

**AGENDA**  
**TOWN OF INUVIK ~ COMMITTEE OF THE WHOLE AND REGULAR COUNCIL MEETINGS**  
**TO BE HELD ON NOVEMBER 7 AND 9, 2022**  
**AT 7:00 P.M. in COUNCIL CHAMBERS**

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Item # 1                    **CALL TO ORDER**

Item # 2                    **ADOPTION OF THE AGENDA**

Item # 3                    **DECLARATION OF CONFLICT OF INTEREST OR PECUNIARY INTEREST**

Item # 4                    **DELEGATIONS, PRESENTATIONS OR PETITIONS**

4.1                        Update on Inuvialuit Energy Security Project – Travis Balanski

Item # 5                    **PUBLIC QUESTION PERIOD**

Item # 6                    **ADOPTION OF THE MINUTES**

6.1                        Minutes of the October 24 and 26, 2022 Council Meetings

Minutes attached. Requires motion to approve.

Item # 7                    **ACTION ITEMS**

7.1                        Action Items List

Document attached.

Item # 8                    **NEW BUSINESS**

None

Item # 9                    **BY-LAWS**

None

Item # 10                  **DEPARTMENT HEAD REPORTS**

10.1                      Economic Development and Tourism Report

Report attached. Requires motion to adopt.

10.2      Community Services Report

Report attached. Requires motion to adopt.

10.3      Capital Projects Report

Report attached. Requires motion to adopt.

10.4      Financial Report

Report attached. Requires motion to adopt.

10.5      Public Services Report

Report attached. Requires motion to adopt.

Item # 11      **INFORMATION ITEMS**

11.1      Strategic Priorities Chart

Document attached. For information only.

11.2      Aurora Research Institute ~ Various Research Projects

Document attached. For information only.

Item # 12      **COUNCIL CONCERNS**

Item #13      **IN CAMERA ITEMS**

13.1      Confidential Legal Information - CTV Act, s.23 (3) (b)(f)

Item # 14      **ADJOURNMENT**

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## MINUTES

### TOWN OF INUVIK ~ COMMITTEE OF THE WHOLE AND REGULAR COUNCIL MEETING HELD ON OCTOBER 24 AND 26, 2022 AT 7:00 P.M. in COUNCIL CHAMBERS

<b>Present:</b>	<u>Monday</u>	<u>Wednesday</u>
Mayor:	Clarence Wood	Clarence Wood
Councillors:	Whitney Alexis (via zoom)	Whitney Alexis (via zoom)
	Tony Devlin	Ned Day
	Grant Gowans	Tony Devlin
	Jesse Harder (via zoom)	Grant Gowans
	Alana Mero (via zoom)	Jesse Harder (via zoom)
	Kurt Wainman	Alana Mero (via zoom)

**Absent:** Natasha Kulikowski (both days, with notice)  
Ned Day (on Monday without notice)  
Kurt Wainman (on Wednesday without notice)

**Staff Present:** Grant Hood, Senior Administrative Officer  
Jenna MacNeil, Council Administrator  
Lise Saumur, Director of Community Services  
Jackie Challis, Director of Economic Development and Tourism  
Rick Campbell, Director of Public Services (on Monday)

Item # 1

#### **CALL TO ORDER**

Mayor Wood called the Committee of the Whole meeting to order at 7:00 PM

Mayor Wood called the Regular Council Meeting to order at 7:00 PM

Item # 2

#### **ADOPTION OF THE AGENDA**

Item 8.9 was added to the agenda.

Moved by Councillor Gowans seconded by Councillor Devlin:

**MOTION: 173/10/22 "BE IT RESOLVED THAT Inuvik Town Council hereby adopts the agenda as presented."**

Motion **CARRIED**.

Item # 3

#### **DECLARATION OF CONFLICT OF INTEREST OR PECUNIARY INTEREST**

Councillor Wainman declared conflict with items 8.3 and 8.6

Councillor Mero declared conflict with item 8.8

Item # 4 **DELEGATIONS, PRESENTATIONS OR PETITIONS**

None

Item # 5 **PUBLIC QUESTION PERIOD**

There were no questions from the public

Item # 6 **ADOPTION OF THE MINUTES**

6.1 Minutes of the October 12, 2022 Council Meeting

Moved by Councillor Devlin, seconded by Councillor Gowans:

**MOTION 174/10/22 BE IT RESOLVED THAT Inuvik Town Council hereby adopts the minutes of the October 12, 2022 Council meeting as presented."**

Motion **CARRIED.**

Item # 7 **ACTION ITEMS**

7.1 Action Items List

Council noted the document

Item # 8 **NEW BUSINESS**

8.1 RFCD 2022-SAO-080 2023 As and When Required Plumbing and Mechanical

Moved by Councillor Devlin, seconded by Councillor Gowans:

**MOTION: 175/10/22 "BE IT RESOLVED THAT Inuvik Town Council hereby awards the 2023 As and When Required Plumbing and Mechanical Tender Contract to Plumb Crazy Mechanical Ltd for the tendered price of \$55,750.00."**

Motion **CARRIED.**

8.2 RFCD2022-SAO-081 2023 As and When Required Brush Cutting

Moved by Councillor Gowans, seconded by Councillor Devlin:

**MOTION: 176/10/22 "BE IT RESOLVED THAT Inuvik Town Council hereby awards the 2023 As and When Required Brush Cutting Tender Contract to J.B. Firth Enterprises for the tendered price of \$27,630.85."**

Motion **CARRIED.**

8.3 RFCD2022-SAO-082 2023 As and When Required Road and Ditch Maintenance

Councillor Wainman left Chambers

Moved by Councillor Devlin, seconded by Councillor Gowans:

**MOTION: 177/10/22** “BE IT RESOLVED THAT Inuvik Town Council hereby awards the 2023 As and When Required Road and Ditch Maintenance Tender Contract to Northwind Industries Ltd for the tendered price of \$76,440.00”

Motion **CARRIED.**

Councillor Wainman returned to chambers

8.4 RFCD2022-SAO-083 2023 As and When Required Road Fuel Supply

Moved by Councillor Gowans, seconded by Councillor Devlin:

**MOTION: 178/10/22** “BE IT RESOLVED THAT Inuvik Town Council hereby awards the 2023 As and When Required Road Fuel Supply Tender Contract to Bob’s Welding Ltd for the tendered price of \$26,150.00.”

Motion **CARRIED.**

8.5 RFCD2022-SAO-084 2023 As and When Required Sign, Guard-Rail & Paving Repair

Moved by Councillor Gowans, seconded by Councillor Day:

**MOTION: 179/10/22** “BE IT RESOLVED THAT Inuvik Town Council hereby awards the 2023 As and When Required Sign, Guard-Rail and Paving Repair Tender Contract to J.B. Firth Enterprises for the tendered price of \$40,227.00.”

Motion **CARRIED.**

8.6 RFCD2022-SAO-085 2023 As and When Required Utilidor Piling Repair

Councillor Wainman left chambers

Moved by Councillor Gowans, seconded by Councillor Devlin:

**MOTION: 180/10/22** “BE IT RESOLVED THAT Inuvik Town Council hereby awards the 2023 As and When Required Utilidor Piling Repair Tender Contract to Northwind Industries Ltd for the tendered price of \$27,562.50.”

Motion **CARRIED.**

Councillor Wainman returned to chambers

8.7 RFCD2022-SAO-086 2023 As and When Required Electrical & Controls

Moved by Councillor Devlin, seconded by Councillor Day:

**MOTION: 181/10/22** “BE IT RESOLVED THAT Inuvik Town Council hereby awards the 2023 As and When Required Electrical and Controls Tender Contract to Plumb Crazy Mechanical Ltd for the tendered price of \$44,000.00.”

Motion **CARRIED**.

8.8 RFCD2022-SAO-087 Conditional Use Amendment to Zoning By-law 2583

Councillor Mero was muted on zoom

Moved by Councillor Devlin, seconded by Councillor Day:

**MOTION: 182/10/22** “BE IT RESOLVED THAT Inuvik Town Council hereby approves the proposal to accomidate a Duplex unit (side by side) on Kugmallit Road (Lot 6 Block 81 Plan 1090).”

Motion **CARRIED**.

Councillor Mero was unmuted on zoom

8.9 RFCD2022-SAO-088 Appointment of Councillor Alexis to Children First Society Board

Moved by Councillor Devlin, seconded by Councillor Gowans:

**MOTION: 183/10/22** “BE IT RESOLVED THAT Inuvik Town Council hereby appoints Councillor Alexis as liaison to the Children’s First Society Board of Directors.

Motion **CARRIED**.

Item # 9 **BY-LAWS**

There were no by-laws

Item # 10 **DEPARTMENT HEAD REPORTS**

10.1 Community Services Report

Moved by Councillor Devlin, seconded by Councillor Gowans:

**MOTION: 184/10/22** “BE IT RESOLVED THAT Inuvik Town Council hereby adopts the following staff report as presented: Item 10.1 – Community Services Report.”



Motion **CARRIED.**

Item # 11                    **INFORMATION ITEMS**

11.1                    Strategic Priorities Chart

Council noted the document

11.2                    Aurora Research Institute ~ Various Research Projects

Council noted the document

Item # 12                    **COUNCIL CONCERNS**

Councillor Devlin requested that Administration reinstate a sub-committee for Economic Development and that he be included on it.

Item #13                    **IN CAMERA ITEMS**

No In Camera items

Item # 14                    **ADJOURNMENT**

The committee of the whole meeting adjourned at 7:18 p.m.

Moved by Councillor Devlin:

**MOTION: 185/10/22    “BE IT RESOLVED THAT the regular Council meeting adjourn at 7:10 p.m.”**

Motion **CARRIED.**

# ACTION ITEMS

November 7 & 9, 2022 COUNCIL MEETINGS

No.	ITEM	REQUIRED ACTION	ACTION TAKEN / ANTICIPATED COMPLETION DATE
1.	Accessibility issues Restrictions on ATV operation	Bring forward potential options to address accessibility issues/prohibited use of ATVs and other types of vehicles on Mackenzie and Kingmingya Roads Public engagement to gauge support for keeping or removing restrictions on ATV operations	By-law to be reviewed at the next bylaw review committee meeting in November.
2.	Food Cycle Science Corporation	Discuss potential Town participation in 12-week Impact Canada Pilot Program	SAO Hood had discussion with group at FCM. It was decided to put project on hold until fall due to staffing issues
	Ski Club Lease	Town has signed lease for property from GNWT. Property survey is required in order to move forward with land acquisition. See item 4.	
3.	Large Solar project	Confirm availability of land for panels	An initial meeting has been held with consulting firm to start the project planning and scheduling including revised costing which will then adjust the total scope of the project.
4.	Survey of leased lands	Coordinate the survey of a number of land parcels that are Commissioners Lands that can then be registered with Land Titles and then acquired by the Town.	Comprehensive list of parcels to be constructed and then the surveys can be arranged. This process will be scheduled for 2023 and included in the 2023 fiscal budget. It is anticipated to take 6 months from time of survey to the land being registered and transfer request completed by GNWT and Land Title.

## OVERVIEW

### DEPARTMENT MANDATE

To make Inuvik a desirable place to live, work, invest, meet, gather, and celebrate continues to be our central focus. Our small team fulfills this mandate by organizing, implementing, and administering a range of events, programs, campaigns, and initiatives to meet our objectives and priorities set by our Department, our Stakeholders and by Town Council.

### OCTOBER HIGHLIGHTS

- Beaufort Delta Small Business Tradeshow
- NWT Tourism AGM & Conference

## MARKETING & COMMUNICATIONS COORDINATOR ACTIVITIES

### MANDATE

Corporate Communications (website, social media, department updates, public notices, media releases) special event coverage, resident and visitor engagement campaigns, tourism, small business, & event promotion. We have also added the administration of the 2023 Inuvik Guide to the list of core responsibilities for this position.

### MONTHLY ACTIVITIES

- Beaufort Delta Small Business Tradeshow
- NWT Tourism AGM & Conference
- Small Business Week campaign & promotion
- Sunrise Festival collateral & promotion
- Inuvik Guide sales & promotion
- Website & Social Media content management
- Attended Internal TOI Sunrise Festival Planning meeting
- Attended Parks Canada Strategic Partnering & Planning meeting

## SPECIAL PROJECTS & EVENTS COORDINATOR ACTIVITIES

### MANDATE

The coordination, planning and administration of special projects, events and workshops, responding to visitor inquiries, managing and distribution of visitor information and collateral, managing and administering promotional merchandise and retail sales, promotion of local businesses, artists, and tourism opportunities, assists in the coordination and administration of various working groups, stakeholder meetings, and community committees, and assists in the preparation, coordination, and implementation of various promotional activities such as tradeshow, conferences, & consumer engagement initiatives

### MONTHLY ACTIVITIES

- position currently vacant

## TOURISM & EVENTS ASSISTANT ACTIVITIES

### MANDATE

Serving as a brand and community ambassador this position is responsible for assisting in the promotion of Inuvik businesses, artists, services, amenities, services, & events by responding to and servicing visitor inquiries and by administering the day-to-day operations of the Inuvik Welcome Centre. This position also assists the Department where required including special events, programs, and workshops and supports and promotes the sale of Town of Inuvik promotional items.

### MONTHLY ACTIVITIES

- NWT Tourism AGM & Conference
- Servicing of Visitors at the Inuvik Welcome Centre
- Collating Visitor Data
- Attended Internal TOI Sunrise Festival Planning meeting
- Attended Parks Canada Strategic Partnering & Planning meeting

## DIRECTOR ACTIVITIES

### MANDATE

It is the mandate of the Director to manage the Inuvik Welcome Centre, the Staff, and to oversee the programs, events, services, campaigns, internal & external communications and daily operations of the Department. The Director and her team work to serve the residents and visitors to the Town of Inuvik. Project management, community & stakeholder engagement, events, festivals, program & service delivery, supporting economic development opportunities for local businesses, tourism operators, artists, and residents, funding procurement, and promotion of Inuvik as a place to work, live, host a meeting, visit, and invest are important elements of the Director's ongoing priorities.

## MONTHLY ACTIVITIES

- Administrative Duties
- Municipal Communications
- Funding Procurement / Administration / Reporting
- Partnership & Collaboration Activities
  - Participant in the Beaufort Delta Small Business Trade Show planning group
  - Collaboration with Western Arctic Youth Collective for the Reconciliation through The Arts Workshops
  - Attended Parks Canada Strategic Partnering & Planning meeting
  - Participated in several conference calls / online meetings with Film Crew, NWT Film Commission, NWT Tourism, & ITI to discuss possible upcoming productions
- Special Projects & Planning
  - Annual Department Work Plan & Budget planning
  - Review of Strategic Priorities & Operational Initiatives
  - Overseeing planning process, sponsorship procurement and event planning for 2023 Inuvik Sunrise Festival
- Meetings & Events
  - Town Council Meetings
  - Internal TOI Sunrise Festival Planning Meeting
  - HR / Interviews for vacant department position of Special Projects & Events Coordinator
  - Meeting & Interview with Fulbright / Arctic Permafrost Scientists discussing the relationship between tourism, economic development, opportunities and Inuvik
  - Meeting with Climate Change & Adaptation Outreach Advisors (GNWT)
  - Meeting with CanNor to discuss current & future Economic Development opportunities
  - Meeting with local artist to discuss upcoming projects & workshops

The Director is working to prepare a Year in Review Annual Report/Presentation from the Department which will provide greater detail to Council regarding visitor statistics, program and event attendance, ADE Summary, Inuvik Guide, and other initiatives. This Annual Report has a target completion date of December 2022.



