

Aboriginal Workforce Participation Initiative

AWPI Employer Toolkit

Regional Supplement

Québec Region

Making Aboriginal Employment Work for You!

AWPI Employer Toolkit, Regional Supplement – Québec Region

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*Guide des employeurs de l'IPAMT,
supplément régional – région du Québec*

Important Notice for Users

Your regional toolkit is designed to expand upon material found in the national version of the *AWPI Employer Toolkit*. For that reason, the *AWPI Employer Toolkit, Regional Supplement – Québec Region* contains only regional information. For example, while you will find portions of Chapters 3, 5 and 6 in the regional supplements, the Overview, Glossary and Chapters 1, 2 and 4 appear only in the national toolkit. To obtain the national version of the *AWPI Employer Toolkit*, please contact the AWPI Regional Coordinator in your area (see Section 6.2).

While the word Métis can be spelled with or without an accent, AWPI has arbitrarily elected to use an accent in all versions of the *AWPI Employer Toolkit*.

A MESSAGE TO OUR PARTNERS

“The huge number of young Aboriginal peoples entering the workforce becomes a very critical issue when you consider the lack of progress that society has reached in putting our people to work. We must address this problem now and the lead must come from the Business and the Corporate Community.”

—Ojibway Elder Frank Wesley, Cat Lake, Ontario

“The Métis population is a young group of enthusiastic workers with potentials not being fully realized. As a Métis person, I have worked all my life and work has given me the ability to provide well for my family. This idea of working together with the Métis people will benefit the communities as a whole.”

—Métis Elder Gifford Sanderson, Duck Bay, Manitoba

“Employment today, no matter what race you are or where you are located, is important. It is especially important for Aboriginal peoples in Canada because of their high unemployment rates. The key issue for success is for corporations, organizations and governments to join together in their efforts of providing encouragement and communication geared to employment of Aboriginal peoples and thereby creating an environment where Aboriginal peoples are more competitive in the labour force.”

—Inuit Elder Leah Idlout-Poulsen, Pond Inlet, Northwest Territories

The mandate of the Aboriginal Workforce Participation Initiative (AWPI) is to increase the participation of Aboriginal peoples in the labour market. AWPI’s work is based on the principles of partnerships—between Aboriginal and non-Aboriginal peoples—founded on mutual respect, innovation and the pursuit of excellence.

This Employer Toolkit is for our partners. It is designed to help you:

- become more knowledgeable about Aboriginal employment issues;
- find models, tools and resources to enhance your skills as an employer of Aboriginal peoples;
- get in touch with people and organizations who can help you make a difference in Aboriginal workforce participation.

Small, medium-sized and large employers, human resource professionals, line managers and others will find information to use and learn from. To appropriately address the demographic and economic diversity of Aboriginal peoples across Canada, the toolkit has been designed to depict national and regionally-specific information in ten books (one national and nine regional). It does not require a cover-to-cover reading. Simply identify which parts in the toolkit you need most and go straight to them!

You should not think of the Employer Toolkit as prescribing a single solution. Rather, see it as an aid as you develop your own approach to Aboriginal employment—one that matches your situation and that can work for you.

AWPI is here to help. Its Regional Coordinators are working across the country. Find their numbers in Section 6.2 and give them a call. They’ll point you in the right direction and assist you in achieving a goal everyone will benefit from—putting the skills of Aboriginal peoples to work for you!

“The commitment to create and support partnerships between Aboriginal, non-Aboriginal peoples and the business community in creating jobs and economic growth together is one of the most exciting opportunities we have in Canada today. What a success story it will be! The real payback will be for our next generation. It will guarantee a future for many young people from both cultures who today aren’t sure what the future holds. Let’s leave them a legacy that will make a difference for everyone in Canada.”

—Kerry Hawkins, President, Cargill Limited

“We at Royal Bank believe it is a sound business strategy to respond to Aboriginal employment needs in a collaborative manner in partnership for change. The numbers of Aboriginal peoples entering the workforce represent a growing pool of talented employees and potential clients. We want to build lasting relationships, with long-term benefits to be gained by both the Aboriginal community and the bank. Investment in Aboriginal peoples today will pay those dividends tomorrow.”

—Dennice M. Leahy, Senior Vice-President and General Manager, Royal Bank of Canada

ACKNOWLEDGMENTS

The Aboriginal Workforce Participation Initiative (AWPI) wishes to express its sincere thanks to all who helped in preparing the *AWPI Employer Toolkit, Regional Supplement – Québec Region*. Without their many valuable contributions, this publication would not have been possible. AWPI also expresses its gratitude to the following Aboriginal organizations, businesses and government agency:

Aboriginal Organizations

Algonquin Nation Programs and Services Secretariat / Human Resources Sustainable Development
Corporation de développement économique montagnais
Cree Regional Authority
First Nations Human Resources Development Commission of Québec
First People's Business Association
Institut culturel et éducatif montagnais
Kativik Regional Government
Regroupement des centres d'amitié autochtones du Québec

Corporate Community

Hydro-Québec
National Bank of Canada
Scotiabank
Société Minière Raglan du Québec Ltée
VIA Rail

Government Agency

Public Service Commission of Canada

In addition, AWPI Québec Region wishes to recognize the many other Aboriginal organizations, businesses and government departments that have shared their experiences with AWPI. Each, in its own way, has contributed to the success of the *AWPI Employer Toolkit, Regional Supplement – Québec Region*.

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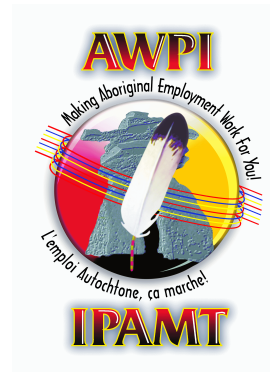
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CHAPTER 3

The Business Environment for Aboriginal Employment



The employment of Aboriginal peoples is directly related to many other business issues, including long-term strategic issues and day-to-day operating considerations. In this chapter, you will find information that can help your organization understand what its business considerations might be.

A summary of this chapter is found in Section 3.1. **Section 3.2 can be found in the national version of the AWPI Employer Toolkit.** Demographic and statistical information will assist employers in defining their own business reasons for Aboriginal employment. This information can be found in Section 3.3. Section 3.4 is designed to educate employers about Aboriginal employment rights, through various legislative policies and acts.

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3.1 Summary of this Chapter

3.3

Demographic and Statistical Information (page 3-3)

This section presents demographic and statistical information (graphs and charts) to enhance an employer's understanding of the company's business case for Aboriginal workforce participation. The charts in this section support the examples given in Section 3.2 in the national version of the *AWPI Employer Toolkit*.

A wide range of information is included, such as demographic profiles and projections, labour market data, educational levels, as well as information about the Aboriginal business sector. Similar non-Aboriginal information is provided as a comparison of Aboriginal peoples and Canadians.

Employers can use this information to assist in preparing their business case, as well as to develop realistic strategies and action plans to increase Aboriginal employment.

3.4

Legislation and Policies Affecting Aboriginal Employment (page 3-20)

This section provides brief information on laws and policies that can impact the business environment for Aboriginal workforce participation.

Information is included about employment-related legislation such as provincial human rights statutes. The Aboriginal employment dimension of other types of legislation, such as environmental assessment, is referenced and should be particularly valuable to employers in the resource sectors.

Employers can use this information to heighten their understanding of the business considerations related to Aboriginal employment and to increase awareness of contemporary Aboriginal issues.



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For more information, you can contact Statistical Enquiries – Information Quality and Research Directorate (part of the Department of Indian Affairs and Northern Development) via e-mail at instat@inac.gc.ca or by telephone at (819) 953-9999.

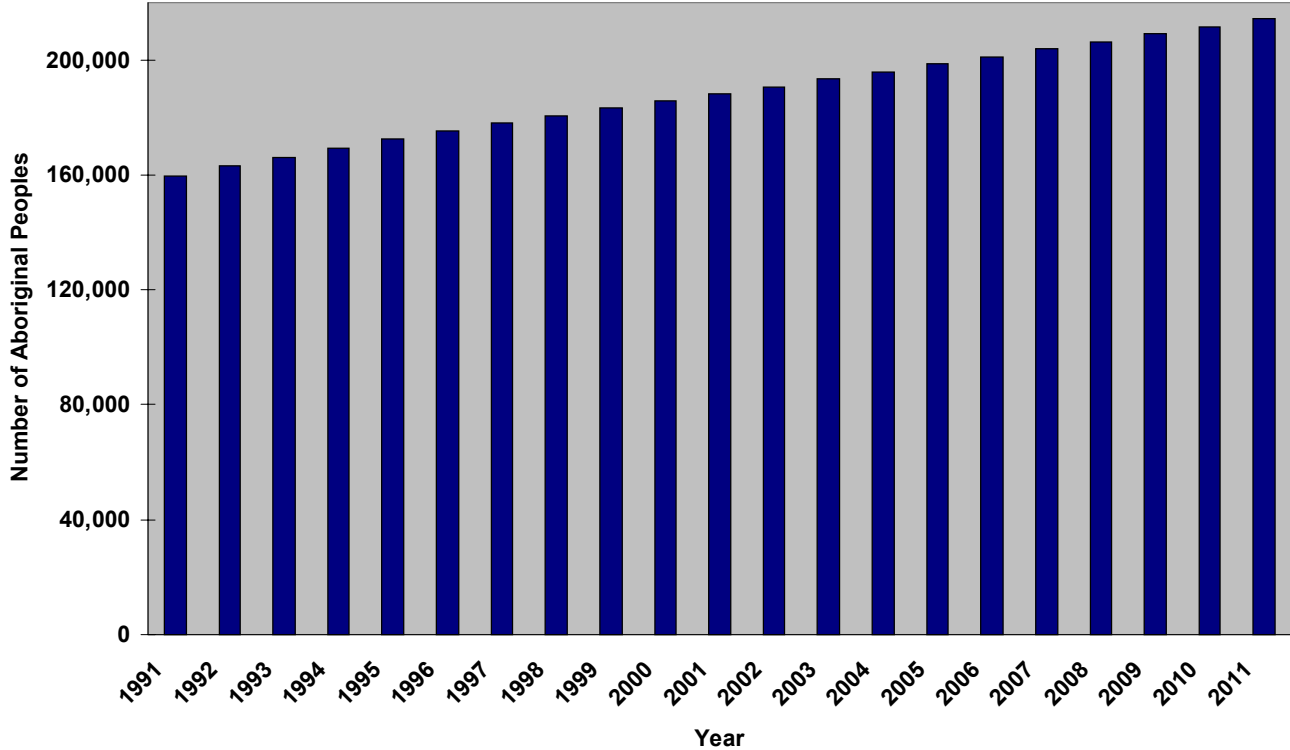
Note: Due to the limited information available at press time for the national toolkit, most of the data in Section 3.3 has been generated from the 1991 Census. Significant differences in the language of the 1996 Census made it impossible to compare meaningfully with 1991 statistics. Consequently, all regional supplements contain 1991 statistics in order to correlate national and regional perspectives.

On that note, AWPI would like to re-emphasize the intention of the section. **The statistics have been strategically identified to support development of the business case for Aboriginal employment.** While numbers may change over time, the trends and projections highlighted will remain relatively static. These charts are presented with an eye on the overall picture as it relates to Aboriginal employment and how it affects the corporate bottom line. See the descriptions under each chart for clarification.



1. Population

FIGURE 1: Aboriginal Population (1991–2011)—Québec

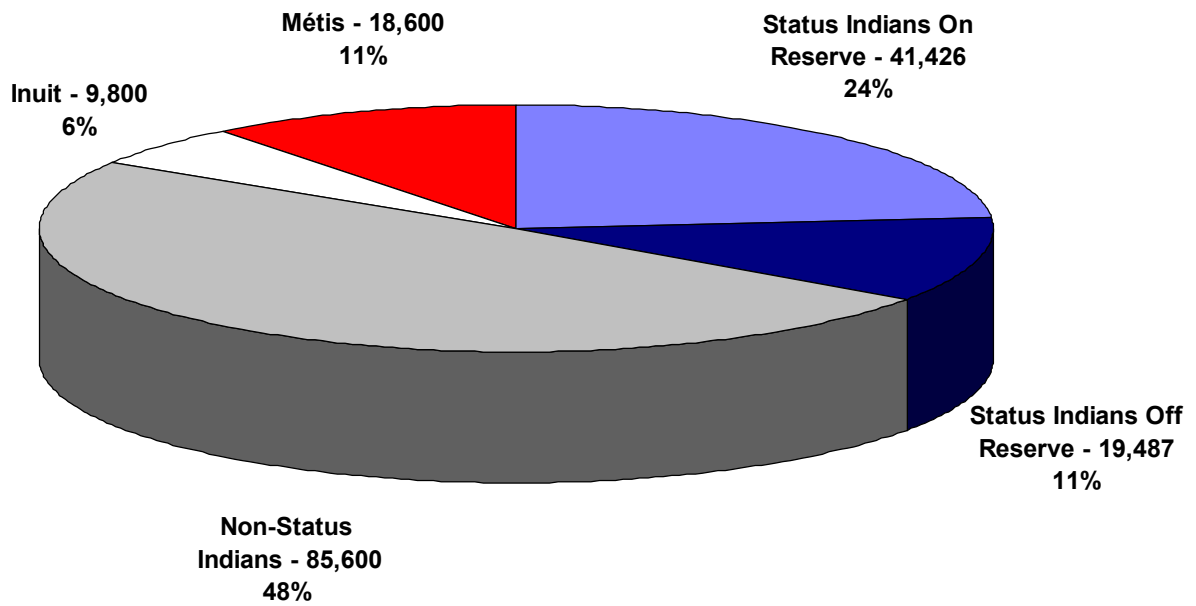


Source: *Population Projections of Canada's Population of Aboriginal Ancestry, 1991–2015* (July 1993). Report prepared by Statistics Canada for the Interdepartmental Working Group on Employment Equity.

The Aboriginal population in Québec is large and growing rapidly. In 1995, 172,371 Aboriginal peoples lived in the province, accounting for 2.5% of the total population.



FIGURE 2: Size and Composition of the Aboriginal Population (1996)—Québec

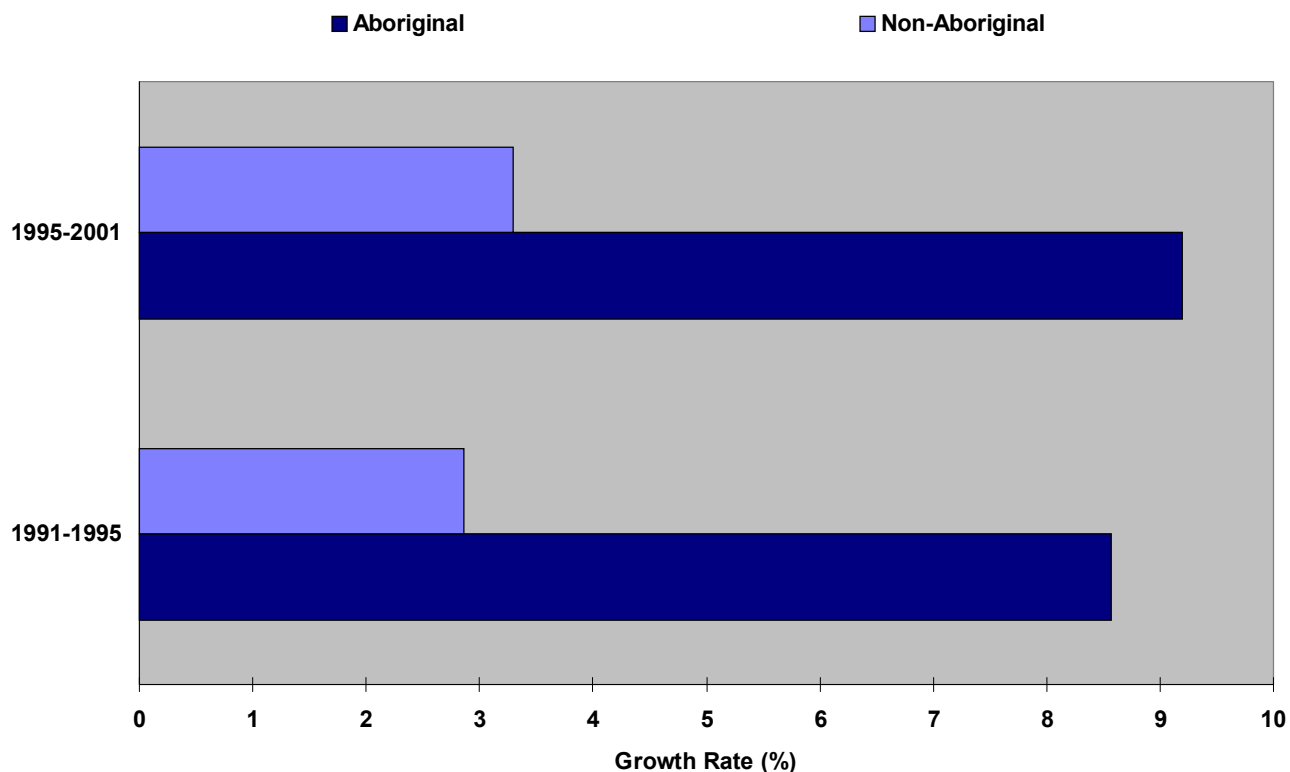


Source: *Population Projections, 1991–2015*, as prepared by the Department of Indian Affairs and Northern Development (February 1993) and Statistics Canada (July 1993).

In 1996, Non-Status Indians accounted for almost half of the Aboriginal population in Québec. Status Indians accounted for another 35%, followed by Métis people (11%) and Inuit (6%).



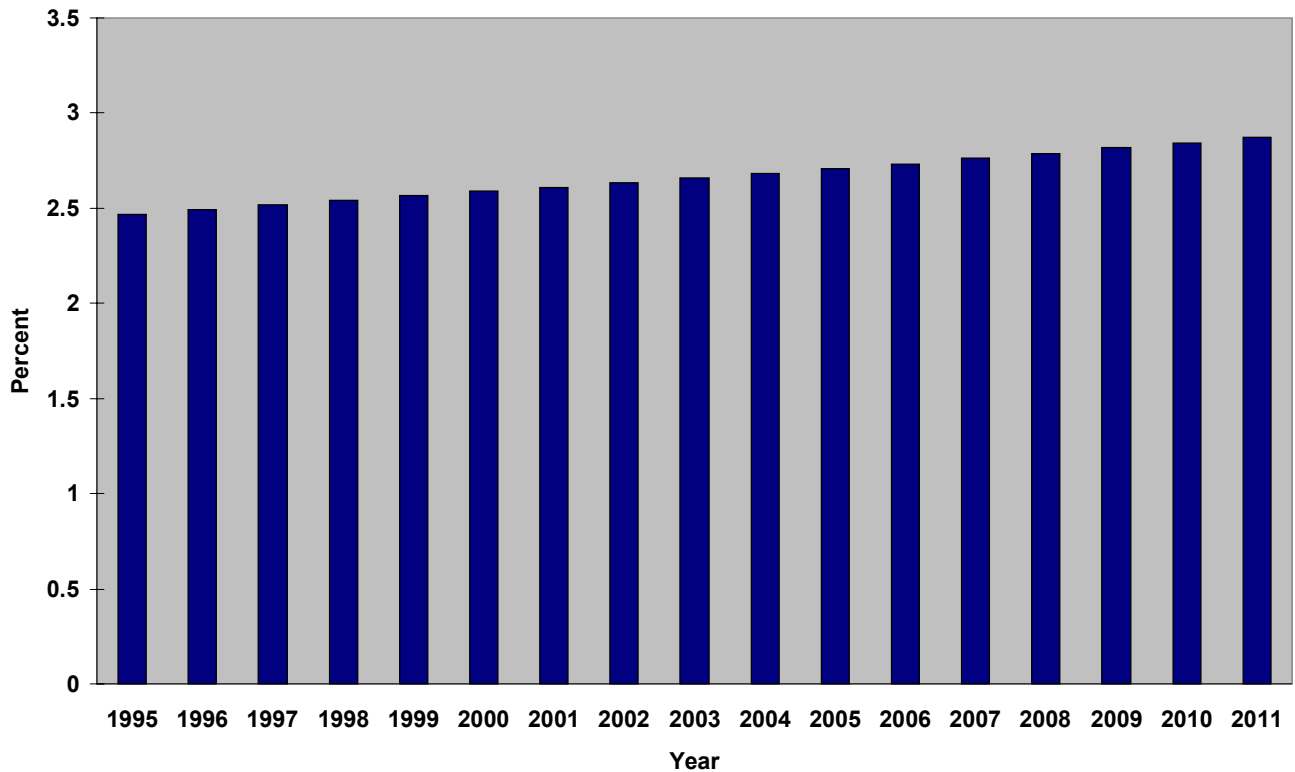
FIGURE 3: Growth Rates of Aboriginal/Non-Aboriginal Population—Québec



Source: *Population Projections, 1991–2015*, as prepared by the Department of Indian Affairs and Northern Development (February 1993) and Statistics Canada (July 1993).

The Aboriginal population in Québec is projected to increase 9.2% between 1995 and 2001, a growth rate approximately 2.75 times greater than that of the non-Aboriginal population (3.4%) over the same period.



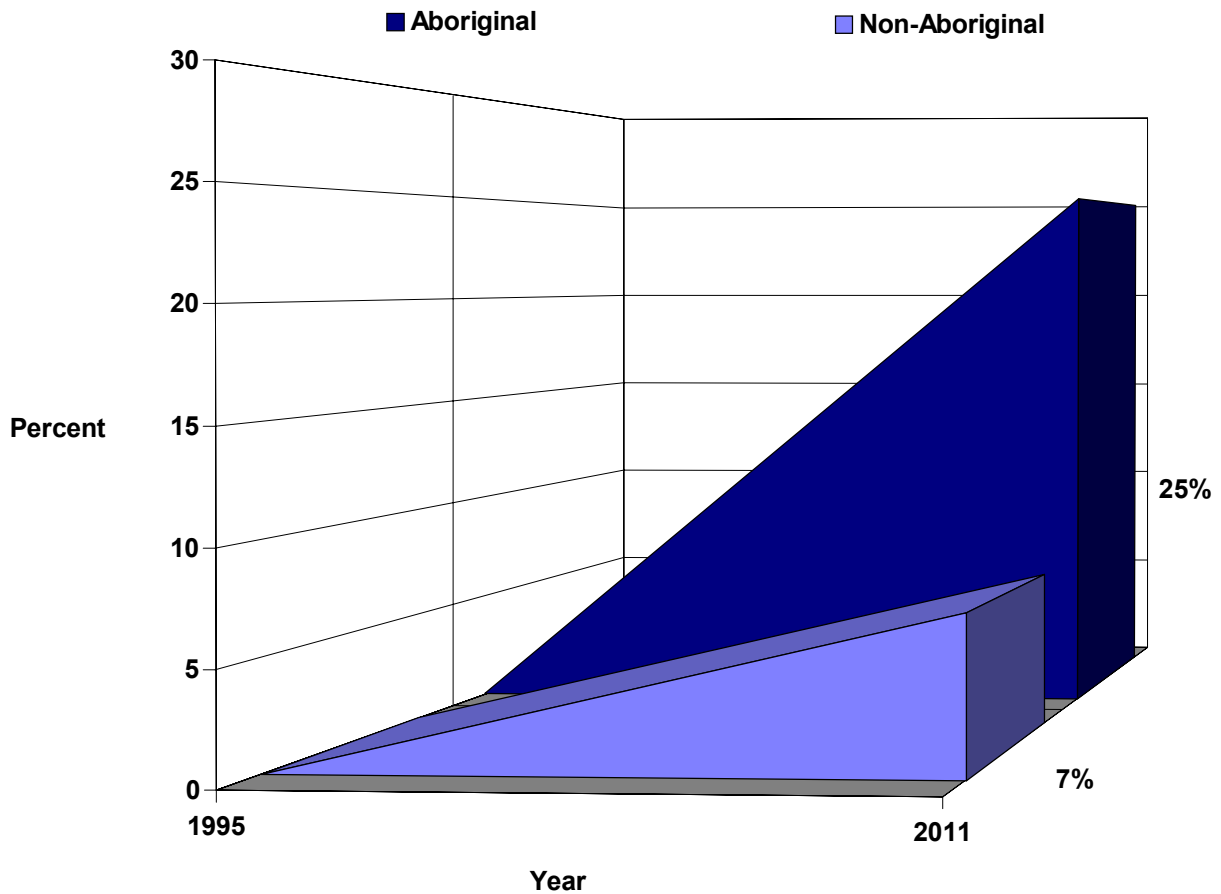
FIGURE 4: Aboriginal Share of Total Population (1995–2011)—Québec

Source: *Population Projections for Canada, 1989–2011*, Statistics Canada.

