



NORTHWEST TERRITORIES  
**LEGISLATIVE ASSEMBLY**  
TERRITOIRES DU NORD-OUEST  
**ASSEMBLÉE LÉGISLATIVE**

MEETING GO 87-19-22

**STANDING COMMITTEE ON GOVERNMENT OPERATIONS**

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**WEDNESDAY, SEPTEMBER 14, 2022**

**COMMITTEE ROOM 'A' - YELLOWKNIFE, NT**

**1:30 PM**

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**AGENDA**

1. Prayer
2. Review and Adoption of Agenda
3. Declarations of Conflict of Interest
4. In-Camera Matters:
  - a) Department of Executive and Indigenous Affairs – Business Plan Annual Update 2022-2023:
    - i. Internal Briefing
    - ii. Briefing with Hon. Caroline Cochrane, Minister of Executive and Indigenous Affairs
5. Date and Time of Next Meeting: At Call of the Chair
6. Adjournment



**DETAILED AGENDA**

Item	Recommend
<p>4. In-Camera Matters:</p> <p>a) Department of Executive and Indigenous Affairs – Business Plan Annual Update 2022-2023:</p> <p>i. Internal Briefing</p> <ul style="list-style-type: none"> <li>• <b>Attachment 1</b> - Briefing Note</li> <li>• <b>Attachment 2</b> - EIA Business Plan Annual Update 2022-23</li> </ul> <p>ii. Briefing with Hon. Caroline Cochrane, Minister of Executive and Indigenous Affairs</p> <ul style="list-style-type: none"> <li>• <b>Attachment 3</b> - Opening Remarks <b>Walk-in</b></li> <li>• <b>Attachment 4</b> - Presentation Deck <b>Walk-in</b></li> </ul> <p>5. Date and Time of Next Meeting: At Call of the Chair</p> <p>6. Adjournment</p>	<p>Advisor</p> <p>Presentation/Q&amp;A</p>

## Department at a Glance

Current Budget	\$22.0M
Number of Employees	113

## Overview

### 1. Key Activity and Core Business Function

- Cabinet Support
- Corporate Communications
- Directorate
- Indigenous and Intergovernmental Affairs

### 2. Operating Environment and Strategic Context

Key changes and areas of note in EIA's strategic approach include:

<b>Dropped commitment</b>	To appoint " <b>Ministerial Special Representatives</b> " in land claim and self-government negotiations.	p.299
<b>New language</b>	Acknowledging <b>UNDRIP implementation</b> as a key priority for Indigenous Governments. Referencing work of the NWT Council of Leaders to develop legislation and an MoU.	p.299
<b>More detailed language</b>	Acknowledging the GNWT's <b>recruitment and retention challenges</b> . Indicating that addressing these challenges requires a whole-of-government approach. <b>Members may wish to ask about the scale of the GNWT's recruitment and retention challenges, and what actions EIA is considering in response.</b>	p.300
<b>Accelerated timeline</b>	Phase #2 of the <b>Government Renewal Initiative</b> at EIA appears to have moved up by 6 months. It was <a href="#">previously scheduled</a> to start in Summer 2024. It's now scheduled for Winter 2023.	p.300

### 3. Progress Reporting

Strategic documents that inform EIA's work include:

Central Agency	Intergovernmental Relationships	Gender Equity Unit
<ul style="list-style-type: none"> <li>•Mandate</li> <li>•<i>Emerging Stronger</i></li> </ul>	<ul style="list-style-type: none"> <li>•UNDRIP</li> <li>•Territorial Principles and Interests</li> <li>•TRC Calls to Action</li> <li>•Federal Engagement Strategy</li> </ul>	<ul style="list-style-type: none"> <li>•MMIWG Calls to Justice</li> <li>•Family Violence Strategy</li> <li>•Women in Leadership Initiative</li> </ul>

## Key Activities

### Key Activity #1: Cabinet Support

#### Planned Activities

Key changes and areas of note in the planned activities include:

	Topic	Notable because ...	Details	Pg.
1	Increase regional decision-making authority	<b>New information</b>	<p>In 2020, an EIA review found no need to amend the existing delegations of authority.</p> <p>Over the last year, EIA engaged a contractor to explore underlying concerns. The contractor will issue a report with recommendations.</p> <p><b>Members may wish to ask for a copy of the contractor's review of regional decision-making authority once complete.</b></p>	303
2	Emerging Stronger	<b>New activity</b>	Cabinet Support coordinates efforts to update the <a href="#">Emerging Stronger</a> document.	303

	Topic	Notable because ...	Details	Pg.
3	<a href="#">Open Government</a>	<b>New information</b>	There's expanded information on EIA's activities to "increase access to government information" and "make government datasets available for public use".  <b>Members may wish to ask for performance measures and targets to accompany these activities.</b>	304

## Performance Measures

Progress and analysis of key performance measures is presented below:

	Priority	Measure	Progress	Pg.
1	<b>Increase Regional Decision Making</b>	# of times delivering training on staff decision-making authority.  # staff participating in training.	Each region received a training session.  46 staff (92%).	305  305
These measures are output, rather than outcome, focused.				
<b>Members may wish to ask how EIA is measuring the intended outcome --- for staff to be more aware of their decision-making authority.</b>				
2	<b>Stronger partnerships with IGs and NGOs</b>	Review supports for the NGO sector.  Establish external advisory table.	Terms of Reference complete for an Interdepartmental working group.  Start of preliminary work to establish the external advisory table.	306  306
In May, EIA shared with Committee the Terms of Reference for the Interdepartmental Working Group. The Group's work includes: identifying issues facing the NGO sector; researching how other jurisdictions support the sector; and cataloguing current GNWT programs that could be provided more efficiently by the sector. The Group is expected to complete the first phase of this work by September 30 <sup>th</sup> .				
<b>Members may wish to ask for a more detailed timeline on when the GNWT will implement tangible changes to its approach to IGs and NGOs.</b>				
<b>Members may wish to ask whether these business plans envisage more funding for IGs and NGOs. Funding has declined since 2019-20.</b>				
3	<b>Responding efficiently to challenges</b>	Launch online dashboard of NWT social and economic indicators.	Dashboard indicators developed.	306
Some datasets in the <a href="#">Dashboard</a> may be too infrequent or dated to help with the intended outcome – to respond better to challenges. For example, GDP data are only presented annually (rather than quarterly or monthly) and only go up to December 2021.				
<b>Members may wish to ask what work is planned to make the Dashboard more useful for intended users.</b>				

## Key Activity #2: Cabinet Communications

### Planned Activities

Key changes and areas of note in the planned activities include:

	Topic	Notable because ...	Details	Pg.
1	Likely Report	<b>No longer referenced</b>	Last year's BP said EIA would begin implementing recommendations from the Likely Report.  The Likely Report isn't referenced in this year's BP.  <b>Members may wish to ask about the progress in implementing the Likely Report and any significant changes to communications functions.</b>	n/a
2	More stakeholders in Satisfaction Surveys	<b>No mention</b>	After last year's BP, EIA said it would " <i>consider</i> " more communications survey tools for external stakeholders, like media and Regular Members.  This year's BP does not include any information in this area.  <b>Members may wish to ask whether EIA is still considering more survey tools for external stakeholders.</b>	n/a

### Performance Measures

Progress and analysis of key performance measures is presented below:

	Priority	Measure	Progress	Pg.
1	<b>Communications Planning</b>	Develop a Communications Evaluation Framework.	None (scheduled for 2022-23 Q4)	309
The Evaluation Framework has been <b>delayed by one year</b> . It was previously scheduled for 2021-22 Q4. <b>Members may wish to ask why the Communications Evaluation Framework has been delayed, and confirm whether this work will be completed in 2022-23.</b>				
2a	<b>Interdepartmental Communications Coordinator</b>	Review internal communications processes, tools, and resources.	Analyzing how BearNet is used, with a view for a complete review and overhaul in 2022-23 Q4.	311
<b>Members may wish to ask about the results of the BearNet analysis, what needs to be improved, and what the overhaul will look like.</b>				

Priority	Measure	Progress	Pg.
<b>2b Interdepartmental Communications Coordinator</b>	Conduct attitudinal survey for GNWT employees on effectiveness of Central Agency Communications.	Survey delayed, scheduled in 2022-23. Goal: 80% satisfaction.	311
<p>The attitudinal survey was first scheduled for 2020-21. It's been <b>delayed for two consecutive years</b>. The results are supposed to inform measures to improve communications.</p> <p><b>Members may wish to ask why the internal communications survey has been delayed for two years, and whether EIA is on track to conduct the survey in 2022-23.</b></p>			
<p><b>General comment #1:</b></p> <p>Many of this key activity's performance measures focus on inward processes and outputs, rather than outward outcomes. Examples include "establish an internal communications forum" and "establish a Visual Identity monitoring program".</p> <p><b>Members may wish to encourage EIA to develop measures focused on outcomes, such as the timeliness and satisfaction of communications.</b></p>			
<p><b>General comment #2:</b></p> <p>Progress on commitments is generally delayed in this key activity. 6 of the 9 targets have been delayed by one year.</p> <p><b>Members may wish to ask why this key activity is experiencing delays, and whether it has the resources required to meet its commitments.</b></p>			

### Key Activity #3: Directorate

#### Planned Activities

Key changes and areas of note in the planned activities include:

	Topic	Notable because ...	Details	Pg.
1	Single Window Service Centres	<b>No target</b>	<p>The Planned Activities say EIA will “add Single Window Service Centres” in remote communities.</p> <p>Currently, <a href="#">22 communities</a> have a SWSC. Communities that don’t include: Dettah; Enterprise; Kakisa; Somba K’e; and Wrigley.</p> <p>There are no specific targets to add any SWSCs.</p> <p><b>Members may wish to ask whether there are specific plans to add Single Window Service Centres in communities without one.</b></p>	314
2	MMIWG	<b>Action Plan coming soon</b>	<p>The MMIWG Action Plan will be released in Fall 2022-23.</p> <p>The Action Plan follows the GNWT’s 2019 <a href="#">Initial Response</a>, a <a href="#">Summary of Actions Report</a>, and <a href="#">Draft Action Plan</a>.</p> <p><b>Members may wish to ask whether the Action Plan will explicitly implement the Calls to Justice.</b></p> <p><b>Members may wish to ask whether the Action Plan will include measures, targets, timelines, and reporting.</b></p>	314
3	Leasing policies <a href="#">11.22</a> and <a href="#">11.23</a>	<b>No mention</b>	<p>After last year’s BP, EIA said it had “preliminary discussions” on whether to move these policies to INF. Changes would not happen until after the Procurement Review concluded.</p> <p>As of September 9<sup>th</sup>, the leasing policies still appear on EIA’s website.</p> <p><b>Members may wish to ask about EIA’s progress to review whether leasing policies 11.22 and 11.23 should move to INF.</b></p>	n/a



## Performance Measures

Progress and analysis of key performance measures is presented below:

Priority	Measure	Progress	Pg.
1	<b>Increase Regional Decision Making</b>	Complete review of the moratorium on oil and gas activities in the Western Arctic.	315
		Canada's extension of the Prohibition Order is set to expire on Dec. 31, 2022.  In 2022-23, the review will be completed and the results released publicly.	
<p><b>Members may wish to ask for an update on negotiations on the Western Arctic oil and gas moratorium, including key sticking points and whether the GNWT and IRC have had a meaningful voice in those negotiations.</b></p> <p><b>Members may wish to ask about the likelihood the Prohibition Order is extended again.</b></p> <p><b>Members may wish to ask when the moratorium review report will be released publicly, and whether it will include recommendations.</b></p>			
2	<b>Implement the Devolution Agreement</b>	Develop a Terms of Reference to review the Devolution Agreement	316
		IGs and Canada are ready to start the review.  In 2022-23, the terms of reference will be developed.	
<p><b>Members may wish to ask for more details on progress towards reviewing the Devolution Agreement.</b></p>			
3	<b>Enhance Access to Services in Small Communities</b>	Deliver 6 light touch model services in select communities.	317
		Services delivered in Wekweèti, KFN, Jean Marie River, Sachs Harbour.  In 2022-23, plans to add Tsiigehtchic, Nahanni Butte, and Colville Lake.	
<p><b>Members may wish to verify whether there will be any outstanding communities waiting for light touch model services after 2022-23.</b></p>			
4	<b>Social and environmental goals</b>	Evaluate the Women in Leadership Initiative.	321
		EIA completed a final report with recommendations to improve the program.  The 2023-24 target is to implement 2 of 7 recommendations.	
<p><b>Members may wish to learn more about the findings and recommendations of the report and ask whether the remaining 5 recommendations will be implemented.</b></p>			

## Key Activity #4: Indigenous and Intergovernmental Affairs

### Planned Activities

Key changes and areas of note in the planned activities include:

	Topic	Notable because ...	Details	Pg.
1	NWT Council of Leaders	<b>Vague</b>	<p>EIA indicates only that it will discuss “NWT-wide issues” with the NWT Council of Leaders.</p> <p>The next meeting with the Council is scheduled for September 2022.</p> <p><b>Members may wish to request more information on key issues and targeted outcomes with the NWT Council of Leaders, including for the September 2022 meetings.</b></p>	323
2	Intergovernmental Relations	<b>No target</b>	<p>There doesn’t appear to be a performance target associated with the Intergovernmental Relations division.</p> <p>The division’s planned activity includes “<i>leverage federal investment opportunities</i>” and “<i>promote NWT interests</i>”.</p> <p>The division’s budget is \$1.4M (6% of EIA’s budget).</p> <p><b>Members may wish to request specific performance measures to guide the division’s work.</b></p>	323
3	Decentralization and Indigenous career advancement	<b>No follow-up</b>	<p>In last year’s BP, EIA indicated it engaged a contractor to review EIA’s organizational structure. The review was exploring how EIA could recruit, retain, and advance more Indigenous employees in the regions and communities.</p> <p>This BP does not follow-up on that work.</p> <p><b>Members may wish to ask about the contractor’s findings on EIA’s organizational structure and whether EIA will make any changes.</b></p>	n/a
4	Indigenous terminology in the BP	<b>Changes made</b>	<p>During last year’s BP, Mr. Bonnetrouge requested that the BPS stop using the terms “Indigenous Aboriginal” and “Indigenous non-Aboriginal”.</p> <p>Those changes have been made to this BP.</p>	n/a

## Performance Measures

Progress and analysis of key performance measures is presented below:

Priority	Measure	Progress	Pg.
<b>1a Implement UNDRIP</b>	Develop and implement an Action Plan.	A Working Group made progress on an MoU. Target: Complete the Action Plan by 2023-24.	325
<p><b>Members may wish to ask for more detailed information on progress to implement UNDRIP and complete an Action Plan.</b></p> <p><b>Members may wish to ask how the UNDRIP Action Plan will relate to upcoming UNDRIP legislation.</b></p> <p><b>Members may wish to ask if the UNDRIP Action Plan will include targets, timelines, and reporting.</b></p>			
<b>1b Implement UNDRIP</b>	Develop a progress report on <a href="#">GNWT 2012 commitments to “Engaging with Aboriginal Governments”</a>	No progress. Next steps will be determined after UNDRIP implementation.	326
<p>It's unclear whether the GNWT is still committed to this measure.</p> <p><b>Members may wish to ask whether the GNWT still intends to report on progress with its last major commitment document on engaging with Indigenous Governments, from 2012.</b></p>			
<b>2a Settle and implement Agreements</b>	# of milestone agreements.	Consultation completed for the Athabasca Dëne Sųłıne and Ghotelnene K'odtineh Dëne Sųłıne Final Agreements and Nacho Nyak Dun Transboundary Agreement.  Negotiations and drafting continued for the NWT Métis Nation, Norman Wells Final Agreement, Inuvialuit Self-Government Agreement, and the Akaitcho Agreement-in-Principle.	326
<p>This Business Plan discloses new details on the timelines for negotiations. By 2023-24, EIA is targeting:</p> <ul style="list-style-type: none"> <li>- Athabasca Dëne Sųłıne <span style="float: right;">Final Agreement is ratified</span></li> <li>- Ghotelnene K'odtineh Dëne Sųłıne <span style="float: right;">Final Agreement is ratified</span></li> <li>- NWT Métis Nation <span style="float: right;">Continue drafting Final Agreement</span></li> <li>- Norman Wells <span style="float: right;">Submit Final Agreement for ratification</span></li> <li>- Inuvialuit <span style="float: right;">Continue drafting Final Agreement</span></li> <li>- Akaitcho <span style="float: right;">Complete consultation, start drafting Final Agreement</span></li> <li>- Nacho Nyak Dun <span style="float: right;">Final Agreement is ratified</span></li> </ul> <p>EIA is signalling that it will conclude the three (3) <a href="#">Transboundary Negotiations</a> by 2023-24. This outcome is consistent with EIA's <a href="#">Mandate commitment</a> to conclude two (2) agreements by the end of the Assembly. It's also less than the six (6) Agreements the Premier said she hoped for during last year's BP review.</p> <p><b>Members may wish to ask for more details on any of EIA's negotiations.</b></p> <p><b>Members may wish to ask whether EIA and other Parties will ratify the 3 Transboundary Agreements before the end of the 19<sup>th</sup> Assembly.</b></p>			

Priority	Measure	Progress	Pg.
2b <b>Settle and implement Agreements</b>	Implement electronic accountability system, for each Department to report on actions related to Agreements, UNDRIP, TRC Calls to Actions, and MMIWG Calls to Justice.	System is developed. Targets: <ul style="list-style-type: none"> <li>- Implement system by 2022-23 Q3.</li> <li>- Provide annual status reporting to Indigenous Partners.</li> </ul>	329

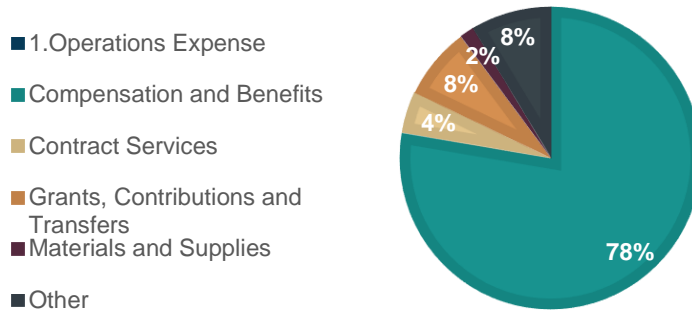
The electronic accountability system has been **delayed by one year**. It was previously scheduled for 2021-22 Q3.

