

Manitoba Indigenous and Northern Relations

**Annual Report
2018 - 2019**

Relations avec les Autochtones et le Nord
Manitoba

**Rapport annuel
2018 - 2019**



Indigenous and Northern Relations

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**MINISTER
OF INDIGENOUS AND NORTHERN
RELATIONS**

Room 301
Legislative Building
Winnipeg, Manitoba, CANADA

Her Honour the Honourable Janice Filmon, C.M., O.M.
Lieutenant Governor of Manitoba
Room 235, Legislative Building
Winnipeg MB R3C 0V8

May It Please Your Honour:

I have the privilege to present for your information the Annual Report of Indigenous and Northern Relations for the fiscal year ended March 31, 2019.

Sincerely,

A handwritten signature in blue ink that reads "Eileen Clarke".

Eileen Clarke
Minister Indigenous and Northern Relations





**MINISTÈRE
DES RELATIONS AVEC LES AUTOCHTONES ET LE NORD**

Bureau 301
Palais législatif
Winnipeg (Manitoba) CANADA
R3C 0V8

Son Honneur l'honorable Janice Filmon, C.M., O.M.
Lieutenant-Gouverneure du Manitoba
Palais législatif, bureau 235
Winnipeg (Manitoba) R3C 0V8

Madame la Lieutenant-Gouverneure,

J'ai le privilège de vous présenter le rapport annuel du ministère des Relations avec les Autochtones et le Nord pour l'exercice ayant pris fin le 31 mars 2019.

Veillez agréer, Madame la Lieutenant-Gouverneure, l'expression de mes sentiments distingués.

La ministre des Relations avec les Autochtones et le Nord,

A handwritten signature in blue ink that reads 'Eileen Clarke'.

Eileen Clarke



Honourable Eileen Clarke
Minister of Indigenous and Northern Relations
301 Legislative Building
Winnipeg MB R3C 0V8

Dear Minister:

I am pleased to present for your approval the 2018/19 Annual Report of the Department of Indigenous and Northern Relations for the fiscal year ending March 31, 2019.

This report includes key activities undertaken during the 2018/19 fiscal year that support the Department's commitment to foster positive and respectful relationships with Indigenous people and northern communities and empower northern communities to advance sustainable economic growth and prosperity. I am also pleased to highlight a number of departmental initiatives that support government's strategic priorities.

The Department continued to carry out government's commitment to establish a renewed Duty to Consult Framework for respectful and productive consultations with Indigenous communities. The Department led the development of this framework by conducting meaningful engagement and collecting input from Indigenous communities and organizations.

The Department continued to invest in the development of a public engagement process towards a comprehensive Reconciliation Strategy. The Department continued its leading role of the interdepartmental committee for the Operation Return Home project that is intended to address the impacts of the 2011 Interlake flood event.

Throughout the 2018/19 fiscal year, the Department continued to support healthy, safe, and sustainable communities in the north. Working closely with local councils and residents throughout Manitoba's 48 northern affairs communities, the Department offered advice and training on community administration and governance, provided support in infrastructure operation and maintenance, reinforced regulatory compliance, and delivered direct community-level programming.

The Department champions the view that access to healthy food is critical for the health and wellbeing of Indigenous peoples. Through the Northern Healthy Foods Initiative, the Department empowered organizations that focused on activities such as horticulture, acquiring traditional foods, and fostering nutritional awareness.

Addressing violence against Indigenous women and girls and the incidences of missing and murdered Indigenous women and girls is a priority in Manitoba and across Canada. The Department continues to have a leading role in community-based, intergovernmental and interdepartmental work on these issues that includes Manitoba's involvement in the National Inquiry into Missing and Murdered Indigenous Women and Girls.

The Department led provincial responsibilities in the negotiation and implementation of Treaty Land Entitlements and other agreements in Manitoba. Collaborative work with the federal government and Entitlement First Nations has led to the successful transfer of 683,840 acres of Crown land to the federal government for reserve creation. The Department maintained the coordination of nine Resource Management Boards with First Nations and northern communities.

The Department continued to assist provincial departments in the coordination of Crown-Indigenous consultations across the province for larger scale developments. In 2018/19, the Department completed consultations for the Shoal Lake All-Season Access Road (Freedom Road) project with the departments of Infrastructure and Municipal Relations and the Manitoba-Minnesota Transmission Project with the Department of Sustainable Development.

The Department of Indigenous and Northern Relations will continue to build upon the achievements of 2018/19. I look forward to continuing our efforts to work collaboratively with our many valued partners as we together walk the path towards reconciliation.

Respectfully submitted,



Michelle Dubik
Acting Deputy Minister
Indigenous and Northern Relations



Madame Eileen Clarke
Ministre des Relations avec les Autochtones et le Nord
Palais législatif, bureau 301
Winnipeg (Manitoba) R3C 0V8

Madame la Ministre,

J'ai le privilège de vous présenter le rapport annuel du ministère des Relations avec les Autochtones et le Nord pour l'exercice terminé le 31 mars 2019.

Ce rapport rend compte des principales activités entreprises au cours de l'exercice 2018-2019 qui soutiennent l'engagement du ministère à promouvoir des relations positives et respectueuses avec les peuples autochtones et les collectivités du Nord et à donner à celles-ci les moyens de favoriser leur croissance et leur prospérité économiques. Il souligne également un certain nombre d'initiatives ministérielles en appui aux priorités stratégiques du gouvernement.

Le ministère a poursuivi sa concrétisation de l'engagement du gouvernement d'établir un cadre de consultation obligatoire afin d'assurer des consultations respectueuses et productives avec les collectivités autochtones. Le ministère a dirigé l'élaboration de ce cadre en procédant à des consultations fructueuses auprès des collectivités et des organismes autochtones afin de recueillir leurs commentaires.

Le ministère a continué d'investir dans la mise en place d'un processus de mobilisation publique à l'égard d'une stratégie de réconciliation globale. Il a aussi joué un rôle majeur au sein du comité interministériel chargé de l'opération Retour au foyer, qui traite des répercussions des inondations de 2011 dans la région d'Entre-les-Lacs.

Pendant l'exercice 2018-2019, le ministère a continué à soutenir la santé, la sécurité et la durabilité des collectivités du Nord. Collaborant étroitement avec les conseils locaux et les résidents de 48 collectivités manitobaines des affaires du Nord, le ministère a offert des conseils et de la formation sur l'administration et la gestion communautaires, a soutenu le fonctionnement et l'entretien de l'infrastructure, a renforcé la conformité aux règlements et a fourni des programmes communautaires.

Le ministère défend le point de vue selon lequel l'accès aux aliments sains est essentiel à la santé et au bien-être des peuples autochtones. Grâce à l'Initiative d'alimentation saine dans le Nord, le ministère a autonomisé des organismes axés sur des activités comme l'horticulture, l'acquisition d'aliments traditionnels et la sensibilisation nutritionnelle.

La lutte contre la violence envers les femmes et les filles autochtones et les disparitions et meurtres de femmes et de filles autochtones est une priorité au Manitoba et partout au Canada. Le ministère continue à diriger les efforts communautaires, intergouvernementaux et interministériels axés sur ces questions, qui comprennent la participation du Manitoba à l'Enquête nationale sur les femmes et les filles autochtones disparues et assassinées.

Le ministère a assumé les responsabilités provinciales dans la négociation et la mise en œuvre d'accords relatifs aux droits fonciers issus des traités et d'autres ententes au Manitoba. Le travail de collaboration avec le gouvernement fédéral et les premières nations ayant droit à des terres a donné lieu au transfert de 683 840 acres de terres domaniales au gouvernement fédéral en vue de la création de réserves. Le ministère a poursuivi la coordination de neuf conseils de gestion des ressources avec les premières nations et les collectivités du nord de la province.

Le ministère a aussi continué d'aider les ministères provinciaux à coordonner les consultations entre la Couronne et les collectivités autochtones dans l'ensemble de la province pour des aménagements à grande échelle. En 2018-2019, le ministère a terminé ses consultations se rapportant au projet de route d'accès toutes saisons de Shoal Lake (route Freedom) avec les ministères de l'Infrastructure et des Relations avec les municipalités, ainsi qu'au Projet de transmission Manitoba-Minnesota avec le ministère du Développement durable.

Le ministère des Relations avec les Autochtones et le Nord s'appuiera sur les réalisations de 2018-2019. Nous nous réjouissons à l'idée de poursuivre notre collaboration avec nos nombreux précieux partenaires en progressant ensemble sur la voie de la réconciliation.

Le tout respectueusement soumis.



Michelle Dubik
Sous-ministre par intérim des
Relations avec les Autochtones et le Nord



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Preface

Introduction

The Department of Indigenous and Northern Relations was created by a government reorganization during the 2017/18 fiscal year. Specifically, in August 2017, the former Department of Indigenous and Municipal Relations was dissolved, with the Department of Indigenous and Northern Relations separated from the Department of Municipal Relations. The Department is committed to ongoing internal review of program areas and continuous improvement of programs and services through organizational changes.

Report Structure

This Annual Report is organized in accordance with the 2018/19 Department of Indigenous and Northern Relations appropriation structure that reflects the Department's authorized votes approved by the Legislative Assembly. The report includes information at the main and sub-appropriation levels relating to the Department's responsibilities and results for the fiscal year ending March 31, 2019. Financial performance information is provided with expenditure and revenue variance explanations and a five-year adjusted historical table of departmental expenditures and staffing.