## TOWN OF INUVIK

### COMMUNITY SERVICES DEPARTMENT REPORT TO COMMITTEE OF THE WHOLE OCTOBER 2022

#### **COMMUNITY SERVICES – Lise Saumur – Director of Community Services**

The Environmental Health Officer was in to perform an evaluation of the pool repairs with respect to the NWT Regulations for Swimming Pools. No major issues were noted, and we were approved to go ahead with the necessary steps to fulfill the requirements for Environmental Health to inspect the pool as an operating facility. A few issues have come up in the filling process and we are almost complete with those required repairs. Most of the issues have been related to the seams on the wall panels where the caulking material shrunk or dried out over the time the pool has been in repairs.

We received an inspection by a Safety Officer with Workers' Safety and Compensation Commission. We have a few things to address in that inspection but overall, we fared well in the inspection. The Safety Officer indicated that they are trying to get into more regular inspections of all workplaces.

Robin Langille, Facilities Foreman will be leaving the Town of Inuvik as of November 11, 2022, to pursue further advancement in his career. We thank Robin for his time with us and wish him well in his new endeavours.

#### **RECREATION REPORT – Steve Krug – Recreation Co-ordinator**

##### Arena

The Roy Ipana Memorial Arena opened for the season on October 7<sup>th</sup>. Inuvik Minor Hockey, Inuvik Rec Hockey, Speed Skating, Can't Skate Hockey, and Old Timers Hockey, are the Arena User Groups for this season. Inuvik Minor Hockey held a development Camp/ Clinic during the week of October 17<sup>th</sup> – 21<sup>st</sup> and a 3 on 3 Tournament on October 21<sup>st</sup> and 22<sup>nd</sup>. The Recreation Department hosted a Glow in the Dark Family Skate on October 14<sup>th</sup> from 6:15- 7:15 PM. This event was very popular with families and their children. Roughly 50 families came to the event. More of these events will be hosted in the future.

##### Fitness Centre

The MSC fitness Centre is operating as it usually does. No major repairs or maintenance has been needed. Replacement parts for benches are on order and will be installed to correct the damaged pads. Due to supply chain issues, there are some delays in making this happen.

##### Squash

The Inuvik Squash Club held a Tournament on October 14-16<sup>th</sup>. Roughly 15 players were registered.

##### Programs

The Recreation Department held two different Halloween parties. One for children aged 6 – 12 and one for families with children under 6. The participants skated, made Halloween crafts, were given a hot dog supper followed by a Halloween movie and goodie bag to go. Both parties were popular and everyone who attended enjoyed themselves.

Community Services attended the first meeting for the Annual Sunrise Festival on October 13<sup>th</sup>.

We held a Community Yard Sale in the Community Hall in early October. This was a follow up to the successful one held last spring. We had a total of 14 tables rented for the event. Community Services and the Library also participated in the selling of obsolete items. Comments from vendors and buyers alike were that they would welcome several more of these type of sales each year.

We held two afternoons of Children's activities (Crafts and Movie) during the week of October 17 – 21, while the schools had a Professional Development break. We had 32 children the first day and 38 the second day.

**MSC MAINTENANCE REPORT – Robin Langille – Facilities Foreman**

- Monitoring refrigeration and boiler plants
- Cleaning interior and exterior of MSC
- Taking and putting away potted plants
- Logistics for town sponsored events
- Flooding ice after user groups
- Cleaning dressing rooms after user groups
- Engaging contractors to repair items at Town Facilities
- Picking up roadside garbage
- Cleaning welcome centre, library, and town office daily
- Logistics for MSC events
- Preparing pool for EHO inspection of renovations

**LIBRARY SERVICES REPORT – Bill Mann – Library Services Manager**

	August 2022	September 2022	October 2022
Hours Open (per week)	42.5	47.5	47.5
Total Patrons	1172	1722	1619
Children < 12			(386)
Teens			(129)
Adults			(1,104)
Tourists			(6)
Computer hours	473	327.5	301
Total Loans (items)	473	497	571
Programs	1 (Reading Rascals)	3 (Reading Rascals, Books-in-the-Home, After School Program)	4 (Reading Rascals, Books-in-the-Home, After School Program, Book Club)
Community Room			4 meetings

**Items to Note**

There has been a dramatic decrease in Computer hours since August, perhaps linked with the Tourism season (since Library offers free Wi-Fi).

The increase in Total Loans derived largely from the Children's Collection (99 items in Sept. and 166 items in Oct.), perhaps a derivative of the After-School program influence.

**Programs**

September programs were Reading Rascals (RR), After-School, Books-in-the-Home (B-i-H). October added a Monday evening Book Club.

Average attendance for Reading Rascals and Books-in-the-Home is 2 to 6 children. We had a spike to 13 for Reading Rascals on Oct 21.

Attendance for the After School Program has no clear pattern as yet (can range from 6 to 25+ students).

Meetings in the Community Room were the Community Green House, Inuvik Minor Hockey, Northern District Learning, and the Inuvik Ski Club AGM

**RENTAL ACTIVITIES REPORT****Community Hall**

- Boot Camp – 4 days
- Territorial Court – 1 day
- Brownies/Girl Guides – 1 day
- Federal Senators Meeting – 1 day
- Children's Crafts and Movie – 1 day
- IRC Director's Meetings – 4 days
- Community Yard Sale – 1 day
- Adult Halloween Dance – 1 day
- Recreation Halloween Parties – 2 days
- Business and Trade Show – 1 day

Community Lounge

- Joint Secretariat – 4 days
- Kuzuri Judo – 2 days
- Brownies/Girl Guides – 1 day

Pool Lobby

- Inuvik Minor Hockey Meeting – 1 day
- IRC Directors Meeting – 1 day

Sundog Room

- Health and Social Services - 1 day
- Inuvik Gas – 1 day
- Yoga – 3 days

Arena (covered ice surface)

- GNWT REDI Program – 3 days

Cancellations

Business and Trade Show - Pool Lobby, Community Lounge, and Sundog Room – 1 day

Territorial Courts – Community Hall – 4 days

Town of Inuvik – Community Hall – 1 day

Northwest Territories Health and Social Services – Community Lounge – 2 days

- Beaufort-Delta Education Council – 4 days
- Boot Camp – 4 days
- Children's Crafts and Movie – 1 day

Play Zone

- Birthday Parties – 7

- Social Meet-up/Craft Night – 1 day
- Canadian Air Search and Rescue – 1 day
- Aquatic Staff Training – 2 days



### CAPITAL PROJECTS REPORT FOR COUNCIL As Of October 31, 2022

**Note:** All dates/times and costs are based on information available at the time of report compilation and are subject to change due to year adjustments and late invoices

Project	Budget \$	% Of Work Complete	Expenditure to Date	Comments
Utilidor Replacement	4,000,000	98%	\$1,241,268.04	Current years project complete. Due to logistical and supply issues original plan not completed.
2nd Water Tank- Start Up	297,000	100%	\$345,534	Water tank completed and commissioned and in use. Budget overage will have to be covered from previous years surplus.
WTP - Glycol Heat Exchanger	346,620	98%	\$164,213	Heat exchanger final commissioning underway. Heat loop with NTPC completed
Biomass Project Hidden Lake	785,171	80%	\$693,984	Commissioning of system underway
WTP - Beam installation	12,000	90%	\$6,270	Planning and tender being prepared. Majority of actual project is moved to 2023 and reflected in the 2022 budget and forecast
Sewage Lagoon	1,200,000	5%	\$0	Main work of project to be completed in 2023 now
Chief Jim Koe Park Enhancement	400,000	100%	\$426,648	Building officially opened. Security gates being installed
Firehall Exhaust System	51,000	100%	\$33,1340	Equipment installed and in use
Pool Rehabilitation	488,000	98%	\$633,497	Work continues with pool being filled and then drained as issues found. Initial Public Health inspection completed. Heat exchanger gasket failed and will be 2 weeks to get new one.
Haul All Garbage Bins	84,895	100%	\$84,892	Complete
Expand Solid Waste Site and Install Fencing	800,000	10%	\$85,389	Project scope and requirements being re-evaluated by engineers
Garbage Bin Pad Improvement	25,000	0%	\$0	Delayed due to contractor timing
Breynat Road Upgrade	1,011,146	5%	\$32,803	Reduced initial project scope completed and contract awarded. Work delayed to 2023 due to weather and availability of dry fill
Tractor	50,000	100%	\$46,305	Project complete
Fitness Equipment	15,000	0%	\$0	To be expensed as required during the year
Conference Equipment	20,000	0%	\$0	To be expensed as required during the year
Vehicle	76,500	100%	\$76,465	Complete.
Town Office and Firehall Energy Upgrades	795,000	100%	\$975,314	Project completed

Firehall bathroom renovation	30,000	0%	\$0	Ongoing discussions regarding the nature of work such as flooring type and other bathroom accessories that best suit or achieve the project objectives.
Fire Training Site refurbishment	30,000	0%	\$0	Planning in process to be deferred to 2023
MSC Flooring replacement	62,000	0%	\$0	Evaluating pricing quotes from suppliers
SCBA Replacement	65,000	0%	\$65,689	Complete
MSC Concession equipment	100,000	5%	\$0	Continued discussions with the supplier regarding scope of work required. Further information has been forwarded to them
Additional dressing room	350,000	5%	\$9,350	Working on architectural plans. Project will have to be constructed in 2023.
Flooring replacement for Firehall	10,000	0%	\$0	To be completed in conjunction with MSC flooring replacement
Signage for Chief Jim Koe Park	20,000	2%	\$0	Final design and material being completed but project to be delayed to 2023
Discovery Inuvik signage	20,000	2%	\$0	Signage to be purchased in 2022 and installed in 2023 once content has been finalized.
Zip up sidings Pavilion	24,000	90%	\$32,021	Supplier missed the deadline for trucking this fall. Items will not be delivered until the road re-opens to heavy traffic
Dance floor - Pavilion 30x30	15,000	100%	\$16,965	Project complete
Radar Sign for Municipal Enforcement	10,000	100%	\$11,539	Completed
Smart Board for Conference rooms	20,000	95%	\$20,502	Items received and Council Chambers item installed

**Town of Inuvik**  
**Operating Budget Variance**  
**For the 9 Months ending September 30, 2022**

	2022 Budget	2022 Budget to Date	2022 Actual	Variance	%	Notes
<b>REVENUE</b>						
Administrative	\$ 7,841,193	\$ 5,788,750	\$ 5,657,064	\$ (131,685)	-2%	
Protective Services	72,500	68,403	59,474	(8,928)	-13%	
Public Works	25,000	25,000	25,000	-	0%	
Environmental	655,000	480,417	480,105	(312)	0%	
Tourism	203,400	192,275	268,569	76,294	40%	1
Recreation	356,000	270,200	207,661	(62,539)	-23%	2
Library	86,250	31,062	42,442	11,379	37%	3
Fiscal	3,496,000	2,400,667	2,372,767	(27,900)	-1%	
<b>Total Revenue</b>	<b>\$ 12,735,343</b>	<b>\$ 9,256,772</b>	<b>\$ 9,113,082</b>	<b>\$ (143,690)</b>	<b>-2%</b>	
<b>EXPENSES</b>						
Administrative	\$ 3,121,677	\$ 2,422,996	\$ 2,270,466	\$ 152,530	-6%	4
Protective Services	849,047	623,125	592,366	30,760	-5%	5
Public Works	1,549,582	1,196,500	1,156,587	39,912	-3%	
Environmental	984,200	687,533	660,268	27,265	-4%	
Tourism	663,009	548,604	638,136	(89,533)	16%	1
Recreation	3,514,045	2,527,341	2,145,012	382,329	-15%	6
Library	440,674	317,822	291,754	26,067	-8%	
Fiscal	801,000	600,750	600,748	2	0%	
<b>Total Expense</b>	<b>\$ 11,923,234</b>	<b>\$ 8,924,671</b>	<b>\$ 8,355,338</b>	<b>\$ 569,333</b>	<b>-6%</b>	
<b>Surplus / (Deficit)</b>	<b>\$ 812,109</b>	<b>\$ 332,102</b>	<b>\$ 757,744</b>	<b>\$ 425,642</b>		
Land Fund Revenue	\$ 9,500	\$ 8,460	\$ 43,584	\$ 35,124	415%	7
Land Fund Expenditure	100	75	108	(33)	43%	
<b>Surplus / (Deficit)</b>	<b>\$ 9,400</b>	<b>\$ 8,385</b>	<b>\$ 43,476</b>	<b>\$ 35,091</b>		
Utility Fund Revenue	\$ 3,468,866	\$ 2,313,907	\$ 2,278,179	\$ (35,727)	-2%	
Utility Fund Expenses	3,080,506	2,262,955	2,345,086	(82,130)	4%	
<b>Surplus / (Deficit)</b>	<b>\$ 388,360</b>	<b>\$ 50,951</b>	<b>\$ (66,906)</b>	<b>\$ (117,858)</b>		
<b>Total Surplus / (Deficit)</b>	<b>1,209,869</b>	<b>391,438</b>	<b>734,314</b>	<b>342,876</b>		
<b>Capital Project Funding</b>						
Community Public Infrastructure	\$ 4,199,255	\$ 3,767,198	\$ 1,449,964	\$ 2,317,233	-62%	8
Gas Tax	2,030,000	2,030,000	1,241,268	788,732	-39%	8
Transfer from Reserves	732,103	238,940	114,569	124,371	-52%	8
Contribution Agreements and other funding	3,117,187	2,308,827	1,346,106	962,721	-42%	8
<b>Total Capital Project Funding</b>	<b>\$ 10,078,545</b>	<b>\$ 8,344,965</b>	<b>\$ 4,151,908</b>	<b>\$ 4,193,057</b>	<b>-50%</b>	
<b>Capital Projects</b>						
Water Utility	\$ 6,715,373	\$ 6,323,022	\$ 2,310,371	\$ 4,012,651	-63%	8
Other Capital Projects	\$ 4,573,041	\$ 4,573,041	\$ 2,526,648	\$ 2,046,393	-45%	8
<b>Total Capital Projects</b>	<b>\$ 11,288,414</b>	<b>\$ 10,896,063</b>	<b>\$ 4,837,019</b>	<b>\$ 6,059,044</b>	<b>-56%</b>	
<b>Net Capital Projects</b>	<b>\$ (1,209,869)</b>	<b>\$ (2,551,099)</b>	<b>\$ (685,111)</b>	<b>\$ (1,865,987)</b>	<b>-73%</b>	
<b>Surplus (Deficit) after Transfers</b>	<b>-</b>	<b>(2,159,661)</b>	<b>49,202</b>	<b>(2,208,863)</b>	<b>-102%</b>	
Amortization	3,500,000					

