

**The Statement of Prime Purpose of the Métis Nation of Ontario** • 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 and to gain the recognition and respect of the Métis as a Nation and a people.

# 2011

## MÉTIS NATION OF ONTARIO ANNUAL REPORT

# 2012

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## 2012 MÉTIS NATION OF ONTARIO ANNUAL REPORT

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.”***

— from the Métis Nation of Ontario *Statement of Prime Purpose*



Former Ontario Attorney General the Honourable Chris Bentley, Moon River Métis Council President Larry Duval, and MNO President Gary Lipinski lead a group of MNO leaders and other dignitaries in a short canoe trip re-creating the Métis' *Voyager* traditions, as part of the opening ceremonies of the 2011 MNO AGA.



## GREETING FROM THE PRESIDENT

It is my privilege to welcome you to the 19th Annual General Assembly (AGA) of the Métis Nation of Ontario (MNO) and to provide greetings for the MNO 2011-12 Annual Report.

Whenever MNO citizens gather at the AGA, we return to our founding document *The Statement of Prime Purpose*. *The Statement of Prime Purpose* has served the MNO well for nearly 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.**” Working towards that ideal we have achieved a great deal working together for Métis rights, improving social conditions for our people and promoting Métis culture and heritage. I am pleased to report that the last year has seen continued progress towards the objectives of *The Statement of Prime Purpose*, and that we look forward to even more success in the years to come.

The AGA brings Métis leaders and citizens from across Ontario together with friends, family and colleagues to showcase our rich culture, pass on our traditions to younger generations, and celebrate our stories. This year’s AGA in Sault Ste. Marie allows us to focus on Métis contributions during the War of 1812. This is especially appropriate, as 2012 marks the Bicentennial of the War. Sault Ste. Marie is steeped in Métis history and culture and this area was prominent during the War. The capture of Fort Mackinac, near the current location of Sault Ste. Marie, was the first battle of the War, and the Métis were central to its capitulation to British and allied forces, as well as its subsequent defense. The area was the base for the Corps of Canadian Voyageurs and the Provincial Commissariat Voyageurs, specialized units organized by the Northwest Company that included many Métis volunteers. The role of Métis during the War of 1812 has not been as widely recognized as it should be. By holding the AGA in Sault Ste. Marie, the MNO reminds all Canadians that the Métis were fighting for Canada before there was a Canada.

The AGA, however, is more than a celebration, as it is also where the business of the MNO is conducted. The AGA, like all our contemporary Métis governance struc-



**GARY LIPINKSI**

MÉTIS NATION OF ONTARIO  
PRESIDENT



▲  
MNO President Gary Lipinski speaking at the 2011 AGA in Parry Sound.

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tures, is unique and rooted in our history and culture. Our annual assemblies are Métis self-government in action and affirm our nationhood, our status as one people, and our traditions. Through resolutions and discussion, the Provisional Council of the Métis Nation of Ontario (PCMNO) takes direction from the AGA, and works closely with the democratically elected leadership of its 29 chartered Community Councils. At the AGA, you the citizens can review the work of your leadership over the last year and consider the MNO’s direction for the future.

### ■ **MNO-Ontario Framework Agreement**

When reviewing this past year 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 we signed November 17th, 2008. It outlined mutually agreeable objectives for: strengthening the MNO; recognizing and promoting Métis history and culture; enhancing the wellbeing of Métis individuals, families and communities; and facilitating the recognition of Métis rights in Ontario. It has proven 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.

### ■ **New Relationship Fund**

Along with the *Framework Agreement*, the New Relationship Fund (NRF) has been 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. The work of this staff has included facilitating community council charters and regional consultation protocols, which have now been 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.

### ■ **Economic Development**

Building on this strong foundation, and working closely with the Ministry of Aboriginal Affairs, in 2011-12, the MNO has achieved impressive results at the provincial



level. The MNO has long recognized the need for a strong economic base to support our self-government aspirations, and this year we saw the fruition of some of our longest-standing objectives in that area. In June 2011, the MNO and Ontario governments signed an MOU on Economic Development, and the Ontario government committed thirty million dollars over ten years to the newly formed Métis Voyageur Development Fund (MVDF). The MVDF will provide financing and related support to Métis entrepreneurs with existing businesses, or looking to establish businesses in the resource sector, or in resource-related businesses. The MVDF recently commenced its formal operations and will be a real boon to our people.

Another important accomplishment in the economic development area was the negotiation of an Impact and Benefit Agreement (IBA) between the MNO and Detour Gold. This was the first agreement of its kind between a Métis government and a proponent anywhere in the homeland, and in it, Detour Gold committed to providing employment and business opportunities, training and education initiatives as well as financial participation in the Detour Lake project.

## ■ Education

Postsecondary education is another area where of the MNO is increasingly making its presence felt. I was a keynote speaker at both the Aboriginal Postsecondary Conference in April 2011, and at the Circle of Light Conference in December 2011. MNO speakers also were presenters at these and other educational conferences, and this all attests to the MNO's growing profile within Aboriginal postsecondary education. Our profile is growing in postsecondary institutions thanks to MNO programs such as Infinite Reach: Métis Student Solidarity Network, and is evidenced by the invitation I received to participate along with noted economist Don Drummond in an episode of *The Agenda with Steve Paikin*, which discussed the economic importance of making postsecondary education accessible to Aboriginal youth. We also continue to sign MOUs and build partnerships with postsecondary institutions. In 2011-12, the MNO signed MOUs with the Northern Ontario School of Medicine, Lakehead University and the University of Sudbury, and partnered with Lakehead University's new Law School. The Ministry of Training, Colleges and Universities has also provided support for the MNO's own job training programs including Employment in Energy. All these efforts are opening doors for our young people, and will provide them with greater opportunities in the future.

Increasing the Métis presence in the K-12 system is also very important and has been supported by the Ministry of Education. Ministry funds have been used for developing Métis Education Kits for teachers and volunteers, and for a Michif language pilot project.



▲ President Gary Lipinski providing the opening address at the Circle of Light Conference in Toronto.

“  
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”





▼ Former Aboriginal Affairs Minister the Honourable Chris Bentley and President Gary Lipinski announce the creation of the Métis Voyageur Development Fund in June 2011.

Senators Wagner and Porter lead delegates of the 2011 MNO AGA to the Bobby Orr Community Centre.



▲ (left to right) Ontario Minister of Aboriginal Affairs the Honourable Kathleen Wynne, MNO President Gary Lipinski and MNO Chair France Picotte with Premier the Honourable Dalton McGuinty in May 2012.

President Gary Lipinski with the Honourable Dr. Eric Hoskins, Minister of Children and Youth Services in April 2012.



## ■ **Aboriginal Healing and Wellness Strategy**

The Aboriginal Healing and Wellness Strategy (AHWS) is another cornerstone agreement for the MNO. AHWS funds support the MNO's Community Wellness Worker, Aboriginal Healthy Babies Healthy Children and Mental Health Programs. One of the highlights for these programs in 2011-12 was the hosting of seven Rendezvous celebrations in the summer and fall of 2011. These events attracted hundreds of participants and promoted Métis culture and heritage.

In addition to AHWS, provincial support in the healing and wellness area was provided to the Aboriginal Responsible Gambling Program and Community Support Services from the Ministry of Health and Long-term Care, and the new Victim Services Program, from the Ministry of the Attorney-General.

## ■ **Housing**

The MNO also had a fee-for-service contract with Ontario Aboriginal Housing Services Rural and Native Housing Program and this year was able to provide 64 families with affordable housing. Provincial support has also been provided to the Building Systems and Technical Advisor Internship Program (BSTAIP) based out of Thunder Bay. BSTAIP interns were very successful this year, with most receiving a number of certifications.

In 2011-12, the MNO had fee-for-service agreements with the Canada Mortgage and Housing Corporation (CMHC) to offer the Residential Rehabilitation Assistance Program, the Residential Rehabilitation Assistance Program for People with Disabilities Program, the Home Adaptions for Seniors Independence Program and the Emergency Repair Program. CMHC also supports the Northern Homeowner Repair Program through arrangements between the MNO and the Kenora District and Thunder Bay District Social Services Administration Boards.

## ■ **Child and Family Services**

Finally on the provincial front, at the previous AGA dissatisfaction was expressed that the Ontario government had released *Children First: Report on the Status of Aboriginal Child Welfare* without consulting the MNO or including any Métis specific elements in the Report. The AGA instructed the MNO leadership to prepare a parallel report on Métis children to supplement the government's report, and to arrange to meet with the Minister of Children and Youth Services to discuss the lack of Métis perspective in their Report. The Métis-specific report was prepared as instructed, and the MNO leadership met with Children and Youth Services Minister Dr. Eric Hoskins in March 2012, where he agreed to consider our report along with their own Report.



▲ President Gary Lipinski with the Honourable Michael Gravelle, Minister of Natural Resource, following their meeting on April 18, 2012.



▲ The Honourable Glen Murray, Minister of Training, Colleges and Universities with MNO President Gary Lipinski on April 18, 2012.



▲ President Lipinski (left) and President Stevenson sign a Memorandum of Understanding (MOU) between the MNO and Lakehead.



▲ MNO President Gary Lipinski was one of the guests on *The Agenda with Steve Paikin* on Friday, April 1, 2012.

## ■ **Aboriginal Skills and Employment Strategy (ASETS)**

The relationships we have built with the Federal government have also advanced the objectives of *The Statement of Prime Purpose* during 2011-12. Last year, I was pleased to report that the MNO had signed a five-year 30.6 million dollar agreement for employment and training programs through the federal government's Aboriginal Skills and Employment Strategy (ASETS) program. 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.

ASETS funding supports a wide range of employment services for Métis people across Ontario including job training programs such as Employment in Energy and BSTAIP, as well as job search assistance, client assessment, case management, action plan development, labour counseling, job placement and follow up. The funding also helps MNO staff maintain job boards, toll-free phone lines, research material, computer access and updated reference materials for clients.

Métis are a proud people who have contributed to the building of this province and Canada. ASETS funding will have a lasting inter-generational impact. It will help our citizens develop skills sets and qualifications that will have ripple effects across the province. Having a career will improve life in all other areas, which will then have positive impacts, on families and communities.

## ■ **Chronic Disease Surveillance Project**

Along with ASETS, federal funding through the Public Health Agency of Canada (PHAC) is also central to several MNO programs including the Community Action Program for Children, Canadian Pre/Post Natal Nutrition and Chronic Disease Surveillance Programs. A major achievement for the MNO this year was the release in March 2012 of the findings of the first study on chronic diseases within the Métis population in Ontario. This landmark study carried out by the MNO in partnership with the Institute for Clinical Evaluative Sciences demonstrated several trends that are concerning including a much higher prevalence of diabetes among Métis and that Métis are less likely to have access to some medical services than the general population. These findings concur with what we have maintained for quite some time, and will support our efforts to obtain greater support for health promotion and prevention strategies aimed at Métis people.



## ■ Office of the Federal Interlocutor and Canadian Heritage

This year, support from the Office of the Federal Interlocutor (OFI) in the federal Ministry of Aboriginal Affairs and Northern Development has permitted the MNO to significantly improve its Registry services. OFI funding covered the costs of increased staffing as well as the development of new resources to assist citizenship applicants including a toll-free phone line, website resources and two manuals. The second phase of Métis Identification and Registry Consultations were also held in early 2012, following up on the work done in 2010-11 and as reported at the last AGA. OFI funding also supports MNO Moccasin Camps. These are important ways that the MNO trains Community Council volunteers to make presentations to schools and the public about Métis culture and heritage.

Using OFI funds, the MNO enhanced its economic development services in 2011-12. This has included an on-line Métis business directory, a Métis Business Forum, Métis Business Tool Kit and Generation Innovation: Youth Entrepreneurship Program. The Métis Business Forum was held in March 2012 and attracted over 19 Métis entrepreneurs. The MNO wants to help provide Métis businesses with tools that will help them succeed, so encouraging the entrepreneurial spirit among our people is a priority.

In addition the MNO received funding in 2011-12 to provide on-line Michif Resources through the Federal Ministry of Canadian Heritage.

## ■ Métis Rights

While the MNO places great value on its partnerships with Canadian governments, its relationships with the other governing members of the Métis National Council (MNC) are also critical to its ongoing success, especially in the area of Métis rights. In December 2011, the MNO joined the Métis Nation of Alberta and the MNC in intervening in the Manitoba Metis Federation's historic land claim as it was being heard at the Supreme Court of Canada. This case, which goes back to Manitoba's entry into Confederation in 1870, has important implications for Métis here in Ontario, making it essential that the MNO make its presence felt during the hearing.

## ■ Challenges Ahead

When I accepted the position of President, one particularly important commitment in our agenda 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 pleased to report that in the past year we have continue to make significant headway in getting MNO's financial house in order. While we have received accolades



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Osisko Hammond Reef Gold and the MNO sign a Memorandum of Understanding.

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▲ MNO President Gary Lipinski speaking to the Senate Committee on Aboriginal Peoples on June 6, 2012.

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and acknowledgement from most of 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.

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. These women, men, young people and elders, are called on more often than those of any other Aboriginal group to support the work of advancing Métis rights and we are aware that they need to be compensated for their many contributions.

On a personal note, I would like to thank the outgoing members of the PCMNO, who have worked with me over the last four years. This dedicated group of individuals have contributed immensely to the MNO and their efforts have moved the MNO forward in every possible way. It is a testament to their good work that our citizens have never been more engaged as evidenced by our May 7 MNO provincial elections where we had the highest voter turnout in MNO history. I am very excited that the new PCMNO starts its term with a strong mandate to pursue the objectives of *The Statement of Prime Purpose*.

We will continue to move forward with our work as 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 and I challenge all MNO citizens to embrace it.

So this AGA, 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 to all of you for making time in your busy schedules to be here. Thank you to the MNO Historic Sault Ste. Marie Métis Council and the Comfort Suites and Conference Centre for hosting the 2012 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 for many years to come in order to ensure that our Nation continues to grow and prosper.

Thank you, Marsi, Megwetch!

**Gary Lipinski**

President, Métis Nation of Ontario

# WHO ARE THE MÉTIS?

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The Métis are a distinct Aboriginal people with a unique history, culture, language and territory that includes the waterways of Ontario, surrounds the Great Lakes and spans what was known as the historic Northwest. The Métis Nation is comprised of descendants of people born of relations between Indian 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, interconnected by the highly mobile lifestyle of the Métis, the fur trade network, seasonal rounds, extensive kinship connections and a shared history and identity.





## MÉTIS NATION OF ONTARIO

# STATEMENT OF PRIME PURPOSE

### **The Statement of Prime Purpose**

expresses the values and principles of the Métis Nation of Ontario (MNO). The *Statement* embodies the vision of the Métis nation and is central to all aspects of the MNO, from the genesis of our written constitution, policies and laws, to our democratic processes and institutions. The MNO operates in accordance with a developing constitution, which includes not only the *Statement of Prime Purpose*, but also the MNO Secretariat By-Laws, the MNO Electoral Code, the MNO Community Charter Agreements and the *Métis Nation Rules of Order*.

### ■ **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.

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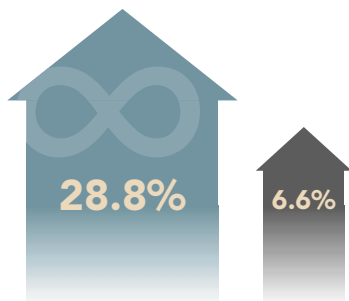
- to research, publish and promote the genealogical documentation of the Métis, and to establish and maintain a registry of the Métis Citizens of Ontario;

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- 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;
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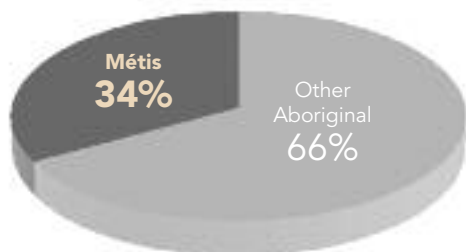
# MÉTIS PEOPLE

## IN CANADA



**Ontario's Aboriginal population grew by 28.8% compared to 6.6% for the overall population between 2001 and 2006.**

Source: Ontario Trillium Foundation



**Total Aboriginal Population in Canada**

Source: Statistics Canada Census 2006

According to the 2006 Canadian Census, 389,780 Canadians self-identified as Métis. That number compares to 292,310 who self-identified as Métis in 2001. In Ontario, the number of people who self-identified as Métis rose from 48,340 in 2001 to 73,605 in 2006, the largest increase of any Aboriginal group in Canada for the same time period.

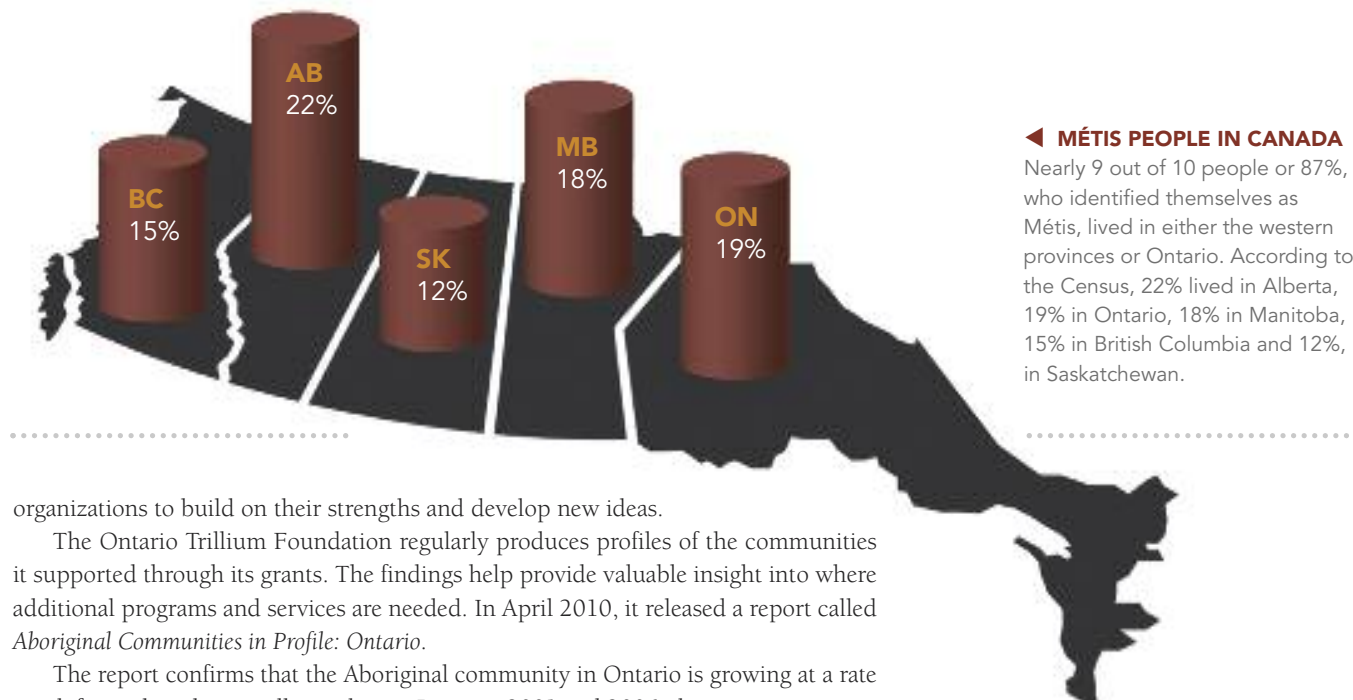
Also according to the Census, nearly 9 out of 10 people or 87%, who identified themselves as Métis, lived in either the western provinces or Ontario: 22% lived in Alberta; 19% in Ontario; 18% in Manitoba; 15% in British Columbia; and 12%, in Saskatchewan.

Across Canada, 25% of the Métis population was 14 years of age or younger in 2006. That compares to 17% of the population in that age bracket amongst the non-Aboriginal group. In Ontario 39% of those who identify as Métis are between the ages of 13 and 24 and 55.9% are aged 25 to 64. Only 5.2% is 65 or older.

In Ontario, the highest percentage of Aboriginal people live in the northern part of the province. Generally speaking, more Aboriginal people in this province live in cities than in the rest of Canada. Across Canada, in 2006, almost 7 out of 10 Métis (69%) lived in large urban centres, a slight increase from 1996. Although, proportionately more Métis live in rural areas than either First Nations (excluding reserves) or Inuit, 72.1% of all Métis in Ontario live in cities. In this province, 61% of self identified Métis live in Ottawa, Toronto and the Greater Sudbury region. 80.1% of Métis in Ontario give English as their first language with French speakers sitting at 18.3%. Although specifics are not available, 1.4% of Métis in the province speak a language that is not English or French.

