



PHOTOS:GNWT

GNWT RESPONSE TO RECOMMENDATIONS  
FROM THE

# DLAVIK COMMUNITIES ADVISORY BOARD

IN ITS 2004-05 ANNUAL REPORT



PREPARED BY THE  
GOVERNMENT OF THE NORTHWEST TERRITORIES

APRIL, 2007



Government of the Northwest Territories  
Response to Recommendations from the  
Diavik Communities Advisory Board Annual Report 2004/05  
Issued July 2006



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## Minister's Message

I would like to thank all Directors of the Diavik Communities Advisory Board (DCAB) for your dedication to the Board. It is only through your efforts that DCAB can oversee implementation of the Diavik Socio-economic Monitoring Agreement (SEMA).

Regulatory Authorities required the SEMA as a follow-up program to the Comprehensive Study for the Diavik Diamond Mine. The SEMA captures the commitments Diavik made in its Comprehensive Study. In the SEMA, Parties also say how they will help Diavik meet its commitments. It is through the SEMA, and through your efforts, that we are able to confirm those commitments. Your work is therefore vital to the management of the development.

Thank you for your steadfastness to this task.





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## 1.0 Introduction

Diavik Diamond Mines Inc. (DDMI), the Government of the Northwest Territories (GNWT), and five Aboriginal Authorities signed the Diavik Socio-Economic Monitoring Agreement in the fall of 1999. The five Aboriginal Authorities were the

- Dogrib Treaty 11 Council,
- Yellowknives Dene First Nation,
- Łutsel K'e Dene First Nation,
- North Slave Métis Alliance, and
- Kitikmeot Inuit Association.

The Agreement set out an advisory board. That Board is now called the Diavik Communities Advisory Board (DCAB).

DCAB oversees how well SEMA Parties are carrying out the Agreement. DCAB also gives advice about impacts of the Diavik Project that are being seen in the NWT. To appreciate the importance of this role, it may help to remember how the SEMA came about.

The SEMA was required by Regulatory Authorities (RAs) in the Comprehensive Study for the Diavik Diamond Mine. Their final Report for the Study said:

*An environmental agreement and a socio-economic agreement are required as the formal mechanisms to ensure the mitigative measures outlined in Diavik's submissions and in the RAs conclusions of the CSR are appropriately implemented.*<sup>1</sup>

This means a core role of DCAB is to look at the progress being made on SEMA commitments and give advice and recommendations about how to achieve them. DCAB also has the right to make formal recommendations on adaptive mitigation measures that relate to SEMA commitments<sup>2</sup>.

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<sup>1</sup> Page 14, Comprehensive Study Report, Diavik Diamonds Project

<sup>2</sup> This right is outlined in SEMA Article 6.5.1.

DCAB presented the GNWT with its 2004/2005 annual report and recommendations in July 2006. The attached report is the formal GNWT response to those recommendations.

References to the SEMA are included as a guide, to help the reader understand the general ideas of the SEMA. They cannot be used to interpret the SEMA or to resolve legal issues. Where there are differences between the SEMA and this report, the SEMA is considered the legal authority.

When preparing this report, the GNWT first took into account whether a recommendation was a 'formal' one. We asked if the recommendation:

- is about GNWT commitments in the SEMA;
- suggests adapting a SEMA commitment to make it more effective.

If the answer to these two questions was 'yes', then the recommendation meets the test of a formal recommendation<sup>3</sup>.

If the recommendation met this test, then we looked at the reasonableness of the recommendation. The GNWT must take steps to meet any 'formal' recommendation that is reasonable. In looking at whether a recommendation is reasonable, we set four tests.

- The elected Legislative Assembly of the Northwest Territories has the sole right to make laws and public policy in some areas. This includes the right to pass laws that set budgets for new programs. It also includes the right, through its Cabinet, to set policies that protect the public interest of Northwest Territories residents. We asked if each formal DCAB recommendation would overlap or undermine the right of the Legislative Assembly.
- Many public programs are already in place. We asked if the recommendation is the same as something that is already being done.
- The GNWT delivers public programs. However, some public programs are delivered through Aboriginal or municipal governments, or other public bodies. We asked if the GNWT can decide how to deliver a program, or if another public body is responsible.
- We asked if we are able to carry out a recommendation.

