

Responsible Parties	<b>DCAB - Recommendations 2005</b> Recommendation	Status
DDMI, GNWT and DCAB Communities	<p>1.0 CULTURAL WELL-BEING</p> <p>1.1 Use Dogrib and Chipewyan during community workshops.</p> <p>1.2 Develop audio and visual resources in Dogrib and Chipewyan.</p> <p>1.3 Support Dogrib and Chipewyan language programs in schools.</p>	
DDMI and GNWT	<p>1.4 Understand that maintaining Dene culture, language and traditional lifestyles are very important to people in DCAB communities. Work with DCAB communities to develop initiatives that support and strengthen Dene culture, language and traditional lifestyles</p>	
DCAB Communities	<p>1.5 Host on the land visits for all DDMI and DDMI contractor managers to raise awareness of Dene culture and cultural values.</p> <p>1.6 Encourage and support Dogrib or Chipewyan language use within the community.</p> <p>1.7 Encourage and support opportunities for youth and elders to connect in healthy, positive ways within the school, on the land, and within the community.</p> <p>1.8 Schedule cultural events so that both rotations from the mine can attend.</p> <p>1.9 Publicly acknowledge and celebrate the work of community people to support cultural and recreation programs.</p> <p>1.10 Provide DDMI with pictures and stories from elders to post at the mine site.</p> <p>1.11 Establish and support a centre and/or programs and activities that promote Dene culture and spirituality.</p>	
DDMI	<p>1.12 Display photographs and other materials that highlight Dene history and culture in all public buildings at the DDMI Headquarters and Mine Site</p>	
GNWT	<p>1.13 Support community-based initiatives to support and promote Dene culture and language through additional funding and other resources.</p> <p>1.14 Put more money towards language loss programs. Language loss is an issue in Lutsel K'e and needs immediate attention before 100 % of the younger generation lose its Chipewyan speaking ability.</p>	
DDMI, GNWT and DCAB Communities	<p>2.0 SOCIAL STABILITY AND COMMUNITY WELLNESS</p>	

2.1 Work together to address socio-economic concerns in a proactive manner. Use approaches that strengthen Dene values (e.g. support opportunities for community members and others to gather, talk about important issues and how to deal with them, make group decisions, and work together to address concerns.)

DDMI and GNWT

2.2 Learn about Dene values around community and social well-being in order to support, not undermine the healthy functioning of Dene communities.

GNWT and DCAB  
Communities

2.3 Develop programs and approaches to encourage and support youth to stay in school, make healthy lifestyle choices, and develop positive relationships with adults and elders.

2.4 Identify and hire additional health and social services staff (e.g. social workers, wellness workers, mental health and addictions workers, youth workers) to assist individuals/families coping with social issues (e.g. family stresses; gambling, alcohol and drug addictions; and family violence). (GNWT to re-vamp existing services.)

2.5 Provide training to recreation staff and other individuals working with youth to develop skills to respond to youth with personal/family issues and guide them to the help they need.

DDMI

2.6 Encourage and support regular communication between DDMI and DDMI contractor employees and their families.

2.7 Make family or couples retreats available to workers and their families.

2.8 Review the DDMI Family Assistance Program to determine whether it is meeting the needs of families. Develop other mechanisms to help DDMI and DDMI contractor employees and their families cope with stresses created by mine employment.

2.9 Employ an addictions counsellor at the mine site to support on-site workers.

2.10 Host more Youth & Elder visits at site with family members of DDMI and contractors employees.

GNWT

2.11 Invest in housing and site development (comprehensive community-based housing program).

2.12 Review rent structures for the NWT Public Housing Program to eliminate disincentives to employment.

2.13 Develop additional recreation facilities and programs especially in Ndilo, recognizing that Ndilo and Dettah are not part of Yellowknife.

2.14 Improve Health and Social Services programs for Participation Agreement (PA) Communities with regard to addictions, STI's and general awareness of drug and alcohol use, its effects and the relationship between drug and alcohol use and family separation.

2.15 Improve recreation program dollars in all impacted communities.

2.16 Recognize "impacted communities of the Diavik Diamond Mine project" and produce evidence of how impacted communities are dealt with from the rest of the NWT communities in terms of programs and services.

