

Table of Contents

Statement of Prime Purpose	2
Message from the PCMNO	5
Governance	
Citizens	6
Métis Rights and Self-Government	6
Annual General Assembly	
Leadership	
MNO Organizational Chart	
The Provisional Council of the Métis Nation of Ontario	
MNO Chartered Community Councils	
Regional Consultation Committees	
Métis Harvesting	15
Captains of the Hunt	15
Métis Nation of Ontario Senators	16
Métis Nation of Ontario Women's Council	17
Métis Nation of Ontario Youth Council	18
Métis Nation of Ontario Veterans' Council	19
Administrative Reports	
Education and Training	22
Healing and Wellness	26
Lands, Resources and Consultations	
Infinity Property Services	34
Intergovernmental Relations	36
Registry	38
MNO Government Services	
Finance	40
Information and Communications Technology	41
Human Resources	42
Communications	43

Statement of Prime Purpose

Where We Got Our Name ~

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

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

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

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

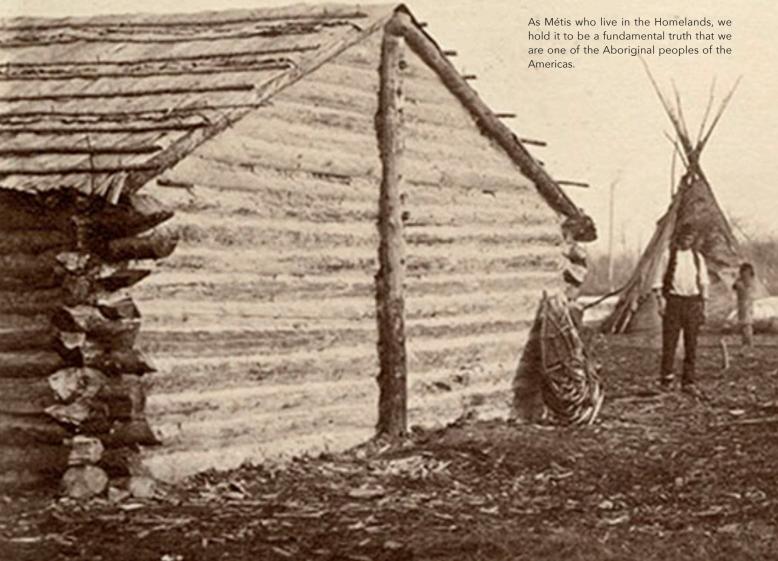
- Louis Riel, 1885

Who We Are as a People ~

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

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

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



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*.

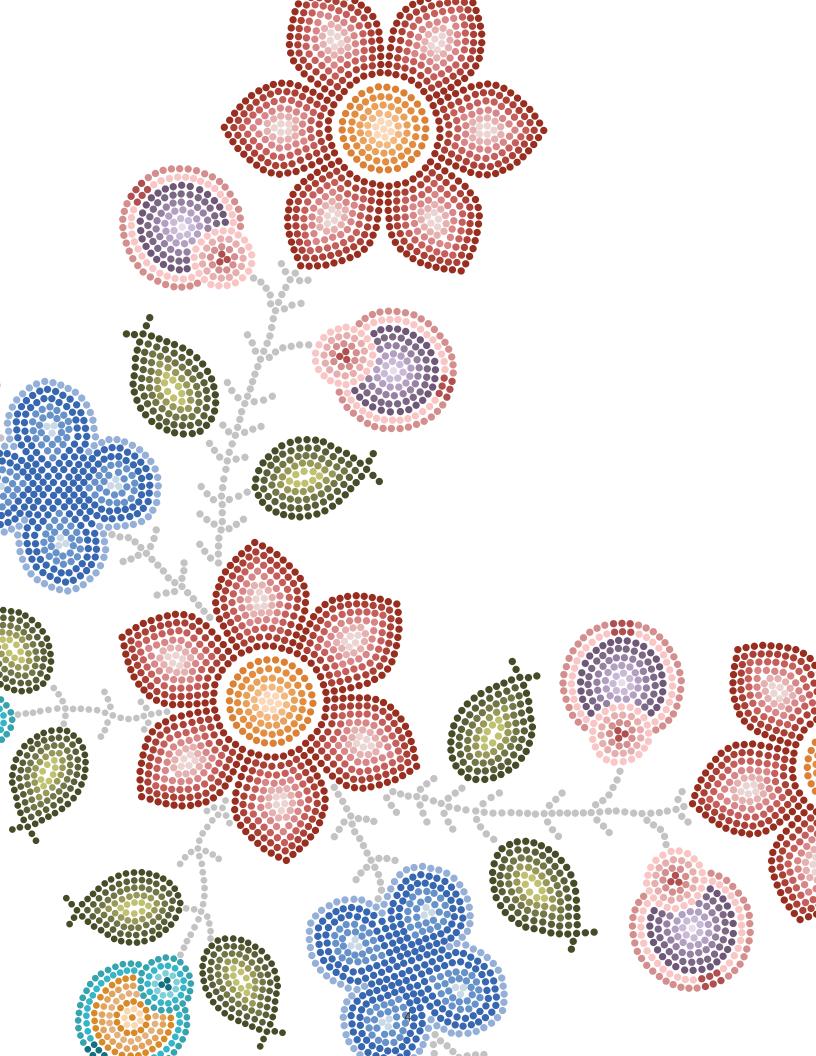
We, the Métis Nation, have the inherent right of self-determination and self-government.

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 and maintain our historic alliances with all Aboriginal peoples for the pursuit of our common interests and goals.
- To continue our affiliation with the Métis National Council for the representation of the interests of the Métis Nation in Ontario at the National and International levels.
- To gain the recognition and respect of the Métis as a Nation and a people;
- To protect and preserve the lands and waters within our homelands for future generations.





A MESSAGE FROM THE

Provisional Council of the Métis Nation of Ontario

e are pleased to present this report to the Citizens of the Métis Nation of Ontario (MNO) and to our many partners across Ontario. This report provides highlights of the advances made over the course of the last fiscal year which covers the period of April 1, 2018 to June 31, 2019 and includes a few key updates from early in the new fiscal year.

As we entered our 26th year since the founding of the MNO in 1993 we look back and reflect on the many accomplishments achieved by the citizens, communities and the elected leadership at every level who came together to advance the rights and recognition of Métis in Ontario. We continue to collectively focus on the principles and priorities set out in the MNO Statement of Prime Purpose and this continues to generate results.

During this fiscal year, the PCMNO has taken steps to ensure all motion minute reports and PCMNO meeting minutes, dating back to the start of the current term of office in 2016, have been provided to MNO Community Council leadership.

We have consulting firm Deloitte conducting an in-depth review of expenditures in order to prepare a report with recommendations on how to improve internal MNO systems and policies. Action will be taken to implement these recommendations.

We have continued to review and make proposed revisions to the MNO's electoral code based on feedback from citizens and past election reports that were produced by the past Chief Electoral Officer and Deputy Chief Electoral Officer. These changes are focused on addressing administrative challenges and gaps in the code in order to promote greater participation of voters throughout Ontario.

