

# ANNUAL REPORT 2014-15



Métis Nation  
of Ontario 





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# MÉTIS NATION OF ONTARIO STATEMENT OF PRIME PURPOSE

## Where We Got Our Name

The paternal ancestors of the Métis were the former employees of the Hudson Bay Northwest Fur Companies, and their maternal ancestors were Indian women of the various tribes.

The French word “Métis” is derived from the Latin participle *mixtus*, which means “mixed;” in French “*mele*”; it expresses well the idea that is sought to be conveyed.

However appropriate the corresponding English expression “Halfbreed” might have been for the first generation of the mixture of blood, now that European blood and Indian blood are mixed in every degree, it is no longer general enough.

The French word “Métis” expresses the idea of this mixture in the most satisfactory manner possible, and thus becomes a proper race name. Why should we care to what degree exactly of mixture we possess European blood and Indian blood? If we feel ever so little gratitude and filial love toward one or the other, do they not constrain us to say: “WE ARE MÉTIS!”

- Louis Riel, 1885

## Who We are as a People

We, the Métis are a people of the lands, which gave rise to our history and tradition and culture.

We call those lands the Métis Homelands. The Homelands stretch from the lakes and rivers of Ontario; cross the wide prairies, traverse the mountains into British Columbia and into the northern reaches of the Northwest Territories. They include the hills and valleys of the north-central American States.

These are our lands. They are Métis lands. They are the lands of our past which nurture us today and which we value as the precious foundation of our future.

As Métis who live in the Homelands, we hold it to be a fundamental truth that we are one of the Aboriginal peoples of the Americas.

The Métis Nation continues today to be the embodiment of our past, the source of sustenance for our present while giving rise to

our hopes and aspirations for the future.

We are a Nation, born of independence, and self-sufficiency whose teachings are founded on the values of honesty and truth. We are proud of our rich heritage. We are inspired by the values and traditions of our ancestors. The strength of our society is based on democracy, freedom, fairness, equality, generosity, justice and the customary and written law of our people. Above all, we cherish harmony and peace.

As Aboriginal people we hold sacred the rights of the individual and of the collective. We have respect for each other, for the land and for the animal and plant life that surrounds us. We are people who honour and respect the family, our elders who hold the key to the past, and our children, who are our future.

Guided by our spiritual values we aspire to attain our highest potential.



## Now Therefore We Declare as Follows:

We, the Métis Nation, are a distinct Nation among the Aboriginal peoples in Canada and as such our Aboriginal and treaty rights are recognized and affirmed under Section 35 of the *Constitution Act*, 1982.

We, the Métis Nation, have the inherent right of self-determination and self-government.

We, the Métis who live within the Métis Homelands of Ontario, desiring to bind our people together to collectively promote our common cultural, social, political, and economic well-being, have founded the Métis Nation of Ontario, to be our representative body with the following aims and objectives:

- To research, publish and promote the genealogical documentation of the Métis, and to establish and maintain a registry of the Métis citizens of Ontario.
- To establish democratic institutions based on our inherent right of self-government.
- To encourage the full participation of all Métis in the Métis Nation.
- To promote and foster community development.
- To re-establish land and resource bases.
- To develop prosperity and economic self-sufficiency within the Métis Nation.
- To provide care and support necessary to meet the fundamental needs of the citizens of the Métis Nation.
- To promote the improved health and wellness of the individual, the family and the whole Métis community.
- To establish effective means of communication for the Métis Nation.
- To encourage academic and skills development and to enable citizens of the Métis Nation to attain their educational aspirations.
- To promote the history, values, culture, languages and traditions of the Métis Nation and to create an awareness of our proud heritage.
- To promote Métis artistic and cultural achievement.
- To ensure that Métis can exercise their Aboriginal and Treaty rights and freedoms and in so doing, act in a spirit of cooperation with other Aboriginal and non-Aboriginal people.
- To establish good relations with all Aboriginal peoples for the pursuit of our common interests and goals.
- To continue our affiliation with the Métis National Council for the representation of the interests of the Métis Nation in Ontario at the National and International levels.
- To gain the recognition and respect of the Métis as a Nation and a people.



The members of the 2014 MNO Canoe Expedition are a living example of the *Statement of Prime Purpose*

# REPORT FROM THE PRESIDENT

It is my privilege to welcome you to the 22nd Annual General Assembly (AGA) of the Métis Nation of Ontario (MNO) and to provide my report in the MNO 2014-15 Annual Report.

Over the next few days enjoy the Métis music, dance and storytelling, knowing that you are the heart and soul of this Nation and your participation and your voice is critical to our continued success. Thank you for making time in your busy schedule to be here. Thank you as well to the MNO community councils in region seven: the Georgian Bay; Moon River; and Great Lakes Métis Councils; for hosting the 2015 AGA. These assemblies would not be possible without the support of dedicated volunteers, MNO staff and our sponsors. I look forward to a productive assembly and working with all of you to ensure that our Nation continues to grow and prosper.

When I accepted the responsibility of President of the MNO in May 2008, I did so with a deep sense of humil-

ity and with high resolve. It is in that spirit that I provide this report of the highlights of the last fiscal year. In preparing this report, I returned to our founding document, The Statement of Prime Purpose, which has served the MNO well for over two decades and is a testament to the vision of our founders. In the Statement, we declare that **"we aspire to attain our highest potential."** Building towards that ideal we work together for Métis rights, improved social conditions for our people and promoting Métis culture and heritage. I am pleased to report that in the last year, the MNO moved forward on the objectives of *The Statement of Prime Purpose* and will see even more success in the years to come.



**GARY LIPINSKI**  
MÉTIS NATION OF ONTARIO  
PRESIDENT

(L-R) MNO Chief Operating Officer Doug Wilson, MNO President Gary Lipinski, Premier Kathleen Wynne, MNO Chair France Picotte, Minister of Aboriginal Affairs David Zimmer and Deputy Minister of Aboriginal Affairs David DeLaunay.







Participants in the signing ceremony of the new MNO-Ontario Framework Agreement: (L-R MNO Senator Ray Bergie, Deputy Minister of Aboriginal Affairs David de Launay, the Honourable David Zimmer, Minister of Aboriginal Affairs, MNO Chair France Picotte, MNO President Gary Lipinski and MNO Chief Operating Officer Doug Wilson.

## Signing the new MNO-Ontario Framework Agreement

Before discussing this year, however, it is worth remembering that together in 2008, we set an agenda that built on our past achievements and has been the basis for the MNO's work since then. A key foundational element of that agenda was the **MNO-Ontario Framework Agreement**, which had a five-year term and was signed November 17, 2008.

The original *Framework Agreement* outlined mutually agreeable objectives for: strengthening the MNO; recognizing and promoting Métis history and culture; enhancing the well-being of Métis individuals, families and communities; and facilitating the recognition of Métis rights in Ontario. It proved to be the lynchpin for our relationship with the Ontario government and has led to a number of Memorandums of Understanding (MOU) with other Ontario government ministries, agencies and post-secondary institutions. It has also facilitated economic development initiatives that were part of the MNO's first strategic plan and economic development strategy.

As 2013 was the last year of the first agreement, the MNO and Ontario entered negotiations for a new agreement and in November 2013 were able to sign an extension. Shortly afterwards, our two governments were able to renew the *Framework Agreement* for another five years. I am very pleased to report the new *Framework Agreement* was signed on April 17, 2014.

The renewed *Framework Agreement* builds on its 2008 predecessor with an increased focus on Métis rights through "advancing reconciliation between the Crown and the Métis people" and providing "a framework for meeting Ontario's constitutional obligations towards the Métis people consistent with the honour the Crown and decisions of the courts."

Notably, the renewed *Framework Agreement* commits the MNO and Ontario to jointly "pursu[ing] discussions with the Government of Canada on Métis rights issues and the Crown's consultation duties." Ultimately, the MNO hopes a federal Métis claims policy is developed, which would provide a process to address these outstanding rights and claims issues similar to what the fed-

eral government has developed for First Nations and Inuit peoples.

The renewed *Framework Agreement* also makes a new commitment on the part of the MNO and Ontario to "advance initiatives that support Métis children and youth to be the best that they can be." This enhanced youth-oriented commitment is a major priority that I have outlined for the MNO and which is part of our commitment to building a stronger Métis Nation and Ontario.

Along with the renewed *Framework Agreement*, the **New Relationship Fund (NRF)** remains a pillar in the assertion of Métis rights in the province. The NRF has provided funding for MNO staff that work with regions and communities to ensure that Ontario Métis are at the table and able to participate in a meaningful way whenever the Duty to Consult is triggered. MNO staff have facilitated community council charters and regional consultation protocols, which are now signed in all nine regions. NRF funding also supports a variety of Traditional Knowledge and Métis Way of Life activities, such as Traditional Knowledge gatherings and celebrations that were held this year.

## Advancing Métis Rights

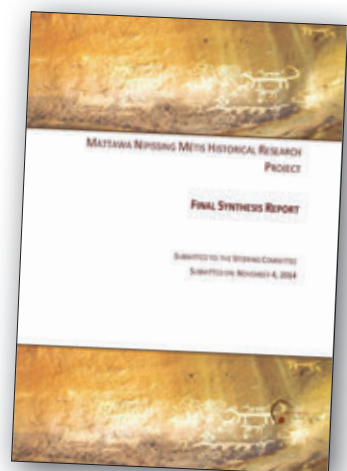
As always, the protection and advancement of Métis rights and self-government are front and centre in the MNO's agenda. In early 2012, the Federal Court of Canada ruled in *Daniels v. Canada* that according to the *Canadian Constitution*, Métis fall under the jurisdiction of the federal government. This has potential wide-ranging benefits to Métis but unfortunately the federal government appealed this case and it went to the Federal Court of Appeal in October 2013. Due to the significance of this case to Métis rights, the MNO successfully sought intervener status and Métis lawyer Jean Teillet represented the MNO. The Court released its decision on *Daniels v. Canada* on April 17, 2014, and upheld key aspects of the lower court rulings that asserted that Métis are the responsibility of the federal government and should be recognized as "Indians" under section 91(24) of the *Canadian Constitution*, 1867, in the same way as First Nations and Inuit are recognized, and therefore the federal government should move to negotiate similar rights and benefits with Métis governments.

In a related matter, on May 15, 2014, *Keewatin et al. v. Ontario* appeal at the Supreme Court of Canada. The MNO intervened because it concerned Treaty 3, which is the only historic treaty negotiated with First Nations where Métis - as a distinct Aboriginal group - collectively adhered to a treaty. This appeal also has broader implications with respect to Canada's ongoing jurisdiction and responsibility to protect treaty and Aboriginal rights under s. 91(24) of the *Constitution Act*, 1867 as also established in *Daniels v. Canada*.

The federal government has now appealed our lower court victories in *Daniels v. Canada* to the Supreme Court. A tentative hearing for the *Daniels* appeal has been set for October 8, 2015. We will continue to keep citizens updated on developments with respect to this crucial case. The *Daniels* case is critical because by and large, Métis communities have been excluded from federal land claim, self-government and reconciliation policies and negotiations. This is unacceptable to Ontario Métis. From the *Powley* case to the Manitoba Métis Federation case to the *Daniels* case, the message from the courts to federal government has been clear: reconciliation in Canada cannot continue to exclude the Métis people. Negotiation

processes to address Métis rights, interests and claims are the only way forward.

Accordingly, the MNO has been actively involved in federal consultation processes. I met with Doug Eyford, the Federal Government's Special Representative on the Comprehensive Claims Process, in November 2014. We were very pleased when Mr. Eyford released his recommendations on April 17, 2015, that he called for Canada to develop a process to support the exercise of Métis rights under section 35 (1) of the *Constitution Act*, 1982 and for the reconciliation of Métis interests.



**The Mattawa Report**

In addition, I also had the opportunity to meet with Benoit Pelletier, the federal government's Special Representative on the Specific Claims process on March 13, 2015. I am optimistic that the Special Representative will also recognize the need for the existing policies to be modified to include Métis and that a distinct Métis claims process be established.

Very likely, changes to these policies will not occur immediately, however, the writing is on the wall and at some point in time, Métis rights, interests and claims will finally be addressed by the federal government.

While we have been very vigilant concerning federal Métis issues, the MNO continues to work with the Ontario government on Métis rights issues as well. This important work has informed our negotiations with respect to the removal of the current 1,250 cap on Harvester Cards, Crown consultation and other rights-related issues.

Notably, in December 2014, the historic research project on the Mattawa-Nipissing region, which was overseen by a tripartite steering committee consisting of the MNO, Ontario and the federal



**President Lipinski and Benoit Pelletier, the federal government's Special Representative on the Specific Claims Process.**

government, was completed. This report is now available on the MNO's website under the Registry/Historic Research section.

Based on our interventions and positive relationship with the Ontario Government, we now have confirmation that the MNO will be included within Ontario's recently announced Treaty and Aboriginal Rights Strategy. This is a very positive development and will provide the opportunity to tell the Ontario Métis story, as a part of the history of treaty-making in this province as well as the contemporary recognition of Métis rights. In this fiscal year, we have received funding to consult with our citizens and communities on what initiatives we would like to see undertaken as a part of the Strategy. In addition, we continue to move towards finalizing joint assessments of the existing historic research on Ontario Métis communities.

## ■ Encouraging Métis children and youth to be all they can be

In my President's report at the 2012 AGA, I challenged all MNO citizens to think about how we all can encourage our Métis children and youth to take advantage of every opportunity and become all they can be. The MNO currently offers programs that help parents expecting children, pre-school and school age children as well as young adults in postsecondary education, which is how we should look at children and youth; as being from the womb to young adulthood.

Providing every opportunity to our young people is not simply the responsibility of MNO staff that facilitates programs and other supports. Every MNO citizen needs to step forward and encourage young people to be their best. This may mean helping them save for a Registered Education Savings Plan (RESP) or simply communicating to our sons, daughters, nieces, nephews and grandchildren that completing high school and going on to postsecondary, the trades, or business is not only possible but something they should expect. Our youth should be encouraged to "go for their dreams," and know that with hard work anything is possible.



This year, MNO citizens and staff continued to respond very positively to my challenge and there are many indications that we are achieving success. The highest profile symbol of that success was the amazing MNO Canoe Expedition. On May 26, 2014, eight young Métis from across the province set out from Ottawa on an over 2,000 km canoe trek to Thunder Bay, where they arrived on August 22. It was the adventure of a lifetime but was also a great example of how the MNO helps young Métis become all they can be. The MNO Canoe Expedition provided the young voyageurs with experiential learning and taught them leadership and employability skills that will help them build their future careers. The MNO Canoe Expedition also promoted Métis heritage and pride as our modern voyageurs were dressed in authentic Métis clothing from the fur trade era and as they stopped at Métis communities throughout their journey, they participated in community festivals, events and demonstrated Métis cultural practices. I was filled with pride when along with a large number of other MNO citizens, I welcomed the Expedition members in Thunder Bay prior to last year's AGA.

Even with the MNO Canoe Expedition complete, our young voyageurs continued to be a source of pride for the Métis Nation. On February 27, 2015, the members of the Expedition received the Lieutenant Governor's Ontario Heritage Award. In the Fall of 2014 they were invited to speak to thousands of students at the Kitchener We Day. They were so well-received at that event that they were then invited to speak at the National We Day event in Ottawa on April 1, 2015. There in front of an audience of 15,000 young people and broadcasting to a national audience, they spoke of their pride in their Métis culture and heritage. They are a living example of the vision of *The Statement of Prime Purpose* being realized through the work of the MNO.

While the achievements of the MNO Canoe Expedition were impressive to say the least, it is only one element of the MNO's continuing efforts to assist Métis youth. As we have in the last several years, this summer the MNO trained a strong contingent of facilitators through the MNO Summer Youth Cultural Program (SYCP). Located at MNO offices across the province, these young people promoted Métis heritage and culture at events and workshops while also learning valuable skills that will help them in



**President Lipinski welcomes the MNO Canoe Expedition as the paddlers arrive in Thunder Bay for the 2014 AGA.**

their future careers.

The MNO Infinite Reach: Métis Student Solidarity Network is another highly successful MNO youth project. Twenty-eight Infinite Reach facilitators from 16 Ontario post-secondary institutions were trained this year. These enthusiastic Métis youth assist other Métis students adjust to academic life and identify services and programs that can help them. They also encourage our students to participate in the wider Métis community and embrace their heritage. The facilitators play a key role in the exciting March break camps that the MNO organizes to help prepare Métis high school students for post-secondary education. This year's March break camp was the largest ever, attracting 30 students from across Ontario.

Along with these exciting youth projects are the MNO's longstanding employment and training programs that are supported by the federal government's **Aboriginal Skills and Employment Training Strategy (ASETS)**. ASETS funding supports a wide range of employment services for Métis people across Ontario including job training programs such as Navigating Employment Pathways and the Métis Mining Strategy as well as job search assistance, client assessment, case management, action plan development, labour counseling, job placement and follow up.



**MNO Canoe Expedition participants Geneviève Routhier and Gerald Lavalee (centre) with Me to We founders Craig (L) and Marc (R) Kielburger.**



**PCMNO Youth Representative Mitch Case presented President Lipinski with a beaded vest at the 2014 AGA.**



**MNO Infinite Reach March Break Camp participants (L-R) Brittany Bazinet, Gabe Picard, Paul Robitaille, and Heather Van Wyck.**



**Métis youth participate in the MNO's Summer Youth Cultural Program.**

The funding also helps MNO staff maintain job boards, toll-free phone lines, research material, computer access and updated reference materials for clients. Through these programs and services the MNO has helped so many Métis people. In 2010, the MNO signed a five-year 30.6 million dollar employment and training agreement through ASETS. The MNO's solid employment and training delivery foundation combined with an ongoing commitment to partnership and skills development resulted in the MNO being the first ASETS agreement approved in Ontario. The ASETS agreement was scheduled to end on March 31, 2015, however on November 17, 2014, the agreement was renewed for one year. We expect this will be long enough for the federal government to launch a new version of ASETS or announce new ASETS funding sometime in 2015-16.

One of the clearest indications that the MNO is successfully reaching young people is the large number of youth who are now attending MNO AGAs. Not that long ago we had only a handful of youth delegates at most AGAs but we have seen impressive numbers at both the 2013 and 2014 assemblies. I was very touched at the 2014 AGA when the sizable youth contingent at that assembly presented me with a beautiful beaded vest.

It has been especially gratifying for me to see our young MNO citizens step forward to increasingly play leadership roles in our government. Whether it is the expanding activism of the MNO Youth Council, the larger roles for Youth Representatives on MNO chartered community councils or the greater interaction we are seeing between MNO youth and MNO veterans and senators; there can be no question that our younger generations are readying themselves to build a wonderful future for the Métis Nation in Ontario.

## **Working towards economic self-sufficiency**

The future our young people will build is all the more promising because of the strides the MNO has made over the last several years towards economic self-sufficiency. Key elements in building self-sufficiency so far included the signing of the Memorandum of Understanding (MOU) on Economic Develop-

ment with the Ontario government in 2011, at the same time as the Métis Voyageur Development Fund (MVDF) was established. In its first fifteen months of operation the MVDF became the fastest growing Aboriginal financial institution in Canada and is already the second largest in Ontario.

The MNO took one of its most important steps towards economic self-sufficiency at the 2013 AGA when it passed its first law; the **MNO Advancing Prosperity and Economic Self-Sufficiency Law**. This law is advancing Métis self-government and is proving to be a significant landmark in Métis history along with other watershed events such as *R. v. Powley* and the *MNO-Ontario Framework Agreement*. The *MNO Prosperity and Self-Sufficiency Law* mandated the MNO to create Infinity Investments Limited Partnership (LP) as an independent and arms-length corporate structure to pursue business and economic development opportunities on behalf of Ontario Métis at the provincial, regional and local levels. Infinity Investments LP will consolidate all of the MNO's business operations and opportunities under one corporate structure. These MNO business ventures and opportunities already include over 50 rooftop and ground mounted solar projects throughout Ontario through MNO-Brightroof LP, impacts and benefits agreements with the Detour Gold and New Gold as well as several strategic joint ventures with other industry partners. In December 2014, Scott Patles-Richardson, a seasoned senior executive with over 20 years of experience in finance, corporate development and leadership was selected as Chief Executive Officer of Infinity Investments LP.

Infinity Investments LP will complement the mandate and work of the MVDF, which provides funding and support for resource or related sector Métis businesses. With Infinity Investments LP, the Métis Voyageur Development Fund and our positive relationships with both government and industry, I believe the MNO is building a solid foundation that will enable our nation and communities to create wealth and become economically self-sustaining in the future. I look forward to Scott helping Ontario Métis in achieving that goal.



## Leading the way in healing and wellness

The MNO enjoys a strong reputation as a leader and a strong partner that follows best practices in the field of Aboriginal healing and wellness. Three key areas where the MNO led the way this last year were in the development of a provincial Aboriginal Children and Youth Strategy; taking action on the critical issue of missing and murdered Aboriginal women; and continuing our ground-breaking research on chronic diseases within the Ontario Métis population.

On January 21, 2015, I, along with MNO Chair France Picotte and MNO senior staff, participated in the third Métis and Urban Aboriginal Leadership Roundtable focused on the issue of developing an Aboriginal Children and Youth Strategy. Other participants in the meeting included the Ministers of Aboriginal Affairs and Children and Youth Services as well as representatives from the Ontario Federation of Indigenous Friendship Centres (OFIFC) and the Ontario Native Women's Association (ONWA).

This meeting marked the final stage in an 18-month process of developing an Aboriginal Children and Youth Strategy and approved a framework proposal that will now go before the provincial Cabinet for consideration. The MNO made a valuable contribution to the creation of the proposal, which is another example of the importance of the positive relationship we have built with the Ontario government through the MNO-Ontario Framework Agreement.

The MNO has been working to address the issue of violence against Aboriginal women almost since its inception. In November 1994, the MNO, which was barely a year old at the time, sent representatives to the first meeting to develop the Aboriginal Healing and Wellness Strategy (AHWS), a major focus of which was the prevention of violence against Aboriginal women. Now 20 years later, the MNO has developed victim services programs, is a full partner in Ontario's Joint Working Group to End Violence Against Aboriginal Women and a signatory to the Framework to End Violence Against Aboriginal Women.

As part of its ongoing efforts to bring attention to violence against Aboriginal women, the MNO held a full-day workshop on



President Lipinski (R) with the Hon. Tracy MacCharles, Ontario Minister of Children & Youth Services (L).

the issue in Thunder Bay prior to the 2014 AGA.

During the workshop, the MNO provincial leadership including the Provisional Council of the MNO (PCMNO), chartered community council presidents and other community representatives, Captains of the Hunt and MNO staff were familiarized with all aspects of the violence against Aboriginal women issue as well as the efforts currently underway by the MNO to take action.

During the AGA itself, I brought forward a resolution, seconded by Sharon McBride, the Spokesperson for the Women's Secretariat of the MNO (WSMNO), calling for a national inquiry on the epidemic of murdered and missing Aboriginal women and for the adoption of The Declaration to End Violence Against Aboriginal Women. The resolution passed unanimously and as required by the resolution, I wrote Prime Minister Harper to call for a national inquiry on the issue.

