



Qikiqtani Inuit Association
Mary River Project Inuit
Impact Benefit Agreement
Implementation Update

April 17, 2015

PRESENTATION OUTLINE

1. Mary River Project IIBA Overview

- Implementation
- Benefits and Opportunities
- Support for Communities

2. QIA Implementation Update

- QIA Staffing
- Grievance reporting
- Ilagiiktunut Fund
- Wildlife Compensation Fund
- Employment and MIEG
- Designated Baffin Inuit Firms List

3. 2015 Implementation Priorities





1. MARY RIVER PROJECT IIBA OVERVIEW

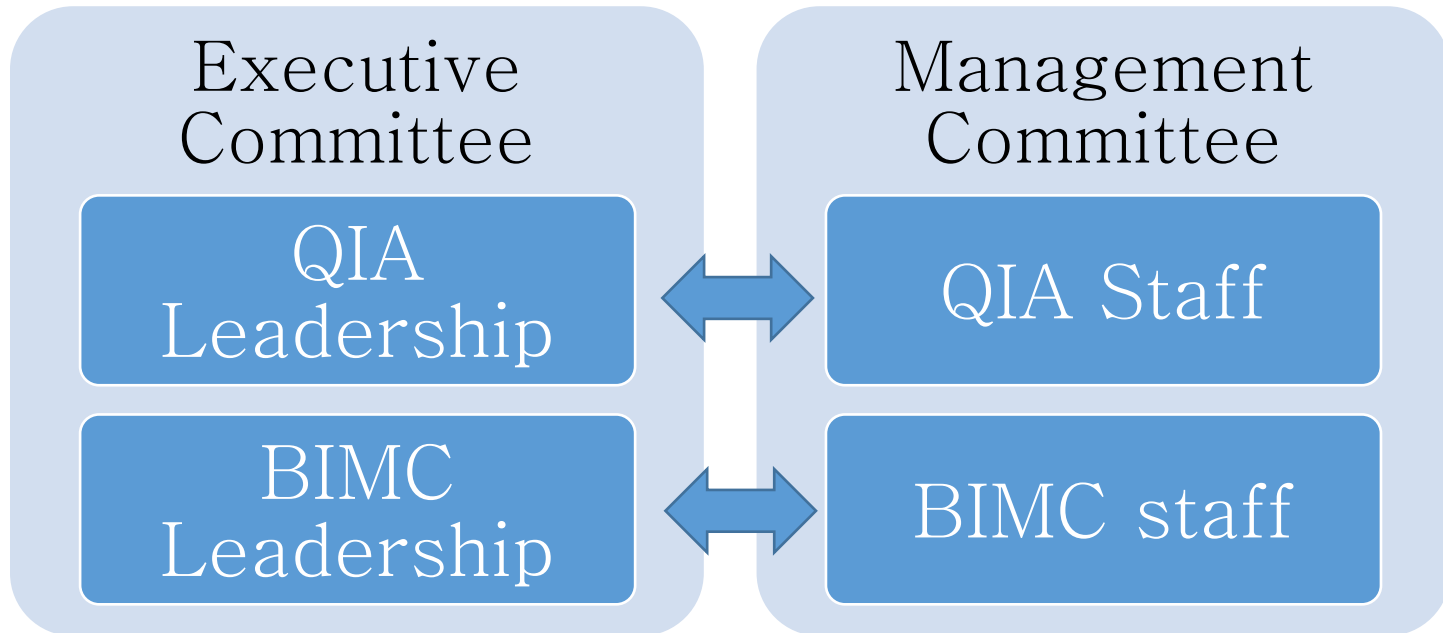
Mary River Project IIBA Overview

- BIMC AND QIA BEGAN PRELIMINARY NEGOTIATIONS IN 2006.
- THE ECONOMIC PROVISIONS OF A FUTURE IIBA WERE AGREED TO WITH THE SIGNING OF A MEMORANDUM OF UNDERSTANDING ON MARCH 31, 2009.
- FOUR YEARS LATER, THE IIBA WAS SIGNED ON SEPTEMBER 6, 2013.