We would like to acknowledge the contributions of past councilors Dan Boulard (Region 5), Tom Thompson Jr. (Region 6), and Pauline Richardson (Region 7). All three of these councilors have made significant contributions to the PCMNO. We welcome and appreciate our new PCMNO councilors Roger Rose (Region 5), Lee Rivet (Region 6), and David Dusome (Region 7) that have stepped up to be part of MNO's provincial governing body.

Finally, in June of 2019 the MNO and the Government of Canada signed the MNO-Canada Métis Government Recognition and Self-Government Agreement. With this agreement Canada has formally recognized that Ontario Métis Communities represented by the MNO have an inherent right to self-govern. It also acknowledges that the MNO has been mandated by these communities to represent them, and implement this right on their behalf.

It is the first time these truths have been officially stated by Canada and is a landmark victory for the advancement of Métis rights in Ontario as well as a testament to the struggle and perseverance of Metis in Ontario.

The infrastructure that the MNO has built over the last 26 years in all of our communities across Ontario continues to make a difference in the lives of Métis people. While we celebrate the many achievements that are detailed in this report we know that this has only been accomplished by all of us working together.

We would like to extend a sincere thank you to the staff, to the elected leadership and to all MNO citizens for their many contributions.

- Marsi





Citizens

The MNO maintains in Ottawa, the only provincial Métis registry recognized by the governments of Ontario and Canada. An independent registrar assesses applications and authorizes citizenship when applicants meet the citizenship criteria as set out in MNO Policy and the MNO Bylaws (adopted by the MNO in 2008).

Through the administration of its own registry, the MNO exercises its communities' fundamental right of self-determination recognized in international law and Section 35 of the *Constitution Act, 1982*.

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

The rigorous application process serves to affirm the credibility and integrity of the MNO's Registry and the MNO as a government that represents the collective interests of Section 35 Métis rights holders.

MNO GOVERNANCE

Self-Government

Métis were included as one of the three recognized Indigenous people in Section 35 of the *Constitution Act, 1982*. On September 19, 2003, the Supreme Court of Canada in the *R v. Powley* decision affirmed and recognized the Section 35 rights of Métis. Specifically, the Court set out the test for establishing Métis harvesting rights protected by Section 35.

In the Daniels decision, in 2016, the Supreme Court declared that Métis fell within federal jurisdiction under section 91(24) of the *Constitution Act, 1867*; and affirmed that the Federal Crown owes a fiduciary duty to the Métis; and that Métis have the right to be consulted and negotiated with, in good faith, by the federal government on a collective basis through representatives of their choice.

The Daniels decision was closely followed by the release of the report of the Minister's Special Representative on Reconciliation with Métis: Section 35 Métis Rights or Isaac Report in July 2016, which provided further impetus for the federal government to begin to take action on long-standing Métis rights and self-government issues.

Daniels and the Isaac Report provided the foundation for discussions with the federal government which led to the signing of a Memorandum of Understanding on Advancing Reconciliation between the MNO and Canada in February 2017. This set the stage

for further discussions that led to the signing of the MNO-Canada-Ontario Framework Agreement for Advancing Reconciliation in December 2017.

This Framework Agreement established a process for on-going negotiations to develop the government-to-government relationship between the Crown and the MNO. In preparation for these negotiations, in August 2016, the MNO launched the MNO Commission on Métis Rights and Self-Government and released its final report in May 2018; and in October 2017 launched the Registry and Self-Government Readiness Project (Registry Review).

In June of 2019, the MNO and the Government of Canada signed the MNO-Canada Métis Government Recognition and Self-Government Agreement. This landmark agreement sets the MNO on a path toward fully recognized self-government.



Annual General Assembly

The MNO Annual General Assembly (AGA) is Métis self-government in action. Every year, leadership from Métis communities in Ontario and other MNO citizens gather to make their voices heard, review the success of the previous year and set a direction for the next year.

The 25th MNO AGA was held August 16-19, 2018, in Peterborough, Ontario. The AGA was a success because of the hard work from the regional community councils and the PCMNO Regional Councilor. The MNO Peterborough and District Wapiti Métis Council contributed time and resources to make the 2018 AGA successful, and then PCMNO Region 7 Councilor Pauline Richardson was heavily involved in the planning and work prior to the event. They made sure that everyone at the 2018 AGA was well taken care of, and ensured we had a vibrant and successful assembly.

During this AGA, important decisions and discussion took place on Métis rights and economic development. Delegates also heard and spoke about the Registry and Self-Government Readiness Process, which gathered key Citizenship data and resulted in the development of a cutting-edge database that will further strengthen the integrity, capacity and efficiency of the MNO Registry's system. Citizens also celebrated the 25th anniversary of the MNO

and participated in numerous Métis cultural celebrations and activities. As always, Métis culture was highlighted throughout the AGA and Métis youth, veterans, women and Senators played important roles.

MNO GOVERNANCE

Leadership

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

MNO citizens exercise their collective right to self-government through a structure that continues to evolve as the MNO moves forward in the implementation of Métis self-government. A series of documents guide the work of the MNO, these include: the MNO Statement of Prime Purpose; MNO Bylaws; the MNO Secretariat Act, 2015; MNO Community Council Charter Agreements; MNO Interim Harvesting Policy; MNO Electoral Code and the Métis Nation Rules of Order.

Every four years, MNO citizens have the opportunity to choose their leadership, at the provincial level, by voting in province-wide ballot box elections.

Local community councils get their mandate to support local governance from the MNO through signed community charter agreements, and work collaboratively with the MNO and other community councils to represent the collective rights and interests

of Métis citizens throughout the province.

As the only recognized provincial Métis governance structure in Ontario, the MNO advanced the Métis rights agenda through the precedent-setting Powley case, which has benefitted all Métis rights bearing communities in Canada.

The MNO has established bilateral and tripartite processes with the federal and provincial governments. In November 2008, the MNO signed an *Ontario-Métis Nation Framework Agreement with the Government of Ontario*, which was renewed in 2014. In 2017, the MNO, Canada and Ontario signed the MNO-Canada-Ontario Framework Agreement for Advancing Reconciliation, and the MNO-Canada Agreement on Advancing Reconciliation with the Northwestern Ontario Métis Community.

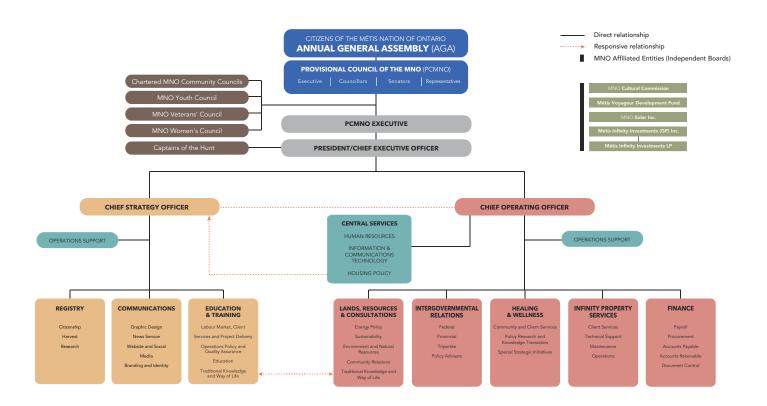
The MNO-Canada Métis Government Recognition and Self-Government Agreement was signed in June 2019 which sets the MNO on a path forward toward constitution building and will involve extensive consultation and engagement with citizens and communities.