Role and Mission

The Department's mission includes fostering positive and respectful relationships with Indigenous people and northern communities to support meaningful partnerships and reconciliation; and empowering northern communities to advance sustainable economic growth, prosperity, and a bright future for the region.

The Department:

- Supports the development of healthy, safe and sustainable communities;
- Promotes social and economic opportunities in partnership with Indigenous and northern Manitobans;
- Fosters relationships with Indigenous and northern communities to support engagement and reconciliation of the rights and interests of Indigenous and northern people;
- Delivers training, on-going advice, technical analysis, and funding related to local governance capacity, land management, community revitalization, and infrastructure, specifically but not exclusively with respect to Indigenous and Northern Affairs communities; and

- Promotes intergovernmental relationships and strategic partnerships between and among Provincial and Federal governments; Indigenous communities, organizations, and peoples; Northern Affairs Communities; and local governmental and non-governmental organizations.

The Department leads Manitoba Government's commitment to work positively and respectfully with Indigenous and Northern communities and supports provincial reconciliation efforts, including the work to develop and implement a provincial reconciliation strategy.

The Department works with federal counterparts to ensure that constitutional and legal obligations to Indigenous communities are upheld. This includes ongoing implementation of Manitoba's Treaty Land Entitlement obligations and the work to ensure consistent development and implementation of Manitoba's framework for positive and respectful consultations with Indigenous communities.

Statutory Responsibilities

The Department operates under the authority of the following acts of the Consolidated Statutes of Manitoba:

The Northern Affairs Act

The Planning Act (Part 10)

The Path to Reconciliation Act

The Sioux Valley Dakota Nation Governance Act

As per schedule "1", Order in Council 227/2017.

Préface

Introduction

Le ministère des Relations avec les Autochtones et le Nord a été créé dans le cadre d'une réorganisation gouvernementale ayant eu lieu pendant l'exercice financier 2017-2018. Plus particulièrement, en août 2017, le « ministère des Relations avec les Autochtones et les municipalités » a été dissous, pour être remplacé par deux ministères distincts : le ministère des Relations avec les Autochtones et le Nord, et les ministères des Relations avec les municipalités. Le ministère s'est engagé à effectuer des examens internes réguliers des secteurs de programme et à améliorer continuellement les programmes et les services dans le cadre de changements organisationnels.

Structure du rapport

Ce rapport annuel est organisé conformément à la structure des postes budgétaires du ministère des Relations avec les Autochtones et le Nord, qui correspondent aux crédits approuvés par l'Assemblée législative pour l'exercice 2018-2019. Il comprend des données sur les responsabilités du ministère et les résultats obtenus par affectations principales et secondaires pour l'exercice terminé le 31 mars 2019. Les renseignements sur le rendement financier sont accompagnés d'explications sur les écarts dans les dépenses et les recettes ainsi que d'un tableau chronologique quinquennal redressé illustrant les dépenses et les effectifs du ministère.

Rôle et mission

La mission du ministère consiste à favoriser les relations positives et respectueuses avec les peuples autochtones et les collectivités du Nord afin de soutenir la réconciliation et des partenariats fructueux, et à donner les moyens aux collectivités du Nord de connaître une croissance économique durable, la prospérité et un bel avenir profitant à la région.

Le ministère:

- Soutient l'établissement de collectivités saines, sûres et durables;
- Ouvre des possibilités sociales et économiques en partenariat avec les Autochtones et les Manitobains du Nord;
- Favorise les relations avec les collectivités autochtones et du Nord pour mieux concilier les droits et les intérêts des peuples autochtones et des gens du Nord;
- Fournit de la formation, des conseils continus, des analyses techniques et du financement relativement à la capacité de gouvernance locale, à la gestion des terres, à la revitalisation communautaire et à l'infrastructure, plus particulièrement, mais non exclusivement, auprès des collectivités autochtones et des affaires du Nord;

- Favorise les relations intergouvernementales et les partenariats stratégiques entre le gouvernement provincial et fédéral et avec les collectivités, les organismes et les peuples autochtones, les collectivités des affaires du Nord et les organismes gouvernementaux et non gouvernementaux locaux.

Le ministère donne suite à l'engagement du gouvernement du Manitoba de travailler de façon positive et respectueuse avec les collectivités autochtones et du Nord tout en appuyant les efforts de réconciliation de la Province, y compris l'élaboration et la mise en œuvre d'une stratégie de réconciliation provinciale.

Le ministère collabore avec ses partenaires fédéraux pour veiller au respect des obligations constitutionnelles et juridiques envers les collectivités autochtones. En font partie la mise en œuvre d'accords relatifs aux droits fonciers issus de traités au Manitoba et le travail permettant l'élaboration et l'établissement d'un cadre manitobain favorisant des consultations positives et respectueuses avec les collectivités autochtones.

Responsabilités prévues par les lois

Le ministère est régi par les lois suivantes de la Codification permanente des lois du Manitoba :

Loi sur les affaires du Nord

Loi sur l'aménagement du territoire (Partie 10)

