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EDMONTON-HOBBEEMA REVIEW COMMITTEE

REPORT

January 28, 1977

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EDMONTON - HOBBERMA REVIEW COMMITTEE

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REPORT BY
REVIEW COMMITTEE
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A. OVERVIEW

Introduction

Over the past years, Indian people have had a number of grievances about the inadequate services offered by the Department of Indian Affairs, such as employment opportunities and social welfare services. These grievances came to a head when an Indian employee felt her rights were violated by the Department. As a result of a sit-in during the summer of 1976 at the Edmonton-Hobbema District Office, the Department agreed that an Indian group chosen by Indians themselves would investigate the hiring practices and policies of the Indian Affairs Department, with a special focus on the Edmonton-Hobbema District.

Review Committee

To carry out this investigation, Indian people who were aware of the problems constituted themselves as a "Review Committee." Its chairpersons are Gordon Lee, Helen Gladue, Leo Pretty Youngman. Its members are: William Beaver, Charles Grier, Eileen Grier, Lawrence Mackinaw. The Review Committee obtained \$27,000 for 6 months and \$11,000 for the salaries of two research workers who are Kathy Louis and Phyllis Potts. Betty Yellowhorn was a research worker from September to November. The Committee's consultants are Leroy Little Bear and Ben Carniol. The Committee agreed to produce an interim report on

October 28, 1976, and a more complete report on January 28, 1977.

To assist the Review Committee, the following bands gave their support through Band Council Resolutions: Samson, Louis Bull, Montana, Ermineskin, Alexis, Alexander, Paul and all the bands encompassing Treaty #7 area. (See Appendix A)

Procedures for this Report

These findings are based on a number of sources. Our research workers held interviews with band members encompassing the eight reserves in the Edmonton-Hobbema district. In addition our research workers and committee members held meetings with Chief and Councils on seven of these reserves. We also met with provincial and federal civil servants. In all, these contacts totalled over 200 people. Other data in this report has been obtained from statistics and other reports provided by the Department of Indian Affairs.

Our interviews were well-received by Indian people who were pleased that we were able to add to their information as we communicated with them. We wanted band members to know about government programmes and services in that sense we were not just another routine survey.

The Committee wishes to acknowledge the active cooperation and respect we received from the Department of Indian Affairs. At the same time, we have remained independent of the Department. We have met on the average of every two weeks since July in order to prepare this report. It should also be noted that the Review Committee has been requested by Chiefs and Councils to carry out similar studies on other topics and with other district offices as well.

General Findings

Our research focused on two main concerns: the Department's employment practices and the Department's social services to Indian people. We found that the Department was failing to make equal employment opportunities available to Indians. We will show with facts and figures how the least paid, least stable positions are those which are most often held by Indian people. We found that fewer and fewer Indians were found the higher we looked at the Department's hierarchy.

In addition we found the Department was failing to provide quality social services. Indian clients usually did not know their rights. Indian clients were made to feel ashamed even though they were destitute for reasons beyond their control. Indian clients felt controlled by the welfare system. In our specific findings we will quote what band members told us about welfare services.

Over and over again we heard complaints about the Department's failure to consult with Indian people. Though on paper some programmes have been transferred to reserves, the real control remains with the Department. On the reserves, we found a shocking lack of awareness and knowledge about how the Department works, about how much money it spends, about its policies and about the politics of obtaining sensible programmes.

General Recommendations

From our specific findings we will be making specific recommendations. Generally these recommendations urge that the abuses we found be ended. It is a disgrace to find so few Indians

admitted to senior policy levels. It is indictive of the substandard education Indians have received. These conditions are unjust and must change. Indian recruitment must become real, not token.

At the reserve level, welfare is not good enough as an answer. The Department must vastly increase its economic development programmes. The high unemployment level on many reserves shows the failure of the Department to create more jobs. It is a mistake for the Department to package its economic development to merely create new elites on the reserves. This is just creating a new class of privileged Indians. We must not copy the white man's ways. Economic wealth should be channelled to the entire community. We must avoid the trap of greed. This means that Indian leadership must recognize what is going on. We urge our leadership to act with wisdom and with courage. We must reject programmes that widen the gap between the rich and the poor on our reserves.

We urge our leadership to insist on better information from the Department. This information should then be passed on to all band members. That way our leaders will be accountable to their constituency. The Department is showing our leaders the wrong way because the Department communicates one way only. That must change. The Department must become responsive to inputs by our leaders; in the same way our leaders must consult more actively with band members. That way the reserves will become strong, independent and self-governing.

In addition, Indian organizations such as the Indian Association of Alberta must consult more with Chiefs and Councils. We cannot expect

the Department to become responsive if our own organizations refuse to do the same. Especially Indian political organizations should follow democratic accountability, active consultation and making all information readily available to all Treaty Indians. Otherwise these organizations risk to become another elite working for its own self-interest.

B. SPECIFIC FINDINGS

We will begin our specific findings by presenting a number of quotes from Indian people we interviewed on reserves. Through the process of these interviews, our impressions were confirmed that the Department was acting to impose the patterns of white society upon the reserve. As a result we have 3 main degrees of acculturation into Canadian society. We have those Indians with the most wealth and the most influence who number a relatively few families. Then we have a middle class, that is those Indians who are on salary and related to local band leadership through kinship. And then we have many Indians for whom there are no jobs - they land up on welfare, are looked down upon. Throughout these levels of social stratification, there are severe social problems in all groups.

1. Control By The Department of Indian Affairs As Seen By Local Band Members

1. "We are being used as rubber stamps. The white man has it over us from the beginning".
2. A Councillor stated, "We have not acquired the

white man's way of doing things. We don't even have job descriptions for our band employees".

3. At a recent meeting of Chief and Council in the Edmonton-Hobbema District, a Chief stated to representatives of the Review Committee that, "You have brought us information about reports, policy guidelines and regional budgets that we have never seen before".
4. At a meeting of the Chief and Council in the Edmonton-Hobbema District both were saying that, "There is no two-way communication with the Department. They come here with their programmes and expect us to take them".
5. "We Chief and Council do not have access to the three volumes of policies and guidelines which cover all the Department's programmes. For example, programmes for education, local government, band elections, housing, welfare and economic development. Without this direct information, we are forced to rely upon the Department's district staff".
6. A comment was made by a former Department of Indian Affairs employee who stated, "Departmental staff withhold information to maintain their control".

7. An overwhelming majority of the band members said they did not know their rights. That is, they did not know what they were entitled to under the various government programmes.

General Observations On The Topic Of Control By The Department

- a. Frequently, the Chief and Council are pressured by the Department of Indian Affairs to accept programmes without having a full interpretation of the consequences. As a result Band Councils are sometimes unprepared to administer these programmes and then the programmes are mismanaged. Band members, however, blame the Band Council for this outcome. In this way the Department is able to set up the Band Council as the target for blame.
- b. Discretion misused by the Department: On the one hand, the Department exercises too much control when it comes to programme orientation and priority setting. That is, Chief and Council find themselves relatively powerless to set the direction of their band programmes. On the one hand, where the Department should exercise more power, that is when there is evidence of mismanagement by the band council, the Department refuses to step in or is reluctant to do so.
- c. Re: the proposed transfer of social services from the Department of Indian Affairs to the province. At a recent meeting of Chiefs and Councils in the Edmonton-Hobbema District, there was no

knowledge about the negotiations between the provincial and federal governments along with Indian Association of Alberta.

- d. Because of the Department's red tape and lengthy procedures at the District level (which means control by the Department), there was a consensus among band members and some councillors to do away with the District office.

11. CONTROL BY BAND COUNCILS

1. A band member from Hobbema said, "We have no voice on the Council. We are kept ignorant about Council matters. Council makes promises with no follow-up".
2. The majority of band members stated, "We don't know what goes on in the band council and don't care to know".
3. A band employee stated that "There is no job security in working for the band, you can get fired as quickly as you get hired, by the Chief and Council".
4. A band member and a Councillor said that the "Band Councils think more of white people than their own Indian people. The Councillors give first attention to white people and only then deal

with band members. And when councillors are ready to deal with band members, it is time to adjourn the meeting. The Council is a rubber stamp for what white people recommend". This opinion is also held by numerous other band members. For example, an indian farm manager who had the same qualifications, experience and capabilities as a white person, received a rate of pay of \$600/month from the Band Council, the equivalent white person was offered \$1,200/month.

