

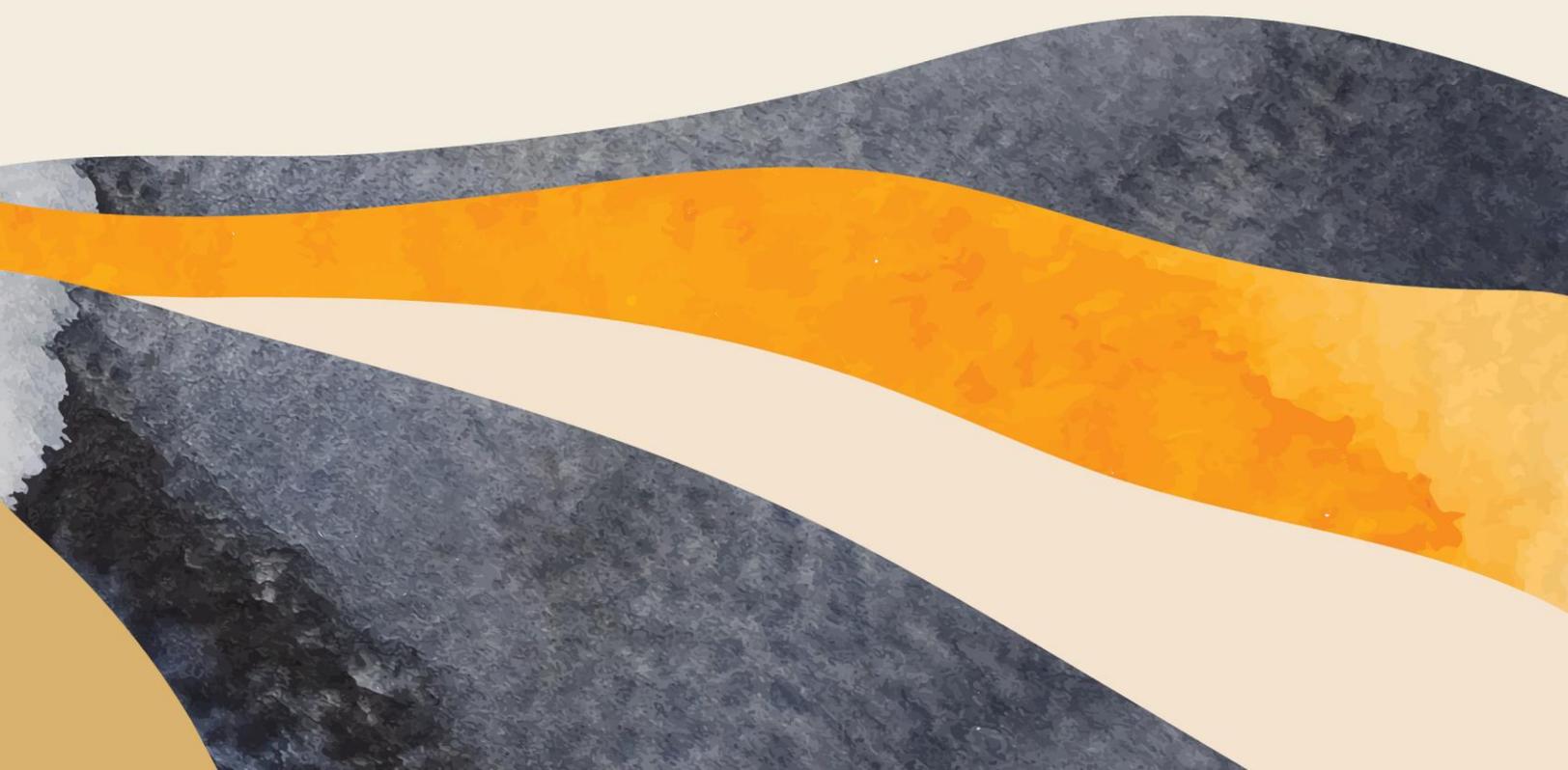


Crown-Indigenous Relations and Northern Affairs Canada

2024–25 Departmental Results Report

The Honourable Rebecca Alty, P.C., M.P.
Minister of Crown-Indigenous Relations

The Honourable Rebecca Chartrand, P.C., M.P.
Minister of Northern and Arctic Affairs and Minister responsible for the
Canadian Northern Economic Development Agency



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Crown-Indigenous Relations and Northern Affairs Canada's 2024–25 Departmental results report

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At a glance

This departmental results report details Crown-Indigenous Relations and Northern Affairs Canada's actual accomplishments against the plans, priorities and expected results outlined in its [2024–25 Departmental Plan](#).

- [Vision, mission, raison d'être](#) and [operating context](#).

Key priorities

Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) identified the following key priorities for 2024–25:

- Acknowledge and redress past harms;
- Affirm and respect Indigenous rights, and support self-determination;
- Lead the Government of Canada's work in the North and Arctic.

Highlights for CIRNAC in 2024–25

- Total actual spending (including internal services): \$14,249,650,920.
- Total full-time equivalent staff (including internal services): 1931.

For complete information on CIRNAC's total spending and human resources, read the [Spending and human resources section](#) of its full departmental results report.

Summary of results

The following provides a summary of the results the department achieved in 2024–25 under its main areas of activity, called “core responsibilities.”

Core responsibility 1: Crown-Indigenous Relations

Actual spending: \$13,056,432,727

Actual full-time equivalent staff: 992

Results achieved

To support results under Crown-Indigenous Relations, CIRNAC:

- accelerated specific claims resolution, as well as the resolution of litigation and the negotiation of settlement agreements;
- supported the timely processing of additions to reserve requests and kept working on redesigning the Additions to Reserve Policy;
- advanced the implementation of the Truth and Reconciliation Commission's Calls to Action that are under CIRNAC's responsibility, and supported the coordination of Calls to Action across the federal government;
- continued collaborating with First Nations partners to develop a modern solution for land registration;
- offered funding to support Indigenous groups that participate in recognition of rights and self-determination discussion tables, and long-term planning and investment cycles;
- collaborated with Indigenous partners through the permanent bilateral mechanisms;
- worked in partnership with Indigenous women's and 2SLGBTQI+ organizations, and support initiatives included in the Missing and Murdered Indigenous Women, Girls, and 2SLGBTQIA+ People National Action Plan;
- supported the Department of Justice in implementing the *United Nations Declaration on the Rights of Indigenous Peoples Act* Action Plan;
- supported family members and survivors of missing and murdered Indigenous women, girls, Two-spirit, and gender-diverse people in their healing journey;
- increased the number of Treaties, agreements and other constructive arrangements that realize self-determination and advance reconciliation, as well as supported their management and implementation;
- continued to develop the commitments outlined in Canada's Collaborative Modern Treaty Implementation Policy, including holding an Intergovernmental Leaders' Forum;
- implemented the requirements of the Cabinet Directive on the Federal Approach to Modern Treaty Implementation;
- worked with Indigenous partners to address pressing housing needs and improve the quality of housing within Modern Treaty, self-governing First Nations, Inuit and Métis communities;
- worked with self-governing First Nations governments to implement their education sectoral agreements.

For more information on CIRNAC's [Crown-Indigenous Relations](#) Core responsibility read the 'Results – what we achieved' section of its departmental results report.

Core responsibility 2: Northern Affairs

Actual spending: \$1,015,184,110

Actual full-time equivalent staff: 399

Results achieved

To support results under Northern Affairs, CIRNAC:

- continued discussions with partners to define an additional regional governance approach for Canada's Arctic and Northern Policy Framework (ANPF);
- assessed and advanced solutions to respond to Canada's critical housing needs in the North;
- advanced the Nunavut lands and resources devolution;
- continued to invest in northern post-secondary education;
- supported food security in isolated and northern communities;
- advanced the development of an Indigenous Climate Leadership Agenda;
- helped northern and Indigenous communities transition from diesel to clean, renewable and reliable energy;
- supported climate change adaptation projects and climate monitoring projects;
- continued to engage Northerners and scientists in research and monitoring related to long-range contaminants in the North;
- continued to manage its portfolio of 165 northern contaminated sites;
- promoted the northern and Arctic resources economy while protecting the environment through impact assessments, land use planning and conservation initiatives;
- advanced the northern regulatory processes of the Canadian Critical Minerals Strategy;
- worked with partners to conduct marine research, harvest studies, and environmental monitoring.

For more information on CIRNAC's [Northern Affairs](#) Core responsibility read the 'Results – what we achieved' section of its departmental results report.

From the Ministers

I'm pleased to present the 2024–25 Departmental Results Report for Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) together with the Minister of Northern and Arctic Affairs.

This year, we worked with First Nations, Inuit, and Métis communities as they took back decision-making over their lands, governance, and priorities. A big step was renewing 25 self-government funding agreements, providing Indigenous governments with the flexibility to invest in the things that matter most to their communities – like health care, housing, education, and jobs.

We also advanced our work in reconciliation and policy renewal. In British Columbia, we supported the Reconciliation of Rights Policy, while new self-government and co-management agreements were established in Quebec, Prince Edward Island, and New Brunswick. We completed the first phase of updating the Guidelines for Federal Officials to Fulfill the Duty to Consult, engaging with over 300 individuals from Indigenous communities and organizations across the country.

To address historical injustices, we reached settlements for 69 specific claims—more than in any previous year. This progress was made possible by working with the Assembly of First Nations to develop reforms to the Specific Claims Policy, making the process faster and more transparent.

In early 2025, we also shared proposed changes to the First Nations Fiscal Management Act. These updates are meant to improve fiscal systems and tools, and give more support to self-governing First Nations so they can take part in a shared borrowing system.

To support community growth, we completed 67 Additions to Reserve (ATR) and implemented nine key improvements to make the ATR process faster and more efficient for First Nations.

We continued to take action on urgent and deeply important issues. This included supporting survivors and families affected by the crisis of missing and murdered Indigenous women, girls, and 2SLGBTQI+ people; and advancing the Truth and Reconciliation Commission's Calls to Action. In Manitoba, we launched the Red Dress Alert Pilot, and continued implementation of the United Nations Declaration on the Rights of Indigenous Peoples Act Action Plan.

In March 2025, we set up the National Council for Reconciliation and announced its first Board of Directors. This non-partisan group, led by Indigenous People, will help keep reconciliation moving forward across all aspects of Canadian society, responding directly to Call to Action #53.

Our progress this year has only been possible through strong partnerships and a foundation of respect. As we begin a new mandate in 2025, we will keep supporting Indigenous leadership and work together to create lasting change for a more just and equitable future..



A handwritten signature in black ink, appearing to read 'Rebecca Alty', written over a horizontal line.

The Honourable Rebecca Alty, P.C., M.P.
Minister of Crown-Indigenous Relations

Together with the Minister of Crown–Indigenous Relations, I’m pleased to present the 2024–25 Departmental Results Report for the department of Crown-Indigenous Relations and Northern Affairs Canada. Over the past year, we have partnered with First Nations, Inuit and Métis and northern communities to improve the quality of life and support Indigenous-led efforts to grow a strong, prosperous North and Arctic.



Safe, affordable housing remains a top priority in the North. In 2024–25, we continued to support Indigenous communities to address their housing needs and worked to strengthen our engagement through participation in regional housing forums and relationship-building. These efforts helped us better understand the unique priorities of northern partners so that programs reflect local realities. We also worked alongside Indigenous and Northern communities to connect them with community-based funding opportunities to help deliver housing solutions that work for them.

We continued to advance northern economic growth while centering Indigenous voices in the decisions that affect their lands and their future. Through the Northern Participant Funding Program, we supported our partners’ involvement in project assessments, including those for the Norman Wells Line 490, the Diavik Water License Renewal, and the Mount Nansen Remediation.

To help prepare for future development, while protecting the environment, we worked with northern partners to advance the Northern Regulatory Initiative. As part of this work, we funded 5 studies led by First Nations in the Yukon. These studies will look at how critical mineral and infrastructure projects affect their communities—environmentally, socially, and economically—and explore the combined impact of multiple projects over time. By gathering this sort of information early we can make faster, better-informed decisions that benefit everyone.

Together, these results reflect our true partnership with all Northerners as we build a more sustainable, inclusive, and prosperous North. As we move forward, we remain focused on building capacity, supporting community-led solutions, and ensuring that Northerners have the tools they need to thrive.

A handwritten signature in cursive script that reads "Rebecca Chartrand". The signature is written in black ink on a white background.

The Honourable Rebecca Chartrand, P.C., M.P.

Minister of Northern and Arctic Affairs and Minister responsible for the Canadian Northern Economic Development Agency

Results – what we achieved

Core responsibilities and internal services

- [Core responsibility 1: Crown-Indigenous Relations](#)
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Core responsibility 1: Crown-Indigenous Relations

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Description

This core responsibility aims to support Indigenous organizations, individuals, communities and governments in advancing reconciliation and self-determination through strengthening Crown-Indigenous relationships based on respect, cooperation, partnership, the affirmation and implementation of Indigenous rights.

Quality of life impacts

This core responsibility contributes to the "Good Governance" domain of the Quality of Life Framework for Canada and, more specifically, to "Indigenous Self-Determination" and "Discrimination and Unfair Treatment", through all the activities mentioned in the core responsibility description.

Progress on results

This section details the department's performance against its targets for each departmental result under Core responsibility 1: Crown-Indigenous Relations.

Table 1: Past injustices are recognized and resolved

Table 1 shows the target, the date to achieve the target and the actual result for each indicator under "Past injustices are recognized and resolved" in the last 3 fiscal years.

Departmental Result Indicator	Target	Date to achieve target	Actual Result
Number of specific claims resolved by the department	35	March 31, 2025	2022–23: 56 2023–24: 42 2024–25: 69
Number of additions to reserves completed	70	March 31, 2025	2022–23: 40 2023–24: 17 2024–25: 67 ^a
Percentage of former residential schools for which investigation work has been conducted ^b	86%	March 31, 2025	2022–23: New in 2023–24 2023–24: 61% 2024–25: 61% ^c

Departmental Result Indicator	Target	Date to achieve target	Actual Result
Percentage of Truth and Reconciliation Commission Calls to Action that are implemented ^d	100%	March 31, 2026	2022–23: 85% 2023–24: 85% 2024–25: 85%

^a The Additions to Reserve (ATR) process requires complex coordination, substantial resources, and specialized technical expertise within both the Government of Canada and First Nation communities. While the department fell slightly short of its target of completing 70 ATRs in 2024–25, achieving 67 completions, the additional funding provided to better support the ATR process enabled the department to complete 4 times as many ATR requests as the previous year.

^b This indicator pertains to unmarked burial sites investigations at residential schools included in the Indian Residential Schools Settlement Agreement and the Newfoundland and Labrador Residential Schools Settlement Agreement.

^c The percentage of former residential schools with investigation work reflects the phased approach many Indigenous communities are taking, prioritizing research and knowledge gathering before moving to investigations.

^d This indicator includes initiatives under shared or sole responsibility of the federal government that are implemented or well underway.

Table 2: Indigenous Peoples advance their institutional structures and governance

Table 2 shows the target, the date to achieve the target and the actual result for each indicator under “Indigenous Peoples advance their institutional structures and governance” in the last 3 fiscal years.

Departmental Result Indicator	Target	Date to achieve target	Actual Result
Percentage of First Nations that have opted into an <i>Indian Act</i> alternative	71.5%	March 31, 2025	2022–23: 68% 2023–24: 70.2% 2024–25: 71.3% ^a
Percentage of First Nations that assert jurisdiction over fiscal management	61.5%	March 31, 2025	2022–23: 58% 2023–24: 59.3% 2024–25: 64.8%
Percentage of First Nations that assert jurisdiction over land management	19.3%	March 31, 2025	2022–23: 17.9% 2023–24: 19.7% 2024–25: 20.3%
Percentage of Indigenous groups that have enhanced their governance capacity	5%	March 31, 2025	2022–23: New in 2023–24 2023–24: 10% 2024–25: 11.9%

^a Uptake from First Nations has been slightly slower than expected, and some of the First Nations that chose to opt into the land or fiscal management regime in 2024–25 were already participating in the other regime, and as such did not increase the total percentage of First Nations adopting alternatives to the *Indian Act*.

