth and elders.^(CR)

⁹ In this section, 'DCAB communities' include Lutsel K'e, Dettah, Ndilo, Behchoko, Gameti, Whati and Wekweeti.

¹⁰ See Appendix A for a list of recommendations approved by the Board.

¹¹ See Appendix B for a list of recommendations.

2. Social Stability and Community Wellness

Changes We Have Seen

- **Many DDMI and DDMI contractor employees from DCAB communities are happy with their employment and the opportunity to provide for their families.**^(CR)
- **Many DDMI and DDMI contractor employees from DCAB communities are proud of their role as breadwinners** for their families and spouses are supporting their partners by looking after the home and children.^(CR)
- **There is more community support in DCAB communities for organizations** that support families, children and youth (through fund raisers such as bingos, raffle tickets and donations).^(CR)
- **Many DDMI and DDMI contractor employees from DCAB communities are spending more time with their children** when they are at home.^(CR)
- **DCAB communities recognize the importance of mine employment.**^(CR)
- **Some community programs link elders with youth, strengthen families, and provide healthy alternatives to alcohol, drugs and other high-risk behaviours.**^(CR)

But...

- **Alcohol and drug use is a major concern in DCAB communities.** There is more drug and alcohol abuse in communities, easier access to drugs and alcohol, and more harmful drugs being used (e.g. crack cocaine and crystal meth). People working at the mines tend to binge drink when they return to the community. Families and communities are experiencing more problems associated with substance abuse, including family breakdown and child welfare investigations. Youth, in particular, are negatively affected by addictions, and young mine workers may not be spending their time off in a productive manner.^(CR)
- **The rate of violent crime¹² has fluctuated, but is rising in DCAB communities** and across the NWT. Between 1999 and 2003, the violent crime rate in DCAB communities

fluctuated from a low of 50 per 1,000 people in 1999, to a high of 78 in 2002, with an overall increased of 15%. During this time the violent crime rate increased by 41% in remaining NWT communities.^(GNWT)

- **Many youth in DCAB communities are not doing well.** Community members, including elders and school professionals, identify a noticeable change in the behaviour of youth. Youth are:
 - not well connected to their families, their culture, or their communities;
 - uncertain about their future and have few employment opportunities;
 - bored and engaging in unhealthy, high-risk behaviours, such as substance abuse, crime, and high-risk sexual activity;
 - not respectful of others (e.g. parents, elders, other adults and youth);
 - not attending school (especially if one parent is away working) and/or being disruptive at school;
 - not living at home (they may be living on the street or are staying with friends or other family); or
 - living in unhealthy family environments.^(CR)
- **The rate of youth charged with a criminal offence¹³ is increasing dramatically in DCAB communities.** During the period between 1999 and 2003 the rate of youth charged with a criminal offence increased from 44 per 1,000 people to 249 per 1,000 (and increased by five times between 2001 and 2003). The rate of youth charged with a criminal offence in the NWT during this same period increased from 140 to 152 per 1,000, and fluctuated in remaining communities.^(GNWT)
- **The rate of Sexually Transmitted Infections¹⁴ (STIs) is a serious issue that is getting worse in DCAB communities.** In 2003, the rate of STIs in DCAB communities was 54 per 1,000 population, which was approximately 2.5 times the rate in remaining NWT communities and 2.8 times the territorial rate. The STI rate in DCAB communities is increasing faster compared to other communities. For example, in 1999, the STI rate in DCAB communities was 2.1 times the rate in remaining NWT communities and 2.4 times the territorial rate. Youth 15 to 24 years of age are most at risk of contracting a STI. What has the highest rate of infection (67

¹² Violent crime includes homicide, attempted murder, assault, sexual assault, other assaults, other sexual offences, abduction, and robbery.

¹³ Most often, 'youth charged' reflects more serious, or repeat, criminal incidents. A large number of incidents never result in charges, or youth are diverted out of the courts.

¹⁴ STIs include chlamydia and gonorrhoea.

- per 1,000 population) in 2003 and Lutsel K'e the lowest (37 per 1,000 population).^(GNWT)
- **Families in DCAB communities are experiencing problems** as a result of separation, and adjusting to single and two-parent families. Most former DDMI and DDMI contractor employees say that family separation and loneliness were reasons for quitting. Parents who remain at home have little support dealing with family issues when their spouse is away.^(CR)
 - **The percentage of single parent families in DCAB communities is increasing.** Between 1996 and 2001 the percentage of single parent families increased from 20% to 30%. (The percentage of single parent families remained constant between 1991 and 1996). In the NWT, and in remaining NWT communities, there has been a slow, but steady increase in the percentage of single parent families.^(GNWT)
 - **The number of spousal assault cases in DCAB communities has fluctuated.** Between 1999 and 2002, the number of spousal assault cases increased from 44 to 59, then declined to 28 in 2004. During this same period the number of cases declined steadily across the NWT, and fluctuated in remaining NWT communities. Reasons for declines are not clearly understood. Most cases of family violence are not reported.^(GNWT)
 - **Child welfare investigations in DCAB communities have fluctuated.** In the four years between 2000/01 and 2003/04, the rate of child welfare investigations fluctuated from a low of 116 per 1,000 in 2002/03, to a high of 178 in 2003/04. The rate in remaining communities and the territorial rate also fluctuated during this time to a high of 174 and 162 respectively.^(GNWT)
 - **Family issues affect DDMI and DDMI contractor employees' performances.** Work performances suffer when workers' thoughts are focused on children and spouses. Single parents employed at the mine worry about their children's safety and well-being while they are away at work.^(CR)
 - **There is more gambling in DCAB communities** – local gaming houses are full, community bingos are held most nights, and youth are also gambling.^(CR)
 - **There is inadequate housing to meet the needs of families in DCAB communities.** Overcrowding affects the health and well-being of families, in particular, children's performance in school and adult's performance at work. There are few housing options for workers who wish to improve their living situation.^(CR)
 - **The Public Housing Program rental structure creates disincentives for tenants in DCAB communities to secure employment at DDMI and encourages out-migration.** Rents are calculated based on a percentage of a household's gross income to a ceiling of 30%. As a result, DDMI and DDMI contractor employees living in public housing units may be obliged to pay high rents for basic housing units.^(CR)
 - **Overcrowding is an issue in DCAB communities.** In 2004, 21% of households had six or more persons compared to 8% in remaining communities and 7% in the NWT. Between 2000 and 2004, the percentage of households with six or more persons declined in DCAB communities. Declines have been experienced in all communities except Wekweeti where the percentage increased from 17% in 2000 to 28% in 2004.^(GNWT)
 - **The percentage of households in core need¹⁵ is decreasing in DCAB communities.** Between 2000 and 2004, the percentage of household in core need decreased from 52% to 36%. Decreases were also experienced across the NWT and remaining NWT communities during this time. In 2004, the highest percentage of households in core need in DCAB communities was in Lutsel K'e (46%).^(GNWT)
 - **Population increases in DCAB communities strain existing infrastructure** (e.g. housing, day cares, schools). Lack of childcare spaces and few opportunities for early childhood development has an impact on the healthy development of children and the healthy functioning of families.^(CR)
 - **There is a high turnover in health and wellness positions in DCAB communities.**^(CR)
 - **DCAB Communities are experiencing an out-migration.** Some DDMI and DDMI contractor employees have moved from smaller communities to Yellowknife and other locations because of lack of housing, cost of living, quality of education, and/or lack of employment opportunities for other members of the family. As a result, there are fewer, healthy role models making positive contributions to their communities.^(CR)

¹⁵ Core need is a measure used to identify households that have one or more housing problems (i.e. suitability, adequacy or affordability) and a total income below the Community Core Need Income Threshold (the income a household must have to be able to afford the cost of owning and operating or renting a home in the private market without government assistance).

3. The Traditional Economy

Changes We Have Seen

- **Most members of DCAB communities continue to harvest and eat food from the land.**^(CR)
- **People in DCAB communities continue to trap.** Trapping activity varies by community. Dettah (25%) and Lutsel K'e (24%) had the highest percentage of trappers. Between 1998 and 2003, the percentage of people who trapped increased in Dettah, Wekweeti, Whati, and decreased in Gameti, Lutsel K'e and Behchoko. During this same time, the percentage of people in the NWT who trapped declined slightly and stayed the same in remaining NWT communities.^(GNWT)

But...

- **Hunting and fishing activities in DCAB communities are declining.** Between 1998 and 2003, hunting and fishing activities declined in all communities except Behchoko. The largest decline was in Whati where the percentage of the adult population who hunted or fished fell from 66% to 43%. (In Behchoko this percentage increased from 25% to 35%.) The percentage of the adult population hunting and fishing declined in all other NWT regions during this period.^(GNWT)
- **People in DCAB communities are eating less country foods.** Between 1998 and 2003, the percentage of households consuming half or more of their meat and fish from the land decreased from 80% to 69%. Decreases were recorded in all communities except Gameti. Overall, people in all NWT regions are eating less country food, but decreases are more dramatic in DCAB communities.^(GNWT)
- **DDMI and DDMI contractor employees from DCAB communities are spending less time on the land.** In 2005, 72% of YKDFN members working at DDMI and BHP indicated that they spend less time on the land than they used to; 52% spend less time teaching bush skills to kids; and, 88% know less about the history of the land.^(CR)

4. Non-Traditional Economy

Changes We Have Seen

Money Management

- Many families with a family member who is a DDMI or DDMI contractor employee have better living conditions and more consumer goods. They are shopping locally and are:
 - purchasing new clothing and more household items.
 - making trips south.
 - better able to support members attending post-secondary education.
 - buying houses and acquiring mortgages.
 - purchasing snow machines, boats, motors, quads, and other equipment for on the land activities.^(CR)
- 68% of YKDFN members who work at DDMI or BHP say their quality of life has improved; 92% say they are better able to support their families; and, 72% feel they have control over their finances.^(CR)
- **Average incomes in DCAB communities are increasing.** Between 1999 and 2002, average incomes increased by approximately 26% compared to an increase of approximately 16% across the NWT, and 17% in remaining NWT communities. Increases in average incomes were highest in Lutsel K'e (36%) and lowest in Gameti (19%). Average incomes in DCAB communities remain substantially lower than the NWT average (\$27,791 vs. \$42,047) and the average in remaining NWT communities (\$27,791 vs. \$35,789).^(GNWT)
- **Use of income support in DCAB communities is declining.** Between 1999 and 2003, average monthly income assistance rates in DCAB communities fell from 90 to 60 per 1,000 population. Decreases were largest in Whati (135 to 53) and smallest in Lutsel K'e (74 to 71). Decreases follow a territorial trend. Average monthly income assistance rates in the NWT decreased from 44 to 27, and from 55 to 33 per 1,000 population in remaining NWT communities. Decreases are due, in part, to changes to the Income Support Program made in 1995, which require that clients pursue productive choices (e.g. education, training, employment and wellness programs/services).^(GNWT)

But...

- Some DDMI and DDMI contractor employees from DCAB communities have problems managing their money. They spend recklessly and beyond their means, and experience high debt loads. Many families live with 'feast or famine'.^(CR)

Job Satisfaction

- **Education is a high priority for DDMI and DDMI contractor employees from DCAB communities.** Workers are seeking on-site education and training opportunities.^(CR)
- **Overall, DDMI and DDMI contractor employees from DCAB communities are happy with their employment at Diavik.**^(CR)
- **DDMI and its contractors are hiring Aboriginal people.** In 2004, approximately 44% of workers hired by DDMI and its contractors were of Aboriginal descent.^(DDMI)
- **DDMI has a number of human resource development initiatives,** including an Aboriginal Employment Strategy; an Aboriginal Leadership Development program (piloted in 2005); site-based training; apprenticeship training; and a workplace learning centre.^(DDMI)

But...

- **Most DDMI and DDMI contractor employees from DCAB communities work in entry-level or semi-skilled positions,** such as:
 - o labourers;
 - o catering and housekeeping; or
 - o heavy equipment operators.^(CR)
- **Many DDMI and DDMI contractor employees from DCAB communities are not benefiting from on-site training and/or career advancement opportunities.** For example:
 - o They face barriers to training initiatives and apprenticeship opportunities because of a lack of industry-related experience, lack of education, and/or low literacy levels.
 - o They are not being given on-the-job work opportunities to learn the skills needed to advance into supervisory/

management positions.