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<sup>3</sup> SEMA Article 6.5.

We use these four questions as our test. This means that, under SEMA Article 6.5, a recommendation is reasonable unless it:

- interferes with rights of the Legislative Assembly;
- overlooks what is already being done;
- asks the GNWT to do something it can no longer control; or
- cannot be carried out.

Three recommendations are ‘formal recommendations’ as defined under Article 6.5.1 of the Diavik SEMA: Recommendations 4.1, 5.1 and 5.8 relate to GNWT SEMA commitments. Some recommendations do not meet the test of reasonableness. Where recommendations relate to a program being delivered by another public body, we will send them to that organization.

This Response replies to all recommendations, not only the ‘formal’ ones. We find that DCAB made some recommendations that are entirely within its right. Others relate to things that were negotiated between the SEMA Parties, and are beyond the Board’s power. This Response notes any link between the recommendation and SEMA obligations. Some recommendations were unrelated to the Diavik Comprehensive Study Report or to commitments under the SEMA. All recommendations are valuable, however, and were carefully looked at and appreciated.

This Response outlines actions that are now taking place or that are planned. The GNWT will make sure the Board knows the status of the Action Plans in this Response. This Response matches the structure of the Agreement, so that recommendations can be cross-referenced with the SEMA commitments.

## 2.0 Advisory Board

DCAB made some recommendations that relate to its own operation or authority.

### DCAB Recommendations:

- 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).
- 6.4 Develop, provide and present a plain language version of the SEMA to all community councils.
- 6.6 Continue strategic initiative regarding the development of the Plain Language Version of SEMA for PA Communities.

The Board has the right to carry out these activities. GNWT representatives on DCAB will support the Board in doing this.

We support the idea of a DCAB newsletter in which it can tell communities about its own efforts and about other activities related to the Diavik Mine. Keeping communities informed will help DCAB in its own role of encouraging the public to participate. GNWT will give support through its contribution agreement. We encourage DCAB to develop and publish a plain-language version of the SEMA. This can be an effective tool for DCAB Directors to convey the role of DCAB and the SEMA to their communities.

### DCAB Recommendation:

- 6.1 Develop meaningful partnerships to collect data; monitor changes; and address issues adversely affecting communities.

GNWT will continue to improve on the timeliness and effectiveness of the semi-annual reports it sends to DCAB. Also, the NWT Bureau of Statistics can assist DCAB to collect and analyze data. It can also share public data with DCAB,

beyond the indicators on which the GNWT reports. The annual GNWT contribution toward DCAB operations, and our participation on DCAB, further show our support for these partnerships.

Some recommendations were about the role of Board Directors.

DCAB Recommendations:

- 6.3 Train community members in social impact assessment and data collection.
- 6.7 Recognize SEMA community representatives as 'experts' in terms of developing and analyzing social impacts in our communities.

Some training may be possible within the budget and work plan that are now in place. Extensive formal training in social impact assessment and collecting data would be outside the scope of the Diavik SEMA. For now, the NWT Bureau of Statistics has offered to help DCAB develop methods and procedures for capturing and analyzing data. The Bureau is helping the Board with the DCAB Toolkit. The Bureau is also willing to conduct a workshop for DCAB on public data and tools for analysis.

The Diavik SEMA recognizes and accepts the unique knowledge held by community members. The SEMA recognizes the GNWT will report and analyze public data. The SEMA also acknowledges Aboriginal Authorities and community representatives are best able to interpret Project-related experiences at the community level<sup>4</sup>. Community representatives report to the Board on the experiences of their community: these reports can be verbal or written<sup>5</sup>. The SEMA also recognizes the value of community input, which DCAB may include in its Annual Report<sup>6</sup>.

