

Windspeaker

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PHOTOS BY MARJORIE RODEN

Top Tootoo!

Jordin Tootoo, number 22, blasts around the goalie of Team Don Cherry in the Canadian Hockey League's Top Prospects game held in Calgary in February. Tootoo was one of two Aboriginal players to be invited to the game and showed very well in front of senior NHL hockey professionals and scouts. (See story and photos page 21.)

'Wait and see,' says national chief

By Paul Barnsley
Windspeaker Staff Writer

OTTAWA

The national chief believes he can take control of the agenda when it comes to modernizing the Indian Act because his organization has a much better understanding of what First Nations need than does the Department of Indian Affairs.

Bob Nault, the minister of Indian Affairs, announced in a series of media interviews over a month ago that he wants to introduce a First Nations governance act by the fall. He wants to conduct widespread consultations across the country and then use the information collected during the consultations to frame an act that will allow the Indian Act to serve the interests of First Nations people while self government agreements are negotiated.

The Indian Act is widely seen as inadequate because it does not provide a legislative framework that allows a band council government to function effectively.

Matthew Coon Come, the national chief, said it is still very early in the process, but he'll do everything he can to ensure that the chiefs are equal partners with the department as the consultation process unfolds. He also said he will continue to meet with other ministers—including the prime minister—and will continue to apply pressure on Canada by lobbying at the international level in order to push the government to take concrete actions that will live up to the promises of the Jan. 30 Throne Speech.

"Minister Nault has what I call 'trial ballooned' his governance act to deal with some of the issues we've all read about in the papers," the national chief told Windspeaker on Feb. 21. "One of the things that we wanted to do, and I did meet with Minister Nault, was to say it is difficult to try to make comments on an act when you do not see what it entails. There is no draft of the governance act. We do not have a copy. We've asked around within Indian Affairs to see if anyone has seen it thus far. There is no draft.

What the minister is saying is that he will seek a mandate from the cabinet. Following that mandate, he will proceed to do a consultation right across the country."

He said AFN staff discovered the minister has not yet been given the go-ahead from cabinet to begin the process that will lead to the passage of a new law that Nault hopes will strengthen weak areas of the Indian Act. That gives the AFN time to make sure it plays a major role in the process, should it begin.

"What I believe that he's doing is, he's trying to 'trial balloon' as to what would be acceptable, trying to talk to individual chiefs—that's what he said. He's talking to individual chiefs—and to the membership as a whole. Therefore, he's trying to react and trying to deal with the issues raised by the members. Our initial position as an assembly is we do have existing structures in place" Coon Come said. "We have joint initiatives and agreements. We have models that we've looked at. We have a list of various amendments to the Indian Act over the years, and it cannot be

achieved without direct participation of the First Nations."

Although the minister announced his intentions without seeking the approval of the AFN, Coon Come said he believes he can force his way into the picture.

"I do have plans to develop a strategy, to convey what we see should be in a governance act. In other words, I'm trying to cut him off at the pass so that he will have to react to what we think should be in such an act, should he get the mandate. So that he'll have to respond rather than us responding to some of the issues that he's trying to address," he said.

The AFN is working hard to force its way into the cockpit before the governance act process leaves the ground because the chiefs don't want the government dictating how they run their affairs. There is concern within the chiefs' organization that the minister is following in the footsteps of so many of his predecessors and acting as if his authority is superior to the chiefs.

(see Too soon page 6.)

WHAT'S INSIDE

COMMITTED TO YOU



The Canadian Council for Aboriginal Business announced the first 10 companies to take part in its hallmark designation program, PAR. Windspeaker looks at how the Progressive Aboriginal Relation program works and how it will affect the Aboriginal community at large.
.....Pages 14 to 19.

EDUCATION

.....Pages 27 to 34.

CAREERS

.....Pages 35 to 39.

BEAR HUNT BANNED

Opinion of the province's First Nations is split on an announcement that would put a moratorium on the grizzly bear hunt in British Columbia. The ban is for three years so a count of the bear population can be completed. First Nations leaders say those who live off the land know that the bear is plentiful. Other say the survival of the bear population is at risk.

.....Page 7.

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Government, RCMP relationship questioned

By Paul Barnsley
Windspeaker Staff Writer

OTTAWA

The door is wide open for the federal government to use the police to further political agendas in Canada, say opposition members and at least one former RCMP investigator.

Questions about how the Royal Canadian Mounted Police force deals with the federal government have been raised in the House of Commons and elsewhere recently, as Progressive Conservative leader Joe Clark continues to pound Prime Minister Jean Chretien for his role in helping secure a business loan for a constituent.

An exchange on Feb. 15 between Indian Affairs Minister Robert Nault and the Opposition's deputy Indian Affairs critic added more fuel to the fire and brought the discussion directly into the realm of First Nation politics. Betty Hinton, Alliance MP for Kamloops, Thompson and Highland Valleys, rose in the House to ask a question.

"Mr. Speaker, 10 years ago the Eskasoni Band of Nova Scotia was \$13 million in debt," she said. "Today that band is more than \$35 million in debt, thanks to the federal government's third-party management. I think it is a perversion of logic to call that successful. Third-party managers do not get to the root of the problem; forensic audits do. When will the minister institute forensic audits whenever financial problems are so obvious?"

Minister Nault fielded the question.

"I want to report to the Opposition, because it has asked this question a couple of times, that this minister and this department do not have the authority to implement forensic audits. That is done by the RCMP or the proper policing authority," he said. "If there are allegations or misrepresentation of funds in any way, those allegations should be brought forward to the police authorities and they will take the action as it relates to forensic audits."

But a letter written in December 1998 by Phillip Murray, then commissioner of the RCMP, tells a different story about the federal government's role in police investigations involving First Nation governments. Murray was responding in writing to the Reform Party's Indian Affairs critic of the day, Mike Scott. Scott had written to Murray, reporting allegations of corruption in an unnamed First Nation. Murray began his answer by telling Scott that he had forwarded the original letter to Scott Serson, then the deputy minister of Indian Affairs. The commissioner wrote that was standard practice.

"In cases of misappropriation of band funds and/or assets, DIAND will initially review the allegations. Should that department believe that an investigation is warranted, it will refer the case to the RCMP for investigation," Murray wrote. "In fact, all complaints that are lodged with the RCMP are either investigated or referred to the appropriate government institution for assessment."

George Wool, a former RCMP commercial crime investigator who now practices law in Surrey, B.C. said that is typical of the kind of unhealthy relationship between the police and the government that convinced him to leave the federal force after 21 years. He believes the former commissioner's remarks reveal the line between policing and politics has been unacceptably blurred in Canada and opens the door for misuse of government and/or police powers.

Reed Elley, the Alliance Indian Affairs critic, said his party sees an opportunity to show Canadians that the federal Liberal government is not above using the police for its own purposes.

"That's why we're trying to smoke him out," he said, explaining the reason for his deputy critic's question in the Commons. "So we can get some kind of clear statement from him that will be interpreted, I think, broadly as government policy on this. Take, for instance, the whole issue of forensic audits. On the one hand they say, 'No, no. We can't do anything about this unless the band chief and council authorize it.' However, if there is an investigation, then they keep talking about how the RCMP have the authority to investigate. And then of course you have what he said in the House the other day, and they don't seem to jive. We're going to be pursuing what exactly is the truth of this matter because it's not fair to either Native people or the general Canadian public to get these mixed messages."

In recent weeks, there have been several media reports detailing how the federal ethics commissioner is appointed by and answerable only to the prime minister—and that put the commissioner in a difficult position when asked to decide if the prime minister has broken the rules. Columnists have written that senior government officials have few real limits on their power and are virtually untouchable no matter what liberties they take with the rules of conduct. Elley said that is a political reality that his party wants to bring to an end.

"There are strong, powerful people involved in these things and the deeper you dig, the more you come to that conclusion," he said.

Wool was one of the original commercial crime investigators in a unit set up by Rod Stampler, an old-school police officer who quit the RCMP in disgust when the Mulroney government changed the way the police interact with the government after several cabinet ministers were investigated and charged.

Wool said the force has been declawed when it comes to investigating government officials.

"What they've basically done is turn the RCMP into a municipal traffic detail with really no interest in investigating corruption in politics or anything of the sort," he said.

The ex-Mountie lived on a First Nation territory while he was with the RCMP. Later, he defended some of the Native people who were charged after the Gustafsen Lake confrontation. He said he worked as an investi-

gator in the days when the Mounties took pride in keeping politicians honest and believes the changes made in the early 1980s have had a disastrous effect on the morale of the force.

"The government quite often will use the RCMP for its purposes, like launching an investigation of... well, whatever the government wants investigated. In a completely democratic society, the police are independent. They don't work for the government, they work for the law. That's what I always found to be unacceptable when I was in the RCMP — to get directions from the government saying 'you will investigate so and so.' In a democracy the police don't answer to anybody, except to the court," he told Windspeaker.

"There was an old saying, back in the 60s. Judges used to remind police officers that 'you are the eyes and ears of the court.' You're not the eyes and ears of the media; you're not the eyes and ears of the politicians. The politicians should have no more standing in the police office than the lowly drug addict or drunk. What they've done is they've politicized the RCMP to the point where an agency like Indian Affairs can say, 'Here, you investigate such and such a band.' I find it somewhat corrupt to hear investigations being directed against Native bands in New Brunswick or Nova Scotia. That's targeting. Yet the RCMP here in British Columbia does absolutely nothing about the Hell's Angels or these Asian gangs. They're not targeted the same way. And they're criminal organizations."

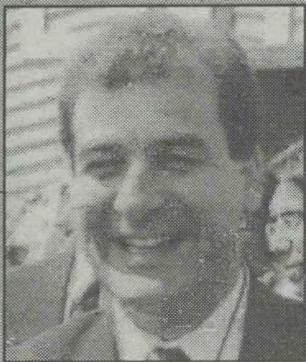
He believes the mainstream press is missing a key point as it reports allegations of corruption in First Nations with such vigor: errors, acts of negligence or even corruption on the part of federal officials are often at the root of such problems.

"It's easy to investigate Native people because they're within the government structure. The RCMP should know better," he said. "They should just simply tell the government, 'Hey, you sent the money. We don't consider that such a crime because you're making all these political gifts to people. We should be chasing down bikers and drug dealers and people who are paying kickbacks to politicians. I think Native people should be very upset about why they're being targeted.'"

The apparent lack of the proper distance between the police and politicians creates the possibility that politicians can influence the timing of some investigations to shape public opinion and create a better climate for the politicians to win a contentious public policy debate, Wool suggested.

"Some of the investigations they're directing at Native people right now, some of them are very politically motivated. The RCMP should investigate crime, if there's a crime," he said. "It doesn't matter whether it's Native or non-Native. But they shouldn't be investigating based on some policy that some other government department believes in, and sort of target them. That just gets everybody into trouble and leads to things like Gustafsen Lake and Ipperwash and Oka."

"I want to report to the Opposition, because it has asked this question a couple of times, that this minister and this department do not have the authority to implement forensic audits. That is done by the RCMP or the proper policing authority."



Indian Affairs Minister Robert Nault spoke these words in the House on Feb. 15.

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— excerpt from a letter written in December 1998 by Phillip Murray, then commissioner of the RCMP.

"There are strong, powerful people involved in these things and the deeper you dig, the more you come to that conclusion."



Alliance MP Reed Elley

"What they've basically done is turn the RCMP into a municipal traffic detail with really no interest in investigating corruption in politics or anything of the sort."

— former Mountie, George Wool

Court up

By Paul Barnsley
Windspeaker Staff Writer

OTTAWA

It took barely 10 minutes on Jan. 26 for the nine justices of the Supreme Court of Canada to decide they would not revisit the conviction of the Ontario Provincial Police officer who shot and killed Ipperwash protester Dudley George in September 1995.

"This appeal comes to us as a right," said Chief Justice Beveridge McLachlin for the court. "Assuming without deciding that voir dire should have been held, we all agree that this is a proper case to apply the proviso of Section 686(1)(b)(iii) of the Criminal Code. The appeal is dismissed. The court is adjourned."

And that was the end of it. The section of the Criminal Code that McLachlin referred to states that the appeal court can dismiss an appeal based on procedural error if the court of the opinion that no substantial wrong or miscarriage of justice has occurred.

Lawyer Alan D. Gould, representing OPP Acting Sergeant Kenneth Deane, argued that

George demands

By Paul Barnsley
Windspeaker Staff Writer

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Now that the courts are done with the OPP officer who fired the shots that killed his brother Pierre George wants some answers.

Acting Sgt. Kenneth Deane was convicted of criminal negligence causing the death of Dudley George at a confrontation at Ipperwash Provincial Park in September of 1995.

Minutes after the Supreme Court of Canada rejected Deane's final appeal, Pierre George called on the Prime Minister to call a federal public inquiry.

"Jean Chretien should call a federal public inquiry out of respect. Both my parents served this country in World War I. They kept this country free. You know how they say, 'If you love freedom, thank a vet.' Well, this country's not free if you can even protest. I think my parents should be shown at least the respect of an inquiry and [Ontario Premier] Mike Harris won't do it, so the Prime Minister should," he said.

George sat in the back of the Supreme Court of Canada courtroom on the morning of Jan. 26 as Deane's last legal hope to clear his name was extinguished by Canada's highest court. As he emerged from the court to speak to the press, Pierre George was clearly fighting to contain his emotions.

"I can at least go home feeling somewhat good about making this journey to watch this boy of court," he said.

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Court upholds Ipperwash shooting conviction

By Paul Barnsley
Windspeaker Staff Writer

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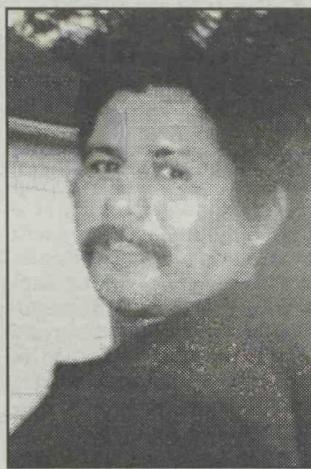
Lawyer Alan D. Gould, representing OPP Acting Sergeant Kenneth Deane, argued that a

trial within a trial - or voir dire - should have been conducted to decide admissibility of evidence that was introduced at trial - the procedural error.

Court records show that, with Ipperwash Provincial Park occupied by a group of First Nations people in early August 1995 in connection with a land claim dispute, a crowd management unit (CMU) of the Ontario Provincial Police's Tactical Response Unit (TRU) was instructed to secure a sand-covered roadway just outside the park.

On the night of Sept. 6, 1995 at approximately 11 p.m., the CMU assembled and walked towards the park. When the CMU approached, people on the roadway retreated into the park. The police retreated, but some of the occupiers came out of the park. The CMU was commanded to rush towards them. During the confrontation, Deane fired three shots at a man who was crouching in front of the sand-covered roadway. This man, Dudley George, subsequently died from the injuries.

The Crown's position at trial was that Deane had fired a spray of bullets randomly towards the park. He testified and



Dudley George, shot by Ontario Provincial Police in September 1995.

denied that he had shot randomly. He said that he had seen muzzle flashes from a sandy berm and fired his rifle at those flashes. He testified he saw a man with a rifle move from the sandy berm and hide down by a ditch. The man aimed his rifle at the police and then Deane fired three bullets at him.

At trial, Judge Hugh Fraser concluded that Deane "concocted" that story and found

him guilty of criminal negligence causing death.

Deane was cross-examined with respect to any statements he had made, or did not make, at the time and immediately after the shooting. Each officer had had a walkie-talkie and could relay statements to other Tactical Response Unit members during the confrontations. These communications were monitored by a supervising officer, Sgt. Skinner, located at the OPP's field headquarters. The second stage of communications was during the "fall back" and the third stage was at the field command post site itself, during which Deane testified that he made verbal reports to Sgt. Skinner. No voir dire was held with respect to the statements made during these time periods. During the cross-examination, defence counsel objected to the lack of a voir dire. The trial judge ruled that there was no requirement for a voir dire because the statements were not made to someone in a position to control or influence the judicial proceedings.

After barely an hour of arguments before the Supreme Court, the Justices adjourned to con-

sider their decision and returned after 10 minutes to announce their unanimous decision.

Members of the George family continue with their \$7 million wrongful death civil suit and continue to press the Ontario premier to call a public inquiry into the events of that night.

Premier Mike Harris, who has been accused by the family of changing the previous government policy of negotiating with Native rights protesters and introducing violence into the mix, has refused to call an inquiry. Media reports in Ontario suggest that government employees have destroyed documents.

Murray Klippenstein, lawyer for members of the George family, said his clients welcomed the Supreme Court's decision.

"It's obviously encouraging for the family and it removes the last possibility of an excuse for the Ontario government to refuse an inquiry - not that there ever legally was an excuse. There's now no reason for the premier not to call an inquiry. The family has always said that if a proper inquiry was held, there'd be no need for the lawsuit and that an inquiry is a better way than a lawsuit," he said.

George family member demands federal inquiry

By Paul Barnsley
Windspeaker Staff Writer

OTTAWA

Now that the courts are done with the OPP officer who fired the shots that killed his brother, Pierre George wants some answers.

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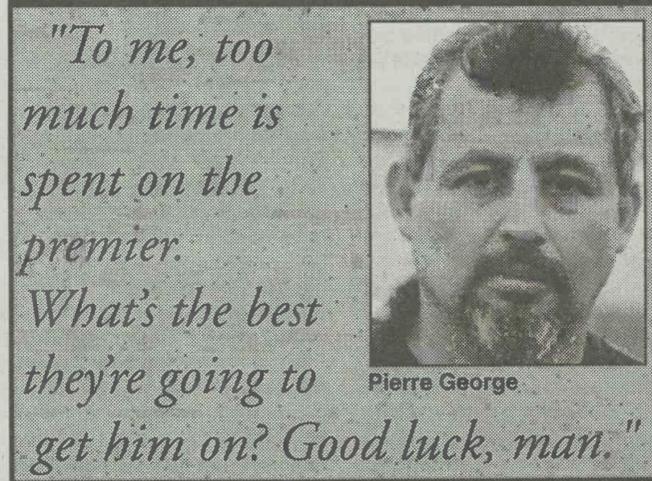
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Pierre George

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make the trip to Ottawa. He is estranged from his brothers and sisters who have filed a wrongful death lawsuit against the Ontario premier and other high ranking police and government officials. He believes there are many people not named in the family's wrongful death lawsuit who should be held accountable for the events on the evening of his brother's death.

"To me, too much time is spent on the premier. What's the best they're going to get him on? Good luck, man. The biggest thing I talk about in withdrawing that lawsuit is, I don't know where [his brother] Sam and his lawyers think they're going to get any justice when the justice system can't even jail the guy who killed his brother for one hour," he said. "Me and my sister Carolyn, we spent around 16 hours in jail on a bogus attempted murder."

Pierre and Carolyn drove their fatally wounded brother to a hospital 50 kilometres away in

a car with a flat tire while police monitored their progress without helping. When they arrived at the hospital, they were arrested and charged with attempted murder. The charges were dropped shortly afterwards.

Deane had already completed his sentence of 180 hours of community service when the Supreme Court heard his appeal. He remained on the job at the London OPP detachment while his appeals were heard. After the final appeal failed, Deane was charged by the OPP under the province's Police Services Act. A police officer convicted of a criminal offense is automatically charged under the Code of Conduct provisions of the act. The most severe penalty the adjudicator can impose is dismissal. Deane remains on the job, filling an administrative role at OPP headquarters in Orillia, Ont., pending the outcome of that process.

(see Questions page 8.)

Premier met with OPP head

By Paul Barnsley
Windspeaker Staff Writer

TORONTO

Ontario Premier Mike Harris, after almost five years of claiming to have had no involvement whatsoever with the events that led to the death of Dudley George at admitted in late December that he met with the commissioner of the Ontario Provincial Police on the day George was shot to discuss the situation at Ipperwash Provincial Park.