- o The replacement workers policy (e.g. for semi-skilled jobs) is not being followed to the fullest.^(CR)
- **Many DDMI and DDMI contractor employees from DCAB communities face a number of work-based issues,** including prejudicial attitudes of other workers.^(CR)
- **Some DDMI and DDMI contractor employees from DCAB communities have difficulty adjusting to the strict rules and codes of conduct** at the mine site.^(CR)
- **The percentage of Aboriginal people employed by DDMI and DDMI contractor employees in 2004 (36%) remains lower than the SEMA target of 40%.**
- **The turnover rate among Aboriginal workers is high,** given that 44% of new hires in 2004 were Aboriginal employees, but Aboriginal employment averaged at 36% of the DDMI workforce.

Access to Employment

- **In 2004, DDMI and its contractors employed an average of 720 persons, of which, 72% were Northern residents and 36%¹⁶ were of Aboriginal descent.**^(DDMI)
- **DDMI and its many contractors are sources of wage employment for approximately 125 individuals from DCAB communities.**^(CR)
- **Approximately 45% of DDMI and its contractor employees live in Yellowknife; 8% live in Behchoko; and 20% live in other communities in the NWT.**^(DDMI)
- **In the past, DCAB members have worked together to offer programs in DCAB communities,** such as trades and semi-skilled training, youth oriented programs, and literacy and life skills programs.^(CR)
- **More people are working in DCAB communities.** Between 1999 and 2004, employment rates¹⁷ increased from 35% to 39%. Lutsel K'e had the highest employment rates (54%), and Behchoko the lowest (35%). Dettah was the only community with a decrease in employment rates, from 48% in 1999 to 38% in 2004. Between 1999 and 2004, employment rates remained steady in the NWT and decreased slightly in remaining NWT communities. In 2004, the employment rate in

¹⁶ This figure represents the average percentage of Aboriginal employees in 2004.

¹⁷ The employment rate is the percentage of the adult population (i.e. 15 years of age and older) who are employed.

DCAB communities was substantially lower than remaining NWT communities (61%) and across the NWT (68%).^(GNWT)

- DDMI worked with government, community, and industry partners to conclude an Aboriginal Skills & Employment Program that can access up to \$15 million in federal funding for mine training over the next four years.^(DDMI)

But...

- **Low literacy levels in DCAB communities negatively affect people's ability to secure employment.**^(CR)
- **There were no community-based training initiatives in DCAB communities in 2004.**^(DDMI)
- **Most DDMI job posting in DCAB communities are for skilled, qualified workers.** Community outreach workers rarely get calls from DDMI regarding employment or training opportunities.^(CR)

5. Sustainable Development and Economic Diversification

Changes We Have Seen

- **Education levels are increasing in DCAB communities** and across the NWT. Between 1999 and 2004, the percent of the adult population achieving high school or higher increased from 33% to 36%. Education levels in DCAB communities are lower compared to remaining NWT communities (i.e. not including Yellowknife) and the NWT, where 58% and 68% respectively of the adult population had achieved high school or higher in 2004.^(GNWT)
- **Awareness of the importance of education is increasing.** People in DCAB communities are:
 - achieving success in high school.
 - pursuing post-secondary education opportunities.
 - supported by communities and families in their endeavours.
 - enrolling in adult basic education, college programs and other skills programs within and outside the community.^(CR)
- **The DDMI scholarship program supports students enrolled in post-secondary programs.** In 2004, 109

individuals received over \$180,000 in Diavik scholarships. Since its inception in 2001, the scholarship program has awarded over \$680,000 to 338 residents of the NWT and West Kitikmeot Region.^(DDMI)

- **Some graduates of community-based training initiatives have found employment with local agencies and/or private companies.**^(CR)
- **Community development corporations in DCAB communities are growing.** These corporations have developed a number of joint ventures that have created more business and employment opportunities.^(CR)
- **There are more businesses, and businesses have grown and expanded as a result of opportunities at the mine.** Businesses are providing cost effective, quality services.^(DDMI)
- **DDMI supports a number of Aboriginal-owned businesses in DCAB communities.** In 2004, DDMI spent approximately \$85 million with northern Aboriginal-owned businesses, and \$75 million with northern Non-Aboriginal-owned businesses. Approximately half of the DDMI workforce is supplied through contracts with northern firms; the remaining half are employed directly by DDMI. This approach is seen by DDMI as enhancing the capacity of Aboriginal businesses and their ability to grow and diversify (i.e. lessen their dependence upon DDMI).^(DDMI)
- **DDMI has developed a business model for contractors and service providers** that includes guidelines for achieving Aboriginal participation, environmental and socio-economic performance, and best practices.^(DDMI)
- **Access to rough diamonds has created opportunities for up to four diamond cutting and polishing businesses to develop,** which have created training and employment opportunities. These businesses may lead to further downstream opportunities in northern jewellery design, manufacturing, and retailing.^(GNWT)

But...

- **Literacy issues in DCAB communities continue to negatively affect people's ability to secure employment.**^(CR)

- **Few career fairs are staged in DCAB communities.**^(CR)
- **Youth unemployment in DCAB communities continues to be very high**^(GNWT) due to a lack of training, lack of jobs, uncertainty about their future, and lack of high self-esteem.^(CR)
- **Some DCAB communities do not have small businesses providing services to the mine.**^(CR)
- **Yellowknife remains the centre of commercial activity in the NWT**, and most indirect and all induced impacts of the mine take place in the City.
- **The number of businesses in DCAB communities has fluctuated.** Since 1997, the number of registered businesses has fluctuated from 44 in 1997, to 55 in 2000. In 2002, there were 51 registered businesses in DCAB communities.^(GNWT)



DCAB'S PRIORITIES FOR 2005/06 AND 2006/07

The Diavik Communities Advisory Board's priorities for 2005/06 and 2006/07 are based on our work plan and budget. DCAB is strongly committed to its role of enhancing the positive and mitigating¹⁸ the negative impacts of the Diavik Diamond Mine on the lives of Aboriginal people living in communities affected by the Mine. DCAB's priorities over the next two years reflect this commitment, as well as a desire for the Board to be more responsive to the views, issues, and concerns of all DCAB members. Specific priorities over the next two years are to continue to:

- hold regular Board meetings and community visits; and sub-committee and executive committee meetings; and workshops as directed by the Board.
- implement policies and procedures that will improve the functioning of the Board (e.g., financial management, governance, reporting, and communications).
- review and update the Board's work plan and budget.
- Implement the Community Research Toolkit in all DCAB communities and assist communities in standardizing their reporting and issue tracking.
- liaise and maintain close contact with community members and Aboriginal Authorities to ensure that effective, two-way communication is maintained.
- continue to make recommendations, and track the status of recommendations.
- create a central data base for community indicators to track socio-economic impacts from DCAB communities.



¹⁸See Article 6.5 of SEMA

AUDITORS' REPORT**Mackay LLP
Diavik Communities Advisory Board
Financial Statements
March 31, 2005****Auditors' Report****To the Members of Diavik Communities Advisory Board**

We have audited the statement of financial position of Diavik Communities Advisory Board as at March 31, 2005 and the statements of operations and changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the Agency's management. Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance, whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. In our opinion, these financial statements present fairly, in all material respects, the financial position of the Agency as at March 31, 2005, and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

**Yellowknife, Canada
Chartered Accountants
July 26, 2005**

Diavik Communities Advisory Board Statement of Operations and Changes in Net Assets

For the year ended March 31,

	2005	2004
Revenues		
Diavik Diamond Mines Inc.	\$ 180,225	\$ 200,250
Other revenue	-	749
Sub-lease	700	7,000
Government of the Northwest Territories (GNWT) - Industry, Tourism and Investment	180,000	200,250
Deferred revenue, beginning of year	293,617	249,338
Deferred revenue, end of year	(60,000)	(293,617)
Contributions repayable	(185,893)	-
	408,649	363,970
Expenditures		
Advertising	1,340	-
Amortization	2,695	3,477
Board meeting expenses	18,182	9,783
GST expense	8,240	6,064
Honoraria - GNWT rates	97,920	25,325
Honoraria – other	26,300	-
Insurance	1,626	720
Membership and dues	605	125
Miscellaneous	1,948	1,710
Office	3,565	4,469
Postage and courier	75	311
Professional and contract fees	69,224	98,893
Rent	15,527	14,777
Strategic initiatives	126,342	156,955
Sub-contractor	3,205	-
Telephone and utilities	3,708	2,725
Travel	30,842	40,945
	411,344	366,279
Loss before investment in capital assets	(2,695)	(2,309)
Investment in capital assets	(2,695)	(2,309)
Excess of revenues over expenditures -		
Surplus, beginning of year	97,861	97,861
Surplus, end of year	\$ 97,861	\$ 97,861

Diavik Communities Advisory Board
Statement of Financial Position

March 31,	2005	2004
Assets		
Current		
Cash	\$ 289,513	\$ 383,014
Accounts receivable	8,240	7,563
Prepaid expenses	-	2,969
Contributions receivable	120,050	40,050
	417,803	433,596
Equipment (note 3)	8,408	11,103
	\$ 426,211	\$ 444,699
Liabilities		
Current		
Accounts payable and accrued liabilities	\$ 74,049	\$ 42,118
Deferred revenue (note 4)	60,000	293,617
Contributions repayable	185,893	-
	319,942	335,735
Fund Balances		
Investment in capital assets (note 5)	8,408	11,103
Surplus	97,861	97,861
	106,269	108,964
	\$ 426,211	\$ 444,699

Diavik Communities Advisory Board Statement of Operations and Changes in Net Assets
Diavik Communities Advisory Board Statement of Cash Flows

For the year ended March 31,

	2005	2004
Cash provided by (used for)		
Operating activities		
Excess of revenues over expenditures	\$ -	\$ -
Item not affecting cash		
Amortization	2,695	3,477
	2,695	3,477
Changes in non-cash working capital items		
Accounts receivable	(677)	(2,713)
Prepaid expenses	2,969	(2,969)
Contributions receivable	(80,000)	59,100
Accounts payable and accrued liabilities	31,931	3,429
Deferred revenue	(233,617)	44,279
Contributions repayable	185,893	-
	<u>(90,806)</u>	<u>134,603</u>
Financing activity		
Investment in capital assets	(2,695)	(2,309)
Investing activity		
Purchase of equipment	-	(1,168)
Increase (decrease) in cash	(93,501)	131,126
Cash, beginning of year	383,014	251,888
Cash, end of year	\$ 289,513	\$ 383,014

Diavik Communities Advisory Board Notes to the Financial Statements March 31, 2005**1. Nature of operations**

Diavik Communities Advisory Board ("the Agency") is a non-profit organization incorporated under the *Societies Act* of the Northwest Territories. It is exempt from income tax under Section 149(1) of the *Income Tax Act*. The mission of the Agency is to oversee the socio-economic monitoring agreement of Diavik Diamond Mines Inc.

2. Significant accounting policies

The following is a summary of the significant accounting policies used by management in the preparation of these financial statements.

(a) Financial instruments

All significant financial assets, financial liabilities, and equity instruments of the Agency are either recognized or disclosed in the financial statements, together with other information relevant for making a reasonable assessment of future cash flows, interest rate risk, and credit risk. Where practicable, the fair values of financial assets and financial liabilities have been determined and disclosed; otherwise, only available information pertinent to fair value has been disclosed.

(b) Equipment

Equipment purchases are recorded on the balance sheet at historical cost less accumulated amortization. Amortization is calculated by the declining balance method at the annual rates set in Note 3. In the year of acquisition, amortization is taken at one-half the annual rates.

(c) Economic dependence

The Agency receives all of its contribution funding from Diavik Diamond Mines Inc. and the Government of the Northwest Territories. Management is of the opinion that operations would be significantly affected if the funding was substantially curtailed or ceased.

(d) Revenue recognition

The Agency follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year which the related expenditures are incurred. Contributions received in advance of expenditures are either deferred, if they can be used in future years, or shown as a contribution repayable if they must be refunded to the funding agency.

