

2024 ዓ.ም. ልማት-ፈጠራዊ ምርትና ሥራ ለጥራትና ምርት ምርመራ

ፈጠራዊ ምርትና ሥራ ለጥራትና ምርት ምርመራ - 241115

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2.	9:35 – 10:00	ምርትና ሥራ ለጥራትና ምርት ምርመራ

3.	10:00 – 10:30	<p>2023 ልዕታዊ-ሊቀሳቤስታዊ ስልጠናዎች ለጥራት ማረጋገጫና ለጥራት ማረጋገጫ</p> <ul style="list-style-type: none"> • ስልጠናው ለጥራት ማረጋገጫ • ስልጠናው ለጥራት ማረጋገጫ • ስልጠናው ለጥራት ማረጋገጫ • ስልጠናው ለጥራት ማረጋገጫ • ስልጠናው ለጥራት ማረጋገጫ
	10:30 – 10:40 ገጽ	ጥራት ማረጋገጫ
4.	10:40 – 11:05	<p>ሰላም ማረጋገጫ</p> <ul style="list-style-type: none"> • ስልጠናው: ጥራት ማረጋገጫ - ስልጠናው ለጥራት ማረጋገጫ • ስልጠናው: ስልጠናው ለጥራት ማረጋገጫ • ስልጠናው: ስልጠናው ለጥራት ማረጋገጫ • ስልጠናው: ስልጠናው ለጥራት ማረጋገጫ
5.	11:05 – 11:30	<p>የጥራት ማረጋገጫ ስልጠና</p> <ul style="list-style-type: none"> • ስልጠናው: ስልጠናው ለጥራት ማረጋገጫ
6.	11:30 – 11:55	<p>ሰላም ማረጋገጫ ስልጠና ለጥራት ማረጋገጫ ስልጠና</p> <ul style="list-style-type: none"> • ስልጠናው: ስልጠናው ለጥራት ማረጋገጫ
7.	11:55 – 12:00	ሰላም ማረጋገጫ

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MRSEMWG – 23-03	የጥናታዊ ስራው ስም	የጥናታዊ ስራው ዓላማ የጥናታዊ ስራው ዓላማ የጥናታዊ ስራው ዓላማ የጥናታዊ ስራው ዓላማ የጥናታዊ ስራው ዓላማ	የጥናታዊ ስራው ዓላማ	የጥናታዊ ስራው ዓላማ
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MRSEMWG – 23-01	የጥናታዊ ስራው ስም	የጥናታዊ ስራው ዓላማ የጥናታዊ ስራው ዓላማ የጥናታዊ ስራው ዓላማ የጥናታዊ ስራው ዓላማ		የጥናታዊ ስራው ዓላማ
MRSEMWG – 23-02	የጥናታዊ ስራው ስም	የጥናታዊ ስራው ዓላማ የጥናታዊ ስራው ዓላማ የጥናታዊ ስራው ዓላማ የጥናታዊ ስራው ዓላማ		የጥናታዊ ስራው ዓላማ
MRSEMWG – 23-04	የጥናታዊ ስራው ስም	የጥናታዊ ስራው ዓላማ የጥናታዊ ስራው ዓላማ የጥናታዊ ስራው ዓላማ የጥናታዊ ስራው ዓላማ የጥናታዊ ስራው ዓላማ	የጥናታዊ ስራው ዓላማ የጥናታዊ ስራው ዓላማ የጥናታዊ ስራው ዓላማ የጥናታዊ ስራው ዓላማ	የጥናታዊ ስራው ዓላማ
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MRSEWG – 24-09	ወረራው ወደ ከፍተኛ የሚገባ የጥራጥራ ዓላማዎች (CIRNAC)	ርዕሴ ጋዜጣዊነትን የሚገልጽ የጥራጥራ ዓላማዎች ለጥራጥራ ዓላማዎች ወደፊት የጥራጥራ ዓላማዎች ለጥራጥራ ዓላማዎች ወደፊት የጥራጥራ ዓላማዎች	የጥራጥራ ዓላማዎች	የጥራጥራ ዓላማዎች

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$\rho^{\alpha\beta}\gamma_L^\sigma \triangleq d^{\alpha\beta}C_\sigma^{}{}^\beta$

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November 21, 2024

2024 Mary River Socio-Economic Monitoring Working Group Meeting

Meeting ID: MRSEMWG -241115
Group / Organization: Baffinland and Consultants, QIA Consultant, Government of Nunavut
Meeting Location: Conference Call via Zoom
Meeting Chair: Cortney Oliver