A document obtained by lawyers representing the George family shows that the deputy attorney general of the province was also at the meeting and argued that the government should not interfere with the police.

NDP leader Howard Hampton suggests the document shows the premier directed the police operation that led to the shooting of land claim protestor.

One page out of the approximately 35,000 pages of documents the government of Ontario has turned over to the George family lawyers was a handwritten note, dated the day of the shooting. It records a meeting in the Cabinet room at the Ontario legislature involving Premier Mike Harris, the then Minister of Natural Resources Chris Hodgson (now chair of the Management Board of the Ontario government) and OPP Commissioner Thomas O'Grady.

Hampton questioned Harris in the legislature.

"This is a copy of the Sept.

"... tell us why it was only made available this summer, five years after Dudley George was killed?"

—NDP leader
Howard Hampton

6, 1995 memo, the day on which Dudley George was killed. Premier, this memo states that the OPP commissioner was called into the meeting. It states that Larry Taman, who was then the deputy attorney general was at the meeting, that he was quite eloquent and forceful. He cautioned about rushing into the situation with an ex parte [emergency] injunction. He cautioned about interference with police discretion. But then the memo says, 'But premier and Hodgson came out strong . . . decision to go ex parte appeared to have already been made.'

"Premier, what I find interesting about this memo is, can you tell us why it was only made available this summer, five years after Dudley George was killed?"

(see Premier page 8.)



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'Get on board,' ministers warn

National Chief Matthew Coon Come reports the Atlantic chiefs are willing to reserve judgement on the recently announced treaty process in Atlantic Canada.

It was revealing, he said, that it took a year-and-a-half for the federal government to come up with a forum for discussing how to react when the Supreme Court says a policy is legally wrong — which is essentially what happened in the Marshall decision.

But even if creating this treaty process was the right thing to do (and we aren't sure of that) there has still been no recognition or explanation for the more than 200 years when Mi'kmaq and Maliseet people were excluded from the various commercial fisheries. They had to pay with their own scarce resources to take the fight through the Canadian court system just to have their treaty right affirmed.

You'd think, considering how poorly the government has treated the Atlantic Indigenous peoples that it would be a little sheepish about flexing the same muscle that backed up the exclu-

sion to the resource that started the legal fight in the first place. But, alas, that's not the case.

Both the Indian Affairs minister and the Fisheries and Oceans minister made a point of saying that more enforcement action awaits Burnt Church and Indian Brook if they don't fall in line with the new process.

"There's not much more we can offer as a government and if people choose to implement their treaty rights unilaterally you will have the kinds of issues that confronted us last year," warned Nault.

"You know, we have a choice. My choice is to spend the money that I've been provided to provide access rather than spending money on enforcement," Dhalialw chimed in.

We don't hear too much respect for "partners" in those remarks. Not much sign of an even, nation-to-nation playing field, either. Sounds more like Canada arbitrarily setting the rules from the top down—again.

Andrea Bear Nicholas, chair of the Native Studies department at

St. Thomas University, has written a widely circulated essay that has one view of what's going on.

"It translates as a need to stay in charge, if only to preserve the status quo," she wrote. "Conservation is not the issue since lobsters are not endangered, nor were they endangered by the Burnt Church fishery. The fact is Burnt Church has its own conservation plan that DFO simply refuses to consider. The real issue is that Canada has been built on the appropriation of Aboriginal lands and resources, and it is not now prepared either to acknowledge this fact or share even a small portion of those lands and resources."

The government will actually spend an amount of money that has been rumored to be in the \$500-million range so that Atlantic First Nations can take a \$20 million share of a \$400-to-\$500-million fishery.

If the treaty process ends up resembling the B.C. process, then what that money buys, it seems to us, is a chance for Ottawa to keep the upper hand.

From the desk of...

One of the joys of being a public figure is getting fan mail. I have a huge collection of letters and emails from people who were so affected by what I have said that they felt compelled to send me an encouraging note, or to offer some perspective on my ideas.

Here's something I didn't know before a few months ago: apparently, lots of people do not like Matthew Coon Come. And those who don't like him, really, really don't like him. A lot. I have received some very negative feedback because of my association with the national chief's office at the Assembly of First Nations.

Granted, most of it has been predictable and comes from Mr. Coon Come's political enemies, but the reaction has been cutting nonetheless. In reading in this paper of my support for Matthew and his agenda, and about the fact that I worked with his office on communications for a short time last year, people have questioned my motives and the sincerity of my commitment to the ideals I write about in this column and in my books.

Like many other people who had no previous interest in the AFN or the games that are played in Native political organizations, I gave him the benefit of the doubt because of his reputation and supported Matthew Coon Come when he stepped forward. I believed that he represented the kind of leader of vision that could turn the AFN from the corrupt instrument of colonization it is into a vehicle to advance the unification of our people. I believed that his energy and agenda could be the catalyst for a renewed grassroots movement by our people to reject the federal government's agenda and to reform the AFN into something that does some good for our people. And to think that I often chide people for their naiveté! Like all those other hopeful

**Toiske
It's true**

revolutionaries in Indian Country, I am disappointed at how things have actually turned out. With the wisdom of hindsight I know today that for many and complex reasons, the AFN remains unchanged and is, in fact, unchangeable. There can be no revolution from within, and I have since returned to my previous skepticism and distanced myself from the organization.

But I sure took my knocks from people who were not so generous in their attitude. It's a good thing I believe in the rule that says, if you dish it out, you should be ready to take it too. So I take no personal affront to people such as a Mr. Anish Inabe, "The Indianator", a staggering genius of politics, for his highly informed and constructive criticism of my opinions, delivered courtesy of the email exchange re-printed below.

From: "anish inabe"

To: "Taiaiake Alfred"

Subject: Hypocrisy

What a hypocrite you are! You condemned Phil Fontaine for being too cozy with the government meanwhile you lecture in a white institution. You lecture about your idealistic notions of self government all the while distorting your students perception of First Nations governance.

Have you ever been chosen by your people to lead? Have you ever held a leadership position? Do you know what it is like to be entrusted with leadership responsibility? It is easy to judge from your white, accomodating [sic] institution.

Your book was irrelevant nonsense. Your notions of Indig-

enous government are idealistic and contradictory. Your ideas have no place in contemporary society. You endorsed Coon Come. A right-wing Christian fundamentalist who has no time for traditionalism. A big talker who will soon show his lack of political awareness. Where has he been during this election when Aboriginal issues have been ignored? Where has he been on the Musqueam decision? The Alliance platform? How consistent is that with your Iroquois ways? You guys are supposed to be hardcore. I think your affirmative action, Ivy league education has not provided you with sound judgement.

Give your head a shake and wake up! You are living off the white man's education system. You make your living off of the ignorance of middle class white kids who don't know any better. Your sovereignistic views have been cultivated in the comfortable surroundings of white post-secondary institutions. All the while paid for by the treaties which you southern Ontario Indians claim to despise but have readily accepted in the form of benefits.

Furthermore, your people, the Iroquois, are the ideal example of what you called Phil Fontaine — accommodationist. Take a look at the Aboriginal people in government. 75% are Iroquois. How accommodating is that?

You have no right to judge Mr. Phil Fontaine. An Anicinabeg leader who has served his people well for 35 years.

(see Letter page 5.)

**Chiefs
out th**By Jeff Flyonthewall
Guest Columnist

If I was a fly on the wall sure that fly swatters would handed out to all Indians in the country, especially ones who still consider assembly of First Nations a place. Bob Nault and Dhalialw would fund the ters. Here's why.

In Atlantic Canada, \$5 million dollars are about passed around to the chiefs as an appeasement government's mishandling the Marshall decision. As he has remained evasive plans of what to do, DFO Minister Herb Dhalialw call the planned five-year "Marshall implementation agreements." The present fishing agreement run out in a few weeks.

My, how things changed. The purported penditure of half a billion dollars is unbelievable for a that is used to handouts. I lived there you were to get a monthly welfare for \$104 per month.

And that was dependent upon your blood relationship welfare officer, or the chief the welfare cheque is taken a new face. But first you DFO agreement. What posed to get us off of we sending you right back in situation, sucking all that from the government's lous fiscal discharge.

But guess what? You call this a treaty-based f You know why? Because delegated authority. But the government is afraid our own authorities and esses. I saw this in an example in Burnt Church was in Burnt Church INAC Minister Nault his tail and ran when L Ovide Mercredi in the DFO Minister Dhalialw even showed up. Instead in his goon squad quell the Mi'kmaq f with the arsenal usually served for places like the Strip. Helicopters were several fly-overs in Mir Bay each day, scaring ch and toughening up the warriors.

Letter fr

(Continued from page 4.)

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To: "anish inabe"

Subject: cowardice

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From: "anish inabe"

To: "Taiaiake Alfred"

Subject: RE: cowardice

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Windspeaker managing ed

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The government will actually spend an amount of money that has been rumored to be in the \$100-million range so that Atlantic First Nations can take a \$20 million share of a \$400-to-\$500-million fishery.

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Government are idealistic and contradictory. Your ideas have no place in contemporary society. You endorsed Coon. A right-wing Christian fundamentalist who has no respect for traditionalism. A big ego who will soon show his lack of political awareness. There has been during this time when Aboriginal issues have been ignored? Where has been on the Musqueam demerol? The Alliance platform? The consistent is that with the Iroquois ways? You guys are supposed to be hardcore. I expect your affirmative action, league education has not provided you with sound judgement.

Give your head a shake and wake up! You are living off the state man's education system. You make your living off the ignorance of middle class white kids who don't know any better. Your ethnocentric views have been cultivated in the comfortable surroundings of white secondary institutions. The while paid for by the subsidies which you southern Ontario Indians claim to deserve but have readily accepted in the form of benefits. Furthermore, your people, the Iroquois, are the ideal example of what you called Phil Fontaine a commoditization. Take a look at the Aboriginal people in government. 75% are Iroquois. Accommodating is that? You have no right to judge Mr. Fontaine. An Anicinabeg person who has served his people well for 35 years. (See Letter page 5.)

Chiefs selling out the people

By Jeff Flyonthewall
Guest Columnist

If I was a fly on the wall I am sure that fly swatters would be handed out to all Indian chiefs in the country, especially the ones who still consider the Assembly of First Nations a useful place. Bob Nault and Herb Dhaliwal would fund the swatters. Here's why.

In Atlantic Canada, \$500 million dollars are about to be passed around to the Atlantic chiefs as an appeasement for government's mishandling of the Marshall decision. Although he has remained evasive on his plans of what to do, DFO Minister Herb Dhaliwal wants to call the planned five-year deals "Marshall implementation agreements." The present "interim fishing" agreements will run out in a few weeks.

My, how things have changed. The purported expenditure of half a billion dollars is unbelievable for a region that is used to handouts. When I lived there you were lucky to get a monthly welfare cheque for \$104 per month.

And that was dependent upon your blood relations to the welfare officer, or the chief. Now the welfare cheque is taking on a new face. But first you sign a DFO agreement. What is supposed to get us off of welfare is sending you right back into position, sucking all that we can from the government's lactiferous fiscal discharge.

But guess what? You cannot call this a treaty-based fishery. You know why? Because it is delegated authority. Because the government is afraid of our own authorities and processes. I saw this in abundant example in Burnt Church. It was in Burnt Church where INAC Minister Nault tucked his tail and ran when he saw Ovide Mercredi in the crowd. DFO Minister Dhaliwal never even showed up. Instead he sent in his goon squads to quell the Mi'kmaq fishery with the arsenal usually reserved for places like the Gaza Strip. Helicopters were sent on several fly-overs in Miramichi Bay each day, scaring children and toughening up the local warriors.

Letter from the edge

(Continued from page 4.)

Look in the mirror first before you judge anybody!
From: "Taiaiake Alfred"
To: "anish inabe"
Subject: cowardice
"Indianator"...that's pretty good, for a white man.
From: "anish inabe"
To: "Taiaiake Alfred"
Subject: RE: cowardice
Watch yourself motherf****r! You'll find yourself wearing dentures goof! (Edited for taste by Windspeaker managing editor.)
Only one thing Mr. Inabe wrote did upset me (aside from the fact that he didn't even buy

You cannot call this a treaty-based fishery. You know why? Because it is delegated authority.

Hey Herb: Do you think you can buy everyone out? And these guys are getting help from the chiefs. My own reserve's politicians turned their backs on their own people. The so-called Tobique First Nation called for a community vote on the "interim fishing agreement". The community voted NO!

The chief and council were livid that they could not access the \$7.4 million that was being waved in front of them by overzealous DFO bureaucrats and consultants. And guess what? They couldn't resist. A quorum of the chief and his council signed the deal turning their backs on what First Nations everywhere are trying to pass off as self government.

Are we supposed to believe our chiefs, the federal politicians and the AFN when they say they are trying to arrive at the best possible solution for "building new relationships?"

If the government really believes in "Gathering Strength," then they better gather up their integrity and honesty. They better make their little chiefs and councils pay attention to what Indians on reserves are voting for. They better practice what they preach instead of paying lip service to their own guilt-laden notions of doing what is right. Don't just pass around \$500 million. Pass around the fly swatters, cause there is more to come.

Editor's note: Jeff Flyonthewall is, in fact, Jeff Bear.

and read my book before he criticized it): I am not a "southern Ontario Indian"!

Holy, you would think that someone who had done all that research on the number of Iroquois in government would know that Kahnawà:ke and Six Nations are two different places.

Most of my mail is heart-warming, and I suppose I could just press the "delete" button and trash what ails me, but I think I'll keep at least one of these less-than-glowing fan mails on hand. Life is all about lessons learned and balance, anyway.

Columbus had a better publicist

It's generally accepted that the Vikings then Columbus were the first to visit the shores of our beloved Turtle Island. Columbus "discovered" all of our savages in the process of building monumental cities, developing complex social and political structures, creating amazing works of art, and suffering from the delusion that anybody who had a god that had written "thou shall not kill" or "thou shall not steal" might actually be worth inviting to stay for dinner.

Unfortunately, the vast majority of the European population at the time couldn't read. And it showed. It's amazing how much trouble a simple boat can get you into.

Modern scholars, however, now concede that perhaps the Vikings and Columbus were not the first to darken our eastern (or western) shores. Evidence exists supporting the claim that, in fact, there were a multitude of non-Turtle Island residents sharing tea and bannock with our grandfathers and grandmothers in the last 5,000 years.

The following is a list of eight possible explorations of our noble land by people of non-Italian or Nordic heritage.

Hsi and Ho (c. 2640 BC)

It is argued that these two Imperial Chinese astronomers were ordered by their emperor to make studies of lands to the east of China. The two men sailed north to the Bering Strait, then south along the North American coastline, spending time with pueblo people in the Grand Canyon, and eventually journeying to Mexico and Guatemala.

Votan and Wixepcocha (c. 800-400 BC)

According to Hindu legends, Hindu missionaries sailed from India, and island hopping,



Drew Hayden Taylor

made their way to Central and South America. Votan, a trader, lived among the Mayans as an historian, and his contemporary, Wixepcocha, was a Hindu priest who settled with the Zapotecs of Mexico.

Hui Shun (458 AD)

Official Chinese documents propose a Buddhist monk named Hui Shun, accompanied by four Afghan disciples, sailed from China to Alaska, then continued his journey down the coast by foot. Reaching Mexico, he preached Buddhism to Central Americans, supposedly naming Guatemala in honor of Guatemala Buddha. He returned to China after 40 years.

St. Brendan (c 550 AD)

Two medieval manuscripts tell of the journey of an Irish priest, who with 17 other monks, sailed west from Ireland in a leather-hulled boat. They supposedly travelled as far as Newfoundland and the Caribbean.

The Albans (8th century)

According to Farley Mowat's book, The Farfarers, these Scottish sea people not only settled Iceland and Greenland centuries before the Vikings, they also had thriving and extensive trade and business arrangements with the indigenous people of Baffin Island, Labrador, and Newfoundland.

Prince Madog AB Owain Gwynedd (1170 & 1190 AD)

Because of political conflicts with his brothers, this Welsh prince sailed west from Wales and landed somewhere in the Americas, where he built the fortified a settlement. After several years he returned to Wales, leaving behind 120 men. He crossed the Atlantic again in 1190 to discover the settlement had been destroyed and all his men had been annihilated.

King Abubakari II (1311 AD)

After learning from Arab scholars that there was land west of the Atlantic,

King Abubkari, a Muslim from Mali, became obsessed with extending his kingdom across the ocean and ordered the creation of a fleet to sail to this unclaimed land. It is believed they landed in Panama, traveled south, and settled in the Ican Kingdom.

Johannes Scolp and Joao Vas Corte Real (1476 AD)

Portugal and Denmark arranged a mutual expedition to find the fabled sea route to China. The combined fleet sailed across the Atlantic, exploring Labrador, Hudson's Bay, and the St. Lawrence. Failing to find a route to China, they quickly returned to Europe where their discoveries were ignored.

It seems everybody was trying to get here. A word of advice, next time you're at the beach, keep watching that horizon. No telling who's next.

Shortcomings of a museum

By Troy Hunter
Guest Columnist

The Royal British Columbia Museum does not do a very good job at sharing the First Nations story as they misrepresent territory and only help to uphold the mythical Indian image and completely sidestep the real history.

Victoria's Inner Harbor was the site of the Songhees' village before Europeans moved onto the land. The whole area was a natural garden of camas, rice root and other plants cared for by them. The Native Plant Garden is very small and does little justice to the way the land and natural resources was managed by the Aboriginal peoples. The museum should respect the Songhees by at least acknowledging the area as Songhees territory in some highly visible form.

Chief Robert Sam of the Songhees has said in public that the agreement made concerning the use of Metulua (the area known as Victoria) involved over one hundred half-blankets, and was the price paid to the Songhees people.

Furthermore, "the blankets have long since disintegrated and the rent is due" as Chief Sam states.

The totem poles and houses at Thunderbird Park are out of place in downtown Victoria because they are not Songhees. The inside of the building may be the appropriate location to display other First Nations' artifacts, including replicas. In the case of totem poles, they are so large and were originally meant to be outside; the museum should give them back to the First Nations of the territories where they originated.

The entrance foyer has a number of poles on display, including two large Nuuchah Nulth welcome figures. However, there are no signs to indicate that the two figures are welcoming the visitors to the museum.

The First Peoples Hall is based upon a timeline. Visitors first encounter the oldest materials and work their way towards the contemporary. A Bill Reid sculpture is the only artwork representing contemporary First Nations' art. In addition, there is a mezzanine level that is not wheelchair accessible, effectively cutting off half of the ex-

hibit to some of the visitors.

A small poster-map of B.C.'s First Nations is displayed in an obscure location. Also, the First Peoples Hall is set up like an art gallery because there is very little interpretation of the artifacts. For instance, the collage casts of various petroglyphs have no identification showing place of origin or extent.

The museum overlooked the historical treatment of First Nations. There are no displays about residential schools, Indian reservations, banning of potlatches and sun dances, etc. A burnt mask is displayed to supposedly represent the anti-potlatch law but it is in a small pedestal-style showcase with practically no interpretation.

Overall, the exhibition has some really great points of interest to it. There are numerous locations with benches to sit on. One of the main features of the exhibition is the Henry Hunt house. It is useful for interpretive talks to school kids and tour groups. Other than the Hunt house, there are no interactive displays for enhanced participation and learning.

Too soon to sound alarm

(Continued from page 1.)

In an interview in his office on Jan. 31, Minister Nault told Windspeaker he disputes any suggestion that the governance act initiative is yet another process where the minister dictates to Native people.