There are frequent reviews of the MNO's electoral code based on feedback from citizens and past election reports. Efforts are always being made to address administrative challenges and gaps in the code, in order to promote greater participation of voters throughout Ontario.

Organizational Structure

To carry out the work outlined in the *Statement of Prime Purpose*, the MNO established a province-wide infastructure to deliver programs and services for Métis people in Ontario, in the areas of 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 several adminstrative branches, the MNO employs over 200 people located in communities across Ontario.



Provisional Council of the Métis Nation of Ontario

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. Nine regional councilors, 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 senators. Province-wide ballot box elections are held every four years pursuant to the MNO Electoral Code Part A. The most recent MNO general election was held in May 2016. The terms of the current PCMNO members run until May 2020. The only exception are the senators who are elected at MNO AGAs every four years from among the community council and honorary senators. The current PCMNO Senators were elected at the 2016 MNO AGA and their terms run until the 2020 AGA.

President
Margaret Froh

Chair France Picotte

Vice-Chair Sharon Cadeau

Secretary-Treasurer Tim Pile

Executive Senator Joseph Poitras

Region One Theresa Stenlund Region Two
Cameron Burgess

Region Three Marcel LaFrance

Region Four Ernest Gatien

Region Five Roger Rose

Region Six Lee Rivet

Region Seven
David Dusome

Region Eight Anita Tucker

Region Nine Peter Rivers

Youth Representative Mitch Case

Post-Secondary Representative Katelyn LaCroix

Senators

Rene Gravelle Verna Porter-Brunelle Ray Bergie

We would like to acknowledge the valued contributions of past councilors:

Region Five

Dan Boulard

Region Six
Tom Thompson Jr.

Region Seven
Pauline Richardson





Métis Nation of Ontario Chartered Community Councils

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

MNO charter agreements give councils the mandate to

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

In 2018-19, a new council was established in the London area; the Thames Bluewater Métis Council.





































































Regional Consultation Committees

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

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

Lake of the Woods/Lac Seul/ Rainy River/Rainy Lake

Theresa Stenlund (Chair) Marlene Davidson Liz Boucha Ronald Robinson Brady Hupet Sandy Triskle

Mattawa/Lake Nipissing

Roger Rose (Chair) Nelson Montreuil Ray Mantha Denis Lefebvre Maurice Sarrazin

Region Six

Lee Rivet (Chair) Marlon Lloyd Eric Gjos Christa Lemelin

Lakehead/Nipigon/ Michipicoten

Cam Burgess (Chair) William Gordon Trent Desaulniers Robert Graham Phil McGuire

Georgian Bay

David Dusome (Chair) Greg Garratt Peter Coture Larry Duval

Region Eight

Anita Tucker (Chair) Karen Derocher Carolyn Holland Shirley Debassige

James Bay/Abitibi-Temiskamingue

Marcel Lafrance (Chair)
David Hamilton
Jacques Picotte
Liliane Ethier
Urgel Courville
Andy Lefebvre

Historic Sault Ste. Marie

Ernie Gatien (Chair) Kim Powley Yvonne Jensen

Region Nine

Peter Rivers (Chair) Jerry Clarke Jennifer Parkinson Derrick Pont Donna Grayer Kathleen Anderson



Métis Harvesting

The annual harvest is integral to the Métis way of life. Since it began issuing Harvester's certificates in 1995, the Métis Nation of Ontario Harvesting Policy has helped to facilitate the annual Métis harvest by allowing MNO citizens to exercise their right to harvest in a structured and responsible manner. It outlines the MNO's conservation values, the requirements for a Harvester's certificate and the role of the Captains of the Hunt in responsible comanagement of the harvest.

The existence of Métis rights, including the right to harvest, was affirmed by the Supreme Court of Canada in the September, 2003 *R v. Powley* decision. Ontario was the first jurisdiction in the Métis Homeland to successfully complete negotiations on Métis harvesting. An interim agreement between the MNO and the Ontario Ministry of Natural Resources (MNR), which recognized the MNO's existing harvest card system was reached in 2004.

Since the signing of the interim harvest agreement the MNO has been almost continuously in negotiation with the Ministry of Natural Resources and Forestry (MNRF) about obtaining a permanent harvest agreement. As part of that process in 2017-18, the MNO completed an independent review of its Harvester Card system that confirmed the MNO has a reliable system to identify Métis rights holders. The completion of the independent review led to the signing of the *MNO-Ontario Framework Agreement on Métis Harvesting* in May 2018 that replaced the 2004 agreement. Unlike the 2004 agreement, the new Framework Agreement does not include a limit on the number of Harvester certificates the MNO can issue. While other issues remain to be resolved, the removal of the limit was a positive step.

MNO GOVERNANCE

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 MNRF. They help manage the annual harvest in concert with the province of Ontario, support the implementation of the MNO Harvesting Policy and determine the appropriate management of the harvest in their respective regions. The COTH also acts as a liaison between Harvesters and the MNO in situations where charges have been filed.

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

MNO Captains of the Hunt (2018-19)

Chief Captain of the Hunt Margaret Froh

Deputy Chief COTH
Brian Tucker

Region One Sandy Triskle

Region Two
Phillip McGuire

Region Three
Andy Lefebvre

Region Four Brian Tucker (interim) Region Five

Denis Lefebvre

Region Six

Brian Tucker (interim)

Region Seven Greg Garratt

Region Eight Brian Tucker (interim)

Region Nine
Peter Rivers

We would like to acknowledge the contributions of the following Captains of the Hunt who served a portion of the year:

Richard Sarrazin (Region 5)
Tom Thompson Jr. (Region 6)

Art Bennett (Region 4) Ken Simard (Region 2)

Senators

Highly respected for their knowledge, values and experience, Senators play an important role at Métis community events and meetings, and help keep Métis culture alive by sharing Métis traditions and way of life.

One Senator is elected at the community level to sit on the community council executive. Every four years, four Senators from across the province are elected by all the other Senators at an MNO Annual General Assembly (AGA) 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. The last election for the PCMNO Senator positions was held at the 2016 MNO AGA. The term of the current PCMNO Senators expires at the 2020 AGA.

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.



Women's Council (MNOWC)

The Métis Nation of Ontario Women's Council (MNOWC) is comprised of Métis women from Ontario who are committed to promoting women's issues and advocating on their behalf within the MNO community.

The MNO Women's Council also advises the Provisional Council of the Métis Nation of Ontario (PCMNO) on matters pertaining to women and works with community councils, Indigenous boards, government bodies and women's groups to assist Métis people with issues of concern specific to

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

The MNO Women's Council also works with the Women of the Métis Nation - Les Femmes Michif Otipemsiwak.

The MNO Women's Council consists of the Spokesperson and nine regional representatives.

Region 1 Colette Surovy

Region 2 Kelly Camacho

Region 3 Liliane Ethier

Region 4 June Smart

Region 5 Berni Picco

Region 6 Cora Bunn

Region 7 Patricia Taylor

Region 8 Pearl Gabona

Region 9 Suzanne Jackson

MNOWC Spokeperson

Sharon Cadeau

below:

Participants at the Women's Gathering at the 2018 Annual General Assembly



Veterans' Council (MNOVC)

The Métis Nation of Ontario (MNO) Veterans' Council is a chartered council of the MNO. Established in 2001 at the direction of the MNO at their Annual General Meeting, the MNO Veterans' Council represents the interests of Métis veterans within the MNO's governance structure.

