

**Department of
Culture,
Language,
Elders and Youth**

**Business
Plan**

2003-2004

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INTRODUCTION

The Department of Culture, Language, Elders and Youth was established to provide leadership within the Government of Nunavut in the development and implementation of policies, programs and services aimed at preserving and enhancing the culture, language and heritage of Nunavut. It serves the public and the Government of Nunavut with headquarters based in Iqaluit and offices in Igloolik and Kugluktuk.

Three decentralized divisions work in the areas of Official Languages, Heritage, and Community Programs. In Kugluktuk, the Official Languages Division supports the activities of all government departments and agencies through the Nunavut Language Bureau, which provides language interpreting and translation services in the four official languages of Nunavut. This division also manages the Living Dictionary as well as territorial and federal grants and contributions funding for language initiatives. The Heritage Division in Igloolik plays a lead role in conserving the traditional culture of Nunavut through its activities in archaeology, toponymy, museums and archives. The Community Programs Division is situated in Igloolik to reach out to non-profit community-based organizations with assistance on departmental programs and services.

To fulfill its lead role in the triple goals of Inuit Qaujimajatuqangit, Inuit language and Inuit employment, the Department relies on partnerships with a cross-section of Territorial and Federal Government departments and agencies, and on the involvement of individuals, community organizations, volunteers and advocacy groups.

Our Mission

To preserve and enhance Inuit culture, language and heritage throughout Nunavut, and to protect the rights of women and persons with disabilities.

Culture, Language, Elders and Youth will achieve its mission through: providing leadership within the government on Inuit Qaujimajatuqangit approaches to work; promoting the use of Inuit languages in the workplace and within the territory; assisting non-profit, community based individuals and organizations in cultural, language and heritage activities; encouraging ongoing dialogue between elders and youth and the government; and advocating for the rights of women and persons with disabilities.

Our Vision

A territory of strong, self-sufficient communities that reflect traditional values in culture, and recognize the equal rights of all Nunavummiut to participate in society.

The Department of Culture, Language, Elders and Youth recognizes that to achieve the aspiration to live and work in an environment that respects Inuit culture, language, and heritage, we must foster continued learning between all Nunavummiut and government.

This means encouraging the participation of elders, youth, women, and people with disabilities. By being inclusive in our decision-making and by respecting the values and beliefs of Nunavummiut, we can bring the Inuit way of life and language into the workplace.

Our Principles and Values

- A work life that reflects Inuit Qaujimajatuqangit
- Nunavummiut having the ability to communicate in any official language they choose, both at work and when accessing government services
- Promoting decision-making that is developed through consultation and a commitment to consensus building
- Working in partnership with other departments to support growth of community capacity and self-sufficiency
- Being open to participation and input; having respect for the views of others
- Easily understood programs and services that are accessible to all Nunavummiut
- Protecting individuals' and organizations' rights to fair treatment in the review and approval of funding requests
- Expending public dollars efficiently and effectively
- Viewing all elements of the Department's budget as a potential training budget
- Respecting and building on the Bathurst Mandate

ENVIRONMENTAL SCAN

With a population of 83% Inuit, Nunavut's social and cultural environment is distinctive within Canada. The state of today's society in Nunavut is the result of massive social change that started half a century ago. When the Federal Government moved Inuit from the land into permanent settlements, it impacted central cultural values and the natural order of lives. Government superseded elders as the leaders in the new settlement society. Over time, English, the language of the new government structures became more prevalent and replaced Inuktitut in the workplace (NSDC: On Our Own Terms, 2000).

In the last few years, the tide has begun to turn; the Nunavut land claims negotiation and implementation have raised public expectations that the new territorial government will take on the responsibility for the preservation and enhancement of the Inuit language and culture in Nunavut. In the Bathurst Mandate, the vision for the first 20 years of government operations was established as: Healthy Communities, Simplicity and Unity, Self Reliance, and Continued Learning, with a central goal to bring the government closer to the people.

Out of this, the Department of Culture, Language, Elders and Youth was created as an expression of the desires of Nunavummiut for a government that represents their values, traditional knowledge, and approach to life. The Department will play a key role in creating a new model for governance in Canada that integrates Inuit Qaujimajatuqangit, representative Inuit employment, and Inuit language.

Decentralization

In the last three years, since the Government of Nunavut has taken over from the Government of the Northwest Territories, the GN has worked towards a number of goals: decentralizing its operations, making hiring Inuit a priority, and delivering programs and services at a level acceptable to the public. The recent report, *Building Nunavut Through Decentralization* shows that while the government has achieved some success in these areas, residents outside of the capital do not feel that decentralization has improved their access to programs and services, and there is a lack of knowledge in communities about what the new government is doing. Awareness of this perception, and of the public expectation that the GN is working to bring government closer to the people, forms the context within which the Department of Culture, Language, Elders and Youth has set its priorities for 2003/2004.