**Diavik Communities Advisory Board
Notes to the Financial Statements
March 31, 2005**

2. Significant accounting policies (continued)

(e) Use of estimates

The preparation of financial statements, in conformity with Canadian generally accepted accounting principles, requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the balance sheet date, and the reported amounts of revenues and expenses during the year. Actual results could differ from those estimates.

3. Equipment

				2005	2004
	Rate	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Equipment	20%	\$ 10,926	\$ 5,840	\$ 5,086	\$ 6,357
Computer equipment	30%	13,277	9,955	3,322	4,746
		\$ 24,203	\$ 15,795	\$ 8,408	\$ 11,103

4. Deferred revenue

Deferred revenue consists of the funds contributed by Diavik Diamonds Mines Inc. and the Government of the Northwest Territories. The contribution from Diavik Diamond Mines Inc. is on a calendar year basis, and the amount from the Government of the Northwest Territories is on a fiscal year basis. These amount, will be taken into revenue in 2006, as services and goods are acquired for strategic planning purposes.

5. Investment in capital assets

	2005	2004
Balance, beginning of year	\$ 11,103	\$ 13,412
Purchases of capital assets	-	1,168
Amortization	(2,695)	(3,477)
	\$ 8,408	\$ 11,103

6. Comparative figures

The financial statements have been reclassified, where applicable, to conform to the presentation used in the current year. The changes do not affect prior year earnings.

APPENDIX A: DCAB RECOMMENDATIONS

1.0 CULTURAL WELL-BEING

DDMI, GNWT and DCAB Communities

- 1.1 Use Dogrib and Chipewyan during community workshops.
- 1.2 Develop audio and visual resources in Dogrib and Chipewyan.
- 1.3 Support Dogrib and Chipewyan language programs in schools.

DDMI and GNWT

- 1.4 Understand that maintaining Dene culture, language, and traditional lifestyles are very important to people in DCAB communities. Work with DCAB communities to develop initiatives that support and strengthen Dene culture, language, and traditional lifestyles.

DCAB Communities

- 1.5 Host on the land visits for all DDMI and DDMI contractor managers to raise awareness of Dene culture and cultural values.
- 1.6 Encourage and support Dogrib or Chipewyan language use within the community.
- 1.7 Encourage and support opportunities for youth and elders to connect in healthy, positive ways within the school, on the land, and within the community.
- 1.8 Schedule cultural events so that both rotations from the mine can attend.
- 1.9 Publicly acknowledge and celebrate the work of community people to support cultural and recreation programs.
- 1.10 Provide DDMI with pictures and stories from elders to post at the mine site.
- 1.11 Establish and support a centre and/or programs and activities that promote Dene culture and spirituality.

DDMI

- 1.12 Display photographs and other materials that highlight Dene history and culture in all public buildings at the DDMI Headquarters and mine site.

GNWT

- 1.13 Support community-based initiatives to support and promote Dene culture and language through additional funding and other resources.

- 1.14 Put more money towards language loss programs. Language loss is an issue in Lutsel K'e and needs immediate attention before 100 % of the younger generation lose its Chipewyan speaking ability.

2.0 SOCIAL STABILITY AND COMMUNITY WELLNESS

DDMI, GNWT and DCAB Communities

- 2.1 Work together to address socio-economic concerns in a proactive manner. Use approaches that strengthen Dene values (e.g. support opportunities for community members and others to gather, talk about important issues and how to deal with them, make group decisions, and work together to address concerns).

DDMI and GNWT

- 2.2 Learn about Dene values around community and social well-being in order to support, not undermine, the healthy functioning of Dene communities.

GNWT and DCAB Communities

- 2.3 Develop programs and approaches to encourage and support youth to stay in school, make healthy lifestyle choices, and develop positive relationships with adults and elders.
- 2.4 Identify and hire additional health and social services staff (e.g. social workers, wellness workers, mental health and addictions workers, youth workers) to assist individuals/families in coping with social issues (e.g. family stresses; gambling, alcohol and drug addictions; and family violence). (GNWT to re-vamp existing services.)
- 2.5 Provide training for recreation staff and other individuals working with youth to develop skills to respond to youth with personal/family issues, and guide them to the help they need.

DDMI

- 2.6 Encourage and support regular communication between DDMI and DDMI contractor employees and their families.
- 2.7 Make family or couples retreats available to workers and their families.

- 2.8 Review the DDMI Family Assistance Program to determine whether it is meeting the needs of families. Develop other mechanisms to help DDMI and DDMI contractor employees and their families cope with stresses created by mine employment.
- 2.9 Employ an addictions counsellor at the mine site to support on-site workers.
- 2.10 Host more Youth & Elder visits at the site with family members of DDMI and contractor employees.

GNWT

- 2.11 Invest in housing and site development (comprehensive community-based housing program).
- 2.12 Review rent structures for the NWT Public Housing Program to eliminate disincentives to employment.
- 2.13 Develop additional recreation facilities and programs, especially in Ndilo, recognizing that Ndilo and Dettah are not part of Yellowknife.
- 2.14 Improve Health and Social Services programs for Participation Agreement (PA) Communities with regard to addictions, STIs and general awareness of drug and alcohol use, its effects, and the relationship between drug and alcohol use and family separation.
- 2.15 Improve recreation program dollars in all impacted communities.
- 2.16 Recognize “impacted communities of the Diavik Diamond Mine project,” and produce evidence of how impacted communities are dealt with from the rest of the NWT communities in terms of programs and services.

DCAB Communities

- 2.17 Educate DDMI and GNWT representatives about Dene values around community and social well-being.
- 2.18 Stage family-oriented activities to strengthen communities and families.

3.0 TRADITIONAL ECONOMY

DDMI

- 3.1 Stock Dene crafts at the DDMI Commissary.
- 3.2 Support a hunting camp close to the mine site for Aboriginal and other workers.
- 3.3 Continue to serve country foods and post information about the health benefits of eating these foods.

GNWT

- 3.4 Support community-based on-the-land initiatives to develop skills youth need to hunt and live off the land.

DCAB Communities

- 3.5 Develop a program for harvesters, so they can teach children how to live on the land and respect the land and animals.
- 3.6 Support and encourage community-based on-the-land initiatives to develop skills youth need to hunt and live off the land.

4.0 NON-TRADITIONAL ECONOMY

DDMI, GNWT and DCAB Communities

- 4.1 Work together to support more community-based pre-employment, pre-trades, and managerial training programs to develop skills.
- 4.2 Develop an annual employee survey of DDMI and DDMI contractor employees.

DDMI and DCAB Communities

- 4.3 Enhance the cross-cultural component of orientation training to reflect the Traditional Knowledge of Dene, Inuit, and Métis in DCAB communities.

GNWT & DDMI

- 4.4 Report on the number of Aboriginal women from DCAB communities in non-traditional occupations.

- 4.5 Add one more indicator to include reporting on Aboriginal women in non-traditional occupations. (SEMA Article 6.2.1 and 6.2.2.)

DDMI

- 4.6 Offer money management training courses and personal budgeting seminars to all DDMI and DDMI contractor employees.
- 4.7 Recruit more youth who have achieved grade 12.
- 4.8 Provide more on-the-job training, apprenticeship and capacity building opportunities for Aboriginal workers from DCAB communities. Support Aboriginal workers from DCAB communities to advance to supervisory positions and address on-the-job issues. Report on activities, successes, and challenges to DCAB members.
- 4.9 Have fluent Dogrib and Chipewyan speakers in the human resources division.
- 4.10 Make cross-cultural training mandatory for all DDMI and DDMI contractor employees, especially all supervisors.
- 4.11 Arrange for the president of DDMI to visit DCAB communities once per year.
- 4.12 Inform PA representatives of employees at-risk of losing their jobs. Work with representatives and employees to resolve issues.
- 4.13 Complete exit surveys with all departing DDMI and DDMI contractor employees. Report annually on these data, including reasons why DDMI and DDMI contractor employees have left their jobs.
- 4.14 Ensure that all DDMI contractors adhere to, and report on, employment and training activities agreed to by DDMI (e.g. hiring, firing, exit surveys, human resource development activities, and women in non-traditional occupations).
- 4.15 Allow access to the mine site for GNWT to interview employees of impacted communities, as per SEMA.
- 4.16 Orientation regarding cultural well-being to be mandatory for all staff; managers and contractors. Review orientation program to ensure the Traditional Knowledge of Dene are integrated in the program.
- 4.17 Have at least one member of the DDMI Human Resources Department and Community Liaisons of Chipewyan or Dogrib

- ancestry, and able to speak the language.
- 4.18 Ensure contractors share information of hiring and firing, as well as, recruitment of PA Community members with DCAB in collaboration of data collection for Toolkit surveys.
- 4.19 Review and focus efforts within the Human Resources Department to meet Aboriginal and Northern Priority I employment targets, as per the SEMA agreement. DDMI should meet these requirements, as well as DDMI Contractors.

DCAB Communities

- 4.20 Support community-based literacy projects.

5.0 SUSTAINABLE DEVELOPMENT AND ECONOMIC DIVERSIFICATION

DDMI, GNWT and DCAB Communities

- 5.1 Stage more career fairs.
- 5.2 Support school and literacy programs with books and other resources.
- 5.3 Develop programs, services and supports, to help youth make the transition from school to work.
- 5.4 Encourage youth to stay in school by providing moral support, positive recognition, and achievement awards.

DDMI and GNWT

- 5.5 Make more community visits to talk about opportunities for small businesses.
- 5.6 Assist small businesses to meet the needs of the mining industry.

DDMI

- 5.7 Provide more opportunities for students and others to visit the mine site and/or more classroom visits from DDMI.

GNWT

- 5.8 Increase training dollars for impacted communities to focus on improving basic literacy levels and life skills, and to have members achieve higher levels of education to meet requirements of current training programs offered by GNWT and DDMI.

6.0 COMMUNICATION, RESEARCH AND MONITORING

DDMI, GNWT and DCAB Communities

- 6.1 Develop meaningful partnerships to collect data; monitor changes; and address issues adversely affecting communities.
- 6.2 Develop a newsletter to inform community members of the activities of DCAB members (e.g. what is happening at the mine site, opportunities for small businesses, employment opportunities, jointly planned activities).
- 6.3 Train community members in social impact assessment and data collection.
- 6.4 Develop, provide and present a plain language version of the SEMA to all community councils.
- 6.5 Develop and maintain an on-going baseline study of the affects of the DDMI (to be updated and presented annually to community members).
- 6.6 Continue strategic initiative regarding the development of the Plain Language Version of SEMA for PA Communities.
- 6.7 Recognize SEMA community representatives as 'experts' in terms of developing and analyzing social impacts in our communities.

DDMI and GNWT

- 6.8 Funding Partners cannot conduct Impact Surveys in SEMA and Aboriginal Authority Communities without community consent.

DDMI

- 6.9 Maintain more open communication between DDMI (community liaison) and DCAB communities.
- 6.10 Invite the DDMI President to attend next Board Meeting.

GNWT

- 6.11 Plan surveys, collect data, and interpret results from surveys with the consent and involvement of DCAB communities.

- 6.12 Present DDMI specific data in the Communities and Diamonds reports (i.e. do not include data from BHP and De Beers in these reports).
- 6.13 Separate DDMI and BHP and De Beers data to be Mine specific for DDMI only, as per SEMA from the Community and Diamonds report.
- 6.14 GNWT to limit their reporting to SEMA 6.2.2 to impacted communities and ask leadership for approval.
- 6.15 Treat Dettah and Ndilo consistently in the Communities and Diamonds reports, or acknowledge the difficulties collecting and presenting data from these two communities. (Currently, the communities are sometimes included with Yellowknife.)