The MNO Veteran Council's structure was formalized at the 2009 Annual General Assembly (AGA) in Sudbury with the election of an executive. Elections for the executive position on the MNO Veterans' Council are held every four years in conjunction with general MNO elections. The most recent election was held in May 2016. The terms of office of the current executive expire in May 2020.

President

Brian Black

Chair

Shelly Claus

Secretary/Treasurer

Paul Pirie

Sqt-at-Arms

Douglas Woods

Senator for Veterans

Guy Mandeville C.D.

Women's Representative

Lisa Tessier

We would like to acknowledge the contributions of MNOVC members who served a portion of this year:

Joseph Paquette Greg Garratt below:

MNO Veterns' Council at the 2017 Annual General Assembly in Peterborough. Missing



Youth Council (MNOYC)

The Métis Nation of Ontario (MNO) Youth Council has the mandate to identify issues impacting Métis youth and to work within the Provisional Council of the Métis Nation of Ontario (PCMNO) to ensure these issues are addressed.

The MNO Youth Council consists of nine regional representatives who are elected in the MNO provincial ballot box elections held every four years. This election was held in May 2016 with the terms of the current MNO Youth Council members running until May 2020.

In addition to the MNO Youth Council, MNO youth are also represented by the

PCMNO Youth Representative, who holds a voting seat on the PCMNO. The MNO Youth Council and PCMNO youth representative bring forth the voices of the regional youth representatives and local community youth representatives at the provincial level.

Each region has a regional youth representative and each MNO community council has a position for a local youth representative who promotes youth initiatives, works directly with the MNO Youth Council and represents the voice of MNO youth in his or her area.

President & PCMNO Youth Rep

Mitch Case

Region 1

Kelly Duquette

Chair & Region 2

Paul Robitaille

Region 3

Brianne Gosselin

Region 4

Taylor McNally

Region 5

vacant

Region 6

Alexandra Dusome

Region 7

Jordyn Playne

Region 8

Simone Blais

Region 9

vacant



MNO Youth Council at the 2018 Annual General Assembly in Peterborough. Not pictured are Brianne Gosselin and Simone Blais.



Adminstrative 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. Directed through seven branches, the MNO employs 200+ people located in over 30 offices in Ontario.



ATIKOKAN

Healing & Wellness

BANCROFT

Education & Training Healing & Wellness

BARRIE

Education & Training Healing & Wellness

BLIND RIVER

Healing & Wellness

BRAMPTON

Healing & Wellness

CHAPLEAU

Healing & Wellness

COCHRANE

Healing & Wellness

DRYDEN

Healing & Wellness

FORT FRANCES

Education & Training Healing & Wellness Lands, Resources & Consultations

GERALDTON

Healing & Wellness

GRAVENHURST

Healing & Wellness Education & Training

HAILEYBURY

Healing & Wellness

HAMILTON

Education & Training Healing & Wellness

KENORA

Healing & Wellness Education & Training

KINGSTON

Education & Training Healing & Wellness

KITCHENER

Healing & Wellness

MATTAWA

Healing & Wellness

MIDLAND

Education & Training Healing & Wellness Lands, Resources & Consultations

NORTH BAY

Education & Training Healing & Wellness

NORTHBROOK

Healing & Wellness

OTTAWA (HEAD OFFICE)

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

OSHAWA

Education & Training Healing & Wellness

OWEN SOUND

Education & Trai Healing & Welln Lands, Resource

PETERBOROUG

Healing & Welln

RENFREW

Healing & Welln

SAULT STE. MAR

Education & Trai Healing & Welln

SUDBURY

Education & Trai Healing & Welln Lands, Resource

THOROLD

Healing & Welln Education & Trai

THUNDER BAY

Education & Trai Healing & Welln Infinity Property Lands, Resource









EDUCATION & TRAINING

The Métis Nation of Ontario (MNO) Education and Training branch is driven by the priorities of the MNO's Statement of Prime Purpose and is committed to the goal of healthy, thriving individuals, families and communities. MNO Education and Training offers educational initiatives to Métis people across Ontario.

In 2018-19, the MNO increased industry partnerships, educational outreach capacity, Métis community engagement opportunities and have implemented a number of new programs and services to support Métis education and employment. Programs and services are accessible through a community-based and province-wide, one-stop delivery network. A large percentage of programs focus on direct employment and training service delivery; with the scope and delivery parameters varying depending on funding mandates.

MNO Education and Training's employment and training services are funded by Employment and Social Development Canada (ESDC) through its Aboriginal Skills and Employment Training Strategy (ASETS) and focuses on three main priorities:

- Demand driven skills development;
- partnerships, and;
- · accountability for improved results.

The ASETS agreement was extended for a year and a new multi-year strategy will be in place for April 1, 2019. MNO has expanded its core employment programs by accessing additional provincial and federal funding. However, it should be noted that demand for skills training continues to grow and budgets remain oversubscribed.

EDUCATION & TRAINING HIGHLIGHTS

INFINITE REACH -- The MNO trained 29 MNO Infinite Reach Facilitators from 18 postsecondary institutions in 2018-19. These facilitators engaged and supported incoming Métis students at colleges and universities by connecting them to student services, creating an on-campus community with Métis cultural events and linking them to local MNO community councils. A key provincial Infinite Reach project was the annual March Break Camp in March 2019 at the Canadian Ecology Centre in Mattawa. Nineteen high school students attended the camp where they received Métis cultural and way-of-life training.

MNO BURSARY PROGRAM -- This program is currently available at 42 Ontario post-secondary institutions across Ontario and additional MNO-partner bursaries continue to be established across the province. Métis students from any MNO Region can apply for Métis Nation of Ontario bursaries at the Financial Aid/Awards Office, Aboriginal Student Liaison Centre or through Student Support Services at their participating institution.





SUMMER YOUTH PROGRAM (SYP) -- The SYP delivers Métis cultural presentations and workshops on beading, finger weaving and jigging. In 2018, the MNO employed 25 Métis youth in Thunder Bay, Timmins, Sault Ste. Marie, North Bay, Ottawa, Midland, and Toronto. They attended 102 events and reached 5,575 youth under 18 years of age.

ADDITIONAL PROGRAMS & SERVICES PLANNING --

Planning has begun for new programs and services to be provided for Métis people in Ontario. These will include supports for early learning and child care, as well as expanded post-secondary education programs to support studies at the graduate and post-graduate level.









HEALING & WELLNESS

In accordance with the MNO Statement of Prime Purpose the MNO Healing and Wellness branch provides culture-based, supportive, self-directed services that address the emotional, spiritual, mental and physical needs of individuals, families and communities. MNO programming promotes respect, compassion, dignity and empowerment that foster balance, hope, belonging and pride.

The centrally administered Healing and Wellness programs and services are culturally grounded, wholistic in nature, client-centred and family-focused. Core activities of the branch are centred on health promotion and interventions informed by research and knowledge. All services are offered through a lens of respect for the vibrant history and

deep roots the Métis have in Canada and Ontario.