Inuit Employment & Language

Under the Government's Priority Hiring Policy, which stems from Article 23 of the Nunavut Land Claims Agreement, the GN is committed to increasing beneficiary representation in the public service to 85%. This policy has a multiple effect: by

replacing the former GNWT Affirmative Hiring Policy, the priority for hiring Inuit has replaced all other categories of priority hires, including women and persons with disabilities. At the same time, increased representation of beneficiaries to 85% across all job categories will facilitate making Inuktitut the working language of government.

In some regions of Nunavut, the use of Inuit language is strong and represents the first language of the majority of residents. In other areas, however, English is rapidly supplanting Inuktitut as the first language and concerted action is necessary by families and government to avoid the loss of this important component of Inuit culture.

Overall, 70% of the population in Nunavut speaks Inuktitut or Inuinnaqtun as a first language, but the main language of government is English. At this point, less than 40% of all Nunavut Government employees are bilingual Inuit. This poses a challenge to ensure that public servants can speak the language of the majority they are serving.

Government has done well to provide more local employment and decision-making in communities: Inuit fill 59% of government positions in communities, versus only 42% across the public service as a whole. There are still high vacancy rates in the government and there is dependence on outside workers to fill the more technical jobs. This will likely continue for a number of years while capacity builds. As Inuit employment increases, the opportunity for use of Inuktitut in the workplace will increase, however, policies and plans need to be in place to support the major shift to making Inuktitut the working language of the government by 2020. As use of Inuktitut and Inuinnaqtun grows within departments, demand for translation services and the need for qualified translators will also grow across the government.

Youth

With the historical move to settlements, Inuit birth rates grew and mortality rates fell, resulting in a very young and rapidly growing population. The population in Nunavut today is the youngest in Canada, with almost 55% of people under the age of 25 years. This population structure stands in stark contrast to the rest of Canada, and more closely resembles that of a developing country. Our extremely young population is struggling with the pressure of society's transition from a traditional lifestyle on the land to one where most residents live in established communities and where life often revolves around a job or some form of government income support.

Nunavut's youth are expected to straddle two cultures. Many start families young, have a low educational attainment, and then have the added pressure of needing to enter the wage economy in communities with limited job opportunities. This combination of challenges often has a negative impact on self-esteem. The youth suicide rate in Nunavut is higher than anywhere in Canada.

Elders and Inuit Qaujimagatuqangit

At the same time, there is a unique opportunity for sharing and learning between elders and youth towards providing youth with coping mechanisms and community understanding and support. A number of elders who have lived entirely on the land and who are the repository of oral history and tradition may be able to give youth some critical adaptation tools, helping them connect with their culture and heritage and to the land where they live. Dialogue between youth and elders also provides an opportunity for elders to understand the modern influences on the lifestyle and work life of youth.

For the benefit of all Nunavummiut, there is a need to safeguard the oral histories, language dialects, and perspectives of the elders who remember life on the land. This valuable heritage needs to be documented and preserved for future generations to learn from and connect with.

In addition to documenting the past, elders' input is needed to shape the future of government to reflect IQ in its daily operations. This inclusion of elders signals a return to looking at elders as leaders in society as well as the safeguards of culture and language.

Women

The government is the largest employer in Nunavut, and among the numbers of Inuit staff, currently a high percentage are in entry-level administration and support positions. These positions are mostly held by women, a situation that may eventually become the cause of more social change among Inuit: as more women work and become the main earners in the family, the traditional family structure may change.

With a population that has the highest percentage of aboriginal residents in Canada, Nunavut has an opportunity to add a unique and important dimension to federal level discussions on the Status of Women. However, the territory currently has very little data on women's issues, such as violence against women, and no measurement of the effectiveness of awareness initiatives. National level data are also lacking; in national research studies, there is the recognition that aboriginal women may be under-represented where language is a barrier to their participation by telephone. Some national surveys, such as the General Social Survey conducted by Statistics Canada, are currently not conducted in Nunavut.

Where data is available in comparable populations, for example, in the Northwest Territories, the opportunity exists to infer that issues of interest to northern aboriginal women, including recognition of the value of traditional work such as midwifery, women's health issues, and women in leadership roles will be of interest to women in Nunavut.

Persons with Disabilities

As with data on the Status of Women, Nunavut is currently lacking statistics for persons with disabilities. The data gaps exist on all levels: there is currently no measurement of how large this group is within the larger population of Nunavut, the GN does not keep data on the number of employees who are disabled, and Nunavut is left off the national level Statistics Canada census on this topic.