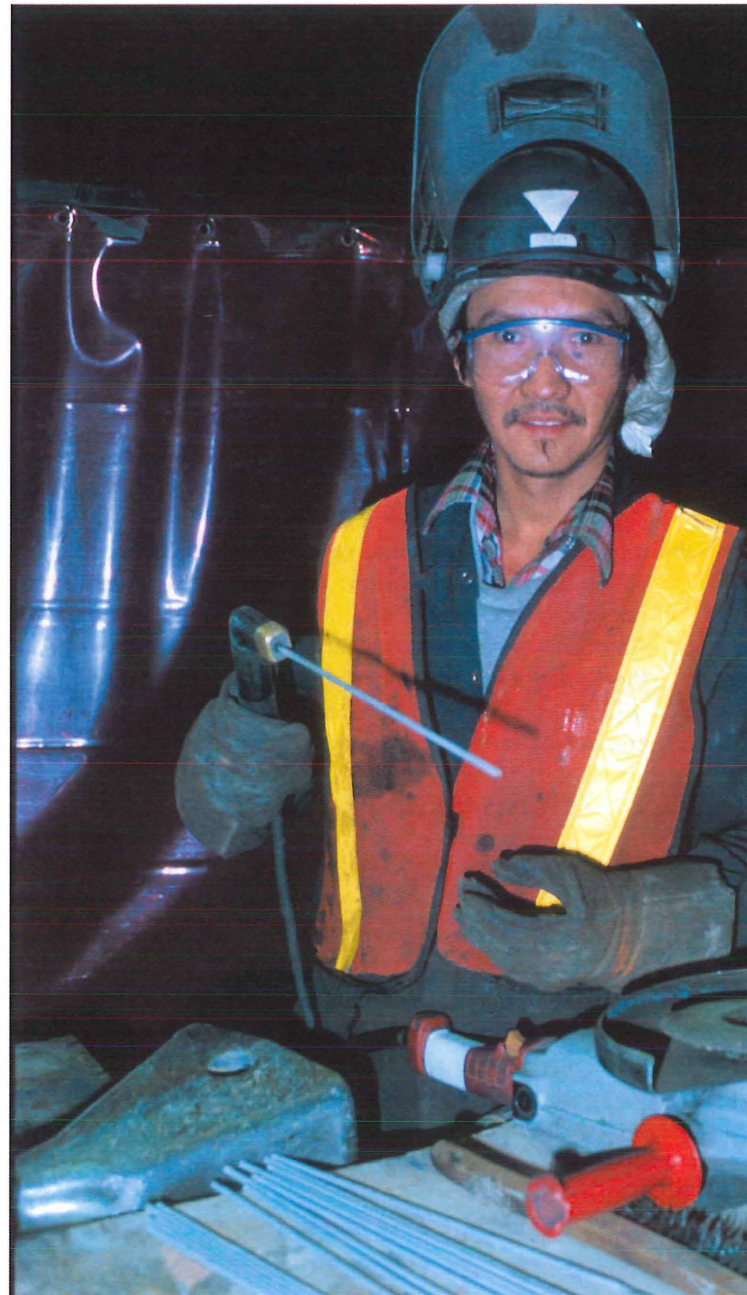
7.0 OTHER RECOMMENDATIONS

DDMI, GNWT and DCAB Communities

- 7.1 In the development of the Diavik Diamond Mine, the Department of Indian and Northern Affairs took a proactive approach by providing support for Aboriginal participation during the early phases of project assessment, construction, and into mine operations. DIAND's active support has fostered the growth of many Aboriginal businesses that now service the Diavik Diamond Mine and employ many Aboriginal people in the North Slave region. DIAND's on-going support for Aboriginal training and development has also helped to create a foundation for expanding skills that will benefit communities in the long term. In addition, recent announcements by the Government of Canada on the creation of a 10 year, \$500 million Socio-economic fund to deal with the effects of the proposed Mackenzie Valley on pipeline impact communities, clearly suggests an important partnership role Canada can play in the future work of the Diavik Diamond Mines Socio-economic Monitoring Advisory Board. Accordingly, it is recommended that the Department of Indian Affairs and Northern Development be invited to become a signatory to the Diavik Diamond Mines Socio-economic Monitoring Board, and nominate a representative to the DCAB Board of Directors.
- 7.2 Article 2.1.17 SEMA and # 9 Incorporation Document, to include "and the Aboriginal Authorities".

GNWT

- 7.3 The Diavik Communities Advisory Board is concerned that the current GNWT representatives on the Board of Directors Current, do not have the mandate to vote on matters concerning Board policy and recommendations, regarding GNWT programs and services in support of DCAB objectives. GNWT representatives are required to consult with senior GNWT officials prior to participating in Board decisions on these matters. This procedure has impeded the DCAB from carrying out its mandate in an efficient and effective manner. To address this issue, and to ensure the spirit and intent of the SEMA Agreement is upheld, it is recommended that the Assistant Deputy Ministers of Industry, Tourism and Investment, and Education, Culture and Employment, be appointed to the DCAB Board of Directors. These appointments would be consistent with the senior nature of GNWT appointments to the Diavik Environmental Monitoring Advisory Board, and would reaffirm the importance the GNWT places on the Diavik Communities Advisory Board as an agent for Socio-economic Monitoring and community benefits from the Diavik Diamond Mine.
- 7.4 Review and improve its policies for Travel and Insurance. Lutsel K'e high school students live in Fort Smith, and occasionally parents and relatives request to purchase seats on GNWT charters. These parents are only allowed to do this providing they pay the charter cost, for "insurance purposes", even when they are only interested in purchasing one seat. This is an unreasonable cost to families. The GNWT should make improvements to its policies to allow parents to travel to Fort Smith to visit students, as there are no regular scheduled flights from Lutsel K'e to Fort Smith.



APPENDIX B – MONITORING AND MITIGATION COMMITMENTS AS PER THE DIAVIK DIAMONDS PROJECT SOCIO-ECONOMIC MONITORING AGREEMENT

PART VI MONITORING AND MITIGATION

Article 6.1 INTENT

- 6.1.1 Socio-economic monitoring of the Project will address the following categories:
- (a) non-traditional economy;
 - (b) cultural well-being, traditional economy, land resource use;
 - (c) social stability and community wellness;
 - (d) net effects on Government; and
 - (e) sustainable development and economic diversification.
- 6.1.2 The Parties acknowledge that:
- (a) DDMI is best able to collect and provide data relating to employment, training, and procurement;
 - (b) the GNWT is best able to report public statistics collected at the national, territorial, and community level relevant to the Project; and
 - (c) Aboriginal Authorities and community representatives on the Advisory Board are best able to collect and provide data interpreting Project-related experiences at the community level.

Article 6.2 MONITORING PROGRAM

- 6.2.1 DDMI will report the following data to the Advisory Board, including its analysis and interpretation of that data:
- (a) employment and training data and initiatives, pursuant to Part III;
 - (b) procurement data and initiatives, and economic and business opportunity initiatives, pursuant to Part IV;
 - (c) cultural well-being and community wellness initiatives, pursuant to Part V; and
 - (d) the results of any exit surveys of people leaving the employment of the Project.

- 6.2.2 The GNWT will report the following public data to the Advisory Board, including analysis and interpretation of that data:
- (a) average income;
 - (b) proportion of high-income earners;
 - (c) social assistance cases;
 - (d) employment;
 - (e) participation rate;
 - (f) registered businesses, bankruptcies and start-ups;
 - (g) number of people 15 years and older with less than grade 9;
 - (h) number of people 15 years and older with a high school diploma;
 - (i) employment and training data and initiatives pursuant to Part III;
 - (j) procurement data and initiatives, and economic and business opportunity initiatives, pursuant to Part IV.
 - (k) percent of work force age group engaged in traditional activities;
 - (l) ratio of home-language use to mother tongue, by major age groups;
 - (m) age-standardized injuries;
 - (n) single-parent families;
 - (o) number of mothers and children referred to shelters;
 - (p) police-reported crimes, according to the following categories: violent, property, drug-related, other;
 - (q) communicable diseases (sexually transmitted diseases, tuberculosis);
 - (r) children in care;
 - (s) any efforts to respond to, or mitigate, effect believed to arise from the Project;
 - (t) the net effects of the Project on government will depend partly on how the Project affects other social, economic, and cultural components over the life of the Project. The GNWT may develop a model to capture these net effects; and
 - (u) secondary industry data and initiatives, pursuant to Article 4.4 and the terms of the Memorandum of Understanding referred to in Article 4.2.

6.2.3 Aboriginal Authority Parties will report on, and interpret, socio-economic effects of the Project to the Advisory Board.

6.2.4 The community representatives on the Advisory Board will report on, and interpret, socio-economic effects of the Project at the community level to the Advisory Board.

Article 6.3 EMPLOYEE SURVEY

6.3.1 DDMI agrees to provide access to the Project site and to DDMI employees for GNWT to conduct an annual employee survey.

Article 6.4 REPORTING

6.4.1 Unless otherwise stated, Part VI data shall be reported to the Advisory Board no later than three (3) months following the end of each calendar year.

6.4.2 Notwithstanding any other provision of this Agreement, DDMI shall not be required to report or disclose information which DDMI considers to be of a proprietary or commercially sensitive nature, or which would infringe the personal privacy of its employees.

6.4.3 The Parties agree that, to the extent possible without breaching confidentiality, proprietary interests, commercial interests, or intellectual property rights, summarized information will be shared in public forums and reports.

6.4.4 Once each calendar year, no later than six (6) months following the end of the previous calendar year, the Advisory Board will submit an annual socio-economic report to each of the GNWT, DDMI, and the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk, and the North Slave Métis Alliance. The report will incorporate the data, analysis and interpretation of the data provided to the Advisory Board under this Agreement.

6.4.5 The Advisory Board may incorporate the results of community meetings in the annual socio-economic report.

Article 6.5 MITIGATION

6.5.1 The Advisory Board may make formal recommendations, pursuant to Article 2.1.12, to either DDMI or the GNWT, or both, for adaptive mitigation measures in respect of the commitments under this Agreement. DDMI or the GNWT or both, will, subject to Article 6.5.2, take reasonable steps to meet such formal recommendations.

6.5.2 Where either DDMI or GNWT, or both are unable to comply, or determine that any formal recommendation is unreasonable, they will provide the Advisory Board with written reasons for not meeting the formal recommendation.



APPENDIX C – LIST OF MONITORING REPORTS PRODUCED BY DDMI, GNWT & ABORIGINAL AUTHORITIES

DDMI:

Diavik Diamond Mines Inc. (2005). *Diavik Diamond Mine Socio-Economic Monitoring Report for Operations January to December 2004*. Yellowknife: Diavik Diamond Mines Inc.

Diavik Diamond Mines Inc. (2005). *Diavik Diamond Mine Sustainable Development Report 2004*. Yellowknife: Diavik Diamond Mines Inc.

GNWT:

Health and Social Services; Education, Culture and Education; Industry, Tourism and Investment; Justice; NWT Bureau of Statistics; and NWT Housing Corporation. (2005). *Communities and Diamonds – Socio-Economic Impacts in the Communities of: Lutsel K'e, Rae-Edzo, Rae Lakes, Wha Ti, Wekweti, Dettah, Ndilo, and Yellowknife – 2004 Annual Report of the Government of the Northwest Territories under the BHP Billiton and Diavik Socio-Economic Agreements*. Yellowknife: Government of the Northwest Territories.

Industry, Tourism and Investment; and Education Culture and Employment. (2005). *GNWT Status Report on Its Commitments Under the Diavik Socio-Economic Monitoring Agreement As of June 30, 2004*. Yellowknife: Government of the Northwest Territories.

Industry, Tourism and Investment; and Education Culture and Employment. (2005). *GNWT Status Report on Its Commitments Under the Diavik Socio-Economic Monitoring Agreement As of December 31, 2004*. Yellowknife: Government of the Northwest Territories.

Aboriginal Authorities:

Catholique-Marlowe, Iris. (2005). *Lutsel K'e Community Report of Socio-Economic Affects of the Diavik Diamond Mine*. Lutsel K'e: Lutsel K'e Dene First Nations.

Chocolate, Madeline. (2005). *2004 Gameti Annual Report – A Socio-Economic Impact Assessment Report on the Community of Gameti*. Gameti: Dene First Nation.

Dryneck, Kathy. (2005). *Wekweti Community Report Submitted to DCAB*. Wekweti: Wekweti Dene First Nation.

Mackenzie, George. (2005). *No title* (Rae-Edzo's annual report).