Over 100 frontline coordinators deliver programs and services in 33 access points across Ontario. Workshops, events and other activities are planned on a yearly basis to augment the goals of each of the programs -- the culturally-sensitive education of participants is key to the ongoing work of changing attitudes and improving the Métis community's capacity to understand, accept and protect itself.

Coordinators in all of our communities build and maintain relationships with stakeholders that ensure optimal promotion of services, collaboration and streamlined service partnerships. These relationships ensure we have the opportunity to promote and share Métis knowledge, culture and identity.

HEALING & WELLNESS HIGHLIGHTS





Our Brothers Voyage is a new community program that teaches men to become healthy role models for other men. Our Brothers Voyage was created by Healing and Wellness coordinators and features an eight-week program that supports personal reflection and healthy attitudes about women and violence-prevention. The program culminates in a community-specific activity in which participants create good ripples in the community.

Ending Human Trafficking Community Supports Program

creates community-based solutions to human trafficking by increasing services for Indigenous people with lived experience of human trafficking and/or are at risk of human trafficking. This program is building a stronger community response to supporting those with experiences in human trafficking with an aim to ending the trafficking of Indigenous women and girls. In 2018-19 the MNO Ending Human Trafficking has been able to expand its network of community relationships and establish a weekly drop-in program to support at risk women.

Métis Youth Engagement Project -- This technological framework (www.keepingitriel.com) provides a self-guided mental wellness tool for Métis Youth to start thinking about their wellness. From September 2018 to March 2019, there were 684 participants on the site.

The **Problem Gaming and Gambling Prevention Program** provides culturally-relevant and current information about gaming, problem gambling and related issues. The focus is on the prevention of problem gambling as well as gaming and digital dependency awareness. Program activities include development and dissemination of information resources, community events, workshops, development of tools for frontline MNO workers. The program supports Métis people in making responsible and healthy choices about gaming and gambling.

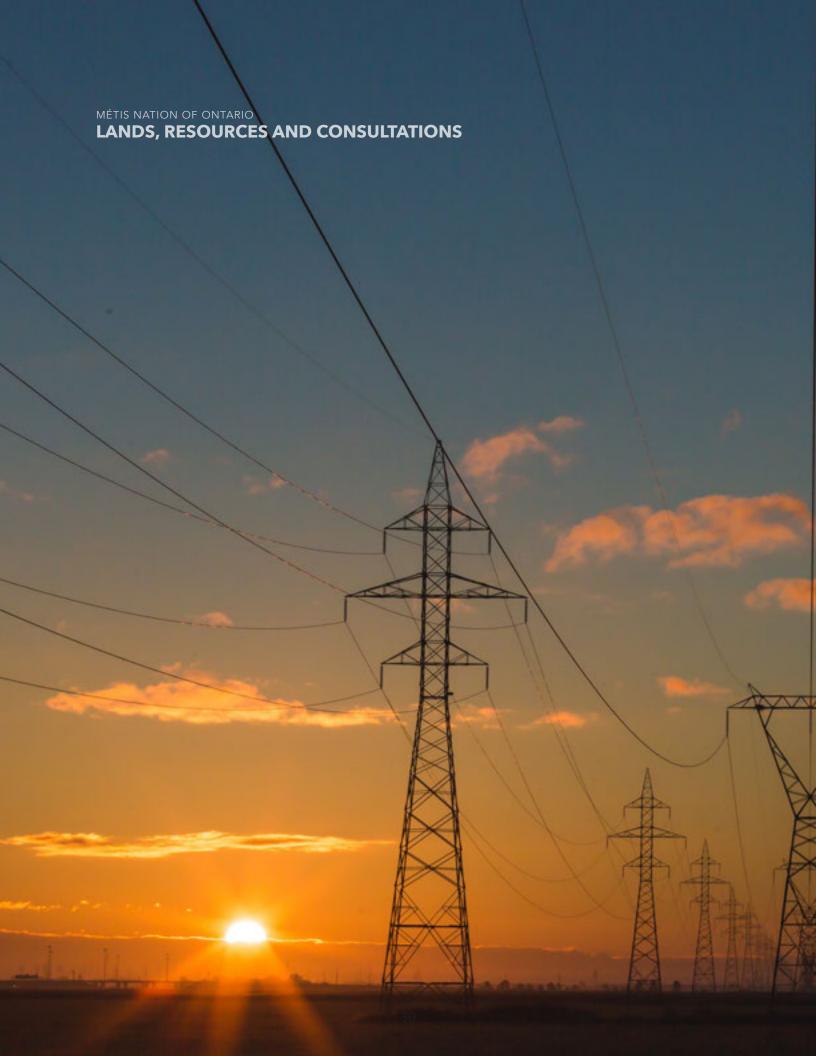
The **MNO Community Justice Program** for Métis, First Nation and Inuit peoples in conflict with the law in the Peel region, Oshawa, and Newmarket courthouses is intended to enhance the community justice options. This includes restorative justice, alternative dispute resolution processes or diversion programs available in these locations. Contact: Diana Filici, Restorative Justice Services Coordinator, ph: 289-541-5701, email: dianaf@metisnation.org

MNO Justice Liaison Program -- The MNO Community Justice Liaison Program has been developed for Indigenous communities in Sault Ste. Marie and MNO's northern areas. The program promotes information and education on topics relevant to Indigenous, particularly Métis, communities. The program will also be relating justice concerns of Métis communities to appropriate government and community agencies. Contact: Lauren Towell, Indigenous Justice Liaison Worker, ph: 705-989-7661, email: laurent@metisnation.









Protecting our Métis Way of Life

MNO Regional Consultation Committees join forces to build strong relationships with industry while safeguarding the environment and our Métis way of life

For many Métis living across Ontario, a connection to lands is what defines and identifies who we are as a people. Our ancestors both relied on and found their livelihood navigating these traditional territories and today's Ontario Métis share a similar respect for the land, and its peoples.

The Métis Nation of Ontario's (MNO) Lands, Resources and Consultation Branch, operating since 2007, ensures that when it comes to the lands and its people, the needs and rights of regional Métis are recognized and Métis communities are consulted on any project with the potential

to impact local rights-bearing communities.

In 2013, a new project, the "East West Tie" was proposed, as a means of bringing electricity to Northwest Ontario via a new transmission line between Wawa and Thunder Bay (appx 450 km). The Ontario Energy Board (OEB) selected NextBridge Infrastructure to develop the line and construct a transformer station approximately mid-way, in Marathon, Ontario.

As part of its consultation process, the MNO established a committee in 2014 which included elected representatives from the Historic Sault Ste. Marie Traditional Territory and the Lakehead, Nipigon and Michipicoten Traditional Territories. To ensure that both parties were properly informed on the potential impacts of the project community information sessions, focus groups and interviews with harvesting citizens were held.

Having been granted the green light on the East West Tie

in February, a formal relationship between NextBridge and the MNO was established which included negotiations for an economic benefits plan. The relationship marks an important milestone, and was applauded by the regional consultation committees, LRC Branch and NextBridge.

According to Cameron Burgess, Councilor for Region 2, the contract also includes hiring Métis citizens and contractors as part of the construction process.

