Indian and Northern Affairs Canada Visioning Workshop

December 4-5, 2003
Ottawa, ON

Strategic Research & Analysis Directorate

Direction générale de la recherche et de l'analyse

Canada

Indian and Northern Affairs Canada Visioning Workshop
December 4 & 5, 2003
Delta Ottawa - Delta B Room
361 Queen St.
Ottawa, ON

	Towards a Self-Reliant Future for Aboriginal Communities	
Thursday December 4	<u>Agenda Items</u>	
8:00 - 8:30 am	**Continental Breakfast** (Delta Foyer)	
	OPENING REMARKS	
8:30 - 8:35 am	Opening Prayer	Peter Decontie
8:35 - 9:00 am	Introductory Comments	John Sinclair, Sr. Assistant Deputy Minister, INAC
	LEARNING SESSION	
9:00 - 9:45 am	Aboriginal Demography and Quality of Life	Dan Beavon, Strategic Research and Analysis, INAC
9:45 - 10:15 am	Demography and Quality of Life - Plenary Discussion	Chair: John Sinclair
10:15 - 10:30 am	**Break** (Delta Foyer)	
10:30 - 11:00 am	Aboriginal Culture and Consciousness	David Newhouse, Trent University
11:00 - 11:30 am	Plenary Discussion	Chair: John Sinclair
11:30 - 12:00 pm	Introduction to Visioning Session	John Sinclair
12:00 - 1:00 pm	**Lunch** (Delta Foyer)	
	VISIONING SESSION	
1:00 - 2:45 pm	Facilitated Discussion - Scenario A Group #1: Facilitator, Eric Guimond (Delta B) Group #2: Facilitator, Jerry White (MacKenzie) Group #3: Facilitator, Eric Milligan (Cartier)	All Participants
2:45 - 3:00 pm	**Break** (Delta Foyer)	
3:00 - 5:00 pm	Facilitated Discussion - Scenario B	All Participants
5:30 pm	**Dinner** (Champlain)	All Participants
	Cash Bar at 5:30 pm, Dinner served at 6:00 pm	

Friday December 5	Towards a Self-Reliant Future for Aboriginal Communities	
	Agenda Items	
8:30 - 9:00 am	**Continental Breakfast** (Delta Foyer)	
	VISIONING SESSION REVIEW	
9:00 - 10:30 am	Consolidated Overview	Eric Guimond, Eric Milligan and Jerry White
10:30 - 10:45 am	**Break** (Delta Foyer)	
	CONCLUSION	
10:45 - 11:45 am	Closing Plenary Discussion	Chair: John Sinclair
11:45 - 12:00 pm	Closing Comments	John Sinclair
12:00 - 12:05 pm	Closing Prayer	Peter Decontie ,

Workshop Objectives

This two-day workshop will provide an opportunity for a group of Indian and Northern Affairs Canada (INAC) executives, external experts and Aboriginal leaders to engage in a strategic conversation on the current and future conditions of Aboriginal populations and communities in Canada.

This session will first engage participants in a learning process to produce a common understanding of current Aboriginal demographic trends, socio-economic conditions and cultural consciousness.

To introduce new dimensions and perspectives to the department's planning processes, attendees will also participate in a facilitated discussion of two scenarios for the future. This discussion will elucidate the issues behind the inequality between the Aboriginal and non-Aboriginal populations and consider a variety of strategies for improving Aboriginal quality of life and self-reliance.

Workshop Chair

John Sinclair, Senior Assistant Deputy Minister, INAC
Since 1982, John Sinclair has held several positions within the federal government including Deputy Secretary to the Cabinet (Intergovernmental Affairs), Federal-Provincial Relations Office, Executive Director of the Royal Commission on New Reproductive Technologies, and Assistant Deputy Minister of Claims and Indian Government with the Department of Indian Affairs and Northern Development. Since October 1998, John has been the Senior Assistant Deputy Minister of Policy and Strategic Direction.

Presenters

Dan Beavon, Director, Strategic Research and Analysis, INAC

Dan Beavon is the Director of the Strategic Research and Analysis Directorate, Indian and Northern Affairs Canada. Mr. Beavon manages a research program on a wide variety of Aboriginal issues in order to support decision-making by increasing the amount and quality of strategic information available to the policy process. The motivating question that guides his research program is, "How can the quality of life be improved for First Nation peoples and their communities?" Much of his work involves highly complex horizontal and sensitive issues and often requires partnerships with other federal departments, academics, and First Nations organizations or communities. Mr. Beavon has dozens of research publications to his credit, including the recent book: *Aboriginal Conditions: Research as a Foundation for Public Policy* (University of British Columbia Press, 2003).

David Newhouse, Chair, Native Studies, Trent University

David Newhouse is Onondaga from the Six Nations of the Grand River community near Brantford, Ontario. He is Chair and Associate Professor in the Department of Native Studies and the Business Administration Program at Trent University in Peterborough, Ontario. Professor Newhouse has an undergraduate degree in Computer Science and a Master's of Business Administration from the University of Western Ontario.

Professor Newhouse has management experience working in Aboriginal organizations and in the Public Service of Canada. He has served in executive capacities on the Boards of Friendship Centres and on provincial and national Aboriginal organizations. He has also served as a consultant or advisor to many Aboriginal governance projects.

He currently serves as editor of the CANDO Journal of Aboriginal Economic Development. Professor Newhouse has co-published a text entitled: *In the Words of Elders: Aboriginal Cultures in Transition*. He is the co-editor of *Not Strangers in these Parts: Urban Aboriginal Peoples*. He explores Aboriginal modernity in two forthcoming books: *From the Tribal to the Modern* (WLU Press) and *Modern Aboriginal Economies*, under development with Captus Press. Other forthcoming texts include *Hidden in Plain Sight: Contributions of Aboriginal Peoples to Canadian Identity and Culture*, with co-editors Dan Beavon and Cora Voyageur, and *Emerging from the Shadows: The idea of Aboriginal self-government in Canada*, forthcoming from Brandon University Press. His research interests are focussed on the way in which Aboriginal traditional thought and western thought are coming together and creating modern Aboriginal societies.

Facilitators

Eric Milligan, Delsys Research Group Inc.

Eric Milligan has been providing consulting services to Canadian governments and international organizations for more than 20 years. A member of the Bar of British Columbia, Eric holds law degrees from Osgoode Hall Law School (LL.B.) and the University of Toronto (LL.M. in Law and Economics).

Since 1997, Eric has focused his practice on the application of systemic thinking and system dynamics modeling to public administration and public policy issues. He has

provided training in on Systemic Thinking and System Dynamics for a variety of federal departments.

Eric is a member of the System Dynamics Society, the System Dynamics Institute, and the National Capital Systems Thinking Interest Group. He has completed a graduate level program in system dynamics modeling from the MIT Sloan School of Management, as well as courses in system dynamics from the University of Illinois, the National Capital System Dynamics Group, and High Performance Systems Inc.

Jerry White, Chair, Dept. of Sociology, University of Western Ontario
Jerry White is Professor and Chair of the Department of Sociology, University of Western Ontario. He is director of the First Nations Cohesion Project, and is on the Board of the Aging and Health Research Centre and Population Studies Centre. He holds the Pleva Award for Teaching Excellence. Dr. White's has published books and articles on health care delivery and First Nations' socio-economic development. His most recent book is the co-authored *Aboriginal Conditions: Research as a Foundation for Public Policy* from University of British Columbia Press (2003).

Eric Guimond, Sr. Research Manager, Strategic Research and Analysis, INAC
Eric Guimond is a demographer with experience in research and development, presently employed by Indian and Northern Affairs Canada, Research and Analysis Directorate. His education background includes demography, community health, physical education and Aboriginal studies. He also possesses university research and teaching experience with expertise in projection models of population and Aboriginal groups. He is currently completing Ph.D. studies (U of Montreal) on the topic of ethnic mobility of Aboriginal populations in Canada.

Participant List

Alain Jolicoeur
Deputy Minister
Indian and Northern Affairs Canada

Marie Fortier
Associate Deputy Minister
Indian and Northern Affairs Canada

Amanda Cliff
Director General
Communications Branch
Indian and Northern Affairs Canada

Christine Cram
Director General
Strategic Policy, Planning and Intergovernmental Relations Branch
Indian and Northern Affairs Canada

Sandra Ginnish
Director General
Treaties, Research, International and Gender Equality Branch
Indian and Northern Affairs Canada

Elizabeth Hanson
Regional Director General
Yukon Region
Indian and Northern Affairs Canada

Warren Johnson
Assistant Deputy Minister
Land and Trust Services
Indian and Northern Affairs Canada

Steven Joudry
Regional Director General
Atlantic Region
Indian and Northern Affairs Canada

Marilyn Kapitany
Regional Director General
Manitoba Region
Indian and Northern Affairs Canada

Michel Roy
Assistant Deputy Minister
Claims and Indian Government
Indian and Northern Affairs Canada

Gordon Shanks
Sr. Assistant Deputy Minister
Regional Operations Support and Services
Indian and Northern Affairs Canada

John Watson
Regional Director General
British Columbia Region
Indian and Northern Affairs Canada

Danielle White
Senior Policy Advisor
Deputy Minister's Office
Indian and Northern Affairs Canada

Michelle Audette
President
Quebec Native Women's Association

John Bernard
President
Donna Cona

Alan Cairns
Professor
Dept. of Political Science
University of Waterloo

Michael Chandler
Professor
Dept. of Psychology
University of British Columbia

Bernd Christmas
CEO
Membertou

Tom Courchene
Professor
School of Policy Studies
Queen's University

Bob Dickson
General Manager
Niigon Technologies Ltd.

Roger Gibbins
President and CEO
Canada West Foundation

Ginger Gosnelle
Youth Representative

Manny Jules
Chief of Staff
Assembly of First Nations

John Kim Bell
Founder and Chair
National Aboriginal Achievement Foundation

Jim Miller
Canada Research Chair
Dept. of History
University of Saskatchewan

Natan Obed
Labrador Inuit Association

Margaret Penasse-Mayer
Nipissing First Nation

Gail Valaskakis
Director of Research
Aboriginal Healing Foundation

Visioning Session
Scenarios for the Future

The following two scenarios have been created solely for use in the December 4-5, 2003 Indian and Northern Affairs Canada Visioning Workshop. The purpose of using these scenarios is to stimulate discussion to elucidate the issues behind the inequality, between the Aboriginal and non-Aboriginal populations and to generate new strategies for improving Aboriginal quality of life and self-reliance.

The visioning session will begin with the consideration of Scenario A. The objective for this portion of the workshop is to outline the problem of inequality between the Aboriginal and non-Aboriginal populations and the factors that may come into play in a worst-case scenario. The discussion of Scenario A will be broadly structured on the following questions:

- Are there any key elements missing from this story of the future?
- What can you tell me about the evolution of this story; how might it have played out over time? What events, actions, responses may have interacted over time to produce this future?

The objective of the discussion of Scenario B is to enumerate and consider all the possible levers for change for that can lead to a reduction of inequality and improve Aboriginal quality of life and self-reliance. The discussion will address a number of questions and issues including the following:

- If money is no object and path is clear ahead of you, what do you think would have to happen to make this outcome a reality?
- What levers can we push to reduce inequality and improve quality of life?
- How do these levers for change interact?

