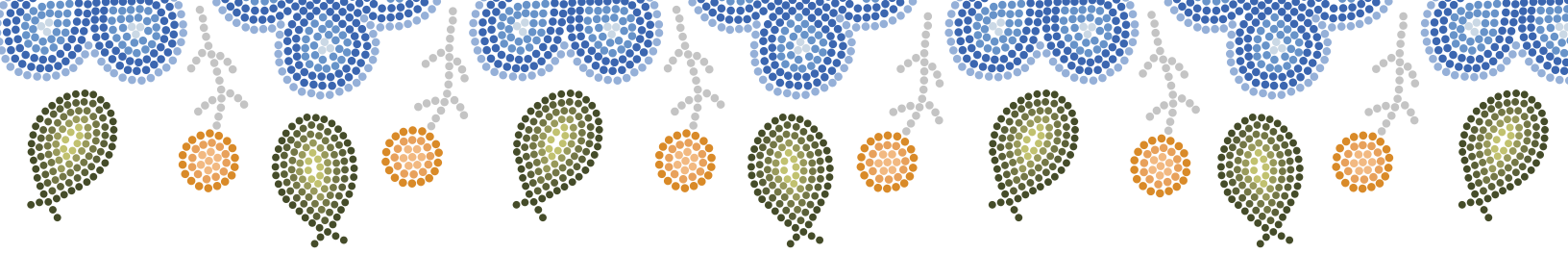




# Métis Nation of Ontario

**ANNUAL REPORT 2021/22**

April 1, 2021 to March 31, 2022



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# Statement of Prime Purpose

## Where we got our name

The Métis have as parental ancestors the former employees of the Hudson’s Bay and Northwest Fur Companies and as their maternal ancestors, Indian women of various tribes.

The French word, ‘Métis,’ is derived from the Latin participle mixtus, which means ‘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 generally applicable.

The French word ‘Métis’ expresses the idea of the mixture in the most satisfactory manner possible and thus becomes a suitable name for our race. 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

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

We call those lands the Métis Homelands. The Homelands stretch from the lakes and rivers of Ontario across the wide prairies, traversing 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 that nurture us today, and we value them as the precious foundation of our future.

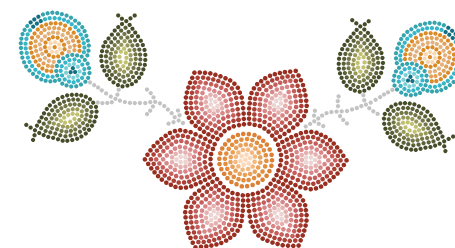
As Métis who live in the Homelands, we hold it to be a fundamental truth that we are one of the Aboriginal peoples of the Americas.

Today, the Métis Nation continues to be the embodiment of our past and 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 the collective. We respect each other, the land and the animal and plant life surrounding 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. 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 to 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 shared 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 to 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 enable Métis Nation’s citizens 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 historical alliances with all Aboriginal peoples to pursue our common interests and goals.
- » To continue our affiliation with the Métis National Council to represent 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*

On behalf of the Provisional Council of the Métis Nation of Ontario (PCMNO), we are pleased to present our communities, citizens and partners with this year's Annual Report.

Since the inaugural meeting of the current PCMNO in June 2020, a meeting held on the second anniversary of the MNO's historic core self-government agreement signing with Canada, there has been much to report. Considerable work has been done to support our people and advance Métis rights and recognition despite a global pandemic.

Over the past year, our communities have come together in truly inspiring and innovative ways, and new support programs are being developed and shared with citizens. The MNO continues to build and enhance available support across early learning child care, Métis child and family services, education and training, mental health and addictions, free legal and financial counselling services and more.

The MNO's programs and services are here to support you and your family. Various new and enhanced programs have been introduced to help citizens from all walks of life, and we are continually looking for ways to engage and involve citizens in the great work to be done.

As elected officials, the PCMNO appreciates the immense responsibilities and expectations placed upon citizens' leadership and the significant work that lies ahead in advancing Métis rights and self-government. Today, the MNO, along with its sister Métis governments, continue to be focused on the self-government journey and the implementation of the Métis Government Recognition and Self-Government Agreement (MGRSA).

The MGRSA immediately recognizes the s. 35 self-government rights of the Métis communities represented by the MNO and sets out a mutually agreeable process for how the federal law will recognize the Métis Government's and its law-making powers in core areas. The MNO's new Self-Government Strategy branch has been working closely with regions and the MNO Negotiations Committee to dig into the MGRSA to advance the next steps.

As elected leaders, the PCMNO has been given a clear mandate to continue to advance Métis rights and self-government on behalf of Métis communities and citizens in Ontario. It is essential to recognize our many achievements. Still, we must also turn our attention to the work ahead of us as we engage communities and citizens, increase our communications, and continue strengthening and advancing our governance systems.

This is work we must do together. The past few years have reminded us of our people's resilience, the strength of our spirit and the depths of our kindness. Our accomplishments are a direct result of a united people working together for a common cause. We encourage you to get involved by connecting with your communities, attending engagement sessions and making your voice heard.

On behalf of the PCMNO, we thank our citizens, leadership and partners for contributing to the MNO and community this past year.

***Thank you and marsii!***





# MNO *by the* Numbers

**OVER 29,000**

**MÉTIS NATION OF ONTARIO CITIZENS**

working together to realize the dreams of our ancestors to be self-determining and self-governing

**OVER 30**

**MÉTIS NATION OF ONTARIO COMMUNITY COUNCILS**

fostering community empowerment and development for Métis citizens living within their geographic territory

**OVER 30**

**COMMUNITY OFFICES**

are the base for province-wide infrastructure that delivers programs and services to Métis people all across Ontario

**400**

**MNO STAFF MEMBERS**

carry out the work outlined in the Statement of Prime Purpose for Métis people in Ontario

**OVER \$1M**

**IN FUNDING**

secured for Métis language initiatives

**OVER \$9.9M**

**IN EMERGENCY FUND FINANCIAL SUPPORT**

provided to Métis people across Ontario

**INNUMERABLE MÉTIS**

**VOLUNTEERS**

**FROM COMMUNITIES ACROSS ONTARIO**

working together with open hearts and tireless dedication to reaching out to families and citizens to provide support where it is needed





# Year *in* Review



Sault Ste. Marie Métis Council receives an Indigenous heritage grant from the Museum Assistance Program to create an exhibit commemorating the 20th anniversary of the landmark Powley case.

Young descendants of 1850 Métis Petitioners witnessed the historic signing of a Regional Implementation Agreement (RIA) in Sault Ste Marie, ON.



The MNO processed more than

## \$9.9 MILLION

in COVID-19 emergency aid for 5,600 Métis citizens and families.

## 87% of citizens

received their first COVID-19 vaccine, and

## 84% are fully vaccinated

Métis Baby Bundle Kits were dispersed to new and expectant Métis families across Ontario.



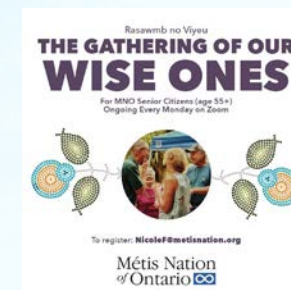
The Métis Youth Rendezvous 2021—a virtual land-based camp—took place with participants from across the province, immersing Métis youth in their culture and way of life.



The MNO Youth Council's ongoing Tea Series, co-hosted with MNO President Margaret Froh, welcomed many special guests throughout the year, including MNC President Cassidy Caron, Métis artist, academic and activist Dylan Miner and Member of the Canadian Senate and MNO citizen Yvonne Boyer among others.

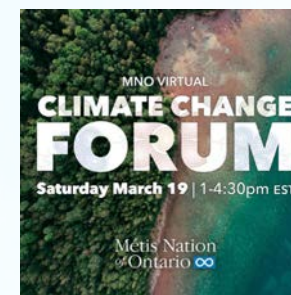


The MNO held its 2nd Annual Two Spirit & LGBTQ+ Symposium focused on the strength and growth of Two Spirit and LGBTQ+ Peoples and their contributions to the Métis community.



The MNO gathered with senior citizens (age 55+) every Monday via Zoom for Rasawmb no Viyeu: Gathering of Our Wise Ones—a platform for community, support, activities and cultural connection.

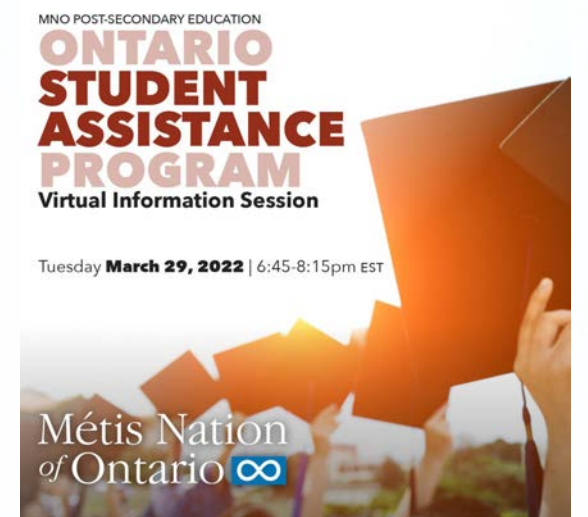
The MNO hosted its first-ever Climate Change Forum, including guest speakers, trivia, prizes and more.



Covering a range of topics, MNO's very own President Margaret Froh appeared as a guest on APTN's Face-to-Face segment with Dennis Ward.



The MNO held its first-ever Post-Secondary Resiliency Gathering, equipping current and aspiring Métis post-secondary education students with the knowledge and confidence to respond to situations they may face as they move through the education system.