The Aboriginal population in Québec is projected to increase 25% between 1995 and 2011, from 172,371 to 214,505. In contrast, the non-Aboriginal population is forecast to increase by only 7% during that time. As a result, the Aboriginal share of Québec's population will increase from 2.5% in 1995 to 2.6% in 2001 and 2.9% in 2011 (also see Figure 5).



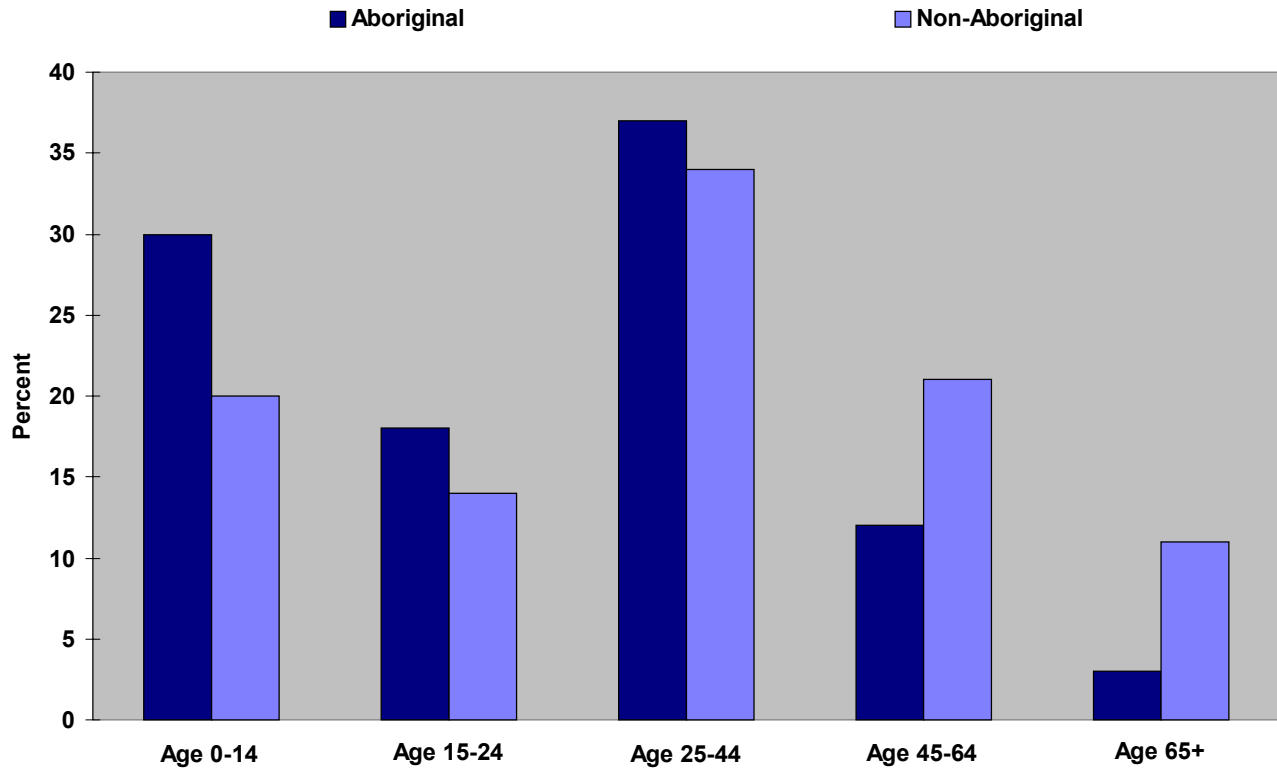
FIGURE 5: Growth Rates of Aboriginal/Non-Aboriginal Population (1995–2011)—Québec



Source: *Population Projections, 1991–2015*, as prepared by the Department of Indian Affairs and Northern Development (February 1993) and Statistics Canada (July 1993). Population growth rate is calculated as the population in 2011 minus the population in 1995, all divided by the population in 1995, then multiplied by 100.

The Aboriginal population in Québec is projected to increase 25% between 1995 and 2011, from 172,371 to 214,505. In contrast, the non-Aboriginal population is forecast to increase by only 7% during that time. As a result, the Aboriginal share of Québec’s population will increase from 2.5% in 1995 to 2.6% in 2001 and 2.9% in 2011 (also see Figure 4).



FIGURE 6: Aboriginal and Non-Aboriginal Population by Age Group (1991)—Québec

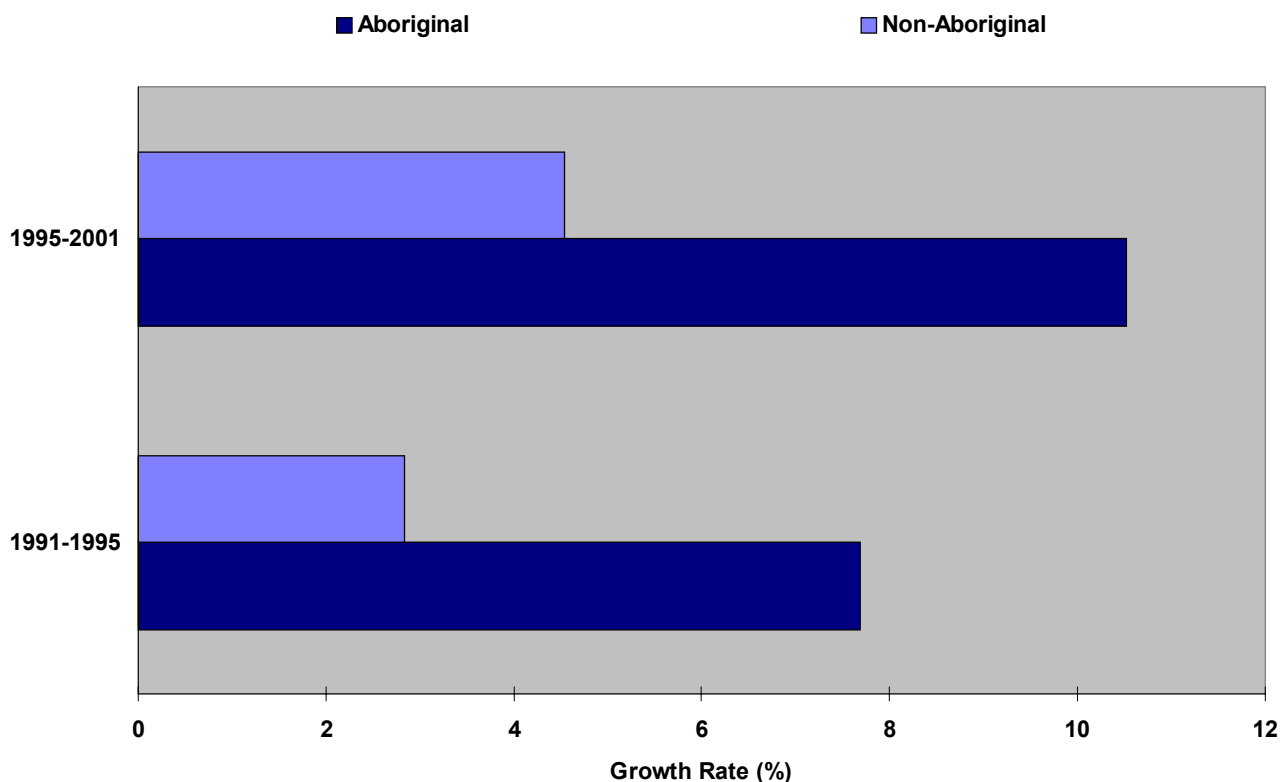
Source: *Highlights of Aboriginal Conditions 1991, 1986: Demographic, Social, and Economic Characteristics*, Information Quality and Research Directorate, Department of Indian Affairs and Northern Development (October 1995).

The Aboriginal population in Québec is much younger than the non-Aboriginal population. In 1991, almost half (48%) of all Aboriginal peoples were under the age of 25. This means that Aboriginal peoples will represent a much larger share of the youth market in Québec over the next decade. It also means that young Aboriginal peoples will account for an increasing share of entrants into the workforce.



2. Employment

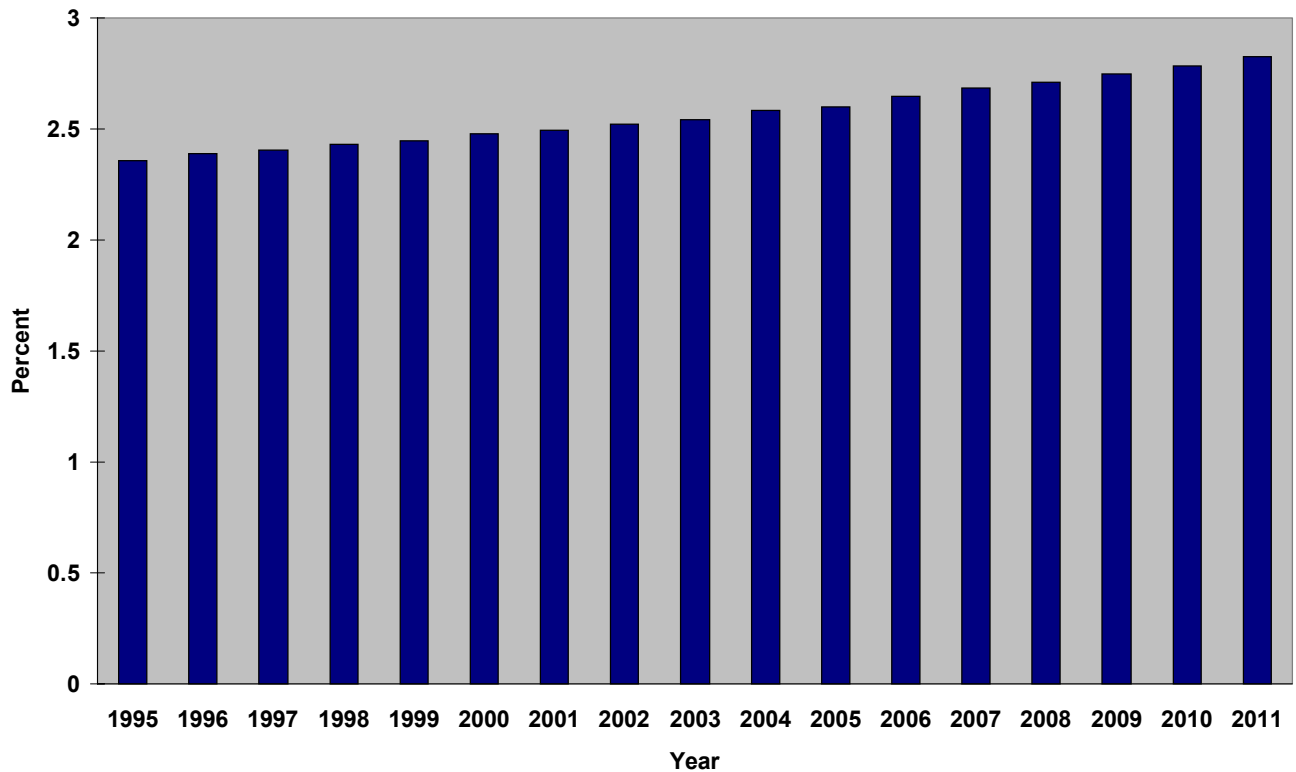
FIGURE 7: Growth Rates of Workforces Ages 18–64 (1991–2001)—Québec



Source: *Population Projections, 1991–2015*, as prepared by the Department of Indian Affairs and Northern Development (February 1993) and Statistics Canada (July 1993). Workforce growth rate is calculated as the workforce population in 2001 minus the workforce population in 1995, all divided by the workforce population in 1995, then multiplied by 100. A similar calculation was performed for the period 1991–1995.

In 1995, there were over 106,000 Aboriginal peoples in the Québec workforce. The Aboriginal workforce in Québec is projected to increase by 10% between 1995 and 2001, from 106,971 to 118,223. This is 2.5 times the 4% growth rate of the non-Aboriginal workforce over the same period.



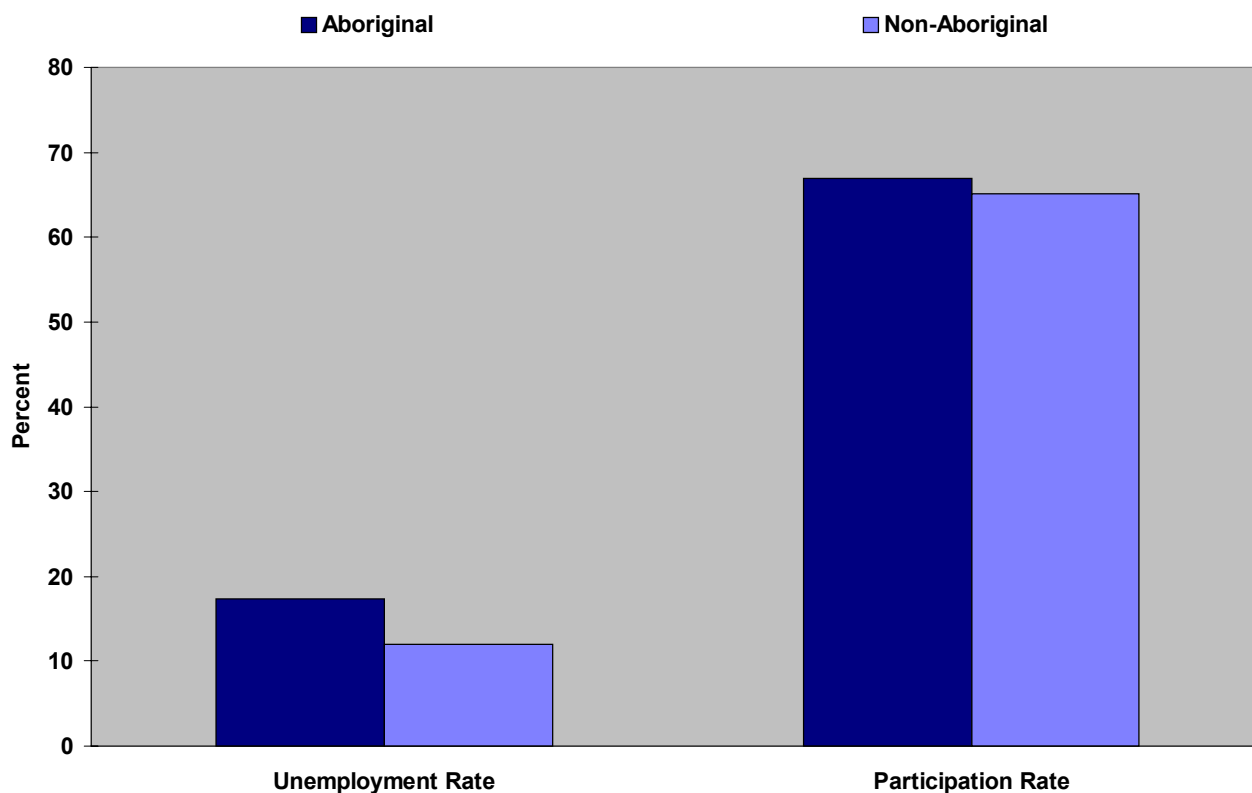
FIGURE 8: Aboriginal Share of Total Workforce Ages 18–64 (1995–2011)—Québec

Source: *Population Projections, 1991–2015*, as prepared by the Department of Indian Affairs and Northern Development (February 1993) and Statistics Canada (July 1993). Workforce share is calculated as the Aboriginal workforce divided by the non-Aboriginal workforce, then multiplied by 100.

The Aboriginal workforce in Québec is expected to exceed 138,000 by 2011. As a result, the Aboriginal share of the Québec workforce will increase from 2.4% in 1995 to 2.9% in 2011.



FIGURE 9: Unemployment and Participation Rates (1995)—Québec



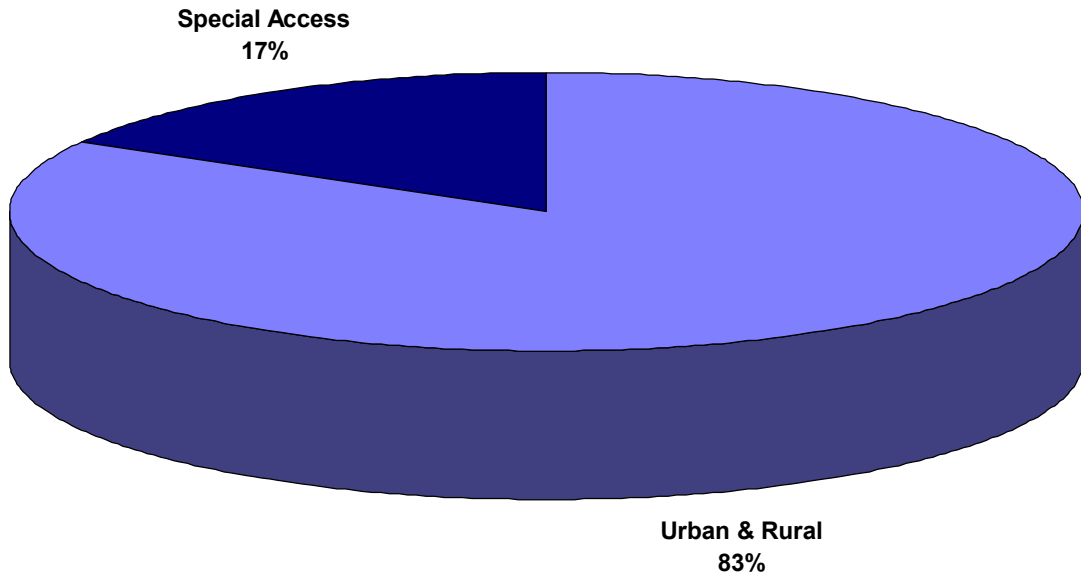
Source: *Profile of Canada's Aboriginal Population*, Statistics Canada (February 1995).

Participation rates measure the number of people in the workforce (aged 18-64) who are working or willing to work. Although participation rates were similar for both Aboriginal and non-Aboriginal peoples in 1995, the unemployment rate for Aboriginal peoples (18%) was 50% more than that of the non-Aboriginal workforce (less than 12%). This is due to a variety of factors, including barriers and stereotypes that limit opportunities for Aboriginal peoples in the labour market. A key focus for AWPI is to help break down such barriers.



3. Location

FIGURE 10: Location of On-Reserve Registered Indian Population (1995)—Québec



Source: *Basic Departmental Data 1996*, Information Quality and Research Directorate, Department of Indian Affairs and Northern Development (January 1997).

In 1995, the majority of Aboriginal peoples resided in, or close to, urban and rural population centres across Québec. Even in the case of Registered Indians who live on-reserve, only 17% live on reserves that are classified as special access. The increasing mobility of Aboriginal peoples and their close proximity to urban and rural centres provides a largely untapped pool of workers.

Note: Since 1995, new development projects (i.e. road construction) have led to some communities being re-classified from special access to remote areas. Although Figure 10 does not reflect the location of Inuit communities in Québec, they are all considered special access communities.

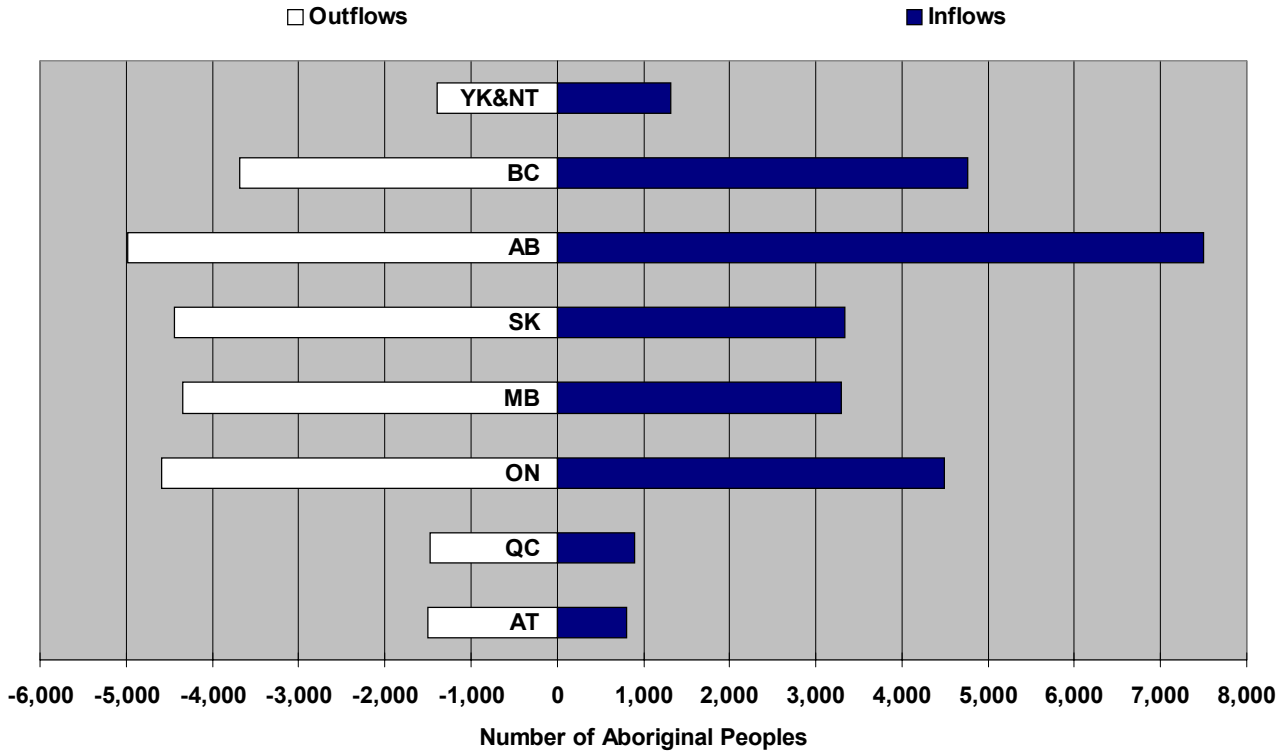
Urban & rural: refers to a community that is located within 350 km from the nearest service centre with year-round road access.