**Members may wish to ask why the Electronic Accountability System has been delayed, and confirm whether this work will be completed in 2022-23.**

**Members may wish to ask whether status reporting will also be made available to Regular Members and the general public.**

## Resource Summary

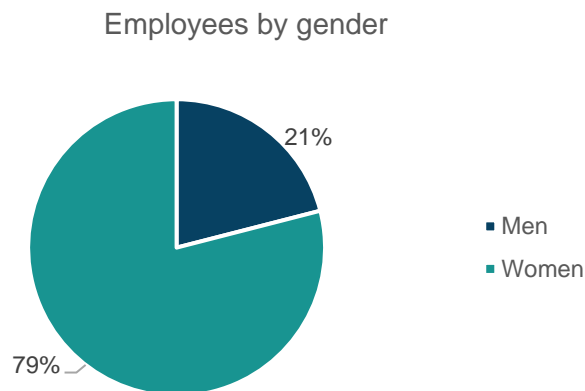
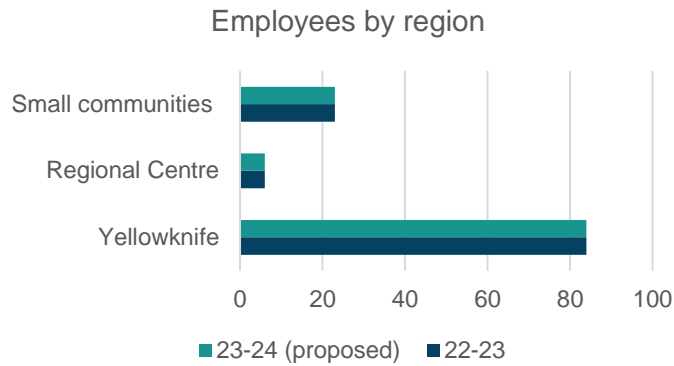
### 1. Operations Expenses



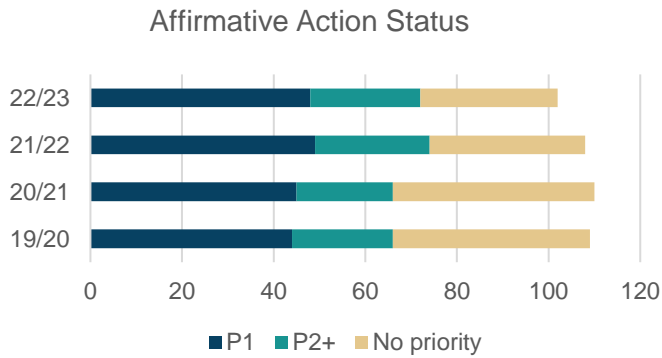
### 2. Revenues

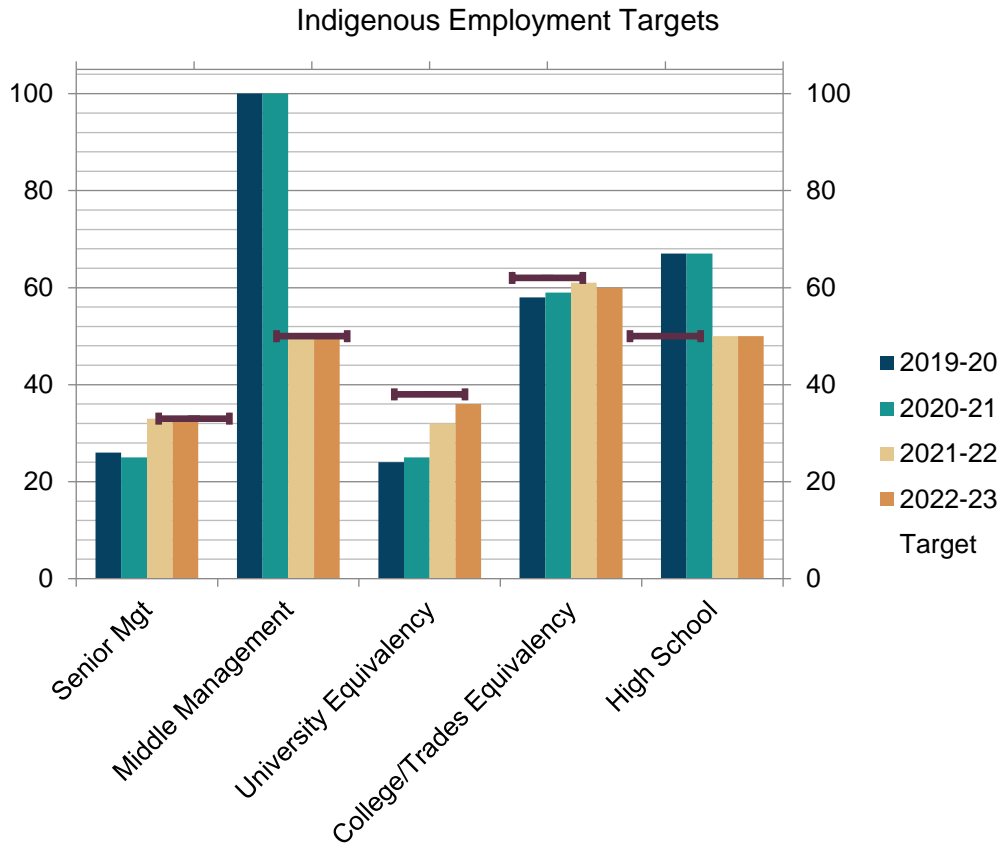
(None reported)

### 3. Human Resource Summary



#### 4. Affirmative Action Summary Statistics





<b>Note</b>	<b>47%</b>	Employees who are Indigenous.
	<b>50%</b>	Target.
	<b>3</b>	Number of net new Indigenous employees needed to meet target.



## Legislative and Policy Initiatives

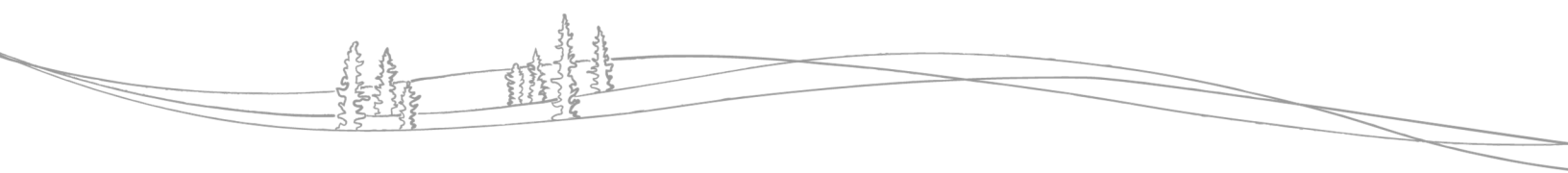
	2022				2023		20th Assembly
	Jan-Mar (Q4)	Apr-Jun (Q1)	Jul-Sep (Q2)	Oct-Dec (Q3)	Jan-Mar (Q4)	Apr-Jun (Q1)	
	<p><b>Modernization of the <i>Status of Women Council Act</i></b></p>			<p><b>United Nations Declaration on Rights of Indigenous Peoples' Legislative Proposal</b></p>			
	<p>POLICIES</p>						
	<p>ACTS</p>						
	<p>LPS</p>						
	<p>REGULATIONS</p>						

## Potential Areas of Follow-Up

Key Activity	Topic	Question	Pg.
Cabinet Support	<b>Regional decision-making</b>	Members may wish to ask for a copy of the contractor's review of regional decision-making authority once complete.	303
		Members may wish to ask how EIA is measuring the intended outcome, rather than outputs.	305
	<b>Support for NGOs</b>	Members may wish to ask for a more detailed timeline on when the GNWT will implement tangible changes to its approach to IGs and NGOs.	306
		Members may wish to ask whether these business plans envisage more funding for IGs and NGOs. Funding has declined since 2019-20.	306
	<b>Social and Economic Dashboard</b>	Members may wish to ask what work is planned to make the Dashboard more useful for intended users.	306
<b>Open Government</b>	Members may wish to ask for performance measures and targets to accompany planned activities to enhance open government.	304	
Cabinet Communications	<b>Likely Report</b>	Members may wish to ask about the progress in implementing the Likely Report and any significant changes to communications functions.	n/a
	<b>Satisfaction surveys</b>	Members may wish to ask whether EIA is still considering a more survey tools so other stakeholders, like the media and Regular Members, can give feedback.	n/a
		Members may wish to ask why the internal communications survey has been delayed for two years, and whether EIA is on track to conduct the survey in 2022-23.	311
	<b>Communications Evaluation Framework</b>	Members may wish to ask why the Communications Evaluation Framework has been delayed, and confirm whether this work will be completed in 2022-23.	309
	<b>BearNet overhaul</b>	Members may wish to ask about the results of the BearNet analysis, what needs to be improved, and what the overhaul will look like.	311
	<b>Quality and progress of performance measures</b>	Members may wish to encourage EIA to develop measures focused on outcomes, such as the timeliness and satisfaction of communications.	n/a
Members may wish to ask why this key activity is experiencing delays in meeting targets, and whether it has the resources required to meet its commitments.		n/a	

Key Activity	Topic	Question	Pg.
Directorate	<b>Single Window Service Centres</b>	Members may wish to ask whether there are specific plans to add Single Window Service Centres in communities without one.	314
	<b>MMIWG</b>	Members may wish to ask whether the MMIWG Action Plan will explicitly implement the Calls to Justice.	314
		Members may wish to ask whether the MMIWG Action Plan will include measures, targets, timelines, and reporting.	314
	<b>Leasing Policies 11.22 and 11.23</b>	Members may wish to ask about EIA's progress to review whether leasing policies 11.22 and 11.23 should move to INF.	n/a
	<b>Oil and gas moratorium</b>	Members may wish to ask for an update on negotiations on the Western Arctic oil and gas moratorium, including key sticking points and whether the GNWT and IRC have had a meaningful voice in those negotiations.	315
		Members may wish to ask about the likelihood the Prohibition Order is extended again.	315
		Members may wish to ask when the moratorium review report will be released publicly, and whether it will include recommendations.	315
	<b>Devolution Agreement</b>	Members may wish to ask for more details on progress towards reviewing the Devolution Agreement.	316
	<b>Light touch model services</b>	Members may wish to verify whether there will be any outstanding communities waiting for light touch model services after 2022-23.	317
	<b>Women in Leadership Initiative</b>	Members may wish to learn more about the recommendations of the review report and ask whether the remaining 5 recommendations will be implemented.	321
<b>Recruitment and retention challenges</b>	Members may wish to ask about the scale of the GNWT's recruitment and retention challenges, and what actions EIA is considering in response.	300	
Indigenous and Intergovernmental Affairs	<b>NWT Council of Leaders</b>	Members may wish to request more information on key issues and targeted outcomes with the NWT Council of Leaders, including for the September 2022 meetings.	323
	<b>Intergovernmental relations</b>	Members may wish to request specific performance measures to guide EIA's work on Intergovernmental Relations.	323
	<b>Decentralization and Indigenous career advancement</b>	Members may wish to ask about the contractor's findings on EIA's organizational structure and whether EIA will make any changes.	n/a

<b>Key Activity</b>	<b>Topic</b>	<b>Question</b>	<b>Pg.</b>
	<b>UNDRIP Action Plan</b>	Members may wish to ask for more detailed information on progress to implement UNDRIP and complete an Action Plan.	325
		Members may wish to ask how the UNDRIP Action Plan will relate to upcoming UNDRIP legislation.	325
		Members may wish to ask if the UNDRIP Action Plan will include targets, timelines, and reporting.	325
	<b>Engaging Indigenous Governments</b>	Members may wish to ask whether the GNWT still intends to report on progress with its last major commitment document on engaging with Indigenous Governments, from 2012.	326
	<b>Land Claims and Self-Government Negotiations</b>	Members may wish to ask for more details on any of EIA's negotiations.	326
		Members may wish to ask whether EIA and other Parties will ratify the 3 Transboundary Agreements before the end of the 19 <sup>th</sup> Assembly.	326
	<b>Agreements electronic accountability system</b>	Members may wish to ask why the Electronic Accountability System has been delayed and confirm whether this work will be completed in 2022-23.	329
		Members may wish to ask whether status reporting will also be made available to Regular Members and the general public.	329



# BUSINESS PLAN ANNUAL UPDATE

## EXECUTIVE AND INDIGENOUS AFFAIRS

### 2022-23

Government of  
Northwest Territories



## 2022-23 Business Plan Annual Update Department of Executive and Indigenous Affairs

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## 2022-23 Business Plan Annual Update Department of Executive and Indigenous Affairs

### 1. Department Overview

#### Mandate of the Department

The mandate of the Department of Executive and Indigenous Affairs (EIA) is to provide overall management and direction to the Executive branch of the Government of the Northwest Territories (GNWT); ensure that mutually respectful intergovernmental relations between the territorial government and Indigenous, provincial, territorial, national and international governments are developed and maintained; and negotiate and implement land, resources and self-government agreements that address Aboriginal rights in the Northwest Territories (NWT).

EIA's Key Activities are:

- **Cabinet Support:** coordinates and supports the Cabinet process and the planning and implementation of initiatives in support of cross-government goals.
- **Corporate Communications:** provides strategic oversight and guidance to Departmental communicators to support communications initiatives intended to ensure timely and effective messaging that is visible, accessible, and accountable to the residents of the NWT.
- **Directorate:** responsible for leading the senior management of the territorial public service, managing the executive functions of the bureaucracy, supporting Executive Council decision making, and coordinating the development and implementation of government-wide direction, and coordinating EIA policy, legislation, and strategic initiatives; includes the Office of the Secretary to Cabinet, Regional Operations, and the Gender Equity Division:
  - **Office of the Secretary to Cabinet:** responsible for the oversight of the department as well as enhancing northern decision-making, and strengthening relationships between the GNWT and Indigenous Governments through implementation of the NWT Lands and Resources Devolution Agreement, which includes the negotiation of a Western Arctic Offshore Agreement, as well as the completion of a review of the provisions of the Devolution Agreement with respect to the operation of the Mackenzie Valley Resource Management Act (MVRMA);
  - **Regional Operations:** responsible for implementing Cabinet priorities and direction and coordinating GNWT programs and services in the regions, as well as the overall management of the Single Window Service Centers (SWSCs) in 23 of the smaller communities in the NWT; and
  - **Gender Equity Division:** responsible for supporting the Minister Responsible for the Status of Women; serves as a point of contact for governmental and non-governmental organizations; supports and enhances the cultural, economic,



## 2022-23 Business Plan Annual Update Department of Executive and Indigenous Affairs

political, and social participation of women in society by advancing women's and gender equality issues, as well as help to coordinate family violence initiatives across government.

- Indigenous and Intergovernmental Affairs: protects, develops, and promotes the interests of the territorial government and the residents of the Northwest Territories in the negotiation and implementation of land, resources and self-government agreements that address Aboriginal rights in the NWT. Ensures an active and productive working relationship between the territorial government and all levels of national and sub-national governments.

In support of the 19th Legislative Assembly's Mandate Commitments, EIA will:

- Settle and implement treaty, land, resources, and self-government agreements, including:
  - Continuing to work on finalizing current negotiations.
  - Focus on resolving outstanding issues in negotiations with the use of expert facilitators and direct engagement among elected leaders.
  - Review, update, and publish territorial principles and interests to reflect the GNWT's new priorities and Mandate.
- Identify, prioritize, and strengthen key actions to further implement United Nations Declaration on the Rights of Indigenous Peoples (UN Declaration), including:
  - Developing a progress report on the GNWT's commitments in the Respect, Recognition and Responsibility, the Government of the Northwest Territories' Approach to Engaging with Indigenous Governments.
  - Create and implement an Action Plan on the UN Declaration.
- Increase regional decision-making authority, through:
  - Complete review of instruments/ existing delegations for all departments in the regions.
  - Develop and deliver training to ensure that staff are made aware of their decision-making authority.
  - Negotiate an Accord that provides for shared management of offshore resources.





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- Complete the science-based review of the moratorium on oil and gas activities in the Western Arctic offshore.
- Develop legislative development protocols to formalize an approach to developing land and resource legislation.
- Support departments in strengthening the government’s leadership and authority on climate change, including ensuring that climate change impacts are specifically considered when making government decisions. (See ENR for associated performance measures and targets)

Over the next four years, as part of its core business functions EIA will:

- Undertake specific initiatives in support of departmental core business functions, including:
  - Plan and coordinate internal, external, and interdepartmental communications, including brand management.
  - Implement the Devolution Agreement.
  - Settle and implement treaty, land, resources, and self-government agreements with Indigenous governments across the territory.
  - Enhance access to programs and services in small communities.
- Maintain a fiscal regime that facilitates economic growth while supporting social and environmental goals:
  - Support intersectional and interdepartmental work required to achieve gender equity throughout the NWT.
  - Coordinate cross-departmental action on gender issues, including gendered violence, advancing gender equality and women’s economic empowerment.
  - Coordinate family violence work across the GNWT.



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### 2. Operating Environment and Strategic Context

The GNWT and its ways of doing business are shaped by land claim and self-government agreements with NWT Indigenous governments, and the work of negotiating and implementing agreements occurs within a rapidly changing environment, impacted by not only the federal government, but also by the Courts and Indigenous governments themselves.

The Department has been exploring new ways to implement self-government agreements, including the development of new and collaborative structures that focus on client centered service delivery. This work becomes increasingly important with each new self-government agreement that is concluded. Self-government implementation is a whole of government project, with EIA providing leadership and coordination of work between Indigenous governments and GNWT departments.

The release of the final report of the Truth and Reconciliation Commission in 2015 compelled Canadians to recognize and accept a fuller and more difficult understanding of the history of our nation and to pursue reconciliation between Indigenous and non-Indigenous Canadians. The GNWT is focused on supporting a more positive future for Northerners. In the spirit of reconciliation, it is imperative that the GNWT reconsider and re-establish our relationships with Indigenous peoples and governments in our territory to support the social, cultural, economic, and spiritual success of the people of the Northwest Territories.

The Government of Canada has significantly increased its interaction and collaboration, not only with the public, but also with territorial and provincial governments. This new reality requires an increased focus on our overall relationship with Canada, as well as increased participation in a range of intergovernmental forums. Due to this new approach by the federal government, the GNWT has put a renewed focus on advancing land claim and self-government negotiations in collaboration with Canada. The GNWT continues to explore new approaches to negotiations with the overall goal of advancing reconciliation with Indigenous peoples of the NWT.

The implementation of the UN Declaration on the Rights of Indigenous Peoples and Reconciliation has been identified as a key priority for Indigenous Governments. The UN Declaration establishes a universal framework of minimum standards for the survival, dignity, well-being, and rights of the Indigenous peoples of the world. The implementation of the UN Declaration will require a collaborative effort and strong partnership between the GNWT and Indigenous governments. An NWT Council of Leaders forum has been established as a method to engage with Indigenous governments in a more effective and coordinated manner to address matters such the adoption of the UN Declaration within the unique NWT context. The NWT Council of Leaders provides leading direction to a working group of officials who are advancing the work of implementing the UN Declaration. The working group is particularly focused on the development of implementing legislation and a Memorandum of Understanding to support the ongoing relationship between the GNWT and Indigenous governments.



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As part of Cabinet’s ‘Guiding Principles’ for the 19th Legislative Assembly and the stated priority of “Our actions and decisions will support and enhance our relationships with Indigenous governments and Indigenous peoples,” the GNWT is working with Indigenous governments and organizations to implement multilateral forums to advance issues of shared interest that are not appropriate for the Intergovernmental Council table and are best addressed multilaterally.

Ultimately, the consensus style of government of the GNWT is defined by cooperation and compromise and the recognition that, while unanimity may not be possible, all Members of the Legislative Assembly should have meaningful input into important decisions. Unlike party-based systems, the NWT’s Premier and Cabinet are selected by all Members elected to the Legislative Assembly and serve at the pleasure of the Legislative Assembly. While all 19 Members elected to the Legislative Assembly are responsible for working together in inclusive decision-making for the collective good, this can also present unique challenges to the advancement of policy and program agendas in a political environment that can be subject to rapid change.

The GNWT is experiencing recruitment and retention challenges across all levels of the organization. While the GNWT is not unique in this position, as it is understood that governments across Canada are experiencing similar staffing issues, as a more remote jurisdiction, the NWT is subject to additional factors that can impact recruitment and retention efforts.