The MNO’s first employee, Rose Ann Cormier, retires after 26 years of dedicated service.



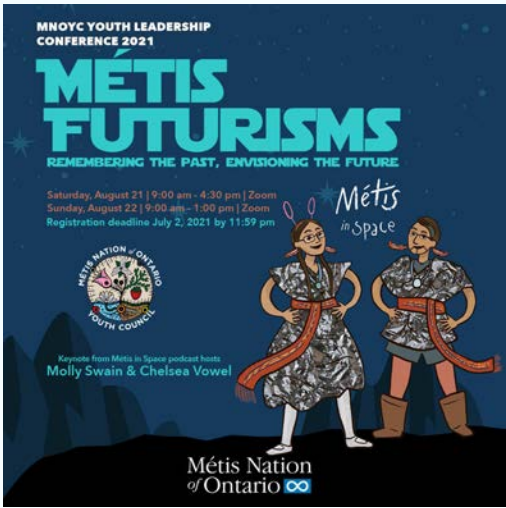
Alicia Blore, an MNO citizen and staff member, claimed first place at the 2021 fiddling championship at the “Back to Batoche Days” event hosted by the Métis Nation–Saskatchewan.



The MNO presents on resistance, governance, and the Powley decision at the 2021 Truth and Reconciliation Week event in Ontario.



The North Bay Métis Council looked to the future while preserving the past with a buried time capsule as part of the Métis Nation Preservation Project.



The MNO launched the Métis Language and Culture Documentation Project aimed at MNO citizens and their families who are Métis language speakers or connected to the Métis language and culture.



Over 500 MNO citizen families with children participated in the MNO Early Learning and Child Care Christmas Gift program.



# MNO Charted Community Councils

Métis citizens are the heart and soul of the MNO and are represented at the local level through MNO Charter Community Councils. Community Councils are an important communication hub for MNO and play a significant role in fostering community empowerment and development for Métis citizens living within the geographic territory of that council. Community Councils operate in accordance with MNO Charter Agreements, which give councils the mandate to govern while ensuring accountability, transparency, and consistency.

During the last two years, Community Councils have been on the front lines of providing support to MNO citizens impacted by COVID-19. This year, by leveraging funding provided by Canada and a variety of proponents, councils delivered over \$9.9M worth of COVID support within their communities.



## NAVIGATING SELF-GOVERNMENT TOGETHER

With our core Self-Government Agreement in hand, the MNO is moving forward together to build a constitution and implement self-government. And we want to ensure that all MNO citizens, regions and communities are engaged in that process in a way that makes sense for them. Let's take this journey together!

### 1 GET STARTED

Each of MNO's 9 Regions draft and sign a Regional Implementation Agreement (RIA). The RIAs are customized to the unique needs and concerns of each Region. They also include common principles that ensure all voices will be heard and all MNO communities are properly supported.

### 2 GET ORGANIZED

Next, Regional Implementation Committees (RIC) will be formed with representation from each MNO community council in the Region. The RICs will develop work plans to build capacity and engage MNO Citizens within the Region, and address any unique concerns the region has when it comes to self-government.

### 3 RECOGNIZE OUR SUCCESSES

As MNO communities and citizens work together to build our vision for the future, the Government of Canada will pass a new federal law ('federal recognition legislation') that recognizes and cements our Self-Government Agreement in Canadian law.

### 4 WE BUILD IT TOGETHER

Community by community, all MNO citizens will be engaged to contribute their ideas, ask questions and, importantly, listen to one another. Through collaboration and consensus, we will build a Métis Government that is fair, worthy of respect, and true to our values.

### 5 CRAFT A MÉTIS CONSTITUTION

With the contributions and ideas of all MNO citizens, and inspired by the values and traditions of our ancestors, a Constitution will be drafted.

### BUILD OUR CORE MÉTIS LAWS

We will build Métis Laws on citizenship, leadership selection and internal operations to provide a strong foundation for our Métis Government and future generations of Métis in Ontario.

### 7 RATIFY AND MOVE OUR MÉTIS GOVERNMENT FORWARD!

With our Métis Laws in place and all other Self-Government Agreement requirements met, we will hold a province-wide referendum to approve our Constitution and the Self-Government Agreement. Once ratified by the Métis Citizens, we will move forward with Métis Self-Government in Ontario!

# Métis rights *and* 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 2016's Daniels decision, 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 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 ongoing 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. In October 2017, the Registry and Self-Government Readiness Project (Registry Review) was launched.

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

The signing of the Self-Government Agreement was a historic victory for Métis citizens and communities represented by the MNO. In the Self-Government Agreement, Canada recognizes that the Métis communities represented by the MNO hold the inherent right to self-government and self-determination—for the first time in history.

[MetisNation.org/Self-Government](https://metisnation.org/self-government)

[Self.Government@MetisNation.org](mailto:Self.Government@MetisNation.org)



# Regional Consultation Committees

Since its inception, the Métis Nation of Ontario (MNO) has focused on building Métis-specific governance structures that will facilitate the self-government aspirations of Ontario Métis. In 2008-09, 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 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, including the Provisional Council of the MNO regional councillor for that area and a representative from each community council within the region.

# 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 the responsible co-management 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) recognized theMNO’s existing harvest card system in 2004. Since signing the interim harvest agreement, the MNO has been almost continuously negotiating 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, which replaced the 2004 agreement. Unlike the 2004 agreement, the new Framework Agreement does not limit the number of Harvester certificates the MNO can issue. While other issues remain to be resolved, removing the limit was a positive step.



# Captains of the Hunt

The Captains of the Hunt (COTH) play an integral role in managing 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 is a direct line of communication between Harvesters, the MNO and the 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 harvest management 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 supports the Annual Harvester’s survey and helps to gather information on the number, species and location of animals taken by MNO Harvester’s certificate holders.

## MNO CAPTAINS OF THE HUNT (2021-22)

<b>Chief Captain of the Hunt</b> Margaret Froh	<b>Region Two</b> Phillip McGuire	<b>Region Five</b> Denis Lefebvre	<b>Region Eight</b> Brian Tucker (Interim)
<b>Deputy Chief COTH</b> Brian Tucker	<b>Region Three</b> Andy Lefebvre	<b>Region Six</b> Lee Rivet	<b>Region Nine</b> Peter Rivers
<b>Region One</b> Sandy Triskle	<b>Region Four</b> Steve Gjos	<b>Region Seven</b> Greg Garratt	



# 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 implementing 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 can 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.

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 (MGRSA) was signed in June 2019, which sets the MNO on a path toward constitution building and will involve extensive consultation and engagement with citizens and communities.

## MNO CITIZENS

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

Through the administration of its 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 on the principles of how the adopted definition of Métis should be applied. We extensively reviewed the policy at a series of community consultations, and the policy was formally adopted in August 2014 by special resolution at the 21st MNO Annual General Assembly.

The rigorous application process affirms the credibility and integrity of the MNO's Registry and the MNO as a government representing the collective interests of Section 35 Métis rights holders.

The MNO has now publicly released the results of its multi-year review of its registry. This process is known as the "MNO Registry and Self-Government Readiness Review" ("RSRP" or "Registry Review"). The Registry Review marks an essential milestone in the MNO's ongoing self-government journey as a Métis government.

## The Provisional Council *of the* Métis Nation of Ontario

The Métis Nation of Ontario 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 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 the MNO Annual General Assembly. The structure of the PCMNO ensures community and regional interests are represented, as well as other demographic segments like youth, women and senators. According to the MNO Electoral Code Part A, province-wide ballot box elections are held every four years. The only exception is the senators elected at MNO AGAs every four years from among the community council and honorary senators.



### President

Margaret Froh



### Region Two

Tim Sinclair



### Region Seven

David Dusome



### Senator

Gary LaFramboise



### Chair

Hank Rowlinson



### Region Three

Jacques Picotte



### Region Eight

Karen Derocher



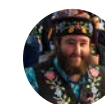
### Senator

Liliane Ethier



### Vice-Chair

Sharon Cadeau



### Region Four

Mitch Case



### Region Nine

Peter Rivers



### Senator

Steven Callaghan



### Secretary-Treasurer

Jo Anne Young



### Region Five

Roger Rose



### Youth Rep

Jordyn Playne



### Executive Senator

Rene Gravelle



### Region One

Theresa Stenlund



### Region Six

Andy Dufrane



### Post-Secondary

Hannah Bazinet



## Métis Nation of Ontario Senators

The Métis Nation of Ontario 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 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 annually.

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 per the MNO Electoral Code Part A. The only exceptions are the senators elected at MNO AGAs every four years from among the community council and honorary senators. The current PCMNO Senators were elected at the 2020 MNO AGA, and their terms run until the 2024 AGA.



Métis Nation of Ontario

# Veterans' Council

The 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 2020.

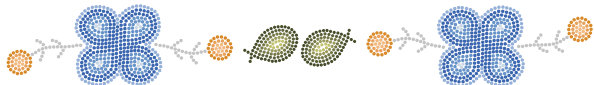
- President**  
Brain Prairie

**Chair**  
Paul Broadbent

**Secretary/Treasurer**  
Lee Rivet

**Sgt-at-Arms**  
Douglas Woods
- Senator for Veterans**  
Robert Baskey

**Women's Representative**  
Nicole Taylor



Métis Nation of Ontario

# Youth Council

The MNO Youth Council is mandated to identify issues impacting Métis youth and to work within the PCMNO to ensure these issues are addressed.

The MNO Youth Council consists of nine regional representatives elected in the MNO provincial ballot box elections held every four years. This election was held in June 2020, with the terms of the current MNO Youth Council members running until 2024.

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 representatives bring forth the voices of the regional 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 their area.