Throughout 2014-15, MNO Victim Services staff members have developed resources to help individuals and communities address the issue of violence against women and I have been very pleased with the response of MNO citizens and communities. We have seen large numbers of Healing Blanket and Faceless Dolls workshops, as well as support for the Walking With Our Sisters campaign and other similar programs and events.



MNO citizens posing with their Métis healing blanket created during the MNO Ending Violence Against Aboriginal Women workshop.



Métis youth participate in a Healing Blanket Workshop at the 2014 AGA.

In cooperation with the Public Health Agency of Canada (PHAC) and the Institute for Clinical and Evaluative Science (ICES), the MNO continued our ground-breaking research on chronic diseases within the Ontario Métis population. To date the MNO Chronic Disease Surveillance Program has done impressive work on the preponderance of diabetes, cancer, cardiovascular, respiratory and kidney diseases, asthma, arthritis, osteoporosis, mental health and addictions and chronic obstructive pulmonary disease in the Ontario Métis population.

The full range of this research was showcased February 22-24, 2015, when over 200 health researchers and other professionals from 42 different agencies gathered in Toronto for the 2015 MNO Health Summit. Delegates represented non-profit organizations dedicated to disease prevention and cures, hospitals and other health institutions, government ministries and agencies, universities and colleges, Local Health Integration Networks, Aboriginal organizations and consulting groups. These representatives included medical doctors, university professors and researchers, government policy makers and elected officials.

The Summit included sessions on the latest data on coronary heart disease, diabetes, cancer, respiratory disease, musculoskeletal disease, renal disease, mental health, and health risk factors in the provincial Métis population. The data demonstrates that significant health disparities exist between Métis and the general Ontario population. The Summit also provided insight on community practices being developed by MNO staff and their partners that aim to bring about measurable improvements in Métis health outcomes.

We are seeing high rates of modifiable risk factors in the Métis community like non-traditional tobacco use, diet, obesity, inac-

tivity, sedentary living and alcohol consumption. We know from our citizens and from MNO client and community services that access to health services continue to be a major concern, which is why the MNO's healing and wellness programs and services are essential. All of this points to the importance of the MNO continuing its work on chronic diseases as well as its many other healing and wellness programs.

One of the pillars of the MNO's healing and wellness programs over the last several years has been the **Aboriginal Healing and Wellness Strategy (AHWS)**. AHWS funds support the MNO's Community Wellness Worker, Métis Healthy Babies Healthy Children and Mental Health programs. With AHWS the MNO provides "flow through" services for satellite projects operated by other Aboriginal agencies involved in healing and wellness. Through this process the MNO has developed successful working relationships with the Ontario Native Women's Association (ONWA), *Nijkiwendidaa Anishinabe-kewwag* Services Circle, the Native Women's Resource Centre (NWRC), Aboriginal Peoples Alliance of Northern Ontario (APANO), Red Lake Indian Friendship Centre, and the *Nogojiwanong* Friendship Centre in Peterborough.

#### MNO DEBT REDUCTION 2008-2015

2008 - \$4.2 million

March 2015 - \$731,538

... a decrease of  
**82.6%**

## Keeping the MNO fiscal house in order

When I accepted the position of President, one particularly important commitment I made was to strengthen the MNO's financial management, administration and accountability. Although this has proven to be the most challenging of all the commitments, I am proud to have been able to report ongoing improvements in this area at every AGA. I know that we all felt a great deal of satisfaction at the 2014 AGA when for the first time in many years the audit did not include an "Emphasis of Matter." The "Emphasis of Matter" is a qualification that auditors place on a financial statement to indicate that conditions exist within an audited organization that could potentially threaten its ability to remain "a going concern;" meaning to continue to operate. While the MNO has been steadily improving its financial picture since 2008, the 2013-14 fiscal year is the first where enough improvements have been made that the auditor was willing to provide an "unqualified" financial statement, which is a statement without an "Emphasis of Matter."

I am pleased to report that in the past year we have continued to keep the MNO's fiscal house in order.

As reported last year the MNO has already completely paid off its Canada Revenue Agency (CRA) debt and Employer Health Tax (EHT) debt. The repayment of this debt took only three years and four years respectively rather than the original 25 years the MNO had negotiated.



Participants in the Aboriginal Children and Youth Strategy roundtable held on January 21, 2015. Front row (L-R): Sylvia Maracle, Executive Director of the Ontario Federation of Indigenous Friendship Centres (OFIFC); Dr. Dawn Harvard, President of the Ontario Native Women's Association (ONWA); the Honourable David Zimmer, Minister of Aboriginal Affairs; the Honourable Tracy MacCharles, Minister of Children and Youth Services; Gary Lipinski, MNO President; Gertie Beaucage, Traditional Person. Back row (L-R): Deborah Richardson, Deputy Minister of Aboriginal Affairs; France Picotte, MNO Chair; Darryl Sturtevant, Assistant Deputy Minister of Children and Youth Services; Alexander Bezzina, Deputy Minister of Children and Youth; Doug Wilson, MNO Chief Operating Officer; Erin Corstan, ONWA Executive Director.





**President Lipinski (centre) accepts the June Callwood Outstanding Achievement Award for Voluntarism with (L-R) PCMNO Youth Representative Mitch Case, MNO Senator Brenda Powley, Deputy Minister of Citizenship and Immigration Chisanga Puta-Chekwe, Minister of Citizenship and Immigration the Honourable Michael Coteau, PCMNO Regional Councillor Pauline Richardson, and MNO Sudbury Métis Council President Richard Sarrazin.**

The MNO has additionally significantly reduced its debts owing to Service Canada and Health Canada. The amount originally owing to Service Canada in 2008 was \$1.6 million with an estimated 24 years for repayment, but as of March 31, 2015 this has been reduced to \$592,011 with only three years left to repay. The amount owing to Health Canada was originally \$261,000 in 2008, but as of March 2014, it has been reduced to \$138,527.

While we continue to receive accolades and acknowledgement from our funders for these dramatic improvements, we must continue to demonstrate real effort and diligence on this front as both are critical to ensuring the MNO remain strong for the future.

## ■ Meeting the challenges ahead

The list of highlights I have provided can leave no doubt that the MNO had a busy and successful year. These successes are in no small way owed to the contributions of our citizens. We take every opportunity to remind all levels of government and other funders of the contributions of our volunteers. Our women, men, young people and seniors are called on more often than those of any other Aboriginal group to support the work of advancing Métis rights and interests. This is a testament to the firm commitment we hold as citizens of the MNO, that we all are committed to advancing the Métis agenda and helping our fellow Métis.

On a personal note, I would like to thank and acknowledge the PCMNO, MNO community councils, Women's Secretariat, Veterans' Council, senators, Youth Council and Captains of the Hunt and all others who hold leadership positions in our government. Nothing that took place in the last year could have been achieved without their selfless dedication and vision. I would also be remiss if I did not give a standing ovation to our dedicated, hardworking staff who so ably support the leadership in all areas of activity. Future generations owe a tremendous debt to all these amazing women and men.

Considering the incredible contributions of all our volunteer leaders and citizens, it is very appropriate that on April 10, 2014,

all of our MNO volunteers were acknowledged with the June Callwood Outstanding Achievement Award for Voluntarism. This award recognizes individuals and groups for superlative volunteer contributions to their communities and to the province of Ontario. The award is named after the late June Callwood, a Canadian journalist, author and social activist. She committed her life to action on social justice issues, particularly those related to women and children. She founded, or co-founded, more than 50 Canadian social action organizations. The award recognizes dedicated individuals and organizations who, like the late June Callwood, demonstrate exceptional leadership, creativity and innovation in their service to their communities and others.

I was honoured and humbled to accept this award on behalf of the volunteers who founded the MNO and all our past and present leaders. Our volunteers are the heart and soul of the MNO. These hard-working individuals spend thousands of hours annually building and strengthening our Métis communities and it is through their continuous efforts that we are able to perform our important work.

Following in the footsteps of our founders and early leaders, we all continue to move forward together guided by *The Statement of Prime Purpose* and directed by MNO citizens at every AGA. With ever increasing attention from governments at all levels, industry proponents and the public, there may never be a better opportunity to capitalize on the gains made to date. "We aspire to attain our highest potential," is a worthy goal that I challenge all MNO citizens to embrace.

Thank you, Marsi, Megwetch!

*President, Métis Nation of Ontario*



*"We, the Métis are a people of the lands, which gave rise to our history and traditions and culture. We call those lands the Métis homelands. The Homelands stretch from the lakes and rivers of Ontario; cross the prairies, traverse the mountains of British Columbia and into the northern reaches of the North-West Territories. They include the hills and valleys of the north-central American States."*

- FROM THE MNO STATEMENT OF PRIME PURPOSE



# WHO ARE THE MÉTIS?

The Métis Nation is comprised of descendants of people born of relations between First Nations women and European men. The initial offspring of these unions were of mixed ancestry. The genesis of a new Aboriginal people called the Métis resulted from the subsequent intermarriage of these mixed ancestry individuals. Distinct Métis settlements emerged as an outgrowth of the fur trade, along freighting waterways and watersheds. In Ontario, these settlements were part of larger regional communities that were interconnected by the highly mobile lifestyle of the Métis, the fur trade network, seasonal rounds, extensive kinship connections and a shared history and identity.

According to the 2011 Statistics Canada National Household Survey (NHS), 452,560 Canadians self-identified as Métis. That number compares to 389,780 who self-identified as Métis in the 2006 census.

In Ontario, the number of people who self-identified as Métis rose from 73,605 in 2006 to 86,020 in 2011, which represents 19% of all Métis in Canada.

*Métis population was 14 years of age or younger in 2011. That compares to 16% of the population in that age bracket amongst non-Aboriginal people. Métis are younger than the non-Aboriginal population in Canada, with a median age of 31 years compared with 40 for the non-Aboriginal population. Métis are also younger than the non-Aboriginal population in Ontario, with a median age of 35 years compared with 40 for Ontario's non-Aboriginal population.*

The 2010 Ontario Trillium Foundation (OTF) report, Aboriginal Communities in Profile: Ontario, confirms that the Aboriginal population in Ontario is growing at a rate much faster than the overall population. Between 2001 and 2006, the community grew by 28.8% compared to Ontario's overall population, which increased by 6.6%. The Métis population represented the most growth (59.5%) in the five year period and remains the second largest Aboriginal group in the province (30.4%).

The report also confirms that the Aboriginal population in Ontario is highly mobile, with frequent moves between urban and rural areas. This trend is more common amongst younger individuals within the population because of moves to and from more remote communities to urban centres for school or work.

As was the case in 2006, in 2011 the majority of Métis continue to live in urban settings. The cities with the largest Métis populations are: Toronto (9,980); Ottawa (6,860); Sudbury (6,460); Midland (3,420); Sault Ste. Marie (2,995); Thunder Bay (2,445); Timmins (1,860); North Bay (1,860); and Kenora (1,185).



In Ontario, the number of people who self-identified as Métis rose from 73,605 in 2006 to 86,020 in 2011, which represents 19% of all Métis in Canada.

*Across Canada, 28% of the*





MNO Citizens at the 2014 Provincial Louis Riel Day Ceremony. (L-R): MNO Chair France Picotte, Victor Brunelle, Senator Rene Gravelle, Senator Verna Porter-Brunelle, PCMNO Regional Councillor Pauline Richardson, PCMNO Youth Representative Mitch Case, MNO Executive Senator Reta Gordon, PCMNO Region 2 Councillor Cam Burgess.

## MÉTIS NATION OF ONTARIO CITIZENSHIP & IDENTIFICATION

*"We, the Métis who live within the Métis Homelands of Ontario, desiring to bind our people together to collectively promote our common cultural, social, political, and economic well-being have founded the Métis Nation of Ontario, to be our representative body . . ."*

- FROM THE MNO STATEMENT OF PRIME PURPOSE

Métis living in Ontario can make an application for citizenship to the Métis Nation of Ontario (MNO), which maintains, in Ottawa, the only provincial registry for Métis recognized by the governments of Ontario and Canada. An independent registrar assesses applications and authorizes citizenship when applicants meet the criteria set out in the national definition for Métis, adopted at the Métis National Council's 18th General Assembly in 2002 and subsequently accepted by the MNO.

Once accepted, MNO citizens become part of a centralized registry, which has valid genealogical documentation on file. Through the administration of its own registry, the MNO exercises the Métis Nation's fundamental right of self-determination by establishing its own citizenship based on the international principles of self-identification and community acceptance.

In 2009, the Provisional Council of the Métis Nation of Ontario developed an Interim Registry policy to provide the Registry with clarity to the principles of how the national definition of Métis should be applied. The policy was extensively reviewed at a series of community consultations and in August 2014, the policy was formally adopted by special resolution at the 21st MNO Annual General Assembly.

The rigorous application process must be undertaken by individual applicants because it establishes the credibility and integrity of the MNO's citizenship application process and distinguishes the MNO from other provincial or federal Métis organizations that grant or sell memberships without requesting supporting docu-

mentation. This in itself provides assurances to government and industry representatives who negotiate with the MNO that they are dealing with democratically elected representatives of rights-bearing Métis communities.

### NATIONAL DEFINITION OF MÉTIS

- 1.1** "Métis" means a person who self-identifies as Métis, is distinct from other Aboriginal peoples, is of Historic Métis Nation ancestry, and is accepted by the Métis Nation.
- 1.2** "Historic Métis Nation" means the Aboriginal people then known as Métis or Half-breeds who resided in the Historic Métis Nation Homeland.
- 1.3** "Historic Métis Nation Homeland" means the area of land in west central North America used and occupied as the traditional territory of the Métis or Half-breeds as they were then known.
- 1.4** "Métis Nation" means the Aboriginal people descended from the Historic Métis Nation which is now comprised of all Métis Nation citizens and is one of the "aboriginal peoples of Canada" within the meaning of s.35 of the Constitution Act 1982.
- 1.5** "Distinct from other Aboriginal peoples" means distinct for cultural and nationhood purposes.



Ontario Minister of Aboriginal Affairs David Zimmer addresses MNO Citizens at the 2014 AGA in Thunder Bay.

## MÉTIS NATION OF ONTARIO SELF-GOVERNANCE

*“... research, publish and promote the genealogical documentation of the Métis, and to establish and maintain a registry of the Métis Citizens of Ontario.”*  
- FROM THE MNO STATEMENT OF PRIME PURPOSE

In 1993, the Métis Nation of Ontario (MNO) was established through the will of Métis people and historic Métis communities coming together to create a Métis-specific governance structure.

The founding delegates put in place the fundamental principles of a representative Métis government which reflects the values and aspirations of a proud people. The delegates made a conscious decision to bind their people together in the spirit of nation-building; not to pursue a corporate focus. Based on this democratic, representative model, the MNO designed its governance structure to support the achievement of the Nation's self-government aspirations at a local, provincial and national level. It is also based on the Métis Nation's inherent and legal rights as distinct Aboriginal peoples.

MNO citizens exercise their collective right to self-government through a governance structure that continues to evolve as the MNO moves forward in the implementation of Métis self-government. A series of documents which include the MNO Statement of Prime Purpose, MNO bylaws, MNO community council charter agreements, MNO Interim Harvesting Policy, MNO Electoral Code and the Métis Nation Rules of Order, which are supported by the policies and procedures adopted and implemented by the MNO, guide the work of the MNO. Every four years, MNO citizens have the opportunity to choose their provincial leadership, by voting in province-wide ballot box elections. Community councils have been chartered throughout the province. The councils get their mandate to support local governance from the MNO through signed community charter agreements, and work collaboratively with the MNO and other community councils to represent the rights and interests of regional rights-bearing Métis communities

throughout the province.

As the only recognized provincial Métis governance structure in Ontario, the MNO advanced the Métis rights agenda nationally through the precedent setting Powley case. The MNO has established bilateral and tripartite processes with the federal and provincial governments and in November 2008 signed an Ontario-Métis Nation Framework Agreement with the Government of Ontario, which was renewed in 2014. The MNO has also negotiated an interim accommodation agreement with the provincial government on Métis harvesting rights.



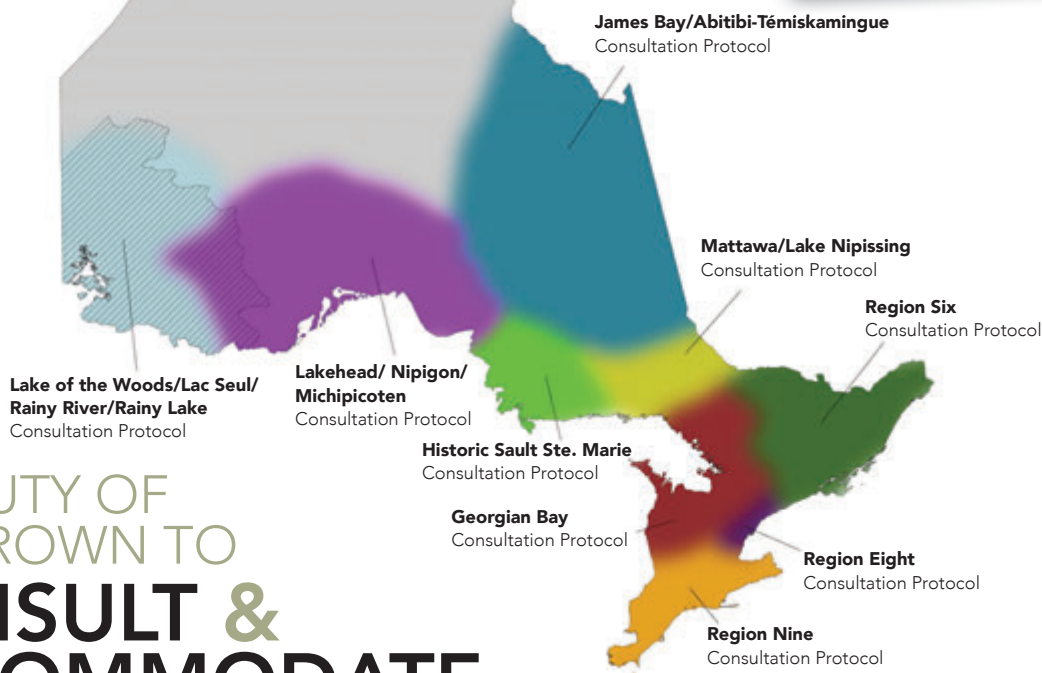
MNO Chair France Picotte at the 2014 AGA in Thunder Bay.



The MNO has negotiated and executed nine Regional Consultation protocols. ►

*"... gain the recognition and respect of the Métis as a Nation and a people."*

- FROM THE MNO STATEMENT OF PRIME PURPOSE



## THE DUTY OF THE CROWN TO CONSULT & ACCOMMODATE

Since its inception, the Métis Nation of Ontario (MNO) has focused its efforts on building Métis-specific governance structures that will facilitate the self-government aspirations of Ontario Métis. In 2008-2009, the MNO added a new dimension to Métis governance, called Regional Consultation Protocols. These agreements advance the MNO's overall nation-building efforts and help ensure the Crown fulfills its duty to consult and accommodate regional rights-bearing Métis communities throughout the province.

MNO Regional Consultation Protocols are based on the historic and contemporary reality that rights-bearing Métis communities in Ontario are regional in size and scope, connected to other regional rights-bearing communities throughout Ontario, and are an inseparable part of the larger Métis Nation. Simply put, Métis communities are not limited to dots on a map: one settlement; one extended family; or a localized area. They are a matrix of interconnected Métis families and settlements living in, and relying on, a shared traditional territory.

The overarching goal of the protocols is to ensure that all MNO citizens who are members of regional rights-bearing communities have an opportunity to be consulted on policies, plans, projects and developments that have the potential to impact the collective rights and interests of the Métis. Each protocol includes a regional consultation committee comprised of the Provisional Council of the Métis Nation of Ontario (PCMNO) regional councillor for that area and a representative from each community council in that traditional territory.

The committees work in collaboration with the MNO staff to ensure inclusive, transparent and meaningful Métis consultation and accommodation processes with the Crown and proponents are

in place. As well, this collective-based, aggregate approach enables the MNO to ensure that regional rights-bearing Métis communities have access to the technical and scientific expertise they need to effectively engage in consultation and accommodation processes.

The MNO has negotiated and executed nine Regional Consultation Protocols. These are: Lake of the Woods/Lac Seul/Rainy River/Rainy Lake; Lakehead/ Nipigon/Michipicoten; James Bay/Abitibi-Témiskamingue; Mattawa/Lake Nipissing; Georgian Bay; Historic Sault Ste. Marie; Region Six; Region Eight; and Region Nine.



**MNO James Bay/Abitibi-Témiskamingue Consultation Committee and MNO staff during their site visit of the Detour gold Mine near Cochrane, Ontario.**

# MÉTIS NATION OF ONTARIO HARVESTING POLICY & CAPTAINS OF THE HUNT

*... ensure that Métis can exercise their Aboriginal and Treaty rights and freedoms and in so doing, act in a spirit of cooperation with other Aboriginal and non-Aboriginal people ...*

- FROM THE MNO STATEMENT OF PRIME PURPOSE

The existence of Métis rights, including the right to harvest, was affirmed by the Supreme Court of Canada in the September 2003 *R v. Powley* decision. Ontario was the first jurisdiction in the Métis Homeland to successfully complete negotiations on Métis harvesting. An interim agreement between the Métis Nation of Ontario (MNO) and the Ontario Ministry of Natural Resources (MNR) which recognized the MNO's existing harvest card system was reached in 2004. The interim agreement is short and set out in four points. The essence of the agreement is that the MNR will apply its Interim Enforcement Policy (IEP) to each MNO Harvester's certificate holder who is harvesting for food within his or her traditional territory. This means that MNO Harvester's certificate holders, engaged in traditional Métis harvest activities will not be charged unless they are in violation of conservation or safety standards.

The annual harvest is integral to the Métis Way of Life. Since it began issuing Harvester's certificates in 1995 the MNO's own Harvesting Policy helps to facilitate the annual Métis harvest by allowing MNO citizens to exercise their right to harvest in a structured and responsible manner. It outlines the MNO's conservation values, the requirements for a Harvester's certificate, and the role of the Captains of the Hunt in responsible co-management of the harvest.

Throughout 2012-13, the MNO continued to work collaboratively with the MNR on the implementation of the July 2004 MNO-Ontario Interim Harvesting Agreement and other issues relating to Métis harvesting.