DCAB Communities

2.17 Educate DDMI and GNWT representatives about Dene values around community and social well-being.

2.18 Stage family-oriented activities to strengthen communities and families.

DDMI

### 3.0 TRADITIONAL ECONOMY

3.1 Stock Dene crafts at the DDMI Commissary.

3.2 Support a hunting camp close to the mine site for Aboriginal and other workers.

3.3 Continue to serve country foods and post information about the health benefits of eating these foods.

GNWT

3.4 Support community-based on-the-land initiatives to develop skills youth need to hunt and live off the land.

DCAB Communities

3.5 Develop a program for harvesters so they can teach children how to live on the land and respect the land and animals.

3.6 Support and encourage community-based on-the-land initiatives to develop skills youth need to hunt and live off the land.

#### 4.0 NON-TRADITIONAL ECONOMY

DDMI, GNWT and DCAB Communities

4.1 Work together to support more community-based pre-employment, pre-trades and managerial training programs to develop skills.

4.2 Develop an annual employee survey of DDMI and DDMI contractor employees.

DDMI and DCAB Communities

4.3 Enhance the cross-cultural component of orientation training to reflect the Traditional Knowledge of Dene, Inuit and Métis in DCAB communities.

GNWT & DDMI

4.4 Report on the number of Aboriginal women from DCAB communities in non-traditional occupations.

4.5 Add one more indicator to include reporting on Aboriginal women in non-traditional occupations. (SEMA Article 6.2.1 and 6.2.2.)

DDMI

4.6 Offer money management training courses and personal budgeting seminars to all DDMI and DDMI contractor employees.

4.7 Recruit more youth who have achieved grade 12.

4.8 Provide more on-the-job training, apprenticeship and capacity building opportunities for Aboriginal workers from DCAB communities. Support Aboriginal workers from DCAB communities to advance to supervisory positions and address on-the-job issues. Report on activities, successes and challenges to DCAB members.

4.9 Have fluent Dogrib and Chipewyan speakers in the human resources division.

4.10 Make cross-cultural training mandatory for all DDMI and DDMI contractor employees, especially all supervisors.

4.11 Arrange for the president of DDMI to visit DCAB communities once per year.

4.12 Inform PA representatives of employees at-risk of losing their jobs. Work with representatives and employees to resolve issues.

4.13 Complete exit surveys with all departing DDMI and DDMI contractor employees. Report annually on these data, including reasons why DDMI and DDMI contractor employees have left their jobs.

4.14 Ensure that all DDMI contractors adhere to and report on employment and training activities agreed to by DDMI (e.g. hiring, firing, exit surveys, human resource development activities and women in non-traditional occupations).

4.15 Allow access to the Mine Site for GNWT to interview employees of impacted communities as per SEMA

4.16 Orientation regarding cultural well-being to be mandatory for all staff; managers and contractors. Review orientation program to ensure the Traditional Knowledge of Dene are integrated in the program.

4.17 Have at least one member of the DDMI Human Resources Department and Community Liaisons of Chipewyan or Dogrib ancestry and able to speak the language.

4.18 Ensure contractors share information of hiring and firing as well as recruitment of PA Community members with DCAB in collaboration of data collection for Toolkit surveys.

4.19 Review and focus efforts within the Human Resources department to meet Aboriginal and Northern Priority 1 employment targets, as per the SEMA agreement. DDMI should meet these requirements as well as DDMI Contractors.

DCAB Communities

4.20 Support community-based literacy projects.

## 5.0 SUSTAINABLE DEVELOPMENT AND ECONOMIC DIVERSIFICATION

DDMI, GNWT and DCAB Communities

- 5.1 Stage more career fairs.
- 5.2 Support school and literacy programs with books and other resources.
- 5.3 Develop programs, services and supports to help youth make the transition from school to work.
- 5.4 Encourage youth to stay in school by providing moral support, positive recognition and achievement awards.

DDMI and GNWT

- 5.5 Make more community visits to talk about opportunities for small businesses.
- 5.6 Assist small businesses to meet the needs of the mining industry.

DDMI

- 5.7 Provide more opportunities for students and others to visit the mine site and/or more classroom visits from DDMI.