Nitsiza, Albert. (2005). *Wha Ti Community Report*. Wha Ti: Wha Ti Dene First Nation.

Tsetta, Shirley; Plotner, Sarah; and McDevitt, Linda. (2005). *Annual Report of the YKDFN for Diavik*. Yellowknife: Yellowknives Dene First Nation.

Tsetta, Shirley; Plotner, Sarah; and McDevitt, Linda. (2005). *Yellowknives Dene First Nation Community Indicators Report – Draft for DCAB Meeting*. Yellowknife: Yellowknives Dene First Nation.

Zarate, Erika; Simmons, Meghan; and Enzoe, Gloria. (2003) *Socio-Economic Impact Assessment Toolkit – The Lutsel K'e Experience*. Prepared for the Lutsel K'e Dene First Nation and the Diavik Communities Advisory Board.



APPENDIX D: DCAB COMMUNITY REPORTS

Lutsel K'e Community Report of Socio-Economic Effects of the Diavik Diamond Mine

Introduction

Lutsel K'e is an isolated community, located on the East Arm of the Great Slave Lake. It is comprised of 430 residents of which 400 are of Dene ancestry, 30 members are non-native. Lutsel K'e signed a Participation Agreement with Diavik Diamond Mines on September 24, 2001. We also signed a Socio-Economic Monitoring Agreement on October 2, 1999. Since then, a board has been established under this agreement to focus on monitoring the effects of the diamond mine on all communities which were party to this agreement; Lutsel K'e Dene Band; Yellowknives Dene Band; KIA; Dogrib Treaty 11 Council; NSMA; DDMI and the GNWT. All signatories are bound by the requirements, and as a result the Diavik Communities Advisory Board was born.

Lutsel K'e Socio-Economic Affects

Employment & Training

There are 6 members of Lutsel K'e that work at the Diavik Diamond Mine on a permanent basis. There are 5 members that work at the mine on a seasonal basis.

Upon interviewing other members, a number of past employees of Diavik Diamond Mine found it difficult to work in an isolated area where rules and strict guidelines are enforced. As well, members found it hard to adjust to camp life and rotational shifts ranging from 2 weeks in and 2 weeks out, etc. Most of these past employees quoted loneliness for family as the major reason for leaving DDMI employment.

Of the members who are currently employed at DDMI, 3 live in Lutsel K'e, and the remaining employees have migrated to Yellowknife and beyond. Migration occurred due to lack of market

housing available in Lutsel K'e, as well as the Education system not meeting grade requirements. Other reasons were associated with cost of living, isolation, and lack of employment opportunities for either spouse and/or partners.

All employees from Lutsel K'e are labourers, where none belong to the Senior Management. Many complaints have been reported of employees from the mine not advancing while others from the south are given preference, although both employees are of the same background.

Mainly employees of DDMI have reported that they enjoy the work they do, as well they participate in on-the-job training initiatives through DDMI. Many who are employed by the diamond mines now have disposable income not realized by previous employment. With that come many positive and negative effects.

For example, many families now have new quads, boats, and snowmobiles, tools which are a necessity for Lutsel K'e members. They now have better quality clothing, food, shelter, and amenities. Whereas on the flip side, many see a higher consumption of alcohol and drugs, worse yet they see members abusing harder drugs, such as crack cocaine, and crystal meth. This negative effect has hit home hard for many members, as one family has lost its own due to suicide, others have realized family break up and separation due to seizure of the children by local authorities.

DDMI, as well as DCAB, have both invested in training programs administered by the Lutsel K'e Dene First Nation. DCAB has financially supported the training of individuals to participate in the Heavy Equipment Operators Course, as well as in the local Bush School, which is directed by the Interagency department and focuses on Grade 9-11 students in a remote bush camp, 150 miles from Lutsel K'e. Members of Lutsel K'e were disappointed when the Community Investment Fund was cut from the Diavik Communities Advisory Board initiative. People saw this fund as a way of increasing community capacity in various fields.

Lutsel K'e Community Report

Many of the Heavy Equipment Operators who have received their Class 3 or 1 Drivers License have gone on to be employed by local agencies, DDMI, and BHP. There is not one person who has obtained his or her Drivers License through this program who has not been employed some place.

The First Nation has attempted to offer the same Heavy Equipment Training program this year 2005-2006; although funding agencies have not been forthcoming with training dollars to make the training program successful. Many would associate this with the fact that since the birth of the Aboriginal Skills Employment Partnership (ASEP), most funders will advise First Nations to apply with them and that no other monies are available. This is hard to make training opportunities happen in smaller communities, as we have no economic resources within the community that we can apply to. We depend heavily on government and diamond mining industry funds for training dollars.

Lutsel K'e also receives funds annually from DDMI for scholarships for its post-secondary students, high school graduates, and students who excel in academics.

Economic Benefits & Economic Diversification

The Lutsel K'e Dene First Nations & Denesoline Corporation enjoys Business Joint Ventures with the following companies:

- Kete Whii Deton Cho Procon/Ledcor
- Denesoline Western Explosives
- I & D Management
- East Arm Financial
- Denesoline Nuna Logistics

*** Not all companies are listed, as the Denesoline Corporation personnel were not available. Lutsel K'e Dene First Nation also receives funds annually from the Participation Agreement with

Diavik Diamond Mines, also termed by many as IBA monies or Impact Benefit Agreement monies. These dollars are allocated from DDMI to the First Nation on April 1 of every year. As per the Participation Agreement, the funds are to be allocated to the following initiatives: Employment, Training, and Business & Contracting Opportunities. However, many members hold different views on how these funds are to be spent.

This issue of IBA dollars has brought our community of Lutsel K'e in political turmoil, which has caused many members to find themselves looking for problematic solutions which to date have not been remedied. To date, there still are many disputes in the community over leadership, funds of the Band Office, Corporation, while general morale in the community is low.

Many residents have migrated from the community due to this political dispute. Many are either attending post secondary school, or have simply decided to move away.

Cultural & Community Well-Being

The cultural aspect of things in Lutsel K'e is positive. Most residents still practice cultural activities on the land. Although, most direct employees do not enjoy certain cultural events due to being at camp. The complaint made by most was "Gee I wish I was here, then I could have been there". Employees in most cases make up for it by hunting, trapping, and fishing on their off-time.

Community well-being has been better in previous years. This year has been difficult due to political disputes and has caused community morale to be low at times.

Lutsel K'e Community Report

Conclusion

Lutsel K'e would like to see more employment opportunities for its members. There are many young adults who are employable and are available, given the opportunity. Lutsel K'e would like to see the enforcement of the employment by First Priority, Aboriginal persons, as per the SEMA.

Lutsel K'e would like a copy of the simplified version SEMA Agreement to present to Council and members to better explain the context of SEMA.

Lutsel K'e would like to have more of an open communication with the representative Community Liaison of DDMI.

Lutsel K'e would like to see an on-going baseline study of the effects of DDMI to be reviewed and updated annually and presented to community members.

Lutsel K'e would like to see the Business Capacity-Building Commitments realized to its fullest extent in Lutsel K'e, as per the SEMA.

Lutsel K'e would like to see the Cultural and Community Well Being aspect of SEMA to be realized for Lutsel K'e members and employees of DDMI. As well as to work on the cross-cultural orientation awareness in orientation training, Lutsel K'e recommends using the Traditional Knowledge of its members to assist with this component.



Gameti Community Report

A report regarding the positive and negative impact of the Diavik Diamond Mines project on the community.

Introduction

Dogrib Treaty 11 Council, a body incorporated under the laws of the Northwest Territories, is a signatory to the original Socio-Economic Monitoring Advisory Board that is now named, Diavik Communities Advisory Board. The Dogrib Treaty 11 Council represents four Dogrib communities of which Gameti First Nation is a member. As an affiliate to this Agreement, Gameti First Nation agrees to the fulfillment of the terms and conditions as set out in the DCAB Agreement.

With major mining developments, such as the **Diavik Diamond Mines Inc.**, on Dogrib land, Gameti First Nation anticipates potential impact on its cultural, community and economic well-being. The evident loss of language is a major concern too. What with the increase of substance abuse, and the loss of a couple of lives due to such abuse, Gameti First Nation is resolved to work hard at achieving community well-being with the cooperation of its fellow Dogribs, other impacted Dene groups, governments, and industries. In light of this, Gameti First Nation is set to fulfill its obligations and commitments that it made with the Diavik Diamond Mine Project and the Diavik Communities Advisory Board.

This report will look closely at certain **Articles** of the Agreement, report on each of these areas of concern, and document findings and results. In accordance to **Article 3.4.2(e)**, which reads, "Aboriginal Authorities are best able to collect and provide data on programs they deliver and experiences at the community level". Thus the onus of writing the annual DCAB community report rests on the 'Aboriginal Authorities', which interpreted, means the Chief and Council of Gameti.

Active involvement with DCAB and updates to Chief and Council has warranted the Gameti DCAB representative the best candidate to write the annual report for Gameti. In accordance to **Article 2.1.2 (c)**, this report will look at areas of concern, which are: **Employment, Training, Business** opportunities implemented by

DDMI, and other socio-economic issues, which are addressed in this Agreement. Securing of information and data will be conducted through individual questionnaires and one-on-one interviews. Individual interview selections are categorized by: DDMI employees, DDMI employees' spouses, Chief, Band Councilors, elementary school Principal, Band Manager, Native Employment Officer, Coop Manager, Arctic College Instructor, Elders and unemployed youth.

Interviewing a wide scope of people in different areas of employment and from the community, was felt to be the best way of capturing the positive and negative impact mining may have on the community of Gameti. Following are the results of the interviews and collection of data.

Basic Adult Education

Aurora College offers training to residents of Gameti in the old band office. It has several classrooms and boasts a library and computer-learning centre. The centre can accommodate twenty-five students, but according to Phil Pitman, the Adult Educator, he presently has five students who are enrolled at the college. Two students are taking the Basic Education Program, while none are enrolled in the Pre-trades program. The programs that are presently offered are Computer and Accounting. There are seven students who are participating in these programs, of which six are female and one male.

Interested applicants may apply for training if they desire. Those who do apply, express an interest in the type of career they want to pursue. There are at least two applications that Phil knows of who have expressed an interest in pursuing a career in the mining industry. In preparing individuals for employment at the Diavik Diamond Mine, Phil is coordination tutoring with the Adult Educator from DDMI.

In the SEMA Agreement, DDMI has committed itself to establishing training programs on-site and in the community. On-site training program offered by DDMI, in collaboration with Aurora College is also continued in the Community (Is it???). The Adult Educator is not aware of any community-based training programs that had been

Gameti Community Report

offered and conducted in the community.

In its agreement with the Socio-Economic Monitoring Agreement, which is now the Diavik Communities Advisory Board, Gameti First Nation agrees to support the commitment to maximize Project-related employment opportunities through their own initiatives and programs, and through those programs for which they have a responsibility to deliver. The Adult Educator has not been approached to assist in the development of programs and for the delivery of such programs, as he had been employed in his position for 4 months, and consequently couldn't comment on this subject.

Phil is aware that Gameti First Nation has a DCAB representative and is able to identify the individual. In answer to the question, "Has the Gameti First Nation representative made you aware of DDMI's training initiatives, and his or her involvement with DDMI?", the answer to this was, "Yes!" And with that, the interview was concluded.

Employment and Outreach

With a population of approximately 300 members and some, Gameti's youth makes up the majority. The unemployment rate is very high and because of the lack of training and jobs, the number of unemployed youth increases when high school and college students return for the summer. One of the challenges for the Outreach Coordinator is to seek employment or assist in creating jobs for these unemployed youth.

Joanna Chocolate, Outreach Coordinator for Gameti, has been at her job for the last eight months. Her biggest challenge is to find some enjoyment in her work, as she is always faced with disappointments when she can't find employment for her clients. What she does enjoy about her work is assisting people with their résumés. One of her main functions as an Outreach worker is to forward résumés for clients to contractors that work for Diavik and BHP, and it gives her great delight when she can secure employment.