"I would disagree with that comment because it's not coming from the top down. It's not coming just from me," he said. "This is based on consultation that I have had for the last 12 years of my life. People have said what we're doing now is not acceptable. The results that we're getting are based on an act that's completely paternalistic, that's archaic, that's not intended to be a modern type of legislation that will allow us to grow. That's not something that Bob Nault's made up. I've heard this from leaders across the country. And they'll tell me this in conversations like this. Now, for the sake of argument, there will be some who say, 'Well, but you're the one who's initiating this.' But isn't that what a good minister's supposed to do, I thought. Isn't that the role that they asked me to play, to seize on an opportunity to make things better? To at least drive the agenda in the direction the people themselves agreed with. So what am I supposed to do?"

He argued that a top-down, authoritarian approach on his part would not resemble the current process.

"I've heard that we should do away with the Indian Act. I don't agree with that. I think we need the Indian Act. I think we need that as a pillar of our relationship. But that doesn't mean we can't improve it and fix it up so it makes more sense in today's world," he said.

"I'm not proposing to scrap the Indian Act. I'm not proposing to assimilate First Nation people. Those days are way behind us and I think people recognize that by Liberal policy. So, I'm not going to do this in isolation. I'm going to do this by working with people and I'm going to do everything in my power to explain the rationale as to why I think it's extremely important and why I think it's dangerous if we do nothing."

Nault said that many of his

constituents are Native people and they will make him pay dearly if he repeats the mistakes of the past.

"I represent the most First Nations of any member of Parliament in Canada. I have more to lose personally as a politician than anybody in the House if I was to move in a direction that was perceived to be paternalistic, top-down," he said. "I have no intentions of putting myself in that position because I like being the member of Parliament for Kenora-Rainy River, I love the job of being a minister. So those who know me will understand this comment that, in fact, I have thought about this long and hard and I just really believe that it's time for us as leaders to take our responsibility and that's to put in a modern governance structure in the interim until people get to a place where they will have the inherent right and there will be self government. It's fine to say you have the inherent right but then in the communities there's, to some extent, way too much chaos. The Indian Act has so many silent parts to it that people are getting caught in the trap of being accused of conflicts of interest. They're being accused of not being accountable. They're being accused of misappropriations of funds. All sorts of accusations that are more political than they are legal."

Coon Come and other Native leaders have heard government officials say 'trust me, I'm here to help you' before.

"The government, as you know, in the past has attempted to start or be seen as spearheading something in the interest of First Nations. My issue with that is that a unilateral attempt by the minister to make changes without involving the First Nations will be a failure to start off with. It's imperative that some kind of a process be agreed to involve the First Nations' national organization. After all, it is the national organization that has worked over the years and knows what changes need to be made. That's what we're trying to do right now, trying to itemize some of that. So I feel that any effort by the minister will lead down a path of being rejected as not acceptable by the First Nations. But I do believe

"He doesn't have the mandate yet. So I think we're over-reacting because of what the minister is trying to do."



National chief
Matthew Coon Come

that First Nations want certain changes also. That'll only be determined once he gets the mandate," Coon Come said. "The government will always behave in the way they think they should behave and they've always done that. Not just with the First Nations but to the Canadians as a whole. They always try to ram something down our throats that never involved us and without our consent. That's nothing new. But I believe we have an opportunity here and that's what we're working on."

The national chief sees a lot of opportunities to improve conditions for First Nations people in the next few months. The throne speech made several promises related to improving social conditions on First Nations. Coon Come said he has already met with Health Minister Allan Rock and has meetings scheduled with Finance Minister Paul Martin and Prime Minister Jean Chretien. He wouldn't discuss details of what he will talk about in those meetings but he did say he sees a chance to get the government to look at long outstanding grievances like the housing shortage on reserves and other nagging social ills.

"You can talk about constitutional issues, you can talk about treaty rights, but if you don't deal with bread-and-butter issues, you're not going to go anywhere. Because you can't talk to your people when they're worried about putting a roof over their head or food on the table. They don't want to hear about the Con-

stitution. They don't even want to hear about treaty rights. To them, that's neither here nor there. But if you deal with the day-to-day issues... that's what the throne speech was about. I think we have to challenge the government and we have to try to get as much as we can from them and try to present our views without prejudice to our rights and without giving up anything that we have gained thus far," he said.

The chiefs have been here before, Coon Come said, and it was always seen as an emergency, a cause for nation-wide resistance to imposed change. The national chief sees no reason to panic or sound the alarm, yet.

"Since the National Indian Brotherhood was established there have been many attempts to amend the Indian Act. So I think it will not take long for the assembly to assess some of the changes that were suggested in the past and be able to present a list and say, 'This is what we would like to see.' And let the minister react to that.

"Right now, First Nations are reacting to him. I don't want to debate it in public with him. I want to see what the actual legislation is. He doesn't have the mandate yet. So I think we're over-reacting because of what the minister is trying to do. I think we're ready to take him on. I think the AFN over the years has done a lot of work and if we put our minds together, we can say these are the kinds of changes that we would like to see."

Good for the goose?

By Paul Barnsley
Windspeaker Staff Writer

OTTAWA

The federal cabinet will soon get a chance to prove the government is sincere about the merits of openness and accountability.

Indian Affairs Minister Bob Nault has said many times in recent months that First Nations need to be more accountable. Recently the department froze funding for band councils that have fallen behind in meeting departmental audit requirements. Matthew Coon Come, grand chief of the Assembly of First Nations, wants to see if the feds are willing to be as open.

"I've actually asked the auditor general whether he would address an issue that I wanted to raise with him, and that is to ask for what I call reciprocal accountability in their management of Indian monies," Coon Come said. "There was a letter that was fired off and I haven't received an answer, but the indication I got was that the auditor general, once he receives it, he wasn't sure, but he'll probably have to ask the cabinet. It's only the cabinet that could pass an order-in-council to do that. So you can almost get an idea what the answer might be."

The Alberta Samson Cree Nation has filed a \$1.4 billion lawsuit, claiming Indian Affairs mismanaged trust funds containing oil and gas revenues. Six Nations, a southern Ontario First Nation, filed a demand in 1994 for an accounting of their lands and monies held in trust by the Crown. Since then, the band has complained that federal lawyers, employing every possible delaying tactic, forcing band officials to wonder if the government can account for its actions.

Native leaders say there's a double standard when it comes to how they are scrutinized. They say that deficits posted by band councils are tiny in comparison to Canada's debt and yet no one ever questions whether Canadians are capable of governing themselves, a common theme in mainstream press coverage when First Nations run into financial difficulties.

Province

By Joan Taillon
Windspeaker Staff Writer

VICTORIA

British Columbia announced a three-year moratorium on grizzly bear hunting Feb. 8 that conservationists and hunters on opposite sides of the fence, an urban dweller against rural, splits Aboriginal opinion on both sides of the question.

The province plans to conduct a scientific study of grizzly bear populations to determine accurate numbers and whether or not the species is at risk as so claim. Current estimates vary between 4,000 and more than 13,000 grizzly bears in British Columbia.

A joint release from the premier's office and the Minister of Environment, Lands and Parks says because of "the diverse expert opinion on grizzly bear populations, we believe conservation requires us to declare a three-year moratorium on grizzly bear hunting."

Environment, Lands and Parks Minister Ian Waddell said because British Columbia has 10 per cent of all grizzlies in the world, "we want to make they thrive here."

In Treaty 8, the Tahltan and Councils based in Dease Lake sent Premier Ujjal Dosanjh a letter the day of the announcement. They wrote the province's proposal to ban the hunt was "disturbing" and "contrary to every discussion we have had with your government on this issue."

Doig First Nation Chief Kevin Davis said his community of people near Fort St. John is opposed to the ban and said the members of Treaty 8 they were going to exercise their treaty rights.

"I think they can't ban grizzly bear, because they're contracting their treaty with us," Davis said. "Canada is contradicting their treaty with us as First Nation people. Therefore it should not affect us because I don't think the province has any kind of jurisdiction to put that plan in effect without consultation with us as Native people first."

Doig River First Nation has to bring the matter to the attention of the federal government.

"It's our livelihood [the p-

Helping save lives

Captain Bruno Castonguay coordinates air rescue for the Canadian Forces. He and his colleagues and partners help Canadians in danger. They respond around the clock to emergencies on land or at sea and help save lives. This is just one of the hundreds of services provided by the Government of Canada.

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DIAND

By Joan Taillon
Windspeaker Staff Writer

ST. JOHN'S

The federal Indian Affairs department has hired the auditing firm KPMG to take over Innu Nation's finances for an audit that revealed de-

The intervention applies to both the communities of Inlet and Sheshatshiu, a combined population of 1,000.

Government officials wonder how much the deficit is, what percentage the Innu are allowed over budget, or the cost. DIAND jumped immediately into imposing third-party management rather than taking less drastic co-management approaches first to balance the budget.

Peter Penashue, president of the Innu Nation, along with Chief Simeon Tshakapshu, Davis Inlet and Chief Paul of Sheshatshiu did not respond to our requests for an interview. They are reported elsewhere to be hostile to federal intervention in their affairs.

Davis Inlet's executive director said he would not co-

Indian
Country
COMMUNITY EVENTS

To include your event in this calendar, please call: (780) 455-2700 or 1-800-661-5469 Fax: (780) 455-7639 or email: adsonly@ammsa.com

- MEMORIAL ROUND DANCE AND FEAST**
Mar. 3, 2001 Alexander, AB (780) 918-2543 (Drummers Paid)
- WELLNESS & WOMEN X CONFERENCE "WEAVING OUR CULTURAL STRENGTHS THROUGH TRADITION"**
Mar. 4 - 8, 2001 San Diego, CA (405) 325-1790
- CONCORDIA UNIVERSITY COLLEGE - NATIVE AWARENESS DAY**
Mar. 9, 2001 7128 Ada Blvd., Edmonton, AB (780) 479-8481
- NAIT - OPEN HOUSE**
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Premier asked to explain

(Continued from page 3.)

"Premier, I want to ask you this: You've always maintained that decisions to interfere at Ipperwash, decisions to get an ex parte injunction, were made not by your government, but this memo pretty clearly indicates that the OPP commissioner was called into the meeting, that you and your Cabinet colleagues were warned, 'Don't interfere with police discretion, don't force an ex parte injunction,' and then it says, 'But premier and Hodgson came out strong.' I think any reasonable person would conclude that you and Mr. Hodgson directly interfered, that you and Mr. Hodgson made the decision over the heads of the

OPP commissioner and the deputy attorney general to directly interfere with Ipperwash. If that's not the right conclusion, premier, please give us your explanation."

Harris' response did not answer many of Hampton's specific questions.

"As I have indicated publicly on many occasions over the last number of years, the OPP requested an injunction and we responded to their request for the ex parte injunction," he said. "Unfortunately, as you know, that injunction was never acted upon because of a tragedy that intervened, a tragedy that has been a court case, a tragedy that's now part of a civil suit. The docu-

ment you have, one we made available, is part of that court case. It clearly indicates that we were asked for an injunction; we responded with an injunction."

The wrongful death lawsuit filed by members of the George family alleges that Harris directly influenced the decision to employ force to end the occupation of the provincial park. Family lawyer Murray Klippenstein believes this is a crucial piece of evidence in the lawsuit.

"The head of the government meets with the head of the police to deal on a specific case in a police state," he said. "But in a democracy, the head of the government doesn't tell the police what to do on specific incidents."

Questions plague brother

(Continued from page 3.)

The criminal portion of the legal action spawned by the shooting may have ended, but Pierre George doesn't want anyone to forget that trial judge Hugh Fraser found that Deane and two other OPP officers lied to the court during the trial. Fraser said they "concocted ex post facto (after the fact)" a story of seeing a muzzle flash in order to justify and avoid prosecution for the shooting of an unarmed man.

"I've often wondered, too, what about them other two officers that were lying in the courtroom, eh? The ones that supported Deane in what he did? Stuff like that should be brought up, too. It was a cover-up. What's that say for the police force once again? Nothing happened as far as perjury. In

the courtroom, they got caught lying in there and nothing's happened to them under the Police Services Act. There's a lot of questions that need to be answered," he said.

Frustrated by Premier Harris' refusal to call an inquiry, and suspecting that Harris was covering up government actions that may have caused the death of Dudley George, activists in Ontario urged former Indian Affairs minister Jane Stewart to call a federal inquiry but she refused, saying it was a provincial matter. Even when an Osgoode Hall law school professor wrote a paper saying the minister did have the authority to call an inquiry, she refused to do so.

Pierre George wants to go right to the top, especially now that the prime minister has spo-

ken out about human rights concerns in China.

"He was mildly blasting China's human rights. So, why don't you call an inquiry over here?" he said.

He thinks the prime minister should be willing to call the inquiry because he has a personal connection with the situation. Chretien warned there would be trouble at Camp Ipperwash when he was Indian Affairs minister in 1972. The future prime minister also wrote that the Department of National Defence had a "moral responsibility" to settle the land question at Ipperwash.

"It should be a full federal inquiry," George said. "The government has a fiduciary duty. The burial grounds should never have been sold."

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DIAND takes over Innu money management

By Joan Taillon
Windspeaker Staff Writer
ST. JOHN'S, Nfld.

The federal Indian Affairs Department has hired the accounting firm KPMG to take over the Innu Nation's finances following an audit that revealed deficits.

The intervention applies to both the communities of Davis Inlet and Sheshatshiu, with a combined population of 2,000. Government officials won't say how much the deficit is, the percentage the Innu are allegedly over budget, or the reason DIAND jumped immediately into imposing third-party management rather than taking the less drastic co-management approach first to balance the books.

Peter Penashue, president of the Innu Nation, along with Chief Simeon Tshakapesh of Davis Inlet and Chief Paul Rich of Sheshatshiu did not respond to her requests for an interview. They are reported elsewhere to be hostile to federal interference in their affairs.

Davis Inlet's executive director said he would not comment

on the issue because in talking to the press "one thing leads to another."

Simon Osmond, a member of the Sheshatshiu community who works with the Atlantic Policy Congress of First Nations Chiefs, said he has no official standing but speaking as an individual he was highly critical of Indian Affairs. He seemed embarrassed that his people were being held up before the rest of Canada as a group that needs federal supervision.

In his community, "a lot of people are saying that it's more or less a tactic by the federal government to show that the Native people are being incompetent."

Osmond says they fear that third-party management will mean the federal government will use it as a delaying tactic on other commitments it has made to the Innu people.

The Innu are supposed to be getting registered status under the Indian Act, so they can get health and education benefits comparable to other Aboriginal people, but according to Osmond the government "has been push-

ing it back." Registration was supposed to be in February, then it was March, he said.

Osmond said that from his own point of view "it seems like [the federal government is] trying to minimize what's going on up there. Even though they have a federal responsibility to help them as much as possible, they're holding back on that."

"Like Davis Inlet was supposed to be moving in the early 1990s . . . it still hasn't been done. . . . One minute they say, 'OK, we'll do it;' next minute when there's no more press, there's no more media on it, they let it go until the press comes back into it again, then they start saying, 'oh, we're doing this, we're doing that,' . . . until the picture's over."

Osmond said every group has management problems and the federal government should get its own fiscal affairs in order before criticizing.

He would also like to know how much of the \$4 billion that Indian Affairs administers on behalf of Indian people actually reaches them. He pointed to the high salaries that mostly non-In-

dian people in the department get to carry out a fiduciary duty to the people "that is not being met."

"The audits were done at the end of the last fiscal year (March 31, 2000) and we received them over the summer," said Ian Gray, the acting director of the Newfoundland and Labrador secretariat within Indian Affairs.

"We don't normally disclose [the amount of deficit]. That's something that's sort of a confidence with the communities and Canada. So we don't discuss the contents of the audit at all."

Gray confirmed that department policy was to intervene in some way when a deficit exceeds eight per cent.

The Innu currently get about \$10 million a year from DIAND, with \$7 million going to Sheshatshiu and \$3 million going to the Mushuau Innu at Davis Inlet, according to Gray.

He denied that the third-party management situation would delay any programs or services previously committed to by DIAND. "We're proceeding with the relocation and we're proceeding with registra-

tion and reserve creation."

Gray said with respect to relocation of the Davis Inlet people, "we're scheduling the completion of the infrastructure by the end of the building season, about October, 2002." This is two years longer than originally planned, he said.

As for band status, "we've targeted two years. So we're expecting that around the same time. Registration may occur a lot earlier than that, but in terms of getting registration and all the land added to the reserve and so on, we've targeted two years." That brings it to around the end of 2002, he said.

With third-party management in place, Gray concedes that the Innu have found it "difficult. They think that it's over-kill, perhaps—that we didn't need to go that far."

Asked why the department chose to impose the highest form of financial intervention, Gray said, "We were really attempting to just apply normal DIAND approaches to the situation. . . . We believed in our judgment this was the best approach to take."

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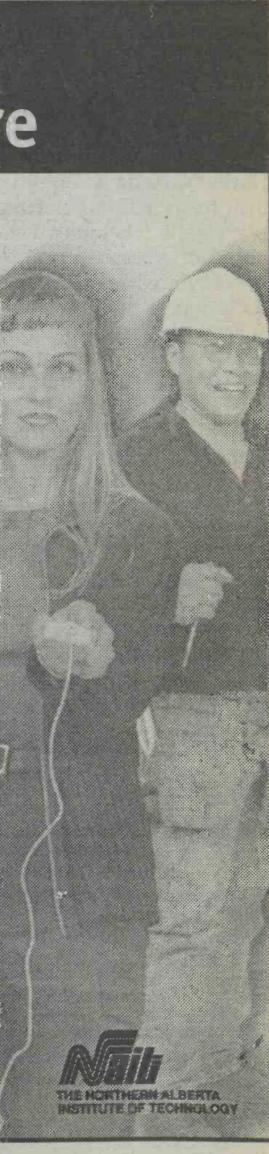
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Energetic youth support traditional governance

By Joan Taillon
Windspeaker Staff Writer

KENORA, Ont.

The 28 communities in Treaty 3, encompassing an area of 55,000 square miles, held an assembly early this year that confirms for their grand chief that they are well on the way to re-instituting traditional governance outside of the Indian Act.

The Jan. 23 to 25 assembly adopted an Anishinaabe nation childcare policy and endorsed continued movement towards a tradition-based government structure rather than an Indian Affairs-dictated one.

For the first time in their modern history, it was the people who endorsed an important national policy, not the chiefs alone.

This is the result of a three-year drive to reclaim Anishinaabe governance models.

On Feb. 14, Grand Chief Leon Jourdain spoke about the process that has brought them to this point. He said they traveled all over Canada and the United States to compare constitutional models before finding their own.

It got its impetus after years of negotiations, lobbying efforts and changes of government that did little to remove either the causes or effects of poverty from the lives of Treaty 3 citizens.

The idea, Jourdain said, is to blend governance by consensus in their own language with an

educated citizenry and all the modern tools at their disposal to create economic development opportunities that will eventually make them independent of Ottawa.

What's new, according to the grand chief, is they are amassing the support of non-Native communities within their territory that are also interested in bypassing Ottawa to get their people a better share of their own resource-based pie. Their mutual concerns are northern ones. Each group, according to Jourdain, is tired of being ignored by southern Ontario and having their development initiatives strangled in federal red tape. Relations between First Nations and the local municipalities, that used to founder on race-based incidents, are evolving into mutual co-operation as both are recognizing they can effect change faster if they work together.

Jourdain said the cities and towns in their territory "have treaty rights as well."

"Over the course of going on three years we have been doing some pretty serious consultations with (Anishinaabe) people at the grass roots... and the whole idea is to rebuild the nation (as it was) prior to contact," said Jourdain.

"This process cannot even be regarded as treaty implementation; it's nation rebuilding. It's the element of the nation politically, administratively, socially and spiritually that was there prior to

contact."