Organization Name	Participants
Baffinland Iron Mines Corporation (Baffinland)	Cortney Oliver (CO)
Qikiqtani Inuit Association (QIA) and Consultants	Darlene Willie (DW), Eva Walker (EW)
Government of Nunavut	Nellie Erkloo (NE) Patricia Fuentes (PF)
CIRNAC	David Abernethy (DA)
Baffinland Consultants	
ERM	Sophie Wirzba (SW)

AGENDA

No.	Time	Item
1.	9:30 – 9:35	Welcome and Introductions
2.	9:35 – 10:00	Review of Terms of Reference <ul style="list-style-type: none">Comments received from the Government of Nunavut
3.	10:00 – 10:30	2023 Socio-Economic Monitoring Report <ul style="list-style-type: none">Report overviewIdentification of data gaps:<ul style="list-style-type: none">Public Data ChallengesData Interpretation Challenges2023 Inuit Employee Survey
	10:30 – 10:40 min.	Break
4.	10:40 – 11:05	Government of Nunavut <ul style="list-style-type: none">Presentation: Update – Nunavut Bureau of Statistics DataSecondary School Graduation Rates (2018 onward)Visits to Community Health Centres (by community)Observed effects on Community and Public Service Providers
5.	11:05 – 11:30	Qikiqtani Inuit Association <ul style="list-style-type: none">Presentation: Wildlife Compensation Fund

6.	11:30 – 11:55	Crown-Indigenous Relations and Northern Affairs Canada <ul style="list-style-type: none">▪ Presentation: Nunavut General Monitoring Plan
7.	11:55 – 12:00	Conclusion

SUMMARY OF ACTION ITEMS

Action ID	Responsibility	Item Description	Due Date	Status
Outstanding Action Items				
MRSEMWG – 23-03	GN	GN to circulate QSEMC report with working group participants	When available	Report being drafted
Completed Action Items				
MRSEMWG – 23-01	BIM	BIM to circulate SEMP Company is functioning under		Complete
MRSEMWG – 23-02	BIM	BIM to recirculate draft 2023 Inuit Employee Survey		Complete
MRSEMWG – 23-04	BIM	Look into possibility of bringing more tactile items to next QSEMC	Next QSEMC	Complete
New Action Items				
MRSEMWG – 24-01	BIM	Revise ToR: The language around meeting timing and chairing responsibilities will be softened to allow for more flexibility, ensuring that meetings are scheduled when feasible rather than strictly adhering to the current wording related to QSEMC	Dec. 31, 2024	
MRSEWG – 24-02	BIM	Plans to add an additional meeting in spring 2025 after the SEMR is reviewed, providing a platform to discuss comments, updates, and clarifications	Spring 2025	
MRSEWG – 24-03	GN	Share draft questionnaire for SEMC with the group for review.	When available	
MRSEWG – 24-04	BIM	Cortney to coordinate with QIA on timing to avoid survey overload for employees.	Dec 14, 2024	
MRSEWG – 24-05	GN	Patricia will reach out to the Department of Education to clarify the peak in graduation rates in 2022, specifically whether it was due to a larger class size or any impact from COVID-19.	When available	
MRSEWG – 24-06	GN	Patricia will share the spreadsheet containing data on health center visits, including closures and the impact of COVID-19, with the group.	When available	
MRSEWG – 24-07	QIA	Darlene will compile and share detailed data on the types of wildlife claims by species and community with Baffinland.	When available	

Action ID	Responsibility	Item Description	Due Date	Status
MRSEWG – 24-08	QIA	Darlene will share the updated Wildlife Compensation Fund framework and application instructions with the group.	When available	
MRSEWG – 24-09	CIRNAC	David to share the dates and the process for the Nunavut General Monitoring Plan proposals with everybody.	When available	

MEETING SUMMARY

Item 2: Terms of Reference

- The current Terms of Reference (ToR) was provided earlier this year for review, as per the requirement to review it every three years (last done in 2019/2020). Comments on the ToR were discussed, specifically around the frequency of meetings and who should chair them. A suggestion was made to potentially have two meetings: one project-focused and one territorial-focused. It was agreed that a territorial meeting chaired by the GN may duplicate the QSEMC meeting and therefore is probably unnecessary.
- There was a proposal to hold an additional meeting to enhance communication and improve report feedback, especially related to the socio-economic monitoring report (SEMR). The idea discussed was to have one meeting in the spring (for feedback on the report) and another in the fall (for reviewing progress, draft updates and discussing trends). This was supported by all.
- The timing of SEMWG meetings was discussed in relation to the QSEMC and allowing for more flexibility than currently written for when the two meetings cannot be held concurrently or in tandem due to logistical challenges. This was supported by all.
- **Action:** Revisions to the ToR: The language around meeting timing and chairing responsibilities will be softened to allow for more flexibility, ensuring that meetings are scheduled when feasible rather than strictly adhering to the current wording related to QSEMC.
- **Action:** Plans to add an additional meeting in spring 2025 after the SEMR is reviewed, providing a platform to discuss comments, updates, and clarifications.