Scenario A
2025 : A Dismal Future - The Widening Gap

While many health, economic and social indicators for the general Canadian population continue to improve or remain steady, Aboriginal peoples in Canada continue to fall short of life expectancy, educational attainment, and income averages.

High school graduation rates see little improvement and a large number of Aboriginal youth enter the workforce lacking basic skills. For those Aboriginal young adults who have post-secondary education, few are able to find jobs within their communities and instead turn to jobs in large urban centres, taking their educational experience and increased incomes with them. For those unable to find employment, the primary choice is between staying on the reserve and on welfare or moving into the cities to swell the ranks of the urban poor. Many young people become increasingly frustrated with their inability to break this pattern; gang violence and militant attitudes increase.

For those adults entering middle age, poor health outcomes lead to decreasing work hours and the inability to hold down permanent jobs. Instead they turn to welfare and disability payments, where available, to supplement their income. In rural communities, adequate health resources become increasingly scarce. Only those able to make long journeys to large urban centres are able to obtain the health care they need.

Among Aboriginal communities, those who accomplished self-government agreements are disappointed in the results. Governance structures are cumbersome and are hampered by strained and poorly developed intergovernmental relationships. Communities continue to rely on government transfers to fund services and programs. Money from land-claims settlements quickly evaporates as short-term investments in infrastructure and poorly supported economic development ventures do not lead to long-term gains in human development or community well being. Attempts to lure private investment fail as companies are confronted with overlapping and irreconcilable jurisdictions and regulations.

For those communities without self-government or land claim agreements, the story is even bleaker. Infrastructure in the communities continues to deteriorate with water and housing quality reaching third-world conditions in an increasing number of areas.

The relationships between Aboriginal communities and their environment become increasingly unstable. The problem of contaminated sites remains unaddressed and new environmental crises emerge as Aboriginal groups are poorly consulted in new development projects.

In the North, short-term jobs in large pipeline or resource developments evaporate after initial infrastructure needs are filled. Only a small number of individuals meet the education requirements for the long-term highly skilled positions.

In many areas, languages that were endangered are now extinct. The youth are increasingly disconnected from their historical and cultural past. Disproportionate suicide rates continue to affect victims and their families in many communities. There is an increasing sense of hopelessness and individuals feel powerless to prevent the disintegration of their communities.

Scenario B
2025 : A Brighter Future - Bridging the Divide

At the same time as many health, economic and social indicators for the general Canadian population continue to improve or remain steady, development indicators for Aboriginal peoples in Canada improve at a faster rate, allowing for the closing of the gap in life expectancy, educational attainment and income.

The demand for education increases and high school graduation rates are significantly improved. Aboriginal youth have the basic skills and literacy to continue on to post-secondary education or apprenticeship in the skilled trades. The value of this education is then passed on to their communities, as many are able to find skilled jobs close to home. For those unable to work due to disabilities or other issues, community networks are now in place to ensure secure housing and support. The young generation is full of optimism. They are ready to be positive business and civic leaders in their communities.

Many groups are successful in completing self-government agreements. For these communities, taking over responsibilities from Indian Affairs and the wise investment of land claim monies has led to sustained economic development. The intergovernmental relationships between self-governing Aboriginal groups and other government levels are efficient and lead to the effective pooling of resources for common goals and a navigable regulatory structure. Complimentary private sector investment aids in the development of local businesses and industries, ranging from natural resource development to high tech initiatives. In turn, community-based revenue is reinvested and a high level of well-being pervades the communities.

Among the many improvements in social services is a revitalisation of community-based health systems. Returning from universities and colleges, many find employment opportunities in the health sector at home. Nurses and family doctors are available for consultation and investment in long-term health promotion leads to diminishing rates of diabetes, FAS and other preventable health conditions. Improved health allows more children to learn effectively in school and more adults to participate in the labour force and increase employment income.

Communities engage in environmentally sensitive practices. In combination with other governments, Aboriginal communities promote environmental protection. The clean-up of contaminated sites is well underway, improving water quality and community health.

In the North, large sustainable development projects improve the economic opportunities for individual and communities. Many individuals meet the education requirements for the long-term highly skilled positions and both individuals and governments become less reliant on transfer income.

A cultural renaissance is in process across the country. Languages once threatened with extinction are revitalised as more families choose to use their native languages at home. Growing up in a language and culturally rich environment, the youth feel a high sense of connection to their past and hope for the future.

INAC Visioning Session Group Composition

Group 1 - Eric Guimond, Facilitator *Delta B*	Group 2 – Jerry White, Facilitator *MacKenzie*	Group 3 – Eric Milligan, Facilitator *Cartier*
Michelle Audette John Bernard Amanda Cliff Tom Courchene Peter Decontie Marie Fortier Sandra Ginnish Elizabeth Hanson Natan Obed Margaret Penasse-Mayer Gordon Shanks	Michael Chandler Bob Dickson Steven Joudry Manny Jules John Kim Bell David Newhouse John Sinclair John Watson Danielle White Gail Valaskakis	Alan Cairns Bernd Christmas Christine Cram Roger Gibbins Ginger Gosnelle Warren Johnson Alain Jolicoeur Marilyn Kapitany Jim Miller Michel Roy

Learning Session

Aboriginal Demography and Quality of Life

Strategic Research and Analysis Directorate
Indian and Northern Affairs Canada

December 2003

Learning Session
Objectives

I. <u>Aboriginal Demographics</u> :

   Population Size, Growth and Dynamics

II. <u>Individual Quality of Life</u> :

   Human Development Index (HDI)

III. <u>Community Quality of Life</u> :

   Community Well-Being Index (CWB)

Aboriginal Demographics

Population Size, Growth and Dynamics

Who they are

Defining the Aboriginal population

For programming purposes **federal departments** generally use a **blended identity+registration+membership definition**, which most accurately reflects those Aboriginal people who are most socially and economically disadvantaged.

Pie chart legend:
- Non-status Indian (104,155) 10.7%
- Other Aboriginal (7,725)*** 0.8%
- Inuit (44,150) 4.5%
- Métis (262,100) 26.9%
- Registered Indian (558,175)** 57.2%
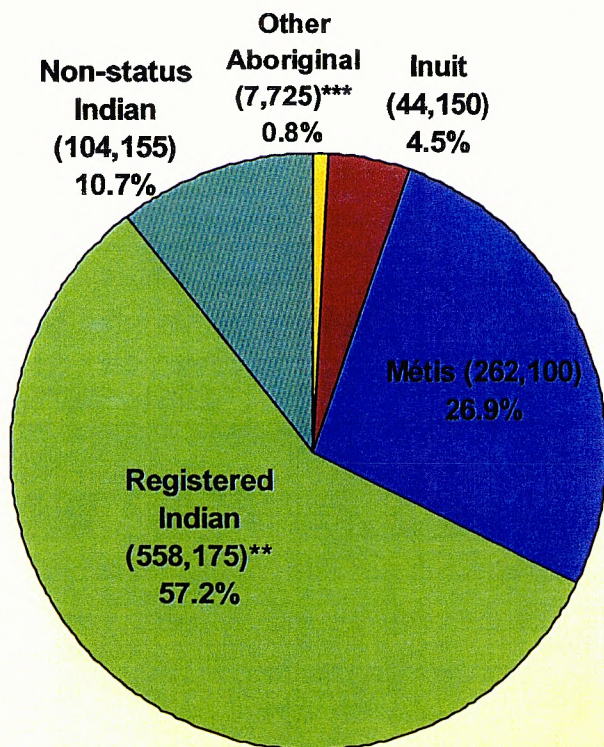
N = 976,305*
This figure is a blended count using Aboriginal identity, Indian registration or FN/Band Membership.

Source: 2001 Census of Canada

Notes:
* 30 First Nations communities did not participate in the 2001 Census, resulting in under-coverage of the population.
** This figure includes North American Indians, Métis, Inuit and non-aboriginal persons who have reported Indian registration.
*** Includes persons reporting more than one Aboriginal identity (e.g. North American Indian and Métis), as well as those who do not identify but reported Band Membership.

Where they live

On-Reserve Population by Community Type, 2000

Special Access 17%
Urban 33%
Rural 46%
Remote 4%

Source: DIAND Indian Register, 2000
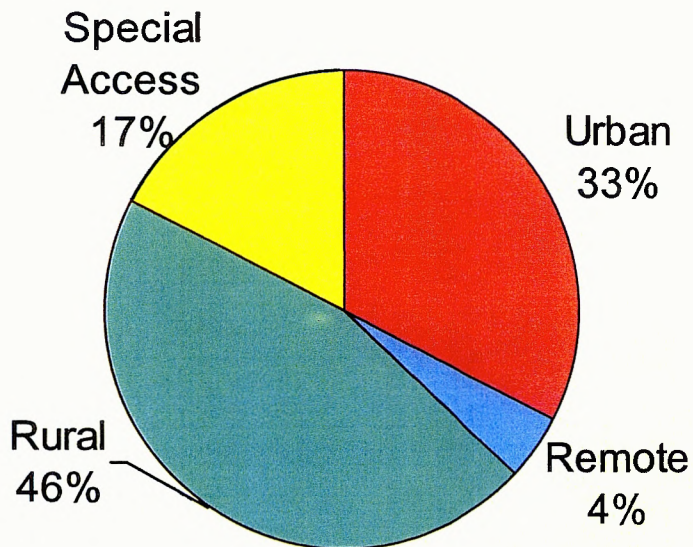
- **Urban:** within 50 km of nearest service centre
- **Rural:** 50 to 350 km from nearest service centre
- **Remote:** more than 350 km from nearest service centre
- **Special access:** no year-round road access to a service centre

DIAND uses reserve-specific community definitions based on proximity to a service centre and year-round road access (see above).

Statistics Canada uses a generic definition of urban and rural areas based on population size and density. Statistics Canada's definition of "rural" encompasses DIAND's rural, remote and special access categories.

Past and Present Growth

Annual Growth Rate of Registered Indians, 1976-2001
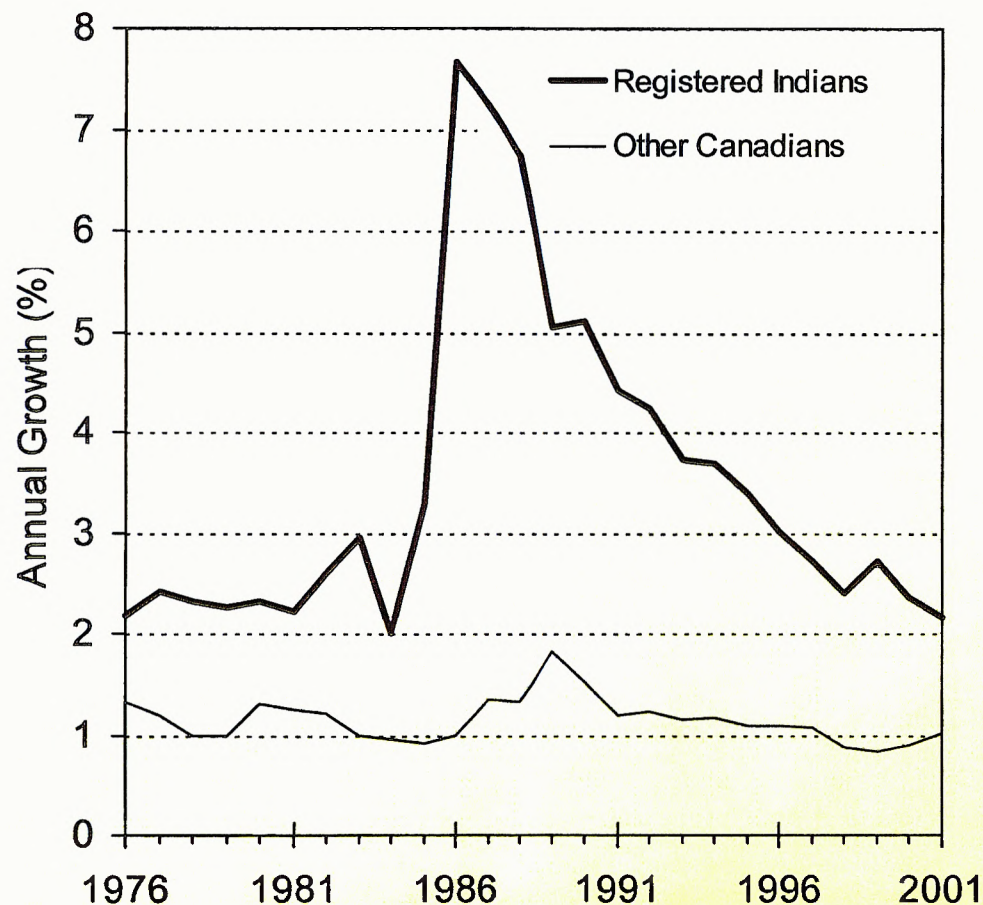
Since 1976, the registered Indian population **growth fluctuated** considerably, due largely to the 1985 amendment to the *Indian Act* (**Bill C-31**).