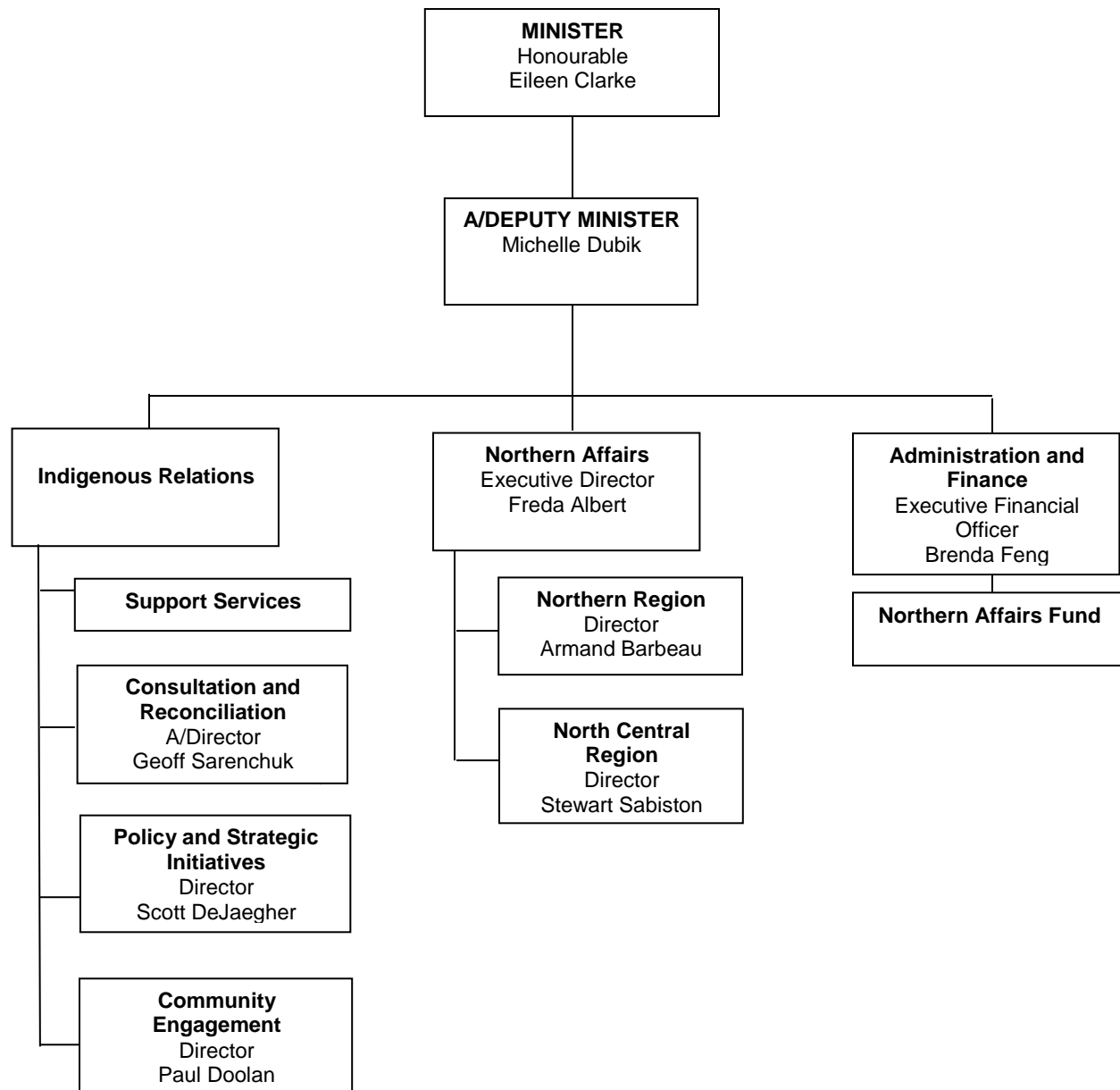
Loi sur la réconciliation

Loi sur la gouvernance de la nation dakota de Sioux Valley

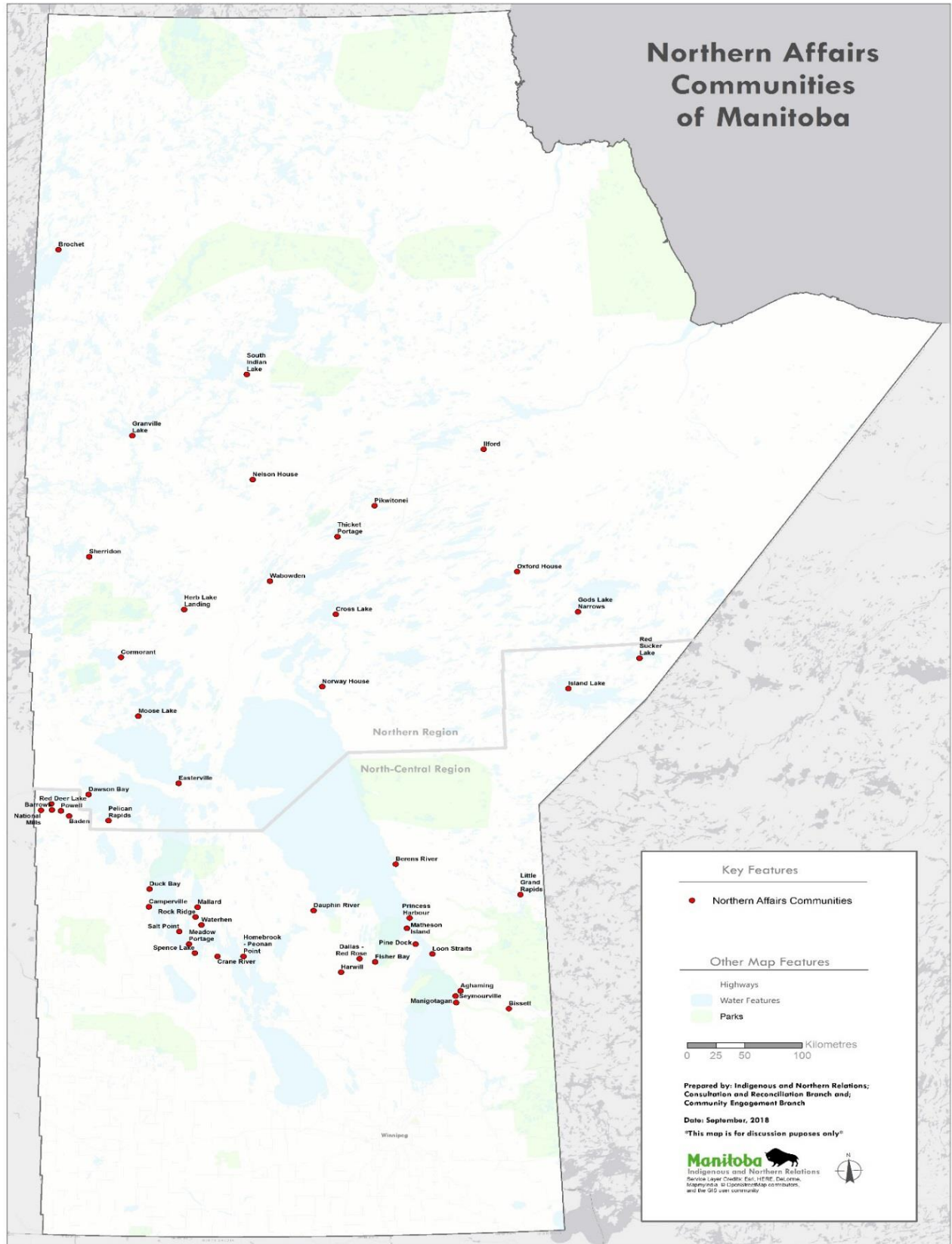
Selon l'annexe « I » du décret 227/2017

Department of Indigenous and Northern Relations Organizational Chart

As at March 31, 2019



Northern Affairs Communities Map



Administration and Finance

Minister's Salary

This appropriation provides for the Minister's salary entitlement as a member of Executive Council.

19.1(a) Minister's Salary

Expenditures by Sub-Appropriation	Actual 2018-19 \$(000)	FTE	Estimate 2018-19 \$(000)	Variance Over(Under) \$(000)	Expl. No.
Salaries	42	1.00	42	-	
Total Sub-appropriation	42	1.00	42	-	

Executive Support

Executive Support, consisting of the Minister's and the Deputy Minister's offices, provides leadership, policy direction, planning, and operational coordination to support the Department. The Minister's Office provides administrative support to the Minister in the exercise of her executive policy role and service to the constituency. The Deputy Minister advises the Minister and provides direction to the Department on the overall management and development of its policies and programs.

19.1(b) Executive Support

Expenditures by Sub-Appropriation	Actual 2018-19 \$(000s)	FTEs	Estimate 2018-19 \$(000s)	Variance Over(Under) \$(000s)	Expl. No
Salaries and Employee Benefits	595	7.00	502	93	
Other Expenditures	62	-	80	(18)	
Total Sub-Appropriation	657	7.00	582	75	

Financial and Administrative Services

Financial and Administrative Services oversees the financial planning, comptrollership, and administrative functions of the Department. It ensures that financial and administrative policies, services, and reporting systems are developed and administered effectively in support of the Department's accountability framework. The Branch also provides guidance and support in meeting the legislative, policy and financial requirements of central government agencies including Treasury Board Secretariat, Office of the Provincial Comptroller, and Office of the Auditor General.

Financial and Administrative Services coordinates the preparation of the Department's budget and annual report as well as provides financial advice and analytical support for resource allocation decision-making. The Branch supports the preparation and review of authority seeking submissions and contracts. Additionally, it provides central accounting, financial monitoring and reporting, general operating and administrative support services, monthly expenditure and variance reports, quarterly revenue statements, and annual financial statements.

Financial and Administrative Services manages the Northern Affairs Fund. The Fund maintains two bank accounts to support and/or administer several programs for the benefit of Northern Affairs communities.

The Executive Financial Officer acts as the Department's Access Officer for The Freedom of Information and Protection of Privacy Act (FIPPA) and Personal Health Information Act and the Designated Officer for The Public Interest Disclosure (Whistleblower Protection) Act.

Key Results Achieved

- Prepared and coordinated the Department's annual Estimates of Expenditure and Revenue. Estimates were compiled and delivered within the scheduled timeframes and in accordance with financial policies and processes.
- Monitored department financial activities and prepared monthly, quarterly, and annual financial reports including detailed explanations to accurately describe factors behind variances to budget, forecast, and prior years.
- Reviewed, assessed, and implemented changes to departmental financial and administrative control procedures to further strengthen the comptrollership function. Updated and implemented delegated financial signing authority to ensure segregation of financial duties and preserve responsible stewardship and overall management of departmental resources.
- Continued to address any comptrollership deficiencies and implemented improvements to the Department's processes to ensure that operations are working as intended and that the Comptrollership Plan encompasses effective and efficient methods to meet and surpass government comptrollership standards.

- Monitored all financial matters that pertain to the Northern Affairs Fund to ensure alignment and compliance with the government and departmental policies.

19.1(c) Financial and Administrative Services

Expenditures by Sub-Appropriation	Actual 2018-19 \$(000s)	FTEs	Estimate 2018-19 \$(000s)	Variance Over(Under) \$(000s)	Expl. No
Salaries and Employee Benefits	96	3.00	215	(119)	
Other Expenditures	66	-	65	1	
Total Sub-Appropriation	162	3.00	280	(118)	1

1. The variance is primarily due to vacancies.

Indigenous and Northern Relations

Northern Affairs

The Northern Affairs Branch (NAB) supports and facilitates the provision of municipal services and infrastructure in 48 designated communities and cottage areas in Manitoba's unorganized territory as defined by *The Northern Affairs Act*.

The NAB's mission is to empower Northern Affairs communities to advance sustainable economic growth, prosperity, and a bright future for the region. The Branch is committed to the advancement of independent, sustainable local government through a process of partnership and consultation.

Programs/Operational Support

Under the NAB, the Programs/Operational Support branch is responsible for:

- Implementing program policies and direction as it relates to Northern Affairs communities and settlements within the unorganized territory of northern Manitoba;
- Fostering strong working relationship by facilitating inter-sectoral, inter-departmental, and inter-jurisdictional partnerships that support economic and local government development in northern Manitoba;
- Supporting the advancement of growth, independence, and sustainability of local government and incorporation for a greater autonomy;
- Providing programs and services to the Northern Affairs communities and settlements within the unorganized territory of northern Manitoba; and
- Capital program planning.

Key Results Achieved:

- Reviewed existing programs and services that support the Northern Affairs settlements, communities, and cottage areas in the unorganized territory of northern Manitoba to inform the design of effective and efficient service delivery to stakeholders.
- Established an inter-departmental working committee and sub-committees with the Office of Drinking Water, the Department of Sustainable Development to resolve compliance matters with drinking water, wastewater and waste disposal facilities, and licensing requirements related to water treatment operators. This inter-departmental working committee provides the Department with the opportunity to discuss and work directly with the Office of Drinking Water on plans for compliance with regulations.

- Participated in the Federal / Provincial / First Nations Drinking Water Committee to facilitate the efficient delivery of safe drinking water in northern and remote Manitoba communities and First Nations through enhanced collaboration. The result is INR participation in a pilot project for remote community water sampling in the adjacent Northern Affairs and First Nation communities of Brochet and Barren Lands.
- Continued involvement in consultative meetings with Indigenous Services Canada, First Nations, and municipalities to discuss opportunities for joint venture on capital projects. Because of these meetings, INR is included in the planning for joint regional waste management in the parkland area and The Pas and area.
- Delivered capital programming to settlements and communities for the provision of municipal infrastructure and equipment. Offered consulting services and support for the development of project planning and delivery capacity at the community level.
 - Undertook a review of capital projects. The Department is working on creating a more sustainable capital program and exploring opportunities for regionalization, partnerships, and other funding sources.
 - Provided capital grants of \$81K to support minor capital needs in communities including Dawson Bay, Meadow Portage, Norway House, and Spence Lake.
 - Led major capital projects within 2018/19 Loan Act Capital Program budget of \$2.7M.
 - Water plant upgrades for 10 Northern Affairs community water systems, including media filter upgrades, UV replacement, and computer monitoring components.