Table 3: Indigenous Peoples determine their political, economic, social and cultural development

Table 3 shows the target, the date to achieve the target and the actual result for each indicator under “Indigenous Peoples determine their political, economic, social and cultural development” in the last 3 fiscal years.

Departmental Result Indicator	Target	Date to achieve target	Actual Result
Annual number of priorities identified through the permanent bilateral mechanisms that result in policies, funding or legislation	12	March 31, 2025	2022–23: 13 2023–24: 8 2024–25: 14

Departmental Result Indicator	Target	Date to achieve target	Actual Result
Percentage of Indigenous people that have reached preliminary types of co-developed agreements	90%	March 31, 2025	2022–23: New in 2023–24 2023–24: 71% 2024–25: 90%
Number of treaties, self-government agreements and other constructive arrangements that have been concluded	93	March 31, 2025	2022–23: 60 2023–24: 77 2024–25: 94
Percentage of Indigenous people with whom treaties, self-government agreements and other constructive arrangements have been concluded	40%	March 31, 2025	2022–23: New in 2023–24 2023–24: 43% 2024–25: 48%

Table 4: Indigenous Peoples strengthen their socio-economic conditions and well-being

Table 4 shows the target, the date to achieve the target and the actual result for each indicator under “Indigenous Peoples strengthen their socio-economic conditions and well-being” in the last 3 fiscal years.

Departmental Result Indicator	Target	Date to achieve target	Actual Result
Average Community Well-Being Index score for modern treaty and self-government agreement holders	64 ^a	March 31, 2029	2022–23: 66 ^b 2023–24: 64 ^c 2024–25: 64 ^c
Percentage of Indigenous groups with concluded arrangements demonstrating an increase in the Community Well-Being Index score	60% ^a	March 31, 2029	2022–23: 67% ^d 2023–24: 57% ^e 2024–25: 57% ^e
Percentage of First Nations schools associated with a sectoral education agreement that provides culturally-based curriculum	80%	March 31, 2025	2022–23: New in 2023–24 2023–24: 100% 2024–25: 100%
Number of missing and murdered Indigenous women and girls family members and survivors who have received supports from a culturally-relevant provider for their healing journey	To be determined	March 31, 2025	2022–23: New in 2023–24 2023–24: Not available 2024–25: Not available ^f

^a Targets were developed based on the 2021 Census data.

^b This result is based on 2016 Census data. It is an average of: stand-alone self-governing Nations: 71, modern treaty First Nations: 67 and modern treaty Inuit communities: 61.

^c This result is based on 2021 Census data. Distinctions-based results are as follows: stand-alone self-governing First Nations: 73, modern treaty First Nations: 67; and, modern treaty Inuit communities: 61.

^d This result is based on 2016 Census data.

^e This result is based on 2021 Census data.

^f A result is anticipated by late Fall 2025. The result will be used as a baseline to determine future targets.

The [Results section of the Infographic for CIRNAC on GC Infobase page](#) provides additional information on results and performance related to its program inventory.

Details on results

The following section describes the results for Crown-Indigenous Relations in 2024–25 compared with the planned results set out in CIRNAC’s departmental plan for the year.

Past injustices are recognized and resolved

Colonization policies and practices have led to the denial of Indigenous rights. To resolve historical failures, Canada remains committed to pursuing dialogue, partnerships and negotiation as positive

means of advancing reconciliation. This is an ongoing process which requires affirmation of rights, acknowledgement of past wrongs, and collaboration with Indigenous Peoples to co-develop solutions.

Results achieved

[Specific claims](#) deal with past breaches against First Nations. First Nations submit claims against the Government of Canada for its failure to discharge its lawful obligations with respect to pre-1975 treaties or its management of First Nations lands, funds and other assets. In 2024–25, the Government of Canada continued to work with First Nations to resolve outstanding specific claims through negotiated settlements. CIRNAC resolved 69 specific claims by using streamlined processes and a framework approach to address agricultural benefits claims.

The specific claims reform co-development process, which was launched in November 2022, continued through 2024–25. Canada and the Assembly of First Nations (AFN) made significant progress by releasing a joint discussion paper in June 2024 about reforming the specific claims process, which was used to engage First Nations rights-holders. This initiative seeks to improve credibility and efficiency within the process.

CIRNAC also partners with the Department of Justice to manage the resolution of litigation. In 2024–25, the department fully executed 11 out-of-court settlement agreements. Additionally, 7 out-of-court negotiation mandates were approved.

Childhood Claims settlements attempt to balance individual compensation with forward-looking investments to support healing, wellness, education, language, culture and commemoration. Progress has been made in resolving claims where the federal government has clear liability. During 2024–25, implementation of the Federal Day Schools, Indian Residential Schools and Indian Boarding Homes settlement agreements continued. In February 2025, Canada and class counsel finalized the settlement of the Hardy (Indian Hospitals) class action.

Additions to reserves (ATR) are parcels of land added to an existing reserve land of a First Nation or that create a new reserve, in a rural or urban setting. However, First Nations have long expressed frustration with the pace at which lands are added to reserves and asked for a complete redesign of the ATR Policy. In response, recognizing the need for a more efficient and effective approach, the Department supported engagement activities in 2022, 2023, and 2024. In 2024–25, a Technical Advisory Committee was created to facilitate the co-development of the ATR Policy redesign. The committee includes representatives from First Nations communities and organizations, along with key federal government departments. The Government of Canada also approved 9 interim changes to the ATR policy, which focus on streamlining processes, easing requirements, and removing key barriers, offering immediate benefits to all First Nations seeking to add land to reserve while broader policy reform continues. Additionally, a report summarizing the results of First Nation-led engagement was developed and published on the CIRNAC website, identifying 672 recommendations to improve the ATR Policy.

The Government of Canada has also been working towards full implementation of the 94 [Calls to Action](#) delivered by the Truth and Reconciliation Commission (TRC) to advance reconciliation. As of March 2025, 85% of the 76 Calls to Action involving federal responsibility are either complete (20) or well underway (46). Federal efforts have included developing new regulations, identifying budget investments, launching new programs, and enacting legislation.

In fulfillment of [Call to Action 53](#), [Bill C-29](#) was introduced in 2022 to support the establishment of a National Council for Reconciliation. On April 30, 2024, the *National Council for Reconciliation Act* received Royal Assent and it came into force on July 2, 2024. In the fall of 2024, the Transitional Committee for the National Council for Reconciliation and the Minister of Crown-Indigenous Relations

jointly undertook an open application process to identify members for the inaugural board of directors. On March 3, 2025, the first members of the board for the National Council for Reconciliation were announced and the Council was incorporated, formally establishing it as an independent, Indigenous-led organization responsible for monitoring and reporting on progress towards the implementation of the Truth and Reconciliation Commission's Calls to Action.

CIRNAC continued to implement [Calls to Action 72 to 76](#) regarding Missing Children and Burial Information. In 2024–25, CIRNAC provided \$2.33M to support the ongoing efforts of the [National Centre for Truth and Reconciliation](#) (NCTR) to implement the National Indian Residential School Student Death Register and public-facing Memorial Register (Call to Action 72) and the National Indian Residential School Online Cemeteries and Burial Sites Register (Call to Action 73). This work increases the information available to families and survivors on student deaths and burial places, accelerates the progress made to fill gaps in data collected to date, and improves access to information on missing or deceased family members.

This past year, the NCTR and CIRNAC also co-administered the National Advisory Committee on residential schools missing children and unmarked burials (the Committee), which continued work with Survivors to provide independent, trusted, and expert information to Indigenous communities in areas such as Indigenous laws and cultural protocols, forensics, archaeology, archival research, and criminal investigations. Guided by a Circle of Survivors, which includes members of First Nations, Inuit, and Métis, the Committee ensured that Survivors' voices and perspectives remained central to its work. In 2024–25, CIRNAC provided \$2.29M to the Committee, to hold information webinars as well as knowledge sharing gatherings across Canada.

Moreover, to advance Calls to Action 74 to 76, CIRNAC supported community-led initiatives centered on survivors to locate, document, and memorialize undocumented burial sites and graves associated with the 140 residential schools included in the Indian Residential Schools Settlement Agreement (IRSSA) and the Newfoundland and Labrador Residential Schools Settlement Agreement (Anderson). Since the launch of the [Residential Schools Missing Children Community Support Fund](#) in June 2021, CIRNAC has received 190 funding requests from Indigenous communities and organizations totaling over \$718.4M. As a result, 161 agreements have been put in place, providing \$246.8M to community-led initiatives in support of Calls to Action 74–76. Currently, 76 communities are advancing investigations at 89 of the 140 former residential schools, with some recipients leading initiatives at multiple sites. Advancing initial research, knowledge-gathering, and engagement activities will help inform subsequent fieldwork investigations, including surveys and mapping, ground-penetrating radar, archeological assessments, and on-site ceremonies.

In 2024–25, the Indian Residential Schools Documents Advisory Committee finalized an updated description of the Indian Residential Schools documents. This description will guide the department in its ongoing work to identify, review and collect potentially relevant documents.

In October 2024, the Special Interlocutor for Missing Children and Unmarked Graves and Burial Sites associated with Indian Residential Schools released her Final Report, which contains 42 recommendations implicating all levels of government, faith-based institutions, and other organizations. CIRNAC is providing support to the Department of Justice in a multi-department review of the recommendations. Additionally, the Government of Canada continued to work with the All Parties Table (comprising the parties to the Indian Residential Schools Settlement Agreement) to finalize and sign a Covenant of Reconciliation based on [Call to Action 46](#). The signature and implementation of a Covenant will reaffirm a commitment to reconciliation and to working collaboratively with Indigenous Peoples and communities to realize transformative change.

In June 2017, it was announced that the former United States Embassy at 100 Wellington Street in Ottawa, on the traditional territory of the Anishinabe Algonquin Nation, would be transformed into a national space for Indigenous Peoples, led by First Nations, Inuit and Métis. Through ongoing engagement and collaborative discussions with national Indigenous organizations and the Algonquin Nation, separate agreements were signed in 2024–25 with the Crown to advance the National Space for First Nations, Inuit and Métis Peoples. The following dates mark key developments in the agreements:

- On June 5, 2024, the Government of Canada and the Algonquin Anishinabeg Nation Tribal Council signed a Planning and Design Agreement to develop a dedicated Algonquin space at 100 Wellington Street in Ottawa.
- On March 4, 2025, the Government of Canada and the leaders of the Assembly of First Nations, Inuit Tapiriit Kanatami, and the Métis National Council signed a Letter of Intent and Collaborative Implementation Framework confirming Canada’s continued commitment to establishing the National Space for First Nations, Inuit and Métis Peoples (100 Wellington and 119 Sparks).

First Nations, Inuit and Métis will continue to refine the vision for this space that is expected to provide a place for Indigenous governments, institutions, and organizations to conduct intergovernmental meetings and host events. It will also provide Canadians from coast to coast to coast and visitors around the world with a unique opportunity to gain a clearer understanding of First Nations, Inuit and Métis, and their important contributions to Canada’s past, present, and future.

Indigenous Peoples advance their institutional structures and governance

The development of Indigenous-led institutions and governance is an essential step towards Indigenous self-determination. It is a fundamental principle of the United Nations Declaration on the Rights of Indigenous Peoples. CIRNAC continued to work to put in place effective mechanisms to support the transition away from colonial systems of administration and governance through support to Indigenous Peoples to advance their governance institutions.

Results achieved

The [Framework Agreement on First Nation Land Management](#) enables participating communities to withdraw their lands from the land management provisions of the Indian Act, and to implement First Nation governance and laws with respect to their land, resources and environment. In 2024–25, CIRNAC in collaboration with the Lands Advisory Board, the First Nations Land Management Resource Centre, and ISC, continued its work on the First Nation Land Governance Registry and ongoing relationship under the Framework Agreement on First Nation Land Management. The development of the registry has advanced significantly this year with the development of multiple versions for user testing by a First Nation working group to address any issues, the creation of the not-for-profit organization to manage the registry – First Nation Land Governance Registry Inc. (FNLGR Inc.), and the appointment of a First Nation Board of Directors. Further progress was made through ongoing collaboration to facilitate data transfer and address privacy concerns under the *Privacy Act*. Steps were also taken towards the development of proposed amendments to the First Nation Land Registry Regulations and the Framework Agreement.

The [First Nations Fiscal Management Act](#) provides First Nations with a legislative and institutional framework through which to assert and exercise jurisdiction in the areas of financial management, taxation, access to capital markets and more recently, respecting the provision of services and infrastructure. In 2024–25, CIRNAC worked closely with the First Nations Finance Authority, the First Nations Financial Management Board, the First Nations Tax Commission, modern treaty First Nations

and the Province of British Columbia, to co-develop regulations that adapt the *First Nations Fiscal Management Act* to enable self-governing groups to access the pooled-borrowing regime under the Act. The draft regulations were completed in early 2025 and published for consultation. CIRNAC also continued to work with the First Nations Infrastructure Institute's Technical Working Group on the operationalization of the new Institute.

CIRNAC also offered funding under the Enhanced Capacity Building funding stream to support Indigenous groups that participate in recognition of rights and self-determination table discussions. In 2024–25, CIRNAC offered funding to support 9 Indigenous groups that participated in recognition of rights and self-determination table discussions. CIRNAC also offered funding under the Governance Capacity Development funding stream to an additional 15 Indigenous groups that participated in self-government negotiations and modern treaty negotiations.

Finally, CIRNAC worked towards streamlining processes related to board member appointments, based on information gained from engagement with modern treaty partners. The complexity of each modern treaty's appointment process means thorough analysis is required for developing solutions. Facilitating more efficient appointments of board members enhances the ability of Indigenous modern treaty partners to continue meaningful participation in the co-management of lands, resources, waters, and wildlife within their territories. In 2024–25, CIRNAC improved the board appointment approval process by reducing redundant templates. Working to collaboratively improve Indigenous participation in decision-making will result in more appropriate and efficient outcomes and recommendations from these bodies. The recent exercise of Red Tape Reduction will assist in further advancing this work.

Indigenous Peoples determine their political, economic, social and cultural development

The Government of Canada is committed to renewing relationships with Indigenous Peoples based on the affirmation and implementation of their inherent right to self-determination, including the right to self-government. This will allow Indigenous Peoples to determine their political, economic, social and cultural development.

Results achieved

[Permanent bilateral mechanisms](#) (PBM) are established with First Nations, Inuit, and Métis Nation leadership to identify joint priorities to advance reconciliation, co-develop policies and monitor progress. In 2024–25, the PBM with the AFN held 2 meetings at the senior officials level, as well as a Leaders' meeting, the first since March 2018. The parties drafted an updated list of joint priorities, advanced shared co-development principles, and explored options for long-term funding for the AFN and its regional affiliates. A more flexible, ten-year block funding agreement was provided to the AFN starting April 1, 2025. The June 2024 Leaders' meeting renewed the parties' commitment to the PBM, with a focus on endorsing an updated list of joint priorities to reflect the current needs and priorities of First Nations. The updated list, which builds upon the 7 joint priorities initially identified in 2017, has been triaged to focus on items that can achieve meaningful progress in the short-to medium-term and/or benefit from the oversight and direction of the PBM.

The Inuit-Crown Partnership Committee (ICPC) continued to advance its priorities and to implement and respond to the recommendations outlined in the ICPC evaluation report [Building a Partnership for Transformational Change](#). In 2024–25, a series of 5 ICPC meetings were held including 3 meetings with senior officials, 1 Leaders' meeting, and 1 meeting co-chaired by the President of the Inuit Tapiriit Kanatami (ITK) and the Prime Minister. On November 23, 2024, the Minister of Crown-Indigenous Relations, on behalf of the Government of Canada, delivered an apology to Nunavik Inuit for the

Nunavik Dog Slaughter. This apology included an investment of \$45M to support Nunavik Inuit communities to implement programs that will promote healing and cultural revitalization.