5. "We do not know enough about the welfare program, although under the Contribution to Bands program, we administer the program".
6. A band member said that, "Only Band Councillors benefit from the monies coming to the reserve from governments and from oil revenues".
7. A band member said, "Welfare workers don't follow up on their promises to clients". (This represents a form of control because the welfare worker is part of the reserve bureaucracy).
8. The distance from the core Reserve area and an outlying region separated by a white county result in both geographic separation also a socio-economic separation. People in this area do not know how

their share of band funds are being spent. Nor do they have local services. In general these people are excluded from information and consultation regarding matters affecting their lives. This has resulted in feelings of isolation and of being controlled at the Four Band level. For example: A Band member receiving a social allowance subsidy of \$20.00 per month has to travel 35 miles to pick up the subsidy cheque and has to pay \$5 to \$10 for the ride to collect the cheque.

General Observations On The Topic Of Control By Band Councils

- a. There was a general feeling of band members in the Edmonton-Hobbema District that there was an overwhelming evidence of nepotism and favoritism with Chiefs and Councillors families.
- b. In the meeting with Chief and Council in the Edmonton-Hobbema District it was discovered that a key Department document for the Alberta region was prepared without any consultation with either the Chiefs and Councils nor the Indian Association of Alberta. And yet this document was titled, "Purpose, Objective and Goal Statement: 1976-77, Alberta Region". It is shocking that such a sweeping report should still be confidential. On its first page this report states as "Purpose: in consultation with the Indian people, to support, maintain and develop activities whereby Indians, through their own initiatives may achieve their cultural, educational, economic and social aspirations within Canadian

society". Beautiful, instead of preaching it, why don't they practise it.

II. B. CONTROL BY INDIAN ASSOCIATION OF ALBERTA

1. "Indian Association is worse than Indian Affairs in their lack of consultation with us," this was stated several times by the leaders in the Edmonton-Hobbema district.
2. At a recent meeting of the Chief and Council in the Edmonton-Hobbema District, a Chief stated, "You have brought us information that we have never had before". However, we understand that information is withheld by the Indian Association of Alberta that is meant for Chiefs' information from the National Indian Brotherhood.
3. A senior provincial government official explained that local Indian autonomy should go back to the reserve level, that is, the powerlessness of the Chief and Council has been magnified by the Indian Association of Alberta and the Department of Indian Affairs.

III. WELFARE

Here is what Band members said about welfare services and

District social service personnel:

1. "I can't remember when I last saw a welfare worker".
2. "I haven't seen any welfare worker for three months".
3. "We are not told what benefits we are entitled to".
4. "I have never seen the Child Welfare Manual".
5. "Our worker asks us how we will spend our welfare allowance and wants to know in detail".
6. "I have no use for welfare workers because I never see them".
7. A band member said, "Welfare stinks - people should get off their asses and work". Another stated, "Welfare makes people lazy".
8. On the topic of employment, here is what some (3) band members said, "There should be no welfare. There should be more job opportunities".
9. A council member in the Hobbema area said that "Welfare should be done away with. It should be replaced with more band co-operative enterprises".

10. A single parent needed a stove and fridge. She asked the welfare worker about it. The welfare worker told her that this is not provided under social assistance (contrary to regulations).
11. A number of band members stated that it is a positive approach to hire native welfare aides but they lack the education and the understanding of the program.
12. A family of six persons, two adults and four children were receiving \$38.00 per month in subsidy.

General Observations On The Topic Of Welfare

In interviewing provincial social workers here are some observations:

- a. "My skin color is different, I don't feel I should be working on the reserve and I'm so consciously aware that I'm different".
- b. I don't know anything about Indian people but I volunteered to work on the reserve when no other staff member would".
- c. Because the Department of Indian Affairs does not have legal authority in the field of Family Court and Child Welfare, these services are provided by the provincial social services.
- d. Children are being apprehended without being given any explanation and without involvement of the parents by the social worker.

- e. When Indian children are being taken from the reserve and there's no support for appreciating their Indian culture this is to the detriment to the child when he's grown up. This produces a situation where the child feels rejected by the white society and also rejected by his own society.
- f. Because there are no counselling services available to Indian people in Family Court, this makes it more easier for the child to be placed in another home. If the proper support service had been available far fewer families would have to be broken up.
- g. It appears as though there has been no real concerted effort to recruit native foster homes.
- h. It is our impression that welfare services are being used in a very authoritarian manner. Instead of helping clients, very often the worker will use their authority to act as a policeman. This does nothing for the self-esteem of the client. This produces a "We" "They" relationship and fosters a dependency which then becomes acceptable.
- i. Alcoholism is evident on the three levels of stratification but the services deal with the symptom and not the cause.
- j. According to the Social Assistance Manual, undated, page 2, in regards to welfare policy, "In Alberta, the responsibility for providing financial assistance to registered Indian people in need has been assumed by the Department of Indian Affairs and

Northern Development. There is no legal base for the Department to have taken on this responsibility because there is no federal law giving the Department the authority to carry out this program. The Department has justified the program because firstly, all the need that people have exists and secondly, the Department has a moral responsibility to meet the needs of demonstrated poverty. We feel this is not accurate. The Department of Indian Affairs has more than a 'moral responsibility'. Ottawa also has a legal responsibility. This legal responsibility flows from the Canadian Constitution, British North America Act, Section 91. The fact that Ottawa has never specified legislation in social services specifically, does not take away from its primary legal and constitutional obligations to Indian people for social services. In addition, welfare is seen by Indian people as part of Treaty Rights. Indians have shared their lands with the larger society. It is only reasonable that the larger society share its wealth with Indian people. Unfortunately, welfare policies have put stigmas on clients. Even worse, it has created a division, giving Indian people an inferior service than is available to the rest of society. And so, what was supposed to make us partners in the development of Canada, has ended up making us second class citizens.

IV. We will now examine the employment practises of the Department of Indian Affairs

PERMANENT STAFF EMPLOYED BY THE DEPARTMENT OF INDIAN AFFAIRS

According to the Department of Indian Affairs' own statistics there is a noticeable number of Indian people employed at the lowest classifications. Indian people are virtually absent in the higher levels (i.e. administrative management) of departmental responsibility in the Alberta region. The following tables outline the number of Indian people presently employed in the Alberta region.

TABLE A

PERMANENT POSITIONS	NUMBER OF NATIVE EMPLOYEES
OPER (maintenance, construction)	51
EDUC (education)	46
WP & PM (non-professional staff in social services, lands, etc.)	18
CR & ST (clerks, secretaries, stenos)	9
FI & AS (administration & finance)	3
CO (commerce officers)	1
SCW (professional social workers)	1

In addition for 1976, in the Alberta Region there were a total of 89 positions in the "OPER" category, of which 51 were held by Native people. This means that for this category of menial task (janitorial), well over half were filled by Native people. At present for the Alberta Region, a look at high positions such as SCW, FI & AS, i.e. supervisors, administrators, the number of Indian persons in these positions is nil. (See Chart page 16) The Committee also notes that for the year 1976 in the Alberta Region there were 33 Indian people employed as casual term employees. These positions are all short-term, meaning no job security and low wages. The vast majority of these positions were at the clerical and operational classification. In the Edmonton/Hobbema District, number of temporary positions (i.e. casual plus service contracts) relegated to Native people increased from 19 in 1971 to 49 in 1976. (See Following Chart)

EDMONTON - HOBHEMA DISTRICT						
	<u>1971</u>	<u>1972</u>	<u>1973</u>	<u>1974</u>	<u>1975</u>	<u>1976</u>
Term Casual - Indian Staff	9	9	9	9	9	9
Service Contract - Indian Contractors	<u>10</u>	<u>15</u>	<u>30</u>	<u>31</u>	<u>35</u>	<u>40</u>
TOTAL NUMBER OF TEMPORARY POSITIONS	19	24	39	40	44	49

In the area of education for 1976, the same pattern of bias against Indian persons in high positions can be found.

POSITIONS	TOTAL NUMBER OF NATIVE EMPLOYEES	SALARY MINIMUM TO MAXIMUM
** Principal	0	\$12,895 - \$26,414 AVERAGE \$21,293.15
** Vice-Principal	2	\$18,207 - 18,739.50
* Educational Counsellor	0	\$21,460 - 22,309
Teachers	7	\$12,136 - 19,767 AVERAGE \$15,136
Counsellor Aides	3	5,799 - 8,024
Teacher Aides	24	5,799 - 8,024

* Salary is on the same grid basis as the Alberta Teachers Association Qualification Board. i.e. years of education and experience plus \$600.00 specialist allowance if applicable.

** Salary is based on grid plus an allowance for administrative and supervisory responsibility.

The above Table is for the Alberta Region, and the same pattern holds for the Edmonton/Hobbema District.