19.2(a) (1) Programs/Operational Support

Expenditures by Sub-Appropriation	Actual 2018-19 \$(000s)	FTEs	Estimate 2018-19 \$(000s)	Variance Over(Under) \$(000s)	Expl. No
Salaries and Employee Benefits	225	3.00	278	(53)	
Other Expenditures	57	-	70	(13)	
Community Operations	10,161	-	10,487	(326)	1
Regional Services	612	-	927	(315)	1
Grants	304	-	303	1	
Capital Grants	81	-	230	(149)	1
Community Capital Support	1,796	-	1,393	403	2
Total Sub-Appropriation	13,236	3.00	13,688	(452)	

1. *The under-expenditure is due to a review of grants and programs resulting in a pause in programming and less funding approval for specific projects.*
2. *The over-expenditure is related to additional payments from the appropriation for principal and interest for the Department's Loan Act capital programs.*

Northern and North Central Regions

The NAB provides programming and services through regional offices located in Thompson and Dauphin with sub-offices in The Pas and Winnipeg. The NAB is responsible for the provision of consulting and advisory services related to the planning, administration, and delivery of municipal services and capital projects. Other responsibilities include the coordination of service delivery by other provincial departments and strategic partnerships with other government departments and agencies to facilitate the improvement of social, economic and environmental conditions in northern communities.

Staff in regional offices and sub-offices delivered the following programs throughout the 2018/19 fiscal year:

- Municipal Administration
- Environmental Services
- Technical and Public Works
- Workplace Safety and Health
- Community and Resource Development
- Protective Services
- Recreation and Wellness

Municipal Administration Program

The goal of the Municipal Administration Program is to develop effective community management and administrative capacity by providing on-going support to elected councils, settlement representatives, cottage areas, and community administrative staff in areas of accounting, administration, planning, financial management, and reporting.

Key Results Achieved:

- Undertook ongoing individual community-based training, mentoring, and guidance to new and inexperienced community councils and elected officials.
- Provided administrative and liaison services to settlements and cottage areas to ensure municipal requirements are met within existing resources.
- Strived to promote an increase in leadership capacity in all settlements and communities.
- Partnered with the Principal Electoral Officer to provide guidance and training to community election officials for the 2018 community elections.

- Exercised delegated authority in communities that do not have a quorum of council to ensure communities can continue to operate.
- Advised communities on approaches to generate sufficient revenue, with fifteen communities meeting or exceeding the requirement to collect locally generated revenue that can cover 20% of their operation and maintenance costs.
- Monitored audited community financial statements, with 20 of 35 communities receiving unqualified financial statements, 10 with a qualified audit opinion, one audit denial, and four communities with outstanding financial statements.
- Monitored financial status of the communities, with eight communities reporting deficits in the prior fiscal year.

Environmental Services Program

The goal of the Environmental Services Program is to achieve effective and efficient operation and maintenance of community infrastructure in accordance with the respective policies, operating permits, regulations, and legislation by coordinating and supporting community leadership and employees (operators) in the operation and maintenance of community water and wastewater treatment facilities and waste disposal grounds in accordance with the facility's respective operating permit.

Key Results Achieved:

- Ensured all infrastructure had an up-to-date operating license for all water systems and ensured licenses were posted in the community as per the legislation and direction from the operating license-issuing agent.
- Coordinated with community leadership and operators to obtain the required certification level for community operators and back-up operators.
- Worked with communities to address boil water advisory (BWA) related issues by working with the community operator to have the BWA rescinded and ensuring community residents were informed of requirements. There were 37 new BWAs issued and rescinded in 2018/19. 10 communities remained on a long-term BWA.
- Continued work related to phosphorus reduction compliance. The Retrofit Project was completed and continued to operate as designed in three extended aeration sewage treatment plants. Eighteen lagoons were tested and three sprayed with aluminum sulphate prior to discharge. Staff continued to improve procedures and calculations for alum application to increase success rates and to work with communities to train employees to assume responsibility in the future.

- Continued work related to ensuring compliance with water and wastewater licensing requirements. Completed assessment on 19 of the 33 water treatment plants to determine required upgrading or replacement; one is underway and seven are planned. Three communities currently have shared-service agreements for water supply with the neighboring First Nations. Completed assessment on 18 of the 26 community-operated wastewater treatment facilities; three are underway while five are being maintained.
- Continued to work with each community and community operators to identify and implement individual operator training requirements for both the primary and back-up operators. Community water and wastewater operators attended five formal water and wastewater courses working towards certification compliance.
 - 21% of primary water treatment plant operators achieved full certification.
 - 6% of the backup water treatment plant operators achieved full certification.
 - 50% of primary wastewater treatment operators achieved full certification while 8% of backup operators were certified.
- Coordinated with 19 Northern Affairs community waste disposal facility operators to register for the upcoming Landfill Operations Basic course and exam. 47% of these operators achieved certification while one community had a backup operator certified.

Technical and Public Works Program

The Technical and Public Works Program works with settlements, community councils, and public works employees to develop community self-sufficiency in the public works area and to facilitate optimum maintenance and life span of community infrastructure.

Key Results Achieved:

- Provided small-group and one-on-one mentoring and training to community public works employees to assist community operators with the understanding of the operation and maintenance of all infrastructure, including safe work and operation practices.
- Assisted communities with the coordination and sourcing of supplies, trades, and technical expertise to resolve community infrastructure maintenance issues. Coordinated and assisted councils with public tendering practices related to the provision of goods and services as required.
- Conducted assessments, infrastructure audits, and road and safety inspections to assist communities with stewardship of assets in an effective, efficient, and safe manner. Conducted eight community road inspections.

- Provided technical assistance to three communities with ozone systems in water treatment plants to troubleshoot errors, source parts, and specialty trade service providers, and provide training.
- Provided on-going technical support to 34 water systems in 32 communities to address water and wastewater issues. Assistance included sourcing parts and securing contractors for technical and mechanical services.

Workplace Safety and Health

The Workplace Safety and Health Program (WSH) strives for a safe, injury-free workplace for settlements, communities, employees, and the public by performing audit inspections on all public buildings in accordance with WSH regulation, following-up with community councils to develop plans to resolve WSH issues, and working with councils and community employees to create an understanding of their obligations as employers regarding the operation and maintenance of community infrastructure and equipment.

Key Results Achieved:

- Provided standard first-aid training to 43 individuals in four communities and six WSH orientations to community councils and new employees.
- Investigated and rectified thirteen WSH incidents.
- Issued 33 WSH improvement orders to three communities, 30 of which were complied with.
- Conducted 31 unplanned WSH audits, with 13 communities attaining an audit grade of B or better.
- Conducted 38 planned WSH audits, with 16 communities attaining an audit grade of B or better.

Community and Resource Development Program

The goal of the Community and Resource Development Program is to increase sustainability of the communities through developing land use documents, developing plans and zoning by-laws, promoting community readiness for housing and community economic development, and administering all settlements and cottage areas within the unorganized territory of Northern Manitoba.

Key Results Achieved:

- Nine community development corporations were active in 2018/19.
- Provided support and guidance to communities related to land use and economic development.

- Continued to develop an inventory for all vacant lots in Northern Affairs communities. Completed 13 community inventories in 2018/19. A total of 31 inventories have been completed in recent two years.
- Nine land use documents has been in place and two in progress.
- Reviewed and provided departmental response to 410 Crown land dispositions, mining, and building permit applications.
- Addressed and responded to ongoing requests from cottage areas related to lot development, basic services, and permitting.
- Completed two development agreements for the planning, construction, and completion of two new cottage area developments.
- Regulated the development activity in two existing cottage areas that have experienced significant progress with developing and selling new vacant lots.

Protective Services Program

The goal of the Protective Services Program is to facilitate community capacity in responding to all public safety concerns including fire, personal safety, and emergency preparedness and/or response.

Key Results Achieved:

- Continued to assist community councils in the recruitment of Community Safety Officers (CSOs), orientation and training support. The CSO Program is designed for delivering community crime prevention programming; connecting people in need with appropriate social services; maintaining a public presence in the community; and working with the Royal Canadian Mounted Police (RCMP) to enhance public safety.
- CSOs performed 20 safety presentations (bullying, gangs, drugs, and suicide awareness), responded to 130 calls for service, and assisted the RCMP on 102 occasions.
- Continued to support fire training in communities with active fire departments and assist volunteer fire fighters with training plans. Two volunteer fire departments received formal training on the NAB Community Structural Fire Fighting program. Collaborated with Indigenous Service Canada to support a joint fire program. There were no fatal incidents or injuries reported related to fire in 2018/19.
- Continued to facilitate emergency preparedness and responses in the communities:
 - Assisted in nine flood events and one wildfire event with no loss of life.
 - Facilitated one community evacuation due to seasonal wildfire.

- Provided guidance and training to volunteer emergency coordinators.
- Achieved emergency plan update compliance in 63% of communities.
- Five communities have successfully come online with 911, while staff continued to work with communities to set up a local emergency response system where 911 is unavailable due to geographic location.

