

Business Plan

2016–2017

Office of Aboriginal Affairs



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Message from the Minister

I am pleased to present the Nova Scotia Office of Aboriginal Affairs business plan for 2016-17. The Office of Aboriginal Affairs (OAA) continues to effectively manage the issues and opportunities associated with aboriginal peoples in Nova Scotia and Canada.

OAA provides consistent advice, training and tools to ensure provincial departments are prepared for effective dialogue with the Mi'kmaq regarding the many formal consultations ongoing in the province. OAA continues to represent Nova Scotia's interests in negotiations with the Mi'kmaq and Government of Canada through the Made-in-Nova Scotia negotiation process. The office provides support to a number of organizations and initiatives, working closely with federal, provincial and community partners leveraging resources to promote social and economic development opportunities to enhance the quality of life of Aboriginal people in Nova Scotia. The office also plays a central role in coordinating and providing advice on a wide range of aboriginal issues to other provincial departments; and managing issues and opportunities involving non-status and the off-reserve aboriginal population.

OAA is very active in representing Nova Scotia at both interprovincial and national levels. With the ever increasing prominence of Aboriginal issues across Canada, 2016-17 will see OAA engaged in many major initiatives in collaboration with our federal and provincial partners. Initiatives include the recently launched National Inquiry into Missing and Murdered Indigenous Women and Girls, continued support of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as well as work to support reconciliation in response to recommendations made in the Truth and Reconciliation Commission of Canada's "Calls to Action." OAA also participates in Federal/Provincial/Territorial working groups addressing cultural issues involving economic development, violence mitigation, housing and emergency management. The highlight of the past year took place on Treaty Day where I was honoured to sign a Memorandum of Understanding (MOU) on Treaty Education. The signing of this MOU confirms and documents our commitment to ensuring Nova Scotians gain a greater understanding of the shared treaty relationship existing in our province. A better understanding of the history and culture of the Mi'kmaq will help improve relationships and lead to better socio-economic outcomes in Nova Scotia. This initiative will be a major priority for 2016-17 and beyond.

We are proud of the work we have accomplished in 2015-16 and look forward to the challenges and opportunities that lie ahead.

Premier Stephen McNeil
Minister, Office of Aboriginal Affairs

Section 1 – Mandate:

Aboriginal Affairs leads negotiations related to Aboriginal and treaty rights with the Mi'kmaq of Nova Scotia and the Federal Government; coordinates and facilitates consultation between the Provincial Government and the Mi'kmaq of Nova Scotia; represents provincial interests in forums that address Aboriginal matters and provides strategic policy advice to government while exploring options to help foster social and economic prosperity in aboriginal communities.

Section 2 – Departmental Link to Government Priorities: *People, Innovation and Education.*

Government Priority: People – Nova Scotia's Population is Growing, Productive and Thriving
<i>Goal - Increase net inter-provincial and international immigration levels</i>
<i>Goal - Enhance workforce participation of youth, older workers and marginalized communities</i>
<p>Actions</p> <ul style="list-style-type: none"> • Provide support, including funding, to a number of projects that support Aboriginal Nova Scotians. Projects are evaluated based on a number of factors including fit within current Government priorities. In 2016-17 OAA will provide dedicated funding to the Nova Scotia Youth Conservation Corps, which provides youth with training and employment opportunities in the environmental field. The program includes an Aboriginal Leadership stream focused on building career management skills. • Continue to support the Mi'kmaw Native Friendship Centre (MNFC) in Halifax to support Nova Scotia's Urban Aboriginal population. OAA funding to the MNFC supports them in delivering their programming, which includes programming for elders as well as the youth. • Coordinate and facilitate efforts and initiatives to increase aboriginal employment in the provincial workforce with a focus on the public service, transportation sector and shipbuilding for 2016-17. • Implement a one year intern position for an aboriginal youth at OAA <p>Inputs</p> <ul style="list-style-type: none"> • For the year 15 -16 OAA had an authority of \$1,153,000.00 for project spending which was exceeded by requests. OAA is planning to allocate the same amount of revenue toward project spending for 16-17. • OAA provided \$25,000 to Clean Nova Scotia for the Youth Conservation Corps program in 2015-2016 and intends to fund the program again for 16-17. • OAA provided \$20,750 to the MNFC for 2015-2016, it is possible funding for 2016-2017 could increase as the Urban Aboriginal population in Nova Scotia continues to grow. • OAA's grants and contributions are administered and reviewed by operational staff as well as senior management.