### ■ COMMUNITY BUILDING

The Ontario Trillium Foundation (OTF), an agency of the Ontario government, provides grants to not-for-profit organizations in the province. Its mission is to help build healthy and vibrant communities by strengthening capacity in community-based initiatives through investment. The grants provided by the Trillium Foundation enable



#### ◀ MÉTIS PEOPLE IN CANADA

Nearly 9 out of 10 people or 87%, who identified themselves as Métis, lived in either the western provinces or Ontario. According to the Census, 22% lived in Alberta, 19% in Ontario, 18% in Manitoba, 15% in British Columbia and 12%, in Saskatchewan.

organizations to build on their strengths and develop new ideas.

The Ontario Trillium Foundation regularly produces profiles of the communities it supported through its grants. The findings help provide valuable insight into where additional programs and services are needed. In April 2010, it released a report called *Aboriginal Communities in Profile: Ontario*.

The report confirms that the Aboriginal community 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%). A higher birth rate and more people identifying as Métis are two of the factors contributing to this growth.

Without providing a breakdown, the *Profile* 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. A complete copy of the report is available through the Trillium Foundation website: [www.trilliumfoundation.org](http://www.trilliumfoundation.org).

# 73,605

**Self-identified Métis Population in Ontario**

Statistics Canada Census 2006



**61% of self-identified Métis live in Ottawa, Toronto and the Greater Sudbury region.**

Source: Ontario Trillium Foundation



## MÉTIS NATION OF ONTARIO

# MÉTIS REGISTRATION AND IDENTIFICATION

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 order to provide clarity on the National Definition and to ensure that the MNO Registry applies the definition consistently, an *Interim Registry Policy* was developed and approved by the Provisional Council of the Métis Nation of Ontario (PCMNO) in May 2009. The *Interim Registry Policy* did not change the National Definition in any way. It simply provided clarity to the principles on how the National Definition of Métis should be applied based on the principles set out in the *Statement of Prime Purpose*, the MNO By-laws, the MNO Harvesters Policy and other MNO governance documents.

In 2009, the MNO lacked the funding necessary to conduct province-wide consultations on the *Interim Registry Policy* that would have explained its purposes and sought input from MNO citizens. In the resulting vacuum, misinformation arose about the Policy leading to misunderstandings about its purpose and value.

To provide citizens with the correct information and to develop a permanent Métis Identification and Registry Policy, citizens at the 2010 MNO Annual General Assembly (AGA) passed a resolution establishing the process for developing a permanent Métis Identification and Registry Policy. The two-year process included two rounds of community consultations. The first round took place between October 2010 and March

“  
Through the  
administration of  
its own registry,  
the MNO exercises  
the Métis Nation's  
fundamental right of  
self-determination.  
”

2011. The MNO leadership travelled to 29 different communities across Ontario and met with over 3,000 citizens to hear their views on every issue surrounding the MNO Identification and the Registry. Their views were compiled into a *What we Heard* report that was released and discussed at the 2011 AGA. The AGA responded to the Report by passing a resolution instructing the MNO leadership to prepare necessary resolutions for consideration at the 2012 AGA for by-law changes to permit children adopted by MNO citizens, to become MNO citizens, even if the adopted child's genealogy would not meet the National Definition of Métis.

The *What We Heard* Report was posted on the MNO website and was used as the basis for discussion at a second round of community consultations that took place in the first three months of 2012. In this round, the MNO leadership travelled to 23 communities and heard from 1,500 citizens. A second *What We Heard* report has been compiled and will be discussed at the 2012 AGA where a permanent MNO Métis Identification and Registry Policy will be proposed.

Once put in place, the permanent Métis Identification and Registry Policy will support a rigorous application process, which 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 Métis organizations that grant or sell memberships without requesting supporting documentation. This in itself provides assurances to government and industry representatives who negotiate with the Métis Nation of Ontario 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.

Adopted at the Métis National Council's 18th General Assembly in 2002.

▲  
**REGISTRY CONSULTATIONS 2012**  
As directed by a 2010 MNO Annual General Assembly resolution, in 2012, the MNO conducted a series Métis Identification and Registry Consultations in 27 communities across Ontario.



## MÉTIS NATION OF ONTARIO

# SELF-GOVERNANCE

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. Foundational principles were set at a founding meeting which brought together Métis representatives from communities throughout the province. Those principles continue to guide the evolution of the MNO today. The foundational principles focus on:

- creation of a Métis-specific governance structure for the implementation of the nation's inherent right to self-government;
- establishment of a credible and recognized identification system for Métis people within the province;
- 'nation building' through work as a collective to support Métis citizens and communities;
- the pursuit of a rights-based agenda and proud assertion of Métis existence as a distinct Aboriginal people within Ontario;
- the protection and preservation of the distinct culture and heritage of the Métis Nation in the province; and,
- improvements to the social and economic well-being of Métis children, families and communities throughout the province.

*The [MNO's] founding delegates put in place the fundamental principles of a representative Métis Government, which reflects the values and aspirations of a proud people.*

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, and 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 local, provincial and national levels 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 imple-



mentation of Métis self-government. A series of documents which include the MNO *Statement of Prime Purpose*, MNO By-Laws, MNO Community Council Charter Agreements, MNO Interim Harvesting Policy, MNO Electoral Code and the Métis Nation Rules of Order, and are supported by the policies and procedures adopted and implemented by the MNO, guide the work of the Nation. Every four years Métis 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 receive their mandate to support local governance from the MNO through Community Charter agreements, and work collaboratively with the MNO, and other Community Councils, 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 the *MNO-Ontario Framework Agreement* with the Government of Ontario. The MNO has also negotiated an interim accommodation agreement with the provincial government on Métis harvesting rights.

With over 100 staff, and support from many volunteers, the MNO's province-wide infrastructure delivers a range of programs and services in the areas of healing and wellness, education and training and housing to Ontario self-identified Métis and other Aboriginal clients. It administers Duty-to-Consult and Accommodate processes, protects and preserves the Métis Way of Life, and promotes Métis culture and heritage.



### ▲ **MÉTIS SELF-GOVERNANCE**

The MNO's Annual General Assemblies and the elected Provisional Council of the MNO are vital aspects of Métis self-governance in Ontario.

## THE DUTY OF THE CROWN TO CONSULT AND ACCOMMODATE



### ▲ PROTOCOL SIGNING

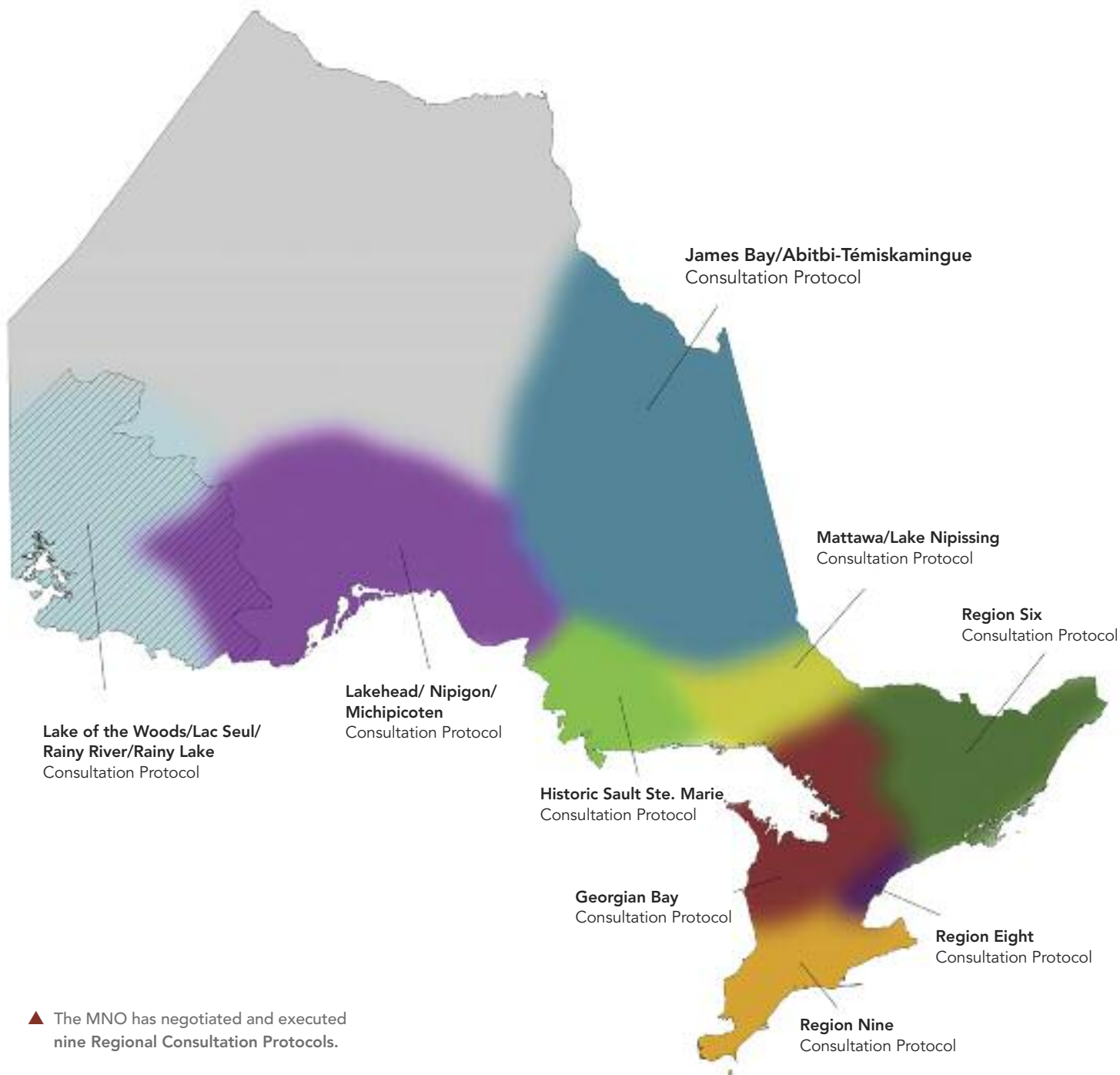
MNO Chapleau Métis Council joins Regional Protocol Agreement for the traditional Métis territories of James Bay and Abitibi/Témiskamingue.

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. From the Registry to Chartered Community Councils, the MNO, guided by its citizens and communities, has developed unique Métis governance institutions that advance Métis interests. It is a structure that continues to evolve and 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 that 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, to one settlement, one extended family, or to 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 MNO's Regional Councillor, and a representative from each Community Council in a given traditional territory.

The Committees work in collaboration with the MNO staff to ensure that 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.



## MÉTIS NATION OF ONTARIO

# HARVESTING POLICY AND CAPTAINS OF THE HUNT



▲  
Métis harvesters field-dress a moose at a Community Harvest near Sudbury.

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 remains the only jurisdiction in the Métis Homeland to have successfully completed 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 sets out four points. The essence of the agreement is that 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 Captain of the Hunt in responsible co-management of the Harvest.

Throughout 2011-12, MNO continued to work collaboratively with the Ontario Ministry of Natural Resources (MNR) on the implementation of the July 2004 *MNO-Ontario Interim Harvesting Agreement* and other issues relating to Métis harvesting. The work relating to Métis harvesting included:

- holding a Captains of the Hunt meeting to allow MNO and MNR to discuss issues of mutual interest and concern;
- discussions with MNR regarding on the ground harvesting issues and knowledge exchanges on topics such as the Métis Way of Life, MNR enforcement, and moose population management.

- completion of the 2011 MNO Métis Harvester's Survey, which was distributed to all MNO Harvester's Certificate holders;

### ■ 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 act 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 Registry Branch for processing and final approval;
- verify that Harvesters can properly and safely employ firearms;
- answer inquiries from Métis citizens regarding harvesting rights and criteria surrounding harvesting;
- investigate complaints and charges;
- act as liaison between the MNO and Harvester;
- act as point of contact for MNR Field Officers in their region;
- prepare incident reports;
- ensure Harvester's are in compliance with the MNO Harvesting Policy;
- participate in the MNO/MNR Working Table as a source of "on the ground" information; and,
- 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 gather information on the number, species and location of animals taken by MNO Harvester's Certificate Holders.

Métis Nation of Ontario CAPTAINS of the HUNT
Chief Captain of the Hunt <b>GARY LIPINSKI</b>
Deputy Chief Captain of the Hunt and Region 7 COTH <b>LOUISE GOULDING</b>
Region One <b>DEAN MCMAHON</b>
Region Two <b>KEN SIMARD</b>
Region Three <b>ANDY LEFEBVRE</b>
Region Four <b>CHRIS BELISLE</b>
Region Five <b>RICHARD SARRAZIN</b>
Region Six <b>PATRICIA THIBAUT</b>
Region Eight <b>GERRY BEDFORD</b>
Region Nine <b>PETER RIVERS</b>

**PCMNO 2012-16**

**Theresa  
STENLUND**  
Region 1



**Cameron  
BURGESS**  
Region 2



**Marcel  
LAFRANCE**  
Region 3



**Ernest  
GATIEN**  
Region 4



**JoAnne  
WASS**  
Region 6



**Pauline  
SAULNIER**  
Region 7



**Anita  
TUCKER**  
Region 8

# PROVISIONAL COUNCIL

## PCMNO 2008-2012

**Gary Lipinski**, President  
**France Picotte**, Chair  
**Sharon McBride**, Vice-chair  
**Tim Pile**, Secretary-Treasurer  
**Reta Gordon**, Executive Senator  
**Theresa Stenlund**, Region 1  
**Cameron Burgess**, Region 2  
**Marcel LaFrance**, Region 3  
**Art Bennett**, Region 4  
**Maurice Sarrazin**, Region 5  
**JoAnne Wass**, Region 6  
**Pauline Saulnier**, Region 7  
**Charlie Fife**, Region 8  
**Peter Rivers**, Region 9  
**Nick Callaghan**, Youth Rep  
**Anita Tucker**, Post-secondary Rep  
**Gerry Bedford**, Senator  
**Joseph Poitras**, Senator  
**Ruth Wagner**, Senator

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 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 position of Spokesperson for the Women's Secretariat of the MNO is assigned to a woman who sits on the PCMNO.

MNO elections are held every four years. Executive members (except the Executive Senator) and Regional Councillors are elected in province-wide ballot box elections. Senators are elected by Community Council Senators at AGAs. Elections were held in 2008 that elected the PCMNO members who finished their terms in 2011-12. Province-wide ballot box elections were held on May 7, 2012, which elected a new PCMNO members of which will serve from 2012 to 2016.

**PCMNO Senators 2008-12** Terms expire at the 2012 AGA

**Peter RIVERS**  
Region 9



**Mitch CASE**  
Youth Rep



**Jennifer HENRY**  
Post-Secondary Rep

A By-election  
for Region 5 is  
scheduled for  
Fall 2012.



**Gerry BEDFORD**  
Senator



**Joseph POITRAS**  
Senator



**Ruth WAGNER**  
Senator

## PCMNO EXECUTIVE



**GARY LIPINKSI**  
PRESIDENT

MNO President Gary Lipinski hails from Fort Frances, Ontario, where he was born, raised and still currently resides with his wife Dianne, and daughter Rachel. President Lipinski's Métis roots go deep as his ancestors were part of the group of Métis who negotiated the "half-breed" adhesion to Treaty No.3. President Lipinski comes from a long line of Métis commercial fishermen, and traditional resource users and continues today to practice the Métis traditional way of life: hunting; fishing; and camping with his family and friends.

President Lipinski holds a Bachelor of Arts degree from Lakehead University, a Bachelor of Education from Queens University, and Honours in Technological Studies from the University of Western Ontario. He

started teaching at Fort Frances High School in 1987, and became actively involved in the discussions that eventually led to the creation of the Métis Nation of Ontario in 1993. In 1994, President Lipinski was elected as a councillor for the MNO Sunset Country Métis Community Council and then shortly afterwards to the Provisional Council of the Métis Nation of Ontario (PCMNO) as the Regional Councillor for Region One. As a PCMNO member, President Lipinski was an instrumental part of the leadership team that advanced *R. v. Powley* — the ground-breaking Métis rights litigation initiated in 1993 that would eventually go to the Supreme Court of Canada. In 1999, President Lipinski was elected MNO Chair and with his ever increasing involvement in the MNO, he left his teaching position to focus his full attention on the pursuit of Métis rights.



▲ MNO President Gary Lipinski speaks at the release of the Healing and Wellness Branch's Chronic Disease Surveillance Program findings.



▲  
MNO President Gary Lipinski at Louis Riel Day ceremonies in Toronto.



▲  
MNO President Gary Lipinski with Dr. Rui Wang, Vice-President of Research, Economic Development and Innovation with Lakehead University.

President Lipinski was re-elected MNO Chair several times, and when in 2003, the Supreme Court in *R. v Powley* affirmed the Métis as a full-fledged rights-bearing people, he was selected as the MNO's chief negotiator in talks with the Ontario Government to implement the Powley decision. In July 2004, these negotiations resulted in an agreement on Métis harvesting rights between the MNO and the Ontario Ministry for Natural Resources. Today, this remains the only agreement of its kind in Canada.

Shortly after being elected President in 2008, President Lipinski successfully negotiated the *MNO-Ontario Framework Agreement*. This agreement represented a notable turning point in Ontario-Métis relations as it recognizes the unique identity, history, culture and rights of Ontario Métis communities, in stark contrast to generations of government policy that denied the very existence of Ontario Métis. The *Framework Agreement* led to similar agreements with other government ministries, agencies and postsecondary institutions.

Among other highlights of President Lipinski's first term was progress in the area of the Duty of the Crown to Consult and Accommodate. This led to regional protocols being signed that permitted regional rights-bearing Métis communities to be consulted on projects and plans that will impact their collective rights and interests. It also led to agreements with private sector companies such as Detour Gold, Osisko and Union Gas.

Under President Lipinski, the MNO secured funding through the Ontario New Relationship Fund, which allowed the MNO to advance projects on both the provincial and local levels.

In 2011, President Lipinski secured a 30 million dollar commitment from the Ontario government for the Métis Voyageur Development Fund (MVDF). Ontario will provide three million dollars a year for ten years to the MVDF to assist Métis entrepreneurs and businesses.

During President Lipinski's tenure, the MNO's profile has increased. As a result, the Ontario Legislature declared 2010 "The Year of the Métis," and President Lipinski has been asked to speak at international, national and provincial conferences. He was also invited to participate in panels with renowned speakers such as Don Drummond, and appear on television programs such as *The Agenda with Steve Paikin*.

In May of 2012, President Lipinski was re-elected with 87.2% of the vote, and carrying the majority in every polling station.





**FRANCE  
PICOTTE**  
CHAIR

France Picotte succeeded President Lipinski as the Chair of the MNO in 2008. She first became involved in Métis politics when she served as President of the MNO Timmins Métis Community Council and she later became PCMNO Vice-chair.

Chair Picotte is a strong woman and proud Métis citizen, fluent in Michif, English and French. Currently, she is the PCMNO Provincial Secretary for Education and Training and Healing and Wellness. Besides taking an active role in the oversight of these Branches, Chair Picotte travels across the country and throughout the province raising awareness about the Métis and Métis culture in Ontario. In January 2010, she told the Fifth Annual Ontario Aboriginal Women in Leadership Forum in Ottawa that success lies in “having confidence in who you are, confidence in your ability, and not being stopped at not knowing something. You have to ask, you have to know, and you have to move forward.”

Chair Picotte’s professional training is as a Lab Technician, and as a result she has taken a strong interest in promoting and advancing health issues in the Métis community. Her passion for the preservation of Métis culture was recognized when she received the Ontario Heritage Trust Award for her dedication to preserving the Michif language, and the traditional Métis finger weaving practice. Her efforts to record more Métis stories is now taking her into the area of research, and she has been instrumental in establishing relationships with research bodies and institutions that can shine light on the often untold stories of the Métis in Ontario.

In May of 2012, Chair Picotte was re-elected with a strong majority.



**SHARON  
McBRIDE**  
VICE-CHAIR

Sharon McBride is a Municipal Law Enforcement Officer and has served as Vice-Chair and Spokesperson for the Métis Nation of Ontario Women’s Secretariat (WSMNO) since 2008. She became actively involved in Métis politics since 1999 when she first learned of her Métis ancestry. She was founding President of the MNO Credit River Métis Council and has served as PCMNO Councillor for Region Eight. Her work on behalf of the Women’s Secretariat for the MNO is focused on securing the funding required to carry out the important advocacy and public awareness role of the WSMNO.