Recreation and Wellness Program

The goal of the Recreation and Wellness Program is to promote healthy communities by partnering with community recreation staff, settlements, communities, other departments, agencies, and stakeholders to promote and support recreation and wellness programming. A focus of the program is to expand the range of recreational programming in communities, increase funding from other sources, and increase the capacity of community recreation and wellness leaders.

Key Results Achieved:

- Delivered approximately 130 recreation and wellness programs.
- Supported continuous community-based training with Community Orientation on Grant Writing Proposals. Assisted two communities with grant applications and continued to provide assistance to communities as required. Ten communities applied for recreation related grants with 13 approvals for a total value of \$100.7K.
- Assisted communities with the recruitment and training of new recreation staff in two communities.
- Provided ongoing support and guidance to community staff related to recreation programming.
- Increased capacity of recreation and wellness leaders through training on mental health, Red Cross certification, youth leadership, and youth Right to Play.

19.2(a) (2) Northern Region

Expenditures by Sub-Appropriation	Actual 2018-19 \$(000s)	FTEs	Estimate 2018-19 \$(000s)	Variance Over(Under) \$(000s)	Expl. No
Salaries and Employee Benefits	786	13.00	1,012	(226)	1
Other Expenditures	169	-	243	(74)	
Total Sub-Appropriation	955	13.00	1,255	(300)	

1. The variance is primarily due to vacant positions.

19.2(a) (3) North Central Region

Expenditures by Sub-Appropriation	Actual 2018-19 \$(000s)	FTEs	Estimate 2018-19 \$(000s)	Variance Over(Under) \$(000s)	Expl. No
Salaries and Employee Benefits	1,175	15.00	1,178	(3)	
Other Expenditures	192	-	225	(33)	
Total Sub-Appropriation	1,367	15.00	1,403	(36)	

Northern Affairs Fund

Under The Northern Affairs Act, the Northern Affairs Fund was established for operating and maintaining the Northern Affairs communities. The purpose of the Fund is to administer trust funds on behalf of the designated communities and administer the property tax system and cottage levy system within the jurisdiction of the Department.

Branch staff administer the Northern Affairs Fund by:

- Administering funds and maintaining proper control and comptrollership of funds on behalf of designated communities.
- Providing accounting and trust services in support of the delivery of various government programs.
- Administering the property tax system within the jurisdiction of the Department in a manner consistent with accepted municipal practices.
- Administering the Municipal Employee Benefits Program for northern communities.
- Overseeing the audit process and verifying whether funds provided to Northern Affairs communities are spent for purposes intended and that revenue and expenditures are accurately recorded.
- Determining whether grant recipients meet departmental accountability standards.
- Analyzing material variances in revenue and expenditures.

Key Results Achieved:

- Verified that transactions are in compliance with policies.
- Processed expenditures, payroll, and revenue financial transactions on behalf of Northern Affairs communities and various organizations.
- Prepared financial reports and analyzed financial information.
- Prepared the annual tax budget and updated property tax and levy regulation.
- Processed employee benefits contributions in accordance with the Municipal Employee Benefits Program.
- Provided advice on financial accounting, management controls, and procedural matters.

19.2(a) (4) Northern Affairs Fund

Expenditures by Sub-Appropriation	Actual 2018-19 \$(000s)	FTEs	Estimate 2018-19 \$(000s)	Variance Over(Under) \$(000s)	Expl. No
Salaries and Employee Benefits	278	4.00	305	(27)	
Other Expenditures	33	-	27	6	
Total Sub-Appropriation	311	4.00	332	(21)	

Indigenous Relations

The Indigenous Relations Division is responsible for the efficient management of Indigenous policy and program issues and the provision of timely, practical, and effective advice on all aspects of Indigenous issues related to the Manitoba Government. Indigenous Relations leads or participates in the development of innovative policy and program options to address Indigenous issues that impact the Province and to ensure the fulfillment of Manitoba's constitutional and other agreement obligations with Indigenous communities before making decisions that might affect the exercise of Treaty or Indigenous rights.

A major objective of Indigenous Relations is to facilitate and develop effective relationships between the Provincial Government, Federal Government, and the Indigenous communities. The Division strives to reduce fragmentation, overlap, and duplication of provincial services for Indigenous peoples and to ensure services are delivered efficiently, effectively and proactively.

Support Services

The Support Services Branch is responsible for coordinating and monitoring departmental information technology activities and providing quality administrative management services.

Key Results Achieved:

- Coordinated and monitored departmental information technology activities for adherence to standard government policies and practices.
- Coordinated efficient and effective use of human resources to reach program objectives.
- Provided support services within established service standards.

19.2(b) (1) Support Services

Expenditures by Sub-Appropriation	Actual 2018-19 \$(000s)	FTEs	Estimate 2018-19 \$(000s)	Variance Over(Under) \$(000s)	Expl. No
Salaries and Employee Benefits	244	4.00	239	5	
Other Expenditures	25		31	(6)	
Total Sub-Appropriation	269	4.00	270	(1)	

Consultation and Reconciliation

The Consultation and Reconciliation Branch (CAR) works with Indigenous communities to implement the land, financial, and cooperative engagement elements of signed settlement agreements. Where new settlement agreements are proposed, the Branch takes a lead role in coordinating the negotiations. The CAR is also responsible for establishing consistent Crown consultation policies and processes across provincial departments to ensure that Manitoba's Crown consultation obligations to Indigenous communities are met when government decisions may impact Indigenous and/or Treaty rights.

Following strategic planning undertaken during 2018/19, the Branch's name was changed from "Agreements Management and Aboriginal Consultation" to "Consultation and Reconciliation". This change better reflects the Manitoba Government's role towards advancing reconciliation with Indigenous peoples and fulfilling constitutional Crown-Indigenous consultation obligations.

The Branch's key areas of responsibility include Treaty Land Entitlement (TLE), natural resource management, Crown-Indigenous consultations, and the Operation Return Home (ORH) Project. Work within these four areas also contribute to advancing reconciliation with Indigenous communities and peoples.

Key Results Achieved:

- Treaty Land Entitlement:
 - Contributed to the transfer of 32,781 acres of Crown land from Manitoba to Canada. Canada converted 11,872 acres of land to Reserve.
 - Participated in discussions with First Nations that do not have TLE agreements to achieve formal agreements to resolve those outstanding TLE obligations.
- Natural Resource Management:
 - Continued to implement 14 hydroelectric impact and other settlement agreements with First Nations in Manitoba.
 - Continued to work with active Resource Management Boards (RMBs) and communicated with less active RMBs to re-establish the mutual targets required under these agreements.
 - Completed a proposal with Fox Lake Cree Nation to fund the completion of a land use plan under the 2004 agreement among the Fox Lake Cree Nation, Manitoba, and Manitoba Hydro.

- Crown-Indigenous Consultations:
 - Completed consultations for the Shoal Lake All-Season Access Road (Freedom Road) project with the departments of Infrastructure and Municipal Relations.
 - Made progress towards completing consultations for the proposed Lake Manitoba – Lake St. Martin Outlet Channel Project and consultations for the P4, P6 and P7a projects with Manitoba Infrastructure.
 - Completed consultations for the Manitoba-Minnesota Transmission Project with the Department of Sustainable Development.
 - Made progress towards completing consultations for the Lake Winnipeg Regulation Water Power Final License / Jenpeg Generating Station Final License and for the Churchill River Diversion Final License with the Department of Sustainable Development.
 - Engaged with First Nations organizations to generate input towards the development of a new Provincial Duty to Consult Framework.
 - Prepared drafts of a renewed Provincial Duty to Consult Framework consisting of a “Provincial Policy and Guidelines for Crown-Indigenous Consultation” document and a “Proponent Guide to Engagement and Crown-Indigenous Consultation” document.
 - Continued to support other departments towards the completion of smaller-scale projects requiring Crown-Indigenous consultations.
- Operation Return Home:
 - Continued to act as the provincial lead responsible for Manitoba’s activities to rebuild and re-establish communities and return evacuees home as soon as practicable.
 - Continued to act as the provincial lead in negotiations on Comprehensive Settlement Agreements with the impacted First Nations.
 - Worked with other provincial departments and Canada to fund the cost-shared housing and infrastructure projects under ORH in order to continue to meet these objectives.

The Branch also continued to work with Sioux Valley Dakota Nation (SVDN) to implement the SVDN Governance Agreement and Tri-Partite Governance Agreement, including the provision for child and family services, policing, lands, and education.

19.2(b) (2) Consultation and Reconciliation

Expenditures by Sub-Appropriation	Actual 2018-19 \$(000s)	FTEs	Estimate 2018-19 \$(000s)	Variance Over(Under) \$(000s)	Expl. No
Salaries and Employee Benefits	928	9.00	867	61	
Other Expenditures	465	-	443	22	
Agreements Implementation	198	-	679	(481)	1
Total Sub-Appropriation	1,591	9.00	1,989	(398)	

1. *The under-expenditure is due to fewer-than-anticipated actions of other parties such as the Federal Government and First Nations.*

Policy and Strategic Initiatives

The Policy and Strategic Initiatives Branch is responsible for the management of Indigenous and northern policy, the provision of timely, practical, and effective advice on a wide variety of Indigenous and northern issues, and the implementation of various strategic initiatives.

The Branch continues to promote and facilitate positive and respectful relationships to advance reconciliation in order to build trust, affirm historical agreements, address healing, and create a more inclusive society.