**Notes**

- 1 Fiddle & Flow funding not in annual budget
- 2 Timing of receiving contribution agreement funds
- 3 Additional literacy funding received not budgeted for
- 4 Combination of salary costs, recruitment, small community employment funding timing
- 5 Actual operations expenses not used
- 6 Timing of Utility invoices entry
- 7 Sale of land parcel
- 8 Timing of capital project expenses and funding allocation

## **Director of Public Works Monthly Report for September and October 2022**

During the months of September and October, the public works department had various projects and tasks that were completed or are ongoing:

- The Utilidor crew has had another busy summer, we have had to deal with dirty raw water this spring with the turbidity of the water going up as high as I have seen in the last 20 some years. Our river level reached a springtime high this year. Problems with the intake have been fixed but we are still having a couple of issues with equipment that got flooded and having supply problems to get it fixed.
- We have had problems with the sewage Lagoon mainly in water flow between the primary and secondary treatment cells. Still having these problems but am talking to engineers about having this problem fixed along with the rebuilding of the lagoon dikes that didn't happen this summer because AECOM was having difficulties with getting the project on stream.
- We have had trouble with getting water samples that we have to do as part of our Water License the SNP sites around town. The problem has seemed to sort itself out and we are back to having better service from Canadian North.
- We have had the project for putting a third heat exchanger into the water treatment plant and up grades to the existing pumps at the power plant to use more waste heat from the Power Corp is almost completed and is up and running now. Just a few more items to have this incorporated into our existing Scada system.
- We have done the work to have the second water tank up at hidden lake put into service and is now up and running so we have doubled the water capacity up at Hidden Lake. We are not using all the captivity. Instead of filling the 1 tank to 10.5 meters of water we are filling both tanks to 8.5 meters
- The Utilidor replacement project is almost done just a few things that have to be put off till next spring to have it fully completed. This has been one of the biggest and the most complicated summer replacement jobs as it had to connect the water treatment plant to the towns water mains with bigger sized pipes as well as replace all the waste heat system from the Power Corp that is tied to our distribution system. All is working now.
- We have had a crew out cutting brush in some of the problem areas and they will be doing more brushing around signs and comers around town.
- We have had a crew out working doing the annual Boron replacement on the pilings of the older utilidor system as well as leveling it out in different areas. We have also had brushing done on a few parts of the Utilidor system.
- We have had to deal with a few beavers that had spent most of the summer damming up creeks around the sewage lagoon. We had to have dams removed from the creeks twice this fall, and the beavers finally moved on.
- We had excellent results using the Sugar Beets(Dust Stop) product on our roads this past summer and I am hoping to have it done again next summer.
- Electric power produced by the solar panels at the Town Hall and the Midnight Sun Complex. I am not going to continue doing this as it will now be available online at <https://www.inuvik.ca/en/living-here/building-energy-monitoring-system.asp>
- The labour crews have been out doing maintenance at the parks, playgrounds, and our trails around town.

These are some of the things that happened over this summer, as well as our usual jobs and everyday duties involved in running the Town's Public Works Systems.

Rick Campbell  
Director of Public Services

DRAFT

# STRATEGIC PRIORITIES CHART

June 15, 2022

## COUNCIL PRIORITIES (Council & SAO)

### NOW

1. **TRIPARTITE LEADERSHIP TABLE: Meeting**
2. **ABANDONED/UNSIGHTLY PROPERTY**
3. **RESIDENTIAL PROPERTY: INVENTORY**
4. **CLIMATE ADAPTATION STRATEGY: Funding Research**
5. **COLD TESTING OPPORTUNITIES: Working Group**

### TIMELINE

September  
September  
August  
October  
September

### NEXT

- EMPTY PROPERTY: Options
- COMMUNITY PLAN: Update
- TRAIL PLAN: Draft
- ROAD MAINTENANCE: Priorities
- RECREATION FACILITY: Future Needs
- COUNCIL PROCEEDINGS BYLAW
- LONG TERM FINANCIAL PLAN
- PLASTIC BAG BAN: Bylaw

### ADVOCACY/PARTNERSHIP

- *Department Service Decentralization (GNWT)*
- *College Programs: Local Needs Alignment*
- *NTPC: Net Metering Cap Removal*
- *MLA & MP Meeting Schedule*
- *Homeless Strategy: Status*
- *Inuvik Works: Support*

## ORGANIZATIONAL INITIATIVE (Directors/Managers)

1. Facility Inspection Checklist (MSC Pilot) - July
2. Health & Safety Program: Review - October
3. Cross Training Program: Needs & Design - September
4. External Funding Chart: Create - September

## OPERATIONAL INITIATIVES

### SENIOR ADMINISTRATIVE OFFICER

1. **TRIPARTITE LEADERS: Meeting** – September
2. **CLIMATE ADAPT. STRAT.: Research** – Oct.
3. Human Resources Policy: Approval – Sept.
  - Council Proceedings Bylaw: Revisions
  - Lottery Regulations: Update

### FINANCE & ADMINISTRATION

1. Health & Safety Manual: Review - November
2. Council Indemnity Bylaw: Review - September
3. **RESIDENTIAL PROPERTY: INVENTORY** - Aug.
  - Cross Training Program
  - E-Service Portal: Launch

### ECONOMIC DEVELOPMENT & TOURISM

1. Tourism Action Plan 2023-2024 - December
2. New Office Operations Plan - July
3. **COLD TESTING: Working Group** – Sept
  - Small Business/Artisans 2023-24 – Dec.
  - MCIT 2023-34 - December

### PROTECTIVE SERVICES

1. Be Safe/Be Seen: Design - July
2. UNSIGHTLY PROPERTY: Ops Guidelines - July
3. Emergency Response Plan: Update – November
  - Passenger Transportation Bylaw
  - Bite Prevention Program: Pilot Evaluation

### RECREATION & LIBRARY

1. Nordic Walking Group: Start-Up – November
2. Elders Engagement Initiative - July
3. Book Club Launch – October
  - Community Group Partnerships

### COMMUNITY SERVICES

1. MSC Inspection Schedule - July
2. Swim Pool: Staffing – July
3. Online Booking: Software Selection - October
  - Community Activity Guide/Calendar

### CAPITAL

- 2022 Utilidor Replacement: Design – June
- Waste Site Fencing: Design – June
- Swim Pool Rehabilitation: Complete – July
- Breynat Road Upgrade: Tender – Complete
- Lagoon Dike Rehabilitation: Tender - June

### PUBLIC WORKS/MSC

1. TRAIL PLAN: Draft – October
2. Sport Field Maintenance: Training – June
3. ROAD MAINT. PRIORITIES: Review – Sept.
  - Water Intake Inspection
  - Drainage Plan: Update

CODES: BOLD CAPITALS = NOW Priorities; CAPITALS = NEXT Priorities; Italics = Advocacy; Regular Title Case = Operational Strategies

## NWT Scientific Research Licence # 17139 Issued

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Please be advised that the NWT Scientific Research Licence has been issued to Hannah Neufeld for the project entitled: Examining the application and use of the Baby-Friendly Hospital Initiative within Rural and Urban health facilities in Canada and Australia among Indigenous Mothers. . The Notification of Research summarizing the researcher's activities and locations is attached.

Thank you,  
Manager, Scientific Services  
Aurora Research Institute  
Tel: (867) 777-3298  
licence@nwtresearch.com  
polar.nwtresearch.com

DRAFT



November 01, 2022

## Notification of Research

I would like to inform you that Northwest Territories Scientific Research Licence No. 17139 has been issued to:

Hannah Neufeld  
University of Waterloo  
200 University Ave W, N2L 3G1  
Waterloo, ON  
N2L 3G1, Canada  
Phone: 519-888-4567 ext. 42269  
Email: hannah.neufeld@uwaterloo.ca

to conduct the following study:

**Examining the application and use of the Baby-Friendly Hospital Initiative within Rural and Urban health facilities in Canada and Australia among Indigenous Mothers. (5373)**

Please contact the researcher if you would like more information about this research project.

### Summary of Research

This licence has been issued for the scientific research application No.5373.

The objectives of this research are to gather the firsthand experiences of policymakers, administrators, and health care providers on implementing and supporting access to maternal health services among Indigenous mothers; and to apply and adapt the Interactive Theory of Breastfeeding to explore theoretical concepts influencing breastfeeding practices among Indigenous women in rural and urban health facilities within Canada and Australia

To examine the research questions and objectives being proposed, qualitative research methods will be utilized. Qualitative methods have been selected to gain a deeper understanding of a participant's experience and explores research questions aimed to address research gaps in the literature and research using "how" and "why" questions. Moreover, the research being proposed aims to explore participant experiences and analyze inductive reasoning and evaluate interpretations.

A case study research design will be utilized to explore the experiences of policymakers, health service providers, and advocates in implementing the Baby-friendly Hospital Initiative (BFHI) in maternal health facilities servicing Indigenous women. For this thesis proposal, a case study methodology has been selected for the research design as it aims to examine issues that occur within real-life settings. Case study research involves researchers exploring a chosen case, or



multiple cases. The case studies are examined through detailed data collection which includes a variety of sources of information, including but not limited to observations, interviews, documents, and reports. Through examining case studies, the researchers can create a case description and case-based themes. Utilizing case studies on this topic will gain an understanding of the situation being examined and the associated behaviors, attitudes, practices, and provide context to understand relationships related to breastfeeding practice and health care provision across contexts and geographics.

Overall, there are three different types of case study designs. The first type is an intrinsic case study, this type of case study is used when a researcher is aiming to explore a unique phenomenon. The second type is an instrumental case which is selected when a researcher uses a specific case to understand an issue on a broader scale. Lastly, a collective case study involves the study of multiple cases with the goal of gaining a broader understanding of a specific issue. The three types of case studies do not have to be used exclusively and can be altered and combined depending on the research design and objectives. Case study research is appropriate for a variety of research objectives, including description and explanation research. Description research objectives in case study research aim to explore questions that look at the "who", "what", "where", "when", and "how". While explanation-based questions focus on analyzing questions that focus on examining "why". The research that is being proposed involves examining the experiences, perspectives, and attitudes of stakeholders who were involved in the implementation of a Baby-Friendly Initiative. Moreover, the research being conducted will examine multiple case studies to explore how experiences, attitudes, perspectives, and beliefs may differ on a global scale. Case study methodologies have been used to explore research either on Indigenous topics, or with Indigenous participants. In most of the published literature, case study research is used for cross-community analysis, where the researchers are comparing the health status of Indigenous communities compared to non-Indigenous communities across different geographical locations. Case study analysis has also been used to explore research and its relationship with Indigenous cultures.

A large part of this research involves knowledge sharing. Once results have been obtained and analyzed, the student researcher will write a report and infographic to be shared with stakeholders. In addition, the student researcher will apply to present their findings at conferences and academic sessions. Stakeholders can opt-in to receive notifications from the student research indicating when and where the research will be presented. Moreover, the student research would be open to creating additional knowledge documents and presentation to share findings with relevant groups.

The fieldwork for this study will be conducted from October 31, 2022 to December 31, 2022.

Sincerely,

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Niccole Hammer  
Manager, Scientific Services

Distribution  
Inuvialuit Regional Corporation  
Hamlet of Aklavik  
Hamlet of Ulukhaktok  
Town of Inuvik  
Hamlet of Paulatuk

Aklavik Community Corporation  
Ulukhaktok Community Corporation  
Inuvik Community Corporation  
Paulatuk Community Corporation  
Sachs Harbour Community Corporation

Hamlet of Sachs Harbour  
 Hamlet of Tuktoyaktuk  
 Tetlit Gwich'in Council  
 Tsiigehtchic Charter Community Council  
 Hamlet of Fort McPherson  
 Ayoni Keh Land/Dugha Financial Corporation  
 Deline Got'ine Government  
 Tulita Dene Band Council  
 Hamlet of Tulita  
 Dehcho First Nations  
 North Slave Métis Alliance  
 Acho Dene Koe Band  
 Deh Gah Got'ie Dene Council  
 Liidlii Kue First Nation  
 Hay River Dene Band/Katlodeeche First Nation  
 Ka'a'gee Tu First Nation  
 Sambaa K'e Dene Band  
 Yellowknives Dene First Nation  
 Deninu Kue First Nation  
 Town of Fort Smith  
 Lutsel K'e Dene First Nation  
 Northwest Territory Métis Nation  
 Sahtu Secretariat Incorporated  
 South Slave Research Centre - ARI  
 Gwich'in Tribal Council  
 Sahtu Land and Water Board  
 Health and Social Services and NTHSSA

Tuktoyaktuk Community Corporation  
 GTC Department of Cultural Heritage  
 Nihtat Gwich'in Council  
 Tsiigehtchic Charter Community Gwichya  
 Gwich'in Band  
 Behdzi Ahda' First Nation Band  
 K'ahsho Got'ine Charter Community Council  
 Xahweguweh/Yamoga Land and Financial  
 Corporation  
 Tulita Metis Land Corporation  
 Town of Norman Wells  
 Tlcho Government  
 Akaitcho Territory Government  
 Hamlet of Fort Liard  
 Hamlet of Fort Providence  
 Village of Fort Simpson  
 Jean Marie River First Nation  
 Nahanni Butte Dene Band  
 Pehdzeh Ki First Nation  
 City of Yellowknife  
 Salt River First Nation 195  
 Town of Hay River  
 Smith Landing First Nation  
 Norman Wells Land Corporation  
 Wek'ëezhii Renewable Resources Board  
 Gwich'in Renewable Resources Board  
 Hamlet of Enterprise  
 Sahtu Renewable Resources Board

## NWT Scientific Research Licence # 17140 Issued

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Please be advised that the NWT Scientific Research Licence has been issued to Ms. Claire Singer for the project entitled: Indigenous Knowledge of Berries in the Northwest Territories. The Notification of Research summarizing the researcher's activities and locations is attached.

Thank you,  
Manager, Scientific Services  
Aurora Research Institute  
Tel: (867) 777-3298  
licence@nwtresearch.com  
polar.nwtresearch.com

DRAFT



November 02, 2022

## Notification of Research

I would like to inform you that Northwest Territories Scientific Research Licence No. 17140 has been issued to:

Ms. Claire Singer  
Saint Mary's University  
5404A 49 Street  
Yellowknife, NT  
X1A 1R3, Canada  
Phone: (867) 444-0387  
Email: Claire.Singer@smu.ca

to conduct the following study:

**Indigenous Knowledge of Berries in the Northwest Territories (5326)**

Please contact the researcher if you would like more information about this research project.

### Summary of Research

This licence has been issued for the scientific research application No.5326.

The goal of this project is to complete a territory-wide Indigenous knowledge study to determine what we know about berries, describe any changes that are being seen in berries, identify potential causes of these changes, and outline what further information needs to be collected. The completion of this work will result in: 1) the development of regional and overall results reports describing the status, trends, and threats to berries in the NWT; 2) a gaps report that will drive the research agenda in the territory on these topics in the future (thus representing a community-driven research project and agenda); 3) guidelines or best practices for completing community-based research linked to biodiversity; and, 4) community-identified resources, such as an NWT berry calendar or cookbook.