- President & PCMNO Youth Rep**  
Jordyn Playne

**Chair**  
Evan Accettola

**Region 1**  
Emily O'Connor

**Region 2**  
Madyson Campbell

**Region 3**  
Samantha Picotte
- Region 4**  
Warren McFadden

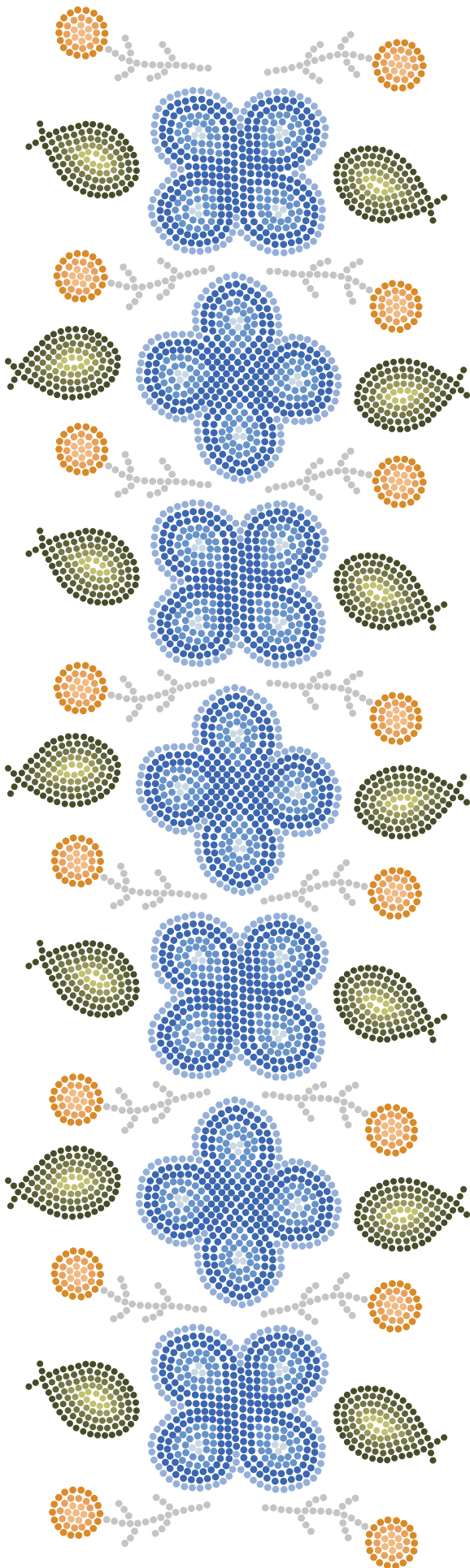
**Region 5**  
Janna Rose

**Region 6**  
Kelly Duquette

**Region 7**  
Dalton Latondress

**Region 8**  
Gabrielle Moreau

**Region 9**  
Paige Cotoure



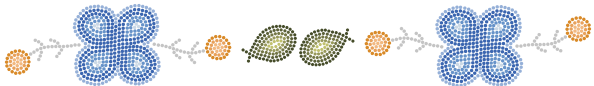
Métis Nation of Ontario

# Women's Council

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

The MNO Women's Council also advises that the PCMNO 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 President and nine regional representatives.



Métis Nation of Ontario

# Two-Spirit Working Group

Fostering a culture of inclusivity within the MNO is essential and benefits us all. Métis people have long recognized that Two-Spirit (and LGBTQ+) identifying Métis folks have a place in our circle, bringing unique insight and perspective to the broader community. In recognition of their valued role within the Métis community, a resolution was passed at a 2016 Annual General Assembly directing the MNO to establish a provincial Two-Spirit/LGBTQ Working Group comprised of Métis citizens and with the full support of the MNO.

Together, the MNO and the Two-Spirit Working Group aspire to meet the needs of the community by:

- » Identifying and advocating for Two-Spirit and



- President & PCMNO Youth Rep**  
Suzanne Jackson

**Region 1**  
Colette Surovy

**Region 2**  
Kelly Camacho

**Region 3**  
Santana Saftenberg

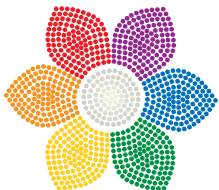
**Region 4**  
June Smart
- Region 5**  
Lynne Gouliquer

**Region 6**  
Cora Bunn

**Region 7**  
Patricia Taylor

**Region 8**  
Teresa (Tera) Beaulieu

**Region 9**  
Colleen Brunelle



- LGBTQ rights.
- » Developing Two-Spirit and LGTBQ cultural and wellness programming.
  - » Creating safe spaces for all voices (from across the rainbow) to be heard.

Since 2016, the Two-Spirit Working Group has made significant strides towards developing an inclusive culture within the MNO and continues to make strategic recommendations; including hosting events such as the A Place in the Circle, the MNO Two-Spirit LGBTQ+ Leadership Symposiums that took place in 2021 and 2022..





# We're *all* over Ontario

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 several program and service branches, the MNO employs 400+ people located in over 30 offices in Ontario.



# Administrative Reports





# Education *and* Training

The Métis Nation of Ontario (MNO) Education and Training branch is focused on and led by the priorities of the MNO's Statement of Prime Purpose. The MNO is committed to encouraging academic and skill development amongst Métis people so that they may attain their educational and career aspirations.

Beginning in early childhood and continuing through K-12, post-secondary education as well as adulthood, the branch has a full range of programs and supports to help Métis people across Ontario. Attaining their education and employment goals leads to healthy, thriving individuals and supports the growth of a Métis labour market within our communities.

In 2021-22, the Education and Training branch fostered and increased industry and community partnerships, strengthened educational and knowledge-sharing outreach through Métis community engagement sessions and expanded programs and services to support Métis education and employment. Programs and services remained accessible through a remote delivery network considering the temporary closure of office locations related to the COVID-19 pandemic.

Programs focused on direct education, employment and training support tailored to the needs of individual clients. The branch conducted advocacy, outreach, awareness, partnership and resource development in education and training. Newly expanded areas of programming include Early Learning and Child Care (ELCC) and Métis Language Initiatives. Additionally, a specialized staff team managed COVID-19 support programs for MNO citizens and their dependents.

In September 2021, the branch welcomed Bryanna Scott-Kay, Ph.D. as the new director, alongside several new leadership members.



## EARLY LEARNING AND CHILD CARE (ELCC)

- » Over 900 children across the province received a special package during our second Annual Christmas Gift Program. MNO ELCC elves gifted each child with toys that provided opportunities to expand learning and play.
- » Supporting the critical relationship between generations and acknowledging the vital role that grandparents play in children's early learning and development, we delivered over 600 Grandparent Kits across Ontario.
- » The MNO supported over 370 Métis families through the ELCC Child Care Subsidy Program. 100% of child care fees were covered for over 600 children across the province and gave them access to safe, quality child care.
- » The MNO ELCC Extra Curricular Reimbursement Program for Children 0-12 was highly successful in supporting over 950 Métis families this year. Over 1700 Métis children participated in various camps, sports, music, cycling, fishing, and art programs. Additionally, 400 children received hockey and hockey-related equipment support.



## POST-SECONDARY EDUCATION (PSE)

- » In response to the COVID-19 pandemic and its impact on in-person learning, the MNO partnered with Tutor Ocean—an online tutoring platform—to provide 33 students with access to qualified tutors to support them while completing their post-secondary education.
- » Recognizing that many Métis post-secondary students must travel farther than most of their peers to get to their schools, the newly introduced Travel Support initiative provided 137 students with a one-time subsidy to assist with travel costs.

- » The PSE Virtual School Fair provided 45 current and aspiring post-secondary students to meet with 44 of Ontario's post-secondary institutions to discuss opportunities and learn more about programs and supports available from MNO.
- » Over 70 Métis post-secondary students attended the MNO's first-ever PSE Resiliency Gathering, where they were provided with practical tools through workshops on tenant's rights, victim services, and legal aid resources. Connection to the strength of Métis people was encouraged and reinforced through keynote addresses by MNC President Cassidy Caron, MNO President Margaret Froh, and PCMNO PSE Representative Hannah Bazinet.



## EMPLOYMENT AND TRAINING

The MNO Statement of Prime Purpose identifies "to encourage academic and skills development and to enable citizens of the Métis Nation to attain their educational aspirations" as a critical objective. In pursuit of this goal, the MNO established MNO Training Initiatives in 1996 with funding from the Métis Human Resource Development Agreement (MHRDA). Since then, the MNO has developed an excellent infrastructure to deliver employment and training programs for Métis people.

Skills training and development are critical for supporting Métis people in achieving their career aspirations and advancing the economic interests of Métis communities across Ontario. The MNO provides a comprehensive suite of employment and training programs and services: career counselling, employment readiness training, training purchases, wage subsidies, apprenticeship support, mobility assistance, self-employment, youth initiatives, and services for clients with disabilities.

Programs and services are delivered through community-based service sites across the province.

MNO programs and services have helped to build a real sense of pride in Métis citizens. With the enhanced skills and self-confidence these culturally-relevant programs fostered, young Métis citizens have embraced the will and determination to live a successful life.



# Healing *and* Wellness

The MNO's Healing and Wellness branch (HW) promotes the safety and well-being of Métis People by providing programming that addresses the needs of individuals and families at high risk for harm. The core objective of the branch is to empower people to mitigate the impacts of illness, isolation, poverty, violence and inequity in their lives.

The HW has a specialized focus specific to senior supports and services directly interrupting the involvement with child welfare societies or the justice system for children, youth and their families.

Sixty-seven front-line coordinators are directed through the MNO's centralized administrative system within a culturally grounded, holistic, client-centred, and family-focused framework. Core activities of the branch are centred on health promotion, and interventions are informed by research and knowledge.