- Human resources and operational expertise from other departments are utilized when evaluating and supporting projects as required.
- Department of Justice staff provide a review on all legal documents.

Performance Measures

- OAA drafts contribution agreements tailored to specific project details which outline reporting and payment schedules.
- OAA requests a final progress report and audited financial report in all contribution agreements. Failure to meet reporting requirements will result in the proponent no longer being considered for OAA funding.
- Upon completion project reports and audited statements are reviewed and evaluated internally. Measures of success vary depending on the project but can include, increasing employment opportunities, and developing capacity in marginalized communities.
- Indicators are measured over time by changes in labor statistics of workforce participation and attachment to training initiatives.

Goal - Improve health and wellness outcomes

Actions

- Facilitate and collaborate in projects and discussions regarding palliative care, long term care, crisis management.
- OAA & Health & Wellness will collaborate to engage First Nations communities regarding provincially-funded Continuing Care services and the needs of First Nations, which will also inform development of the 2017 Continuing Care Strategy.
- Participate on the Aboriginal Continuing Care Policy Forum.
- Continue to work with the Department of Health and Wellness and our federal partners on exploring the possibilities around long term care facilities.
- Continue to support and participate in work on violence against Aboriginal women and girls. Provincial work will focus on, adopting and implementing relevant recommendations from a provincial visioning session as well as involvement in a sexual violence strategy, national justice summit, as well as both the National Inquiry and Roundtable on Missing and Murdered Indigenous Women and Girls.

Inputs

- In 2015-2016 OAA funded the Nova Scotia Native Women's Association \$40,000 in capacity funding and \$10,000 for a sexual violence initiative. Capacity funding allows the NSNWA to support social justice initiatives.
- For the year 2015-2016 OAA provided \$10,000 in funding to Eskasoni for a feasibility study looking into long term care on Reserve. OAA staff have met with officials in Eskasoni regarding this subject and expect work to continue into 2016-17.
- Support for family members participating in the National Roundtable on Missing and Murdered Aboriginal Women and Girls.

Performance Measures

- An increase in culturally appropriate care is available to the Nova Scotia Aboriginal community.
- An increased number of Aboriginal Nova Scotians are receiving care.
- Eventual reduction and improvement in social indicators such as homicides and children in care.

*Goal - Improve Communities and Social Well-Being***Actions**

- Continue to administer the Aboriginal Community Development Fund (ACDF). The ACDF supports community-led initiatives with economic outcomes and benefits for Nova Scotia Mi'kmaq and Aboriginal communities. Improving economic conditions in Nova Scotia's Aboriginal Communities allows for increased employment opportunities. For the year 2015-2016 OAA has worked closely with the Paqtnkek First Nation to realize potential economic opportunities within the community as a result of current highway development.
- OAA will continue to support community development projects in 2016-17.

Inputs

- The ACDF had a budget of \$75,000 for the year of 2015-16. OAA is planning to allocate the same amount of revenue to the ACDF for 2016-17 for capacity building and economic development.

Performance Measures

- ACDF funded projects are measured based on details agreed upon in a contribution agreement between a proponent and OAA involving project deliverables.
- Increased economic and community development opportunities associated with aboriginal communities.

Government Priority: Innovation – Nova Scotia has a strong and globally competitive economy and a sustainable, modern government.
<i>Goal - Create the climate for private-sector and social-enterprise economic growth to support the ONE NS economic goals.</i>
<p>Actions</p> <ul style="list-style-type: none"> • In collaboration with Labour & Advanced Education, and federal agencies, support and coordinate economic development agencies that are involved in job creation and training such as Ulnooweg, Aboriginal Peoples Training and Employment Commission (APTEC), MEMSKI (Membertou-Eskasoni partnership), Mi'kmaq Employment Training Secretariat (METS) and the Mi'kmaq Economic Benefits Office (MEBO). <p>Inputs</p> <ul style="list-style-type: none"> • OAA provides funding to economic development agencies for projects, and also supports them through coordination and participation in strategic initiatives. <p>Performance Measures</p> <ul style="list-style-type: none"> • Increased number of Aboriginal Nova Scotians receive employment based training. • Increased and improved economic development opportunities in Mi'kmaq communities over time with increased job creation.