Given reports of declines in the condition, size, and yield of berry plants, this work may be used to inform processes associated with species at risk, habitat, food security, and cultural continuity programming at appropriate levels of governance (Indigenous, territorial, regional, community). The identification of gaps in knowledge will be used to encourage and direct research on this topic in the future, based in either scientific or Indigenous knowledge, or a combination. Further, given the community-driven and Indigenous knowledge focus of this work, coupled with interdisciplinary participants from various sectors, the research team hope this work will facilitate building or strengthening relationships between governments and communities, and people and the land, and

recognize more fully the relationships between berries/plants, the health of the land, and the health of the people that depend upon it.

To meet these goals, flexible community-based knowledge documentation methods are being proposed. Methods that involve being on the land and storytelling will be prioritized, based on direction from the knowledge holders on the team and communities. A guiding set of interview themes and questions will be used in all communities. From there, methods will be tailored to the needs and preferences of each community. Methods may include one-on-one interviews with Indigenous knowledge holders in their preferred language and location, group discussion sessions, mapping (without needing to disclose specific berry picking locations), presentations, and publications. This approach will produce results that can be comparable across communities while ensuring that processes are suited to the needs and preferences of each community.

Interviewees and participants will be selected by regional representatives and interviews will be conducted with regional language experts. Ultimately, the research team want to ensure that all participants can share their experiences – and their reality – of berries, versus having the team make assumptions of how people relate to, know, and use these plants in their daily lives.

Interview questions have been drafted and focus on themes associated with the health and productivity of berries (e.g., good conditions/habitat for berries, timing of berry picking), changes being seen in berries (including potential causes of those changes), and socio-cultural importance and uses (e.g., berry picking history, types of berries picked/used, parts used, ways used, stories/practices/ ceremonies/ teachings, barriers to picking).

Knowledge mobilization is an important component of this project and will include digitization of interview recordings and transcripts, map data, and results to ensure they are readily available to communities/regional authorities that own the data. Data sharing agreement will be pursued with appropriate authorities.

As noted previously, regional results reports will be published, summarizing research results in each region. Further, an overall results report summarizing results for the NWT as a whole, a guidance/best practices report detailing recommendations for completing similar work in the territory, and a gaps report providing direction for future research will be published following project completion.

Translation of these documents in their entirety will likely be prohibitively costly and potentially of limited utility. As such, the research team will pursue translation of summaries of these products only so that the results are accessible across the territory at least in abridged format. To ensure results are accessible to a broad audience, we will pursue alternatives for sharing results, including videos, animations, fact sheets, recipe books covering traditional uses of berries, calendars with flowering/harvesting times, social media, etc.

The fieldwork for this study will be conducted from November 2, 2022 to December 31, 2022.

Sincerely,

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Niccole Hammer  
Manager, Scientific Services

## Distribution

Inuvialuit Regional Corporation  
 Hamlet of Aklavik  
 Hamlet of Ulukhaktok  
 Town of Inuvik  
 Hamlet of Paulatuk  
 Hamlet of Sachs Harbour  
 Hamlet of Tuktoyaktuk  
 GTC Department of Cultural Heritage  
 Tetlit Gwich'in Council  
 Tsiigehtchic Charter Community Council  
 Hamlet of Fort McPherson  
 Ayoni Keh Land/Dugha Financial Corporation  
 Deline Got'ine Government  
 Tulita Dene Band Council  
 Hamlet of Tulita  
 Dehcho First Nations  
 North Slave Métis Alliance  
 Acho Dene Koe Band  
 Deh Gah Got'ie Dene Council  
 Liidlíi Kue First Nation  
 Hay River Dene Band/Katlodeeche First Nation  
 Ka'a'gee Tu First Nation  
 Sambaa K'e Dene Band  
 Yellowknives Dene First Nation  
 Deninu Kue First Nation  
 Salt River First Nation 195  
 Town of Hay River  
 Smith Landing First Nation  
 Tulita District Land Corporation Limited  
 Norman Wells Land Corporation  
 Wek'èezhii Renewable Resources Board  
 Inuvialuit Joint Secretariat  
 Sahtu Renewable Resources Board  
 Sahtu Land and Water Board  
 Aklavik Community Corporation  
 Ulukhaktok Community Corporation  
 Inuvik Community Corporation  
 Paulatuk Community Corporation  
 Sachs Harbour Community Corporation  
 Tuktoyaktuk Community Corporation  
 Gwich'in Renewable Resources Board  
 Ehdiitat Gwich'in Council  
 Nihtat Gwich'in Council  
 Tsiigehtchic Charter Community Gwichya  
 Gwich'in Band  
 Behdzi Ahda' First Nation Band  
 K'ahsho Got'ine Charter Community Council  
 Xahweguweh/Yamoga Land and Financial  
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 Tulita Métis Land Corporation  
 Town of Norman Wells  
 Tlicho Government  
 Akaitcho Territory Government  
 Hamlet of Fort Liard  
 Hamlet of Fort Providence  
 Village of Fort Simpson  
 Jean Marie River First Nation  
 Nahanni Butte Dene Band  
 Pehdzeh Ki First Nation  
 City of Yellowknife  
 Fort Resolution Settlement Corporation/Deninoo  
 Community Council  
 Town of Fort Smith  
 Lutsel K'e Dene First Nation  
 Northwest Territory Métis Nation  
 K'ahsho Got'ine Land Corporation Limited  
 Sahtu Secretariat Incorporated  
 South Slave Research Centre - ARI  
 Gwich'in Tribal Council  
 Hamlet of Enterprise



Oct 15, 2022  
Application No. 5397

## Application for Single Year Research

I would like to inform the Town of Inuvik that an application for a Northwest Territories Scientific Research Licence has been received by the Aurora Research Institute. Application No. 5397 was submitted by:

Melanie O'Gorman  
515 Portage Ave., Winnipeg, MB R3B 2E9

Phone: 12048051434  
Email: m.ogorman@uwinnipeg.ca

to conduct the following study:  
Inuit Educators for Inuit Schools: An Investigation of the Factors Associated with Rewarding Teaching Careers in Inuit Nunangat

Please read the enclosed application and send comments to the Manager of Scientific Services at the Aurora Research Institute. A comment form has been included with this review package for your convenience. Responses can be submitted online at <https://polar.nwtresearch.com> or emailed to [licence@nwtresearch.com](mailto:licence@nwtresearch.com).

Sincerely,

Niccole Hammer  
Manager, Scientific Services



## Application #5397

# Inuit Educators for Inuit Schools: An Investigation of the Factors Associated with Rewarding Teaching Careers in Inuit Nunangat

Year: 2023      Length Of Project: Year 1 of 1

Inuvialuit Settlement Region, Gwich'in Settlement Area

Social Sciences

## Principal Investigator:

Melanie O'Gorman  
University of Winnipeg  
515 Portage Ave., Winnipeg, MB R3B 2E9  
Winnipeg, MB  
R3M 1J8, Canada  
Phone: 12048051434  
Email: m.ogorman@uwinnipeg.ca

Primary Contact Information:  
Same as Principal Investigator

Research Supervisor Information:  
Same as Principal Investigator

Emergency Contact Information:  
Same as Principal Investigator

Team Members:  
Kathy Snow, Ruth Kane

## Research Locations

Description for where research will be carried out:

### Communities:

Aklavik, Ulukhaktok, Inuvik, Sachs Harbour, Tuktoyaktuk, Paulatuk

## Project Description

Dates of Research Activity:



Start Date: Jan 16, 2023 -- End Date: Mar 31, 2023

## Objective:

The short-term objectives of this research project are to:

- 1) identify factors contributing to Inuit teacher resilience and retention based on analysis of an online survey of Inuit educators and teacher education students;
- 2) develop policy recommendations based on the survey findings to support Inuit teacher education, ongoing professional development and ultimately Inuit teacher recruitment and retention.

The long-term objective of the project is that such policies will positively impact the educational progression and well-being of Inuit students across Inuit Nunangat.

This project is part of a larger project entitled "Effective teachers for successful student: An investigation of the preparation and resiliency of Northern educators" which is aiming to generate evidence of promising practices in Inuit-specific teacher education and in the ongoing support for Inuit teachers to transition into education leadership. This project has Principal Investigators Ruth Kane (University of Ottawa) and Kathy Snow (University of Prince Edward Island) and is governed by an Inuit Education Advisory Committee (IEAC) which consists of Holly Carpenter (Tuktoyaktuk, Inuvialuit Settlement Region), Nancy Etok (Kangiqsualujuaq, Nunavik), Elisapee Karetak (Arviat, Nunavut) and Sarah Townley (North West River, Nunatsiavut).

## Rationale:

A core tenet in the evolution of Inuit educational systems has been that local and Inuit control of education will lead to more relevant, and thus more effective learning, and higher levels of student success (McGregor, 2010; O'Donoghue et al, 2005). As early as 1975, Inuit in Nunavik entrenched their right to control education for Inuit students (James Bay and Northern Quebec Agreement, Articles 17.0.3, 17.059, 17.0.63, 17.0.64). The Northwest Territories' (NWT) Inuit co-led Special Committee on Education's Learning: Tradition and Change in the Northwest Territories (1982) established precedents for community-driven, culturally and linguistically responsive schooling for Inuit in the NWT and what is now Nunavut.

Since these ground-breaking initiatives, and in line with goals of subsequent land claims and education legislation and policy, much work has been undertaken to shape Inuit school systems that are responsive to students' learning needs and thus contribute to greater retention and success (McGregor, 2010, 2017; Vick-Westgate, 2002). Regional school boards and Departments of Education have created Inuit-centered policies, curricula, materials, and tools (e.g., Baffin Divisional Board of Education, 1989; GNWT, 1996), and have been active partners in research documenting effective models of Inuit teacher education (e.g. Nunatsiavut IBED in Galway & Moore, 2018).

Both the Kativik Ilisarniliriniq in Nunavik and the Government of Nunavut have long-established Inuit-specific teacher education programs. In Nunavik, teacher education is provided by McGill University leading to a Basic Certificate in Education (qualifying teachers of K-3 in Inuktitut) or a Bachelor of Education Inuit Education. Nunavut Inuit teachers can study through the community-based Nunavut Teacher Education Programs (NTEP) which was recently renegotiated and awarded to Memorial University after many years being administered with the partnership of the University of Regina. Additionally, the University of Prince Edward Island (UPEI) Master of Education (MEd) program has graduated 37 Inuit educators across two iterations of the program and currently runs an innovative co-teaching model where former students become teachers in the Certificate of Educational Leadership in Nunavut. More recently, Memorial University, working with the Nunatsiavut Government, the College of the North Atlantic and the Newfoundland and Labrador English School District, has developed a community-based four-year teacher education program for primary teachers that includes a strong Inuktitut language redevelopment component.

In spite of the increasing attention to the preparation of Inuit teachers there remain significant challenges related to teacher education for the North. First, demand for Inuit teachers exceeds supply of Inuit graduates so Inuit students could pass through their schooling without working with an Inuit teacher, and not see teaching as a viable career path. Second, teachers from Southern teacher education programs are recruited to fill positions in the North. Southern teachers do not necessarily have the cultural understanding to teach

effectively in Inuit schools, nor do they fully appreciate the role Inuit teachers play in schools and may directly or indirectly marginalize Inuit teachers (ITK Rankin Report, In Press). Third, the majority of Inuit teachers are in the lower grades in primary school or, in some cases, teaching in high school with primary-level qualifications (Walton et al., 2015, 2018).

Evidence suggests that being the sole Inuit teacher or a significant minority within the school staff results in Inuit teachers being called upon to respond to 'all things Inuit' within the school, further contributing to the burden on Inuit teachers and in some cases leading to teacher attrition. The stress of the aforementioned challenges to Inuit educators has resulted in more Inuit teachers leaving the classroom than graduate annually (Berger, Inootik, Jones, & Kadjuk 2017). Further, Inuit educators who remain in schools may find professional advancement to be an additional challenge due to educational requirements for advancement to vice principal or principal positions.

In spite of the development of innovative leadership programs as described above, there is an urgent need to recruit, train and hire more Inuit into teaching and leadership positions across the Inuit Nunangat education system and schools. This research project will administer an online survey of Inuit educators and Inuit teacher education students on their views and desires for the reform of teacher education programs for Inuit Nunangat.

Past research and experience in the area of this study has demonstrated that Inuit educators are often not given the chance to voice their desires for their education system or may be marginalized within their schools by administrators or other staff. Academic works on this topic have also typically been from the point of view of non-Inuit education experts. This online survey which allows one to be anonymous provides an opportunity for Inuit educators to share their views in a safe online space.

### Methodology:

Once we have received approval from all research ethics bodies across Inuit Nunangat, we will email school administrators (Principals and Vice Principals) requesting that they pass the survey link onto the Inuit educators in their school. Potential survey respondents will be sent a link to the survey which is on the LimeSurvey website: <https://edusurvey.limequery.org/>

The survey should take approximately 1 hour to complete. After completing the survey, educators will receive a \$60 interac e-transfer as a token of appreciation for their time.

We hope that this dissemination of the survey will start in January 2023 and end in March 2023. Please see attached for our full ethics application which has been approved by the University of Winnipeg Research Ethics Board.

### Communication Plan:

We will produce a comprehensive report highlighting all of the findings of the survey which will be sent to all the universities with teacher education programs which currently have programming for Indigenous students (e.g. Memorial University of Newfoundland). We will also aim to publish the results in a journal such as Inuit Studies, and to present the results at both the ArcticNet Annual Scientific Meeting and the Inuit Studies Conference. The results will be shared with Inuit Tapiriit Kanatami (ITK) and the National Committee on Inuit Education (NCIE) via an online presentation, and an invitation will be extended to other organizations who may wish to hear the results in detail (e.g. Nunavut Tunngavik Inc., the Beaufort Delta Education Council (BDEC), the Nunavut Department of Education, etc.). If funding allows, we would like a member of our Inuit Education Advisory Committee to present the results in person to the NCIE.

### Travel Arrangements:

This is an online survey only, so this project will not involve travel to the Inuvialuit Settlement Region.

## Ethics

Will you be interviewing or surveying NWT residents?

Yes

What organization conducted (or will be conducting) the Ethics review for this research?

University of Winnipeg

When was the review received (or anticipated to be received)?

Mar 14, 2022

How will you maintain participant confidentiality in your research?

All respondents will have the option of remaining anonymous, and such respondents will not be identified in any documents arising from this study. All respondents must provide their name and email address so that we can pay their honorarium. The list with all names and email addresses for interact e-transfers will be destroyed after all payments have been made.

How will the data be stored over the short and long terms?

Computer files with raw survey results (with personal identifiers) will be password-protected and this password will only be held by Melanie O'Gorman. The survey results on LimeSurvey will be destroyed after 7 years as will any computer files with the raw data. Aggregate results without identifiers will not be destroyed.

## Supporting Information

### Potential Adverse Impacts:

We view our study as posing minimal risks of participation. We will be surveying educators and teacher education students about their views on teaching and their education system. Respondents are not required to answer any questions they do not wish to answer. The questions we are asking in the survey can be considered minimally invasive (physically, socially and in terms of participants' emotions and personal privacy).

### Adverse Impact Mitigation:

Not applicable.

### Emergency Response Plan

Not applicable.