Item 3: 2023 Socio-economic Monitoring Report

- Baffinland provided a summary of the 2023 Socio-economic Monitoring Report (SEMR), marking its 11th annual release noting data access challenges, which continue to be a barrier to accurate and timely analysis.
- Several key indicators are waiting for updates from the Nunavut Bureau of Statistics (NBS), particularly around health center visits, infectious diseases, social assistance, median income, and employment income.
- Patricia (GN) provided an update on NBS, noting that they recently hired a new director, but the staff is still small. This has led to challenges in data collection, particularly because some departments (e.g., health) do not release detailed statistics (like breakdowns by community).
- Patricia (GN) plans to meet with the director to discuss potential solutions, such as backdating missing data or reinstating previous levels of community-specific data collection.
- David (CIRNAC) suggested inviting NBS representatives to an upcoming SEMC meeting to discuss the data challenges and improve communication between stakeholders and NBS. This could also foster greater engagement and help determine what is needed for these monitoring reports.
- Patricia (GN) confirmed she invited the new NBS director to attend the Kivalliq SEMC meeting, but her attendance is uncertain. Further discussions are planned for next week to address expectations for data input and support.
- The group also discussed the challenges related to monitoring labor force capacity. For example, the labor market analysis is conducted tri-annually for the Region, creating difficulties in tracking the annual impacts of the Project on labor force recruitment and retention.
- Baffinland captures previous employment data for new hires through the new employee surveys as well as through our HR Department and the Employment and Education Report. But the data captured doesn't always paint the full picture.
- Cortney (BIM) posed the questions of whether the group can identify any observed effects of the project, beneficial or adverse on the Hamlet Government's ability to recruit and retain workers.

Baffinland is interested in including effects regarding change in labor force capacity due to project training and employment.

- Patricia (GN) indicated that she wants to send out a questionnaire to Hamlet participants ahead of SEMC meetings, allowing them to gather community feedback and enhance Hamlet engagement, and will include this question in the questionnaire.
- The group discussed the value in obtaining qualitative data through the questionnaire.
- The issue of recruitment is complex, as current surveys by other employers don't capture details like whether workers are coming from Baffinland or if they've received related training. Baffinland's exit interviews also do not ask where employees are going for their next position.
- A key question was how to best collect data on these impacts, and whether it should be tied to meetings or as a separate data request.
- It was agreed that connecting the survey to the meeting is beneficial because it ensures active participation and reduces survey fatigue, which communities face due to numerous requests for data.
- Using community liaison officers to directly engage with Hamlets was suggested as a way to improve participation and gather insights. Baffinland will consider this recommendation.
- It was also emphasized that qualitative data (community perspectives) could complement the quantitative data, even though gathering accurate data is challenging.
- Patricia (GN) will send out a questionnaire to the Hamlet participants in advance of the meetings. This will help them prepare for discussions and bring relevant observations about their community's socioeconomic conditions.
- **Action:** Once Patricia (GN) has the questionnaire finalized, the group will review it before it goes to the Hamlets.

Wildlife Compensation Fund

- There was a focus on understanding the characteristics of successful claims to the Wildlife Compensation Fund (WCF), as claims and disbursements have increased recently.
- It was noted that understanding the claims process and identifying any new mitigations needed to address impacts on harvesting is crucial for Baffinland.
- Baffinland hoped to get more clarity on what constitutes a "successful claim" and how the application process works.

Impaired Driving

- Data on impaired driving, sourced from Statistics Canada and the Nunavut Bureau of Statistics, shows a recent increase in impaired driving, though the causes remain unclear. This trend is also present in communities outside of the Mary River socio-economic monitoring area.
- There was speculation about possible links between impaired driving and community factors, such as alcohol consumption trends related to extra disposable income from Jordan's Principle funding or elsewhere.
- Baffinland would like to further explore data on types of crime (e.g., assault, property damage) and age demographics to assess correlations. A request for access to RCMP data was discussed earlier this summer but encountered privacy barriers.
- David (CIRNAC) advised that the Nunavut General Monitoring Plan (NGMP) is in the process of sourcing data from Statistics Canada and NBS related to heavy drinking, hospitalization rates for substance use, etc. which may add context to statistics on impaired driving.