Increasing turnover and vacancy rates across the organization ultimately pose significant risks to operations and service delivery to residents. While recruitment and retention are priorities of the Department of Finance, in addition to being a Mandate priority regarding recruiting and retaining healthcare professionals, the government as a whole will need to develop solutions to enhance support for the recruitment of new public servants and determine what additional actions can be taken to retain existing employees.

In 2021-22, the department proceeded with the Government Renewal Initiative (GRI) being coordinated through the Management Board Secretariat (MBS). This work required the department to provide information to MBS to support an overall program inventory. MBS completed Phase 1 GRI interviews in April 2022 and provided a working copy of the inventory to the department in May 2022. Phase 2 of GRI is currently scheduled to begin Winter 2023.



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### 3. Progress Reporting

#### Strategies

As a central agency, EIA provides overall management and direction to the executive branch of government to support the Premier and Cabinet in the advancement of the *2019-23 Mandate of the Government of the Northwest Territories* (the Mandate) and delivery of a full array of government programs. EIA also leads the development of annual updates and reporting on the GNWT's social and economic recovery plan from the pandemic, *Emerging Stronger*, which builds on the commitments outlined in the Mandate. This work takes place within the context of calls for increased openness and transparency between Cabinet, Members of the Legislative Assembly, and the public; while media trends demand a higher degree of communications coordination and consistency and drive the need to modernize the GNWT's public sector communications function.

Intergovernmental relationships continue to shift, and the GNWT has made commitments to implement the United Nations Declaration on the Rights of Indigenous Peoples (UN Declaration), and approach reconciliation with Indigenous peoples in new ways. A Territorial Principles and Interests document and a summary of the GNWT's negotiating mandates have recently been shared with Indigenous governments and released publicly. This document aims to increase transparency by clarifying the GNWT's interests when negotiating and implementing land, resources and self-government agreements. This key development supports the GNWT's commitment to review, update and publish territorial principles and interests as reflected in the Mandate. Additionally, at a number of implementation committees, the GNWT, Indigenous governments and Canada continue to explore more collaborative approaches to fulfilling treaty obligations and supporting objectives in a number of different areas, including economic measures.

EIA continues to support all GNWT departments in taking action and making program and service decisions that support reconciliation and respond to the Calls to Action issued in the Final Report of the Truth and Reconciliation Commission.

The Department supports the establishment and strengthening of relationships with other governments including the federal, provincial, territorial, and Indigenous governments. Specific to federal collaboration, EIA is guided by the Federal Engagement Strategy that aims to leverage federal investment opportunities, promote NWT interests in policy decisions, and build government and public awareness and support for the NWT interests and issues.

The Gender Equity Unit (GEU) is responsible for the development and implementation of a variety of strategies and action plans that support the intersectional and interdepartmental work required to achieve gender equity across the NWT. Specifically, the GEU is:



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- Leading the development and supporting the implementation of an Action Plan which responds to the Calls for Justice included in the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls.
- Leading the development of and supporting the implementation of a Family Violence Strategy designed to support an interdepartmental and comprehensive set of actions that will address family violence in the NWT.
- Continuing to deliver programming through the Women in Leadership Initiative that will support an increase in the number of women in leadership roles, including both political roles and positions on boards across the NWT.



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### 3.1 Key Activity #1: Cabinet Support

#### Description

Cabinet Support offers objective, independent policy and legislative analysis, operational support, and provides strategic advice on the development, and implementation of the government's Mandate and social and economic recovery plan, as well as support to the Committees-of-Cabinet process through the Cabinet Secretariat, Legislation and House Planning, and the Public Utilities Board.

Cabinet Support is responsible for ensuring systems are in place to support informed decision-making and to successfully implement Committee-of-Cabinet deliberation and Cabinet direction, as well as providing coordination and guidance to support government-wide efforts to ensure openness and transparency.

Cabinet Support is also a resource for the entire public service for all matters relating to Cabinet processes and decision-making; the development, implementation and progress reporting of the government's Mandate and social and economic recovery plan; the legislative process; the procedures and formats of the Legislative Assembly; and the GNWT's *Open Government Policy*.

#### Planned Activities

In 2022-23, Cabinet Support will continue to work with all departments to implement the government's Mandate commitment to ensure that GNWT decision-making reflects a full understanding of communities and regions. In response to a review of existing delegations of authority and a request for regional staff to identify areas of training that were needed, training has been delivered on financial management and human resources authorities, as well as the Cabinet process, specifically for Regional Managers, beginning in Fall 2021. A contractor was engaged to continue to explore the concerns underlying this Mandate commitment. In Fall 2021, the contractor carried out one-on-one interviews with Regional Senior Managers and prepared a report of their findings and proposed next steps. In early 2022, the contractor began working with a small team of regional and headquarters senior managers to develop a format for a facilitated discussion between the two groups which is anticipated to occur in October or November 2022. The outcomes and recommendations of the facilitated discussions will be summarised in a report prepared by the contractor.

Cabinet Support will also continue to coordinate reporting on the Mandate, through the development of the second Annual Status Report on the Mandate, which was tabled on February 23, 2022. Cabinet Support also worked with departments on the development of an updated COVID-19 recovery plan, *Emerging Stronger: Planning the NWT's Social and Economic Recovery Together*, tabled on June 2, 2022, which continues to build on the commitments identified in the Mandate to support efforts to emerge from the impacts of the pandemic. In 2022-23, Cabinet Support will





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continue to coordinate government-wide tracking and reporting on the Mandate and Emerging Stronger.

In support of the GNWT's commitment under the Open Government Policy to increase transparency and accountability, Cabinet Support, together with the Office of the Chief Information Officer, will advance the principles of open government. This work includes activities related to increasing access to government information, making government datasets available for public use, and enhancing our government's engagement with residents on matters that affect them.

Cabinet Support will also continue to work with program staff in departments to ensure a shared understanding of the legal, financial, public, political, and legislative concerns that influence the Cabinet decision-making process, through the Directors of Policy committee, and the Deputy Ministers and Committee-of-Cabinet processes. Cabinet Support is preparing for the release of a revised Executive Council Submissions Handbook in fall 2022-23. Workshops are currently being offered to all GNWT staff, and additional specialized training is under development, including for the revised Handbook.

### Changes from the 2021-22 Business Plan Annual Update

One of the GNWT's commitments in *Emerging Stronger* is to advance work to strengthen the non-profit and charitable sector. Cabinet Support has established an interdepartmental working group to conduct research and identify specific issues that need to be addressed to encourage the growth and improved recruitment/retention of individuals who work in the non-profit and charitable sector.

Once this research has been completed, the results will be turned over to an external advisory table that will be established by the GNWT. The advisory table will be tasked with providing advice and recommendations to the GNWT in pursuit of the goal of strengthening the role and capacity of entities that make up the non-profit and charitable sector.

Cabinet Support in collaboration with the Department of Finance, led the work to develop and launch a dashboard of online NWT social and economic indicators, which went live in early August 2022.



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**Progress Update**

Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target
<b>Increase Regional Decision Making</b>	Departmental review of existing delegations of authority	Measures to be determined as part of review design	None - Review completed	None - Review completed	None - Review completed	None - Review completed
	Develop a program to provide training to ensure staff are aware of their decision-making authority	# of times training is delivered by region	Training tools to be developed and available to regional staff by 2021-22 Q3	Training tools developed and implementation began Fall 2021  Each of the five regions received a training session	Training tools are delivered to Regional Senior Managers through Regional Management Committee once every three years	Training to be delivered in 2023-24 for each of the five regions
	Deliver training	# of staff participating in training by region	Training tools to be developed and available to regional staff by 2021-22 Q3	Training delivery began 2021-2022 Q3  46 staff (approximately 92%) participated in the training	Training is not planned for 2022-23. Training tools are delivered to Regional Senior Managers through Regional Management Committee once every three years	Training to be delivered in 2023-24 for each of the five regions





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<b>Priority</b>	<b>Commitment</b>	<b>Measure</b>	<b>2021-22 Target</b>	<b>2021-22 Progress</b>	<b>2022-23 Target</b>	<b>2023-24 Target</b>
<b>Build stronger partnerships with Indigenous governments and organizations, community governments and the non-profit and charitable sector</b>	Undertake an internal review of supports for and issues faced by the non-governmental sector,	Review of supports completed	New measure. Target not set	Terms of Reference developed and working group identified	Review of supports completed	None – commitment complete
	Establish an external advisory table to make recommendations to strengthen the role and capacity of organizations operating in this sector	External advisory table established	New measure. Target not set	Preliminary work has commenced to gather data and determine the requirements for the establishment of the external advisory table	Objectives will be established once preliminary work has completed	Objectives will be established once preliminary work has completed
<b>Continue to adapt and respond to challenges in an efficient, coordinated and evidence-based way</b>	Launch an online dashboard of NWT social and economic indicators	Dashboard launched and updated regularly	New measure. Target not set.	Dashboard indicators developed	Dashboard launched	Dashboard continuously updated and improved



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### 3.2 Key Activity #2: Corporate Communications

#### Description

Corporate Communications is a central agency function that provides broad communications advice and support to all departmental communications shops and promotes an integrated corporate approach to communications across government. Corporate Communications is responsible for operationalizing the strategic communications priorities of the government, providing communications leadership and direction to GNWT departments, facilitating messaging for interdepartmental initiatives, and promoting a consistent and positive identity for the GNWT.

Communications is critical to government operations and better business outcomes. It directly informs the narrative of the GNWT, and describes what the government is committed to, how it is delivering on priorities to support NWT residents, and how these efforts are perceived. Corporate Communications supports strategic and efficient public communications across the GNWT by working with colleagues in departments to support the consistent planning, implementation and monitoring of communications activities within an ever-changing communications landscape. This is achieved through the development, roll-out, monitoring and evolution of standards, guidelines and processes and supported by the provision of ongoing training and leadership to the communications community.

#### Planned Activities

Corporate Communications is responsible for providing an array of communications services, including strategic advice, creative services products, channels, guidelines, and tools to support the GNWT's departmental communication staff to carry out their duties. In 2022-2023, Corporate Communications will undertake the following activities:

#### *Interdepartmental Communications Coordination*

- Continue to streamline and simplify the communications planning process and online portal.
- Ensure the GNWT's communications function is structured and operates strategically and efficiently through changes to business processes and potentially structural changes.
- Enhance clarity around functional scope, roles, responsibilities, authorities, and accountabilities within the function.
- Review of the current internal employee communications processes, tools, and resources; results will inform business processes to ensure clarity in roles and maximum effectiveness.



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### *Communications Implementation*

- Implement guidelines that support and standardize the use of web and social media platforms across departments.
- Work in partnership with Cabinet Communications to support Mandate communications, including communications planning related to individual Mandate commitments.
- Develop advertising guidelines to ensure consistency in approach, content and visuals associated with advertising.

### *Insight and Evaluation*

- Develop a communications evaluation framework that can be used to assess the success of both corporate and departmental communications efforts.
- Develop a formal brand monitoring process and provide templates and training to communicators and vendors. Brand guidelines will continue to be updated regularly to reflect work done with departments (ex. signage, decals, badges, ad templates).
- Develop advertising guidelines to ensure consistency in approach, content and visuals associated with advertising.

### **Changes from the 2021-22 Business Plan Annual Update**

There are no substantive changes from the 2021-22 Business Plan.



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Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target
<b>Core Business Function: Communications Planning</b>	Development of communications evaluation framework, to ensure evaluation is built into the communications planning process	Communications evaluation framework developed; measures to be determined as part of framework development	2021 Q4 (Jan-Mar)	Progress = None (Work scheduled to commence in 2022-23)	Evaluation framework developed by 2022-23 Q4	Annual Report produced on the communications function according to the Evaluation Framework.
	Manage the communications planning process and online portal, including tracking all GNWT communications activities	# of activity profiles	90% of public facing communications have an activity profile	187 activity profiles created	All departments submit CPBs for every decision item going to Cabinet; ongoing	All departments submit CPBs for every decision item going to Cabinet - ongoing
		# of accepted Communication Planning Briefs completed	All departments submit CPBs for every decision item going to Cabinet; ongoing	63 Communication Planning Briefs completed and accepted.		
		# of Cabinet packages that include communications planning tool		Measurement of the number of decisions items that include communications planning documents has only recently begun to be tracked.		
		# of tools and resources developed and distributed				



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Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target
	Establish an internal forum to share communications best practices and lessons learned	# of training and information sharing opportunities	Communications sharing forum established by 2021-22 Q4	The GNWT Communications Community met 48 times in 2021-22 to provide various training opportunities and share best practices for public communications	Annual Communications Sharing Forum held	Annual Communications Sharing Forum held
<b>Core Business Function: Interdepartmental Communications Coordinator</b>	Oversee (in partnership with Cabinet Communications) Mandate communications planning	# of Toolkit Templates distributed to departmental communicators  # of communications collateral (visuals, posters, ads, etc.) that use the Mandate look and feel	Mandate communications planning; ongoing	An update to the Visual Identity Program was completed in 2021-22 that included a variety of new visual tools and communications collateral templates to be used by departments to support communications activities related to mandate activities	Mandate communications planning; ongoing	Mandate communications planning; ongoing



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Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target
	Review the current internal employee communications processes, tools, and resources	Internal review of communications processes, tools and resources completed	2021-22 Q4	<p>Templates and business processes have been created for the use of internal all staff emails</p> <p>Analytics on BearNet are being collected and analyzed, and information on usage and best practices are being shared with departmental communicators</p>	Complete a review and overhaul of the structure of BearNet 2022-23 Q4	Best practice and guidelines for improved internal communications are launched
	Conduct attitudinal survey to determine perceived effectiveness and support from Central Agency (CA) Communications	Measures to be informed by results of survey	<p>80% respondent satisfaction in attitudinal survey</p> <p>75% of GNWT communications employees feel that they receive the information they need and want in a timely manner</p>	Survey scheduled to commence in 2022-23	<p>80% respondent satisfaction in attitudinal survey</p> <p>75% of GNWT communications employees feel that they receive the information they need and want in a timely manner</p>	<p>80% respondent satisfaction in attitudinal survey</p> <p>75% of GNWT communications employees feel that they receive the information they need and want in a timely manner</p>



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Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target
<b>Core Business Function: Brand Management</b>	Develop templates and training to communicators and vendors to ensure visual identity program (VIP) compliance	Measures to be determined as part of program design	Template and training materials developed by 2021-22 Q3  80% of communications collateral VIP compliant	Template and training materials developed in March 2022  Unable to determine the percentage of communications collateral that are VIP compliant until a monitoring process is in place	Unable to determine the percentage of communications collateral that are VIP compliant until a monitoring process is in place	80% of communications collateral VIP compliant
	Develop a formal GNWT visual identity program (VIP) monitoring process	Measures to be determined as part of program design  Monitoring Process to be developed	Visual Identity monitoring program developed by 2021-22 Q4	Work to develop Visual Identity monitoring program scheduled to commence in 2022-23	Visual Identity monitoring program developed by 2022-23 Q4	80% of communications collateral VIP compliant
	Develop adverting guidelines in order to ensure consistency in approach, content and visuals	Measures to be determined as part of program design	Advertising guidelines developed by 2021-22 Q4	Work to develop advertising guidelines is scheduled to commence in 2022-23	80% of communications collateral VIP compliant following advertising guidelines. Advertising guidelines developed by 2022-23 Q4	GNWT advertising monitoring program developed by 2023-24 Q4





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### 3.3 Key Activity #3: Directorate

#### Description

The Directorate includes the Office of the Secretary to Cabinet, Regional Operations, as well as the Gender Equity Division.

The primary focus of the Directorate is managing the executive functions of the bureaucracy, supporting Executive Council decision making, and coordinating the development and implementation of government-wide direction. Other responsibilities include formalizing how the GNWT works with its partners when developing land and resource legislation, ensuring that there is an open line of communication between the regions and headquarters, as well as conveying Cabinet strategic priorities and messages to members of the Regional Management Committees.

#### Planned Activities

In addition to leading the senior management of the territorial public service, as well as implementing Cabinet priorities and direction, over the next four years, the Directorate will continue to work to:

- Increase regional decision-making
  - Continue to implement the Intergovernmental Council on Land and Resource Management Legislative Development Protocol to support the development and amendment of land and resource legislation.
  - Complete the science-based review of the moratorium on oil and gas activities in the Western Arctic offshore with the Inuvialuit Regional Corporation and the Governments of Canada and Yukon.
  - Finalize an Offshore Accord for the Western Arctic Ocean that provides for shared management of resources.
- Implement the Devolution Agreement
  - Review of the provisions of the Northwest Territories Lands and Resources Devolution Agreement respecting the MVRMA.
  - Continue to work through the Intergovernmental Council to implement the Devolution Agreement.





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- Enhance access to programs and services in small communities and support elders in small communities
  - Support departments with information sharing opportunities in small communities to increase awareness and access to government programs and services, and make sure elders in small communities have access to eligible programs, services and supports.
  - Add Single Window Service Centres (SWSC) in remote communities in partnership with Service Canada.
  - Develop actions to improve the clarity of the SWSC and the role of GSOs in the community.
- Maintain a fiscal regime that facilitates economic growth while supporting social and environmental goals
  - Develop and implement an NWT Action Plan in response to the Missing and Murdered Indigenous Women and Girls (MMIWG) Calls for Justice.
  - Evaluate Women in Leadership initiatives and continue to promote and support women in leadership positions.

### Changes from the 2021-22 Business Plan Annual Update

Funding for the Office of Devolution Initiatives sunsets at the commencement of the 2021-22 fiscal year. The division had been included in the 2021-22 annual update as there were progress trackers related to it from the 2020-21 fiscal year. Work related to the Devolution Agreement and *Mackenzie Valley Resource Management Act* is still ongoing through the Office of the Secretary to Cabinet.

With the assistance of the Management Board Secretariat a set of common corporate guidelines were identified to measure the performance of the Directorate. The areas that will be reported on include effective governance, training and development and communications. The Directorate will be working on developing targets for these measures over the next year and will begin reporting in 2023-24.