### Tags:

Teacher education;

## Distribution

Inuvialuit Regional Corporation  
 Aklavik Community Corporation  
 Hamlet of Aklavik  
 Ulukhaktok Community Corporation  
 Hamlet of Ulukhaktok  
 Inuvik Community Corporation  
 Town of Inuvik  
 Paulatuk Community Corporation  
 Hamlet of Paulatuk  
 Sachs Harbour Community Corporation  
 Hamlet of Sachs Harbour  
 Tuktoyaktuk Community Corporation

Hamlet of Tuktoyaktuk  
Inuvialuit Joint Secretariat  
Beaufort-Delta Education Council

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DRAFT





Oct 15, 2022  
Application No. 5397

## Scientific Research Licence Comment Form

Town of Inuvik

### Project Details

Inuit Educators for Inuit Schools: An Investigation of the Factors Associated with Rewarding Teaching Careers in Inuit Nunangat  
Submitted by: Melanie O'Gorman  
Length of Project: 1 year(s)

### Comments on Project

Please outline any concerns, requests or suggestions regarding Application No. 5397 :

No concerns, requests or suggestions to express at this time(check here):

☐

Signature of Town of Inuvik official

PRINT NAME

Grant Hood

SIGNATURE

DATE

November 3, 2022

## MINUTES

### TOWN OF INUVIK ~ COMMITTEE OF THE WHOLE AND REGULAR COUNCIL MEETING HELD ON OCTOBER 24 AND 26, 2022 AT 7:00 P.M. in COUNCIL CHAMBERS

<b>Present:</b>	<u>Monday</u>	<u>Wednesday</u>
Mayor:	Clarence Wood	Clarence Wood
Councillors:	Whitney Alexis (via zoom)	Whitney Alexis (via zoom)
	Tony Devlin	Ned Day
	Grant Gowans	Tony Devlin
	Jesse Harder (via zoom)	Grant Gowans
	Alana Mero (via zoom)	Jesse Harder (via zoom)
	Kurt Wainman	Alana Mero (via zoom)

**Absent:** Natasha Kulikowski (both days, with notice)  
Ned Day (on Monday without notice)  
Kurt Wainman (on Wednesday without notice)

**Staff Present:** Grant Hood, Senior Administrative Officer  
Jenna MacNeil, Council Administrator  
Lise Saumur, Director of Community Services  
Jackie Challis, Director of Economic Development and Tourism  
Rick Campbell, Director of Public Services (on Monday)

Item # 1

#### **CALL TO ORDER**

Mayor Wood called the Committee of the Whole meeting to order at 7:00 PM

Mayor Wood called the Regular Council Meeting to order at 7:00 PM

Item # 2

#### **ADOPTION OF THE AGENDA**

Item 8.9 was added to the agenda.

Moved by Councillor Gowans seconded by Councillor Devlin:

**MOTION: 173/10/22 "BE IT RESOLVED THAT Inuvik Town Council hereby adopts the agenda as presented."**

Motion **CARRIED**.

Item # 3

#### **DECLARATION OF CONFLICT OF INTEREST OR PECUNIARY INTEREST**

Councillor Wainman declared conflict with items 8.3 and 8.6

Councillor Mero declared conflict with item 8.8

Item # 4                      **DELEGATIONS, PRESENTATIONS OR PETITIONS**

None

Item # 5                      **PUBLIC QUESTION PERIOD**

There were no questions from the public

Item # 6                      **ADOPTION OF THE MINUTES**

6.1                      Minutes of the October 12, 2022 Council Meeting

Moved by Councillor Devlin, seconded by Councillor Gowans:

**MOTION 174/10/22      BE IT RESOLVED THAT Inuvik Town Council hereby adopts the minutes of the October 12, 2022 Council meeting as presented."**

Motion **CARRIED.**

Item # 7                      **ACTION ITEMS**

7.1                      Action Items List

Council noted the document

Item # 8                      **NEW BUSINESS**

8.1                      RFCD 2022-SAO-080 2023 As and When Required Plumbing and Mechanical

Moved by Councillor Devlin, seconded by Councillor Gowans:

**MOTION: 175/10/22      "BE IT RESOLVED THAT Inuvik Town Council hereby awards the 2023 As and When Required Plumbing and Mechanical Tender Contract to Plumb Crazy Mechanical Ltd for the tendered price of \$55,750.00."**

Motion **CARRIED.**

8.2                      RFCD2022-SAO-081 2023 As and When Required Brush Cutting

Moved by Councillor Gowans, seconded by Councillor Devlin:

**MOTION: 176/10/22      "BE IT RESOLVED THAT Inuvik Town Council hereby awards the 2023 As and When Required Brush Cutting Tender Contract to J.B. Firth Enterprises for the tendered price of \$27,630.85."**

Motion **CARRIED.**

8.3 RFCD2022-SAO-082 2023 As and When Required Road and Ditch Maintenance

Councillor Wainman left Chambers

Moved by Councillor Devlin, seconded by Councillor Gowans:

**MOTION: 177/10/22** “BE IT RESOLVED THAT Inuvik Town Council hereby awards the 2023 As and When Required Road and Ditch Maintenance Tender Contract to Northwind Industries Ltd for the tendered price of \$76,440.00”

Motion **CARRIED.**

Councillor Wainman returned to chambers

8.4 RFCD2022-SAO-083 2023 As and When Required Road Fuel Supply

Moved by Councillor Gowans, seconded by Councillor Devlin:

**MOTION: 178/10/22** “BE IT RESOLVED THAT Inuvik Town Council hereby awards the 2023 As and When Required Road Fuel Supply Tender Contract to Bob’s Welding Ltd for the tendered price of \$26,150.00.”

Motion **CARRIED.**

8.5 RFCD2022-SAO-084 2023 As and When Required Sign, Guard-Rail & Paving Repair

Moved by Councillor Gowans, seconded by Councillor Day:

**MOTION: 179/10/22** “BE IT RESOLVED THAT Inuvik Town Council hereby awards the 2023 As and When Required Sign, Guard-Rail and Paving Repair Tender Contract to J.B. Firth Enterprises for the tendered price of \$40,227.00.”

Motion **CARRIED.**

8.6 RFCD2022-SAO-085 2023 As and When Required Utilidor Piling Repair

Councillor Wainman left chambers

Moved by Councillor Gowans, seconded by Councillor Devlin:

**MOTION: 180/10/22** “BE IT RESOLVED THAT Inuvik Town Council hereby awards the 2023 As and When Required Utilidor Piling Repair Tender Contract to Northwind Industries Ltd for the tendered price of \$27,562.50.”

Motion **CARRIED.**



Councillor Wainman returned to chambers

8.7 RFCD2022-SAO-086 2023 As and When Required Electrical & Controls

Moved by Councillor Devlin, seconded by Councillor Day:

**MOTION: 181/10/22** “BE IT RESOLVED THAT Inuvik Town Council hereby awards the 2023 As and When Required Electrical and Controls Tender Contract to Plumb Crazy Mechanical Ltd for the tendered price of \$44,000.00.”

Motion **CARRIED**.

8.8 RFCD2022-SAO-087 Conditional Use Amendment to Zoning By-law 2583

Councillor Mero was muted on zoom

Moved by Councillor Devlin, seconded by Councillor Day:

**MOTION: 182/10/22** “BE IT RESOLVED THAT Inuvik Town Council hereby approves the proposal to accomidate a Duplex unit (side by side) on Kugmallit Road (Lot 6 Block 81 Plan 1090).”

Motion **CARRIED**.

Councillor Mero was unmuted on zoom

8.9 RFCD2022-SAO-088 Appointment of Councillor Alexis to Children First Society Board

Moved by Councillor Devlin, seconded by Councillor Gowans:

**MOTION: 183/10/22** “BE IT RESOLVED THAT Inuvik Town Council hereby appoints Councillor Alexis as liaison to the Children’s First Society Board of Directors.

Motion **CARRIED**.

Item # 9 **BY-LAWS**

There were no by-laws

Item # 10 **DEPARTMENT HEAD REPORTS**

10.1 Community Services Report

Moved by Councillor Devlin, seconded by Councillor Gowans:

**MOTION: 184/10/22** “BE IT RESOLVED THAT Inuvik Town Council hereby adopts the following staff report as presented: Item 10.1 – Community Services Report.”

Motion **CARRIED.**

Item # 11                    **INFORMATION ITEMS**

11.1                    Strategic Priorities Chart

Council noted the document

11.2                    Aurora Research Institute ~ Various Research Projects

Council noted the document

Item # 12                    **COUNCIL CONCERNS**

Councillor Devlin requested that Administration reinstate a sub-committee for Economic Development and that he be included on it.

Item #13                    **IN CAMERA ITEMS**

No In Camera items

Item # 14                    **ADJOURNMENT**

The committee of the whole meeting adjourned at 7:18 p.m.

Moved by Councillor Devlin:

**MOTION: 185/10/22    “BE IT RESOLVED THAT the regular Council meeting adjourn at 7:10 p.m.”**

Motion **CARRIED.**

# ACTION ITEMS

November 7 & 9, 2022 COUNCIL MEETINGS

No.	ITEM	REQUIRED ACTION	ACTION TAKEN / ANTICIPATED COMPLETION DATE
1.	Accessibility issues Restrictions on ATV operation	Bring forward potential options to address accessibility issues/prohibited use of ATVs and other types of vehicles on Mackenzie and Kingmingya Roads Public engagement to gauge support for keeping or removing restrictions on ATV operations	By-law to be reviewed at the next bylaw review committee meeting in November.
2.	Food Cycle Science Corporation	Discuss potential Town participation in 12-week Impact Canada Pilot Program	SAO Hood had discussion with group at FCM. It was decided to put project on hold until fall due to staffing issues
	Ski Club Lease	Town has signed lease for property from GNWT. Property survey is required in order to move forward with land acquisition. See item 4.	
3.	Large Solar project	Confirm availability of land for panels	An initial meeting has been held with consulting firm to start the project planning and scheduling including revised costing which will then adjust the total scope of the project.
4.	Survey of leased lands	Coordinate the survey of a number of land parcels that are Commissioners Lands that can then be registered with Land Titles and then acquired by the Town.	Comprehensive list of parcels to be constructed and then the surveys can be arranged. This process will be scheduled for 2023 and included in the 2023 fiscal budget. It is anticipated to take 6 months from time of survey to the land being registered and transfer request completed by GNWT and Land Title.

## OVERVIEW

### DEPARTMENT MANDATE

To make Inuvik a desirable place to live, work, invest, meet, gather, and celebrate continues to be our central focus. Our small team fulfills this mandate by organizing, implementing, and administering a range of events, programs, campaigns, and initiatives to meet our objectives and priorities set by our Department, our Stakeholders and by Town Council.

### OCTOBER HIGHLIGHTS

- Beaufort Delta Small Business Tradeshow
- NWT Tourism AGM & Conference

## MARKETING & COMMUNICATIONS COORDINATOR ACTIVITIES

### MANDATE

Corporate Communications (website, social media, department updates, public notices, media releases) special event coverage, resident and visitor engagement campaigns, tourism, small business, & event promotion. We have also added the administration of the 2023 Inuvik Guide to the list of core responsibilities for this position.

### MONTHLY ACTIVITIES

- Beaufort Delta Small Business Tradeshow
- NWT Tourism AGM & Conference
- Small Business Week campaign & promotion
- Sunrise Festival collateral & promotion
- Inuvik Guide sales & promotion
- Website & Social Media content management
- Attended Internal TOI Sunrise Festival Planning meeting
- Attended Parks Canada Strategic Partnering & Planning meeting

## SPECIAL PROJECTS & EVENTS COORDINATOR ACTIVITIES

### MANDATE

The coordination, planning and administration of special projects, events and workshops, responding to visitor inquiries, managing and distribution of visitor information and collateral, managing and administering promotional merchandise and retail sales, promotion of local businesses, artists, and tourism opportunities, assists in the coordination and administration of various working groups, stakeholder meetings, and community committees, and assists in the preparation, coordination, and implementation of various promotional activities such as tradeshow, conferences, & consumer engagement initiatives

### MONTHLY ACTIVITIES

- position currently vacant

## TOURISM & EVENTS ASSISTANT ACTIVITIES

### MANDATE

Serving as a brand and community ambassador this position is responsible for assisting in the promotion of Inuvik businesses, artists, services, amenities, services, & events by responding to and servicing visitor inquiries and by administering the day-to-day operations of the Inuvik Welcome Centre. This position also assists the Department where required including special events, programs, and workshops and supports and promotes the sale of Town of Inuvik promotional items.

### MONTHLY ACTIVITIES

- NWT Tourism AGM & Conference
- Servicing of Visitors at the Inuvik Welcome Centre
- Collating Visitor Data
- Attended Internal TOI Sunrise Festival Planning meeting
- Attended Parks Canada Strategic Partnering & Planning meeting

## DIRECTOR ACTIVITIES

### MANDATE

It is the mandate of the Director to manage the Inuvik Welcome Centre, the Staff, and to oversee the programs, events, services, campaigns, internal & external communications and daily operations of the Department. The Director and her team work to serve the residents and visitors to the Town of Inuvik. Project management, community & stakeholder engagement, events, festivals, program & service delivery, supporting economic development opportunities for local businesses, tourism operators, artists, and residents, funding procurement, and promotion of Inuvik as a place to work, live, host a meeting, visit, and invest are important elements of the Director's ongoing priorities.

## MONTHLY ACTIVITIES

- Administrative Duties
- Municipal Communications
- Funding Procurement / Administration / Reporting
- Partnership & Collaboration Activities
  - Participant in the Beaufort Delta Small Business Trade Show planning group
  - Collaboration with Western Arctic Youth Collective for the Reconciliation through The Arts Workshops
  - Attended Parks Canada Strategic Partnering & Planning meeting
  - Participated in several conference calls / online meetings with Film Crew, NWT Film Commission, NWT Tourism, & ITI to discuss possible upcoming productions
- Special Projects & Planning
  - Annual Department Work Plan & Budget planning
  - Review of Strategic Priorities & Operational Initiatives
  - Overseeing planning process, sponsorship procurement and event planning for 2023 Inuvik Sunrise Festival
- Meetings & Events
  - Town Council Meetings
  - Internal TOI Sunrise Festival Planning Meeting
  - HR / Interviews for vacant department position of Special Projects & Events Coordinator
  - Meeting & Interview with Fulbright / Arctic Permafrost Scientists discussing the relationship between tourism, economic development, opportunities and Inuvik
  - Meeting with Climate Change & Adaptation Outreach Advisors (GNWT)
  - Meeting with CanNor to discuss current & future Economic Development opportunities
  - Meeting with local artist to discuss upcoming projects & workshops

The Director is working to prepare a Year in Review Annual Report/Presentation from the Department which will provide greater detail to Council regarding visitor statistics, program and event attendance, ADE Summary, Inuvik Guide, and other initiatives. This Annual Report has a target completion date of December 2022.



## TOWN OF INUVIK

### COMMUNITY SERVICES DEPARTMENT REPORT TO COMMITTEE OF THE WHOLE OCTOBER 2022

#### **COMMUNITY SERVICES – Lise Saumur – Director of Community Services**

The Environmental Health Officer was in to perform an evaluation of the pool repairs with respect to the NWT Regulations for Swimming Pools. No major issues were noted, and we were approved to go ahead with the necessary steps to fulfill the requirements for Environmental Health to inspect the pool as an operating facility. A few issues have come up in the filling process and we are almost complete with those required repairs. Most of the issues have been related to the seams on the wall panels where the caulking material shrunk or dried out over the time the pool has been in repairs.