In addition, at the annual ICPC Leaders' meeting co-chaired by the Prime Minister, federal and Inuit leadership endorsed the co-development of a policy option for a Cabinet Directive on the Implementation of the Inuit Nunangat Policy. On February 6, 2025, through a joint announcement with the President of Inuit Tapiriit Kanatami, the federal government introduced the Cabinet Directive on the Implementation of the Inuit Nunangat Policy. The Directive will ensure that government programs are in alignment with the Inuit Nunangat Policy.

In 2024–25, meetings between federal Ministers and Métis leadership were paused due to changes within Métis governance and organizations. However, work continued with a senior officials' meeting in April 2024, as well as a strategic session in Fall 2024 between federal and Métis officials, focused on determining the path forward for the PBM. Bilateral engagement between federal departments and Métis partners also continued. This included the Indigenous Justice Strategy (led by The Department of Justice) and the Emergency Management workplan (led by Public Safety) being finalized, reflecting progress in key priority areas previously identified.

This past year, CIRNAC provided funding to national women's organizations to support the implementation of relationship agreements. For example, progress included the advancement of strategic planning initiatives, multi-year leadership projects focused on strengthening internal governance capacity, and increased participation in federal policy and parliamentary processes.

The [Canada-Congress of Aboriginal Peoples \(CAP\) Political Accord](#) aims to build a renewed relationship, improve Indigenous socio-economic conditions, and reduce disparities between Indigenous Peoples and non-Indigenous Canadians. In 2024–25, CIRNAC provided \$2.5M to support ongoing work in 5 active priority areas (housing, justice, missing and murdered Indigenous women and girls, Indigenous languages, and family programs) to advance issues of importance to CAP.

In June 2024, CIRNAC published the third [Federal Pathway Annual Progress Report](#). This report provides an overview of work completed to date, including progress towards the Calls for Justice, to address the immediate and long-term needs of Indigenous women, girls and 2SLGBTQI+ people, ensuring they live free from violence. A total of 21 federal departments participated in its development, with CIRNAC acting as the central coordinator. In addition, in January 2025, the department published an [online reporting tool](#) to track the progress of federal efforts to address the Calls for Justice reported in the 2023–24 Annual Progress Report. In 2024–25, CIRNAC funded 21 projects across the country, inclusive of all distinctions, under the [Indigenous-Led Data Research Projects Program](#).

On May 3, 2024, the federal government and the Province of Manitoba announced a partnership to co-develop a regional Red Dress Alert pilot with Indigenous partners. Later, on October 4, 2024, it was announced that Giganawenimaanaanig, an Indigenous organization in Manitoba, had been identified to lead the engagement phase of the pilot.

The third annual National Indigenous-Federal-Provincial-Territorial Meeting took place on January 29–30, 2025. It brought together approximately 145 in-person and 188 virtual participants from Indigenous organizations and federal, provincial and territorial governments. The meeting provided productive discussions on Red Dress Alert pilot updates, efforts to address human trafficking, data gaps, and information from provincial and Indigenous organizations on 2SLGBTQI+ experiences, Family Information Liaison Units, and the work to support Indigenous women, girls and 2SLGBTQI+ people.

Throughout the year, the Supporting Indigenous Women’s and 2SLGBTQI+ Organizations program provided \$7.4M through 33 projects to support increased capacity and the ability of organizations to engage at the grassroots level to identify priorities and influence change within all levels of government.

Examples of funded projects include:

- Femmes Autochtones du Québec received \$259.6K for the *Cellule de recherche* project which began with a historic gathering of 160 Indigenous women from every Indigenous First Nation in Quebec to discuss the future of Indigenous women and to foster an inclusive platform for collaboration, supporting research, development of priorities, and creation of an action plan.
- Les Femmes Michif Otipemisiwak received \$72K for *Continuing the Journey: Métis-First, Gendered, Intersectional Lens* project. This initiative supports the development and implementation of a Métis-specific gender and intersectional responsive tracking and assessment tool to advance equality.
- The Nova Scotia Native Women’s Association received \$150K for the *Restoring Indigenous Women’s Space and Place in Nova Scotia Governance* project to support engagement efforts with community organizations, as well as collaboration efforts with First Nations, municipal, provincial, and federal governments.

In 2024–25, CIRNAC contributed to the advancement of the implementation of the [UN Declaration Act](#) through its leadership on 44 of the 181 measures in the [Action Plan \(2023-2028\)](#). In line with the objectives of the Declaration, CIRNAC supported the co-development of legislation, policies, and programs that promote Indigenous self-determination and strengthen Indigenous governance institutions. The department also continued to advance internal efforts to align departmental policy and programming with the principles of the Declaration by promoting the use of a policy consistency tool within the department.

[Modern treaties, self-government agreements](#) and other constructive arrangements are the foundations for transformative change that move us away from colonial systems of administration and governance. In December 2022, Canada adopted new financial tools with higher capital transfer, allowing for more flexible types of agreements, and helping resolve Section 35 negotiations. In 2024–25, CIRNAC continued progress in its negotiations with Indigenous Peoples across the country. As of March 31, 2025, there were 173 active negotiation tables. These discussion tables continued to explore innovative approaches to reach agreements that recognize the rights of Indigenous Peoples and foster self-determination in the spirit of partnership. Results in 2024–25 stemming from these discussions include 17 agreements and 6 preliminary-type agreements. One notable example is the conclusion of the [Red River Métis Self-Government Recognition and Implementation Treaty](#), the first self-government Treaty concluded with a Métis government in Canada. This Treaty will recognize the Manitoba Métis Federation’s inherent right to self-government and law-making powers over its own citizenship, elections and other operations. The next step will be to introduce federal legislation to bring the Treaty into effect.

The department also engaged with Self-Government Arrangement Holders to address implementation needs and continued work on a shared workplan, as part of Shared Priorities Action Plan Measure (APM) 26 and Modern Treaty Priorities APM 1. In addition, early discussions with some Indigenous partners have been initiated to explore the development of a public statement on Canada's rights-based approach for the negotiation of treaties, agreements and other constructive arrangements. This responds to APM 23.

Additionally, significant milestones on the path towards new comprehensive treaties and self-government agreements in British Columbia include:

- The first community ratification of a comprehensive treaty in B.C. in over a decade (by K'ómoks First Nation), the initialing of 3 treaties (with K'ómoks, Kitselas, and Kitsumkalum First Nations), and the achievement of Chief Negotiators' Understandings, also known as 'handshake agreements,' with the 5 Nations of the Te'mexw Treaty Association. K'ómoks First Nation also held a successful vote to adopt a written constitution on March 8, 2025.
- Haida Nation and Canada reached 2 historic reconciliation milestones in 2024–25. The *Haida Nation Recognition Act*, which affirms the government of Canada's recognition of the Haida Nation's inherent rights of governance and self-determination, received Royal Assent in November 2024. Canada and the Haida Nation also signed the *Chii̱xuu̱jin / Chaaw̱ Kaaw̱gaa "Big Tide (Low Water)" Haida Title Lands Agreement* on December 4, 2024, in which Canada recognized that the Haida Nation have Aboriginal title to lands on Haida Gwaii. This agreement represents the first time that Canada has negotiated recognition of Aboriginal title to specific lands.
- Canada and Musqueam initialed the Musqueam Self-Government Agreement in 2024–25, which Canada and Musqueam will sign, subject to approval from the Musqueam community. Co-developed by Canada and Musqueam, the Musqueam Self-Government Agreement recognizes Musqueam's inherent right to self-government. Once in effect, this self-government agreement will modernize and fundamentally redefine Musqueam's relationship with Canada by recognizing Musqueam's jurisdiction over their members on reserve land.
- 3 Preliminary Agreements were signed with Tla-o-qui-aht, West Moberly, and Skatin First Nations, and a Reconciliation Framework Agreement with Tsleil-Waututh First Nation was signed in 2024–25.

Several agreements were also reached in Central and Eastern Canada, including:

- Canada and the respective Lake Nipigon Plaintiffs (4 Robinson-Superior First Nations, including Animbiigoo Zaagi'igan Anishinaabek, Whitesand First Nation, Red Rock Indian Band and Kiashe Zaaging Anishinaabek) signed agreements to resolve the First Nations' Treaty Reserve Claims against Canada, which relate to a Treaty promise for reserve lands that dates back to the signing of the Robinson-Superior Treaty in 1850. These agreements represent an important step in renewing the nation-to-nation relationship. Canada remains committed to longer-term work with these First Nations and the Province of Ontario towards a land-related settlement.
- Canada, Ontario, and Robinson Superior Treaty First Nations engaged in time-bound negotiations to attempt to reach a negotiated settlement to repay annuities owed under the Treaty. The compensation amount is being reviewed by the Court, as requested by the First Nations.
- On April 17, 2024, the Mohawk Council of Kahnawà:ke and the Government of Canada signed a Memorandum of Understanding which marks a renewed commitment to dialogue and collaboration, aiming to strengthen their relationship and advance self-determination for the Kanien'kehá:ka of Kahnawà:ke.
- On May 23, 2024, the Conseil des Atikamekw de Wemotaci and the Government of Canada signed a framework agreement on self-government (Entente-cadre sur l'autonomie gouvernementale). Known as the Masinahikan Nahitatowin Okimawinik, the agreement sets the stage for negotiating future self-government agreements in areas such as governance, education, economic development, land management, and taxation.

- On July 15, 2024, at Whitecap Dakota Nation, Saskatchewan, the Minister of Crown-Indigenous Relations delivered a formal statement of recognition and apology on behalf of the Government of Canada to the 9 Dakota and Lakota First Nations in Canada and their members. The communities involved include Whitecap, Standing Buffalo, Wood Mountain, Wahpeton, Birdtail Sioux, Sioux Valley, Dakota Plains, Dakota Tipi, and Canupawakpa.
- On August 12, 2024, Canada and the United Chiefs and Councils of Mnidoo Mnising (UCCMM), representing 5 Manitoulin Island First Nations including the Aundeck Omni Kaning, M'Chigeeng, Sheguiandah, Sheshegwaning, and Zhiibaahaasing, signed the Manitoulin Project Settlement Agreement. On October 26, 2024, the Minister of Crown-Indigenous Relations delivered a formal [statement of apology](#) on behalf of Canada to the 5 Manitoulin Island First Nations and their members for past wrongs relating to the Crown's mismanagement of their finances in the late 1800s. The apology marks the beginning of a new chapter in the relationship between Canada and the First Nations.
- On October 13, 2024, the Toquktmekl Agreement was signed between the Mi'kmaq Epekwitnewaq Kapmtemuow and the Government of Canada, establishing a co-management framework for Prince Edward Island's national parks and historic sites. It enables traditional practices, joint stewardship, and affirms Mi'kmaq rights as part of reconciliation efforts.
- On December 18, 2024, an agreement was signed between 8 of the 9 Mi'gmaq First Nations in New Brunswick and the Government of Canada. The agreement aims to recognize Mi'gmaq rights and support traditional harvesting practices through collaborative governance and shared stewardship of Kouchibouguac and Fundy National Parks, as well as other National Historic Sites in Eastern New Brunswick.
- On January 22, 2025, Canada and the Dundas Harbour (Tallirutiit) Relocation Society signed a \$4.5M settlement agreement acknowledging the forced relocations of Inuit families between 1934 and 1948. A formal apology was delivered in Arctic Bay on February 27, 2025 by the Minister of Crown-Indigenous Relations and Northern Affairs, recognizing the harm caused and honouring survivors and their descendants.

The department also began undertaking a review of Canada's internal processes and overall approach related to rights-based discussions, with the aim of making them more efficient. The purpose of this review is to identify opportunities to maximize positive impacts for partners, while ensuring long-term fiscal sustainability of the negotiations program.

In 2024–25, CIRNAC continued to uphold the honour of the Crown by fulfilling Canada's obligations under modern treaties and self-government agreements. Over the past year, work advanced on co-developing commitments under [Canada's Collaborative Modern Treaty Implementation Policy](#), aligned with the *UN Declaration Act* APM 1 and a Cabinet Directive on the Inuit Nunangat Policy which was announced in February 2025. Key developments included the introduction of [Bill C-77](#) in October 2024 to establish a Commissioner of Modern Treaty Implementation (which did not proceed due to prorogation), the launch of discussions on economic reconciliation—including measuring the economic impact of modern treaties—and the development of recommendations to address barriers to board member recruitment and retention. Draft revisions were also made to improve the Cabinet Directive on Modern Treaty Implementation.

CIRNAC also continued work under Canada's Collaborative Self-Government Fiscal Policy to bring representatives of Canada and 26 self-governing Indigenous Governments together to co-develop expenditure need proposals. Work at the Collaborative Fiscal Policy Development Process in 2024–25 focused on the conclusion of co-developed proposals for infrastructure, language revitalization, and lands management.

In 2024–25, CIRNAC continued to advance the implementation of the co-developed [Recognition and Reconciliation of Rights Policy for Treaty Negotiations in British Columbia](#), in partnership with the other Principals to the British Columbia Treaty Process (the First Nations Summit and the Province of British Columbia). Informed by outcomes from the first tripartite sponsored review of the Policy that concluded in October 2023, as well as comments made by participants at the January 2024 tripartite negotiators’ session, the parties initiated the development of a joint implementation plan for the Policy, including consideration around training and guidance for negotiators. CIRNAC also worked closely with the Province of British Columbia and participating Indigenous Nations to advance tripartite policy work with respect to the Policy’s [Schedule A: Commitments to Further Work](#), with a focus on jurisdiction and land-related issues, including the constitutional status of settlement lands.

Consultation activities are key opportunities for Canada to demonstrate its continued commitment to rebuilding and maintaining collaborative relationships with Indigenous Peoples through meaningful involvement in decision-making. CIRNAC offers guidance, systems, and tools to federal officials in order to support Canada’s whole-of-government approach to the legal duty to consult. In 2024–25, CIRNAC continued to provide funding to support consultation tools for Indigenous partners, such as consultation protocols and resources centres, enhancing core capacity for Indigenous Peoples to manage and meaningfully participate in consultation supporting self-determination.

Budget 2023 provided \$11.4M over 3 years, starting in 2023–24, for CIRNAC to engage with Indigenous Peoples to renew the guidelines for federal officials to fulfill the Crown’s duty to consult. Engagement began in the winter of 2024 and is now in its second phase. In 2024–25, 323 participants from 223 Indigenous communities and organizations across Canada have participated in 14 in-person, and 2 virtual engagement sessions. Renewing the guidelines is essential to support federal officials in advancing the Government’s priority initiatives, including the *Build Canada Act*.

CIRNAC has 3 regional partnerships teams that lead a whole-of-government approach to consultation and accommodation across the country, including managing the Federal Initiative on Consultation. Throughout 2024–25, the partnerships teams held quarterly regional interdepartmental consultation network meetings; launched new regional consultation information hub online resources via GCPedia; provided regionally tailored and file-specific consultation advice and guidance to federal departments, agencies, and other stakeholders; supported consistent federal consultation practices, tailored tools and templates; co-developed a new consultation protocol agreement; and amended an existing agreement with Indigenous partners.

CIRNAC also provides advice to federal departments and agencies during assessments of major projects to ensure that duty to consult obligations are fulfilled. In 2024–25, CIRNAC provided advice on 29 designated major projects and 72 non-designated major projects (including 61 Critical Minerals Infrastructure Fund projects). In addition, CIRNAC supported the Alto rail project with advice on consultation and partnering with Indigenous communities through the co-development phase and through participation on the Deputy Minister Oversight Committee.

In 2024–25, in response to commitments made in Budget 2024, CIRNAC engaged Indigenous partners on improving Crown Consultation Coordinator functions, specifically for non-designated projects south of 60 and highlighted opportunities to strengthen federal coordination of Crown consultations. This includes areas such as providing predictable funding, centralized tracking and monitoring, accountability in accommodation measures, and coordinating access to federal decision-makers.

On behalf of Canada, CIRNAC is committed to developing relationships with Indigenous Peoples through the co-development of [consultation protocol agreements](#) with Indigenous groups to create a process to

follow when consulting on potential adverse impacts to Aboriginal or treaty rights. In 2024–25, CIRNAC continued to provide funding to each Indigenous consultation protocol holder, resource centre, and partner with a protocol in co-development. Additionally, a new protocol with the Pekuakamiulnuatsh, Essipit Innus, and Nutashkuan Innus was finalized in 2024–25. This brings the total number of protocols to 13, in addition to 5 consultation resource centres supporting Indigenous communities across Canada.