Population growth nearly quadrupled during the second-half of the 1980s.

Only recently have the growth of registered Indians returned to pre-Bill C-31 levels (2.0-2.5%).

Source: INAC. Basic Departmental Data 2002.

Summary of Demographic Change
Components of the Demographic Explosion

The phenomenal growth of Aboriginal populations during the period 1986-2001 has four components.

1. *Natural increase, i.e. births minus deaths*
    Relative to the non-aboriginal population, the **natural increase** of Aboriginal populations remains fairly high, but is **not the only component** of the recent demographic explosion.

2. *Migration*
    At the national level, migration does not contribute to the exceptional growth of Aboriginal populations. At the sub-national level, although it involves a significant number of individuals, **migration is not the principle driver** of the overall demographic growth in cities.

Summary of Demographic Change
Components of the Demographic Explosion cont'd.

3. *1985 Amendment to the Indian Act (Bill C-31)*
    The **demographic explosion of the registered Indian population is in part (35%) due to Bill C-31**. The demographic explosion of other Aboriginal groups can not be explained by the Bill C-31 factor.

4. *Ethnic mobility*
    Part of the exceptional demographic growth of Aboriginal populations is attributable to changes in self-reporting of ethnic affiliation, i.e. ethnic mobility. The **contribution of ethnic drifters** to the growth of North American Indians (registered and non-status) and the Métis most probably **reached 60%** during the 1986-1996 period.

Projected Growth
Registered Indian Population, 1999-2099
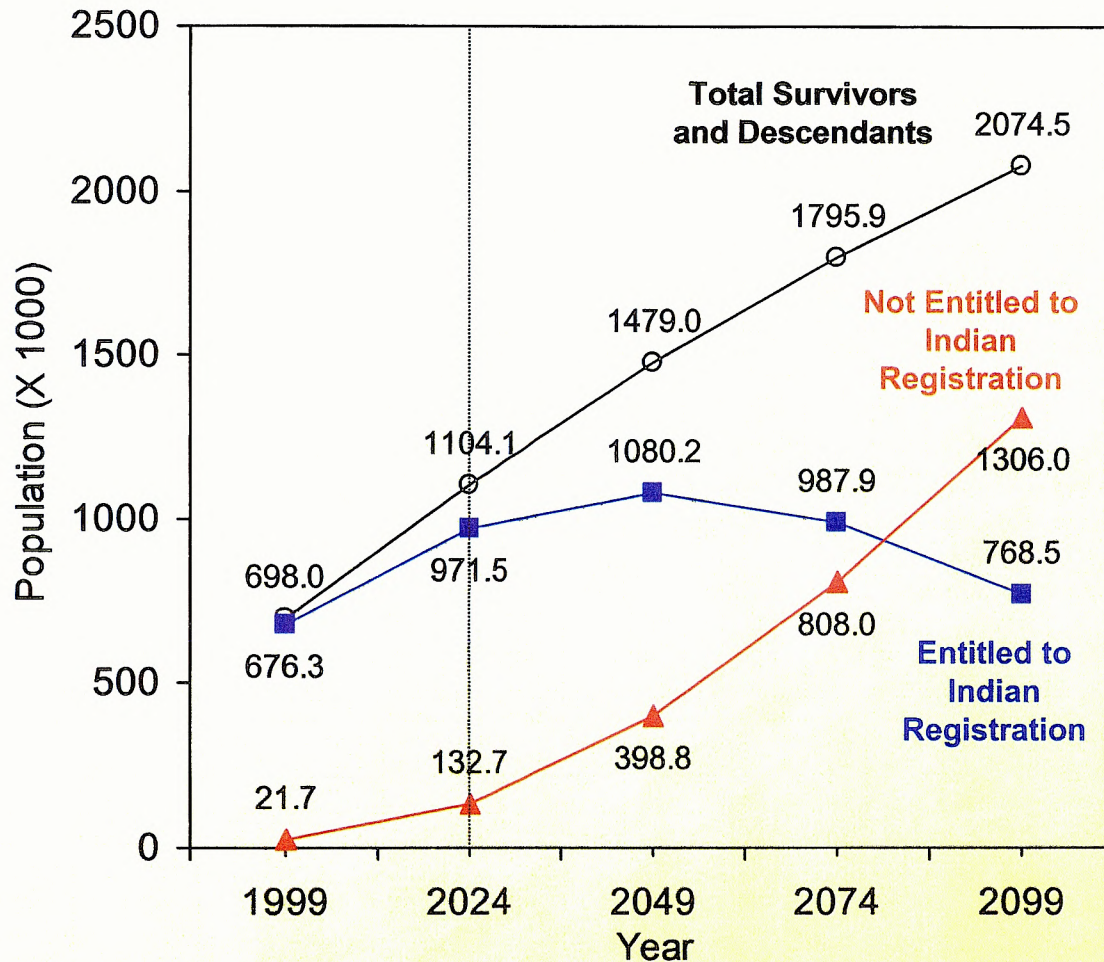
The population entitled to Indian registration is **projected to increase rapidly** (>40%) throughout the next 25 years.

By year 2024, **1 out of 8 descendants** and survivors of Registered Indians would **not be entitled** to Indian registration.

Source: Clatworthy (2001)

Projected Growth

Population On and Off Reserve, 1999-2099
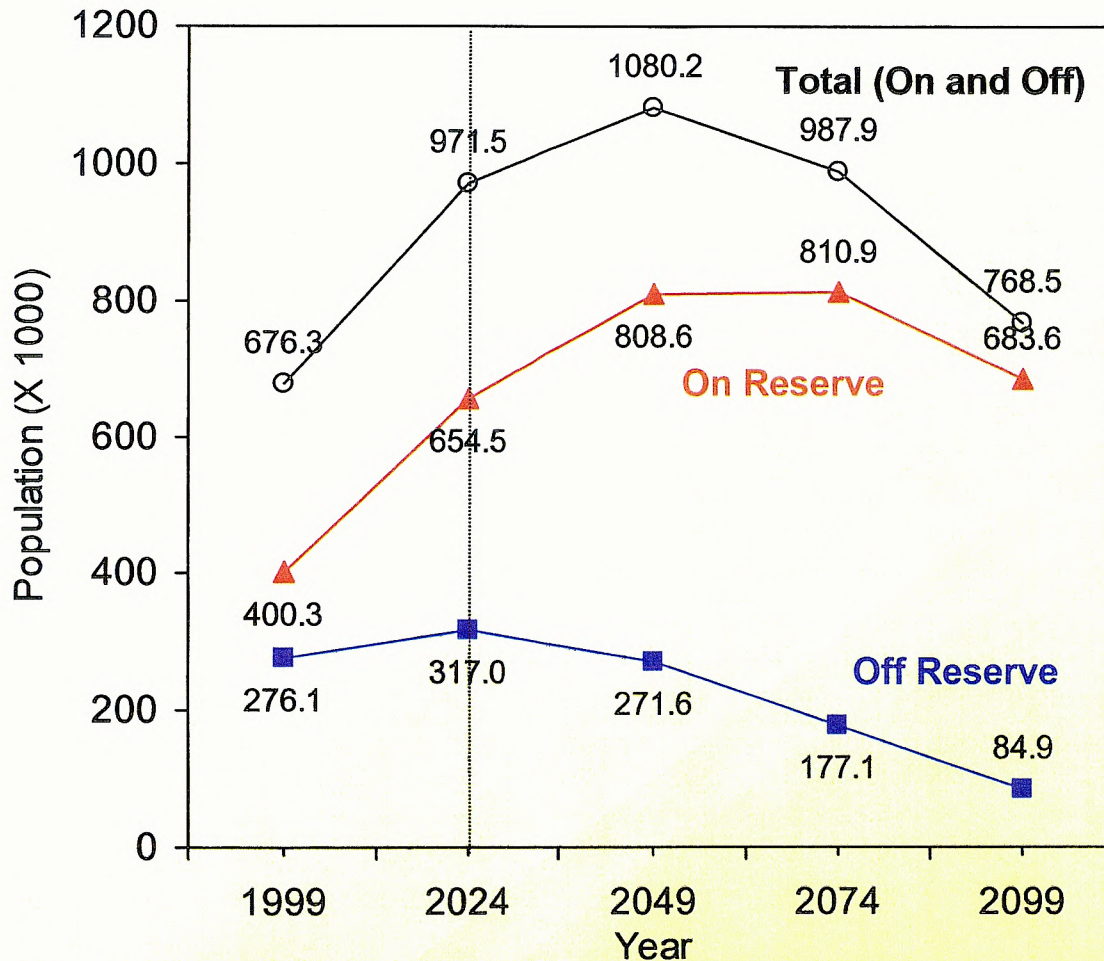
Over the next 25 years, the Registered Indian population living **on reserve** (>60%) is expected **to grow 4 times faster** than the off-reserve (<15%) population.

The off reserve population is expected to increase for only about 25 years.

Source: Clatworthy (2001)

Indian and Northern Affairs Canada
Affaires indiennes et du Nord Canada

Canada

Indian Registration and First Nation Membership
Classes of "Citizens"

Depending on the type of membership rule used, First Nations can have up to four classes of citizens, with differing rights and entitlements.

Type of Membership Rule	Registered Indian		Not Registered	
	Member	Non-Member	Member	Non-Member
Indian Act or Equivalent	Yes			Yes
One Parent Rule	Yes		Yes	
Two Parent Rule	Yes	Yes		Yes
50% Blood Quantum Rule	Yes	Yes		Yes
25% Blood Quantum Rule	Yes		Yes	Yes

Individual Quality of Life

Human Development Index (HDI)

Individual Quality of Life
Introduction to the Human Development Index (HDI)

- The UN Human Development Index (HDI) is made of three equally-weighted components:

  - **Income** is included as a proxy for access to goods and services;

  - **Life expectancy** at birth as a proxy for health, and;

  - **Education** as a proxy for knowledge. Educational attainment includes adult literacy rate and gross primary, secondary, and tertiary enrolment ratios

- Originally used by the UN to compare international development, INAC has pioneered the use of the HDI to compare Aboriginal and non-Aboriginal populations in terms of human Development.