We received an inspection by a Safety Officer with Workers' Safety and Compensation Commission. We have a few things to address in that inspection but overall, we fared well in the inspection. The Safety Officer indicated that they are trying to get into more regular inspections of all workplaces.

Robin Langille, Facilities Foreman will be leaving the Town of Inuvik as of November 11, 2022, to pursue further advancement in his career. We thank Robin for his time with us and wish him well in his new endeavours.

#### **RECREATION REPORT – Steve Krug – Recreation Co-ordinator**

##### Arena

The Roy Ipana Memorial Arena opened for the season on October 7<sup>th</sup>. Inuvik Minor Hockey, Inuvik Rec Hockey, Speed Skating, Can't Skate Hockey, and Old Timers Hockey, are the Arena User Groups for this season. Inuvik Minor Hockey held a development Camp/ Clinic during the week of October 17<sup>th</sup> – 21<sup>st</sup> and a 3 on 3 Tournament on October 21<sup>st</sup> and 22<sup>nd</sup>. The Recreation Department hosted a Glow in the Dark Family Skate on October 14<sup>th</sup> from 6:15- 7:15 PM. This event was very popular with families and their children. Roughly 50 families came to the event. More of these events will be hosted in the future.

##### Fitness Centre

The MSC fitness Centre is operating as it usually does. No major repairs or maintenance has been needed. Replacement parts for benches are on order and will be installed to correct the damaged pads. Due to supply chain issues, there are some delays in making this happen.

##### Squash

The Inuvik Squash Club held a Tournament on October 14-16<sup>th</sup>. Roughly 15 players were registered.

##### Programs

The Recreation Department held two different Halloween parties. One for children aged 6 – 12 and one for families with children under 6. The participants skated, made Halloween crafts, were given a hot dog supper followed by a Halloween movie and goodie bag to go. Both parties were popular and everyone who attended enjoyed themselves.

Community Services attended the first meeting for the Annual Sunrise Festival on October 13<sup>th</sup>.

We held a Community Yard Sale in the Community Hall in early October. This was a follow up to the successful one held last spring. We had a total of 14 tables rented for the event. Community Services and the Library also participated in the selling of obsolete items. Comments from vendors and buyers alike were that they would welcome several more of these type of sales each year.

We held two afternoons of Children's activities (Crafts and Movie) during the week of October 17 – 21, while the schools had a Professional Development break. We had 32 children the first day and 38 the second day.

**MSC MAINTENANCE REPORT – Robin Langille – Facilities Foreman**

- Monitoring refrigeration and boiler plants
- Cleaning interior and exterior of MSC
- Taking and putting away potted plants
- Logistics for town sponsored events
- Flooding ice after user groups
- Cleaning dressing rooms after user groups
- Engaging contractors to repair items at Town Facilities
- Picking up roadside garbage
- Cleaning welcome centre, library, and town office daily
- Logistics for MSC events
- Preparing pool for EHO inspection of renovations

**LIBRARY SERVICES REPORT – Bill Mann – Library Services Manager**

	<b>August 2022</b>	<b>September 2022</b>	<b>October 2022</b>
Hours Open (per week)	42.5	47.5	47.5
Total Patrons	1172	1722	1619
Children < 12			(386)
Teens			(129)
Adults			(1,104)
Tourists			(6)
Computer hours	473	327.5	301
Total Loans (items)	473	497	571
Programs	1 (Reading Rascals)	3 (Reading Rascals, Books-in-the-Home, After School Program)	4 (Reading Rascals, Books-in-the-Home, After School Program, Book Club)
Community Room			4 meetings

**Items to Note**

There has been a dramatic decrease in Computer hours since August, perhaps linked with the Tourism season (since Library offers free Wi-Fi).

The increase in Total Loans derived largely from the Children's Collection (99 items in Sept. and 166 items in Oct.), perhaps a derivative of the After-School program influence.

**Programs**

September programs were Reading Rascals (RR), After-School, Books-in-the-Home (B-i-H). October added a Monday evening Book Club.

Average attendance for Reading Rascals and Books-in-the-Home is 2 to 6 children. We had a spike to 13 for Reading Rascals on Oct 21.

Attendance for the After School Program has no clear pattern as yet (can range from 6 to 25+ students).

Meetings in the Community Room were the Community Green House, Inuvik Minor Hockey, Northern District Learning, and the Inuvik Ski Club AGM

**RENTAL ACTIVITIES REPORT****Community Hall**

- Boot Camp – 4 days
- Territorial Court – 1 day
- Brownies/Girl Guides – 1 day
- Federal Senators Meeting – 1 day
- Children's Crafts and Movie – 1 day
- IRC Director's Meetings – 4 days
- Community Yard Sale – 1 day
- Adult Halloween Dance – 1 day
- Recreation Halloween Parties – 2 days
- Business and Trade Show – 1 day



Community Lounge

- Joint Secretariat – 4 days
- Kuzuri Judo – 2 days
- Brownies/Girl Guides – 1 day

Pool Lobby

- Inuvik Minor Hockey Meeting – 1 day
- IRC Directors Meeting – 1 day

Sundog Room

- Health and Social Services - 1 day
- Inuvik Gas – 1 day
- Yoga – 3 days

Arena (covered ice surface)

- GNWT REDI Program – 3 days

Cancellations

Business and Trade Show - Pool Lobby, Community Lounge, and Sundog Room – 1 day

Territorial Courts – Community Hall – 4 days

Town of Inuvik – Community Hall – 1 day

Northwest Territories Health and Social Services – Community Lounge – 2 days

- Beaufort-Delta Education Council – 4 days
- Boot Camp – 4 days
- Children's Crafts and Movie – 1 day

Play Zone

- Birthday Parties – 7

- Social Meet-up/Craft Night – 1 day
- Canadian Air Search and Rescue – 1 day
- Aquatic Staff Training – 2 days

### CAPITAL PROJECTS REPORT FOR COUNCIL As Of October 31, 2022

**Note:** All dates/times and costs are based on information available at the time of report compilation and are subject to change due to year adjustments and late invoices

Project	Budget \$	% Of Work Complete	Expenditure to Date	Comments
Utilidor Replacement	4,000,000	98%	\$1,241,268.04	Current years project complete. Due to logistical and supply issues original plan not completed.
2nd Water Tank- Start Up	297,000	100%	\$345,534	Water tank completed and commissioned and in use. Budget overage will have to be covered from previous years surplus.
WTP - Glycol Heat Exchanger	346,620	98%	\$164,213	Heat exchanger final commissioning underway. Heat loop with NTPC completed
Biomass Project Hidden Lake	785,171	80%	\$693,984	Commissioning of system underway
WTP - Beam installation	12,000	90%	\$6,270	Planning and tender being prepared. Majority of actual project is moved to 2023 and reflected in the 2022 budget and forecast
Sewage Lagoon	1,200,000	5%	\$0	Main work of project to be completed in 2023 now
Chief Jim Koe Park Enhancement	400,000	100%	\$426,648	Building officially opened. Security gates being installed
Firehall Exhaust System	51,000	100%	\$33,1340	Equipment installed and in use
Pool Rehabilitation	488,000	98%	\$633,497	Work continues with pool being filled and then drained as issues found. Initial Public Health inspection completed. Heat exchanger gasket failed and will be 2 weeks to get new one.
Haul All Garbage Bins	84,895	100%	\$84,892	Complete
Expand Solid Waste Site and Install Fencing	800,000	10%	\$85,389	Project scope and requirements being re-evaluated by engineers
Garbage Bin Pad Improvement	25,000	0%	\$0	Delayed due to contractor timing
Breynat Road Upgrade	1,011,146	5%	\$32,803	Reduced initial project scope completed and contract awarded. Work delayed to 2023 due to weather and availability of dry fill
Tractor	50,000	100%	\$46,305	Project complete
Fitness Equipment	15,000	0%	\$0	To be expensed as required during the year
Conference Equipment	20,000	0%	\$0	To be expensed as required during the year
Vehicle	76,500	100%	\$76,465	Complete.
Town Office and Firehall Energy Upgrades	795,000	100%	\$975,314	Project completed

Firehall bathroom renovation	30,000	0%	\$0	Ongoing discussions regarding the nature of work such as flooring type and other bathroom accessories that best suit or achieve the project objectives.
Fire Training Site refurbishment	30,000	0%	\$0	Planning in process to be deferred to 2023
MSC Flooring replacement	62,000	0%	\$0	Evaluating pricing quotes from suppliers
SCBA Replacement	65,000	0%	\$65,689	Complete
MSC Concession equipment	100,000	5%	\$0	Continued discussions with the supplier regarding scope of work required. Further information has been forwarded to them
Additional dressing room	350,000	5%	\$9,350	Working on architectural plans. Project will have to be constructed in 2023.
Flooring replacement for Firehall	10,000	0%	\$0	To be completed in conjunction with MSC flooring replacement
Signage for Chief Jim Koe Park	20,000	2%	\$0	Final design and material being completed but project to be delayed to 2023
Discovery Inuvik signage	20,000	2%	\$0	Signage to be purchased in 2022 and installed in 2023 once content has been finalized.
Zip up sidings Pavilion	24,000	90%	\$32,021	Supplier missed the deadline for trucking this fall. Items will not be delivered until the road re-opens to heavy traffic
Dance floor - Pavilion 30x30	15,000	100%	\$16,965	Project complete
Radar Sign for Municipal Enforcement	10,000	100%	\$11,539	Completed
Smart Board for Conference rooms	20,000	95%	\$20,502	Items received and Council Chambers item installed

**Town of Inuvik**  
**Operating Budget Variance**  
**For the 9 Months ending September 30, 2022**

	2022 Budget	2022 Budget to Date	2022 Actual	Variance	%	Notes
<b>REVENUE</b>						
Administrative	\$ 7,841,193	\$ 5,788,750	\$ 5,657,064	\$ (131,685)	-2%	
Protective Services	72,500	68,403	59,474	(8,928)	-13%	
Public Works	25,000	25,000	25,000	-	0%	
Environmental	655,000	480,417	480,105	(312)	0%	
Tourism	203,400	192,275	268,569	76,294	40%	1
Recreation	356,000	270,200	207,661	(62,539)	-23%	2
Library	86,250	31,062	42,442	11,379	37%	3
Fiscal	3,496,000	2,400,667	2,372,767	(27,900)	-1%	
<b>Total Revenue</b>	<b>\$ 12,735,343</b>	<b>\$ 9,256,772</b>	<b>\$ 9,113,082</b>	<b>\$ (143,690)</b>	<b>-2%</b>	
<b>EXPENSES</b>						
Administrative	\$ 3,121,677	\$ 2,422,996	\$ 2,270,466	\$ 152,530	-6%	4
Protective Services	849,047	623,125	592,366	30,760	-5%	5
Public Works	1,549,582	1,196,500	1,156,587	39,912	-3%	
Environmental	984,200	687,533	660,268	27,265	-4%	
Tourism	663,009	548,604	638,136	(89,533)	16%	1
Recreation	3,514,045	2,527,341	2,145,012	382,329	-15%	6
Library	440,674	317,822	291,754	26,067	-8%	
Fiscal	801,000	600,750	600,748	2	0%	
<b>Total Expense</b>	<b>\$ 11,923,234</b>	<b>\$ 8,924,671</b>	<b>\$ 8,355,338</b>	<b>\$ 569,333</b>	<b>-6%</b>	
<b>Surplus / (Deficit)</b>	<b>\$ 812,109</b>	<b>\$ 332,102</b>	<b>\$ 757,744</b>	<b>\$ 425,642</b>		
Land Fund Revenue	\$ 9,500	\$ 8,460	\$ 43,584	\$ 35,124	415%	7
Land Fund Expenditure	100	75	108	(33)	43%	
<b>Surplus / (Deficit)</b>	<b>\$ 9,400</b>	<b>\$ 8,385</b>	<b>\$ 43,476</b>	<b>\$ 35,091</b>		
Utility Fund Revenue	\$ 3,468,866	\$ 2,313,907	\$ 2,278,179	\$ (35,727)	-2%	
Utility Fund Expenses	3,080,506	2,262,955	2,345,086	(82,130)	4%	
<b>Surplus / (Deficit)</b>	<b>\$ 388,360</b>	<b>\$ 50,951</b>	<b>\$ (66,906)</b>	<b>\$ (117,858)</b>		
<b>Total Surplus / (Deficit)</b>	<b>1,209,869</b>	<b>391,438</b>	<b>734,314</b>	<b>342,876</b>		
<b>Capital Project Funding</b>						
Community Public Infrastructure	\$ 4,199,255	\$ 3,767,198	\$ 1,449,964	\$ 2,317,233	-62%	8
Gas Tax	2,030,000	2,030,000	1,241,268	788,732	-39%	8
Transfer from Reserves	732,103	238,940	114,569	124,371	-52%	8
Contribution Agreements and other funding	3,117,187	2,308,827	1,346,106	962,721	-42%	8
<b>Total Capital Project Funding</b>	<b>\$ 10,078,545</b>	<b>\$ 8,344,965</b>	<b>\$ 4,151,908</b>	<b>\$ 4,193,057</b>	<b>-50%</b>	
<b>Capital Projects</b>						
Water Utility	\$ 6,715,373	\$ 6,323,022	\$ 2,310,371	\$ 4,012,651	-63%	8
Other Capital Projects	\$ 4,573,041	\$ 4,573,041	\$ 2,526,648	\$ 2,046,393	-45%	8
<b>Total Capital Projects</b>	<b>\$ 11,288,414</b>	<b>\$ 10,896,063</b>	<b>\$ 4,837,019</b>	<b>\$ 6,059,044</b>	<b>-56%</b>	
<b>Net Capital Projects</b>	<b>\$ (1,209,869)</b>	<b>\$ (2,551,099)</b>	<b>\$ (685,111)</b>	<b>\$ (1,865,987)</b>	<b>-73%</b>	
<b>Surplus (Deficit) after Transfers</b>	<b>-</b>	<b>(2,159,661)</b>	<b>49,202</b>	<b>(2,208,863)</b>	<b>-102%</b>	
Amortization	3,500,000					

**Notes**

- 1 Fiddle & Flow funding not in annual budget
- 2 Timing of receiving contribution agreement funds
- 3 Additional literacy funding received not budgeted for
- 4 Combination of salary costs, recruitment, small community employment funding timing
- 5 Actual operations expenses not used
- 6 Timing of Utility invoices entry
- 7 Sale of land parcel
- 8 Timing of capital project expenses and funding allocation

## **Director of Public Works Monthly Report for September and October 2022**

During the months of September and October, the public works department had various projects and tasks that were completed or are ongoing:

- The Utilidor crew has had another busy summer, we have had to deal with dirty raw water this spring with the turbidity of the water going up as high as I have seen in the last 20 some years. Our river level reached a springtime high this year. Problems with the intake have been fixed but we are still having a couple of issues with equipment that got flooded and having supply problems to get it fixed.
- We have had problems with the sewage Lagoon mainly in water flow between the primary and secondary treatment cells. Still having these problems but am talking to engineers about having this problem fixed along with the rebuilding of the lagoon dikes that didn't happen this summer because AECOM was having difficulties with getting the project on stream.
- We have had trouble with getting water samples that we have to do as part of our Water License the SNP sites around town. The problem has seemed to sort itself out and we are back to having better service from Canadian North.
- We have had the project for putting a third heat exchanger into the water treatment plant and up grades to the existing pumps at the power plant to use more waste heat from the Power Corp is almost completed and is up and running now. Just a few more items to have this incorporated into our existing Scada system.
- We have done the work to have the second water tank up at hidden lake put into service and is now up and running so we have doubled the water capacity up at Hidden Lake. We are not using all the captivity. Instead of filling the 1 tank to 10.5 meters of water we are filling both tanks to 8.5 meters
- The Utilidor replacement project is almost done just a few things that have to be put off till next spring to have it fully completed. This has been one of the biggest and the most complicated summer replacement jobs as it had to connect the water treatment plant to the towns water mains with bigger sized pipes as well as replace all the waste heat system from the Power Corp that is tied to our distribution system. All is working now.
- We have had a crew out cutting brush in some of the problem areas and they will be doing more brushing around signs and comers around town.
- We have had a crew out working doing the annual Boron replacement on the pilings of the older utilidor system as well as leveling it out in different areas. We have also had brushing done on a few parts of the Utilidor system.
- We have had to deal with a few beavers that had spent most of the summer damming up creeks around the sewage lagoon. We had to have dams removed from the creeks twice this fall, and the beavers finally moved on.
- We had excellent results using the Sugar Beets(Dust Stop) product on our roads this past summer and I am hoping to have it done again next summer.
- Electric power produced by the solar panels at the Town Hall and the Midnight Sun Complex. I am not going to continue doing this as it will now be available online at <https://www.inuvik.ca/en/living-here/building-energy-monitoring-system.asp>
- The labour crews have been out doing maintenance at the parks, playgrounds, and our trails around town.