POSITIONS	NATIVE EMPLOYEES	SALARY MINIMUM - MAXIMUM
** Principal	0	\$12,895 - \$26,414 Average 21,293.15
** Vice-Principal	0	\$18,207 - \$18,739.50
Counsellor Aides	3	5,799 - \$ 8,024
Teachers	3	\$10,873 - \$19,767 Average 13,951
Teacher Aides	7	\$ 5,799 - \$ 8,024

CLASSIFICATION OF POSITIONS

POSITIONS		REGIONAL OFFICES										SALARIES	
LAND & WELFARE	701	772	773	774	775	777	779	TOTAL	MINIMUM	MAXIMUM			
W P 2	1	1	3	3	1		2	11	\$12,753	\$15,188			
P M 2									14,296	16,207			
W P 3	1			2	1			4	15,297	17,381			
P M 3									15,459	17,523			
W P 4									17,554	19,947			
P M 4									17,241	19,947			
W P 5									21,041	23,911			
P M 5									20,695	23,473			
W P 6									25,708	29,213			
P M 6									24,748	28,083			
W P 7									26,400	33,000			
P M 7									26,400	33,000			

* NOT INCLUDED IN THE COLLECTIVE UNION BECAUSE ITS PART OF MANAGEMENT. CODE # & ITS REPRESENTATION:
 REGIONAL OFFICE 701 BLOOD/PEIGAN 773 FORT VERMILLION 775 SADDLELAKE/
 BLACKFOOT/STONE 772 EDM-HOBBERMA 774 LESSER SLAVE LK 777 ATHABASKA 779

Among the non-professional occupational categories of Welfare & Land the same pattern is again observable.

RECRUITMENT PROGRAMS

Indian Eskimo Recruitment Program (See Appendix 8) is one of the few ways in which Indian people are recruited. According to the Department's personnel division, in Alberta, in 1976, there were a mere 6 positions available for 43 thousand Indian people. The program is, in effect, punitive for a person with a University degree, because the programme calls for one year training, hence an Indian person with a degree is required one year of further training which is not required for non-Indian people who apply to the Department. Therefore this is not a recruitment program, but it is in effect a Training-On-Job programme which we will criticize in the next section.

To further illustrate the ineffectiveness of the recruitment policy, there has been a decline in the total number of permanent Indian staff between 1974 and 1976. In 1974 for the Alberta Region, there were 143 permanent positions held, whereas in 1976 there were 131. For the Edmonton-Hobbema District the decline was from 42 permanent positions held by Indian persons, to only 24 in 1976.

TRAINING ON JOB (T.O.J.)

According to the Department, the Training-On-Job Program is really not an employment recruitment program, but it is a training and educational program. However, for all practical purposes,

the Committee considers the T.O.J. program as an employment recruitment program. The T.O.J. program was instituted by the Department to enhance Indian employability so that Indian people can compete for a wide range of job opportunities. Some of the employment areas the program has covered are: training for service in municipal and city governments, federal government departments, private enterprise and band administration. Some examples of the menial positions held recruited under the T.O.J. Program are illustrated by the Table below:

YEAR	POSITION	SALARY
1972 - 73	Welfare Aide	\$ 64.00 per week
1973 - 74	Welfare Aide	90.00 per week
1972 - 73	Receptionist	76.00 per week
1973 - 74	Information Officer	\$125.00 per week
1973 - 74	Meat Cutter	77.00 per week
1974 - 75	Counsellor	150.00 per week
1975 - 76	Recreation	125.00 per week

The Committee noticed significant discrepancies in the information it received on the T.O.J. Program. For example, one Department source shows that in the Edmonton-Hobbema District for the 1974-75, 40 thousand dollars were spent on the T.O.J. Another Department source shows that for the same year, only 24 thousand dollars were expended in the program for the Edmonton-Hobbema District. Again

for the year 1972-73 one source shows that 28 Indian people were on the program, while another source shows 46. For the same year one department source claims a 70% success ratio. But if success ratio means employment after training, then the success ratio from another source for the same year is a mere 50%. (See Appendix C 3 sources on T.O.J.)

The Committee however has been able to draw some conclusions from the information supplied by the Department, namely that the positions that the Indian people are being trained for, are of low status, low wages, and provide little security. Furthermore, a person who is in this program is not guaranteed employment after training. In many cases, the trainees find themselves in the same unemployed situation as before the training began. The Committee suspects that in general the T.O.J. Program is used as a source of cheap labour.

EDUCATIONAL POLICY FOR EMPLOYEES

According to the Department, the basic aim of all training is to maximize job performance and career development of its employees within its organization.

The Committee has observed that the Department has not utilized the educational policy to meet its objectives. The Department has failed to promote Indian people from lower to middle and higher management positions. For example, according to Department's

personnel division, in 1975-76 only 8 Indian people were allowed to take advantage of this benefit in comparison to 138 departmental employees.

PERSONNEL TURNOVER, RESIGNATIONS, AND TRANSFERS AND GRIEVANCE PROCEDURE

According to a departmental source, within the Department there is a very high turnover of personnel every month. On the average 70 vacancies occur monthly in the Alberta Region. Vacancies are caused by transfers, resignations, promotions and new positions. The following table shows a comparison between non-Indian and Indian people who resigned and transferred.

YEAR	TOTAL	RESIGNATIONS		TRANSFERS	
		Non-Indian	Indian	Non-Indian	Indian
1974	161	97	37	22	5
1975	213	106	44	59	4
1976	140	73	20	35	12
TOTAL	514	276	101	116	21

From the table, the Committee observes that there is a very high ratio (1:3) of Indian resignations as compared to non-Indian resignations. The Committee, also found Indian employees do not utilize the grievance procedure. More specifically, of the 131 permanent Indian employees within the Department of Indian Affairs in the Alberta Region

for the year 1976, only 3 filed grievances. In the Committee's opinion this is relatively low in comparison to the high turnover in Indian employee personnel.

The Committee suspects that the lack of utilization of the grievance procedure by Indian employees is due in part to the fact that Indian grievances are directed at Departmental policy, rather than just working conditions. At present the grievance procedure fails to accommodate Indian grievances directed at policy.

DATA STREAM

The Department has a closed door policy due to the Public Service Employment Act which states that a vacancy must be filled by present employees within the Department. Only when a staffing officer is convinced that there is no qualified candidate within the Department can he recruit from the Data Stream. Furthermore, after all resources are exhausted only then are applications considered from outside the Public Service Commission. This policy makes it difficult for non-Indians generally to enter the Public Service and this difficulty is all the more so, a barrier for Indian people. This closed door policy of the Department of Indian Affairs gives unequal employment opportunity. In comparison the provincial government has open competition for the majority of its vacancies.

In conclusion, we have presented our findings based on field work as well as based on information provided to us by the Department. Now we will consider a number of recommendations which we believe will improve services, such as employment and social welfare services.

In our recommendations we have received support from Chiefs and Councils in the Edmonton-Hobbema District. Indeed, Chiefs and Councils contributed their ideas in the development of these recommendations and they did so in a spirit of co-operation. The Review Committee acknowledges this support and contribution made by the Chiefs and Councils in the Edmonton-Hobbema District with reference to this report.

The Review Committee looks forward to a systematic implementation of the following recommendations.

C. SPECIFIC RECOMMENDATIONS

The major themes which run through the following recommendations include:

- the Need for the Department of Indian Affairs to give priority to economic development projects
- the Need for the Department to give priority to the employment of Treaty Indian people
- the Need to cut loose from the excessive controls imposed by the Department

- the Need for our Indian leadership to be more directly and continuously accountable to its constituency
- and the Need for improved welfare administration as has been recommended by the Department and not followed up.

Recommendations on Priority to Economic Development

1. We support the goal of economic self-sufficiency for Indian reserves. In that way, we can reduce our dependency on welfare. To succeed we need meaningful employment at the reserve level. We want to work so that we can contribute to our economic welfare. That means massive increase in our economic development. But not through rigid guidelines fixed by Ottawa. The priorities for our economic development must be controlled by Indians. The benefits must be plowed back to benefit the total community. Therefore, we favor massive co-op enterprises in housing, in manufacture, and in service industries. That means profits should not be extracted from the reserve by large, outside white corporations. But neither should profits be accumulated by only a small group of privileged Indian people - the total community should share in profits. A big danger for the Indian community, is for it to copy the worst part of white society i.e. where a very few rich people have most of the power. We don't want this type of corruption. We don't

want to be governed by greedy people. Indian culture has traditionally emphasized sharing. We can teach the dominant society how to live in a better way. We can teach them to respect the elderly. These are the values which should govern our economic activities. Unless we do the right thing, we will land up exploiting our own people. It is shameful when an Indian person dies and has only received a coffin and a suit of clothes while at the same time other Indians in the same reserves are driving fancy cars. In experiencing these extreme differences in these injustices the result is often hopelessness leading to suicide and other forms of deaths. This contributes to social consequences of a very negative nature, on the reserve. Marital discord, alcoholism become a way of life. It is tempting to blame Indians for these troubles, but the Department of Indian Affairs is contributing in a major way to our sense of powerlessness.