## MNO Captains of the Hunt

The Captains of the Hunt (COTH) play an integral role in the management of the Métis harvest in Ontario. One COTH is assigned to each of the MNO's nine regions within Ontario and is mandated by the MNO to have full authority over the Métis harvest in the traditional harvest territories within that region. The COTH acts as a direct line of communication between Harvesters and the MNO and MNR. They help manage the annual harvest in concert with the province of Ontario, support the implementation of the Interim Harvesting Policy and determine the appropriate management of the harvest in their respective regions. The COTH also acts as a liaison between Harvesters and the MNO in situations where charges have been filed. The duties of the COTH include:

- Travel throughout their region and into MNO communities in their region to work with councils on Harvester's certificate issues.
- Assist Harvesters in the completion of applications for Harvester's certificates.
- Review and sign Harvester applications prior to sending them to the MNO Registry Branch for processing and final approval.
- Verify that Harvesters can properly and safely employ firearms.
- Answer inquiries from MNO citizens regarding harvesting rights and criteria surrounding harvesting.
- Investigate complaints and charges; act as liaison between the MNO and Harvesters.
- Act as point of contact for MNR Field Officers in their region.
- Prepare incident reports.
- Ensure Harvesters are in compliance with the MNO Harvesting Policy.
- Participate in the MNO/MNR Working Table as a source of "on the ground" information.
- Serve as a source of information on the Métis Way of Life Framework and Traditional Knowledge.

The Captains of the Hunt also support the Annual Harvester's survey and help to gather information on the number, species and location of animals taken by MNO Harvester's certificate holders.

**MNO Captains of the Hunt at the 2013 MNO Annual General Assembly. (Left to right) BACK ROW:** Tom Thompson Jr. (Region 6), Peter Rivers (Region 9) and Greg Garratt (Region 7). **SECOND ROW:** Ken Simard (Region 2), Andy Lefebvre (Region 3), Gerry Bedford (Region 8), Richard Sarrazin (Region 5) and Art Bennett (Region 4). **FRONT ROW:** Louise Goulding (Deputy Chief COTH), Patricia Thibault (Region 6) and MNO President Gary Lipinski (Chief COTH).





# THE PROVISIONAL COUNCIL OF THE MÉTIS NATION OF ONTARIO



PCMNO members (L-R) Cameron Burgess, Pauline Richardson, Rene Gravelle, and Verna Porter-Brunelle hard at work.

*...establish democratic institutions based on our inherent right of self-government..."*

- FROM THE MNO STATEMENT OF PRIME PURPOSE

The Métis Nation of Ontario (MNO) is governed by the Provisional Council of the Métis Nation of Ontario (PCMNO). The executive members of the PCMNO are the president, chair, vice-chair, secretary/treasurer, and executive senator. The executive is responsible to the PCMNO for the day-to-day operations of the MNO. Nine regional councillors, a provincial youth representative, a post-secondary representative, and three senators also sit on the PCMNO. The PCMNO takes its direction from and is required to report to its citizens at general assemblies, which are held once a year, usually in August.

The position of spokesperson for the Women's Secretariat of the MNO (WSMNO) is assigned to an elected Métis woman who sits on the PCMNO. The structure of the PCMNO ensures that community and regional interests are represented, as well as other demographic segments like youth, women and elders. Province-wide ballot box elections are held every four years pursuant to the MNO Electoral Code. The most recent MNO general election was held in 2012. The terms of all current members of the PCMNO expire in 2016 when there will be another general election.



2012-16 PCMNO members: President Gary Lipinski; Chair France Picotte; Vice-Chair Sharon McBride; Secretary/Treasurer Tim Pile; Executive Senator Reta Gordon; Region 1 representative Theresa Stenlund; Region 2 representative Cameron Burgess; Region 3 representative Marcel Lafrance; Region 4 representative Ernest Gatien; Region 5 representative Juliette Denis; Region 6 representative Tom Thompson Jr.; Region 7 representative Pauline Richardson; Region 8 representative Anita Tucker; Region 9 representative Peter Rivers; Senator Rene Gravelle; Senator Verna Porter-Brunelle; Senator Joseph Poitras; Youth Representative Mitch Case; Post-Secondary Representative Jennifer Henry.

## PCMNO COMMITTEE: WOMEN'S SECRETARIAT OF THE MÉTIS NATION OF ONTARIO

The Women's Secretariat of the Métis Nation of Ontario (WSMNO) is a committee of the PCMNO and includes Métis women from across Ontario who are committed to promoting women's issues and advocating on their behalf. The WSMNO advises the PCMNO on matters pertaining to women and cooperates with Aboriginal groups, government bodies and women's groups to assist Métis people with issues of specific concern to women.

This work includes policy development and review, coordination, consultation and education. The main goal of the WSMNO is to encourage the full participation of all women within the MNO in helping to build a strong and healthy nation.

The Spokesperson for the WSMNO is MNO Vice-chair Sharon McBride and four women serve as WSMNO Regional Representatives. They are: Barbaranne Wright (Regions 3, 4, and 9), Pearl Gabona (Regions 5 and 8), Shirley Lynn Pantuso (Regions 1 and 7), and Rosalyn Calder (Regions 2 and 6).



▲ WSMNO committee members (back row) Barbaranne Wright, Pearl Gabona, Shirley Lynn Pantuso (front row) Rosalyn Calder, Sharon McBride.

## PCMNO COMMITTEE: MÉTIS NATION OF ONTARIO YOUTH COUNCIL

The Métis Nation of Ontario (MNO) Youth Council is a committee of the PCMNO with the mandate to identify issues impacting Métis youth and to work within the MNO to ensure these issues are addressed. The MNO Youth Council consists of nine regional representatives who are elected in the MNO provincial ballot-box elections held every four years.

MNO youth are also represented by the PCMNO Youth Representative, who holds a voting seat on the PCMNO. Each region has a regional youth representative and each MNO community council has a position for a local youth representative who promotes youth initiatives, works directly with the MNO Youth Council and represents the voice of MNO youth in his or her area.

MNO Youth Council members participate in many training sessions, meetings, conferences and gatherings where they represent the views of MNO youth on numerous issues critical to the Métis Nation. This has included the Premier's Council on Youth Opportunities, the Truth and Reconciliation Commission, the 4Rs Initiative and the Métis National Council Annual Meeting.

MNO Youth Council members stay in touch through regular conference calls, a Facebook page and e-mail distribution lists. MNO Council members serve as Infinite Reach facilitators, members of the Michif language committee and played a major role in a series of youth engagement sessions in the summer of 2014.



▲ MNOYC members (back row) Nicholas Delbaere-Sawchuk, Region 8 representative; Kyle Grenier, Region 7 representative; Alex Young, Region 9 representative; Mitch Case, PCMNO Youth Representative (front row) Kelly Duquette, Region 1 representative, Brianne Gosselin, Region 3 representative; Janine Landry, Region 2 representative. Not pictured: Sylvie Forest, Region 5 representative; Phoebe Mandry, Region 6 representative.



# MÉTIS NATION OF ONTARIO CHARTERED COMMUNITY COUNCILS

Métis Nation of Ontario (MNO) citizens volunteer thousands of hours every year to support the work of chartered MNO community councils. Composed entirely of volunteers, the members of MNO community councils play a crucial role in the fight for Métis rights and in promoting Métis culture and traditions.

*...promote and foster community development..."*

- FROM THE MNO STATEMENT OF PRIME PURPOSE

## The structure of MNO Chartered Community Councils

The MNO fulfills the inherent right to self-government institutions of the Métis in Ontario by representing and advocating for the distinct interests of Métis in the province. MNO citizens are represented at the local level through MNO chartered community councils. The MNO community councils support the push toward self-government and are important communication hubs for the MNO citizens. MNO community councils facilitate community empowerment for MNO citizens living within geographic boundaries specified for each council by its MNO charter.

MNO charter agreements give councils the mandate to govern, while ensuring accountability, transparency, and consistency. The MNO charter agreements along with the Community Code and the Community Electoral Code are the policy documents that guide MNO community councils when holding mandatory elections.

These documents also serve as a resource to MNO community councils because they outline the rules and regulations for conducting council business, and for ensuring accountability through good fiscal management.

As part of the MNO, MNO community councils help provide effective self-government and economic development for Métis in Ontario.



## MNO CHARTERED COMMUNITY COUNCILS

- |   |  |  |
|---|--|--|
| 1. MNO Kenora Métis Council               | 12. MNO Historic Sault Ste. Marie Métis Council        | 22. MNO Georgian Bay Métis Council             |
| 2. MNO Northwest Métis Council            | 13. MNO North Channel Métis Council                    | 23. MNO Oshawa and Durham Region Métis Council |
| 3. MNO Sunset Country Métis Council       | 14. MNO Sudbury Métis Council                          | 24. MNO Credit River Métis Council             |
| 4. MNO Atikokan and Area Métis Council    | 15. MNO North Bay Métis Council                        | 25. MNO Toronto and York Region Métis Council  |
| 5. MNO Thunder Bay Métis Council          | 16. MNO Mattawa Métis Council                          | 26. MNO Grand River Métis Council              |
| 6. MNO Greenstone Métis Council           | 17. MNO Ottawa Region Métis Council                    | 27. MNO Clear Waters Métis Council             |
| 7. MNO Superior North Shore Métis Council | 18. MNO Moon River Métis Council                       | 28. MNO Niagara Region Métis Council           |
| 8. Métis Nation of Ontario Timmins        | 19. MNO Peterborough and District Wapiti Métis Council | 29. MNO Windsor-Essex-Kent Métis Council       |
| 9. MNO Northern Lights Métis Council      | 20. MNO High Land Waters Métis Council                 |  |
| 10. MNO Chapleau Métis Council            | 21. MNO Great Lakes Métis Council                      |  |
| 11. MNO Temiskaming Métis Council         |  |  |

## Growing stronger within the MNO

MNO citizens in an area where no MNO community council has been chartered can approach the MNO leadership indicating their interest in forming a council. MNO Community Relations staff will work with these citizens to plan community meetings to gauge local interest in forming a council. If sufficient interest exists, an initial meeting is held for information sharing and, if appropriate, the election of an interim council. Once in place, the interim council sets the direction for the council and looks for ways to strengthen community relationships and develop sustainable partnership with all citizens in the area.

Once a council signs an MNO Charter, MNO Community Relations staff will work with the council to develop and ratify their governing documents and set an election date for their ballot box elections in which a president and council executive will be elected.

## Capacity building

MNO citizens who support the MNO community councils with thousands of hours of volunteer work are at the heart of the Métis Nation. To assist these citizens develop this expertise in local governance, the MNO provides workshops for MNO community council members with funding from the Ontario government's New Relationship Fund (NRF).

MNO local governance training is offered through MNO Community Relations staff and provides instruction and resources needed to start building capacity at the local, regional and provincial levels. In addition to ensuring that MNO community councils operate in a transparent and accountable way, the training ensures that core capacity is in place at the community level to facilitate consultation work with government and industry.

Currently MNO Community Relations staff offers a Governance and Finance course. This course is a two-day seminar that explains where MNO community councils fit into the MNO governance structure and explains their role as local government. The course covers everything from how to run effective meetings and engage citizens in council activities to budgeting and the various financial practices, regulations and legislation that MNO community councils must follow. The MNO started offering the course in 2010 and over a dozen MNO community councils have taken the training since then.

**1** - Métis youth from the MNO Clear Waters Métis Council ride in a float in the Tilsonburg Christmas parade; **2** - Members of the Oshawa and Durham Métis Council serve up pancakes during the 2014 Maple Syrup Festival; **3** - MNO Peterborough and District Wapiti Métis Council members participate in MNO Governance and Finance training; **4** - Drummers take part in a vigil for Missing and Murdered Indigenous Women in Thunder Bay. ►



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5 - Métis fiddle duo Rajan and Kim Anderson perform in Credit River; 6 - MNO 2014 Canoe Expedition members on the shores of Lake Superior; 7 - Jigging at the Halfbreed Hustle in Ottawa; 8 - MNO Senator Carol Lévis models a capote wraparound coat in Guelph; 9 - MNO Toronto and York Region Métis Council members Tera Beaulieu, Marilyn Hew, and Robert Bird; 10 - Children learn traditional drumming during a workshop at the Chapleau Children's Pow Wow.





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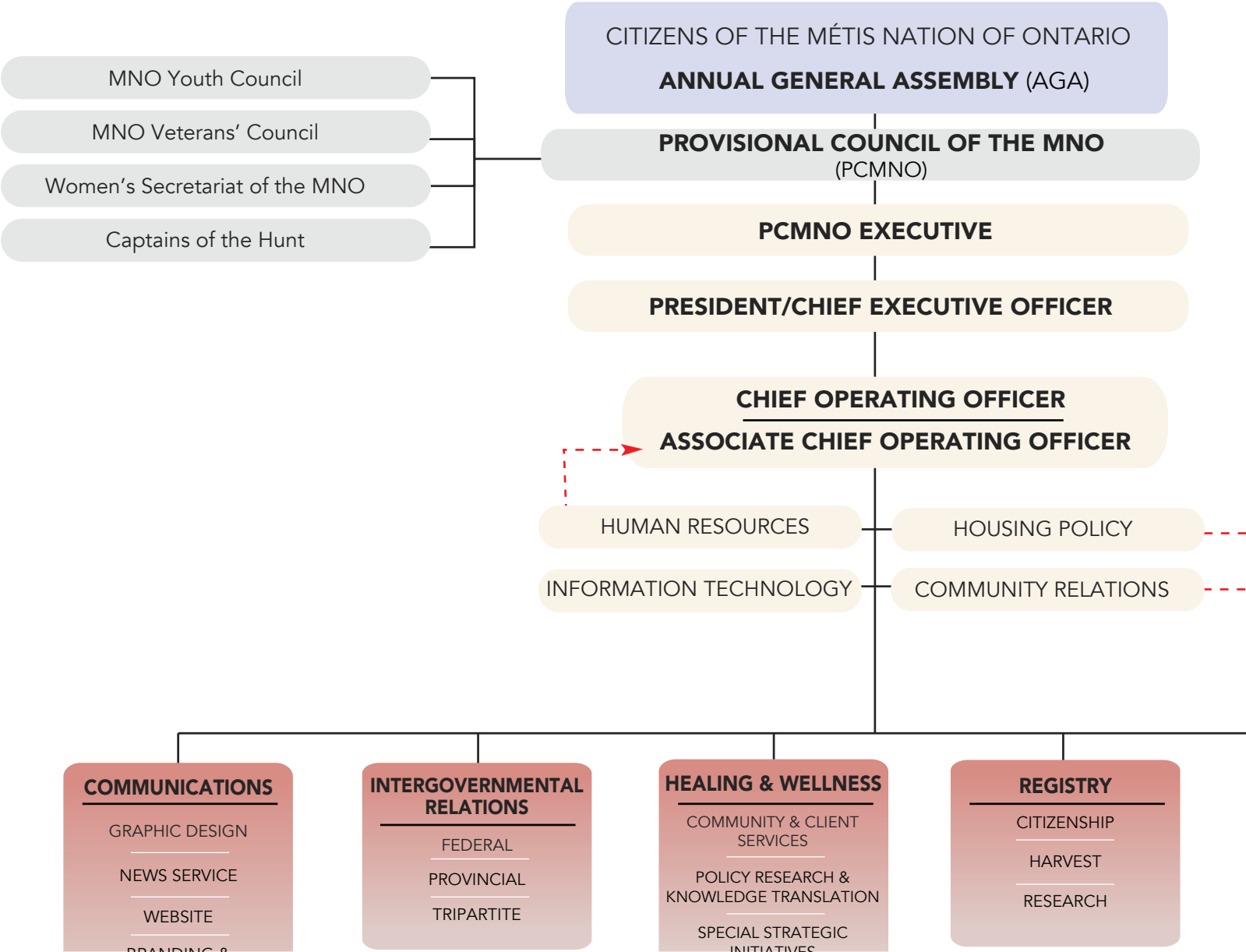


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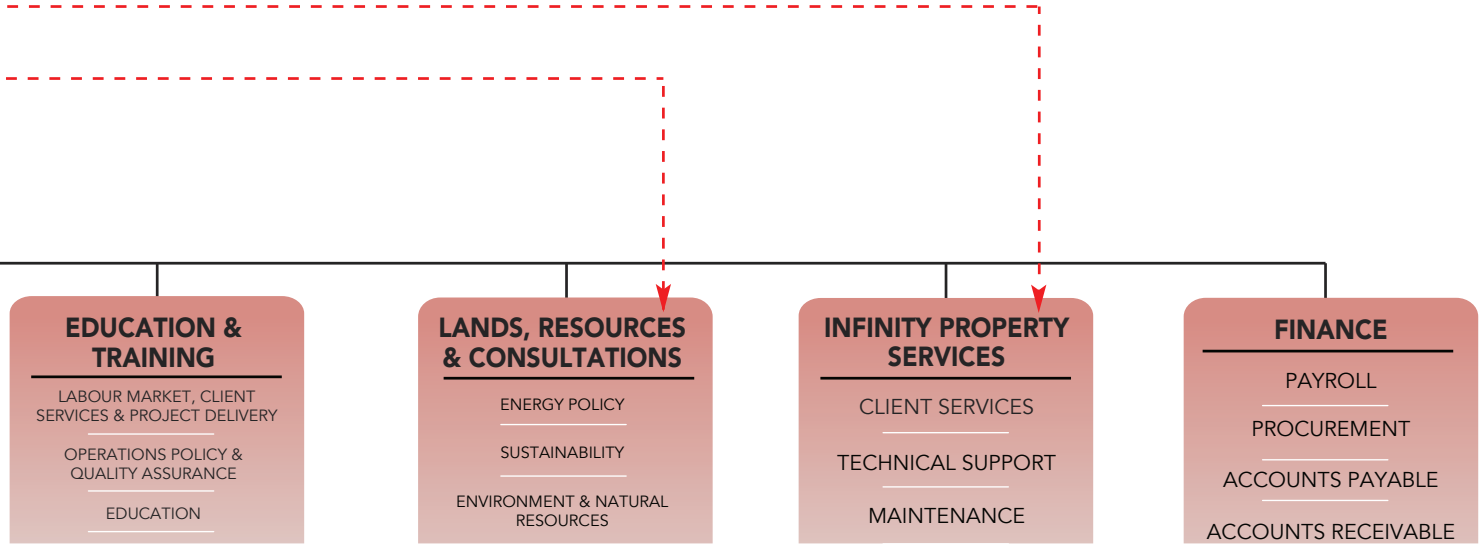
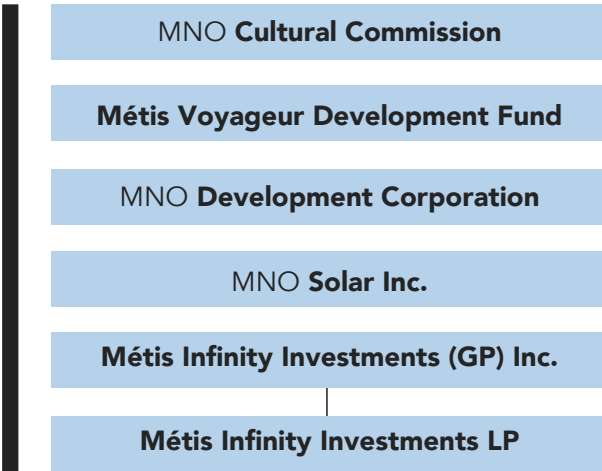
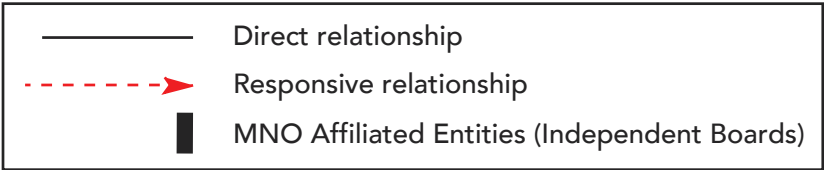
11 - MNO Niagara Region Métis Council member Amanda Pont-Shanks teaches her kindergarten class about Métis history and culture; 12 - MNO citizens enjoy outdoor musical entertainment at the MNO Oshawa and Durham Region Métis Council's 8th annual Métis Heritage Celebration; 13 - Community members from the MNO Credit River Métis Council enjoy a feast on Louis Riel Day 2014; 14 - Métis children participate in jigging at the MNO Grand River Métis Council community potluck; 15 - Métis mothers and daughters celebrate Mother's Day at the third annual Lemon Lime Gala in Bancroft; 16 - MNO TYRMC Chair Todd Ross, PCMNO Region 8 Representative Anita Tucker and MNO TYRMC President Tera Beaulieu at the Toronto Strawberry Ceremony for Missing and Murdered Indigenous Women; 17 - Participants hold the Métis flag at the Louis Riel Day celebration in Fort Frances 18 - Métis youth take part in Métis Voyageur games at the Fort Frances Métis Fall Celebration; 19 - A Métis youth enjoys the festivities at the MNO Great Lakes Council's Family Day celebration; 20 - Katelyne Stenlund plays the fiddle during the MNO Community Information Session held in Fort Frances; 21 - Gracie Masulka (front) jigs her feet to the music, at the Timiskaming Métis Council Harvest Gathering; 22 - MNO citizen Amber Griffiths with her children, Anaiya and Jackson.

# MÉTIS NATION OF ONTARIO ORGANIZATIONAL STRUCTURE

EFFECTIVE AUGUST 4, 2015









**MNO Veterans' Council:** President, Joseph Paquette; Chair, Guy Mandeville; Treasurer, Christopher Plummer; Sergeant-at-arms, Robert Baskey; Secretary, Greg Garratt; Senator for Veterans, Dr. Alis Kennedy; Women's Representative, Lisa Tessier.

## MÉTIS NATION OF ONTARIO VETERANS' COUNCIL

The Métis Nation of Ontario Veterans' Council is a chartered council of the MNO established in 2001 to represent the interest of MNO veterans. The MNO Veteran Council's structure was formalized at the 2009 Annual General Assembly (AGA) in Sudbury with the election of an executive. Elections for the executive position on the MNO Veterans' Council are held every four years. The next election is scheduled for 2016.

### RECENT NOTABLE ACHIEVEMENTS:

- In April 2014, the MNO Veterans' Council appointed Lisa Tessier C.D., as Women's Representative on the Council Executive.
- In April 2015, the MNO Veterans' Council appointed Robert Baskey as Sergeant-at-Arms on the Council Executive. This appointment marks the first time since the establishment of the Council in 2009 that all Executive positions were filled.
- From April 2014 to March 2015, the MNO Veterans' Council issued approximately 10 Louis Riel medals with accompanying certificates. This brought the number of verified MNO veterans to fifty with another 10 applications pending verification later in 2015.
- The MNO Veterans' Council secured private funding for the purchase of Louis Riel medals, ribbon for the medals and card stock for certificates.
- The MNO Veterans' Council members participated in Remembrance Day services throughout the province.
- MNO Veteran Rene Leonard C.D. and PCMNO Executive Senator Reta Gordon laid a wreath at the Aboriginal Veterans' Monument in Ottawa on November 11.
- MNO Veterans' Council members participated in the Mi-naake Awards, Life Celebrations, Veterans Affairs Canada commendation awards ceremony, Order of Ontario investiture, provincial Louis Riel Day ceremony in Toronto, MNO Toronto and York Region Métis Council digital storytelling project and several other local MNO council events.
- The MNO Veterans' Council presented two appreciation certificates to MNO citizens that have shown support for our veterans.
- A great deal of work has been completed on an Ontario Métis veterans' book project. Plans call for the book to be published in 2015.