These are some of the things that happened over this summer, as well as our usual jobs and everyday duties involved in running the Town's Public Works Systems.

Rick Campbell  
Director of Public Services

DRAFT

# STRATEGIC PRIORITIES CHART

June 15, 2022

## COUNCIL PRIORITIES (Council & SAO)

### NOW

1. **TRIPARTITE LEADERSHIP TABLE: Meeting**
2. **ABANDONED/UNSIGHTLY PROPERTY**
3. **RESIDENTIAL PROPERTY: INVENTORY**
4. **CLIMATE ADAPTATION STRATEGY: Funding Research**
5. **COLD TESTING OPPORTUNITIES: Working Group**

### TIMELINE

September  
September  
August  
October  
September

### NEXT

- EMPTY PROPERTY: Options
- COMMUNITY PLAN: Update
- TRAIL PLAN: Draft
- ROAD MAINTENANCE: Priorities
- RECREATION FACILITY: Future Needs
- COUNCIL PROCEEDINGS BYLAW
- LONG TERM FINANCIAL PLAN
- PLASTIC BAG BAN: Bylaw

### ADVOCACY/PARTNERSHIP

- *Department Service Decentralization (GNWT)*
- *College Programs: Local Needs Alignment*
- *NTPC: Net Metering Cap Removal*
- *MLA & MP Meeting Schedule*
- *Homeless Strategy: Status*
- *Inuvik Works: Support*

## ORGANIZATIONAL INITIATIVE (Directors/Managers)

1. Facility Inspection Checklist (MSC Pilot) - July
2. Health & Safety Program: Review - October
3. Cross Training Program: Needs & Design - September
4. External Funding Chart: Create - September

## OPERATIONAL INITIATIVES

### SENIOR ADMINISTRATIVE OFFICER

1. **TRIPARTITE LEADERS: Meeting** – September
2. **CLIMATE ADAPT. STRAT.: Research** – Oct.
3. Human Resources Policy: Approval – Sept.
  - Council Proceedings Bylaw: Revisions
  - Lottery Regulations: Update

### FINANCE & ADMINISTRATION

1. Health & Safety Manual: Review - November
2. Council Indemnity Bylaw: Review - September
3. **RESIDENTIAL PROPERTY: INVENTORY** - Aug.
  - Cross Training Program
  - E-Service Portal: Launch

### ECONOMIC DEVELOPMENT & TOURISM

1. Tourism Action Plan 2023-2024 - December
2. New Office Operations Plan - July
3. **COLD TESTING: Working Group** – Sept
  - Small Business/Artisans 2023-24 – Dec.
  - MCIT 2023-34 - December

### PROTECTIVE SERVICES

1. Be Safe/Be Seen: Design - July
2. UNSIGHTLY PROPERTY: Ops Guidelines - July
3. Emergency Response Plan: Update – November
  - Passenger Transportation Bylaw
  - Bite Prevention Program: Pilot Evaluation

### RECREATION & LIBRARY

1. Nordic Walking Group: Start-Up – November
2. Elders Engagement Initiative - July
3. Book Club Launch – October
  - Community Group Partnerships

### COMMUNITY SERVICES

1. MSC Inspection Schedule - July
2. Swim Pool: Staffing – July
3. Online Booking: Software Selection - October
  - Community Activity Guide/Calendar

### CAPITAL

- 2022 Utilidor Replacement: Design – June
- Waste Site Fencing: Design – June
- Swim Pool Rehabilitation: Complete – July
- Breynat Road Upgrade: Tender – Complete
- Lagoon Dike Rehabilitation: Tender - June

### PUBLIC WORKS/MSC

1. TRAIL PLAN: Draft – October
2. Sport Field Maintenance: Training – June
3. ROAD MAINT. PRIORITIES: Review – Sept.
  - Water Intake Inspection
  - Drainage Plan: Update

CODES: BOLD CAPITALS = NOW Priorities; CAPITALS = NEXT Priorities; Italics = Advocacy; Regular Title Case = Operational Strategies

## NWT Scientific Research Licence # 17139 Issued

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Please be advised that the NWT Scientific Research Licence has been issued to Hannah Neufeld for the project entitled: Examining the application and use of the Baby-Friendly Hospital Initiative within Rural and Urban health facilities in Canada and Australia among Indigenous Mothers. . The Notification of Research summarizing the researcher's activities and locations is attached.

Thank you,  
Manager, Scientific Services  
Aurora Research Institute  
Tel: (867) 777-3298  
licence@nwtresearch.com  
polar.nwtresearch.com

DRAFT





November 01, 2022

## Notification of Research

I would like to inform you that Northwest Territories Scientific Research Licence No. 17139 has been issued to:

Hannah Neufeld  
University of Waterloo  
200 University Ave W, N2L 3G1  
Waterloo, ON  
N2L 3G1, Canada  
Phone: 519-888-4567 ext. 42269  
Email: hannah.neufeld@uwaterloo.ca

to conduct the following study:

**Examining the application and use of the Baby-Friendly Hospital Initiative within Rural and Urban health facilities in Canada and Australia among Indigenous Mothers. (5373)**

Please contact the researcher if you would like more information about this research project.

### Summary of Research

This licence has been issued for the scientific research application No.5373.

The objectives of this research are to gather the firsthand experiences of policymakers, administrators, and health care providers on implementing and supporting access to maternal health services among Indigenous mothers; and to apply and adapt the Interactive Theory of Breastfeeding to explore theoretical concepts influencing breastfeeding practices among Indigenous women in rural and urban health facilities within Canada and Australia

To examine the research questions and objectives being proposed, qualitative research methods will be utilized. Qualitative methods have been selected to gain a deeper understanding of a participant's experience and explores research questions aimed to address research gaps in the literature and research using "how" and "why" questions. Moreover, the research being proposed aims to explore participant experiences and analyze inductive reasoning and evaluate interpretations.

A case study research design will be utilized to explore the experiences of policymakers, health service providers, and advocates in implementing the Baby-friendly Hospital Initiative (BFHI) in maternal health facilities servicing Indigenous women. For this thesis proposal, a case study methodology has been selected for the research design as it aims to examine issues that occur within real-life settings. Case study research involves researchers exploring a chosen case, or

multiple cases. The case studies are examined through detailed data collection which includes a variety of sources of information, including but not limited to observations, interviews, documents, and reports. Through examining case studies, the researchers can create a case description and case-based themes. Utilizing case studies on this topic will gain an understanding of the situation being examined and the associated behaviors, attitudes, practices, and provide context to understand relationships related to breastfeeding practice and health care provision across contexts and geographics.

Overall, there are three different types of case study designs. The first type is an intrinsic case study, this type of case study is used when a researcher is aiming to explore a unique phenomenon. The second type is an instrumental case which is selected when a researcher uses a specific case to understand an issue on a broader scale. Lastly, a collective case study involves the study of multiple cases with the goal of gaining a broader understanding of a specific issue. The three types of case studies do not have to be used exclusively and can be altered and combined depending on the research design and objectives. Case study research is appropriate for a variety of research objectives, including description and explanation research. Description research objectives in case study research aim to explore questions that look at the "who", "what", "where", "when", and "how". While explanation-based questions focus on analyzing questions that focus on examining "why". The research that is being proposed involves examining the experiences, perspectives, and attitudes of stakeholders who were involved in the implementation of a Baby-Friendly Initiative. Moreover, the research being conducted will examine multiple case studies to explore how experiences, attitudes, perspectives, and beliefs may differ on a global scale. Case study methodologies have been used to explore research either on Indigenous topics, or with Indigenous participants. In most of the published literature, case study research is used for cross-community analysis, where the researchers are comparing the health status of Indigenous communities compared to non-Indigenous communities across different geographical locations. Case study analysis has also been used to explore research and its relationship with Indigenous cultures.

A large part of this research involves knowledge sharing. Once results have been obtained and analyzed, the student researcher will write a report and infographic to be shared with stakeholders. In addition, the student researcher will apply to present their findings at conferences and academic sessions. Stakeholders can opt-in to receive notifications from the student research indicating when and where the research will be presented. Moreover, the student research would be open to creating additional knowledge documents and presentation to share findings with relevant groups.

The fieldwork for this study will be conducted from October 31, 2022 to December 31, 2022.

Sincerely,

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Niccole Hammer  
Manager, Scientific Services

Distribution  
Inuvialuit Regional Corporation  
Hamlet of Aklavik  
Hamlet of Ulukhaktok  
Town of Inuvik  
Hamlet of Paulatuk

Aklavik Community Corporation  
Ulukhaktok Community Corporation  
Inuvik Community Corporation  
Paulatuk Community Corporation  
Sachs Harbour Community Corporation

Hamlet of Sachs Harbour  
 Hamlet of Tuktoyaktuk  
 Tetlit Gwich'in Council  
 Tsiigehtchic Charter Community Council  
 Hamlet of Fort McPherson  
 Ayoni Keh Land/Dugha Financial Corporation  
 Deline Got'ine Government  
 Tulita Dene Band Council  
 Hamlet of Tulita  
 Dehcho First Nations  
 North Slave Métis Alliance  
 Acho Dene Koe Band  
 Deh Gah Got'ie Dene Council  
 Liidlii Kue First Nation  
 Hay River Dene Band/Katlodeeche First Nation  
 Ka'a'gee Tu First Nation  
 Sambaa K'e Dene Band  
 Yellowknives Dene First Nation  
 Deninu Kue First Nation  
 Town of Fort Smith  
 Lutsel K'e Dene First Nation  
 Northwest Territory Métis Nation  
 Sahtu Secretariat Incorporated  
 South Slave Research Centre - ARI  
 Gwich'in Tribal Council  
 Sahtu Land and Water Board  
 Health and Social Services and NTHSSA

Tuktoyaktuk Community Corporation  
 GTC Department of Cultural Heritage  
 Nihtat Gwich'in Council  
 Tsiigehtchic Charter Community Gwichya  
 Gwich'in Band  
 Behdzi Ahda' First Nation Band  
 K'ahsho Got'ine Charter Community Council  
 Xahweguweh/Yamoga Land and Financial  
 Corporation  
 Tulita Metis Land Corporation  
 Town of Norman Wells  
 Tlcho Government  
 Akaitcho Territory Government  
 Hamlet of Fort Liard  
 Hamlet of Fort Providence  
 Village of Fort Simpson  
 Jean Marie River First Nation  
 Nahanni Butte Dene Band  
 Pehdzeh Ki First Nation  
 City of Yellowknife  
 Salt River First Nation 195  
 Town of Hay River  
 Smith Landing First Nation  
 Norman Wells Land Corporation  
 Wek'ëezhii Renewable Resources Board  
 Gwich'in Renewable Resources Board  
 Hamlet of Enterprise  
 Sahtu Renewable Resources Board

## NWT Scientific Research Licence # 17140 Issued

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Please be advised that the NWT Scientific Research Licence has been issued to Ms. Claire Singer for the project entitled: Indigenous Knowledge of Berries in the Northwest Territories. The Notification of Research summarizing the researcher's activities and locations is attached.

Thank you,  
Manager, Scientific Services  
Aurora Research Institute  
Tel: (867) 777-3298  
licence@nwtresearch.com  
polar.nwtresearch.com

DRAFT



November 02, 2022

## Notification of Research

I would like to inform you that Northwest Territories Scientific Research Licence No. 17140 has been issued to:

Ms. Claire Singer  
Saint Mary's University  
5404A 49 Street  
Yellowknife, NT  
X1A 1R3, Canada  
Phone: (867) 444-0387  
Email: Claire.Singer@smu.ca

to conduct the following study:

**Indigenous Knowledge of Berries in the Northwest Territories (5326)**

Please contact the researcher if you would like more information about this research project.

### Summary of Research

This licence has been issued for the scientific research application No.5326.

The goal of this project is to complete a territory-wide Indigenous knowledge study to determine what we know about berries, describe any changes that are being seen in berries, identify potential causes of these changes, and outline what further information needs to be collected. The completion of this work will result in: 1) the development of regional and overall results reports describing the status, trends, and threats to berries in the NWT; 2) a gaps report that will drive the research agenda in the territory on these topics in the future (thus representing a community-driven research project and agenda); 3) guidelines or best practices for completing community-based research linked to biodiversity; and, 4) community-identified resources, such as an NWT berry calendar or cookbook.

Given reports of declines in the condition, size, and yield of berry plants, this work may be used to inform processes associated with species at risk, habitat, food security, and cultural continuity programming at appropriate levels of governance (Indigenous, territorial, regional, community). The identification of gaps in knowledge will be used to encourage and direct research on this topic in the future, based in either scientific or Indigenous knowledge, or a combination. Further, given the community-driven and Indigenous knowledge focus of this work, coupled with interdisciplinary participants from various sectors, the research team hope this work will facilitate building or strengthening relationships between governments and communities, and people and the land, and

recognize more fully the relationships between berries/plants, the health of the land, and the health of the people that depend upon it.

To meet these goals, flexible community-based knowledge documentation methods are being proposed. Methods that involve being on the land and storytelling will be prioritized, based on direction from the knowledge holders on the team and communities. A guiding set of interview themes and questions will be used in all communities. From there, methods will be tailored to the needs and preferences of each community. Methods may include one-on-one interviews with Indigenous knowledge holders in their preferred language and location, group discussion sessions, mapping (without needing to disclose specific berry picking locations), presentations, and publications. This approach will produce results that can be comparable across communities while ensuring that processes are suited to the needs and preferences of each community.