Critical Issues

- More community outreach is required.
 - The Department will consult with communities on its programs and services and place more emphasis on two-way communication.
- Nunavut has the highest youth suicide rate in Canada.
 - This is the largest segment of the Nunavut population and it has a serious and immediate requirement for support. The Department will focus on offering culturally relevant programming to support dialogue between youth and elders and communities. The key will be to generate self-respect and a connection to traditional values.
- A language policy is needed for the GN to protect and promote use of Inuktitut. This issue is a multi-faceted one:
 - Inuit staff must be developed to progress up through the government to senior management
 - more language training is needed for current unilingual English government employees
 - the Department's Language Bureau must become capable of responding to requests for new terminology. The Language Bureau will also redefine its role to be able to take on the increased demand for translation that will come when Inuktitut is the working language of the government.
- Nunavut needs reliable data.
 - To be able to effectively serve all segments of departmental mandate, and to raise the profile of Nunavut issues at federal levels, there is a requirement for data on elders, youth, status of women, and persons with disabilities and language.
- The GN requires guidance from elders on Inuit Qaujimagatuqangit.
 - Culture, Language, Elders and Youth will take the lead to coordinate an Elders' Council/IQ Advisory Council to work toward the Bathurst Mandate goals to incorporate IQ in the government workplace.
- There is limited time to learn from the generation of Nunavummiut who grew up on the land.
 - There is a need to record oral histories and language dialects, to preserve the richness of Inuit culture for future generations to learn from and experience.

CORE BUSINESS

The programs of the Department of Culture, Language, Elders and Youth are described, below, within four lines of business:

- Directorate
- Official Languages and Services
- Community Programs
- Heritage

Directorate

The Deputy Minister's office is responsible for the overall direction and management of the Department. The Deputy Minister and Assistant Deputy Minister provide advice to the Minister and Cabinet on matters relating to culture, language, elders, youth, status of women, and persons with disabilities. The Directorate coordinates the development of Inuit Qaujimagatunqangit initiatives across government and provides administrative support to the Elders' Council/IQ Advisory Council. Policy and planning, finance, and human resources are all managed from this headquarters office.

Objectives

- Become the government leader in implementing an IQ approach to day to day activities.
- Provide leadership within the government on Inuit employment levels:
 - achieve 85% Inuit employment within the Department by 2008;
 - achieve 80% Inuit employment at the senior management level by 2008.
- Plan for a department with the authority, staff and capacity to achieve its mandate.
- Develop a Senior Management Team of effective supervisors who are committed to increasing the capacity of staff.

Programs	Main Estimates (\$000)	2002-03	2003-04
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Deputy Minister's Office

370

567

The Deputy Minister's Office is responsible for the senior management of the Department including monitoring goals, objectives, policies, budgets and ensuring that priorities and objectives are met.

Assistant Deputy Minister's Office

472

181

The Assistant Deputy Minister's Office is responsible for overseeing the Heritage, Official Languages, and Community Programs operations and services and assists the Deputy Minister in departmental management.

Policy and Planning 858 689

Reporting to the Deputy Minister, the new Policy and Planning Division is responsible for providing policy and planning advice to the entire Department. The Division coordinates strategic planning, develops departmental policy for Cabinet and manages the Department's public relations responsibilities. The Division is also accountable for working with all government departments to identify and implement initiatives in support of Inuit Qaujimagatuqangit.

Finance and Administration 342 633

Reporting to the Deputy Minister, the Finance and Administration Division coordinates budget development and control, processes invoices and provides administrative support services such as records management, purchasing and information technology to all Divisions. The Division also administers grants and contributions funding in all areas with the exception of Official Languages. This division also provides financial support to the two decentralized offices.

Elders' Council/IQ Advisory Council 575 563

This Council is funded by the Department to advise the Government on the implementation of Inuit Qaujimagatuqangit in all aspects of government operations.

Total, Directorate 2,617 2,633

Accomplishments (2001 & 2002)

- Under the guidance of the Directorate, the Divisions within the Department of CLEY have utilized grants and contributions funding to its maximum awarding an allocation of over \$ 3.8 million in grants and contributions funding to individuals and community-based organizations throughout Nunavut.
 - The Directorate has successfully developed and implemented the following policies in 2001/2002: Grants and Contributions Policy, Translation Policy and a Capital Contributions Policy.
 - Cabinet approved a restructuring of the Department. Within the Directorate, this resulted in a new Policy and Planning Division established by separating finance and policy functions into two divisions.
 - In 2001/2002, four feasibility studies were completed:
 - Elders and Youth Facilities Study
 - Community Language Resources Study
 - Nunavut Language Centre
 - Heritage Centre Study
- These studies will provide useful planning information for future capital infrastructure relating to heritage, language, elders and youth, and language resource activities within Nunavut.