2. We recognize that even with massive economic development, there is also a need for social services to individuals and families suffering from various hardships. Though present programmes in economic development and social services are clearly inadequate, we are extremely critical of the Department's neglect of our Northern Alberta communities. In these isolated regions, Indian people have received no attention from the Department of Indian Affairs. Though Indian people in those

regions do not live on reserves, the Department of Indian Affairs still has the obligation to protect the interests of these Indian people. This is especially so because many Indian people in these areas are entitled to Treaty, Registered Indian status, as specified in the Indian Act. Indians living in this area are not being consulted about the use of their land by outsiders. It is completely irresponsible for the various government Departments to pretend Indians do not live in these isolated regions.

Recommendations on the Employment of Treaty Indian People

1. In the federal, provincial, municipal service there should be far more emphasis on Indian recruitment. The federal civil service has a special division for this (under Public Service Commission) but it has failed to provide equal job opportunities for Indian people (p. 45, Annual Report 1975 P.S.C. Manual). The Department of Indian Affairs and other Departments of the Public Service must be prepared to allocate those significant resources in terms of positions and salaries to ensure employment of Indian people.
2. We recommend that there should be a built-in career ladder approach not necessarily to do away with the Training-On-The-Job Program but rather to enhance and accommodate the Indian people into the educational institutions with financial

2. Incentives in the practical training area. In addition, as a follow-up to the Indian Eskimo Recruitment Development Programme and to all Indian appointments it is recommended a program be initiated to plan for the upward mobility, positions and careers of all Indian employees. Funds for appropriate training should be a part of the Regions annual training plan and an annual report be prepared for the Bands.

3. In Canada there has been recognition for French language as an important cultural asset. The ability to communicate in an Indian language is one that should be recognized by a salary bonus similar to that granted to civil servants using both official languages at headquarters level (Ottawa). This would place more emphasis upon the placement of Treaty Indians into those jobs that permit them to use their unique attributes (i.e. language, knowledge of local customs, culture and tradition). These areas of knowledge and skills should be valued by the Department in a more flexible approach to hiring and promotion of Indian people. The insights from extensive experience gained by Indian people in working with their own community should be considered by the Department as the equivalent to more technical requirements for certain types of jobs.

4. Given the lack of communication between the Department and the Indian people, we recommend an ability to speak in a relevant

Indian language should be built into those job requirements where it is called for and required as part of the essential selection factors.

5. Given the lack of communication between the Department and Indian people, we recommend that all non-Indian Departmental employees become more appreciative of Indian culture through direct experience. Specifically, this would mean that all Departmental employees as part of staff development, should live for one month in teepees or tents at the Mackinaw or Small Boy Camps. Also, to make this experience real they should live on a limited budget. This would expose civil servants to contemporary realities faced by Indian people. *This should also apply to all provincial and municipal employees who work with Indian people. Further, this should also be a part of professional training in the human services (and has already been recommended in general terms by Native Families and the Law, 10th report of the B.C. Royal Commission on Family and Children's Law, Vancouver, British Columbia, May 1975).
6. We recommend that in all recruitment of new Departmental personnel (including all promotions) the following procedure be included:
 - a) a selection committee where 50% of the members are Treaty

Indians from the general band membership in any given District.

- b) that the Treaty Indians on this selection committee be accountable to the Chief and Council in the affected areas (i.e. if the Chief and Council are not pleased with the way in which the selection committee is functioning they should have the right to replace the Treaty Indian representation.)
- c) the Treaty Indian representatives, should be paid a fee and mileage for this type of consultation.
- d) the Treaty Indian representatives should not be employees of the federal, provincial or municipal governments nor of Indian organizations.

Recommendations to Reduce Controls by the Department of Indian Affairs

1. A favorite way by the Department to exert its domination over Indian people is by controlling information. To Treaty Indians it is an insult to our dignity to have to take the government oath of secrecy. We understand that in some cases, the oath is valid to protect the client but too often it is used to cover-up injustices caused by the Department. Furthermore, since the government is supposed to be accountable to the public, the Department's operations should be made public. For example, the public should know that a large percentage of money assigned to

the Department does not reach people who need it most on the reserve level.

2. Another way for the Department to intimidate its clients is by having no systematic resources for arbitrary decisions which may be made by its employees. We therefore recognize the need for an appointment of an Indian ombudsman for the Alberta Region, to be delegated with the responsibility to monitor and follow through on complaints and requests made to the Department from Treaty Indians. This should in no way imply taking away the powers of the Chiefs and Councils, but rather to ensure a systematic way of handling crisis-like situations (as it is now it boils down to buck-passing by Departmental staff; which also means watering down unjust situations). For this ombudsman to be effective it would be important that his office be sufficiently independent both in appearance as well as fact. Otherwise Indians who may have grievances will view such ombudsman as merely part and parcel of the bureaucracy and its vested interests.
3. In order for us as Indian people to increase our autonomy and self-determination, we recommend greater emphasis be given to the Chiefs and Councils in their consultation on personnel matters and on policy matters. More specifically:

- a) where an employee is doing effective work, and where such an employee is offered a promotion, the Chief and Council, by Band Council Resolution should be able to institute a system of merit pay whereby the employee may be retained and compensated to the standard of promotion. Further, a system of job classification be evolved and introduced whereby, the value of jobs having high Indian contact be allocated at significantly higher levels on the basis that the better qualified staff be employed at the grass roots level. Where an employee, classified level, is identified by the Band Council, as an appropriate person for special assignment, that person may be assigned to the job in question without loss of salary. An employee working at the reserve level, who is identified by Councils as being effective on the Reserve, should be allowed to obtain a promotion without having to move out of the reserve.
- b) similarly, if the Chief and Council are dissatisfied with the performance of a Departmental employee, they should be able to demand dismissal of such an employee, through a Band Council Resolution. This should also apply to any civil servant (provincial and municipal) who is working with Indian people.

3. c) re: Development of Policy and Guidelines; when the Department develops policies, the Chief and Council must have a decisive voice in the shaping of all major policies affecting Treaty Indians. Taking into consideration Indian culture, tradition and within the abilities and capabilities (e.g. geographic remoteness) of the reserve people. Since these policies are supposed to benefit, the reserve level, a strong role by the Chief and Council would ensure band membership participation.
4. For self-determination of Indian reserves to become real, our Chiefs and Councils should develop leadership training courses which would encompass political and economic data and theories. In such a way the reserve leadership would have a better idea of federal, provincial and municipal structures, policies, programmes and services. For example our leaders would know that the Department of Indian Affairs has 3 major divisions:
1. General Operations Management Program;
 2. General Development Program;
 - and 3. Policy Planning and Research.
- In addition, knowledge and skills in the areas of negotiating and political procedures would be highly useful.

Recommendations on the Need for an Accountable Indian Leadership

1. If we as Indians begin to insist that the larger Canadian society should work with us in a democratic, just manner, it

Recommendations on the Need for an Accountable Indian Leadership (cont)

is only reasonable that these same principles should apply to ourselves and to our own leadership. This means that in future programmes on our reserves (e.g. economic development), it will be important for band members to be fully involved in the discussions and decisions. This means that information and access to important decisions should be made available by Chiefs and Councils to all band members. In this way our leadership on the reserve will be able to be fully accountable to its community. This will involve more consultation and communication between the leadership and band members. In this way band members will be able to actively contribute and participate in the decisions which will affect all of our future.

2. In the past few years, bands throughout Alberta have been taking more and more control of their programs in administration thus giving reinforced recognition and political power for Chief and Councils. Anything having to do with the support coming from the 42 Chiefs and their Councils to support a specific issue pertaining to all Treaty Indians of Alberta, Band Council Resolutions should be requested for by the Indian Association of Alberta or any other Indian organization. We are concerned that the Indian Association of Alberta is failing to keep open lines of communications with bands and with Chiefs and Councils. But it

is only through such continuous, and active communication that the Indian Association of Alberta will become democratic and accountable. We therefore propose that Band Council Resolutions which are extended to the Indian Association of Alberta or any other Indian organization be renewable after 3 years of support on any particular issue. This would accommodate the rate of social change taking place amongst Treaty Indians throughout the province. Further, that this type of specific support should also be made known to National Indian Brotherhood, district office, regional office and the House of Commons. The gist of this is to be specific in not giving an overall ambiguous type of support which will later be used as a rubber stamp to the point of abuse by Indian organizations.

3. We recommend that the eight Edmonton-Hobbema District Chiefs and their Councils should meet on a regular monthly basis, as the other district Chiefs are doing. This would facilitate acting collectively on issues confronting them as well as improving their communication. In addition these meetings should welcome participation, knowledge and skill among more Indian people over decisions affecting our future.
4. Even if all the above recommendations were implemented, there is another issue which takes priority over everything else. Only after Treaty Rights are settled with full Indian participation at every

phase of these negotiations, only then should we consider changing the Indian Act. And if we change the Indian Act in a way which serves our interests, then we will obtain full Indian autonomy.