Joanna may see about 5 to 10 clients in a given month. Last month alone, she saw 10 clients, of which 2 were female and 8 males. The clients come for various reasons, one of which is to have their résumés updated. She also deals with client inquiries, assists with applications, occasionally assists the Income Support Officer stationed in Rae, helps obtain information from post-secondary institutes, writes reference letters for students she deals with, and makes calls to agencies such as the Government.

Joanna is not sure how many people are employed full time in the community. She knows of approximately twenty (20) who are employed. Fourteen (14) are fulltime workers and six (6) part time/causal workers. The biggest employer is the Gameti First Nation Band. Joanna is not aware of any training that is offered by any of the employers, except for on the job training. Some office workers have approached Joanna and asked about training related to their job, or change in career. The common type of training requested is office administration.

In its agreement with the Socio-Economic Monitoring Agreement, which is now the Diavik Communities Advisory Board, Gameti First Nation agrees to support the commitment to maximize Project-related employment opportunities through their own initiatives and programs, and through those programs which they have responsibility to deliver. The Outreach workers have not been approached to assist in the development of programs and for the delivery of such. She is however, willing to assist in any way she can.

Joanna rarely gets any calls from DDMI when they are seeking potential employees or when they are offering training on site or in the community. Most job postings that she gets are usually for skilled, qualified workers (ie managers, etc). This is a real deterrent to potential Dogrib workers.

Joanna is aware that the Gameti First Nation has a DCAB representative, and is able to identify that individual. The Gameti First Nation representative has made her aware of DDMI's commitment for training and employment.

Gameti Community Report

In conclusion, Joanna suggest that DDMI, in its commitment to train and employ, should recruit more grade twelve (12) students and that they be given serious consideration. One of the questions that employed staff would like to have answered is whether Diavik could help with the funding for training (eg. School of Community Government Programs). And with that, the interview with Joanna concluded.

Rae Lakes General Store

Gameti has a GNWT store that supplies everything from fresh fruits, canned and frozen meats, hardware goods, furniture and lumber. The store attempts to supply everything a small community may need on the land, or in the community. It is the only store in the whole of Rae Lakes and thus, everyone does their shopping there. Children frequent the store after school, and so do young adults, local people, and visitors to the community.

Ronald Lafferty, the General Manager, has been working in this position for one year now. Ron enjoys his work immensely and finds it very challenging as he tries to meet the needs of the people and the general community. He has a staff of seven workers with positions ranging from assistant manager, finance manager, cashiers, and store clerks to loading dock-hands. None of Ron's staff have had any formal training, whereby they might do their job more efficiently. A type of training that Ron thought might benefit his staff is an exchange program with larger centralized stores in Yellowknife.

As a member of the Socio-Economic Monitoring Agreement, now named Diavik Communities Advisory Board, our mandate is to ensure our communities are benefiting from the impacts of a diamond mine, and that our community maintains a degree of viability and a healthy economy. Ron submitted the following results from a questionnaire that he filled out.

Ron knows who the Diavik workers are in Gameti. On their payday, they do not cash pay cheques at the store, but use the ATM for cash withdrawals or payments of goods. Whilst the DDMI worker utilizes the store on his turn around, the spouse may visit the store two or three times a week and the children as well. The usual item of

purchase for the wage earner might range from lumber, tools, oils, and to do banking service. The spouse may shop for furniture, house ware goods or groceries. The children may spend money on toys, fast foods, candy, pop and chips. In a given week they may spend on average, hundreds of dollars. Ron thinks that they can spend more if they could.

The store is benefiting from the spin-off benefits given to the local people. (In this case, it would be from wages earned by DDMI employees or the annual small pittance that's given to the Gameti Dogrib members.) When Ron was asked the question, "In what way do you think that DDMI has made a positive economic impact on the community?", he responded with the answer, "Visibly positive, with greater household earnings". And when he was asked the question, "In what way has DDMI impacted the economy of the community in a negative way?", he responded, "In Rae Lakes, not at all".

As a possible solution to helping our community develop into a viable and healthy economic community, Ron suggests, "Continue to hire more community members". This is a suggestion that DDMI and the Gameti First Nation should seriously consider and work on rectifying together.

Ron is aware that Gameti First Nation has a DCAB representative and is able to identify this individual. However, the DCAB representative needs to make Ron aware of DCAB's Mandate to work closely with monitoring negative and positive impacts of the Diavik Diamond Mine project on Gameti.

In conclusion, Ron suggests that we "become more innovative and initiate with GNWT and communities. A more stringent educational system to prepare youth and community members within the trades sector is needed". End of interview!

Primary Education

Gameti has an elementary school that can accommodate Kindergarten to grade nine students. Jean Wettrade Gameti School has an enrollment of 71 students. It has four classroom teachers,

Gameti Community Report

one Cultural Educator, a receptionist, and a custodian. The four teachers are all Tlitso, with the exception of one student who is Métis.

The principal and three teachers filled out the questionnaires. One of the biggest concerns in the community is that the students should be encouraged to speak the Tlitso language in the school. In answer to the question, "What percentage of your Tlitso students speak Tlitso fluently?", one responded with a "zero", another "unknown", another left a blank and one responded with, "20%". The Dogrib instructor did not participate in filling out the questionnaire. A questionnaire was not designed for her.

It was pointed out in the questionnaire that, "Gameti First Nation as a member of the Dogrib Treaty 11 Council, is signatory to the Socio-Economic Monitoring Agreement, which is now the Diavik Communities Advisory Board. This Agreement is between Diavik Diamond Mine Inc., and the GNWT and other impacted groups". In answer to the question, "In what way has Diavik Diamond Mines Inc., impacted the use of the Tlitso language of the young students in a positive way?", the responses were, "Not certain that it has, Unknown, NA, Don't know". When the question, "In what way has the Diavik Diamond Mine Inc. impacted the young students in a negative way?", the responses were "Not certain that it has, Unknown, NA, Don't know".

The next question pertaining to the Tlitso language was thus, "How can DDMI, in cooperation with the Tlitso, encourage the use and the preservation of the Tlitso language at home, school, and in the work place?", the responses were, "Invest funding in the development of solid and meaningful resources. Dogrib is oral-invested in the development of audio and visual resources, not only in books. They can get involved with the Dogrib language program in the schools and assist at home by providing books using the Dogrib language, and by giving workshops for locals; Provide translated books and materials; Pour money into language instruction and home programs".

The next question, "Do you know any parents of your students that are working at Diavik?", the responses were all, "Yes". The next

question was, "Have you noticed a marked change in the behaviour of these students?", the responses were, "Not really, No, No, No". The participant that answered, "Not really", also added the comments, "there isn't a huge change in behaviour. The kids are still well behaved. However, there is an unbalance in families when parents are away. Family units are disrupted. Attendance is most affected. When the parent who is working is the one who brings the student to school, travel to work disrupts attendance. Big issue." The other participants that answered, "No" weren't able to tell me if there were any behavioural changes in the students, even if there were any at all.

In answer to the question, "How can DDMI, the Tlitso Gov't and the school collaborate in mitigating positive changes?", the responses were: "Focus more on funding family activities - put money into community events for families; Better communication will help make positive changes; Open discussion and opportunities for children; DDMI can make their employees more accountable (& responsible) to their children."

The people of Gameti always viewed education as very important in the development of their children, even at the elementary level. In answer to the question, "Do you see primary education as being important to preparing students for future careers in the mining industry or at the professional level?", the responses were as follows: "Yes. Schools should prepare students for whatever careers are common in their area. In this case, it is mining, so we should prepare them for it. Mining should not be the only focus, however. Yes, I believe that primary education prepares students for their profession; I feel primary education can create an awareness of what is current, but not really prep for future careers; NO!"

Teachers have always been viewed as a people who are well trained and who possess a lot of knowledge. In light of this, I thought it appropriate that I should ask the following question, "How can DDMI and the Tlitso Gov't assist in preparing students for a career in the mining industry if there's an interest?" The responses were: "Bring them to the sites. Everyone wants to work at the mines, but no one knows what happens there; I believe that DDMI assists by providing books to all students to support literacy at home and school; Offer

Gameti Community Report

programs for young adults to learn the necessary skills; It's not the school's role to prepare kids to be miners. They can choose their own careers. Keep your propaganda out of the schools!"

The Diavik Diamond Mines project is situated northeast of Gameti. It's only about an hour's flight from Rae Lakes. I was interested in knowing how often our Gameti students visited the mine site. In answer to the question, "Since the opening of DDMI and its operation, have you and your students been invited to visit the DDMI mine site?", the responses were as follows: Yes, how long ago? 2 years; No, we haven't been invited to the DDMI site and I don't know why; No, expensive trip; I don't know!"

If the majority of the students were not able to visit the mine site, I wanted to know if DDMI ever visited them in their classrooms and these were the responses: "A few times for presentations; Once, I think; Yes; Not my class; 2."

In regards to questions about the DCAB representative, three participants were aware that the Gameti First Nation had a community representative, whilst one didn't. The three were able to identify who the representative was. Only one admitted that he was made aware of what DDMI is and its commitments to the community of Gameti.

In conclusion to the questionnaire, I asked the participants if they had any comments they wanted to make in regards to the impact DDMI is having on our students, families, and the community that might be of interest to DDMI or the Dogrib First Nation, and here's what they had to say: "I am always open to further discussion. I don't think there is much that can be done in terms of disruption to the families in terms of the work schedule. I do think that there is much that can be done in terms of language development & skills training;" (no comments); (no comments); No! and with that, the answering of the questions concluded.

Conclusion

I was able to complete interviewing the band of people that I wanted to question. Creating the questionnaires took some time. I had to really think on the duties and jobs of each of the participants and their role in the community. I regret that I couldn't interview the DDMI employees, their spouses, Chief, Band Councilors, elders, youth and Band Manager. Even if I did not interview the Chief and Band Manager, they were aware that I was doing the interviews. I had set a time to see Chief, but it coincided with a patient escort trip that I had previously agreed to, so I did not interview him. I did not create any questionnaires for the people missed so there's no copy attached.

I did however, interview pertinent people that play an important role in the community. Their results are included in this report and copies of their questionnaires are attached in Appendix A¹⁹. The completed questionnaire forms are available upon request from the board. I had completed a questionnaire form for DDMI employees that I did not administer. By the time I completed it, I realized the workers that I wanted to interview were leaving the next day for work. They left May 10 and are not expected home till May 24. I've enclosed a copy of that questionnaire.

The information obtained is a small picture of the impact that the Diavik Diamond mining is having on our community. Because the full extent of the people targeted for interviews were not done, it is difficult to really gauge the negative and positive impact that mining is having on our community. For a completed and thorough scope, it would be better had everyone been interviewed. A complete scope will assist us in identifying areas that need addressing and resolving. Masi!

¹⁹Please contact the DCAB office for Appendix A.

Wekweti Community Report

Wekweti has an estimated population of 137 people. The majority of community residents are also members of the Dechi Laot'i First Nation. Alexis Arrowmaker School delivers education to student from pre-kindergarten to Grade 9. Students who wish to further their education must relocate to Yellowknife or Rae-Edzo. Some students have chosen to move to southern Canada to finish their education. An adult education program is available through Aurora College. The diamond mining industry has had a profound effect on this small community and the employed in the industry.

Background

To complete the community survey, a local bilingual band member was hired to interview the community members. 25 surveys were completed. The following are some statistics about the individuals interviewed.

	Number of Surveys completed
Band Members	24
Aboriginal	24
Non-Aboriginal	1
Men	12
Women	13
Employed full time	13
Employed part time	3
Employed by the mining industry	5
Unemployed	9
Elders (55+)	3
Young Adults (18-30)	12

Question #1- Direct Employment Benefits

Community members were asked what they think about the effects of the Diavik Diamond Mining (DDMI) project with respect to the Socio-Economic issues of this community. The number preceding the issue indicates how many people were concerned about this issue.

17 Community based training jobs in the mine

- Although programs were successful and participants successfully completed the program, participants were not hired by the mining industry.

- The mining industry should support equipment operator training programs in the community, so youth have an opportunity to train for the employment at the mine.
- Community members should be more involved in what kind of training is offered.
- There should be more training opportunities in the communities.
- There should be more community based training to prepare individuals for employment.
- There should be more trades based on training in the community, so that more band members can be employed at the mine.
- There is a lack of training opportunities in the community.
- The community requires support to get the proper type of equipment for training in the community. The type of equipment that individuals train with should be the same as the equipment they will be working with at the mine.