*The MNO Veterans' Council notes with sorrow the passing of MNO Veteran Peter Grisdale from Moon River, Wood's Bay. A Celebration of Life service was held on National Aboriginal Day, June 21, 2014.*

*The MNO Veterans' Council congratulates MNO veteran Alex Boucher on his 102nd birthday in January 2015.*





MNO Senators at the 2014 Annual General Assembly. (L-R) Back row: Dr. Alis Kennedy, Eugene Contant, Terry Bloom, Roland St. Germain, Al Roussin, Gary Laframboise, Robert Loyd, Brian Gouliquer, Blair Sterling and Malcom Dixon. Middle: (L-R) Robert Bird, John George, Norm Prevost, Carol Levis, Romeo Sarrazin, Karen Cederwall, Brenda Powley, Doris Lanigan, Patricia Dryden and Lois McCallum. Front: (L-R) Cecile Wagar, Bob McKay, Rene Gravelle, Verna Porter-Brunelle, Joseph Poitras, Reta Gordon, Olivine Tiedema, Audrey Vallee and Dora McInnis.

## MÉTIS NATION OF ONTARIO SENATORS

Senators have a special place in Métis culture, the Métis Nation of Ontario (MNO) and in its governance structure. Highly respected for their knowledge, values, and experience, Senators provide an elder's presence at community events and meetings, and help keep Métis culture alive by sharing Métis traditions and Way of Life. One Senator is elected at the community level to sit on the community council executive. Four Senators from across the province are elected by all the other Senators in the province to sit on the Provisional Council of the Métis Nation of Ontario (PCMNO). One of the four PCMNO Senators is chosen by the group of four to sit as the Executive Senator.

*"We are a people who honour and respect the family, our elders who hold the key to the past, and our children, who are our future."*

- FROM THE MNO STATEMENT OF PRIME PURPOSE

As the MNO grows, the requests for Senators to attend events, to lead opening or closing prayers, or to talk about Métis history and culture are also growing. Our Senators continue to solidify on with these increasing demands on their time and the entire MNO is grateful for their dedication.

### MNO SENATORS - CURRENT TO JUNE 28, 2015

#### PCMNO EXECUTIVE SENATOR

Senator Reta Gordon

#### PCMNO SENATORS

Senator Rene Gravelle  
Senator Verna Porter-Brunelle  
Senator Joseph Poitras

#### MNO CHARTERED COMMUNITY COUNCIL SENATORS

MNO Atikokan and Area Métis Council  
Senator Brian Gouliquer  
MNO Clear Waters Métis Council  
Senator Maryjane Buttenham  
MNO Georgian Bay Métis Council  
Senator Dora McInnis  
MNO Greenstone Métis Council  
Senator Patricia Dryden  
MNO Grand River Métis Council  
Senator Carol Levis  
MNO Great Lakes Métis Council  
Senator Malcolm Dixon  
MNO High Land Waters Métis Council

#### Senator Robert Lloyd

MNO Historic Sault Ste. Marie Métis Council  
Senator Brenda Powley

MNO Kenora Métis Council

Senator Karen Cederwall

MNO Mattawa Métis Council

Senator Romeo Sarrazin

MNO Niagara Region Métis Council

Senator Gary Laframboise

MNO North Bay Métis Council

Senator Marlene Greenwood

MNO North Channel Métis Council

Senator Blair Sterling

MNO Northern Lights Métis Council

Senator Eugene Contant

MNO Northwest Métis Council

Senator Alphonse Roussin

MNO Oshawa and Durham Métis Council

Senator Cecile Wagar

MNO Ottawa Métis Regional Council

Senator Lois McCallum

MNO Peterborough and District Wapiti Métis Council

Senator Terry Bloom

MNO Sudbury Métis Council

#### Senator Cecile Coutu

MNO Sunset Country Métis Council

Senator John George

MNO Thunder Bay Métis Council

Senator Bob McKay

MNO Timmins Métis Council

Senator Len Rondeau

MNO Windsor-Essex Métis Council

Senator Robert Leboeuf

#### VETERANS' SENATOR

Senator Dr. Alis Kennedy

#### HONOURARY SENATORS

Senator Gordon Calder

Senator Audrey Vallee

Senator Roland St. Germain

Senator Olivine Tiedema

Senator Ruth Wagner

Senator Gerry Bedford

# MÉTIS NATIONAL COUNCIL

*"... continue our affiliation with the Métis National Council for the representation of the interests of the Métis Nation in Ontario at the National and International levels;"*

- FROM THE MNO STATEMENT OF PRIME PURPOSE

Beginning in the 1960s, the Métis Nation joined with the First Nations and Inuit in pan-Aboriginal political organizations to push forward their shared agendas.

In 1982, as a result of these united efforts, Canada's Aboriginal peoples achieved monumental success with the protection of their existing Aboriginal and Treaty rights in s. 35 of the *Constitution Act*, 1982. In particular, the explicit recognition of the Métis as one of Canada's three distinct Aboriginal peoples was a watershed for the Métis Nation.

Following this success, it became apparent that the Métis Nation needed to be able to represent Métis-specific interests at a national level. As a result, in March, 1983, the Métis Nation separated from the Native Council of Canada to form the Métis National Council (MNC).

The Métis Nation of Ontario (MNO) is a governing member of the MNC, along with the Manitoba Metis Federation, the Métis Nation Saskatchewan, the Métis Nation of Alberta and the Métis Nation British Columbia. The MNO President sits on the six-member MNC Board of Governors with the president of each of the governing members and the MNC President. The MNC President is elected by the MNC's general assembly. In addition, the MNO, in collaboration with other governing members, participates within the Métis Nation Cabinet, the MNC's general assembly, and the MNC's secretariats, as well as national working groups and committees.



**Métis Nation officials with the Honourable Bernard Valcourt, Minister of Aboriginal Affairs and Northern Development Canada, at the Métis Economic Symposium. (L-R): Clément Chartier, MNC President, Audrey Poitras, MNA President, Gary Lipinski, MNO President, the Honourable Bernard Valcourt, Minister of Aboriginal Affairs and Northern Development, Bruce Dumont, MNBC President, Melanie Omeniho, President of the Women of the Métis Nation, and David Chartand, MMF President.**

## NATION TO NATION

*"... establish good relations with all Aboriginal peoples for the pursuit of our common interests and goals;"*

- FROM THE MNO STATEMENT OF PRIME PURPOSE

In Canada, the *Constitution Act*, 1982, acknowledges that the Métis, along with the Indians and Inuit, are one of three Aboriginal peoples of Canada. The term "Indians" is used in this context because its meaning is legally-defined. In contemporary society and in intergovernmental relations work, the term "First Nations" is the term most often used.

A number of international documents, including the United Nations' International Covenant on Civil and Political Rights, and the United Nations' International Covenant on Economic, Social and Cultural Rights, acknowledge the right of all peoples to self-determination.

The Métis are a people whose legitimacy is established by history, territory, language, custom, values and law. Having both national and international recognition as a people, who together form a Nation, is the basis on which the Métis Nation of Ontario (MNO) maintains nation to nation relationships with other nations. The MNO, through the Métis National Council, works closely with the

Assembly of First Nations and Inuit Tapiriit Kanatami on issues of common concern at the national and international levels.

The MNO continues to make efforts to preserve and promote its customary relationships with First Nations, but more interaction is required, particularly in the areas of mutual concern around economic development and the Duty to Consult and Accommodate.

**MNO Secretary-Treasurer Tim Pile with Nishnawbe Aski Nation Grand Chief Harvey Yesno at the 2014 AGA. ►**







## MÉTIS NATION OF ONTARIO ADMINISTRATIVE REPORTS

To carry out the work outlined in the *Statement of Prime Purpose*, the MNO established a province-wide infrastructure to deliver and manage programs and services for Métis people in Ontario in healing and wellness, education, labour market development, housing, Duty to Consult and Accommodate, community relations, traditional knowledge, intergovernmental relations, economic development, finance, communications, human resources and information technology. Directed through seven branches, the MNO employs 178 people located in 21 offices across Ontario.

**18,000+**  
Métis Nation of Ontario  
**CITIZENS**

**178**  
Métis Nation of Ontario  
**EMPLOYEEES**

**21**  
Métis Nation of Ontario  
**OFFICES**  
supporting 29 communities

**126**  
**CONTRIBUTION  
AGREEMENTS**  
between MNO and other  
governments and their agencies

## MÉTIS NATION OF ONTARIO OFFICES

**BANCROFT**  
Healing & Wellness

**BRAMPTON**  
Healing & Wellness

**DRYDEN**  
Healing & Wellness

**FORT FRANCES**  
Healing & Wellness  
Education & Training  
Lands, Resources &  
Consultations

**HAMILTON**  
Healing & Wellness  
Education & Training

**INNISFIL**  
Infinity Property  
Services

**KENORA**  
Healing & Wellness

**KINGSTON**  
Healing & Wellness  
Education & Training

**MIDLAND**  
Healing & Wellness  
Education & Training  
Lands, Resources &  
Consultations

**NORTH BAY**  
Healing & Wellness  
Education & Training

**OSHAWA**  
Healing & Wellness  
Education & Training

**OTTAWA**  
Healing & Wellness  
Education & Training  
Registry  
Finance  
Communications  
Information &  
Communication  
Technology  
Human Resources

**OWEN SOUND**  
Healing & Wellness  
Education & Training  
Lands, Resources &  
Consultations

**RENFREW**  
Healing & Wellness

**SAULT STE. MARIE**  
Healing & Wellness  
Education & Training

**SUDBURY**  
Healing & Wellness  
Education & Training  
Lands, Resources &  
Consultations

**TIMMINS**  
Healing & Wellness  
Education & Training  
Lands, Resources &  
Consultations

**THUNDER BAY**  
Healing & Wellness  
Education & Training  
Lands, Resources &  
Consultations  
Infinity Property  
Services

**TORONTO**  
Healing & Wellness  
Education & Training  
Lands, Resources &  
Consultations  
Intergovernmental  
Relations

**WELLAND**  
Healing & Wellness  
Lands, Resources &  
Consultations

**WINDSOR**  
Healing & Wellness

*"...promote the improved health and wellness of the individual, the family and the whole Métis community."*  
- FROM THE MNO STATEMENT OF PRIME PURPOSE



Métis women participate in a Healing Blanket Workshop facilitated by the MNO Healing & Wellness Branch at the 2014 AGA.

## MÉTIS NATION OF ONTARIO HEALING & WELLNESS BRANCH

In accordance with the Métis Nation of Ontario (MNO) *Statement of Prime Purpose*, and through its Healing and Wellness Branch the MNO provides culture-based, supportive, self-directed healing and wellness services that address the emotional, spiritual, mental and physical needs of individuals, families and communities. Programming promotes respect, compassion, dignity and empowerment to foster balance, hope, belonging and pride.

The MNO Healing and Wellness Branch deliver programs and

services to Métis communities across Ontario through 20 sites. The centrally administered healing and wellness programs and services are culturally grounded, holistic in nature, client-centred and family-focused. Core activities of the branch are centered on health promotion and interventions informed by research and knowledge.

The primary functions of MNO healing and wellness programs are to provide direct services to clients, build meaningful collaborations and support community-based educational gatherings.



MNO and Cancer Care Ontario officials following the signing of the Memorandum of Understanding on February 21. (L-R) Dr. Calvin Law, Regional Vice President, Cancer Services, Sunnybrook Health Sciences Centre; Dr. Michael Sherar, President and CEO of Cancer Care Ontario; MNO President Gary Lipinski; and MNO Chair France Picotte.

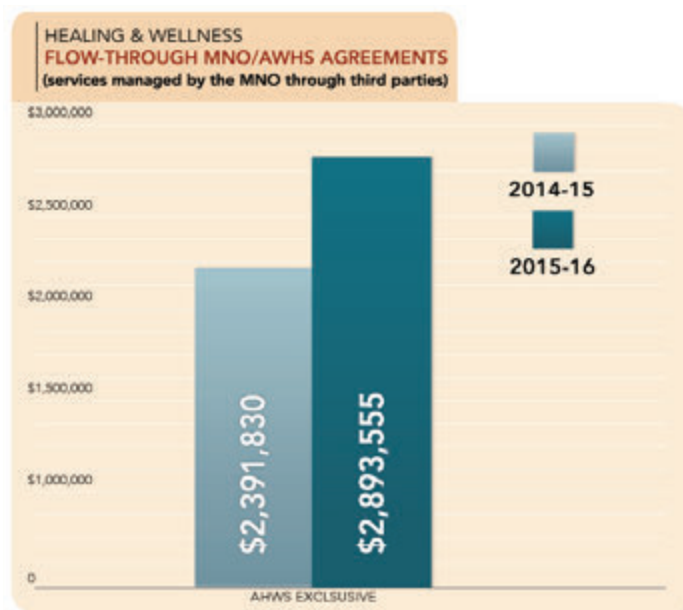
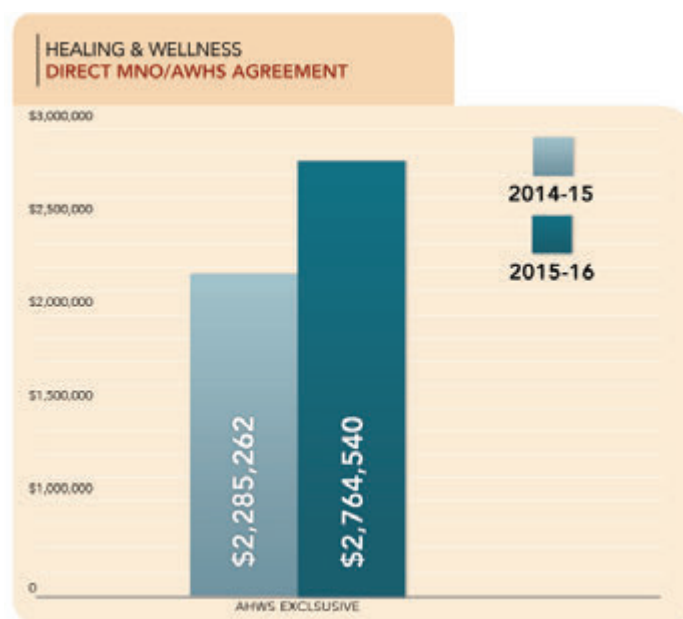
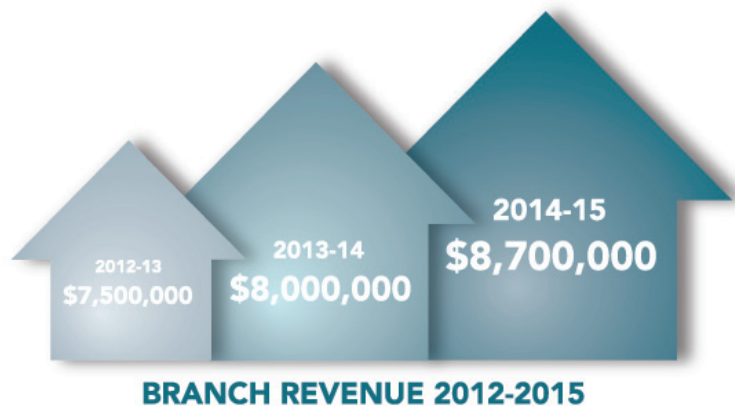


The MNO and ICES sign a Memorandum of Understanding on February 23, 2015 during the MNO Health Summit. (L-R) Dr. Michael Schull, President and CEO of the Institute for Clinical Evaluative Sciences (ICES); MNO President Gary Lipinski; and MNO Chair France Picotte.



## RECENT NOTABLE ACHIEVEMENTS

- In response to the growing community needs and programing pressures, the provincial government invested an additional \$8.6 million in annualized funding to Aboriginal Healing and Wellness Strategy (AHWS) recipients. The investment will increase MNO's base budgets to help meet the growing program pressures in AHWS to respond to critical service needs in communities.
- MNO Healing and Wellness staff were provided with a number of valuable training opportunities throughout 2014-15. These sessions improved program efficiency and client services in a number of key areas. The training included:
  - **Resource Sharing and Program Skill Development (August 22, 2014)** Provided an introduction to new and developing resources such as the Métis Traditional Healthy Eating: Video & Workshop; Métis Smoking Cessation initiatives and resources; and MNO's "Walk With Me" manual.
  - **MNO Focus Group – Aboriginal Healing and Wellness Strategy Program Review (September 24-25, 2014)** A focus group to review AHWS programs with AHWS front-line staff and managers.
  - **MNO Focus Group - Child and Family Issues Discussion (November 25-26, 2014)** Helped inform the development of MNO's proposed Strategic Investment Initiatives under an Aboriginal Children and Youth Strategy and the Child and Family Services Act.
  - **Providing Care and Support for Individuals, their families and their caregivers during End-of-Life Care (February 24/26, 2015)** Further developed participant's understanding of how to support individuals, their families, and oneself during the delivery of end-of-life care.
  - **Managing from a Distance (October 27, 2014)** Management training session to improve overall operational efficiency.
  - **Facilitating Change, Managing Boundaries and Active Self-Awareness (March 2015)** Focuses on Safety and Confidentiality; and operationalizing "Trust" and "Respect" in the helping context.
- To support the MNO's collaborative work in health research and knowledge development going forward, in February 2015, MNO President Gary Lipinski and the Institute for Clinical Evaluative Sciences (ICES) President Dr. Michael Schull signed a Memorandum of Understanding (MOU) to renew the very successful MNO-ICES partnership and to permit future collaborative studies on key Métis health issues.
- Also in February 2015, MNO President Gary Lipinski and Cancer Care of Ontario (CCO) President Dr. Michael Sherar signed an MOU formalizing the working relationship between MNO and CCO, and acknowledging their shared commitment to reducing cancer risk and improving cancer treatment outcomes for Ontario Métis.



# Community & Client Service

## COMMUNITY WELLNESS WORKER (CWW) PROGRAM

MNO Community Wellness Worker (CWW) staff provide family violence services, referrals, supports and case management to clients to address/respond to existing and emerging health, healing and wellness issues or violent situations.

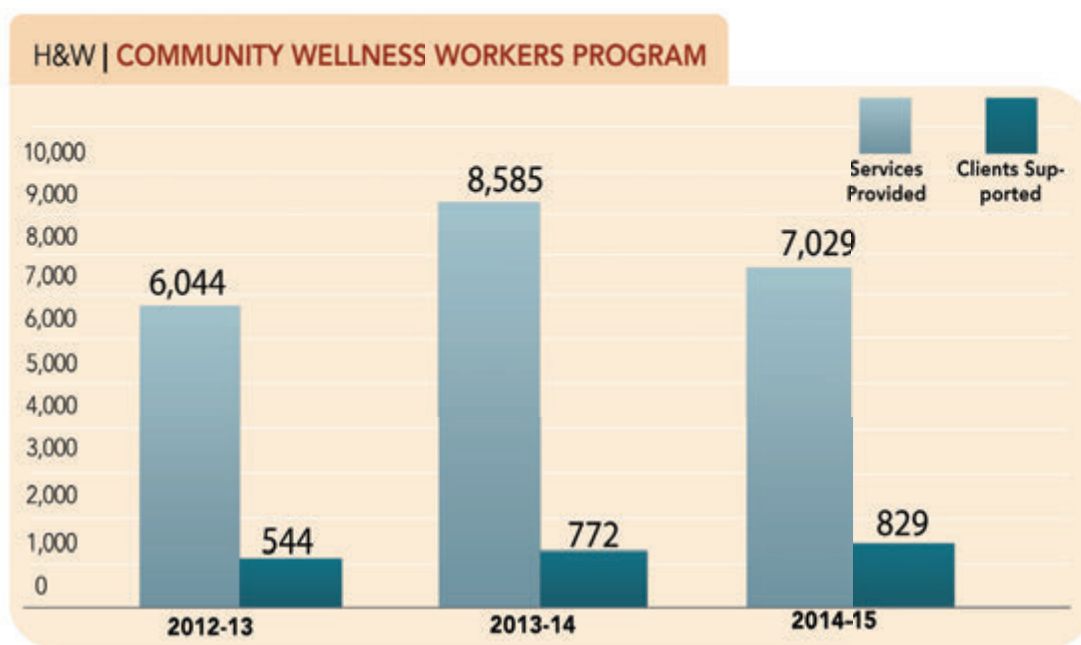
MNO CWW program staff deliver primary client and participant-based services to individuals, families and children with the primary focus on reducing family violence.

This includes assisting clients develop action plans to address their health, healing and wellness concerns. MNO CWW staff also share information with health and social agencies; organize and facilitate community events such as cultural awareness, education, chronic disease prevention and crisis intervention workshops, as

well as programming for school age and other youth, seniors and other identified populations all of which reflect Métis way-of-life and cultural approaches.

Client-based services offered include group activities where service/assistance has an individual or client-specific “therapeutic or healing” objective and process such as family counseling. Examples of such activities include: peer counseling; assisting clients to access services related to reducing family violence; advocacy; crisis intervention; and referrals to other services such as addictions, shelters, court workers and legal help.

Participant-based activities focus on group activities targeted at people within the community or to the community-at-large. These include activities that increase awareness of specific issues, risks or concerns; provide education to improve health and wellness and reduce and prevent community risk factors; promote positive change in values, attitudes and behavior; and foster families and communities enjoying a healthy and balanced life.



“The program has helped boost my self-esteem, helped gain a little more knowledge with cooking tips, economical suggestions, helps with information and guided me through my family separation. My worker supports me when I get overloaded.”

- MNO Client

“You guys are the most impressive caregivers that I have encountered in the four years that I have gone through the system with kidney failure and triple bypass, most places you are just a number. To sum up, you guys are the greatest.”

- MNO Client

“I am able to talk to the staff that take me seriously, respect me, and most importantly listen to me. For me, having service providers that take the time to not just listen but really listen is the most beneficial part of the service being offered . . . but most importantly I value the relationships I have with the staff because I always feel validated as a person.”

- MNO Client



## MÉTIS HEALTHY BABIES HEALTHY CHILDREN (MHBHC) PROGRAM

The MNO Métis Healthy Babies Healthy Children (MHBHC) program is a prevention and early intervention strategy of services for families with children from prenatal to six years of age. Its overall goal is to assist families in providing the best opportunities for healthy development through family home visits, service coordination and referrals. An equally important objective is to ensure that the program addresses the needs of children 'at-risk' to ensure that they have access to services and support. MNO MHBHC staff is knowledgeable about resources available in their communities and how to connect families to needed services.

Preparation for parenting (preconception), getting ready for the birth of a baby (prenatal care) and taking care of the baby (postnatal care) are the heart of the MNO MHBHC program. To provide services, MNO MHBHC staff offer: workshops; public presentations; public awareness and education campaigns; community and cultural events; circles/support groups; fitness and recreational activities.

MNO MHBHC staff carry out ongoing home visits with families and will visit families within 72 hours of their baby being born. Staff provide information about available resources, help identify family strengths and, when necessary, help develop a family support plan, which they will also assist the family implement. Staff provide ongoing support through service coordination and referrals as well as advocacy in consultations with nurses, social service workers, midwives and community health representatives.