- Although Canada has consistently scored highly on the HDI, the Aboriginal population in Canada has generally lower health, income, and education outcomes than does the total Canadian population.

The *Human Development Index* *(HDI)*
Registered Indians, 1981-2001
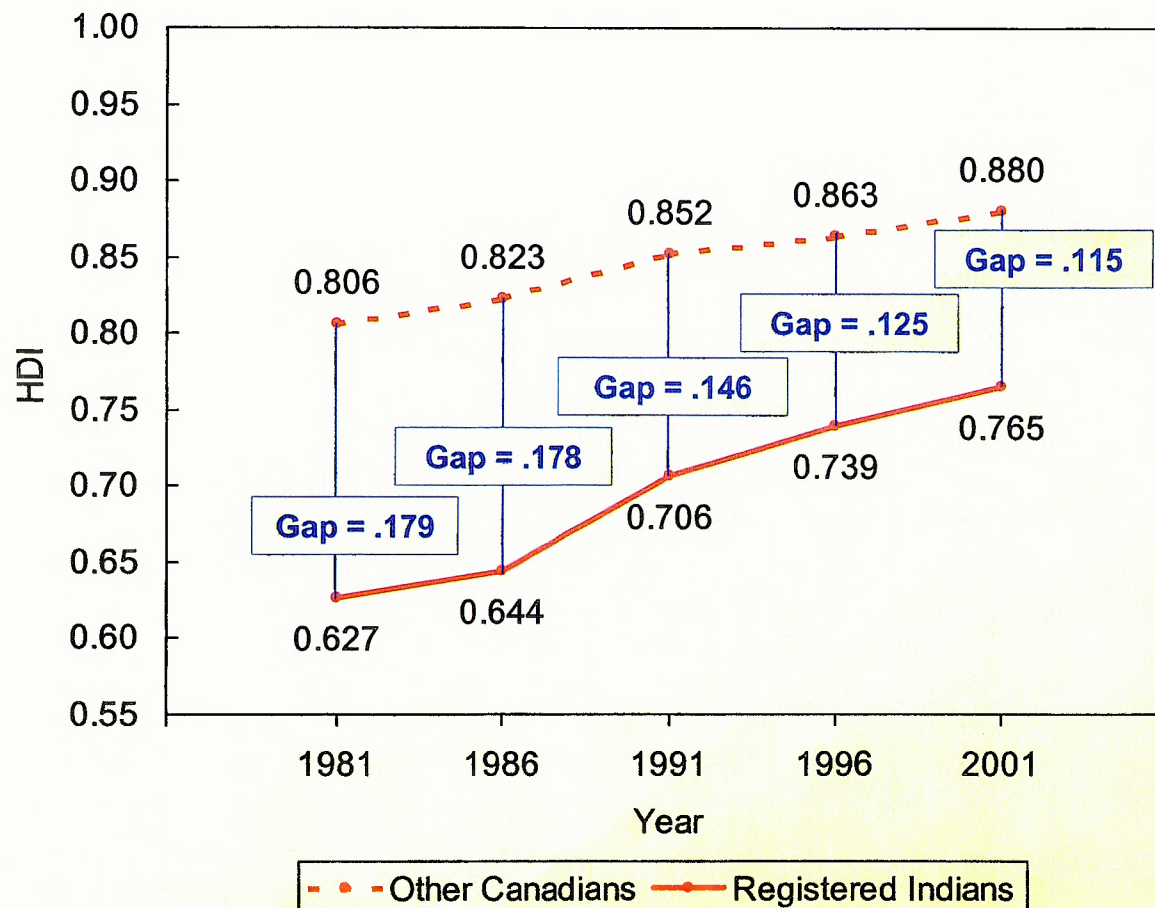
The HDI for **Registered Indians is significantly lower** than that observed for other Canadians.

The **HDI gap** between Registered Indians and other Canadians has been **narrowing** since 1981.

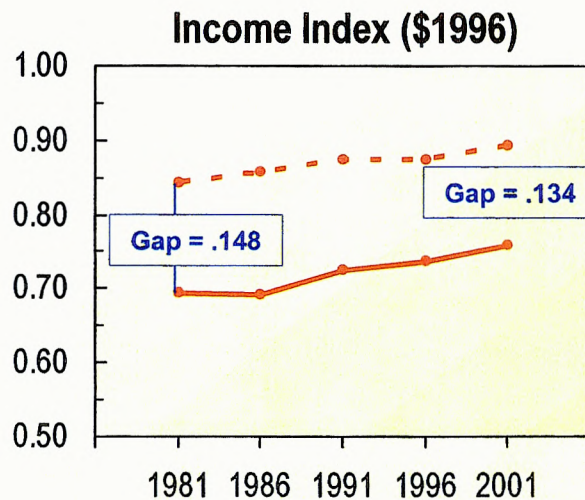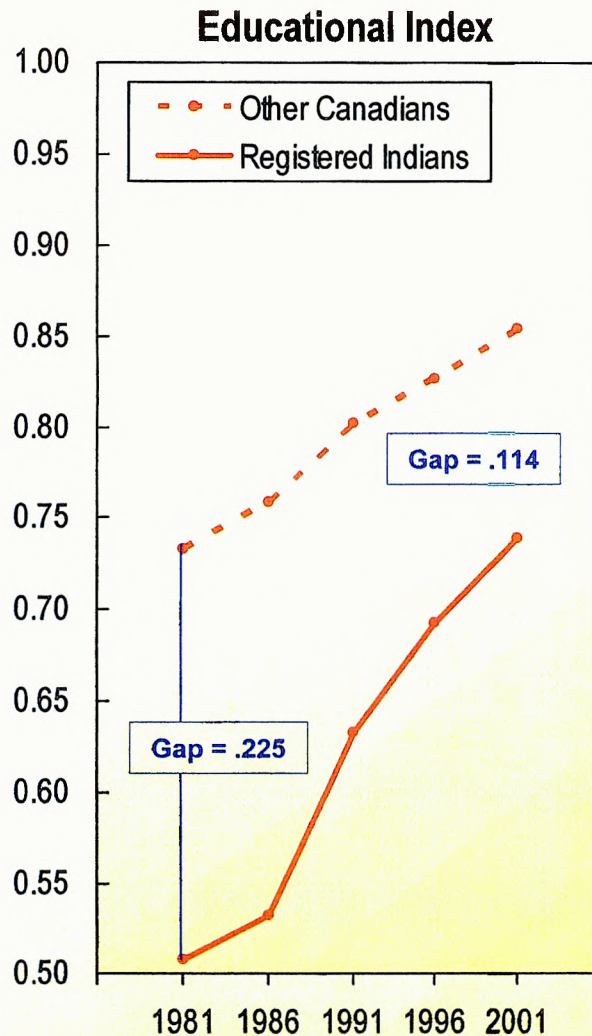But improvements over the 1996-2001 period have not resulted in a significant 'gap reduction'.

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The Human Development Index *(HDI)*
Component Breakdown, 1981-2001

Educational Index

Legend:
- Other Canadians (dashed line)
- Registered Indians (solid line)

Y-axis: 1.00, 0.95, 0.90, 0.85, 0.80, 0.75, 0.70, 0.65, 0.60, 0.55, 0.50
X-axis: 1981, 1986, 1991, 1996, 2001

Gap = .114
Gap = .225

Income Index ($1996)

Y-axis: 1.00, 0.90, 0.80, 0.70, 0.60, 0.50
X-axis: 1981, 1986, 1991, 1996, 2001

Gap = .148
Gap = .134

Life Expectancy Index

Y-axis: 1.00, 0.90, 0.80, 0.70, 0.60, 0.50
X-axis: 1981, 1986, 1991, 1996, 2001

Gap = .097
Gap = .165

Between 1991-2001, **education made the single greatest contribution** (59.5%) to closing the gap compared to life expectancy (21.6%) and income (18.9%).

Source: Statistics Canada, 1981 to 2001 Censuses of Canada.

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Canada

The Promise of Education

Comparing Educational Attainment

Canadian Population 1951-2001
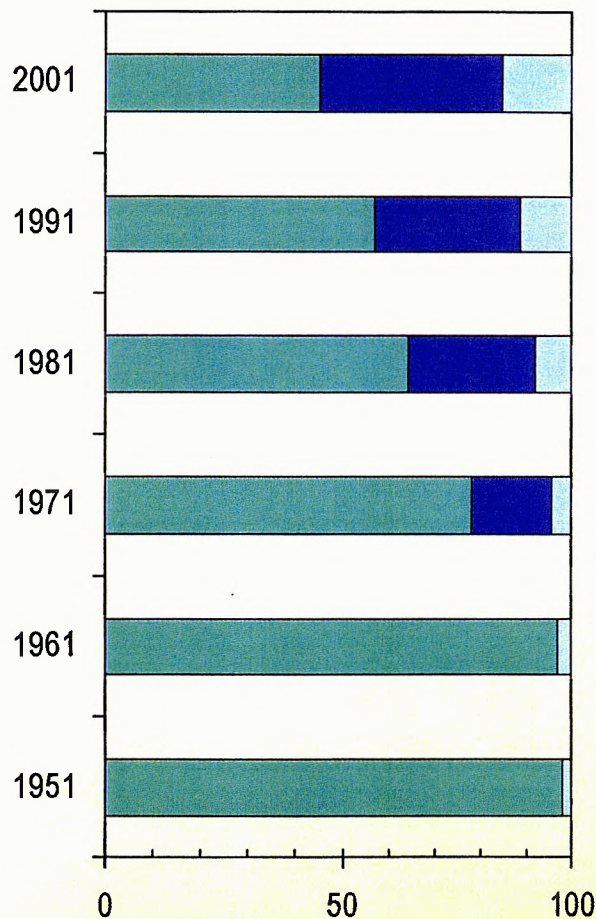
"By 2004, more than 70% of all new jobs created in Canada will require some form of post-secondary education. Only 6% of new jobs will be held by those who have not finished high school." Stats Can/HRDC 2002

Registered Indians On-Reserve, 2001

- High School or Less
- Some Post Secondary
- University
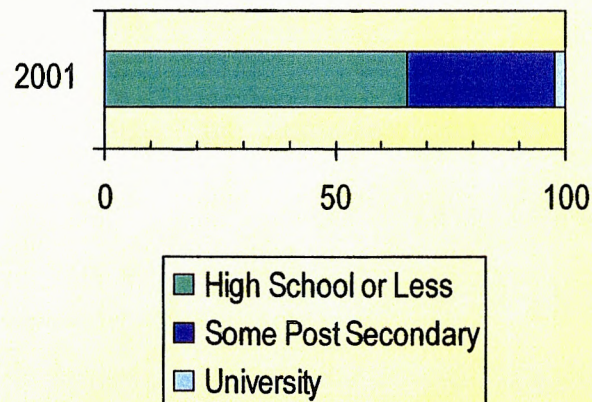
The 2001 education attainment profile of Registered Indians on-reserve resembles that of the general population in the early 1970s.

Disparity in **educational** attainment will **affect** Registered Indian **performance in the job market** of the future.

Source: Statistics Canada, 1951 to 2001 Censuses of Canada.