Amplifying Indigenous voices and facilitating the sharing of Indigenous information with, among others, the general public and industry stakeholders is a key component of the Aboriginal and Treaty Rights Information System (ATRIS), which houses information on potential or established Aboriginal or treaty rights to support federal departments and others in engaging and consulting with Indigenous partners. Training sessions on ATRIS are being delivered in a variety of ways including webinars twice a month, tailored individual sessions, and through consultation training. In 2024–25, more than 1,532 individuals, including federal, provincial and territorial officials, were trained on the system and 33 community and organization profiles in ATRIS were co-developed or co-validated with Indigenous partners. These efforts advanced Indigenous data sovereignty and supported APM 68 of the *UN Declaration Act* Action Plan.

Additionally, more than 41 departments and agencies were provided with advice and guidance, related primarily to consultation and accommodation, through CIRNAC's Single Window. In 2024–25, a variety of training events were offered to federal employees including:

- 11 Consultation and Accommodation training sessions.
- 4 executive-level fireside chats.
- 2 policy training sessions co-delivered with Indigenous partners.
- 1 event, co-delivered with the Canada School of Public Service, entitled Reflections on the 2004 Haida Nation Rights Decision on the Crown's Duty to Consult, attended by over 1,500 participants.

Indigenous Peoples strengthen their socio-economic conditions and well-being

The Government of Canada is committed to supporting Indigenous Peoples in achieving self-determination, which will lead to improved socio-economic conditions and well-being.

Results achieved

CIRNAC continued to support the management and implementation of modern treaties and self-government agreements by having meaningful engagement with Indigenous organizations and governments, provincial and territorial partners, as well as other federal departments. From May 28 to July 19, 2024, CIRNAC held a national engagement on the draft legislative proposal for the establishment of a Commissioner for Modern Treaty Implementation. This legislation has been a priority for Indigenous modern treaty partners for the past 2 decades. CIRNAC took a broad approach to the consultation process and engaged over 130 partners, including Indigenous modern treaty partners, groups negotiating a modern treaty, stand-alone self-government arrangement holders, sectoral agreement holders, national Indigenous organizations, key partners, and provinces and territories. To conclude the consultation process, a ministerial roundtable with Indigenous modern treaty partners was held on September 24, 2024. The proposal received unanimous support from partners.

Throughout 2024–25, the department was involved in 85 implementation committee meetings and 106 recognition of Indigenous rights and self-determination tables, in addition to leading and supporting subject-specific working groups and other appropriate forums in response to partner requests.

This fiscal year, CIRNAC offered Indigenous governments longer-term fiscal financing arrangements to support long-term planning and investment cycles. Looking ahead, nearly all self-governing Indigenous

governments have expressed a preference for longer-term fiscal arrangements, and the majority have elected to extend their existing agreements until 2034. This resulted in 10 year extensions of 19 fiscal arrangements (15 year duration in total) and the extension of 6 other fiscal arrangements for periods less than 10 years. The flexibility and stability of fiscal arrangements allow Indigenous governments to focus and respond to the needs of their communities through long term sustainable investments, such as economic development, infrastructure planning that will contribute to growth in the communities, employment and improving access to culturally-relevant social and education programs. Furthermore, the extended term of these fiscal arrangements provides greater opportunities for Indigenous governments to leverage secure federal funding streams with private investors.

The department also supported the organization of a second Intergovernmental Leaders Forum, as established by Canada's Collaborative Modern Treaty Implementation Policy, with leaders of modern treaty and self-governing Indigenous governments to advance shared implementation priorities, discuss areas of concern, and celebrate successes. The 2024 Intergovernmental Leaders' Forum was held in Gatineau, Quebec on May 2, 2024. The Forum was chaired by the Prime Minister and attended by 7 cabinet ministers, and leaders from 28 Indigenous modern treaty partners and 4 self-government arrangement holders.

CIRNAC continued to collaborate with Indigenous modern treaty partners and other government departments to co-develop revisions and improvements to the existing Cabinet Directive on Modern Treaty Implementation in order to align it with the commitments made in Canada's Collaborative Modern Treaty Implementation Policy. In 2024–25, engagement with other federal departments occurred on elements of the updated Cabinet Directive such as revisions to the Assessment of Modern Treaty Implications. Work has also been underway on the issues management escalation process and reporting practices. The revised Directive is intended to strengthen the governance ecosystem for escalating and triaging modern treaty issues. The Deputy Ministers' Oversight Committee will continue to hold responsibility for monitoring modern treaty implementation across government, supported by a Directors' General Implementation Committee, and an interdepartmental committee of federal officials.

Since 2023, when modern treaty training was first introduced, CIRNAC has delivered 33 sessions to public servants across 46 departments and agencies. As of late 2024, training that supports modern treaty implementation was transferred to the Canada School of Public Service and adapted for online self-paced courses.

Furthermore, in 2024–25, over 400 CIRNAC employees who advance negotiations participated in learning strategy sessions to obtain the competencies required to co-develop treaties, self-government agreements and other constructive arrangements.

Canada has continued to work with self-governing Indigenous governments to implement their education sectoral self-government agreements, which provide full jurisdictional control over education, and improve student educational outcomes in participating communities. The Education Jurisdiction Initiative allows First Nations to exercise self-determination through law-making authority in the area of primary and secondary education, and by operating their schools under their own laws.

In 2024–25, CIRNAC focused on implementing Education Jurisdiction Agreements with 7 participating First Nations (ᑭᐱᑦᐱᐱ, Cowichan Tribes, Lil'wat Nation, Seabird Island, Ditidaht First Nation, Tsq'escen' First Nation [Canim Lake Band], and Sk̓wx̓wú7mesh Úxwumixw [Squamish Nation]).

CIRNAC continues to work with the First Nations Education Steering Committee (FNESC) and interested First Nations on additional communities entering into Education Jurisdiction Agreements with Canada. Engagement in 2024–25 included supporting information meetings with FNESC and interested First

Nations, and organizing FNESC's plenary at Our Gathering. While FNESC projected 3 additional First Nations may be ready to enter agreements in 2024–25, no interested First Nations formally requested fiscal offers. CIRNAC currently has a mandate for up to 9 new education sectoral agreements in British Columbia and will continue working with partners toward entering into additional agreements when they are ready to proceed with requesting fiscal offers.

A similar agreement in Ontario continues to provide culturally relevant education to Indigenous students each year. A total of 23 Anishinabek First Nations and Canada signed the Anishinabek Nation Education Agreement that came into effect on April 1, 2018. This Agreement recognizes First Nation jurisdiction over primary, elementary, and secondary education. It also provides for First Nation administration of the Post-Secondary Student Support Program.

The Mi'kmaq Education Agreement was signed in 1997 between 9 of Nova Scotia's Mi'kmaq First Nations and the Government of Canada. Since then, 3 additional communities have joined, bringing the total to 12 of the 13 Mi'kmaq communities in Nova Scotia. This Agreement recognizes First Nation jurisdiction over primary, elementary, and secondary education. It also provides for First Nation administration of the Post-Secondary Student Support Program.

In 2024–25, CIRNAC worked with other federal departments to incorporate distinctions-based funding of federal socio-economic initiatives into modern treaty and self-governing Indigenous governments fiscal financing arrangements, such as the School Food Program, Youth Mental Health Fund, Post-Secondary Student Support Program, Indigenous Early Learning and Child Care Framework, Urban, Rural and Northern Housing Strategy and the Indigenous Health Equity Fund. CIRNAC engaged directly with modern treaty and self-governing Indigenous governments to develop appropriate, transparent, and fair approaches for determining specific funding allocations for a number of these federal initiatives.

Access to safe and affordable housing is also critical to improving health and social outcomes for Indigenous Peoples, and to ensuring a strong future for their communities. Results for 2024–25 are expected from partners in 2025–26. Since 2016, Inuit have constructed over 600 new homes, repaired a significant number of existing units, and have undertaken critical land development and capacity building.

From 2018–19 to 2023–24, the funding provided to the 6 Métis organizations (Métis Nation of Ontario, Manitoba Métis Federation, Métis Nation-Saskatchewan, Métis Nation of Alberta, Métis Nation British Columbia and Métis Settlements General Council) has enabled them to build or purchase 1,865 housing units, provide down payment assistance to 2,118 Métis families, renovate 6,524 units, and provide rent subsidies to 10,933 families.

Finally, CIRNAC is committed to supporting family members and survivors of missing and murdered Indigenous women, girls and 2SLGBTQI+ people to find healing in whatever form that is meaningful to them. In 2024–25, CIRNAC funded 20 projects across the country, inclusive of all distinctions, under the Support for the Wellbeing of Families and Survivors of Missing and Murdered Indigenous Women, Girls and 2SLGBTQI+ People Contribution Program.

Key risks

In 2024–25, CIRNAC operated in a challenging and fluid environment, while continuing to seek alignment on a shared vision, goals, and strategies. To succeed, the department not only had to adapt its own processes and practices, but also support Indigenous partners in strengthening their capacity.

Building and maintaining effective relationships between CIRNAC, Indigenous partners, and other government bodies at the federal, provincial, and territorial levels was critical. This was especially

important when negotiating and implementing new agreements that support sustainable nation-to-nation relationships.

To manage these risks, CIRNAC coordinated efforts across government on issues related to Indigenous rights. This work was supported by several governance structures. Collaboration with provinces and territories also continued on key initiatives, such as the Arctic and Northern Policy Framework.

To align efforts with the *UN Declaration Act* Action Plan, the department employed governance and consultation mechanisms including support to the National Council for Reconciliation. Regular meetings were held within CIRNAC and with other government organizations to address specific issues such as Missing and Murdered Indigenous Women and Girls.

The department took steps to strengthen decision-making through reforms to the Federal Steering Committee on Section 35 rights. This included reducing duplication, speeding up approval timelines, and improving the efficiency of agreement finalization.

Finally, CIRNAC continued its efforts to develop new approaches for negotiating and finalizing agreements that better align with the UN Declaration and the principles of self-determination. This included work on guidelines for co-developing agreements and adopting flexible approaches that respect Indigenous communities’ decision-making processes.

Resources required to achieve results

Table 5: Snapshot of resources required for Crown Indigenous Relations

Table 5 provides a summary of the planned and actual spending and full-time equivalents required to achieve results.

Resource	Planned	Actual
Spending	\$9,655,111,553	\$13,056,432,727
Full-time equivalents	961	992

[The Finances section of the Infographic for CIRNAC on GC Infobase page](#) and the [People section of the Infographic for CIRNAC on GC Infobase page](#) provide complete financial and human resources information related to its program inventory.

Related government priorities

This section highlights government priorities that are being addressed through this core responsibility.

United Nations 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs)

SDG 5: Gender Equality

In 2024–25, CIRNAC provided project funding to organizations such as the Pauktuutit Inuit women of Canada and Les Femmes Michif Otipemisiwak to support Gender-based Analysis Plus (GBA Plus) specific projects that advance distinctions specific tools and guidance for use by governments. Each organization will receive \$360K over 5 years beginning in 2021–22 to support this work for a total investment of \$1.1M.

The Supporting Indigenous Women’s and 2SLGBTQI+ Organizations program funded several projects focused on increasing capacity for GBA Plus including a 1-year project in 2024–25 providing \$99.8K to the 2-Spirited People of the 1st Nations to develop and implement a 2SLGBTQI+ GBA Plus Toolkit that enhances staff retention, mental health, and work-life balance within the community. Through

consultations with community members, Knowledge Keepers, and staff, the toolkit will address the unique socio-cultural and historical challenges faced by 2SLGBTQI+ people in the workplace.

SDG 8: Decent Work and Economic Growth

In 2024–25, CIRNAC continued its commitment to both redesigning the Additions to Reserve (ATR) policy and the ongoing relationship with First Nation partners under the Framework Agreement on First Nation Land Management. Both initiatives support First Nations to build, and develop, land holdings as a key element of fostering their economic development. As such, 9 interim changes to the ATR policy to streamline processes, ease requirements, and remove key barriers were approved offering immediate benefits to all First Nations while broader policy reform continues. A Technical Advisory Committee was created to facilitate the co-development of the ATR Policy redesign, and a report summarizing the results of First Nation-led engagement was developed and published on the CIRNAC website, identifying 672 recommendations to improve the ATR Policy.

Through standing partnerships with ISC, the Lands Advisory Board, and the First Nations Land Management Resource Centre, significant progress was made to develop the new, First Nation managed, First Nation Land Governance Registry (FNLGR) as a land management tool, going beyond a simple registry to support economic development and management of land-based opportunities. The development of this new registry is on track for implementation by 2027–28 with the creation of not-for-profit First Nation organization to manage the registry – First Nation Land Governance Registry Inc. (FNLGR Inc.), and the appointment of a First Nation Board of Directors to govern FNLGR Inc.

SDG 10: Reduced Inequality

Through rights-based negotiations that are co-developed with Indigenous groups across Canada, shared priorities are advanced. Over time, it is expected that the socio-economic gaps that these communities disproportionately experience will close.

This fiscal year, under the Assembly of First Nations (AFN) – Canada PBM, Canada and the AFN drafted an updated list of joint priorities and advanced shared co-development principles. Budget 2024 also made key investments to support work on several CIRNAC-led joint priority items, including addressing the legacy of residential schools, co-developing and implementing a Red Dress Alert system, and searching the Prairie Green Landfill to bring closure to Indigenous families who lost loved ones in Winnipeg.

The Inuit-Crown Partnership Committee (ICPC) is advancing work on 13 active shared Inuit-Crown priorities to create prosperity for Inuit. Co-developed Inuit-Crown work plans have been proposed for each of the 13 shared priorities. Recent successes include the implementation of the Inuit Nunangat Policy and approval of a Cabinet Directive on the Implementation of the Inuit Nunangat Policy (December 2024), and a federal apology to Nunavik Inuit for the historic Nunavik Dog Slaughter (November 2024). This apology included an investment of \$45M to support Nunavik Inuit communities to implement programs that will promote healing and cultural revitalization.

Canada is continuing to work closely with the 4 First Nations fiscal institutions to strengthen the legislative and institutional frameworks, supports, and tools available to First Nations under the *First Nations Fiscal Management Act*. The regime helps address jurisdictional and capacity gaps related to financial management, property taxation, and respecting the provision of services and infrastructure. It also provides access to capital.

SDG 16: Peaceful, Just and Inclusive Societies

In 2024–25, the Residential Schools Missing Children Community Support Fund contributed to the implementation of the 2030 Agenda for Sustainable Development and the advancement of the SDGs by supporting truth and healing initiatives led by Indigenous communities. Since its launch in 2021, 161 agreements totaling over \$246.8M have been established, directly addressing Calls to Action 74–76 of the Truth and Reconciliation Commission. These efforts advance SDG 16 (Peace, Justice and Strong Institutions) by promoting inclusive and just societies, and empower Indigenous communities to lead culturally grounded responses to the legacy of residential schools.

The National Centre for Truth and Reconciliation (NCTR) receives project funding in support of the Residential Schools Legacy Program. In 2024–25, CIRNAC provided \$2.33M to support the NCTR's continuing efforts to implement the National Indian Residential School Student Death Register and public-facing Memorial Register (Call to Action 72) and the National Indian Residential School Online Cemeteries and Burial Sites Register (Call to Action 73).

CIRNAC continues to lead the Horizontal Initiative to Address the Legacy of Residential Schools with 6 other federal departments to address the ongoing impacts of the residential schools system and commemorate their history and legacy in a whole-of-government approach.

The Government of Canada will continue to work with the All Parties Table (parties to the Indian Residential Schools Settlement Agreement) to finalize and sign a Covenant of Reconciliation based on Call to Action 46. The signature and implementation of a Covenant will reaffirm a commitment to reconciliation and to working collaboratively with Indigenous Peoples and communities to realize transformative change.

More information on CIRNAC's contributions to Canada's Federal Implementation Plan on the 2030 Agenda and the Federal Sustainable Development Strategy can be found in our [Departmental Sustainable Development Strategy](#).