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Progress Update

Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target
<b>Increase Regional Decision Making</b>	Negotiate an Accord for the Western Arctic Ocean with Canada, the Inuvialuit Regional Corporation (IRC), and the Government of Yukon that provides for shared management of offshore resources	# of negotiation	Conclude offshore accord negotiations	8 all-party negotiations sessions held	Public signing of an Accord	None – commitment complete
	Complete the science-based review of the moratorium on oil and gas activities in the Western Arctic offshore with the Inuvialuit Regional Corporation and the Governments of Canada and Yukon	# of meetings of the moratorium review committee, to demonstrate progress  Science-based review completed	Conclude science-based moratorium review by end of 2021  Implement decision on moratorium in early 2022	8 all-party meetings of the moratorium review committee held  The Government of Canada extended the offshore Prohibition Order to Dec. 31, 2022	The science-based review concluded  Public release of the results of the science-based review	None – commitment complete



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Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target
	Develop a legislative development protocol with Intergovernmental Council partners to formalize an approach to developing land and resource legislation	# of protocol development sessions with Indigenous Government partners, to demonstrate progress  Legislation development protocol completed	N/A. Protocol is completed and in use	None – commitment complete	None – commitment complete	None – commitment complete
<b>Core Business Function: Implementation of the Devolution Agreement</b>	Review of the provisions of the Northwest Territories Lands and Resources Devolution Agreement respecting the Mackenzie Valley Resource Management Act (MVRMA)	Development of Terms of Reference for the Review	Working Group established with Canada and the GNWT's Intergovernmental Council Partners, to develop a Terms of Reference for the review	Intergovernmental Council Partners and Canada have signalled readiness to initiate the review and have identified lead contacts for collaboration	Terms of Reference for the review developed	None – commitment complete



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Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target
<b>Core Business Function: Enhance Access to Programs and Services in Small Communities</b>	In partnership with Service Canada, develop 'light touch model' service delivery model for very small communities	# of light touch model services delivered in small communities, by community	6 light touch model services delivered in Wekweèti, Kát'odeeche First Nation, Jean Marie River and Sachs Harbour	6 light touch model services delivered in Wekweèti, Kát'odeeche First Nation, Jean Marie River and Sachs Harbour	6 light touch model services delivered in Wekweèti, Kát'odeeche First Nation, Jean Marie River, Sachs Harbour, Tsiigehtchic, Nahanni Butte and Colville Lake	Maintain and improve service delivery support to these small communities as required
	In partnership with Service Canada, develop training plans for GSOs	# of GSO training programs facilitated annually	Training camp delivered 2021-22 Q3	One training camp delivered in March 2022	One training camp to be delivered by 2022-23 Q3	One training camp to be delivered by 2023-24 Q3
	Develop and facilitate annual training program for GSOs	# of GSOs participate in the training camp	Training camp delivered 2021-22 Q3	19 GSO's attended the training camp that was delivered in March 2022	All 22 GSO's to attend the training camp to be held in 2022-23 Q3	All 22 GSO's to attend the training camp to be held in 2023-24 Q3
	Develop a report regarding community dynamics and issues, in order to improve GSO service delivery	Annual report completed	Completion of the annual report by 2021-22 Q4	Progress = None (Unable to acquire data required to complete 2021-22 annual report)	Annual report completed by 2022-23 Q3	Annual report completed by 2023-24 Q3



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Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target
<b>Core Business Function: Supporting Elders in Small Communities</b>	Develop communications/information for GSOs to communicate to elders in small communities	Development of performance measures to be determined	Resources developed by 2021-22 Q4	Resource inventory developed	Resource inventory will be further refined and able to be used as a playbook for GSO service delivery	Resource updated as required
	Support GSO in delivery of appropriate programs and services to elders	Elder priorities are reflected in recent agenda meetings, and service training	Elder priorities to be discussed at training camp in 2021-22 Q3	Elders focus session held at the training camp held in March 2022  Ongoing engagement taking place with the Seniors Society	Elders focus theme day to take place at the December 2022 training camp	Elders focus at training camp  Engagement with regional and local elder organizations
<b>Core Business Function: Maintaining a fiscal regime that facilitates economic growth while supporting social and environmental goals</b>	Develop an NWT MMIWG Action Plan	Action Plan completed	Engagement 2021-22 Q1  Action Plan 2021-22 Q2	Community engagement activities have been scheduled for 2022-23 Q2	Community engagement activities to be undertaken from June to August 2022  The engagement activities will inform the completion of a Final Action Plan by 2022-23 Q3	The NWT MMIWG Action Plan complete



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<b>Priority</b>	<b>Commitment</b>	<b>Measure</b>	<b>2021-22 Target</b>	<b>2021-22 Progress</b>	<b>2022-23 Target</b>	<b>2023-24 Target</b>
	Implement MMIWG Calls to Justice that are applicable to the GNWT	# of Calls to Justice implemented	To begin in 2022-23	The Gender Equity Division has begun reaching out to schedule community engagements to take place in 2022-23	Work to inform and seek feedback on existing programs and services, proposed enhancements, and new initiatives intended to address the Calls for Justice	Continue to identify and implement the Calls to Justice that are applicable to the GNWT
	Legislative Review of Status of Women Act	Legislative review completed	Final Report of contractor review completed 2021-22 Q2	A Legislative Proposal was submitted in April 2022 and has been reviewed by the Standing Committee on Accountability and Oversight	Legislative review completed and drafting of bill underway	Bill expected to be introduced in the fall sitting of the Legislative Assembly



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Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target
	Host/facilitate Campaign School Workshops for women	# of workshops held in various NWT communities and by region  # of participants by community or region	2021 Q2 (July – Sept) Workshops in South Slave Region	Three (3) workshops in Hay River, Enterprise and Fort Providence were held. In total, 11 participated  The first online territorial-wide Campaign School for Women was delivered in March 2022  Over 50 women from across the NWT registered for the workshop and 20 participated	One Campaign School for Women workshop to be held in late summer 2022: Two (2) in the Fall and Two (2) in the Winter	Workshops delivered in at least 5 NWT communities and online training modules developed



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Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target
	Development and implementation of "She Can" marketing campaign	Marketing campaign developed and implemented  # of media insertions	Third poster for "She Can" marketing campaign	The third poster of the "She Can" marketing campaign is currently in progress	Six (6) media insertions (Posters will be circulated using the Government Services Offices, Status of Women, Native Women's Association, Bear Facts circulated around Yellowknife	"She Can" marketing campaign will be fully launched and circulated by December 2022
	Evaluation of Women in Leadership initiative	To be determined	2021-22 Q2	A draft report was finalized in late December 2021 with evaluation findings and recommendations presented to improve or enhance program delivery	The final report and management response was submitted to Canada in March 2022	Implement two (2) of the seven (7) recommendations this year
<b>Ensure effective governance</b>	<b>Effective use of performance (evaluation, audit) information</b>	# and % of evaluation/audit/review recommendations implemented consistent with the letter and spirit of the recommendation	New measure. Target not set	New measure. Data not collected	Targets to be developed and data collection implemented	First year of reporting to be provided in business plan based on pre-requisite work completed in 2022-23





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Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target
<b>Human Resources – Training and development</b>	<b>Consistent and equitable provision of training provided to employees</b>	\$ value, %, and per capita allocation for employee training opportunities	New measure. Target not set	New measure. Data not collected	Targets to be developed and data collection implemented	First year of reporting to be provided in business plan based on pre-requisite work completed in 2022-23
<b>Ensure effective communications</b>	<b>Effective use of communications reach</b>	Website analytics	New measure. Target not set	New measure. Data not collected	Targets to be developed and data collection implemented	First year of reporting to be provided in business plan based on pre-requisite work completed in 2022-23



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### 3.4 Key Activity #4: Indigenous and Intergovernmental Affairs

#### Description

The Indigenous and Intergovernmental Affairs (IIA) branch includes the Aboriginal Consultation and Aboriginal Relations division, which supports the GNWT's efforts to build strong, collaborative relationships with Indigenous governments to help advance issues of priority; the Intergovernmental Relations division, which promotes and advances the GNWT's commitment to develop and maintain mutually respectful intergovernmental relations between the GNWT and federal, provincial, territorial, and international governments; the Negotiations division, which works to advance the GNWT's interests in land claims and self-government agreements; the Implementation division, which supports the implementation of finalized agreements and also advances initiatives that support overall objectives and specific commitments under land, resources and self-government agreements; and the Indigenous Affairs unit that provides supports for the continuum of this work across the GNWT.

#### Planned Activities

In addition to supporting the GNWT's Mandate commitments by protecting, developing, and promoting the interests and aspirations of NWT residents through effective intergovernmental relations, Indigenous and Intergovernmental Affairs will:

- Review options on how to advance the implementation of the UN Declaration, and it is the GNWT's goal to collaborate in partnership with Indigenous governments on this work.
- Collaborate with Indigenous governments to create a UN Declaration Action Plan.
- Work with established multilateral forums, including the NWT Council of Leaders, the Intergovernmental Council on Lands and Resources, and the Modern Treaty and Self-Government Partners to discuss NWT-wide issues.
- Focus and coordinate efforts across the GNWT to leverage federal investment opportunities, promote NWT interests in policy decisions, and build government and public awareness and support for the NWT interests and issues.
- Operationalize an electronic Implementation and Reconciliation Accountability and Management System. Once in place, the system will provide the GNWT with a comprehensive oversight and data management tool that will track the ongoing completion of departmental activities that fulfill legal obligations under treaties and/or support claims implementation objectives, as well as crosswalk to identify where the treaties intersect with the articles of the UN Declaration, the Truth and Reconciliation Commission Calls to Action and the Missing and Murdered Indigenous Women and Girls Calls for Justice.



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- Settle and Implement Treaty, Land, Resources, and Self-Government Agreements.
  - Review the GNWT's Negotiating Principles and Interests as well the approved negotiating mandates.
  - Work to finalize self-government agreements, frameworks, and agreements-in-principle.
  - Formalize government-to-government relationships through nine (9) Intergovernmental Memorandums of Understanding (MOU) with Indigenous governments.
  - Update the GNWT's commitments in the 'Respect, Recognition and Responsibility, the Government of the Northwest Territories' Approach to Engaging with Aboriginal Governments,' which guides how governments work together for the benefit of all Northerners.

### Changes from the 2021-22 Business Plan Annual Update

There are no substantive changes from the 2021-22 Business Plan.



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**Progress Update**

Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target
<b>Implementing the United Nations Declaration on the Rights of Indigenous People</b>	Establish a multilateral forum for GNWT and NWT Indigenous government leaders to discuss NWT- wide issues	Multilateral Forum is established; specific performance measures to be determined	Hold the second Council of Leaders meeting in the Fall of 2021. Continue official meetings	Second Council of Leaders meeting held in November 2021 and a special Council of Leaders meeting on Climate Change was held in May 2022	Council of Leaders Meeting scheduled for September 2022	Ongoing Annual Council of Leaders Meetings
	Create and implement an Action Plan on the UN Declaration	Action Plan is developed and implemented	Working group terms of reference established 2021-22 Q2  Working group to report to Multilateral Forum 2021-22 Q3	Working group of officials making progress on Memorandum of Understanding that is intended to guide the work of implementing the UN Declaration including the development of an Action Plan	Targets identified following further conversations with Indigenous governments	Action Plan completed and being used to guide ongoing work of implementation



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Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target
	Develop a progress report on the GNWT's commitments in the "Respect, Recognition and Responsibility, the Government of the Northwest Territories' Approach to Engaging with Aboriginal Governments"	Progress report is developed; measures to be determined	Next steps to be determined following discussions on the implementation of the UN Declaration	Progress = None. (Next steps to be determined following discussions on the implementation of the UN Declaration)	Next steps to be determined following discussions on the implementation of the UN Declaration	Next steps to be determined following discussions on the implementation of the UN Declaration
<b>Settle and Implement Treaty, Land, Resources, and Self-Government Agreements</b>	Focus on resolving outstanding issues with the use of expert facilitators and direct engagement among elected leaders	# of milestone agreements  # of negotiating tables	Facilitator continued to be engaged for multi-party southeast NWT resource management meetings	Facilitator engaged at 12 meetings (monthly) of the Southeast NWT Resource Management Table	12 meetings (monthly) of the Southeast NWT Resource Management Table to take place in 2022-23	Initial drafting of the framework that will guide resource management decisions
	Continue to work to conclude Lands, Resources and Self Government Final Agreements (See Appendix for details)	To be determined (activities are only attainable once other commitments or milestones are further advanced or completed)	Athabasca Denesuline and Ghotelnene K'odtineh Denesuline draft Final Agreements are considered for ratification	Athabasca Denesuline and Ghotelnene K'odtineh Denesuline consultation completed	Athabasca Denesuline and Ghotelnene K'odtineh final review and risk analysis of land parcels to be transferred from GNWT	Athabasca Denesuline and Ghotelnene K'odtineh final agreement ratification



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Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target
			Northwest Territory Métis Nation Self-Government Framework Agreement is approved and signed	Northwest Territory Métis Nation bi-lateral negotiations continued	Northwest Territory Métis Nation bi-lateral negotiations continue with drafting of final agreement	Northwest Territory Métis Nation bi-lateral negotiations continue with drafting of final agreement
			Consultation on the Norman Wells Self Government Agreement	Norman Wells final agreement drafting of text continued	Norman Wells final agreement is finalized and goes to consultation	Normal Wells final agreement goes to ratification
			Inuvialuit Self-Government Agreement	Inuvialuit final agreement drafting of text continued	Inuvialuit final agreement drafting of text continued	Inuvialuit final agreement drafting of text continued
			Akaitcho Dene Agreement -in-Principle commences and is completed	Akaitcho Agreement -in-Principle drafting of text continue	Akaitcho AIP is signed and goes to consultation	Akaitcho AIP consultation completed and commence drafting of final agreement
			Nacho Nyak Dun Transboundary Agreement concluded	Nacho Nyak Dun Transboundary agreement and corresponding consultation concluded	Nacho Nyak Dun final agreement in ratification process	Nacho Nyak Dun agreement ratified



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<b>Priority</b>	<b>Commitment</b>	<b>Measure</b>	<b>2021-22 Target</b>	<b>2021-22 Progress</b>	<b>2022-23 Target</b>	<b>2023-24 Target</b>
	Review, update, and publish territorial principles and interests to reflect the GNWT's new priorities and mandate	Establish internal Working Group to review principles and interests	Principals and interests reviewed and published 2021-22 Q2  Feedback and recommendations are received 2021-22 Q3	Both the Territorial principles and interests document and the summary of the negotiating mandates were published in May 2022	Principles and interest updated based on feedback and recommendations	None – commitment complete



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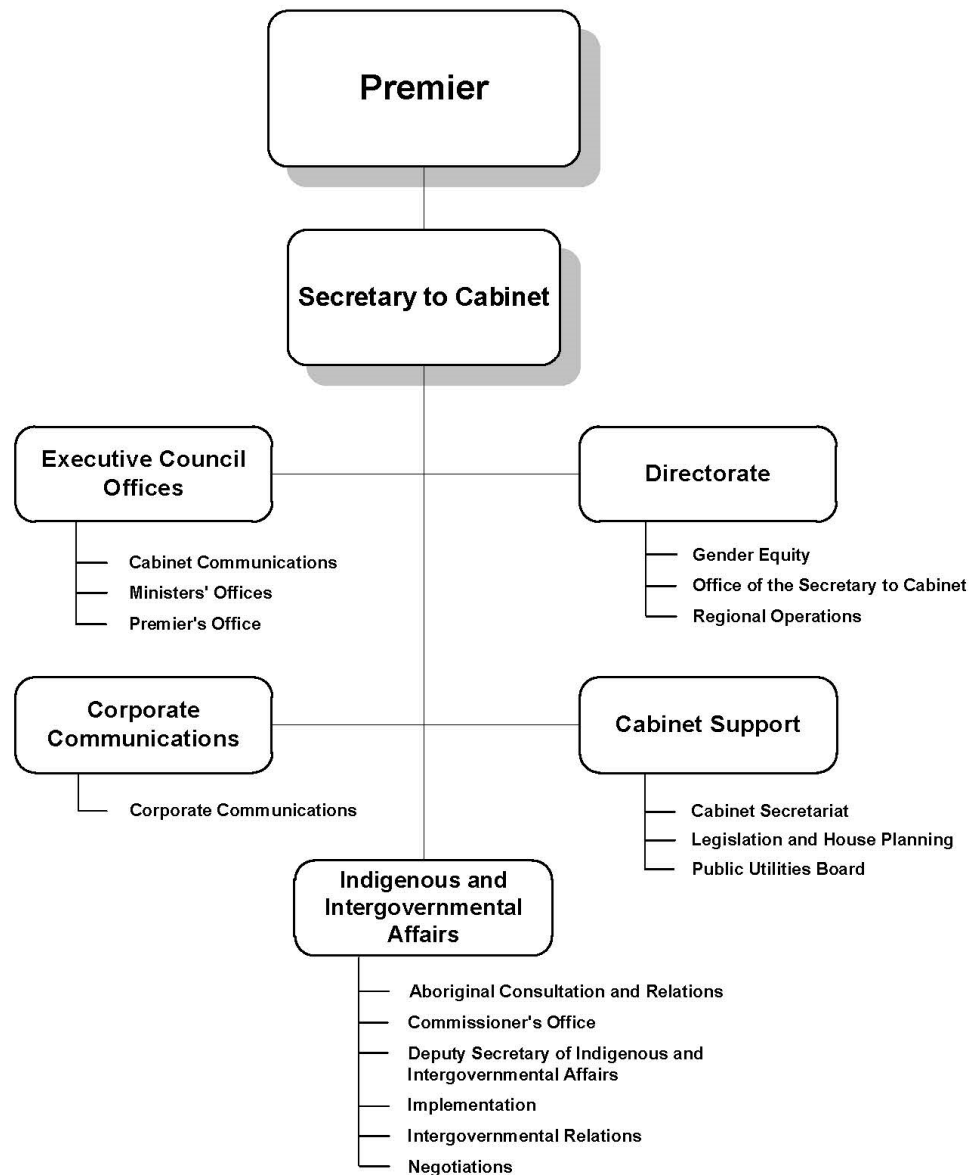
<b>Priority</b>	<b>Commitment</b>	<b>Measure</b>	<b>2021-22 Target</b>	<b>2021-22 Progress</b>	<b>2022-23 Target</b>	<b>2023-24 Target</b>
	Track, monitor and report on actions taken by departments to fulfill obligations and support objectives under land, resources and self-government agreements, as well as the UN Declaration, and applicable TRC Calls to Action and MMIWG Calls to Justice.	Development and implementation of electronic accountability system  # of claims implementation status updates provided by departments	The electronic accountability system is scheduled for roll out to departments in 2021-22 Q3	The electronic Implementation, Reconciliation and Accountability Management System (IRAMS) has been developed. The system is in production and going through internal upload and verification procedures	Electronic management and accountability system implemented by 2022-23 Q3  Annual status reporting to modern treaty and self-government partners on GNWT implementation activities in advance of December Implementation Committee meetings  Comprehensive reporting to leadership and Indigenous governments on the UN Declaration, TRC Calls to Action, and MMIWG Calls to Justice	IRAMs is fully operational and producing status reporting to treaty partners on an ongoing basis





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### 4. Accounting Structure





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## 5. Resource Summary

### 5.1 Departmental Financial Summary

	<i>\$1,000s</i>			
	2021-22 Main Estimates	2022-23 Main Estimates	2022-23 Revised Estimates	2023-24 Main Estimates (proposed)
<b>Operations expense</b>				
Compensation and benefits	16,585	17,084	17,084	17,084
Grants, contributions, transfers	1,695	1,695	1,695	1,695
Chargebacks	613	613	613	613
Computer hardware, software	57	48	48	48
Contract services	1,323	1,098	978	978
Controllable assets	81	81	81	81
Fees and payments	97	97	97	97
Materials and supplies	353	353	353	353
Purchased services	362	362	362	362
Travel	1,262	683	683	683
<b>Expense total</b>	<b>22,428</b>	<b>22,114</b>	<b>21,994</b>	<b>21,994</b>



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### 5.2 Human Resource Summary

	2022-23 Main Estimates	2023-24 Main Estimates (proposed)
<b>Executive and Indigenous Affairs</b>		
Yellowknife (HQ)	84	84
Regional centres	6	6
Other communities	23	23
<b>Total departmental positions</b>	<b>113</b>	<b>113</b>
Percent change		0%



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5.3 Position Type Summary

	2022-23 Main Estimates	2023-24 Main Estimates (proposed)
<b>Executive and Indigenous Affairs</b>		
<b>Yellowknife (HQ):</b>		
Deputy head	2	2
Senior manager	10	10
Excluded	69	69
Union	3	3
<b>Regional centres:</b>		
Deputy head	-	-
Senior manager	2	2
Excluded	3	3
Union	1	1
<b>Other communities:</b>		
Deputy head	-	-
Senior manager	-	-
Excluded	-	-
Union	23	23
<b>Totals:</b>		
Deputy head	2	2
Senior manager	12	12
Excluded	72	72
Union	27	27



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5.4 Affirmative Action Summary Statistics

	2019-20	2020-21	2021-22	2022-23
<b>Active positions</b>				
Yellowknife (HQ)	83	82	85	84
Regional centres	6	6	6	6
Other communities	21	23	23	23
<b>Employees</b>				
Yellowknife (HQ)	81	83	80	75
Regional centres	7	6	6	7
Other communities	21	21	22	20
<b>Summary Statistics</b>				
<b>P1: Indigenous employment</b>				
Quantity	44	45	49	48
Percentage	40%	41%	45%	47%
<b>P1: Indigenous senior managers</b>				
Quantity	5	4	5	5
Percentage	26%	25%	33%	33%
<b>NWT resident employment</b>				
Quantity	22	21	25	24
Percentage	20%	19%	23%	24%
<b>Women</b>				
Quantity	83	86	86	81
Percentage	76%	78%	80%	79%
<b>Non-traditional occupations</b>				
Quantity	-	-	-	-
Percentage	-	-	-	-

Data is as at March 31st for 2019-20 to 2021-22 and as at June 30th for 2022-23



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### 5.5 Affirmative Action Targets and Factors

Regional positions within EIA have been predominately filled with Indigenous incumbents. A large number of the regional positions are Government Service Officers, who provide essential GNWT services to small communities. In order to assist residents in small communities effectively it is recommended that the incumbents speak or understand the local Indigenous languages of the region they serve.