The Branch has actively supported the development and delivery of policies, programs, and services to improve social and economic outcomes for Indigenous and northern peoples. Central to these efforts is the work to leverage financial and technical resources in support of Indigenous capacity building initiatives. The Branch also supports the Department in its dealings with the federal government to ensure that constitutional obligations to Indigenous communities are upheld.

In addition, the Branch manages the Department's grant programs, including:

- **Aboriginal Development Program** - The Program provides core operating grants to Indigenous organizations in Manitoba to enhance organizational capacity and assist them in pursuing their mandates. The Program also includes a small grants component that provides limited financial support toward community-based, capacity building projects.
- **Aboriginal Economic and Resource Development Fund** - The Fund provides grant funding to support projects that are identified as having the potential to improve Indigenous well-being, particularly projects that enhance economic opportunity for Indigenous peoples in Manitoba. Priority is given to projects that target improved economic and employment outcomes for Indigenous peoples and/or that further the goals of Manitoba's Look North Strategy.

Key Results Achieved:

- Led the development of The Path to Reconciliation Act, the first Reconciliation legislation of its kind in Canada. The Act received Royal Assent on March 15, 2016. The Branch has continued to track government-wide activities on reconciliation and is preparing to begin a public engagement process in collaboration with Indigenous communities and all Manitobans to develop a comprehensive Reconciliation Framework and Action Plan for advancing Indigenous priorities.

- Continued to further reconciliation through a principled approach aimed at enhancing opportunities for economic development in Indigenous communities and in Manitoba's North. This includes providing staffing and financial support to the Department of Growth Enterprise and Trade on Manitoba's Look North Strategy. These efforts have led to the development of initiatives such as a Look North Trade Mission Pilot Project and the completion of the Manitoba Indigenous Contributions to the Economy Report in conjunction with various stakeholders.
- Participated in community-based, intergovernmental, and interdepartmental work to help address issues related to Missing and Murdered Indigenous Women and Girls and led Manitoba's participation related to the Inquiry in partnership with the Department of Justice.
- Continued to provide core operational funding to a variety of Indigenous organizations in Manitoba, including funding for ten organizations under the Aboriginal Development Program in 2018/19. The Branch has also continued to administer program-related funding agreements with various community-based organizations, such as the Assembly of Manitoba Chief's Eagle Urban Transition Centre and the Oyate Tipi Cumini Yape program.
- Participated in federal, provincial, and territorial discussions related to Indigenous issues. Since 2015, the Federal government has focused on reconciliation initiatives that include the development of a new Recognition and Implementation of Indigenous Rights Framework. The Branch continues to provide policy support on its implications for Manitoba.
- Led Manitoba's participation on the Northern Development Ministers' Forum (NDMF). The NDMF was established in 2001 with the purpose of advancing the diverse and common interests of the people living in Canada's North, while raising awareness about the accomplishments, contributions, and potential of northerners. The Government of Manitoba will host the 2020 Forum.

19.2(b) (3) Policy and Strategic Initiatives

Expenditures by Sub-Appropriation	Actual 2018-19 \$(000s)	FTEs	Estimate 2018-19 \$(000s)	Variance Over(Under) \$(000s)	Expl. No
Salaries and Employee Benefits	774	12.00	1,097	(323)	1
Other Expenditures	113	-	299	(186)	2
Aboriginal Development Programs	2,257	-	2,498	(241)	
Aboriginal Economic and Resource Development Fund	215	-	900	(685)	3
Economic Growth Funds	2,700	-	4,200	(1,500)	3
Total Sub-Appropriation	6,059	12.00	8,994	(2,935)	

1. The variance is primarily due to vacant positions.
2. The under-expenditure is mainly due to project delays.
3. The under-expenditure is due to a review of grants and programs resulting in a pause in programming and fewer payments.

Community Engagement

The Community Engagement Branch supports the development and implementation of meaningful and mutually beneficial engagement practices between Indigenous communities, government, and non-Indigenous stakeholders through the provision of strategic policies, programs, and initiatives. The Branch promotes and supports good governance, improved quality of life, and community development within communities designated under The Northern Affairs Act.

The Branch provides services in four areas: municipal support; community engagement; community relations and issue management; and policy development, research, and analysis. It also manages several programs that intend to improve outcomes for people and communities in northern Manitoba.

Key Results Achieved:

- Continued to administer the Northern Healthy Foods Initiative (NHFI) Program. The NHFI provides funding and support to five external partner organizations for community-driven activities that seek to increase access to food through local production and other means. Funded activities included (but were not limited to) gardening and greenhouses for vegetables and fruit, capacity building events, beekeeping and poultry production, and traditional fishing and gathering.
- Continued to administer the Northern Water Smart and Winter Smart Programs that were introduced with the goal of facilitating the reduction of water-related injuries and drownings in northern Manitoba. Program results in 2018/19 include:
 - 36 northern communities received Northern Water Smart programming.
 - 1,627 northern community members attended essential life saving programming.
 - 575 of the participants were young children and youth who received Swim to Survive lessons.
 - 196 community members graduated from the Boat Operator Accredited Training course.
- Continued to administer the Northern Youth Empowerment Initiative (NYEI). The NYEI provides financial assistance and program support to youth-focused programs or projects in northern Manitoba. In 2018/19, programs from three communities were supported and funded for a total of \$50K.
- Coordinated the Department's red tape reduction and conducted an internal review of The Northern Affairs Act and specific regulations. For 2018/19, the Department had an overall reduction to the regulatory requirements count by 234 through eliminating redundant policies and forms and streamlining program-reporting requirements of proponents in receipt of government funds.

- Provided oversight and coordination of the Department's emergency management function in conjunction with Manitoba Emergency Measures Organization and Northern Affairs Branch regional offices, including mitigation, preparedness, coordination of response with stakeholders, and the emergency recovery phase.
- Continued to administer the Business Continuity Program for the Department, including following the business continuity planning cycle, identifying critical functions across the Department, and increasing department staff's knowledge, abilities, and capacity to react to business disruption.
- Supported the Building Independence Program through partnership with the departments of Families and Education and Training. The program supports employment opportunities for persons in receipt of provincial employment and income assistance benefits living in Northern Affairs communities and enables participants to maintain or develop skills that will enhance their success in finding long-term employment. Program results in 2018/19 included participation of three community councils and four individual participants.
- Coordinated the administrative conduct of community elections through the appointed principal electoral officer. A regular election was held on October 24, 2018 in 35 communities with nine of these communities holding a by-election in conjunction with the regular election. Of the 79 regular terms up for election, 60% were elected, 35% were acclaimed, and 5% no nominations were received.

19.2(b) (4) Community Engagement

Expenditures by Sub-Appropriation	Actual 2018-19 \$(000s)	FTEs	Estimate 2018-19 \$(000s)	Variance Over(Under) \$(000s)	Expl. No
Salaries and Employee Benefits	1,026	10.00	994	32	
Other Expenditures	91	-	104	(13)	
Northern Healthy Foods Initiative	569	-	1,247	(678)	1
Total Sub-Appropriation	1,686	10.00	2,345	(659)	

1. The under-expenditure is due to program review and re-design resulting in lower expenditures.

Financial Information Section

Department Reconciliation

**PART A – OPERATING EXPENDITURE
INDIGENOUS AND NORTHERN RELATIONS
RECONCILIATION STATEMENT
\$(000s)**

DETAILS	2018/19 ESTIMATES
2018/2019 MAIN ESTIMATES	\$ 31,276
Allocation of funds from:	
– Enabling Appropriations	-
– Internal Service Adjustments	-
2018/2019 ESTIMATE	\$31,276

Expenditure Summary

Indigenous and Northern Relations

Expenditure Summary

For the fiscal year ended March 31, 2019 with comparative figures for the previous fiscal year

Estimate 2018-2019 (\$000s)	Appropriation	Actual 2018-2019 (\$000s)	Actual 2017-2018 (\$000s)	Increase (Decrease) (\$000s)	Expl. No.
	19-1 Administration and Finance				
42	(a) Minister's Salary	42	42	-	
	(b) Executive Support				
502	Salaries and Employee Benefits	595	392	203	
80	Other Expenditures	62	105	(43)	
	(c) Financial and Administrative Services				
215	Salaries and Employee Benefits	96	199	(103)	
65	Other Expenditures	66	61	5	
904	Total 19-1	861	799	62	
	19-2 Indigenous and Northern Relations				
	(a) Northern Affairs				
	(1) Programs/Operational Support				
278	Salaries and Employee Benefits	225	218	7	
70	Other Expenditures	57	65	(8)	
10,487	Community Operations	10,161	10,029	132	
927	Regional Services	612	507	105	
303	Grants	304	324	(20)	
230	Capital Grants	81	95	(14)	
1,393	Community Capital Support	1,796	1,394	402	1
	(2) Northern Region				
1,012	Salaries and Employee Benefits	786	839	(53)	
243	Other Expenditures	169	159	10	