Government Priority: Education – Skilled Nova Scotians drive a knowledge based economy.
<i>Goal - Improving early childhood and P-12 education</i>
<p>Actions</p> <ul style="list-style-type: none"> • Continue to work collaboratively with the Department of Education and Early Childhood Development (EECD), the Department of Communities Culture and Heritage (CCH) and Mi'kmaw Kina'matnewey (MK) on Nova Scotia's Treaty Education initiative. We will promote a deeper understanding of our shared treaty relationship which is essential in understanding many important sectors of Nova Scotia's economy including natural resources and energy. • Explore options for the establishment of a neutral joint entity to coordinate Treaty Education efforts in Nova Scotia. • Promote Treaty Education awareness throughout the Nova Scotia Public Service. • Support Mi'kmaq schools and provincial school authorities to help develop resources to raise awareness of Aboriginal issues for all Nova Scotia teachers and students. • Continued support of MK including annual scholarship funding. • OAA and other provincial departments provide support to Cape Breton University for the Unama'ki College and the In.Business Network for Aboriginal Youth which is a mentorship program linking 30 Aboriginal High School students with six Aboriginal business leaders. CBU has been in talks with OAA about increasing the reach of their programing which will continue into 2016-2017.

Inputs

- Provide funding and human resources to support the overall Treaty Education initiative. For 2015-2016 OAA provided \$68,000 toward the Treaty Education initiative, it is expected provincial funding will increase for 2016-2017.
- Provide annual funding of \$6,000 to support the Sister Dorothy Moore Scholarship.

Performance Measures

- Base metrics for treaty education are being developed in order to determine progress.
- Successful candidates are chosen to receive the Sister Dorothy Moore Scholarship.
- Increase in numbers of Aboriginal Nova Scotians graduating.
- Broader awareness and knowledge of cultural competency which may increase recruitment of aboriginals into training and knowledge based fields.

Goal - Continually improving opportunities for skills development through post-secondary education, apprenticeship, co-operative education programs and internships.

Actions

- Continue to participate in the Nova Scotia Committee on Aboriginal participation in the National Shipbuilding Procurement Strategy to provide opportunity, cooperation and benefit for the aboriginal community that can come from employment and training opportunities.
- Work with LAE, NSCC, federal government and industry to secure and promote targeted aboriginal training and employment initiatives.
- Participate in the sharing of information between provincial departments, universities and colleges and private career college representatives as a member of Nova Scotia's Inter-Departmental Aboriginal Education Committee.

Inputs

- Provide funding and human resources to committees and task groups on an ongoing basis based on government and departmental priorities.
- Provide annual funding and human resources for the Tripartite Forum. OAA staff are represented on all seven Tripartite Forum Working Committees which includes, Culture and Heritage, Economic Development, Education, Health, Justice, Social and Sport & Recreation.

Performance Measures

- Pursuing the ONE NS goal of raising Aboriginal employment to parity with the provincial average.
- Increased Aboriginal employment on major projects in Nova Scotia.
- Increased number of Aboriginal Nova Scotians receiving skills training.

Section 3 – Core Responsibilities/Services:

OAA Core Service - Collaborative partnerships to improve social and economic prosperity of Aboriginal communities

Goal – Productive collaborations with provincial departments and external partners.

Actions

- Lead the Government of Nova Scotia in enhancing collaboration and ongoing dialogue with First Nations to achieve progress in mutually identified areas. Leadership is provided through regular contact and meetings with our provincial partners and First Nation organizations. Tripartite Forum working groups and the Senior Officials Advisory Committee on Aboriginal Affairs are two examples of mechanisms used to achieve this goal.
- Leverage provincial funding for initiatives, projects and organizations that advance social and economic outcomes. This includes participation in the Nova Scotia Sharing Group a coalition of relevant provincial and federal departments with an interest in economic development, employment and cultural/tourism development.
- Lead a coordinated provincial response on the Truth and Reconciliation Commission's summary report on the Residential School System in conjunction with other provincial departments. This is expected to be a major priority both provincially and federally.
- Work collaboratively as part of the National Roundtable on Murdered and Missing Indigenous Women & Girls and prepare for a national inquiry.
- Participate in the national Aboriginal Affairs Working Group with colleagues from provinces, territories and national aboriginal organizations, to address major issues including housing, disaster and emergency on reserve, education, economic development and ending violence against Aboriginal women and girls.