Remote: refers to a community that is located over 350 km from the nearest service centre with year-round road access.

Special access: refers to a community without year-round road access to the nearest service centre.



FIGURE 11: Migration of Aboriginal Peoples (Inflows and Outflows, 1986–1991)—Canada



Source: *Migration and Mobility of Canada's Aboriginal Population*, Canada Mortgage and Housing Corporation (1996).

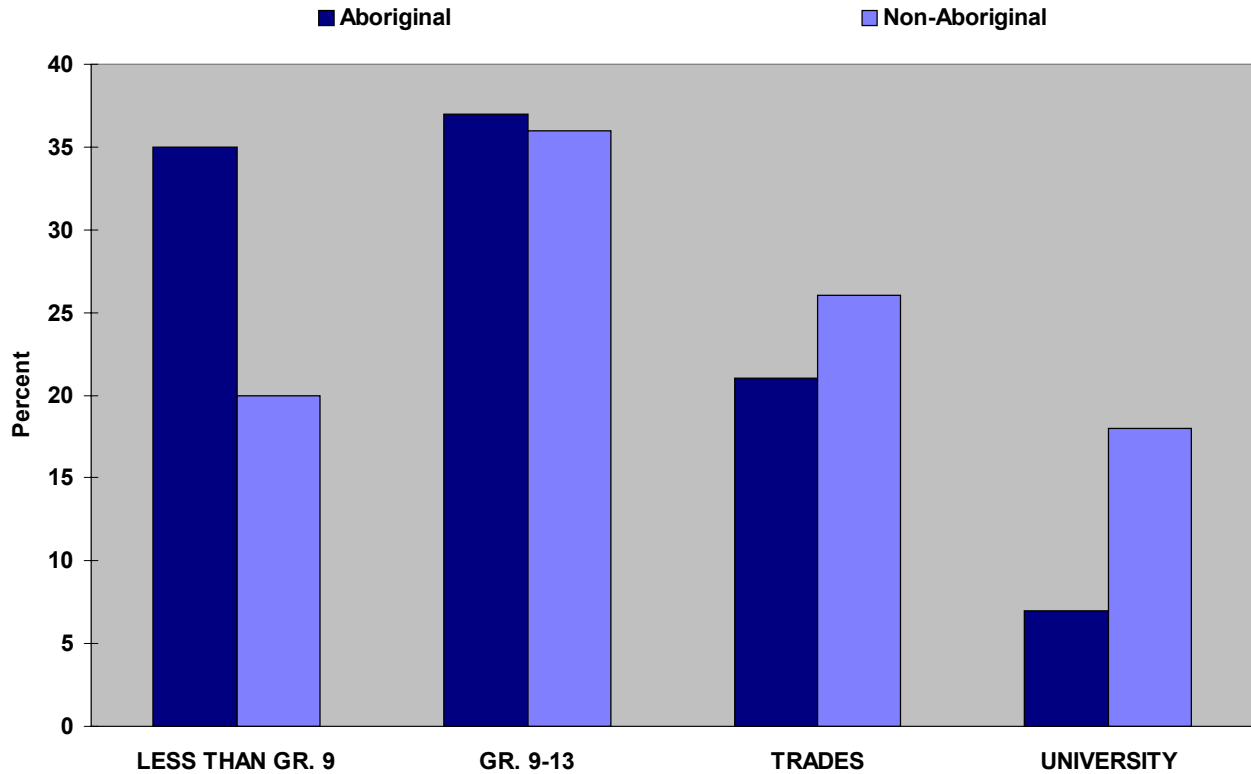
The Aboriginal population is becoming more mobile, with increasing numbers of Aboriginal peoples pursuing economic opportunities in other provinces and regions. Significant inflows and outflows of Aboriginal peoples took place in all regions of Canada, during 1986–1991, with the largest amount of movement taking place in western Canada.

3



4. Educational Attainment

FIGURE 12: Educational Attainment of Aboriginal/Non-Aboriginal Peoples (1991)—Québec

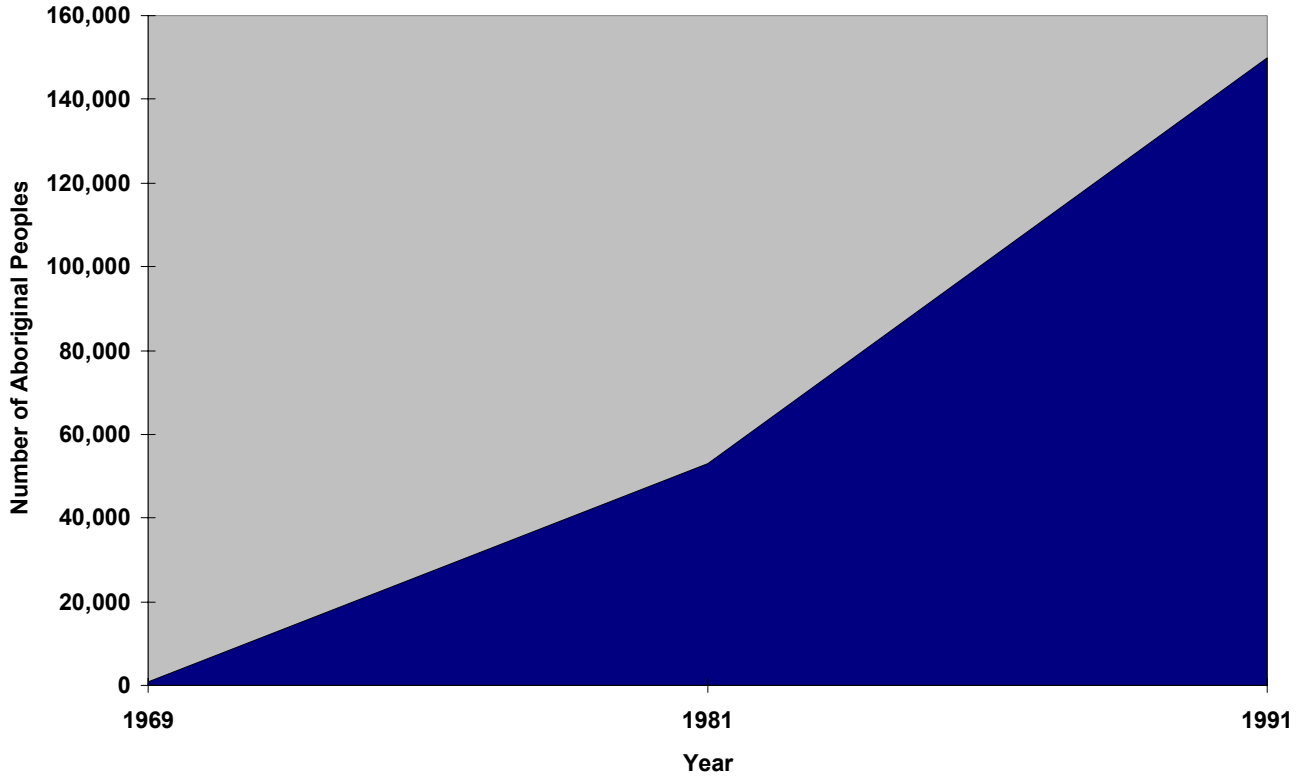


Source: Department of Indian Affairs and Northern Development customized tables based on the 1991 Census.

In Québec, Aboriginal peoples are now as likely as non-Aboriginal peoples to have trades training or Grade 9–13 diplomas. Unfortunately, too many Aboriginal peoples still leave school without a Grade 9 education. However, the number of Aboriginal peoples with a post-secondary education has increased dramatically over the past three decades and is projected to keep rising due to the large number of Aboriginal youth under the age of 25 (estimated at 48% of the Aboriginal population in Québec).



FIGURE 13: Aboriginal Peoples with a Post-Secondary Education (1969–1991)—Canada



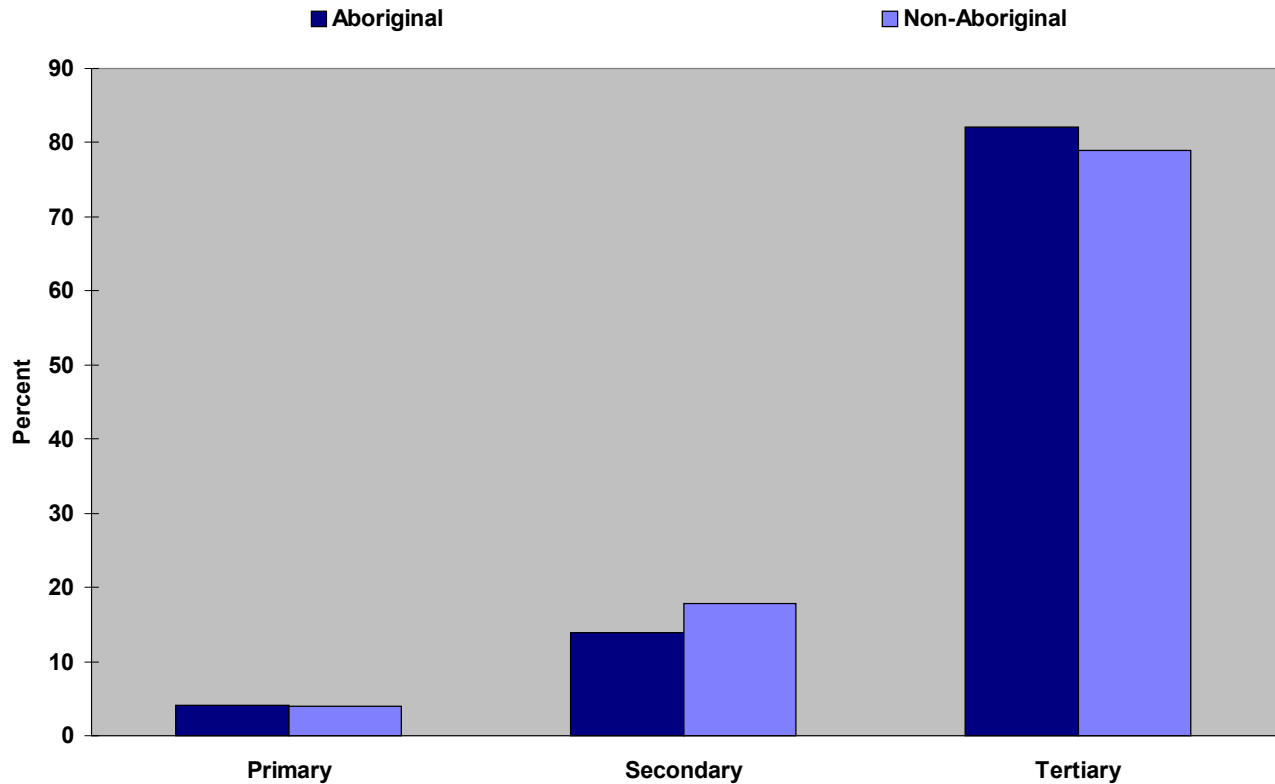
Source: *Profile of Canada's Aboriginal Population, Census 1991*, Statistics Canada (February 1995) and Department of Indian Affairs and Northern Development customized data from the 1981 and 1986 Census.

The number of Aboriginal peoples with a post-secondary education has increased dramatically over the past three decades. In 1991, over 150,000 Aboriginal peoples had a post-secondary education, up from 800 in 1969 and 53,000 in 1981. The number is expected to keep rising due to the young age of the Aboriginal population. The same trends are expected to occur in Québec.



5. Occupation

FIGURE 14: Labour Forces by Occupation Sector (1991)—Québec



Source: *1991 Census Highlights on Registered Indians*, Information Quality and Research Directorate, Department of Indian Affairs and Northern Development (October 1995).

Aboriginal peoples in Québec work in a wide variety of occupations in all sectors of the economy. The distribution of the Aboriginal labour force by sector is similar to that of non-Aboriginal peoples.

Primary occupations: fishing, trapping, forestry, logging and agriculture

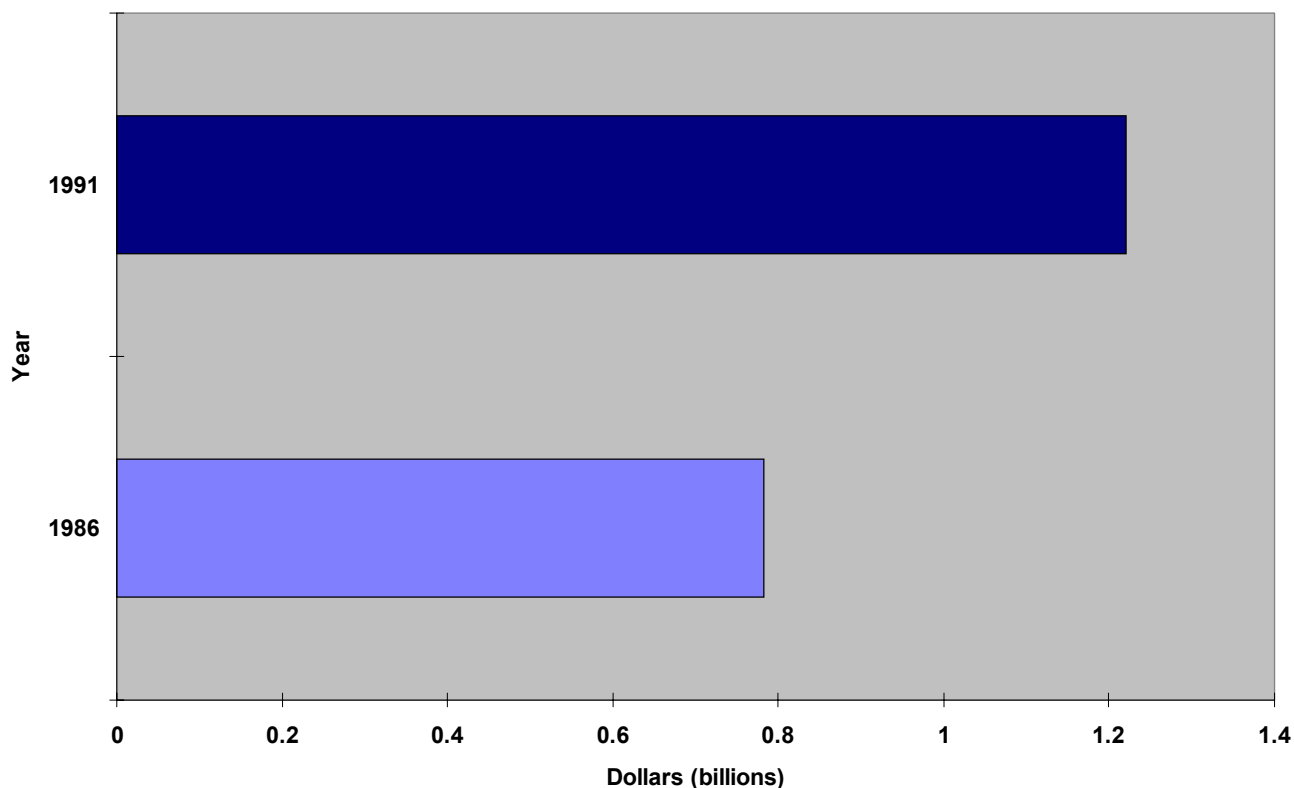
Secondary occupations: processing and manufacturing

Tertiary occupations: technological, social and health services, artistic, religious, teaching and culture



6. Income

FIGURE 15: Purchasing Power of Aboriginal Peoples (1986 and 1991)—Québec



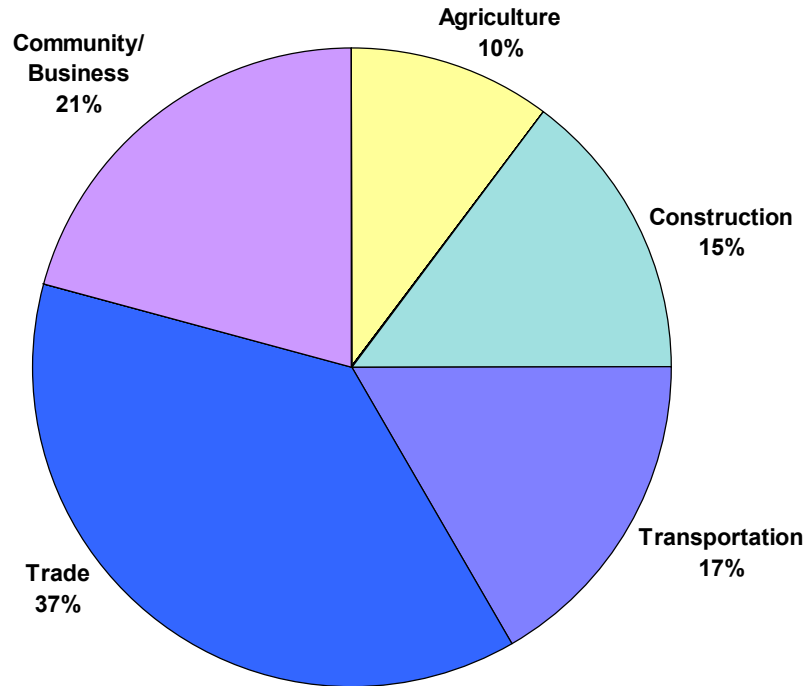
Source: Department of Indian Affairs and Northern Development customized tables based on the 1986 Census and *Profile of Canada's Aboriginal Population*, Statistics Canada (February 1995). Purchasing power is calculated as the average income multiplied by the number of Aboriginal peoples in the workforce for the same year.

The Aboriginal population now constitutes a major market for goods and services in Québec. As a result of a rapidly growing population and increasing per capita income, the purchasing power of Aboriginal peoples in Québec increased by 150% between 1986 and 1991, from \$790 million to \$1.21 billion.



7. Aboriginal Business

FIGURE 16: Aboriginal Businesses by Sector (1991)—Québec



Source: Data obtained from Aboriginal Business Canada for the year 1991.

Aboriginal peoples have established businesses in a wide variety of economic sectors. In 1991, the trade sector accounted for 37% of Aboriginal business in Québec followed by the Community/Business sector at 21%. Aboriginal businesses are now capable of supplying a broad range of goods and services to non-Aboriginal companies. Many non-Aboriginal companies are finding that they can increase Aboriginal employment through contracts and joint ventures with Aboriginal business partners.



3.4 Legislation and Policies Affecting Aboriginal Employment

☆ **Also See** Section 6.8: Off-the-Shelf Resource Materials..... 6-55

Note: Where summaries of legislation are reproduced in the *AWPI Employer Toolkit, Regional Supplement – Québec Region*, the Department of Indian Affairs and Northern Development assumes no responsibility for any discrepancies that may have been transmitted. This information has been prepared for convenience of reference only and has no official sanction.

Employment-Related Laws and Policies, Québec

Charter of Human Rights and Freedoms

The *Charter of Human Rights and Freedoms*, in force since 1975, proclaims the right to equality and prohibits discrimination. It also provides for certain remedial measures to be taken for situations of discrimination, including affirmative action programs.

Source: Government of Québec. *Information for Organizations, Contract Compliance, One More Step Towards Employment Equity*, 1989.

Commission des droits de la personne et des droits de la jeunesse

By virtue of paragraph 86.2 of the *Charter of Human Rights and Freedoms*, the Commission des droits de la personne et des droits de la jeunesse, shall, on request, lend assistance for the devising of an affirmative action program. This assistance function applies to all programs regardless of their origin: voluntary, recommended by the Commission, subject to contract compliance, etc.

Source: Commission des droits de la personne et des droits de la jeunesse. *Guidelines Concerning the Validity of Voluntary Affirmative Action in the Field of Employment*, 1988.

Affirmative Action Programs

Part III of the *Charter of Human Rights and Freedoms* provides that, among other things, any business or organization that falls under the legislative competence of Québec can develop and implement, on its own initiative, an affirmative action program. The object of an affirmative action program is to remedy the situation of persons belonging to groups discriminated against while, at the same time, preventing the perpetuation of the situation in different sectors.

Source: Commission des droits de la personne et des droits de la jeunesse. *Guidelines Concerning the Validity of Voluntary Affirmative Action in the Field of Employment*, 1988.



Contract Compliance Program

As part of the overall objective of equality in employment, the purpose of the contract compliance program is to compel certain organizations that wish to tender for government contracts, or obtain grants, to undertake to set up an affirmative action program in the event they obtain these contracts or grants.

Source: Government of Québec. *Information for organizations, Contract Compliance, One More Step Towards Employment Equity, 1989.*

Note: For additional information or assistance concerning affirmative action programs or contract compliance, contact the:

Direction des programmes d'accès à l'égalité
Commission des droits de la personne et des droits de la jeunesse
360 Saint-Jacques Street, 2nd Floor
Montréal QC H2Y 1P5

Tel.: (514) 873-5146, extension 344
Toll-free: 1-800-361-6477
E-mail: montreal@cdpdj.qc.ca

Loi sur l'accès à l'égalité en emploi dans des organismes publics et modifiant la Charte des droits et libertés de la personne

This bill establishes a special framework so that women, Aboriginal peoples, members of visible minorities and persons whose mother tongue is neither French nor English and who are neither Aboriginal peoples nor members of a visible minority may have equal access to employment in public bodies, municipal bodies, educational bodies and institutions and health and social services bodies and institutions having 100 or more employees.

Source: Government of Québec. *Loi sur l'accès à l'égalité en emploi dans des organismes publics et modifiant la Charte des droits et libertés de la personne, Projet de loi n° 143, adopted December 1, 2000.*

The James Bay and Northern Québec Agreement and the Northeastern Québec agreement

With respect to employment and training, the convention stipulates the following:

Cree

Canada and Québec shall, on proposals from the Cree local governments or Cree Regional Authority, provide, within their budgetary restraints to Cree individuals or groups the full range of training programs or facilities and of job recruitment and placement services they require in order to qualify for jobs created by existing or planned developments in the Territory, and assume the costs of such programs and facilities (article 28.9.1). For more information, please refer to Chapter 28 of the *James Bay and Northern Québec Agreement*.



Inuit

Canada and Québec shall, on proposals from the Regional Government, in accordance with criteria established from time to time, provide to Inuit individuals or groups the full range of training programs and facilities they require in order to qualify for jobs created by existing or planned development in the Territory. Such programs shall be designed to qualify candidates to meet the requirements of existing and eventual jobs and business opportunities in the Territory. All costs of such programs and facilities shall be assumed by Canada and Québec (article 29.0.25). For more information, please refer to Chapter 29 of the *James Bay and Northern Québec Agreement*.