MNO MHBHC staff also organize activities to reduce and prevent family violence as well as improve health. These include activities that increase awareness of specific issues, risks or concerns; provide education to improve health and wellness and reduce and prevent community risk factors; promote positive change in values, attitudes and behavior; and foster families and communities enjoying a healthy and balanced life.

"I'm so happy you are teaching the cultural background with the cultural craft projects, we are just discovering cultural ways for healing in our family."

- MNO Client

## COMMUNITY ACTION PROGRAM FOR CHILDREN (CAPC)

The target group for the MNO Community Action Program for Children (CAPC) is children "at-risk" who are likely to experience a higher than normal incidence of family poverty, abuse or neglect, poor health and nutrition, developmental delay, social and emotional problems, family breakdown, and injury or disability. In the 2014-15 fiscal year the MNO CAPC program reached 473 families engaging a total of 4,762 participants.



**In 2014 -15,  
the MNO MHBHC  
program delivered 422  
participant gatherings  
to a total of 15,432  
participants. It also  
staged 402 community  
networking meetings.**

.....

**In 2014 -15,  
the MNO CWW  
program delivered 525  
collaborative participant  
gatherings with a total  
participant count of  
19,663. It also staged 321  
community networking  
meetings.**

## CANADA PRENATAL NUTRITION PROGRAM (CPNP)

The MNO Canada Prenatal Nutrition Program (CPNP) is focused on children 0-6 months and their families. Beginning during pregnancy and continuing through the child's infancy and early years, program staff work with families to provide guidance and support to ensure healthy child and family development.

Supports include prenatal, infant and child nutrition and development, parenting and care-giving skills. The program strives to increase the number of babies born with healthy birth weights, decrease the number of overweight babies resulting from gestational diabetes and other conditions and improve the health and wellness of expecting mothers. In the 2014-15 fiscal year, the MNO CPNP program reached 90 families and engaged 876 participants.



MNO Healing & Wellness and MNO Education & Training staff members from the Midland office learn stand-up paddleboarding.

"The facilitators are knowledgeable, supportive and patient. I feel welcomed every time I attend and I leave with new skills and the beautiful items I created."

- MNO Client

"I really appreciate the volunteers staying with me during my appointment. I get lost easily and with the volunteer just outside I don't get stressed like I used to."

- MNO Client

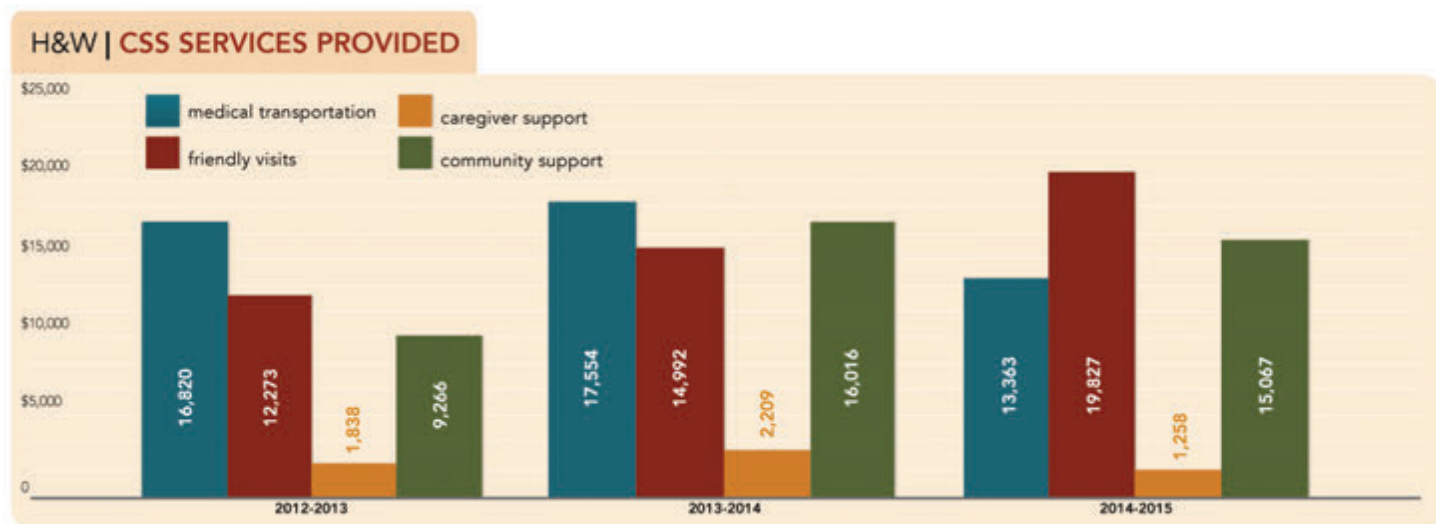
## COMMUNITY SUPPORT SERVICES PROGRAM (CSS)

The MNO Community Support Services (CSS) program helps the elderly and chronically ill increase their independence and quality of life through involvement in a network of volunteer and employee delivered services including: friendly visits; safety checks; coordination of medical transportations; accompaniment to medical appointments; advocacy; and caregiver support.

MNO CSS clients receive one-to-one supports that are based on their distinct needs through a process of informed consent.

"This program completely changed my life because I was a homebody, never went out until you introduced me to the Learning Circle Social group at the MNO. This circle gave me the incentive of getting out more and to meet new friends and feeling good about who I am as a person."

- MNO Client





# Integrated Programs

There are four integrated programs that are staffed by one or two provincial coordinators who have specialized knowledge and training on issues that impact Métis communities. These coordinators provide support to other MNO Healing and Wellness Branch staff by developing culture-based resources, facilitating knowledge transfers and visiting MNO offices to deliver or co-host workshops. Integrated programs use the 'wise practice' approach to permit strategic incorporation of resources into existing infrastructures to meet the specific and direct needs of our clients and communities.

## MENTAL HEALTH

The MNO Mental Health program is designed to support community members/clients with diagnosed and undiagnosed mental health issues find and access services that support their mental wellness. This program provides clients with: access to MNO tele-psychiatry services; assistance understanding and accessing community services; and access to knowledge holders and cultural supports.

The MNO Mental Health program utilizes the Ontario Telemedicine Network (OTN) certified video-conferencing technologies to link clients to confidential, specialized mental health care as a result of a service agreement with Queen's University and Providence Care in Kingston. The MNO offers two weekly clinics with a relatively short waiting period for appointments. The program also provides important training, education and professional development opportunities designed to increase staff and community capacity.

## PROBLEM GAMBLING PREVENTION

The MNO Problem Gambling Prevention program informs and supports Métis people in making responsible, healthy choices about gaming and gambling. The program strives to provide culturally relevant and current information about gaming, problem gambling and related issues. The focus of this program is prevention of problem gambling issues through the dissemination of information, collaboration in educational/supportive community events and ongoing literature review and development of tools for frontline MNO programs.

## RECENT NOTABLE ACHIEVEMENTS

- For the first time, the MNO Problem Gambling Program supported and co-hosted networking events in Welland, Windsor and Sudbury, which brought together service agencies from each area with guest speakers and MNO staff. Discussions focused developing new partnerships to improve services to clients.
- The MNO Problem Gambling Provincial Working Group meets quarterly to develop new strategies and resources that are disseminated to all MNO Healing and Wellness Branch staff.
- The MNO Problem Gambling Program continues to develop and provide online tools and resources that are easily accessible for citizens from the MNO's website. Online quizzes, youth and seniors videos, brochures and helpful hints are all currently available.



The Healing & Wellness branch runs a variety of community programs at MNO offices throughout the province.

## VICTIM SERVICES

The MNO offers culturally-relevant Victim Services within all Healing and Wellness Branch programs to prevent, address and end violence against Métis women and children. Services are also being developed for men and two-spirited people. These services will address the mental, physical, emotional and spiritual impacts of victimization.

The MNO Victim Services program provides support to MNO Healing and Wellness Coordinators who are providing client-driven services to Métis women, men and children who are at risk and/or have been victims of crime. Services include short-term peer counselling, referrals, and assistance with the development of individual safety plans. As well, Métis-specific resources were developed to orient clients to the court process including preparing victim impact statements, arrangements for court accompaniment, advocacy and follow-up.

*"I have never been able to deal with the murder of my mother. The circles gave me the space to finally deal with the trauma I have suffered."*

- MNO Program Participant

The MNO has two Victim Services Coordinators dedicated to assisting victims of crime and supporting Healing and Wellness community workers with expertise, tools and resources when helping victims of crime.

The MNO Community Wellness Worker (CWW) program has been able to integrate Victim Services in all of its program delivery sites. As a result, the MNO has been able to extend its reach in offering its services. An example of this is in the number of community events and workshops designed to address issues of violence against women.

## RECENT NOTABLE ACHIEVEMENTS:

- MNO Victim Services completed a new guide called *Walk With Me*: a resource guide for community workers who support clients to live free from violence and abuse (previously called the Possibilities Manual). *Walk With Me* is a client-focused programming tool that provides protection, prevention and possibilities when working with clients who have experienced violence. *Walk With Me – Activator Training* took place on November 25-28, 2014, and on January 26-25, 2015.
- MNO Victim Services worked closely with other MNO Healing and Wellness staff as part of a working group, to deliver two training opportunities to staff. A third and final training session will be held in fall 2015.
- MNO Victim Services developed and launched two new culture-based activities, the MNO Métis Infinity Strand Workshop and the MNO Métis Faceless Dolls Workshop, delivered in communities throughout the province.
- In 2014-15, Healing and Wellness staff offered 53 workshops and gatherings related to Victim Services, including vigils, family emergency preparedness, safety nights, anti-bullying, empowering women, healthy relationships, self-care and violence awareness, reaching an estimated 1,275 participants.
- MNO Victim Services also held their first Gathering Strength Women's Circles, a 10-week group for women in the community, focused on holistic healing and wellness. This model will be piloted in several communities in the next fiscal year.
- On November 25-28, 2014, the "I am a Kind Man" workshop was offered to reach out to men and help them to speak, act, and stand against violence through an understanding of belief systems and issues of power and control.



Youth participate in a Victim Services workshop at the 2015 MNO March Break Camp.



## ENDING VIOLENCE AGAINST ABORIGINAL WOMEN

The MNO is a key member of the Joint Working Group on Ending Violence Against Aboriginal Women (JWG) that meets to identify key priorities for both the Ontario government and Aboriginal leadership. The JWG consists of ten provincial ministries and the MNO, the Ontario Federation of Indigenous Friendship Centres (OFIFC), the Ontario Native Women's Association (ONWA), the Chiefs of Ontario (COO) and Independent First Nations (IFN).

In our efforts to support our clients to live free from violence and abuse, the MNO Healing and Wellness Branch launched an education campaign at the 2014 AGA called "Honouring Métis Women is Part of Our Culture." This campaign addresses the devaluing of women and girls within the larger context of Violence Against Aboriginal Women (VAAW). Instead of focusing on violence, the MNO campaign applies a Métis lens that embraces honouring, resiliency and culture to break the cycles of violence. The campaign is inclusive of all peoples (women and girls, men and boys and two-Spirited people) and involves the mobilization of our citizens, community members, political representatives and mainstream Canadians.

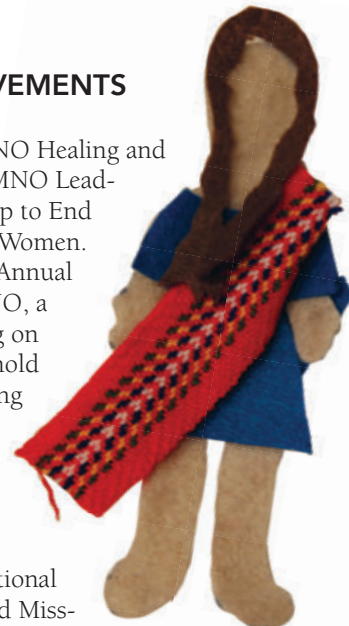
Through a series of engagement sessions, MNO staff and leadership receive Community Engagement Toolkits that have been developed to support individuals who wish to effect change in their communities.



A Faceless Doll workshop at the 2014 AGA.

## RECENT NOTABLE ACHIEVEMENTS

- On August 21, 2014, the MNO Healing and Wellness Branch hosted an MNO Leadership Engagement workshop to End Violence Against Aboriginal Women.
- On August 25, 2014, at the Annual General Assembly of the MNO, a resolution was passed calling on the Federal Government to hold a national inquiry into missing and murdered Aboriginal women and adopted a declaration to end violence against Aboriginal women.
- On February 27, 2015, the MNO participated in the National Roundtable on Murdered and Missing Aboriginal Women. Delegates committed to a second National Roundtable in 2016, adopted the Framework for Action to Prevent and Address VAAWS and accepted the proposal by Manitoba's Premier that a national conference on policing and justice be held prior to the 2016 session.
- On February 24-25, 2015, Ending Violence Against Aboriginal Women Engagement Day workshops were held.



## ABORIGINAL SEXUAL VIOLENCE COMMUNITY RESPONSE INITIATIVE

The MNO Aboriginal Sexual Violence Community Response Initiative is a project aimed to increase community capacity to address sexual violence against women by developing locally driven intervention strategies in Thunder Bay. This project is funded by the Ontario Women's Directorate and will continue into 2015-2016.

## Research & Knowledge Development

### RESEARCH

Health research specific to Métis people is significantly lacking, making the Métis one of the most overlooked study populations in Canada. With some exceptions, reports based on Canadian population surveys have typically grouped Census-identified Métis people with First Nations and Inuit, making it challenging to understand the distinct and dynamic health status and health service needs of the Métis.

To address this need, over the past five years, the MNO and research partners from across Ontario have carried out a collaborative program of research that examines key indicators of the health in Métis citizens. This research identified very real health challenges faced by Métis individuals, families and communities in this province.

## CHRONIC DISEASE SURVEILLANCE (CDS) PROGRAM

The MNO Chronic Disease Surveillance (CDS) program successfully completed its five year mandate in March 2015. This landmark program used health administrative databases cross-referenced with data from the MNO citizenship Registry to examine chronic disease rates and determinants in the Métis population of Ontario. Funded by the Public Health Agency of Canada (PHAC) and completed in collaboration with the Institute for Clinical Evaluative Sciences (ICES), diseases examined included diabetes, cancer, cardiovascular disease, respiratory disease, musculoskeletal disease, and kidney disease.

The most recent CDS study examined kidney disease in the Métis. While data was limited, results suggested that disease rates are similar between Métis and non-Aboriginal Ontarians, but treatment outcomes may be poorer for the Métis. That is, Métis with acute kidney disease were more likely to die within one year of hospital discharge (24.5% versus 15.3%). More data collected over longer time periods is required to better understand the burden of kidney disease for Métis citizens.

Overall, the CDS research findings have greatly increased our knowledge and understanding of chronic diseases and conditions in the provincial Métis population. Results have been shared widely with MNO government partners and stakeholders to advocate for joint action to support better health outcomes for Métis citizens.

An independent evaluation of the MNO CDS program completed in March 2015 entitled *Summative Evaluation: Chronic Disease Surveillance Project, Evaluation Report* concluded that:

The CDS [Project] demonstrates MNO leadership in developing, integrating and disseminating knowledge related to the Ontario Métis population and chronic disease. [It ...] is a critical component of the MNO Knowledge Translation and Mobilization Strategy and has filled a significant gap, representing one “source of knowing” essential to identifying and addressing the health needs of Métis in Ontario.

Scientific publications and conference presentations flowing from this work have been numerous and have done much to raise the profile of Métis health priorities and needs in Ontario.

Peer-reviewed publications produced during 2014-2015 included: *Osteoporosis management and fractures in the Métis of Ontario, Canada*; *Cardiovascular Disease Rates, Outcomes, and Quality of Care in Ontario Métis: A Population-Based Cohort Study*; *Using record linkage to study chronic diseases in the Métis population in Ontario*; *Arthritis prevalence and health services use in the Métis population of Ontario*; and *Asthma and Chronic Obstructive Pulmonary Disease (COPD) Prevalence and Health Services Use in Ontario Métis: A Population-Based Cohort Study*.

## MÉTIS MENTAL HEALTH STATUS PROJECT

In 2014-2015, MNO partnered with ICES and researchers from Cancer Care Ontario (CCO) and Queen's University to undertake a study of Métis mental health. Funded by the Ontario Ministry of Health and Long-Term Care (MOHLTC), this study used the linked MNO Registry database and Canadian Community Health

Survey (CCHS) data to assess mental health indicators in Métis compared with the general Ontario population.

Completed in February 2015, results showed that MNO citizens experience significantly higher rates of bipolar disorder, mood/anxiety disorders, and drug-related disorders than the general provincial population. Métis were also found to have higher rates of new cases of schizophrenia and bipolar disorders.

A technical report and fact sheet on Métis mental health are now available. Findings from this work are being used to support MNO proposals for targeted resources to address identified mental health needs of Métis children, youth, and adults.

## MÉTIS CANCER RISK FACTORS REPORT

There is a significant lack of information on cancer and other risk factors among the Métis population of Ontario. To address this gap, in 2014, CCO and MNO partnered on a study to examine cancer risk factors among the Ontario Métis population. Using data from the CCHS, prevalence estimates of key cancer risk factors were made for non-traditional tobacco use, alcohol consumption, measures of healthy living and cancer screening.

Results show that Ontario Métis are at increased risk of a number of cancers, with screening rates also lower in some cases. The final report and associated fact sheets are available through the MNO website and available from Healing and Wellness frontline staff.

The MNO-CCO Métis Risk Factors report is also featured in the Cancer Quality Council of Ontario's 2015 *Cancer System Quality Index*. Project findings were presented at the Canadian Society for Epidemiology and Biostatistics Conference in June 2015.



In 2015, the MNO Healing & Wellness branch released fact sheets on chronic diseases affecting Métis in Ontario.





President Lipinski addresses attendees and delegates at the 2015 MNO Health Summit in Toronto.



Tracy MacCharles, Ontario Minister for Children and Youth Services, speaks at the 2015 MNO Health Summit in Toronto.

## HEALTHY WEIGHTS CONNECTION PROJECT

The Healthy Weights Connection (HWC) project reflects the MNO's commitment to improving health and well-being of Métis children and youth. It focuses on the development of culturally appropriate interventions to promote healthy weights among Métis children and First Nations children living off-reserve in the London and Midland-Penetanguishene areas of Ontario.

Funded by a PHAC Innovation Strategy Grant (Phase 1), this multiyear project is being led by academic researchers Drs. Martin Cooke and Piotr Wilke working in collaboration with the MNO, the Southwest Ontario Aboriginal Health Access Centre (SOAHAC), local clinicians, public health units, school districts, and other service providers. It involves identifying and mapping out local services and programs available to support Métis and First Nations children's healthy active living, and meeting with local service providers to identify and remove potential barriers to participation.

Evaluation results will become available beginning August 2015. In May 2014, preliminary outcomes of this work were presented at the Canadian Public Health Association Annual Conference.

Results were also used to support a three-year funding proposal recently submitted to the Canadian Institutes of Health Research to scale up the intervention to additional MNO sites across Ontario. This proposal has now successfully passed through the first round of review, and project partners have been invited to submit a full proposal in the Fall of 2015.

## KNOWLEDGE TRANSLATION

An important objective for the MNO's broader research strategy is to develop the knowledge and evidence base required for effective program design and service delivery, the ultimate aim being to improve Métis health outcomes. This process involves translating knowledge and research findings into tailored resources and tools that respond to the identified needs of different knowledge users.

The MNO has begun building an approach to KT [Knowledge Translation] that is grounded in best practices and that will be both proactive and responsive to the voices of front line Métis health and wellness workers."

- L. Keith in *Métis Nation of Ontario Chronic Disease Surveillance Program - Data to Knowledge to Action Evaluation Report*; January 2014.

## MNO HEALTH SUMMIT 2015

Research findings from the CDS program and other MNO collaborations were shared at an MNO Health Summit held in Toronto, February 22-24, 2015. Developed and hosted by the MNO, the Summit showcased the MNO's collaborative work in Métis health research and KT. It was well-attended by over 200 delegates, including senior government representatives, policy makers, health professionals, researchers, MNO leadership and staff as well as organizations working in the area of Métis and Aboriginal health.

Ontario Premier the Honourable Kathleen Wynne provided opening remarks and greetings via video. The Minister for Children and Youth Services Honourable Tracy MacCharles and Indira Naidoo-Harris, Parliamentary Assistant to the Ontario Minister of Health and Long-Term Care, provided keynote addresses.

This highly successful event brought much needed attention to key Métis health issues and needs. Post-Summit evaluation feedback was extremely positive, and evaluation results indicated that the event improved delegates' knowledge of the MNO, the Métis way of life, and of key health challenges experienced by the Métis people of Ontario.

## WORKSHOPS IN A BOX

MNO Healing and Wellness frontline staff identified an increasing need for hands-on, Métis culture-based prevention and health promotion resources to support their work with Métis clients. The Workshop in a Box series, is an integrated package of multi-media resources and tools for promotion, prevention and disease management activities to address that need.

In winter of 2014-2015, the first workshop of the series was completed on Métis Traditional Healthy Eating. It features a video portraying the role and value of food in the traditional Métis way of life. The purpose of the Métis Traditional Healthy Eating workshop and video is to inspire and empower participants to lead healthier lives by drawing upon Métis traditional knowledge.

A second and third Workshop in a Box with accompanying videos are being developed to address diabetes and cancer risk in the Métis population. These resources are scheduled for launch in the summer of 2015.

## MNO HEALING AND WELLNESS PORTAL

During 2014-2015, work on the MNO Healing and Wellness SharePoint portal was completed. The portal is designed to facilitate communications and work processes of MNO frontline staff. It will also serve as a central hub where MNO staff located across the province can readily access culture-based tools and resources to support their work with Métis clients.

# Policy Initiatives

## ABORIGINAL CHILDREN AND YOUTH STRATEGY (ACYS) – MINISTRY OF CHILDREN AND YOUTH SERVICES

The MNO, Ontario Federation of Indigenous Friendship Centres and Ontario Native Women's Association have worked with the Ministry of Children and Youth Services to advance the collective interests of Métis and urban Aboriginal children, youth and families through the co-development of an Aboriginal Children and Youth Strategy (ACYS). This significant province-wide policy initiative has been in development since January 2013.

In 2014-2015, to inform the ACYS, the MNO undertook Métis Youth Engagement sessions in 19 communities throughout the province. Two interrelated policy and legislative submissions were provided to the Minister of Children and Youth Services, namely: a joint submission on the ACYS; and an MNO-specific paper and a joint submission on the 2015 Review of the Child and Family Services Act.