Inuit Employee Surveys

- The 2023 survey showed a slight increase in response rates (from 18% in 2022 to 22% in 2023), aided by incentivizing participation and administering the survey directly in communities.
- The survey revealed gaps in employees' awareness of housing-related programs, prompting discussions on how to better educate employees about such programs through engagement with the Nunavut Housing Corporation (NHC) and other stakeholders.
- Further coordination with the NHC and other potential stakeholders (like local governments or

community organizations) is needed to increase program awareness.

- David (CIRNAC) suggested that the survey report be shared with various government departments, including new individuals, and to explore periodic reporting, though resource constraints will limit this in 2025. Baffinland confirmed that quarterly reporting is unlikely in 2025.
- Patricia (GN) suggested that the survey report be shared with NBS.
- The next employee survey will take place in early 2025, with the timing adjusted to avoid overlap with other surveys in the Region, such as those conducted by QIA.
- **Action:** Cortney to coordinate with QIA on timing to avoid survey overload for employees.

Item 4: Government of Nunavut Update

- Patricia (GN) will meet with new NBS Director before the December SEMC meetings to prepare and discuss which statistics are useful for the Socio-economic Monitoring Committee and the resources needed for effective data collection. The goal is to get missing data from the years between 2016 and 2018.
- Patricia (GN) discussed how she has reached out to different departments directly for data, however, there have been changes in how different departments collect and present data. As such, we may see less community-level data available for SEMR indicators.
- Patricia (GN) shared graduation rate data from the Departments of Education for Nunavut and the Qikiqtani Region. For Nunavut, graduation rates have been steadily increasing, and there is interest in correlating these rates with population demographics, particularly youth and school-aged children. For Qikiqtani, while graduation rates are steady, they fluctuate more significantly, and there is uncertainty about correlations with specific projects like the Mary River project.
- The discussion also included data on health center visits, which show steady growth in line with population increases. However, there was no breakdown by individual communities, and it was noted that the COVID-19 pandemic had an impact on the number of visits due to phone triaging.
- Health centre closures are often due to staffing issues and have had significant impacts, particularly in communities like Pond Inlet. This has created challenges for people needing medical tests, such as TB tests, which are required for Nunavut residents visiting the mine site. A spreadsheet with the closure data will be shared with the group.
- Patricia (GN) conducted a review of the GN's labor reports. She found that the makeup of the workforce has remained consistent over time, with a high percentage of Inuit women in government roles. This consistent workforce composition contrasts with the changing economy and opportunities in Nunavut. She intends to compare this data with the socioeconomic monitoring reports from Baffinland.
- The Qikiqtani SEMC meeting has been postponed, but Patricia aims to reschedule it for the first week of February. She will circulate a questionnaire to Hamlet participants ahead of the meeting to help prepare them. The main takeaway is to review the indicators and data collected, ensuring the right information is being gathered and exploring opportunities for better data collection from other organizations if needed.
- It was agreed that the first week of February would be good to meet in Iqaluit for the QSEMC meeting.
- Cortney (Baffinland) asked Patricia (GN) if she has heard anything about observed effects on public service and public facilities by Baffinland, such as boardrooms, clinics, etc. Patricia (GN) shared that she had asked a few GN departments about this but didn't get any answers, which may be

due to people not understanding the effect. She advised that hamlets and their EDOs may be best to ask about hotels.

- In summary, Patricia (GN) is working on ensuring the collection and analysis of accurate data for future meetings, while addressing challenges like missing data, staffing issues, and aligning data with current socioeconomic conditions. She also plans to share relevant data with stakeholders and continue refining data collection strategies moving forward.
- **Action:** Patricia (GN) will reach out to the Department of Education to clarify the peak in graduation rates in 2022, specifically whether it was due to a larger class size or any impact from COVID-19. She will also try to correlate the graduation rates with population demographics (particularly school-aged children) to see if there is a relationship.
- **Action:** Patricia (GN) will share the spreadsheet containing data on health center visits, including closures and the impact of COVID-19, with the group. The spreadsheet will provide insights into trends in health center usage and potential impacts on local projects.
- **Action:** Patricia (GN) to circulate the questionnaire for the groups review prior to sharing with Hamlets.