Program inventory

Crown-Indigenous Relations is supported by the following programs:

- Negotiations of Treaties, Self-Government Agreements and other Constructive Arrangements
- Management and Implementation of Agreements and Treaties
- Consultation and Accommodation
- Indigenous Engagement and Capacity Support
- Indigenous-led Services
- First Nation Jurisdiction over Land and Fiscal Management
- Indian Residential Schools Settlement Agreement
- Residential Schools Legacy
- Other Claims
- Specific Claims

Additional information related to the program inventory is available on the [Results page on GC InfoBase](#).

Core responsibility 2: Northern Affairs

In this section

- [Description](#)
- [Quality of life impacts](#)
- [Progress on results](#)
- [Details on results](#)
- [Key risks](#)
- [Resources required to achieve results](#)
- [Related government priorities](#)
- [Program inventory](#)

Description

This core responsibility aims to support Canada's Arctic and northern organizations, individuals, communities and governments in the pursuit of a strong, inclusive, vibrant, prosperous and self-sufficient North, the vision of Canada's Arctic and Northern Policy Framework. This includes federal coordination, science leadership, natural resource and environmental management, effective delivery of federal programming, and territorial relations.

Quality of life impacts

This core responsibility contributes to the "Good Governance" domain of the Quality of Life Framework for Canada and, more specifically, to "Canada's place in the world". It also contributes to the "Environment" domain and, more specifically, to "Climate change adaptation" and "Greenhouse gas emissions". Both domains are supported through all of the activities mentioned in the core responsibility description.

Progress on results

This section details the department's performance against its targets for each departmental result under Core responsibility 2: Northern Affairs.

Table 6: Northerners and Indigenous Peoples advance their political, economic and social governance development

Table 6 shows the target, the date to achieve the target and the actual result for each indicator under "Northerners and Indigenous Peoples advance their political, economic and social governance development" in the last 3 fiscal years.

Departmental Result Indicator	Target	Date to achieve target	Actual Result
Average Community Well-Being Index score for communities in the North	66.5	March 31, 2029	2022–23: 67.1 ^a 2023–24: 67.2 ^b 2024–25: 67.2 ^b
Number of devolution phases in Nunavut completed	Advance phase 4 (Implementation of the Nunavut Lands and Resources Devolution Agreement)	March 31, 2025	2022–23: Phase 3 in progress 2023–24: Completed phase 3 (signature of the Nunavut Lands and Resources Devolution Agreement) 2024–25: Advanced Phase 4 (Implementation of the Nunavut Lands and

Departmental Result Indicator	Target	Date to achieve target	Actual Result
			Resources Devolution Agreement)
Percentage of reports produced by the Arctic Council that include Canadian content	88%	March 31, 2025	2022–23: Not applicable ^c 2023–24: Not applicable ^c 2024–25: 82% ^d
Percent change in recipient self-assessment of food sovereignty	To be determined ^e	March 31, 2025	2022–23: New in 2023–24 2023–24: Not available ^e 2024–25: Not available ^e
Percentage of income required to purchase sufficient nutritious food	40% or less	March 31, 2026	2022–23: New in 2023–24 2023–24: Not applicable ^f 2024–25: Not applicable ^f

^a This result is based on 2016 Census data.

^b This result is based on 2021 Census data.

^c No reports have been submitted to Arctic Council Ministers due to the Arctic Council pause following the Russian invasion of Ukraine.

^d The target was not met due to a change in how the number of projects was calculated since its establishment last year. Canada provided reports for 9 of the 11 Sustainable Development Working Group projects.

^e The program needs more time to co-develop this indicator with Indigenous partners, given its importance to food security. A target will be established and results will be provided once the data is available.

^f A result will only be available in March 2026.

Table 7: Northern and Indigenous communities are resilient to changing environmental conditions

Table 7 shows the target, the date to achieve the target and the actual result for each indicator under “Northern and Indigenous communities are resilient to changing environmental conditions” in the last 3 fiscal years.

Departmental Result Indicator	Target	Date to achieve target	Actual Result
Litres of diesel avoided annually with clean energy	7,000,000 litres	March 31, 2030	2022–23: 830,000 litres ^a 2023–24: 1,000,000 litres ^a 2024–25: 1,800,000 litres ^a
Percentage of climate change assessments and plans for which measures have been implemented	50%	March 31, 2025	2022–23: 49% ^b 2023–24: 51% ^b 2024–25: 54% ^b
Percentage of contaminant information available to inform public health guidance and individual food choices	100%	March 31, 2025	2022–23: 88% 2023–24: 93% 2024–25: 93% ^c

^a Although the target is cumulative and the date to achieve is 2030, annual results are available.

^b Data collection for this indicator lags by 1 year.

^c Leadership changes in select projects and fieldwork delays due to shifting ice conditions contributed to the variance from the target.

Table 8: Northern lands, waters, and natural resources are sustainably managed

Table 8 shows the target, the date to achieve the target and the actual result for each indicator under “Northern lands, waters, and natural resources are sustainably managed” in the last 3 fiscal years.

Departmental Result Indicator	Target	Date to achieve target	Actual Result
Percentage of high-priority northern contaminated sites that are being actively managed	80%	March 31, 2025	2022–23: 92% 2023–24: 90%

Departmental Result Indicator	Target	Date to achieve target	Actual Result
			2024–25: 92%
Percentage of Indigenous and northern groups who report that their participation improved completed impact assessments	80%	March 31, 2025	2022–23: 100% 2023–24: 100% 2024–25: 100%
Percentage of regulatory requests for which measures are taken to ensure long-term sustainability of water and land resources in the North	100%	March 31, 2025	2022–23: New in 2023–24 2023–24: 100% 2024–25: 100%

The [Results section of the Infographic for CIRNAC on GC Infobase page](#) provides additional information on results and performance related to its program inventory.

Details on results

The following section describes the results for Northern Affairs in 2024–25 compared with the planned results set out in CIRNAC’s departmental plan for the year.

CIRNAC is the lead federal department responsible for building healthy and sustainable communities, and advancing broader scientific and social development objectives in the North. In 2024–25, Northern Affairs focused on 3 departmental results, contributing to ongoing progress in building a strong, vibrant, and prosperous North and Arctic.

Northerners and Indigenous Peoples advance their political, economic and social governance development

Canada continued to provide federal leadership and collaboration with partners in the Arctic and the North to develop solutions to challenges, ensure regional needs and priorities are addressed, and build capacity in regional organizations.

Results achieved

[Canada's Arctic and Northern Policy Framework](#) (ANPF), which was co-developed with Indigenous, territorial and provincial partners, aims to achieve a shared vision of the future where northern and Arctic people are thriving, strong and safe. In 2024–25, bilateral and multilateral discussions between the Minister of Northern Affairs, CIRNAC officials, and territorial, provincial, and Indigenous partners continued through established tables. These discussions ensured federal awareness of partners’ key priorities and provided opportunities for engagement on federal policy initiatives led by other federal Ministers and departments, including the *Arctic Foreign Policy and Our North Strong and Free: Defence Policy Update*. Notably, the Yukon First Nations partner chapter was released by the Council of Yukon First Nations in 2024. Through the All Partners Working Group, partners provided input on priority agenda items for the 2024 ANPF Leadership Committee meeting (held in Iqaluit in October 2024), and input to the development of briefing documents for all leaders.

In 2024–25, the Government of Canada continued to advance on its commitment of ensuring that all Northerners have access to sustainable and affordable housing. This was accomplished by engaging in bilateral discussions with First Nation communities off-reserve without modern treaty and Métis communities in the Northwest Territories (NWT) to understand their housing needs as captured in their housing plan, and to ensure that these communities had access to funding outlined in Budgets 2022 and 2023 (Urban, Rural and Northern Indigenous Housing Strategy).

The Government of Canada, Government of Nunavut, and Nunavut Tunngavik Inc. signed the historic Nunavut Lands and Resources Devolution Agreement in 2023–24. This marked the beginning of the implementation phase, with the transfer date set for April 1, 2027. The first year of implementation of the Nunavut Lands and Resources Devolution Agreement has seen the 3 parties transition successfully from negotiations to implementation. Throughout 2024–25, implementation was focused on establishing the required governance and oversight. The parties have continued to advance the implementation phase, and closed this fiscal year focusing on planning towards 2025–26.

On March 8, 2025, Nunavut Tunngavik Incorporated, the Government of Canada, and the Government of Nunavut signed a renewed Nunavut Implementation Contract for 2024–34. This is the first time since the original Nunavut Implementation Contract came up for renewal in 2003, that the parties were able to successfully renew the contract through negotiations. The contract will be investing \$1.5B over 10 years into the territory for the benefit of Inuit and Nunavummiut. The following were supported through renewed funding:

- Nunavut Tunngavik Incorporated for institutional capacity, tripartite efforts to design and develop pre-employment training for Inuit, and one-time funding for the Inuit Heritage Trust for the construction of a new Nunavut Cultural Centre.
- The Government of Nunavut for incremental implementation funding, as well as funding to support the design and development of programming to advance Inuit employment in government (in-service delivery and pre-employment training).
- Canadian Northern Economic Development Agency (including Pilimmaksaivik as the federal centre of excellence in Inuit employment in government) in its significant coordination efforts to raise Inuit employment levels, and includes program funding for in-service delivery and pre-employment training for Inuit.
- A total of 5 institutions of public government in Nunavut, including the 3 regional wildlife organizations and the 27 hunters and trappers organizations.

With regard to the [Sustainable Development Working Group](#) (SDWG), Canada led or co-led 9 of the 11 projects endorsed by the SDWG, addressing key areas such as mental wellness, renewable energy, food security, gender equality, public health, demographic analysis, economic development, and waste management. Canada worked in collaboration with permanent participants, including the Saami Council, Gwich'in Council International, Arctic Athabaskan Council, Aleut International Association, and Inuit Circumpolar Council, as well as member states such as the United States, Finland, Norway, Sweden, the Kingdom of Denmark, and Iceland. Project deliverables include final reports, interactive portals, mapping tools, and online exchanges—providing practical resources, policy insights, and capacity-building tools to support sustainable development across northern and Arctic regions.

CIRNAC continued to support Northerners through investments in northern post-secondary education and a coordinated horizontal response to the Calls to Action of the [Task Force on Northern Post-Secondary Education](#). In 2024–25, final planning, including the tendering process for trades and suppliers to begin construction of the science building at Yukon University in spring 2025, was finalized. The department also supported the Dechinta Centre for Research and Learning. With reporting for 2024–25 to be received during the 2025–26 fiscal year, Dechinta's achievements between 2020 and 2023 include the development of 8 university accredited courses offered to 75 students.

The [Nutrition North Canada](#) (NNC) program supports food security in [isolated and northern communities](#) by improving access to and affordability of retail, country, and locally-produced food, and other essential items in 125 eligible communities.

Budget 2024 provided \$124M over 3 years to expand programming, including \$23.2M in 2024–25. As a result, NNC was able to extend the [retail subsidy](#) to food banks and non profits, as well as maintain subsidy rates to help address rising inflation. Local growers and producers in eligible communities can also register to participate in the subsidy program. The subsidy continues to deliver savings by reducing the cost of food and essential items in these regions. A total of 7 food banks are now registered, with further onboarding underway. NNC remains committed to expanding these partnerships to strengthen access to food. The impact has been tangible. In total, for 2024–25, 224,825 kilograms of free food was delivered to communities.

The [Harvesters Support Grant \(HSG\) and Community Food Programs Fund \(CFPF\)](#) are community-driven solutions developed in collaboration with Indigenous communities. They can be used to support greenhouses, local food initiatives, and the harvesting, processing, and distribution of country foods. Budget 2024 committed an additional \$96.7M to HSG and CFPF, along with \$8M in permanent annual funding. This brings the total investment to \$120.7M over a 3-year period, spanning fiscal years 2024–25 to 2026–27. In 2024, NNC signed 3-year agreements with 24 Indigenous governments and organizations to deliver HSG and CFPF programming in 112 remote communities.

To enhance evidence-based improvements, Budget 2024 also allocated \$2.1M over 3 years to support the [Food Security Research Grant](#) for Indigenous-led projects that focus on food security and food access inequality in isolated northern communities. The first phase of the grant was from 2022–23 to 2024–25 and invested \$1.5M to generate additional insight and knowledge on the effects of the NNC subsidy and inform ongoing improvements. With Phase I complete, NNC is preparing for Phase II, which will focus on implementable solutions to improve the program.

NNC continues to evolve based on the guidance of Indigenous and northern partners, increasingly adopting a food systems and co-delivery approach to promote food security and food sovereignty. For example, in 2024–25, NNC continued to engage with its Advisory Board, the Indigenous Working Group, and the Inuit-Crown Food Security Working Group to co-develop strategies for improving program effectiveness.

A departmental evaluation was launched by CIRNAC in 2024 and is expected to be completed in 2025. Its terms of reference and design were founded on the direct involvement of Indigenous partners, local communities, Elders and Knowledge Keepers, and others affected by NNC. In February 2025, a Minister’s Special Representative was appointed to conduct an external review of NNC. Reporting independently to the Minister, the Minister’s Special Representative is engaging national and regional Indigenous organizations, stakeholders, and federal departments to assess program effectiveness. A final report, including recommendations for program improvements, is expected in 2026. Recommendations from all reviews and evaluations will inform the policy trajectory moving forward.

Northern and Indigenous communities are resilient to changing environmental conditions

Northern and Arctic residents are exposed to the impacts of changing environments due to a number of factors, including rapid climate change, remoteness and inaccessibility, cold climate, aging and inefficient infrastructure, and flooding and wildfires.

Results achieved

In 2022, the Government of Canada committed to advance an Indigenous Climate Leadership (ICL) Agenda and launched a 3-year Indigenous-led co-development process to identify climate priorities and develop recommendations for supporting self-determined climate action. Indigenous climate leadership is a key component of reconciliation with Indigenous Peoples in Canada, recognizing their right to participate in decision-making and lead climate initiatives. This fiscal year saw the conclusion of the ICL

Agenda's co-development process. CIRNAC supported over 100 Indigenous-led engagement sessions and received 37 sets of region-specific climate recommendations from First Nations, Inuit, and Métis partners, endorsed by Indigenous political leaders. This is part of the *UN Declaration Act* APM 46.

Many remote Indigenous and northern communities still rely on imported, highly-polluting and costly diesel fuel for heat and electricity. To reduce environmental, social and health-related impacts, many communities are now pursuing cleaner and more sustainable sources of energy. CIRNAC, through the [Northern Responsible Energy Approach for Community Heat and Electricity \(Northern REACHE\) program](#), worked with Natural Resources Canada (NRC) and Indigenous Services Canada (ISC) to deliver "[Wah-ila-toos](#)", a single-window initiative that employs a community-centred and relationship-based approach to streamline access to clean energy funding and resources for Indigenous and remote communities. Wah-ila-toos has integrated the participation of Indigenous energy experts in its governance structure and prioritizes capacity building and Indigenous-led energy solutions. In 2024–25, the Northern REACHE program invested \$14.3M in 69 clean energy projects across the North. As of 2024–25, REACHE funded projects have resulted in an estimated annual reduction of 1,800,000 litres of diesel consumption. Many projects supported by the program are in the planning stage. As the systems are commissioned, diesel reductions are expected to increase significantly, contributing to the target of 7 million litres avoided by 2030. As an example of a community-led project, Northern REACHE provided funding to Gonezu Energy, an Indigenous-owned clean energy business in the Northwest Territories, to support 31 small-scale solar installations on the cabins of Dehcho First Nations members. The community members are participating in the installation and will learn about solar energy. In addition to reducing reliance on fossil fuels, the initiative will increase energy literacy and awareness.