GNWT

- 5.8 Increase training dollars for impacted communities to focus on improving basic literacy levels and life skills to have members achieve higher levels of education to meet requirements of current training programs offered by GNWT and DDMI

## 6.0 COMMUNICATION, RESEARCH AND MONITORING

DDMI, GNWT and DCAB Communities

- 6.1 Develop meaningful partnerships to collect data; monitor changes; and address issues adversely affecting communities.
- 6.2 Develop a newsletter to inform community members of the activities of DCAB members (e.g. what is happening at the mine site, opportunities for small businesses, employment opportunities, jointly planned activities).
- 6.3 Train community members in social impact assessment and data collection.
- 6.4 Develop, provide and present a plain language version of the SEMA to all community councils.
- 6.5 Develop and maintain an on-going baseline study of the affects of the DDMI (to be updated and presented annually to community members).
- 6.6 Continue strategic initiative regarding the development of the Plain Language Version of SEMA for PA Communities.

6.7 Recognize SEMA community representatives as 'experts' in terms of developing and analyzing social impacts in our communities.

DDMI and GNWT

6.8 Funding Partners cannot conduct Impact Surveys in SEMA and Aboriginal Authority Communities without Community consent.

DDMI

6.9 Maintain more open communication between DDMI (community liaison) and DCAB communities.

6.10 Invite the DDMI President to attend next Board Meeting.

GNWT

6.11 Plan surveys, collect data and interpret results from surveys with the consent and involvement of DCAB communities.

6.12 Present DDMI specific data in the Communities and Diamonds reports (i.e. do not include data from BHP and De Beers in these reports).

6.13 Separate DDMI and BHP and De Beers data to be Mine specific for DDMI only as per SEMA from the Community and Diamonds report.

6.14 GNWT to limit their reporting to SEMA 6.2.2 to impacted communities and ask leadership for approval.

6.15 Treat Dettah and Ndilo consistently in the Communities and Diamonds reports or acknowledge the difficulties collecting and presenting data from these two communities. (Currently the communities are sometimes included with Yellowknife.)

#### 7.0 OTHER RECOMMENDATIONS

DDMI, GNWT and

7.1 In the development of the Diavik Diamond Mine, the Department of Indian and Northern Affairs took a proactive approach by providing support for aboriginal participation during the early phases of project assessment, construction and into mine operations. DIAND's active support has fostered the growth of many aboriginal businesses that now service the Diavik Diamond Mine and employ many aboriginal people in the North Slave region. DIAND's on-going support for aboriginal training and development has also helped to create a foundation for expanding skills that will benefit communities in the long term. In addition, recent announcements by the Government of Canada on the creation of a 10 year, \$500 million Socio-economic fund to deal with the effects of the proposed Mackenzie Valley on pipeline impact communities clearly suggests an important partnership role Canada can play in the future work of the Diavik Diamond Mines Socio-economic Monitoring Advisory Board. Accordingly, it is recommended that the Department of Indian Affairs and Northern Development be invited to become a signatory to the Diavik Diamond Mines Socio-economic Monitoring Advisory Board.

7.2 Article 2.1.17 SEMA and # 9 Incorporation Document, to include "and the Aboriginal Authorities".

GNWT

7.3 The Diavik Communities Advisory Board is concerned that the current GNWT representatives on the Board of Directors Current do not have the mandate to vote on matters concerning Board policy and recommendations regarding GNWT programs and services in support of DCAB objectives. GNWT representatives are required to consult with senior GNWT officials prior to participating in Board decisions on these matters. This procedure has impeded the DCAB from carrying out its mandate in an efficient and effective manner. To address this issue, and to ensure the spirit and intent of the SEMA Agreement is upheld, it is recommended that the Assistant Deputy Ministers of Industry, Tourism and Investment and Education, Culture and Employment be appointed to the DCAB Board of Directors. These appointments would be consistent with the senior nature of GNWT appointments to the Diavik Environmental Monitoring Advisory Board and would reaffirm the importance the GNWT places on the Diavik Communities Advisory Board as an agent for Socio-economic Monitoring and community benefits from the Diavik Diamond Mine.

7.4 Review and improve its policies for Travel and Insurance. Lutsel K'e high school students live in Fort Smith, and occasionally parents and relatives request to purchase seats on GNWT charters. These parents are only allowed to do this providing they pay ½ the charter cost, for "insurance purposes", even when they are only interested in purchasing one seat. This is an unreasonable cost to families. The GNWT should make improvements to its policies to allow parents to travel to Fort Smith to visit students, as there are no regular scheduled flights from Lutsel K'e to Fort Smith.