- More certified training programs.

9 Programs and services for Employees and Families.

10 Are people being hired from the community by DDMI and Contractors for the project?

21 How many of our people are in Apprenticeship Programs?

- More Dogrib people should be hired for apprenticeship programs so they have a better job and career options.
- Pre-trades programs should be offered at the community level to prepare band members for the apprenticeship programs.

7 Why are employees leaving or changing companies?

15 What other training initiatives are there for the project (DDMI and Contractors), such as equipment operators?

10 What community-based training is sponsored by the community?

12 How many students are graduating from High School?

- More students should be offered employment at the mine.

14 What are the barriers to training at the community level? (Aboriginal Authorities to Monitor Mine Sites)

Wekweti Community Report

- Lack of proper equipment in the community to train people for the mine.

7 What job category are our community members in?

- More information regarding career opportunities at the mine.
- More Dogrib people employed with the contractors and project to allow individuals who cannot work permanently at the mine.
- Support Dogrib people so they can be promoted to supervisory jobs. Although there are many band members working at the mine, they are almost all in entry-level and labor positions.

Other Concerns

- There should be more mine site visits.
- Promises are made when mining companies come in for community visits, but there is a lack of follow through on these promises.
- Protect the land and animals.

Question #2 - Direct Economic Benefits and Economic Diversification

15 How many small businesses are providing services for the mine?

- Assistance to small businesses to meet the needs of the mining industry.
- Concerns that there are no small businesses from our community given the opportunity to provide services at the mine.
- More information regarding opportunities for small businesses.

7 How many Aboriginal Joint Venture Companies are providing services for the mine?

- More information regarding how many Tlicho companies and Joint Venture companies are operating at the mine in relation to other groups.
- More information about future opportunities.

16 What types of goods and services are provided by community businesses, and how do they benefit?

- They should come to the community and have more meetings

to inform the community of opportunities.

- Crafts could be provided to be sold at the mine site.

Other Concerns

- More information in the format of a newsletter or magazine, informing community members of what is going on. What opportunities are available, and how the company is doing financially.

Question #3 - Community Well-Being

12 Volunteering

15 Personal Responsibility

20 Spiritual Health

21 Open communications

- To talk with one another and not to gossip about each other.
- If we listen to others we will have a good community.
- By keeping our word we will be stronger.
- All the companies, businesses, and band must work together with an open mind.

14 Expressing ourselves (the pain)

- Sharing your feelings and thoughts strengthens people and therefore the community.

22 Healthy relationships

23 Supporting positive behaviour

- For people to be healthy they need support to make good behaviour.

8 Community is Self Sustaining

9 Individuals living a sustainable life

3 Puts onus on community people

22 Maintaining and practicing traditional values

20 Happiness

20 Having employment

15 Knowing yourself

15 Self-Esteem

- Supporting community events and involvement will help improve the self-esteem of those individuals involved.

24 To work together as a community

- If we work together we will have a stronger community and a healthier life.

Wekweti Community Report

- People should work with one another and care for one another.
- People are happier when the community works together on things.
- Working together makes the community strong.

16 Community decision-making

- To make decisions together as a group.
- Involving the community in the decision making process strengthens our community.

21 Pride in what we do

- We must keep our language strong to keep our traditions and culture alive, as well, we must respect other cultures.
- Passing these traditions on to the youth will strengthen the community.

19 Collective caring (sharing)

- This is important for building a strong community.

Other Concerns

- Non-Aboriginal people should have cross cultural training (ie, culture, traditions, beliefs and values) so that they understand the people they work with.
- These values help to create a supportive environment where community members are happy and healthy, and willing to work together. The mining industry must ensure they understand how Dene people feel about their communities so they don't undermine the importance of these values, but instead support them.

Question #4 - Cultural Well-Being

25 Language

15 Values

23 Traditional Values

19 Pride (Celebrating Success)

24 Respect who you are

22 Drumming and Dancing

20 Hand Games

12 Love Songs

21 Way of Life

22 Knowledge of Traditional skills and activities

23 Listen and Respect

25 Respecting Elders

14 Custom Adoption

15 Sewing and Beadwork

19 Traditional Medicine

12 Tanning Hides

23 Living and working off the land

24 Sharing

21 Feasts

21 Teachers (teaching and learning)

23 Respect of animals (handling meat)

24 Respect for the land

Comments

- We don't want to let go of our culture and we want to continue living our Dogrib lifestyle.
- We want to pass on what our elders have taught us about living on the land.
- Culture is what makes us strong.
- We need to preserve our stories.
- Passing on traditions and culture to our youth is very important
- Our culture and our way of life cannot be taken away from us.
- We must respect ourselves and others.
- The land and animals are closely connected to your cultural well-being so it must be protected.
- Without these values, our language, respect for other people and our land, we would be lost.
- It is in our nature to listen to the teachings of the elders.
- Respecting our way of life, taught to us by the elders, will lead to our cultural well-being.
- Understanding what is important, where we come from, and what is important to us will lead to cultural well-being.
- Animals and the land must be respected to sustain our way of life.

Summary

It is evident from the volume of responses that Cultural and Community Well-being are of the highest importance to individuals interviewed. There is a need for respect and encouragement of traditional and cultural practices, as well as working closely with the community.

Wekweti Community Report

Community Statistics

* For discussion purposes only. Statistics compiled by Band Manager in May 2005.

Population	137	DLFN Members Unemployed	12
DLFN Members in Wekweti	125	DLFN Members in Wekweti Employed in the Mining Industry	14
Tlicho Citizens in Wekweti	130	Tlicho Citizens Living in Wekweti Employed in the Mining Industry	15
Aboriginal People in Wekweti	133	Tlicho Citizens Unemployed	13
Community Members Employed Full-Time	46	Aboriginal People Unemployed	14
Tlicho Members Employed Full-Time	38	DLFN Members in Primary School	27
Aboriginal Members Employed Full-Time	40	DLFN Members in Secondary School	9
DLFN Members with Part-Time/Casual Employment	4	DLFN Members who have a Diploma	14
DLFN Members with Seasonal Employment	10	DLFN Members Enrolled in Post-Secondary Program	3



Rae-Edzo Community Report

Rae-Edzo's report is similar to those of last year's annual report. The report will reflect on the interview done with community leaders of different organizations, such as drug and alcohol councilors, church leaders, the Dogrib scholarship committee, Rae Band elders, Diavik mine workers, wives and youth!

Again like last year's report, the concerns cannot be determined, whether it is a direct result from the Diavik Mine project or other mines in the area. More accurate statements come from the Diavik Mine project or other mines in the area. DCAB's lack of useful indicators makes it difficult to give a true picture of the Diavik project on the community of Rae-Edzo. Hopefully, DCAB will produce a more accurate report after this summer's project: a community finding by community representatives and the people.

Rae-Edzo finds that there are better living conditions for the families. More fathers are the bread winners for their family. The families are dressed well and have more household items. There is never enough N.W.T housing programs to meet the needs of the families. The mine workers are getting mortgages on their own, because of the healthy income they are receiving from the project. The young mine workers are purchasing bigger, faster ski-doo's, which they love taking on the land trips. Now it is up to the community and family to make sure the young workers have the necessary skills to go hunting, and the skills to do the living off the land activities.

More families are making trips south, which is good for the family. The family has the opportunity to see the other side of the world instead of always being in Rae-Edzo. The mine project makes this possible. The family's income can support their post-secondary student. This encourages more family members to attend post-secondary schooling. There is also increased support for local organizations through fundraising, such as bingos, raffle tickets, and donations to the church.

As one of the Diavik mine workers stated, "I like the pay cheque and what it gives my family. I have very limited formal education, but I have a good paying job. I do not intend to give up my job." As one wife and mother views the situation: "I support my husband working

at the Diavik Mine and what we can afford to buy for the family. The support I give my husband is that I look after our home and the children with care. I stay home the majority of the time until my husband comes home. When the father comes home, he gives our children extra attention, because he missed them and we missed the man of the house."

The Dogrib Scholarship Committee is sponsoring 120 students this year.

Business opportunities at Diavik have increased as Rae-Edzo companies gain strength and more business capacity. In the operations phase of the mine, Diavik managers expect quality, cost effective suppliers, and Rae-Edzo companies are focused on providing that.

Rae-Edzo is experiencing family problems, especially with teenagers. The mother has a difficult time dealing with their teenager when the father is away at the mine site. It is costly to have regular communication between the husband and wife. The wife single-handedly has to deal with the growing concern of the drug and alcohol problems in the community. There is more access to drugs and alcohol in the community. Single, young workers need better skills in managing their budgets. During their two weeks off they need to spend their time and money productively.

The family or couples retreats need to be available for the positive image of the project. The replacement worker's policy is not being followed to its fullest. If a worker needs to be replaced, the position is to be filled by an Aboriginal northerner first. There are semi-skilled jobs that should follow replacement workers' policy, but it is not happening. Training needs to happen more (it is happening), and then available semi-skilled positions would be handled according to policy.

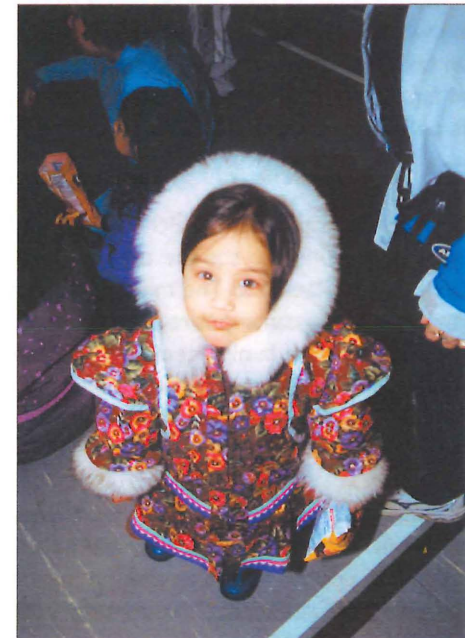
Aboriginal qualified workers are not being assigned challenging work to learn new skills, and to move up the ladder to supervisory or management roles. How am I going to improve myself when I am not given the opportunity, but the opportunity is being given to someone else? There need to be more Aboriginal speakers at the

Rae-Edzo Community Report

headquarter's office. These challenges could be improved upon.

As one of the prominent community leaders states: "Overall, the Diavik mine is more positive than negative. I remember the days when the fur prices were very low and the men felt some loss of pride, because they could not provide for their families. Today, men have a sense of pride by being food providers and it also gives men something to look forward to doing."

The Rae-Edzo community representative is looking forward to this summer community project for the positive image of the project. Cooperation of all parties is needed to improve things. Build on the positive and improve the negative, one step at a time.



Wha Ti Community Report

Wha Ti's representative met with mine workers on an individual basis to discuss any concerns they may have regarding the socio-economic impact since the opening of the mines, and the effect it has had on their lives, families and community they reside in.

The following concerns were addressed:

- Increased gambling in the community
- Lack of money management training and personal budgeting
- Concerns from single parents regarding child safety while away at work
- On-site education opportunities
- More training programs for advancement

Community well being and education remain as the top concerns. There has been a noticeable increase in gambling problems in the community over the last four years. In the summer months, youth are seen gambling outside on school property while local gaming houses are packed with people. Community bingos are held every night of the week, along with nightly card games. These games can continue on through the night, which is affecting people's family lives, job performance, as well as personal finances. Children are often left home alone, and families are separated due to this addiction. There are also limited local facilities and counseling services that assist people coping with these addictions. After a lengthy wait, Wha Ti has just recently received a permanent full-time Wellness Worker and Addictions Councilor. The community is hopeful that these services will assist in addressing these problems. However, in order for treatment services to be consistent there have been suggestions from workers that a drug and alcohol worker should be present at the mine site.

Many employees expressed the need for money management training courses or personal budgeting seminars. Mine sites offer wonderful employment opportunities with generous salary compensations, however many employees of mine sites are often overwhelmed with the increased financial capacity. People tend to spend recklessly, and are often offered credit limits beyond their means. This overspending often leads to high debt loads for many people.