Item 5- Qikiqtani Inuit Association -Wildlife Compensation Presentation

- The Wildlife Compensation Fund was established under the Inuit Impact Benefit Agreement (IIBA) to compensate for wildlife loss, damage to equipment, or interference with harvesting activities due to the Mary River project.
- The fund is managed by QIA and administered through local Hunters and Trappers Organizations (HTOs) in five affected communities: Pond Inlet, Arctic Bay, Clyde River, Igloolik, and Sanirajak.
- Claims are reviewed by HTOs, and then by QIA, which determines the value and approves compensation. Claims are based on an animal value chart developed in consultation with the Qikiqtaaluk Wildlife Board.
- Overall, the discussion focused on improving awareness of the compensation fund, updating the framework, and ensuring better data collection and communication regarding wildlife impacts and claims.
- Darlene (QIA) was asked whether the pie chart represented compensation payments to Hunters and Trappers Organizations (HTOs) or if it also included individual claimants. It was clarified that the chart includes both.
- A question was raised about whether some of the claims might be for incidents that occurred in previous years. Darlene (QIA) explained that there was no time limit for claims when the guidelines were first established, but with the current review of the framework, there will soon be a requirement to submit claims soon after the incident.
- A query was made about tracking what types of wildlife are impacted by the project, with a suggestion to compile data on species affected. It was noted that while the data exists, it has not yet been fully broken down or shared.
- Sophie (ERM) asked if QIA had noticed any reasons for the increase in claims, such as better awareness of the WCF or more incidents. Darlene (QIA) confirmed that the rise in claims was largely due to increased awareness, particularly after QIA hired a representative in Pond Inlet to promote the program.
- QIA is currently reviewing and updating the wildlife compensation framework and guidelines, which include introducing annual maximum compensation amounts and a requirement for claimants to submit claims within a reasonable time frame after an incident. The QIA aims to review the framework every three years.
- **Action:** Darlene (QIA) will compile and share detailed data on the types of wildlife impacted by the project with Baffinland, as well as with the socio-economic working group and the affected communities.

- **Action:** Darlene (QIA) will share the updated framework and application instructions with the group, especially since it is important for awareness and promotion in the impacted communities.
- QIA will continue its efforts to increase awareness about the wildlife compensation fund in all five affected communities, with particular emphasis on Pond Inlet where claims have spiked due to better community outreach and presentations.

Item 6: CIRNAC- Nunavut General Monitoring Plan Presentation

- The discussion focused on the Nunavut General Monitoring Plan (NGMP), its structure, priorities, and the funding program supporting various monitoring initiatives.
- The NGMP aims to collect and analyze long-term data on Nunavut's ecosystems and socio-economic environments. It incorporates both Western scientific knowledge and Inuit traditional knowledge. The plan addresses gaps in data through funding initiatives and prioritizes providing meaningful monitoring reports to residents and decision-makers in Nunavut.
- The plan is governed by a Steering Committee comprising representatives from the Government of Nunavut, Nunavut Tunngavik Incorporated, the Planning Commission, and the Government of Canada. The day-to-day operations are managed by the NGMP Secretariat, which is based in Iqaluit.
- The NGMP has prioritized 16 value components (VCs), out of which 9 have draft Summary of Knowledge reports. These reports provide snapshots of the current state of various subjects relevant to Nunavut, including economic activity, education, health, and ecosystem monitoring (marine noise, caribou, polar bears, etc.). Seven other components are still under review or lack sufficient baseline data.
- A new call for proposals under the NGMP funding program will support monitoring projects for up to 5 years, with an option for a 5-year renewal. This aligns with Nunavut's devolution of land and water management responsibilities to the territorial government. The funding prioritizes community participation, including Inuit organizations, local communities, and academia. The four prioritized VCs for this funding are water quantity and quality monitoring, food security, marine shipping and noise, and terrestrial mammals.
- There were questions about how indicators for monitoring would be selected. David (CIRNAC) indicated that indicators would be drawn from the Summary of Knowledge reports and discussed with the Steering Committee. Further engagement with the working group was considered.
- Eligible recipients include communities, local community members, NTI, regional Inuit associations, academia, institutions of public government (e.g., NIRB, water planning commission, etc.), non-governmental organizations, etc.
- A participant asked if the call for proposals would be shared with Hunter and Trapper Organizations (HTOs). The response assured that outreach would be made to these organizations and others in the community.
- There was a discussion about whether industry could be involved in funding proposals. The response indicated that industry could potentially collaborate with other organizations but could not be a direct recipient of funding. It was emphasized that the NGMP aims to balance the funding program with the broader monitoring plan, which involves integrating existing data.
- The funding program timeline will proceed with a call for letters of intent in late November, followed by a review and invitation for full proposals. The Steering Committee will decide on the selected projects by February.
- **Action:** David (CIRNAC) to share the dates and the process for the proposals with everybody.

Meeting adjourned a little after 12:30.