Interviewees and participants will be selected by regional representatives and interviews will be conducted with regional language experts. Ultimately, the research team want to ensure that all participants can share their experiences – and their reality – of berries, versus having the team make assumptions of how people relate to, know, and use these plants in their daily lives.

Interview questions have been drafted and focus on themes associated with the health and productivity of berries (e.g., good conditions/habitat for berries, timing of berry picking), changes being seen in berries (including potential causes of those changes), and socio-cultural importance and uses (e.g., berry picking history, types of berries picked/used, parts used, ways used, stories/practices/ ceremonies/ teachings, barriers to picking).

Knowledge mobilization is an important component of this project and will include digitization of interview recordings and transcripts, map data, and results to ensure they are readily available to communities/regional authorities that own the data. Data sharing agreement will be pursued with appropriate authorities.

As noted previously, regional results reports will be published, summarizing research results in each region. Further, an overall results report summarizing results for the NWT as a whole, a guidance/best practices report detailing recommendations for completing similar work in the territory, and a gaps report providing direction for future research will be published following project completion.

Translation of these documents in their entirety will likely be prohibitively costly and potentially of limited utility. As such, the research team will pursue translation of summaries of these products only so that the results are accessible across the territory at least in abridged format. To ensure results are accessible to a broad audience, we will pursue alternatives for sharing results, including videos, animations, fact sheets, recipe books covering traditional uses of berries, calendars with flowering/harvesting times, social media, etc.

The fieldwork for this study will be conducted from November 2, 2022 to December 31, 2022.

Sincerely,

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Niccole Hammer  
Manager, Scientific Services

## Distribution

Inuvialuit Regional Corporation  
 Hamlet of Aklavik  
 Hamlet of Ulukhaktok  
 Town of Inuvik  
 Hamlet of Paulatuk  
 Hamlet of Sachs Harbour  
 Hamlet of Tuktoyaktuk  
 GTC Department of Cultural Heritage  
 Tetlit Gwich'in Council  
 Tsiigehtchic Charter Community Council  
 Hamlet of Fort McPherson  
 Ayoni Keh Land/Dugha Financial Corporation  
 Deline Got'ine Government  
 Tulita Dene Band Council  
 Hamlet of Tulita  
 Dehcho First Nations  
 North Slave Métis Alliance  
 Acho Dene Koe Band  
 Deh Gah Got'ie Dene Council  
 Liidlíi Kue First Nation  
 Hay River Dene Band/Katlodeeche First Nation  
 Ka'a'gee Tu First Nation  
 Sambaa K'e Dene Band  
 Yellowknives Dene First Nation  
 Deninu Kue First Nation  
 Salt River First Nation 195  
 Town of Hay River  
 Smith Landing First Nation  
 Tulita District Land Corporation Limited  
 Norman Wells Land Corporation  
 Wek'èezhii Renewable Resources Board  
 Inuvialuit Joint Secretariat  
 Sahtu Renewable Resources Board  
 Sahtu Land and Water Board  
 Aklavik Community Corporation  
 Ulukhaktok Community Corporation  
 Inuvik Community Corporation  
 Paulatuk Community Corporation  
 Sachs Harbour Community Corporation  
 Tuktoyaktuk Community Corporation  
 Gwich'in Renewable Resources Board  
 Ehdiitat Gwich'in Council  
 Nihtat Gwich'in Council  
 Tsiigehtchic Charter Community Gwichya  
 Gwich'in Band  
 Behdzi Ahda' First Nation Band  
 K'ahsho Got'ine Charter Community Council  
 Xahweguweh/Yamoga Land and Financial  
 Corporation  
 Tulita Métis Land Corporation  
 Town of Norman Wells  
 Tlicho Government  
 Akaitcho Territory Government  
 Hamlet of Fort Liard  
 Hamlet of Fort Providence  
 Village of Fort Simpson  
 Jean Marie River First Nation  
 Nahanni Butte Dene Band  
 Pehdzeh Ki First Nation  
 City of Yellowknife  
 Fort Resolution Settlement Corporation/Deninoo  
 Community Council  
 Town of Fort Smith  
 Lutsel K'e Dene First Nation  
 Northwest Territory Métis Nation  
 K'ahsho Got'ine Land Corporation Limited  
 Sahtu Secretariat Incorporated  
 South Slave Research Centre - ARI  
 Gwich'in Tribal Council  
 Hamlet of Enterprise



Oct 15, 2022  
Application No. 5397

## Application for Single Year Research

I would like to inform the Town of Inuvik that an application for a Northwest Territories Scientific Research Licence has been received by the Aurora Research Institute. Application No. 5397 was submitted by:

Melanie O'Gorman  
515 Portage Ave., Winnipeg, MB R3B 2E9

Phone: 12048051434  
Email: m.ogorman@uwinnipeg.ca

to conduct the following study:  
Inuit Educators for Inuit Schools: An Investigation of the Factors Associated with Rewarding Teaching Careers in Inuit Nunangat

Please read the enclosed application and send comments to the Manager of Scientific Services at the Aurora Research Institute. A comment form has been included with this review package for your convenience. Responses can be submitted online at <https://polar.nwtresearch.com> or emailed to [licence@nwtresearch.com](mailto:licence@nwtresearch.com).

Sincerely,

Niccole Hammer  
Manager, Scientific Services





## Application #5397

# Inuit Educators for Inuit Schools: An Investigation of the Factors Associated with Rewarding Teaching Careers in Inuit Nunangat

Year: 2023 Length Of Project: Year 1 of 1

Inuvialuit Settlement Region, Gwich'in Settlement Area

Social Sciences

## Principal Investigator:

Melanie O'Gorman  
University of Winnipeg  
515 Portage Ave., Winnipeg, MB R3B 2E9  
Winnipeg, MB  
R3M 1J8, Canada  
Phone: 12048051434  
Email: m.ogorman@uwinnipeg.ca

Primary Contact Information:  
Same as Principal Investigator

Research Supervisor Information:  
Same as Principal Investigator

Emergency Contact Information:  
Same as Principal Investigator

Team Members:  
Kathy Snow, Ruth Kane

## Research Locations

Description for where research will be carried out:

### Communities:

Aklavik, Ulukhaktok, Inuvik, Sachs Harbour, Tuktoyaktuk, Paulatuk

## Project Description

Dates of Research Activity:

Start Date: Jan 16, 2023 -- End Date: Mar 31, 2023

## Objective:

The short-term objectives of this research project are to:

- 1) identify factors contributing to Inuit teacher resilience and retention based on analysis of an online survey of Inuit educators and teacher education students;
- 2) develop policy recommendations based on the survey findings to support Inuit teacher education, ongoing professional development and ultimately Inuit teacher recruitment and retention.

The long-term objective of the project is that such policies will positively impact the educational progression and well-being of Inuit students across Inuit Nunangat.

This project is part of a larger project entitled "Effective teachers for successful student: An investigation of the preparation and resiliency of Northern educators" which is aiming to generate evidence of promising practices in Inuit-specific teacher education and in the ongoing support for Inuit teachers to transition into education leadership. This project has Principal Investigators Ruth Kane (University of Ottawa) and Kathy Snow (University of Prince Edward Island) and is governed by an Inuit Education Advisory Committee (IEAC) which consists of Holly Carpenter (Tuktoyaktuk, Inuvialuit Settlement Region), Nancy Etok (Kangiqsualujuaq, Nunavik), Elisapee Karetak (Arviat, Nunavut) and Sarah Townley (North West River, Nunatsiavut).

## Rationale:

A core tenet in the evolution of Inuit educational systems has been that local and Inuit control of education will lead to more relevant, and thus more effective learning, and higher levels of student success (McGregor, 2010; O'Donoghue et al, 2005). As early as 1975, Inuit in Nunavik entrenched their right to control education for Inuit students (James Bay and Northern Quebec Agreement, Articles 17.0.3, 17.059, 17.0.63, 17.0.64). The Northwest Territories' (NWT) Inuit co-led Special Committee on Education's Learning: Tradition and Change in the Northwest Territories (1982) established precedents for community-driven, culturally and linguistically responsive schooling for Inuit in the NWT and what is now Nunavut.

Since these ground-breaking initiatives, and in line with goals of subsequent land claims and education legislation and policy, much work has been undertaken to shape Inuit school systems that are responsive to students' learning needs and thus contribute to greater retention and success (McGregor, 2010, 2017; Vick-Westgate, 2002). Regional school boards and Departments of Education have created Inuit-centered policies, curricula, materials, and tools (e.g., Baffin Divisional Board of Education, 1989; GNWT, 1996), and have been active partners in research documenting effective models of Inuit teacher education (e.g. Nunatsiavut IBED in Galway & Moore, 2018).

Both the Kativik Ilisarniliriniq in Nunavik and the Government of Nunavut have long-established Inuit-specific teacher education programs. In Nunavik, teacher education is provided by McGill University leading to a Basic Certificate in Education (qualifying teachers of K-3 in Inuktitut) or a Bachelor of Education Inuit Education. Nunavut Inuit teachers can study through the community-based Nunavut Teacher Education Programs (NTEP) which was recently renegotiated and awarded to Memorial University after many years being administered with the partnership of the University of Regina. Additionally, the University of Prince Edward Island (UPEI) Master of Education (MEd) program has graduated 37 Inuit educators across two iterations of the program and currently runs an innovative co-teaching model where former students become teachers in the Certificate of Educational Leadership in Nunavut. More recently, Memorial University, working with the Nunatsiavut Government, the College of the North Atlantic and the Newfoundland and Labrador English School District, has developed a community-based four-year teacher education program for primary teachers that includes a strong Inuktitut language redevelopment component.

In spite of the increasing attention to the preparation of Inuit teachers there remain significant challenges related to teacher education for the North. First, demand for Inuit teachers exceeds supply of Inuit graduates so Inuit students could pass through their schooling without working with an Inuit teacher, and not see teaching as a viable career path. Second, teachers from Southern teacher education programs are recruited to fill positions in the North. Southern teachers do not necessarily have the cultural understanding to teach

effectively in Inuit schools, nor do they fully appreciate the role Inuit teachers play in schools and may directly or indirectly marginalize Inuit teachers (ITK Rankin Report, In Press). Third, the majority of Inuit teachers are in the lower grades in primary school or, in some cases, teaching in high school with primary-level qualifications (Walton et al., 2015, 2018).

Evidence suggests that being the sole Inuit teacher or a significant minority within the school staff results in Inuit teachers being called upon to respond to 'all things Inuit' within the school, further contributing to the burden on Inuit teachers and in some cases leading to teacher attrition. The stress of the aforementioned challenges to Inuit educators has resulted in more Inuit teachers leaving the classroom than graduate annually (Berger, Inootik, Jones, & Kadjuk 2017). Further, Inuit educators who remain in schools may find professional advancement to be an additional challenge due to educational requirements for advancement to vice principal or principal positions.

In spite of the development of innovative leadership programs as described above, there is an urgent need to recruit, train and hire more Inuit into teaching and leadership positions across the Inuit Nunangat education system and schools. This research project will administer an online survey of Inuit educators and Inuit teacher education students on their views and desires for the reform of teacher education programs for Inuit Nunangat.

Past research and experience in the area of this study has demonstrated that Inuit educators are often not given the chance to voice their desires for their education system or may be marginalized within their schools by administrators or other staff. Academic works on this topic have also typically been from the point of view of non-Inuit education experts. This online survey which allows one to be anonymous provides an opportunity for Inuit educators to share their views in a safe online space.

### Methodology:

Once we have received approval from all research ethics bodies across Inuit Nunangat, we will email school administrators (Principals and Vice Principals) requesting that they pass the survey link onto the Inuit educators in their school. Potential survey respondents will be sent a link to the survey which is on the LimeSurvey website: <https://edusurvey.limequery.org/>

The survey should take approximately 1 hour to complete. After completing the survey, educators will receive a \$60 interac e-transfer as a token of appreciation for their time.

We hope that this dissemination of the survey will start in January 2023 and end in March 2023. Please see attached for our full ethics application which has been approved by the University of Winnipeg Research Ethics Board.

### Communication Plan:

We will produce a comprehensive report highlighting all of the findings of the survey which will be sent to all the universities with teacher education programs which currently have programming for Indigenous students (e.g. Memorial University of Newfoundland). We will also aim to publish the results in a journal such as Inuit Studies, and to present the results at both the ArcticNet Annual Scientific Meeting and the Inuit Studies Conference. The results will be shared with Inuit Tapiriit Kanatami (ITK) and the National Committee on Inuit Education (NCIE) via an online presentation, and an invitation will be extended to other organizations who may wish to hear the results in detail (e.g. Nunavut Tunngavik Inc., the Beaufort Delta Education Council (BDEC), the Nunavut Department of Education, etc.). If funding allows, we would like a member of our Inuit Education Advisory Committee to present the results in person to the NCIE.

### Travel Arrangements:

This is an online survey only, so this project will not involve travel to the Inuvialuit Settlement Region.

## Ethics

Will you be interviewing or surveying NWT residents?



Yes

What organization conducted (or will be conducting) the Ethics review for this research?

University of Winnipeg

When was the review received (or anticipated to be received)?

Mar 14, 2022

How will you maintain participant confidentiality in your research?

All respondents will have the option of remaining anonymous, and such respondents will not be identified in any documents arising from this study. All respondents must provide their name and email address so that we can pay their honorarium. The list with all names and email addresses for interact e-transfers will be destroyed after all payments have been made.

How will the data be stored over the short and long terms?

Computer files with raw survey results (with personal identifiers) will be password-protected and this password will only be held by Melanie O'Gorman. The survey results on LimeSurvey will be destroyed after 7 years as will any computer files with the raw data. Aggregate results without identifiers will not be destroyed.

## Supporting Information

### Potential Adverse Impacts:

We view our study as posing minimal risks of participation. We will be surveying educators and teacher education students about their views on teaching and their education system. Respondents are not required to answer any questions they do not wish to answer. The questions we are asking in the survey can be considered minimally invasive (physically, socially and in terms of participants' emotions and personal privacy).

### Adverse Impact Mitigation:

Not applicable.

### Emergency Response Plan

Not applicable.

### Tags:

Teacher education;

## Distribution

Inuvialuit Regional Corporation  
 Aklavik Community Corporation  
 Hamlet of Aklavik  
 Ulukhaktok Community Corporation  
 Hamlet of Ulukhaktok  
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Hamlet of Tuktoyaktuk  
Inuvialuit Joint Secretariat  
Beaufort-Delta Education Council

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DRAFT



Oct 15, 2022  
Application No. 5397

## Scientific Research Licence Comment Form

Town of Inuvik

### Project Details

Inuit Educators for Inuit Schools: An Investigation of the Factors Associated with Rewarding Teaching Careers in Inuit Nunangat  
Submitted by: Melanie O'Gorman  
Length of Project: 1 year(s)

### Comments on Project

Please outline any concerns, requests or suggestions regarding Application No. 5397 :

No concerns, requests or suggestions to express at this time(check here):

☐

Signature of Town of Inuvik official

PRINT NAME

Grant Hood

SIGNATURE

DATE

November 3, 2022