The Elders and historians were consulted. That led to Treaty 3 developing its own constitution.

"But the difficulty comes in whether we write it or not... The spiritual symbols of our constitution, the symbolic symbols of our constitution are the painted rocks, the pipes and feathers, drums and all those various ceremonial activities that we've always participated in, but to write it becomes very difficult, because we would minimize one interpretation of the constitution.

Jourdain said their constitution will be borne by the nation: "no Indian Act, no external delegation. Because anything short of that is delegation and it's about assimilation, and ultimately termination."

Once the nation is rebuilt, "the resources come into play.

"We would generate revenues out of the resources. You've heard that so many times, I suppose," said Jourdain. "But nobody's ever put the vehicle in place that would actually have the international capacity to ensure that these things are carried through."

He feels that once the systems the nation owned prior to contact are "reinvigorated," they will have political leverage with the Canadian government.

"It's happening here, it's happening now, where the government's coming to our table."

The reason, Jourdain explained, is international, legal

and political leverage, as other governments recognize that nations that signed treaties did not give up their nationhood.

Getting into partnerships with First Nations is increasingly seen as "the way to go, if they're going to have any life in the businesses that they're in. I'm talking about the corporate world now."

Jourdain, who met with 17 mayors and reeves within the Treaty 3 area for the first time "a couple of months ago," said "I was really surprised that they all showed up." But discussions revealed they have "more common ground than we have differences."

Initially, he said, when they extended an invitation to the provincial and federal governments to attend the meeting, they were "too busy." But when they learned the mayors were attending, he added, "they were there pretty fast."

They will hold another joint meeting April 1.

"If you take northwestern Ontario and the resources that are being extracted... who benefits from that? This is not solely an Indian issue."

Jourdain said resources are extracted from the North with "no benefit to the Anishinaabe or the non-Aboriginal. But yet we signed a treaty, we shook hands in 1873 and we agreed that we would feed our families and earn a living by way of our resources."

Northerners are fed up with

seeing the revenue flow south.

"It's from that premise that we must ally ourselves. The government keeps driving these wedges between us. So we must focus on what we agreed to in 1873. But now the mayors, the chiefs and myself are meeting, and we're going to continue to meet, and we're going to take these wedges off."

The grand chief said whether it is an Indian reserve or a town, people have common needs that must be met, such as infrastructure, housing, employment and social development.

"If the needs are the same, it only makes sense that we go together, and co-exist."

"I have also aligned myself with the northwestern Ontario Chamber [of Commerce]. They're also on side to help build a nation and ultimately implement the treaty. With the position that this is a northwestern Ontario citizen's responsibility or duty to the environment and to the resource."

Jourdain said neighboring Nishnaabe-Aski Nation is "coming on board" with what Treaty 3 is doing and has been discussing doing similar things.

All this underlay the tone of the more recent Treaty 3 assembly.

The grand chief said the hall was full at the assembly.

The vote on the child care policy was done in a traditional way, said Jourdain.

(see Breaking page 20.)

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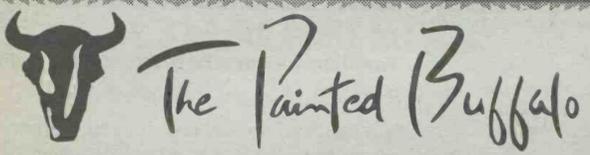
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Additional election information is available at www.assembly.ab.ca/ELECTORA/Chief/main.htm

Watch your local newspaper for additional information about polling places, advance polls and more!

Published by the Office of the Chief Electoral Officer of Alberta.

No rez school resolution in sight

By Joan Taillon
Windspeaker Staff Writer

EDMONTON

People who went through the residential school system know what it has cost them in lost childhood, lost dignity and lost opportunities in life, but the financial cost of settling up with them for a portion of these losses is more elusive.

Ottawa is talking about a \$2 billion bail-out in legal costs for the churches that were parties, along with the federal Department of Indian Affairs, to the assimilation of generations of Aboriginal children into a foreign way of life.

Deprivation of family life, language and culture, as well as physical, sexual, emotional and spiritual abuse, accompanied a legislated scheme to make Indians "fit in" to the dominant society. Many traumatized former students were lost to addiction problems and suicide, but the government's own figures say there are still 105,000 survivors of residential schools.

Some number-crunchers estimate the lawsuits will cost the federal government as much as \$10 billion, just to compensate the physical and sexual abuse claims that get to trial or are settled out of court. There is already a backlog of several thousand cases on the docket. But officials we talked to could not confirm costs.

The government is adamant, however, it won't pay compensation for loss of language, culture or the intergenerational effects resulting from systemic abuse of thousands of children.

Phil Lane, international coordinator of Four Worlds International Institute for Human and Community Development, sets the figure higher than \$10 billion, if the government and the churches were to compensate survivors for all the detrimental effects experienced by residential school survivors and their families.

Lawyer Tony Merchant, who handles a large number of residential school claims through his Regina office said compensation for intergenerational effects did not necessarily have to go to individual victims, but could be allocated "more in the nature of community healing.

"Compensation always depends on the degree of damage that was done to a specific individual," Merchant said. "Someone might have been sexually assaulted or physically assaulted for a lengthy period yet "shrugged it off," he said. Another person might have had similar assaults on only a couple of occasions and suffered more. The person who was more affected by what happened would get more money than the one whom psychologists determined was not as badly affected.

Both Lane and Merchant were invited to speak at the residential school conference hosted by Western Cree Tribal Council in Edmonton, Feb. 23 to 25.

As it stands now, Lane said a couple of days before the conference, the church lawyers in particular are digging in their heels and resisting taking financial responsibility.

Merchant, who makes a living trying to get an equitable settlement for residential school survivors, pointed his finger at government. The Alberta government in particular, he said, has a unique policy on dealing with residential school claims in Canada.

"If you don't issue a claim by Feb. 28, 2001, your right to sue is lost forever. Now we intend to challenge that, and we intend to attempt to issue additional lawsuits, but there is a very great likelihood that people [in Alberta] who don't sue before the end of this month will lose their right."

He said the substance of his firm's argument in challenging any statute-barred claim will be that the provincial legislature of Alberta should not be allowed to discriminate against clients just because they live in Alberta.

Although provinces have the right to set a statute of limitations, Merchant said, "we say that Aboriginal First Nations issues are federal issues and ought not to be impacted in any way by something done in a legislature." But he adds it is not unusual for federal issues to be affected by rules set by a province; therefore, "we are not just going to win on that basis."

In Ontario, at least, Merchant can sue under the Family Relations Act to seek redress for relatives of First Nations people who attended residential schools, but

there are no similar laws in other provinces.

Merchant added the federal government has taken the position it won't pay for loss of culture or for confinement, which were "sometimes very significant" issues. "I have many, many clients who would go a whole year without seeing their family," and many who went two years, he said.

He also said he didn't see the government paying anything for "family and community" issues related to residential school claims unless "we start to be successful winning those lawsuits in the courts." The only thing the government has been forthcoming about is that it will pay for sexual abuse cases, he said, and he believes the government made a "strategic decision at the beginning of 1998" that they were going to fight the residential school claims.

Merchant made the point that the government has not done anything voluntarily and that putting residential claims forward has been a "lawyer-driven agenda. But for the good job done by lawyers... particularly in British Columbia and Saskatchewan... First Nations people wouldn't be getting a nickel," he said.

"I don't think there have been 10 cases settled in the last three years."

Lane spoke to Windspeaker Feb. 20, the day before he was scheduled to talk about the intergenerational effects of abuse at the conference.

"If all the abuse and cultural genocide that occurred to our Indigenous peoples of Canada, through the residential schools, is ever completely satisfied and had just recompense, it would be in the high billions of dollars. It would be 10 to 20 billion dollars—at least," he said.

"But the thing that's going on... the government is really taking the position, even while trying dispute resolution, that they'll only accept physical and sexual abuse. And so what's happening is a lot of these lawyers are charging great big fees—50 per cent of the people's money—and just taking on just the ones they make money off of, and they're not thinking of the overall collective need we have to heal the nations.

(see Claims page 34.)

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Funding available for film

By Cheryl Petten
Windspeaker Staff Writer

OTTAWA

Aboriginal artists interested in producing projects in film, video, audio or new media are invited to apply for funding from the Canada Council for the Arts.

Funding is available through the Aboriginal media arts program, run by Canada Council as a pilot project for the past three years, but now a permanent part of the council's grant programming.

Under the program, both established and emerging artists are eligible for funding, with creative development grants and production grants available.

Creative development grants cover the cost of research, script writing, concept development and experimentation with media arts techniques, as well as professional development. Established artists can receive \$3,000 to \$20,000, while emerging artists are eligible for grants from \$3,000 to \$10,000.

Production grants cover production costs, with the amounts awarded varying based on the media used for the project, and whether the applicant is an established or emerging artist.

Ian Reid is a program officer in Canada Council's media arts section. He explained that by making the pilot project a permanent part of its grant structure, the council is re-affirming its commitment to make Aboriginal arts one of its strategic priorities.

During the three years the pilot project was in operation, 190 grant applications were received, with 76 grants awarded.

"We're really starting to see Aboriginal film-makers and media artists really

starting to get a reputation, starting to do some exciting things," Reid said. "So I think the Aboriginal media arts and film-making community are proving themselves, and that they need the resources. Film-making and media arts is an expensive endeavor, as we all know. In Hollywood, it's millions of dollars, but even to do an independent kind of production costs several thousands of dollars. So, the artists have proven themselves creatively. Now they need the support financially to be able to make those visions a reality."

Reid said the Aboriginal media arts program is unique in that an artist with no training at all, no experience whatsoever in film-making or media arts, can apply for basic training.

"If you have mentors that you're working with, professional production teams, you can apply to do a production as well. So that's a very unique and exciting part of the program, that artists have the opportunity, if they capture the imagination of the committee, to make their vision, to make their dream happen, even without having had the chance to go to film school.

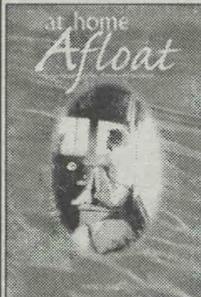
"What I really want to say to artists out there, and young artists, and even young-at-heart artists, is there is this opportunity to make your dream, to make your vision in film and new media a reality, and we want people to be aware of it. We want people to put in applications, to submit the projects. We can't fund all the projects we receive, but a trip around the world begins with one step."

The next deadline for application to the program is April 1. For more information, call the Canada Council for the Arts at 1-800-263-5588, or visit the council's website at www.canadacouncil.ca.

"We can't fund all the projects we receive, but a trip around the world begins with one step."

—Ian Reid,
program officer,
Canada Council
for the Arts

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AT HOME AFLOAT
Women on the Waters of the Pacific Northwest
Nancy Pagh

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Attention

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filmmakers

filmmakers,
video, audio and
new media artists

Canadian Aboriginal Artists – Status, Non-status, Metis and Inuit – are invited to apply to the Aboriginal Media Arts Program of the Canada Council for the Arts to do projects in independent filmmaking and media arts.

Grants are available for:

- Independent filmmaking and media arts production
- Training in film and media arts
- Media arts research and development projects

Aboriginal artists with no previous media arts experience are also invited to apply.

The deadline for applications to the Aboriginal Media Arts Program is April 1.

For more information, contact Ian Reid at the Canada Council for the Arts on our toll-free number: 1-800-263-5588, ext. 4036

www.canadacouncil.ca/grants/mediaarts



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Recognizing

The five nominees for this year's Juno Award in the Music of Aboriginal Canada category will be honored at a Juno event in Toronto.

The Honoring Our Own ceremony will be held Monday at the Coloured Stone, located at 100 Richmond St. in Toronto. The eighth year the event has been held to recognize and celebrate Aboriginal artists nominated for a Juno Award.

This year's nominees are Susan Aglukark, who is nominated for her album *Unsilenced*, C-Weed, nominated for *As One*, Mishki Donovan, nominated for *Journey Home*, Gracie, nominated for *Figuring Out*, and Florent Volland, nominated for *Nipaiamianan*.

The ceremony is being organized by the Best Music Original Canada Committee, Canadian Academy of Recording Arts & Sciences (CARAS), the Association for Native Arts in Performance, the Visual Arts (ANDPVA) and sponsorship from the Aboriginal Peoples Television Network. Honoring Our Own

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Recognizing the best in Aboriginal music

The five nominees for this year's Juno Award in the Best Music of Aboriginal Canada category will be honored at a pre-Juno event in Toronto.

The Honoring Our Own ceremony will be held March 3 at the Coloured Stone, located on Richmond St. in Toronto. This is the eighth year the event has been held to recognize and celebrate Aboriginal artists nominated for a Juno Award.

This year's nominees include Susan Aglukark, who is nominated for her album *Unsung Heroes*, C-Weed, nominated for *Run As One*, Mishi Donovan, nominated for *Journey Home*, John Gracie, nominated for *Figure Love Out*, and Florent Vollant, nominated for *Nipaiamianan*.

The ceremony is being organized by the Best Music of Aboriginal Canada Committee of the Canadian Academy of Recording Arts & Sciences (CARAS) and the Association for Native Development in the Performing and Visual Arts (ANDPVA), with sponsorship from the Aboriginal Peoples Television Network.

Honoring Our Own will be

broadcast live on the Internet at www.thewebparty.tv, and taped for future broadcast on APTN and on CKLN's syndicated Native program, *Renegade Radio*.

The Junos will be held March 4 at Copps Coliseum in Hamilton, Ont., and will be broadcast live on CBC Television.

Anyone wanting to submit entries for the 2001 Telefilm Canada/Aboriginal Peoples Television Network Awards has until April 30 to do so.

The annual competition is open to Aboriginal made-for-TV productions, produced in English, French, or in an Aboriginal language.

Entries must have been completed between May 1, 2000 and May 1, 2001, and must either have been aired on television, or be scheduled for future television broadcast.

Two awards will be given out, one for best Canadian Aboriginal-language television production, and one for best Canadian English or French-language Aboriginal television program.

The award winners will receive

a \$10,000 pre-approved contribution from Telefilm Canada for development or production of a new work eligible for Telefilm funding, as well as the use of post-production facilities at the Banff Centre for the Arts, also worth \$10,000. The awards will be presented during the Banff Television Festival in June.

For more information about the 2001 Telefilm Canada/Aboriginal Peoples Television Network Awards, visit the APTN website at <http://www.aptn.ca>.

Aboriginal film-makers will be well-represented at this year's Local Heroes International Film Festival with the works of Shirley Cheechoo, Alanis Obomsawin, and Dennis Allen to be screened as part of the event.

Local Heroes will run from March 16 to 23 in Edmonton, providing a venue for the screening of independent films from Canada and around the world.

Cheechoo's film *Backroads*, which she wrote, directed and acts in, tells the story of Ella Lee, a First Nations woman who finds herself at the mercy of an unsym-

pathetic justice system after killing her abusive husband.

Rocks at Whiskey Trench is Obomsawin's contribution to the festival. The documentary examines the aftermath of one of the incidents that took place in Kanehsatake a decade ago during the Oka land claim protest—the stoning of a procession of Mohawk vehicles as they crossed the Mercier Bridge.

Allen's short film *Someplace Better*, tells the story of an elderly Dene widower who kills his abusive grandson in self-defense. Expecting the worst, he calls on an old friend to help him prepare for a journey to the spirit world, while a young Dene police officer must decide what to do when he discovers the man's guilt.

For more information about the Local Heroes International Film Festival, visit the National Screen Institute website at www.nsi-canada.ca

A three-part series examining government in three different Aboriginal communities in Canada will air on *Skylight* March 5, 12 and 19.

The series, *Aboriginal Governance*, produced by Dorothy Christian, looks at how governance is impacted by the Indian Act, focusing on the Adams Lake band in Shuswap territory in B.C.; how the Iroquois Confederacy's traditional system of government has changed over the years in Kahnawake, Que.; and how spirituality and governance work together, also focusing on Kahnawake.

Skylight airs at 7 p.m. ET/PT March 27 will see the world premiere broadcast of *Spirit Wind*, which documents the voyage by members of the Miawpukek First Nation, who in 1999 travelled by birch bark canoe from Conne River, Nfld. across the Cabot Strait to Chapel Island, N.S.

The documentary, written and directed by Catherine Martin, looks at the journey as well as the preparations and obstacles faced by the crew in their attempt to symbolically reconnect the Mi'kmaq Nations with each other, and their ancestors.

Spirit Wind will air at 9 p.m. ET/PT

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Companies commit to the Aboriginal community

By Debora Lockyer Steel
Windspeaker Staff Writer

TORONTO

Can you tell at a glance whether a business has achieved real success in building a relationship with the Aboriginal community? You can now, with the business's use of a hallmark designation earned through participation in the PAR program developed by the Canadian Council for Aboriginal Business (CCAB).

PAR means Progressive Aboriginal Relations. The program encourages companies to assess where they are in terms of their work with the Aboriginal community, plan where they want to be, and measure their achievements along the way in four key areas of activity: employment, business development, individual capacity development and community relations.

"This isn't like an awards program," said Jocelyne Souladre, president and CEO of CCAB. "You earn the right to use the hallmark at the appropriate level, so it wouldn't be one outstanding initiative that would get you a PAR [hallmark]. You would have to show demonstrated results and visible progress in each of the four areas."

The companies involved have to demonstrate, in a tangible way, their commitment to a relationship with the Aboriginal community that is based on trust, respect and mutual self-interest, she said.

There are four PAR hallmark designations: commitment, bronze, silver, and gold. Ten companies have joined the PAR program so far, and two of those have achieved advanced standing. Donna Cona, an IT business that is Aboriginal owned and operated, has earned the right to a silver designation, and Xerox Canada has earned a bronze. At

"The Aboriginal community as a whole, I think, will want to work with companies that have made a genuine commitment and can show that they've actually made progress."



— Jocelyne Souladre, president and CEO of the Canadian Council for Aboriginal Business

the commitment level are Alberta Pacific Forest Industries of Boyle, Alta., BP Canada Energy Company out of Calgary, Cameco Corporation of Saskatoon, Casino Rama of Rama, Ont., Pharmacia Canada of Mississauga, Ont., Piruqsaijit of Rankin Inlet, Nunavut, Sodexo Marriott Services Canada of Montreal, and Syncrude Canada of Fort McMurray, Alta.

"At the commitment level, all the company has to do, essentially, is to sign a letter of intent that says, 'We have, or we will have in the next year, policies dealing with the four areas PAR looks at,'" said Soularde. "And what that's designed to do is to make it as easy as possible for a company to say, 'I want to do this,' but at the same time give them enough time that they can start to work on the various issues and quadrants of activity."

Once the company is committed to the program, it has the right to use the commitment hallmark that says its registered. It can use this hallmark for one year while it assesses its current status in the four areas of activity. Within this year, the company has to apply to have this assessment verified by an inde-

pendent party—the National Quality Institute (NQI)—which will perform a verification of each of the applications for recommendation beyond the commitment level.

An NQI recommendation goes to a jury for a final look, and if the jury decides the company has met the standard, then the company is designated a bronze, silver or gold hallmark.

"Generally speaking, a company that is at a bronze level is a company that, by and large, is really setting its plan, allocating resources, establishing what its targets are, and...deciding who's going to drive it," Soularde said.

"At a silver level, that is again, generally speaking, you've got the companies that are achieving results. They're past the setting goals stage. They are actually at a stage where they've set the goals and they've been able to say, 'OK, we've made this one. We've made this one. Whoops, we didn't make that one...' A company at a silver level is one that has been doing this for a while and has had some successes in terms of meeting their own goals and objectives." (see Hallmark page 19.)