Priorities (2003-04)

- The IQ Task Force submitted their report of recommendations, which Cabinet reviewed during the September 2002 retreat. This report will be made public in 2003.
- Build capacity in all divisions. Move into a new office building with more offices and space; consolidate all headquarters staff into one location and staff the Department up to 80% from 62%.
- Increase Inuit Employment for the Department up from 68% toward the long term objective of 85% in 2008
- Improve communication with the public on departmental programs and initiatives through a public relations strategy
- In collaboration with the Department of Human Resources, provide new staff with a Nunavut orientation and language skills program so that they will better understand their role in achieving the Government's priorities.
- Strengthen internal financial controls to improve accountability and promote greater efficiency and effectiveness, including, production of detailed budgets by division and provision of variance reports
- Facilitate the development of Inuit Qaujimajatuqangit implementation framework for the Government of Nunavut. This will be led by the Elders' Council/Inuit Qaujimajatuqangit Advisory Council, which will advise all departments on IQ initiatives.
- Review existing legislation and create new legislation where gaps exist in the Department's ability to effectively carry out its responsibilities.

Official Languages and Services

Official Languages and Services is responsible for the provision of translation and simultaneous interpretation services for the Government through the Nunavut Language Bureau. This Division administers the *Official Languages Act* and is responsible for initiatives to make Inuktitut the working language of the government.

Administration of Official Languages Agreement

Through the Canada-Nunavut General Agreement for French and Inuit Languages, the Department of Culture, Language, Elders and Youth administers \$2,550,000 of federal funding. The Inuktitut component of this funding is for individuals and community-based organizations that undertake activities to foster the development, retention, preservation, promotion and use of Inuktitut. The French funding is provided for the translation of legislation, the provision of all Government of Nunavut Services in French as required under the *Official Languages Act*, support for community language development as well as for individuals and community-based organizations who promote and preserve the French language.

Objectives

- Promote, protect and preserve the Inuit Language.
- Establish a framework for the delivery of official language services for Nunavut.
- Take over the management, administration and further development of the Living Dictionary.

Programs	Main Estimates (\$000)	2002-03	2003-04
Language Translations and Operations		1,238	1,377
The Language Bureau provides translation services in Inuktitut, Inuinnaqtun, French, and English for all Nunavut Government departments.			
Language Promotion, Protection, & Preservation		300	300
The Language Promotion, Protection, and Preservation Program provides GN grants and contributions to individuals and non-profit organizations that undertake activities to foster the development, retention, preservation and use of Inuktitut.			
Language Research & Development		149	149
The Language Bureau is responsible for Inuktitut and Inuinnaqtun language research and terminology development. This program is an important component of language preservation and enhancement, and will contribute to the successful adoption of Inuktitut as the working language of the Government of Nunavut.			
Total, Official Languages and Services		1,687	1,826

Accomplishments (2001 & 2002)

- The Official Languages and Services Division developed and delivered a Language Terminology Conference from October 29-November 2, 2001 with over 35 participants from various communities in Nunavut.
- In October 2002, the Official Languages and Services Division delivered the first ever Inuinnaqtun Terminology Workshop where over 75 Inuinnaqtun terminologies were developed.
- Asuilak, the Living Dictionary, received a GETC award for innovative technical and service delivery in the public sector.
- The Official Languages and Services Division is continuing to develop the Living Dictionary with over 40,000 terms searchable in Inuktitut, English and French.
- Funding was provided for Language Week activities and the Official Languages and Services Division collaborated with NTI's Department of Social and Cultural Development and other partners to deliver language week activities throughout Nunavut.

- A Nunavut Community Language Resource Study has been completed with a database of elders, their background, and the languages they specialize in. This will provide invaluable information of individual resources available to the Government of Nunavut for future reference and government policy development.

Priorities (2003-04)

- Provide leadership within the government on policies and planning to facilitate making Inuktitut the working language of the Government of Nunavut by 2020
- Renegotiate the Cooperation Agreement with the federal government to recognize Inuktitut as an official language of Nunavut. This will make it possible to spend federal funding from this agreement on delivering government services in Inuktitut.
- Collaborate with the Department of Finance to explore enhancements that will improve the ability of all GN departments to use Inuktitut in computer software.