Vice-chair McBride’s Métis roots go back to Penetanguishene. She was born in Winnipeg, Manitoba, and has lived in Germany, Nova Scotia and



▲  
MNO Chair France Picotte at the 2011 MNO AGA in Parry Sound.



▲  
MNO Vice-chair Sharon McBride at Louis Riel Day ceremonies in Toronto.



▲ Secretary-Treasurer Tim Pile, Métis lawyer Jason Madden, Métis lawyer Jean Teillet, and President Gary Lipinski at the Supreme Court for the historic Métis Land Claim Case on December 13, 2011.



▲ Secretary-Treasurer Tim Pile and MNO President Gary Lipinski at the PCMNO meeting in April 2012.

Ontario. Her contributions to the Métis community include work on several different boards and committees. She is committed to ensuring the voice of the Métis Nation is heard throughout the province. Vice-chair McBride received the Ontario Heritage Trust Award in recognition of her work with Mississauga Heritage, and the Mississaugas of the New Credit First Nation. She has also earned one of the highest honours that her community can bestow: two eagle feathers.

In May of 2012, Vice-Chair Sharon McBride was re-elected with a strong majority.

Tim Pile lives in Thunder Bay, and has served as Secretary-Treasurer of the PCMNO since 2001. As Secretary-Treasurer, he is Chair of the Finance Committee and he also serves as Provincial Secretary for Housing. As well, he has some responsibilities for Healing and Wellness and Education and Training. He was born in the Northwestern Ontario gold-mining town of Geraldton, but traces his Métis roots to Peace River, Alberta, where his paternal great-grandmother, Ida Cameron, was raised.

Secretary-Treasurer Pile represents the MNO as a member of the Aboriginal Management Council and the Aboriginal Reference Group for the Northern Ontario School of Medicine (NOSM) at Lakehead University. He has been active in supporting the one-month community placement for students, which is one of the more unique aspects of NOSM. He has helped ensure that annual placements include two students in Métis communities. This promotes student engagement in Métis culture and community health issues. The students return to the NOSM with greater knowledge, and appreciation of the Métis in Ontario. The students who participate also make presentations to their classmates about their experience in the community to raise additional awareness of the unique culture of the Métis in Ontario.

In May of 2012, Secretary-Treasurer Pile was re-elected with a strong mandate.



**TIM  
PILE**  
SECRETARY-  
TREASURER



**RETA  
GORDON**  
EXECUTIVE  
SENATOR

Senator Reta Gordon was a founding member of the MNO, and has been actively sharing Métis culture since 1993. She became the Senator for the MNO Ottawa Métis Council in 1999, and was elected PCMNO Executive Senator in 2002.

In addition to her work as a liaison for MNO Senators, Senator Gordon has, over the past 17 years, represented the MNO at hundreds of gatherings from small workshops to large conferences and similar events. One of the most memorable events of her career as Senator was joining then Governor General Michaëlle Jean and the Commissioners of the Truth and Reconciliation Commission at Rideau Hall in 2009 for *Witnessing the Future*, a poignant and emotional event that launched the work of the Truth and Reconciliation Commission. During the event, Senator Gordon presented

Governor General Jean with a Métis sash.

Every November 11, Senator Gordon represents the MNO at National Remembrance Day ceremonies in Ottawa where she lays a wreath at the National War Memorial.

Senator Gordon is very proud of her Métis culture and is always open to sharing her knowledge with audiences young and old. She takes seriously the need to educate and inform people about Métis culture and governance, and to explain what makes the Métis distinct among the three Aboriginal peoples of Canada recognized in the Canadian Constitution.

Senator Gordon's current term as PCMNO Senator ends at the 2012 AGA, where there will be elections for the position.

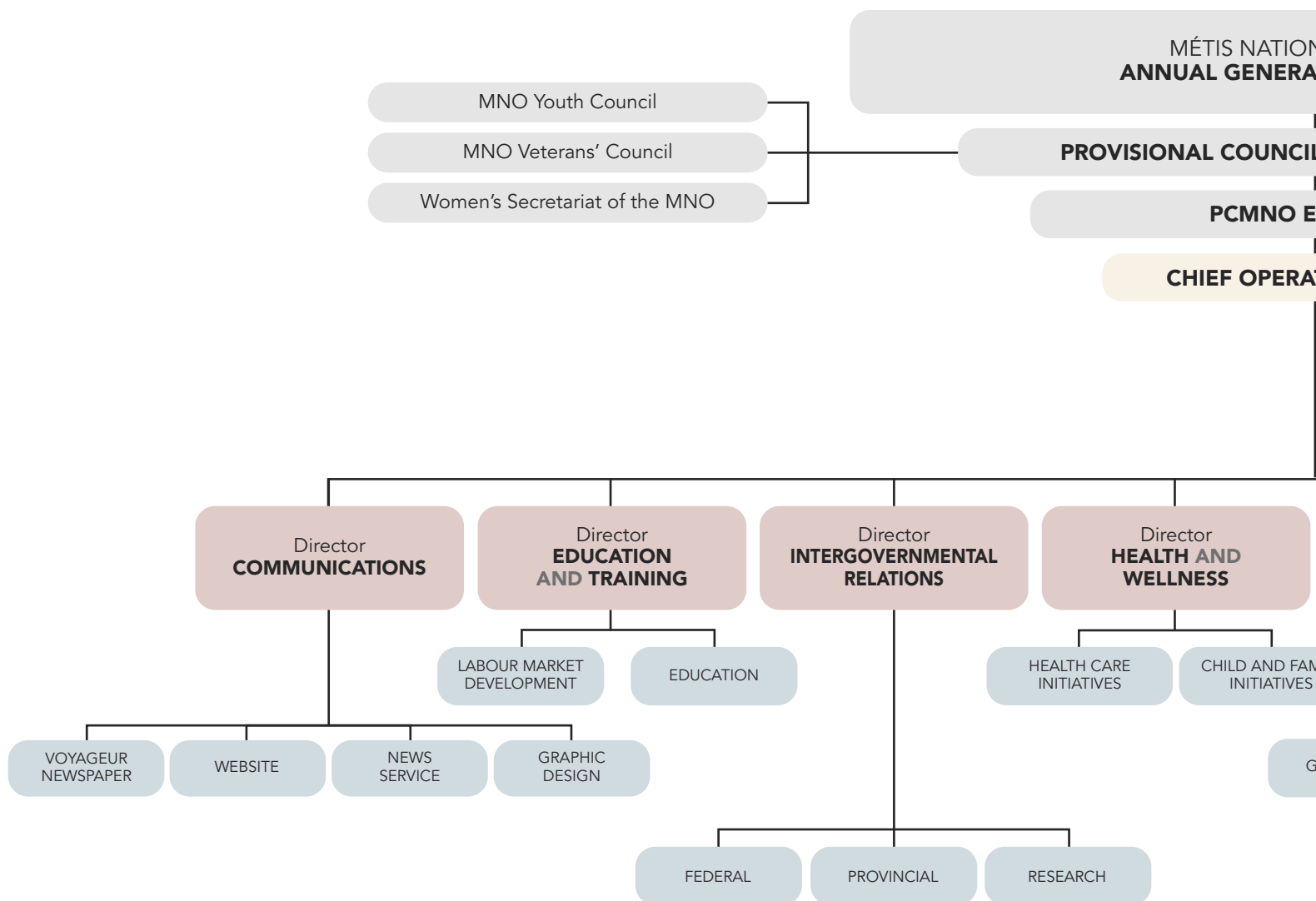


▲  
PCMNO Executive Senator Reta Gordon at the 2011 MNO AGA in Thunder Bay.

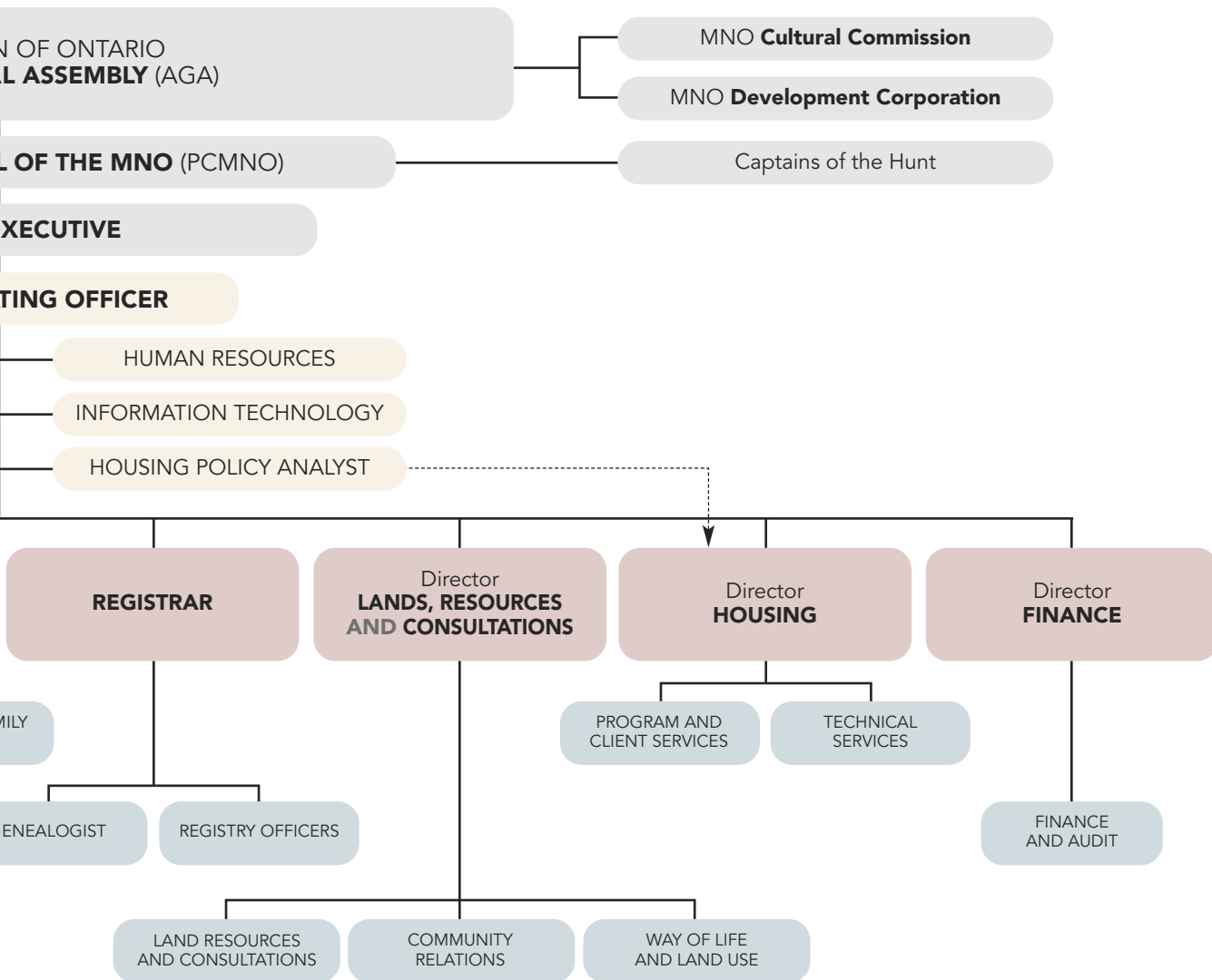


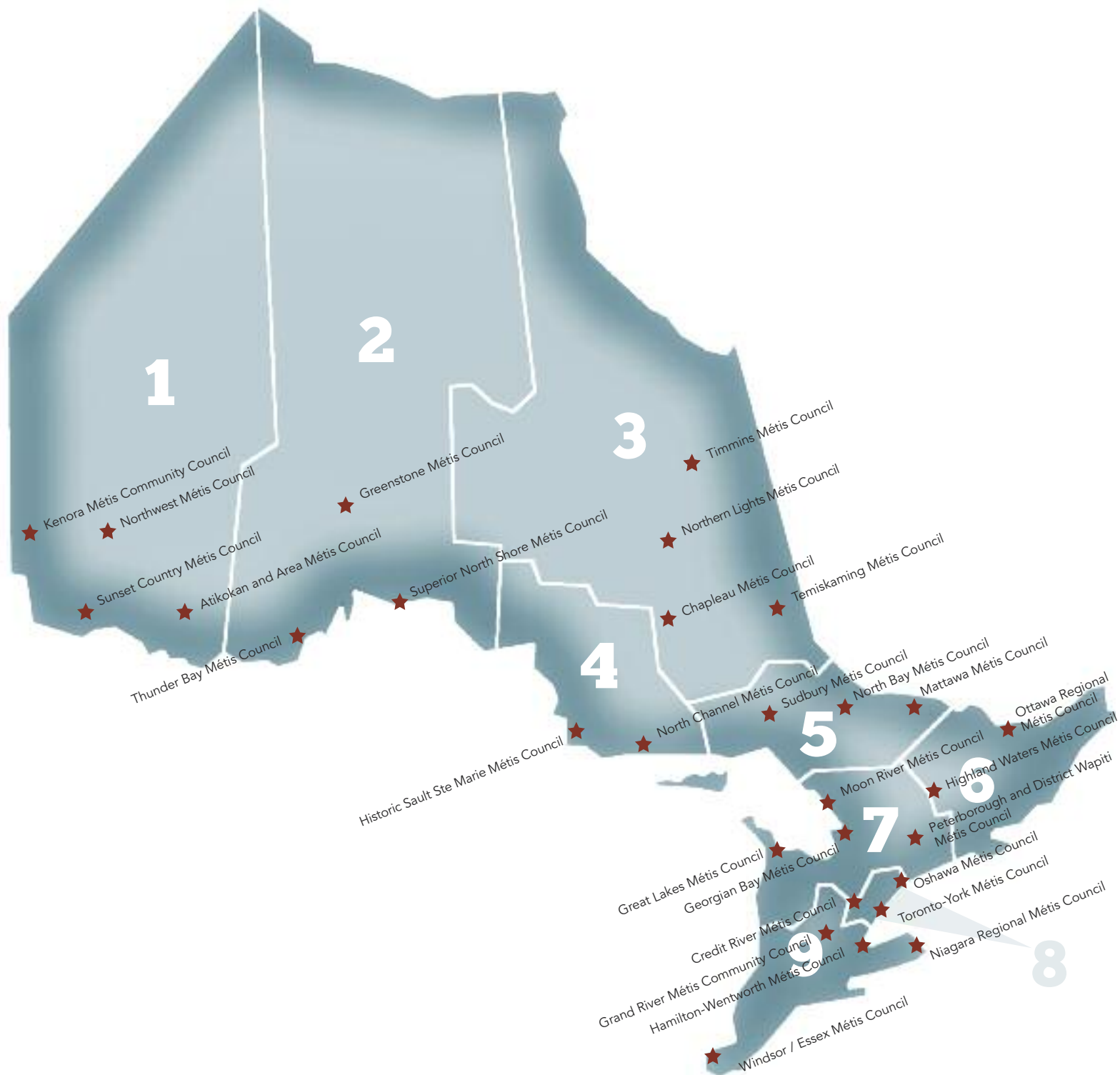
▲  
PCMNO Executive Senator Reta Gordon at Louis Riel Day ceremonies in Toronto.

## MÉTIS NATION OF ONTARIO

ORGANIZATIONAL  
STRUCTURE







## CHARTERED MÉTIS NATION OF ONTARIO

# COMMUNITY COUNCILS

Métis Nation of Ontario (MNO) citizens volunteer thousands of hours every year to support the work of Chartered MNO Community Councils. MNO Community Councils do everything from hosting fish fries to engaging proponents in Duty to Consult meetings. 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.

### ■ Structure of Chartered MNO 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. The overarching goals and aspirations of the MNO are articulated in *The Statement of Prime Purpose*. These values and principles are fundamental building blocks, and they guide the MNO's governance and decision-making systems.

Métis 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 MNO citizens. MNO Community Councils facilitate community empowerment for Métis citizens living within geographic boundaries specified for each council by its MNO Charter.

Community Councils operate in accordance with MNO Charter Agreements. The 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. During 2011-12, there were 13 MNO Community Council 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.



▲ The MNO Peterborough and District Wapiti Métis Council participated in Governance and Finance Training in 2011-12.



◀ Métis on Ice event in North Bay in February 2012.

▲ MNO Credit River Métis Council, the Dufferin-Peel Catholic District and Peel District School Boards presented "The Métis: Then - Now - Tomorrow" conference for 13 schools across the Region of Peel.

▼ Region 8 Visioning Workshop offered by the MNO Community Relations Team.

Students dancing to Métis fiddle music at the Aboriginal Heritage Festival in April 2012. The MNO Grand River Métis Council was a member of the organizing committee.



■ President Gary Lipinski at a meeting of MNO Community Council Presidents.





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

### ■ 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. The MNO leadership will dispatch MNO Community Relations staff to work with these citizens to plan community meetings that will gauge local interest in forming a council.

The initial meeting between interested citizens and MNO Community Relations staff is 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. The interim council must also identify and ratify a boundary for the new council. In 2011-12, the Atikokan and Surrounding Area, Mattawa, Toronto-York Region and Peterborough and District Wapiti MNO Community Councils all signed MNO Charters, and became full-fledged MNO Community Councils.

Once a Council signs its 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

Métis citizens who support the MNO with thousands of hours of volunteer work are at the heart of the Métis Nation. Some of these generous individuals who allow their names to stand for election, however, do not have training in the area of local governance. To assist these citizens develop this expertise, the MNO provides local governance training for MNO Community Council members with funding from the Ontario government's New Relationship Fund (NRF).

Currently MNO Community Relations staff offer two types of training sessions. These are the Governance and Finance course, and the Meetings and Negotiations Workshop. The Governance and Finance Course is a two-day seminar, usually offered on weekends. It 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. MNO local governance training is offered through MNO Community Relations staff, and provides instruction, and resources needed to



▲  
MNO Great Lakes Métis Council participated in the Governance and Finance Training workshop in 2011-12.



▲  
Métis on Ice event in North Bay in February 2012.



1



2



3

▲  
(top) MNO Community Council Presidents with copies of the MNO *Statement of Prime Purpose* at the 2011 AGA in Parry Sound.

(1) Métis crafters Kasie and Tamara collect and clean spruce roots to be used in basket-making.

(2) The Niagara Region Métis Council set up a Métis Trappers encampment at the Willoughby Museum in Niagara Falls.

(3) Cultural Workshops for Youth organized by the MNO Grand River Métis Council.

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.

The MNO started offering the course in 2010, and over a dozen MNO Community Councils have taken the training since then. In 2011-12, the MNO Peterborough and District Wapiti, Grand River, Credit River, Georgian Bay, Sunset Country, Northwest, Ottawa, High Land Waters, and Great Lakes MNO Métis Councils all received this training.

The Meetings and Negotiations Workshop was only introduced at the end of 2010-11. The first workshop was offered in August 2011 to all MNO Community Council members, and PCMNO Regional Councillors. Seventy-six people received the training at this time. So far, only the MNO Community Council to receive this training has been the Niagara Region Métis Council.

# WOMEN'S SECRETARIAT

## OF THE MÉTIS NATION OF ONTARIO

The Women's Secretariat of the Métis Nation in Ontario (WSMNO) is part of the Métis Nation of Ontario (MNO) governance structure and includes Métis women from across Ontario who are committed to promoting women's issues, and advocating on their behalf within the MNO. The WSMNO advises the Provisional Council of the MNO (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: Alvina Cimon of Dryden (Western Representative); Bonnie Beaulieu of Thunder Bay (Northern Representative); Shirley Lynn Pantuso of Ottawa (Eastern Representative); and Pearl Gabona of Bowmanville (Southern Representative). The terms of office for the Regional Representatives will expire at the 2012 MNO Annual General Assembly (AGA) where elections will take place for these positions.

### ■ Finding Your Voice Summit

Highlights in 2011-12 included the Finding Your Voice Summit, which the WSMNO hosted in Toronto in September 2011. Over 40 Métis women from all over Ontario attended this event, which built on the work of the Strong Women Summit hosted by the WSMNO in March 2011. The focus of this Summit was on prioritizing strategies to end violence against Aboriginal women from a Métis perspective.

A major highlight of the Summit was the presentation by Sylvia Maracle, who used storytelling to address the issue of Violence Against Aboriginal Women (VAAW) and shared stories from her own childhood. She explained that her grandmother sometimes spoke of a star shining in the night, and this metaphor moved many of the Summit del-



▲ The Women of the Métis Nation (WMN), Les Femmes Michif Otipemisiwak, held their National Assembly in Edmonton on March 30-31, 2012.