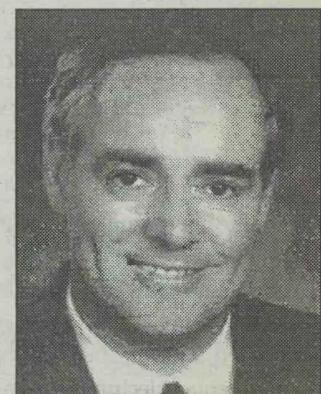
The PAR Jury



Chief Roy Whitney, Jr., Chair

Roy Whitney has served as chief of Tsuu T'ina Nation in southern Alberta for 14 years. He led the negotiations that established the nation's company, Wolf Flat's Ordnance Disposal Corporation, which has international credentials in de-mining and ordnance disposal. His efforts in creating business opportunities for other Aboriginal people are well known through his appointment in 1996 as chair of the National Aboriginal Economic Development Board.

Perrin Beatty was elected to the House of Commons as a Progressive Conservative in 1972, and in 1979 was appointed Minister of State (Treasury Board). At the time, he was the youngest person ever to serve in a federal Cabinet. He held six additional portfolios in subsequent PC governments. Beatty was appointed president and CEO of the Canadian Broadcasting Corporation in 1995. He was appointed president and CEO of CME in 1999. He is married and has two sons.



Perrin Beatty



Cynthia Bertolin

In both her volunteer and professional life, Cynthia Bertolin has worked to make her belief that 'there can be no self-government without self reliance' a reality for Aboriginal people across Canada. She is a member of the Alberta Bar and was appointed to the Provincial Ministerial Justice Advisory Committee. She was also appointed vice-chair of the National Aboriginal Economic Development Board in 1996. Until 1997, she chaired the Board of Apeetogosan Development Inc.

The PAR Jury continued on page 15.



"Congratulations to the Canadian Council for Aboriginal Business for the launch of the Progressive Aboriginal Relations (PAR) program!"

From the people of Xerox Canada

The Xerox Canada Aboriginal X-Team, taking action for positive relations with the Aboriginal community. From left to right — Rear row: Cam Hyde, President; Dan Brennan, VP Xerox Business Services; Lee Ahenakew, Aboriginal Program Manager; Beth Medhurst, VP of Human Resources; Greg Jones, VP of Marketing. Front row: Jenny Johnston, National Manager of Recruitment and Diversity; Jean-Francois L'Herneux, Manager Contracts Procurement; Violette Lareau, Director of Human Resources Operations; Wayne Cripps, Contributions Manager. Missing: Al Varney, VP General Markets Organization.

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Kelly Lendsay

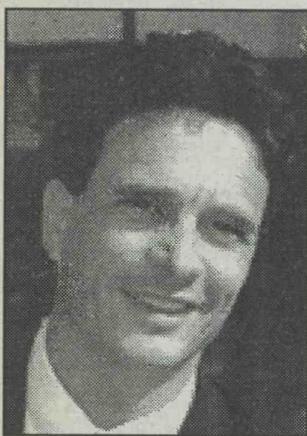
Wayne Dunn's back combines trapping, commercial fishing, logging and prospecting work with a Master's degree in business from Stanford University and more than 15 years as a professional consultant. He was a member of inter-Indigenous development partnerships and worked with Indigenous organizations throughout the Americas. He is a member of the World Business Association and a frequent lecturer on community relations, Indigenous development and corporate social responsibility. He is a Stanford Sloan Fellow and president of Wayne Dunn Associates Ltd of Mill B...

"[The jury] is... You know that... independent... look at some... application, a... then, using th... decide whethe... a go or not."



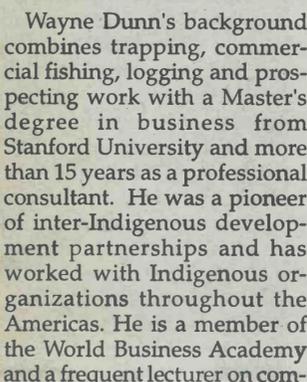


The PAR Jury



Kelly Lendsay

Kelly Lendsay is recognized as one of Canada's foremost designers of innovative Aboriginal stratagems for reaching economic parity with the rest of Canada. A proud Canadian of Métis, Cree and European ancestry, Lendsay earned his MBA in 1993 and became the first director of Aboriginal Business Programs at the University of Saskatchewan in 1996. There he helped to start Canada's first MBA with a specialization in Indigenous management. He is president of the Aboriginal Human Resource Development Council of Canada.



Wayne Dunn

Wayne Dunn's background combines trapping, commercial fishing, logging and prospecting work with a Master's degree in business from Stanford University and more than 15 years as a professional consultant. He was a pioneer of inter-Indigenous development partnerships and has worked with Indigenous organizations throughout the Americas. He is a member of the World Business Academy and a frequent lecturer on community relations, Indigenous development and corporate social responsibility. He is a Stanford Sloan Fellow and president of Wayne Dunn & Associates Ltd of Mill Bay, B.C.



Jocelyne Soularde

"[The jury] is one removed from NQI. You know that it's really an independent body of people that will look at some documentation, an application, a recommendation and then, using their own knowledge, decide whether the recommendation is a go or not." —Jocelyne Soularde

PAR takes shape with the help of corporate Canada

By Debora Lockyer Steel
Windspeaker Staff Writer

TORONTO

The Progressive Aboriginal Relations program (PAR) began as a germ of an idea in late 1998 and began to take form in the mind of Jocelyne Soularde, president and CEO of the Canadian Council for Aboriginal Business (CCAB), in early 1999. A steering committee was formed of Aboriginal and non-Aboriginal business people, from both large and small companies, and began to work through a process to discover what the program should look like.

A Progressive Aboriginal Relations workbook was drafted and a pilot project launched in the spring of 2000. In the pilot were four companies: Xerox Canada, BP Canada Energy Company, Casino Rama and Donna Cona.

"I didn't want to put out material that was not clear, or was incomprehensible, or didn't work," said Soularde, "so we thought that by pilot testing it, in a real world way, that we would probably come out in the end with a better program, which is what happened."

As its part in the pilot, Xerox assembled a team of about 10 people from a variety of departments within the organization, including some very senior people, to work through the first draft.

"We had questions going through it," said Xerox spokesman Lee Ahenakew. "There were times when we didn't know how to answer the question."

Xerox was able to give CCAB some feedback on areas where there was some confusion or where there were areas missed, and with that, and the feedback from the other companies, CCAB went back to the drawing board for draft two.

"They weren't getting it when

they were reading the material," said Soularde, "so we went through, all told, probably three rewrites of the material."

As they were rewriting the program, more thought was given to what would encourage companies to dive in, she said.

Xerox worked through the final draft of the PAR workbook between October 2000 and January 2001.

The process was a valuable one.

"I think the most valuable thing about it," said Ahenakew, "is it gave everyone at Xerox a goal to work towards and made everyone look really closely at our business planning process. When it comes to community activities and supporting the community, it's not always done in a business fashion. You don't take the same thorough process, in most cases. This really made us go through a thorough process and to make sure we weren't missing any part of Aboriginal relations."

Ahenakew said it pulled the Xerox team together and got them focused on a goal—the PAR certification process.

"It made us really evaluate the things we're doing in a proper way and gave people the step by step process on how to look at Aboriginal relations in a comprehensive way, to make sure we are doing everything we can to work with the Aboriginal community."

For its part in the process, Casino Rama's goal was to help create a program that was practical.

"We didn't want it to be intimidating or too onerous for the companies," said spokesman Kevin Wassegijig. It was important that the program be useful to the companies involved.

He said the PAR process helps companies not only focus on Aboriginal relations, but open doors for the many other ways companies can make a differ-

ence in the Aboriginal community.

"Whether it's through an internship program or lending their expertise maybe on a committee, getting involved in the community in other ways. In term of a financial relationship, those are always good, but, you know, there are other ways that companies can help out the community."

A major challenge faced by the program was to make it adaptable to both large and small companies, local and national.

"We wanted the program to be inclusive rather than exclusive and a small company, maybe a five person operation, maybe they're able to sponsor a kids hockey team from the local community, or maybe make a contribution to the girls baseball team. That means something and those kinds of things can be measured through PAR and verified and it's not set up so they can't participate."

With the bugs worked out by the end of last year, the PAR program was ready for the business community and 10 companies jumped into the process.

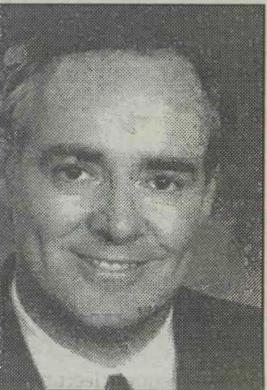
"It was a logical thing for us to do," said Camille Therrien, business development and Aboriginal relations director for Sodexo Merriott Services, a catering and housekeeping company that operates Canada-wide. He said one of Sodexo's vice-presidents was part of the steering committee that helped set the parameters of PAR.

"We could probably be certified bronze right away, but we decided not to do so. We wished to go step by step, make sure that our plan is achievable, the objectives are achievable, that we will meet and maintain them."

The program, said Therrien, is not difficult to work through if you are committed to doing what you state you want to do. (see Focused page 19.)

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oy Whitney has served chief of Tsuu T'ina Nation in southern Alberta for years. He led the negotiations that established the nation's company, Wolf's Ordnance Disposal Corporation, which has international credentials in mining and ordnance disposal. His efforts in creating business opportunities for other Aboriginal people are well known through his appointment in 1996 as chair of the National Aboriginal Economic Development Board.



Erin Beatty

both her volunteer and professional life, Cynthia Polin has worked to make belief that 'there can be self-government without reliance' a reality for original people across Canada. She is a member of Alberta Bar and was appointed to the Provincial Ministerial Justice Advisory Committee. She was also appointed vice-chair of the National Aboriginal Economic Development Board in 1996. In 1997, she chaired the board of Apeetogosan Development Inc.

ed on page 15.



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Special Focus

Verification key to program credibility

By Debora Lockyer Steel
Windspeaker Staff Writer

TORONTO

"I think what we have here is something unique and innovative," said Dan Corbett, president of the National Quality Institute (NQI) about PAR, the Progressive Aboriginal Relations program offered by the Canadian Council for Aboriginal Business (CCAB). "I'm not aware of any similar type program around the world. As this is just really getting started, I would hope, over the years, that more and more corporations get involved with this because ultimately it will have a significant impact on the economic and social development of the Aboriginal groups the Canadian Council is trying to represent."

NQI is a not-for-profit organization working across the country on what is known as strategic quality issues, which really has to do with an organization's excellence, Corbett said. NQI has helped develop the PAR assessment process with CCAB and verifies a company's application for a bronze, silver or gold PAR hallmark.

This is not a new process to NQI. For the last 17 years, it has run a program called the Canada Awards for Excellence, a program for both public and private sector organizations that, again, go through a verification process to determine their excellence.

"We like the idea that [PAR] is associated with the National Quality Institute. It carries with it the same kind of certification approach like ISO 1401," said Jamie McIntyre, manager of human resources at Cameco. ISO 1401 is a high profile, international environmental standards certification familiar to businesses around the world and similar to the PAR process.

The verification process is meant to help an organization that has strategically said 'we want to find ways to effectively work with Aboriginal communities,' said Corbett. The PAR program is a way to help an organization put a strategy in place.

"This is a program that organizations are voluntarily entering into, number one. Number two, from the point of view of the Canadian Council for Aboriginal Business, we want to ensure that the program

has credibility. So that's why the verification process."

NQI is an objective third party, said Jocelyne Soularde, CCAB president.

"You don't want to ruin the program by bragging that you've done this and that, if in fact you haven't done it. So it's a check in the system."

After the verification process, NQI makes a recommendation on the standards met by the business, and that recommendation, along with the company's application and documentation, goes through a final and independent assessment by the PAR jury.

This final check is to keep the program absolutely clean and as credible as is possible, said Soularde.

With all the checks and balances in place, she says a PAR hallmark can communicate a great number of things.

"We would hope that it would communicate that here's an organization that is certainly working towards making sure that they are aware of Aboriginal issues and that it is an organization that clearly understands the issues in an Aboriginal context. It would provide for

organizations that would want to work with this particular company some level of assurance they are in fact doing what it is they say they are doing," said Corbett.

"Hopefully, it will communicate that Casino Rama is committed to the Aboriginal communities, certainly for our case in Ontario," said Kevin Wassegijig. "But in a larger perspective, as the hallmark gains recognition and more companies become involved, it will be out there and more and people will recognize it as a company that's trying to make a difference."

His company at the commitment level, Sodexo Merriott Services spokesman Camille Therrien agrees.

"It's telling them that they are dealing with people that are dedicated to achieving successful partnerships and helping communities to develop themselves, and really a company that is dedicated to contribute to the economic development of a group where ever they work."

Anybody can say they are working with the Aboriginal community, but PAR proves their worth. Investigating the substance behind an organiza-

tion's claims is always good advice, said Therrien.

"Just make sure that before signing any agreement you validate and you verify these guys and this company. What's his story? What's his capacity to finance? What's his capacity to train people? What are the development programs they have? And not only on paper. Go and visit and try to get recommendation from actual partners."

"I strongly believe that [Aboriginal organizations] would avoid very, very, very painful experiences. Dealing with a PAR-certified company would probably take away [the pretenders], in my opinion."

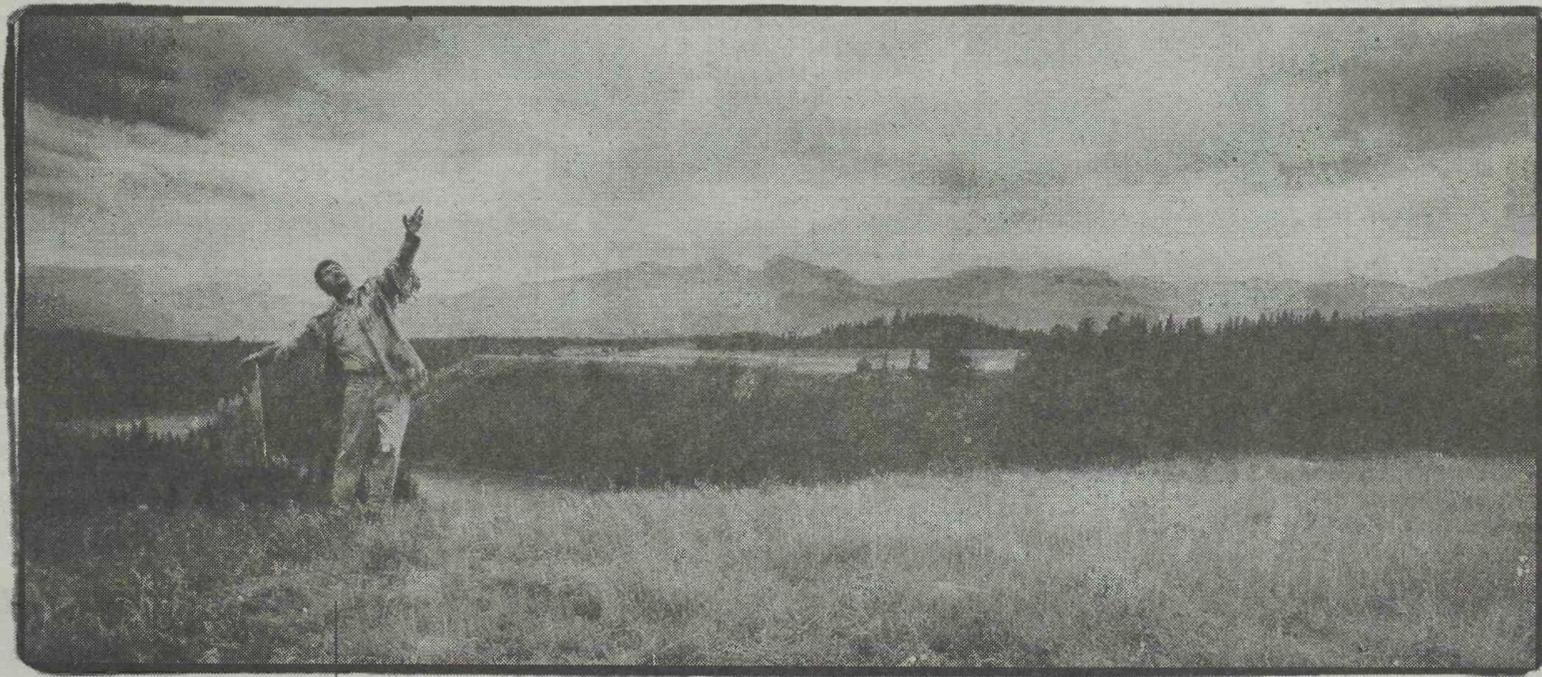
Hilary Rebeiro of Piruqsajit of Rankin Inlet takes a different approach, putting the onus on any future business partners.

"I'm hoping it would communicate to them that, one, we would expect them to do their damndest to ensure that Inuit are employed and developed."

Wassegijig goes further.

"It certainly raises our expectations. Certainly, as the program grows and other companies get involved and they have the PAR hallmark as well, that's going to mean something to us."

Aboriginal Artist, Fred McDonald



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Securing Canada's Energy Future

Time

By Debora Lockyer Steel
Windspeaker Staff Writer

TORONTO

The business landscape in Canada has changed while many companies to see the writing on the wall two decades ago, other than just waking up to the economic reality across the country.

"What used to work 30 years ago, 30 years ago, just doesn't work any more," said Jocelyne Soularde, CEO and president of the Canadian Council for Aboriginal Business (CCAB). "You can't as a company wander into an area and whatever it is the company can do. You really need to be connected to the communities that are doing business in."

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PAR
Special Focus

Share the vision of progressive companies

(Continued from page 17.)

One of Sodexo's core philosophies is to contribute to the economic development of the countries in which it operates. And that philosophy extends to its work in provinces, territories and First People's communities.

"We hire the people where we work. It's not only because we're good guys. It's because we're smart. We believe it costs us less, and we can train people and develop these people in our trade, if they like that."

"What we're doing right now is we're going further than trying to hire Aboriginal people. What we do is we try to promote them to management positions. . . One of my very strong beliefs is we will get to 100 per cent Aboriginal personnel on sites when we have Aboriginal managers."

Donna Cona, the first company to receive a silver PAR designation, is an Aboriginal-owned and operated information technology company based in Ottawa. Last year, company president John Bernard won a National Aboriginal Achievement Award for business and was named one of Canada's Top 40 business people under 40 years of age.

"I think Aboriginal companies are entering a different phase right now in terms of their business development."

"It's like driving your car home by the same route everyday. You may not think about it, but you get there, because our mindset is logged on that chart, that course of action."

—Hilary Rebeiro, Piruqsajit

There's been a strong emphasis, and PAR was part of that, encouraging companies to partner, encouraging Aboriginal employment, encouraging Aboriginal training. This is all part of the PAR program. And even before the PAR program came out, we were a leader in this area and we're very proud of it," said manager of marketing and business development Anna Molley.

Donna Cona has put a very strong emphasis on hiring Aboriginal people, mentoring them with the company. The process starts with its work in schools, encouraging Aboriginal students to finish their high school studies and consider careers in information technology.

In that endeavor, Donna Cona has set up a \$60,000 scholarship at Trent University for students pursuing an IT career.

Xerox Canada also went into the PAR program with a good

Aboriginal relations plan, said spokesman Lee Ahenakew. There are about 30 individual activities, he said, that Xerox involves itself in this area, including an impressive scholarship program.

But now that it's gone through the PAR workbook and verification process, that plan is better than ever.

"I'm really confident that our Aboriginal relations plan is very comprehensive and we are working with the Aboriginal community in every way that we feasibly can.

Ahenakew said Xerox's strong commitment to the Aboriginal community began in the early 90s. "Xerox is a company that likes to take action. I've never been anywhere that is [more] action oriented, so it's a company that when they say they are going to do it, they do it," Ahenakew said.