Community Programs

The newly established Community Programs Division is the community and organizational development arm of the Department. The Division funds and provides hands-on support for the development of programs for elders, youth, women and the disabled, to support the development of each of these groups as well as to help them in their efforts to promote of Nunavut’s culture and heritage.

Objectives

- Support successful programs that contribute to the development of youth, elders, women and the disabled in all Nunavut communities
- Provide elders, youth, women and the disabled the opportunity to contribute to cultural and language initiatives in Nunavut
- Improve outreach services to provide community-based organizations with more assistance in program design and implementation
- Coordinate between community programs related to heritage, culture and language across Nunavut to eliminate duplication and encourage sharing information and resources

Programs	Main Estimates (\$000)	2002-03	2003-04
Community Programs Operations		0	632

Community Programs operations provide overall direction and planning for the management of Elders, Youth, Women and Disabled programs and services. Community Programs staff provides developmental assistance to individuals and community based, non-profit groups involved in activities contributing to departmental

goals to help them access funding sources, develop a cohesive vision for their organizations and to manage effectively so that objectives are achieved.

Advocacy and Support for Women’s Initiatives and Persons with Disabilities

390 390

The Community Programs Division is responsible for advocacy work to support two under-represented segments of the Nunavut population. The division provides financial assistance to Qullit, the Nunavut Status of Women Council (established under the *Status of Women Council Act*) to advocate for the rights of women. Funding and programming support is also available to ensure that the rights of disabled people in Nunavut are effectively represented.

Elders and Youth Programs and Services

1,152 750

The Community Programs Division provides a range of programs and services to support the needs of youth and elders and to promote a higher level of interaction between the two groups. The Division provides support in the development of youth and elders councils in communities and represents the interests of Nunavut youth and elders in Federal/Provincial/Territorial discussions on programs and services for these groups. Community program staff work closely with elders to document their knowledge of Inuit values and traditions and to preserve this knowledge for the benefit of future generations.

Total, Community Programs

1,542 1,772

Accomplishments (2001 & 2002)

- New appointments have been made to the Qullit Nunavut Status of Women Council.
- An Annual Report for 2001-2002 has been prepared by the Qullit Nunavut Status of Women Council and tabled in the Legislative Assembly.
- The Department has actively supported the Council in such initiatives as the Breast Cancer Community Capacity Building Project, the Violence Against Women Project and programs addressing systemic barriers to the full participation of women in all aspects of life in Nunavut.
- CLEY has supported Regional Elders and Youth Conferences throughout Nunavut, including:
 - Elders Gathering Nunavik-Nunavut 2002 - Povignituq Quebec
 - 6th Annual Elders & Youth Gathering August 2002 - Cape Dorset
 - Sammi International Youth Camp 2002 - Norway/Finland. A youth from Nunavut was sponsored to attend and explore circumpolar similarities in Arctic lifestyles and land use
 - Nunavut Youth Abroad Program – 20 Nunavut youth billet with families in the South to develop career goals and cultivate cultural awareness
 - Central Baffin Youth Meeting – Iqaluit. Youth to discuss shared issues

- The Community Programs Division held an Elders Gathering in Igloolik to promote better understanding of Government of Nunavut programs, resources, and services for elders.
- CLEY has actively supported and participated in Suicide Prevention Workshops and Conferences and has worked collaboratively with other government departments on these initiatives.
- An *Elders and Youth Facility Study* has been completed to provide a list of facilities available across Nunavut. This will provide invaluable information of resources available to communities for future reference.

Priorities (2003-04)

- Develop capacity in the division to effectively provide two-way liaison between the Department and communities
- Hold workshops in communities to distribute information on available grants and contributions to non-profit community based organizations
- Further develop and pursue specific initiatives related to the collection of oral history and the establishment of elders councils and youth councils in Nunavut's communities
- Improve the quality and quantity of information available on departmental programs and services:
 - Install a toll free number for community members to access support from community programs staff
 - Develop the departmental website to make access to information on grants and contributions easier
 - Clarify the divisional mandate to the public
- Incorporate a community outreach program to expand developmental support beyond providing financial assistance to community organizations

Heritage

The Heritage Division is responsible for conserving Nunavut's heritage resources through comprehensive archaeology, toponymy, museums and archives programs and services. The Division supports the growth of Nunavut's artistic community and develops policies and programs aimed at conserving, protecting and enhancing the cultural richness of Nunavut

Objectives

- Work to enhance the conditions under which Nunavut's artistic community can flourish
- Protect, enhance and promote Nunavut's culture and heritage through effective archaeology and toponymy programs
- Ensure the long term protection, conservation and development of Nunavut's museum collection

- Develop and maintain positive working and consultative relationships with the division's major stakeholders, including NTI, Inuit Heritage Trust, the Nunavut Arts Council and the Department of Canadian Heritage, among others.