▲ Speaker Sylvia Maracle and WSMNO Spokesperson Sharon McBride at the Finding Your Voice Summit in Toronto in September 2011.



▲ Participants in the MNO Women's Leadership Training Workshop in March 2012.

legates. Throughout the Summit, participants drew on Sylvia's star metaphor to describe ideas on how to end VAAW from a Métis perspective. Each tip of the star represented a different method of ending VAAW. These were:

- we will talk about Violence against Aboriginal women;
- we will honour the power of women and the voice of children and youth;
- we will revitalize our traditions and healthy Métis ways;
- we will transform our communities by sharing stories;
- we will collaborate with all members of our communities and beyond to end Violence Against Aboriginal Women.

Later in the Summit, MNO staff members Shelley Gonneville, Lynne Picotte and Lisa Pigeau provided background on MNO involvement in the *Strategic Framework to End Violence Against Aboriginal Women*, the Sexual Violence Action Plan, Trauma training, as well as current and upcoming MNO programs to address VAAW.

### ■ Leadership Training

In March 2011, 14 Métis women leaders including members of the WSMNO, and Women's representatives from several MNO Community Councils, gathered in Toronto to participate in an MNO Women's Leadership Training Workshop. The training was very interactive with the women covering such topics as "the qualities of genuine leadership;" "the key action necessary when speaking to influence others;" and, "how to have the greatest impact through face-to-face communications."

### ■ The Women of the Métis Nation - Les Femmes Michif Otipemisiwak

The Women of the Métis Nation (WMN), Les Femmes Michif Otipemisiwak, held their National Assembly in Edmonton in March 2012. Led by Vice-chair and WSMNO Spokesperson, McBride, the MNO sent a contingent of 10 women: Alvina Cimon; Juliette Dennis; Pat Taylor; Barbaranne Wright; Lisa Pigeau; Brenda Powley; Pearl Gabona; Joanne Hamlin; and Chris Action. Delegates were also present from British Columbia, Alberta, and Saskatchewan.



## THE MÉTIS NATION OF ONTARIO YOUTH COUNCIL

The Métis Nation of Ontario Youth Council (MNOYC) is part of the Métis Nation of Ontario (MNO) governance structure with the mandate to identify issues impacting Métis youth, and to work within the MNO to ensure these issues are addressed. The MNOYC consists of nine Regional Representatives who are elected in the MNO provincial ballot-box elections held every four years. MNOYC elections were held in conjunction with the most recent Provisional Council of the MNO (PCMNO) elections on May 7, 2012.

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

Participation at the community, regional and provincial level enables Métis youth across Ontario to have a voice, and ensures Métis youth are engaged in all levels of governance, decision-making and policy-making, both within, and outside of the MNO.

### ■ MNOYC Accomplishments in 2011-12

- finalized Draft Policies and Procedures Manual;
- participated in Provincial ballot box elections;
- continued to use the MNOYC Facebook page and email lists to increase communication with Community Council Youth Reps and other Metis youth in Ontario;
- developed MNOYC portfolio system;
- many MNOYC Reps are working with the Infinite Reach Program
- participated in Registry consultations;
- participated in provincial meetings regarding Michif Language revitalization, Lands, Resources and Consultations, Healing and Wellness and Education and Training;
- participated in Youth and Elder/Senator knowledge sharing workshop.

### 2012-16 MNOYC

*PCMNO Youth Representative*  
**Mitch Case**

*Region One*  
**Kristie Caouette**

*Region Two*  
**Janine Landry**

*Region Three*  
**Brianne Gosselin**

*Region Five*  
**Sylvie Forest**

*Region Six*  
**Phoebe Mandry**

*Region Seven*  
**Kyle Grenier**

*Region Eight*  
**Nicholas Delbaere-Sawchuk**

*Region Nine*  
**Alex Young**

### 2011-12 MNOYC

**Nick Callaghan**, *PCMNO Youth Rep*  
**Janine Landry**, *Region Two*  
**Mitch Case**, *Region Four*  
**James Callaghan**, *Region Five*  
**Katelyn Lacroix**, *Region Seven*  
**Ginny Gonneau**, *Region Eight*  
**Alex Young**, *Region Nine*



## MÉTIS NATION OF ONTARIO SENATORS



▲  
Senators Wagner and Porter at the 2011 MNO AGA in Parry Sound.

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 ways 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.

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 soldier on with these increasing demands on their time, and the whole MNO is grateful for their dedication.

MNO Senators at the 2011 AGA in Parry Sound.  
▼



## MÉTIS NATION OF ONTARIO

# VETERANS' COUNCIL

The Métis Nation of Ontario Veteran's Council (MNOVC) was established in 2001 to represent the interests of veterans within the Métis Nation of Ontario's governance structure. Although the Council has been in place for a number of years, its structure was formalized at the 2009 Annual General Assembly in Sudbury with the election of an Executive. Elections for Executive position on the MNOVC are held every four years, with the most recent election taking place on May 7, 2012, in conjunction with Provisional Council of the MNO (PCMNO) elections.

### ■ 2011-12 MNOVC Highlights:

- The Métis National Council (MNC) designated 2011-2020 the Decade of the Métis Nation, and designated 2011 as the Year of Métis Veterans;
- the MNOVC launched its website in February 2011;
- on National Aboriginal Day in June 2011, MNO veterans participated in ceremonies recognizing the tenth anniversary of the National Aboriginal Veterans Monument in Ottawa;
- in July 2011, as part of Year of the Métis Veteran commemorations, during Back to Batoche Days in Batoche, Saskatchewan, MNO World War II veteran Joseph Gagnon was honoured with the Order of The Sash, and along with Korean War veterans Jack Cadeau and George Kelly also received plaques from the MNC;
- MNO veterans attended the 2011 MNO Annual General Assembly (AGA) in Parry Sound with most participating in the opening procession by proudly carrying the Flags;
- World War II veteran Peter Grisdale was presented with the Louis Riel medal, and the Order of the Sash at the 2011 AGA;
- MNO veteran, Senator Dr. Alis Kennedy was presented with an Eagle Feather by the MNO at the 2011 AGA;



▲  
MNO Veterans' Council President Joseph Paquette with a commemorative wreath at Louis Riel Day ceremonies in Toronto on November 16, 2011.



▲  
MNO Veteran Harvey Horlock shakes hands with Premier McGuinty

- the Métis National Flag was flown in a Port Credit Remembrance Day parade for the first time in November 2011;
- with fund raised at the 2011 AGA, the MNO arranged for World War II veteran Wilfred Rochon and Korean War Veteran, George Kelly, to attend National Remembrance Day services in Ottawa;
- MNO veterans Harvey Horlock and Senator Dr. Alis Kennedy attended Remembrance Day services at Queen's Park in Toronto hosted by the Ministry of Aboriginal Affairs (MAA). Premier Dalton McGuinty was in attendance and met both MNO veterans. Harvey Horlock was also featured in a video posted on the MAA and MNO websites;
- in December 2011, MNO Korean veterans, Jack Cadeau and George Kelly received plaques from the MNC at a Veterans Commemoration Ceremonies event held in Ottawa;
- also in December 2011, Métis Veteran, Senator, Dr. Alis Kennedy received the Ontario Good Citizenship medal.



▲  
(Left to right) Senator Reta Gordon with MNO veterans Shaun Redmond (standing) Wilfred Rochon (sitting) and George Kelly.



▲  
Peter Grisdale accepting honours from MNO President Gary Lipinski and MNC President Clement Chartier.



▲  
MNOVC President-elect, Joe Paquette (with Eagle Staff), and Métis veteran, Senator Alis Kennedy (right) at ceremony honouring Bertie Nakogee.

## NATIONAL AFFILIATIONS

# MÉTIS NATIONAL COUNCIL

Throughout history, the Métis people have acted collectively to protect and fight for their rights, land, and on-going existence as an Aboriginal people within west central North America. Beginning in the 1960s, the Métis Nation joined with First Nation 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). Since then, the MNC has represented the Métis Nation nationally and internationally. It receives its mandate and direction from the democratically elected leadership of the Métis Nation's governments from Ontario westward.

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.

The MNC's main goal as the representative body of the Métis within Canada is to move forward on implementing the Métis Nation's inherent right to self-government at a community, regional, and national level.



▲ Métis National Council Disabilities Committee meeting in 2012.



## MÉTIS NATION OF ONTARIO

# NATION TO NATION



▲ President Gary Lipinski with the honourable Michael Gravelle, Ontario Minister of Natural Resource (left) and Assembly of First Nations Grand Chief Shawn Atleo.

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.





▲ Learning to jig at the Summer Student training camp.

## 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 over 150 people located in offices across Ontario.



▲ The MNO Healing and Wellness Branch's responsible gambling mock casino at the 2011 MNO AGA.

◀ Scenes from the MNO Healing and Wellness branch's Rendezvous in Bancroft (left) and Owen Sound (right).



## MÉTIS NATION OF ONTARIO BRANCHES

# HEALING AND WELLNESS

The MNO approach to healing and wellness is founded upon *The Statement of Prime Purpose*, and Métis traditions, culture and values. It is responsive to individual and community needs, is highly accountable to both the Métis communities and its partners, including funding agencies, and has a proven track record of excellence in policy, program and service provision.

The service provision is client-centred, holistic, and focused on individuals, families and communities across the province. Programs and services are Métis designed, delivered, and are shaped by Métis-identified needs.

A significant direction of the Branch is on ensuring policy and program decisions are being made based on solid evidence. Knowledge and evidence comes from a variety of sources including: client-centred information through the Health Access Tracking System (HATS); program performance and results that are also tracked through the HATS; and research that is integrated, multidisciplinary and collaborative.

Healing and Wellness has built a solid reputation with other Aboriginal organizations, partners and funding agencies from its record of managing funds, participating on various Aboriginal committees, and taking leadership roles in a range of initiatives. For example, the MNO has developed successful working relationships by providing financial ‘flow-through’ services for the Aboriginal Healing and Wellness Strategy (AHWS) funded Community Wellness Worker, and Aboriginal Healthy Babies programs in satellite project sites including the Ontario Native Women’s Association (ONWA), Nijikiwendidaa Anishinabe-kewwag Services Circle, the Native Women’s Resource Centre (NWRRC), Aboriginal Peoples Alliance of Northern Ontario (APANO), Red Lake Indian Friendship Centre, and the Nogojiwanong Friendship Centre in Peterborough. In addition, the Branch has collaborated with the Ontario Federation of Indian Friendship Centres (OFIFC), the Ontario Native Women’s Association (ONWA), the Independent First Nations, and Chiefs of Ontario to advance the *Framework to End Violence Against Aboriginal Women*. This framework includes a segment on Sexual Violence of which the MNO has led specific activities.

*“... promote the improved health and wellness of the individual, the family and the whole Métis community.”*

— from the Métis Nation of Ontario  
*Statement of Prime Purpose*

## BRANCH DETAILS

### Number of Staff: 67

**Staff located in:** Bancroft, Brampton, Dryden, Fort Frances, Hamilton, Kenora, Maynooth, Midland, Mississauga, North Bay, Ottawa, Owen Sound, Renfrew, Sault Ste Marie, Sudbury, Thunder Bay, Timmins, Toronto, Welland and Windsor

**In keeping with Métis traditions and values, the Branch promotes respect, compassion, dignity and empowerment to foster unity, balance, hope, belonging and pride for all generations.**

#### PROGRAM DETAILS

**Funder:** Aboriginal Healing and Wellness Strategy (AHWS)  
Government of Ontario

**Number of Staff:** 19

**Staff located in:** Bancroft, Brampton, Fort Frances, Hamilton, Kenora, Midland, North Bay, Ottawa, Owen Sound, Renfrew, Sault Ste Marie, Sudbury, Thunder Bay, Timmins, Welland, and Windsor.

**Eligible Clientele:** Any person (Métis and other Aboriginal people)

The Mission of the Healing and Wellness Branch, in accordance with the *Statement of Prime Purpose*, is to provide culturally appropriate, supportive, self-directed health and wellness opportunities to address the emotional, spiritual, mental, physical, and social requirements of individuals, families and communities.

In keeping with Métis traditions and values, the Branch promotes respect, compassion, dignity and empowerment to foster unity, balance, hope, belonging and pride for all generations. Core activities of the Branch are centered on prevention and promotion and extend to treatment, maintenance and rehabilitation interventions for Métis in Ontario.

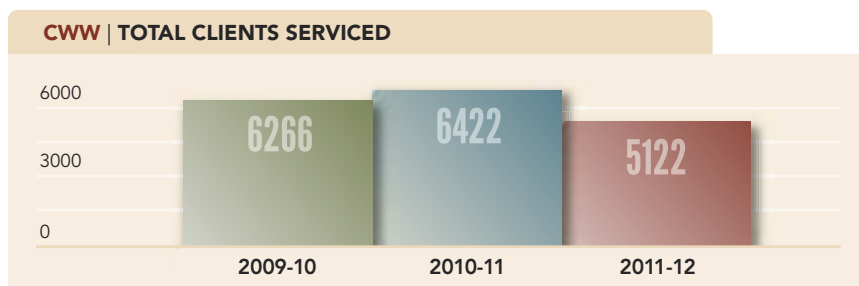
The Branch is organized into two primary functions: Research and Policy; and Program Operations. Both of these functions are led by a Manager and are designed to complement each other, and contribute to the promotion of healthy families and supporting communities. Program operations are organized into three primary areas: Community Support; Community Wellness; and Healthy Infants and Children. Mental health promotion and treatment is a priority that has been integrated into all program delivery.

#### COMMUNITY WELLNESS WORKER (CWW)

Through the CWW program, the MNO works closely with Métis individuals and families across the province to reduce the risk and incidence of family violence in communities and to promote healing and wellness. Community members are invited to meet one-to-one with their Community Wellness Worker, and to participate in gatherings that foster individual healing and strengthen community connections.

#### ■ Recent Notable Achievements:

- While the graph on the next page appears to suggest a decrease in the number of services provided in the 2011-2012 fiscal year, this is due to a number of reporting duplications that occurred in previous years, which were subsequently eliminated in the 2011-2012 fiscal year. In fact, total client service numbers remained relatively constant over the past three years. Additionally, anecdotal evidence suggests considerable behavioral change is occurring among CWW clients, indicating that CWW is having the desired impacts without increasing costs;
- a greater number of traditional tools were disseminated to frontline staff



**COMMUNITY WELLNESS WORKER:**  
This chart provides the total number of client service encounters provided by MNO staff in the indicated fiscal years.

- this year, which translated into more cultural options for clients;
- staff feedback indicated an increase in the level of satisfaction with training, and plenary sessions provided during 2011-12;
- during CWW program events, the Connecting Generations project collected a great deal of Métis traditional knowledge, which will be shared with future clients and participants;
- Métis Rendezvous events held in seven locations attracted hundreds of participants in the fall and summer of 2011.

## COMMUNITY SUPPORT SERVICES (CSS)

The Community Support Services (CSS) program aims to enable community members to live independently in their own homes and communities for as long as they wish. The program is community-focused, and is open to people of all ages. It provides support not only for individual community members but also for their families and caregivers. Services include transportation to medical appointments, home visits, telephone visitation, help in accessing additional support services, and any other assistance that might be needed.

### ■ Recent Notable Achievements:

- All service areas saw continued growth in 2011-2012;
- volunteer drivers contributed 10,259 hours of service in assisting clients. This translates to an estimate of 855 volunteer hours per month;
- forty-one community workshops related to care giver support were delivered. These workshops deal with topics like cancer, diabetes, and other health related issues;

### PROGRAM DETAILS

**Funder:** Ministry of Health and Long Term Care (MHLTC)  
Government of Ontario

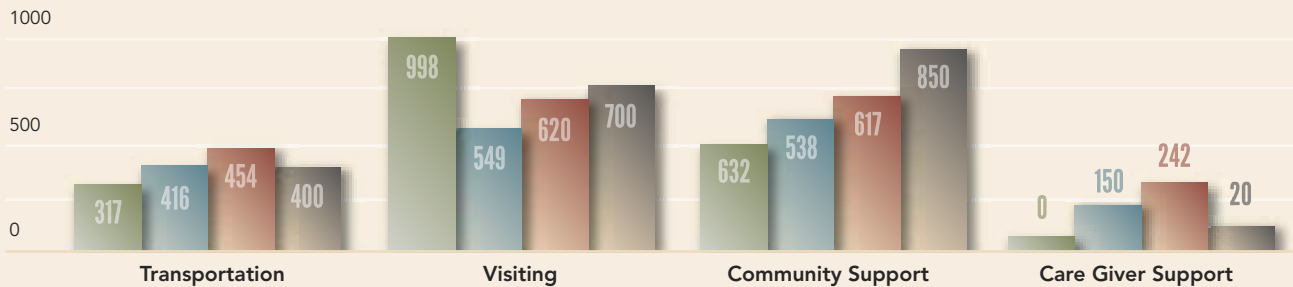
**Number of Staff:** 18 (including supervisor and three part-time staff)

**Staff located in:** Bancroft, Dryden, Fort Frances, Kenora, Midland, North Bay, Ottawa, Sault Ste Marie, Sudbury, Timmins, Thunder Bay, Toronto, Welland, Windsor

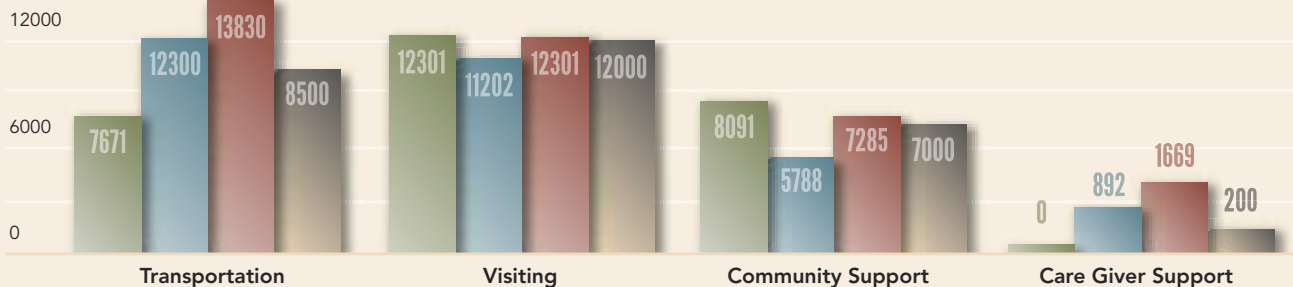
**Eligible Clientele:** Métis and other Aboriginal people who are frail and/or elderly as well as Métis and other Aboriginal people with a chronic disease or terminal illness in need of assistance and support regardless of age



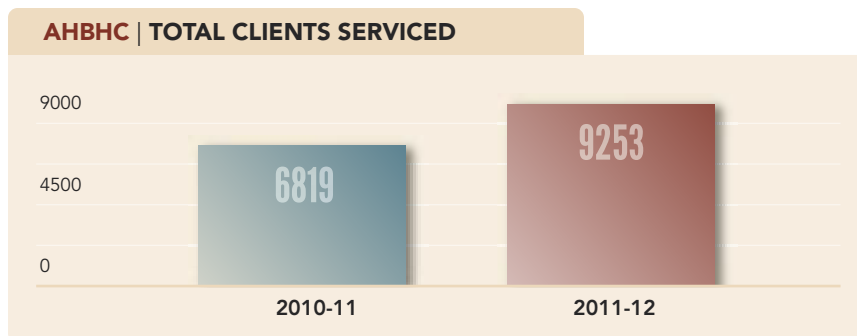
### CSS | CLIENTS SERVED OVER LAST 3 YEARS



### CSS | UNITS OF SERVICE OVER LAST 3 YEARS



- one hundred and fifty community events/workshops were held to help bring communities together to celebrate Métis culture and help reduce the isolation of community members;
- in 2011-2012 there was an increase in the collaboration between Healing and Wellness programs in the delivery of workshops. This allowed the MNO to better serve the needs of its clients;
- funding was used in 2011-12 to assist clients requiring extended treatment outside of their communities. This included neo-natal babies having continued contact with mothers while at the Sick Kids Hospital.



**ABORIGINAL HEALTHY BABIES HEALTHY CHILDREN:** This chart provides the total number of client service encounters provided by MNO staff in the indicated fiscal years.

## ABORIGINAL HEALTHY BABIES HEALTHY CHILDREN (AHBHC)

The Aboriginal Healthy Babies Healthy Children (AHBHC) program is a prevention/intervention based service for families with children aged zero to six years old. The goal of the program is to assist families in providing the best opportunities for the healthy development of their children through family home visits, service coordination, and referrals.