Part of the Inuit culture is understanding and being without even thinking, said Hilary

Rebeiro, general manager of Piruqsajit of Rankin Inlet.

"It's like driving your car home by the same route everyday. You may not think about it, but you get there, because our mindset is logged on that chart, that course of action."

He said many southern companies have to really think about Aboriginal relations, because it's not part of their mindset.

"They have to make a conscious effort and a special program to do the type of things that we do naturally."

Piruqsajit is an administration company for several privately owned Inuit development corporations that began with the vision of a "forward thinking" Elder who thought that Inuit should be masters in their own land. Today, Piruqsajit has grown for their 150 shareholders—"average, run-of-the-mill people," Rebeiro said—assets totaling about \$80 million.

Piruqsajit's main business is real estate, and began when a group of Inuit invested \$200 to \$250 each to purchase their first property. Now the company is branching out. They are even eyeing investments in the energy sector.

"Nunavut is, I think, the last underdeveloped frontier in all of North America. The resources that are proven below the surface of the earth are in the billions of dollars. They're proven,

in terms of gold, in terms of diamonds, in terms of platinum, palladium, oil and gas. It's all there."

But it will take time, because what is more important to the Inuit than economic development is a respectful approach to unearthing the North's riches without forever damaging it.

As part of its overall development plan, Piruqsajit seeks out partners and associates that share its goal of developing and growing the Inuit economy for Inuit.

"We want to hire Inuit first, and we make no bones about it because we want to see them grow and develop. We use Inuit firms as a first priority," said Rebeiro.

When there are no Inuit with the required training to do a job, Piruqsajit will hire a person from the south with the understanding that that person will take on an Inuit as his understudy. It may cost more for both workers, said Rebeiro, but that's the commitment.

As for supporting community activities, Piruqsajit again supports activities that share the company's vision.

"The growth of young people in the cadets, for example, which are 99 per cent Inuit in the cadets. They grow future leaders and they monitor their homework from school and they try to develop a well-rounded person. We contribute to that."

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Hallmark designation proves progress

(Continued from page 14.)

At the gold level, said Soularde, are the companies that can demonstrate sustained leadership in the area over time.

Coming into the PAR program at the commitment level allows companies the opportunity to develop the best possible strategies and policies to access the Aboriginal marketplace.

"A lot of companies focus on the employment side and forget, or don't realize, that there are 20,000 Aboriginal businesses out there. So a key part of what they should be thinking is not just how many Aboriginal employees do I have, but how many Aboriginal contractors and suppliers am I outsourcing my goods and services to," said Soularde.

Individual capacity development refers to the kinds of education and training initiatives a company would undertake to develop the capacity of individual Aboriginal people, who may or may not be current employees.

Soularde cites the Xerox scholarship program, now in its tenth year, as an example.

"That is helping to make those kids who get those scholarships potentially better employees, even though they're not currently employed... Individual capacity development can mean programs like mentoring and access to training dollars for people who are employees, but it distinguishes itself from employment because a lot of the activities that might happen in that sector are, for example, for people who are not technically employees."

Focused activity

(Continued from page 15.)

"It must not be taken lightly. Certainly not. You know, being certified is one thing. Keeping the certification is another."

He said there is only one thing worse than not being certified, and that is losing the certification because you can't maintain your commitment.

The first draft of Sodexho's workbook plan went to its president at the end of February. The company's goal is to be verified at the bronze level by December.

Hilary Rebeiro thought the PAR program was a natural fit. Rebeiro is the general manager of Pirqusajit, located in Canada's newest territory, Nunavut, an administration company for several Inuit development corporations involved in real estate.

"When I heard about it and I heard about the four criteria I thought to myself, 'we are doing all of these things. Why shouldn't we be a part of this, even though we're small?' And I spoke to Jocelyne and said 'we'd like to volunteer

Soularde said the community development quadrant is sometimes the most difficult area for some companies to work in.

"It's a lot more difficult than when you're a company operating in a remote area surrounded by reserves. Then you know who your community is. But when you're a company like Xerox, or others, you have to really sit down and say, 'who are they? How do I find them? How do I access them? How do I figure out what they would like for us to do as a company?'"

PAR works on a points system and recognizes the work already being done by the companies that come into the program. The maximum PAR score is 400 points. CCAB provides a self-assessment workbook to determine the points already achieved. A company that scores up to 160 points can earn the bronze hallmark. A minimum of 280 points is required for silver and 320 points earns the gold PAR hallmark.

"One of the key ideas behind PAR is that it is a journey and a process," Soularde said. "It's not a one shot. It's not a quick hit. It's not easy answers. It's not 'Oh, get this logo on, and I'll be happy and I know I'll never have to actually do something about this.' PAR is about a systemic process that allows companies to meet their business goals, but in a strategic way."

Soularde said "the Aboriginal community as a whole, I think, will want to work with companies that have made a genuine commitment and can show that they've actually made progress."

Pirqusajit to be one of these companies.' And she said, 'Oh, they'd be pleased to have us.'"

Pirqusajit is at the beginning of its journey through the workbook, but it's hoping to be a pioneer for other companies in Nunavut that are not aware of the PAR program, or the CCAB.

"By raising this awareness and getting this recognition it would cause other companies to come forward and be more of an active player in the CCAB umbrella, which I think is a fine, worthwhile and honorable type of program to be part of," he said.

With a silver level PAR hallmark tucked into its portfolio, Donna Cona couldn't agree more.

"We're really excited about this, but we need more companies to come on board and participate in the program and really make a difference within the Aboriginal community," said Anna Molley, manager of marketing and business development. "To me that's success."

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Breaking free of the Indian Act

(Continued from page 10.)

"It cannot be raising of hands... it couldn't be secret ballots, because they're all contemporary and European in nature... so we have to reclaim the systems that were there in our terms of how a decision was made.

"So what it is, I will take the Eagle staff that is the flag of the nation, that represents all people. I will go to the east, where an Elder will take the eagle staff, and he will say something to the effect in our language that that law that is in front of you today is a law that you believe will benefit the collective well being of our children. Do you agree with that?" The people if they agree, say so in their own language. The process is repeated for the remaining three directions.

"When he gets back to the east, if there is no opposition, he will be clear this is the decision of the nation. There's no resolution under our national law in our national assembly.

"But I'll tell you, when that national childcare law, when the Elder raised the staff and said, 'This is now a national law,' the people jumped to their feet screaming and yelling. I have been a chief for many years in my own community. I have been to many, many assemblies. I have never seen this energy."

Jourdain said they still have a lot of work to do and he anticipates growing pains on the way to reasserting themselves as a nation.

He said the youth are interested in learning their language, "because once the systems of the nation that were there prior to contact come back, it's almost like you have to revisit yourself. Because there are certain laws that go with that. The ceremonies that

have to come back. The teachings that have to come back.

"You have to live something to have spiritual impact. So as this thing proceeds... you will force people, out of wanting to find out who they are."

"Probably 70 per cent of our nation are 30 and under," he said, adding he hopes Canada recognizes that "what is happening here is a solution.

"If there is no meaningful system in place to deal with the Anishinaabe people, it is just going to worsen. People are going to get hurt."

Jourdain sees no conflict between reclaiming culture and traditions and using what works from today's world to advance their people. He said they will harmonize Anishinaabe laws, where appropriate, with those of the dominant society.

For example, "There's a law under child care being developed right now. But the technical people, the people that have the masters degrees in social services, they're all part of this team across the territory. And there's certain places where you have to bridge... [Native and non-Native] laws will sit parallel to each other."

But he cited another instance where in his community he refused to make a law under the Indian Act to deal with a significant drug dealing problem.

He took his authority from the Anishinaabe constitution instead.

In Jourdain's community, if someone is caught using or selling drugs, they are banished for 10 days the first time, 30 days the second time. For a third offence, "you would be banished indefinitely and you would have to give up your Indian status card."

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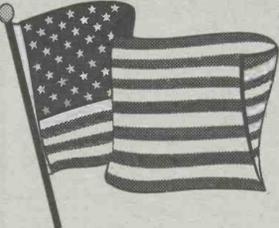
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By Marjorie Roden
Windspeaker Contributor

CALGA

Imagine being given a chance to prove your worth in a dream career. You are given less than 60 minutes to demonstrate your skills, not only to several professionals in the field, but to millions of complete strangers. Now imagine that there are other individuals also invited to do the same. All this before the critical gaze of the media, scrutinizing every move.

Now imagine that you are 17 years old.

This was the case for 40 Canadian Hockey League players invited to the sixth annual C Top Prospects game held Feb. 24 in Calgary.

The Top Prospects Game is a relatively new annual hockey event. The top 40 junior hockey players—eligible for the NHL entry draft in about five months—were invited to play a nationally televised hockey game. It gives the players a chance to show how well they play against and alongside the best draft-eligible hockey talent in the CHL.

The two teams are coached by Don Cherry and Bobby Orr. So far, Team Orr has won three games and Team Cherry has won two.

Two First Nations hockey players were among the prospects.

One was 6'2", 221 lb C King, who plays for the Guelph Storm team in the Ontario Hockey League. The 17-year-old is from Thunder Bay, Ontario and was ranked 27th among North American skaters by the Central Scouting Bureau.

The other First Nations player was the Western Hockey League's Jordin Tootoo, who plays for the Brandon Wheat Kings. The 5'9", 185 lb forward is ranked 96th among North American skaters. He came from Rankin Inlet, Nunavut, hockey. This past summer, Tootoo played for the Canadian National

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ESSENTIAL

Top coaches praise top hockey prospects

By Marjorie Roden
Windspeaker Contributor

CALGARY

Imagine being given a chance to prove your worth in your dream career. You are given less than 60 minutes to demonstrate your skills, not only to senior professionals in the field, but to millions of complete strangers. Now imagine that there are 39 other individuals also invited to do the same. All this before the critical gaze of the media, scrutinizing every move.

Now imagine that you are just 17 years old.

This was the case for 40 Canadian Hockey League players invited to the sixth annual CHL Top Prospects game held Feb. 7 in Calgary.

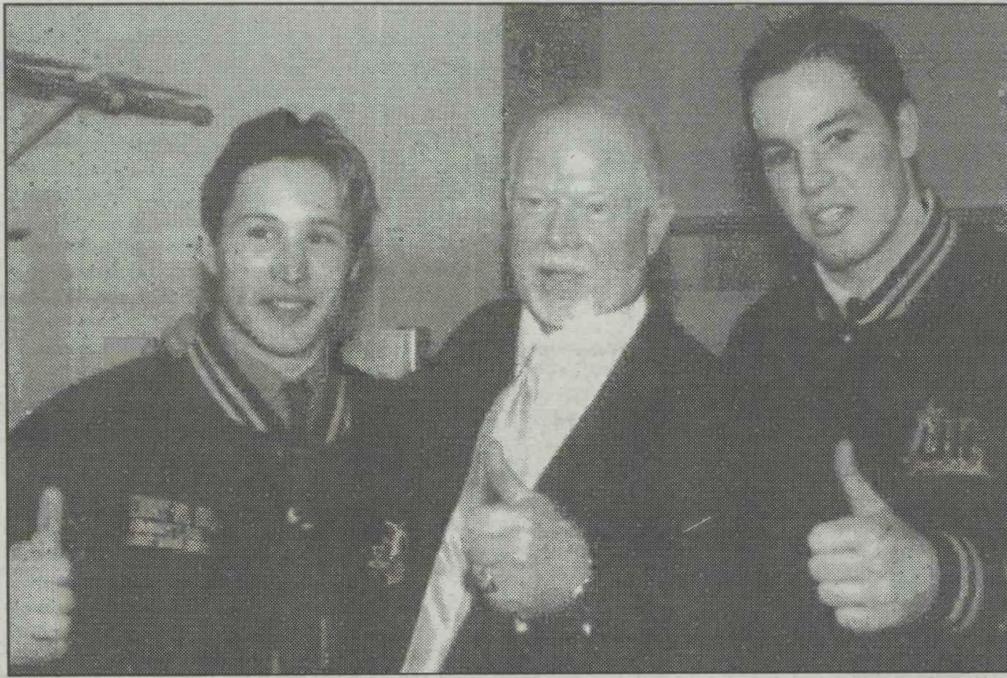
The Top Prospects Game is a relatively new annual hockey event. The top 40 junior hockey players—eligible for the NHL entry draft in about four months—were invited to play in a nationally televised hockey game. It gives the players a chance to show how well they play against and alongside the best draft-eligible hockey talent in the CHL.

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The other First Nations player was the Western Hockey League's Jordin Tootoo, who plays for the Brandon Wheat Kings. The 5'9", 185 lb forward is ranked 96th among North American skaters. He calls Rankin Inlet, Nunavut, home. This past summer, Tootoo played for the Canadian Na-



PHOTOS BY MARJORIE RODEN

It's thumbs up for Jordin Tootoo, Don Cherry and Colt King attending the Top Prospects Game in Calgary on Feb. 7.

tional under-18 team. He was named team captain and led Team Canada to the gold medal at the Four Nations Cup held in Slovakia.

On Feb. 6, the players were up early for a skills competition at the University of Calgary campus.

King was on Team Purple;

Tootoo was on Team White. At lunch it was decided that Don Cherry and Bobby Orr would coach the respective teams.

Tootoo said, "We get to meet a lot of new guys. These are the top-notch players in Canada, and I'm looking forward to looking up to some of these guys and taking a few pointers from the boys. We've got to work hard, and do what we do best."

He said he was "trying not to think about" the skills competition. "My legs are a little nervous," admitted Tootoo. "I think I'll be all right."

Tootoo was indeed all right. He had the hardest shot of all the prospects; his "slow" shot speed was 92 mph and the high speed shot clocked in at 96.1 mph.

The game ahead was on Tootoo's mind.

"I'm just going to do the same whatever I'd do in any other game, and I'm just going to go out there, play my game, and not change anything. It's only one game, so it's just like a regular season game for me."

Tootoo said the fans should not expect him to drop his gloves, something that he's earned a reputation for in the Western Hockey League.

"If it happens, it happens. I'm just going to go out and play above my size, like I usually do . . . I'm not going to go out looking for it, because it's a game where I have to show what I got, and I'm not out there to run around and hurt guys and stuff."

King is also a physical player.

"I like to play physical, take the body. I play hard-nosed, up and down my wing. I'm more like a power-forward, I guess. That's the terminology you could use. Everything, all my other game, just wraps around my physical play. If I play physical, it opens up more ice, more skating room, more room to make more plays."

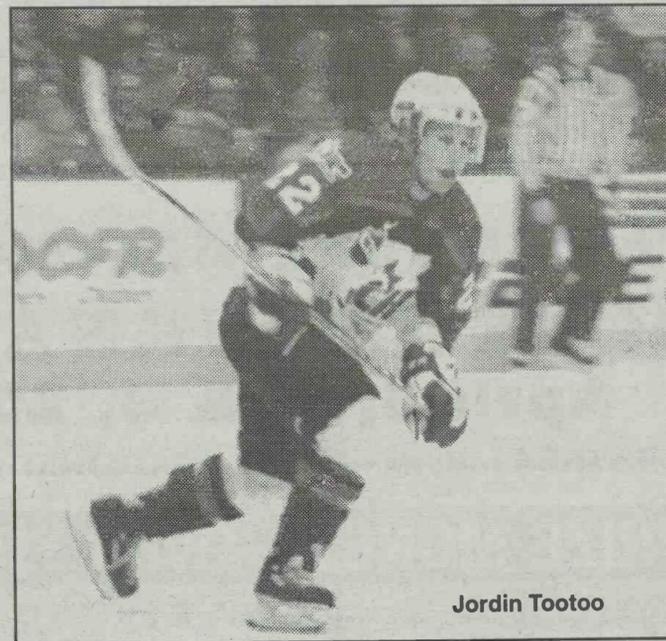
King said when he went on the ice for the skills competition he "was just hoping that they'd look at the results rather than watching the actual competition, but I'm happy with it. It went better than I expected it to go. It wasn't really all that bad. There were other guys who were feeling nervous, too, so we're all feeling the exact same thing."

King said there were a lot of strong players on Team Purple, which Don Cherry coached.

"I don't know what [the White] team looks like, but I think we've got a really good shot at winning this. It's going to be a really good game, really fast-paced. I'm really excited to play," he said before the game.

King's tough talk extended to extreme action on the ice.

"My gloves aren't glued on. If someone wants to challenge me, I'm not scared to fight. It's just something that happens in the game. I play tough, and I play physical, so I expect to see something like that happening. If it happens, it happens, but I'm not going to look for it unless things get out of hand, and people start getting chippy or whatever." (see Top prospects page 22.)



Jordin Tootoo

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MARJORIE RODEN

Colt King takes to the ice on Team Cherry in the Top Prospects Game in Calgary.

Top prospects impress

(Continued from page 21.)

Unlike the NHL All-Star game held in Denver less than a week earlier, where more than 20 goals were scored in the 60 minute game, the score in this game was slightly closer. Team Orr won 5 to 3 over Team Cherry.

After the game, both Tootoo and King were pleased with how the Feb. 7 game turned out.

King, who played on Team Cherry, said, "It was really exciting. It was a really fast-paced game. I don't know, it was really fun to be in, a great experience. It was pretty much what I expected. I expected a lot of good talent and a lot of speed, and a lot of physical play, and it was all there. It was a pretty good game, I thought. It could've went either way, but unfortunately for us, we couldn't get any bounces.

"All the scouts were here watching, and I just wanted to show them what I could do."

Tootoo played for Team Orr. Along with the euphoria of winning the game, he was also pleased with his own performance.

"It was a lot of fun, it was good to win. Like I said, it's good to meet new friends, and this is going to be a game I'll cherish for the rest of my life.

"It's a great bunch of guys, and you know, I had the best NHL player (Bobby Orr) coaching behind me."

After the game, King's family waited to visit with him for a few minutes and commented on his on-ice performance.

Joannie Malcolm, Kings's mother, said, "I thought he did really well. He was playing with all the same bracket of hockey skills, so he did really well."

Malcolm and her sister came from Thunder Bay to watch the game.

King's uncle, Gary Goodwin, said, "I thought he played a great game tonight. Solid hits, smooth hands. He had some nice passes."

"I think he probably played a game that Don Cherry would like," said his aunt, Debora Gilliam.

Both Orr and Cherry had positive things to say about each of the players.

"I thought he was great," said Cherry of King.

"I think I played him to death. I had him on about four lines when we got injuries. He played a great game. I think he played about 40 minutes tonight, so I really think a lot of him. He's a nice big kid."

"I thought Colt played great

tonight," said Orr, who watched him from the opposing bench.

"I've seen him play a lot up in juniors. I've watched him the last couple of years. Tonight was, I think, the best game I've ever seen Colt play. He was taking the body, handling the puck. I thought he played great."

When asked about Tootoo's performance, Orr said, "Is he a hard rock or what? He's a tough kid. Everyone's always talking about size in our game, and if there's one player that's not real tall, but he's just as strong as a horse, and if there's one, he's looked at as small. He's not 6'4". He's one that could play in the National Hockey League. He's got a heart as big as this rink, and he plays very, very well. I was really impressed with Jordin."

Cherry was also very impressed with Tootoo.

"Tootoo, I wish I'd have had him in the Boston Bruins. He looks like he should have played for the Boston Bruins. I just think he's great, and I don't know if a lot of people know of Stan Jonathon, Brian Killaroy. Bobby Orr said 'he reminds me of Stan Jonathon,' and he's a great hockey player, and he will be in the National Hockey League, there's no doubt in my mind."

Health c

By Cheryl Petten
Windspeaker Staff Writer

OTTA

A new organization has been established to ensure Aboriginal people have a voice in development and provision of their health services.