During discussions it became apparent that the mine sites are a major employer within the community. There are local employment opportunities as well. Job availabilities vary depending on the season. During the construction season there are many job positions available, and at times there can even be a labor shortage; however, on a full-time permanent basis local employment can be difficult at times. Wha Ti currently has twenty-eight community members employed full-time at the mine sites. Gaining employment at the mine is often a person's only chance to stay off income support and become financially independent. However, for many single parents they are forced with a difficult choice to gain employment and leave their families, or remain unemployed and on income support. Many workers worry about their families while away at the mine site, and are concerned about their children's safety and well-being.

Diavik Diamond Mine has been very proactive in working with the community to offer trades training programs, heavy equipment courses, and youth orientated programs. These programs are highly recognized and appreciated by the community members, as well as leadership. Education remains a high priority and many mine employees are seeking on-site education opportunities. Some suggested that the mine site offer on-site upgrading with tutoring available. There were also some suggestions of increased training programs for heavy equipment, so employees can obtain promotions and advancements within their companies.

Overall many workers are happy with their employment with the mine sites. Mine sites provide employment opportunities that allow community members to provide for their families. The community recognizes the importance of mine employment. There are more training initiatives taking place within the community and less people are receiving income support. The community needs to continue working closely with the mining companies to address the socio-economic concerns and deal with them in a proactive manner.

Yellowknives Dene First Nation Community Report

This report is based on the discussions of the YKDFN Ndilo representative (Shirley Tsetta), the YKDFN Dettah representative (Sarah Plotner), and the alternate representative for the committee (Linda McDevitt). In addition, focus groups with Health and Social Services staff, elders, youth and teachers and principals have served as background. This document provides some findings and recommendations based on our meetings and experience of impacts in 2004.

Overview of findings from our consultations:

1. Existing programs and services do not meet the needs of impacted communities - as we are experiencing more drugs and alcohol problems in our youth population.
 - a. Staff needs have been identified by Health and Social Services, including a social worker, administrative workers, and elder care worker, daycare and youth workers. These workers are needed to deal with the impacts experienced in the communities.
 - b. MACA funds only support recreation facilities and programs for Dettah, but not for Ndilo, because Ndilo is considered to fall under Yellowknife boundaries. However, parents want their youth to have recreation options closer to home, particularly because our youth tend to get in trouble downtown. In addition, Ndilo does not consider itself to be in the municipal boundaries of Yellowknife.
2. There is very little visibility of career fairs in the communities, as evidenced by the number of community-based training in the communities (0). Only one career fair was held in the communities this year.
 - a. We recommend that more career fairs and training be held in Dettah and Ndilo communities in 2005.
3. Funding partners cannot conduct impact surveys in communities, as done this year unilaterally by the GNWT Bureau of Statistics with funds from RWED.

- a. We want the data collected through the survey to be provided to the communities, and to the DCAB Table. We also request that this kind of survey not be replicated in the future. It was done without consent or consultation.

4. Under the SEMA, 2.1.17 funding partners establish financial policy and under #9 of the Incorporation Document, it also suggests the same thing. We recommend that this be altered. The DCAB Board should recommend and establish financial policy.

A. Direct Employee Benefits

Number of YKDFN workers in the mine, not including contractors:

Diavik
10

Number of YKDFN workers including contractors, Ekati Services, Travco and I&D Management, and Tlicho Logistics:

Ekati Services	Travco	I&D Management	Tlicho Logistics
9	2	13	0

The majority of the community members are in the following job categories:

- None in management
- One Manager Trainee – Ekati Services
- One in pilot program for Management Training
- Heavy equipment operators
- Kitchen, catering and housekeeping services

Apprenticeship Programs at Diavik: 0 in apprenticeship programs

Why employees leave Diavik-right now Diavik does not conduct exit surveys, so there is no data available on this. However, the Participation Agreement representative may begin to collect this data in 2005.

Yellowknives Dene First Nation Community Report

Training initiatives and barriers: Systemic barriers exist, such as previous involvement in the mining industry. However, barriers to the training initiatives will be dependent on the specific training program. Most of the training is for technical positions requiring university degrees or certificates. The standards are set very high, meaning that southerners tend to fill the positions.

Training and career development

Community based training for jobs in the mine: 0

Career fairs in the communities: 1

B. Direct Economic Benefits and Economic Diversification

Small business providing services to the mine: 1

- Taidene - provides medical and emergency services to the mine

Aboriginal Joint Venture Companies:

- Ekati Services
- I&D Management

Types of goods and services provided by the mine: Ekati Services provides manpower for housekeeping and kitchen services, and catering. I&D Management provides manpower for open-pit mine operations.

C. Monitoring

We are currently conducting a pilot project using the Toolkit, developing the baseline data for the YKDFN. It will be completed in June. This year, the Territorial Government conducted a survey in impacted communities without community consent or consultations. We discovered this survey only because the surveyors were arriving at our house. The communities found out when they were at a DCAB meeting, and found that the government had been planning this survey for months without consulting with anyone at the DCAB table. This survey has completely undermined the trust of the communities at the table, and sabotaged our efforts to complete our own work.

Community programs and services

Community programs and services for employees and families:

- Health and social services - three staff run programs
- Recreations - two staff members run after-school and evening programs
- Housing - administer housing corporation programs
- Counseling through lifeworks

Students graduating from high school: All high school graduates receive a scholarship of \$500.

Scholarships for post-secondary in 2004: 5



GLOSSARY OF TERMS ²⁰

Aboriginal means any Indian, Inuit or Métis person who: (a) was born in the Northwest Territories or West Kitikmeot Region; or (b) is a descendant of an Aboriginal person born in the Northwest Territories or West Kitikmeot Region.

Aboriginal Authorities means the Dogrib Treaty 11 Council, the Lutsel K'e Dene First Nation, the Yellowknives Dene First Nation, the North Slave Métis Alliance and the Kitikmeot Inuit Association.

Aboriginal Business means a business that complies with the legal requirements to carry on business in the Northwest Territories or West Kitikmeot Region, and meets one of the following criteria:

- (a) is a limited company with at least 51 percent of the company's voting shares beneficially owned by one or more Aboriginal persons who maintain(s) a primary residence in the Northwest Territories or West Kitikmeot Region;
- (b) is a co-operative with at least 51 percent of the co-operative's voting shares beneficially owned by Aboriginal persons who maintain(s) a primary residence in the Northwest Territories or West Kitikmeot Region;
- (c) is a sole proprietorship, the proprietor of which is an Aboriginal person who maintain(s) a primary residence in the Northwest Territories or West Kitikmeot Region; or
- (d) is a partnership, the majority interest in which is owned by Aboriginal persons who maintain(s) a primary residence in the Northwest Territories or West Kitikmeot Region, and in which the majority of benefits, under the partnership agreement, accrues to such Aboriginal persons; and complies with the following criteria for overhead:
 - (i) maintains an approved place of business in the Northwest Territories or West Kitikmeot Region by leasing or owning office, commercial or industrial space, or in the case of service oriented businesses, residential space, in the Northwest Territories or West Kitikmeot Region on an annual basis for the primary purpose of operating the subject business, and
 - (ii) maintains a resident manager; and
 - (iii) undertakes the majority of its management and administrative functions (related to its operations in the Northwest Territories or West Kitikmeot Region) in the Northwest Territories or West Kitikmeot Region.

Community Representatives are members of the communities they represent.

Contractor means each and every contractor and sub-contractor used by DDMI for the Project.

Country Food means traditional food used by Aboriginal peoples.

Cultural Well-Being ²¹ The current working definition is the strength of the language at work, in the home and in the community. It is awareness of culture and "who the hell you are". It is sharing knowledge of culture, preserving it, and being aware of traditional spirituality and cultural practices."

DCAB means the Diavik Communities Advisory Board.

DCAB Communities means the Dogrib Treaty 11 Council, the Lutsel K'e Dene First Nation, the Yellowknives Dene First Nation, the North Slave Métis Alliance and the Kitikmeot Inuit Association.

Economic Diversification is about the number and type of businesses, the way they are incorporated, the number and type of new skills and capacity they create.

Employment means, unless the context otherwise indicates, persons employed by DDMI, or Contractors, who are directly and regularly engaged as salaried employees or as management or administrative personnel in the Construction or Operation of the Project. For greater certainty, this does not include consultants.

Indicators means tools for measuring change, a cause of change and a benchmark for when change starts.

Mitigation means to establish and implement change to lessen or eliminate negative impacts and to enhance positive benefits.

Monitoring is an action taken to detect change. Monitoring can involve watching, listening, learning, and writing.

Net Effect on Government is about income and changes to the

²⁰ Definitions for the glossary are from the SEMA and the "Changes We Have Seen" Report.

²¹ DCAB is currently using this definition.

ness of government (as a result of less social assistance and housing). It is about penalties and taxation, and the way government is operating.

-Traditional Economy is made up of people working for us with DDMI and all of its contractors.

North Slave Métis Alliance means those indigenous Métis who possess Aboriginal rights as defined under s.35 of the *Constitution Act* in the North Slave region of the Northwest Territories and whose ancestors used and occupied the North Slave region prior to the signing of Treaty 11 in 1921.

Northern Business means:

- (a) an Aboriginal Business; or
- (b) a business that complies with the legal requirements to carry on business in the Northwest Territories or West Kitikmeot Region, is an incorporated company, unincorporated joint venture, partnership, proprietorship or cooperative of Northerners, and complies with the following criteria:
 - (i) maintains an approved place of business in the Northwest Territories or West Kitikmeot Region by leasing or owning office, commercial, or industrial space, or in the case of service-oriented businesses, residential space in the Northwest Territories or West Kitikmeot Region on an annual basis for the primary purpose of operating the subject business;
 - (ii) maintains a resident Northern manager;
 - (iii) undertakes the majority of its management and administrative functions (related to its operations in the Northwest Territories or West Kitikmeot Region) in the Northwest Territories or West Kitikmeot Region; and
 - (iv) is a business in which Northerners have substantial management authority or in which Northerners have a significant ownership or working interest.

Northerners means Aboriginal persons and any persons who primarily reside in a self-contained domestic establishment (other than residence at a remote work site) in the Northwest Territories or West Kitikmeot Region, when not attending an educational institution full time.

Parties mean the GNWT, DDMI and any Aboriginal Authority, which has exercised the option to become a Party to the SEMA under Article 1.3.1. The SEMA is binding upon the Parties.

Project means the Project described in the Project Description Submission submitted by DDMI in March, 1998 for the purpose of providing responsible authorities with sufficient information to initiate the Federal Environmental Assessment Process, with such refinements or alterations as have been submitted since the Project Description Submission and considered in the CSR or which are required by responsible authorities or regulatory authorities. GNWT and DDMI may agree to extend this definition to include any future modifications or additions to the Project.

SEMA means the Socio-Economic Monitoring Agreement.

Signatories means each of the Aboriginal Authorities which has elected to sign the SEMA under Article 1.3.1 to confirm their support to the commitments made in the SEMA. Signatories are not bound as Parties to the SEMA.

Social Stability and Community Wellness is about family, substance abuse, neglect and the ability to cope with change. It is about support from leaders, the strength of ties and respect for traditional values, and the healthy balance between traditions and modern ways of life. Stability and wellness is "more than having money".

Sustainable Development is about considering what will be left to sustain the people, the environment, and the economy after DDMI is finished mining. It is about skills/training, new businesses and attitudes, and motivation of the people.

Traditional Economy is hunting, trapping, fishing, and the performing and material arts and crafts. It is the frequency of these activities and the quantity of resources harvested or used. It is also the distribution/sharing and exchange of these resources, as well as goods and services, such as interpreting, translation, and counselling.

West Kitikmeot Region means the communities of Kugluktuk, Umingmaktok and Bathurst Inlet.

CURRENT CONTACTS

Board Members

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Iris Catholique
Vice Chair
Lutsel K'e Dene First Nation (LDFN)

Sarah Plotner
Secretary
Dettah, Yellowknife Dene First Nations (YKDFN)

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TliCho Community Government²²
Gameti

Natasha Brotherson
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Government of the Northwest Territories (GNWT)

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