Representation of Indigenous employees is lower in positions located in headquarters than regionally. One of the challenges faced by the department in this regard is that there is not a breadth of land claims and self-government negotiations knowledge and experience within the territories, and many of the experts in this field in the NWT are retiring. Indigenous governments are dealing with somewhat similar challenges, which can make recruiting in this area difficult in terms of building internal capacity.

The department plans to recruit Indigenous candidates to fill the currently vacant Government Service Officer positions, as well as utilizing the Indigenous Career Gateway and Internship programs to increase the representation of Indigenous employees in positions located in headquarters.

Along with the use of these programs the department will continue to apply the Affirmative Action Policy to all hiring processes.

#### Internship Program Statistics 2021-22

Department	Indigenous	All Other Priorities	Non-Priority	Total
Executive & Indigenous Affairs	1	1	0	2



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6. Legislative and Policy Initiatives

No.	Initiative	Description of Work	Estimated Timeline
1	<i>Status of Women Council Act</i>	Modernization of the existing Act	Bill introduction 2022 Q4
2	United Nations Declaration on the Rights of Indigenous Peoples' Legislation	New legislation that reflects the GNWT's commitment to implementing the UN Declaration	Legislative Proposal 2022 Q3



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Key Activity	Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target	End of the 19th Assembly	Expected End Result
<b>Cabinet Support</b>	<b>Increase Regional Decision Making</b>	<b>Departmental review of existing delegations of authority</b>	Measures to be determined as part of review design	None - Review completed	None - commitment complete	None - commitment complete	None - commitment complete	The review has been completed and did not identify any inconsistencies	That any existing inconsistencies in delegated authorities would be identified
		<b>Develop a program to provide training to ensure staff are aware of their decision-making authority</b>	# of times training is delivered by region	Training tools to be developed and available to Regional staff by 2021-22 Q3	Training tools developed and implementation began 2021-22 Q3  Each of the 5 regions received a training session on each of the following topics: Cabinet in Consensus; Government/Cabinet Processes; Human Resources Manual; and, Human Resources Approval Authorities	Training is not planned for this year  Training tools are delivered to Regional Senior Manager through Regional Management Committee once every three years	Training to be delivered in 2023-24 for each of the 5 regions	Training tools for Regional staff will be developed and training will be implemented and provided on an ongoing basis	Regional and community staff express more decision-making authority and GNWT decision making reflects a full understanding of communities and regions
		<b>Deliver training</b>	# of staff participating in training by region	Training tools to be developed and available to Regional staff by 2021-22 Q3	Training delivery began 2021-22 Q3  46 staff (approximately 92%) participated in the training	Training is not planned for 2022-23  Training tools are delivered to Regional Senior Manager through Regional Management Committee once every three years	Training to be delivered in 2023-24 for each of the 5 regions	Training tools for Regional staff will be developed and training will be implemented and provided on an ongoing basis	Regional and community staff express more decision-making authority and GNWT decision making reflects a full understanding of communities and regions
	<b>Build stronger partnerships with Indigenous governments and organizations, community governments and the non-profit and charitable sector</b>	<b>Undertake an internal review of supports for and issues faced by the non-governmental sector,</b>	Review of supports completed	New measure. Target not set	Terms of Reference developed and working group identified	Review of supports completed	None - commitment complete	Review of supports for and issues face by the non-governmental sector is completed	Data collected from review of supports for and issues faced by the non-governmental sector are provided to external advisory committee
		<b>Establish an external advisory table to make recommendations to strengthen the role and capacity of organizations operating in this sector</b>	External advisory table established	New measure. Target not set	Preliminary work has commenced to gather data and determine the requirements for the establishment of the external advisory table	Objectives will be established once preliminary work has completed	Objectives will be established once preliminary work has completed	An external advisory table has been established and recommendations provided to the GNWT	GNWT consideration and implementation where possible of recommendations to strengthen the role and capacity of the non-profit and charitable sector





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Key Activity	Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target	End of the 19th Assembly	Expected End Result
	Continue to adapt and respond to challenges in an efficient, coordinated and evidence-based way	Launch an online dashboard of NWT social and economic indicators	Dashboard launched and updated regularly	New measure. Target not set	Dashboard indicators developed	Dashboard launched	Dashboard continuously updated and improved	Online dashboard of NWT social and economic indicators is established	Key indicators of economic, social and environmental data for the NWT is available to the public
Corporate Communications	Communications Planning	Development of communications evaluation framework, to ensure evaluation is built into the communications planning process	Communications evaluation framework developed; measures to be determined as part of framework development	2021 Q4 (Jan - Mar)	Progress = None Work scheduled to commence in 2022-23	Evaluation framework developed by 2022 Q4	Annual Report produced on the communications function according to the Evaluation Framework	Evaluation framework will be developed with measures defined. Annual Report will be in progress	The GNWT is evaluating our communications efforts and making better or more use of tactics that were successful in achieving objectives, and shifting away from unsuccessful tactics
		Manage the communications planning process and online portal, including tracking all of the GNWT communications activities	# of activity profiles # of accepted Communication Planning Briefs' completed # of Cabinet packages that include communications planning tool # of tools and resources developed and distributed	90% of public facing communications has an activity profile  All departments submit CPBs for every decision item going to Cabinet; ongoing	187 activity profiles created in 2021-22  63 Communications Planning Briefs completed and accepted  Measurement of the number of decisions items that include communications planning documents has only recently begun to be tracked	All departments submit CPBs for every decision item going to Cabinet; ongoing	All departments submit CPBs for every decision item going to Cabinet; ongoing	All departments submit CPBs for every decision item going to Cabinet; ongoing	GNWT communications are planned for in a coordinated, strategic and consistent manner across the organization. The Cabinet decision making process is adequately supported through the provision of information related to communications planning
		Establish an internal forum to share communications best practices and lessons learned	# of training and information sharing opportunities	Communications sharing forum established by 2021 Q4 (Jan - Mar)	The GNWT Communications Community met 48 times in 2021-22 to provide various training opportunities and share best practices for public communications	Annual Communications Sharing Forum held	Annual Communications Sharing Forum held	Annual Communications Sharing Forum held	There is an established and routine event held that communicators can look forward to as a part of their annual professional development



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Key Activity	Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target	End of the 19th Assembly	Expected End Result
	<b>Interdepartmental Communications Coordinator</b>	<b>Oversee (in partnership with Cabinet Communications) Mandate communications planning</b>	# of Toolkit Templates distributed to departmental communicators  # of communications collateral (visuals, posters, ads, etc.) that use the Mandate look and feel	Mandate communications planning; ongoing	An update to the Visual Identity Program was completed in 2021-22 that included a variety of new visual tools and communications collateral templates to be used by departments to support communications activities related to mandate activities	Mandate communications planning; ongoing	Mandate communications planning; ongoing	Mandate communications planning; ongoing	NWT residents are informed about the progress being made on the Mandate of the 19th Legislative Assembly
		<b>Review the current internal employee communications processes, tools, and resources</b>	Internal review of communications processes, tools and resources completed	2021 Q4 (Jan - Mar)	Templates and business processes have been created for the use of internal all staff emails  Analytics on Bearnet are being collected and analyzed, and information on usage and best practices are being shared with departmental communicators	Complete a review and overhaul of the structure of BearNet 2022-23 Q4	Best practice and guidelines for improved internal communications are launched	Best practice and guidelines for improved internal communications are launched	Internal communications processes are improved, and employees understand better how to access and receive information that is useful and supports their job. Internal communications tactics are also making better use of employees as program/policy champions in the territory
		<b>Conduct attitudinal survey to determine perceived effectiveness and support from Central Agency (CA) Communications</b>	Measures to be informed by results of survey	80% respondent satisfaction in attitudinal survey  75% of GNWT communications employees feel that they receive the information they need and want in a timely manner	Survey scheduled to commence in 2022-23	80% respondent satisfaction in attitudinal survey  75% of GNWT communications employees feel that they receive the information they need and want in a timely manner	80% respondent satisfaction in attitudinal survey  75% of GNWT communications employees feel that they receive the information they need and want in a timely manner	80% respondent satisfaction in attitudinal survey  75% of GNWT communications employees feel that they receive the information they need and want in a timely manner	Central Agency communications is able to provide appropriate support to departmental communications shops and respond to emerging or changing needs



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Key Activity	Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target	End of the 19th Assembly	Expected End Result
	<b>Brand Management</b>	<b>Develop templates and training to communicators and vendors to ensure visual identity program (VIP) compliance</b>	Measures to be determined as part of program design	Template and training materials developed by 2021 Q3 (Oct -Dec)  80% of communications collateral VIP compliant	Template and training materials developed in 2021-22 Q4  Unable to determine the percentage of communications collateral that are VIP compliant until a monitoring process is in place	Unable to determine the percentage of communications collateral that are VIP compliant until a monitoring process is in place	80% of communications collateral VIP compliant	80% of communications collateral VIP compliant	GNWT Communicators, program staff and vendors are supported and knowledgeable about communicating with NWT residents consistently and professionally as one government, one voice
		<b>Develop a formal GNWT visual identity program (VIP) monitoring process</b>	Measures to be determined as part of program design  Monitoring Process to be developed	Visual Identity monitoring program developed by 2021 Q4 (Jan - Mar)	Work to develop Visual Identity monitoring program scheduled to commence in 2022-23	Visual Identity monitoring program developed by 2022-23 Q4	80% of communications collateral VIP compliant	80% of communications collateral VIP compliant	NWT residents recognize GNWT communications material as consistent and professional communicating as one government, one voice
		<b>Develop advertng guidelines in order to ensure consistency in approach, content and visuals</b>	Measures to be determined as part of program design	Advertising guidelines developed by 2021 Q4 (Jan - Mar)	Work to develop advertising guidelines is scheduled to commence in 2022-2023	80% of communications collateral VIP compliant following advertising guidelines  Advertising guidelines developed by 2022-23 Q4	GNWT advertising monitoring program developed by 2023-24 Q4	80% of communications collateral VIP compliant following advertising guidelines	NWT residents recognize GNWT advertising as consistent and professional communicating as one government, one voice
<b>Directorate</b>	<b>Increase Regional Decision Making</b>	<b>Negotiate an Accord for the Western Arctic Ocean with Canada, the Inuvialuit Regional Corporation (IRC), and the Government of Yukon that provides for shared management of oil and gas resources</b>	# of negotiation sessions	Conclude offshore accord negotiations	8 all-party negotiations sessions held	Public signing of an Accord	None - commitment complete	Concluded offshore Accord	Concluded offshore Accord
		<b>Complete the science-based review of the moratorium on oil and gas activities in the Western Arctic offshore with the Inuvialuit Regional Corporation and the Governments of Canada and Yukon</b>	# of meetings of the moratorium review committee, to demonstrate progress  Science-based review completed	Conclude science-based moratorium review by end of 2021  Implement decision on moratorium in early 2022	8 all-party meetings of the moratorium review committee held  The Government of Canada extended the offshore Prohibition Order to Dec. 31, 2022	The science-based review concluded  Public release of the results of the science-based review	None - commitment complete	Conclude moratorium review by end of 2021  Implement decision in early 2022	Conclude moratorium review by end of 2021  Implement decision in early 2022



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Key Activity	Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target	End of the 19th Assembly	Expected End Result
		<b>Develop a legislative development protocol with Intergovernmental Council partners to formalize an approach to developing land and resource legislation</b>	# of protocol development sessions with Indigenous Government partners, to demonstrate progress  Legislation development protocol completed	N/A. Protocol is completed and in use	None - commitment complete	None - commitment complete	None - commitment complete	Protocol is completed and in use	Protocol is completed and in use
	<b>Implementation of the Devolution Agreement</b>	<b>Review of the provisions of the Northwest Territories Lands and Resources Devolution Agreement respecting the Mackenzie Valley Resource Management Act (MVRMA)</b>	Development of Terms of Reference for the Review	Working Group established with Canada and the GNWT's Intergovernmental Council Partners, to develop a terms of Reference for the review	Intergovernmental Council Partners and Canada have signalled readiness to initiate the review, and have identified lead contacts for collaboration	Terms of Reference for the review developed	None - commitment complete	Review concluded; Devolution Agreement implemented	Review concluded; Devolution Agreement Implemented
	<b>Enhance Access to Programs and Services in Small Communities</b>	<b>In partnership with Service Canada, develop 'light touch model' service delivery model for very small communities</b>	# of light touch model services delivered in small communities, by community	6 light touch model services delivered in Wekweëti, Kát'odeeche First Nation, Jean Marie River and Sachs Harbour	6 Light touch model services delivered in Wekweëti, Kát'odeeche First Nation, Jean Marie River and Sachs Harbour	6 Light touch model services delivered in Wekweëti, Kát'odeeche First Nation, Jean Marie River, Sachs Harbour, Tsiigehtchic, Nahanni Butte and Colville Lake	Maintain and improve service delivery support to these small communities as required	Service Partnership are fully implemented with all 15 SWSC	GSOs are more informed and improved navigators
		<b>In partnership with Service Canada, develop training plans for GSOs</b>	# of GSO training programs facilitated annually	Training camp delivered 2021 Q3 (Oct - Dec)	One training camp was delivered in March 2022	One training camp to be delivered by 2022-23 Q3	One training camp to be delivered by 2023-24 Q3	Ongoing; training is delivered annually	Improved service excellence and awareness
		<b>Develop and facilitate annual training program for GSOs</b>	# of GSOs participate in the training camp	Training camp delivered 2021 Q3 (Oct - Dec)	19 GSO's attended the training camp that was delivered in March 2022	All 22 GSO's to attend the training camp to be held in 2022-23 Q3	All 22 GSO's to attend the training camp to be held in 2023-24 Q3	All training plans will be developed and completed	GSOs are more informed and improved navigators
		<b>Develop a report regarding community dynamics and issues, in order to improve GSO service delivery</b>	Annual report completed	Completion of report by 2021 Q4 (Jan - Mar)	Progress = None (Unable to acquire data required to complete 2021-22 annual report)	Annual report completed by 2022-23 Q3	Annual report completed by 2023-24 Q3	Ongoing; report developed annually	Improved service delivery and seamlessness
	<b>Supporting Elders in Small Communities</b>	<b>Develop communications/information for GSOs to communicate to elders in small communities</b>	Development of performance measures to be determined	Resources developed by 2021 Q4 (Jan - Mar)	Resource inventory developed	Resource inventory will be further refined and able to be used as a playbook for GSO service delivery	Resource inventory updated as required	Communications resources will be developed and implemented	Elders will have greater ease accessing applicable programs and services



**APPENDIX A  
BUSINESS PLAN PROGRESS TRACKER  
Executive and Indigenous Affairs**

Key Activity	Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target	End of the 19th Assembly	Expected End Result
		<b>Support GSO in delivery of appropriate programs and services to elders</b>	Elder priorities are reflected in recent agenda meetings, and service training	Elder priorities to be discussed at training camp in 2021 Q3 (Oct - Dec)	Elders focus session held at the training camp held in March 2022  Ongoing engagement taking place with the Seniors Society	Elders focus theme day to take place at the December 2022 training camp	Elders focus at training camp  Engagement with regional and local elder organizations	Ongoing; annual focus on Elders when developing training for GSO	Well balanced training camp focussed on access for Elders
	<b>Core Business Function: Maintaining a fiscal regime that facilitates economic growth while supporting social and environmental goals</b>	<b>Develop an NWT MMIWG Action Plan</b>	Action Plan completed	Engagement 2021 Q1 (April - June); Action Plan 2021 Q2 (July - Sept)	Community engagement activities have been scheduled for 2022-23 Q2	Community engagement activities to be undertaken from June to August 2022  The engagement activities will inform the completion of a Final Action Plan by 2022-23 Q3	The NWT MMIWG Action Plan complete	The NWT MMIWG Action Plan will be complete	There will be concrete steps and timelines for the GNWT to follow in working to implement the Calls for Justice, along with its partners
		<b>Implement MMIWG Calls to Justice that are applicable to the GNWT</b>	# of Calls to Justice implemented	To begin in 2022-23	The Gender Equity Division has begun reaching out to schedule community engagements for 2022-23	Work to inform and seek feedback on existing programs and services, proposed enhancements, and new initiatives intended to address the Calls for Justice	Continue to identify and implement the Calls to Justice that are applicable to the GNWT	The Calls for Justice that are identified as achievable during the life of the 19th Assembly in the NWT Action Plan will be implemented. Work on others will be ongoing	The work to address the crisis of violence against Indigenous women and girls and 2SLGBTQIA people will begin and continue on
		<b>Legislative Review of Status of Women Act</b>	Legislative review completed	2021 Q2 (July - Sept)	A Legislative Proposal was submitted in April 2022 and has been reviewed by the Standing Committee on Accountability and Oversight	Legislative review completed and drafting of bill underway	Bill expected to be introduced in the Legislative Assembly October - November 2023	The review will be complete	The results of the review will be able to be used to inform decisions on if changes need to be made to the legislation and what those change would be