Naskapis

Programs, funding and technical assistance presently provided by Canada and Québec, and the obligations of the said programs with respect to such programs and funding shall continue to apply to the Naskapis of Québec on the same basis as to the other Indians of Canada in the case of federal programs, and to the other Indians of Québec in the case of Québec programs, subject to the criteria established from time to time for the application of such programs, and to the parliamentary approval of such programs and funding. It is acknowledged by the parties hereto that the programs and funding for the Crees or Inuit, or both, established by or pursuant to the *James Bay and Northern Québec Agreement* do not apply to the Naskapis of Québec, it being acknowledged that the programs and funding established by the *Northeastern Québec Agreement* apply only to the Naskapis. For more information, please refer to Chapter 18 of the *Northeastern Québec Agreement*.

Labour Standards in Québec

The Act respecting Labour Standards came into force on April 16, 1980 and led to the creation of the Commission des normes du travail, which was invested with the powers and mandates conferred on it by this Act. The Commission is a legal person, within the meaning of the Civil Code, which falls under the responsibility of the Minister of Labour.

The Commission exercises the following functions:

- inform the population on matters dealing with labour standards;
- supervise the application of labour standards and, where necessary, transmit its recommendations to the Minister;
- receive complaints from employees and treat them conforming to the Act;
- endeavour to bring about agreement between employers and employees as to their disagreements in relation to the application of this Act and the regulations.



For more information, please contact Customer Service:

Greater Montréal area: (514) 873-7061

Elsewhere in Québec, dial toll-free 1-800-265-1414

Web site: <http://www.cnt.gouv.qc.ca>

or

Regional branches of the Commission des normes du travail

Commission de la santé et de la sécurité du travail

The Commission de la santé et de la sécurité du travail (CSST) is the government agency responsible for administering the occupational health and safety plan. The CSST is responsible for the prevention of accidents in the workplace and work-related illnesses, the inspection of the workplace, and for the compensation and rehabilitation of injured workers. It is also responsible for financing the plan through employer contributions.

For more information, please contact:

Customer Service Department (complaints office)
1199 De Bleury Street
Montréal QC H3B 3J1

Tel.: (514) 906-3040

Toll-free: 1-800-667-7585

Fax: (514) 906-3042

Web site: <http://www.csst.qc.ca>

Loi favorisant le développement de la formation de la main-d'oeuvre

On June 22, 1995, the Government of Québec adopted the *Act to Foster the Development of Manpower Training*. The objective of this Act is to improve the qualifications of the workforce, and thereby foster employment, adaptation, integration and manpower mobility. The Act obliges every employer whose salary base exceeds \$250,000 to invest at least 1% of this sum into manpower training. At the same time, non-profit organizations, the public service, municipalities as well as the establishments belonging to health, social services and education networks also fall under this Act.

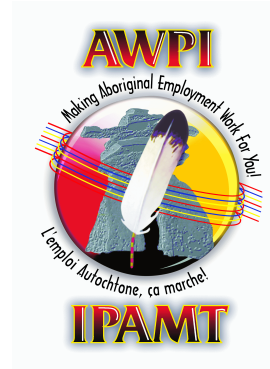
For more information, contact the offices of Emploi-Québec in your region. The list of offices is provided on their Web site at: <http://www.mess.gouv.qc.ca>

Source: Government of Québec. *Services aux employeurs—Guide général de la Loi favorisant le développement de la formation de la main-d'oeuvre, 1998.*



CHAPTER 5

Aboriginal Awareness



The foundation for constructive relationships – those based on trust and mutual respect – is knowledge and understanding. Many attitudinal barriers to Aboriginal employment are the result of misconceptions and lack of information.

Most of the information for this chapter is contained in the national version of the *AWPI Employer Toolkit*. Section 5.8, which is included in this supplement, provides regional information – including maps and population profiles – on Aboriginal communities and languages.

Contents of CHAPTER 5:

5.1	Summary of this Chapter	5-2
5.8	Aboriginal Linguistic and Community Groups	5-3



5.1 Summary of this Chapter

5.8

Aboriginal Linguistic and Community Groups (page 5-3)

This section provides detailed information on Aboriginal peoples and communities in Québec.

The diversity of Aboriginal peoples is highlighted by several demographic and cultural characteristics including: number of Aboriginal peoples and communities, location, language, number of communities, etc. A map of Aboriginal communities in Québec is also included.



5.8 Aboriginal Linguistic and Community Groups

Several demographic and cultural characteristics highlight the diversity of Aboriginal peoples in Québec. These include the number of Aboriginal peoples, location, languages and number of communities. A map in this section illustrates First Nations and Inuit communities in Québec.

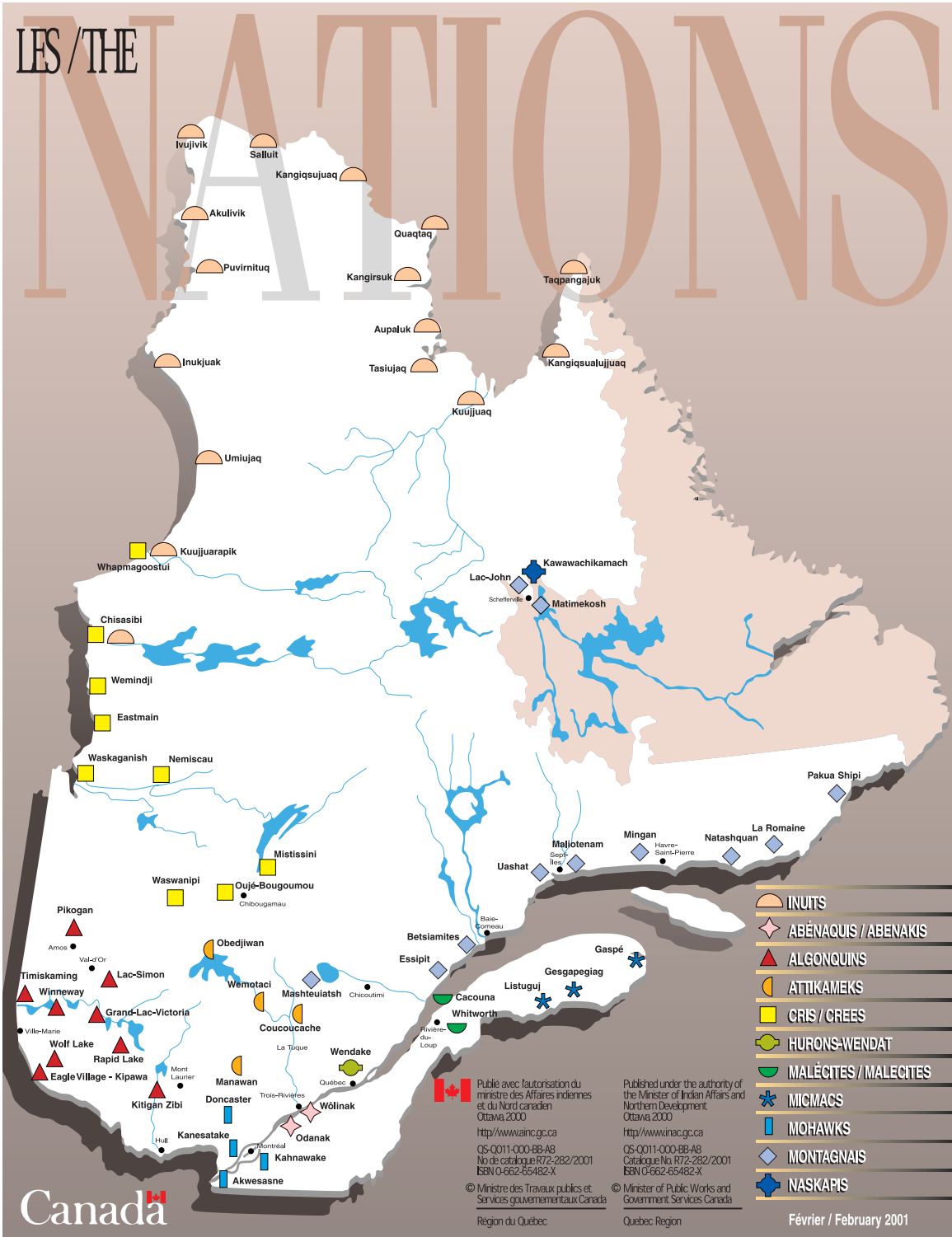
To clarify the information found in this section, please consult the following notes:

1. Only a portion of the Akwesasne Mohawk community is situated in Québec. Administratively speaking, it falls under the responsibility of the Ontario regional office (Department of Indian Affairs and Northern Development). There is also a third portion of Akwesasne in New York state.
2. **Status Indians** are registered under the *Indian Act*. Consequently, we are able to determine place of residence. Source: Indian Register, Department of Indian Affairs and Northern Development.
3. Members of the **Inuit** communities are registered as beneficiaries under the *James Bay and Northern Québec Agreement*. Consequently, place of residence can be determined. Source: ministère de la Santé et des Services sociaux du Québec.
4. **Crown Land** refers to land that is controlled by a First Nation but is not located on the main reserve or territory. For example, Doncaster (near Sainte-Lucie) is not an integral part of Kahnawake or Kanesatake (Mohawk communities) but is considered a Mohawk reserve. Since 1853, Doncaster has served as territory for fishing, hunting and trapping. In most cases, any Crown Land external to communities controlled by a First Nation is uninhabited.

☆ Also See	Section 3.3: Demographic and Statistical Information.....3-3
	Section 6.8: Off-the-Shelf Resource Materials6-55



FIGURE 17 : Aboriginal Communities in Québec



Source: *The Nations*, DIAND - Québec Region (2001)



FIGURE 18 : Indian and Inuit Populations of Québec (2001)

Nations	Total	Residents	Non-residents
ABENAKIS			
Odanak	1774	308	1466
Wôlinak	211	64	147
Total	1985	372	1613
ALGONQUINS			
Eagle Village - Kipawa	624	234	390
Grand-Lac-Victoria	345	298	47
Wolf Lake	237	12	225
Kitigan Zibi	2437	1436	1001
Lac-Simon	1337	1104	233
Pikogan	770	527	243
Rapid Lake	576	447	129
Timiskaming	1511	536	975
Winneway	634	335	299
Total	8471	4929	3542
ATTIKAMEKS			
Manawan	1931	1685	246
Obedjiwan	2050	1755	295
Wemotaci	1347	1052	295
Total	5328	4492	836
CREES			
Chisasibi	3293	3171	122
Eastmain	588	562	26
Mistissini	3368	2708	660
Nemiscau	539	525	14
Oujé-Bougoumou	n.d.	n.d.	n.d.
Waskaganish	2135	1737	398
Waswanipi	1508	1079	429
Wemindji	1216	1080	136
Whapmagoostui	691	685	6
Total	13338	11547	1791
HURONS-WENDAT			
Wendake	2881	1220	1661
Total	2881	1220	1661
MALECITES			
Cacouna et Whitworth	683	2	681
Total	683	2	681
MICMACS			
Gaspé	474	0	474
Gesgapegiag	1106	508	598
Listuguj	3026	1911	1115
Total	4606	2419	2187
MOHAWKS			
Kahnawake	8888	7140	1748
Kanesatake	1943	1321	622
Total	10831	8461	2370
MONTAGNAIS			
Betsiamites	3147	2521	626
Essipit	382	182	200
La Romaine	913	861	52
Mashteuiatsh	4555	1960	2595
Matimekosh	771	700	71
Mingan	463	449	14
Natashquan	819	759	60
Pakua Shipi	259	257	2
Uashat et Malietenam	3183	2600	583
Total	14492	10289	4203
NASKAPIS			
Kawawachikamach	581	542	39
Total	581	542	39
General List	119	1	118
(Status Indians not associated with a nation)			
Status Indians	63315	44274	19041
INUIT			
Akulivik	469	459	10
Aupaluk	155	150	5
Chisasibi	108	94	14
Inukjuak	1215	1130	85
Ivujivik	264	254	10
Kangiqsualujuaq	659	639	20
Kangiqsujaq	538	503	35
Kangirsuk	472	418	54
Kuujuuaq	1550	1432	118
Kuujuarapik	574	466	108
Puvirnituq	1336	1225	111
Quaqtaq	311	286	25
Salluit	1042	934	108
Taqpangajuk (Killinik)	49	0	49
Tasiujaq	223	214	9
Umiujaq	364	322	42
Inuit	9329	8526	803
Grand Total	72644	52800	19844

Source: *The Nations*, DIAND - Québec Region (2001)

FIGURE 19 : Indian and Inuit Languages in Québec

Nations	Primary Spoken Languages
ABENAKIS	
Odanak	Abenakis, French, English
Wôlinak	Abenakis, French
ALGONQUINS	
Eagle Village - Kipawa	Algonquin, English
Grand-Lac-Victoria	Algonquin, French
Wolf Lake	Algonquin, English
Kitigan Zibi	Algonquin, English
Lac-Simon	Algonquin, French
Pikogan	Algonquin, French
Rapid Lake	Algonquin, English
Timiskaming	Algonquin, English
Winneway	Algonquin, English
ATTIKAMEKS	
Manawan	Attikamek, French
Obedjiwan	Attikamek, French
Wemotaci	Attikamek, French
CREES	
Chisasibi	Cree, English
Eastmain	Cree, English
Mistissini	Cree, English
Nemiscau	Cree, English
Oujé-Bougoumou	Cree, English
Waskaganish	Cree, English
Waswanipi	Cree, English, French
Wemindji	Cree, English
Whapmagoostui	Cree, English
HURONS-WENDAT	
Wendake	French
MALECITES	
Cacouna and Whitworth	French
MICMACS	
Gaspé	French, English
Gesgapegiag	Micmac, English
Listuguj	Micmac, English

Nations	Primary Spoken Languages
MOHAWKS	
Kahnawake	Mohawk, English
Kanesatake	Mohawk, English
MONTAGNAIS	
Betsiamites	Montagnais, French
Essipit	Montagnais, French
La Romaine	Montagnais, French
Mashteuiatsh	Montagnais, French
Matimekosh	Montagnais, French
Mingan	Montagnais, French
Natashquan	Montagnais, French
Pakua Shipi	Montagnais, French, English
Uashat and Maliotenam	Montagnais, French
NASKAPIS	
Kawawachikamach	Naskapis, English

Nations	Primary Spoken Languages
INUIT	
Akulivik	Inuktitut, English
Aupaluk	Inuktitut, English
Chisasibi	Inuktitut, English
Inukjuak	Inuktitut, English
Ivujivik	Inuktitut, English
Kangiqsualujuaq	Inuktitut, English
Kangiqsujuaq	Inuktitut, English
Kangirsuk	Inuktitut, English
Kuujuaq	Inuktitut, English
Kuujuarapik	Inuktitut, English
Puvirnituq	Inuktitut, English
Quaqtaq	Inuktitut, English
Salluit	Inuktitut, English
Taqpangajuk (Killinik)	Inuktitut, English
Tasiujaq	Inuktitut, English
Umiujaq	Inuktitut, English

Source: *Québec Indian Communities Guide*, DIAND (1999)

CHAPTER 6

Resources Available to Employers



Employers can access a wide range of resources to facilitate their employment of Aboriginal peoples. This chapter is designed to help you find the resources that fit your needs.

Section 6.1 offers an overview of the contents in this chapter. A biography of the Québec AWPI Regional Coordinator can be found in Section 6.2. **The information for Section 6.3 is provided in the national version of the AWPI Employer Toolkit.** Section 6.4 contains a contact list for the major Aboriginal organizations in Québec. Employers may be able to find Aboriginal employees through the help of Section 6.5, Services to recruit. Companies interested in Aboriginal awareness training can consult Section 6.6. Employers who want to make important investments in their Aboriginal employees can do so by taking advantage of the education and training programs found under Section 6.7. Employers can further increase their own awareness and understanding of issues related to the employment of Aboriginal peoples by referring to the resource materials presented in Section 6.8. Section 6.9 lists bookmarks to facilitate your search on the Internet. **Section 6.10 can be found in the national version of the AWPI Employer Toolkit.**

Contents of CHAPTER 6:

6.1	Summary of this Chapter	6-2
6.2	AWPI Regional Coordinator	6-4
6.4	Aboriginal Organizations	6-5
6.5	Services to Recruit Aboriginal Employees	6-33
6.6	Sources of Aboriginal Awareness Training.....	6-47
6.7	Programs Geared to Aboriginal Employment.....	6-48
6.8	Off-the-Shelf Resource Materials	6-55
6.9	Web Sites	6-63



6.1 Summary of this Chapter

6.2

AWPI Regional Coordinator (page 6-4)

This section offers a short biography of the AWPI Regional Coordinator highlighting work experience and areas of expertise. If you need more information about the *AWPI Employer Toolkit* or about Aboriginal employment, the AWPI Regional Coordinators are a resource always available to you!

6.4

Aboriginal Organizations (page 6-5)

Many Aboriginal organizations are dedicated to advancing the political, social, economic and cultural well-being of Aboriginal peoples in Québec. Information in this section describes the aims of Aboriginal organizations and how to contact them. The list is in alphabetical order.

6.5

Services to Recruit Aboriginal Employees (page 6-33)

Services that help to recruit Aboriginal employees—such as inventories of Aboriginal job applicants, educational institutions, recruitment and placement agencies—may be particularly valuable to employers. A list of regional contacts is provided.

6.6

Sources of Aboriginal Awareness Training (page 6-47)

This section contains information about specific sources of Aboriginal awareness education and training courses in your region.

6.7

Programs Geared to Aboriginal Employment (page 6-48)

This section contains information about programs geared to the training and employment of Aboriginal peoples. Employers who wish to participate in job-oriented pre-employment training initiatives should find this particularly useful.



6.8**Off-the-Shelf Resource Materials (page 6-55)**

Off-the-shelf resource materials can further increase awareness and understanding of issues related to the employment of Aboriginal peoples. In this section, you will find a bibliography of relevant books and articles. If available, videos and CD-ROMs, which can be used within the workplace, are also listed.

6.9**Web Sites (page 6-63)**

The number of Web sites that provide information relevant to the Aboriginal environment is increasing. A list of Web bookmarks is provided to add to your collection.

Note: The information in the *AWPI Employer Toolkit, Regional Supplement – Québec Region* has been compiled from a variety of sources, many external to the Department of Indian Affairs and Northern Development (DIAND). DIAND therefore assumes no responsibility for the accuracy or reliability of the information, nor does DIAND assume any responsibility for the quality of the products or services listed or described in Sections 6.4 to 6.9. Users should be aware that information obtained from sources external to DIAND is available only in the language in which it was provided.



6.2 AWPI Regional Coordinator

Québec

MARIE-JOSÉE BELLEAU
AWPI Regional Coordinator
Complexe Jacques-Cartier
320 St-Joseph Street East, Suite 400
Québec QC G1K 9J2
Tel.: (418) 951-7797
Fax: (418) 648-7685
E-mail: BelleauMJ@inac.gc.ca

Marie-Josée Belleau

- Marie-Josée is of Aboriginal descent from the Huron-Wendat Nation. She is a Masters graduate with a degree in Social Services. Marie-Josée was Coordinator, and later Director, of training programs at the Native Training Institute of Québec. She was there six years, primarily involved in the development, adaptation and implementation of various training programs for Aboriginal peoples. Marie-Josée was with the department of Health and Social Services for three years, where she worked mainly on files relating to the devolution of social services to First Nations. Her past work experiences provide her with a clear understanding of day-to-day activities in Aboriginal communities.

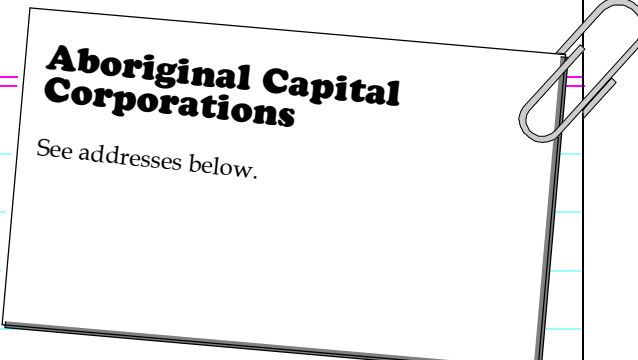


6.4 Aboriginal Organizations

Many Aboriginal organizations are dedicated to advancing the political, social, economic and cultural well-being of Aboriginal peoples in Québec. You will find the major Aboriginal organizations that represent each of the three Aboriginal groups – First Nations, Inuit and Métis – as well as other general organizations. This section describes the aims of these Aboriginal organizations and how to contact them. Offices are listed in alphabetical order.



Aboriginal Capital Corporations (ACCs)

Organization	
Description	
<p>Aboriginal Capital Corporations are Aboriginal owned and controlled business-lending organizations. They are considered important financing sources for fueling Aboriginal business development. They also promote Aboriginal business achievement and advocate the interests of Aboriginal entrepreneurs among the non-Aboriginal business community in order to improve networks and linkages.</p>	

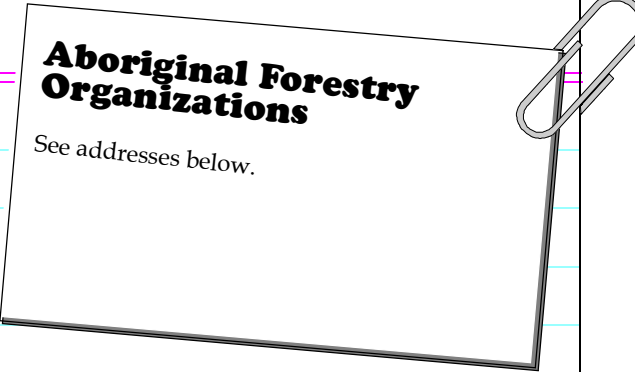
ACC offices in Québec:

<p>Corporation de développement économique montagnaise (CDEM) 1005 Laure Blvd., Suite 110 Sept-Îles QC G4R 4S6</p> <p>Tel.: (418) 968-1246 Fax: (418) 962-2449 E-mail: info@cdem.ca</p>	<p>Kahnawake Loan Guarantee Fund Inc. Box 1110 Kahnawake QC J0L 1B0</p> <p>Tel.: (450) 638-4280 Fax: (450) 638-3276 E-mail: keda@axess.com</p>
<p>La Société d'Investissement du Nunavik Box 239 Kuujuaq QC J0M 1C0</p> <p>Tel.: (819) 964-2035 Fax: (819) 964-2611</p>	<p>Native Commercial Credit Corporation 265 Place Chef Michel Laveau, Suite 201 Wendake QC G0A 4V0</p> <p>Tel.: (418) 842-0972 Toll-free: 1-800-241-0972 Fax: (418) 842-8925 Web site: http://www.socca.qc.ca E-mail: administration@socca.qc.ca</p>

Note: Although their head office is located in Ontario, the Ohwistha Capital Corporation also provides services to the people in Kanesatake and in Akwesasne, Tel.: (613) 933-6500, Web site: <http://www.ohwistha.ca>.