Mary River Project IIBA Overview

Management & Implementation



Mary River Project IIBA Overview

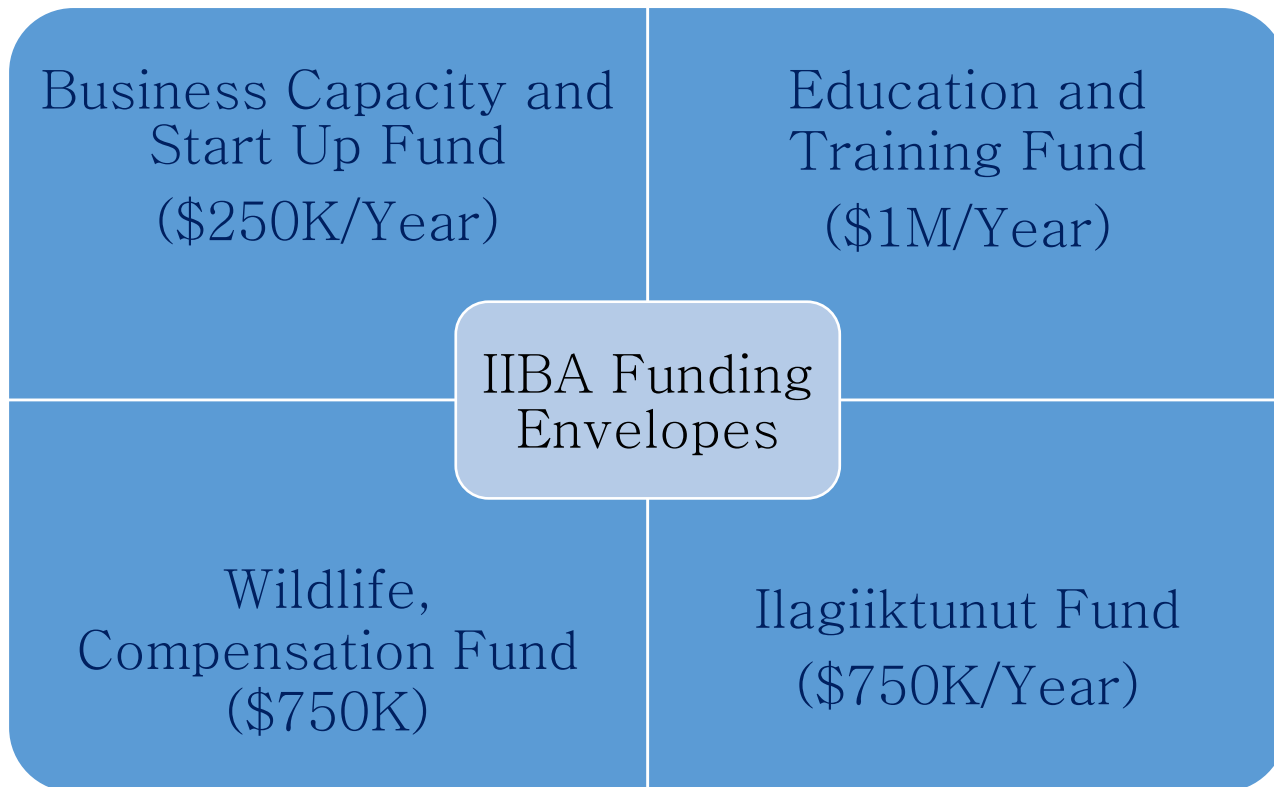
Benefits and Opportunities

- Employment
 - Minimum Inuit Employment Goal (MIEG)
- Contracting
 - Inuit Content and Preferences
- Project Monitoring
 - Predicted versus real impacts



Mary River Project IIBA Overview

Support for Communities





2. QIA IMPLEMENTATION UPDATE

Mary River Project IIBA Implementation Update

- QIA Staffing
- Grievance reporting
- Ilagiiktunut Fund
- Wildlife Compensation Fund
- Employment and the MIEG
- Designated Baffin Inuit Firms List