D. Recommendations on Improved Welfare Administration

In 1972 the Bureau of Consultant Management Team (Department of Indian Affairs-Ottawa), found that there were discrepancies in the Department's operations. For example civil servants in their reporting, exaggerated the amounts used for welfare. On this point the Bureau said that "regional and field staff who either make or condone such (mis)use of social assistance funds are being unfair both to Parliament and to Indian people. This makes the latter appear more economically dependent than they actually are".

As a result of the Bureau's findings, a "Social Assistance Review" was launched at the request of the Department's Assistant Deputy Minister. This Review examined social services in each region. This Review also made a large number of recommendations. Upon our own investigation we were shocked to find that many of these recommendations have not been implemented by the Department. In order to catalogue the extent of the Department's failure, we are listing below major recommendations which are still "pending". It is therefore recommended that:

1. Social assistance be redefined to cover
 - a) basic needs as outlined in the Canada Assistance Plan.

1. b) those items of special need deemed necessary and not ordinarily designated as the responsibility of other programs.
2. Other programs within the Department be closely examined in order to improve and strengthen them to eliminate gaps which are now supplemented through the Social Assistance Program.
3. The present method of financial coding of social assistance expenditures be modified to reflect and, as much as possible, differentiate between expenditures on basic needs, special needs, and any other authorized specific areas of funding such as the Work Opportunity Program.
4. The continuing Social Assistance Review address itself in-depth to the extent of need and types of supportive services necessary to increase the effectiveness of financial assistance provided through the Social Assistance Program and truly meet all the needs of recipients.
5. In the continuation of the Social Assistance Review particular consideration be given to the adequacy of existing rates and regulations as they apply to the Indian population on reserves and that proposals be developed to alleviate any inadequacies and inconsistency that may be found. The desirability of band

5. participation in the development of such proposals must be stressed.
6. In the administration of the Social Assistance Program authority and responsibility not be separate in practice. Preferably the Department should retrieve the Social Assistance Program entirely and implement it through departmental staff assuming authority, responsibility and control. If this is no longer considered possible then the administration of the Program should be transferred to individual bands, or groups of bands, on a contractual or agreement basis, whereby both authority and responsibility are transferred, necessary fiscal, human and physical resources are spelled out and ensured, and the result of failure to meet the conditions of the contract are clearly indicated.
7. The continuing Social Assistance Review and appropriate segments of the departmental administration deal with the band staff training problem and through discussions with band councils, determine the kind of training best suited to the need, and the means by which it can be best provided.
8. Particular consideration be given to the development of a satisfactory system of recruitment and selection of staff, and including appropriate provisions regarding conditions of employment,

8. assurance of tenure, and regular payment of band Social Assistance Program staff.
9. Considerably increased emphasis be given to departmental staff training, with a particular focus on their role as advisers and consultants to bands and band staff.
10. Through the continuing Social Assistance Review and on a region by region basis, a thorough study be done of work loads, both as to size and type, to determine what duties could best be carried out by support administrative staff, to what extent there could be a greater utilization of para-professional staff, the possibility of a better deployment of existing staff, and the number of additional staff, if any, that may be needed.
11. Functional authority and responsibility relative to the Social Assistance Program be clearly developed and delineated for each level of administration along with the supervisory and monitoring responsibilities of the administrative levels relative to each other.
12. There should be a close examination made of the administrative structure of the Social Assistance Program to determine whether it should operate following a functional line with each level of social service staff being directly responsible to the level

12. above it. If the present situation must continue then a clearer delegation of authority should be delineated which would enable social service staff to properly undertake their responsibility for the efficient implementation of the Program.
13. A clear-cut statement should be developed indicating the relationship of departmental, district and agency social service staff to band administrations and staffs who administer social assistance under the Contributions to Bands Program.
14. Material should be prepared describing the various methods of communication, the particular value and usefulness of each and a preferential order of use. Such material should be stressed in staff training particularly.
15. Current proposals being developed concerning provision of preventive services should be given increased emphasis by the departmental administration, and a beginning should be made in studying the possible redeployment of staff necessary to allow professional staff and others to concentrate on the development and implementation of such services.
16. The continuing Social Assistance Review should more closely identify possible areas of co-ordination and cooperation between Social Assistance and other programs and make recommendations concerning ways and means to improve the situation in such areas.

A P P E N D I C E S

**BAND COUNCIL RESOLUTION
RÉSOLUTION DE CONSEIL DE BANDE**

Chronological No. - Numéro consécutif

File Reference - N° de réf. du dossier

NOTE: The words "From our Band Funds" "Capital" or "Revenue", which ever is the case, must appear in all resolutions requesting expenditures from Band Funds
 NOTA: Les mots "des fonds de notre bande" "Capital" ou "revenu" selon le cas doivent paraître dans toutes les résolutions portant sur des dépenses à même les fonds des bandes

THE COUNCIL OF THE LE CONSEIL DE LA BANDE INDIENNE	SAMSON	Current Capital Balance Solde de capital	\$ _____
AGENCY DISTRICT	EDMONTON/HOBBEMA	Committed - Engagé	\$ _____
PROVINCE	ALBERTA	Current Revenue balance Solde de revenu	\$ _____
PLACE NOM DE L'ENDROIT	HOBBEMA	Committed - Engagé	\$ _____
DATE	1 DECEMBER AD 19 76 DAY - JOUR MONTH - MOIS YEAR - ANNEE		

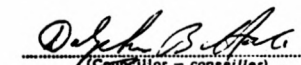
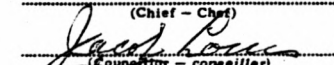
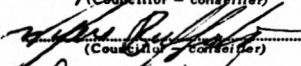
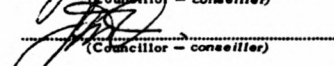
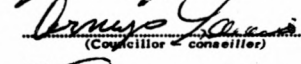
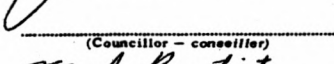
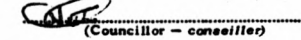

DO HEREBY RESOLVE;
DECIDE, PAR LES PRESENTES:

WHEREAS, the Department of Indian Affairs and Northern Development has set up a Review Committee to look into all aspects of all Alberta Region District Office operations in order to improve relationships between the Department and the Indian people of Alberta,
 BE IT RESOLVED, that we the Samson Band Council give our moral support to the Review Committee. Further, we support to continue their work.

A quorum for this Band
Pour cette bande le quorum est

consists of
fixé à

Council Members
Membres du Conseil

 (Councillor - conseiller)	 (Chief - Chef)	_____
 (Councillor - conseiller)	 (Councillor - conseiller)	_____
 (Councillor - conseiller)	 (Councillor - conseiller)	_____
 (Councillor - conseiller)	 (Councillor - conseiller)	_____

FOR DEPARTMENTAL USE ONLY - RÉSERVÉ AU MINISTÈRE					
1. Band Fund Code Code du compte de bande	2. COMPUTER BALANCES - SOLDES D'ORDINATEUR		3. Expenditure Dépense	4. Authority - Autorité Indien Act Sec Art. de la Loi sur les Indiens	5. Source of Funds Source des fonds <input type="checkbox"/> Capital <input type="checkbox"/> Revenue
	A. Capital	B. Revenue - Revenu			
	\$ _____	\$ _____	\$ _____		
6. Recommended - Recommandé			Approved - Approuvé		
Date _____ Recommending Officer - Recommandé par _____			Date _____ Approving Officer - Approuvé par _____		

**BAND COUNCIL RESOLUTION
RÉSOLUTION DE CONSEIL DE BANDE**

Chronological No. - Numéro consécutif
File Reference - N° de réf. du dossier

NOTE: The words "From our Band Funds", "Capital" or "Revenue", whichever is the case, must appear in all resolutions requesting expenditures from Band Funds.
 NOTA: Les mots "des fonds de notre bande", "Capital" ou "revenu" selon le cas doivent paraître dans toutes les résolutions portant sur des dépenses à même les fonds des bandes.

THE COUNCIL OF THE LE CONSEIL DE LA BANDE INDIENNE ALEXANDER	Current Capital Balance Solde de capital	\$
AGENCY	Committed - Engagé	\$
DISTRICT EDMONTON/HOBBEMA	Current Revenue balance Solde de revenu	\$
PROVINCE ALBERTA	Committed - Engagé	\$
PLACE MORINVILLE		
DATE FIFTEENTH DAY - JOUR DECEMBER MONTH - MOIS AD 19 76 YEAR - ANNEE		

DO HEREBY RESOLVE:
 DÉCIDE, PAR LES PRÉSENTS:

WHEREAS, the Department of Indian Affairs and Northern Development has set up a Review Committee to look into all aspects of the Edmonton/Hobbema District office operations in order to improve relationships between the Department and the Indian people of Alberta,
 BE IT RESOLVED, that we the Alexander Chief and Council do hereby support this committee by signing our signatures.