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<sup>4</sup> SEMA Article 6.1.2(c)

<sup>5</sup> SEMA Article 3.4.6

<sup>6</sup> SEMA Article 6.4.5

DCAB made two recommendations to change the negotiated SEMA.

DCAB Recommendations:

- 7.1 ... 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".

Any change to the SEMA would need to be negotiated among the Parties to the Agreement. The GNWT will take these recommendations under advisement.

One recommendation dealt with whether the GNWT has appointed the proper representatives.

DCAB Recommendation:

- 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 Socioeconomic Monitoring and community benefits from the Diavik Diamond Mine.

In choosing our representatives, we have made sure they will be able to devote the time needed by the many Board meetings DCAB holds each year. We make sure our representatives are available at the Board's convenience on short notice.

The GNWT strongly feels that each Director should consult the SEMA Party he or she represents before voting on a formal recommendation. Recommendations can cross many department mandates: no one Government representative could vote on all matters without first consulting each affected department. This is true regardless of the position of the representative.

### 3.0 Direct Employment Benefits

DCAB made recommendations about pre-employment training and career fairs.

DCAB Recommendations:

- 4.1 Work together to support more community-based pre-employment, pre-trades, and managerial training programs to develop skills.
- 5.1 Stage more career fairs.

These relate to GNWT commitments under the SEMA<sup>7</sup>. They meet the test for 'formal' recommendations.

The GNWT is committed to providing training, and to working in partnership to maximize opportunities for northern employment. There are several examples of community-based initiatives to develop a skilled northern workforce.

- We have school programs that are delivered throughout the NWT. These include career planning, career and technology studies, Pathways, and the Schools North Apprenticeship Program.
- We help fund Skills Canada NWT, which promotes trades and occupations. Skills Canada helps all communities with skills clubs and skills competitions.
- Mobile trades units have been set up, and made available in some regions.
- Adult literacy and basic education programs are available to adult students in every community. Learning centres also give access to web-based postsecondary education. Students today have a choice of universities offering management programs and degrees over the internet. The Student Financial Assistance Program applies to long-distance education.
- We give cash and in-kind contributions to support community-based programs.

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<sup>7</sup> SEMA Appendix B, Article 5



- The Community Literacy Development Fund gives employers access to NWT Workplace Education programs.

In the SEMA, the GNWT commits to organize and support regional career fairs. We have organized and supported a number of these since signing the SEMA, and will continue this practice.

The GNWT invests a great deal to ensure NWT communities have access to career fairs and to pre-employment, pre-trades, and managerial training. It does not seem possible to do any more with the budgets and programs that are in place. However, we are open to working with DCAB to review and assess those community programs and initiatives that pertain to SEMA training commitments.

DCAB recommended the GNWT take some steps that it believes would help Northerners find employment with Diavik.

DCAB Recommendations:

- 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.

These recommendations do not relate to a GNWT commitment under the SEMA. The SEMA is a mechanism to ensure Diavik carries out the mitigative measures to which it committed in its Comprehensive Study. The GNWT and Aboriginal Authorities, in the SEMA, are committed in various ways to help and to work with Diavik. The SEMA does not include a commitment to develop new government programs.

At the same time, we support youth in their transition from school to work in many ways. Some of these are highlighted below.

- The Graduate Training Program gives employers a wage subsidy to hire recent graduates with a diploma or degree.

- The Youth Employment Program is a short-term wage subsidy program. It gives youth the chance to gain employment skills through work experience. It also helps youth who are no longer in school enter the workforce.
- NWT Career Centres give career and employment counselling, wage subsidy programs, and other labour market supports.

The GNWT will continue to work within its mandate to support and encourage youth to stay in school through moral support, recognition and academic incentives.

One DCAB recommendation dealt with the funds that should be available for training.

DCAB Recommendations:

- 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.

In the SEMA, GNWT committed to training subsidies that might be available through the Training-on-the-Job program<sup>8</sup>. While the recommendation does relate to a SEMA commitment, more funds cannot be available for training without increasing budgets. The SEMA also does not include a commitment to create any new programs or funds. We find this recommendation deals with matters within the authority of the Legislative Assembly, and is therefore unreasonable.