NAHO, the National Aboriginal Health Organization, was formed last year, growing out of the work of a joint steering committee of Health Canada and the country's national Aboriginal organizations—the Assembly of First Nations, the Inuit Tapiriit Kanatami, the Métis National Council, the Congress of Aboriginal Peoples, and the National Women's Association of Canada.

NAHO is funded through Health Canada, with the federal department committing \$28.35 million to run the organization until March 2004.

The organization is Aboriginal-designed and controlled. The NAHO board of directors is made up of two representatives appointed by each of five national Aboriginal organizations, and five individuals elected from the general Aboriginal population.

"The organization came about as a result of, I think, a lot of hard work by leaders across the country for many years, in trying to l

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FACILITATED BY: CH

Chuck graduated in 1970 in Psychology and Philosophy. In 1977 he obtained his doctorate from International University, San Francisco.

Chuck has practiced martial arts for many years. He has lead workshops in personal development since 1974. He speaks Chinese as well as English.

Lency received her B.S. (Psychology) in 1975 and 1976 from the University of British Columbia.

Together Chuck & Lency have developed the "Psychic Vision" model which they use to help others.

Japan, Taiwan, India, etc. They help others to create a safe, supportive environment for making life empowering choices.

WHAT IS THE "PSYCHIC VISION" MODEL?

The POV Model is the marriage of two models.

SOME PRINCIPALS OF THE MODEL

- As we change our beliefs and attitudes, our attitude, which is the key to the same end.
- We are always in the process of healing and growing. We become the greatest gift to ourselves.
- We construct either heavy or light relationships. They are either heavy and heal relationships or light and heal relationships.
- Problems are opportunities. All healing is done in the present. All healing is done for our personal purpose. It recognizes that all pain is a message and understanding is brought to the surface and our future change is made.
- We are on an evolutionary path. Receiving grace is our aim.

press

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Health co-ordinated

By Cheryl Petten
Windspeaker Staff Writer

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"The organization came about as a result of, I think, a lot of hard work by leadership across the country for many, many years, in trying to look

at how we address the needs of our people," said Dr. Judith Bartlett, NAHO chair.

The aim of NAHO is to improve the health of Aboriginal people in Canada through promotion of health issues affecting Aboriginal people, assisting and promoting research relating to Aboriginal health issues, encouraging Aboriginal people to get involved in delivering health and healing services, and recognizing and promoting traditional Aboriginal healing practices.

"I think we're there to try to make sure that Aboriginal people's priorities are clearly reflected, because I think there's always a danger that there's a loss of focus on that part," explained Richard Jock, NAHO executive director.

Although created last spring, the organization is still in its formative stages. With a board and executive director in place, the task of putting together a complete staff still lays ahead, including recruiting directors for three planned centres—a First Nations centre, a Métis centre, and an Inuit centre.

"NAHO is not a service delivery organization. We're really looking at health policy, the development of an overall agenda for research, of helping to facilitate the access of research dollars to communities," Bartlett said.

Programs on residential schools elicit strong viewer response

By Cheryl Petten
Windspeaker Staff Writer

WINNIPEG

A special two-part special television broadcast aired in February has stirred up the memories and emotions of Native people affected by their residential school experiences.

Residential Schools: Moving Beyond Survival, was produced jointly and aired by Vision TV, the Aboriginal Peoples Television Network (APTN) and CBC Newsworld.

The specials featured four half-hour documentaries about residential schools, two produced by APTN, and two by Vision TV. Each of the three participating networks broadcast the documentaries as part of two one-hour segments. Included in the broadcast was a panel discussion. Panel members included Shawn Tupper, director of the residential school unit for Indian and Northern Affairs, Rev. David MacDonald, special advisor to the United Church of Canada on residential schools, Maggie Hodgson, former residential schools special advisor to the Assembly of First Nations, Janet Brewster, vice-chair of the Aboriginal Healing Foundation, Chief Robert Joseph, a former residential school student who is now executive direc-



(From left to right) Rita Deverell of Vision TV, Rick Harp of the Aboriginal Peoples Television Network, and Anne Petrie of CBC Newsworld.

tor of the BC Residential School Project, and Natalie Des Rosiers, president of the Law Commission of Canada.

The idea to develop the special residential school programs came from Rita Deverell, executive producer of *Skylight*, Vision TV's daily program.

Deverell said the idea of producing the programs came about, in part, because the legacy of residential schools is something that affects two of the networks main audiences — Aboriginal people, and the churches that ran the residential schools on behalf of the federal government.

"I thought, this is a subject of great importance. It's a subject that the bulk of Canadian citi-

zens may not have enough information about; probably don't have enough information about. And if you're involved in either of the first two groups that I named, in a way you have a higher level of literacy about residential schools. But that it's important to discuss these matters with all Canadians."

Because of the importance of the subject, Deverell decided to approach both APTN and Newsworld about the project, with both networks agreeing to get involved.

Each participating network had one host for the programs, with Deverell hosting for Vision TV, Rick Harp for APTN, and Anne Petrie for Newsworld. (see Residential page 33.)

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FACILITATED BY: CHUCK & LENCY SPEZZANO

Chuck graduated in 1970 from Duquesne University with a B.A. (Honour) in Psychology and Philosophy, followed in 1971 with a Masters in sociology. In 1977 he obtained his doctorate in Clinical Psychology from the United States International University, San Diego, California.

Chuck has practiced marriage, family and child counselling from 1982 to the present. He has lead workshops and has been giving lectures in personal development since 1974. His books have been published in German, Japanese, Chinese as well as English.

Lency received her B.S. (Honours) and MS degrees in Rehabilitative Counselling in 1975 and 1976 from the University of Arizona.

Together Chuck & Lency have researched and developed the "Psychology of Vision" model which they teach all around the world; England, Switzerland, Japan, Taiwan, India, etc. Their tremendous compassion, insight and humour create a safe, supportive environment where participants learn essential skills for making life empowering choices.

WHAT IS THE "PSYCHOLOGY OF VISION" (POV) MODEL?

The POV Model is the marriage between psychology and spirituality.

SOME PRINCIPALS OF PSYCHOLOGY OF VISION include:

- As we change our beliefs, we change our patterns. Our direction in life comes from our attitude, which is the result of our continuous choices toward the same end.
- We are always in the perfect place to learn the lesson we most need to learn in order to heal and grow. Our most painful experience, once they are healed, becomes the greatest gifts to ourselves and to others.
- We construct either heaven or hell on earth, depending on what we give to our relationships. They are the means to create transformation. To bond with others and heal relationships create an accelerated path of growth, because healing the distance between us and those around us heals problems.
- Problems are opportunities to heal the pain of the past, disguised as the pain of the present. All healing is part of our general purpose; it leads us towards our personal purpose. It is never too late to have a happy childhood. This recognizes that all pain is misunderstanding. As problems are solved, understanding is brought to past and present circumstances, and our history and our future change for the better.
- We are on an evolutionary path to realize that we are Spirit, on the way to Oneness. Receiving grace and miracles is the easiest way to move toward that aim.

Everyone is welcome!

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 - B. Because of the depth and nature of this workshop we would ask that if you have been in therapy; PLEASE discuss with your therapist your readiness for group therapy.
 - C. The workshop can be a very intense, in-depth experience. Deep unconscious issues may surface, some that you may not be consciously aware of. You will need help. The workshop is a safe, supportive environment to deal with your issues but you need to remember although the workshop is completed, this does not mean the healing process is finished. Issues may evolve or new issues may come to the surface, you need to arrange a plan for after care. You need to arrange beforehand a set of contacts who may consist of family, friends, and counsellors or therapists who can assist and support in your continued healing journey. Your healing journey is a life-long path.

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Space is limited, please register early!

Ringling, hissing, buzzing —it could be tinnitus

What do Barbara Streisand, Captain Kirk, and 10 to 14 per cent of the North American population have in common? The answer is tinnitus (ti-night-us) or (tin-i-tus).

Tinnitus refers to the noises heard in the head when no corresponding sound is present outside the ears. Many different sounds have been described, including ringing, hissing, buzzing, crackling, booming, roaring, clicking, or pulsing.

Almost everybody has experienced tinnitus briefly after hearing loud noises or after getting whiplash or a blow to the head. About one in 200 people will have tinnitus so badly that it affects their ability to lead a normal life.

Persons suffering with tinnitus may also have a sensation of fullness or pressure around their ears and occasionally have pain.

What's the cause?

Common causes of tinnitus are hearing loss (often due to



The Medicine Bundle Gilles Pinette, B.Sc., MD

aging), exposure to loud noises, whiplash injury, a blow to the head, ears plugged with wax, ear infections, and emotional or physical stress. Less common causes include medications, heart and nerve disorders, non-cancerous tumors on the 'hearing nerve' in the head, and abnormalities of the bones or tissues in the ear.

Tinnitus is rarely life threatening.

Tinnitus might be worsened by lack of sleep, excessive alcohol use, or by caffeine or marijuana.

Your doctor will interview

you, examine your head and neck, and may order hearing tests. You may need to see an ENT (ears, nose and throat) specialist.

Can it be treated?

Treatment will depend on the specific cause of the tinnitus. Your doctor may clean ears, prescribe antibiotics, or treat other medical disorders if present.

In general, tinnitus tends to be more irritating at night, maybe because it is quieter and there are fewer distractions. This causes people to have more stress and anxiety, which in turn can worsen the tinnitus. Try to

break this vicious circle.

Relaxation and stress-relieving techniques should be tried. Many techniques have been used, including deep breathing, hypnosis, therapeutic massage, regular exercise programs, and yoga. No one method works for everyone.

Captain Kirk (a.k.a. William Shatner) found great relief in masking devices. Maskers are tiny hearing-aid like devices that produce 'white sound'. White sound may be a soft hush or other sound that is more acceptable than the buzz or ring of the tinnitus. Masking devices "cover over" the tinnitus sound. Proper re-training can decrease the annoying effect of tinnitus.

Re-training is when you change the noise level of the masker regularly to train your ear and mind to get used to the tinnitus.

Other distractions from tinnitus include listening to a Walkman, FM static on the radio, or background music (such

as environmental sounds like waves).

Hearing aids may increase the amount of background noise that you hear around you and 'mask' the tinnitus.

Many medications have been used over the years. The Egyptians used frankincense and oils to treat "bewitched ears." Today there are a few medications that have had success in treating a person's tinnitus. For more information contact your doctor or the Tinnitus Association of Canada.

This column is for reference and education only and is not intended to be a substitute for the advice of an appropriate health care professional. The author assumes no responsibility or liability arising from any outdated information, errors, omissions, claims, demands, damages, actions, or causes of actions from the use of any of the above.

Dr. Pinette is a Métis family physician in Manitoba and host of APTN's Medicine Chest. Contact Dr. Pinette at pinette@home.com

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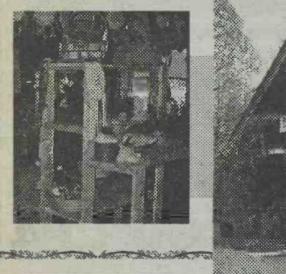
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Windspeaker Staff

The Internet has grown in awareness and use over the last seven years since it became the newest technological tool introduced to business and public use. There are no signs of it becoming just another fad as the use of Internet has become critical to business, much like the fax machine did in the 1980s. The Internet is everywhere. Businesses are finding the speed and ease of sharing documents and other information with clients, employees and suppliers indispensable. It's hard to imagine that we were sending everything via mail and couriers less than 20 years ago.

The Internet has also revolutionized research work. Whether collecting data on political issues, current events, the safest new cars, or investigating your next business contact, the Internet is everyone's fastest

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COMMUNITY EVENTS ARE ON PAGE 8.

How did we live without going online?

Windspeaker Staff

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The Internet has also revolutionized research work. Whether collecting data on political issues, current events, the safest new cars, or investigating your next business contact, the Internet is everyone's fastest

and most convenient source to find what you are looking for—anywhere and anytime. How good the information is depends on who is providing it and how seriously they view the importance of Internet use.

One thing is certain; most people who are regular Internet users can't imagine how they managed without it. If your company hasn't created a detailed online portfolio, you are quickly developing a disadvantage compared to competitors who have made the Internet connection. In today's business atmosphere, speed is of the essence and keeping the customer waiting is almost like locking your doors on your clients. The Internet provides the instant fix many want in their busy schedules.

The Aboriginal community on the Internet has been growing too, as more Aboriginal

companies and organizations start to understand the advantage a website gives their clients, associates and members. People who have moved away from their home communities can feel connected by accessing an online resource from the community. One of the best resources for Aboriginal people is their local news publication accessed via the Internet.

The following short list should help you get started on exploring Aboriginal resources on the Internet. One thing to keep in mind is that most websites also provide links to other sites and some of the best websites will show up in these lists and not on the popular search engines.

The other method is the use of portals (a very large collection of resource links usually arranged by topic), which unfortunately are only as good as the host's dedication to updating

them regularly. Portals are excellent places to find lots of links in one place. If in doubt you can always push that SEARCH button on your web-browser and key in words with your specific topic inquiry.

If you are still unsure or nervous, you may want to start on Windspeaker's web site at <http://www.ammsa.com/windspeaker>.

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GE 8.

Job Fair links youth with potential employers

By Chris Tyrone Ross
Windspeaker Contributor

SASKATOON

More than 500 Aboriginal post-secondary students from across Saskatchewan gathered at the Centennial Auditorium in Saskatoon Feb. 1, as the Federation of Saskatchewan Indian Nations (FSIN) hosted its first Corporate Circle Job Fair. The circle is comprised of a number of businesses from the province working to increase Aboriginal employment opportunities in Saskatchewan.

Some of the province's biggest employers were involved in the job fair, organized to demonstrate the kind of a future Saskatchewan has to offer.

The job fair featured a workshop on career training, with information on developing a resume, finding a job, and preparing for an interview. A trade show was also held, with more than 60 employers taking part, giving students the opportunity to network with employers about career and job opportunities. It also gave students a chance to fill out application forms and hand out resumes in the hopes of receiving a call for an interview.

During opening ceremonies, many of the speakers stressed the importance of Aboriginal participation in the workforce, and why employers need to recognize the growing Aboriginal population. "The future is now, not tomorrow," Saskatoon Tribal Council Chief George Lafond told the students. Lafond explained what it was like to be a young leader and to understand the needs of young people.

"It is our responsibility as leaders to help create opportunities

for the youth, and this is one of your first opportunities to find employment and eventually find a career in Saskatchewan's job market."

FSIN Chief and Corporate Circle co-chair Perry Bellegarde also was on hand.

"We always wonder why there is only 11 per cent of First Nations people employed in the workforce when the average age of young people is 17. Why are First Nations youth not getting the jobs?" Bellegarde said.

"In 2045, 40 per cent of Saskatchewan's population will be Aboriginal, which is why we must all work together to create jobs and educate our young people. When we partner up, everyone wins in the end."

Bellegarde finished his speech by saying, "When our young people become educated and experienced in careers, our social problems will go down, our crime rates, incarceration rates, and unemployment rates will all go down. Today it begins, our mission for the future, our mission for the people." Also present during the opening ceremonies were Saskatoon Mayor Jim Madden, and Corporate Circle co-chair Mark Olson. The Wanuskewin Drum Group finished off the ceremonies with the "find a job" song geared towards the students in attendance.

Organizers of the event such as Rob Merasty were confident that many of the students would find part-time and full-time work after attending the job fair.

"The whole reason behind this is to create jobs for our young people. We want to provide entry level positions in whatever field they're interested in," explained Merasty, who is also executive director of the Corporate

"This proves we have been working towards our initiatives in the Corporate Circle, and proves that partnerships can work to create a brighter future for our people in Saskatchewan."

—Rob Merasty

Circle.

"This proves we have been working towards our initiatives in the Corporate Circle, and proves that partnerships can work to create a brighter future for our people in Saskatchewan."

Brian Smith, a student from the University of Regina, found the job fair to be very helpful in his job search, considering he will be looking for full-time work in the summer.

"I handed out some resumes, and met some employers and also talked to other people who were very helpful. It was a great opportunity for me to get in there and promote my skills. I look forward to next year's job fair as well," Smith said.

Many of the employers that participated in the job fair will be hiring in the next five months, and are looking for post-secondary students to fill positions and begin career training.

For more information on the FSIN's Corporate Circle, check out their new website at www.corporatecircle.ca.



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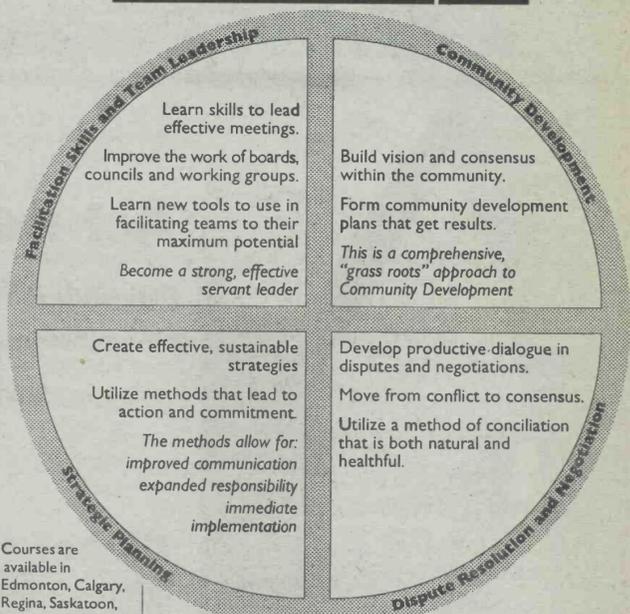
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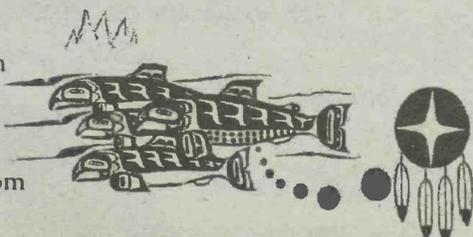
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CD ROM

By Cheryl Petten
Windspeaker Staff Writer

KAPAA, Hawa

A new CD-ROM produced part of the Cradleboard Teaching Project lets children learn basic scientific principles while teaching them about Native American history and culture. Science: Through Native American Eyes provides children with information about sound, friction, and construction of Native American lodges using video, audio, animation and text to teach the science behind each subject, while incorporating aspects of Native culture into the lessons.

The principles of sound section, for example, examines how sound is produced by a variety of traditional Native instruments, including flutes, drums and rattles. Students can also listen to the work of Native musicians through Cradleboard jukebox features.

The principles of friction section looks at the science behind sleds and toboggans, and lets kids put what they've learned to the test by playing an animated game based on the traditional sport of snow snake.

The Native American lodge section looks at a variety of traditional housing styles used by Native Americans, examining both materials and methods used.

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National First Nations Board
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CD ROM looks at science with a Native perspective

By Cheryl Petten
Windspeaker Staff Writer

KAPAA, Hawaii

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The CD-ROM was designed for use by students from Grade 5 up, as well as by adults. It's the first in a series of 15 CD-ROMs being planned as part of the Cradleboard Teaching Project, dealing with different aspects of the project's core curriculum.

The project was founded in 1996 by Buffy Sainte-Marie—singer, songwriter, artist, activist, and former teacher—to give teachers materials they can use to include information about Native American history and culture into teaching of core curriculum subjects. The project offers curriculum units at elementary, middle school and high school levels, covering geography, social studies, history, music and science.

Start-up funding for Cradleboard was provided by the W.K. Kellogg Foundation, which also funded development of the Nihewan Youth Council on Race, another project initiated by Sainte-Marie through the Nihewan Foundation, a non-profit corporation she founded in 1969.

Although the CD-ROM was designed to work within the American school curriculum, the information contained on the disk is equally relevant to students in Canada.