MARY RIVER PROJECT IIBA IMPLEMENTATION UPDATE

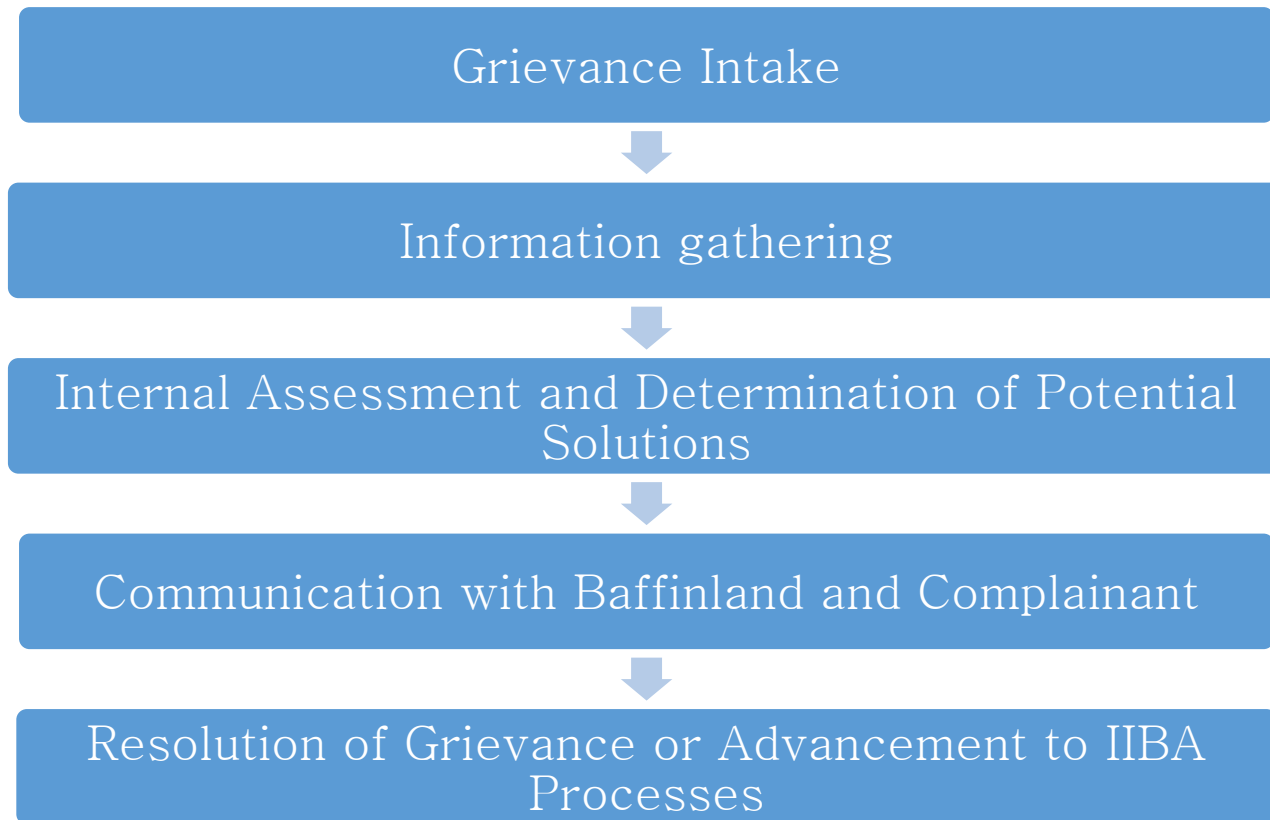
QIA STAFFING

- KEY STAFF POSITIONS FILLED INCLUDE:
 - INUIT EMPLOYMENT AND TRAINING COORDINATOR
 - ADMINISTRATOR/INUK MANAGEMENT TRAINEE
 - ASSISTANT DIRECTOR OF MAJOR PROJECTS
 - INTERIM IIBA MANAGER
 - COMMUNITY COORDINATOR (POND INLET)
- QIA IS RECRUITING FOR A FULL-TIME IIBA MANAGER
- QIA IS ALSO RECRUITING FOR A PROJECT MANAGER TO SUPPORT THE REGULATORY PROCESS AND EVALUATION OF THE PROJECT CHANGES.