The GNWT will work with members of impacted communities to help them meet the requirements of training programs.

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<sup>8</sup> SEMA Appendix B - 5e

## 4.0 Economic Benefits & Diversification

### DCAB Recommendations:

- 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.

We understand the need to help small communities learn about business opportunities. We are committed to meeting the terms set out in the Agreement.

We deliver business programs through our own staff, or else through agreements with communities or Aboriginal self-governments. In the North Slave Region, all communities except Gamètì have a Business Development Officer in place. The Tlicho Government is staffing the position in Gamètì. In the South Slave Region, the Fort Smith office provides business program services to Łutselk'e. Regional staff also visit each community throughout the year.

We want to help communities and businesses understand what opportunities may be associated with the Diavik Mine. To do this, Diavik needs to provide the Business Opportunities Forecast each year<sup>9</sup>. We also need Diavik to work closely with us, to jointly set up and carry out strategies that will help northern businesses.

The GNWT had asked Diavik to set up a joint Business Opportunities Working Group that would meet every three months. We would still like to do that.

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<sup>9</sup> SEMA Article 4.4.2

## 5.0 Cultural And Community Well-Being

DCAB made recommendations about social and cultural well-being. These dealt with a number of subjects: culture, education, health and social services, recreation, and housing and governance.

DCAB made some recommendations about how the GNWT delivers its programs.

- 1.1 Use Dogrib and Chipewyan during community workshops.
- 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.)
- 2.2 Learn about Dene values around community and social well-being in order to support, not undermines, the healthy functioning of Dene Communities.
- 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.
- 2.12 Review rent structures for the NWT Public Housing Program to eliminate disincentives to employment.

We support and encourage the use of Dogrib and Chipewyan language and interpreters in DCAB community meetings. Although not required under SEMA, we will plan for the use of interpreters and translators in any of our own community meetings about the Diavik project.

We will work to carry out SEMA commitments in ways that are in keeping with and respecting Aboriginal beliefs, values, customs, and knowledge. GNWT will support DCAB and Diavik in proactively addressing socio-economic concerns in ways that strengthen Dene values. We will give cross-cultural training to our representatives who sit on DCAB. We recognize communities can help us learn about Dene values.

DCAB sees a need for front-line youth workers to be trained in intervention and wellness counselling. Community governments train recreation staff. We will let them know of your recommendation.

DCAB has argued that there is a link between the GNWT social housing program and interest in employment. There are no SEMA commitments relating to housing, but there are commitments that deal with employment. DCAB is suggesting a GNWT program needs to be adapted to better suit the NWT economy. Only after looking into this idea will we know whether there would be any financial implications. There is a GNWT commitment to seek DCAB feedback on programs and initiatives. GNWT will look into this recommendation further and review our findings with DCAB.

Other recommendations dealt with new initiatives or changes to GNWT programs.

- 1.2 Develop audio and visual resources in Dogrib and Chipewyan.
- 1.3 Support Dogrib and Chipewyan language programs in schools.
- 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.
- 1.13 Support community-based initiatives to support and promote Dene culture and language through additional funding and other resources.
- 3.4 Support community-based on-the-land initiatives to develop skills youth need to hunt and live off the land.
- 5.2 Support school and literacy programs with books and other resources.

The GNWT supports the idea of DCAB developing its own audio and visual resources. These kinds of resources can help DCAB to let the public know about its role. There is no obligation in the SEMA to develop Dogrib or Chipewyan audio and visual resources beyond this.

We are committed to the preservation, development and enhancement of the NWT Aboriginal languages. The first role of government in this is to support language communities as they carry out their plans to revitalize, enhance and promote their languages. It is important that we create a learning environment

that will support the efforts of language communities. We must also make sure that people can have access to Government programs and services in their Aboriginal language. We provide for this access through the *Education Act*, the *Official Languages Act*, and the programs and services that support each Act<sup>10</sup>.