Programs	Main Estimates (\$000)	2002-03	2003-04
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Heritage Operations		1,496	1,611
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Heritage operations provide overall direction and planning for the management and delivery of heritage initiatives in Nunavut. Key program responsibilities include the development of policies and programs designed to preserve and promote Nunavut's unique cultural heritage at the local, national, and international level. Funding in the form of grants and contributions is provided in support of community-based projects that promote and enhance culture and heritage in Nunavut.

Cultural Communications		510	510
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The Heritage Division funds community organizations that undertake projects designed to preserve and enhance the cultural heritage of Nunavut. This includes funding for projects to document Nunavut's culture and heritage so that oral traditions and history are preserved in a variety of formats including tape, paper and film. Funding is also provided to community radio stations.

Support for the Arts		250	250
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The Heritage Division provides contribution funding to community-based individuals and organizations that encourage and support the continued development of the arts in Nunavut.

Archaeology Program		100	100
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The Heritage Division coordinates a Territorial Archaeology Program, administers the archaeology permitting process for Nunavut and undertakes archaeological research. This involves developing policies, technical standards and guidelines and information material on archaeological excavation and conservation in Nunavut. Close working relationships are maintained with the professional archaeology community, Inuit Heritage Trust. The Department also advocates for the establishment of museums to conserve and retain the artifacts and historical treasures of Nunavut.

Archives Program		100	100
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The Department maintains the formal record of the Territory as outlined in the *Archives Act*. It stores and maintains the records for posterity and allows residents to access the written record of the Territory's history. The objective and operational goal of the Archives program is to obtain, preserve, and make accessible the historic documentation of the Government of Nunavut, Legislature, contributions of significant individuals, and Inuit organizations.

Toponymy Program 320 320

The Toponymy program works closely with communities to identify document and to give approval to local geographic names. This involves conducting research on traditional place names, consulting with elders and assisting communities to decide on place names that more accurately reflect their history and the traditional use of sites across Nunavut. Toponymy information is gathered through a combination of field, archival, and library research. Names are preserved in the Nunavut Geographical Names Database and in the records of the Geographic Names Board of Canada. Funding is also provided for the operations of a Nunavut Geographic Names Committee.

Nunavut Historical Advisory Board 100 100

The Nunavut Historical Advisory Board advises the Minister on various activities and initiatives including the commemoration of historic places, sites, buildings, and the establishment and administration of museum and archive facilities. The Board is an arms-length organization and is required to meet once a year to address issues within its mandate as specified by the *Historical Resources Act*.

Total, Heritage 2,876 2,991

Accomplishments (2001 & 2002)

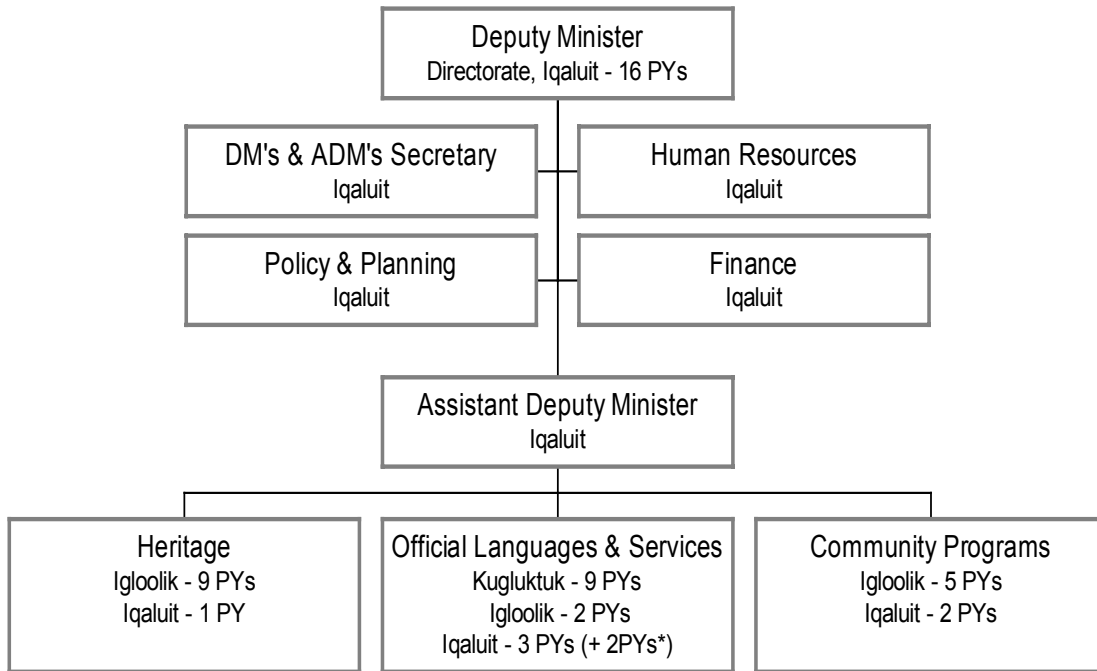
- Negotiated the Division of Cultural Assets with the GNWT as a result of completed negotiations over shared assets held at the Prince of Wales Heritage Center in Yellowknife.
- In 2001/2002 the Heritage Division ensured the continued management and protection of Nunavut’s cultural assets housed at the Prince of Wales Northern Heritage Center through a museum services agreement negotiated with the GNWT.
- The Division established a Nunavut Historical Advisory Board, which makes recommendations to the Minister on matters pertaining to historical resources in Nunavut, including the designation and commemoration of places of historical significance for Nunavummiut.
- Through consultation and close collaboration with the Inuit Cultural Institute and the Nunavut Department of Justice, the Heritage Division successfully completed all key steps required for the dissolution of the Institute. The dissolution process should be final in 2003. The Division also took steps to ensure that the Institute’s cultural assets are protected from creditors, and properly documented and cared for.
- In 2001, the Heritage Division completed two years of work with federal and territorial counterparts, resulting in new regulations that provide greater protection for Nunavut’s archaeological heritage, and introduce protection for the territory’s palaeontological resources. The Nunavut Archaeological and Palaeontological Sites Regulations came into force on June 15, 2001.