Estimate 2018-2019 (\$000s)	Appropriation	Actual 2018-2019 (\$000s)	Actual 2017-2018 (\$000s)	Increase (Decrease) (\$000s)	Expl. No.
	(3) North Central Region				
1,178	Salaries and Employee Benefits	1,175	1,173	2	
225	Other Expenditures	192	190	2	
	(4) Northern Affairs Fund				
305	Salaries and Employee Benefits	278	249	29	
27	Other Expenditures	33	27	6	
16,678	Total 19-2a	15,869	15,269	600	
	(b) Indigenous Relations				
	(1) Support Services				
239	Salaries and Employee Benefits	244	275	(31)	
31	Other Expenditures	25	30	(5)	
	(2) Consultation and Reconciliation				
867	Salaries and Employee Benefits	928	660	268	
443	Other Expenditures	465	400	65	
679	Agreements Implementation	198	244	(46)	
	(3) Policy and Strategic Initiatives				
1,097	Salaries and Employee Benefits	774	981	(207)	
299	Other Expenditures	113	165	(52)	
2,498	Aboriginal Development Programs	2,257	2,523	(266)	
900	Aboriginal Economic and Resource Development Fund	215	314	(99)	
4,200	Economic Growth Funds	2,700	3,146	(446)	2
	(4) Community Engagement				
994	Salaries and Employee Benefits	1,026	984	42	
104	Other Expenditures	91	84	7	
1,247	Northern Healthy Foods Initiative	569	581	(12)	
13,598	Total 19-2b	9,605	10,387	(782)	

Estimate 2018-2019 (\$000s)	Appropriation	Actual 2018-2019 (\$000s)	Actual 2017-2018 (\$000s)	Increase (Decrease) (\$000s)	Expl. No.
	19-3 Costs Related to Capital Assets				
46	(a) Amortization Expense	47	57	(10)	
50	(b) Interest Expense	42	68	(26)	
96	Total 19-3	89	125	(36)	
31,276	TOTAL EXPENDITURES 19	26,424	26,580	(156)	

EXPLANATION NOTES

1. The year over year variance reflects additional payments from the appropriation for principal and interest payments for the Department's Loan Act capital programs.
2. The year over year variance reflects lower grant payments in the current fiscal year due to a program review.

Revenue Summary by Source

Indigenous and Northern Relations

Revenue Summary

For the fiscal year ended March 31, 2019 with comparative figures for the previous fiscal year (\$000s)

Actual 2017-2018 (\$000s)	Actual 2018-2019 (\$000s)	Increase (Decrease) (\$000s)	Source	Actual 2018-2019 (\$000s)	Estimate 2018-2019 (\$000s)	Variance (\$000s)	Expl. No.
			Other Revenue:				
121	126	5	Sundry	126	130	(4)	
121	126	5	Total - Other Revenue	126	130	(4)	
			Government of Canada:				
			Indigenous and Northern Relations				
39	35	(4)	Northern Flood Agreement	35	100	(65)	
39	35	(4)	Total - Government of Canada	35	100	(65)	
160	161	1	TOTAL REVENUE	161	230	(69)	

Five Year Expenditure and Staffing Summary

Indigenous and Northern Relations
 Five-Year Expenditure and Staffing Summary by Main Appropriation
 For the fiscal year ended March 31, 2015 to March 31, 2019

APPROPRIATION	ACTUAL/ADJUSTED EXPENDITURES*									
	2014-2015		2015-2016		2016-2017		2017-2018		2018-2019	
	FTE	\$000s	FTE	\$000s	FTE	\$000s	FTE	\$000s	FTE	\$000s
19-1 Administration and Finance	15.00	1,482	15.00	1,519	8.00	767	12.00	799	11.00	861
19-2 Indigenous and Northern Relations	76.00	32,118	76.00	32,150	75.00	27,867	72.00	25,656	70.00	25,474
19-3 Costs Related to Capital Assets	-	94	-	91	-	83	-	125	-	89
TOTAL	91.00	33,694	91.00	33,760	83.00	28,717	84.00	26,580	81.00	26,424

*Adjusted figures reflect historical data on a comparison basis in those appropriations affected by a re-organization during the years under review.

Performance Reporting – Indicators of Progress against Priorities

The following section provides information on key performance measures for the Department for the 2018/19 reporting year. All Government of Manitoba departments include performance measures in their Annual Reports to complement the financial results and provide Manitobans with meaningful and useful information about government activities and their impact on the province and its citizens.

For more information on performance reporting and the Manitoba government, visit www.manitoba.ca/performance. Your comments on performance measures are valuable to us. You can send comments or questions to mbperformance@gov.mb.ca.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2018/2019 result or most recent available data?	What is the trend over time?	Comments/recent actions/report links
<p>Well-being/economic success of Indigenous people in Manitoba.</p> <p>As measured by:</p> <p>(a) the difference between Indigenous and non-Indigenous median incomes for individuals age 15 and over; and</p> <p>(b) the difference between median employment incomes between Indigenous and non-Indigenous individuals aged 15 and over</p>	<p>Income is a key indicator of economic success, potential standard of living and the ability to provide more than the necessities of life.</p>	<p><u>2001</u></p> <p>Median income for:</p> <ul style="list-style-type: none"> - Indigenous individuals age 15 and over: \$13,979 - Non-Indigenous individuals age 15 and over: \$24,270 - Difference: \$10,291 <p>Median Employment Income for:</p> <ul style="list-style-type: none"> - Indigenous individuals age 15 and over: \$25,843 - Non-Indigenous age 15 and over: \$33,553 - Difference: \$7,710 	<p><u>2016</u></p> <p>Median income for:</p> <ul style="list-style-type: none"> - Indigenous individuals age 15 and over: \$23,427 - Non-Indigenous individuals age 15 and over: \$36,098 - Difference: \$12,671 <p>Median Employment Income for:</p> <ul style="list-style-type: none"> - Indigenous individuals age 15 and over: \$26,013 - Non-Indigenous age 15 and over: \$34,880 - Difference: \$8,867 	<p>Median income increased by 67.6% for Indigenous individuals and 48.7% for non-Indigenous individuals. The difference increased by 23.1% between 2001 and 2016.</p> <p>Median employment income grew by 0.7% and 4.0% respectively, with the difference increased by 15%.</p>	<p>The sample size (25%) of 2016 Census Data was determined to ensure the dissemination of reliable estimates for small areas and small populations. The 2016 Census gathered income information solely from administrative data sources rather than asking respondents directly.</p>

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2018/2019 result or most recent available data?	What is the trend over time?	Comments/recent actions/report links
<p>Well-being / economic engagement of Indigenous people in Manitoba.</p> <p>As measured by the difference between Indigenous and non-Indigenous unemployment rates for individuals age 25 - 54</p>	<p>Engaging Indigenous people in the economy is critical to the future success of Manitoba's economy and contributes to the well-being of Indigenous people in Manitoba.</p> <p>The difference in unemployment rates provides one indicator of their relative participation in the labour market and economy and is a strong indicator of standard of living and well-being.</p>	<p><u>2001:</u></p> <p>Indigenous people age 25 - 54 had an unemployment rate of 17% as compared to the non-Indigenous unemployment rate of 3%.</p> <p>This reflects a difference of 14 percentage points.</p>	<p><u>2016:</u></p> <p>Indigenous people age 25 - 54 had an unemployment rate of 13.5% as compared to the non-Indigenous unemployment rate of 4.5%.</p> <p>This reflects a difference of 9 percentage points.</p>	<p>While the unemployment rate decreased for Indigenous individuals between 2001 and 2016, it increased slightly for non-Indigenous people in the same period.</p> <p>The difference of unemployment rate between the two populations decreased from 14% to 9% between 2001 and 2016, representing a smaller gap over time.</p>	<p>The goal is for this gap to decrease over time.</p>

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2018/2019 result or most recent available data?	What is the trend over time?	Comments/recent actions/report links
<p>Well-being / educational attainment of Indigenous people in Manitoba.</p> <p>As measured by the difference between the proportion of Indigenous and non-Indigenous people age 25 - 64 with a high school graduation certificate or greater.</p>	<p>Educational attainment affects the standard of living and general level of well-being of individuals and families.</p> <p>The difference in educational attainment with a focus on high school completion provides one indicator or the relative well-being of Indigenous people in Manitoba.</p>	<p><u>2006:</u></p> <p>59% of Indigenous people age 25 - 64 had a high school graduation certificate or greater as compared to 83% for non-Indigenous people.</p> <p>This reflects a difference of 24 percentage points.</p>	<p><u>2016:</u></p> <p>55% of Indigenous people age 25 - 64 had a high school graduation certificate or greater as compared to 79% for non-Indigenous people.</p> <p>This reflects a difference of 24 percentage points.</p>	<p>The rate of individuals with a high school graduation certificate or greater declined for both populations between 2006 and 2016, while the difference between the population stayed unchanged.</p>	<p>The goal is to see this gap decrease over time.</p>
<p>Implementation of Manitoba's Treaty Land Entitlement (TLE) obligations.</p> <p>As measured by the number of acres of land made available by Manitoba to Canada for Reserve creation.</p>	<p>Acreage transferred to Canada under TLE indicates a fulfillment of Manitoba's Constitutional obligation to Entitlement First Nations.</p>	<p>Under nine existing TLE agreements, the 29 Entitlement First Nations may select or purchase a total of 1,423,110 acres of land.</p>	<p>As of March 31, 2019, under all TLE agreements in Manitoba, a total of 683,840 (Crown and residual) acres had been transferred by Manitoba to Canada with 642,624 acres set apart as reserve.</p>	<p>The number of acres made available will decrease as Entitlement First Nations complete their selections/acquisitions and as Canada accepts provincial land.</p> <p>As issues that impact the transfer of land are addressed, transfers of land for Entitlement First Nations will increase.</p>	<p>The amount of land transferred under the TLE agreements continues to depend on factors beyond Manitoba's control.</p>