Aboriginal Forestry Organizations

Organization	
	 <p>Aboriginal Forestry Organizations See addresses below.</p>
Description	
<p>Many Aboriginal organizations are involved in the forestry industry. In fact, the Aboriginal forestry industry includes many types of organizations such as co-operatives, corporations run by band councils, businesses owned by individuals or the community and business partnerships. Their activities are equally as diverse: forestry management, forestry work and operations, sawmills and pulp mills.</p> <p>Note: Other communities may be involved in the forestry sector. Please refer to the band council concerned.</p>	

Forestry organizations in Québec:

<p>Algonquin Regional Forestry Authority 9 Algonquin Avenue Box 879 Timiskaming Indian Reserve Notre-Dame-du-Nord QC J0Z 3B0</p> <p>Tel.: (819) 723-2874 Fax: (819) 723-2261</p>	<p>Société d'Aménagement et de Développement forestier de Betsiamites (SADF) Administrative Office 1 Mitesh Street Betsiamites QC G0H 1B0</p> <p>Tel.: (418) 567-4014/567-4051 Fax: (418) 567-4198</p>
<p>Les services forestiers Atikamekw Aski Inc. Réserve indienne de Weymontachie Box 225 Wemotaci QC G0X 3R0</p> <p>Tel.: (819) 666-2525/666-2526/666-2527 Fax: (819) 666-2609</p>	<p>Eanatok Forestry Corporation 187 Main Street Lac Mistissini, Baie du Poste QC G0W 1C0</p> <p>Tel.: (418) 923-2000 Fax: (418) 923-2023</p>
<p>Services forestiers Opitciwan 1 de la Pointe Box 108 Obedjiwan - via Roberval QC G0W 3B0</p> <p>Tel.: (819) 974-1344 Fax: (819) 974-1118</p>	<p>Coopérative des Travailleurs forestiers de Manawan 180 Amiskw Street Manouane QC J0K 1M0</p> <p>Tel.: (819) 971-1242 Fax: (819) 971-1441</p>



Section 6.4: Aboriginal Organizations

Waswanipi Mishtuk Corporation
Waswanipi QC J0Y 3C0

Tel.: (819) 753-2388
Fax: (819) 753-2854

Produits forestiers Nabatatuk
Hwy 113, km 258
Waswanipi QC J0Y 3C0

Tel.: (819) 753-2780
Fax: (819) 753-2787



Aboriginal Tourism Organizations

Organization	<p>Aboriginal Tourism Organizations See addresses below.</p>
Description	
<p>Aboriginal organizations working in tourism development are devoted to encouraging, fostering and giving orientation to the development of the tourism industry in the Aboriginal environment in Québec.</p>	

Tourism offices in Québec:

Nunavik Tourism Association
Regional Tourism Association
Box 218
Kuuujuaq QC J0M 1C0

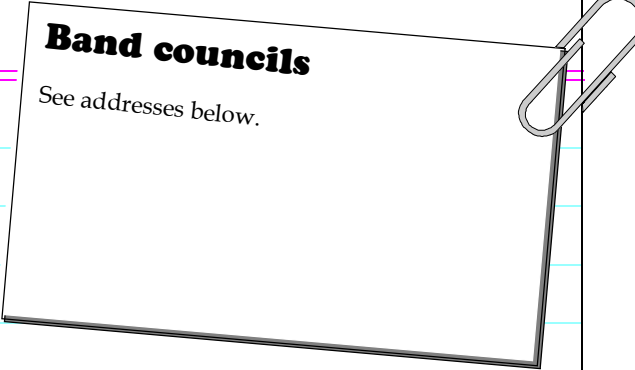
Tel.: (819) 964-2876
Fax: (819) 964-2002

Québec Aboriginal Tourism Corporation (QATC)
50 Maurice-Bastien Blvd.
Suite S2
Wendake QC G0A 4V0

Tel.: (418) 843-5030
Toll-free: 1-877-698-STAQ (7827)
Fax: (418) 843-7164
E-mail: info@staq.net
Web site: <http://www.staq.net>



Band Councils

Organization	 <p>Band councils See addresses below.</p>
Description	
<p>A band council subject to the <i>Indian Act</i> consists of a chief and councillors elected as representatives of their community. The band councils manage a variety of programs and services for their members. Within their areas of jurisdiction, councils may adopt administrative by-laws, provided they are consistent with the <i>Indian Act</i> and other government regulations.</p> <p>Among the Cree and Naskapi, the powers and composition of band councils are defined in the <i>Cree-Naskapi (of Québec) Act</i>.</p>	

Band councils in Québec:

ABENAKIS	
<p>Conseil de bande des Abénakis de Wôlinak 10 120 Kolipaño Street Wôlinak QC G0X 1B0</p> <p>Tel.: (819) 294-6696/294-6698 Fax: (819) 294-6697</p>	<p>Odanak Band Council 102 Sibosis Street Odanak QC J0G 1H0</p> <p>Tel.: (450) 568-2819/568-2810 Fax: (450) 568-3553</p>

ALGONQUINS	
<p>Abitibiwinni First Nation Council 45 Migwan Street Pikogan QC J9T 3A3</p> <p>Tel.: (819) 732-6591 Fax: (819) 732-1569</p>	<p>Algonquins of Barriere Lake Rapid Lake Parc de la Vérendrye QC J0W 2C0</p> <p>Tel.: (819) 435-2181 Fax: (819) 435-2181</p>



ALGONQUINS (Cont'd)

<p>Eagle Village First Nation - Kipawa Box 756 Témiskaming QC J0Z 3R0</p> <p>Tel.: (819) 627-3455 Fax: (819) 627-9428</p>	<p>Conseil de bande de Kitcisakik Box 5206 Val d'Or QC J9P 7C6</p> <p>Tel.: (819) 736-3001 Fax: (819) 736-3012</p>
<p>Kitigan Zibi Anishinabeg Box 309 Kitigan Zibi Indian Reserve QC J9E 3C9</p> <p>Tel.: (819) 449-5170/449-5171 Fax: (819) 449-5673</p>	<p>La Nation Anishnabe du Lac Simon 1026 Cicip Blvd. Box 139 Lac Simon QC J0Y 3M0</p> <p>Tel.: (819) 736-4361/736-4501 Fax: (819) 736-7311</p>
<p>Long Point First Nation Box 1 Winneway River QC J0Z 2J0</p> <p>Tel.: (819) 722-2441 Fax: (819) 722-2579</p>	<p>Timiskaming First Nation Box 336 Notre-Dame-du-Nord QC J0Z 3B0</p> <p>Tel.: (819) 723-2335 Fax: (819) 723-2353</p>
<p>Wolf Lake Band Council Box 998 Témiskaming QC J0Z 3R0</p> <p>Tel.: (819) 627-3628 Fax: (819) 627-1109 E-mail: wolflake@onlink.net</p>	

ATTIKAMEKS

<p>Conseil des Atikamekw de Manawan 135 Kicik Street Manawan QC J0K 1M0</p> <p>Tel.: (819) 971-8813 Fax: (819) 971-8848</p>	<p>Bande des Atikamekw d'Opitciwan Obedjiwan Indian Reserve via Roberval QC G0W 3B0</p> <p>Tel.: (819) 974-8837 Fax: (819) 974-8828</p>
<p>Conseil des Atikamekw de Wemotaci Box 221 Wemotaci QC G0X 3R0</p> <p>Tel.: (819) 666-2237/666-2259 Fax: (819) 666-2209</p>	



Section 6.4: Aboriginal Organizations

CREES	
<p>Cree Nation of Chisasibi Box 150 Chisasibi QC J0M 1E0</p> <p>Tel.: (819) 855-2878 Fax: (819) 855-2875</p>	<p>Eastmain Band Council Box 90 Eastmain QC J0M 1W0</p> <p>Tel.: (819) 977-0211/977-0266 Fax: (819) 977-0281</p>
<p>Cree Nation of Mistissini Isaac Shecapio Sr. Administration Building 187 Main Street Mistassini Lake, Baie du Poste via Chibougamau QC G0W 1C0</p> <p>Tel.: (418) 923-3253/923-3259 Fax: (418) 923-3115 E-mail: legislative@nation.mistissini.qc.ca</p>	<p>Nemaska Band Council Champion Lake Nemiscau QC J0Y 3B0</p> <p>Tel.: (819) 673-2512 Fax: (819) 673-2542</p>
<p>Oujé-Bougoumou Cree Nation 207 Opemisca Meskino Street Oujé-Bougoumou QC G0W 3C0</p> <p>Tel.: (418) 745-3911 Fax: (418) 745-3168 E-mail: ouje@ouje.ca</p>	<p>Waskaganish Band Council Box 60 Waskaganish QC J0M 1R0</p> <p>Tel.: (819) 895-8843/895-8980 Fax: (819) 895-8901</p>
<p>The Cree First Nation of Waswanipi Diom Blacksmith Building Waswanipi QC J0Y 3C0</p> <p>Tel.: (819) 753-2587/753-2388 Fax: (819) 753-2555</p>	<p>Cree Nation of Wemindji 16 Beaver Road Box 60 Wemindji QC J0M 1L0</p> <p>Tel.: (819) 978-0264/978-0265 Fax: (819) 978-0258</p>
<p>Whapmagoostui First Nation Box 390 Whapmagoostui QC J0M 1G0</p> <p>Tel.: (819) 929-3384 Fax: (819) 929-3203</p>	

HURONS	
<p>Conseil de la Nation Huronne-Wendat 255 Place Chef Michel Laveau Wendake QC G0A 4V0</p> <p>Tel.: (418) 843-3767 Fax: (418) 842-1108 E-mail: huron_wendat@videotron.ca</p>	



MALECITES

Conseil de la Première Nation malécite de Viger
 112 de la Grève Avenue
 Box 10
 Cacouna QC G0L 1G0

Tel.: (418) 867-4618/860-2393
 Fax: (418) 867-3418

MICMACS

Micmacs of Gesgapegiag Band Council
 100 Perron Blvd.
 Box 1280
 Maria QC G0C 1Y0

Tel.: (418) 759-3441
 Fax: (418) 759-5856

La Nation Micmac de Gespeg
 783 Pointe-Navarre Blvd.
 Box 69
 Fontenelle QC G4X 6V2

Tel.: (418) 368-6005
 Fax: (418) 368-1272

Listuguj Mi'gmaq First Nation Council
 17 Riverside Street West
 Box 298
 Listuguj (Restigouche) QC G0C 2R0

Tel.: (418) 788-2136
 Fax: (418) 788-2058

MOHAWKS

Mohawk Council of Kahnawake
 Box 720
 Kahnawake QC J0L 1B0

Tel.: (450) 632-7500
 Fax: (450) 638-5958
 E-mail: mnation@axess.com

Mohawk Council of Kanesatake
 681 Sainte-Philomène Street
 Kanesatake QC J0N 1E0

Tel.: (450) 479-8373
 Fax: (450) 479-8249
 E-mail: council@netc.net

MONTAGNAIS

Conseil de bande de Betsiamites
 2 Ashini Street
 Box 40
 Betsiamites QC G0H 1B0

Tel.: (418) 567-2265
 Fax: (418) 567-8560

Conseil de bande des Montagnais Essipit
 32 de la réserve Street
 Box 820
 Les Escoumins QC G0T 1K0

Tel.: (418) 233-2509
 Fax: (418) 233-2888

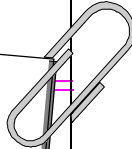


Section 6.4: Aboriginal Organizations

MONTAGNAIS (Cont'd)	
<p>Conseil des Montagnais du Lac-St-Jean 1671 Ouiatchouan Street Mashteuiatsh QC G0W 2H0</p> <p>Tel.: (418) 275-2473 Fax: (418) 275-6212 E-mail: cdm@destination.ca</p>	<p>Bande des Innus de Ekuanitshit 28 Manitou Nitassinan Street Box 319 Mingan QC G0G 1V0</p> <p>Tel.: (418) 949-2234 Fax: (418) 949-2085 E-mail: cmingan@quebectel.com</p>
<p>Conseil des Montagnais de Natashquan 78 Mashkush Street Natashquan QC G0G 2E0</p> <p>Tel.: (418) 726-3529 Fax: (418) 726-3606</p>	<p>Conseil des Montagnais de Pakua Shipi Box 178 Saint-Augustin QC G0G 2R0</p> <p>Tel.: (418) 947-2253 Fax: (418) 947-2622</p>
<p>Nation Innu Matimekush-Lac John Box 1390 Schefferville QC G0G 2T0</p> <p>Tel.: (418) 585-2601 Fax: (418) 585-3856</p>	<p>Innu Takuaikan Uashat Mak Mani-Utenam 1089 Dequen Street Box 8000 Sept-Îles QC G4R 4L9</p> <p>Tel.: (418) 962-0327 Fax: (418) 968-0937</p>
<p>Montagnais de Unamen Shipu La Romaine QC G0G 1M0</p> <p>Tel.: (418) 229-2917 Fax: (418) 229-2921</p>	
NASKAPIS	
<p>Naskapi Nation of Kawawachikamach Box 5111 Kawawachikamach Indian Reserve Kawawachikamach QC G0G 2Z0</p> <p>Tel.: (418) 585-2686 Fax: (418) 585-3130</p>	

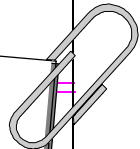


Cree Regional Authority

Organization	 <p>Cree Regional Authority 277 Duke Street, Suite 102 Montréal QC H3C 2M2</p>
Description	
<p>Created by virtue of the <i>Cree Regional Administration Act</i>, this public corporation provides services to the Cree communities in James Bay.</p>	
<p>Note: There is also an office in Ottawa. The telephone number is (613) 761-1655.</p>	




First Nations of Québec and Labrador Health and Social Services Commission (FNQLHSSC)

Organization	 FNQLHSSC 250 Place Chef Michel Laveau, 1st Floor Wendake QC G0A 4V0
Description	
<p>The First Nations of Québec and Labrador Health and Social Services Commission is a technical advisor and advocate for First Nation communities and the Assembly of First Nations of Québec and Labrador (AFNQL) in the area of health, social services and income security.</p>	

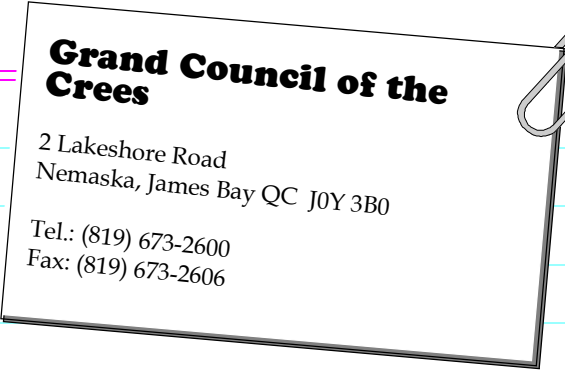


First People’s Business Association (FPBA)

Organization	 <p>FPBA 202-250 Place Chef Michel Laveau Wendake QC G0A 4V0 Tel.: (418) 843-4535 Fax: (418) 843-1529 Web site: http://www.aappfpba.org E-mail: aappfpba@qc.aira.com</p>
Description	
<p>The mission of the First People’s Business Association is to promote, develop and network Native businesses, and also create alliances with non-Native businesses. The FPBA offers its members development tools and exchange opportunities to enable them to reach new markets and extend their field of action.</p>	

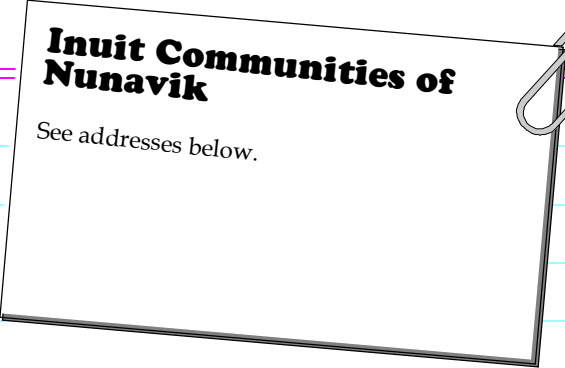


Grand Council of the Crees

Organization	 <p>Grand Council of the Crees 2 Lakeshore Road Nemaska, James Bay QC J0Y 3B0 Tel.: (819) 673-2600 Fax: (819) 673-2606</p>
Description	
<p>Established in 1974 by eight Cree communities, the Grand Council of the Crees (GCC) is the political voice of the James Bay Crees who live in Québec.</p>	
<p>Note: There is also an office in Ottawa. The phone number is (613) 761-1655.</p>	



Inuit Communities of Nunavik

Organization	 <p>Inuit Communities of Nunavik See addresses below.</p>
Description	
<p>There are 14 communities along the Ungava Bay, Hudson's Strait and Hudson's Bay coasts, all between 1,500 and 2,500 kilometres north of Montréal. All but three communities have fewer than 1,000 inhabitants. The largest communities are Kuujuaq, Puvirnituq and Inukjuak. Makivik Corporation and the Kativik Regional Government (KRG) were created out of the <i>James Bay and Northern Québec Agreement (JBNQA)</i>.</p>	
<p>Note: Descriptions for these two organizations are included in this section of the toolkit.</p>	

Inuit communities of Nunavik in Québec:

<p>Akulivik Box 61 Akulivik QC J0M 1V0</p> <p>Tel.: (819) 496-2073 Fax: (819) 496-2200</p>	<p>Aupaluk Box 4 Aupaluk QC J0M 1X0</p> <p>Tel.: (819) 491-7070 Fax: (819) 491-7035</p>
<p>Inukjuak Box 234 Inukjuak QC J0M 1M0</p> <p>Tel.: (819) 254-8845 Fax: (819) 254-8779</p>	<p>Ivujivik Box 120 Ivujivik QC J0M 1H0</p> <p>Tel.: (819) 922-9940 Fax: (819) 922-3045</p>
<p>Kangiqsualujjuaq Box 120 Kangiqsualujjuaq QC J0M 1N0</p> <p>Tel.: (819) 337-5271 Fax: (819) 337-5200</p>	<p>Kangiqsujuaq Box 60 Kangiqsujuaq QC J0M 1K0</p> <p>Tel.: (819) 338-3342 Fax: (819) 338-3237</p>

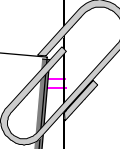


Section 6.4: Aboriginal Organizations

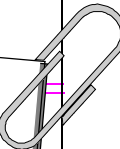
<p>Kangirsuk Box 90 Kangirsuk QC J0M 1A0</p> <p>Tel.: (819) 935-4388 Fax: (819) 935-4287</p>	<p>Kuujuuaq Box 210 Kuujuuaq QC J0M 1C0</p> <p>Tel.: (819) 964-2943 Fax: (819) 964-2980</p>
<p>Kuujuarapik Box 360 Kuujuarapik QC J0M 1G0</p> <p>Tel.: (819) 929-3360 Fax: (819) 929-3453</p>	<p>Puvirnituk Box 150 Puvirnituk QC J0M 1P0</p> <p>Tel.: (819) 988-2825 Fax: (819) 988-2751</p>
<p>Quaqtaq Box 107 Quaqtaq QC J0M 1J0</p> <p>Tel.: (819) 492-9912 Fax: (819) 492-9935</p>	<p>Salluit Box 240 Salluit QC J0M 1S0</p> <p>Tel.: (819) 255-8953 Fax: (819) 255-8802</p>
<p>Tasiujaq Box 54 Tasiujaq QC J0M 1T0</p> <p>Tel.: (819) 633-9924 Fax: (819) 633-5026</p>	<p>Umiujaq Box 108 Umiujaq QC J0M 1Y0</p> <p>Tel.: (819) 331-7000 Fax: (819) 331-7057</p>



Kativik Regional Government (KRG)


Organization	 <p>KRG Box 9 Kuujuaq QC J0M 1C0</p>
Description	
<p>KRG has administrative jurisdiction over the Nunavik territory and since its beginning has been responsible for many federal and provincial programs.</p>	

Makivik Corporation

Organization	 <p>Makivik Corporation Head Office Box 179 Kuujuaq QC J0M 1C0</p>
Description	
<p>Created in 1978 pursuant to the signing of the <i>James Bay and Northern Québec Agreement (JBNQA)</i>, Makivik Corporation is the recognized Inuit Party to the Agreement. A non-profit organization owned by the Inuit of Nunavik, its central mandate is the protection of the integrity of the JBNQA. Makivik Corporation focuses on the political, social and economic development of the Nunavik region.</p>	
<p>Note: Makivik Corporation also has offices in Inukjuak, Montréal and Ottawa. The Montréal office phone number is (514) 745-8880.</p>	

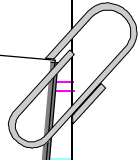


Native Alliance of Québec, Inc.