Inputs

- OAA staff provide support to partners and federal provincial national partners on an ongoing basis.
- Provide funding for many aboriginal organizations on a case by case basis to assist with projects and initiatives. OAA reviews funding guidelines to ensure their alignment with current government and departmental priorities.
- Provide funding and human resources to joint government and national aboriginal organization initiatives such as special meetings and roundtables.

Performance Measures

- Departments and partner organizations satisfaction with advice and support of OAA is measured in a periodic satisfaction survey which allows respondents to evaluate and comment on all of our core services.
- Leverage dollar value achieved through strategic funding on collaborative social and/or economic initiatives.
- Successfully responding to achievable TRC recommendations in the provincial context.

OAA Core Service - Effective coordination and strategic policy advice to Nova Scotia government.
<i>Goal – Effective coordination and strategic advice is provided to departments and agencies.</i>
<p>Actions</p> <ul style="list-style-type: none"> • Provide ongoing coordination and strategic advice for a wide range of departmental policies, initiatives, issues and opportunities. • Coordinate and bring departments together around broad Aboriginal issues of mutual and provincial interests. • Interpret, analyze and synthesize information on issues from the aboriginal community and Nova Scotia's 13 First Nations Chiefs to coordinate and provide advice for the annual Chiefs and Cabinet meeting, and ongoing issues such as legislation, consultation and negotiation. <p>Inputs</p> <ul style="list-style-type: none"> • OAA staff provide support to partners on an ongoing basis. • Provide funding and human resources for annual strategic sessions. <p>Performance Measures</p> <ul style="list-style-type: none"> • Departments and partner organizations satisfaction with advice and support of OAA is measured in a periodic satisfaction survey which allows respondents to evaluate and comment on all of our core services. • Ministers are provided with up to date information prior to meeting with Chiefs. • Meaningful and harmonious relationship between NS and First nations is maintained.

OAA Core Service - Coordinated approach to ensure government meets its legal consultation obligations.
<i>Goal - The provincial government has consistent and effective mechanisms for consulting with the Mi'kmaq and coordinating with the federal government.</i>
<p>Actions</p> <ul style="list-style-type: none"> • Providing consistent advice, training and tools to ensure that provincial departments are effectively supported in leading consultations with the Mi'kmaq • Work closely with departments to develop their consultation guidelines • Implementation of 2015 Consultation Policy, "Consultation with the Mi'kmaq of Nova Scotia". • Develop and implement the 2016/2017 work plan of the Canada-NS MOU on Consultation Cooperation. • Manage First Nation relationships who have chosen to consult outside the Consultation Terms of Reference • Support consultation capacity and work with First Nations and other provincial departments to enhance their participation in consultations.

Inputs

- Funding and human resources to support Mi'kmaq consultation ~\$600K; as well as provincial funding for staff operational advice and coordination for many complex files conducting consultation. OAA's consultation group includes a Director of Consultation, a Senior Consultation Advisor, two Consultation Advisors and a Secretary II (shared with negotiations). It is also important to note that other departments invest a significant amount into consultation through staff time.

Performance Measures

- Number of ongoing and completed consultations are tracked by OAA. For example, we are currently consulting with the Assembly of Nova Scotia Mi'kmaq Chiefs on over 150 active projects and policy decisions and have close to 300 complete.
- Departments and partner organizations satisfaction with advice and support of OAA is measured in a periodic satisfaction survey which allows respondents to evaluate and comment on all of our core services.

OAA Core Service – Positive and productive relationship through negotiations with Canada and the Nova Scotia Mi'kmaq

Goal – Advance Federal/Provincial/Mi'kmaq work towards a modern treaty through the Made-in-Nova Scotia Process.