### Recent Notable Achievements

- Total client service numbers remained constant, with slight increases, while reporting indicates increased evidence of behavioral change due to AHBHC services. This suggests that AHBHC is having a greater impact on clients without increasing costs;
- a greater number of traditional tools were disseminated to frontline staff this year, which translated into more cultural options for clients;
- staff feedback indicated an increase in the level of satisfaction with training and plenary sessions provided during 2011-12;
- during AHBHC program events, the Connecting Generations project collected a great deal of Métis traditional knowledge, which will be shared with future clients and participants;
- Métis Rendezvous events held in seven locations attracted hundreds of participants in the fall, and summer of 2011

### PROGRAM DETAILS

**Funder:** Aboriginal Healing and Wellness Strategy (AHWS)  
Government of Ontario

**Number of Staff:** 15 (plus shares supervisor with CAPC and CPNP program)

**Staff located in:** Bancroft, Dryden, Fort Frances, Midland, North Bay, Renfrew, Sault Ste. Marie, Sudbury, Thunder Bay, Timmins, Welland, Windsor, Maynooth, Toronto.

**Eligible Clientele:** Any family with children ages 0-6 years old at risk (Métis and other Aboriginal people).

## PROGRAM DETAILS

**Funder:** Public Health Agency of Canada (PHAC)

**Number of Staff:** 1 (plus supervisor shared with CAPC and AHBHC)

**Staff located in:** Dryden, Thunder Bay and Timmins

**Eligible Clientele:** Any parent or family with a child 0-6 months old (Métis and other Aboriginal people)

## PROGRAM DETAILS

**Funder:** Public Health Agency of Canada (PHAC)

**Number of Staff:** 3 (plus supervisor shared with CPNP and AHBHC programs)

**Staff located in:** Bancroft, Dryden, Thunder Bay and Timmins

**Eligible Clientele:** Any child under six years of age and their parents, who may be living under conditions of risk (Métis and other Aboriginal people)

## CANADIAN PRE/POST NATAL NUTRITION (CPNP)

The Canadian Pre/Post Natal Nutrition Program (CPNP) provides Métis-sensitive support to parents and families to help them meet the nutritional needs of their infants and young children. Beginning during pregnancy, and continuing through the child's infancy and early years, program staff work closely with families to provide ongoing guidance and support on how best to feed themselves and their young children to ensure healthy child and family development. First priority for CPNP services goes to the health and well-being of Aboriginal mothers and babies.

### ■ Recent Notable Achievements:

- Thirty individuals participated in CPNP programs on an on-going basis while many others participated on a one-time basis;
- during CPNP program events, the Connecting Generations project collected a great deal of Métis traditional knowledge, which will be shared with future clients and participants;
- Métis Rendezvous events held in seven locations attracted hundreds of participants in the fall and summer of 2011. These events featured traditional foods, demonstrations of cultural activities from finger weaving to tanning to canning, activities for the children, and sharing circles for hunters and gatherers. These events provided a wonderful opportunity to pass on oral traditions and teach skills. Each Rendezvous had unique aspects depending on the resources of people in each area and vendors who participated.

## COMMUNITY ACTION PROGRAM FOR CHILDREN (CAPC)

Community Action Program for Children (CAPC) provides Métis-sensitive services that focus on improving the health and development of infants and young children. Program workers help would-be and new parents prepare for parenthood by building their parenting and care-giving skills through culturally tailored programs, interventions and traditional teachings, and through linking them with the services and supports they need for healthy family development.

### ■ Recent Notable Achievements:

- two hundred individuals participated in CAPC on an on-going basis while many others participated on a one-time basis;
- during CAPC events, the Connecting Generations project collected a great deal of Métis traditional knowledge, which will be shared with future clients and participants;
- Métis Rendezvous events held in seven locations attracted hundreds of participants in the fall and summer of 2011. These events featured traditional foods, demonstrations of cultural activities from finger weaving to tanning to canning, activities for the children, and sharing circles for our hunters and gatherers, which was a wonderful opportunity to pass on oral traditions and teach skills. Each Rendezvous had unique aspects depending on the resources of people in each area and vendors who participated.

## CHRONIC DISEASE SURVEILLANCE (CDS)

The Chronic Disease Surveillance (CDS) Program conducts population-based studies to determine the prevalence of chronic disease among Métis. It uses various health administrative databases cross-referenced with data from the MNO Citizen Registry through the Institute for Clinical and Evaluative Sciences (ICES). Studies focus on diabetes, cancer, cardiovascular disease, and respiratory disease rates, treatment, and outcomes of care.

### ■ Recent Notable Achievements

- the MNO public launch in March 2012 of the published Chronic Disease Reports was highly successful. The research outcomes were covered by various forms of media and the event attracted nearly 100 representatives from a wide range of Aboriginal and scientific research organizations;
- Institute for Clinical and Evaluative Sciences completed a report for the MNO entitled: *Mental Illness and Addictions in the Métis Nation of Ontario. Feasibility Study 2011*;
- ICES obtained funding to study mental health issues within the Aboriginal population of Ontario;
- the MNO hired a new Senior Policy Analyst for the Healing and Wellness Branch. This position will be the lead in developing Métis Research Guidelines;
- the MNO and ICES are collaborating on an article to be based on the Cancer Technical Report and to be submitted to a major Canadian Medical Journal.



### ▲ NIAGARA REGION RENDEZVOUS

The Healing and Wellness Branch collaborated with MNO Community Councils across Ontario to organize a series of community rendezvous.

### PROGRAM DETAILS

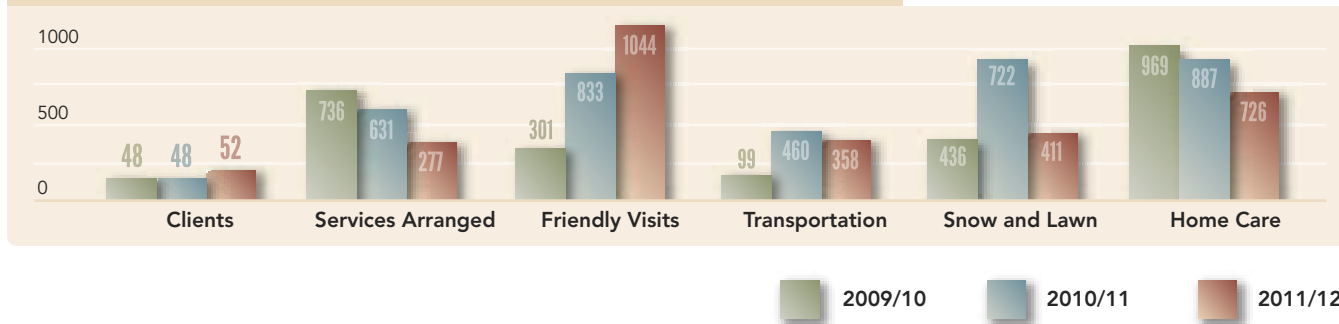
#### Funder:

Public Health Agency of Canada (PHAC)

**Number of Staff:** 3

**Staff located in:** Ottawa

## AAH | UNIT OF SERVICE AND INDIVIDUALS SERVED OVER LAST 3 YEARS



### PROGRAM DETAILS

**Funder:** Funding funnelled through the Barrie Area Native Advisory Council (BAAC) from the North Simcoe Muskoka Local Health Integration Network (NSM LHIN)

**Number of Staff:** 1 fulltime and 1 part-time staff, and 1 shared/part-time supervisor

**Staff located in:** Midland and Ottawa

**Eligible Clientele:** Métis and other Aboriginal people 55 and over who are frail and need assistance to remain in the home. For some services, proof of financial need is required

## AGING AT HOME (AAH)

The Aging At Home (AAH) Program provides home support services (light housekeeping, cooking, laundry and help with groceries), banking and lawn care/snow removal services.

### Recent Notable Achievements:

- Aging At Home has maintained a full case list with a waiting list for 2011-2012 due to the increase demand for services;
- Aging at Home moved from yearly contract to permanent funding with the NSM LHIN;
- the MNO site was used as a best practice model in recognition of our reporting structure;
- demand for services continues to increase within the population.



## VICTIM SERVICES PROGRAM (VSP)

The Victim Services Program (VSP) is a new program of the MNO that will offer Métis women and children who have been victims of violence short-term peer counselling, support, referrals, and assistance with the development of individual safety plans. As well, Métis-specific resources are being developed to orient clients to the court process including preparing victim impact statements, arrangements for court accompaniment, advocacy, and follow-up.

### ■ Recent Notable Achievements

- two-year Funding agreement was received in October 2011;
- program staff hired in January 2012;
- a program consultant was engaged to provide support in developing program materials;
- historical timeline of victimization from a Métis perspective has been developed;
- a program evaluation framework has been established;
- guidelines for client services have been drafted;
- terms of reference for Advisory group have been drafted.

## MENTAL HEALTH PROGRAM (MHP)

The Mental Health Program (MHP) uses outreach and videoconferencing technologies to link Métis citizens to culturally meaningful counselling and healing services, psychiatric consultations, opportunities to share their experiences with other community members in group meetings, and talking circles. The MNO has the ability to link citizens in communities throughout the province to confidential, specialized mental health care as a result of a service agreement with Queen's University and Providence Care in Kingston. The project also provides important training, education, professional development opportunities designed to increase staff and overall community capacity.

### ■ Recent Notable Achievements:

- currently, 52 clients are receiving on-going psychiatric services while 5 children or youth remain on the waiting list for psychiatric services;

### PROGRAM DETAILS

**Funder:** Ministry of the Attorney General, Government of Ontario

**Number of Staff:** 2

**Staff located in:** Bancroft and Fort Frances

**Eligible Clientele:** Self-identified Métis women and children

### PROGRAM DETAILS

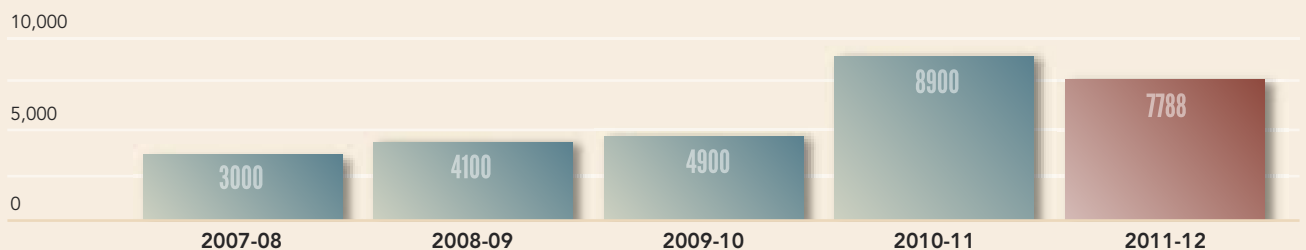
**Funder:** Aboriginal Healing and Wellness Strategy (AHWS) Government of Ontario

**Number of Staff:** 1

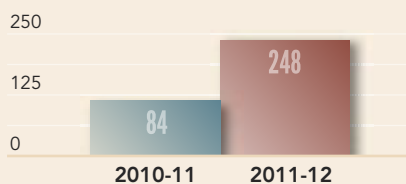
**Staff located in:** Ottawa

**Eligible Clientele:** At-risk or high-risk Métis and other Aboriginal children and youth and their families as well as Métis and other Aboriginal individuals with "diagnosed" mental illness or mental health conditions

### MHP | CLIENT SERVICES PER FISCAL YEAR



### MHP | VIDEO-CONFERENCING



- Healing and Wellness staff were provided mental health training to increase capacity to provide direct client services and participant based activities in the following modules:
  - Non-Violent Crisis Intervention (NVCI);
  - Safe Talk;
  - mental health first aid;
  - grief and bereavement;
  - incorporating spirit painting in wellness planning;
  - effective communication and establish healthy boundaries in the provision of mental health services.
- all MNO offices with Healing and Wellness staff are now equipped with video-conferencing units and all sites are members of the Ontario Telemedicine Network.

## ABORIGINAL RESPONSIBLE GAMBLING PROGRAM (ARGP)

The Aboriginal Responsible Gambling Program (ARGP) informs and supports Métis people in making responsible, healthy choices about gambling. The program strives to provide culturally relevant and current information about gambling and gambling-related issues, framed within the Métis cultural context. Program activities include coordinating and distributing information and materials to community members and providing community workshops.

## ■ Recent Notable Achievements:

- all deliverables were met and exceeded by March 31, 2012;
- *The Métis Gambling Research Report* has been completed. This report and data was utilized to develop the script for a Responsible Gambling DVD;
- twelve Responsible Gambling workshops and activities were held in the following communities: Penetanguishene, Ottawa, Sudbury, North Bay, Sault Ste Marie, Parry Sound, Thunder Bay, Timmins, Welland, and Windsor;
- over 1,200 copies of the MNO's *Métis Youth Speak Out – Responsible Gambling* DVD have been distributed;
- five thousand copies of MNO's Métis Youth and Internet Gambling pamphlets have been distributed;
- the online Responsible Gambling Trivia Slot Machine received 150 completed responses in 8 weeks. Raw data gathered from responses will be used to focus on future educational materials;
- the Responsible Gambling Slogan contest received 137 eligible entries. The winning entry is being used in the ARGP DVD that is under development;
- the MNO has built a positive working relationship with the University of Guelph and as a result was invited to present at a responsible gambling conference in Alberta.

### PROGRAM DETAILS

**Funder:** Ministry of Health and Long-Term Care (MHLTC)  
Government of Ontario

**Number of Staff:** 1

**Staff located in:** Ottawa

**Eligible Clientele:** Métis and other  
Aboriginal people

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## OTHER PROJECTS AND ACTIVITIES

### ■ Indigenous Knowledge Networks

The MNO is linked with five Métis and First Nations partners in Ontario and Saskatchewan to further develop our knowledge of what encourages and supports healthy infant, child, and family wellness in Métis and First Nations communities. Findings from community-based research conducted by the network partners is being used to enhance culturally-grounded health promotion programs for parents and young children under the age of 6 years.



(top) A Métis student at Niagara College, Zachery Cousineau, (centre) is presented with an MNO Bursary Award.

(above) MNO “Moccasin Camps” build a community of learners within the Métis Nation. Métis presenters are in high demand from schools, governments and the general public.



In March 2012, an Infinite Reach Spring Break Camp was held at Fort William Historic Park near Thunder Bay. The camp attracted 16 students from 14 different Ontario postsecondary institutions who received extensive Métis cultural training. These students were trained to become Infinite Reach Facilitators.



MNO Education Officer, Chris McLeod gives students at David Suzuki Secondary School the historical background of the Métis people.

## MÉTIS NATION OF ONTARIO BRANCHES

# EDUCATION AND 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 branch has been delivering employment, and training services, and supports to Métis since 1996 through ongoing agreements with 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 Branch has grown in the size and scope of services, and supports. The Branch 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 on their path to education and employment. Programs and services are accessible through a community-based province wide one stop delivery network. A large percentage of branch operations focus on direct employment and training client service delivery. These programs are complimented by the education side of the Branch however the scope and delivery parameters vary depending on funding mandates.

MNO's employment and training services are funded by Human Resources and Skills Development Canada through its Aboriginal Skills and Employment Training Strategy (ASETS), and are focused on three main priorities demand driven skills development, partnerships and accountability for improved results. In order to meet these identified priorities, the Branch has paid special attention to strengthening its program policies, reporting systems, and assessment procedures. While the MNO was one of the only ASETS across Canada to witness an increase in its yearly funding amount, the demand for skills training continue to far exceed available funding supply, and budgets do 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 tourism and hospitality, energy and housing inspections.

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

— from the Métis Nation of Ontario  
*Statement of Prime Purpose*

## BRANCH DETAILS

**Number of Staff:** 25

**Staff located in:** Fort Frances, Hamilton, Kingston, Midland, North Bay, Ottawa, Sault Ste. Marie, Sudbury, Thunder Bay, Timmins and Toronto



## PROGRAM DETAILS

**Funder:** Human Resources Skills Development Canada (HRSDC) - Government of Canada

**Number of Staff:** 20

**Staff located in:** Fort Frances, Hamilton, Kingston, Midland, North Bay, Ottawa, Sault Ste. Marie, Sudbury, Thunder Bay, Timmins and Toronto

### Eligible Clientele:

Self-identified Métis in Ontario who are unemployed or underemployed

### Target Market:

Potential employers, industry sectors and education and training stakeholders

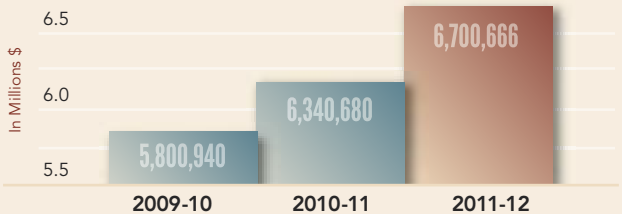
## ABORIGINAL SKILLS AND EMPLOYMENT TRAINING STRATEGY (ASETS) AGREEMENT

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 assists Métis to 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 a growing skills shortage and bolster opportunities for Métis in emerging industries.

### Recent Notable Achievements:

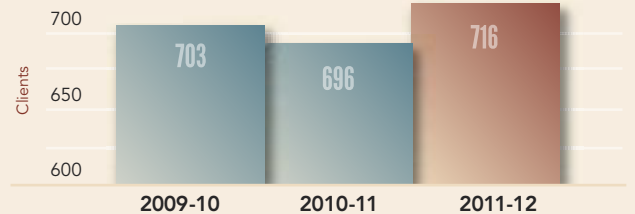
- the MNO has implemented new programs, policies, circulated service standards for all Education and Training staff, and is actively marketing the employment and training programs to Métis across Ontario;
- the position of Inter-branch Coordinator was established through funding from ASETS, and the Lands Resources and Consultations Branch;
- the MNO hired a Manager of Projects and Partnerships, who has successfully in leveraged new funding to implement sector focused skills development projects;
- the MNO delivered a Métis cultural summer student program in several locations across Ontario;
- the MNO received \$23,456 through Canada Summer Jobs to hire 2 Métis students in Sault Ste. Marie, Midland and Thunder Bay, and utilized ASETS youth program dollars to enhance the staff compliment per site, maximizing the benefit of the project;
- ASETS regional budgets were committed early in the fiscal year. This was the result of a robust marketing campaign, internal investments toward skills development projects, and the increased demand for services and support.

### ASETS | LABOUR MARKET FUNDING GROWTH



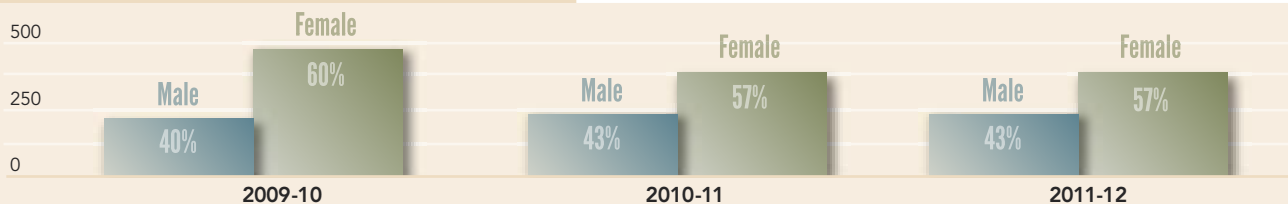
Total funding over 3 years: **\$18,842,286**

### ASETS | TOTAL CLIENTS FUNDED

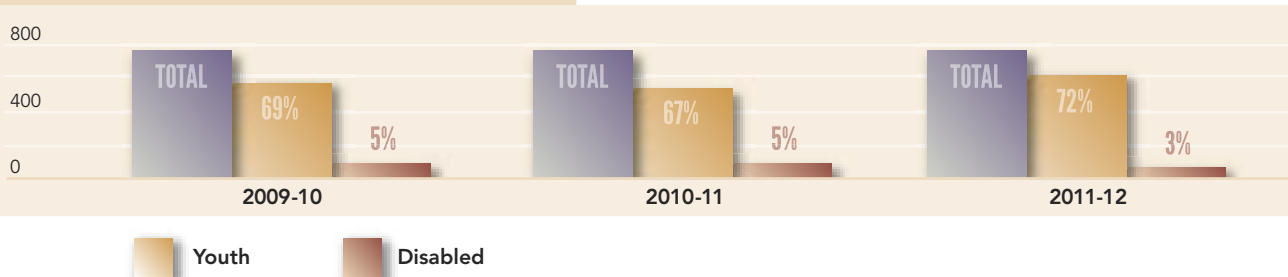


Transition to ASETS mid-year did impact the number of clients that could access funding

### ASETS | CLIENT GENDER BREAKDOWN



### ASETS | YOUTH AND DISABLED CLIENTS



## 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 will identify areas for future cooperation. The Ministry provides funding for the MNO to advance several projects including: the Infinite Reach: Métis Student Solidarity Network; Michif 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:

- multiyear funding agreement with the Ministry of Education was negotiated and implemented;
- MNO staffing was expanded to include French language services, and outreach to French school district boards;
- a Michif speakers gathering was held in February, 2012, and Michif speaker videos have been posted to the MNO website;

### PROGRAM DETAILS

**Funder:** Ministry of Education, Government of Ontario

**Number of Staff:** 5 (responsibilities shared with staff hired under Ministry of Training, Colleges and Universities Agreement)

**Staff located in:** Ottawa, Thunder Bay and Timmins

**Eligible Clientele:** Ontario K-12 students, teachers, administrators, school board officials, education ministry officials; MNO community councils and citizens; self-identifying Métis students and parents



▲  
MNO Education and Training staff at a strategy meeting in Midland in March 2012.