In 2024–25, CIRNAC also funded community-led climate change adaptation projects and climate monitoring projects in northern and Indigenous communities that support self-determined community priorities. The department's climate change adaptation programs include [First Nation Adapt](#), [Climate Change Preparedness in the North](#) and [Indigenous Community-Based Climate Monitoring](#). This fiscal year, these 3 programs combined invested over \$25.5M in 238 community-driven projects in Indigenous and northern communities across Canada that support climate change adaptation and build community resilience to climate change impacts. Projects include risks assessments, adaptation planning, facilitating the collection and co-application of scientific data, and Indigenous knowledge for community-based climate monitoring. Northern projects also support the implementation of adaptation measures, such as permafrost modeling, and the redesign, retrofit, or upgrading of vulnerable infrastructure. The examples below highlight community-led multi-year projects funded in 2024–25:

- The First Nation Adapt Program funded Sandy Bay Ojibwe First Nation to develop a Water Resilience Master Plan to improve flood and drought resilience through a community and land-centric approach, including tree planting and natural infrastructure. The community has been affected by major flooding events, including the devastating floods of 2011 and 2014 that resulted in evacuations, damaging homes and infrastructure. More recently, drought is also becoming an emerging threat. This project was identified as a priority through a previously funded initiative that included a climate change risk assessment and adaptation plan.
- The Climate Change Preparedness in the North Program funded the Hopedale Inuit Community Government in Nunatsiavut to administer an avalanche awareness and early response training program to the residents of Hopedale. With increasing climate variability in temperature and precipitation, Hopedale residents have experienced unstable and unpredictable snowpack areas across the community, and as a result, the threat of avalanches in the community has increased. This awareness training utilized local knowledge and technical expertise from Avalanche Canada.

- The Indigenous Community-Based Climate Monitoring Program funded the Kivalliq Wildlife Board to study climate impacts on marine food chains. Using Elders' and hunters' knowledge and scientific methods, they are documenting changes in microscopic marine organisms, water quality, and in the diet and abundance of country food species such as fish, seals, beluga and polar bear. Community members from Kangiqliniq and Tikirarjuaq, Nunavut have received training in scientific monitoring methods and participate in collecting data. The knowledge gathered will be used to understand how key marine species use different food chains, predict possible changes in country food availability, and develop a plan to mitigate climate impacts on country food access.

The [Northern Contaminants Program \(NCP\)](#) aims to reduce and, wherever possible, eliminate contaminants in traditionally harvested foods, while providing information that assists informed decision making by individuals and communities in their food use. In 2024–25, \$5.1M in funding support was provided for 66 projects across Canada and internationally. This included support for 26 monitoring and research projects that add plastic pollution data for 10 unique environmental compartments (air, snow, ice, sediment, sea water, fresh water, Arctic char, freshwater fish, seabirds, and mammals).

The program-led review of its core environmental monitoring framework resulted in increased coordination of northern travel plans across 14 projects. It also led to the expansion of some projects to include sampling and chemical analysis that was requested by Indigenous rightsholders and northern communities. The audit on plastics activities in the program led to changes in the proposal templates that were submitted. These templates now include a section related to challenges and risks. Applicants are asked to identify factors that may negatively impact their project or its funding. Additionally, to boost quality assurance and control efforts, a new tool was developed to manage participation in the interlaboratory study, including new follow-up processes for project leads. This will facilitate better understanding of a laboratory's commitment to the study, and will eliminate potential issues related to duplication of data.

Canada's chairmanship of the [Arctic Monitoring and Assessment Program](#), a working group of the Arctic Council, was confirmed on January 15, 2024, for a 2-year term, with the appointment of the Director of Northern Science and Contaminants Research to the leadership position.

Northern lands, waters, and natural resources are sustainably managed

Many remote Indigenous and northern communities are facing environmental and socio-economic challenges associated with environmental changes. Dealing with these challenges requires the participation of Indigenous partners and Northerners in resource management policies and decisions.

Results achieved

In 2024–25, CIRNAC continued to ensure the management of its portfolio of over 160 northern contaminated sites located across the 3 territories. Of these sites, 71 are considered high-priority for action. These sites pose significant risks to the environment and to human health and safety of northern and Indigenous communities.

Through the [Northern Contaminated Sites Program](#), CIRNAC advanced site remediation and long-term monitoring activities, with 92% of high-priority sites actively managed. The department also continued to invest in collaborative strategies with territorial governments and Indigenous rights holders, ensuring that remediation decisions are guided by local priorities, Indigenous knowledge, and community input.

Within CIRNAC's group of 8 largest abandoned mine reclamation projects, the [Giant Mine Remediation Project](#) in the Northwest Territories continues remediation work. In 2024–25, significant construction began on the new Water Treatment Plant and the Core Industrial Area Decontamination and

Deconstruction Contract was awarded. In addition, the United Keno Hill Mines Remediation Project in the Yukon completed its first year of remediation. Work was initiated on the Valley Tailings Facility Water Treatment Plant, the Silver Trail Highway Water Treatment Plant, and on the rehabilitation of the entrance (portal) and horizontal passage (adit). The 6 remaining abandoned mine projects under the Northern Abandoned Mine Reclamation Program, along with all projects under the Federal Contaminated Sites Action Plan, will continue planning for remediation in the coming years. When required, pre-remediation care and maintenance activities take place to ensure site stability.

CIRNAC also continued to promote the Northern and Arctic resource economy while protecting the environment through impact assessment, land use planning, and conservation initiatives. CIRNAC's [Northern Participant Funding Program](#) supports the meaningful participation of Indigenous governments and organizations, as well as non-Indigenous organizations, in environmental and socio-economic impact assessments of major development, remediation, and infrastructure projects in the territories. In 2024–25, the Northern Participant Funding Program awarded \$1.6M in funding to Indigenous partners across the 3 territories. These funds helped improve decision making by co-management boards through participation in major development project assessments and regulatory reviews. The projects supported were:

- \$300K for Imperial Oil's Norman Wells Line 490 project in the NWT.
- \$462K for Imperial Oil's Norman Wells Operations project in the NWT.
- \$70K for reimbursements of expenses incurred for the Yukon Environmental and Socio-Economic Assessment Board's review of the Chance Oil and Gas Eagle Plains Multi-Well Exploration Program project in the Yukon.
- \$180K for the Mount Nansen Remediation project assessment in the Yukon.
- \$243.3K for the Diavik Type A Water License Renewal in the NWT.
- \$238.4K for Indigenous impact assessment capacity building projects under the theme of incorporating GBA Plus into the impact assessment.
- \$18.9K to facilitate participation in the Northern Participant Funding Program's in-person engagement sessions held in Yellowknife, Norman Wells and Iqaluit.
- \$49.7K in grants to participate in the Mary River Mine Project regulatory consultations, technical meetings for the Mackenzie Valley Highway environmental assessment, and an Indigenous traditional land use study for the Pine Point Mine environmental assessment.

Over the course of 2024–25, CIRNAC continued to support [Canada's Critical Minerals Strategy](#) and worked with northern governments, rights holders, and stakeholders in Yukon, Northwest Territories, and Nunavut to design and implement actions under the Northern Regulatory Initiative (NRI). This included \$4.9M dedicated to support participation of otherwise unfunded Indigenous governments and organizations in impact assessment and land use planning processes; planning for a regional study of the Slave Geological Province (NWT); launching Indigenous-led baseline and cumulative effects studies in the Yukon; and advancing regulatory dialogues and actions. Overall, these actions led to increased awareness of regulatory issues and advancement of common priorities; improved data and information availability to support sound decision-making; increased community readiness to participate in regulatory processes and economic opportunities; and progress towards regulatory tools for industry.

Finally, as part of the Fisheries and Oceans Canada-led Marine Conservation Targets horizontal initiative, CIRNAC supported 48 projects in priority areas for marine conservation across the North. These projects—led by academia, government, and Indigenous organizations—focused on environmental protection; subsistence harvesting and food security; conservation of marine ecosystems; impacts of environmental and climate change on wildlife; monitoring of marine species; habitat health; ecosystem stressors; oil contamination in seabirds; and the use of Indigenous knowledge in conservation

management. Additional research supported marine conservation through seabed composition studies and seafloor mapping. Projects were conducted in target areas to support existing and proposed conservation sites in Nunavut (Kitikmeot, Kivalliq, Qikiqtani) and Nunatsiavut, and to help inform marine planning in the Inuvialuit Settlement Region.

Key risks

In 2024–25, given the increasing importance of the North and the ongoing need to remediate legacy environmental liabilities, CIRNAC faced important opportunities and risks related to northern prosperity, sustainable growth and environmental protection.

The ANPF, intended to set the foundation for policy directions in the North through to 2030 and beyond, required a large number of participants to collaborate in achieving common objectives. This makes aligning and navigating differences of perspectives, agendas and capacities amongst diverse players inherently complex.

Compounding this reality were the growing pressures imposed by economic factors of operating in the North. This risk was further intensified by the diversity of the policy questions surrounding the Crown’s Northern agenda, such as those related to sovereignty and national boundaries amid shifting geopolitical landscapes. Alongside these concerns, policy imperatives related to economic development, food security, environmental protection and clean energy required multi-dimensional, collaborative solutions to protect and advance Canadian and Indigenous interests in the North.

In addition to the risks associated with its strategic and operational changes, the department faced challenges stemming from environmental issues and climate change. While important advancements were made to address long-standing environmental liabilities, ongoing and proactive efforts were required to manage climate change risks.

These risks were mitigated through governance and collaborative arrangements, including the ANPF governance arrangements and the Deputy Minister’s Arctic Table—both of which fostered important interdepartmental and intergovernmental collaboration. Among other issues, this Table facilitated close cooperation with the Department of National Defence on matters of NORAD modernization, including the establishment of multi-purpose infrastructure to address the needs of Northerners.

CIRNAC continued to address environmental risks by investing in contaminated sites programs, most notably through the Northern Abandoned Mine Reclamation Program and the Federal Contaminated Sites Action Plan Program, along with various monitoring and oversight activities.

Resources required to achieve results

Table 9: Snapshot of resources required for Northern Affairs

Table 9 provides a summary of the planned and actual spending and full-time equivalents required to achieve results.

Resource	Planned	Actual
Spending	\$1,096,144,956	\$1,015,184,110
Full-time equivalents	406	399

[The Finances section of the Infographic for CIRNAC on GC Infobase](#) and the [People section of the Infographic for CIRNAC on GC Infobase](#) provide complete financial and human resources information related to its program inventory.

Related government priorities

This section highlights government priorities that are being addressed through this core responsibility.

United Nations 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs)

SDG 2: Zero Hunger

NNC supports increased access to affordable, nutritious, and culturally relevant food in northern and isolated communities. By reducing the financial burden of food costs and supporting local harvesting and community food initiatives, NNC helps to alleviate poverty and food insecurity—key barriers to economic and social well-being in the North. In 2022, NNC extended the subsidy to not-for-profit entities, including food banks and charities, and to local growers and producers to support local economies.

SDG 4: Quality Education

Strategic investments in northern post-secondary education enhance the provision of culturally relevant, high-quality education for Northerners and Indigenous Peoples in Canada, supporting social and political self-determination. Through Budget 2024, the Government of Canada invested an additional \$5.2M over 2 years for the Dechinta Centre for Research and Learning to continue delivery of its land-based and Indigenous-led research and education programming.

Additionally, support for the construction of a science building at Yukon University, which will establish it as Canada's first northern post-secondary institution with a purpose-built science facility that accommodates the best of Western and Indigenous research, teaching, and learning, is ongoing.

SDG 7: Affordable and Clean Energy

The Northern REACHE program supports clean energy initiatives in northern, Indigenous and remote communities with the aim of reducing reliance on diesel. In 2024–25, the Northern REACHE program invested \$14.3M in 69 clean energy projects across the North.

SDG 9: Industry, Innovation and Infrastructure

The aim of CIRNAC's Northern Regulatory Initiative is to develop common approaches to reduce regulatory barriers to critical mineral and supporting infrastructure development, collaboratively with Indigenous governments, territorial governments, and regulatory resource management boards. In 2024–25, through bilateral and multi-party dialogues, key themes were identified that could enable the advancement of resource and infrastructure development, such as prepared and supported communities, efficient and predictable regulatory processes, and data to support decision-making.

SDG 12: Responsible Consumption and Production

This was delivered by applying environmentally sound management and public procurement practices. Significant progress was achieved at the program's two largest sites—Giant Mine and Faro Mine. At Giant Mine, construction advanced on the new Water Treatment Plant designed to treat arsenic-contaminated water in compliance with federal environmental standards. Scheduled for commissioning in 2026, the facility demonstrates a commitment to responsible chemical management and directly responds to the Yellowknives Dene First Nation's request that discharged water meet drinking water standards for arsenic. At Faro Mine, upgrades to the Cross Valley Pond, Interim, and Vangorda water treatment plants—alongside related design work—enhanced the capacity to treat heavy metals and acid generated from waste rock. These improvements enabled the controlled drawdown of pit water levels, ensuring that untreated water is not discharged into the surrounding environment. As of

December 3, 2024, the Faro Pit water level was successfully maintained below the recommended end-of-season maximum.

SDG 13: Climate Action

In 2024–25, CIRNAC's climate change adaptation programs First Nation Adapt, Climate Change Preparedness in the North and Indigenous Community-Based Climate Monitoring invested over \$25.5M in 238 community-driven projects in Indigenous and northern communities to support community climate action and build climate resiliency through self-determined adaptation projects.

SDG 14: Life Below Water

Through collaboration with northern Indigenous organizations, communities, and other partners, CIRNAC advanced and completed projects that enhance ocean conservation and promote the sustainable use of marine resources, in support of the Marine Conservation Targets horizontal initiative led by Fisheries and Oceans Canada. CIRNAC's contribution in the initiative strengthens the knowledge to support the sustainable management of the marine environment and inform the establishment of protected and conservation areas in the Arctic.

More information on CIRNAC's contributions to Canada's Federal Implementation Plan on the 2030 Agenda and the Federal Sustainable Development Strategy can be found in our [Departmental Sustainable Development Strategy](#).

Program inventory

Northern affairs is supported by the following programs:

- Climate Change Adaptation and Clean Energy
- Northern and Arctic Environmental Sustainability
- Northern and Arctic Governance and Partnerships
- Northern Contaminated Sites
- Northern Regulatory and Legislative Frameworks
- Northern Strategic and Science Policy
- Nutrition North

Additional information related to the program inventory is available on the [Results page on GC InfoBase](#).

Internal services

In this section

- [Description](#)
- [Progress on results](#)
- [Resources required to achieve results](#)
- [Contracts awarded to Indigenous business](#)

Description

Internal services refer to the activities and resources that support a department in its work to meet its corporate obligations and deliver its programs. The 10 categories of internal services are:

- Management and Oversight Services
- Communications Services
- Legal Services
- Human Resources Management

- Financial Management
- Information Management
- Information Technology
- Real Property
- Materiel
- Acquisitions

With regards to internal services functions, CIRNAC and Indigenous Services Canada (ISC) have an internal service structure with shared services functions located in one or the other department. Therefore, the number of full-time equivalents for internal services is higher.

Progress on results

This section presents details on how the department performed to achieve results and meet targets for internal services.

CIRNAC has completed the transformation of its human resources and workplace services, transitioning from a shared service model with Indigenous Services Canada to a single service tailored to CIRNAC's unique culture and operational needs.

The department relaunched its Inclusion, Diversity, Equity and Anti-Racism (IDEAR) Secretariat in the fall of 2024 and has continued to mobilize various employee networks, working groups, and senior management in response to the [Clerk of the Privy Council's call to action for a diverse, equitable, and inclusive public service](#). A Leadership Council was established to provide strategic direction and oversight, and drafted a new workplace strategy to guide ongoing efforts. Additionally, an employee representative Task Force was created to ensure that employee voices are reflected in the department's diversity and inclusion initiatives. At the end of the 2024–25 fiscal year, CIRNAC and ISC jointly developed the Black Employee Relations Coordinator position under the IDEAR Secretariat. This initiative is aligned with CIRNAC's broader commitments to equity, diversity, and inclusion, and is guided by several frameworks and recommendations, including the Clerk's *Call to Action*, Dr. Rachel Zellars' [Study on the Black Executive Community in the Federal Public Service](#), and the Treasury Board Secretariat's [Government of Canada's Action Plan to support Black Public Servants](#).