A quorum for this Band
 Pour cette bande le quorum est
 consists of
 fixé à
 Council Members
 Membres du Conseil

_____	<i>James Anand</i> (Chief - Chef)	_____
_____	<i>Richard Anand</i> (Councillor - conseiller)	<i>Leo Bunn</i> (Councillor - conseiller)
_____	<i>Arseme Anand</i> (Councillor - conseiller)	_____
_____	<i>Stasley Anand</i> (Councillor - conseiller)	_____
_____	<i>Sammy Anand</i> (Councillor - conseiller)	_____

FOR DEPARTMENTAL USE ONLY - RÉSERVÉ AU MINISTÈRE				
1. Band Fund Code Code du compte de bande	2. COMPUTER BALANCES - SOLDES D'ORDINATEUR		3. Expenditure Dépenses	4. Authority - Autorité Indian Act Sec Art. de la Loi sur les Indiens
	A. Capital	B. Revenue - Revenu		5. Source of Funds Source des fonds <input type="checkbox"/> Capital <input type="checkbox"/> Revenue
	\$	\$	\$	
6. Recommendation - Recommandable			Approved - Approuvable	
Date			Date	
Recommending Officer - Recommandé par			Approving Officer - Approuvé par	

**BAND COUNCIL RESOLUTION
RÉSOLUTION DE CONSEIL DE BANDE**

NOTE: The words "From our Band Funds" "Capital" or "Revenue", which ever is the case, must appear in all resolutions requesting expenditures from Band Funds
 NOTA: Les mots "des fonds de notre bande" "Capital" ou "revenu" selon la cas doivent paraître dans toutes les résolutions portant sur des dépenses à même les fonds des bandes

THE COUNCIL OF THE LE CONSEIL DE LA BANDE INDIENNE ALEXIS	Current Capital Balance Solde de capital	\$ _____
AGENCY DISTRICT EDMONTON-HOBBEMA DISTRICT	Committed - Engagé	\$ _____
PROVINCE ALBERTA	Current Revenue balance Solde de revenu	\$ _____
PLACE NOM DE L'ENDROIT GLENEVIS, ALBERTA	Committed - Engagé	\$ _____
DATE <u>15</u> <u>DECEMBER</u> AD 19 <u>76</u> DAY - JOUR MONTH - MOIS YEAR - ANNEE		

DO HEREBY RESOLVE:

DECIDE, PAR LES PRESENTES: WHEREAS, the Department of Indian Affairs and Northern Development has set up a Review Committee to look into all aspects of the Edmonton-Hobbema District office operations in order to improve relationships between the Department and the Indian people of Alberta.

BE IT RESOLVED, that we the Alexis Band Chief and Council do hereby support this committee by signing our signatures to continue their findings.

A quorum for this Band
Pour cette bande le quorum est
consists of 4
fixé à
Council Members 6
Membres du Conseil

Thomas Foster
(Chief - Chef)

(Councillor - conseiller)
Robert Miller
(Councillor - conseiller)

(Councillor - conseiller)
Gordon Roth
(Councillor - conseiller)

(Councillor - conseiller)
Ken Kostera
(Councillor - conseiller)

(Councillor - conseiller)

FOR DEPARTMENTAL USE ONLY - RÉSERVÉ AU MINISTÈRE					
1. Band Fund Code Code du compte de bande	2. COMPUTER BALANCES - SOLDES D'ORDINATEUR		3. Expenditure Dépense	4. Authority - Autorité Indian Act Sec Art. de la Loi sur les Indiens	5. Source of Funds Source des fonds <input type="checkbox"/> Capital <input type="checkbox"/> Revenue
	A. Capital \$	B. Revenue - Revenu \$			
6. Recommended - Recommandable			Approved - Approuvable		
Date	Recommending Officer - Recommandé par		Date	Approving Officer - Approuvé par	

463/76-77

**BAND COUNCIL RESOLUTION
RÉSOLUTION DE CONSEIL DE BANDE**

NOTE: The words "From our Band Funds" "Capital" or "Revenue", which ever is the case, must appear in all resolutions requesting expenditure from Band Funds
 NOTA: Les mots "des fonds de notre bande" "Capital" ou "revenu" selon le cas doivent paraître dans toutes les résolutions portant sur des dépenses à même les fonds des bandes

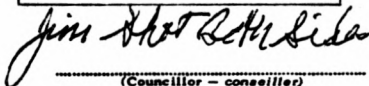
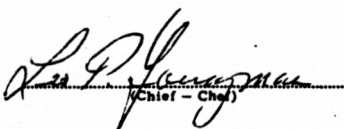

THE COUNCIL OF THE LE CONSEIL DE LA BANDE INDIENNE	Peigan Band	Current Capital Balance Solde de capital	\$ _____
AGENCY DISTRICT	Blood/Peigan	Committed - Engagé	\$ _____
PROVINCE	Alberta	Current Revenue balance Solde de revenu	\$ _____
PLACE NOM DE L'ENDROIT	Brockett	Committed - Engagé	\$ _____
DATE _____ 17 _____ September _____ AD 19 _____ 76 _____ DAY - JOUR MONTH - MOIS YEAR - ANNEE			

DO HEREBY RESOLVE;
DECIDE, PAR LES PRESENTES:

To All Chiefs in Treaty No 7 Area:

Whereas, the Department of Indian Affairs and Northern Development has set up a review committee to look into any aspects of all Alberta Region District office operations in order to improve relationships between the Department and the Indian people of Alberta, be it resolved that we the Treaty 7 Chiefs do hereby support this committee by signing our signatures.

A quorum for this Band
Pour cette bande le quorum est
consists of
fixé à
Council Members
Membres du Conseil

 _____ (Councillor - conseiller)	 _____ (Chief - Chef)	 _____ (Councillor - conseiller)
_____ (Councillor - conseiller)	_____ (Councillor - conseiller)	_____ (Councillor - conseiller)
_____ (Councillor - conseiller)	_____ (Councillor - conseiller)	_____ (Councillor - conseiller)
_____ (Councillor - conseiller)	_____ (Councillor - conseiller)	_____ (Councillor - conseiller)

FOR DEPARTMENTAL USE ONLY - RÉSERVÉ AU MINISTÈRE				
1. Band Fund Code Code du compte de bande	2. COMPUTER BALANCES - SOLDES D'ORDINATEUR		3. Expenditure Dépenses	4. Authority - Autorité Indian Act Sec Art. de la Loi sur les Indiens
	A. Capital	B. Revenue - Revenu		
\$ _____	\$ _____	\$ _____		
6. Recommended - Recommandable			Approved - Approuvable	
Date _____ Recommending Officer - Recommandé par _____			Date _____ Approving Officer - Approuvé par _____	

Indian and Eskimo Affairs Program

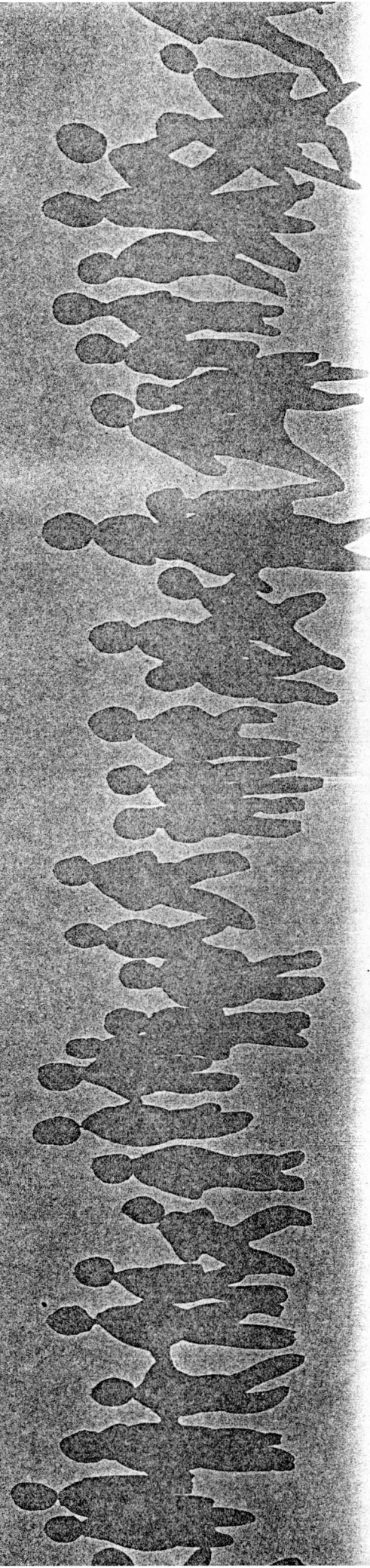
Education - Operations

Programme des affaires indiennes
et esquimaudes

Éducation - Exploitation

The Indian and Inuit Graduate Register 1975

L'annuaire des diplômés indiens et inuit 1975



APPENDIX

PERMANENT STAFF - ALBERTA REGION

1. A

JULY 1976

POSITIONS	701	772	773	774	775	777	779	TOTAL
CR PM	40	16	9	15	11	9	17	117
WP PM	11	15	10	13	10	10	20	89
SCW	3	2	1	3	1	2	2	14
CO FO	13	4	3	4	1	4	3	32
FI AS	19	2	2	2	1	1	1	28
EDUC	9	60	43	89	1	0	74	277
OPER	10	20	29	8	6	5	11	89
PE SX	7	0	0	0	0	0	0	7
	112	119	97	134	32	32	128	654