## PROGRAM DETAILS

**Funder:** Ministry of Training, Colleges and Universities, Government of Ontario (MTCU)

**Number of Staff:** 3 (shared with Ministry of Education Agreement)

**Staff located in:** Ottawa

**Target Market:** Ontario postsecondary students, instructors, administrators, school board officials, education ministry officials; MNO community councils and citizens; self-identifying Métis students and parents

- Moccasin camps were hosted in Kitchener and North Bay, each bringing together over 30 people from Métis communities in those areas. The North Bay event was the first French language Moccasin Camp;
- further improvements were made to the Métis Education Kits, with new resources and additional supports added;
- the Infinite Reach program grew significantly in 2011-12. Specific projects have included Infinite Reach resource materials such as posters, e-mail distribution lists, manuals and webpages on the MNO website.

## MINISTRY OF TRAINING, COLLEGES AND UNIVERSITIES AGREEMENT

The MNO signed a Memorandum of Understanding (MOU) with the Ministry of Training, Colleges and Universities 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 will identify areas for future cooperation. The Ministry provides funding for the MNO to advance several projects including: the Infinite Reach: Métis Student Solidarity Network; student talking circles and meetings with MNO Senators; establishing MOUs and similar agreements with Ontario postsecondary institutions, and the research and development of reports on best practices in postsecondary institutions as related to Métis students.

### ■ Recent Notable Achievements:

- the Infinite Reach program grew significantly in 2011-12. Specific projects have included Infinite Reach resource materials such as posters, e-mail distribution lists, manuals and webpages on the MNO website. In March 2012, an Infinite Reach Spring Break Camp was held at Fort William Historic Park near Thunder Bay. The camp attracted 16 students from 14 different Ontario postsecondary institutions who received extensive Métis cultural training. These students were trained to become Infinite Reach Facilitators who will engage incoming Métis students at their institutions, and provide support by connecting students to available student services, Métis cultural events, and MNO Community Councils.
- An Infinite Reach facilitators and Senators gathering was held in Toronto;
- Research report on best practices in postsecondary education was produced and posted on the MNO website. The report outlined a series of recommenda-

tions to increase the engagement, recruitment and retention of Métis students in postsecondary education;

- sharing circles were held with Algoma College, University of Toronto, and Queens University;
- Memorandums of Understanding were signed with Lakehead University, the University of Sudbury, and the Northern Ontario School of Medicine.

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## OFFICE OF THE FEDERAL INTERLOCUTOR (OFI)

The Office of the Federal Interlocutor on Métis and Non-status Indians provides the MNO with funding for several education projects including conference funding, Moccasin Camps and research reports.

### ■ Recent Notable Achievements

- The MNO played a major role in the third annual Circle of Light conference. This included MNO keynote speakers, panel presenters and breakout session presenters. The conference brought together a thousand delegates that included educators, school board members, government officials, and students to share, and discuss, Aboriginal education best practices;
- Moccasin camps were held in Kitchener and North Bay each attracting over 30 people. The North Bay Camp was the first designed for French speakers. Métis presenters are in high demand from schools, governments and among the general public who are interested in learning more about Métis in Ontario. The camps help Métis community members enhance their presentations skills, and learn more about their Métis culture and heritage;
- A research report by Dr. Susan Dion, York University, for MNO on Teacher Education programs in Ontario was completed.

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## EMPLOYMENT IN ENERGY PROJECT NORTH (EIEPN)

The Employment in Energy Project North (EIEPN) program is a partnership with Northern College that provides students with both in-class training, and work placements that prepare them for careers in the energy industry.



▲  
MNO “Moccasin Camps” build a community of learners within the Métis Nation. Métis presenters are in high demand from schools, governments and the general public.

### PROGRAM DETAILS

**Funder:** Office of the Federal Interlocutor (OFI) Government of Canada

**Number of Staff:** N/A

**Target Market:** Ontario K-12 and postsecondary students, instructors, administrators, school board officials, education ministry officials, education research community in Ontario; MNO community councils and citizens; self-identifying Métis students and parents

## PROGRAM DETAILS

**Funder:** Human Resources Skills Development Canada (HRSDC) Government of Canada through ASETS and Ministry of Training, Colleges and Universities (MTCU), Government of Ontario

**Number of Staff:** 2

**Staff located in:** Timmins

**Eligible Clientele:** Self-identified Métis and other Aboriginal people

**Target Market:** Potential employers, industry sectors and education and training stakeholders

## PROGRAM DETAILS

**Funder:** Human Resources Skills Development Canada (HRSDC) Government of Canada (through ASETS)

**Number of Staff:** 1

**Staff located in:** Midland

**Eligible Clientele:** Self-identified Métis and other Aboriginal people

**Target Market:** Potential employers, industry sectors and education and training stakeholders

### ■ Recent Notable Achievements:

- thirty applications were received and 20 participants were admitted to the program (nine being Métis);
- EIEPN has been featured on Nationtalk.ca, MCTV Northern Ontario news story and Wawatay Radio;
- five candidates found employment before the end of the project;
- currently three participants are working in the mining sector, six are working in the energy sector, and two are working in other sectors.

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## EMPLOYMENT IN ENERGY PROJECT SOUTH (EIEPS)

The Employment in Energy Project South (EIEPS) program is a partnership with Georgian College that provides students with both in-class training, and work placements that prepare them for careers in the energy industry.

### ■ Recent Notable Achievements:

- sixty applications were received for the project (ten more than the previous year);
- fifteen candidates were accepted (13 were Métis, two First Nations and funded via First Nation ASETS funding);
- eighty per cent of candidates completed the program;
- six candidates proceeded to placement opportunities and two returned to education;
- one power line technician apprentice was hired on a helicopter crew prior to completing the program;
- EIEPS was featured in on the front cover of an Aboriginal business newsletter and in *SAY Magazine*;
- EIEPS was featured as a best practice at an Aboriginal Apprenticeship Conference.



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## NAVIGATING EMPLOYMENT PATHWAYS (NEP)

Building on the success of the Ready to Work Tourism and Hospitality Program, the Metis Nation of Ontario (MNO) has launched the new Navigating Employment Pathways Program (NEP), funded in part by the Government of Canada. The Program is a partnership between The MNO, and The Ontario Tourism Education Corporation (OTEC).

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 four sites: Thunder Bay; Sault Ste. Marie; North Bay; and Midland. This fully funded training opportunity is offered twice a year. The Program is comprised of two training components. The first is ten weeks of classroom training where participants may gain certifications in Tourism Essentials, Service Excellence, Food Safety, Workplace Hazardous Materials Information System (WHMIS), and Smart Serve.

Participants will then take the skills and knowledge they have learned in the classroom, and apply them during the second component, which is a paid work placement. During the work placement, participants will begin to log their work hours towards the second step of the National merit Professional Certification Process, bringing them one step closer to becoming a Tourism Certified Professional.

■ **Recent Notable Achievements:**

- although NEP has just started the participants are already experiencing high levels of success;
- all ten participants in Midland successfully completed all five certifications;
- all Sault Ste. Marie participants that sought certifications have been successful;
- North Bay participants have enjoyed success and passed the majority of the certifications they attempted;
- ten participants in Thunder Bay have passed their first certification;
- the participants in North Bay have created their own website to highlight their activities in the project;
- classroom and computer lab space for NEP students has been found in MNO offices in Midland, Thunder Bay, North Bay and Sault Ste. Marie.

**PROGRAM DETAILS**

**Funder:** Service Canada – Strategic Partnership Fund, Government of Canada

**Number of Staff:** 5

**Staff located in:** Midland, North Bay, Sault Ste. Marie and Thunder Bay

**Eligible Clientele:** Self-identified Métis and other Aboriginal people



▲ Osisko Hammond Reef Gold and the MNO sign a Memorandum of Understanding.

▲ In March 2012, Métis youth from across Ontario participated in immersive Advanced Traditional Knowledge Collection Training near Thunder Bay.



▲ On March 27 and 28, Métis knowledge holders from across the province gathered in Thunder Bay for a Métis traditional knowledge forum.

## MÉTIS NATION OF ONTARIO BRANCHES

# LANDS, RESOURCES AND CONSULTATION

The Lands, Resources and Consultations (LRC) Branch serves as a centre of excellence for technical expertise related to Métis rights, way of life, environmental impacts, policies and regulations, and resource-related developments. The Branch provides critical capacity support to Métis communities across Ontario to ensure the Crown's Duty to Consult and Accommodate is met.

In line with *The Statement of Prime Purpose*, the LRC Branch's objectives are:

- be a “one-window” contact for MNO consultation;
- triage and prioritize incoming requests for consultation to identify an acceptable level of MNO involvement;
- effectively manage MNO involvement in major project assessments;
- hold regional workshops and/or provincial conferences to educate and train MNO citizens on consultation, assessment and accommodation issues;
- initiate and carry-out MNO Traditional Land Use Studies.

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

The main focus of the Government of Ontario New Relationship Fund (NRF) is to assist Métis and First Nations communities build fundamental consultation, and engagement capacity, so, that they can better engage with governments, and the private sector on lands and resources issues. Through NRF funding the MNO has developed multi-year consultation plans, trained staff, conducted Traditional Knowledge, and Métis Way of Life studies. It has also held gatherings, conducted interviews and developed a large number of communications resources.

**“... re-establish land  
and resource bases.”**

— from the Métis Nation of Ontario  
*Statement of Prime Purpose*

### BRANCH DETAILS

**Number of Staff:** 17 full time and 3 part-time

**Staff located in:** Fort Frances, Guelph, Midland, Ottawa, Owen Sound, Sudbury, Thunder Bay, Timmins, Toronto and Welland

### PROGRAM DETAILS

**Funder:** Ministry of Aboriginal Affairs, Government of Ontario

**Number of Staff:** 14 full-time; 3 part-time positions

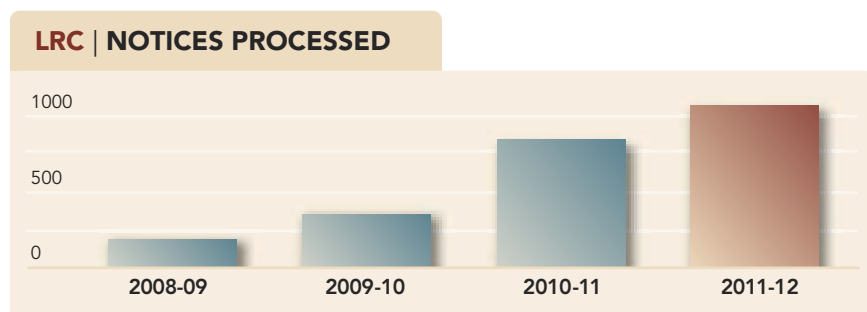
**Staff located in:** Fort Frances, Guelph, Midland, Ottawa, Owen Sound, Sudbury, Thunder Bay, Timmins, Toronto and Welland



▲  
Lisa McCron (right) from the MNO Moon River Métis Council shares her knowledge of medicinal plants at a Traditional Knowledge feast in Midland.

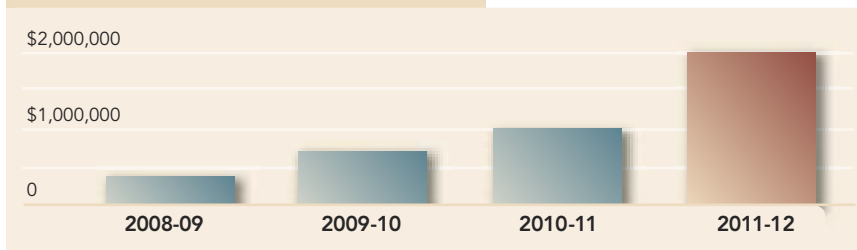
## ■ Recent Notable Achievements:

- as the charts indicated, the MNO continues to experience a steady increase in the number of consultations notices processed annually and in the amount of dollars leveraged from proponents;
- in January 2012, the MNO signed an Impact Benefit Agreement (IBA) with Detour Gold. This was the first IBA between a Métis government and a proponent in the Homeland and included support for: Training and education initiatives; jobs; business opportunities; Métis scholarship and bursaries; support for social and cultural practices; and financial participation;
- in 2011-12, approximately two million dollars was leveraged from proponents and other stakeholders (see “Additional Funding” and “WOLF” sections that follow).
- eight Memorandums of Understanding (MOU) were negotiated with proponents (see “Additional funds” section);
- over one thousand project notices were posted;
- the MNO was awarded 13 Federal government funding agreements for consultation and engagement;
- the MNO submitted comments for 12 proposed environmental assessments.
- the MNO delivered Visioning Training for nine Consultation Committees.
- traditional knowledge collection training sessions were conducted;
- posters highlighting: Métis beadwork; Voyageur Games; Michif; and the Métis sash were developed;
- six brochures highlighting: the Ring of Fire; Traditional Métis Use of the Moose; Traditional Métis Use of Caribou; Traditional Knowledge, Duty to Consult, and Aggregate Quarries; were developed;
- forestry training workshops held in Regions one, four, five, six and seven;
- traditional knowledge group interviews held in Fort Frances and Kenora.





## LRC | FUNDS LEVERAGED



### ADDITIONAL FUNDING OBTAINED TO SUPPORT CORE CONSULTATION ACTIVITIES:

The LRC Branch, working with MNO Communities on consultation activities, obtained additional funding from proponents and government to support MNO communities in core consultation activities. This funding can be divided broadly into three categories:

- federal government support to engage in consultative processes;
- proponent support to engage in consultation processes (through Memorandums of Understanding [MOUs]);
  - MOUs have been established with some proponents to provide support to the potentially impacted regional, rights-bearing Métis communities, such that the community can be properly consulted in order to determine the potential impacts of the project to the community's Métis rights, way of life and interests;
  - these MOUs are specific to projects that are located throughout the province, and therefore different communities are involved in different MOU activities. These agreements include: Ontario Power Generation(OPG)/Nuclear Waste Management Organization (NWMO) Deep Geological Repository; NWMO Adaptive Phase Management; OPG Little Jackfish; OPG Lower Mattagami; OPG Relationship Agreement; Osisko; Rubicon and Stillwater;
- proponent support to engage in consultative processes (through direct meeting support):
  - regardless of the proponent, direct meeting support is utilized in the same fashion: to cover the expenses of a Regional Consultation Committee to attend a meeting with the proponent;
  - support of this type was leveraged for at least 57 meetings across the province in 2011.

### PROGRAM DETAILS

**Funder:** Government of Canada (various departments including Parks Canada, Environment Canada, Canadian Environmental Assessment Agency [CEAA], Department of Fisheries and Oceans); International Joint Commission, Ontario Power Generation, Nuclear Waste Management Organization, Osisko, Rubicon, Stillwater Canada

**Eligible Clientele:** MNO Community Councils and PCMNO Regional Councillors



### ■ Recent Notable Achievements:

- a MOU was negotiated with Osisko Mining Corporation and was signed in early April 2012. The MOU sets out the way in which the local Métis community, as represented by MNO's Treaty #3/Lake of the Woods/Lac Seul/Rainy River/Rainy Lake Consultation Committee and the Community Councils that are a part of the Committee, will be consulted regarding the development of the project and commits the parties to working together to address any potential impacts the project may have on Métis rights, interests and way of life.

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## WAY OF LIFE FRAMEWORK (WOLF)

The objectives of the Way of Life Framework (WOLF) is to gather Métis traditional knowledge, conduct historical research, and provide training to Métis communities on Métis rights, and Way of Life. To accomplish these goals WOLF conducts Traditional Knowledge and Land Use (TKLU) studies, the Aboriginal Inland Habitat Program, an annual survey of MNO Harvesters; collects knowledge about species at risk; and participates in the MNO/MNR Policy Dialogue Table.

### ■ Recent Notable Achievements:

- WOLF has carried out consultation-driven Traditional Knowledge, and Land Use (TKLU) Studies. Studies including interviews with knowledge holders, drafting reports and archiving study data. Studies undertaken in 2011-12 were:
  - Ontario Power Generation (OPG) Little Jackfish TKLU Study (21 knowledge holders, Region Two);
  - Stillwater Canada TKLU Study (21 knowledge holders, Region Two);
  - Osisko/Rubicon Minerals TKLU Study (30-35 knowledge holders, Region One);
  - OPG Lower Mattagami / New Post Creek TKLU Study (20-30 knowledge holders, Region Three);
  - OPG Deep Geological Repository TKLU Study (approximately 20 knowledge holders, Region Seven);
- WOLF fulfilled the aspects of the Aboriginal Inland Habitat Program (AIHP):
  - a MNO Captains of the Hunt meeting was staged to discuss and share AIHP information;
  - Aquatic Habitat Projects meetings were held with the MNO Thunder Bay

### PROGRAM DETAILS

**Funder:** Ministry of Natural Resources (MNR), Government of Ontario; Fisheries and Oceans Canada (DFO), Government of Canada; Canadian Wildlife Services (CWS) Government of Canada

**Number of Staff:** 4 of the 14 full time staff identified under NRF

**Staff located in:** Fort Frances, Guelph, Thunder Bay and Toronto

**Eligible Clientele:** MNO Community Councils and PCMNO Regional Councillors

- Métis Council and the MNO Kenora Métis Council;
- WOLF participated in the Ministry of Natural Resources on a Lake Sturgeon assessment project;
- WOLF staged traditional knowledge collection on Lake Sturgeon by interviewing six knowledge holders;
- A Traditional Knowledge Collection Training, and Youth-Elder Knowledge Exchange was staged (27 youth and knowledge holders).
- the 2011 MNO Harvesters Survey was completed;
- traditional knowledge group interviews (two sessions) were held on species at risk. Twenty-four knowledge holders from the Thunder Bay and Kenora areas interviewed;
- four meetings of the MNO/MNR Policy Dialogue Table were held;
- a joint MNO/MNR Captains of the Hunt (COTH) meeting was held.



▲ Traditional Knowledge holders meet in Kenora to discuss the Métis Way of Life.

## COMMUNITY RELATIONS

Community Relations works to ensure that Métis people are fully engaged, and informed throughout the consultation process, and that strong in-community relations are formed and maintained between the MNO, regional Consultation Committees, and chartered MNO Community Councils. Community Relations liaises with chartered MNO Community Councils, and provides resources and training that assist them in their local governance roles (see page 33 MNO Chartered Community Councils section for more details).

### ■ Recent Notable Achievements

- in August 2011, Meetings and Negotiations Training was offered to all MNO Community Council members and PCMNO Regional Councilors. Seventy-six individuals participated in the training;
- eight MNO Community Councils received Governance and Finance training workshops, and two Community Councils received Meetings and Negotiations training upgrades;
- Community Relations staff assisted six MNO Community Councils in resolving disputes and conflicts at the Council level. This critical support service ensured minimal disruption of business related to consultations with proponents and government as new community representatives were trained and conflicts resolved.

### PROGRAM DETAILS

**Funder:** Ministry of Aboriginal Affairs (NRF)

**Number of Staff:** 3 of the 14 full time staff identified under NRF

**Staff located in:** Ottawa, Timmins, Welland

**Eligible Clientele:** MNO Community Councils, MNO Citizens

## MÉTIS NATION OF ONTARIO BRANCHES

# HOUSING

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

— from the Métis Nation of Ontario  
Statement of Prime Purpose

### BRANCH DETAILS

**Number of Staff:** 12

**Staff located in:** Innisfil and  
Thunder Bay

The Métis Nation of Ontario (MNO) Housing Branch operates under fee-for-service contracted agreements to provide property management and program management on behalf of federal, provincial, and municipal governments. The Housing Branch is self-sustaining, which means its operations are not maintained through grants or funding agreements; rather, through result-based contracts payable to the MNO for work performed. All profits from revenues generated are reinvested into the MNO Secretariat to assist in repayment of the debt load and supplement of operational costs.