"We currently have three, maybe more, Métis citizens bidding to do the construction work, which will take place

in Regions 2 and 4, and is expected to end in 2021," he says. "It's important that our Métis citizens are involved as the project will take place on our Crown lands and will affect our harvesters. We need to be involved in order to protect our way of life and our citizens."

The MNO's regional consultation committees in Region 2 and 4 will continue to be involved in the project's construction, commenting on the process and providing input into necessary

permits required to build the East-West Tie.

Burgess expects over 600 permits will need to be approved for the next three years of construction, which will address Métis concerns, such as the protection of spawning grounds at river crossings.

Construction is set to begin September 2019, and Next-Bridge and community meetings will continue to be held throughout the process. ∞



above: Representatives from the Historic Sault Ste. Marie Traditional Territory and the Lakehead, Nipigon and Michipicoten Traditional Territories Regional Consultation Committees.



LANDS, RESOURCES & CONSULTATIONS

The Métis Nation of Ontario's (MNO) Lands, Resources and Consultations (LRC) Branch provides the technical expertise and support required for the full engagement of MNO citizens in a wide range of activities and issues related to the MNO's traditional territories. With specialized skills in areas including Métis rights, the Métis Way of Life Framework (WOLF), environmental assessments, mining, forestry, energy and public policy, the LRC Branch supports the regionally based rights-bearing Métis communities across Ontario to ensure that the Crown's legal Duty to Consult and Accommodate Indigenous peoples is both meaningful and effective. The Branch also has a Community Relations team that provides support and training for MNO's community councils.

- The primary objectives of the LRC Branch are to:
- act as a "one-window" contact for consultations with MNO;
- in collaboration with the Regional Consultation Committees triage and prioritize incoming requests for consultation and identify acceptable levels of required MNO involvement;

- manage project consultation activities on major project assessments and other government initiatives and programs;
- develop a thorough understanding of proposed major projects that may impact Métis rights, interests and way of life;
- initiate, guide, and carry-out the development of MNO
 Traditional Knowledge and Land Use (TKLU) Studies in
 collaboration with the Associate Director of Education
 and Way of Life, and qualified external consultants;
- initiate, guide and carry out the development of technical reviews of regulatory documents, and other technical analysis/research in collaboration with external consultants;
- convene regional workshops and/or provincial conferences to engage MNO citizens on new projects, the Duty to Consult, regulatory processes, assessing effects and accommodation-related issues; and
- provide support to MNO chartered community councils with elections and council governance and provide training to chartered councils.

LANDS, RESOURCES & CONSULTATIONS HIGHLIGHTS

The NWMO - Consultation around the planning for the safe, long-term management of used nuclear fuel in Canada -- The Nuclear Waste Management Organization (NWMO) is in a multi-year process to build a safe, long-term used nuclear fuel repository in Canada. NWMO currently has five potential locations for the repository and will select the final location by 2023. To assist with the MNO's engagement in this process, the MNO signed a General Relationship Agreement with the NWMO in August 2018 which will allow MNO Regions potentially impacted by the proposed activity to engage in workshops and to receive support for staff, professional and legal fees. NWMO is also consulting directly with Regions that may be directly affected by the proposed project.



The home stretch with Prodigy Gold -- In April 2018, after three years of consultation on the Magino mine project, Prodigy Gold and the MNO signed an Impact Benefit Agreement (IBA) at a ceremony in Sault Ste. Marie, Ontario attended by MNO leadership and Prodigy Gold executives. The IBA will support MNO citizens in the traditional territories of the Magino Mine, located north-east of Wawa, Ontario.

Greenstone Gold consultation culminates in the signing of an Impact Benefit Agreement -- After three years of consultation on the Hardrock Project, President Froh and the MNO's Lakehead/ Nipigon/ Michipicoten Traditional Territories Consultation Committee signed an Impact Benefit Agreement (IBA) with Greenstone Gold Mines in December 2018. The agreement outlines provisions for MNO's continued participation in the environmental monitoring of the mine and will deliver economic and social benefits to the regional MNO community for years to come.

Canadian Nuclear Laboratories - Consultation on Chalk River projects -- Canadian Nuclear Laboratories (CNL) is proposing two projects at Chalk River, approximately 200 km northwest of Ottawa: the safe decommissioning of the Nuclear Power Demonstration Facility and the development of a Near Surface Disposal Facility for low-level radioactive waste. The MNO signed an agreement with CNL in December 2018 to enable the MNO to host a community information session about the projects and study the impacts of the projects on Métis rights and way of life.

Bruce Power License Renewal Review -- In 2018, Bruce Power applied for a license renewal for their nuclear generating stations. The Georgian Bay Traditional Territory Consultation Committee held in-depth consultations with Bruce Power and the Canadian Nuclear Safety Commission (CNSC) to ensure Métis rights and interests were considered in the potential license extension. The MNO provided both oral and written comments at a hearing before the CNSC panel. Bruce Power was ultimately granted a ten year license extension which will allow the site's eight units to operate through 2028.











INFINITY PROPERTY SERVICES

Infinity Property Service-Métis Nation of Ontario (IPS-MNO) is the revenue generating, housing branch of the Métis Nation of Ontario. With its revenue, it will annually reinvest into housing for Métis Citizens, in the areas of Ontario that have a high Métis density and a high need for housing. We recognize that throughout Ontario, housing is already in high-demand. IPS-MNO actively pursues new business in the housing sector to ensure the highest impact when giving back to the Métis communities and citizens.

IPS-MNO has service contracts to manage social housing units on behalf of community social service and administration boards, municipalities and other Indigenous organizations. These service contracts enable IPS to provide housing to a broad range of clients. IPS provides a full range of property management services under these contracts including tenant management, asset management, contract administration, capital planning and building inspections.

IPS-MNO has been providing a one-stop shop for property management services since 1995 and has served a

diverse range of clients throughout our operations. Clients include non-profits, commercial building owners, government, and private residents. Some of our past and present clients include:

- Canada Mortgage and Housing Corporation
- Ontario Public Guardian and Trustee
- Ontario Power Authority
- Nokiiwin Tribal Council
- Thunder Bay Métis Community Council
- Ontario Aboriginal Housing Services
- Confederation College
- Thunder Bay, Kenora and Nipissing District Administration Boards
- The Ministry of Municipal Affairs and Housing
- Greensavers
- Geraldton Municipal Housing Corporation
- Geraldton Native Housing Corporation
- Chateaulac Incorporated
- Kenogamisis Non-Profit Housing Corporation

INFINITY PROPERTY SERVICES HIGHLIGHTS

Program Administration -- IPS has two contracts in place to administer housing repair programs on behalf of provincial and municipal bodies in a number of areas in the province. Generally program administration agreements include promotion, client intake, waitlists, inspections, work descriptions, approvals, funds disbursement, mortgages, budget oversight and reporting.

Ontario Non-Profit Housing Program (ONPH) -- The ONPH program provides affordable and supportive housing to low-income families and individuals. IPS manages three types of housing under the program on behalf of three boards in the municipality of Greenstone. These include: the Kenogamisis Non-Profit Housing Corporation that provides supportive rental housing to low-income singles with developmental and physical disabilities; the Superior Greenstone Association for Community Living provides supportive

services; the Geraldton Municipal Housing Corporation that provides low-income families with affordable housing in the Greenstone area; and the Chateaulac Housing Incorporated that provides affordable housing to low-income seniors and market rent tenants in the Longlac area.