## URBAN ABORIGINAL HEALTH TABLE – MINISTRY OF HEALTH AND LONG-TERM CARE

The Urban Aboriginal Health Table (UAHT) was recently created as a process through which urban Aboriginal organizations would be engaged on and co-develop policies, programs, services and evaluations that affect the health of urban Aboriginal population. The construction of this table has long since been called for by the

MNO, the Ontario Federation of Indigenous Friendship Centres (OFIFC), and the Ontario Native Women's Association (ONWA) in order to facilitate a collaborative process for advancing the health status of urban and off-reserve Aboriginal people in Ontario. It has been stressed that the UAHT will serve as a collaborative forum established for the purpose of addressing shared health priorities. These priorities include: mental health; sexual health; seniors' health; chronic disease prevention; and access to services

## JOINT WORKING GROUP TO END VIOLENCE AGAINST ABORIGINAL WOMEN

In 2014-2015, the MNO participated in the Joint Working Group (JWG) on Violence Against Aboriginal Women (VAAW) with 10 provincial ministries and four other Aboriginal partners. The Aboriginal caucus of the Joint Working Group has been in discussion to formalize its relations and to develop priorities to shape the direction of the Joint Working Group. Achievements this year include: The JWG mandate has been fully endorsed by the Government of Ontario, which will help ensure a "whole of government" approach to addressing violence against Aboriginal women and girls; the Ontario Women's Directorate has made a commitment of two million dollars over two years to support the Aboriginal caucus in the JWG process; a progress report on the JWG work to date was presented to the two lead Ministers and to the Aboriginal leadership in February 2015; the MNO continued to support the development of research proposals on human trafficking; and the MNO continues to access funding for Victim Services through the Ministry of the Attorney General.



**MNO Healing & Wellness staff demonstrate traditional jam-making at the 2014 AGA.**



## PROGRAM SUMMARY

| PROGRAM   | NO. OF STAFF | FUNDER  | ELIGIBLE CLIENTELE   | LOCATIONS   |
|---|--------------|---|--|---|
| Community Wellness Worker (p. 32)                     | 19           | Aboriginal Healing & Wellness Strategy (AHWS) | Individuals, families & children   | Bancroft, Brampton, Fort Frances, Hamilton, Kenora, Midland, North Bay, Ottawa, Owen Sound, Renfrew, Sault Ste. Marie, Sudbury, Thunder Bay, Timmins, Welland and Windsor |
| Métis Healthy Babies Healthy Children (p. 33)         | 15           | AHWS  | Children from prenatal to six years of age   | Bancroft, Dryden, Fort Frances, Hamilton, Kenora, Midland, North Bay, Renfrew, Sault Ste. Marie, Sudbury, Thunder Bay, Toronto, Timmins, Welland and Windsor              |
| Community Action Program for Children (p. 33)         | 3            | Public Health Agency of Canada (PHAC)         | 'At risk' children   | Bancroft, Dryden, Thunder Bay   |
| Canada Pre-Natal Nutrition Program (p. 34)            | 1            | PHAC  | Children 0-6 years of age and their families   | Thunder Bay   |
| Community Support Services (p. 34)                    | 16           | Ministry of Health & Long-Term Care           | Elderly and critically ill individuals   | Bancroft, Dryden, Fort Frances, Hamilton, Kenora, Midland, North Bay, Renfrew, Sault Ste. Marie, Sudbury, Thunder Bay, Toronto, Timmins, Welland and Windsor              |
| Mental Health (p. 35)                                 | 1.5          | AHWS  | Individuals diagnosed & undiagnosed with mental health issues                                    | Ottawa  |
| Problem Gambling Prevention (p. 35)                   | 1            | Ministry of Health & Long-Term Care           | Métis people   | Sudbury   |
| Victim Services (p. 36)                               | 2            | Ministry of the Attorney General              | Victims of crimes  | Bancroft, Thunder Bay   |
| Ending Violence Against Aboriginal Women (p. 37)      | 1            | PHAC  | Métis people   | Ottawa  |
| Aboriginal Sexual Violence Community Response (p. 37) | 1            | Ontario Women's Directorate                   | Métis people   | Thunder Bay   |
| Chronic Disease Surveillance Program (p. 38)          | 3            | PHAC  | MNO Citizens   | Ottawa  |
| Métis Mental Health Status Project (p. 38)            | --           | Ministry of Health & Long-Term Care           | MNO Citizens   | --  |
| Métis Cancer Risk Factors Report (p. 38)              | --           | Cancer Care Ontario                           | MNO Citizens   | --  |
| Healthy Weights Connection Project (p. 39)            | 1            | PHAC  | Métis and First Nations children living off reserve in London, Midland and Penetanguishene areas | Midland   |



Métis youth attend the 2014 AGA in Thunder Bay.

*“...encourage academic and skills development and to enable citizens of the Métis Nation to attain their educational aspirations.”*

**- FROM THE MNO STATEMENT OF PRIME PURPOSE**

## MÉTIS NATION OF ONTARIO EDUCATION & TRAINING

The Métis Nation of Ontario (MNO) Education and Training Branch is driven by the priorities of the MNO’s Statement of Prime Purpose and is committed to the strategic goal of healthy, thriving individuals, families and communities. It offers a full range of skills development, employment and educational initiatives to Métis people across Ontario. The MNO has been delivering employment and training services and supports through the branch since 1996, when it first created its ongoing agreements with Employment and Social Development Canada ESDC (formerly known as Human Resources and Skills Development Canada).

Over the past number of years, through an expanded partnership with the province of Ontario and additional funding for sector focused skills development projects, the size and scope of services and supports offered by the MNO has expanded. The MNO has effectively increased industry partnerships, educational outreach capacity, Métis community engagement opportunities and has implemented a number of new programs and services to support Métis education and employment. Programs and services

are accessible through a community-based province-wide one-stop delivery network. A large percentage of operations focus on direct employment and training client service delivery. However, the scope and delivery parameters vary depending on funding mandates.

*“I am writing to express my support for the programs and services made available to Aboriginal people by the Métis Nation of Ontario under the Aboriginal Skills and Employment Training Strategy (ASETS). This program will enhance opportunities for individuals to succeed in employment goals throughout the province.”*

**- ASETS Industry Employer**



In 2014-2015 the MNO bursary endowment fund with 41 post-secondary institutions totaled \$3,906,228, and as of 2014, the Métis Nation of Ontario has signed bursary endowment agreements with five new post-secondary institutions across the province, such as Durham College, McMaster University, University of Guelph, University of Waterloo, and Wilfred Laurier University. During the 2014-2015 academic school year, 179 Métis students were awarded bursaries with the MNO, totalling \$120,690. The MNO's employment and training services are funded by ESDC through its Aboriginal Skills and Employment Training Strategy (ASETS) and focuses on three main priorities:

- demand driven skills development;
- partnerships;
- and accountability for improved results.

In order to meet these identified priorities, the MNO has paid special attention to strengthening program policies, reporting systems and assessment procedures. While the MNO was one of the only ASETS-funded agencies across Canada to witness an increase in its yearly funding amount starting with the signing of the five-year agreement in 2010, the demand for skills training continues to grow and budgets remain limited. In an effort to expand funding



opportunities, the MNO has leveraged additional project funding through both federal and provincial partners. This has created new skills development and employment opportunities within sectors such as mining, tourism and hospitality.

## ABORIGINAL SKILLS AND EMPLOYMENT TRAINING STRATEGY (ASETS) AGREEMENT

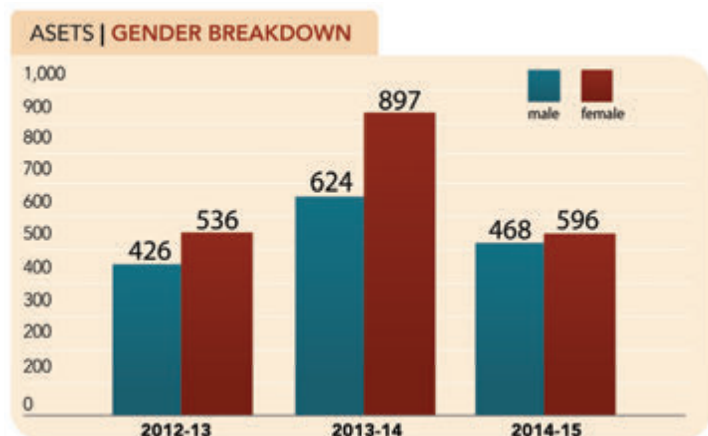
The MNO provides a range of culturally appropriate programs and services that include career counselling, employment readiness training, wage subsidies, apprenticeship support and mobility assistance in nine regions throughout the province. In this way, the MNO helps Métis acquire the skills they need to be successful in careers of their choosing while making a contribution to a vibrant and prosperous province. A skilled Métis workforce will also help address the growing skills shortage and bolster opportunities for Métis in emerging industries.

## RECENT NOTABLE ACHIEVEMENTS

- A March break camp was held in Mattawa, Ontario, to bring together high school students with MNO Infinite Reach post-secondary role models to identify pathways to education and employment.
- The MNO received additional funding through Canada Summer Jobs to hire Métis students in Toronto, Midland, Welland, North Bay, Sault Ste. Marie, and Timmins and leveraged ASETS youth program dollars to enhance the staff compliment. This funding allowed MNO to deliver a Métis Summer Youth Cultural program in several locations across Ontario and actively participate in displaying cultural activities during the Annual General Assembly (AGA).
- An inter-branch collaboration training session was held in Collingwood, Ontario, to facilitate connectivity between MNO branches and improve service delivery to Métis people.
- A client success story magazine, *Voyages*, was produced to illustrate the successes being achieved by the programs and more importantly by the hard work of Métis people across Ontario.
- The Aboriginal Skills and Employment Training Strategy has been extended to March 31, 2016.



MNO was able to leverage a substantial amount of reconciled funds resulting in an increased number of clients being served in 2013-14.



## MINISTRY OF EDUCATION AGREEMENT

The MNO signed a Memorandum of Understanding (MOU) with the Ministry of Education in 2008, which established the basis for cooperation between the MNO and the Ministry. The MOU provides for ongoing meetings between MNO and Ministry officials that identify areas for future cooperation. The Ministry provides funding for the MNO to advance several projects including: the MNO Infinite Reach March Break Camp, Métis language projects, Métis Education Kits, teacher resource development and facilitated resource sessions and regional meetings between school district boards and MNO community councils.

## RECENT NOTABLE ACHIEVEMENTS

- The MNO increased outreach to Métis students, parents, teachers, and district school boards including French school boards.
- Further improvements were made to the Métis Education Kits, with new resources and additional supports added.
- Métis representatives from school board and college and university Aboriginal Education Councils were gathered in Toronto in February 2015.



MNO citizen Jessica Boulard during her Laurentian University graduation ceremony.

- In March 2015, the third MNO Reach March Break Camp was held at the Canadian Ecology Center, Mattawa. The camp attracted 25 students from across the province along with Infinite Reach facilitators and staff.
- The MNO and the Ministry of Education have embarked on a three year work plan agreement.
- The MNO received additional funding from the Ministry of Education to engage in activity that would support and promote culturally sensitive, safe and accepting schools.

## SUCCESS STORY 2014 MNO CANOE EXPEDITION

Ten Métis youth from across Ontario took part in a once-in-a-lifetime adventure that was also one of the most unique and rewarding summer job experiences that any student could ever have!

In the course of just over 90 days, they followed historic fur trade routes of their voyageur ancestors covering over 2,000 kilometres by canoe and portage.

During this incredible trek, the great outdoors served as the work place for the students to learn skills that they will use to secure future jobs and advance their future careers. Also on this amazing journey, they made stops in 23 different communities where they delivered presentations about Métis culture and heritage, were interviewed by the media and served as ambassadors of the Métis Nation of Ontario (MNO). The MNO Canoe Expedition was an interdisciplinary model of experiential learning that challenged and rewarded participants as they gained important employment values and skills.



(L-R): Heather Bunn, Genevieve Routhier, Gerald Lavalee, Elizabeth Clapin, Kyle Grenier, Amelia DiChiara, Josh Szajewski, Emily Ingram.



## MINISTRY OF TRAINING, COLLEGES AND UNIVERSITIES AGREEMENT

The MNO signed a Memorandum of Understanding (MOU) with the Ministry of Training, Colleges and Universities in 2010, which established the basis for cooperation between the MNO and the Ministry. The MOU provides for ongoing meetings between MNO and Ministry officials that will identify areas for future cooperation. The Ministry provides funding for the MNO to enhance its educational capacity, advance several innovative initiatives including: the MNO Infinite Reach: Métis Student Solidarity Network; establishing MOUs and similar agreements with Ontario post-secondary institutions, developing resources, and engaging students and educational partners.

## RECENT NOTABLE ACHIEVEMENTS

- The MNO Infinite Reach student program continues to grow. Specific projects have included Infinite Reach resource materials such as posters, manuals, and a section on the MNO's website.
- A total of 29 MNO Infinite Reach facilitators have now been trained to engage incoming Métis students in college or university and provide support by connecting new Métis students to available student services, Métis cultural events, and MNO Community Councils.

- An MNO Infinite Reach facilitator session was held in Waterloo in September 2014, in Toronto in January 2015, and in Mattawa in March 2015.
- A Memorandum of Understanding was signed with Cambrian College.
- Additional bursary investments were made at Nipissing University.
- A meeting of Métis postsecondary administrators and faculty was held in Toronto in March of 2015 to discuss Métis postsecondary education.



Signatories and witnesses to the MNO/Cambrian College Memorandum of Understanding. (L-R), MNO Chair France Picotte, Cambrian Graphic Arts student Roxanne Taillefer, MNO Sudbury Métis Council Senator Cecile Coutu, and Cambrian College President Brian Best.



MNO citizen Heather Bunn receives a certificate of recognition from MNO President Gary Lipinski and Ontario Minister of Aboriginal Affairs David Zimmer for her participation in the 2014 Canoe Expedition.



The 2014 MNO Canoe Expedition members were honoured with the Lieutenant Governor's Ontario Heritage Award.



2014 MNO Canoe Expedition participants Geneveive Routhier (L) and Gerald Lavalee speak at We Day 2015 in Ottawa.





Métis students, MNO staff, and resource people take part in an orientation session for Infinite Reach Student Solidarity Network facilitators.



Melanie-Rose Frappier (L) and Taylor Cosman (R) at the 2015 Infinite Reach March Break Camp.

### URBAN ABORIGINAL POLICY TABLE, MINISTRY OF ABORIGINAL AFFAIRS (MAA)

The MNO was invited to participate at the Urban Aboriginal Policy Table along with the Ontario Federation of Indigenous Friendship Centres (OFIFC) and Ontario Native Women's Association (ONWA). MAA provided funding to support ongoing participation, policy development and research on issues impacting urban Aboriginal peoples.

### RECENT NOTABLE ACHIEVEMENTS

- MNO, ONWA and OFIFC completed a research project highlighting social innovative program approaches.
- MNO worked with OFIFC and ONWA to identify key policy issues for further research and engagement.

## SUCCESS STORY *SUMMER YOUTH CULTURAL PROGRAM*

The Métis Nation of Ontario (MNO) Métis Summer Youth Cultural Program (SYCP) is a community-based initiative comprised of Métis students from across Ontario. This experiential learning opportunity provides youth with invaluable employability skills and offers them opportunities to share Métis culture and history programs to community groups throughout the summer.





## NAVIGATING EMPLOYMENT PATHWAYS YOUTH PROJECT (NEPYP)

Building on the success of the Ready to Work Tourism and Hospitality program and the Navigating Employment Pathways (NEP) program, the Métis Nation of Ontario (MNO) launched the Navigating Employment Pathways Youth Program (NEPYP), funded in part by the Government of Ontario. The program is a partnership between the MNO, Sioux Hudson Literacy Council and the Ontario Tourism Education Corporation (OTEC) and focuses on development of employer partnerships at a local level.

The program is designed to provide industry specific training to Aboriginal people looking for a career in the tourism and hospitality sector. The program is offered at two sites: Sault Ste. Marie and North Bay. This fully funded training opportunity will be offered three times in 2015-16.

Funding will be available for the project until February 2016.

## MÉTIS MINING STRATEGY (MMS)

The mining sector is providing growing opportunities in Ontario to Métis and other Aboriginal peoples who have historically been under-represented in the labour force. The Métis Mining Strategy (MMS) is focused on providing skills development and placement opportunities for Métis to become employed in the mining sector.

The MNO is building partnerships with industry partners, mining companies, and post-secondary institutions to offer guidance and support to project implementation. The project offers assistance through direct funding opportunities as long as the skills development leads towards a career in mining and meets program criteria.

## RECENT NOTABLE ACHIEVEMENTS

- As of March 31, 2015, there were: 169 clients registered in the MNO Métis Mining Strategy, 140 clients contracted, 120 completed their action plan and 120 had secured employment.
- The MNO was invited to extend the end date of the Métis Mining Strategy as one of only 16 projects selected out of 80 nationally.
- The first French-language Mining Essentials training program in Canada was held in Sudbury in partnership with College Boréal, Glencore, Elargir, Canadian Heritage, and Assembly of First Nations.
- Diamond Driller's Helper training was delivered in partnership with Confederation College.
- Clients received employment in high competitive careers such as heavy equipment operator.
- Partners seeking qualified candidates received clients' resumes to fill open positions.
- Funding will be available for the project until September 2015.



Infinite Reach Facilitator Alicia Blore (far left) helped lead an event at the University of Waterloo in 2014.



Métis youth participate in a snowshoe hike at the 2014 Infinite Reach March Break Camp.



Ottawa Métis Council President Benny Michaud and Infinite Reach Facilitator Warren Cardinal McTeague take part in a moccasin workshop at Carleton University.



Infinite Reach 2015 March Break campers enjoy a bonfire and practice their wolf howls. Each year the camp focuses on traditional activities and gives youth the chance to experience nature.

## PROGRAM SUMMARY

| PROGRAM  | NO. OF STAFF | FUNDER   | ELIGIBLE CLIENTELE  | LOCATIONS   |
|--|--------------|--|---|---|
| ASETS (p. 43)  | 30           | ESDC   | Self-identified Métis   | Fort Frances, Dryden, Hamilton, Kingston, Bancroft, Midland, Owen Sound, North Bay, Ottawa, Sault Ste. Marie, Oshawa, Sudbury, Thunder Bay, Timmins and Toronto |
| Ministry of Education Agreement (p. 44)                                | 4*           | Ministry of Education  | K-12 students, teachers, administrators, school boards, Education Ministry, MNO community councils, citizens & self-identified Métis students & parents | Fort Frances, Thunder Bay, Ottawa, and Timmins  |
| Ministry of Training, Colleges & Universities (MTCU) Agreement (p. 45) | 2**          | MTCU   | Post-secondary students, instructors, administrators, MTCU officials; MNO Community Councils and citizens; self-identifying Métis students and parents  | Ottawa  |
| Urban Aboriginal Policy Table (p. 46)                                  | --           | Ministry of Aboriginal Affairs   | Métis community across Ontario  | --  |
| Navigating Employment Pathways Youth Project (p. 47)                   | 2            | Ministry of Economic Development, Employment and Infrastructure – Youth Skills Connection Fund | Self-identified Métis and other Aboriginal youth ages 15-29   | North Bay, Sault Ste. Marie   |
| Métis Mining Strategy (p. 47)  | 3            | Service Canada: Strategic Partnership Fund   | Self-identified Métis and other Aboriginal people   | Ottawa, Thunder Bay and Sudbury   |

\* Staff shared with MTCU

\*\* Staff shared with Ministry of Education Agreement



*"...re-establish land and resource bases,"*  
- FROM THE MNO STATEMENT OF PRIME PURPOSE



President Lipinski signs a participation agreement with New Gold on the development of the Rainy River Mine. Front row (L-R), Robert Gallagher, President and CEO of New Gold, Gary Lipinski, MNO President, Theresa Stenlund, PCMNO Region 1 Councillor. Back row (L-R) Joel Henley, President of the MNO Kenora Métis Council, Marlene Davidson, President of the MNO Atikokan and Area Métis Council and Valorie Pelepetz, President of the MNO Sunset Country Métis Council.

## MÉTIS NATION OF ONTARIO LANDS, RESOURCES & CONSULTATION

The Métis Nation of Ontario (MNO) Lands, Resources and Consultations (LRC) Branch provides the technical expertise and support required for the full engagement of MNO citizens in a wide range of issues concerning activities in MNO traditional territories. With expertise in Métis rights and interests, the Métis Way of Life (WOLF), environmental assessments, public policies and regulations, LRC staff provide critical capacity support to Métis communities across Ontario to ensure that the Crown's legal Duty to Consult and Accommodate are met.

In line with the MNO Statement of Prime Purpose, the primary objectives of the LRC Branch are to:

- Serve as a "one-window" contact for lands and resources related consultations with the MNO;
- Triage, assess and prioritize incoming requests for consultation and related technical documents;
- Identify an acceptable level of MNO involvement and engagement in project development, municipal planning, mining, forestry, energy and government policy development;
- Effectively manage MNO involvement in major project assessments;
- Educate and train MNO citizens on consultation, assessment and accommodation issues; and
- Conduct MNO Traditional Knowledge and Land Use Studies.

### NEW RELATIONSHIP FUND (NRF) CORE AND ENHANCED CAPACITY FUNDING

The central focus of the Government of Ontario New Relationship Fund (NRF) is to assist Métis and First Nations communities to build fundamental consultation and engagement capacity so that they can better engage with governments and the private sector on lands and resource related issues.

### RECENT NOTABLE ACHIEVEMENTS

- Assessed and disseminated over 5,000 project notices to MNO Regional Consultation Committees;
- Submitted over 200 comments, reports, letters and/or briefings pertaining to active projects within the province;
- Held 185 meetings with various resource sector proponents and government departments/agencies; and
- Delivered Duty to Consult training to MNO staff, the PCMNO and the MNO Regional Consultation Committees.

## COMMUNITY RELATIONS

The Community Relations team develops and works to improve relationships and governance within and outside the MNO. Externally, this involves ensuring the full engagement of citizens in consultations with project proponents; whereas internally, it involves both maintaining strong relationships between the various governing bodies and providing councillors with resources and training. Ultimately, these activities serve the broader goals of strengthening capacity amongst MNO citizens, generating social capital and moving the MNO towards greater self-government.

## RECENT NOTABLE ACHIEVEMENTS

- Conducted a Métis Cultural Workshop as part of Waterloo Museum's Aboriginal Days – 398 students attended;
- Conducted a Métis Cultural Workshop in Ottawa on Aboriginal Day – 600 students attended;
- Took the lead in drafting the Engagement Process for MNO Regions 6, 8 and 9;

- Attended 32 community meetings and events;
- Assisted in drafting election notices and nomination forms;
- Acted as Returning Officer in 14 community council elections;
- Delivered the “Métis 101” presentation to Brampton Hydro One and the Region of Halton department leaders;
- Delivered the “Métis 101” presentation to MNR and Forestry Proponents and North Channel Métis Council citizens;
- Facilitated three cultural workshops during community council events;
- Provided Governance and Finance Training to 12 community councils;
- Acted as a mediator in a number of conflicts and successfully brought the parties in dispute to resolution;
- Worked with the MNO's Registry Branch to process 231 MNO citizenship verification requests; and
- Modified Governance and Finance Training materials.

## Governance and Finance training provided in 2014-2015:



The MNO Grand River Métis Council.



The MNO Sunset Country Métis Council.



The MNO Temiskaming Métis Council.



The MNO Ottawa Region Métis Council.



The MNO Sudbury Métis Council.



The MNO Oshawa and Durham Region Métis Council.