In 2011-12, the MNO continued to pursue new contract opportunities, in property management, and the program administration sector, by developing business proposals, and maintaining good relationships with local municipal offices. Furthermore, the MNO kept abreast of housing related funding, such as capital to build or acquire social housing units, and operating funding, for rent subsidies, and for consideration for building Metis specific housing.

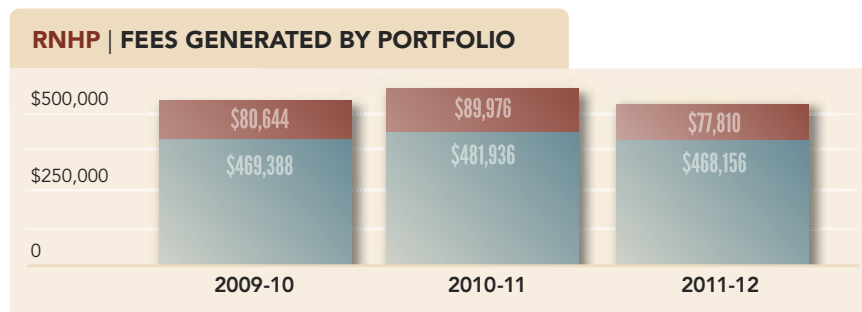
As of April 1, 2012, the MNO saw several contracts expire due to recent provincial-municipal downloading. The MNO is in the process of approaching local municipalities to begin discussions around potential business relationships with the branch.

The Housing Branch also provides training to the MNO Building Systems Advisors Internship Program (BSTAIP) by providing 12 months of on-site and in-office training in the areas of property management and inspections services.

### RURAL AND NATIVE HOUSING PROGRAM (RNHP)

The MNO 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. The MNO is responsible for the

Thunder Bay, Kenora and Rainy River Districts, known as the Thunder Bay Portfolio; and parts of Sudbury, Nipissing and Parry Sound Districts, known as the North Bay Portfolio.



### ■ Recent Notable Achievements

Currently, the MNO manages 338 rental units and 70 homeowner unit subsidies (this component of RNH is no longer available for new applications). Housing Branch’s successes include:

- generation of \$ 545,996 of income for the MNO;
- provision of affordable housing for 64 families.

- **RESIDENTIAL REHABILITATION ASSISTANCE PROGRAM (RRAP)**
- **RESIDENTIAL REHABILITATION ASSISTANCE PROGRAM FOR PERSONS WITH DISABILITIES (RRAP-D)**
- **HOME ADAPPTIONS FOR SENIORS INDEPENDENCE (HASI)**
- **EMERGENCY REPAIR PROGRAM**

The MNO is an authorized delivery agent for the Residential Rehabilitation Assistance Program (RRAP), Residential Rehabilitation Assistance Program for Persons with Disabilities (RRAP-D), Home Adaptations for Seniors Independence (HASI), and Emergency Repair Program (ERP) on behalf of Canada Mortgage and Housing Corporation (CMHC). 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. There is also assistance for low-income homeowners requiring emergency repairs (ERP) in rural communities and accessibility improvements for persons with disabilities (RRAP-D) as well as minor modification for seniors (HASI).

### PROGRAM DETAILS

**Funder:** Service Canada - Administration and Fee-for-service Contract with Ontario Aboriginal Housing Services Corporation

**Number of Staff:** 12

**Staff located in:** Innisfil and Thunder Bay

**Eligible Clientele:** Low income Métis, other Aboriginal people and non-Aboriginal families

### PROGRAM DETAILS

**Funder:** Service Canada - Administration and Fee-for-service Contract with Canada Mortgage and Housing Corporation (CMHC)

**Number of Staff:** 3.5

**Staff located in:** Innisfil and Thunder Bay

**Eligible Clientele:** Low income Métis, other Aboriginal people and non-Aboriginal homeowners and seniors



▲  
BSTAIP interns inspect a  
Habitat for Humanity House.

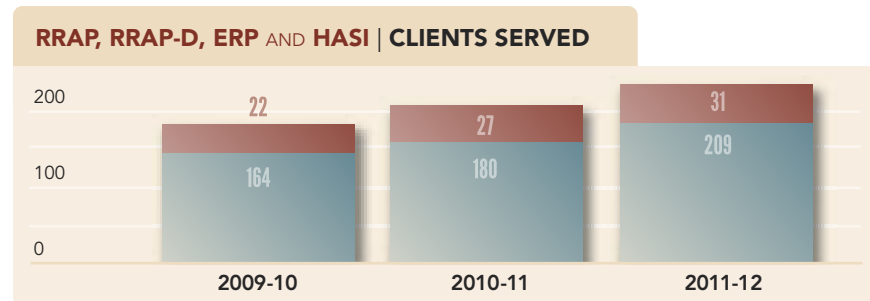


▲  
Some of the participants in the MNO  
Building Systems Technical Advisor  
Internship Program (BSTAIP).

The MNO delivered these programs under a fee-for-service agreement with CMHC since 1999. These programs are offered in the following areas: Thunder Bay; Muskoka; Rainy River; Parry Sound; Kenora; Nipissing; Algoma; Cochrane; Haliburton County and Simcoe.

The RRAP is designed to provide low-income homeowners with financial assistance to repair/rehabilitate substandard housing so they meet a minimum level of health and safety. The RRAP also provides assistance to low income homeowners requiring emergency repairs (ERP), and accessibility improvements for persons with disabilities (RRAP-D).

In April 2011, RRAP was placed on hold as the provinces were negotiating new social housing agreements with the Federal government. In November of 2011, Ontario and the federal government announced \$480.6 million through the Investments in Affordable Housing (IAH), which replaces the Affordable Housing Program. The IAH is a community based funding stream for municipal service managers to tailor funding based on community need. One component of the IAH is the new Ontario Renovates Program, which replaces the RRAP, HASI, ERP, RRAP- D, and the Northern Homeowner Repair Program (NHRP). During the IAH announcement, RRAP, ERP, HASI and RRAP-D were extended until March 31, 2012 and Housing Branch's contract was extended until September 2012 to service any residual clients after March 31, 2012.



#### ■ Recent Notable Achievements

- the MNO delivered a full 12-month funding allocation of over \$2.1 million in only five months;
- even with a shortened delivery year, the MNO generated \$148,387.00 up to March 31, 2012 and is expecting an additional \$64,763.00 of residual income up until September 2012. The chart above provides a breakdown of successful deliveries over the past three fiscal years;
- Since the execution of the agreement with CMHC in 1995, the MNO has assisted well over 2,500 applicants in repairing and modifying their homes, and exhausted over \$25 million in RRAP/ERP funding.



## NORTHERN HOMEOWNER REPAIR PROGRAM (NHRP)

MNO has an agreement with Kenora District Social Services Administration Board (KDSSAB) to provide inspection and administrative services to deliver the Northern Home Repair Program (NHRP). The MNO also provides technical and inspection services for the program on behalf of the Thunder Bay District Social Services Administration Board (TBDSSAB). NHRP provides funding in the form of forgivable loans, to low-income persons living within the identified districts to repair, rehabilitate, or modify their homes.

Similar to the Residential Rehabilitation Assistance Program (RRAP), NHRP, was placed on hold as the provinces were negotiating new social housing agreements with the federal government. In November of 2011, Ontario and the federal government announced \$480.6 million through the Investments in Affordable Housing (IAH) which replaces the Affordable Housing Program. The IAH is a community-based funding stream for municipal service managers to tailor funding based on community need. One component of the IAH is the new Ontario Renovates Program, which replaces the RRAP, HASI, ERP, RRAP- D, and the Northern Homeowner Repair Program (NHRP). During the IAH announcement, RRAP, ERP, HASI and RRAP-D were extended until March 31, 2012 and MNO's contract with the DSSAB has not been extended beyond March 31, 2012.

## BUILDING SYSTEMS AND TECHNICAL ADVISOR INTERNSHIP PROGRAM (BSTAIP)

The MNO Building Systems Technical Advisor Internship Program (BSTAIP) is designed to develop a workforce of highly skilled building inspection and energy conservation advisors that will be leaders in the current trends influencing housing. Participants will learn about:

- construction materials and techniques, energy efficiencies, heating systems, and plumbing related to residential housing;
- project management;
- enhanced client services;
- energy audits.

Unique features of this two-year program include an emphasis on Métis culture, cross-cultural communication, and applied research in energy efficiencies and green technologies.

### PROGRAM DETAILS

**Funder:** Service Canada - Administration and Fee-for-service Contract with Kenora District Services Administration Board (KDSB); Technical inspection and fee-for-service contract with the Thunder Bay District Social Services Administration Board (TBDSSAB)

**Number of Staff:** 3 (work on this program)

**Staff located in:** Thunder Bay

**Eligible Clientele:** Low income Métis, other Aboriginal people and non-Aboriginal families

### PROGRAM DETAILS

**Funder:** Ontario Power Authority (OPA), Province of Ontario; Tripartite Funding, Province of Ontario, Aboriginal Skills and Strategic Investment Fund, Province of Ontario

**Number of Staff:** 2

**Staff located in:** Thunder Bay

**Eligible Clientele:** Self-identified Métis, other Aboriginal people and non-Aboriginal people with a grade 12 diploma or equivalent and demonstrable experience in trades or construction



▲  
BSTAIP interns inspect a  
Habitat for Humanity House.

The internship will provide a framework of competencies that participants must demonstrate, and they will be required to complete an energy-based research project before the completion.

The intent is that, upon successful completion of the BSTAIP, the graduate will be positioned for full-time employment with the MNO, in related industry fields, or other provincial housing providers.

BSTAIP is part of the MNO's vision to enable sustainable reductions in electricity usage in residential homes on a longer-term basis. The vision is to effectively integrate new policies, procedures and programs into the umbrella public strategies. For example, there are opportunities to advocate, and promote a more sustained strategy aimed at permanently changing electricity usage in Aboriginal and social housing. In addition, education and awareness building will play a role in effecting usage in households into the future. The MNO wishes to expand its role in energy conservation, and is prepared to invest in a qualified skilled technical workforce, and be a leader in conservation among its range of partners including other Aboriginal groups involved in social housing and other Aboriginal communities, on and off-reserve.

#### ■ Recent Notable Achievements:

BSTAIP participants have obtained long term employment in the energy conservation sector either through the MNO directly, through project partners or through other organizations and companies involved in the field:

- four BSTAIP Interns are Certified Canada Mortgage and Housing Corporation's Residential Rehabilitation Assistance Program Inspectors;
- four Interns have received Eco Energy Training; three interns have progressed to next stage in certification process through NRCan;
- three of the four interns have been offered full-time position within the MNO Housing Branch;
- four interns completed a 'Train the Trainer' workshop that will allow them to facilitate local training initiatives.

## MÉTIS NATION OF ONTARIO BRANCHES

# REGISTRY

The Registry works with, and within, the National Definition of Métis, to research, publish, and promote the genealogical documentation of the Métis. The Registry 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 understandings 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.

### ■ Recent Notable Achievements:

- in 2011-12, the Registry has placed more information on the MNO website than any previous year. Citizens now have access to a full section of Historical Research that contains various government and MNO reports on Métis history in many areas of the province. A full section dedicated to assisting applicants, and those that want to further their genealogical research has also been posted. The *Resources for Applicants* page contains updated application forms that can be completed on-line, a *Frequently Asked Questions (FAQ)* book, historical research, and the *Genealogy Guidebook*. All of these are downloadable or hard copies are available through the MNO office;
- the Registry has published hard copies of the genealogical guidebook to assist in individual research and the *FAQ* to assist citizenship applicants;
- the Registry Branch processed a total of 745 citizenship cards in the 2011-2012. As the chart indicates that represents almost as many cards in one year as in the previous two years combined;
- the Registry has made significant progress in processing the backlog of applications that resulted from the understaffing during 2010-11. The two year wait-ing period applicants were facing has decreased to less than one year.

*“... 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 Métis Nation of Ontario  
Statement of Prime Purpose

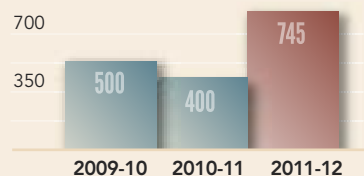
### BRANCH DETAILS

**Number of Staff:** Office of the Federal Interlocutor (OFI)

**Number of Staff:** 6

**Staff located in:** Ottawa

### REGISTRY | CARDS ISSUED





◀ MNO President Gary Lipinski, MNO Chair France Picotte and Senator Ray Bergie at the MNO Business Forum on March 30, 2012 in Toronto.

▲ The finalists and judges of the MNO Generation Innovation Youth Entrepreneurship Challenge.



◀ Some of the dignitaries at the Provincial Louis Riel Day ceremony. (left to right) MNO citizen Kathleen Lanigan, Energy Minister Chris Bentley, Aboriginal Affairs Minister Kathleen Wynne, MPP Dave Levac, MNO President Gary Lipinski, MNO Chair France Picotte, Children and Youth Services Minister Dr. Chris Hoskins, and MNO Senator Joseph Poitras.

## MÉTIS NATION OF ONTARIO BRANCHES

# INTERGOVERNMENTAL RELATIONS

The Intergovernmental Relations Branch is the MNO's liaison with government ministries, departments, agencies and stakeholders. The Branch supports the many initiatives undertaken by the MNO including the Tripartite, MNO-Ontario Framework Agreement and Mattawa/Nipissing Research processes. In 2011-12, in addition to creating the successful funding proposals for the above process, the Branch secured funding for the MNO Registry, Registry Consultations, Basic Organization Capacity, business development initiatives (MNO Business Registry, Business Support Services, Métis Business Forum and the Generation Innovation project), the New Relationship Fund Core Consultation capacity and Enhanced capacity, Women's Leadership Training, Mining capacity support, election readiness, and Human Resources and Gap Analysis projects.

The Intergovernmental Relations Branch is also responsible for soliciting and coordinating sponsorship for the annual MNO Annual General Assembly and organizes the provincial Louis Riel Ceremony at Queen's Park in Toronto.

## CORE BILATERAL FUNDING AGREEMENT

The Core Bilateral Funding Agreement provides basic core capacity to the Métis Nation of Ontario (MNO). It also provides the funding to conduct bilateral relations with the Ministry of Aboriginal Affairs and produce the MNO Annual Report, stage the MNO Annual General Assembly (AGA), conduct the MNO audit, insure MNO election readiness, and develop a position paper on Métis child welfare in Ontario.

### ■ Recent Notable Achievements:

- the *Core Bilateral Funding Agreement* provides basic core capacity to the MNO. It also provides the funding to conduct bilateral relations with the Ministry of Aboriginal Affairs and produce the MNO Annual Report, stage the MNO Annual General Assembly (AGA), conduct the MNO audit, insure MNO election readiness, and develop a position paper on Métis child welfare in Ontario.

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

— from the Métis Nation of Ontario  
Statement of Prime Purpose

### BRANCH DETAILS

**Funder:** This Branch primarily obtains funding utilized by other Branches

**Number of Staff:** 2

**Staff located in:** Ottawa and Toronto

### PROGRAM DETAILS

**Funder:** Ministry of Aboriginal Affairs, Government of Ontario

**Eligible Clientele:** MNO Community Councils; PCMNO Regional Councillors; MNO citizens



#### PROGRAM DETAILS

**Funder:** Office of the Federal Interlocutor (OFI), Government of Canada

**Eligible Clientele:** MNO Community Councils; PCMNO Regional Councillors; MNO citizens

#### PROGRAM DETAILS

**Funder:** Office of the Federal Interlocutor (OFI), Government of Canada and the Ministry of Aboriginal Affairs

**Eligible Clientele:** MNO citizens

#### PROGRAM DETAILS

**Funder:** Office of the Federal Interlocutor (OFI), Government of Canada

**Eligible Clientele:** MNO citizens

### BASIC ORGANIZATIONAL CAPACITY

The Basic Organizational Capacity funding agreement provides funding to support basic core services to the MNO including partial funding for the AGA and PCMNO meetings.

#### ■ Recent Notable Achievements:

- PCMNO, Executive and Finance meetings were held throughout the last fiscal year;
- the 2011 MNO AGA was held in Parry Sound in August, 2011.

### TRIPARTITE FUNDING

The Tripartite funding agreement is project funding provided jointly by the Ministry of Aboriginal Affairs (MAA) and the Office of the Federal Interlocutor (OFI). Over the last two years, Tripartite funding has been dedicated to economic development and the start-up of the Métis Nation of Ontario Housing Investments Incorporated.

#### ■ Recent Notable Achievements:

- PCMNO, Executive and Finance meetings were held throughout the last fiscal year;
- the 2011 MNO AGA was held in Parry Sound in August, 2011.

### SERVER FOR HUMAN RESOURCES MODULE

This Agreement provided the necessary funding to procure a computer server to implement the Human Resources Module that will increase the efficiency of delivering Human Resources services within the MNO.

#### ■ Recent Notable Achievements:

- a server has been installed and the Human Resources module will be ready for use in the 2012-13 fiscal year.

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## HUMAN RESOURCES PROJECT

The Human Resources Project funding agreement enabled the MNO to enhance its efficiency and effectiveness in the area of Human Resources by hiring a consultant to develop and enhance resources for the MNO staff.

■ **Recent Notable Achievements:**

- an updated Human Resources Policy and Procedures Manual was developed;
- a new employee evaluation tool has been produced.

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## GAP ANALYSIS AND RESOLUTION OF GOVERNANCE ISSUES

The Gap Analysis and Resolution of Governance Issues funding agreement provided funding for the MNO to address a number of key corporate gaps and policies that required expert advice and concrete solutions. As part of this process the MNO carried out the following:

- corporate legal opinions on the following were obtained:
  - risks of Chartered Community Councils establishing Economic Development Corporations;
  - options for the establishment of Community Council Economic Development Corporations;
  - determining what guidelines, policies and procedures are needed for creation of Community Council Economic Development Corporations in order to safeguard MNO and its Community Councils from legal liability;
  - determine the best way to structure an investment corporation and where and how impact benefit agreement money and shares should be held, identifying liability issues and tax implications;
- an assessment on the current state of the existing Community Council Economic Development Corporations was prepared;
- policies and procedures for the establishment of Community Council Economic Development Corporations and operational policy for such were considered;
- an Investment Corporation Models Best Practices Report was prepared;

■ **Recent Notable Achievements:**

- a final report was produced on the Gap Analysis and Resolution of Governance Issues.

**PROGRAM DETAILS**

**Funder:** Office of the Federal Interlocutor (OFI), Government of Canada

**Eligible Clientele:** MNO citizens

**PROGRAM DETAILS**

**Funder:** Office of the Federal Interlocutor (OFI), Government of Canada

**Eligible Clientele:** MNO citizens

#### PROGRAM DETAILS

**Funder:** Office of the Federal Interlocutor (OFI), Government of Canada

**Eligible Clientele:** MNO citizens

#### PROGRAM DETAILS

**Funder:** Ministry of Aboriginal Affairs, Government of Ontario

**Eligible Clientele:** MNO citizens

#### PROGRAM DETAILS

**Funder:** Ministry of Northern Development and Mines, Government of Ontario

**Eligible Clientele:** MNO Community Councils, PCMNO Regional Councillors, MNO citizens

### ELECTION READINESS

The Election Readiness funding agreement provided the MNO with capacity to prepare for the May 7, 2012 election. The Electoral Officer and Deputy Chief Electoral Officer were hired to commence their work in preparation for the MNO election.

#### ■ Recent Notable Achievements:

- MNO election took place May 7, 2012.

### POLICY DEVELOPMENT ENGAGEMENT FUND (ADMs Working Group)

The MNO and the Ministry of Aboriginal Affairs (MAA) have committed to a time limited, senior policy and legal table, known as the Assistant Deputy Ministers (ADM) Working Group to pursue an evidenced-based approach to the assessment of Métis communities. This is a collaborative effort between Ontario and the MNO, through the Working Group, to assess where there are MNO represented communities in Ontario that are highly likely, or highly unlikely, to satisfy criteria set out in *R.v.Powley*.

MAA has agreed to fund the ADMs Working Group process for the 2012-13 fiscal year and work is continuing on the research for the Lakehead and Nipigon Region. Regions that are coming up for assessment include: Michipicoten; Lake of the Woods/Lac Seul/Rainy Lake/Rainy River; Treaty 3 Adhesion; Sault Ste Marie; James Bay-Abitibi Temiscamingue; Kawartha; Georgian Bay; and Ottawa River.