**APPENDIX A  
BUSINESS PLAN PROGRESS TRACKER  
Executive and Indigenous Affairs**

Key Activity	Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target	End of the 19th Assembly	Expected End Result
		<b>Host/facilitate Campaign School Workshops for women</b>	# of workshops held in various NWT communities and by region  # of participants by community or region	2021 Q2 (July - Sept) Workshops in South Slave Region	Three (3) workshops in Hay River, Enterprise and Fort Providence were held - In total, 11 participated  The first online territorial-wide Campaign School for Women was delivered in March 2022  50 women from across the NWT registered for the workshop and 20 participated	1 Campaign School for Women workshop to be held in late summer 2022: Two (2) in the Fall and two (2) in the Winter	Workshops delivered in at least 5 NWT communities and online training modules developed	Workshops will be held in a variety of communities on an ongoing basis	Women will have the opportunity to receive training and information on running for elected office
		<b>Development and implementation of "She Can" marketing campaign</b>	Marketing campaign developed and implemented  # of media insertions	Third poster for "She Can" marketing campaign	The third poster of the "She Can" marketing campaign is currently in progress	Six (6) media insertions (Posters will be circulated using the Government Services Offices, Status of Women, Native Women's Association, Bear Facts and circulated around Yellowknife)	"She Can" marketing campaign will be fully launched by December 2022	"She Can" marketing campaign will be fully launched	Women will be encouraged to consider running for elected office through the "She Can" campaign
		<b>Evaluation of Women in Leadership initiative</b>	To be determined	2021 Q2 (July - Sept)	A draft report was finalized in late December 2021 with evaluation findings and recommendations presented to improve or enhance program delivery	The final report and management response was submitted to Canada in March 2022	Implement 2 of the 7 recommendations this year	The evaluation will be complete	The results of the evaluation will be able to be used to inform decisions on if changes need to be made to the initiative and what those changes would be
	<b>Ensure effective governance</b>	<b>Effective use of performance (evaluation, audit) information</b>	# and % of evaluation/audit/review recommendations implemented consistent with the letter and spirit of the recommendation	New measure. Target not set	New measure. Data not collected	Targets to be developed and data collection implemented	First year of reporting to be provided in business plan based on pre-requisite work completed in 2022-23	Reporting on the use of performance information tools available	Performance information tools are consistently used across government to ensure effective governance
	<b>Human Resources - Training and development</b>	<b>Consistent and equitable provision of training provided to employees</b>	\$ value, %, and per capita allocation for employee training opportunities	New measure. Target not set	New measure. Data not collected	Targets to be developed and data collection implemented	First year of reporting to be provided in business plan based on pre-requisite work completed in 2022-23	Reporting on the use of funds to support employee training opportunities available	Training funds are dispersed consistently and equitably amongst employees





**APPENDIX A  
BUSINESS PLAN PROGRESS TRACKER  
Executive and Indigenous Affairs**

Key Activity	Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target	End of the 19th Assembly	Expected End Result
	Ensure effective communications	Effective use of communications reach	Website analytics	New measure. Target not set	New measure. Data not collected	Targets to be developed and data collection implemented	First year of reporting to be provided in business plan based on pre-requisite work completed in 2022-23	Web traffic is being monitored consistently	Evaluation of web analytics to determine effectiveness of communications reach
Indigenous and Inter-governmental Affairs	Implementing the United Nations Declaration on the Rights of Indigenous People	Establish a multilateral forum for GNWT and NWT Indigenous government leaders to discuss NWT- wide issues	Multilateral Forum is established; specific performance measures to be determined	Hold the second Council of Leaders meeting in the Fall of 2021  Continue official meetings	Second Council of Leaders meeting held in November 2021 and a special Council of Leaders meeting on Climate Change was held in May 2022	Council of Leaders Meeting scheduled for September 2022	Ongoing annual Council of Leaders Meetings	A more constructive and broad system of decision-making relating to shared social, economic, and cultural issues within the Northwest Territories	A more constructive and broad system of decision-making relating to shared social, economic, and cultural issues within the Northwest Territories
		Create and implement an Action Plan on the UN Declaration	Action Plan is developed and implemented	Working group terms of reference established 2021 Q2 (July-Sept)  Working group to report to Multilateral Forum 2021 Q3 (Sept-Dec)	Working group of officials making progress on Memorandum of Understanding that is intended to guide the work of implementing the UN Declaration including the development of an Action Plan	Targets identified following further conversations with Indigenous governments	Action Plan completed and being used to guide ongoing work of implementation	Action plan for implementation developed in cooperation with Indigenous governments	Action Plan developed and implementation begins
		Develop a progress report on the GNWT's commitments in the "Respect, Recognition and Responsibility, the Government of the Northwest Territories' Approach to Engaging with Aboriginal Governments"	Progress report is developed; measures to be determined	Next steps to be determined following discussions on the implementation of the UN Declaration	Next steps to be determined following discussions on the implementation of the UN Declaration	Next steps to be determined following discussions on the implementation of the UN Declaration	Next steps to be determined following discussions on the implementation of the UN Declaration	A revised "Respect, Recognition and Responsibility, the Government of the Northwest Territories' Approach to Engaging with Aboriginal Governments"	A revised "Respect, Recognition and Responsibility, the Government of the Northwest Territories' Approach to Engaging with Aboriginal Governments"
	Settle and Implement Treaty, Land, Resources, and Self-Government Agreements	Focus on resolving outstanding issues with the use of expert facilitators and direct engagement among elected leaders	# of milestone agreements  # of negotiating tables	Facilitator continued to be engaged for multi-party southeast NWT resource management meetings	Facilitator engaged at 12 meetings (monthly) of the Southeast NWT Resource Management Table	12 meetings (monthly) of the Southeast NWT Resource Management Table to take place in 2022-23	Initial drafting of the framework that will guide resource management decisions	Commence the development of the framework that will guide resource management decisions	The resource management consensus is reflected in southeast NWT Aboriginal rights agreements



**APPENDIX A  
BUSINESS PLAN PROGRESS TRACKER  
Executive and Indigenous Affairs**

Key Activity	Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target	End of the 19th Assembly	Expected End Result
	<b>Settle and Implement Treaty, Land, Resources, and Self-Government Agreements</b>	<b>Continue to work to conclude the following:</b> -Acho Dene Koe First Nation Lands, Resources and Self-Government Final Agreement -Akaitcho Dene First Nations Agreement in Principle -Athabasca Denesuline Lands and Resources Final Agreement -Ghotelnene K'odtineh Denesuline Lands and Resources Final Agreement -Inuvialuit Final Self-Government Agreement -Nihitat Gwich'in Process and Schedule Agreement -Norman Wells Final Self-Government Agreement -Northwest Territory Métis Nation Self-Government Framework Agreement	To be determined (activities are only attainable once other commitments or milestones are further advanced or completed)	Athabasca Denesuline and Ghotelnene K'odtineh Denesuline draft Final Agreements are considered for ratification  Northwest Territory Métis Nation Self-Government Framework Agreement is approved and signed  Consultation on the Norman Wells Self Government Agreement, Inuvialuit Self-Government Agreement  Akaitcho Dene Agreement -in-Principle commences and is completed  Nacho Nyak Dun Final Transboundary Agreement concluded	Athabasca Denesuline and Ghotelnene K'odtineh Denesuline consultation completed  Northwest Territory Métis Nation bi-lateral negotiations continued  Norman Wells final agreement drafting of text continued  Inuvialuit final agreement drafting of text continued  Akaitcho Agreement -in-Principle drafting of text continued  Nacho Nyak Dun final transboundary agreement and corresponding consultation concluded	Athabasca Denesuline and Ghotelnene K'odtineh final review and risk analysis of land parcels to be transferred from GNWT  Northwest Territory Métis Nation bi-lateral negotiations continue with drafting of final agreement  Norman Wells final agreement is finalized and goes to consultation  Inuvialuit final agreement drafting of text continued  Akaitcho AIP is signed and goes to consultation  Nacho Nyak Dun final agreement in ratification process	Athabasca Denesuline and Ghotelnene K'odtineh final agreement ratification  Northwest Territory Métis Nation bi-lateral negotiations continue with drafting of final agreement  Normal Wells final agreement goes to ratification  Inuvialuit final agreement drafting of text continued  Akaitcho AIP consultation completed and commence drafting of final agreement  Nacho Nyak Dun agreement ratified	Full GNWT participation on land claim implementation committees and timely completion of all action items  Two (2) milestone agreements concluded (only attainable once other commitments or milestones are further advanced or completed)	All Indigenous Peoples whose traditional territory includes portions of the NWT have their treaty and Aboriginal rights clarified and confirmed in a modern Aboriginal Rights Agreement
		<b>Review, update, and publish territorial principles and interests to reflect the GNWT's new priorities and mandate</b>	Establish internal Working Group to review principles and interests	Principals and interests reviewed and published 2021 Q2 (July - Sept)  Feedback and recommendations are received 2021 Q3 (Oct - Dec)	Both the Territorial principles and interests document and the summary of the negotiating mandates were published in May 2022	Update principles and interests based on feedback and recommendations	none - commitment complete	Territorial principles and interests are reviewed and updated	GNWT's priorities are reflected in the published principles and interests





**APPENDIX A  
BUSINESS PLAN PROGRESS TRACKER  
Executive and Indigenous Affairs**

Key Activity	Priority	Commitment	Measure	2021-22 Target	2021-22 Progress	2022-23 Target	2023-24 Target	End of the 19th Assembly	Expected End Result
		<b>Track, monitor and report on actions taken by departments to fulfill obligations and support objectives under land, resources and self-government agreements, as well as the UN Declaration, and applicable TRC Calls to Action and MMIWG Calls to Justice</b>	Development and implementation of electronic accountability system  # of claims implementation status updates provided by departments	The electronic accountability system is scheduled for roll out to departments in 2021 Q3 (Oct - Dec)	The electronic Implementation, Reconciliation and Accountability Management System (IRAMS) has been developed. The system is in production and going through internal upload and verification procedures	Electronic management and accountability system is developed and implemented by 2022-23 Q3  Annual status reporting to modern treaty and self-government partners on GNWT implementation activities in advance of December Implementation Committee meetings  Comprehensive reporting to leadership, senior management and Indigenous governments on the UN Declaration, TRC and MMIWG action	IRAMs is fully operational and producing status reporting to treaty partners on an ongoing basis	It is expected that full implementation of the electronic database (Implementation and Accountability Reconciliation Management System) will occur by the end of the 19th Assembly, including the provision of updated claims implementation status reporting to Modern Treaty and Self-Government Partners	Enable easy internal access to information on modern treaties in the NWT. The system will enhance education and awareness by departments of settled land claim and self-government agreements in the NWT and facilitate modern approaches to monitoring and reporting on GNWT implementation activities. The system will also support more timely and responsive status reporting to modern treaty and self-government partners, thereby enhancing the awareness and understanding of GNWT Implementation activities



**APPENDIX B: Executive and Indigenous Affairs  
EMPLOYEES BY AFFIRMATIVE ACTION STATUS**

	2019-20	2020-21	2021-22	2022-23		2019-20	2020-21	2021-22	2022-23
<b>Employees</b>									
Yellowknife (HQ)	81	83	80	75					
Regional centres	7	6	6	7					
Other communities	21	21	22	20					
<b>Total employees</b>	<b>109</b>	<b>110</b>	<b>108</b>	<b>102</b>					
<b>Affirmative action statistics</b>									
<b>Yellowknife (HQ):</b>									
P1: Indigenous	20	22	24	24	25%	27%	30%	32%	
P2+: All other priorities	21	21	25	24	26%	25%	31%	32%	
No priority	40	40	31	27	49%	48%	39%	36%	
<b>Regional centres:</b>									
P1: Indigenous	5	5	5	6	71%	83%	83%	86%	
P2+: All other priorities	1	-	-	-	14%	0%	0%	0%	
No priority	1	1	1	1	14%	17%	17%	14%	
<b>Other communities:</b>									
P1: Indigenous	19	18	20	18	90%	86%	91%	90%	
P2+: All other priorities	-	-	-	-	0%	0%	0%	0%	
No priority	2	3	2	2	10%	14%	9%	10%	
<b>Totals:</b>									
<b>P1: Indigenous</b>	<b>44</b>	<b>45</b>	<b>49</b>	<b>48</b>	<b>40%</b>	<b>41%</b>	<b>45%</b>	<b>47%</b>	
<b>P2+: All other priorities</b>	<b>22</b>	<b>21</b>	<b>25</b>	<b>24</b>	<b>20%</b>	<b>19%</b>	<b>23%</b>	<b>24%</b>	
<b>No priority</b>	<b>43</b>	<b>44</b>	<b>34</b>	<b>30</b>	<b>39%</b>	<b>40%</b>	<b>31%</b>	<b>29%</b>	

Data is as at March 31st for 2019-20 to 2021-22 and as at June 30th for 2022-23



**APPENDIX B: Executive and Indigenous Affairs**

**EMPLOYEES BY GENDER**

	2019-20	2020-21	2021-22	2022-23
<b>Employees</b>				
Yellowknife (HQ)	81	83	80	75
Regional centres	7	6	6	7
Other communities	21	21	22	20
<b>Total employees</b>	<b>109</b>	<b>110</b>	<b>108</b>	<b>102</b>
<b>Breakdown by gender</b>				
<b>Yellowknife (HQ):</b>				
Women	59	62	61	57
Men	22	21	19	18
Women	73%	75%	76%	76%
Men	27%	25%	24%	24%
<b>Regional centres:</b>				
Women	5	5	5	6
Men	2	1	1	1
Women	71%	83%	83%	86%
Men	29%	17%	17%	14%
<b>Other communities:</b>				
Women	19	19	20	18
Men	2	2	2	2
Women	90%	90%	91%	90%
Men	10%	10%	9%	10%
<b>Totals:</b>				
<b>Women</b>	<b>83</b>	<b>86</b>	<b>86</b>	<b>81</b>
<b>Men</b>	<b>26</b>	<b>24</b>	<b>22</b>	<b>21</b>
<b>Women</b>	<b>76%</b>	<b>78%</b>	<b>80%</b>	<b>79%</b>
<b>Men</b>	<b>24%</b>	<b>22%</b>	<b>20%</b>	<b>21%</b>

Data is as at March 31st for 2019-20 to 2021-22 and as at June 30th for 2022-23



**APPENDIX B: Executive and Indigenous Affairs**  
**SENIOR MANAGER EMPLOYEES BY AFFIRMATIVE ACTION STATUS**

	2019-20	2020-21	2021-22	2022-23	2019-20	2020-21	2021-22	2022-23
<b>Senior manager employees</b>								
Yellowknife (HQ)	17	15	14	14				
Regional centres	2	1	1	1				
Other communities	-	-	-	-				
<b>Total employees</b>	<b>19</b>	<b>16</b>	<b>15</b>	<b>15</b>				
<b>Senior manager affirmative action statistics</b>								
<b>Yellowknife (HQ):</b>								
P1: Indigenous	4	3	4	4	24%	20%	29%	29%
P2+: All other priorities	4	5	6	6	24%	33%	43%	43%
No priority	9	7	4	4	53%	47%	29%	29%
<b>Regional centres:</b>								
P1: Indigenous	1	1	1	1	50%	100%	100%	100%
P2+: All other priorities	1	-	-	-	50%	0%	0%	0%
No priority	-	-	-	-	0%	0%	0%	0%
<b>Other communities:</b>								
P1: Indigenous	-	-	-	-	-	-	-	-
P2+: All other priorities	-	-	-	-	-	-	-	-
No priority	-	-	-	-	-	-	-	-
<b>Totals:</b>								
<b>P1: Indigenous</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>26%</b>	<b>25%</b>	<b>33%</b>	<b>33%</b>
<b>P2+: All other priorities</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>6</b>	<b>26%</b>	<b>31%</b>	<b>40%</b>	<b>40%</b>
<b>No priority</b>	<b>9</b>	<b>7</b>	<b>4</b>	<b>4</b>	<b>47%</b>	<b>44%</b>	<b>27%</b>	<b>27%</b>

Data is as at March 31st for 2019-20 to 2021-22 and as at June 30th for 2022-23



## APPENDIX B: Executive and Indigenous Affairs EMPLOYEES BY NON-TRADITIONAL INCUMBENTS

	2019-20	2020-21	2021-22	2022-23
<b>Employees</b>				
Yellowknife (HQ)	81	83	80	75
Regional centres	7	6	6	7
Other communities	21	21	22	20
<b>Total employees</b>	<b>109</b>	<b>110</b>	<b>108</b>	<b>102</b>
<b>Non-traditional occupation statistics</b>				
<b>Yellowknife (HQ):</b>				
Quantity	-	-	-	-
Percentage	0%	0%	0%	0%
<b>Regional centres:</b>				
Quantity	-	-	-	-
Percentage	0%	0%	0%	0%
<b>Other communities:</b>				
Quantity	-	-	-	-
Percentage	0%	0%	0%	0%
<b>Totals:</b>				
Quantity	-	-	-	-
Percentage	0%	0%	0%	0%

Data is as at March 31st for 2019-20 to 2021-22 and as at June 30th for 2022-23



**APPENDIX B: Executive and Indigenous Affairs**

**ACTIVE POSITIONS BY UNION CODE**

	2019-20	2020-21	2021-22	2022-23 <sup>1</sup>	2019-20	2020-21	2021-22	2022-23 <sup>1</sup>
<b>Active positions</b>								
Yellowknife (HQ)	91	92	96	97				
Regional centres	7	8	8	12				
Other communities	25	25	27	25				
<b>Total staffed</b>	<b>123</b>	<b>125</b>	<b>131</b>	<b>134</b>				
<b>Positions by union code</b>								
<b>Yellowknife (HQ):</b>								
Deputy head	2	2	2	2	2%	2%	2%	2%
Senior manager	12	12	12	12	13%	13%	13%	12%
Excluded	71	72	76	76	78%	78%	79%	78%
Union	6	6	6	7	7%	7%	6%	7%
<b>Regional centres:</b>								
Deputy head	-	-	-	-	0%	0%	0%	0%
Senior manager	2	2	2	2	29%	25%	25%	17%
Excluded	2	2	3	3	29%	25%	38%	25%
Union	3	4	3	7	43%	50%	38%	58%
<b>Other communities:</b>								
Deputy head	-	-	-	-	-	-	-	-
Senior manager	-	-	-	-	-	-	-	-
Excluded	-	-	-	-	-	-	-	-
Union	25	25	27	25	100%	100%	100%	100%
<b>Totals:</b>								
Deputy head	2	2	2	2	2%	2%	2%	1%
Senior manager	14	14	14	14	11%	11%	11%	10%
Excluded	73	74	79	79	59%	59%	60%	59%
Union	34	35	36	39	28%	28%	27%	29%

<sup>1</sup> Note: The figures for the most recent fiscal year **do not** include position restatements in order to match the printed main estimates document for that year and so will not match position charts in the body of the update.