The Promise of Education
National Survey of First Nations People

Federal Government Priorities, EKOS, 2002

Priority	Percentage
Education	70%
Children	66%
Health Care	63%
Housing	53%
Improving Job Skills	53%
Aboriginal Land Claims	50%
Unemployment	43%
Regional Economic Development	41%
Environment	38%
Managing Natural Resources	37%
Aboriginal Self-Government	32%
Managing the Economy	32%
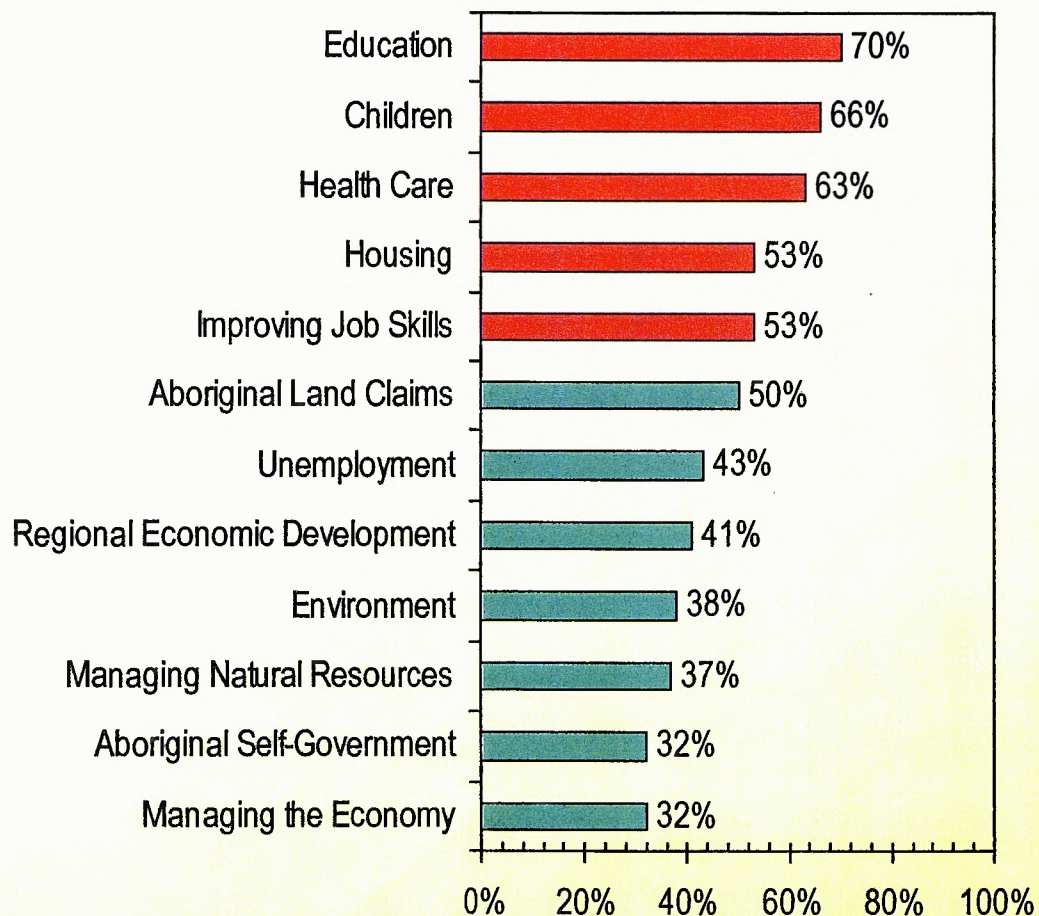
In the Fall 2002 EKOS Survey of First Nations People living on-reserve, **education, children and job skills** were identified amongst the **top-five priorities** that should be given the highest priority by the Government of Canada.

The Promise of Education

Employment and Transfer Income, 1996

Employment Ratios

Percent of Transfers in Total Income
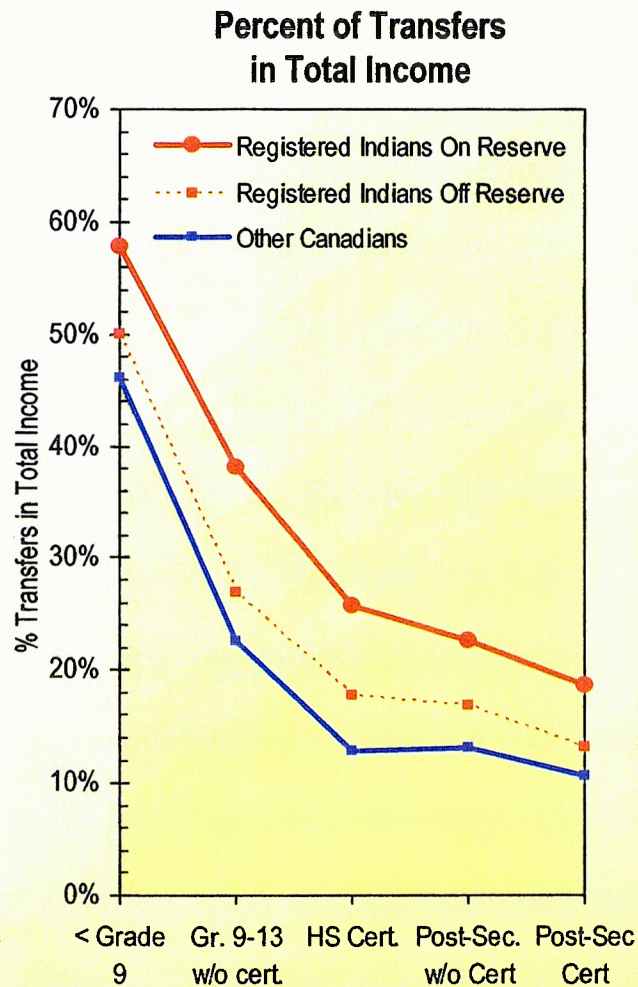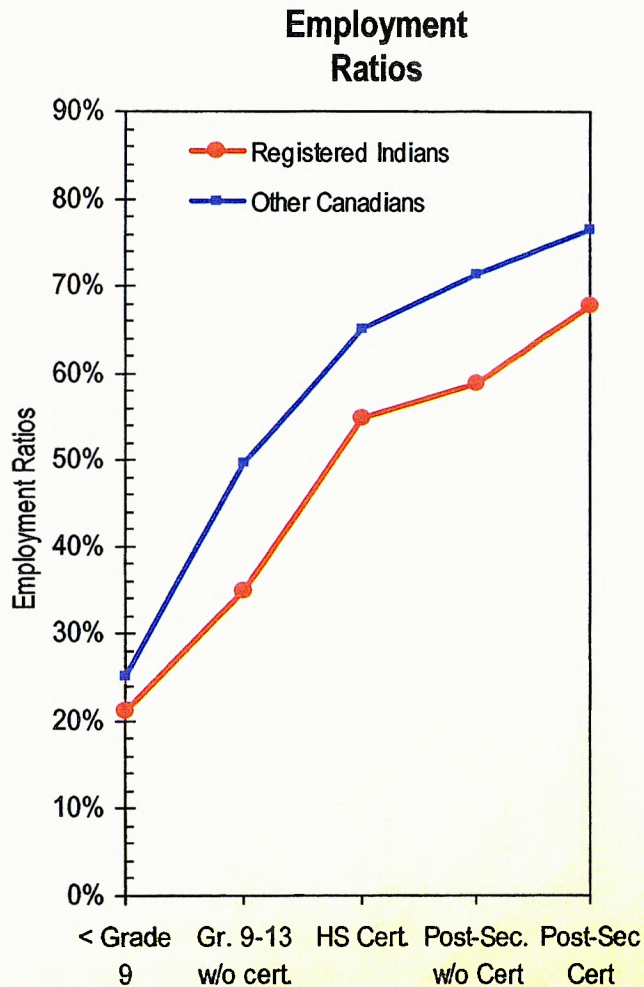
Analysis reveals that **higher education** increases labour force participation and **reduces** an individual's **dependence** on government transfers.

Source: Statistics Canada, 1996 Census of Canada.

Pressures from the Next Generation
Age Pyramid, Registered Indians, 2001

49K

EXITING
Labour Force Ages

215K

ENTERING
Labour Force Ages

85+
80-84
75-79
70-74
65-69
60-64
55-59
50-54
45-49
40-44
35-39
30-34
25-29
20-24
15-19
10-14
5-9
0-4

Male

Female

40   30   20   10   0   10   20   30   40

Population Size ('000)
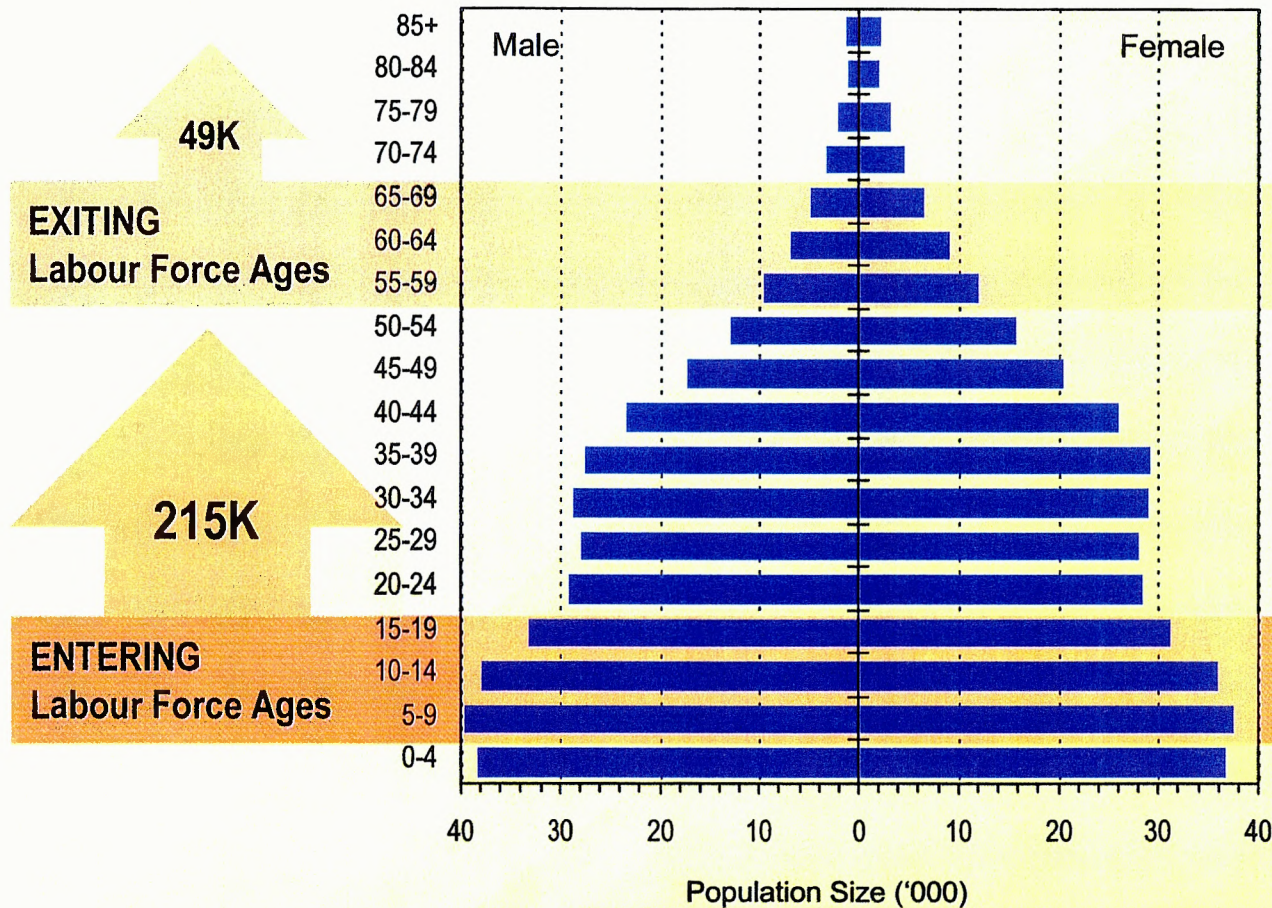
Source: DIAND Indian Register.