### MINERAL SECTOR CAPACITY

The Ministry of Northern Development and Mines provided additional capacity to the MNO for a mining support staff position and activities related to the mining sector. This agreement provided the opportunity for the Regional Councillors from Regions 1-5 to attend the Prospector and Developers Association (PDAC) International Mining Conference, to meet proponents, network and learn about the mineral sector.

#### ■ Recent Notable Achievements:

- the MNO relationship with the Ministry of Northern Development and Mines was strengthened and technical support came from the Ministry to MNO communities;
- PCMNO Regional Councillors from Regions 1-5 attended the annual PDAC conference.

MATTAWA RESEARCH CAPACITY

This agreement provided the MNO with capacity to participate in a tripartite process with the provincial and federal governments to conduct research in the Mattawa/Nipissing area. The research partners will consider this research in attempting to reach a consensus conclusion as to whether or not the Powley criteria are met in this region.

Recent Notable Achievements:

- a Request For Proposal (RFP) for the researcher was tendered and a successful contractor was selected;
- a literature review and archival/historical documentary research has been undertaken and is near completion;
- the RFP for Community Research, and Genealogical Research (1920 to present) is currently under development.

REGISTRY COMMUNITY CONSULTATIONS

This agreement provided the MNO with capacity to consult with MNO citizens on Registry and Métis Identification issues, and to update MNO citizens about the actions taken on the recommendations provided by citizens in a previous round of consultations that took place in 2010-11.

Recent Notable Achievements:

- Twenty-three community consultations were held in January-March 2012;
- Genealogy Guide, FAQ booklet, toll-free Registry number were completed and historic research and other useful information were posted on the MNO website;
- A Registry and Métis Identification Policy and Appeals Process have been drafted, and will be introduced at the 2012 MNO Annual General Assembly.

PROGRAM DETAILS

**Funder:** Ministry of Aboriginal Affairs, Government of Ontario

**Eligible Clientele:** MNO citizens, in particular those in Mattawa/Nipissing area

PROGRAM DETAILS

**Funder:** Office of the Federal Interlocutor (OFI), Government of Canada

**Eligible Clientele:** MNO citizens

#### PROGRAM DETAILS

**Funder:** Ministry of Economic Development and Innovation, Province of Ontario; Office of the Federal Interlocutor (OFI), Government of Canada; Royal Bank; Union Gas; Geotechnical Business Solutions; Prospectors and Developers Association of Canada.

**Eligible Clientele:** MNO youth ages 13-29

#### PROGRAM DETAILS

**Funder:** Office of the Federal Interlocutor (OFI), Government of Canada

**Eligible Clientele:** MNO citizens

#### PROGRAM DETAILS

**Funder:** Ministry of Aboriginal Affairs, Government of Ontario

**Eligible Clientele:** All self-identified Métis in Ontario

### YOUTH ENTREPRENEURSHIP PROGRAM (Generation Innovation)

In 2011, the MNO in partnership with the Ministry of Economic Development and Innovation, and its sponsors launched a new and exciting program for Métis youth in Ontario. Generation Innovation: Métis Youth Entrepreneurship Challenge is a project designed to provide Métis youth (aged 13-29) with confidence, motivation and, above all, concrete business skills and mentoring.

The Generation Innovation project provided young Métis with the opportunity to apply to participate in a competition modeled after the popular television program “The Dragon’s Den,” where they pitch their business ideas to a panel of judges with strong business backgrounds.

#### ■ Recent Notable Achievements:

- during the week of March 2012, four *Generation Innovation* finalists received business training, attended the MNO Economic Development forum and made their pitches to judges in the Generation Innovation final competition.

### MNO REGISTRY FUNDING (Establishment of Objective and Verifiable Métis Identification Systems)

This Powley A funding agreement provides the necessary resources to maintain the MNO Registry. See Registry section on page 77 for details.

### MÉTIS VOYAGEUR DEVELOPMENT FUND

This agreement provided one-time funding to permit the establishment of the Métis Voyageur Development Fund (MVDF).

#### ■ Recent Notable Achievements:

- MVDF is incorporated and fully operational;
- the MNO and the Ontario government have signed a Memorandum of Understanding (MOU) on Economic Development.



**ECONOMIC DEVELOPMENT PLAN IMPLEMENTATION - SUPPORT SERVICES**

This funding agreement provided capacity to the MNO to establish support services and resources for Métis businesses.

■ **Recent Notable Achievements:**

- a Métis business support phone line commenced operations in late 2011;
- an online Métis Business Directory was added to the MNO website in March 2012;
- enhancements were made to the Economic Development section of the MNO website;
- Métis Business Forum was held in March 2012 attracting over 19 Métis entrepreneurs;
- a Métis Business Took Kit was produced, posted on-line and provided to all delegates to the Métis Business Forum.

**ENHANCING LEADERSHIP CAPACITY  
AND STRENGTHENING GOOD GOVERNANCE**

This funding agreement allowed the MNO to build upon the recommendations of the Strong Women Forum held in the previous fiscal year. It provided the WSMNO, and Community Council Women's representatives, with certified training on four leadership training modules.

■ **Recent Notable Achievements:**

- Leadership Training Event was held in February 2012.

**PROGRAM DETAILS**

**Funder:** Aboriginal Affairs and Northern Development Canada, Aboriginal Business Canada, Government of Canada

**Eligible Clientele:**  
Ontario Métis businesses



▲  
Louis Riel Day ceremonies at Queen's Park in Toronto, November 16, 2011.

## PROGRAM DETAILS

**Funder:**

Annual Budget (2011-12:) \$39,491

**Funder:** Office of the Federal Interlocutor (OFI), Government of Canada

**Eligible Clientele:** MNO Community Council Women's Representatives, Regional representatives on the Women's Secretariat of the MNO (WSMNO)

## ECONOMIC DEVELOPMENT PLAN IMPLEMENTATION

The Economic Development Plan Implementation Project provided additional capacity to the MNO to carry out a number of activities related to economic development. A Métis Business Forum was held and a business toolkit was developed for Métis businesses. In addition, the MNO was able to develop branding and marketing for the MNO Housing Branch. This funding agreement also provided financial support for the Generation Innovation project.

### ■ Recent Notable Achievements:

- a Métis business support phone line commenced operations in late 2011;
- an on-line Métis Business Directory was added to the MNO website in March 2012;
- enhancements were made to the Economic Development section of the MNO website;
- a Métis Business Forum was held in March 2012 attracting over 19 Métis entrepreneurs;
- a Métis Business Took Kit was produced, posted on-line and provided to all delegates to the Métis Business Forum.
- during the week of March 31, 2012, four Generation Innovation finalists received business training, attended the MNO Economic Development forum and made their pitches to judges in the Generation Innovation final competition.

## MÉTIS NATION OF ONTARIO

## CORPORATE SERVICES

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 do 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.

*“... encourage the full participation of all Métis in the Métis Nation.”*

— from the Métis Nation of Ontario  
Statement of Prime Purpose

## FINANCE BRANCH

The Finance Branch strives to implement sound financial policies and procedures throughout the organization while maintaining a current status on its accounts payable to vendors, and collection of sources of funds for various programs. At the same time, the Finance Branch strives to provide the branches with current reports on the financial status of their programs. The Finance Branch is also responsible for maintaining a current database of all the MNO's contribution agreements.

## ■ Services

The Finance Branch supports the MNO through the following services:

- payroll;
- accounts payable;

## BRANCH DETAILS

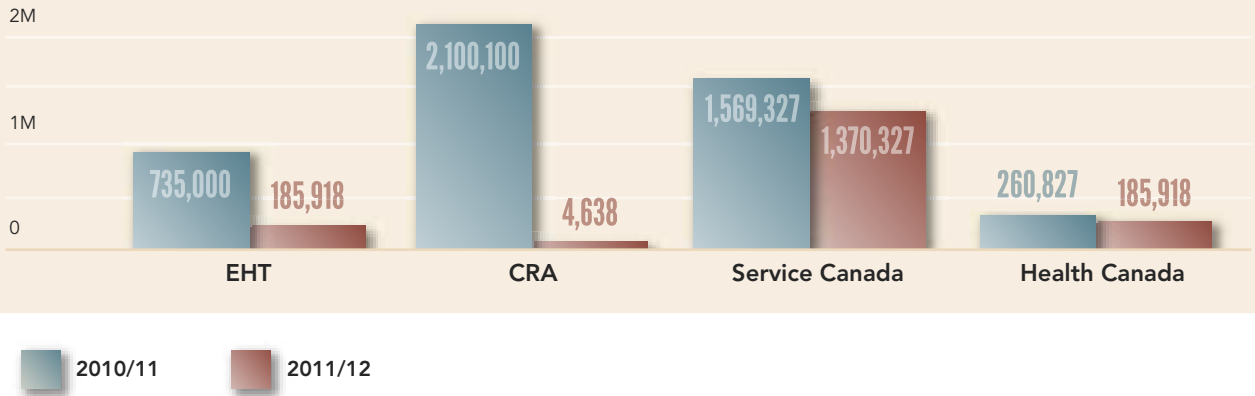
**Funder:** The following branches contribute to funding to support Finance Branch services: Education and Training; Healing and Wellness; Lands, Resources and Consultations; and Intergovernmental Relations

**Number of Staff:** 8

**Staff located in:** Ottawa

**Eligible Clientele:** MNO citizens

## FINANCE | REDUCTION OF DEBT



- accounts receivable;
- purchasing;
- monitoring contributions agreements;
- financial statement preparation;
- budget management and variance analysis;
- banking;
- debt management;
- audit coordination.

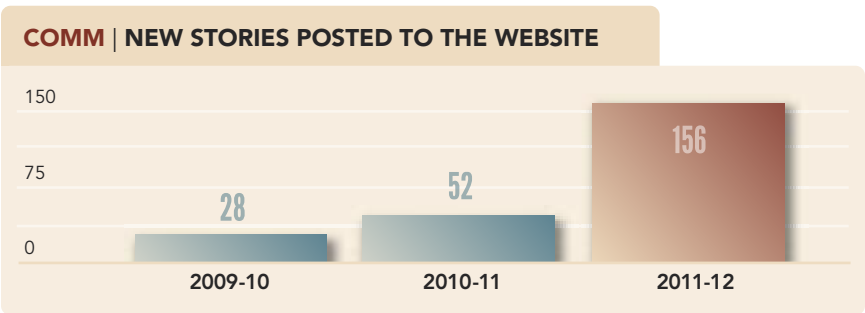
### ■ Recent Notable Achievements:

- the MNO's total debt has been reduced significantly (see graph above);
- 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.

## COMMUNICATIONS BRANCH

In keeping with *The 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 communications goals:

- communicate that the MNO is the government of Métis people in Ontario;
- communicate 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.



### ■ Services

The Communications 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 as requested;
- maintains, updates, designs and adds new features to the MNO website;
- solicits quotes from print and other media companies as requested;
- coordinates weekly Communications liaison meetings with representatives of all branches and Community Relations
- 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 six times a year;

### BRANCH DETAILS

**Funder:** The following branches contribute to funding to support Communications Branch services: Education and Training; Healing and Wellness; Lands, Resources and Consultations; and Intergovernmental Relations

**Number of Staff:** 3 and one contractor

**Staff located in:** Ottawa, near Kingston (contractor)

**Eligible Clientele:** MNO citizens



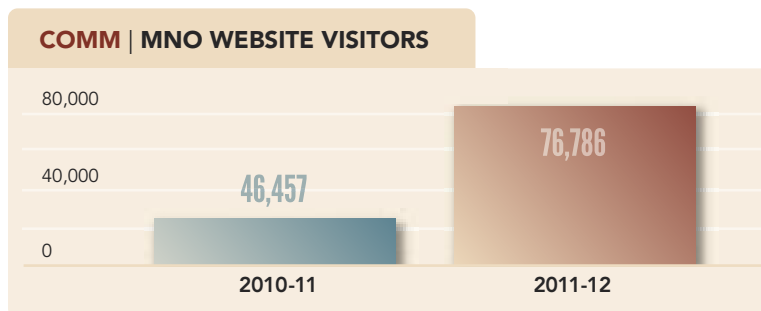


▲  
Issues of *Métis Voyageur*.

- publishes *eVoyageur* e-newsletter approximately 24 times a year;
- encourages MNO citizens and employees to submit stories for use on MNO website, *eVoyageur*, and *Métis Voyageur* newspaper. Edits submitted stories;
- monitors media and on-line news stories for items relevant to the MNO;
- maintains, and utilizes, as needed Campaigner e-mail distribution lists of MNO citizens, MNO Community Council members; PCMNO; national contacts; and speciality lists as required;
- advises governance and administration on communications issues when requested.

#### ■ Recent Notable Achievements:

- the 2011-12 fiscal year is the first year since 2007-08 that five editions of the *Métis Voyageur* were published in one year (the last several years only four were produced);
- the number of stories posted on the MNO website, that then also appear in the *Métis Voyageur* and *eVoyageur* increased markedly in 2011-12. One hundred and fifty-six were posted in 2011-12 compared to only 52 in 2010-11;
- the MNO began using Campaigner e-mail services and expanded its citizen e-mail distribution list from less than 200 to over 2000;
- the MNO launched the *eVoyageur*, e-newsletter;
- website visitations have increased markedly in 2011-12 compared to previous year. There were 76,786 website visitors in 2011-12 compared to 46,457 in 2010-11.



## INFORMATION AND COMMUNICATIONS TECHNOLOGY (ICT)

The MNO Information and Communication Technology Branch (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. In conjunction with user support, ICT purchases, installs and services the MNO's 14 servers, 26 routers and switches, all user laptops, desktops, printers as well as land and cellular based telecom requirements. While dedicated to providing a stable and reliable network data infrastructure, ICT is actively assessing the network environment looking for improvements and technology upgrade opportunities. ICT has also recently adopted the facilities maintenance responsibilities for the head office in Ottawa.

### ■ Services

ICT supports the MNO through the following services:

- maintains the MNO e-mail, and internet system including connectivity requirements, and internal e-mail addresses, through 14 servers, 25 routers and 30 switches;
- coordinates, maintains and provides help desk 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, and Healing and Wellness Telemedicine;
- maintains and manages the MNO's land-based telephone service, and 100 cell phones;
- purchase, contract negotiations, and vendor management for all information technology items;
- responsibility for facilities at the MNO Ottawa head office.

### ■ Recent Notable Achievements:

- upgrades to the MNO exchange e-mail server places the MNO at the forefront of industry standards;
- new service agreement was negotiated with Blackberry that expanded services provided and lowered the MNO's costs;
- a Registry call centre started operations providing monitoring and recording capability and expanded voicemail capabilities;

### BRANCH DETAILS

**Funder:** The following branches contribute to funding to support Information and Communications Technology services: Education and Training; Healing and Wellness; Lands, Resources and Consultations; and Intergovernmental Relations

**Number of Staff:** 2 full-time staff; one .25 staff member and four 12.5 staff members

**Staff located in:** Ottawa (full-time staff), Hamilton, North Bay, Thunder Bay and Toronto

**Eligible Clientele:** MNO citizens

- digital document scanning capabilities were expanded;
- new secure routing was added to the Toronto office as well as secure and public access wired connections;
- improvements were made to Healing and Wellness Telemedicine equipment allowing the MNO to expand service at a lower cost;
- the MNO added a Desktop Support Analyst, and Facilities Liaison position that greatly increased the efficiency and scope of ICT services.

## HUMAN RESOURCES

MNO Human Resources policies and practices commit the MNO to recruiting and retaining the best qualified personnel. The MNO upholds the principles of accountability, transparency and excellence as integral components of the operational arm of the Nation. The MNO values training, and promoting of Métis citizens whenever possible to enrich the Nation through the development of the highest level of qualitative, and transferable skills in staff and management.

Human Resources (HR) staff provides service, support, and information to MNO management, and all employees in order to meet daily obligations as well as short and long term planning.

### ■ Services

HR staff is committed to:

- adherence and clarification of Ontario Employment Standards Act guidelines and regulations;
- establishment of effective tracking systems, and internal processes for recruitment and hiring;
- providing orientation, and support through probation and evaluation;
- maintaining documentation on all employment information;
- administration of Group Benefits, Registered Pension Plan, Occupational Health and Safety, and WSIB Insurance needs;
- encouraging, and modeling positive communication skills, workplace harmony and health;
- putting in place mechanisms to provide information for staff and managers on workplace obligations;

### BRANCH DETAILS

**Funder:** The following branches contribute to funding to support Human Resources services: Education and Training; Healing and Wellness; Lands, Resources and Consultations; and Intergovernmental Relations

**Number of Staff:** 2

**Staff located in:** Ottawa

**Eligible Clientele:** MNO citizens

- provide consistent interpretation, and maintenance of Policies and Procedures;
- provide assistance with problem resolutions;
- HR processes are moving to an on-line Human Resources management, and information system.

The Great Plains HR Module will link with Finance Branch, and centralize all employee information. Every employee will have the ability to access, view and update their confidential personal information in a timely manner: payroll, benefits, reviews and evaluations, attendance and vacations, training and education. This will also provide HR with retrieval of accurate and timely data and statistics for reporting and tracking purposes regarding: probation period start/end dates; payroll; time and attendance; benefits administration; Registered Pension Plan administration; training and development; performance records (dates of reviews); timely and accurate reporting on vacations, absenteeism, salaries, and use the data to substantiate informed business decisions.

#### ■ **Recent Notable Achievements:**

- the 2011 fiscal year proved to be an active year for recruiting. Some of this was due to the very exciting initiatives in programing. Other activity was due to turnover.
  - In 2011, there were 64 postings, and 70 new hires. 71 Records of Employment were issued (this includes summer students, maternity leaves, and sick leaves.)
  - In 2012, there were 14 postings, and 14 new hires by end of fiscal year.
  - 20% of employees were hired in 2012 or less than 1 year
  - 44% of employees have been with MNO 1 to 4 years
  - 18% of employees have been with MNO 5 to 9 years
  - 18% of employees have been with MNO 10 or more years
- a Human Resources Assistant was hired in November 2011. The position's responsibilities include populating and maintaining the HR database, responding to employee requests for information about group benefits, the registered pension plan and clarifications on policies and procedures;
- through management meetings and daily workplace interactions, HR has worked toward building stronger partnerships with internal stakeholders. There has been increased recognition of the importance of ongoing documentation, and consultation with HR at the initial stages of employment matters. This has led to resolution of performance issues at the early stages, consistent applications of the Policies and Procedures, and meeting a high standard of accountability and transparency. Every organization strives for this strong rela-

tionship and teamwork, and reaching a higher standard of stakeholder engagement has been the greatest benefit to achieving more productive and healthier work environments.

- an HR specialist firm was hired to conduct a Current State Assessment and made a number of recommendations to the MNO to achieve greater efficiencies and effectiveness. With approval of this funding request, MNO was provided with the capacity to implement some of the key recommendations, which represents an important next step in meeting the MNO's goals for efficient and effective governance and management. The HR specialist firm was hired to:
  - review and update the MNO's Policy and Procedures Manual to ensure that the changes in Employment and Human Resources legislation are reflected in the MNO's Policy and Procedures Manual;
  - develop a new Employee Evaluation Tool for use by the COO, Directors and Managers when evaluating staff;
  - develop a Training and Development program for MNO employees ready for implementation;
  - develop an orientation training package for all new employees;
  - develop a training and mentoring program for delivery to management on the execution of delegated HR authorities;
  - produce a report with recommended next steps following the completion of this project;
  - upon final review and acceptance of the deliverables, the information will be prepared and made available to all employees for implementation.



## MÉTIS NATION OF ONTARIO

DEVELOPMENT  
CORPORATION

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 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 Métis Nation of Ontario  
Statement of Prime Purpose

## MNODC EXECUTIVE

**President:**

Gary Lipinski

**Vice-President:**

France Picotte

**Secretary:**

Pauline Saulnier

**Treasurer:**

Cameron Burgess

**Director:**

Art Bennett

## MÉTIS NATION OF ONTARIO

CULTURAL  
COMMISSION

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

— from the Métis Nation of Ontario  
Statement of Prime Purpose

## BOARD OF DIRECTORS

**Directors:**

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

**Senator-Directors:**

Bob McKay  
Roland St. Germain

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. In 2011-12, \$6,194.91 was received in generous donations compared to \$4,134.91 in 2010-11.

This year, donation from MNO citizens totalled \$710.00, corporate donations totalled \$4284.79 (of which \$4234.79 was from the Sheraton Hotel in Toronto) and \$1200.12 were in-kind donations.