In 2024–25, the department strengthened diversity and inclusion in its hiring practices by implementing recent amendments to the [Public Service Employment Act](#). To support this transition, training, communications, and tailored guidance were provided to hiring managers to help them design recruitment processes that are barrier-free, equitable, and inclusive for all candidates. Additionally, diversity, inclusion, and anti-racism objectives were established for all executives as part of their performance agreements, and the department participated in the Mosaic Leadership Development Program to promote access to executive positions for equity-deserving groups.

The partnership with ISC and the Indigenous Employees Secretariat has continued to develop joint initiatives aimed at contributing to the development and retention of Indigenous employees in the department.

CIRNAC developed and published its 2024 progress report in accordance with the [Accessible Canada Regulations](#), the department also began the process of developing a new 3-year accessibility plan for 2026 to 2028. In addition, CIRNAC, as one of 9 departments participating in the Better Accommodation Project, has made improvements to meet the needs of employees requiring accommodation.

Capacity to monitor mandatory training under the Indigenous Cultural Competency Learning Policy was strengthened. A new report on the completion of mandatory training by CIRNAC staff members has

been developed and will be shared regularly throughout the year, in connection with the performance management cycle. In addition, targeted communications throughout the cycle emphasized the importance of completing 15 hours of annual Indigenous cultural competency activities.

Progress in implementing CIRNAC's Policy on Harassment and Violence Prevention was achieved through the delivery of 4 training sessions specific to CIRNAC's workplace reality. The National Capital Region First Aid Program was also revised to ensure departmental compliance with the Canada Labour Code.

CIRNAC has focused its efforts on the Clerk's Call to Action to promote ethics and values. The department has surveyed staff and conducted departmental focus groups in order to place values and ethics at the centre of the current dialogue. Also, an online conflict of interest declaration tool was launched. In addition, CIRNAC provided a report to the Clerk outlining implementation measures and actions that will be put in place to support this initiative.

In 2024–25, CIRNAC continued its close collaboration with Public Services and Procurement Canada (PSPC) to improve HR-to-Pay processes and support pay modernization. Key priorities included the implementation of the Unified Actions for Pay initiative, the development of new internal HR service standards and a communication strategy aimed at strengthening data quality, and efforts to reduce pay issues at the source while improving overall process efficiency.

CIRNAC has continued to implement coordinated public communication campaigns on key priorities, in partnership with Indigenous communities. In 2024–25, the department:

- Initiated and completed the production of a series of videos, in consultation with National Indigenous Organizations, featuring Indigenous storytellers that highlights the lives and lived experiences of First Nations, Inuit, Métis and Modern treaty partners. These videos will support a public education campaign focused on advancing reconciliation, to be launched in 2025–26.
- Implemented a broader ISC-CIRNAC communications approach and strategy to provide timely information on wildfires happening in the North.
- Delivered an organic campaign with government-wide participation to share information and resources on the history, lived experiences, and current realities of First Nations, Inuit, and Métis as part of National Indigenous History Month.

In 2024–25, CIRNAC continued to advance its enterprise information management, data management and information technology (IM/DM/IT) capabilities. The department modernized its IM/DM/IT solutions, addressed risks and strengthened its ability to deliver on its commitments. Key accomplishments include:

- An AI Working Group was established to advance responsible AI adoption, delivering best practices and risk awareness sessions. The department also participated in working groups and successfully piloted traditional AI applications and predictive analytics to explore innovative solutions and improve decision-making.
- Successfully digitized 2,878 boxes of records, equating to 57,560 case files of business and enduring value, enhancing accessibility and efficiency in responding to ATIP requests, informal processes, and litigation support.
- Advanced key data governance and management foundational elements, reinforcing the department's data governance framework.
- Advanced data analytics initiatives by securing access to EPIC 3.0, a unified platform that provides employees with seamless access to data, analytics and business intelligence tools.

- Leveraged the Enterprise Data Hub, the authoritative data repository, to centralize data and enable advanced analytics, actionable insights, and comprehensive reporting.
- Reduced the number of legacy applications and streamlined operations, resulting in notable cost savings.

CIRNAC continued to ensure that real property was managed in a sustainable and financially responsible manner. The department also advanced the modernization of its offices to support both departmental and government priorities. This included ongoing efforts to temporarily relocate employees, ensuring continuity of operations throughout the modernization process.

Resources required to achieve results

Table 10: Resources required to achieve results for internal services this year

Table 10 provides a summary of the planned and actual spending and full-time equivalents required to achieve results.

Resource	Planned	Actual
Spending	\$161,994,044	\$178,034,083
Full-time equivalents	522	540

[The Finances section of the Infographic for CIRNAC on GC Infobase](#) and the [People section of the Infographic for CIRNAC on GC Infobase](#) provide complete financial and human resources information related to its program inventory.

Contracts awarded to Indigenous businesses

Government of Canada departments are required to award at least 5% of the total value of contracts to Indigenous businesses every year.

CIRNAC results for 2024–25

Table 11: Total value of contracts awarded to Indigenous businesses¹

As shown in Table 11, CIRNAC awarded 4.55% of the total value of all contracts to Indigenous businesses for the fiscal year.

Contracting performance indicators	2024–25 Results
Total value of contracts awarded to Indigenous businesses ² (A)	\$1,779,819.88
Total value of contracts awarded to Indigenous and non-Indigenous businesses ² (B)	\$39,096,805.07
Value of exceptions approved by deputy head (C)	\$0
Proportion of contracts awarded to Indigenous businesses $[A / (B - C) \times 100]$	4.55% ³

¹ “Contract” is a binding agreement for the procurement of a good, service, or construction and does not include real property leases. It includes contract amendments and contracts entered into by means of acquisition cards of more than \$10,000.00.

² For the purposes of the minimum 5% target, the data in this table reflects how Indigenous Services Canada (ISC) defines “Indigenous business” as either:

- owned and operated by Elders, band and tribal councils
- registered in the [Indigenous Business Directory](#)
- registered on a modern treaty beneficiary business list.

³ CIRNAC experienced a net increase of \$15M in total contract value in 2024–25 compared to 2023–24. However, contracts awarded to Indigenous businesses declined by \$1M, primarily due to reductions in 2

Contracting performance indicators	2024–25 Results
contracts totaling \$550K. Based on the current methodology, some of CIRNAC’s awarded contracts are excluded from the official totals; however, they have been included below to provide proper context.	

As of March 31, 2025, the total value of traditional contracts and amendments awarded by CIRNAC in 2024–25 was \$39 million. Of this amount, \$1.78 million (4.55%) was issued to Indigenous vendors for a wide range of services. The calculation is based on the total value of contracts, and not on expenditures.

Although not officially recognized under the Indigenous procurement policy, CIRNAC Indigenous procurement from the Indigenous Benefit Component of contracts issued by the Northern Contaminated Sites Program is significant. These are generally sub-contracts issued to Indigenous Suppliers. The tracking and accounting of these contracts is done on an annual expenditure basis and not as a bulk amount at time of contract award. As current reporting requirements state that the amount must be based at contract award, this work is not officially included in results but should be recognized as a significant achievement. The Northern Contaminated Sites Program also has a robust socio-economic component that includes significant investments in employment and training. Further work with ISC will be required to determine how these may be included.

The Northern Contaminated Sites Program Indigenous Benefit Components is estimated to be \$172.6 million out of a total of \$445 million, resulting in an Indigenous Benefit Component of 39%.

CIRNAC also remains committed to respecting the policy on all contracts issued in the Nunavut Settlement area having issued 8 contracts in the Nunavut Settlement area in 2024–25 totaling \$1,421,932.38.

All procurement staff are well trained in the various tools targeting Indigenous procurement and CIRNAC procurement support actively participated in numerous working groups and committees for the ongoing development of the policy and reporting of Indigenous procurement.

Spending and human resources

In this section

- [Spending](#)
- [Funding](#)
- [Financial statement highlights](#)
- [Human resources](#)

Spending

This section presents an overview of the department's actual and planned expenditures from 2022–23 to 2027–28.

Refocusing Government Spending

In Budget 2023, the government committed to reducing spending by \$14.1B over 5 years, starting in 2023–24, and by \$4.1B annually after that.

As part of meeting this commitment, CIRNAC identified the following spending reductions:

- 2024–25: \$15,745,357
- 2025–26: \$23,230,234
- 2026–27 and after: \$33,672,245

During 2024–25, CIRNAC worked to realize these reductions through the following measures:

- Introduction of Operational Efficiencies;
- Reduced departmental spending on travel;
- Streamlined professional services spending, with a focus on resolving claims and agreements;
- Reduced Grants and Contributions following discussions with partners, by targeting areas that minimized impacts on communities and/or in areas where the funding has historically not been fully utilized.

Budgetary performance summary

Table 11: Actual 3-year spending on core responsibilities and internal services (dollars)

Table 11 shows the money that CIRNAC spent in each of the past 3 years on its core responsibilities and on internal services.

Core responsibilities and internal services	2024–25 Main Estimates	2024–25 total authorities available for use	Actual spending over 3 years (authorities used)
Crown-Indigenous Relations	\$9,655,111,553	\$16,494,797,325	2022–23: \$8,194,115,470 2023–24: \$15,198,392,487 2024–25: \$13,056,432,727
Northern Affairs	\$1,096,144,956	\$1,265,817,852	2022–23: \$754,175,336 2023–24: \$957,536,148 2024–25: \$1,015,184,110
Subtotal	\$10,751,256,509	\$17,760,615,177	2022–23: \$8,948,290,806 2023–24: \$16,155,928,635 2024–25: \$14,071,616,837
Internal services	\$161,994,044	\$183,882,534	2022–23: \$184,290,233 2023–24: \$194,677,920 2024–25: \$178,034,083
Total	\$10,913,250,553	\$17,944,497,711	2022–23: \$9,132,581,039 2023–24: \$16,350,606,555 2024–25: \$14,249,650,920

Analysis of 2024–25 Total authorities available for use versus 2024–25 Planned Spending and actuals

CIRNAC's total authorities available for use in 2024–25 were \$17,944 million. This represents an increase of \$7,031 million (64%) from the 2024–25 Main Estimates amount of \$10,913 million. The increase is mainly due to new and reprofiled funding provided through Supplementary Estimates for the following initiatives:

- Reprofiled funding for Agricultural benefits claims (\$1,768 million)
- Reprofiled funding for Specific claim settlements (\$1,460 million)
- New and reprofiled funding for Federal Indian Day Schools (McLean) Settlement (\$1,433 million)
- New funding for Land-related claims (\$533 million)
- New funding for Historical claims settlement (\$448 million)

The variance of \$3,695 million between CIRNAC's 2024–25 total authorities available for use (\$17,944 million) and the 2024–25 actual spending (\$14,250 million) is mainly due to the deferral of funds for targeted initiatives. Specifically, this includes funding related to the negotiation and resolution of specific claims and litigation outcomes, which depend on factors beyond the department's control. The reprofiling of these funds aligns with the volume of claims received and the anticipated payment timelines for settlements such as:

- Specific claim settlements (\$1,119 million)
- Federal Indian Day Schools (McLean) Settlement (\$771 million)
- Federal Indian Boarding Homes (Percival) Litigation (\$555 million)
- Agricultural benefits claims (\$443 million)
- Compensation related to past annuity payments with Treaty 8 First Nations (\$393 million)

Analysis of the past 3 years of spending

CIRNAC's actual spending for 2024–25 was \$14,250 million, representing a year-over-year decrease of \$2,101 million (13%) from the 2023–24 actual spending of \$16,351 million. This decrease is primarily driven by reduced funding for the following initiatives:

- Restoule Settlement (-\$5,000 million)
- Gottfriedson Band Class Settlement Agreement (-\$2,820 million)

These decreases were partially offset by increased funding for:

- Agricultural benefits claims (\$4,636 million)
- Land-related claims (\$520 million)
- Historical claims settlement (\$448 million)
- James Bay and Northern Quebec Agreement (JBNQA) and the Northeastern Quebec Agreement (NEQA) payments (\$230.7 million)

See the [2023–24 Departmental Results Report](#) for additional details on year-over-year actual spending variances between 2022–23 and 2023–24.

The [Finances section of the Infographic for CIRNAC on GC Infobase](#) offers more financial information from previous years.

Table 12: Planned 3-year spending on core responsibilities and internal services (dollars)

Table 12 shows CIRNAC's planned spending for each of the next 3 years on its core responsibilities and on internal services.

Core responsibilities and internal services	2025–26 planned spending	2026–27 planned spending	2027–28 planned spending
Crown-Indigenous Relations	\$11,587,930,891	\$6,351,320,056	\$4,366,595,780
Northern Affairs	\$1,308,752,728	\$1,265,306,993	\$1,034,709,565
Subtotal	\$12,896,683,619	\$7,616,627,049	\$5,401,305,345
Internal services	\$143,617,563	\$139,292,055	\$137,067,530
Total	\$13,040,301,182	\$7,755,919,104	\$5,538,372,875

Unlike departments with stable and ongoing funding, a significant portion of CIRNAC's funding is temporary in nature and must be periodically renewed. Future federal budgets will provide decisions on the renewal of funding.

Analysis of the next 3 years of spending

For the period of 2025–26 to 2026–27, spending is expected to decrease from \$13,040 million to \$7,756 million. This decrease of \$5,284 million is mainly due to reduced funding for the following initiatives:

- Whitesand/Robinson Superior Treaty Annuities Claims (-\$1,820 million)
- Specific claim settlements (-\$1,576 million)
- Land-related claims and litigation settlements (-\$1,626 million)

For the period of 2026–27 to 2027–28, spending is expected to decrease from \$7,756 million to \$5,538 million. The decrease of \$2,218 million is mainly due to reduced funding for the following initiatives:

- Agricultural benefits claims (-\$1,000 million)
- Compensation related to past annuity payments with Treaty 8 First Nations (-\$593 million)
- Federal Indian Hospitals (Hardy) Litigation (-\$224 million)
- Northern Abandoned Mine Reclamation Program (-\$132 million)

The Finances section [of the Infographic for CIRNAC](#) on GC Infobase offers more detailed financial information related to future years.

Table 13: Budgetary actual gross spending summary (dollars)

Table 13 reconciles gross planned spending with net spending for 2024–25.

Core responsibilities and internal services	2024–25 actual gross spending	2024–25 actual revenues netted against expenditures	2024–25 actual net spending (authorities used)
Crown-Indigenous Relations	\$13,056,432,727	\$0	\$13,056,432,727
Northern Affairs	\$1,015,184,110	\$0	\$1,015,184,110
Subtotal	\$14,071,616,837	\$0	\$14,071,616,837
Internal services	\$186,902,289	\$8,868,206	\$178,034,083
Total	\$14,258,519,126	\$8,868,206	\$14,249,650,920

Analysis of budgetary actual gross spending summary

The revenues netted against expenditures in the table above are for the provision of internal support services under section 29.2 of the *Financial Administration Act*. CIRNAC provides internal support services to another department, including audit and legal services, correspondence management and reporting services, and access to information and privacy services.

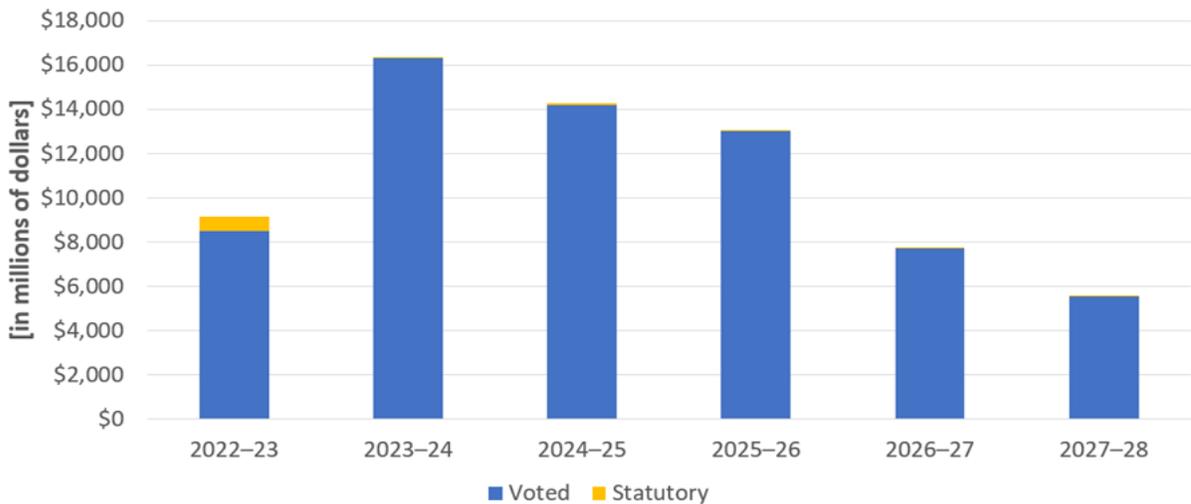
The Finances section [of the Infographic for CIRNAC](#) on GC Infobase offers information on the alignment of CIRNAC's spending with Government of Canada's spending and activities.