Workshops, events and other activities are planned yearly to augment the goals of each of the programs. 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 each community continue to build and maintain viable relationships with various stakeholders to ensure the optimal promotion of services, increased collaboration and streamlined service partnerships. It is through these relationships that we have the opportunity to promote and share Métis knowledge, culture and identity.

Specific programs lead by this branch include the Community Support Services Program, Aging At Home Program, Métis Family Wellbeing Program, Community Diabetes Program and the Métis Child Youth and Family Services Project.



## RASAWME NO VIYEU: THE GATHERING OF OUR WISE ONES

Rasawme no Viyeu—the Michif translation for The Gathering of Our Wise Ones—is a weekly virtual gathering for Métis seniors (via Zoom) created and supported by the MNO Healthy Choices: Diabetes program. Rasawme no Viyeuis supports MNO seniors living their best lives—a priority for the branch.

## HEALING OUR SPIRIT

*Healing Our Spirit* was designed to address the impacts of distancing and social isolation during the COVID-19 pandemic. Fiddles and video-based beginner and intermediate music lessons were offered to MNO citizens for this virtual program. Online bi-weekly gatherings and fiddle lesson reviews helped reconnect Métis families between October 2021 and January 2022. Story-sharing and cultural knowledge sharing from our Senators and elders were a big part of this program, culminating in a virtual fiddle recital.



## HEALING SPIRITS RECONNECTING THROUGH MUSIC

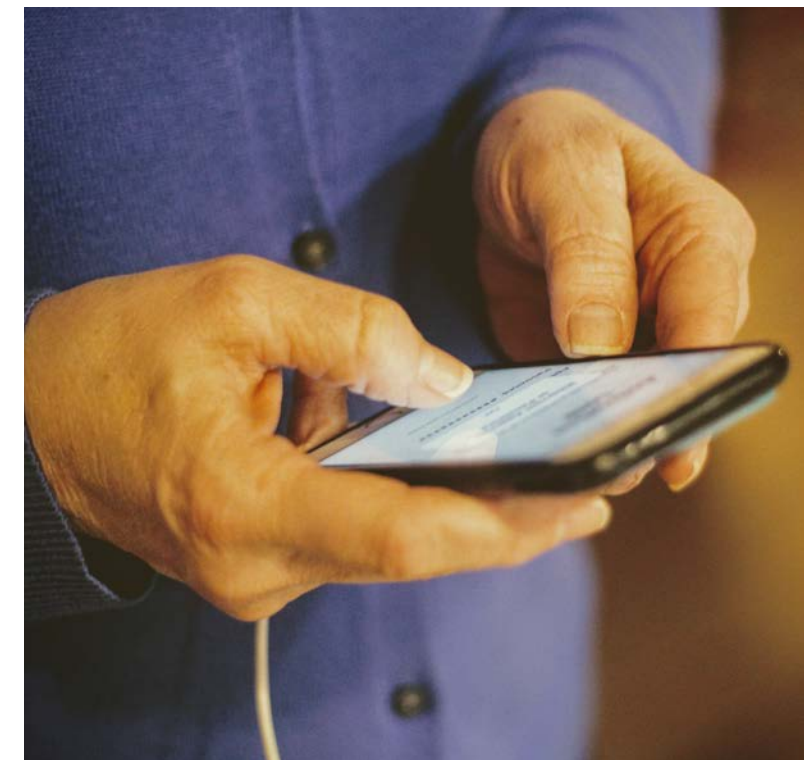
The Métis Nation of Ontario (MNO) invites MNO citizens to pick up a fiddle and participate in a new musical program: *Healing Our Spirits*. As many of us are feeling the effects of isolation, there is now an exciting opportunity to re-connect with Métis culture and one another. Beginning October 11, we are offering bi-weekly fiddle lessons to the community! These lessons will run all winter and sessions will include sharing stories and cultural knowledge with our Senators and elders.

The program takes place virtually and will culminate in a joint recital in 2022. Fiddles with hard cases will be provided to those who register. Please note that supplies are limited to two fiddles per household and a maximum of 250 participants. Ages 6+ are able to take part and we offer both beginner and intermediate classes. We hope you are able to join us on this musical experience!

For Inquiries & Registration:  
Brooke-Lynn Riley  
Victim Services Coordinator  
613 328 2013  
brooker@metisnation.org

Please be advised that all requests for registration must be received by August 20, 2021 to accommodate shipping requirements.

Métis Nation  
of Ontario



## VIRTUAL HOME AND COMMUNITY CARE SUPPORTS

These care support programs were implemented to improve seniors' health outcomes by providing reliable hybrid options for access to services via in-person and online client activities (independently and supported by MNO programs). Home visits allowed for online appointments via portable equipment and connectivity to MNO internet in client homes and dedicated accessible space in community hubs.

The Healing and Wellness branch pursued the funding to obtain resources to support virtual visits.

Improved virtual connections and access to infrastructure made positive health outcomes easier, more inclusive of cultural needs and provided training opportunities for individuals to learn how to self-navigate online health resources.

The Healing and Wellness branch added enhanced connectivity infrastructure in our hub locations and purchased monitors, webcams, microphones and additional Zoom rooms in each of our 29 programming communities. We now can provide in-home visits with medical and other practitioners for seniors who do not have home internet access.





# Community Wellbeing

The Community Wellbeing branch came to fruition in October 2021 in response to the growth in programs and services that the MNO has made available to its community. Consisting of various programs, this branch is committed to collaborating with MNO's internal and external partners to grow and ensure that support and services appropriately meet the needs of Métis in Ontario and their communities.

Our main goal is to provide culturally appropriate and self-directed opportunities for Métis to have their unique and responsive health, wellness, and social determinant needs to be met in an equitable manner that is timely, appropriate and grounded in Métis ways of knowing and being. At the same time, this branch is actively working with the Métis community and stakeholders to ensure that the different lived experiences, voices and needs of all Métis in Ontario, including Métis women, girls and 2SLGBTQ+ peoples, are heard, valued and incorporated into policy, academic and legislative forums at local, Provincial and Federal levels.

## MENTAL WELLBEING AND ADVOCACY

- » **Justice Programming:** The MNO Justice Program is a multi-pronged program comprising various internal resources that collaborate to facilitate access to justice for MNO citizens. MNO citizens seeking legal advice can receive support through the provision of justice services and support.
- » **Mental Health and Addiction Program:** The MHA Program provides access to comprehensive assessment, treatment, and follow-up services for Métis (0-100+yrs) from mental health and addictions professionals, many of whom are Métis and bilingual.