Aboriginal language communities receive funding based on strategic language plans. Each official language community has now developed a language plan. This has allowed groups to set the priorities that best suit their needs, and to take different steps to achieve their goals. All communities are now carrying out these plans. They will change and update them as their needs change.

On-the-land activities for youth are sponsored through the NWT Youth Corps Program<sup>11</sup>. This Program offers youth a range of experiences that promote healthy lifestyle choices. One project that this program supported was the *Rae Edzo Trapper Training Program*. Almost 200 youth from the Chief Jimmy Bruneau Regional High School had the chance to take part. They learned about keeping a trap line, humane trapping methods, preparing pelts, and other skills. Elders instructed the youth on winter survival skills, Aboriginal trapping traditions, and the cultural importance of this trade. In 2006, the NWT Youth Corps Program gave over \$200,000 to regional projects. Half of the funding was targeted at youth; over 800 young NWT residents were expected to take part. The Brighter Futures Program also funds on-the-land programs for youth<sup>12</sup>.

The six recommendations in this section do not seem to be recommendations to adapt any GNWT commitment under the SEMA. All would likely force the

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<sup>10</sup> More information on the GNWT action plan and strategy for Aboriginal languages is in *Revitalizing, Enhancing, and Promoting Aboriginal Languages: Stgies for Supporting Aboriginal Languages*. The report can be found at [http://www.ece.gov.nt.ca/Divisions/culture\\_heritage/indexcult.htm](http://www.ece.gov.nt.ca/Divisions/culture_heritage/indexcult.htm)

<sup>11</sup> This is an ongoing Program. Results for 2004-05 are reported at:  
<http://www.maca.gov.nt.ca/sport/youth/Youth%20Corps%20Report%2004-05.pdf>

<sup>12</sup> Results for 2004-05 are reported at:  
[http://www.hlthss.gov.nt.ca/pdf/reports/community\\_wellness/2006/english/community\\_wellness\\_2004\\_2005.pdf](http://www.hlthss.gov.nt.ca/pdf/reports/community_wellness/2006/english/community_wellness_2004_2005.pdf)

Legislative Assembly to increase program budgets. A few highlight a lack of programming where programs are already in place. Some, such as the recommendation on community-based language programs, recommend changes to decisions made by other organizations. In this last case, we will make those other organizations aware of DCAB concerns and suggestions.

DCAB recommended the GNWT create new programs or increase service levels.

- 1.14 Put more money towards language loss programs.
- 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.
- 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.
- 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.)
- 2.14 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.

Developing new programs and approaches, which need new funding, does not meet the final test for recommendations. Neither funding nor hiring of health and social services staff, nor providing personal travel, are adaptive mitigations in the Diavik Socio-economic Monitoring Agreement.

Recommendations for more funding or new programs and services do not meet the test of reasonableness and are beyond the Board's authority. At the same time,

the suggestions try to address the needs perceived by community representatives, and deserve to be looked at carefully.

Board views on health and social programs and services in the PA communities are noted. We will send these to the organizations that deliver health and social services in those communities. Those organizations are the Tlicho Community Services Agency and the Yellowknife Health and Social Services Authority.

GNWT is committed to work with DDMI to encourage youth to stay in school, make healthy lifestyle choices and develop positive relationships. This will allow young Northerners to take better advantage of employment opportunities with the Diavik Project. We encourage DDMI to continue to promote and encourage the same 'stay in school' and 'healthy lifestyle' message.

We will seek the advice of Community Representatives on the Advisory Board, to review and assess programs and initiatives that relate to GNWT commitments in the SEMA.

In two cases, DCAB recommended the GNWT build new facilities.

DCAB Recommendations relating to recreation programming:

2.13 Develop additional recreation facilities and programs, especially in Ndilo, recognizing that Ndilo and Dettah are not part of Yellowknife.