Rural Native and Housing Program (RNH) -- The RNH program provides rent geared to income housing for low-income families located in rural communities across the province. IPS has a property management agreement to manage 416 rental units and three homeowner units located in the Thunder Bay; Parry Sound; Muskoka; Nipissing; as well as the Simcoe and Grey-Bruce Counties.





INTERGOVERNMENTAL RELATIONS

The work of MNO Intergovernmental Relations Branch meets the requirements of the MNO Statement of Prime Purpose by contributing to the MNO "... gain[ing] the recognition and respect of the Métis as a Nation and a people." The branch does not primarily manage programs but rather negotiates contribution and other agreements that provide funding utilized by the MNO Secretariat for governance functions.

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

the MNO and other governments and agencies.

MNO Intergovernmental Relations plays a major role in the negotiation and implementation of key agreements including the MNO-Canada Métis Government Recognition and Self-Government Agreement and numerous agreements with proponents. The branch facilitates and organizes training and organizational meetings for regional consultation committees and community councils.

MNO Intergovernmental Relations is also responsible for soliciting and coordinating sponsorship for the MNO Annual General Assembly (AGA), organizes MNO's provincial Louis Riel Day ceremony at Queen's Park and represents the MNO on planning committees.

INTERGOVERNMENTAL RELATIONS HIGHLIGHTS

MNO-Canada Métis Government Recognition and Self-Government Agreement -- Signed in June 2019, this agreement provides the MNO with long-sought-after federal recognition of its self-government by immediately recognizing that the Métis communities represented by the MNO have the right of self-government. This upfront rights recognition is unique among self-government agreements that Canada has negotiated with other Indigenous communities.

Provincial Louis Riel Day ceremony at Queen's Park -- In compliance with a resolution at the 2017 MNO AGA; for the second time the provincial Louis Riel Day ceremony was not held at the Northwest Rebellion monument but rather at the flag pole near the Legislative Building. Over 100 people attended and special guests included the Deputy Speaker and the Minister of Indigenous Relations and Reconciliation with the ceremony being broadcast via Facebook Live.

Proponent and government-to-government agreements, meetings and events -- The MNO engaged in Bi-lateral Mechanism meetings with key federal cabinet ministers and signed the historic Canada-Métis Nation Early Learning and Child Care Accord as well as one-on-one meetings with the Ministers of Crown Indigenous Relations and Northern Affairs Canada (CIRNAC), Indigenous Services Canada (ISC), Employment, Workforce Development and Labour and

federal cabinet members. MNO's relationship with Ontario remains strong. The MNO hosted successful Collaborative Forums with Industry and with Ontario and Canada public servants. The MNO also was represented at the Prospectors and Developers Association of Canada (PDAC) Conference.

2018 MNO Annual General Assembly -- Over 400 MNO citizens and guests attended the 25th MNO AGA in Peterborough in August 2018. Delegates provided guidance to the MNO leadership by passing several resolutions and enjoyed a full-range of cultural and social activities.

Métis Nation-Canada Accord -- The MNO has been actively engaged at a national level with all Métis Nation governments and with the Federal Government on advancing a number of co-developed policy and program priorities. The MNO has realized expanded investments in key program areas such as the Indigenous Skills and Employment and Training Strategy, Economic Development as well as new investments in the areas of Housing, Early Learning and Child Care, Post-Secondary Education and Child and Family Services. The MNO is going to be engaging with community and citizens to identify service needs, and enhancements to existing programs as well as the development of new programs and services for Métis families and communities.







(top) Louis Riel Day Ceremonies in Toronto, 2018.

(above)
The 25th MNO Annual General Assembly in
Peterborough, Ontario in August 2018.

On June 27, 2019 in Ottawa, the Métis Nation of Ontario, the Métis Nation of Alberta, the Métis Nation - Saskatchewan and the Honourable Carolyn Bennett sign historic self-government agreements.







During the 2017 Métis Nation of Ontario (MNO) Commission on Métis Rights and Self-Government, MNO citizens said they need better communication from us to be able to participate fully in the governance of this organization. Citizens also asked that citizenship applications be processed faster, and with more assurance from the MNO that we're regularly updating your contact information.

These requests were not new. For years, we've heard from MNO citizens about your desire for more interaction and assistance. As a result, this year the MNO decided to restructure our internal Registry. Our primary goal is to ensure that the Registry is helpful to citizens, efficient, accountable, and provides excellent service. Citizens will receive more regular and consistent communications about the status of their files, applications, and renewals. Cards will be processed more quickly than before.

The day-to-day Registry functions are now being provided by an independent third-party organization called Know History, a historical services company based in Ottawa. Know History is the most experienced company in Canada in the field of Métis genealogical research. For the last five years, they have worked closely with the MNO to research Ontario's historic Métis communities and Root Ancestors. The firm has also done numerous Traditional Knowledge and Land Use interviews with MNO citizens across the province.

The Registry of the Métis Citizens of Ontario, including all data and the genealogical database, still belong to and are maintained by the MNO. Know History has entered into a strict confidentiality agreement with the MNO and all personal information is completely secure.

Know History is designing processes and systems to meet our goals for a restructured Registry. But all Registry functions continue to be conducted in accordance with the MNO citizenship requirements laid out in our MNO Bylaws and Registry Policy.

A team of Client Advocates is now available to assist you with your files. Client Advocates work with individual citizens and applicants, becoming familiar with specific files and providing one-on-one support. Advocates will look into your questions and concerns and follow up with you directly. If you call or email the Registry for information, you can expect to speak with a Client Advocate immediately or receive a response from a Client Advocate within three to five business days. You can also expect improved correspondence:

- More than 15,000 letters have been mailed to citizens since the Registry Review and Self Government Readiness Process was completed.
- If you applied for citizenship before December 2018, you should have receive a letter by the end of June with details about your application.
- If you applied for citizenship after December 2018, these applications are still being processed, and letters will be mailed by the end of August.
- From now on, anyone who applies for citizenship and meets all of the required criteria will receive a letter within three months of the Registry receiving the application.

It will take time for Know History to implement all of the improved systems and processes required to ensure we have a Registry that operates efficiently and accountably. In the meantime, MNO citizens who call the Registry will receive exemplary customer service -- and the assurance that your files are being given the careful consideration you've asked for and deserve.



GOVERNMENT SERVICES

Government services consolidate specialized knowledge, best practices and technology to provide services required by all 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, government services does not receive funding directly from proponents, government agencies, partners or other sources. The costs described under government services are covered by direct allocations from other branches' programs on preapproved budgets for preapproved support service expenses and by management fees. Approximately three quarters of government services costs are covered by direct allocations from other branch programs while the remainder are covered by management fees.

Finance

The Métis Nation of Ontario (MNO) Finance Branch strives to implement sound financial policies and procedures throughout the organization while ensuring timely payments to vendors and collection of funding revenues for all programs. At the same time, the Finance Branch provides reporting and analysis to Provisional Council of the Métis Nation of Ontario (PCMNO), senior management, budget managers and funders. The Branch maintains the current database of all of the MNO's funding agreements.