Organization	
Description	
<p>The Native Alliance of Québec, Inc. was founded in 1972. The Alliance is an association of people of Amerindian descent residing in the province of Québec whose Indian ancestry is largely unrecognized by the <i>Indian Act</i>. It currently represents around 25,000 people. The Alliance's main objective is to defend the interests of Indian and Métis peoples living off-reserve and to coordinate efforts in order to promote their interests through collective action.</p>	



Native Economic Development Commission of Québec and Labrador

Organization	
Description	
<p>The Commission's mandate is to promote, support and defend members involved in economic development (whose names are followed by an asterisk in the list below) by facilitating information sharing, collaboration and support among stakeholders.</p> <p>Note: Other Community Economic Development Organizations (CEDO) are expected to become members of this recently created commission in the coming months.</p>	

Community Economic Development Organizations (CEDO) in Québec:

ABENAKIS	
Grand Conseil de la Nation Waban-Aki * 4680 Danube Blvd. Wôlinak QC G0X 1B0 Tel.: (819) 294-1686 Fax: (819) 294-1689	CEDO Odanak * 102 Sibosis Street Odanak QC J0G 1H0 Tel.: (450) 568-2819/568-2810 Fax: (450) 568-3553

ALGONQUINS	
Algonquin Development Association Inc. * 9 Algonquin Avenue Box 879 Notre-Dame-du-Nord QC J0Z 3B0 Tel.: (819) 723-2825 Fax: (819) 723-2261 3 communities: Timiskaming, Eagle Village and Long Point	CEDO Kitigan Zibi Anishinabeg Box 309 Kitigan Zibi Indian Reserve QC J9E 3C9 Tel.: (819) 449-5170/449-5171 Fax: (819) 449-5673



Section 6.4: Aboriginal Organizations

ALGONQUINS (Cont'd)	
<p>CEDO de Wabak Pimadizi *</p> <p>1030 Cicip Blvd. Box 139 Lac Simon QC J0Y 3M0</p> <p>Tel.: (819) 736-4501 Fax: (819) 736-2951</p>	<p>Service de développement économique Amik *</p> <p>10 Tom Rankin Street Pikogan QC J9T 3A3</p> <p>Tel.: (819) 732-3350 Fax: (819) 732-3358</p>
<p>CEDO Mitchikanibikok Inik</p> <p>Rapid Lake Parc de la Vérendrye QC J0W 2C0</p> <p>Tel.: (819) 435-2181 Fax: (819) 435-2181</p>	<p>CEDO Wolf Lake Band Council *</p> <p>Box 998 Témiscaming QC J0Z 3R0</p> <p>Tel.: (819) 627-3628 Fax: (819) 627-1109 E-mail: wolflake@onlink.net</p>
<p>CEDO Kitcisakik *</p> <p>782 3rd Avenue, Suite 107 Val d'Or QC J9P 1S9</p> <p>Tel.: (819) 825-1466 Fax: (819) 825-5638</p>	

ATTIKAMEKS	
<p>Conseil de la nation Attikamek *</p> <p>290 St-Joseph Street Box 848 La Tuque QC G9X 3P6</p> <p>Tel.: (819) 523-6153 Fax: (819) 523-8706</p> <p>3 communautés: Manawan, Obedjiwan et Wemotaci</p>	

CREES	
<p>Cree Regional Authority</p> <p>277 Duke Street, Suite 102 Montréal QC H3C 2M2</p> <p>Tel.: (514) 866-1234 Fax: (514) 866-1331</p>	



HURONS

CEDO Wendake *

255 Place Chef Michel Laveau
Wendake QC G0A 4V0

Tel.: (418) 843-3767
Fax: (418) 842-1108
E-mail: huron_wendat@videotron.ca

INUIT

Kativik Regional Government

Box 239
Kuujuaq QC J0M 1C0

Tel.: (819) 964-2961
Fax: (819) 964-2956

MALECITES

CEDO de la Première Nation malécite de Viger

112 de la Grève Street
Box 10
Cacouna QC G0L 1G0

Tel.: (418) 867-4618/860-2393
Fax: (418) 867-3418

MICMACS

CEDO Gespeg *

783 Pointe-Navarre Blvd.
Box 69
Fontenelle QC G4X 6V2

Tel.: (418) 368-6005
Fax: (418) 368-1272

CEDO Gesgapegiag *

100 Perron Blvd.
Box 1280
Maria QC G0C 1Y0

Tel.: (418) 759-3441
Fax: (418) 759-5856

CEDO Listuguj

17 Riverside Street West
Box 298
Listuguj (Restigouche) QC G0C 2R0

Tel.: (418) 788-2136
Fax: (418) 788-2058



Section 6.4: Aboriginal Organizations

MOHAWKS	
<p>Tewatohnhí'saktha *</p> <p>Kahnawake Economic Development Commission Box 1110 Kahnawake QC J0L 1B0</p> <p>Tel.: (450) 638-4280 Fax: (450) 638-3276 E-mail: mnation@axess.com</p>	<p>CEDO Kanesatake *</p> <p>681 Rang Ste-Philomène Kanesatake QC J0N 1E0</p> <p>Tel.: (450) 479-8373 Fax: (450) 479-8249 E-mail: council@netc.net</p>

MONTAGNAIS	
<p>Société de développement écon. de Betsiamites *</p> <p>18 Messek Street Betsiamites QC G0H 1B0</p> <p>Tel.: (418) 567-8863 Fax: (418) 567-8868</p>	<p>CEDO Essipit *</p> <p>32 de la Réserve Street Box 820 Les Escoumins QC G0T 1K0</p> <p>Tel.: (418) 233-2509 Fax: (418) 233-2888</p>
<p>CEDO de Unamen Shipu</p> <p>La Romaine QC G0G 1M0</p> <p>Tel.: (418) 229-2917 Fax: (418) 229-2921</p>	<p>Société de développement écon. *</p> <p>Innu de Mashteuiatsh 1903 Ouiatchouan Street, Room 103 Mashteuiatsh QC G0W 2H0</p> <p>Tel.: (418) 275-5757 Fax: (418) 275-1096 E-mail: cdm@destination.ca</p>
<p>CEDO Ekuanitshit *</p> <p>28 Manitou Nitassinan Street Box 319 Mingan QC G0G 1V0</p> <p>Tel.: (418) 949-2234 Fax: (418) 949-2085 E-mail: cmingan@quebectel.com</p>	<p>CEDO de Natashquan</p> <p>159A des Montagnais Street Natashquan QC G0G 2E0</p> <p>Tel.: (418) 726-3529 Fax: (418) 726-3606</p>
<p>CEDO Matimekush - Lac John *</p> <p>Box 1390 Schefferville QC G0G 2T0</p> <p>Tel.: (418) 585-2601 Fax: (418) 585-3856</p>	<p>Innu Takuaikan Uashat Mak Mani-Utenam *</p> <p>1089 Dequen Street Box 8000 Sept-Îles QC G4R 4L9</p> <p>Tel.: (418) 962-0327 Fax: (418) 968-0937</p>



MONTAGNAIS (Cont'd)

CEDO de Pakua Shipi
Box 178
Saint-Augustin QC G0G 2R0

Tel.: (418) 947-2253
Fax: (418) 947-2622

NASKAPIS

CEDO of Kawawachikamach
Box 5111
Kawawachikamach Indian Reserve
Kawawachikamach QC G0G 2Z0

Tel.: (418) 585-2686
Fax: (418) 585-3130
E-mail: kawawa@naskapi.ca

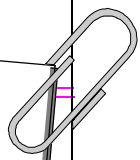


Québec Native Women Inc.

Organization	Québec Native Women Inc.
	460 Sainte-Catherine Street West Suite 610 Montréal QC H3B 1A7
Description	Tel.: (514) 954-9991 Fax: (514) 954-1899 E-mail: qnwafaq@microtec.net
The provincial voice for Aboriginal women, Québec Native Women Inc. is made up of organizations at the local level. Québec Native Women Inc. is designed to enhance, promote and foster the social, economic, cultural and political well-being of First Nations, Inuit and Métis women within Aboriginal and mainstream Québec societies.	
The “Grandmothers’ Lodge” at the national level is the Native Women’s Association of Canada (NWAC).	



Regroupement des Centres d'amitié autochtones du Québec (RCAAQ)

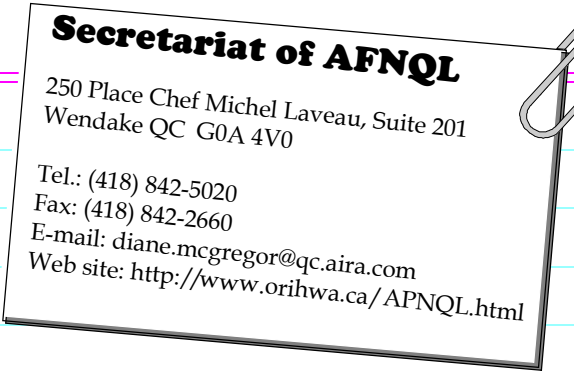
Organization	 <p>RCAAQ 225 Chef Max Gros-Louis Street, Suite 250 Wendake QC G0A 4V0 Tel.: (418) 842-6354 Fax: (418) 842-9795 E-mail: rcaaq.org@qc.aira.com</p>
Description	
<p>The RCAAQ represents the interests of its affiliated native friendship centres. It supports the centres' actions, in particular by developing and implementing different projects and programs. Native friendship centres are the meeting places for Aboriginal peoples living in the cities. Their mission is to help Aboriginal peoples adapt to the social and economic realities of urban centres.</p> <p>The National Association of Friendship Centres (NAFC) is the national representative of the native friendship centres.</p>	

Friendship Centres in Québec:

<p>Native Friendship Centre of Val-d'Or 1272 7th Street Val d'Or QC J9P 6W6</p> <p>Tel.: (819) 825-6857 Fax: (819) 825-7515 E-mail: caavd@cablevision.qc.ca</p>	<p>Cree Indian Centre of Chibougamau 95 Jaculet Street Chibougamau QC G8P 2G1</p> <p>Tel.: (418) 748-7667 Fax: (418) 748-6954 E-mail: centreindiencri@idlogic.com</p>
<p>Centre d'amitié Autochtone de Québec 234 Saint-Louis Street Loretteville QC G2B 1L4</p> <p>Tel.: (418) 843-5818 Fax: (418) 843-8960 E-mail: caaqadm@microtec.net</p>	<p>Native Friendship Centre of Senneterre 910 10th Avenue, Box 1769 Senneterre QC J0Y 2M0</p> <p>Tel.: (819) 737-2324 Fax: (819) 737-8311 E-mail: ceaas@hotmail.com</p>
<p>Native Friendship Centre of Montréal 2001 Saint-Laurent Blvd. Montréal QC H2X 2T3</p> <p>Tel.: (514) 499-1854 Fax: (514) 499-9436 E-mail: lmayo@nfc.m.org</p>	<p>Centre d'amitié Autochtone de la Tuque 544 Saint-Antoine Street La Tuque QC G9X 2Y4</p> <p>Tel.: (819) 523-6121 Fax: (819) 523-8637 E-mail: caalt@hotmail.com</p>

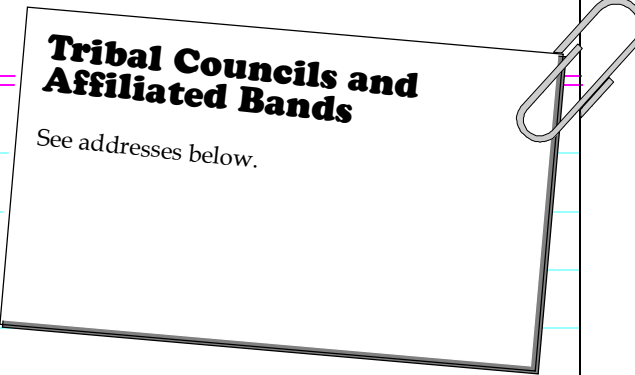


Secretariat of the Assembly of First Nations of Québec and Labrador (AFNQL)

Organization	 <p>Secretariat of AFNQL 250 Place Chef Michel Laveau, Suite 201 Wendake QC G0A 4V0 Tel.: (418) 842-5020 Fax: (418) 842-2660 E-mail: diane.mcgregor@qc.aira.com Web site: http://www.orihwa.ca/APNQL.html</p>
Description	
<p>The AFNQL is the political office that represents all of the Aboriginal communities within this territory. It is the regional component of the Assembly of First Nations, which has its office in Ottawa. Its main objective is to promote and defend the political interests of the 43 band councils, which are represented by their respective leaders, and to encourage collaboration on common issues with a view to establishing concerted positions.</p>	



Tribal Councils and Affiliated Bands

Organization	
Description	
<p>Tribal Councils provide consultation services, with the help of internal advisors, to their affiliated bands. The sectors in which these services are offered are band council administration, financial management, community planning, technical services and economic development.</p> <p>Note: Some tribal councils are responsible for negotiating land claims and self-government.</p>	 <p>Tribal Councils and Affiliated Bands</p> <p>See addresses below.</p>

Tribal councils and affiliated bands in Québec:

<p>Algonquin Anishinabeg Nation 81 Kichi Mikan Street Maniwaki QC J9E 3C3</p> <p>Tel.: (819) 449-1225 Fax: (819) 449-8064</p> <p>Affiliated bands: Abitibiwinni, Lac Simon, Eagle Village First Nation, Long Point First Nation, Kitigan Zibi Anishinabeg, Kitcisakik, Wahgoshig</p>	<p>Algonquin Nation Programs and Services Secretariat Box 367 Timiskaming Indian Reserve Notre-Dame-du-Nord QC J0Z 3B0</p> <p>Tel.: (819) 723-2019 Fax: (819) 723-2345</p> <p>Affiliated bands: Timiskaming, Wolfe Lake, Barrier Lake</p>
<p>Conseil Tribal Mamuitum 20 Messek Street Box 179 Betsiamites QC G0H 1B0</p> <p>Tel.: (418) 567-2295 Fax: (418) 567-8528</p> <p>Affiliated bands: Lac Saint-Jean, Innu Takuaikan Uashat Mak Mani-Utenam, Betsiamites, Essipit, Shefferville, Mastheuiatsh, Matimekosh</p>	<p>Conseil de la Nation Atikamekw Atikamekw-Sipi 290 Saint-Joseph Street Box 848 La Tuque QC G9X 3P6</p> <p>Tel.: (819) 523-6153 Fax: (819) 523-8706</p> <p>Affiliated bands: Wemotaci, Manawan, Obedjiwan</p>



Section 6.4: Aboriginal Organizations

Le Grand Conseil de la Nation Waban-Aki
4680 Danube Blvd.
Wôlinak QC G0X 1B0

Tel.: (819) 294-1686
Fax: (819) 294-1689

Affiliated bands: Wôlinak, Odanak

Regroupement Mamit Innuat
350 Smith Street, Suite 224
Sept-Îles QC G4R 3X2

Tel.: (418) 962-1549
Fax: (418) 962-3250

Affiliated bands: Mingan, La Romaine, Pakua
Shipi



6.5 Services to Recruit Aboriginal Employees

Services to help recruit Aboriginal employees will be particularly valuable to employers seeking to increase Aboriginal employment.

This section provides names and contact numbers of organizations and programs that operate regionally. These organizations can either be recruitment agencies, data banks, referral offices or others. They are organized into two categories.

1. Services Employment and recruitment, data banks and referral offices, others.
2. Educational Institutions While these organizations do not offer direct recruitment services of Aboriginal employees, some have employment centres and organize career days.

☆ Also See	Section 6.4: Aboriginal Organizations.....6-5
	Section 6.8: Off-the-Shelf Resource Materials6-55



1. Services

Aboriginal Human Resources Development Strategy (AHRDS)

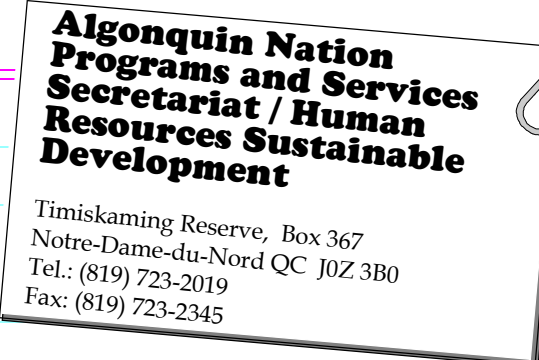
The AHRDS was launched on April 1, 1999. It represents HRDC's contribution to the action plan *Gathering Strength*. The AHRDS is a five-year commitment that aims to help Aboriginal peoples, organizations and institutions improve their socio-economic conditions. The AHRDS also endeavours to develop new agreements in the human resources sector that can lead to the creation of a broader range of federal human resources programs for young people, people with disabilities and daycare facilities (First Nations and Inuit only). National agreements have been established between HRDC, the Assembly of First Nations, the Inuit Tapirisat of Canada, as well as with the Congress of Aboriginal Peoples and the Native Women's Association of Canada. In Québec, the Aboriginal Human Resources Development Agreements (AHRDA) are administered by the Aboriginal organizations listed below, and described in more detail in the following pages:

- Algonquin Nation Programs and Services Secretariat / Human Resources Sustainable Development
- Cree Regional Authority
- First Nations Human Resources Development Commission of Québec (FNHRDCQ)
- Kativik Regional Government


Note: The AHRDS is a continuation of Regional Bilateral Agreements (RBA).



Algonquin Nation Programs and Services Secretariat / Human Resources Sustainable Development


Organization	 <p>Algonquin Nation Programs and Services Secretariat / Human Resources Sustainable Development</p>
Description	
<p>Timiskaming Reserve, Box 367 Notre-Dame-du-Nord QC J0Z 3B0 Tel.: (819) 723-2019 Fax: (819) 723-2345</p>	
<p>The Algonquin Nation Programs and Services Secretariat / Human Resources Sustainable Development is part of the tribal councils that provide consultation services, with the help of internal advisors, to their affiliated bands. The sectors in which these services are offered are band council administration, financial management, community planning, technical services and economic development. This organization also delivers Aboriginal human resources development services under the Aboriginal Human Resources Development Strategy.</p>	
<p>Note: Some tribal councils are responsible for negotiating land claims and self-government.</p>	

Cree Regional Authority

Organization	 <p>Cree Regional Authority</p>
Description	
<p>277 Duke Street, Suite 102 Montréal QC H3C 2M2 Tel.: (514) 866-1234 Fax: (514) 866-1331 E-mail: chrd@cra.qc.ca</p>	
<p>Created by virtue of the <i>Cree Regional Administration Act</i>, this public corporation provides services to the Cree communities in James Bay. This organization also delivers Aboriginal human resources development services under the Aboriginal Human Resources Development Strategy.</p>	
<p>Note: There is also an office in Ottawa. The telephone number is (613) 761-1655.</p>	



First Nations Human Resources Development Commission of Québec (FNHRDCQ)

Organization	 <p>FNHRDCQ 4110 Wellington Street, 3rd Floor Verdun QC H4G 1V7 Tel.: (514)283-8929 Fax: (514) 283-8934 E-mail: cdhr.apnql@jonction.net</p>
Description	
<p>The FNHRDCQ is made up of, and oversees, a network of 25 service delivery centres (Local First Nations Commissions - LFNC), which serve 29 Aboriginal communities and 3 urban service points (Québec, Montréal, Val d’Or).</p>	

Member Centres of the FNHRDCQ:

<p>LFNC Wolf Lake Band Council 5670 Vars Street Box 93 Vars ON K0A 3H0</p> <p>Tel.: (613) 835-9664 Fax: (613) 835-9876</p>	<p>Tewatohnhi’saktha Kahnawake Economic Development Commission Box 1110 Kahnawake QC J0L 1B0</p> <p>Tel.: (450) 638-4280 Fax: (450) 638-3276</p>
<p>Secrétariat de la CLPN Côte-Nord 1005 Laure Blvd., Suite 305.2 Sept-Îles QC G4R 4S6</p> <p>Tel.: (418) 962-4442 Fax: (418) 968-1841 E-mail: clpn@bbsi.net</p>	<p>Secrétariat de la CLPN de Mashteuiatsh 1671 Ouiatchouan Street Mashteuiatsh QC G0W 2H0</p> <p>Tel.: (418) 275-2473 Fax: (418) 275-6212</p>



Section 6.5: Services to Recruit Aboriginal Employees

<p>Secrétariat de la CLPN de Betsiamites 44 Messek Street Box 807 Betsiamites QC G0H 1B0</p> <p>Tel.: (418) 567-4741 Fax: (418) 567-8085</p>	<p>LFNC Secretariat of Kawawachikamach Box 5111 Kawawachikamach QC G0G 2Z0</p> <p>Tel.: (418) 585-3082 Fax: (418) 585-3953</p>
<p>Secrétariat de la CLPN de Wôlinak 10120 Kolipaïo Street Wôlinak QC G0X 1B0</p> <p>Tel.: (819) 294-6696 Fax: (819) 294-6697</p>	<p>Secrétariat de la CDRHAA 615 Centrale Avenue, Suite 203 Val d'Or QC J9P 1P9</p> <p>Tel.: (819) 874-6601 Fax: (819) 874-6602 E-mail: cdrhaa.norm@cablevision.qc.ca</p>
<p>LFNC Secretariat of Kitigan Zibi Anishinabeg Box 309 Maniwaki QC J9E 3C9</p> <p>Tel.: (819) 449-5170 Fax: (819) 449-5673</p>	<p>LFNC Secretariat of Gesgapegiag Box 1280 Maria QC G0C 1Y0</p> <p>Tel.: (418) 759-3441 Fax: (418) 759-5856 E-mail: chrissy@globetrotter.net</p>
<p>LFNC Secretariat of Kanesatake 664 Ste-Philomène Kanesatake QC J0N 1E0</p> <p>Tel.: (450) 479-1100 Fax: (450) 479-1103</p>	<p>LFNC Secretariat of Long Point Box 1 Winneway via Laforce QC J0Z 2J0</p> <p>Tel.: (819) 722-2370 Fax: (819) 722-2579</p>
<p>Listuguj Mi'gmaq Development Council (LMDC) 1 Riverside Street West Listuguj (Restigouche) QC G0C 2R0</p> <p>Tel.: (418) 788-2248 (direct - 3078) Fax: (418) 788-3095</p>	<p>LFNC Secretariat of Eagle Village Box 756 Temiscamingue QC J0Z 3R0</p> <p>Tel.: (819) 627-1980 Fax: (819) 627-9428</p>
<p>Secrétariat de la CLPN des Malécites 112 de la Grève Avenue Box 10 Cacouna QC G0L 1G0</p> <p>Tel.: (418) 867-4618 Fax: (418) 867-3418</p>	<p>Secrétariat de la CLPN de Gaspé 783 Pointe-Navarre Boul. Box 69 Fontenelle Gaspé QC G4X 6V2</p> <p>Tel.: (418) 368-6005 Fax: (418) 368-1272</p>



Section 6.5: Services to Recruit Aboriginal Employees

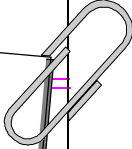
Secrétariat de la CLPN de Manawan 43 de la Visitation Street St-Charles Borromée QC J6E 4N1 Tel.: (450) 759-5933 Fax: (450) 759-8020	LFNC Secretariat of Odanak 102 Sibosis Street Odanak QC J0G 1H0 Tel.: (450) 568-2810 Fax: (450) 568-3553 E-mail: cbo.odanak@sympatico.ca
Secrétariat de la CLPN de Wemotaci Box 221 Wemotaci QC G0X 3R0 Tel.: (819) 666-2237 Fax: (819) 666-2209	Secrétariat de la CLPN Huronne-Wendat 30 de l'Ours Street Wendake QC G0A 4V0 Tel.: (418) 842-1026 Fax: (418) 842-3076
Secrétariat de la CLPN d'Obedjiwan Conseil de bande d'Obedjiwan Obedjiwan, via Roberval QC G0W 3B0 Tel.: (819) 974-8837 Fax: (819) 974-8828	Secrétariat de la CLPN Uashat Mak Mani- Utenam 1089 Dequen Street Sept-Îles QC G4R 4L9 Tel.: (418) 962-0327 Fax: (418) 968-0937

Service centres for Aboriginal people in urban areas:

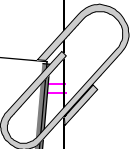
Point de services de Montréal 1255 Carré Phillips, Suite 1007 Montreal QC H3B 3G1 Tel.: (514) 283-0901 Fax: (514) 283-0158	Point de services de Québec 14 St-Amand Street Loretteville QC G2A 2K9 Tel.: (418) 845-5656 Fax: (418) 845-5757 E-mail: cagluq@qc.aira.com
Point de services de Val d'Or 633 3rd Avenue, Local 2 Val d'Or QC J9P 1S7 Tel.: (819) 874-6601 Fax: (819) 874-6602 E-mail: cdrhaa.norm@cablevision.qc.ca	



Kativik Regional Government

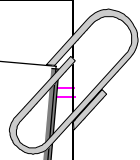
Organization	 <p>Kativik Regional Government</p> <p>Box 9 Kuujuaq QC J0M 1C0</p>
Description	
	<p>Tel.: (819) 964-2961 Fax: (819) 964-2956 E-mail: krg@total.net</p>
	<p>KRG has administrative jurisdiction over the Nunavik territory and, since its beginning, has been responsible for many federal and provincial programs. This organization also delivers Aboriginal human resources development services under the Aboriginal Human Resources Development Strategy.</p>

Aboriginal University Recruitment (AUR)

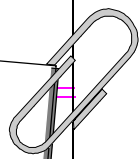
Organization	 <p>AUR</p> <p>Complexe Place Jacques Cartier 320 St-Joseph Street East, Suite 400 Québec QC G1K 9J2</p>
Description	
	<p>Tel.: (418) 951-7813 Fax: (418) 648-5868 E-mail: verreaultc@inac.gc.ca</p>
	<p>Under the umbrella of the Aboriginal Employment Program, AUR is a joint initiative between the Department of Indian Affairs and Northern Development (DIAND) and the Public Service Commission. This program is designed to recruit Aboriginal university graduates into areas such as the professional and administrative service groups. DIAND's list of AUR applicants is available to the private sector on request.</p>



Centres locaux d'emploi (CLE)

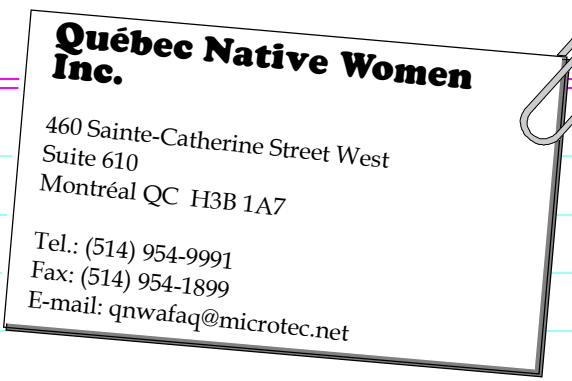
Organization	 Centres locaux d'emploi (CLE)
Description	
<p>Web site: http://www.mess.gouv.qc.ca/anglais/cle/index.htm</p>	
<p>On April 1, 1998, the Centres locaux d'emploi (CLE) of the ministère de la Solidarité sociale amalgamated the services offered to individuals with the services to employers that had previously been offered in the Travail-Québec centres and the local offices of the Société québécoise de développement de la main-d'oeuvre, as well as certain services offered in centres belonging to Human Resources Development Canada.</p>	
<p>CLEs are located in all regions of Québec. Their contact information can be found by consulting the Web site listed above.</p>	

Indian and Inuit Health Careers Program

Organization	 Indian and Inuit Health Careers Program
Description	
<p>Health Canada, Medical Services Branch Guy-Favreau Complex, East Tower, Suite 210 200 René-Lévesque Blvd. West Montréal QC H2Z 1X4</p> <p>Tel.: (514) 283-4774 Fax: (514) 283-8067</p>	
<p>The Indian and Inuit Health Careers Program at Health Canada supports Aboriginal participation in education leading to professional careers in the health field. Bursaries and scholarships are available to Aboriginal students based on financial need and academic achievement.</p>	
<p>Note: While not primarily aimed at recruitment, this program may still be helpful. The national office is located in Ottawa.</p>	




Québec Native Women Inc.