**APPENDIX B: Executive and Indigenous Affairs  
INDIGENOUS EMPLOYMENT TARGETS**

	2019-20	2020-21	2021-22	2022-23	2022-23
<b>Staffed Positions</b>					<b>Indigenous Aboriginal Employee Target</b>
All filled positions	109	110	108	102	105
Indigenous employees	44	45	49	48	
Indigenous employees (%)	40%	41%	45%	47%	
Indigenous employee target (#)			51		51
Indigenous employee target (%)			47%		49%
<b>Indigenous Aboriginal employee targets and statistics (#)</b>					<b>Indigenous Aboriginal Targets by job classification</b>
<b>Senior Management</b>					
Total employees	19	16	15	15	15
Indigenous employees (#)	5	4	5	5	
Indigenous employees (%)	26%	25%	33%	33%	
Indigenous employee target (#)			5		5
Indigenous employee target (%)			33%		33%
<b>Middle Management</b>					
Total employees	1	1	2	2	2
Indigenous employees (#)	1	1	1	1	
Indigenous employees (%)	100%	100%	50%	50%	
Indigenous employee target (#)			1		1
Indigenous employee target (%)			50%		50%
<b>Positions Requiring University Equivalency</b>					
Total employees	41	44	41	36	39
Indigenous employees (#)	10	11	13	13	
Indigenous employees (%)	24%	25%	32%	36%	
Indigenous employee target (#)			13		15
Indigenous employee target (%)			32%		38%
<b>Positions Requiring College/Trades Equivalency</b>					
Total employees	45	46	46	45	45
Indigenous employees (#)	26	27	28	27	
Indigenous employees (%)	58%	59%	61%	60%	
Indigenous employee target (#)			30		28
Indigenous employee target (%)			65%		62%
<b>Positions Requiring High School Equivalency or No Formal Education</b>					
Total employees	3	3	4	4	4
Indigenous employees (#)	2	2	2	2	
Indigenous employees (%)	67%	67%	50%	50%	
Indigenous employee target (#)			2		2
Indigenous employee target (%)			50%		50%

Data is as at March 31st for 2019-20 to 2021-22 and as at June 30th for 2022-23



## APPENDIX C: Executive and Indigenous Affairs DEPARTMENTAL RESOURCE SUMMARY

	<i>\$1,000s</i>			
	2020-21 Main Estimates	2021-22 Main Estimates	2022-23 Main Estimates	2023-24 Main Estimates (proposed)
<b>Operations expense</b>				
Compensation and benefits	16,952	16,585	17,084	17,084
Grants, contributions, transfers	1,545	1,695	1,695	1,695
Chargebacks	607	613	613	613
Computer hardware, software	48	57	48	48
Contract services	1,464	1,323	1,098	978
Controllable assets	81	81	81	81
Fees and payments	97	97	97	97
Materials and supplies	343	353	353	353
Purchased services	362	362	362	362
Travel	1,387	1,262	683	683
<b>Expense total</b>	<b>22,886</b>	<b>22,428</b>	<b>22,114</b>	<b>21,994</b>





## APPENDIX C: Executive and Indigenous Affairs DEPARTMENTAL HISTORICAL ACTUALS

	<i>\$1,000s</i>			
	2018-19 Actuals	2019-20 Actuals	2020-21 Actuals	2021-22 Actuals (interim)
<b>Revenue</b>				
General revenue	97	339	260	1,187
<b>Revenue total</b>	<b>97</b>	<b>339</b>	<b>260</b>	<b>1,187</b>
<b>Operations expense</b>				
Compensation and benefits	14,531	16,777	16,257	15,825
Grants, contributions, transfers	1,918	1,744	1,848	2,109
Chargebacks	645	614	592	517
Computer hardware, software	17	52	72	37
Contract services	1,288	1,118	728	790
Controllable assets	16	14	22	6
Fees and payments	87	59	141	97
Materials and supplies	261	297	204	158
Purchased services	320	378	404	322
Travel	892	1,046	188	282
Valuation allowances	-	3	-	-
<b>Expense total</b>	<b>19,975</b>	<b>22,102</b>	<b>20,456</b>	<b>20,143</b>



## APPENDIX C: Executive and Indigenous Affairs DEPARTMENTAL REVISED ESTIMATES

	<i>\$1,000s</i>			
	<b>2019-20 Revised Estimates</b>	<b>2020-21 Revised Estimates</b>	<b>2021-22 Revised Estimates</b>	<b>2022-23 Revised Estimates</b>
<b>Operations expense</b>				
Compensation and benefits	16,552	16,952	16,585	17,084
Grants, contributions, transfers	1,795	1,845	1,695	1,695
Chargebacks	607	607	613	613
Computer hardware, software	48	48	57	48
Contract services	2,005	1,464	1,323	978
Controllable assets	81	81	81	81
Fees and payments	97	97	97	97
Materials and supplies	343	343	353	353
Purchased services	362	362	362	362
Travel	1,432	1,387	708	683
<b>Expense total</b>	<b>23,322</b>	<b>23,186</b>	<b>21,874</b>	<b>21,994</b>

# Executive and Indigenous Affairs

## 2023-24 Business Plan

### Supporting Schedules

<u>Schedule</u>	<u>Description</u>
-----------------	--------------------

- |   |  |
|---|--|
| 1 | Resource Summary   |
| 2 | Operations Expense Summary   |
| 3 | Explanations of Proposed Adjustments to Operations Expenses in 2023-24                 |
| 4 | Explanations of Proposed Adjustments to Grants, Contributions and Transfers in 2023-24 |
| 5 | Restatements   |
| 6 | Human Resources Reconciliation: 2022-23 Main Estimates to 2023-24 Business Plan        |
| 7 | Position Listing Agreeing to the 2023-24 Business Plan                                 |
| 8 | Lease Commitments  |

**SCHEDULE 1**  
**Resource Summary**

(thousands of dollars)

	<b>2021-22 Actuals Restated</b>	<b>2022-23 Main Estimates Restated</b>	<b>2022-23 Revised Estimates Restated</b>	<b>2023-24 Business Plan</b>
<b>Operations Expenses by Activity</b>				
Cabinet Support	2,339	2,310	2,290	2,290
Corporate Communications	1,230	1,512	1,512	1,512
Directorate	6,112	6,521	6,501	6,501
Executive Council Offices	4,296	4,256	4,176	4,176
Indigenous and Intergovernmental Affairs	6,166	7,515	7,515	7,515
<b>Total</b>	<b>20,143</b>	<b>22,114</b>	<b>21,994</b>	<b>21,994</b>
<b>Operations Expenses by Object</b>				
Compensation and Benefits	15,825	17,084	17,084	17,084
Grants, Contributions and Transfers	2,109	1,695	1,695	1,695
Chargebacks	517	613	613	613
Computer Hardware and Software	37	48	48	48
Contract Services	790	1,098	978	978
Controllable Assets	6	81	81	81
Fees and Payments	97	97	97	97
Materials and Supplies	158	353	353	353
Purchased Services	322	362	362	362
Travel	282	683	683	683
<b>Total</b>	<b>20,143</b>	<b>22,114</b>	<b>21,994</b>	<b>21,994</b>
<b>Revenues</b>	<b>1,187</b>	<b>-</b>	<b>-</b>	<b>-</b>

**SCHEDULE 1**  
**Resource Summary**

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(thousands of dollars)

**HUMAN RESOURCE SUMMARY**

<b>Department</b>	<b>2022-23 Main Estimates Restated</b>	<b>2023-24 Business Plan</b>
Yellowknife Headquarters	84	<b>84</b>
Regional / Area Offices	6	<b>6</b>
Other Communities	23	<b>23</b>
	<b>113</b>	<b>113</b>

**SCHEDULE 2**  
**Operations Expense Summary**

(thousands of dollars)

Activity Division	2022-23 Main Estimates	Restatements		2022-23 Main Estimates Restated	Sunsets	Forced Growth	Initiatives	Reductions	Other Adjustments	Budget Reallocations	Amortization	2023-24 Business Plan
		Inter- Depart- mental Transfers	Internal Transfers of Functions									
<b>Cabinet Support</b>												
Cabinet Secretariat	1,447	-	-	1,447	-	-	-	-	-	-	-	1,447
Legislation and House Planning	420	-	-	420	-	-	-	-	-	-	-	420
Public Utilities Board	443	-	-	443	-	-	-	(20)	-	-	-	423
	<b>2,310</b>	-	-	<b>2,310</b>	-	-	-	<b>(20)</b>	-	-	-	<b>2,290</b>
<b>Corporate Communications</b>												
Corporate Communications	1,512	-	-	1,512	-	-	-	-	-	-	-	1,512
	<b>1,512</b>	-	-	<b>1,512</b>	-	-	-	-	-	-	-	<b>1,512</b>
<b>Directorate</b>												
Gender Equity	1,759	-	-	1,759	-	-	-	-	-	-	-	1,759
Office of the Secretary to Cabinet	2,001	-	-	2,001	-	-	-	(20)	-	-	-	1,981
Regional Operations	2,761	-	-	2,761	-	-	-	-	-	-	-	2,761
	<b>6,521</b>	-	-	<b>6,521</b>	-	-	-	<b>(20)</b>	-	-	-	<b>6,501</b>
<b>Executive Council Offices</b>												
Cabinet Communications	1,297	-	-	1,297	-	-	-	-	-	-	-	1,297
Minister's Offices	1,918	-	-	1,918	-	-	-	-	-	-	-	1,918
Premier's Office	1,041	-	-	1,041	-	-	-	(80)	-	-	-	961
	<b>4,256</b>	-	-	<b>4,256</b>	-	-	-	<b>(80)</b>	-	-	-	<b>4,176</b>

**SCHEDULE 2**  
**Operations Expense Summary**

(thousands of dollars)

Activity Division	2022-23 Main Estimates	Restatements		2022-23 Main Estimates Restated	Sunsets	Forced Growth	Initiatives	Reductions	Other Adjustments	Budget Reallocations	Amortization	2023-24 Business Plan
		Inter- Depart- mental Transfers	Internal Transfers of Functions									
<b>Indigenous and Intergovernmental Affairs</b>												
Aboriginal Consultation and Aboriginal Relations	1,054	-	-	1,054	-	-	-	-	-	-	-	1,054
Commissioner's Office	201	-	-	201	-	-	-	-	-	-	-	201
Deputy Secretary of Indigenous and Intergovernmental Affairs	1,935	-	-	1,935	-	-	-	-	-	-	-	1,935
Implementation	507	-	-	507	-	-	-	-	-	-	-	507
Intergovernmental Relations	1,395	-	-	1,395	-	-	-	-	-	-	-	1,395
Negotiations	2,423	-	-	2,423	-	-	-	-	-	-	-	2,423
	7,515	-	-	7,515	-	-	-	-	-	-	-	7,515
<b>Department Total</b>	<b>22,114</b>	-	-	<b>22,114</b>	-	-	-	(120)	-	-	-	<b>21,994</b>

**SCHEDULE 3**

**Explanations of Proposed Adjustments to Operations Expenses**

(thousands of dollars)

Explanation of Adjustment	Ref #	Restatements		Sunsets	Forced Growth	Initiatives	Reductions	Other Adjustments	Budget Reallocations	Amortization
		Inter-Departmental Transfers	Internal Transfers of Functions							
<b>Cabinet Support</b>										
<i>Public Utilities Board</i>										
Items in Support of 2022-23 Main Estimates (Contract Reductions)	1	-	-	-	-	-	(20)	-	-	-
<b>Activity Subtotal</b>		-	-	-	-	-	<b>(20)</b>	-	-	-
<b>Directorate</b>										
<i>Office of the Secretary to Cabinet</i>										
Items in Support of 2022-23 Main Estimates (Contract Reductions)	1	-	-	-	-	-	(20)	-	-	-
<b>Activity Subtotal</b>		-	-	-	-	-	<b>(20)</b>	-	-	-
<b>Executive Council Offices</b>										
<i>Premier's Office</i>										
Items in Support of 2022-23 Main Estimates (Contract Reductions)	1	-	-	-	-	-	(80)	-	-	-
<b>Activity Subtotal</b>		-	-	-	-	-	<b>(80)</b>	-	-	-
<b>Department Total</b>		-	-	-	-	-	<b>(120)</b>	-	-	-



**SCHEDULE 4**

**Explanations of Proposed Adjustments to Grants, Contributions and Transfers**

(thousands of dollars)

Explanation of Adjustment	Ref #	2022-23 Main Estimates	Restatements		2022-23 Main Estimates Restated	Sunsets	Forced Growth	Initiatives	Reductions	Other Adjustments	Budget Reallocations	Amortization	2023-24 Business Plan
			Inter-Departmental Transfers	Internal Transfers of Functions									
<b>Directorate</b>													
<i>Gender Equity</i>													
Native Women's Association Contribution		476	-	-	476	-	-	-	-	-	-	-	476
Status of Women Council Contribution		444	-	-	444	-	-	-	-	-	-	-	444
Women's Initiatives Grant		100	-	-	100	-	-	-	-	-	-	-	100
<i>Office of the Secretary to Cabinet</i>													
Arctic Inspiration Prize		100	-	-	100	-	-	-	-	-	-	-	100
<b>Activity Subtotal</b>		<b>1,120</b>	<b>-</b>	<b>-</b>	<b>1,120</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,120</b>
<b>Indigenous and Intergovernmental Affairs</b>													
<i>Aboriginal Consultation and Aboriginal Relations</i>													
Indigenous Intergovernmental Meetings Fund (Formerly Aboriginal Intergovernmental Meetings)		300	-	-	300	-	-	-	-	-	-	-	300
<i>Deputy Secretary of Indigenous and Intergovernmental Affairs</i>													
Core Funding to Métis Locals Special Events Funding to Indigenous Organizations		225	-	-	225	-	-	-	-	-	-	-	225
		50	-	-	50	-	-	-	-	-	-	-	50
<b>Activity Subtotal</b>		<b>575</b>	<b>-</b>	<b>-</b>	<b>575</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>575</b>
<b>Department Total</b>		<b>1,695</b>	<b>-</b>	<b>-</b>	<b>1,695</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,695</b>

**SCHEDULE 5  
Restatements**

**(Inter-Departmental Transfers and Internal Transfers of Functions)**

(thousands of dollars)

Note: This schedule supports the amounts included in Schedules 1 through 5.

Activity	Ref #	Description	Division	Expenditure Category (C&B, G&C, O&M, AMORT)	2021-22 Actuals	2022-23 Main Estimates	2022-23 Revised Estimates
<b><u>OPERATIONS EXPENSES</u></b>							
<b>Cabinet Support</b>							
		Total Restatements			-	-	-
		Activity Total Per Public Document (Supplementary Estimates, Main Estimates, Public Accounts)			2,339	2,310	2,290
		<b>Activity Total, Restated</b>			<b>2,339</b>	<b>2,310</b>	<b>2,290</b>
<b>Corporate Communications</b>							
		Total Restatements			-	-	-
		Activity Total Per Public Document (Supplementary Estimates, Main Estimates, Public Accounts)			1,230	1,512	1,512
		<b>Activity Total, Restated</b>			<b>1,230</b>	<b>1,512</b>	<b>1,512</b>
<b>Directorate</b>							
		Total Restatements			-	-	-
		Activity Total Per Public Document (Supplementary Estimates, Main Estimates, Public Accounts)			6,112	6,521	6,501
		<b>Activity Total, Restated</b>			<b>6,112</b>	<b>6,521</b>	<b>6,501</b>
<b>Executive Councils Offices</b>							
		Total Restatements			-	-	-
		Activity Total Per Public Document (Supplementary Estimates, Main Estimates, Public Accounts)			4,296	4,256	4,176
		<b>Activity Total, Restated</b>			<b>4,296</b>	<b>4,256</b>	<b>4,176</b>

**SCHEDULE 5  
Restatements**

**(Inter-Departmental Transfers and Internal Transfers of Functions)**

(thousands of dollars)

Note: This schedule supports the amounts included in Schedules 1 through 5.

Activity	Ref #	Description	Division	Expenditure Category (C&B, G&C, O&M, AMORT)	2021-22 Actuals	2022-23 Main Estimates	2022-23 Revised Estimates
<b>Indigenous and Intergovernmental Affairs</b>							
		Total Restatements			-	-	-
		Activity Total Per Public Document (Supplementary Estimates, Main Estimates, Public Accounts)			6,166	7,515	7,515
		<b>Activity Total, Restated</b>			<b>6,166</b>	<b>7,515</b>	<b>7,515</b>
		<b>Department Total, Restated</b>			<b>20,143</b>	<b>22,114</b>	<b>21,994</b>
		<b>Departmental Net Impact of Restatements</b>			<b>-</b>	<b>-</b>	<b>-</b>

**REVENUES**

None

		Total Restatements			-	-	-
		Total Per Public Document (Supplementary Estimates, Main Estimates, Public Accounts)			1,187	-	-
		<b>Department Total, Restated</b>			<b>1,187</b>	<b>-</b>	<b>-</b>

**ACTIVE POSITIONS** (Restatements are only applicable for the 2022-23 Main Estimates column)

**Cabinet Support**

		Total Restatements				-	
		Activity Total Per Public Document (Supplementary Estimates, Main Estimates, Public Accounts)				<b>11</b>	
		<b>Activity Total, Restated</b>				<b>11</b>	

**SCHEDULE 5  
Restatements**

**(Inter-Departmental Transfers and Internal Transfers of Functions)**

(thousands of dollars)

Note: This schedule supports the amounts included in Schedules 1 through 5.

Activity	Ref #	Description	Division	Expenditure Category (C&B, G&C, O&M, AMORT)	2021-22 Actuals	2022-23 Main Estimates	2022-23 Revised Estimates
<b>Corporate Communications</b>							
		Total Restatements				-	
		Activity Total Per Public Document (Supplementary Estimates, Main Estimates, Public Accounts)				9	
		<b>Activity Total, Restated</b>				<b>9</b>	
<b>Directorate</b>							
		Total Restatements				-	
		Activity Total Per Public Document (Supplementary Estimates, Main Estimates, Public Accounts)				34	
		<b>Activity Total, Restated</b>				<b>34</b>	
<b>Executive Council Offices</b>							
		Total Restatements				-	
		Activity Total Per Public Document (Supplementary Estimates, Main Estimates, Public Accounts)				23	
		<b>Activity Total, Restated</b>				<b>23</b>	
<b>Indigenous and Intergovernmental Affairs</b>							
		Total Restatements				-	
		Activity Total Per Public Document (Supplementary Estimates, Main Estimates, Public Accounts)				36	
		<b>Activity Total, Restated</b>				<b>36</b>	
		<b>Department Total, Restated</b>				<b>113</b>	
		<b>Departmental Net Impact of Restatements</b>				<b>-</b>	

**SCHEDULE 6**  
**Human Resources Reconciliation**

Ref #	Activity	Community	Full-time Equivalent	FT/PT/S	Community Allocation HQ/R/O	REGION / AREA						TOTAL	
						Yellowknife / HQ	North Slave	Tłchq	South Slave	Deh Cho	Sahtu		Beaufort Delta
	<b>2022-23 Main Estimates</b>					84	4	4	3	5	4	9	113
	<b>Inter-Departmental Transfers</b>												
	None					-	-	-	-	-	-	-	-
						-	-	-	-	-	-	-	-
	<b>Internal Transfers of Functions</b>												
	None					-	-	-	-	-	-	-	-
						-	-	-	-	-	-	-	-
	<b>2022-23 Main Estimates, Restated</b>					84	4	4	3	5	4	9	113
	<b>Sunsets</b>												
	None					-	-	-	-	-	-	-	-
						-	-	-	-	-	-	-	-
	<b>Other Adjustments</b>												
	None					-	-	-	-	-	-	-	-
						-	-	-	-	-	-	-	-
	<b>Forced Growth</b>												
	None					-	-	-	-	-	-	-	-
						-	-	-	-	-	-	-	-
	<b>Initiatives</b>												
	None					-	-	-	-	-	-	-	-
						-	-	-	-	-	-	-	-
	<b>Budget Reallocations</b>												
	None					-	-	-	-	-	-	-	-
						-	-	-	-	-	-	-	-

**SCHEDULE 6**  
**Human Resources Reconciliation**

Ref #	Activity	Community	Full-time Equivalent	FT/PT/S	Community Allocation HQ/R/O	REGION / AREA							TOTAL
						Yellowknife / HQ	North Slave	Tłchq	South Slave	Deh Cho	Sahtu	Beaufort Delta	
<b>Reductions</b>													
	None					-	-	-	-	-	-	-	-
						-	-	-	-	-	-	-	-
	<b>Increase (Decrease)</b>					-	-	-	-	-	-	-	-
	<b>Total, 2023-24 Business Plan</b>					<b>84</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>9</b>	<b>113</b>