Mary River Project IIBA Implementation Update

Grievance Reporting



Mary River Project IIBA Implementation Update

Ilagiiktunut Fund

- THE ILAGIIKTUNUT FUND LAUNCHED ON NUNAVUT DAY, JULY 9, 2014
- THE FIRST APPLICATION PERIOD RAN FROM JULY 15–AUGUST 31
- QIA REVIEWED ALL OF THE PROPOSALS, AND AWARDED APPROXIMATELY \$730,000 TO 11 RECIPIENT ORGANIZATIONS ACROSS THE IMPACTED COMMUNITIES
- THE NEXT CALL FOR PROPOSALS WILL TAKE PLACE IN SPRING/SUMMER 2015



MARY RIVER PROJECT IIBA IMPLEMENTATION UPDATE

WILDLIFE COMPENSATION FUND

Wildlife Compensation Fund Purpose



Excludes “Major Events”



Polar Bear Compensation is Separate –
\$20,000/event



Fund is currently “underdevelopment”



Design of Fund – Looking into “Program” Model



MARY RIVER IIBA IMPLEMENTATION UPDATE

EMPLOYMENT AND THE MIEG

- IN 2013-14, QIA COMPLETED PHASE I OF THE BAFFIN INUIT LABOUR UNDERSTANDING AND GAP ANALYSIS (BILUGA)
- MORE THAN 750 INTERVIEWS WERE CONDUCTED WITH INUIT FROM IMPACTED COMMUNITIES
- RESULTS WILL HELP QIA MATCH INTERESTED AND QUALIFIED INUIT CANDIDATES WITH AVAILABLE JOBS AT MARY RIVER
- UNDERSTANDING GAPS AND BARRIERS TO EMPLOYMENT WILL ALLOW QIA TO BUILD BRIDGES TO REMOVE THEM



Mary River IIBA Implementation Update

EMPLOYMENT AND THE MIEG

- A MINIMUM INUIT EMPLOYMENT GOAL (MIEG) WILL BE SET FOR THE MARY RIVER PROJECT EACH YEAR

$$\begin{array}{c} \text{Total Hours} \\ \text{Projected to be} \\ \text{worked by} \end{array} \div \begin{array}{c} \text{Total} \\ \text{Employment} \\ \text{Hours at the} \end{array} \times \frac{10}{0} = \text{MIEG}$$

- THE MIEG IS CALCULATED BY DIVIDING THE NUMBER OF HOURS THAT CAN BE WORKED BY *INUIT* BY THE *TOTAL* NUMBER OF HOURS THAT WILL BE WORKED AT THE PROJECT OVER THE COURSE OF THE YEAR



Mary River IIBA Implementation Update

Designated Inuit Firms List

- THE DESIGNATED INUIT FIRM LIST IS QIA'S FIRST STEP IN ENSURING INUIT BUSINESSES HAVE ACCESS TO THE OPPORTUNITIES OF THE MARY RIVER PROJECT
- INUIT OWNED AND OPERATED FIRMS INTERESTED IN BECOMING REGISTERED CAN CONTACT QIA'S OFFICES FOR MORE INFORMATION





3. 2015 IMPLEMENTATION PRIORITIES

Mary River IIBA Implementation Priorities

1. BILUGA in Iqaluit – THIS WEEK
2. Defining the first Mary River Project MIEG – ACTIVE PROJECT
3. Advancement of the Inuit Human Resource Strategy – ACTIVE PROJECT



Mary River IIBA Implementation Priorities

4. Deployment of the Business Capacity and Start-up Fund
 - IN DEVELOPMENT
5. Increase QIA's presence in Impacted Communities
 - ACTIVE INITIATIVE
6. Preparation for another Mary River Project Environmental Assessment
 - ACTIVE INITIATIVE





QUESTIONS?