Organization	 <p>Québec Native Women Inc. 460 Sainte-Catherine Street West Suite 610 Montréal QC H3B 1A7</p>
Description	<p>Tel.: (514) 954-9991 Fax: (514) 954-1899 E-mail: qnwafaq@microtec.net</p>
	<p>The provincial voice for Aboriginal women, Québec Native Women Inc. is made up of organizations at the local level. Québec Native Women Inc. is designed to enhance, promote and foster the social, economic, cultural and political well-being of First Nations, Inuit and Métis women within Aboriginal and mainstream Québec societies.</p>
	<p>The “Grandmothers’ Lodge” at the national level is the Native Women’s Association of Canada (NWAC).</p>



Regroupement des Centres d'amitié autochtones du Québec (RCAAQ)

Organization	 <p>RCAAQ 225 Chef Max Gros-Louis Street, Suite 250 Wendake QC G0A 4V0 Tel.: (418) 842-6354 Fax: (418) 842-9795 E-mail: rcaaq.org@qc.aira.com</p>
Description	
<p>The RCAAQ represents the interests of its affiliated native friendship centre. It supports the centres' actions, in particular by developing and implementing different projects and programs. Native friendship centres are the meeting places for Aboriginal peoples living in the cities. Their mission is to help Aboriginal peoples adapt to the social and economic realities of urban centres.</p> <p>The National Association of Friendship Centres (NAFC) is the national representative of the native friendship centres.</p>	

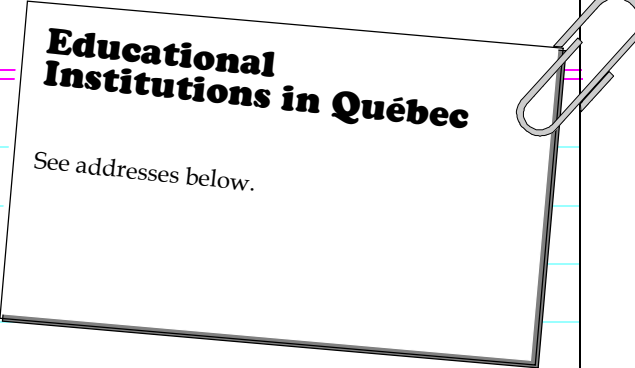
Friendship Centres in Québec:

Native Friendship Centre of Val-d'Or 1272 7th Street Val d'Or QC J9P 6W6 Tel.: (819) 825-6857 Fax: (819) 825-7515 E-mail: caavd@cablevision.qc.ca	Cree Indian Centre of Chibougamau 95 Jaculet Street Chibougamau QC G8P 2G1 Tel.: (418) 748-7667 Fax: (418) 748-6954 E-mail: centreindiencri@idlogic.com
Centre d'amitié Autochtone de Québec 234 Saint-Louis Street Loretteville QC G2B 1L4 Tel.: (418) 843-5818 Fax: (418) 843-8960 E-mail: caaqadm@microtec.net	Native Friendship Centre of Senneterre 910 10th Avenue, Box 1769 Senneterre QC J0Y 2M0 Tel.: (819) 737-2324 Fax: (819) 737-8311 E-mail: ceaas@hotmail.com
Native Friendship Centre of Montréal 2001 Saint-Laurent Blvd. Montréal QC H2X 2T3 Tel.: (514) 499-1854 Fax: (514) 499-9436 E-mail: lmayo@nfc.org	Centre d'amitié Autochtone de la Tuque 544 Saint-Antoine Street La Tuque QC G9X 2Y4 Tel.: (819) 523-6121 Fax: (819) 523-8637 E-mail: caalt@hotmail.com



2. Educational Institutions

Educational Institutions in Québec

Organization	 <p>Educational Institutions in Québec</p> <p>See addresses below.</p>
Description	
<p>The following educational institutions provide services to many Aboriginal peoples. These institutions are important sources for recruitment campaigns, as well as information for awareness and education purposes (reports, studies, special events). Most of them offer Aboriginal programs and include Aboriginal sections or departments.</p>	

Educational institutions in Québec:

<p>Université du Québec en Abitibi-Témiscamingue 445 Université Blvd. Rouyn-Noranda QC J9X 5E4</p> <p>Tel.: (819) 762-0971 Fax: (819) 797-4727 Web site: http://www.uqat.quebec.ca</p>	<p>Université du Québec à Trois-Rivières 3351 des Forges Blvd. Box 500 Trois-Rivières QC G9A 5H7</p> <p>Tel.: (819) 376-5011 Fax: (819) 376-5012 Web site: http://www.uqtr.ca</p>
<p>Université du Québec à Rimouski 300 allée des Ursulines Rimouski QC G5L 3A1</p> <p>Tel.: (418) 723-1986 Fax: (418) 724-1525 Web site: http://www.uqar.quebec.ca</p>	<p>Université du Québec à Chicoutimi 555 de l'Université Blvd. Chicoutimi QC G7H 2B1</p> <p>Tel.: (418) 545-5011 Fax: (418) 545-5012 Web site: http://www.uqac.quebec.ca</p>

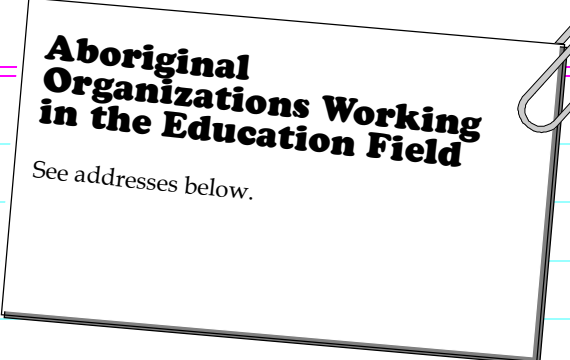


Section 6.5: Services to Recruit Aboriginal Employees

<p>Université du Québec à Hull 283 Alexandre Taché Blvd. Box 1250 Succursale B Hull QC J8X 3X7</p> <p>Tel.: (819) 595-3900 Web site: http://www.uqah.quebec.ca</p>	<p>Université du Québec à Montréal Box 8888, succursale centre-ville Montréal QC H3C 3P8</p> <p>Tel.: (514) 987-3000 Web site: http://www.uqam.ca</p>
<p>CEGEP Dawson College 3040 Sherbrooke Street West Montréal QC H3Z 1A4</p> <p>Tel.: (514) 931-8731 Fax: (514) 931-3567 Web site: http://www.dawsoncollege.qc.ca</p>	<p>Université de Montréal Box 6128, succursale centre-ville Montréal QC H3C 3J8</p> <p>Tel.: (514) 343-6111 Web site: http://www.umontreal.ca</p>
<p>Université Concordia 1455 de Maisonneuve Blvd. West Montréal QC H3G 1M8</p> <p>Tel.: (514) 848-2424 Web site: http://www.concordia.ca</p>	<p>Université McGill 845 Sherbrooke Street West Montréal QC H3A 2T5</p> <p>Tel.: (514) 398-4455 Fax: (514) 398-3594 Web site: http://www.mcgill.ca</p>



Aboriginal Organizations Working in the Education Field

Organization	
Description	
<p>Apart from the educational services offered locally within Aboriginal communities, Aboriginal organizations offer a number of other services such as training programs for Aboriginal peoples living in urban centres, support services to communities for the improvement of their educational system, and programs aimed at protecting and promoting the Aboriginal language and culture.</p>	

Aboriginal organizations working in the education field:

<p>Centre de Développement de la Formation de la Main-d'oeuvre Huron-Wendat (CDFM) 30 de l'Ours Street Wendake QC G0A 4V0</p> <p>Tel.: (418) 842-6000 Fax: (418) 842-3076</p>	<p>Conseil en Éducation des Premières Nations (CEPN) 240 Place Sondakwa Wendake QC G0A 4V0</p> <p>Tel.: (418) 842-7672 Fax: (418) 842-9988 Web site: http://www.cepn-fnec.com E-mail: cepnfnec@total.net</p> <p>Affiliated communities: Opitciwan, Manawan, Wemotaci, Mashteuiatsh, Pikogan, Wendake, Lac Simon, Gespeg, Odanak, Kiteisakik, Wôlinak, Gesgapegiag, Kahnawake, Barrier Lake, Timiskaming, Listuguj, Kitigan Zibi, Winneway, Kanesatake, Wolfe Lake, Eagle Village, Malécites de Viger</p>
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Section 6.5: Services to Recruit Aboriginal Employees

Institut Culturel et Éducatif Montagnais (ICEM)
1005 Laure Blvd., Suite 305.2
Sept-Îles QC G4R 4S6

Tel.: (418) 968-4424
Fax: (418) 968-1841
E-mail: icem@bbsi.net

Affiliated communities: Betsiamites, Essipit, La Romaine, Mingan, Natashquan, Pakua Shipi, Schefferville, Sept-Îles

Centres de Formation Autochtone en Milieu Urbain (CFAMU)
CFAMU de La Tuque
544 Saint-Antoine Street
La Tuque QC G9X 2Y4

Tel.: (819) 523-6121
Fax: (819) 523-8637
E-mail: cfamu@sympatico.ca

Centres de Formation Autochtone En Milieu Urbain (CFAMU)
CFAMU de Montréal
2001 Saint-Laurent Blvd.
Montréal QC H2X 2T3

Tel.: (514) 499-1854
Fax: (514) 499-9436
E-mail: rhenore.collins@nfcm.org

Centres de Formation Autochtone En Milieu Urbain (CFAMU)
CFAMU de Val d'Or
1272 7th Street
Val d'Or QC J9P 6W6

Tel.: (819) 825-6857
Fax: (819) 825-7515
E-mail: johanne.lacasse@cablevision.qc.ca



6.6 Sources of Aboriginal Awareness Training

Note: While AWPI makes every effort to ensure that Aboriginal awareness providers are reputable and reliable, we strongly urge toolkit users to conduct their own research. An excellent place to begin is at the cultural centres located in most Aboriginal communities. While the centres may not provide education and training services directly, they will generally be able to recommend quality services in the area. You should also consult the checklists in the national version of the *AWPI Employer Toolkit* (section 6.10) for suggestions on what to look for in an Aboriginal awareness training provider.

Aboriginal awareness sessions are offered by many Aboriginal organizations and federal and provincial departments. The content of these sessions varies. In addition to the suggestions above, contact your AWPI Regional Coordinator, whose information can be found in Section 6.2, and:

Centre de documentation – Indian and Northern Affairs Canada
Complexe Place Jacques Cartier
320 St-Joseph Street East, Suite 400
Québec QC G1K 9J2

Tel.: (418) 648-7551
Toll-free: 1-800-263-5592
Fax: (418) 648-2266

☆ Also See

Section 6.4: Aboriginal Organizations.....6-5



6.7 Programs Geared to Aboriginal Employment

Programs geared to Aboriginal employment include: federal programs, provincial programs and private sector programs. Each has its own target group and requirements. This section provides a sample of programs.

☆ Also See	Section 6.8: Off-the-Shelf Resource Materials..... 6-55
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Aboriginal Human Resources Development Strategy (AHRDS)

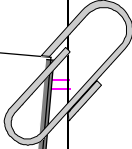
The AHRDS was launched on April 1, 1999. It represents HRDC's contribution to the action plan *Gathering Strength*. The AHRDS is a five-year commitment that aims to help Aboriginal peoples, organizations and institutions improve their socio-economic conditions. The AHRDS also endeavours to develop new agreements in the human resources sector that can lead to the creation of a broader range of federal human resources programs for young people, people with disabilities and daycare facilities (First Nations and Inuit only). National agreements have been established between HRDC, the Assembly of First Nations, the Inuit Tapirisat of Canada, as well as with the Congress of Aboriginal Peoples and the Native Women's Association of Canada. In Québec, the Aboriginal Human Resources Development Agreements (AHRDA) are administered by the Aboriginal organizations listed below, and described in more detail in the following pages:

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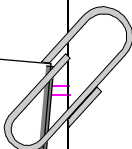
Note: The AHRDS is a continuation of Regional Bilateral Agreements (RBA).



Algonquin Nation Programs and Services Secretariat / Human Resources Sustainable Development


Organization	 <p>Algonquin Nation Programs and Services Secretariat / Human Resources Sustainable Development</p>
Description	<p>Timiskaming Reserve, Box 367 Notre-Dame-du-Nord QC J0Z 3B0 Tel.: (819) 723-2019 Fax: (819) 723-2345</p> <p>The Algonquin Nation Programs and Services Secretariat / Human Resources Sustainable Development is part of the tribal councils that provide consultation services, with the help of internal advisors, to their affiliated bands. The sectors in which these services are offered are band council administration, financial management, community planning, technical services and economic development. This organization also delivers Aboriginal human resources development services under the Aboriginal Human Resources Development Strategy.</p> <p>Note: Some tribal councils are responsible for negotiating land claims and self-government.</p>

Cree Regional Authority

Organization	 <p>Cree Regional Authority</p>
Description	<p>277 Duke Street, Suite 102 Montréal QC H3C 2M2</p> <p>Tel.: (514) 866-1234 Fax: (514) 866-1331 E-mail: chrd@cra.qc.ca</p> <p>Created by virtue of the <i>Cree Regional Administration Act</i>, this public corporation provides services to the Cree communities in James Bay. This organization also delivers Aboriginal human resources development services under the Aboriginal Human Resources Development Strategy.</p> <p>Note: There is also an office in Ottawa. The telephone number is (613) 761-1655.</p>



First Nations Human Resources Development Commission of Québec (FNHRDCQ)

Organization	 <p>FNHRDCQ 4110 Wellington Street, 3rd Floor Verdun QC H4G 1V7 Tel.: (514)283-8929 Fax: (514) 283-8934 E-mail: cdhr.apnql@jonction.net</p>
Description	
<p>The FNHRDCQ is made up of, and oversees, a network of 25 service delivery centres (Local First Nations Commissions - LFNC), which serve 29 Aboriginal communities and 3 urban service points (Québec, Montréal, Val d’Or).</p>	

Member Centres of the FNHRDCQ:

<p>LFNC Wolf Lake Band Council 5670 Vars Street Box 93 Vars ON K0A 3H0</p> <p>Tel.: (613) 835-9664 Fax: (613) 835-9876</p>	<p>Tewatohnhi’saktha Kahnawake Economic Development Commission Box 1110 Kahnawake QC J0L 1B0</p> <p>Tel.: (450) 638-4280 Fax: (450) 638-3276</p>
<p>Secrétariat de la CLPN Côte-Nord 1005 Laure Blvd., Suite 305.2 Sept-Îles QC G4R 4S6</p> <p>Tel.: (418) 962-4442 Fax: (418) 968-1841 E-mail: clpn@bbsi.net</p>	<p>Secrétariat de la CLPN de Mashteuiatsh 1671 Ouiatchouan Street Mashteuiatsh QC G0W 2H0</p> <p>Tel.: (418) 275-2473 Fax: (418) 275-6212</p>



Section 6.7: Programs Geared to Aboriginal Employment

<p>Secrétariat de la CLPN de Betsiamites 44 Messek Street Box 807 Betsiamites QC G0H 1B0</p> <p>Tel.: (418) 567-4741 Fax: (418) 567-8085</p>	<p>LFNC Secretariat of Kawawachikamach Box 5111 Kawawachikamach QC G0G 2Z0</p> <p>Tel.: (418) 585-3082 Fax: (418) 585-3953</p>
<p>Secrétariat de la CLPN de Wôlinak 10120 Kolipaïo Street Wôlinak QC G0X 1B0</p> <p>Tel.: (819) 294-6696 Fax: (819) 294-6697</p>	<p>Secrétariat de la CDRHAA 615 Centrale Avenue, Suite 203 Val d'Or QC J9P 1P9</p> <p>Tel.: (819) 874-6601 Fax: (819) 874-6602 E-mail: cdrhaa.norm@cablevision.qc.ca</p>
<p>LFNC Secretariat of Kitigan Zibi Anishinabeg Box 309 Maniwaki QC J9E 3C9</p> <p>Tel.: (819) 449-5170 Fax: (819) 449-5673</p>	<p>LFNC Secretariat of Gesgapegiag Box 1280 Maria QC G0C 1Y0</p> <p>Tel.: (418) 759-3441 Fax: (418) 759-5856 E-mail: chrissy@globetrotter.net</p>
<p>LFNC Secretariat of Kanesatake 664 Ste-Philomène Kanesatake QC J0N 1E0</p> <p>Tel.: (450) 479-1100 Fax: (450) 479-1103</p>	<p>LFNC Secretariat of Long Point Box 1 Winneway via Laforce QC J0Z 2J0</p> <p>Tel.: (819) 722-2370 Fax: (819) 722-2579</p>
<p>Listuguj Mi'gmaq Development Council (LMDC) 1 Riverside Street West Listuguj (Restigouche) QC G0C 2R0</p> <p>Tel.: (418) 788-2248 (direct - 3078) Fax: (418) 788-3095</p>	<p>LFNC Secretariat of Eagle Village Box 756 Temiscamingue QC J0Z 3R0</p> <p>Tel.: (819) 627-1980 Fax: (819) 627-9428</p>
<p>Secrétariat de la CLPN des Malécites 112 de la Grève Avenue Box 10 Cacouna QC G0L 1G0</p> <p>Tel.: (418) 867-4618 Fax: (418) 867-3418</p>	<p>Secrétariat de la CLPN de Gaspé 783 Pointe-Navarre Boul. Box 69 Fontenelle Gaspé QC G4X 6V2</p> <p>Tel.: (418) 368-6005 Fax: (418) 368-1272</p>



Section 6.7: Programs Geared to Aboriginal Employment

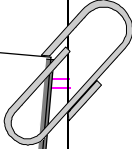
<p>Secrétariat de la CLPN de Manawan 43 de la Visitation Street St-Charles Borromée QC J6E 4N1</p> <p>Tel.: (450) 759-5933 Fax: (450) 759-8020</p>	<p>LFNC Secretariat of Odanak 102 Sibosis Street Odanak QC J0G 1H0</p> <p>Tel.: (450) 568-2810 Fax: (450) 568-3553 E-mail: cbo.odanak@sympatico.ca</p>
<p>Secrétariat de la CLPN de Wemotaci Box 221 Wemotaci QC G0X 3R0</p> <p>Tel.: (819) 666-2237 Fax: (819) 666-2209</p>	<p>Secrétariat de la CLPN Huronne-Wendat 30 de l'Ours Street Wendake QC G0A 4V0</p> <p>Tel.: (418) 842-1026 Fax: (418) 842-3076</p>
<p>Secrétariat de la CLPN d'Obedjiwan Conseil de bande d'Obedjiwan Obedjiwan, via Roberval QC G0W 3B0</p> <p>Tel.: (819) 974-8837 Fax: (819) 974-8828</p>	<p>Secrétariat de la CLPN Uashat Mak Mani-Utenam 1089 Dequen Street Sept-Îles QC G4R 4L9</p> <p>Tel.: (418) 962-0327 Fax: (418) 968-0937</p>

Service centres for Aboriginal people in urban areas:

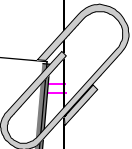
<p>Point de services de Montréal 1255 Carré Phillips, Suite 1007 Montreal QC H3B 3G1</p> <p>Tel.: (514) 283-0901 Fax: (514) 283-0158</p>	<p>Point de services de Québec 14 St-Amand Street Loretteville QC G2A 2K9</p> <p>Tel.: (418) 845-5656 Fax: (418) 845-5757 E-mail: cagluq@qc.aira.com</p>
<p>Point de services de Val d'Or 633 3rd Avenue, Local 2 Val d'Or QC J9P 1S7</p> <p>Tel.: (819) 874-6601 Fax: (819) 874-6602 E-mail: cdrhaa.norm@cablevision.qc.ca</p>	



Kativik Regional Government

Organization	 <p>Kativik Regional Government</p> <p>Box 9 Kuujuaq QC J0M 1C0</p>
Description	
	<p>Tel.: (819) 964-2961 Fax: (819) 964-2956 E-mail: krg@total.net</p>
<p>KRG has administrative jurisdiction over the Nunavik territory and, since its beginning, has been responsible for many federal and provincial programs. This organization also delivers Aboriginal human resources development services under the Aboriginal Human Resources Development Strategy.</p>	

First Nations and Inuit Youth Strategy

Organization	 <p>First Nations and Inuit Youth Strategy</p> <p>Complexe Jacques Cartier 320 St-Joseph Street East, Suite 400 Québec QC G1K 9J2</p>
Description	
	<p>Tel.: (418) 951-4171 Fax: (418) 648-7685 Web site: http://www.inac.gc.ca/ps/ys/index_e.html</p>
<p>INAC's First Nations and Inuit Youth Strategy is part of the federal government's Youth Employment Strategy. It offers young people the chance to acquire work skills and work experience, and also helps employers who hire youth. The programs developed for First Nations and Inuit youth living on-reserve or in recognized communities within Québec are:</p>	
<ol style="list-style-type: none"> 1. First Nations and Inuit Youth Work Experience Program 2. First Nations and Inuit Summer Student Career Placement Program 3. First Nations and Inuit Youth Business Program 4. First Nations and Inuit Science and Technology Camp Program 5. First Nations Schools Co-operative Education Program 	



Young Canada Works for Aboriginal Urban Youth (YCWAUY)

Organization	YCWAUY—Québec Office
	2001 St-Laurent Blvd. Montréal QC H2X 2T3
Description	Tel.: (514) 499-1854 Fax: (514) 499-9436
<p>Offered through the Department of Canadian Heritage, Young Canada Works for Aboriginal Urban Youth provides summer jobs to young people. Employers from the private sector, and national and community organizations seeking summer students may be eligible to participate in Young Canada Works for Aboriginal Youth.</p>	
<p>Note: The national office is located in Hull.</p>	



6.8 Off-the-Shelf Resource Materials

Off-the-shelf materials can further increase awareness and understanding of issues related to the employment of Aboriginal peoples.