Priorities (2003-04)

- Establish a strategic plan for Heritage initiatives to allow for the effective conservation and promotion of heritage assets.
- Provide assistance to Nunavut's communities in their efforts to recover traditional geographic place names through the Division's toponymy program.
- Work toward the establishment of an archival system that protects and preserves Nunavut's archival records.
- Ensure the continued storage of Nunavut's historical and cultural artifacts in a safe manner until the availability of a permanent facility in Nunavut.
- Establish the Nunavut Arts Council as the lead advocate for the promotion and diversification of artistic expression in Nunavut.

APPENDIX A – Organizational Structure and Budget

Part 1 – Organizational Chart



2003-04 PYs	
Iqaluit	22
Kugluktuk	9
<u>Igloolik</u>	<u>16</u>
Vote 1 funded PYs	47
* 3 rd Party Funded	+2
<u>Unfunded</u>	<u>+3</u>
Total Positions	52

APPENDIX A

Part 2 – Departmental Roles

Directorate

The Directorate includes the offices of the Deputy Minister and the Assistant Deputy Minister. The Directorate is responsible for strategic planning and the provision of overall direction and management for the Department. This includes the setting of goals and objectives for all divisions and monitoring progress to ensure that the Department achieves its objectives. The Deputy Minister and Assistant Deputy Minister provide advice to the Minister and to Cabinet on matters relating to culture, language, elders and youth.

Finance and Administration

Reporting to the Deputy Minister, the Finance and Administration Division coordinates budget development and control, processes invoices and provides administrative support services such as records management, purchasing and information technology to all Divisions. The Division also administers grants and contributions funding in all areas with the exception of Official Languages.

Policy and Planning

Reporting to the Deputy Minister, the Policy and Planning Division is responsible for providing policy and planning advice to the entire Department. The Division coordinates strategic planning, develops departmental policy for Cabinet and manages the Department's public relations responsibilities. The Division is also accountable for working with all government departments to identify and implement initiatives in support of Inuit Qaujimajatuqangit.

Official Languages and Services

Reporting to the Assistant Deputy Minister, Official Languages and Services will formulate a framework for a government-wide language use policy. The Division is responsible for provision of translation and simultaneous interpretation services for the Government through the Nunavut Language Bureau in Kugluktuk. Official Languages and Services negotiates, manages and implements the Official Languages Agreement with Canada and administers the *Official Languages Act*. The Division acts as a catalyst to implement initiatives aimed at preserving, retaining and nurturing Inuktitut as the working language of Nunavut.

Community Programs

Reporting to the Assistant Deputy Minister, with the majority of staff in Igloolik, Community Programs is the community and organizational development arm of the Department. The Division funds programs and services to support elders, youth, women and the disabled, and for the promotion of Nunavut's culture and heritage. Community Programs also provides hands-on developmental support to individuals and community organizations across Nunavut to help them obtain resources and to acquire the skills and expertise needed to achieve the Department's objectives through community based initiatives.