**SCHEDULE 7**

**Position Listing Agreeing to the 2023-24 Business Plan**

Activity	Ref #	Community	DM/ SRM/ EXC/ UNW	Full Time Equivalent	FT/ PT/ S	Community Allocation HQ/R/O	REGION / AREA						TOTAL	
							Yellowknife / HQ	North Slave	Tłı̨chǫ	South Slave	Deh Cho	Sahtu		Beaufort Delta
<b>Cabinet Support</b>														
Deputy Secretary to Cabinet		Yellowknife	SRM	1	FT	HQ	1	-	-	-	-	-	-	1
Director, Cabinet Support		Yellowknife	SRM	1	FT	HQ	1	-	-	-	-	-	-	1
Cabinet Policy Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Cabinet Policy Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Cabinet Policy Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Cabinet Policy Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Cabinet Policy Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Cabinet Policy Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Cabinet Registrar		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Legislative Coordinator		Yellowknife	SRM	1	FT	HQ	1	-	-	-	-	-	-	1
Sessional Coordinator		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Board Secretary		Yellowknife	EXC	1	FT	R	-	-	-	1	-	-	-	1
							10	-	-	1	-	-	-	11
<b>Corporate Communications</b>														
Director, Corporate Communications		Yellowknife	SRM	1	FT	HQ	1	-	-	-	-	-	-	1
Strategic Lead, Comms Ops Manager, Strategic Comms Planning		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Senior Creative Comms Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Senior Creative Comms Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Senior Creative Comms Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Senior Creative Comms Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Senior Creative Comms Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Senior Comms Planning Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Senior Comms Planning Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
							9	-	-	-	-	-	-	9
<b>Directorate</b>														
Secretary to Cabinet Sr. Administrative Coordinator		Yellowknife	DM	1	FT	HQ	1	-	-	-	-	-	-	1
Director Gender Equity Based Violence		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
		Yellowknife	SRM	1	FT	HQ	1	-	-	-	-	-	-	1
		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1

**SCHEDULE 7**

**Position Listing Agreeing to the 2023-24 Business Plan**

Activity	Ref #	Community	DM/ SRM/ EXC/ UNW	Full Time Equivalent	FT/ PT/ S	Community Allocation HQ/R/O	REGION / AREA						TOTAL	
							Yellowknife / HQ	North Slave	Tłıchǫ	South Slave	Deh Cho	Sahtu		Beaufort Delta
Gender and Diversity Analyst		Yellowknife	UNW	1	FT	HQ	1	-	-	-	-	-	-	1
Gender and Diversity Officer		Yellowknife	UNW	1	FT	HQ	1	-	-	-	-	-	-	1
Regional Director		Inuvik	SRM	1	FT	R	-	-	-	-	-	-	1	1
Regional Director		Yellowknife	SRM	1	FT	R	-	1	-	-	-	-	-	1
Manager, Regional Ops		Yellowknife	EXC	1	FT	R	-	1	-	-	-	-	-	1
Manager, Regional Ops		Inuvik	EXC	1	FT	R	-	-	-	-	-	-	1	1
Finance & Admin Assistant		Yellowknife	UNW	1	FT	R	-	1	-	-	-	-	-	1
Government Services Officer		Lutselk'e	UNW	0.53	PT	O	-	1	-	-	-	-	-	1
Government Services Officer		Behchokò	UNW	0.53	PT	O	-	-	1	-	-	-	-	1
Government Services Officer		Gamètì	UNW	0.53	PT	O	-	-	1	-	-	-	-	1
Government Services Officer		Whaṭì	UNW	0.53	PT	O	-	-	1	-	-	-	-	1
Government Services Officer		Wekweèṭì	UNW	0.53	PT	O	-	-	1	-	-	-	-	1
Government Services Officer		Fort Resolutio	UNW	0.53	PT	O	-	-	-	1	-	-	-	1
Government Services Officer		Hay River Res	UNW	0.53	PT	O	-	-	-	1	-	-	-	1
Government Services Officer		Fort Liard	UNW	0.53	PT	O	-	-	-	-	1	-	-	1
Government Services Officer		Fort Providenc	UNW	0.53	PT	O	-	-	-	-	1	-	-	1
Government Services Officer		Nahanni Butte	UNW	0.53	PT	O	-	-	-	-	1	-	-	1
Government Services Officer		Jean Marie Riv	UNW	0.53	PT	O	-	-	-	-	1	-	-	1
Government Services Officer		Sambaa K'e	UNW	0.53	PT	O	-	-	-	-	1	-	-	1
Government Services Officer		Colville Lake	UNW	0.53	PT	O	-	-	-	-	-	1	-	1
Government Services Officer		Déljñę	UNW	0.53	PT	O	-	-	-	-	-	1	-	1
Government Services Officer		Fort Good Hop	UNW	0.53	PT	O	-	-	-	-	-	1	-	1
Government Services Officer		Tulita	UNW	0.53	PT	O	-	-	-	-	-	1	-	1
Government Services Officer		Aklavik	UNW	0.53	PT	O	-	-	-	-	-	-	1	1
Government Services Officer		Fort McPhersc	UNW	0.53	PT	O	-	-	-	-	-	-	1	1
Government Services Officer		Paulatuk	UNW	0.53	PT	O	-	-	-	-	-	-	1	1
Government Services Officer		Sachs Harbour	UNW	0.53	PT	O	-	-	-	-	-	-	1	1
Government Services Officer		Tsiigehtichic	UNW	0.53	PT	O	-	-	-	-	-	-	1	1
Government Services Officer		Tuktoyaktuk	UNW	0.53	PT	O	-	-	-	-	-	-	1	1
Government Services Officer		Ulukhaktok	UNW	0.53	PT	O	-	-	-	-	-	-	1	1
							6	4	4	2	5	4	9	34
<b>Executive Council</b>														
Principal Secretary		Yellowknife	DM	1	FT	HQ	1	-	-	-	-	-	-	1
Ministerial Special Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Ministerial Special Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Ministerial Special Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Ministerial Special Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1



**SCHEDULE 7**

**Position Listing Agreeing to the 2023-24 Business Plan**

Activity	Ref #	Community	DM/ SRM/ EXC/ UNW	Full Time Equivalent	FT/ PT/ S	Community Allocation HQ/R/O	REGION / AREA						TOTAL	
							Yellowknife / HQ	North Slave	Tłı̨chǫ	South Slave	Deh Cho	Sahtu		Beaufort Delta
Ministerial Special Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Ministerial Special Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Ministerial Special Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Executive Admin Coordinator		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Executive Admin Coordinator		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Executive Admin Coordinator		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Executive Admin Coordinator		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Executive Admin Coordinator		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Executive Admin Coordinator		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Executive Admin Coordinator		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Executive Admin Coordinator		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Director, Cabinet Communications Manager, Cabinet		Yellowknife	SRM	1	FT	HQ	1	-	-	-	-	-	-	1
Communications Media & Communications Coordinator		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Senior Communications Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Senior Communications Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Senior Communications Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Senior Communications Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Senior Communications Advisor		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
							23	-	-	-	-	-	-	23
<b>Indigenous and Intergovernmental Affairs</b>														
Director, Aboriginal Consultation & Relations		Yellowknife	SRM	1	FT	HQ	1	-	-	-	-	-	-	1
Senior Advisor, Indigenous Relations		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Senior Advisor, Indigenous Consultation		Yellowknife	UNW	1	FT	HQ	1	-	-	-	-	-	-	1
Intergovernmental Relations Analyst		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
Deputy Secretary of Indigenous and Intergovernmental Affairs		Yellowknife	SRM	1	FT	HQ	1	-	-	-	-	-	-	1



**SCHEDULE 7**

**Position Listing Agreeing to the 2023-24 Business Plan**

Activity	Ref #	Community	DM/ SRM/ EXC/ UNW	Full Time Equivalent	FT/ PT/ S	Community Allocation HQ/R/O	REGION / AREA						TOTAL	
							Yellowknife / HQ	North Slave	Tłı̨chǫ	South Slave	Deh Cho	Sahtu		Beaufort Delta
Intergovernmental Relations Analyst		Yellowknife	EXC	1	FT	HQ	1	-	-	-	-	-	-	1
							36	-	-	-	-	-	-	36
<b>Total, 2023-24 Business Plan</b>							<b>84</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>9</b>	<b>113</b>

**SCHEDULE 8**  
**Lease Commitments**

(thousands of dollars)

Description (Address)	Community	Landlord	Annual Rent	Months in 2023-24	2023-24 Lease Commitment	Lease Start Date	Lease Expiry	Total Days	Total Future Rent
100 Sparks Street, Suite 550	Ottawa	National Capital Commission	33	12.0	33	1-Mar-2021	28-Feb-2026	699	63
<b>Total, 2023-24 Business Plan</b>			<b>33</b>		<b>33</b>				<b>63</b>

**OPENING REMARKS TO THE STANDING COMMITTEE  
ON GOVERNMENT OPERATIONS  
DEPARTMENT OF EXECUTIVE AND INDIGENOUS AFFAIRS  
2022-23 BUSINESS PLAN ANNUAL UPDATE**

I am pleased to be here today to present the Department of Executive and Indigenous Affairs 2022-23 Business Plan Annual Update.

With me today I have:

- Mr. Martin Goldney, Deputy Minister and Secretary to Cabinet;
- Mr. Mike Reddy, Deputy Secretary to Cabinet;
- Ms. Lauren Alexandra, Director Shared Corporate Services;
- Ms. Miranda Bye, my Ministerial Special Advisor; and
- Ms. Janine Jenken, Management Board Secretariat Analyst

The Department of Executive and Indigenous Affairs continues its work to support and advance the interests of the residents of the Northwest Territories, and the Business Plan Annual Update reflects the work of the Department, identifying where initiatives may be ongoing or have otherwise advanced.

The Department is responsible for coordinating and supporting the Cabinet process, and ensuring that strategically planned and coordinated communications occur across the government. The Department also supports the coordination of government programs and services in the regions, supports the advancement of women's and gender equality issues, in addition to enhancing northern decision-making, and strengthening relationships between the GNWT, international, federal, provincial, territorial, and Indigenous governments.

The Department continues to support ongoing Cabinet related initiatives including informed decision-making, progress reporting and work to ensure openness and

**OPENING REMARKS TO THE STANDING COMMITTEE  
ON GOVERNMENT OPERATIONS  
DEPARTMENT OF EXECUTIVE AND INDIGENOUS AFFAIRS  
2022-23 BUSINESS PLAN ANNUAL UPDATE**

transparency. To achieve these objectives, Cabinet Support continues to coordinate the government-wide tracking and reporting on the Mandate and Emerging Stronger, in addition to being a lead Department in the work to support the Open Government Policy. Cabinet Support is also advancing work to ensure government decision-making reflects a full understanding of communities and regions, and work is underway to review and look for ways to strengthen regional decision-making authority.

Corporate Communications, as a central agency, provides broad communications advice and support across government, and promotes an integrated corporate approach to communications. Communications is critical to government operations and better business outcomes, and the Department is actively working to improve the ways in which the government communicates with citizens, partners and stakeholders. This is being done by focusing on effective internal, external and interdepartmental communications and managing the GNWT's brand, including developing a communication evaluation framework and formal brand monitoring process, as well as developing guidelines to ensure consistency with advertising.

The Department continues to work to increase regional decision-making by enhancing programs and services in small communities through delivering appropriate training plans for Government Service Officers, developing effective communication for Elders and supporting regional operations. To date, there are 22 Single Window Service Centres, staffed by Government Service Officers who provide a wide range of services including the sharing of updates to all residents in small communities. To increase and improve Government Service Officer service and program delivery, workshops and training camps

**OPENING REMARKS TO THE STANDING COMMITTEE  
ON GOVERNMENT OPERATIONS  
DEPARTMENT OF EXECUTIVE AND INDIGENOUS AFFAIRS  
2022-23 BUSINESS PLAN ANNUAL UPDATE**

are delivered annually. Training has also been provided to regional senior managers regarding financial and human resource delegated authorities and the Cabinet process.

The Department is also home to the Gender Equity Division whose work includes the finalization and implementation of the NWT Action Plan in response to the Missing and Murdered Indigenous Women and Girls (MMIWG) Calls for Justice, as well as taking a lead role in coordinating the development of the family violence strategic plan. The Gender Equity Division also continues promotion of Women in Leadership initiatives, including the Campaign School Workshops and the “She Can” marketing campaign.

The Indigenous and Intergovernmental Affairs branch of the Department continues to work towards the government’s priority of building strong and collaborative relationships with Indigenous governments, to help advance issues of priority including the implementation of the UN Declaration, Land and Resource Agreements, and Truth and Reconciliation efforts. To support this work, multilateral forums have been established to discuss these NWT-wide issues on a government-to-government level.

The Department also continues its ongoing work to leverage federal investment opportunities, promote our government’s interests in policy decisions, and build government and public awareness and support for the northern interests and issues.

This concludes my opening remarks, Mister Chair. I look forward to answering any questions the Committee may have.

We have a short presentation prepared, if the Committee is in agreement.



# Executive & Indigenous Affairs

## 2022-23 Business Plan Annual Update

September 14, 2022





# Overview

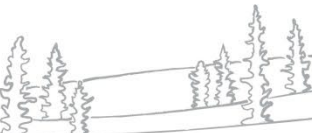
1. Department Highlights
2. Response to GNWT Mandate/Priorities
3. Resource Summary
4. Position Information
5. Funding Changes



# Department Highlights

## Cabinet Support

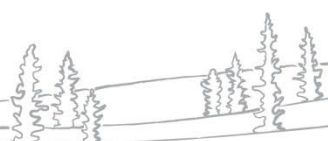
- Training tools to increase the awareness of regional decision-making authorities were developed and delivered
- A dashboard of social and economic indicators was developed to deliver data on the progress made in the post-pandemic recovery of the Northwest Territories
- Continued progress on the implementation of Open Government Policy



# Department Highlights

## Corporate Communications

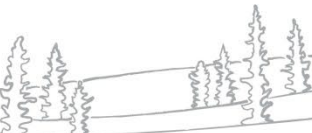
- Updated visual identity program
- Communications Community gathered to shared best practices and lessons learned
- Communications Evaluation Framework will commence development in 2022-23
- Satisfaction survey scheduled to commence in 2022-23



# Department Highlights

## Directorate

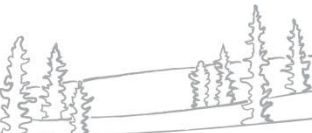
- Light Touch model services delivered in smaller communities
- Elder focus session held at Government Service Officer training camp
- Negotiations progressed on the Accord for the Western Arctic Ocean
- First online territorial campaign school delivered
- Community engagement on the NWT Missing and Murdered Indigenous Women and Girls Action Plan scheduled to commence in 2022-23



# Department Highlights

## Indigenous and Intergovernmental Affairs

- Second Council of Leaders Meeting held
- Continued progress made towards settling and implementing Treaty, Land, Resources and Self-government Agreements
- Territorial principles and interests published
- Electronic Implementation, Reconciliation and Accountability Management System developed

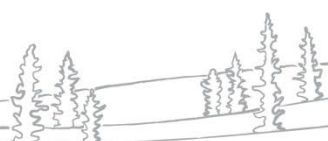


# GNWT Mandate/Priorities

The Department of Executive and Indigenous Affairs will conduct the following activities in 2022-23 to support the GNWT Mandate/Priorities:

## **Settle and Implement Treaty, Land, Resources and Self-government agreements**

- Continue progression towards finalizing current negotiations
- Resolve outstanding issues in negotiations
- Review feedback on published principles and interests



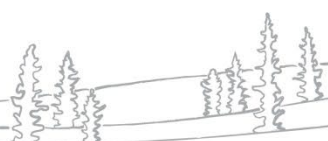
# GNWT Mandate/Priorities

## **Identify, prioritize and strengthen key actions to further implement United Nations Declaration on the Rights of Indigenous Peoples**

- Develop progress reports for Respect, Recognition and Responsibility
- Develop and implement an action plan for the UN Declaration

## **Increase regional decision-making authority**

- Provide continued training to Regional Centres on decision-making authority
- Negotiate accord for shared management of offshore resources
- Complete science-based review on offshore oil and gas activity in the Western Arctic
- Develop Legislative development protocols for land and resource legislation



# Resource Summary by Key Activity

(\$000s)	2021-22 Main Estimates	2022-23 Main Estimates	2022-23 Revised Estimates	2023-24 Main Estimates (proposed)
<b>Total Revenues</b>				
Cabinet Support	2,493	2,310	2,290	2,290
Corporate Communications	1,473	1,512	1,512	1,512
Directorate	6,511	6,521	6,501	6,501
Executive Council Offices	4,460	4,256	4,176	4,176
Indigenous and Intergovernmental Affairs	7,491	7,515	7,515	7,515
<b>Total Operations</b>	<b>22,428</b>	<b>22,114</b>	<b>21,994</b>	<b>21,994</b>





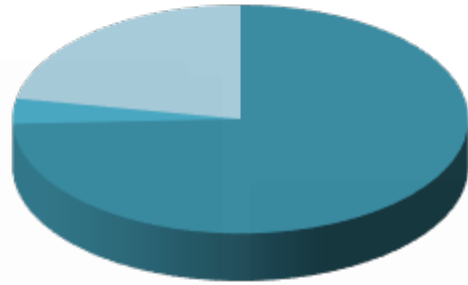
# Resource Summary - Comparison

	2022-23 Main Estimates	2023-24 Main Estimates (proposed)	Change	
			\$000s	%
<b>Total Revenues</b>				
Cabinet Support	2,310	2,290	(20)	(0.9%)
Corporate Communications	1,512	1,512	0	0%
Directorate	6,521	6,501	(20)	(0.3%)
Executive Council Offices	4,256	4,176	(80)	(1.9%)
Indigenous and Intergovernmental Affairs	7,515	7,515	0	0%
<b>Total Operations</b>	<b>22,114</b>	<b>21,994</b>	<b>(120)</b>	<b>(0.5%)</b>



# Position Information

Positions by Location



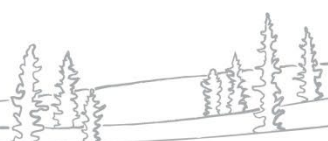
- Headquarters
- North Slave
- Outside Yellowknife

Location	No. of Positions
Yellowknife/HQ	84
North Slave	4
Tłchǫ	4
South Slave	3
Dehcho	5
Sahtu	4
Beaufort Delta	9
<b>Total Department</b>	<b>113</b>

Total Department	2022-23 Main Estimates	2023-24 Main Estimates (proposed)	Change
No. of Positions	113	113	-

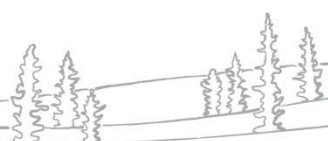
# Employee Information

	2019-20	%	2020-21	%	2021-22	%	2022-23	%
<b>All Employees</b>	<b>109</b>		<b>110</b>		<b>108</b>		<b>102</b>	
Indigenous (P1)	44	40.4%	45	40.9%	49	45.4%	48	47.1%
All other priorities (	22	20.2%	21	19.1%	25	23.1%	24	23.5%
No priority	43	39.4%	44	40.0%	34	31.5%	30	29.4%
Male	26	23.9%	24	21.8%	22	20.4%	21	20.6%
Female	83	76.1%	86	78.2%	86	79.6%	81	79.4%



# Proposed Budget Changes

	(\$000s)
2022-23 Main Estimates	22,114
Sunsets	0
Initiatives	0
Forced Growth	0
Reductions	(120)
Other Approved Adjustments	0
2023-24 Main Estimates (Proposed)	21,994



# Questions/Discussion