NATIVE PERMANENT STAFF - ALBERTA REGION

2. A

JUNE 1974 & JUNE 1976

<u>POSITIONS</u>	<u>JUNE 1974</u>	<u>JUNE 1976</u>
CR ST	13	9
WP PM	17	18
SCW	0	1
CO	1	1
FI AS	0	3
EDUC	49	46
OPER	63	51
PE SX	0	2

NOTE: THE 5 CATEGORIES ARE:

Executive (SX)

Scientific & Professional (ED, FO, SCW)

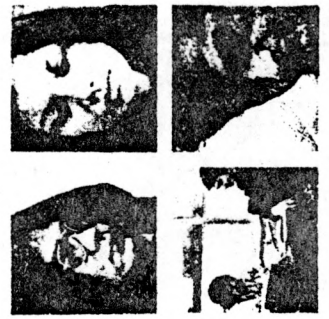
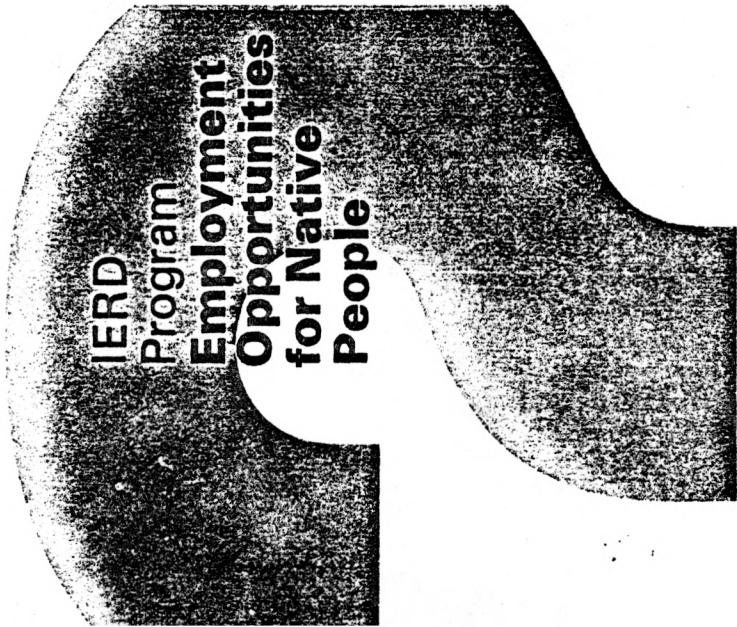
Admin. & Foreign Service (AS, FI, PE, PM, WP, CO)

Admin. Support (CR, ST)

Operational (GL, GS, HP)

A P P E N D I X

<u>POSITIONS</u>	<u>MARCH 1974</u>	<u>JUNE 1976</u>
CR ST	11	14
WP PM	0	1
SCW	0	0
CO	0	0
FI AS	0	0
EDUC	2	1
OPER	25	17
PE SX	0	0
	38	33



What is IERD?

The Indian and Eskimo Recruitment and Development Program (IERD) is a program set up to identify, recruit and develop native people for junior and management positions within the Department of Indian and Northern Affairs. It is also designed to hire and train native people as administrative support staff.

What is the Main Objective of IERD?

The primary aim is to include a significant proportion of native people in the Department's junior management level positions. As a result of this program, it is hoped that middle and senior management positions will be filled by native employees.

How is This Accomplished?

The IERD program encourages and provides employment opportunities for native people by:

1. Creating training positions in various locations across Canada to provide native people with the skills, knowledge and experience required to obtain permanent positions within the Department at the end of the training period.
2. Creating summer positions to familiarize Indian and Inuit youth with the operations of the Department.

Who is Eligible To Apply?

IERD junior management positions are available to any Registered Indian or Inuit who possesses one or more of the following qualifications:

- a university or college degree
- a technical diploma
- a high school diploma plus related experience
- upgrading and specialized training equivalent to high school graduation, plus related experience.

Administrative support staff positions are available to any Registered Indian or Inuit who possesses general knowledge and ability normally associated with successful completion of 10 progressive years of formal education.

All applications for IERD positions are placed in an inventory. When a position becomes vacant, applicants with relevant experience and qualifications compete for the position.

A P P E N D I X D
T R A I N I N G - O N - T H E - J O B

YEAR	DISTRICT	MONIES	YEAR	DISTRICT	MONIES
1970 -71	701	Ni1	1971 - 72	701	Ni1
	772	20.0		772	50.5
	773	81.0		773	175.0
	774	4.0 *		774	56.0 *
	775	3.0		775	1.8
	777	12.0		777	17.0
	779	16.0		779	5.5
	REGION	118.0		REGION	305.8
1973 -74	701	7.2	1973 - 74	701	10.0
	772	30.0		772	51.1
	773	46.8		773	45.3
	774	66.0*		774	86.3*
	775	Ni1		775	10.6
	776	20.7		777	20.0
	777	Ni1		779	127.8
	779	47.0		REGION	351.1
REGION	217.7				
1974 -75	701	88.5	1975 - 76	701	33.3
	772	42.9		772	19.8
	773	30.4		773	12.0
	774	40.7 *		774	45.8 *
	775	11.6		775	18.5
	777	17.0		777	12.0
	779	70.6		779	55.0
	REGION	301.7		REGION	196.4

Obtained from Finance Department

APPENDIX D

TRAINING - ON - THE - JOB - PROGRAM
1971 - 1976

YEAR	TOTAL	EMPLOYED		UNEMPLOYED
		GOVERNMENT	OTHER	
1971 - 72	39	21	2	16
1972 - 73	46	21	2	23
1973 -74	33	16	4	13
1974 -75	11	3	2	4
1975 -76	5	3	0	2

(Calculations are from Appendix G)

27th Floor, CN Tower,
EDMONTON, Alberta,
T5J 0K1.

September 2, 1976.

Members of the Edmonton/Hobbema
Social Services Review Committee.

701/19-7-16

Your request for information on
the T.O.J. program in the
Edmonton/Hobbema District.

The following information has been compiled by the District in response to your request.

You will note the decrease in the number of T.O.J.'s sponsored by the District. Canada Manpower is now covering more T.O.J.'s in the District than Indian Affairs in the past. The tabled information below refers only to Indian Affairs placements.

<u>Year</u>	<u>Number of T.O.J. Placements</u>	<u>Success Ratio</u>	<u>Cost</u>
1976/77	3	40%	\$ 9,000.00
1975/76	5	100%	10,000.00
1974/75	10	90%	24,000.00
1973/74	34	80%	73,000.00
1972/73	28	70%	41,300.00
1971/72	32	72%	38,500.00

Canada Manpower has increased their number of T.O.J. positions for training band members within the Edmonton/Hobbema District over the past two years. The Canada-Alberta Industrial Training Program (Canada Manpower) has provided T.O.J. training with the Bands' support over one hundred trainees throughout the last fiscal year. The number could possibly be increased throughout the 1976/77 year. The Manpower T.O.J. programs have been relevant to the following examples:

1. Alexander Beach Development
2. Hobbema Farm and Ranch
3. Samson Furniture Factory
4. Louise Bull Drapery
5. Ermineskin Arts and Crafts
6. Alexander Arts and Crafts

Please feel free to contact myself or Lorne Mowers (425-6318) if you have any questions on the above or if you require further information.

R.M. Dodson,
A/Director General,
Alberta Region.

cc: W.A. Grant, D.S.E.,
Edmonton/Hobbema District.

Mrs. Helen Gladue,
Box 52, Winterburn, Alberta.

Chief Gordon Lee,
Box 66, Hobbema, Alberta.

Mr. Charlie Grier,
Box 44, Brocket, Alberta.

Mr. Lawrence Mackinaw,
Box 1209, Rocky Mountain House,
Alberta, T0M 1T0.