In the next 15 years, the size of the **Registered Indian cohort entering** the labour force will be **4 times greater than the cohort exiting** the labour force.

How well educated will this cohort be ? Will it be equipped to go after high-end jobs ?

Implications for social cohesion, participation in the economy ?

Implications of Demography
Annual Employment Growth Required, 2000-2014

Additional Employment Required (000's)

- Parity Employment Rates: 9.5 (2000), 12.1 (2004), 16.5 (2009), 22.9 (2014)
- Stable Employment Rates: 3.5 (2000), 3.9 (2004), 4.5 (2009), 5.2 (2014)

Year
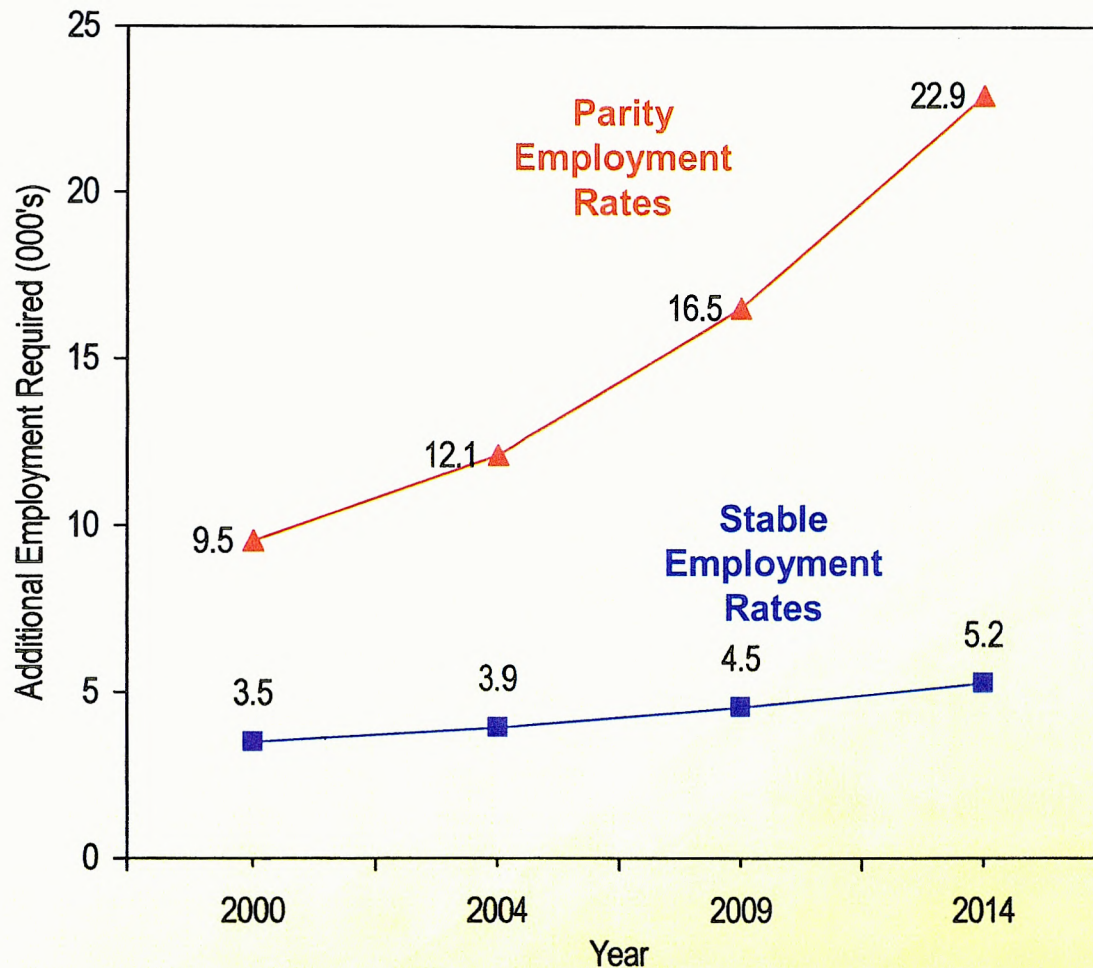
Source: Clatworthy (2001)

Over the course of the next decade (2004-14), a total of 43,000 new jobs are required in order to maintain current employment levels.

To achieve 'employment' parity between Registered Indians and other Canadians by 2014, the **'job creation'** effort needs to **rise to 174,000**.

Community Quality of Life

Community Well-Being Index (CWB)

Community Quality of Life
Introduction to the Community Well-Being Index (CWB)

- The Community Well-Being Index combines the approach of Robin Armstrong's work on the socio-economic well-being of First Nations communities and the methodology employed in the Human Development Index.

- The index is composed of multi-faceted indicators of Education, Labour Force Participation, Income and Housing.

- The index scale runs from 0 to 1, with 1 being the highest score and 0 the lowest.

- While this research is based on data from Statistics Canada, the opinions expressed do not represent the views of Statistics Canada. Individual community scores will not be released.

First Nations Community Well-Being in Canada:
The Community Well-Being Index (CWB)

Community* Type Cases

▽ 0.2 to 0.4 (1)
● 0.4 to 0.6 (153)
● 0.6 to 0.8 (346)
★ 0.8 to 1.0 (41)

* Relative to other First Nations Communities

Source:
Statistics Canada, Census of Population, 2001.
Mapping: © 2000. Government of Canada with
permission from Natural Resources Canada

First Nations Community Well-Being in Canada:
The Community Well-Being Index (CWB)

Preliminary Analysis
CWB 2001

Community* Type Cases

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Statistics Canada, Census of Population, 2001.
Mapping: © 2000. Government of Canada with
permission from Natural Resources Canada

First Nations Community Well-Being in Canada:
The Community Well-Being Index (CWB)

Preliminary Analysis
CWB 2001

Whitehorse

Yellowknife

Iqaluit

Edmonton

Victoria

Regina

Winnipeg

St John's

Charlottetown

Quebec

Halifax

Ottawa

Fredericton

Toronto

Community* Type Cases
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First Nations Community Well-Being in Canada:
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* Relative to other First Nations Communities

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Statistics Canada, Census of Population, 2001.
Mapping: © 2000. Government of Canada with
permission from Natural Resources Canada

Community Well-Being Index (CWB)
Distribution of Communities by CWB Level, 2001

Chart legend:
- First Nations (N=541)
- Other Canadian Communities (N=4144)

Y-axis: Percent of Communities (0% to 35%)
X-axis: CWB Level (7 to 20)
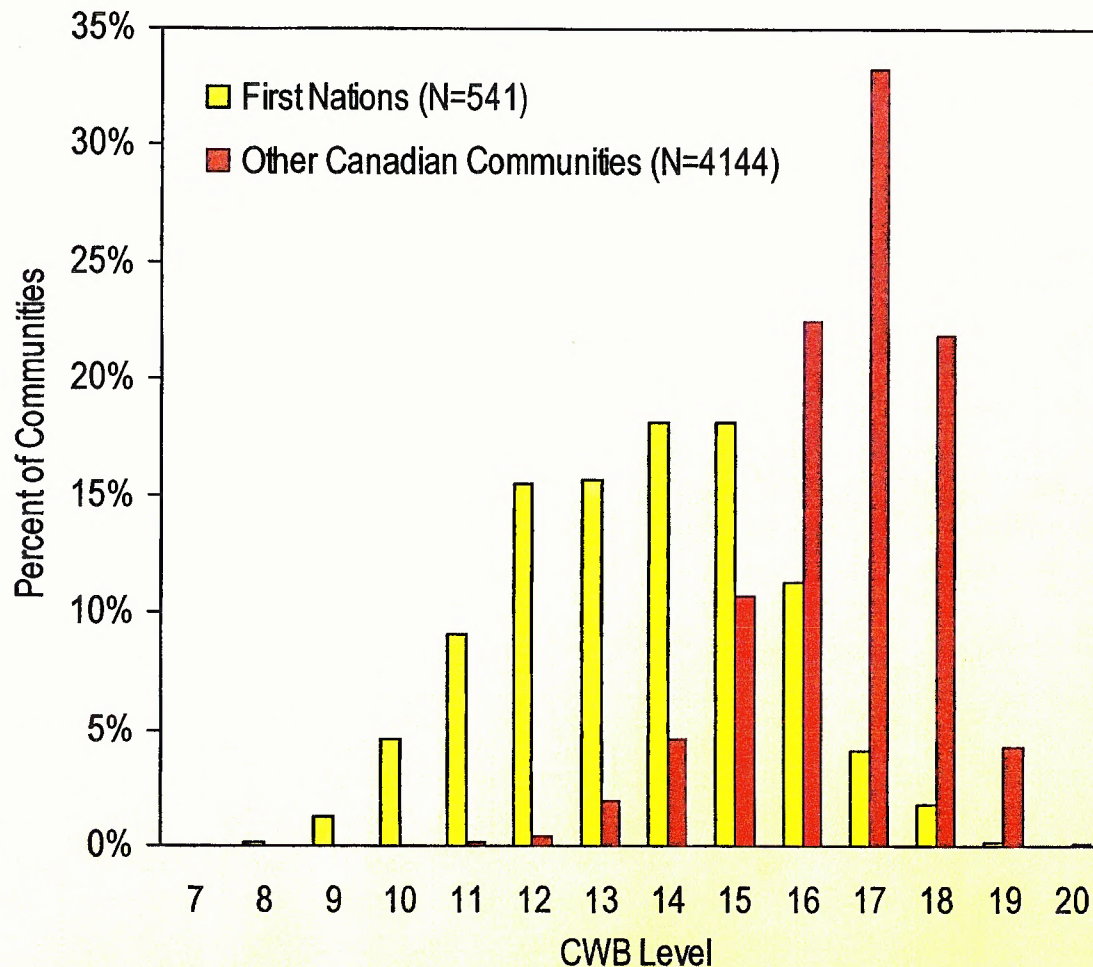
Among the **'bottom 100'** Canadian communities, **92 are First Nations**.

Only one First Nation community ranks among the **'top 100'** Canadian communities in 2001.

Source: Statistics Canada, 2001 Census of Canada.

Community Well-Being Index (CWB)
Changes in CWB Across Time, 1991 - 2001

389 First Nations Communities		2001 CWB Score			
		0.20-0.39	0.40-0.59	0.60-0.79	0.80-1.00
1991 CWB Score	0.20-0.39	1	13	2	
	0.40-0.59		121	95	
	0.60-0.79		2	133	10
	0.80-1.00			2	10

- CWB Stable 1991-2001
- CWB Improved 1991-2001
- CWB Declined 1991-2001

Nearly **7 out of 10** FN communities experienced little or **no change** in the CWB between 1991 and 2001.