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2018/2019 result or most recent available data?	What is the trend over time?	Comments/recent actions/report links
<p>Progress towards developing partnerships and sustainably managing natural resources.</p> <p>As measured by:</p> <ul style="list-style-type: none"> - the number of acres / parcels transferred by Manitoba to Canada and converted to Reserve or survey and transfer of “fee-simple” lands to the Band-based land corporations. - the activities of the nine Resource Management Boards (RMBs). 	<p>To ensure Manitoba is meeting its obligations under each of the fourteen hydroelectric impact agreements, including the nine with RMBs.</p>	<ul style="list-style-type: none"> - Fourteen hydroelectric settlement agreements were signed between 1977 and 2010 with a total of approximately 395,678 acres of land to be converted to Reserve status or transferred to Band-based land corporations. - In 2017/18, three of the RMBs were regularly active. 	<ul style="list-style-type: none"> - As of March 31, 2019, Manitoba had transferred 82,454 acres of land for Reserve creation or transferred to a band-based corporation. - During 2018/19, CAR supported an increased level of activity with the RMBs. 	<ul style="list-style-type: none"> - Similar to the TLE process, the amount of land transferred under each settlement agreement is dependent on numerous factors, some of which are beyond Manitoba’s control. - The RMBs are generally meeting less than the four meetings required under the agreements. 	<p>Since 2003/04, Manitoba and Manitoba Hydro have implemented annual Action Plans with Cross Lake Band of Indians at a cost of approximately \$5.6 million annually to meet obligations within the Northern Flood Agreement (NFA) and Orders of the NFA Arbitrator.</p> <p>Manitoba Hydro provided the Band with \$7.5 million to implement specific programming through a Grant Funding process and put a halt to all arbitration claims. Manitoba and Manitoba Hydro continue to implement NFA programs at Cross Lake.</p>

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2018/2019 result or most recent available data?	What is the trend over time?	Comments/recent actions/report links
<p>Progress towards fulfilling Manitoba's Crown-Indigenous consultation obligations</p> <p>As measured by:</p> <ul style="list-style-type: none"> - the number of Crown-Indigenous Consultations that are ongoing or completed. - the scope of community engagement and resources to support communities in their participation in consultation processes. - the progress towards finalizing a new framework for Crown-Indigenous consultations. 	<p>To ensure that the Manitoba Government is meeting its Constitutional Duty to Consult and upholding the Honour of the Crown.</p>	<p>In 2017/18, the Department was involved in seven Crown-Indigenous consultations, at various stages of progress.</p> <p>The Department also coordinated or supported other departments on several smaller projects requiring consultation.</p> <p>Manitoba's existing consultation policy is the "Interim Provincial Policy for Crown Consultations with First Nations, Métis Communities and Other Aboriginal Communities".</p>	<p>The consultation for the Shoal Lake All-Season Access Road (Freedom Road) was completed, and the road was constructed.</p> <p>Consultations for the Manitoba / Minnesota Transmission Project are complete, and a decision was rendered by Manitoba Sustainable Development.</p> <p>The Department continued to coordinate or support several smaller projects requiring Crown-Indigenous Consultation.</p> <p>The Department has been leading the development of a new, modernized framework for consultation.</p>	<p>The Department continues to coordinate or support several smaller projects requiring Crown-Indigenous Consultation.</p> <p>The Department is leading the development of a new, modernized framework for consultation.</p>	<p>The Department's work on the provincial consultation framework supports the Government's commitment to establish a duty to consult framework for respectful and productive consultation with Indigenous communities.</p>

Sustainable Development

Manitoba Indigenous and Northern Relations is committed to the principles and guidelines of Sustainable Development and works to incorporate them in department activities, programs, and business practices.

The following activities continued throughout 2018/2019:

- The Department continued to promote regionalized services or purchasing services from neighboring community to reduce the number of solid waste disposal sites. This includes conversion to transfer stations in communities. This will help the environment by reducing older sites that have the potential to harm the environment through ground water and air borne pollution.
- The Department continued to install components to its wastewater treatment plants and spray aluminum sulphate into the lagoons prior to the spring and fall discharge. This will ensure that the facilities are within the requirement of 1.0 mg/L for phosphorus nutrients in the systems.
- The Department continued to monitor closed waste disposal sites through ground water monitoring to ensure no hydrocarbons are leaching into the groundwater. The Department has responsibility to remediate closed contaminated sites that have been identified and funded.
- The Department continued to work with Manitoba Water Services Board in the delivery of water and wastewater projects to look for efficiency through collaboration. The Department met regularly with Indigenous Services Canada to discuss joint ventures for capital projects where Northern Affairs communities are in close proximity with First Nations.
- While the Indigenous Procurement Initiative is not required for construction, the Department uses either Desired Indigenous Business Participation or Indigenous Business Standard on construction tenders.
- The Department continued to purchase “green” products and recycled materials when available. This includes recycled photocopy paper, environmentally friendly cleaning products, and soap with EcoLogo certification.
- Department staff continued to use web-conferencing and virtual meetings as a regular business practice to reduce the amount of travel time for meetings and share information with staff in the regions.
- The Department participated in the annual Commuter Challenge, a Canada-wide event. Department staff registered to take part in the event, logging their kilometers, saving fuel, and avoiding greenhouse gas emissions.

Regulatory Accountability and Red Tape Reduction

Manitoba Indigenous and Northern Relations is committed to implementing the principles of regulatory accountability as set out in The Regulatory Accountability Act. The Department works to achieve balance with regulatory requirements, identify the best options for them, assess their impact, and incorporate them in department activities, programs, and in the development of all regulatory instruments.

A regulatory requirement is a requirement in a regulatory instrument for a person to take an action in order to:

- access a program or service offered by the government or a government agency,
- carry on business, and
- participate in a regulated activity.

Regulatory accountability provides a framework to create a transparent, efficient and effective regulatory system. Red tape reduction aims to remove the regulatory requirements that are unclear, overly prescriptive, poorly designed, redundant, contradictory or antiquated. Not all regulatory requirements create red tape.

	Baseline (April 1, 2016)	2016/17 (March 31, 2017)	2017/18 (March 31, 2018)	2018/19 (March 31, 2019)
Total number of regulatory requirements	7,699	7,699	7,667	6,548

	2018/19 from 2017/18	2018/19 from baseline
Net change in total number of regulatory requirements	-1,119	-1,151
% change	-14.6%	-14.9%

Note:

- 2018/19 data includes program transfers and other adjustments.
- The transition from a manual data collection system to an automatic one in 2018/19 may have impacted statistics reported in previous periods.
- For additional information, please see the Manitoba Regulatory Accountability Report at www.manitoba.ca/reduceredtape.

Achievements

Since April 2018, the Department's achievements in reducing regulatory requirements and eliminating red tape included:

- The Northern Healthy Foods Initiative moved the majority of its forms to a central database for its primary partner organizations to use. Further changes included consolidating several forms into one collective report for proponents. This allows the program to capture reporting in fewer documents and having the password protected database for easy access of data.
- The Department undertook program reviews in the areas of community safety officer, property tax collection, workplace safety and health, and environmental services/public works, which streamlined existing processes, and eliminated redundancy.
- The Wellness and Recreation fund has been removed, which eliminated the application and evaluation form formerly used by proponents to access the funding.
- The Department updated the guidelines for the Northern Youth Empowerment Initiative fund to provide clearer instructions and revised the final report format for proponents to report on funds received.

The Department is continuing to review programs, policies, and legislation that will see a further reduction to red tape and the Department's regulatory count. This includes: The Northern Affairs Act, Community Councils Election regulation, Status and Boundaries – Unincorporated Communities and Settlements regulation, Conflict of Interest regulation, the Indigenous Economic and Resource Development Fund, Capital program, and policies related to community funding and protective services.

The Public Interest Disclosure (Whistleblower Protection) Act

The Public Interest Disclosure (Whistleblower Protection) Act came into effect in April 2007. This law gives employees a clear process for disclosing concerns about significant and serious matters and builds on protections already in place under other statutes, as well collective bargaining rights, policies, practices and processes in the Manitoba public service.

Wrongdoing under the Act may be: contravention of federal or provincial legislation; an act or omission that endangers public safety, public health or the environment; gross mismanagement; or, knowingly directing or counselling a person to commit a wrongdoing. The Act is not intended to deal with routine operational or administrative matters.

A disclosure made by an employee in good faith, in accordance with the Act, and with a reasonable belief that wrongdoing has been or is about to be committed is considered to be a disclosure under the Act, whether or not the subject matter constitutes wrongdoing. All disclosures receive careful and thorough review to determine if action is required under the Act, and must be reported in a department's annual report in accordance with Section 18 of the Act.

The Department of Indigenous and Northern Relations is pleased to report that during the 2018/19 fiscal year there were no issues/matters pertaining to any section of this Act.

<p style="text-align: center;">Information Required Annually (per Section 18 of The Act)</p>	<p style="text-align: center;">Fiscal Year 2018/2019</p>
<p>The number of disclosures received, and the number acted on and not acted on. Subsection 18(2)(a)</p>	<p>NIL</p>
<p>In the case of an investigation that results in a finding of wrongdoing, a description of the wrongdoing and any recommendations or corrective action taken in relation to the wrongdoing, or the reasons why no corrective action was taken. Subsection 18(2)(c)</p>	<p>NIL</p>