Heritage

Reporting to the Assistant Deputy Minister, with the majority of its resources in Igloolik, the Heritage Division is responsible for conserving Nunavut's heritage resources through comprehensive archaeology, toponymy, museums and archives programs. The Division supports the growth of Nunavut's artistic community and develops policies and programs aimed at conserving, protecting and enhancing the cultural richness of Nunavut.

APPENDIX A

Part 3 – Financial Summary

Branch	2002 - 2003 Main Estimates		2003 - 2004 Main Estimates	
	(\$000)	PYs	(\$000)	PYs
Directorate				
Salary	1,706	18	1,755	17
Grants & Contributions	390		0	
Other O&M	911		878	
Subtotal	2,617		2,633	
Official Languages and Services				
Salary	999	12	1,132	14
Grants & Contributions	300		300	
Other O&M	388		394	
Subtotal	1,687		1,826	
Heritage				
Salary	867	9	941	10
Grants & Contributions	1,216		1,316	
Other O&M	793		734	
Subtotal	2,876		2,991	
Community Programs				
Salary	398	4	575	6
Grants & Contributions	840		890	
Other O&M	304		307	
Subtotal	1,542		1,772	
Total	8,722	43	9,222	47

Note: The Department of Culture, Language, Elders and Youth has reorganized its departmental structure. The Financial Summary, including 2002-03 Estimates, is presented to reflect this new structure.

APPENDIX B – Report On Decentralization

The Department is highly decentralized and is made up of 6 organizational units with a total of 52 positions. Of the 52, 2 positions are federally funded, and 3 are unfunded. Positions are spread between headquarters in Iqaluit and offices in Kugluktuk and Igloolik.

Decentralized Operations:

- 9 Heritage Division positions in Igloolik
- 5 Community Programs Division positions in Igloolik
- 9 Official Languages Division positions in Kugluktuk and 2 positions in Igloolik

The following represents current staffing of the Department by community as of November 2002:

IQALUIT - Headquarters	
TOTAL POSITIONS	25 (including 1 unfunded)
TOTAL POSITIONS STAFFED	15 (60%)
INUIT EMPLOYMENT	6 (40%)

IGLOOLIK - Heritage & Community Programs	
TOTAL POSITIONS	18 (including 2 unfunded)
TOTAL POSITIONS STAFFED	9 (50%)
INUIT EMPLOYMENT	8 (89%)

KUGLUKTUK - Official Languages & Services	
TOTAL POSITIONS	9
TOTAL POSITIONS STAFFED	8 (89%)
INUIT EMPLOYMENT	8 (100%)

<u>TOTAL DEPARTMENT</u>	
TOTAL POSITIONS	52
TOTAL POSITIONS STAFFED	31 (60%)
TOTAL INUIT EMPLOYMENT	21 (68%)

APPENDIX C – Departmental Focus Paper

During 2001-2002, the Department restructured to address new responsibilities it was given for Inuit Qaujimajatuqangit initiatives. At the same time, divisions were streamlined to more effectively fulfill the departmental mandate.

The Speech from the Throne, followed by the Budget Address in the spring of 2002 gave Culture, Language, Elders and Youth the responsibility and funding to establish an Elders' Council. Refer to the following organization chart approved by Cabinet May 17, 2002.

The previous organizational structure for the Department included nine directors, coordinators and managers, and lacked coordination between staff working on similar issues and reporting directly to the DM and ADM. The new structure includes a core team of directors based in Iqaluit to allow for cohesive development of strategic plans and goals. Divisions were re-designed to group departmental responsibilities and activities more coherently. Directors are responsible for five divisions as follows:

- The responsibility for Finance and Policy and Planning was separated into two divisions, under the Directorate reporting to the Deputy Minister.
- The Culture & Heritage Division was re-named Heritage, and a new Director position was established. This Division reports to the Assistant Deputy Minister.
- The Language Bureau, the Living Dictionary and Official Languages were consolidated into one Official Languages and Services Division, reporting to the Assistant Deputy Minister. The Language Bureau Manager will oversee day-to-day operations for the Language Bureau in Kugluktuk. Living Dictionary functions and administration of grants and contributions are centralized in Iqaluit.
- Staff responsible for delivering community programming assistance to elders, youth, women and persons with disabilities were merged into one Community Programs Division with a Director based in Igloolik. This division reports to the Assistant Deputy Minister.

These changes within the Department have not affected the total number of positions located in the decentralized communities of Kugluktuk and Igloolik. The restructuring was done under the direction and guidance of the GN Department of Human Resources.

Department of Culture, Language, Elders and Youth

DEPARTMENT OF CULTURE, LANGUAGE, ELDERS & YOUTH
ORGANIZATIONAL CHART