## SUPPLEMENTAL FUNDING FOR CORE CONSULTATION ACTIVITIES:

In addition to the core funding from Ontario's New Relationship Fund, LRC secures funding from industry proponents and government agencies. This funding can generally be divided into three (3) categories:

1. Federal government funding for participation in environmental assessments (e.g., to review Environmental Impact Statements and participate in hearings);
2. Industry proponent funding to enable MNO engagement in project-specific consultations and to determine the potential impacts of projects on Métis rights, interests and Way of Life and;
3. Industry proponent funding for consultation meetings (e.g., to enable MNO Regional Consultation Committee members to attend meetings with the industry proponent).

## RECENT NOTABLE ACHIEVEMENTS

- Negotiated agreements with proponents including Trans-Canada Pipelines for the Energy East Project, Nuclear Waste Management Organization, Ontario Power Generation, Premier Gold, and NextBridge;
- Leveraged over \$2.4 million for consultation support through the establishment of 10 new funding agreements. An additional \$13,800 was leveraged for general consultation meetings between MNO Regional Consultation Committees and proponents without any formal funding agreements;
- Facilitated the signing of a second Community Benefit Agree-

ment for the Rainy River Gold Mine project being developed by New Gold;

- Developed Historical Narratives for Regions 1, 2, 3 and 4;
- Participated in the hearing for the reactor operating relicensing of Bruce Power generating stations A and B, including the completion of a technical report on Bruce Power's consultations with the MNO.

## WAY OF LIFE FRAMEWORK (WOLF)

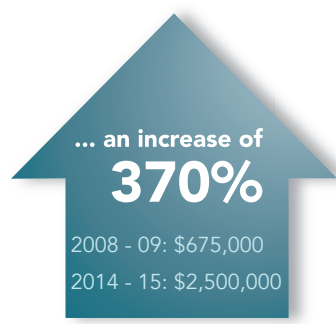
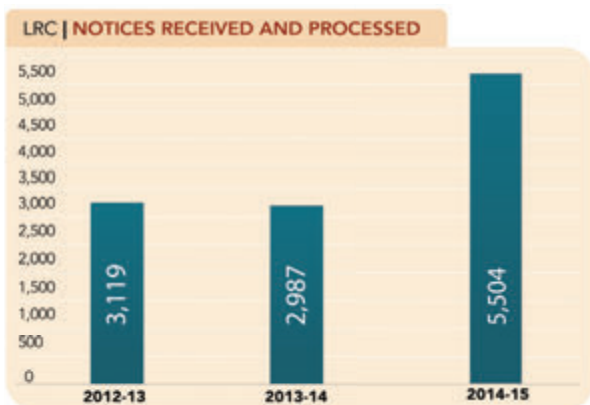
The objectives of the Way of Life Framework (WOLF) are to gather, protect and share, as appropriate, Métis traditional knowledge and land use information and to conduct outreach and training on the Métis Way of Life. To accomplish these goals, WOLF conducts Traditional Knowledge and Land Use (TKLU) studies, an annual survey of MNO harvesters and conducts outreach and training sessions.

## RECENT NOTABLE ACHIEVEMENTS

- Carried out consultation-driven TKLU studies. Studies included interviews with knowledge holders, drafting reports and archiving study data. Approximately 166 TKLU interviews were conducted, and mapping and analysis were completed for approximately 200 interviews. Studies initiated, continued and/or completed in 2014-15 include:
  - James Bay / Abitibi-Témiskamingue Traditional Territories: OPG Lower Mattagami / New Post Creek TKLU study (20 knowledge holders)



LRC NOTICES RECEIVED & PROCESSED



LRC - DOLLARS LEVERAGED FROM PROPONENTS FOR CONSULTATION COSTS



- Historic Sault Ste. Marie: Bow Lake TKLU study (20 knowledge holders);
- Treaty #3/Lake of the Woods/Lac Seul/Rainy River/ Rainy Lake Traditional Territories: Rainy River Resources TKLU study (approximately 25 knowledge holders);
- Treaty #3/Lake of the Woods/Lac Seul/Rainy River/ Rainy Lake Traditional Territories: Rainy River Resources Transmission Line TKLU study (approximately 10 knowledge holders)
- Prodigy Magino Traditional Knowledge Study (approximately 30 knowledge holders)
- James Bay / Abitibi-Témiskamingue Traditional Territories: Cote Gold (IAMGOLD) TKLU study (approximately 25 knowledge holders)
- Nextbridge East West Tie TKLU study (approximately 30 knowledge holders);
- TransCanada Energy East – Regions 1, 2, 3, 5 TKLU studies (approximately 30 knowledge holders each);
- Completed the 2014 MNO Harvester Survey.
- Delivered a “Métis Way of Life” presentation to Métis youth at the Infinite Reach Facilitator Orientation Session and the Infinite March Break Camp.
- Organized a plant use session (provided by a plant use knowledge holder) for approximately 25 youth at the Infinite Reach Network Facilitator Mid-term Session.
- Held 4 MNO/MNRF Policy Dialogue Table meetings and conducted a joint MNO/MNRF Captains of the Hunt (COTH)/Knowledge Holder Workshop - January 28-29, 2015.
- Held a MNRF Moose Project Information Session - January 29, 2015.
- Participated in MNRF Forest Tenure Oversight Group.
- Facilitated a Métis Way of Life booth at MNRF National Aboriginal Day event in Peterborough - June 19, 2014.
- Participated as a member of the Great Lakes Executive Committee and ATK Subcommittee.
- Participated in COSEWIC (Committee on the Status of Endangered Wildlife in Canada) Aboriginal Traditional Knowledge Subcommittee.
- Held a Youth-Knowledge Holder Exchange Workshop - March 21, 2015.
- Provided a “Métis Way of Life” presentation to the Ontario Ministry of Transportation - March 13 and 21, 2015.

## PROGRAM SUMMARY

| PROGRAM   | NO. OF STAFF                | FUNDER   | ELIGIBLE CLIENTELE                                 | LOCATIONS   |
|---|-----------------------------|--|--|---|
| New Relationship Fund (NRF) Core & Enhanced Capacity Building (p. 49) | 12                          | Ministry of Aboriginal Affairs   | MNO community councils; PCMNO Regional Councillors | Fort Frances; Midland; Ottawa; Sudbury; Thunder Bay; Timmins; Toronto & Welland |
| Supplemental funding for core consultation activities (p. 51)         | 12 (same as NRF)            | Government of Canada (Including the Canadian Environmental Assessment Agency; Canadian Nuclear Safety Commission; Nuclear Waste Management Organization; Independent Electricity System Operator; Bruce Power; IAMGOLD; Prodigy; Rubicon Minerals; New Gold; NexEra; NextBridge; TransCanada | Same as NRF  | Same as NRF   |
| Way of Life Framework (p. 51)   | 4 (of 12 identified as NRF) | Ministry of Natural Resources; Environment Canada  | MNO Community Councils; PCMNO Regional Councillors | Fort Frances; Thunder Bay and Toronto   |



# A MÉTIS NATION OF ONTARIO AGENCY: INFINITY PROPERTY SERVICES

Infinity Property Services, an agency of the Métis Nation of Ontario (MNO), operates under fee-for-service contract agreements to provide property management and program administration on behalf of federal, provincial, and municipal governments. Infinity Property Services is self-sustaining through result-based contracts payable to the MNO for work performed. All profits from revenues generated are reinvested into the MNO Secretariat.

Infinity Property Services continued to pursue new contract opportunities in 2014-15 in the property management and program administration sectors by developing business proposals and maintaining good relationships with all levels of government.

During 2014-15, Infinity Property Services has secured a two year contract extension to deliver the Ontario Renovates Northern Remote component of the Investment in Affordable Housing Program with potential for another extension to March 31, 2019.

## RURAL AND NATIVE HOUSING PROGRAM (RNHP)

Infinity Property Services provides property management and administration for the Rural and Native Housing Program (RNHP) under a fee-for-service contract with Ontario Aboriginal Housing Services (OAHSC). The RNHP provides decent affordable rental housing to low-income families living in rural communities.

## URBAN AND NATIVE HOUSING PROGRAM (UNHP) ONTARIO NON-PROFIT HOUSING PROGRAM: MUNICIPAL NON-PROFIT (MNP) AND PRIVATE NON-PROFIT (PNP)

Infinity Property Services provides property management and administration for the Urban and Native Housing Program (UNHP) under a fee-for-service contract with Geraldton Native Housing Corporation (GNHC). These housing programs provide decent affordable rental housing to low-income families living in urban communities. Infinity Property Services is responsible for the Geraldton and Longlac areas, known as the Greenstone Portfolio.

The PNP provides dedicated supportive rental housing to low-income singles with developmental and physical challenges. In order to facilitate the assistance with the tenant's special needs, a third party agreement is in place with Superior Greenstone Association for Community Living.

## RECENT NOTABLE ACHIEVEMENTS

As of April 1, 2014, the MNO through its agent, Infinity Property Services, manages 517 rental units and 34 homeowner unit subsidies. Infinity Property Services' successes include:

- Generation of approximately \$714,000 of income for the MNO in 2014-15.
- Provision of affordable housing for 551 families, singles and seniors.

## ONTARIO RENOVATES – NORTHERN REMOTE (ORNR)

Infinity Property Services is program administrator for the Ontario Renovates – Northern Remote (ORNR) component of the Investment in Affordable Housing Program (IAH). This program is designed to provide low-income homeowners with financial assistance to repair, rehabilitate, and/or modify substandard housing to meet a minimum level of health and safety.

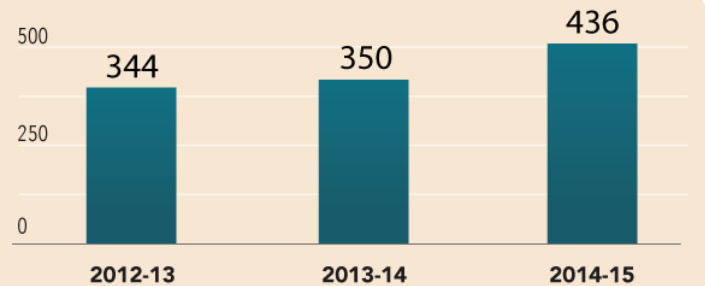
The funds are specifically targeted to communities with a population of 2,500 or less. The maximum amount available for a household is \$50,000 and is completely forgivable over ten years as long as the client remains the owner of the home. In addition, up to \$5000 can be obtained for accessible upgrades to the home without any commitment to repay.

As program administrator, Infinity Property Services was responsible for receiving, processing and approving applications, inspecting, preparation of scope of work, disbursement of funds and legal registration of mortgage or recording of promissory note.

Infinity Property Services approved and funded repairs and accessible upgrades in the following areas:

- Thunder Bay
- Muskoka
- Rainy River
- Parry Sound
- Kenora
- Nipissing
- Algoma
- Haliburton County
- Cochrane
- Simcoe

### RNHP | NUMBER OF UNITS



### RNHP | FEES



## ONTARIO RENOVATES – NORTHERN REMOTE (ORNR)

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As program administrator, Infinity Property Services was responsible for receiving, processing and approving applications, inspecting, preparation of scope of work, disbursement of funds and legal registration of mortgage or recording of promissory note.

Infinity Property Services approved and funded repairs and accessible upgrades in the following areas:

## HOUSING ASSISTANCE PROGRAM (HAP)

The Housing Assistance Program (HAP) is a home assistance program aimed at improving energy efficiency promoted through participating local utilities. This involves a detailed in-home energy audit performed by an Infinity Property Services certified inspector. Our experts will also provide energy saving tips to the tenant/homeowner as well as installing new energy saving upgrades.

## ABORIGINAL CONSERVATION PROGRAM (ACP)

The Aboriginal Conservation Program (ACP) is a home assistance program aimed at improving energy efficiency in on-reserve homes promoted through an Aboriginal Service agent. This involves a detailed in-home energy audit performed by an Infinity Property Services certified inspector. Our experts will also provide energy saving tips to the tenant/homeowner as well as install new energy saving upgrades.

### PROGRAM SUMMARY

| PROGRAM   | NO. OF STAFF | FUNDER  | ELIGIBLE CLIENTELE  | LOCATIONS               |
|---|--------------|---|---|-------------------------|
| Rural & Native Housing (p. 53)  | 9            | N/A   | Low-income Métis, Aboriginal & Non-Aboriginal people  | Owen Sound, Thunder Bay |
| Urban & Native Housing Program, Ontario Non-Profit Housing Program, Municipal Non-Profit & Private Non-Profit (p. 53) | 2            | Thunder Bay District Social Services Administration Board - Administration and fee-for-service contracts with Geraldton Municipal and Native Housing Corporations (GNCH) and Chateaulac Housing Incorporated (CHI) Ministry of Community and Social Services and fee-for-service contract with Kenogamisis Non-Profit Housing Corporation (KNPHC) | Low-income Aboriginal people and non-Aboriginal families  | Thunder Bay             |
| Ontario Renovates - Remote (p. 53)  | 4            | Ministry of Municipal Affairs and Housing Administration and fee-for-service contract   | Low-income Métis, Aboriginal people and non-Aboriginal homeowners and seniors   | Innisfil, Thunder Bay   |
| Housing Assistance Program (p. 54)  | 3            | Ontario Power Authority Greensavers   | Low-income Métis and other Aboriginal and non-Aboriginal people with homes requiring basic energy efficiency upgrades | Thunder Bay             |
| Aboriginal Conservation Program (p. 54)   | 3            | Ontario Power Authority, First Nations Engineering & the Arbor Group  | Low-income Aboriginal people with homes requiring basic energy efficiency upgrades                                    | Thunder Bay             |



# MÉTIS NATION OF ONTARIO REGISTRY

*“...research, publish and promote the genealogical documentation of the Métis, and maintain a registry of the Métis citizens of Ontario.”*

- FROM THE MNO STATEMENT OF PRIME PURPOSE

The MNO Registry Branch works with, and within, the national definition of Métis, to research, publish, and promote the genealogical documentation of the Métis. The Registry Branch is responsible to provide:

- Responsive, efficient and effective Registry service to citizens and applicants;
- Accountability and transparency in Registry operations;
- Citizens and applicants with a clear understanding of citizenship requirements;
- Safety and security of the Registry database;
- Storage of Registry files at Iron Mountain to ensure the physical safety and integrity of the files.

More information on MNO Registry operations can be found in the Métis Citizenship and Identification section on page 13.

## RECENT NOTABLE ACHIEVEMENTS

- In 2014, the Mattawa research was completed and posted on the MNO website. In addition, two meetings were held in the Mattawa region to discuss the findings with the MNO families in the region.
- Ongoing research continues in other areas of the province in order to increase the understanding of the various Métis community interactions and provide more documentation to assist MNO citizens with their ancestry information.
- Improved processes and procedures has allowed the Registry to issue 1,247 citizenship cards in the past year.
- A new Harvester's Certificate card was designed and distributed.
- The Registry has reduced the wait time for primary assessment to approximately two months.
- While pushing forward with new citizenship approvals, the Registry Branch has simultaneously made significant progress in processing the backlog of applications that resulted from understaffing during 2010-2011.



... an increase of  
**302%**

2010-11: 400

2014-15: 1,247

**MNO CITIZENSHIP  
APPROVALS, 2010 - 2015**



In 2014 the MNO introduced new wallet-sized Harvester's Certificate cards for citizens.

## PROGRAM SUMMARY

| PROGRAM             | NO. OF STAFF | FUNDER   | ELIGIBLE CLIENTELE                    | LOCATIONS |
|---------------------|--------------|--|---------------------------------------|-----------|
| Registry<br>(p. 55) | 7            | Aboriginal Affairs & Northern Development Canada | MNO citizens & citizenship applicants | Ottawa    |



*"...gain the recognition and respect of the Métis as a Nation and a people."*

- FROM THE MNO STATEMENT OF PRIME PURPOSE

Speakers and dignitaries at Queen's Park Louis Riel Day Ceremony: (L-R) Alex Young, Métis youth representative, Senator Rene Gravelle, Lisa Gretzky, NDP MMP, MNO Secretary-Treasurer Tim Pile, Jean Teillet, great niece of Louis Riel, PC MPP Norm Miller, Honourable David Zimmer, Minister of Aboriginal Affairs, Senator Reta Gordon, MNO President Gary Lipinski, Senator Verna Brunelle-Porter, MNO Chair France Picotte and MNO Vice-Chair Sharon McBride

## MÉTIS NATION OF ONTARIO INTERGOVERNMENTAL RELATIONS

The Intergovernmental Relations Branch does not operate programs but rather obtains funding that is then utilized by the MNO Secretariat and other MNO branches for various programs and services.

Intergovernmental Relations are the responsibility of the elected leadership of the MNO and are managed on a day-to-day basis by the Provisional Council of the Métis Nation of Ontario (PCMNO) with the assistance of MNO senior staff as required. The Director of Intergovernmental Relations facilitates meetings and serves as a staff liaison with other governments and agencies.

MNO Intergovernmental Relations supports many initiatives including the MNO-Ontario Framework Agreement, research initiatives and the Pan AM Aboriginal Leadership Partners. The MNO Intergovernmental Relations is also responsible for soliciting and coordinating sponsorship for the MNO Annual General Assembly (AGA) and organizes the MNO's provincial Louis Riel Day ceremony at Queen's Park.

In 2014-15, MNO Intergovernmental Relations developed the following successful funding proposals and negotiated agreements:

### CORE BILATERAL FUNDING AGREEMENT

The Core Bilateral Funding Agreement is with the Ministry of Aboriginal Affairs (MAA) and it provides funding for basic core capacity to the MNO. It also provides the funding to conduct bilateral relations with Ontario, partially funds PCMNO, Executive and Finance Committee meetings, partially stages the MNO Annual General Assembly (AGA) and partially funds the MNO audit.

### RECENT NOTABLE ACHIEVEMENTS

- The 2014 MNO AGA was held in Thunder Bay in August, 2014.
- PCMNO, Executive and Finance Committee meetings



President Lipinski with Ontario Minister of Aboriginal Affairs David Zimmer at the 2014 AGA in Thunder Bay.

were held throughout the 2014-15 fiscal year.

- The 2013-14 MNO annual audit was completed and approved at the 2014 AGA.

### BASIC ORGANIZATIONAL CAPACITY AGREEMENT

The Basic Organizational Capacity Agreement is with Aboriginal Affairs & Northern Development Canada (AANDC) and provides funding to support basic core capacity to the MNO including partial funding for the AGA and PCMNO meetings.



## MINERAL DEVELOPMENT COORDINATORS

Funded through the Ministry of Northern Development and Mines, this agreement allows the MNO to employ two technically knowledgeable Mineral Development Coordinators. They support and advise MNO Consultation Committees and community councils in their discussions with mining proponents and provide advice regarding The Mining Act and its regulations.

### RECENT NOTABLE ACHIEVEMENTS

- Two collaborative forums were held for the Regions 1-5 consultation committees and mining proponents with government officials in attendance. The Thunder Bay Forum took place on February 17, 2015, for Regions 1 and 2 and the Toronto Forum took place on February 19 for Regions 3, 4 and 5.
- An information session was conducted on Phase III of the modernization of the Mining Act for the Regions 1-5 Consultation Committees on March 20, 2015, in Thunder Bay.

## MINISTRY OF TRANSPORTATION CAPACITY FUNDING

The Ministry of Transportation agreement provides funding for some capacity support and relationship building engagement with the Ministry of Transportation.

### RECENT NOTABLE ACHIEVEMENTS

- A relationship building engagement session with Regions 1-4 took place in Thunder Bay on March 13, 2015, and with Regions 5-9 in Toronto on March 21, 2015.
- MNO representation on the multi-model Transportation System Committee for Northern Ontario.



The Honourable Michael Gravelle (centre), Minister of Northern Development and Mines, with MNO representatives at the 2015 Prospectors and Developers Association of Canada meeting.

## RESEARCH CAPACITY

The MNO, Ontario and Canada participated in a tripartite process to conduct research in Mattawa/Nipissing to assess the degree to which the Powley criteria are met in this region. In addition, the MNO and Ontario participated in a collaborative effort to develop a common understanding about the identification of Métis individuals and the location of Métis communities throughout Ontario and the likelihood that they would satisfy the Powley criteria.

### RECENT NOTABLE ACHIEVEMENTS

- Stone Circle/Know History concluded the Mattawa/Nipissing Research Report in November 2014.

## MNO REGISTRY FUNDING (POWLEY A AGREEMENT)

The Powley A Agreement is through AANDC and provides the necessary resources to maintain the MNO Registry (see Registry section on page 55 for more details).

## NEW RELATIONSHIP FUND (NRF) – CORE CAPACITY

Core Consultation Capacity funding helps MNO communities consult and engage with governments and the private sector on land and resource matters. Funds from this agreement also support some MNO Finance and Communications staff costs.

### RECENT NOTABLE ACHIEVEMENTS

- The MNO submitted a successful four-year NRF Core Consultation Capacity application.
- See the Lands Resources and Consultation section on page 49, Finance on page 60 and Communications on page 60 for more details.



Representatives from the Métis Nation of Ontario Regions Six, Seven, Eight and Nine, and the Ministry of Transportation attend an information exchange meeting on March 21.



Special guests attend the Northern Leaders Conference.

## NRF ENHANCED CAPACITY - ECONOMIC DEVELOPMENT COORDINATOR

The Treaty Land Entitlement, Additions to Reserves Enhanced Capacity NRF Project provided capacity to facilitate and support the engagements between MNO Consultation Committees and the MAA Negotiations Branch regarding Treaty Land Entitlement - Additions to Reserve Lands process.

### RECENT NOTABLE ACHIEVEMENTS

- The MNO submitted a successful two-year NRF Enhanced Capacity funding application.
- Consultation Committees completed engagements on the Pays Plat, Rocky and Rocky Bay Additions to Reserve.
- Engagement on the Mitaanjigaming First Nation Addition to Reserve lands is in process.
- A Land Claims information workshop was provided to the Regions 1-4 Consultation Committees.

## INFINITY INVESTMENTS

The Infinity Investments Agreement is AANDC and provided capacity funding to hire and support the work of the Chief Executive Officer (CEO) of Infinity Investments Limited Partnership (LP).

### RECENT NOTABLE ACHIEVEMENTS

- Scott Patles Richardson recruited and hired as the CEO of Infinity Investments LP

## MNO-ONTARIO FRAMEWORK AGREEMENT

Through The MNO-Ontario Framework Agreement, MAA provides capacity support for Infinity Property Services as well as funding for Infinity Investments LP and PCMNO, Finance and Executive meetings.

### RECENT NOTABLE ACHIEVEMENTS

- Start-up of Infinity Investments LP.
- Culturally appropriate housing services provided to the Métis and other Aboriginal peoples (see the Infinity Property Services section on page 53).

## TREATY STRATEGY – MÉTIS RIGHTS AWARENESS

Identification of existing Métis Rights Awareness activities currently under development of being actively implemented by the MNO; to identify areas of focus that could be incorporated into future public awareness activities that improve non-aboriginal peoples' understanding of Métis rights; to identify potential new opportunities to provide effective and efficient Métis rights public awareness activities with emphasis on engagement at the local community level.