DCAB Recommendations relating to social housing:

2.11 Invest in housing and site development (comprehensive community-based housing program).

Investments in housing and site development are outside the GNWT commitments in the SEMA. These are not recommendations the GNWT could reasonably meet. We note the Board's views on the need for more recreation programs and facilities, and will send these to the community governments responsible for those programs and facilities.



One DCAB recommendation touched on the relationship between the territorial government and the people it is elected to represent.

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.

The SEMA acknowledges the Aboriginal Authorities and, in doing this, recognizes their communities. The Diavik SEMA recognizes that those communities that are closest to the Diavik Mine may be most affected. Various commitments were therefore made directly to these communities.

Local Aboriginal communities are represented on the Diavik Communities Advisory Board. DDMI gives local communities special emphasis for training, apprenticeships, employment, and business development. DDMI makes Employee Relations staff available in local communities to help employees. It makes counselling, and money management seminars, also available for its employees in local communities.

The GNWT acknowledges these local communities, but also sees that the Diavik Project will affect a larger area. The SEMA acknowledges this when it says, “The project is expected to contribute to the social, economic and cultural well-being of people of the Northwest Territories and West Kitikmeot Region.”<sup>13</sup> The GNWT will continue to ensure that positive effects of the Diavik Project stay in the north.

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<sup>13</sup> SEMA Article 1.2.5

## 6.0 Monitoring

Some DCAB recommendations relate to the role of public government.

### DCAB Recommendations:

- 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).
- 6.8 Funding Partners cannot conduct Impact Surveys in SEMA and Aboriginal Authority Communities without community consent.
- 6.11 Plan surveys, collect data, and interpret results from surveys with the consent and involvement of DCAB communities.
- 6.14 GNWT to limit their reporting to SEMA 6.2.2 to impacted communities and ask leadership for approval.

The SEMA was negotiated in the spirit of recognizing how much multiple perspectives can bring to an understanding of impacts. While the GNWT must follow all of its data collection and reporting commitments under the SEMA, as a public Government it has the responsibility to do additional data collection and reporting for the public good. Government has a responsibility to listen to the people it is elected to represent. The mandate and authority of the Government of the Northwest Territories to collect community statistics is in the public interest, and stems from this responsibility.

When territorial surveys are conducted, they are conducted by the NWT Bureau of Statistics. The Bureau of Statistics has the mandate and authority to keep up-to-date Northwest Territories statistics for both Government needs and public needs. The Bureau conducts many different types of surveys, and follows a standard protocol. For example, we regularly conduct community surveys on drug and alcohol use, housing, and employment levels. Most surveys are voluntary. When community members take part in surveys it allows public information to be available to everyone, including DCAB, for planning and monitoring.

The Communities and Diamonds Report shows information both from the communities closest to the Mine and from other parts of the NWT and Canada. This is needed, to interpret trends.

The GNWT finds itself unable to meet these suggestions. However, we will continue to respect our reporting and monitoring commitments under the SEMA, above and beyond Articles 6.2.2 and 6.3. We will also continue to fund, through the annual contribution to DCAB, the baseline information being collected through the DCAB Toolkit.

Over the past few years, the Bureau has been tasked with developing models to understand the impacts of development on the NWT and on government programs and services. Impact surveys help the Bureau greatly in this task. The NWT Bureau of Statistics is open to meeting with DCAB to talk about the results of this work.

Other recommendations relate to negotiated terms.

DCAB Recommendations:

- 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.)
- 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.
- 4.2 Develop an annual employee survey of DDMI and DDMI contractor employees.

The content of GNWT reports was negotiated between the Parties. We will take the DCAB recommendation under advisement. Apart from the official SEA reports, though, we can give DCAB any public data we have that will be of help to it. We only ask that the amount of data being asked for is not onerous, and that the data is available. Data for non-traditional employment by ethnicity and gender

is available from time to time. We will not be able to identify which employees are Diavik employees.

The SEMA is written to provide DCAB with a variety of perspectives: project; community; territorial. The collection of these perspectives is outlined in the SEMA<sup>14</sup>. The Diavik-specific reporting that the GNWT must submit is in its semi-annual reports and employee surveys. The rest of the GNWT reporting looks at broader trends.