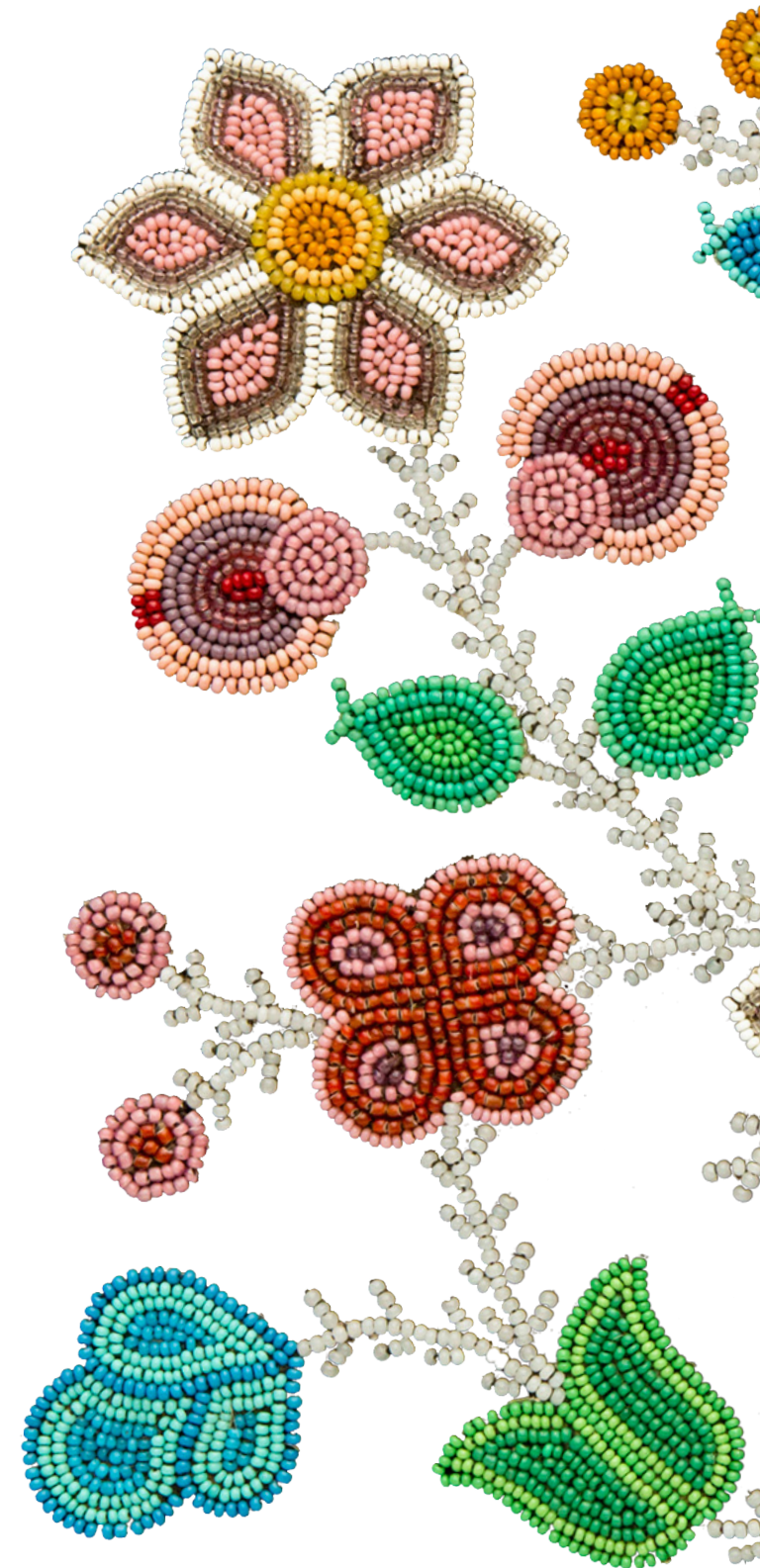
## COMMUNITY WELLBEING

- » **Community Wellness Worker Program:** Community Wellness Workers in communities across Ontario put the needs of local Métis communities first through implementing client-driven services to reduce family violence and promote healthy lifestyles through culture-based programming.
- **Early Childhood Support and Services (MHBHC, CAPC and CPNP):** Programs to support children and families from the prenatal stage to six years of age. The program aims to ensure equitable access to resources, support, and knowledge for Métis families so that their children have the best possible opportunity to thrive. The program also promotes healthy lifestyle choices and provides access to cultural teachings and community development by providing access to knowledge, skills, and healthy foods that support healthy pregnancies and early infant nutrition.
- **Victim Services and Anti-Human Trafficking:** This program provides culturally grounded support to prevent, deter, heal and work to end violence against Indigenous women, children, youth, older adults, 2SLGBTQQ!+ peoples, and people living with disabilities. Provides community awareness and direct programming, drop-in, and client supports for people who also may be at risk for harm related to the spectrum of issues associated with human trafficking.

## CENTRALIZED ACCESS POINT FOR SERVICES

Centralized Service: In response to the significant rise in calls to the organization, the MNO has created a centralized service team, where callers have access to MNO staff who can direct and expedite all inquiries across the communities and MNO services.

- » Phone: 1-800-263-4889 x7 (Toll Free)
- » Email: <https://www.metisnation.org/about-the-mno/contact-us/>





ONEMNO TEAM: CENTRALIZED POINT OF SERVICE

In response to the tremendous rise in calls to the MNO last year, we established a centralized service team called OneMNO. Their goal is to be available during business hours to address and direct all inquiries made to the MNO and facilitate seamless access to coordinated services for citizens.

- » From May 2021 to March 2022, we handled over 6,000 calls/ emails
- » 75% of calls were inquiries about direct services and support from the MNO.

COVID-19 SUPPORT PROGRAM

With the total of \$5.2 million received this year, the MNO could provide direct COVID-19 relief support to 9,699 individuals. 6,699 people accessed support through the MNO application process. MNO Community Councils received COVID-19 relief funds from the MNO to support their citizens at the local level and directly served another 3,000 citizens.

We offered the following programs until funds ran out:

- » Rent Relief
- » Protective Personal Equipment Program
- » Back to School Fund (Ages 13-18)
- » Food Security: Youth (Ages 13-18)
- » Food Security: Seniors
- » Food Security: Low-income adults (19-60)
- » Technology Fund (Ages 13-18)
- » 13 -18 Extra Curricular/school supplies
- » Benevolent Fund
- » Veterans
- » Discretionary Fund
- » Community Capacity (funds for councils to aid the community)

MENTAL HEALTH AND ADDICTIONS PROGRAM

The Mental Health and Addictions program experienced substantial growth over the last two years. This year, over 1200 clients were served, reaching approximately 65 referrals a month with an approximate wait time of 3 months to receive non-urgent service. Through the many partnerships the MNO has with MHA providers, we provided professional services in psychiatry, psychology, psychotherapy, speech pathology, addictions counselling, behaviour therapy and more.

To ensure that support and services meet client’s needs, the MNO has 24 mental health Navigators who work with clients and their families to determine culturally appropriate and self-directed Mental Wellness Plans.

We are proud to have added more Métis mental health professional partners and peer support resources available to support the community.

COMMUNITY OUTREACH

The Branch engaged in several public education events related to mental health, addiction and justice.

JUSTICE PROGRAMMING

The MNO Justice program provided support to over 674 clients this year.

The Restorative Justice Program provided direct support (diversion, sentencing, bail planning support, restorative advocacy and post-incarceration) to 47 people and indirect support (inquiries, advice and service inquiries) to 76 people/community partners.

This program is impossible without the support of volunteer Métis Community members trained in mediation to facilitate restorative justice initiatives to support individuals in conflict with the law in the Peel, York and Durham Regions.

Through a partnership with MNO’s Community Relations team, the MNO has also been able to offer mediation training to the broader Métis community. Building community capacity to lead mediation in various forums: community, harvesting, justice, government and more.



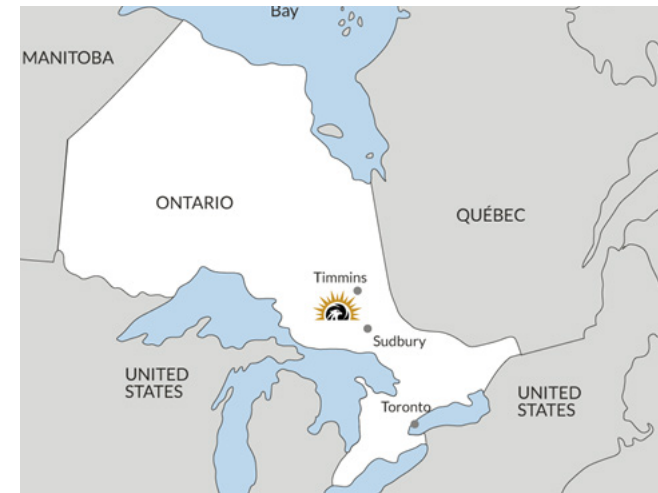


# Lands, Resources *and* Consultations

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 branch supports the regionally based rights-bearing Métis communities across Ontario to ensure that the Crown's legal Duty to Consult and Accommodate is both meaningful and effective. 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 assessments and other government initiatives and programs
- » Develop a thorough understanding of proposed 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 MNO's Rights Research and Policy branch staff 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 provincial conferences to engage MNO citizens on new projects, the Duty to Consult, regulatory processes, assessing effects and accommodation-related issues

In addition to facilitating consultations on proposed industrial developments and Forest Management Plans, the LRC branch has developed two programs to promote and advance Métis communities' environmental stewardship, namely the Climate Change and Great Lakes programs.



## MNO CITIZEN PARTICIPATION IN IMPACT ASSESSMENTS

Funded by the Impact Assessment Agency of Canada, community workshops were held via Zoom in April and May 2021. These workshops aimed to educate MNO citizens about the Crown's Duty to Consult and Accommodate Aboriginal Peoples—including the Métis—and the importance of MNO citizen participation in assessing the impacts of proposed industrial projects on Métis rights. We subsequently used the content of the workshops to develop a series of 14 short animated videos for presentation at future MNO events.

## IAMGOLD AND SUMITOMO METAL MINING

After several years of relationship building and consultations regarding the Côté Gold project, IAMGOLD and the MNO Region 3 Consultation Committee finalized the details of an Impact Benefit Agreement (IBA) between the two parties in 2021. The IBA is designed to support the Abitibi Inland Métis community. The years of consultations culminated in a virtual signing ceremony held on May 31, 2021, with MNO's Region 3 elected leaders and representatives from IAMGOLD and Sumitomo Metal Mining in attendance.

## DEEP GEOLOGICAL REPOSITORY OF NUCLEAR WASTE

The Nuclear Waste Management Organization (NWMO) is in a multi-year process of building a safe, long-term used nuclear fuel repository in Canada. At this time, NWMO is considering the development of a deep geological repository for the long-term management of used nuclear waste in the areas of either Ignace or South Bruce, Ontario. In 2021-2022, the NWMO agreed in principle to support MNO-led water quality monitoring programs at both the proposed Ignace and South Bruce sites. The NWMO also signed new agreements with MNO Regions 1 and 7 to support regional engagement on the project.

## THE MNO GREAT LAKES ADVISORY GROUP

Formed in Spring 2021, the MNO Great Lakes Advisory Group is made of 2 representatives for the 8 MNO Regions that fall within the Great Lakes watershed. A logo contest was held for all MNO, and we received over 30 entries. The winner was Jean-Marc David. His carefully curated design featured three trees representing "Building on our Past, Empowering our Present, and Protecting our Future." In contrast, the infinity symbol represents our Métis culture living on forever, and the five waves represent the 5 Great Lakes.

## THE GREAT LAKES FISH CONSUMPTION SURVEY

The Great Lakes Advisory Group created this survey for all MNO citizens. Over 800 MNO citizens participated in the survey. Preliminary results from the survey include the following:

- » 27% of participants indicated that fish from the Great Lakes is a primary source of food in their diet
- » 40% of participants stated they had reduced the amount of fish eaten from the Great Lakes primarily due to reduced lake access, contaminant worries and reduced fish stocks

## COMMUNITY-BASED ENVIRONMENTAL MONITORING

In 2021-22, water quality monitoring training sessions were conducted across MNO regions 1-5 and 7. These training sessions included more than 50 water quality monitors, including elders and youth. During the fall of 2021, several test runs were conducted in different regions where monitors collected water samples to assess challenges associated with program logistics. Work with knowledge holders was continued to determine appropriate sampling locations.







# Housing *and* Infrastructure Registry

The MNO recognizes that housing is much more than bricks and mortar. Proper housing supports Métis individuals, families, and communities in achieving their highest potential. The MNO Housing & Infrastructure branch provides housing and homelessness support programs to Métis citizens as per our mandate to increase long-term development, housing services and related support to the Métis people across the housing continuum (from homelessness to homeownership).