## PAN/PARAPAN AMERICAN GAMES CAPACITY SUPPORT

The funding provided through this agreement supported the MNO's capacity to participate in engagement, planning and initiatives for the 2015 Pan/Parapan American Games.

### RECENT NOTABLE ACHIEVEMENTS

- MNO participation as an Aboriginal Leadership Partner (ALP) for the games
- The MNO Director of Intergovernmental Relations serves as ALP co-chair.
- Métis artists and performers will be featured at the Pan AM Aboriginal Pavilion.



President Lipinski holds the TO2015 Pan AM Games flame at a torch lighting ceremony in Toronto.



## PROGRAM SUMMARY

| PROGRAM  | SUPPORTS                      | NO. OF STAFF SUPPORTED | FUNDER   | ELIGIBLE CLIENTELE                                    | LOCATIONS   |
|--|-------------------------------|------------------------|--|---|---|
| Core Bilateral Funding Agreement (p. 56)                         | Secretariat                   | --                     | Ministry of Aboriginal Affairs                   | MNO Community Councils, PCMNO Regional Councillors    | --  |
| Basic Organizational Capacity Agreement (p. 56)                  | Secretariat                   | --                     | Aboriginal Affairs & Northern Development Canada | MNO Community Councils, PCMNO Regional Councillors    | --  |
| Mineral Development Coordinators (p. 57)                         | LRC                           | 2                      | Ministry of Northern Development & Mines         | MNO Consultation Committees & MNO citizens            | Timmins & Thunder Bay   |
| Ministry of Transportation Capacity Funding (p. 57)              | Secretariat                   | 3% of a staff position | Ministry of Transportation                       | PCMNO Regional Councillors & MNO citizens             | Toronto   |
| Research Capacity (p. 57)  | Secretariat                   | 2% of a staff position | Ministry of Aboriginal Affairs                   | MNO citizens  | Toronto   |
| MNO Registry Funding (p. 57)                                     | Registry                      | 7                      | Aboriginal Affairs & Northern Development Canada | MNO citizens & citizen applicants                     | Ottawa  |
| New Relationship Fund (NRF) Core Capacity (p. 57)                | LRC, Communications & Finance | 16                     | Ministry of Aboriginal Affairs                   | MNO citizens, PCMNO, government & industry proponents | Fort Frances, Midland, Ottawa, Sudbury, Thunder Bay, Timmins, Toronto & Welland |
| NRF Enhanced Capacity - Economic Development Coordinator (p. 58) | Secretariat                   | --                     | Ministry of Aboriginal Affairs                   | MNO consultation committees                           | --  |
| Infinity Investments (p. 58)                                     | Secretariat                   | 1                      | Aboriginal Affairs & Northern Development Canada | MNO Community Councils, PCMNO Regional Councillors    | Ottawa  |
| Framework Agreement (p. 58)                                      | Infinity Property Services    | 1.5                    | Ministry of Aboriginal Affairs                   | PCMNO Regional Councillors & MNO citizens             | Thunder Bay   |
| Treaty Strategy - Métis Rights Awareness (p. 58)                 | Secretariat                   | --                     | Ministry of Aboriginal Affairs                   | MNO citizens  | --  |
| Pan/Parapan American Games Capacity Support (p. 58)              | Secretariat                   | 4% of a staff position | Ministry of Aboriginal Affairs                   | MNO citizens & citizen applicants                     | Toronto   |

# MÉTIS NATION OF ONTARIO CORPORATE SERVICES

*“... provide care and support necessary to meet the fundamental needs of the citizens of the Métis Nation;”*

- FROM THE MNO STATEMENT OF PRIME PURPOSE

Corporate services consolidate specialized knowledge, best practices and technology to provide services required by all aspects of the MNO's operations as well as its internal and external clients. These services are provided in the areas of finance, communications, information and communications technology, and human resources.

Unlike the branch programs described elsewhere in this document, corporate services does not receive funding directly from proponents, government agencies, partners or other sources. The costs described under corporate services are covered by direct allocations from other branches' programs on pre-approved budgets for pre-approved support service expenses and by management fees. Approximately three quarters of corporate services costs are covered by direct allocations from other branch programs while the remainder are covered by management fees.

## MÉTIS NATION OF ONTARIO FINANCE

The Métis Nation of Ontario (MNO) Finance Branch strives to implement sound financial policies and procedures throughout the organization while ensuring timely payments to vendors and collection of funding revenues for all programs. At the same time, the Finance Branch provides other branches with current reports on the financial status of their programs and maintains a current database of all the MNO's funding agreements.

## SERVICES

The Finance Branch provides all financial support to the MNO. Due to the increase in programs, transaction processing has increased approximately 30 per cent in most areas; with improved processes and systems, we have been able to absorb this workload in our current staffing compliment.

## RECENT NOTABLE ACHIEVEMENTS

- As of March 31, 2015, the MNO's repayable debt has decreased to \$731,538 from about \$4.2 million that

confronted us in 2008.

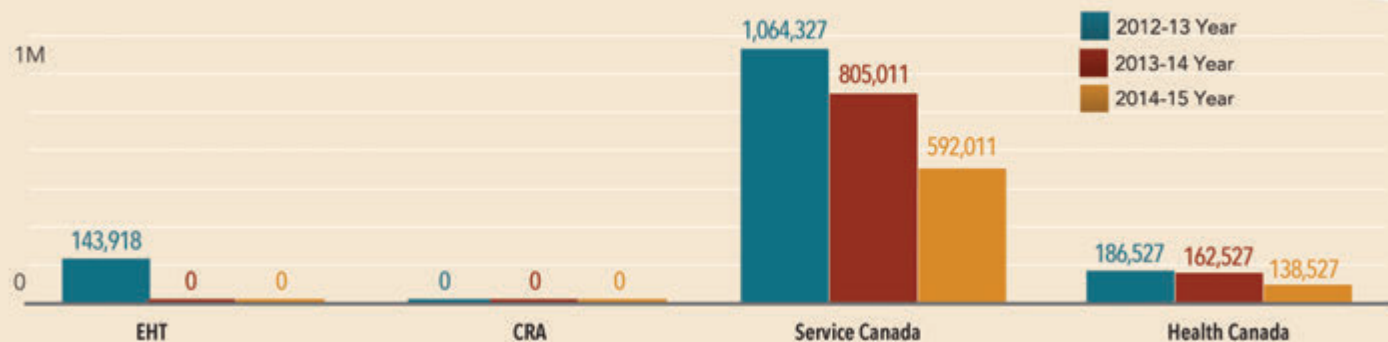
- The MNO has been able to completely pay off its Canada Revenue Agency (CRA) debt and Employer Health Tax debt (EHT). The repayment of this debt took only three years and four years respectively rather than the original 25 years the MNO had negotiated.
- The MNO has significantly reduced its debts owing to Service Canada and Health Canada.
- The amount originally owing to Service Canada in 2008 was \$1.6 million with an estimated 24 years for repayment, but as of March 31, 2015, this has been reduced to \$592,011 with only four years left to repay.
- The amount owing to Health Canada was originally \$261,000 in 2008, but as of March 2014, it has been reduced to \$138,527.
- Relationships with funders have been solidified with respect to completion of past programs, enabling the MNO to be more secure in its reporting of amounts due to and/or from funders.
- Reporting capabilities have been improved which has been recognized by funders during field audits.

## MÉTIS NATION OF ONTARIO COMMUNICATIONS

In keeping with the Métis Nation of Ontario (MNO) Statement of Prime Purpose, the MNO maintains effective means of communications that reflect the history and traditions of the Métis Nation, and respect the wealth of creativity that has emerged through the MNO since 1993. The MNO has the following communication goals:

- Communication that the MNO is the government of Métis people in Ontario.
- Communication that the MNO is Métis specific in its focus.
- Communicate that the MNO is professional and pursues excellence.
- Assist MNO citizens seeking to use MNO services.
- Generate unity among MNO citizens and employees.

### FINANCE | REDUCTION OF DEBT



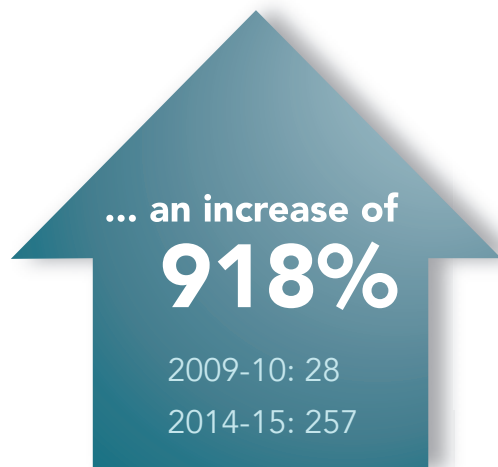


## SERVICES

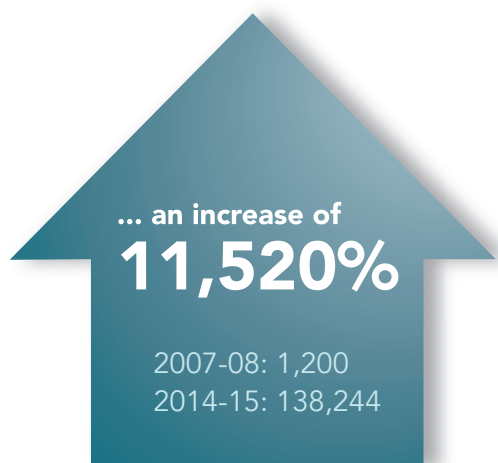
The Communication Branch supports the MNO through the following services:

- Identity management for all MNO communications vehicles.
- Graphic design and creative direction for MNO publications and other media.
- Maintains, updates, designs and adds new features to the MNO website.
- Maintains and operates all MNO social media as required.
- Solicits quotes from print and other media companies as requested.
- Prepares and distributes MNO press releases and media advisories as required.
- Liaises with media to set up interviews with MNO leadership as required.
- Publishes the Métis Voyageur newspaper five times a year.
- Publishes the MNO Annual Report, AGA Binder and other documents as are required.
- Publishes eVoyageur e-newsletter approximately 15 times a year.

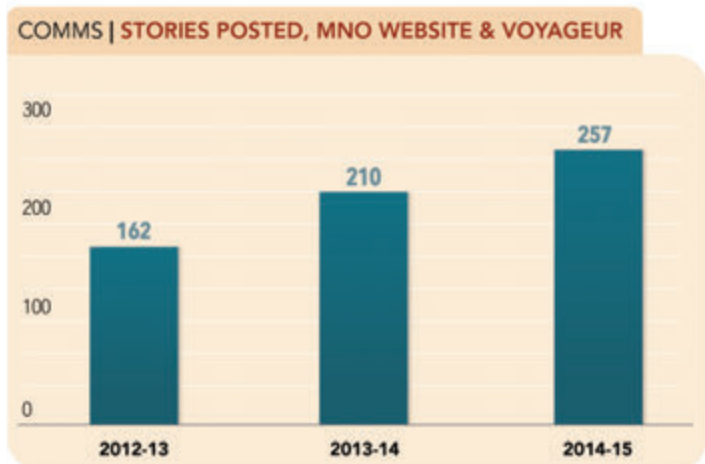
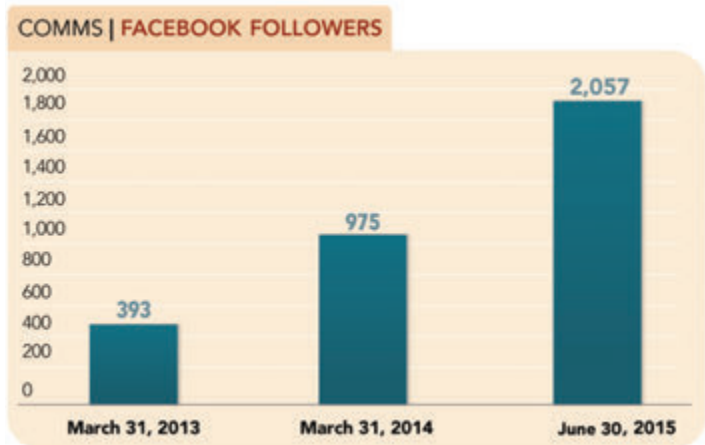
- Encourages MNO citizens and employees to submit stories for use in the MNO website, eVoyageur, and Métis Voyageur newspaper.
- Monitors media and online news stories for items relevant to the MNO.
- Maintains and utilizes as needed Campaigner email distribution lists of MNO citizens, MNO Community Council members, PCMNO, national contacts and speciality lists as required.
- Advises governance and administration on communication issues as requested.



**STORIES POSTED, 2009-2015**



**WEBSITE VISITORS, 2007-2015**



## RECENT NOTABLE ACHIEVEMENTS

- Produced several success story videos about clients of MNO employment and training programs and produced *Voyages* magazine that further highlighted these and other success stories.
- Produced and coordinated the airing of the MNO's first television commercial; a spot that appeared on APTN promoting the MNO Métis Mining Strategy program.
- Published the MNO's first hard cover book: *Values and Traditions of our Ancestors*.
- Developed and launched the MNO Cultural Portal with supporting MNO mobile application which included an MNO newsfeed as well as new content including videos about Métis history and the Métis way of life and traditional knowledge.
- Produced short video news stories for use on the MNO website and Facebook page about the 2015 MNO Infinite Reach March Break Camp, the signing of the new MNO-Ontario Framework Agreement and the MNO Canoe Expedition.
- Developed the "Running the Rapids: Métis Voyageur Board Game."
- A new format for the MNO Annual Report was utilized for the 2013-14 edition with a complimentary video that was screened at the 2014 AGA and posted on the MNO website and Facebook page.
- The number of MNO Facebook followers increased from 975 on April 1, 2014, to 1,850 on March 31, 2015. The MNO Facebook page continues to be the fastest growing Facebook page among all Métis governments in Canada and overall the second largest despite being the most recently established.
- During the summer of 2014, an MNO Twitter page was maintained exclusively to promote the MNO Canoe Expedition. The page gained 404 followers.
- The number of news stories posted on the MNO website which also appears in the Métis Voyageur and eVoyageur has increased from 257 articles in 2014-2015 compared to the 210 articles published in 2013-14.
- Website visitors have increased to 138,244 in the 2014-2015 fiscal year compared to 124,355 in 2013-14.
- Five editions of the Métis Voyageur were published.
- Sixteen editions of the eVoyageur were published.



The MNO Communications Branch published 5 issues of the Métis Voyageur newspaper during the 2014-15 fiscal year.



## MÉTIS NATION OF ONTARIO INFORMATION AND COMMUNICATIONS TECHNOLOGY

The Métis Nation of Ontario (MNO) Information and Communication Technology (ICT) maintains a dedicated and proactive approach to providing readily available, service oriented user support for the vast array of software, hardware and connectivity technologies used by the MNO.

### SERVICES

- Maintains the MNO network and data infrastructure through 14 servers, 26 routers and 30 switches.
- Coordinates, maintains and provides helpdesk assistance for 175+ computers and 30 printers (which include photocopying and fax capabilities), including upgrades, hardware and software requirements.
- Maintains specialized databases and program software such as the Registry applications and database; Great Plains Financial System; Lands, Resources and Consultations Portal; Healing and Wellness Portal; Online Health Activity Tracker; Exchange email; security and spam scanners; disaster recovery and back up services; and Telemedicine hardware.
- Maintains and manages the MNO's land-based telephone services and 130 cellular phones.
- Purchase, contract negotiations and vendor management for all information technology items.
- Responsibility for facilities at the MNO Ottawa head office.

## NOTABLE RECENT ACHIEVEMENTS

- ICT finalized a pricing model for the deployment and monthly membership and support fees for third party use of the MNO's Online Health Activity Tracking (OHATS) software. This has the potential to become an ongoing revenue stream for the MNO as third party members continue with their monthly subscriptions.
- ICT arranged the purchase of upgraded equipment as well as third party installers to complete the upgrade of the MNO Telemedicine carts and televisions in the remaining 16 locations.
- ICT upgraded MNO staff laptops and software enabling the MNO to completely remove end of life Windows XP from its infrastructure in favour of the Windows 7 Professional operating system.
- ICT played a significant role assisting the Registry Branch in producing the new MNO Harvester card and will continue to assist in this project as needed.
- Working with the New Relationship Fund, ICT sourced, configured and arranged the delivery of 28 new laptops, printers and toner kits to MNO community councils.
- ICT completed an automated email relay notifying recipients of expense remittances thereby removing the mailings and postage fees of the previous process.
- ICT has completed warranty and services extensions of all server, network, antivirus and task specific software support contracts as it applies to the MNO's individual programs and deployments.



14

servers



25

routers



30

switches



175+

computers



30

printers



130

cell phones

## MÉTIS NATION OF ONTARIO HUMAN RESOURCES

The MNO upholds the principles of accountability, transparency and excellence as integral components of the operational arm of the Nation. Our policies and procedures reflect our commitment to recruit and retain the best-qualified personnel with preference being given to Métis applicants where all other considerations are equal. We value training and internal promotions whenever possible to enrich the Nation through the development of a highly skilled Métis Nation of Ontario public service.

### SERVICES AND SUPPORT

The MNO Human Resources team provides service, support and information to MNO management and staff in order to meet daily obligations as well as short and long-term planning. These services and support include:

- Promoting a safe, supportive and productive working environment for all MNO employees;
- Overseeing compliance with applicable employment standards, human rights and workplace health and safety laws;
- Establishing and supporting effective tracking systems and internal processes for recruitment and hiring;
- Assisting with the support provided to all employees through orientation, effective probationary periods and ongoing performance evaluation;
- Maintaining appropriate employment information documentation and ensuring privacy of personal information;
- Effectively administering group benefits, a registered pension plan, workplace health and safety, WSIB and other insurance needs;
- Promoting education and awareness among staff and managers on our workplace policies, workplace obligations and wise-practices in human resource management;
- Implementing and maintaining workplace policies and procedures;
- Providing assistance with resolution of workplace conflict.

### RECENT NOTABLE ACHIEVEMENTS

- The MNO's Statement of Prime Purpose and Standards of Professional Conduct continue to be emphasized at employee orientations and throughout the employment relationship. The Statement of Prime Purpose and our

standards link to all daily activities and are reflected in each employee's annual performance review and job description.

- The 2014-15 fiscal year proved to be another active year for recruiting. This was due to exciting initiatives in programming and the creation of new positions, including an increase in summer student positions, as well as the movement of MNO employees to positions outside of the not-for-profit sector as a result of the excellent training and experience they gained while working with the MNO.
- Though there has been continued growth and average turnover in 2014-2015, there continues to be a strong core of long-term employees at the MNO, with almost 54% of our employees having been with us for four years or more.
- Furthermore, of the over 170 full-time MNO employees at the close of the 2014-2015 fiscal year (not including summer students), less than 10 were determinate employees (i.e. temporary backfills or employees with fixed end date contracts as a result of funding commitments). Indeterminate employees (i.e. employees with no end date in their employment contracts) make up almost 95% of the MNO's full-time employees.
- Other activity in the 2014/15 fiscal year included:
  - 50 job postings and 63 new hires, including 30 summer students, 24 indeterminate employees, and only 9 determinate employees
  - Continued efforts to reclassify determinate positions to indeterminate, with 4 employees moving to indeterminate status in this fiscal year
  - 72 Records of Employment were issued—almost half of which were issued at the end of employees' employment contract terms, with the remainder issued for resignations, maternity and parental leaves, dismissals, leaves of absence, expired program funding or retirement
  - 30 students were hired for summer 2014 positions
- Human Resources continues to support strong internal partnerships through management meetings, daily workplace interactions and the development and implementation of relevant training programs for staff.
- Increased consultation with Human Resources when employment concerns first arise has led to earlier resolution of issues and a more consistent application of the MNO Policies and Procedures. Our ongoing development in the area of human resource management promotes a continually increasing standard of accountability and transparency, and contributes to more productive and healthier work environments within the MNO.

## PROGRAM SUMMARY

| PROGRAM                        | NO. OF STAFF | FUNDER   | LOCATIONS |
|--------------------------------|--------------|--|-----------|
| MNO Corporate Services (p. 60) | 16           | Funding for MNO Corporate Services is derived from contribution agreements managed by the Healing and Wellness, Education and Training, Lands, Resources and Consultations and Intergovernmental Relations branches. | Ottawa    |



# MÉTIS NATION OF ONTARIO DEVELOPMENT CORPORATION

The Métis Nation of Ontario Cultural Commission (MNOCC) is a not-for-profit corporation created to preserve and promote Métis history, values, traditions and pride in Métis arts, culture and heritage. A registered charity, the commission can issue tax receipts for contributions that support its objectives. The nine member Board of Directors is appointed by the PCMNO, following a call for directors to all MNO citizens. MNO's Chief Operating Officer sits as an ex-officio member.

The MNO-Ontario Framework Agreement signed in November 2008 identifies a number of objectives including the recognition and preservation of the distinct history, identity and culture of the Métis people and their contributions to Ontario. In line with that objective, in 2009-2010, the MNOCC embarked on phase one of the Métis Memorial project. The Memorial project is intended to recognize the historic and on-going contributions of the Métis in Ontario by exploring the possibility of establishing a Métis memorial in a location of cultural or spiritual significance with commemorative value to Métis communities in Ontario.

Phase one of the Métis Memorial Project consisted of conducting a scan of research literature and soliciting input from Métis citizens to facilitate the identification of possible memorial sites in Ontario. The research and input from Métis citizens revealed several significant sites throughout Ontario.

Phase two of the project was carried out in the 2010-2011 fiscal year. Further work was done identifying potential sites for Métis memorials in Ontario and discussions began with the Provincial Ministry of Tourism and Culture identifying areas for future cooperation.

As a registered charity, individuals and organizations can donate to the MNOCC and receive tax deductible receipts.

*"...promote the history, values, culture, languages and traditions of the Métis Nation to create an awareness of our proud heritage."*

- FROM THE MNO STATEMENT OF PRIME PURPOSE

## MNO CULTURAL COMMISSION BOARD OF DIRECTORS

### Directors:

Gary Lipinski  
France Picotte  
Sharon McBride  
Natalie Durocher  
Richard Sarrazin  
Tim Pile

### Senator-Directors:

Bob McKay  
Roland St. Germain

# MÉTIS NATION OF ONTARIO CULTURAL COMMISSION

The Métis Nation of Ontario Development Corporation (MNODC) is incorporated in the province of Ontario as a "for profit" corporation. The Métis Nation of Ontario (MNO) is the corporation's only shareholder. The MNODC pursues economic opportunities that will benefit all MNO citizens and is uniquely positioned to develop opportunities that reflect the MNO's philosophy of environmentally sound projects.

*"...develop prosperity and economic self-sufficiency within the Métis Nation."*

- FROM THE MNO STATEMENT OF PRIME PURPOSE



## MNO DEVELOPMENT CORPORATION EXECUTIVE

### President

Gary Lipinski

### Secretary

Pauline Richardson

### Director

Art Bennett

### Vice-President

France Picotte

### Treasurer

Cameron Burgess



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