The Communities and Diamonds report does include indicator data from the BHP, Diavik and De Beers Socio-Economic Agreements. Indicators in all three Agreements are the same or similar. The indicators to be included in the report are public indicators, not site-specific. In its Comprehensive Study, Diavik predicted changes would be seen in some public data. Indicators representing those areas of expected change were negotiated into the SEMA. The GNWT is unable to meet the above recommendations. We will continue to provide DCAB with the annual and semi-annual reports and with the information required of us. When site-specific survey data is available, we expect being able to give DCAB a separate summary of the Diavik surveys.

We established our core employee survey in 1998. This was the result of a two-year project to develop questions that would fit with other surveys and with the broader indicators being used. We stress consistency between surveys, so that trends can be compared over time. We have asked DCAB for advice about further survey content, and are willing to look at the survey again. Conducting the employee survey, however, will require Diavik to provide the employee information needed for sample design and to help us carry out the survey on-site.

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<sup>14</sup> SEMA articles 3.4.2 –3.4.7, 4.4.2 - 4.4.6, 6.2 and 6.3.1.

One recommendation related to territorial and federal data collection, which affects the way data is reported.

DCAB Recommendations:

- 6.15 Treat Detah 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.)

The GNWT acknowledges that Detah and Ndilo are sometimes included in Yellowknife statistics. This inconsistency often stems from different collection methods and different data sources.

In its periodic Community Survey, the GNWT reports data for Ndilo and Detah separately. In the same way, we collaborate closely with Statistics Canada so that its surveys (such as the Census) can reflect Detah and Ndilo separately.

Unfortunately, it is sometimes not feasible to report data for Ndilo or for Detah. For example, there is no crime data for Detah or Ndilo because there is no RCMP detachment in either community.

If the GNWT cannot report public data separately for Detah or Ndilo in future Communities and Diamonds reports, it will note these problems in the Report.

## 7.0 Summary – GNWT Actions

The GNWT will take the steps outlined below.

### GNWT Action Plan:

Plan for the use of interpreters and translators in any of our own community meetings about the Diavik project. [1.1]

Forward DCAB recommendations regarding the new language initiatives that are needed, to the Aboriginal language communities. [1.4]

Work to carry out SEMA commitments in ways that are in keeping with and respecting Aboriginal beliefs, values, customs, and knowledge. Support DCAB and Diavik in proactively addressing socio-economic concerns in ways that strengthen Dene values. Give cross-cultural training to GNWT representatives who sit on DCAB. [2.1, 2.2]

Work with DDMI to encourage youth to stay in school, make healthy lifestyle choices and develop positive relationships. [2.3]

Inform community governments about DCAB perspectives with regard to training for front-line youth workers, and recreational programming. [2.5, 2.13]

Look into rent structures for the NWT Public Housing Program and review findings with DCAB. [2.12]

Forward Board views on health and social programs and services in the PA communities to the organizations that deliver these services in those communities. [2.14]

We are open to working with DCAB to review and assess those community programs and initiatives that pertain to SEMA training commitments. [4.1]

The GNWT will continue to work within its mandate to support and encourage youth to stay in school through moral support, recognition and academic incentives. [5.4]

Using the updated Diavik Business Opportunities Forecast, we will work to help communities and businesses understand what opportunities may be associated with the Diavik Mine. [5.5, 5.6]

With Diavik, we are prepared to jointly set up and carry out strategies that will help northern businesses. We are also prepared to set up a joint Business Opportunities Working Group that would meet every three months. [5.5, 5.6]

Work with residents of impacted communities to help them meet the requirements of training programs. [5.8]

Provide DCAB a separate summary of Diavik survey data when it becomes available. [6.12, 6.13]

If we are unable to report public data separately for Dettah or Ndilo in future Communities and Diamonds reports, we will acknowledge the problems we have in reporting this data. [6.15]









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