The branch objectives align with the MNO Statement of Prime Purpose by providing “...care and support necessary to meet the fundamental needs of the citizens of the Métis Nation” and “develop(ing) prosperity and economic self-sufficiency within the Métis Nation.” The branch sees housing as a solution and an opportunity to build the wealth of Métis citizens and communities.

Additionally, the branch supports the management of MNO facilities and oversees 37 locations where the MNO programs are delivered, and Community Council activities are performed.

## MÉTIS HOME IMPROVEMENT PILOT PROGRAM

The MNO HIP is a one-time forgivable loan program to support eligible MNO citizens who are low-to-moderate-income homeowners. The fundamental purpose is to assist homeowners by helping required health and safety repairs to improve accessibility for persons with disabilities. Based on the program mandates, approval is determined on a case-by-case basis. The MNO is pleased to report that 136 MNO citizens secured necessary repairs to their homes at a value of approximately \$2M in 2021-22.

## MÉTIS HOUSING STABILIZATION PROGRAM

By the end of the 2021-22 fiscal, the Métis Housing Stabilization program—part of the Canada-Métis Nation Housing Sub-Accord—had helped 207 Métis households access housing or stabilize their current housing situation.

## HOUSING RESEARCH

The branch secured \$1.7M in research funding from Canada Mortgage and Housing Corporation (CMHC) through the Housing Supply Challenge and the Housing and Health grant. These funds went to support the MNO Housing Census – a multi-pronged program that collects Métis-owned data to support long-term priority-setting and housing program planning to serve MNO citizens better. The Housing and Health grant focuses on how living conditions influence physical and mental health. Both projects will help to inform housing programs within the Housing & Infrastructure branch and advance understanding of Métis wellbeing.

## COVID-19 RENT SUPPLEMENT AND MNO SENIORS PROGRAM

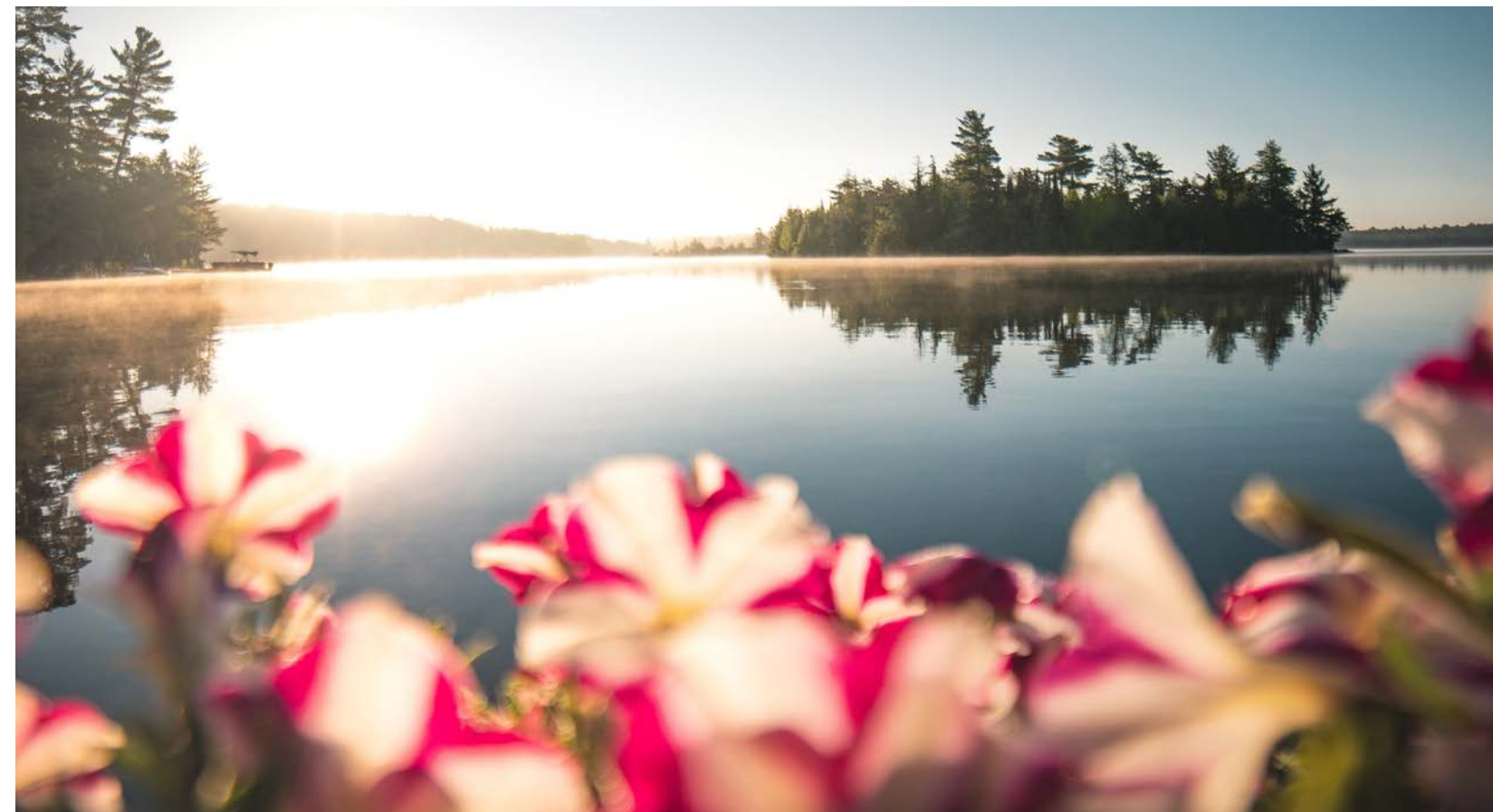
Funding secured through the provincial Social Services Relief Fund (SSRF) allowed expansion of the Housing Stabilization Program support for Métis and other Indigenous people. This funding was also used for the implementation of two MNO COVID-19 Support Programs:

### » COVID-19 Rent Supplement Program

assisted Indigenous households with a one-time benefit of \$1,500 to pay their rent. We supported 150 MNO citizen households through this program.

### » Senior Yard Maintenance Program

assisted Indigenous seniors experiencing extreme isolation due to social distancing protocols and limited access to family support. We provided funds for the cost of yard maintenance. MNO supported 503 Métis seniors through this program.







# Rights *and* Policy

The Rights, Research and Policy branch is a new branch in the MNO, established mid-year, that focuses on advancing critical priorities of the MNO's rights, research and policy agendas. It will strive toward advancing coordinated approaches to rights, research, and policy initiatives, while simultaneously implementing strategies and processes for effective communication about policy, research and Métis rights-related activities. It will facilitate progress and strategic focus in the areas of rights, research and policy with a focus on collaborative integration, information sharing and the establishment of information libraries and frameworks to inform and guide future work.

## Rights, Research and Policy Branch Objectives:

- » Advance critical priorities of the MNO's rights, research and policy agendas
- » Advance coordinated approaches to rights, research and policy initiatives
- » Implement strategies and processes for effective communication about policy, research and Métis rights-related activities
- » Facilitate progress and strategic focus in the areas of rights, research and policy with a focus on collaborative integration, information sharing and through the establishment of information libraries and frameworks to inform and guide future work

**The Rights, Research and Policy branch focussed on several initiatives during the reporting period. Select examples are highlighted below:**

## RIGHTS

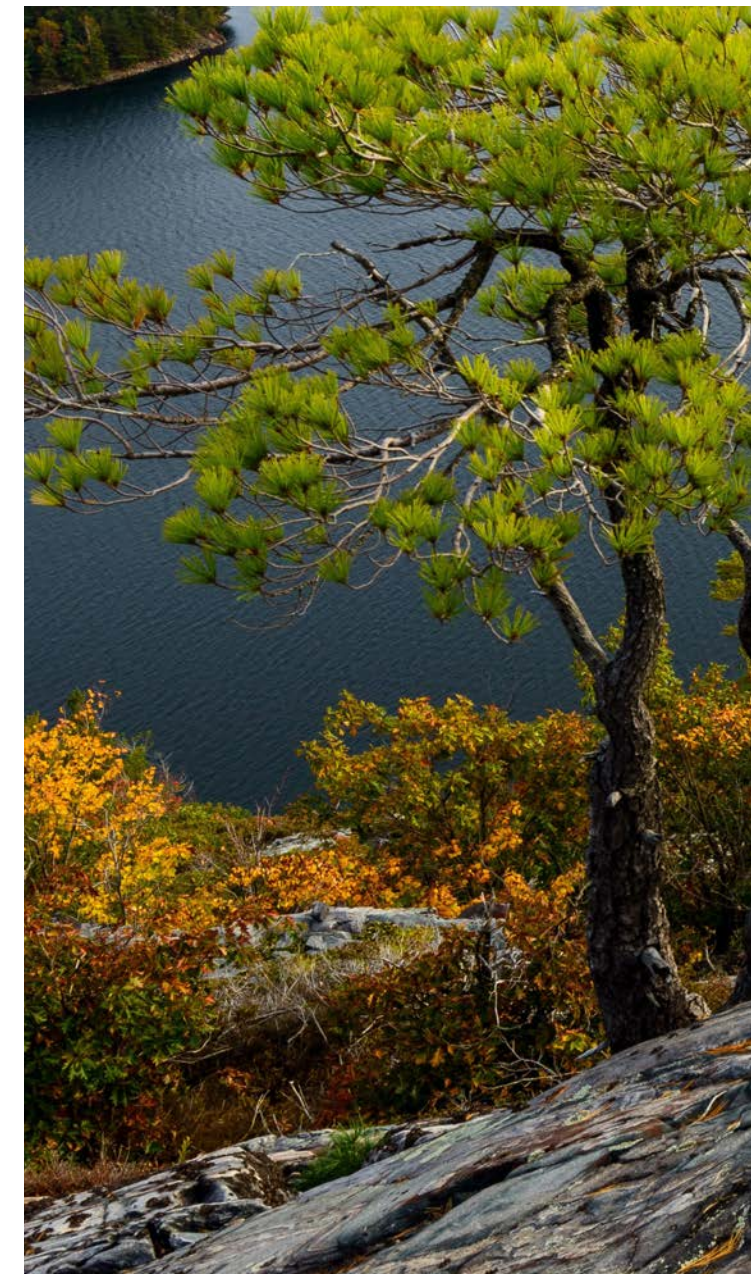
- » Resource Revenue Sharing: Supported work to advance negotiations with Ontario regarding resource revenue sharing (ongoing)
- » Harvesting and COTH Support: Supported the implementation of the MNO's harvest management system and support the work of the MNO COTH (ongoing)
- » Registry Review: Supported the implementation of the MNO's response to the MNO Registry Review (ongoing)
- » United Nations Declaration on Rights of Indigenous Peoples (UNDRIP) Act Implementation: Supported, as part of a broader MNO team, MNO's work associated with Canada's planned implementation of the UNDRIP Act (ongoing)