The Finance Branch provides all financial support to the MNO. These services include:

- Payroll;
- Vendor and expense claim purchase orders and payments;
- Collection and tracking of funder payments;
- Ensuring adequate cash flow to meet obligations;
- Monthly detailed program expense reporting with budget to actual variance analysis;
- Quarterly reporting to PCMNO;
- Preparation and audit coordination of annual financial statements; and
- Preparation and submission of all statutory filings (T4 and tax returns, HST returns and Public Service Salary Disclosure).

MNO FINANCE HIGHLIGHTS

140
active funded projects

Total budget for MNO \$51 Million

No
Deficit
200K
overall
surplus

Information & Communications Technology

MNO Information and Communications Technology supports all the MNO branches in their efforts to fulfill the delivery of all aspects of the MNO Statement of Prime Purpose.

ICT maintains a dedicated and proactive approach to providing readily available systems and infrastructure as well as service-oriented user support for the vast array of software, hardware and connectivity technologies used by the MNO. While continuing to monitor for opportunities to improve network and data service delivery via new software and technology, ICT strives to also offer cost savings while maintaining focus on security and industry best practices.

- Manage and maintain the MNO's network and data infrastructure including 12 virtual servers;
- Provide helpdesk assistance for all MNO systems and users accessing 200+ desktop and laptop computers and 45 printers;
- Maintain and upgrade specialized databases and program software such as the Registry Application and database; Great Plains financial system; Lands, Resources and Consultations Portal; Healing and Wellness Portal; Online Health Activity Tracking System, (OHATS); Exchange email; File servers; Antivirus server and clients; Security appliances; Email spam scanner; data disaster recovery and long term archiving;
- Maintain and manage all the MNO's land-based telephone services and dedicated phone systems as well as 195 cellular and smartphones;
- Purchasing, contract negotiations and vendor management for all information technology sourced items and ongoing contracts; and
- Responsible for facilities management at the MNO Ottawa Head Office and assists with regional offices where applicable.

Head Office Move -- ICT, in it's additional role of Head Office Facility Management, has played a significant role in the design, weekly construction management and logistics of the MNO Head Office's move from OSP to Slater and the decommissioning of the OSP office. In addition to coordinating third party vendors and contractors, ICT has moved and reconfigured data / phone connections, installed a new security access system, board room displays, a new faster

and more economical data connection to the data center servers and continues to be involved with vendor deficiencies towards completion of this project. ICT played a similar role in the opening of the MNO's new Montreal Road outreach office.

Regional office printer fleet upgrades -- With age and increased use requirements, support contract and cost per page for the MNO's current Xerox Phaser fleet was due to increase. Negotiations with Xerox has resulted in a new fleet of 20 Xerox Versalink C405 printers deployed and set up across the MNO regional offices. These new devices represent improvement in speed and service as well as cost savings.

Upgrades to MNO Councils -- MNO ICT has completed negotiations with Dell and Xerox to upgrade the MNO's 30 Councils to new Dell Latitude 3490BTX laptops and Xerox WK 6515 printers. These units will include 3 years of support and service and be deployed in the name of the individual Councils.

Upgrade of systems for Finance Staff -- MNO ICT staff have completed the upgrade of all 13 desktop and laptop computers including docking stations and multi monitors for the entire Finance branch.

Entering final testing phase of OHATS V2.0 -- ICT and The Code Fire are entering User Acceptance Testing of the MNO's Online Health Activity Tracking System (OHATS) V2.0. Once complete this will replace the MNO's current version of OHATS with a faster, more stable and easier maintained upgrade. This will also prepare OHATS to be made available to other organizations as a subscription fee based system.

Cybersecurity Training -- Completed Learning Tree's ISC2 Certified Information Systems Security Professional boot camp towards completing ISC2 Cybersecurity certification.

Human Resources

The goal of Human Resources (HR) is to help the MNO achieve its mission, always mindful of the declarations in the MNO *Statement of Prime Purpose* and Métis values, which are the center of everything we do.

The Human Resources Branch upholds the principles of accountability, transparency and excellence as integral components of the operational arm of the Métis Nation of Ontario. Our policies and procedures reflect our commitment to recruit and retain the best-qualified personnel.

HR's success will be measured by our ability to align and integrate processes with the MNO strategic mission. We can do this by identifying issues and executing corrective measures effectively. Training and professional development are valued in order to enrich the MNO through the development of a highly skilled workforce. Services include:

- promoting a safe, supportive and productive working environment for all MNO employees;
- overseeing compliance with applicable employment standards, human rights and workplace health and safety laws;
- establishing and supporting effective tracking systems

- and internal processes for recruitment and hiring to enable assessments and improvements;
- assisting with the support provided to all employees through orientation, effective probationary periods and ongoing performance management;
- implementing effective technology with the Ceridian Dayforce HR workplace management system for efficient planning and tracking;
- maintaining employment information documentation and protecting confidential and personal information;
- effectively administering group benefits, a registered pension plan, workplace health and safety, WSIB, insurance needs;
- promoting education and awareness among staff and managers on our workplace policies, workplace obligations and wise-practices in human resource management, implementing and maintaining workplace policies and procedures; and
- providing assistance reaching resolution of workplace conflict or non-compliance with MNO's Policies and Procedures and legislated requirements.

Communications

In keeping with the Métis Nation of Ontario (MNO) *Statement of Prime Purpose*, the MNO maintains effective 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 Branch works to coordinate communications efforts, provides advice and develop products to increase understanding and awareness of the MNO among MNO citizens, employees and the general public.

The Communications Branch is responsible for all communications products for internal and external audiences. Services include:

- identity management and branding;
- graphic design and creative direction for MNO publications and media;
- operation of the MNO's social media pages;
- maintaining and updating of the MNO website;
- media monitoring and media relations;
- quarterly production of the Métis Voyageur;
- video production; and
- responding to public inquiries about the MNO.

Expanded use of social media -- The former Communications Assistant position was upgraded to News Services and Social Media Coordinator. This has permitted increased emphasis on using social media including Facebook, Twitter and Instagram pages promoting MNO programs and services and the use of Facebook Live to cover MNO events. Successes have included special graphics for Louis Riel Day and Remembrance Day. Video content created to announce the signing of the *Métis Government Recognition and Self-Government Agreement* was shared 81 times and reached 7,986 people.

Major projects -- Among the Branch's largest projects were the 60-page Annual Report, 380-page AGA Binder and the 2017-18 highlight video. Three editions or the *Métis Voyageur*, including an AGA supplement made up of a total of 120 pages, were also produced.



We aspire to attain our highest potential

On June 27, 2019 the Métis Nation of Ontario (MNO) and Canada signed the Métis Government Recognition and Self-Government Agreement in Ottawa. With this agreement Canada has formally recognized that Ontario Métis Communities represented by the MNO have an inherent right to self-govern. It is the first time these truths have been officially stated by Canada.

On this historic occasion, it was a great honour to have in attendance the MNO's Founding President Tony Belcourt, Past MNO President Gary Lipinski, as well as, current MNO President Margaret Froh.

The Métis Nation of Ontario would like to express its deepest appreciation for the the unwavering commitment of **Tony Belcourt** and **Gary Lipinski** to the fight for Métis rights, recognition and self-government. For their outstanding contributions, leadership and inspiration we can only say ...

Marsi, Merci and Thank You