Actions

- Represent Nova Scotia's interests in the Made-in-Nova Scotia Process negotiation of Mi'kmaq Aboriginal and treaty rights with Canada and the Mi'kmaq of Nova Scotia.
- Continue to pursue Nova Scotia's Negotiation Goals at the Made-in-Nova Scotia Process: enhanced legal clarity on rights issues; improved and stable relations; and reduced social and economic disparity for the Mi'kmaq of Nova Scotia.
- Working with the Mi'kmaq of Nova Scotia and Canada, consider the findings of Canada's *Comprehensive Land Claims Policy* review and continue to explore interim and incremental approaches to addressing Mi'kmaq rights in Nova Scotia.
- Purchase land of interest to the Mi'kmaq to be held in support of negotiations.
- Continue drafting Parks MOU Chapter and management plan discussions.
- Continue to explore land and geographic extent of claim issues.
- Continue discussion on Mi'kmaq governance, development of a Mi'kmaq constitution, rights agreement ratification process, citizenship criteria and identification of beneficiaries.
- Continue to develop the Wildlife MOU Chapter and discussions on Wildlife Management Agreements.
- Continue consensus building on forestry issues and discussion of a 3-year pilot forest management agreement to build Mi'kmaq forest management capacity.

Inputs

- OAA's negotiations staff consists of the Director of Negotiations, a Senior Policy Analyst and a Secretary II (shared with Consultation with support from a Justice solicitor).
- Provide funding for incremental and interim arrangements that support progress at the Main Table and help achieve the Province's three Negotiations Goals.

Performance Measures

- Departments and partner organizations satisfaction with advice and support of OAA is measured in a periodic satisfaction survey which allows respondents to evaluate and comment on all of our core services.
- The provincial and federal governments, and the Assembly of NS Mi'kmaq Chiefs remain committed to the 2007 Mi'kmaq Nova Scotia-Canada Framework Agreement which formalized the beginning of negotiations on Aboriginal and treaty rights issues among the Mi'kmaq, Nova Scotia and Canada.

OAA Core Service - Enhanced public awareness and appreciation of Mi'kmaq and Aboriginal history and culture.

Goal - Greater awareness of the Mi'kmaq culture and history provides a foundation for positive relations and support.

Actions

- Continue to work collaboratively with the Department of Education and Early Childhood Development (EECD), Department of Communities Culture and Heritage (CCH) and Mi'kmaw Kina'matnewey (MK) on Nova Scotia's Treaty Education Initiative.
- Continue work with federal colleagues to provide joint consultation training to federal and provincial staff, deliver consultation course as listed in PSC calendar.
- Continue to support and promote Aboriginal training programs across the public service in partnership with the Public Service Commission.
- Promote public awareness of the Mi'kmaq in Nova Scotia through supporting events such as Treaty Day, Mi'kmaq History Month Events and the Mi'kmaq Summer Games.
- Provide funding assistance as well as promotion of events, general information sharing and creating linkages between the aboriginal community and government organizations.
- Support Aboriginal organizations working in culture such as the Mi'kmaq Association for Cultural Studies (MACS), support Mawio'mis and Summer Games in various communities.

Inputs

- Funding and human resources for Mi'kmaq History Month Events including the Treaty Day Awards Ceremony which requires OAA staff to plan lead.

- Funding for events and cultural ceremonies such as the Mi'kmaq Summer Games and Mawio'mis.
- OAA provides core funding for organizations such as MACS, core funding is evaluated on yearly basis based on budget availability, planned activities for the organization and goals of government.

Performance Measures

- Base metrics for treaty education to be developed – in order to determine progress
- Departments and partner organizations satisfaction with advice and support of OAA is measured in a periodic satisfaction survey which allows respondents to evaluate and comment on all of our core services.
- Overall attendance and participation at events.
- Increased profile or coverage of events.
- Number of public servants receiving Aboriginal training.
- Number of public servants receiving consultation training.

Departmental Expenses Summary:

Programs and Services	2015-2016 Estimate	2015-2016 Forecast	2016-2017 Estimate
Office of Aboriginal Affairs	\$3,467,000	\$3,497,000	\$3,467,000
Total Departmental Expenses	\$3,467,000	\$3,497,000	\$3,467,000
Ordinary Recoveries	\$1	\$31	-
Funded Staff (# of FTEs)	15.5	14.9	15.5