## RESEARCH

- » WOL TKLU Library: Maintained MNO's TKLU Library (ongoing)
- » Research Library: Initiated the planning for a research library to organize and house research outputs (ongoing)
- » Engagement Framework: Initiated the development of an engagement framework that will guide MNO engagement initiatives (ongoing)
- » Harvest Surveys: Supported the implementation of MNO's annual harvest surveys (ongoing)
- » Oral history/telling our stories: Initiating conceptual planning around working with communities to initiate research focused on oral history/telling our stories (ongoing)

## RESEARCH

- » Residential Schools Ontario Fund: Worked to pursue and secure funding from ON Residential School Fund (ongoing)
- » ON Anti-Racism Directorate
- » ON Anti-Racism Strategy Engagement: Worked to pursue and secure funding from ON to support engagement on ON's Anti-Racism Strategy (ongoing)
- » OHRC Right to Read: Supported and contributed to dialogue with OHRC on its Right to Read initiative
- » Human rights complaint procedures in school boards: Supported engagement with EDU on a discussion document regarding human rights complaint procedures in school boards
- » MNRF Policy Table: Worked to implement the current year's TPA with MNDMNRF (ongoing)
- » Policy Library: Initiate the development of a policy reference library (ongoing)







# MNO Registry

One of the MNO’s aims and objectives, laid out in the MNO Statement of Prime Purpose, is to maintain a registry of Métis citizens in Ontario. In May 2019, the MNO restructured Registry operations so that all Registry functions—including processing citizenship and harvesting applications, renewals and cards—are currently provided by an independent third-party organization, Know History Inc.

The MNO Registry registers Métis citizens by approving citizenship for applicants who meet the criteria set out in the MNO Registry Policy and per the National Definition for Métis, as voted on and accepted by MNO citizens. The registry researches Ontario’s Historic Métis Communities and Root Ancestors and conducts Métis genealogical research and analysis. It works to support MNO citizens’ cultural, social, political, and economic well-being by providing data to other MNO departments.

**Effectively, the MNO Registry:**

- » Accepts and processes citizenship applications
- » Maintains the MNO’s SASH database, including individual profiles for all citizens and harvesters
- » Verifies and builds genealogies, which connect families within the SASH database
- » Issues MNO citizenship cards
- » Provides administrative information and data to MNO (e.g., council candidate verification; citizenship confirmation for AGA and programs; mailing lists for consultations; council/region numbers, lists; statistics)
- » Communicates directly with clients (applicants, citizens, harvesters, and others) to provide efficient, accountable and helpful service.

The MNO Registry helps to identify and register MNO Harvesters in Ontario. As such, the MNO Registry also:

- » Processes harvesting applications and renewals
- » Issues Harvester Certificates
- » Identifies citizens’ harvesting areas
- » Maintains and updates harvester files
- » Maintains harvester lists
- » Communicates with Captains of the Hunt (COTH); provides support to Chief and Deputy COTH.

Finally, the MNO Registry reviews and assesses requests for new Verified Métis Family Line (VMFL) research. The MNO Registrar is responsible for reviewing and approving VMFL research and reports, per the MNO Registry Policy for Identifying and Documenting Verified Métis Family Lines for issuing Harvesters Certificates to citizens.

- » Processed over 5000 citizenship applications (and reassessed additional documents sent for over 2500 of these applications)
- » Approved 4300 new MNO citizens
- » Processed 1,082 Harvester Applications
- » Approved 485 new MNO Harvesters
- » Provided over 7,350 citizen checks for MNO Programs and Services (to confirm citizenship before funding) and Virtual AGA
- » Mailed over 11,100 letters to applicants, citizens, and harvesters

Since April 2022, the MNO Registry has been working directly with Saskatchewan and Alberta Vital Statistics to expedite and reduce the cost of ordering documents for MNO applicants and citizens.

Registry continued to provide bi-monthly Virtual Mobile Registries to help applicants, citizens, and harvesters with applications or updates via Zoom or by phone. In early 2022, in-person Mobile Registries began again, with events at Lake Rosseau and Sault Ste. Marie.

We look forward to visiting all nine regions in 2022-23!

**WORKSHOPS AND PRESENTATIONS**

MNO Registry has provided multiple presentations and workshops to different MNO departments or groups on:

- » How to apply for citizenship and harvesting
- » Understanding Registry resources and services
- » Contact information updates

**DATA AND CITIZEN CHECKS**

MNO Registry continues to produce lists, data, and statistics in support of MNO programs and the nation. Since June 2021, the MNO Registry has produced and securely shared over 375 lists for MNO Councils, Regions and other departments of the MNO. Many of these lists were aimed at supporting elections and various aspects of the vaccine rollout for MNO citizens (e.g., robocalls, age group data, surveys).

The registry helps to confirm data for thousands of citizens applying for COVID-19, Post-Secondary, Housing, and other funding. The registry works with other MNO departments to gather and process updated contact information.







# Intergovernmental relations

The Intergovernmental Relations (IGR) team supports MNO leaders in fostering government-to-government relationships with elected officials and bureaucrats from Ontario, Canada and other Indigenous Governments. Additionally, the IGR advances priorities that further the MNO’s continuing journey to self-government and our inherent right to self-determination.



## Advancing Federal Recognition Legislation to give effect to Canada’s commitments in MNO’s Self-Government Agreement

One of the express commitments in MNO’s 2019 Métis Government Recognition and Self-Government Agreement (MGRSA) was that Canada would pass upfront Federal Recognition Legislation to provide legislative protection and implementation of MNO’s self-government agreement. MNO leadership launched a campaign to educate MPs, Senators, and political staff from all political parties about the MNO, our self-government agreement, and the importance of quick tabling and passage of our Federal Recognition Legislation. Prioritizing meetings with party leaders, Indigenous relations critics, the Senate Standing Committee on Aboriginal People, Cabinet Ministers and MPs from Ontario, President Froh and other elected officials hosted many Zoom meetings to advance this critical MNO priority.

### CANADA’S BUDGET 2021

The April 2021 federal budget delivered close to \$18 billion in investments in Indigenous peoples and communities. MNO had strongly advocated for new funding for Métis mental health, and the budget included a \$598 million commitment over three years to a distinctions-based Indigenous Mental Wellness strategy. The budget demonstrated an ongoing commitment by Canada to support the socioeconomic development and self-determination goals of the MNO.

### CANADA’S 2021 FEDERAL ELECTION

In the lead-up to the federal election on September 20, 2021, the IGR team asked the four main federal political parties questions regarding important Métis issues and publicized the answers to support MNO citizens in making informed decisions when casting

a ballot. MNO encouraged citizens to vote and reminded them that MNO citizenship cards could be used as a form of recognized identification at the polls.

### THE NEED FOR A MÉTIS CLAIMS PROCESS

On October 21, 2021, the Huron-Superior Regional Métis Community rang the bell at the Métis-owned John Street church in Sault Ste. Marie 171 times, calling attention to the 171 years that have passed since Treaty Commissioner William B. Robinson made a promise on behalf of the Crown for “full & free possession” of the lands held by the Métis community along the St. Mary’s River. This promise remains unfulfilled to this day.

Also, on October 21, 2021, the MNO submitted a letter to Canada’s Ministers of Crown-Indigenous Relations and Justice about this issue. Métis communities currently have no federal negotiation or claims policies or processes available to them where their rights, interests, and unresolved claims can be “determined, recognized and respected” as Section 35 of the Constitution Act, 1982 demands. Métis in Penetanguishene, Sault Ste. Marie, James Bay and Northwestern Ontario all have outstanding issues to be addressed by the Crown.



## MNO CITIZEN APPOINTED TO NATIONAL COUNCIL FOR RECONCILIATION BOARD

In January 2022, the Government of Canada appointed MNO citizen and Region 4 Regional Councilor Mitch Case to serve on the Transitional Committee of the National Council for Reconciliation. The committee is developing the legislation that will guide the future work of the National Council for Reconciliation and its role in holding the government accountable for meeting the Calls to Action of the Truth and Reconciliation Commission.