Funding

This section provides an overview of the department's voted and statutory funding for its core responsibilities and for internal services. Consult the [Government of Canada budgets and expenditures](#) for further information on funding authorities.

Graph 1: Approved funding (statutory and voted) over a six-year period

Graph 1 summarizes the department's approved voted and statutory funding from 2022–23 to 2027–28.



Graph 1 includes the following information in a bar graph:

Fiscal year	Statutory	Voted	Total
2022–23	655	8,478	9,133
2023–24	41	16,310	16,351
2024–25	54	14,196	14,250
2025–26	37	13,003	13,040
2026–27	31	7,725	7,756
2027–28	28	5,510	5,538

Note: All values are presented in millions of dollars.

This stacked bar graph depicts voted and statutory actual spending from 2022–23 to 2024–25 and planned spending from 2025–26 to 2027–28:

- In 2022–23, total actual spending was \$9,133 million. Of this amount, \$8,478 million is voted spending and \$655 million is statutory spending.
- In 2023–24, total actual spending was \$16,351 million. Of this amount, \$16,310 million is voted spending and \$41 million is statutory spending.
- In 2024–25, total planned spending is \$14,250 million. Of this amount, \$14,196 million is voted spending and \$54 million is statutory spending.
- In 2025–26, total planned spending is \$13,040 million. Of this amount, \$13,003 million is voted spending and \$37 million is statutory spending.
- In 2026–27, total planned spending is \$7,756 million. Of this amount, \$7,725 million is voted spending and \$31 million is statutory spending.
- In 2027–28, total planned spending is \$5,538 million. Of this amount, \$5,510 million is voted spending and \$28 million is statutory spending.

Analysis of statutory and voted funding over a six-year period

Analysis of the variances in actual spending and planned spending is provided in the budgetary performance summary section.

Consult the [Public Accounts of Canada](#) for further information on CIRNAC's departmental voted and statutory expenditures.

Financial statement highlights

[CIRNAC's Financial Statements](#) (Unaudited) for the Year Ended March 31, 2025.

Table 14: Condensed Statement of Operations (unaudited or audited) for the year ended March 31, 2025 (dollars)

Table 14 summarizes the expenses and revenues for 2024–25 which net to the cost of operations before government funding and transfers.

Financial information*	2024–25 actual results	2024–25 planned results	Difference (actual results minus planned)
Total expenses	12,711,046,375	5,304,283,157	7,406,763,218
Total revenues	(8,868,206)	(20,219,050)	11,350,844
Net cost of operations before government funding and transfers	12,702,178,169	5,284,064,107	7,418,114,062

Totals may not add or match financial statements due to rounding.

Analysis of expenses and revenues for 2024–25

Planned expenses are based on the 2024–25 Main Estimates, adjusted for anticipated accrued expenses. The \$7,407 million variance between 2024–25 actual and planned expenses can be attributed in part to additional spending authorized through the 2024–25 Supplementary Estimates process, and in part to significant adjustments to provisions for contingent liabilities according to the pace of claims negotiations.

The 2024–25 planned results information is provided in CIRNAC's [Future-Oriented Statement of Operations and Notes 2024–25](#).

Table 15: Condensed Statement of Operations (unaudited or audited) for 2023–24 and 2024–25 (dollars)

Table 15 summarizes actual expenses and revenues and shows the net cost of operations before government funding and transfers.

Financial information*	2024–25 actual results	2023–24 actual results	Difference (2024–25 minus 2023–24)
Total expenses	12,711,046,375	20,982,357,122	(8,271,310,747)
Total revenues	(8,868,206)	(36,431,584)	27,563,378
Net cost of operations before government funding and transfers	12,702,178,169	20,945,925,538	(8,243,747,369)

*Totals may not add or match financial statements due to rounding.

Analysis of differences in expenses and revenues between 2023–24 and 2024–25

Expenses: Total expenses were \$12,711 million in 2024–25 of which \$9,383 million related to specific, special, and comprehensive land claim expenses, \$2,352 million related to payments to First Nations, and \$643 million related to professional services. This was offset by a \$1,481 million decrease in litigation claim expenses.

Revenues: The revenues of 2024–25 were \$9 million, which are mostly related to the provision of shared internal services to ISC.

Significant changes: The \$8,271 million year-over-year decrease in actual expenditures is mainly due to decreases in litigation claim expenses (\$12,101 million) and in transfer payments to First Nations (\$98 million). Offset by an increase in the provision for specific, special and comprehensive land claims (\$3,258 million). The \$27,563 million decrease in revenues is due to the fact that CIRNAC no longer offers human resources services to ISC.

Table 16 Condensed Statement of Financial Position (unaudited or audited) as at March 31, 2025 (dollars)

Table 16 provides a brief snapshot of the amounts the department owes or must spend (liabilities) and its available resources (assets), which helps to indicate its ability to carry out programs and services.

Financial information*	Actual fiscal year (2024–25)	Previous fiscal year (2023–24)	Difference (2024–25 minus 2023–24)
Total net liabilities	(61,562,228,634)	(62,580,162,069)	1,017,933,435
Total net financial assets	1,481,624,207	922,819,958	558,804,249
Departmental net debt	(60,080,604,427)	(61,657,342,111)	1,576,737,684
Total non-financial assets	45,803,963	47,924,206	(2,120,243)
Departmental net financial position	(60,034,800,464)	(61,609,417,904)	1,574,617,440

*Totals may not add or match financial statements due to rounding.

Analysis of department’s liabilities and assets since last fiscal year

Liabilities: Total net liabilities were \$61,562 million at the end of 2024–25. The provision for contingent liabilities associated with claims and litigation represents the largest portion of liabilities at \$51,461 million (84%). Other significant liabilities include environmental liabilities of \$6,447 million (10%) and accounts payable and accrued liabilities of \$3,620 million (6%).

Assets: Total net financial assets at the end of 2024–25 were \$1,482 million and included the amount due from the Consolidated Revenue Fund of \$1,444 million (97%). Total non-financial assets include tangible capital assets of \$8 million and land held for future claims settlements of \$38 million.

Significant changes: The change in departmental net financial position of \$1,575 million is primarily due to decreases in contingent liabilities of \$1,875 million and the increase in the amount due from the consolidated revenue fund of \$558 million, offset by the \$629 million increase in accounts payable and accrued liabilities and the \$235 million increase in environmental liabilities.

Human resources

This section presents an overview of the department’s actual and planned human resources from 2022–23 to 2027–28.

Table 17: Actual human resources for core responsibilities and internal services

Table 17 shows a summary in full-time equivalents of human resources for CIRNAC’s core responsibilities and for its internal services for the previous 3 fiscal years.

Core responsibilities and internal services	2022–23 actual full-time equivalents	2023–24 actual full-time equivalents	2024–25 actual full-time equivalents
Crown-Indigenous Relations	863	959	992
Northern Affairs	370	365	399
Subtotal	1,233	1,324	1,391
Internal services	842	861	540

Core responsibilities and internal services	2022–23 actual full-time equivalents	2023–24 actual full-time equivalents	2024–25 actual full-time equivalents
Total	2,075	2,185	1,931

Analysis of human resources for the last 3 years

The increase of 110 full-time equivalents from 2022–23 to 2023–24 mainly reflects increased funding for:

- implementing the federal framework to address the legacy of residential schools
- internal services stabilization
- implementing the *Impact Assessment Act*

The decrease of 254 full-time equivalents from 2023–24 to 2024–25, is due to the transfer to Indigenous Services Canada following the dissolution of shared services in Human Resources Management.

Table 18: Human resources planning summary for core responsibilities and internal services

Table 18 shows the planned full-time equivalents for each of CIRNAC’s core responsibilities and for its internal services for the next 3 years. Human resources for the current fiscal year are forecast based on year to date.

Core responsibilities and internal services	2025–26 planned full-time equivalents	2026–27 planned full-time equivalents	2027–28 planned full-time equivalents
Crown-Indigenous Relations	949	821	803
Northern Affairs	383	375	370
Subtotal	1,332	1,196	1,173
Internal services	530	514	510
Total	1,862	1,710	1,683

Analysis of human resources for the next 3 years

The decrease of 69 full-time equivalents from 2024–25 to 2025–26 mainly reflects the sunset of funding for:

- the Cowessess First Nation's Child and Family Services Law
- the Indigenous infrastructure projects
- the federal framework to address the legacy of residential schools

The decrease of 152 full-time equivalents from 2025–26 to 2026–27 is due to the sunset of funding for:

- advance the right to self-determination (RIRSD)
- continued implementation of Truth and Reconciliation Commission's Calls to Action 74 to 76

The decrease of 27 full-time equivalents from 2026–27 to 2027–28 reflects the sunset of funding for:

- self-governing and modern treaty First Nation, Inuit, and Métis housing
- supporting the development of a National Action Plan (NAP) to eliminate violence against Indigenous women, girls, and 2SLGBTQI+ people

Supplementary information tables

The following supplementary information tables are available on CIRNAC's website:

- [Details on transfer payment programs](#)
- [Gender-based Analysis Plus](#)
- Horizontal initiatives
 - [Nutrition North Canada](#)
 - [Arctic and Northern Policy Framework](#) (Close-Out Report)
 - [Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA+ People](#)
 - [Implementing the Federal framework to address the legacy of residential schools](#)
- [Response to Parliamentary committees and external audits](#)
- [Regulatory and Permitting Efficiency for Clean Growth Projects](#)

Federal tax expenditures

The tax system can be used to achieve public policy objectives through the application of special measures such as low tax rates, exemptions, deductions, deferrals and credits. The Department of Finance Canada publishes cost estimates and projections for these measures each year in the [Report on Federal Tax Expenditures](#). This report also provides detailed background information on tax expenditures, including descriptions, objectives, historical information and references to related federal spending programs as well as evaluations and GBA Plus of tax expenditures.

Corporate information

Departmental profile

Appropriate ministers: The Honourable Rebecca Alty (Minister of Crown-Indigenous Relations) and the Honourable Rebecca Chartrand (Minister of Northern and Arctic Affairs and Minister responsible for the Canadian Northern Economic Development Agency)

Institutional head: Valerie Gideon, Deputy Minister, Crown-Indigenous Relations and Northern Affairs

Ministerial portfolio: Department of Crown-Indigenous Relations and Northern Affairs

Enabling instrument(s): [Department of Crown-Indigenous Relations and Northern Affairs Act, S.C. 2019, c. 29, s. 337](#)

Year of incorporation / commencement: July 15, 2019

Departmental contact information

Telephone: [1-800-567-9604](tel:1-800-567-9604)

Fax: 1-866-817-3977

Email:

- General and statistical inquiries and publication distribution: infopubs@sac-isc.gc.ca
- Media inquiries (communications): RCAANC.media.CIRNAC@sac-isc.gc.ca
- Departmental library: hqlibraryreference@sac-isc.gc.ca

Website: www.canada.ca/en/crown-indigenous-relations-northern-affairs.html

Definitions

appropriation (crédit)

Any authority of Parliament to pay money out of the Consolidated Revenue Fund.

budgetary expenditures (dépenses budgétaires)

Operating and capital expenditures; transfer payments to other levels of government, departments or individuals; and payments to Crown corporations.

core responsibility (responsabilité essentielle)

An enduring function or role of a department. The departmental results listed for a core responsibility reflect the outcomes that the department seeks to influence or achieve.

Departmental Plan (plan ministériel)

A report that outlines the anticipated activities and expected performance of an appropriated department over a 3-year period. Departmental Plans are usually tabled in Parliament in spring.

departmental priority (priorité)

A plan, project or activity that a department focuses and reports on during a specific planning period. Priorities represent the most important things to be done or those to be addressed first to help achieve the desired departmental results.

departmental result (résultat ministériel)

A high-level outcome related to the core responsibilities of a department.

departmental result indicator (indicateur de résultat ministériel)

A quantitative or qualitative measure that assesses progress toward a departmental result.

departmental results framework (cadre ministériel des résultats)

A framework that connects the department's core responsibilities to its departmental results and departmental result indicators.

Departmental Results Report (rapport sur les résultats ministériels)

A report outlining a department's accomplishments against the plans, priorities and expected results set out in the corresponding Departmental Plan.

Full-time equivalent (équivalent temps plein)

Measures the person years in a departmental budget. An employee's scheduled hours per week divided by the employer's hours for a full-time workweek calculates a full-time equivalent. For example, an employee who works 20 hours in a 40-hour standard workweek represents a 0.5 full-time equivalent.

Gender-based Analysis Plus (GBA Plus) (analyse comparative entre les sexes plus [ACS Plus])

An analytical tool that helps to understand the ways diverse individuals experience policies, programs and other initiatives. Applying GBA Plus to policies, programs and other initiatives helps to identify the different needs of the people affected, the ways to be more responsive and inclusive, and the methods to anticipate and mitigate potential barriers to accessing or benefitting from the initiative. GBA Plus goes beyond biological (sex) and socio-cultural (gender) differences to consider other factors, such as age, disability, education, ethnicity, economic status, geography (including rurality), language, race, religion, and sexual orientation.

government priorities (priorités pangouvernementales)

For the purpose of the 2024–25 Departmental Results Report, government priorities are the high-level themes outlining the government’s agenda as announced in the [2021 Speech from the Throne](#).

horizontal initiative (initiative horizontale)

A program, project or other initiative where two or more federal departments receive funding to work collaboratively on a shared outcome usually linked to a government priority, and where the ministers involved agree to designate it as horizontal. Specific reporting requirements apply, including that the lead department must report on combined expenditures and results.

Indigenous business (entreprise autochtones)

For the purposes of a Departmental Result Report, this includes any entity that meets the Indigenous Services Canada’s criteria of being owned and operated by Elders, band and tribal councils, registered in the [Indigenous Business Directory](#) or registered on a modern treaty beneficiary business list.

non-budgetary expenditures (dépenses non budgétaires)

Net outlays and receipts related to loans, investments and advances, which change the composition of the financial assets of the Government of Canada.

performance (rendement)

What a department did with its resources to achieve its results, how well those results compare to what the department intended to achieve, and how well lessons learned have been identified.

performance indicator (indicateur de rendement)

A qualitative or quantitative measure that assesses progress toward a departmental-level or program-level result, or the expected outputs or outcomes of a program, policy or initiative.

plan (plan)

The articulation of strategic choices, which provides information on how a department intends to achieve its priorities and associated results. Generally, a plan will explain the logic behind the strategies chosen and tend to focus on actions that lead to the expected result.

planned spending (dépenses prévues)

For Departmental Plans and Departmental Results Reports, planned spending refers to the amounts presented in Main Estimates. Departments must determine their planned spending and be able to defend the financial numbers presented in their Departmental Plans and Departmental Results Reports.

program (programme)

An Individual, group, or combination of services and activities managed together within a department and focused on a specific set of outputs, outcomes or service levels.

program inventory (répertoire des programmes)

A listing that identifies all the department’s programs and the resources that contribute to delivering on the department’s core responsibilities and achieving its results.

result (résultat)

An outcome or output related to the activities of a department, policy, program or initiative.

statutory expenditures (dépenses législatives)

Spending approved through legislation passed in Parliament, other than appropriation acts. The legislation sets out the purpose and the terms and conditions of the expenditures.

target (cible)

A quantitative or qualitative, measurable goal that a department, program or initiative plans to achieve within a specified time period.

voted expenditures (dépenses votées)

Spending approved annually through an appropriation act passed in Parliament. The vote also outlines the conditions that govern the spending.