A **significant number** of communities (**120**) saw **improvements** over the same time period.

Community Well-Being **declined** in only a few **rare** instances (4).

Indian and Northern Affairs Canada   Affaires indiennes et du Nord Canada

28

Canada

Community Well-Being Index (CWB)
CWB Related to Transfer Income, 2001

Correlation:
R= -0.731
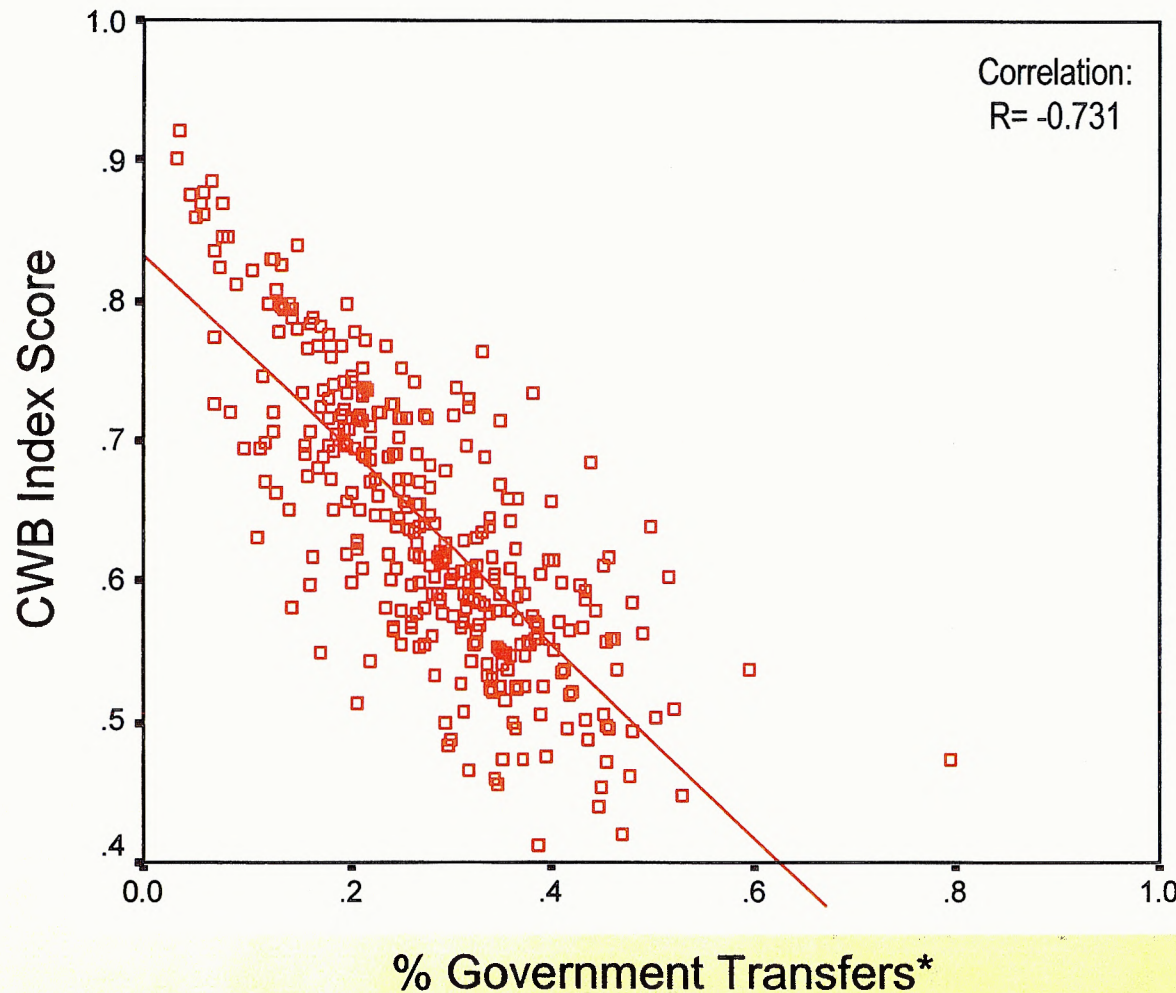
Analysis reveals that individuals living in First Nations communities with **higher well-being** are **less dependent** on government transfers.

Learning Session
Summary

Demography counts

➢ Rapidly growing population, particularly on-reserve.

➢ Increasing complexity in regards to classes of citizens, with differing rights and entitlements.

Education counts

➢ Higher education increases self-reliance, through higher labour force participation, and improves individual quality of life.

Communities count

➢ The strength of the relationship between education, self-reliance and QoL is mediated by the capacity of communities (location, access to resources, …).

From the Tribal
to
The Modern
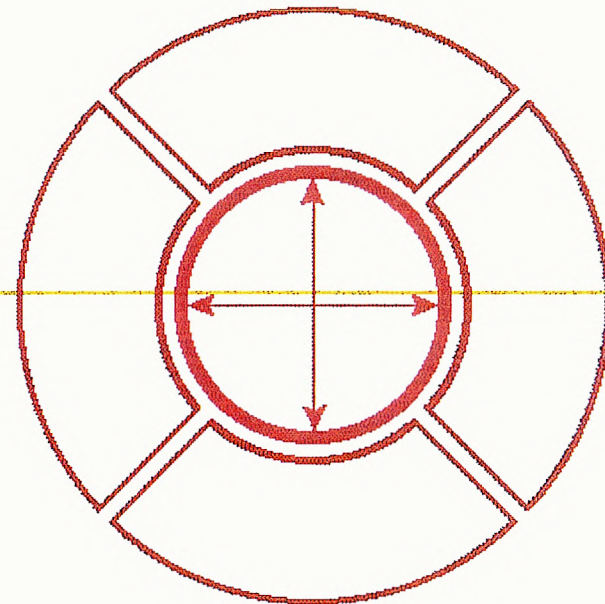
Stylized medicine wheel

Modern Aboriginal Society

- Aboriginal society after 1969

- A society undergoing profound change

First nations insurance services logo
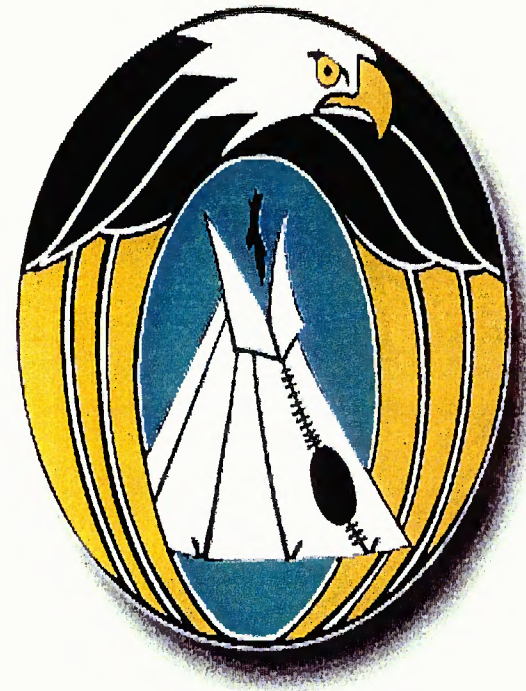
Modern Aboriginal Society

- a consistent theme in Aboriginal rhetoric over last 150 years:

  a strong and overwhelming desire to survive as distinct Aboriginal peoples

FIRST NATIONS
UNIVERSITY
OF CANADA

SIFC
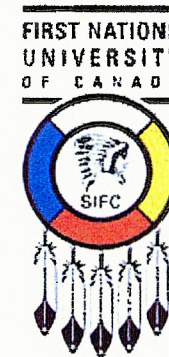
modern Aboriginality

confident

aggressive

assertive

insistent

desirous of creating a
new world out of
aboriginal and western
ideas.
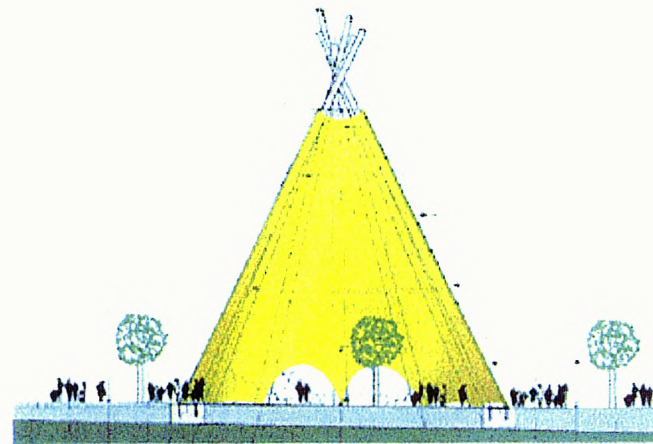
The move to modernity

- 6 major developments
- 30 year period

1. Urbanization

- A slow gradual shift from rural areas to cities
- Establishment of urban communities
- Generation of urban residents
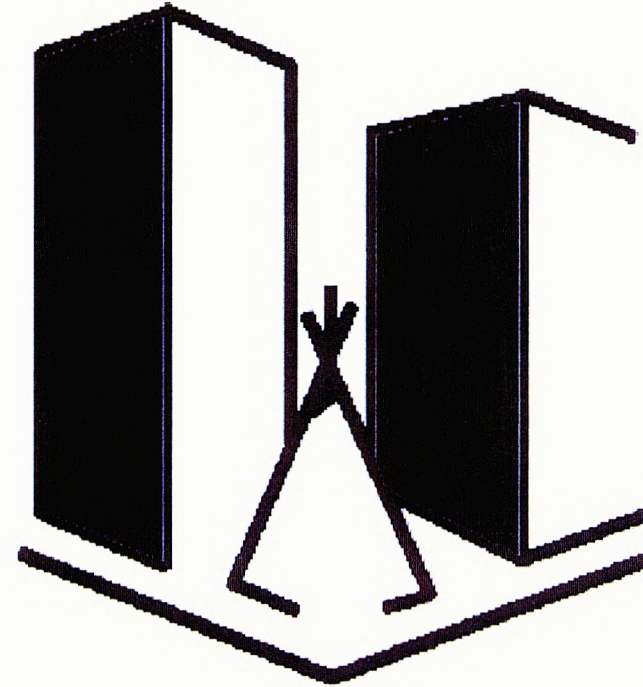
NAFC logo

2. Retraditionalization

- Desire to use traditional ideas, including spirituality

- As key informing aspect of daily life

  - *Peace medicine wheel*

3. Institutionalization

Development of infrastructure o
organizations in response to an
designed to serve societal need

ennaahtig healing centre
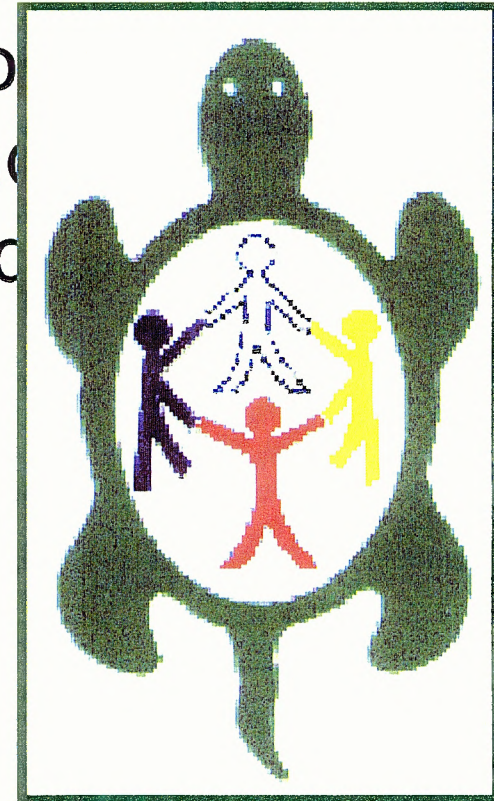
4. self governance