## PREPARATION FOR THE 2022 ONTARIO GOVERNMENT ELECTION

In anticipation of the 2022 Ontario Election on June 2, the IGR team worked with branches across the MNO to identify priorities that MNO wanted to see Ontario’s political parties include in their published election platforms. The MNO identified vital priorities, ranging from providing Métis cultural competency to political caucuses and Cabinet to working with the MNO to address needs and gaps and explore Métis-specific approaches in many areas. We presented these priorities to the leaders of the four main political parties.





# Community Relations

The Community Relations (CR) team supports the MNO’s 31 chartered Community Councils and their volunteers to operate with good governance, achieve their goals and objectives, and serve the citizens they represent.

The CR is the first line of support for MNO’s Councils, supporting them with all governance matters, reporting, issues management, conflict resolution, developing process documents, training resources, navigation and addressing citizen-related concerns.

The CR team has also been providing a variety of supports for MNO’s Senators, MNO Women’s Council, MNO Veterans’ Council, and MNO Youth Council—from assisting with their meetings and AGMs to providing governance, outreach and navigation supports. The CR team also supports PCMNO helping to ensure that MNO citizens can attend and observe its meetings.

## Some notable activity from the fiscal year 2021-22 includes:

- » Community council elections: Completed 16 council elections in fiscal 2021-22
- » Council vacancies: posted and supported councils to fill over fifty vacancies
- » Province-wide leadership training: good governance best practices, confidentiality, four 20-hour sessions of mediation skills certification (with over sixty community council volunteers certified)

The CR team also supports other MNO branches and Leadership in working with Councils and engaging citizens. Increasingly, the MNO’s CR team is being called upon by a diversity of MNO branches to be a liaison with MNO Councils, support Zoom engagements, partner at events that engage Councils and citizens and provide advice and guidance about working with MNO communities.

The CR team created and managed an internal master Council and citizen engagement calendar to assist MNO staff with event and meeting planning to ensure events do not overlap and we are not over-taxing MNO’s hard-working volunteers. The CR team also works closely with the Registry and the Communications branch to ensure that the directory of Council leadership and communication lists are kept up to date and accurate as Councils are elected or fill vacancies.

- » Council leadership training: more than 100 council training sessions were provided, including Roles and Responsibilities, Metis 101, How to Use Zoom, How to Fill Vacancies, Making Motions, Insurance Riders, Council Transitioning and more
- » Direct council support: members of the CR team participated in more than one hundred meetings with council volunteers to support councils in the areas of communication, strategic planning, conflict resolution and mediation
- » The CR team periodically supports councils by chairing or co-chairing a council meeting or supporting multi-council regional conference.

# MNO Government Services

Government services consolidate specialized knowledge, best practices and technology to provide services required by the MNO’s operations and its internal and external clients. These services are provided in finance, communications, information and communications technology and human resources. The costs described under government services are covered by allocations from other branches’ programs on pre-approved budgets for support service expenses and management fees.

## FINANCE

The MNO has over 200 funding agreements with Federal and Provincial Governments and Agencies. These agreements specify the services and support to be delivered and are restricted to the details in each agreement. The MNO is obligated to provide services and support as outlined in these contracts.

The Finance branch ensures that all financial policies, procedures and activities are followed as required by the Provisional Council of the Métis Nation of Ontario (PCMNO), funding agreements and legislation.

The branch supports all the financial transactions of the MNO (payroll, payables and receivables). The branch provides quarterly financial reports to Senior Leadership (Directors, COO, CSO, COO, Executive PCMNO and PCMNO) to support governance and decision-making responsibilities. Additionally, the branch provides monthly financial reports to Program managers to ease the tracking of expenditures.

**This year, the branch welcomed additional staff into leadership roles, most notably our new Chief Financial Officer, Ursula D’Angelo. Newly added manager roles include a Project Manager, a Manager of Analytics, a Controller, and more support for analysis services.**

By participating in the funded internship program, we have provided three Métis citizens with new career opportunities.

The payables function has also grown to process a higher volume of transactions because of additional services and support.

These additional resources have allowed the branch to provide a higher level of service by:

- » Establishing a comprehensive budget for both the last and current fiscal year to improve financial planning and administration
- » Providing a new quarterly review process with management and PCMNO
- » Continuing to ensure timely payment of COVID relief and various supports for citizens
- » Expanding the support of regions and community councils in financial management training and recording
- » Supporting Council investment decisions by providing secure, high-performance investment options such as Guaranteed Investment Certificates (GICs)
- » Starting (with the participation of other branches) the process of assessing and upgrading the information systems that a self-governing nation requires





## INFORMATION AND COMMUNICATIONS TECHNOLOGY

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

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ICT is directly responsible for the deployment, maintenance and support of 15 virtual servers, 30+ VPN-connected remote location-based secure firewall routers and switches, 350+ users and their associated desktop and laptop computers, 35+ printing and scanning devices, 7.5 Terabytes of data backup, 350+ cell and smartphones and the vast array of software, hardware and security technologies used by the MNO daily. MNO maintains this service to enable administrative and front-line staff in their service delivery to MNO citizens and Communities across the province.

- » ICT has completed the imaging and deployment of 31 Community Councils laptops and peripheral implementations, including new Council-dedicated email addresses.
- » ICT has completed the installation of new server hosting hardware to replace and upgrade MNO's current VRTX virtual server enclosure (end of life in late 2021). This multifaceted hardware configuration has a storage capacity of over 45 Terabytes at 50% disk population - five times the MNO's current capacity. After server migration from the former host, this equipment now hosts the MNO's multiple virtual servers such as email, file, finance, utilities, antivirus and more, with space to be the future host of OHATS, the Registry SASH database, as well as possibilities such as "U:Drive" document storage space for Councils.
- » ICT has coordinated with 3rd party developers in an OHATS "Integration Project" that has folded MNO OHATS further into the MNO's Domain. This will further enable OHATS to be used by sister organizations on a subscription or service-based model.
- » ICT has upgraded the primary data center routers to new SonicWALL NSA 3700 routers to improve the server connections to the regional offices, network security and VPN performance.
- » ICT is renewing and upgrading regional office router software and hardware to bring security standards back up as regional offices come back online.
- » ICT has completed an automated call routing system distributing voicemail via email for IPS staff.
- » ICT works with the H&W Elders Outreach program to enable remote connectivity solutions from the Elders' homes and "Zoom Rooms" in MNO offices. These Zoom Rooms will be available for MNO and Council use as well.
- » ICT brought a new IT Intern via MNO's Métis internship program. This role has been designated as the administrator/facilitator for task-specific software such as Thought Exchange, Zoom Webinar, Board Effects, Nation Builder and more, providing more support to the MNO Helpdesk

## HUMAN RESOURCES

MNO's Human Resources branch continues to balance the interests of the MNO as an employer with the needs and interests of the employees. We have built the framework to improve the work culture within the MNO and make us an employer of choice. Our goal is to create the MNO into an employer that reflects the communities we serve, operating with integrity, respect, transparency, fairness, and accountability.

### Improvement of the MNO Image in Recruitment

- » This year the HR team re-launched our exit interviews and launched a new initiative: onboarding interviews. This year marks the MNO's best year to date for employee review. For example, our average Indeed review has increased from an average of 2.17/5.00 in 2020 to 4.5/5.0 in 2022. We have built connections with various Post-Secondary institutions to build our pipeline of candidates, and through our Summer Youth Program, we develop our channel of Métis candidates.

### Continued Navigation of the COVID-19 Pandemic

- » We continued with our goal of zero confirmed work-related cases of COVID-19 transmission. We supported the MNO C-Suite in building a COVID-19 Vaccination Policy to protect employees and the clients they serve. We continue to work with People Leaders as we return to a new normal through a return to office in 2022.

### MNO Growth

- » This year, the MNO reached a milestone: 400 employees. This includes seasonal and contract employees with a slight but expected increase in turnover as the job market opens up. The HR team has facilitated nearly 100 new hires in the last year with remarkable timeliness and successful quality control.

### Competitive Compensation

- » This year, the HR team facilitated and operationalized the first significant improvement to the salary framework since its inception in 2019. This improvement led to more competitive employee salaries, underscoring MNO's commitment to providing for staff. We launched modifications to our benefits plan. We introduced telemedicine services to ensure our employees could see medical practitioners when needed. We rounded this out with a corporate partnership pilot program with GoodLife Fitness to encourage employees to care for their minds and bodies.

### Disconnecting From Work

- » The HR team built and launched the MNO Disconnecting from Work Policy this year. Initially mandated by the Working for Workers Act, 2021, this Policy underscores many of the workplace culture shifts we were making already and enshrines a fundamental principle of work-life balance. This Policy provided clear guidelines for expectations of People Leaders and Employees regarding after-hours communications. Feedback has been overwhelmingly positive.

## COMMUNICATIONS

In keeping with the MNO's Statement of Prime Purpose, the MNO maintains compelling communications that reflect the history and traditions of the Métis Nation. Additionally, these communications respect the wealth of creativity that has emerged through the MNO since 1993. The Communications branch coordinates communications efforts, provides advice and develops 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, including but not limited to:

- » Identity management and branding
- » Graphic design and creative direction for all MNO publications and multi-media
- » Management of the MNO's social media pages
- » Maintaining and updating the MNO website
- » Media monitoring and media relations
- » Production of Métis Voyageur
- » Video production
- » Responding to public inquiries about the MNO

### Social media

Remote work put even greater emphasis on using social media—including Facebook, Twitter and Instagram—to promote MNO programs and services and using Facebook Live to cover MNO events. We've successfully included support for MNO leadership and all-citizen online Town Halls, as well as organizing live casts of Louis Riel Day ceremonies at Queen's Park in Toronto.

### Major projects

One of the branch's most significant projects was the 40-page 2020-21 Annual Report—a virtual delegates kit for the Annual General Assembly—the 2020-21 highlight video, and the #MétisVacciNation campaign.



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