Mr. Roy Louis,
Box 22, Hobbema, Alberta.

Mr. Wm. Beaver,
Box 1190, Slave Lake, Alberta.

LORNE R. MOWERS:gb

A P P E N D I X E

ALBERTA REGION

1975 - 1976 Departmental Training

Native Departmental Employees	Others
0	14
3	22
0	24
4	24
0	18
1	28
0	1
0	1
0	1
0	1
0	1
0	1
0	1
TOTAL	138

Appendix F

STAFFING STATUS REPORT

JUNE, 1975

- EDS-3
(Dist. Supt. Ed.) - Offers and acceptance of Lethbridge and Edmonton positions.
- EST-1's
(Teachers) - Competition, advertising, and interviews underway for an expected 30 to 40 vacancies next fall. Four positions offered.
- EST-1
(Educ. Couns.) - Advertising to PSC for vacancies at High Level, High Prairie. Education to advise status of function in High Prairie and when they will screen.
- EST-3
(Vice Princ.) - Posters out to Alberta Region for anticipated and present vacancies. Comp. closes 18/6/75. Interviews last week June.
- EST-4
(Principals) - Posters out to Alberta Region for anticipated and present vacancies. Comp. closes 18/6/75. Interviews last week June.
- AS-2
(Land Administrators) - Closed, National, Departmental competition. Offers out for positions at High Level, Edmonton, Calgary, Lethbridge, and Regional Office.
- AS-3
(Supt. Admin & Finance) - Closed, Regional, Departmental competition. Offers out for positions at St. Paul and Edmonton.
- AS-4
(Head, Land Records) - Applications screened; Interviews early July.
- PM-5, PM-6
(Dist. Managers) - Offers out from Ottawa. Appointments will be held due to appeals.
- WP-2
(Soc. Serv. Admin.) - Competition for vacancies at - (2) High Level, (1) High Prairie, (1) Lethbridge, (4) St. Paul and (1) Fort McMurray completed. Five of nine offers accepted. Additional interviews set for June 16.
- WP-3
(Local Govt. Advisors) - Offers out to successful candidates, vacancies remain; new competition underway, closed to Dept. in Western Canada. Screening week of June 16.
- WP-4
(Local Govt.) - Three offers out; possibly four positions to fill from expanded competition. Screening week of June 16.
- WP-5
(Local Govt.) - Staffing requests to Dept. in Ottawa mid April. Ottawa has initiated comp. through P.S.C.
- WP-7
(Asst. Reg. Dir.
Community Affairs) - P.S.C. and Dept. Ottawa presently recruiting. National advertising week June 16.

- PG-2
(Material Mgt. Off.) - Date Stream; interviews completed; offer out.
- CO-1's
(Bus. Serv. Officers) - Open Regional competition completed, one offer out; extended advertising to Western Canada for remaining eight vacancies; Applications screened to 30; Interview date unsettled.
- FI-3
(Band Audit Officer) - Staffing request received; closed competition will be initiated.
- CO-2's
(Dist. Supts. Ec. Dev.) - Closed Departmental competition produced no results for High Level and High Prairie; anticipate recruiting from above open comp. (As on CO-1.)
- ES-2
(Resource Programming & Eval. Officer) - Individuals identified in Data Stream Search in process of being contacted.
- DD-4
(Draftsman) - Two transfer possibilities contacted.
- GT-4
(Safety & Fire Preven. Officer) - Data Stream search completed; awaiting indication of interest in interview.
- AR-4
(Physical Planner) - Data Stream search identified large number of possibilities; Screened; contacted those identified for interest.
- PC-2
(Mining Geologist) - Interviews completed; offer out soon.
- SCW-2
(Social Worker) - Interviews presently being held for positions at High Prairie and Edmonton.
- SCW-3
(Social Worker) - Offer and acceptance to successful candidate.
- CR-5
(Senior Acct. Clerk) - B/S/S; results appealed; appears applicant may withdraw.
- CR-3
(Sr. Accts. Clerk) - B/S/S; transfer offered to Departmental employee in Whitehorse.
- STN-1
(Steno) - B/S/S; transfer offer declined; open CMC competition underway. Offer out.
- CR-3
(Central Reg. Clerk) - Fort Vermilion; offer out to qualified candidate.
- CR-3
(Registry/Band Membership) - Saddle Lake/Athabaska; District recruiting locally.
- EDS-2
(Asst. Dist. Sup. Ed.) - Candidate available from eligible list; offer contingent on Education decision 16/6/75.

- STN1
(Steno) - Fort Vermillion; recruiting through CMC Peace River
- CR-5
(Sr. Accts. Clerk) - Saddle Lake/Athabasca District has recommended promotion without competition; procedures initiated.
- STN-1
(Steno) - Saddle Lake/Athabasca; competition underway through CMC.
- STN-1
(Steno) - Blood/Peigan; Two vacancies; competition underway through CMC.
- Indian and Eskimo
Recruitment (Summer) - Experiencing difficulty in identifying qualified post secondary native students for referral; CMC. and Ed. Couns. searching for prospective candidates.
- MAN-9
(Maint. Craftsman) - Fort Vermillion; Comp. closed. Interviews set for nine potential candidates.
- CR-5
(Mat. Mgmt. Clerk) - Five District positions created; two requests to recruit; closed inter-dept. comp. initiated.
- CR-4
(Pers. Clerk) - B/S/S; position reclassified; present incumbent recommended for promotion.
- WP-2
(Social Couns.) - E/H; prom. w/o comp. recommended by District Staff. Local P.S.C. approached.
- C01-13
(Const. Sup.) - E/H; Transfer request presently under consideration.
- MAN-9
(Maint. Craftsman) - E/H; prom. w/o comp. to place incumbent permanently in position.
- MAN-3
(Maint. Man.) - E/H; prom. w/o comp. underway.
- SEC-1
(Secretary to Finance) - Regional Office; closed; inter-dept. comp. will be initiated.

92 Positions presently under active recruitment. (These vacancies are exclusive of Indian and Eskimo recruitment, term casuals, and project replacements.

APPENDIX G

FISCAL YEAR 1971-72 TRAINING ON JOB AND IN SERVICE TRAINING

NO. OF TRAINEES	TRAINING EMPLOYER	TRAINING EXTENDED	TRAINING COMPLETED	TERMINATED TRAINING	EMPLOYMENT OFFER	EMPLOYMENT ACCEPTED	EMPLOYMENT NOT ACCEPTED	NO EMPLOYMENT OFFER	OBTAINED OTHER EMPLOYMENT	FURTHER INSTITUTIONAL TRAINING
1	CITY & MUNICIPAL		1		1	1				
2	RETAIL & PRIVATE BUSINESS			2						
25	FEDERAL GOV DEPT	5	11	9	11	10			2	
10	BAND ADMIN & ENTERPR		9	1	8	8		1		
1	NATIVE ORGANIZATI		1		1	1				
39	TOTALS	5	22	12	21	20		2	2	

FISCAL YEAR 1972-73 TRAINING ON JOB

7	RETAIL & PRIVATE BUSINESS	1	3	3	3	2	1			
21	FEDERAL GOV DEPT	2	11	8	12	10	2		1	
18	BAND ADMIN & ENTERPRIS	2	10	6	10	9			1	
46	TOTALS	5	24	17	25	21	3		2	

FISCAL YEAR 1972-73 TRAINING ON JOB

1	CITY & MUNICIPAL		1							1
14	FEDERAL GOV DEPT	3	10	1	3	3			3	4
4	BAND ADMIN & ENTERPRIS		4		4	3	1			
11	NATIVE ORGANIZATIO		8	3	8	8			1	
33	RET & PRIV	3	25	5	17	16	1		4	5

APPENDIX G

FISCAL YEAR 1974-75 TRAINING ON JOB

NO. OF AINEES	TRAINING EMPLOYER	TRAINING EXTENDED	TRAINING COMPLETED	TERMINATED TRAINING	EMPLOYMENT OFFER	EMPLOYMENT ACCEPTED	EMPLOYMENT NOT ACCEPTED	NO EMPLOYMENT OFFER	OBTAINED OTHER EMPLOYMENT	FURTHER INSTITUTIONAL TRAINING
1	CITY & MUNICIPAL	1								
5	FEDERAL GOV DEPT	1	4		2	1	1		2	
1	BAND ADMIN & ENTERPRISE	1								
4	NATIVE ORGANIZATION	1	2	1	2	2				
11	TOTALS	4	6	1	4	3	1		2	

FISCAL YEAR 1975-76 TRAINING ON JOB

1	CITY & MUNICIPAL		1		1	1				
1	FEDERAL GOV DEPT		1		1	1				
	BAND ADMIN & ENTERPRISE		2		1	1				1
1	NATIVE ORGANIZATION		1							1
5	TOTALS		5		3	3				2