- assertion of individual and collective control over the structures and processes of everyday aboriginal life

5. Cultural identity reinforcement

- deliberate and internally defined individual and collective identities based upon traditional cultural groups

6. Textual transformation

- the emergence of a textual mode of cultural transmission which is beginning to supersede the ancient oral transmission and the emergence of English as the lingua franca among aboriginal people
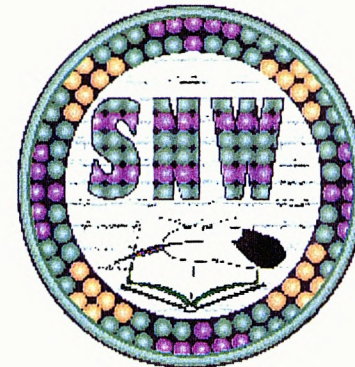
Modern Aboriginal Society
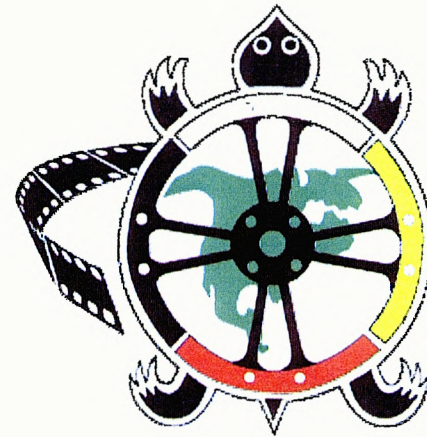
- What will this new society look like?
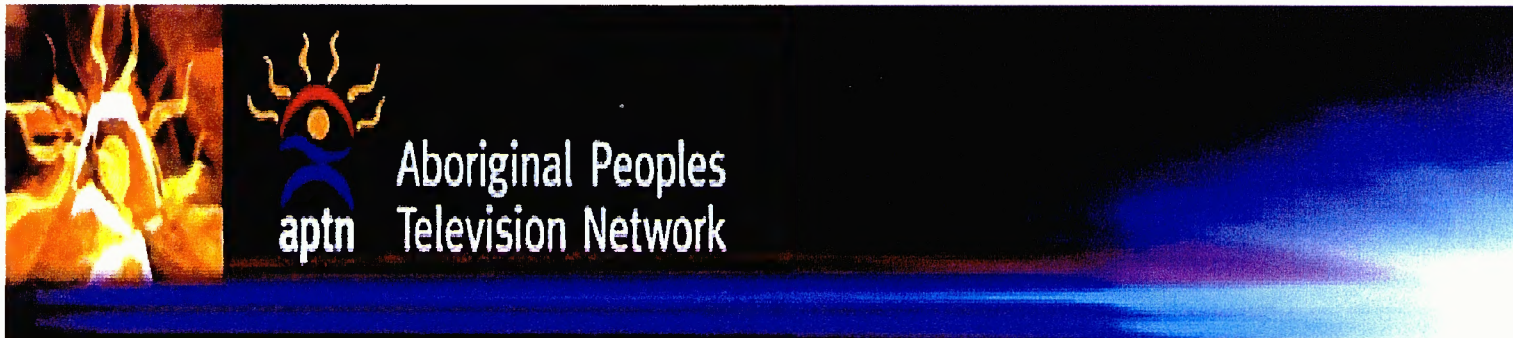
Modern Aboriginal Society

- largely urban based
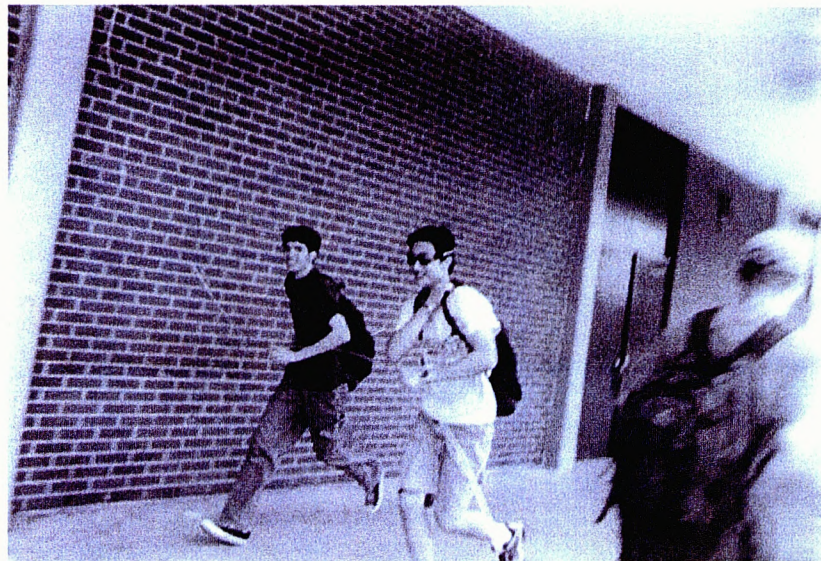
Modern Aboriginal Society

■ The central institutions of aboriginal life will primarily be western in nature with adaptations to ensure that they are appropriate to aboriginal cultures

Turtle Island Production logo
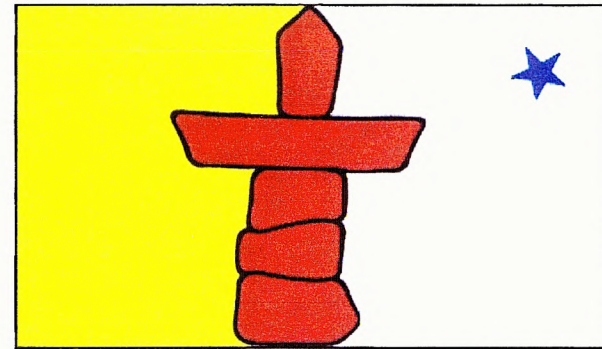
Modern Aboriginal Society

- Aboriginal individual and collective identities will be positive and self constructed

ᔕ ᐸᑭᒪ

Shibogama First Nations Council

Modern Aboriginal Society

- Self governance will be a social and political reality

Nunavut Flag

Modern Aboriginal Society

modern aboriginal
society will be a society
of organizations

fnet

first nations employment & training centre

CENTRE FOR INDIGENOUS ENVIRONMENTAL RESOURCES

Post Colonial Consciousness

- Aware of colonization
- Aware of implications of colonization
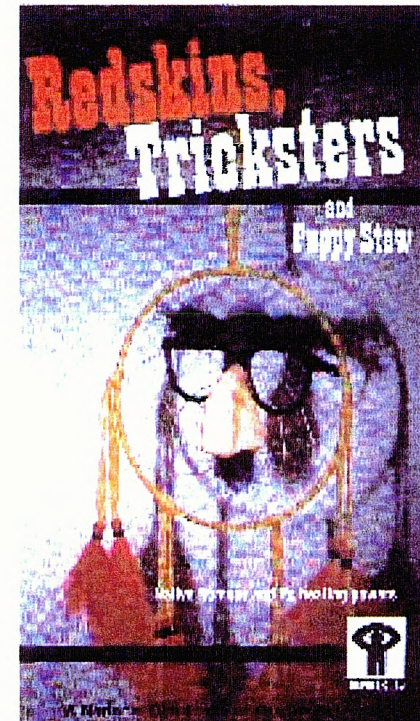- Choosing deliberately, consciously, systematically to deal with colonization

One fundamental Change

- Post Colonial Consciousness
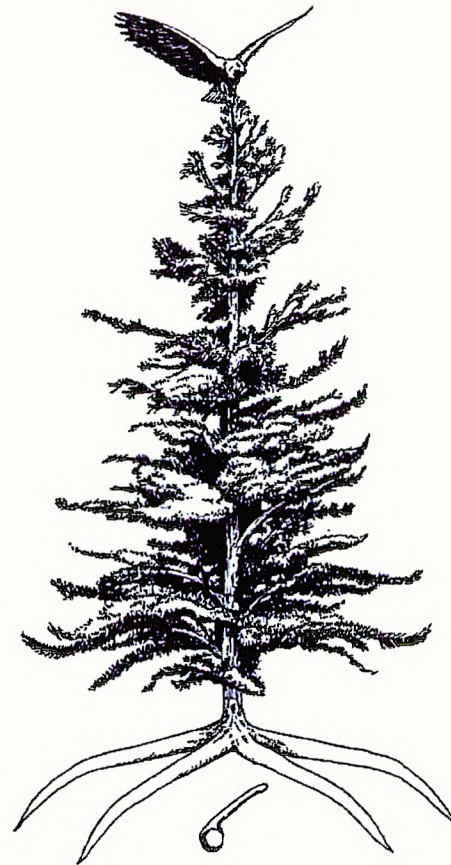- Thought and Spirituality

Postcolonial Indigenous Legal Consciousness

by James Sakej Youngblood Henderson

Indigenous Law Journal, UTP, 2003

Contribute to the good mind

The Tree of Peace
Copyright (c) 1991, by John Kahionhes Fadden

Summary

- Challenge
- Know more than you
- Infrastructure of organizations
- Foundation of legal rights
- Desire to build good communities
- Indians have changed
- Canadians have not.

Post Colonial Consciousness

- Determined to overcome colonial legacy
- Developing ways and means to do so
- Courts, laws, land, wealth

First Nations Gazette
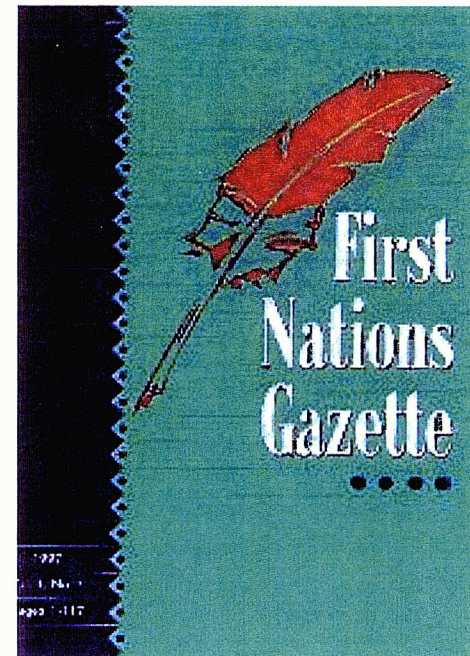
Post Colonial Consciousness

- **Strong desire to use indigenous knowledge/thought as basis or key informing aspects of everyday lif**

Caring for First Nations Children Society

- **Key institutions to do this: education, health care, culture**

Post Colonial Consciousness

- Broader Definition of Governance
- Governance rather than government
- Governance is
- Stewardship and direction over the structures and processes of everyday life

Post Colonial Consciousness

- Translate ideas into structures and processes
- Inform the way institutions work
- Seen to be visible
- Areas:
    - Education
    - Social services
    - Child Welfare
    - Health
    - Economic Development
    - Government Development
    - Cultural Development