In this section, you will find a bibliography of relevant books and articles as well as a list of videos and CD-ROMs, if available, that can be used within the workplace.

When possible, we have indicated where these materials can be obtained. If you have questions, or need more information, contact your AWPI Regional Coordinator.

Resource materials are listed under: Books and Articles, CD-ROMs, Media and Videos. Sections of the regional supplement that the resource materials relate to are identified in the left margin. As the *AWPI Employer Toolkit, Regional Supplement – Québec Region* is updated, AWPI hopes to identify resource materials for all sections.

Sources of information in the Québec region:

Department of Indian Affairs and Northern Development (DIAND)
 Québec Regional Office
 Complexe Place Jacques Cartier
 320 Saint-Joseph Street East, Suite 400
 Québec QC G1K 9J2

Tel.: (418) 648-7851
 Toll-free: 1-800-263-5592
 Fax: (418) 648-2266
 E-mail: inacquebec@inac.gc.ca

Bibliothèque administrative
 Champ documentaire:
 Affaires autochtones
 Ministère des relations avec les citoyens
 875 Grande Allée, East (R"C"), Building H
 Québec QC G1R 4Y8

Tel.: (418) 643-2377
 Fax: (418) 528-5822
 E-mail: Biblio_h@riq.gc.ca



Books & Articles

General

- **Beaulieu, Alain.** *Les Autochtones du Québec : des premières alliances aux revendications contemporaines.* Québec, Musée de la civilisation et Les Éditions Fides, 1997.

Mr. Beaulieu brings together the history of Amerindians and the Inuit in this book. Accompanied by abundant illustrations, the history helps the reader develop a nuanced view of and respect for these Aboriginal groups. To obtain this book, contact: Musée de la civilisation, Tel.: (418) 643-2158, E-mail: mcqweb@mcq.org.

General

- **Bussièrès, Paul.** "Quebeckers and the Inuit of Quebec: 20 Years of an Unusual Relationship." *Makivik News*, 1995.

This brief article describes the complex relationship between Quebeckers and the Inuit of Québec. The article was published as part of a special edition of *Makivik News* to commemorate the 20th anniversary of the signing of the *James Bay and Northern Quebec Agreement*. Web site: <http://www.makivik.org/>.

General

- **Côté, Louise, Louis Tardivel, et Denis Vaugeois.** *L'Indien généreux : ce que le monde doit aux Amériques.* Montréal, Éditions du Boréal, 1992.

This comprehensive volume describes in detail the contributions North American Aboriginal peoples have made to the world. These contributions are presented in alphabetical order. The authors wrote this book as a counterbalance to the abundant literature on the influence of Europe on North America. Contact Éditions du Boréal, Tel.: (514) 336-3941, E-mail: boreal@editionsboreal.qc.ca, Web site: <http://www.editionsboreal.qc.ca/commander.html>.

General

- **Côté, Marc et Gaétan L. Lessard, éd.** *Traces du passé, images du présent : anthropologie amérindienne du Moyen-Nord québécois.* Rouyn-Noranda, Québec, Cégep de l'Abitibi-Témiscamingue, 1993.

The editors of this collection look at the Aboriginal peoples of Quebec from an anthropological viewpoint. They survey social life, customs, material culture and economic conditions of these peoples throughout history.

General

- **Desbiens, Jean-Paul.** *How can one be a native person?: Comments on the Native Question.* Québec, Secrétariat aux affaires autochtones, 1993.

This book grew out of the consultations the Québec government held in 1991 while it was preparing a comprehensive policy on Québec Aboriginal peoples. Mr. Desbiens looks at the question of Aboriginal identity under such subjects as the current situation, self-determination, cultural characteristics, historical sources and government policies. To obtain this book, contact: Secrétariat aux affaires autochtones, Tel.: (418) 643-3166, Web site: <http://www.mce.gouv.qc.ca/d/html/d0466001.html>.



General

- **Dupuis, Renée.** *Tribus, peuples et nations : les nouveaux enjeux des revendications autochtones au Canada.* Montréal, Éditions du Boréal, 1997.

Ms. Dupuis has written this book to help Quebecers better understand Aboriginal attitudes toward the land claims they are making in Québec. She explores the current situation so that the public, on both sides, can make informed opinions on the questions raised by Aboriginal claims. Contact Éditions du Boréal, Tel.: (514) 336-3941, E-mail: boreal@editionsboreal.qc.ca, Web site: <http://www.editionsboreal.qc.ca/commander.html>.

General

- **Dupuis, Renée.** *La question indienne au Canada.* Montréal, Éditions du Boréal, 1991.

Ms. Dupuis explores the territorial claims that First Nations living in Québec are making. She surveys the history of relations between Indians and non-Indians, the historical and legal basis of claims, the mechanisms of negotiations and the consequences. As well, she presents a socio-economic portrait of today's First Nations in Québec and the rest of Canada. Contact Éditions du Boréal, Tel.: (514) 336-3941, E-mail: boreal@editionsboreal.qc.ca, Web site: <http://www.editionsboreal.qc.ca/commander.html>.

General

- **Gabriel-Doxtater, Brenda Katlatont, and Arlette Kawennatatie Van Den Hende.** *At the Woods' Edge: An Anthology of the History of the People of Kanehsatà:ke.* Kanesatake, Quebec, Kanesatake Education Center, 1995.

This is a Native view of the 270 years of contact and conflict at Kanehsatà:ke that culminated in the Oka crisis. It is also an anthology of this Mohawk settlement since first contact. Contact the Center, Tel.: (514) 479-1783, Web site: <http://www.schoolnet.ca/autochtone/kanesata/index-e.html>.

General

- **Pelletier, Clotilde, Jean-René Proulx and Sylvie Vincent.** *Relations between the Aboriginal and Non-aboriginal Peoples of Québec: Respective Viewpoint: Translation of the Synopsis.* Québec, Secrétariat aux affaires autochtones, 1991.

This report summarizes a tour that Quebec government officials took in order to understand the point of view of Aboriginal and non-Aboriginals in relation to each other.

General

- **Secrétariat aux affaires autochtones.** *The Amerindians and the Inuit of Québec: Eleven Contemporary Nations.* Québec 1997.

The Aboriginal communities of Québec are described in this book. It includes profiles of Aboriginal peoples and descriptions of their community life, culture, claims, political organization and economy and employment. The report can be obtained from the Secrétariat aux affaires autochtones, Tel.: (418) 643-3166, Web site: <http://www.mce.gouv.qc.ca/d/html/d0466001.html>.



General

- **Secrétariat aux affaires autochtones. *Opinions of and Attitudes towards Aboriginal People: A Survey of Quebecers.* Québec, Secrétariat aux affaires autochtones with the collaboration of Les Publications du Québec, 1991.**

This report summarizes the findings of a survey of Quebecers and their attitudes to First Nations peoples and the Inuit. The questionnaire that was applied is also included. The report can be obtained from the Secrétariat aux affaires autochtones, Tel.: (418) 643-3166, Web site: <http://www.mce.gouv.qc.ca/d/html/d0466001.html>.

General

- **Secrétariat aux affaires autochtones. *The Aboriginal Peoples and Québec: The Road to the Present.* Québec, 1991.**

This booklet examines the current condition of Québec's Aboriginal peoples, their relations with other Quebecers and with the Québec government. As well, current Aboriginal initiatives are also discussed. The report can be obtained from the Secrétariat aux affaires autochtones, Tel.: (418) 643-3166, Web site: <http://www.mce.gouv.qc.ca/d/html/d0466001.html>.

General

- **Trudel, Pierre, éd. *Autochtones et Québécois : la rencontre des nationalismes : actes du colloque tenu les 28 et 29 avril 1995, au Cégep du Vieux-Montréal.* Montréal, La Société Recherches amérindiennes au Québec, 1995.**

This collection of papers was presented at a conference that was designed to contribute to a better understanding between First Nations and Québec society. The meeting was organized under three themes: international rights on the right of self-government; the comparison between federal and Québec policies; and future perspectives.

Section 3.4

- **Ministère des Ressources naturelles. *Updating the Forest System: Views of Native Organizations and Communities: Public Consultations, Fall 1998.* Charlesbourg QC, 1999.**

This booklet records the consultations that focussed on four themes: recognition of the First Nations' situation; Aboriginal participation in the decision-making processes; whether partnership sustains or increases development; and forest resource sustainability and transparent management. Contact: Ministère des Ressources naturelles, Tel.: (418) 627-86009, Toll-free: 1-866-248-6936, Web site: <http://www.mrn.gouv.qc.ca/1/13/133/liste.asp>.

Section 3.4

- **Secrétariat aux affaires autochtones. *Partnership, Development, Achievement.* Québec, 1998.**

This paper contains the Québec government's guidelines on Aboriginal affairs. The issues cover land and resources, Aboriginal institutions and the exercise of contractual jurisdictions, legislative and regulatory flexibility and harmonious relations. An action strategy includes a political forum, agreements for development and assumption of responsibility, development fund for Aboriginal peoples, and financial self-sufficiency. The report is available from



the Secrétariat aux affaires autochtones, Tel.: (418) 643-3166, Web site: <http://www.mce.gouv.qc.ca/d/html/d0466001.html>.

- Section 3.4** ➤ **Thompson, Elizabeth. "Agenda for Job Equity: New Face for Public Sector." *Montreal Gazette*. June 16, 2000, p. A1.**
- Ms. Thompson describes the Québec government's new bill that will oblige the provincial civil service, Hydro-Québec and the Sûreté du Québec, hospitals, schools and municipalities to adopt employment equity plans. This bill, according to Ms. Thompson, should increase the hiring of women, visible minorities and Aboriginal peoples.
- Section 5.8** ➤ **Department of Indian Affairs and Northern Development, Québec Region. *Guide to the Indian Communities of Québec*. March 1999.**
- This guide depicts Indian communities in Québec and includes data on Indian reserves, geographic location, demography, school attendance, economic activities as well as services and community infrastructure. The document may be obtained from: Quebec Regional Office, Department of Indian Affairs and Northern Development, Tel.: (418) 648-7551, Fax: (418) 648-2266, E-mail: inacquebec@inac.gc.ca. Catalogue number: QS-032-000-EE-A1.
- Section 5.8** ➤ **Maurais, Jacques, ed. *Quebec's Aboriginal Languages: History, Planning, and Development*. Clevedon, England; Philadelphia: Multilingual Matters, 1996.**
- Nine Aboriginal languages in Quebec (Abenaki, Algonquin, Atikamekw, Cree, Inuktitut, Micmac, Mohawk, Montagnais and Naskapi) are exhaustively covered. The book also includes comprehensive overviews of the history and political status of these languages. For more information, contact Multilingual Matters, Tel.: +44 (0) 1275 876519 (England), E-mail: info@multilingual-matters.com, Fax: +44 (0) 1275 871673, Web site: <http://www.multilingual-matters.com>.
- Section 5.8** ➤ **Secrétariat aux affaires autochtones. *The Amerindians and Inuit in Today's Québec*. Québec, Ministère du Conseil exécutif, 1995.**
- This document gives a glimpse of the modern context in which Aboriginal peoples in Québec live. The booklet presents short historical notes on all 11 nations, a map locating each group, and contact information for each group. The document is available from the Secrétariat aux affaires autochtones, Tel.: (418) 643-3166, Web site: <http://www.mce.gouv.qc.ca/d/html/d0466001.html>.
- Section 5.8** ➤ **Sioui, Georges E. *Huron-Wendat: the Heritage of the Circle*. Sainte-Foy, Presses de l'Université Laval, 1994.**
- Mr. Sioui, a Huron-Wendat, explores the history of this little-known people. He surveys about 1,000 years of their history and retraces the social and philosophical ideas of his people and other Indian nations. To obtain this book, contact les Presses de l'Université Laval, Tel.: (418) 656-2803, E-mail: presses@pul.ulaval.ca, Web site: <http://www.ulaval.ca/pul>.



- Section 6.4** ➤ *1997 Quebec Native Directory. Indiana Marketing, 1997.*
- The Directory contains a wealth of information about education, natural resources, programs, tourism, and transportation. To obtain a copy, contact Indiana Marketing, Tel.: (418) 842-0230, Fax: (418) 842-5950, E-mail: indianatotal.net, Web site: <http://www.indianamarketing.com>.
- Section 6.7** ➤ *Larouche, Manon. List of Financial Aid Programs for Individuals, Firms and Organizations 1999-2000. Québec, Secrétariat aux affaires autochtones, 2000.*
- This guide summarizes the Québec government programs dealing with job creation and economic development. It was written with Aboriginal people in mind. The guide is intended mainly for individuals who would like to go into business and for businesspeople who would like to expand or revitalize their firms. The guide is available on the Web site: <http://www.mce.gouv.qc.ca/d/html/d0466001.html>. It is also available in hard copy from the Secrétariat aux affaires autochtones, Tel.: (418) 643-3166.

Media

- General** ➤ *Innuvelle*
- This Web-based newspaper contains regional, national and community news. Web site: <http://www.ckau.com/innuvelle/innuvelle.html>.
- General** ➤ *Land InSights*
- Established in 1993, *Land InSights* was previously published in hard copy. It is now only available via Web site: <http://www.nativelynx.qc.ca/>. However, you can reach the publishers at Tel.: (514) 278-4040, E-mail: tev@nativelynx.qc.ca. It is also available in French as *Terres En Vue* published by the Society for the Promotion of Native Culture, Fax: (514) 278-4224, Web site: <http://www.nativelynx.qc.ca/>.
- General** ➤ *Makivik Magazine*
- Makivik Magazine* is published three times a year by the Makivik Association. Makivik means “advancement” in Inuktitut, which is the message of the Association. This organization works to improve the progress of political, economic and social conditions of the Innu in Nunavik. Contact the magazine, E-mail: information_dept@makivik.org, Web site: <http://www.makivik.org/>.



- General** ➤ *Nunatsiaqnews*
- This weekly newspaper serves the Native peoples of Nunavik. For more information, contact Nortext (Iqaluit), Tel.: (867) 979-5357, E-mail: editor@nunatsiaq.com, Web site: <http://www.nunatsiaq.com>.
- General** ➤ *Piekouagami Ilnutsh*
- Piekuakami Ilnutsh* is published for the Montagnais peoples of the Mashteuiatsh Reserve in Québec. To contact the newspaper, Tel.: (418) 275-3570.
- General** ➤ *Rencontre*
- Rencontre* is published three times a year (February, June, October) by the Secrétariat aux affaires autochtones du Québec. Aimed at the Amerindian and Inuit people of Québec and all others interested in Aboriginal issues, *Rencontre* publishes articles and commentaries written by members of the Aboriginal community, and contains information on the policies and programs of the Government of Québec. Available from Secrétariat aux affaires autochtones du Québec, 905 Autoroute Dufferin-Montmorency, Québec QC G1R 5M6. Tel.: (418) 643-3166, Fax: (418) 646-4918, E-mail: saa@mce.gouv.qc.ca.
- General** ➤ *Société de Communication Attikamek-montagnaise (SOCAM)*
- SOCAM is a non-profit organization that provides communication and broadcasting services to the Atikamekw and Montagnais Nations. Established in 1983, SOCAM transmits to its 14 stations via satellites in digital mode. You can reach SOCAM at Tel.: (418) 843-3873, Toll-free: 1-800-463-6957, Fax: (418) 845-9774, E-mail: socam@socam.net, Web site: <http://www.socam.net>.
- General** ➤ *The Eastern Door*
- The Eastern Door*, which appears in English only, is published for the Mohawk people of Kahnawake. It is published every two weeks and contains news and views of interest to this community. Contact the publisher, Tel.: (450) 635-3050, Fax: (450) 635-8479, E-mail: easterndoor@axess.com, Web site: <http://www.easterndoor.com>.
- General** ➤ *The Nation*
- The Nation* is published every two weeks for the Cree communities along the James Bay coast. The publication focusses on news, stories, legends and poetry. For more information, contact the publishers at *The Nation* Production Office, Box 48036, 5678 Ave. du Parc, Montréal, QC H2V 4S8, Fax: (514) 278-9914, E-mail: beesum@beesum-communications.com or nation@beesum.ca, Web site: <http://www.beesum-communications.com/issues.html>.



Videos

- General** ➤ *L'autre côté de la lune*. Transimage limitée en association avec l'Office national du film du Canada, 1994.
- This touching, sensible two hour documentary talks of oppressed people who have not forgotten their ancestral soul, and yet are moving towards a more material society. For more information, please contact the National Film Board, Tel.: 1-800-267-7710, Web site: <http://www.nfb.ca/F>.
- General** ➤ *La Conquête de l'Amérique*. Office national du film du Canada, 1992.
- In this film, anthropologist Rémi Savard sets out the historical and legal thesis that supports the Montagnais who are demanding recognition of their inherent right to political and administrative autonomy. Contact the National Film Board, Tel.: 1-800-267-7710, Web site: <http://www.nfb.ca/F>.
- General** ➤ *Le monde algonquien*. Synercom téléproductions inc. and INRS-Culture et société, 1996.
- This film illustrates the economic and cultural life of the Aboriginal peoples in Québec from 1800 to today. Contact Synercom téléproductions inc., Tel.: (514) 273-4333, E-mail: info@synercom.ca.
- General** ➤ *Québécois et autochtones vers le dialogue*. Productions sur la Place inc., Media 2000 inc., 1995.
- This film is a series of interviews featuring Quebecers and Aboriginal peoples who exchange their points of view on various subjects.



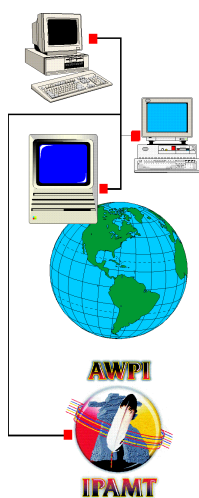
6.9 Web Sites

The Internet has a wealth of information available on all subjects. Employers can access the Internet for information on Aboriginal issues, including cultural and community information, as well as information on Aboriginal employment.

The following Web sites have been provided to give an example of what is available via the Internet and are in alphabetical order by organization / site name.

Note: This section does not repeat those Web sites listed in Sections 6.4 to 6.8.

Web Sites on Aboriginal Issues



Canadian Executive Service Organization (CESO)

CESO is a Canadian, volunteer-based, not-for-profit organization founded in 1967. Its mandate is to promote and extend the economic and social growth and well-being of the Aboriginal peoples of Canada and of the peoples of the developing nations and emerging market economies.

Web site: <http://www.ceso-saco.com/home.htm>

Conseil de la Nation Atikamekw

This site deals with the Atikamekw Nation (history, population, services, etc.).

Web site: <http://www.meskino.qc.ca/>

Cree-Naskapi Commission

This site provides information on the Cree-Naskapi Commission and the *Cree-Naskapis (of Québec) Act*.

Web site: <http://www.atreide.net/cnc>

Creenet

Creenet provides Internet access to all northern communities, including E-mail, Web sites, and an FTP server.

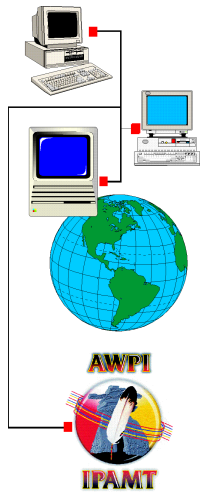
Web site: <http://www.creenet.com>

First Nation of Betsiamites

Site devoted to the Aboriginal community of Betsiamites (population, history, languages, etc.).

Web site: <http://www.betsiamites.ca>





First Nation of Essipit

This site outlines the services available to tourists visiting the Essipit community (outfitting opportunities, accommodation, cruises).

Web site: <http://www.essipit.com>

Grand Council of the Crees

This Web site explains Cree culture, values, problems and hopes, and describes many political, cultural, social, economic, and spiritual activities. In addition, it offers readers links to major stories of Aboriginal interest in other parts of Canada and around the world.

Web site: <http://www.gcc.ca>

Indiana Marketing

This site contains information on the Aboriginal network in Québec, and on how to purchase Amerindian art; it also provides a tourism guide for Aboriginal regions and information about the marketing and communications services offered by Indiana Marketing.

Web site: <http://indianamarketing.com>

Innu Nation Mamit Innuat

The Mamit Innuat/Innu Nation site provides general information in three languages (Innu, English, French) on Innu society. This includes information on the following areas of Innu society: history, culture, population, geographical situation, political and administrative organization, education, languages, social conditions, economy, etc.

Web site: <http://www.innu.ca>

Makivik Corporation

This site contains information on the Makivik Corporation and on Nunavik (annual reports, press releases, special events, developments in Nunavik, etc.).

Web site: <http://www.makivik.org>

Mamuitun Tribal Council

This site contains information on the mission, structure, and services offered by the Mamuitun Tribal Council.

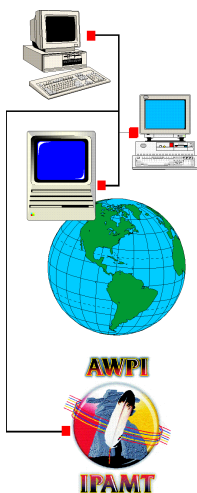
Web site: <http://www.mamuitun.com>

Mohawks of Kahnawake

This site concerns the Aboriginal community of Kahnawake (history, communications, band council, tourism, business, events, etc.).

Web site: <http://www.kahnawake.com>





Oujé-Bougoumou

This site is devoted to the Cree community of Oujé-Bougoumou (history, population, services, etc.).

Web site: <http://www.ouje.ca>

Secrétariat aux affaires autochtones

The Secrétariat aux affaires autochtones (SAA) is the organization responsible for ensuring the link between Aboriginal peoples and the Government of Québec. The site presents information on various topics, including agreements concluded with Aboriginal communities, Aboriginal issues in other Québec ministries and organizations, and the journal *Rencontre*.

Web site: <http://www.mce.gouv.qc.ca/d/html/d0466001.html>

The Native Trail

This site provides a portrait of the 54 Aboriginal communities living in the province of Québec; it also provides information on Aboriginal history, society, economy, politics and culture.

Web site: <http://www.autochtones.com>

WebTamTam

This virtual site was developed to sell Aboriginal products and services on-line to both local and international markets. It is also a means of information sharing among Aboriginal peoples, and contains elements about Aboriginal culture.

Web site: <http://www.webtamtam.com>