The Canadian content on the CD-ROM is quite extensive. Canada is also well represented in the principles of sound section,

which includes performances by Stoney Park, Red Bull, the White Fish Juniors, Robbie Robertson, and Sainte-Marie herself. As well, 29 out of the 87 items examined in the lodges section are Canadian.

Even without the Canadian content, the CD-ROM would be relevant to Canadian students, because the focus of the disk isn't on teaching specific aspects of Native culture.

"It's about science," Sainte-Marie explained.

"It's not really about the tribes of anywhere. It's about science, and it's not really focused on location. In other words, it's not about tribes in Mexico, but we do mention the Mayans and the stuff that they've done. And it's not about Aboriginal people of Alberta, but we do mention things that just happen to have been done in a certain way in Alberta. So it's really about science."

In addition to working to incorporate accurate information about Native culture into the school curriculum, the Cradleboard Teaching Project also runs a program designed to link non-Native and Native students, partnering classes and giving each class opportunities to share information about themselves and their respective cultures. This is done through the project's interactive website, through e-mail and video-conferencing, and sometimes



FILE PHOTO

Singer and educator Buffy Sainte-Marie is promising to bring her Cradleboard Teaching project to Canada.

through face-to-face visits.

One of the project's newest initiatives is working to expand Cradleboard into Canada.

"We're working on it. We're in the teacher training stage right now. We're training teachers in order to bring it to Canada right now. So it's not as though

it's imminent. But the CD is available to everybody," Sainte-Marie said.

For more information about Science: Through Native American Eyes, or the Cradleboard Teaching Project, visit the project website at <http://www.cradleboard.org>.

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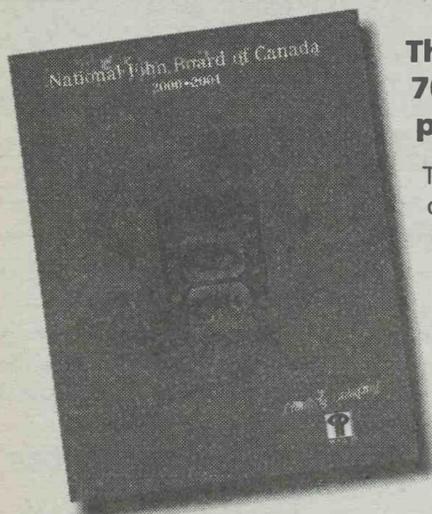
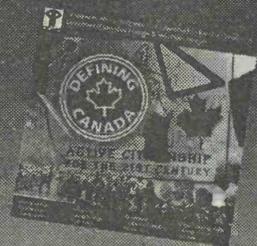
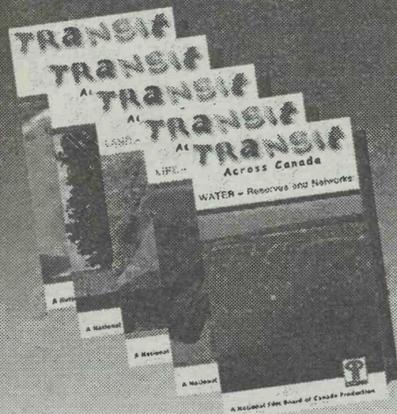
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Registration Fees

EDUCATION WORKSHOPS (April 24 - 27, 2001)

SAVE TIME AND MONEY BY PRE-REGISTERING BY FRIDAY, APRIL 6, 2001. Pre-registrations post-marked after April 6, 2001 will not be accepted. On-site registration will be available on a space available basis beginning at 7:30 am each day in the conference registration area (2nd floor) of the Sheraton Winnipeg. WRITTEN REQUESTS FOR REFUNDS, minus 25% administration costs will be honoured only if post-marked no later than April 6, 2001.

Education Workshops	Pre-Registration Fee	On-Site
1. Tues. & Wed. (A-H)	\$250	\$350
2. Wed. Only (G-M)	\$100	\$150
3. Thurs. & Fri. (Both days)	\$150	\$250
4. Thurs. or Fri. (One day)	\$100	\$150
		7% GST \$ _____
		Total \$ _____

INDICATE WORKSHOP SELECTIONS

	1ST	2ND	3RD
1. Tues. & Wed. (A-H)	_____	_____	_____
2. Wed. Only (G-M)	_____	_____	_____
3. Thurs. (1-27, 35)	_____	_____	_____
3. Fri. (1-17, 28-35)	_____	_____	_____
4. Thurs. or Fri. (Circle day)	_____	_____	_____

HEALTH WORKSHOPS (April 24 - 27, 2001)

SAVE TIME AND MONEY BY PRE-REGISTERING BY FRIDAY, APRIL 6, 2001. Pre-registrations post-marked after April 6, 2001 will not be accepted. On-site registration will be available on a space available basis beginning at 7:00 am each day in the conference registration area (2nd floor) of the Sheraton Winnipeg. WRITTEN REQUESTS FOR REFUNDS, minus 25% administration costs will be honoured only if post-marked no later than April 6, 2001.

Health Board Workshops	Pre-Registration Fee	On-Site
1. Tues. & Wed. (H1-H3)	\$250	\$350
2. Thurs. & Fri. (H4-H5)	\$250	\$350
		7% GST \$ _____
		Total \$ _____

ECONOMIC WORKSHOPS (April 23 - 24, 2001)

SAVE TIME AND MONEY BY PRE-REGISTERING BY FRIDAY, APRIL 6, 2001. Pre-registrations post-marked after April 6, 2001 will not be accepted. On-site registration will be available on a space available basis beginning at 7:00 am each day in the conference registration area (2nd floor) by the Presentation Theatre of the Winnipeg Convention Centre (main door entrance at 375 York Ave. - top of escalator, turn left). WRITTEN REQUESTS FOR REFUNDS, minus 25% administration costs will be honoured only if post-marked no later than April 6, 2001.

Economic Workshops	Pre-Registration Fee	On-Site
1. Mon. & Tue. (Business Plans)	\$400	\$500
2. Mon. & Tue.	\$400	\$500
3. Mon. or Tue. (circle day)	\$250	\$350
		7% GST \$ _____
		Total \$ _____

* REGISTRATION FEE:

Includes all conference materials and coffee/tea.

* ACCOMMODATIONS:

Your registration fees do not include hotel accommodations.

HOTEL INFORMATION:

SHERATON WINNIPEG (Standard) \$104 (Deluxe/Executive) \$124
Phone: (204) 942-5300 or 1-800-463-6400 Fax: (204) 943-7975
PLACE LOUIS RIEL (Studio) \$75 (Superior) \$90 (1 Bedroom) \$85
Phone: (204) 947-6961 or 1-800-665-0569 Fax: (204) 947-3029
CHARTER HOUSE (Single or Double) \$72
Phone: (204) 942-0101 Fax: (204) 956-0665
DELTA WINNIPEG (Single or Double) \$129
Phone: (204) 942-0551 Fax: (204) 943-6702
RAMADA MALBOROUGH (Single or Double) \$79
Phone: (204) 942-6411 Fax: (204) 942-2017
HOTEL FORT GARRY (Single) \$109 (Double) \$119 (Queen) \$129
Phone: (204) 942-8251
RADISSON DOWNTOWN \$109 Phone: (204) 956-0410

PRE-REGISTRATION

First Name _____ Surname _____
Mailing Address _____
Town _____ Prov. _____ Code _____
Phone _____ Fax _____

All Pre-Registrants will be notified by mail, phone or fax

To Pre-Register or for additional information or a brochure, mail, fax or e-mail this completed form along with your cheque, money/purchase order, payable to:

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Consultants in Native Education
517 Bower Blvd., Winnipeg, MB R3P 0L7
Phone: (204) 896-3449
Fax: (204) 889-3207
E-mail: natived@aol.com

March 2001



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A young hockey player who would like

OUR MISSION...

The Breakaway Hockey Foundation (BHF) has a focus on Aboriginal youth, access to

OUR GOALS...

To give disadvantaged youth the opportunity to become high school graduates, inspire career

OUR OBJECTIVES...

1. Our Own Facilities... Based out of... from across Canada where high level youth committed to self improvement
2. A Phased Start-up... In advance of of BHF and public facilities, programs,
3. Maximum Accessibility... Minimize

2001/2002 RECRUITING: This current 2002 we will enroll a total of 40 students

The Breakaway
Box 1349, K...
Application Deadline is

Leadership Aboriginal

Manitoba
Saskatoon
Saskatchewan

STC Urban
Federation of Saskatchewan

Indian Governance

Federation of Saskatchewan

Phone: (306) 975-1111
Fax: (306) 975-1111
E-mail: natived@aol.com

CONFERENCE



24 - 27, 2001)
BY FRIDAY, APRIL 6, 2001.
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OR REFUNDS, minus 25%
if post-marked no later

On-Site	Fee
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On-Site	Fee
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23 - 24, 2001)
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Convention Centre (main
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administration costs will be
April 6, 2001.

On-Site	Fee
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\$350	
7% GST \$	
Total \$	

fee/tea.
tel accommodations.
ON:
Deluxe/Executive) \$124
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) \$90 (1 Bedroom) \$85
59 Fax: (204) 947-3029
ouble) \$72
04) 956-0665
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04) 943-6702
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THE BREAKAWAY HOCKEY FOUNDATION

is recruiting students for year two of the
STUDENT ATHLETE PROGRAM
at the Little Shuswap Indian Reserve, British Columbia

DO YOU KNOW...

A young hockey player who would like to be a part of an intensive hockey development program while obtaining a high school education?

OUR MISSION...

The Breakaway Hockey Foundation (BHF) is an independent charitable organization formed to provide disadvantaged young Canadians, with a focus on Aboriginal youth, access to a progressive self development program combining athletics, education, and personal growth.

OUR GOALS...

To give disadvantaged youth the opportunity to experience a positive education environment that will enhance hockey development, produce high school graduates, inspire career and job training paths, encourage leadership, and cultivate both self esteem and sense of pride.

OUR OBJECTIVES...

1. Our Own Facilities... Based out of BC, to establish and operate an independent youth development centre attended by student athletes from across Canada where high level hockey training in conjunction with top-notch academic and personal growth programs are offered to youth committed to self improvement.
2. A Phased Start-up... In advance of having all of our own facilities in place, operate the student athlete program utilizing a combination of BHF and public facilities, programs, and staff.
3. Maximum Accessibility... Minimize economic roadblocks that would restrict access to the program by raising funds for scholarships.

2001/2002 RECRUITING: This current school year nineteen Aboriginal youth from across Canada enrolled in the program. For 2001/2002 we will enroll a total of 40 students including 20 Bantam and 20 Midget age youth. To obtain information contact:

The Breakaway Hockey Foundation, Gregg Lindros, Executive Director
Box 1349, Kamloops, BC V2C 6L7 • Ph: (250) 374-5383 • Fax: (250) 374-4380

Application Deadline is April 30, 2001 (an evaluation camp in Kamloops will be held on May 19 - 20, 2001)

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Aboriginal Youth Career Symposium

May 2 & 3, 2001

Saskatoon Prairieland Exhibition Park
Saskatoon, SK Canada

Hosted by:

STC Urban First Nation Services Inc. &
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CONFERENCE WEBSITE COMING SOON!

Kids from KA-NA-TA meet face-to-face

By Cheryl Petten
Windspeaker Staff Writer

For the past nine years, students taking part in the Kids From KA-NA-TA program have communicated with their partnered classes via computer. This year, for the first time, six participating classes will meet their partners face-to-face.

A class of students from Rocky Mountain House, Alta. will be doing an exchange with a class from Fort Simpson, N.W.T. A class from Bamfield, B.C. has been paired up with a class from Kingston, Ont.

And two KA-NA-TA classes have paired up with two non-KA-NA-TA classes, with students from Chippewas of the Thames First Nation doing an exchange with another Native school in B.C., and a class from Port Alberni, B.C. doing an exchange with a non-member Native school in Ontario.

The exchanges are being funded through the YMCA Youth Exchanges Canada program, which funds exchanges designed to promote understanding and appreciation of the diversity of Canada.

The Kids From KA-NA-TA program has been running since 1992, providing a technological link between First Nations and non-Aboriginal schools from across the country. This year, about 50 schools from across Canada are taking part in the program.

Michael Lea is project coordinator with Kids From KA-NA-TA. He explained that, once a class signs onto the program's online system and logs in, Kids From KA-NA-TA matches them up with two other participating schools, and

each group of three classes is given a conference area.

"Ideally what we do is we take a Native class and pair them up with two mainstream classes," Lea said.

"The mainstream classes and the Native classes, what they do then is they just talk to each other. They e-mail each other, they chat with each other on-line, and they just start realizing not only their differences, but also the commonalities between them. And they share their culture, their language, their arts," he explained.

"One of the interesting parts of the program is that they actually send each other what we call a wampum box. And in those wampum boxes, they can include anything. A map, a video tape that they've made, arts and crafts, anything that represents their individual culture. And they exchange that."

Although Native classes taking part in Kids From KA-NA-TA are usually paired off with two non-Native classes, this year one of the program groupings actually has three Native classes matched up together, each from a different part of the country.

"So they're actually learning about other Native cultures," Lea said.

In addition to providing participating students with an opportunity to learn about each other, Kids From KA-NA-TA has joined forces with the SchoolNet GrassRoots program to provide schools with a financial reward for taking part.

For more information about the Kids From KA-NA-TA program, visit the project website at www.kidsfromkanata.org, or e-mail your inquiries to info@kidsfromkanata.org.

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RR 2, Site 50, Comp 8 / Penticton, BC V2A 6J7
Tel: (250) 493-7181 Fax: 493-5302 Email: enowkin@vip.net
Note: Band funding deadlines March 31. Call about other possibilities.

New CD R

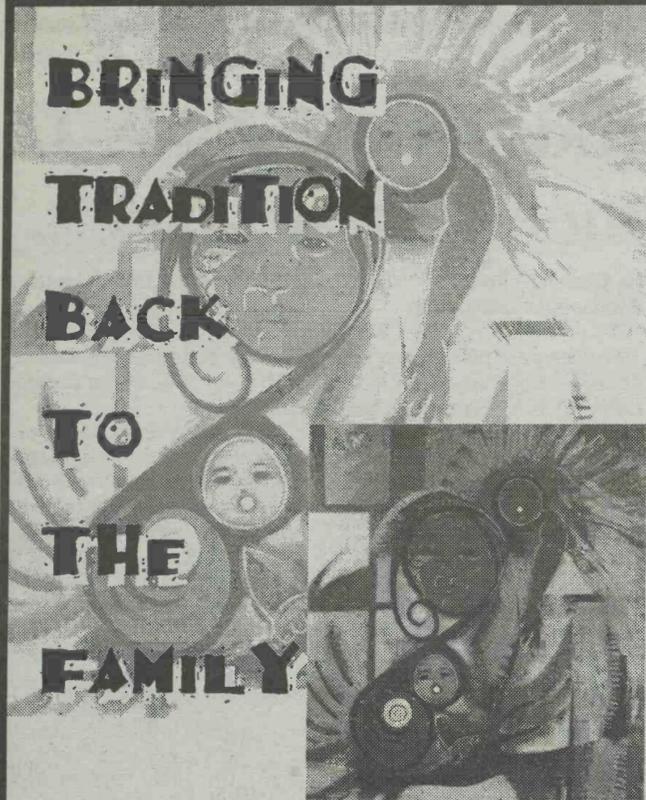
By Cheryl Petten
Windspeaker Staff Writer

A tour of Canada's newest territory is now just the click of a mouse away, thanks to the recent release of a CD-ROM entitled Nunavut Territory, Canada.

The CD-ROM, produced by Gjoa Haven, Nunavut, uses photos and illustrations, along with audio and video clips to teach about the history of the land now known as Nunavut. The focus of the CD-ROM, however, is on life in present-day Nunavut.

The CD-ROM project is a brainchild of Charlie and Rob Cahill, two brothers who have lived and worked in Nunavut for more than 10 years. Though now living in Edmonton, Charlie Cahill still spends four or five months of the year in Gjoa Haven.

The CD-ROM project grew out of the many presentations Cahill and his brother have been doing for the past few years, sharing



National First Nations Child & Family Services Conference

May 21, 22, 23, & 24, 2001

RAMADA INN - Edmonton, Alberta

Hosted By: Yellowhead Tribal Services Agency

CONFERENCE THEME

With the beginning of the new millennium, the time has come for First Nations Child & Family Service Agencies to set new goals and anticipate breaking new ground in the Aboriginal Child & Family Services Industry. The theme "Bringing Tradition Back to the Family" acknowledges the accomplishments made by First Nations Child and Family Service Agencies. Through the revival and restoration of traditions, customs and practices, First Nations Child & Family Services Conference will give recognition to those who have accomplished the difficult task of bringing our children home.

CONFERENCE GOALS

- To provide a forum for First Nations Organizations/Agencies to share their knowledge and experiences in the delivery of traditional based programs and services.
- To examine and discuss the following: Open Custom Adoptions; Legal Matters; Family Support; Protection Services; Foster Care; Staff Development; Prevention Services; and Community Development.
- To initiate a forum for First Nations Child and Family Service Agencies to network and confer on the development of supports for children, families, and service providers.

WHO SHOULD ATTEND THIS CONFERENCE?

The conference is open to child welfare workers; directors and staff; board members; tribal leaders; social workers and other professionals; educators; parents; elders; social work students; committee members; foster parents; or any other individuals involved in providing care and support to First Nations Children and families.

REGISTRATION FEES

An early registration fee of \$300.00/person is being offered until April 20, 2001. The registration fee will increase to \$350.00/person after April 20, 2001. Payments for registration fees must be made by certified cheque or money order and must accompany the registration form. Conference registration/check-in will begin on Monday, May 21, 2001 (6 - 9 pm). The conference will end at noon on Thursday, May 24, 2001. The conference fee covers seminars, workshops, coffee breaks, conference package, one buffet (Wednesday afternoon) and access to the conference exhibits.

A special conference registration fee of \$100.00/person is available for full-time students. We encourage students to register early as limited seats are available for this special student rate. Students must include a copy of their recent student ID card along with their payment and registration.

We encourage all conference participants to register early.

CANCELLATIONS

One hundred dollars (\$100.00) of the registration fee is non-refundable. The remainder of the registration fee will be refunded if written cancellation notification is received two weeks prior to the conference. No refunds will be made after May 7, 2001. Another person may be named as a substitute for a paid registrant through written notification by the paid registrant/organization.

For more conference information or registration forms contact:

Harvey Burnstick or Claudette Pastion
Conference Coordinators
National First Nations Child & Family Services Conference
Yellowhead Tribal Services Agency
Suite 302, 17304 - 105 Avenue, Edmonton, Alberta T5S 1G4
Phone: (780) 481-7390 • Fax: (780) 481-3064
Email: ytsa@telusplanet.net



CONFERENCE EXHIBIT SPACE

Individuals and organizations are invited to apply to exhibit their products/services at a fee of \$300.00 (\$100.00 for a second table). Contact our office for an application for Exhibit Space. Exhibition space is limited so apply early!

CONFERENCE SITE

The **Ramada Hotel & Conference Centre**, 11834 Kingsway Avenue, Edmonton, Alberta will be the site for the conference. The hotel is conveniently located on Edmonton's northwest side, the hotel is about 20 minutes from the International Airport and is surrounded by numerous shops and services.

ACCOMMODATION

Rooms have been blocked at the **Ramada Inn**, the rate is \$72.00 for single or double occupancy. The cutoff date for the special conference rate is **APRIL 19, 2001, after this date room rate is subject to availability.** Please indicate that you are a participant of the Yellowhead Tribal Services Agency - National First Nations Child & Family Service Conference when making your reservation. Hotel reservations can be made, by calling (780) 454-5454 or 1-800-272-6232.

You can also book accommodation with the **Chateau Louis Hotel**, 11727 Kingsway Avenue, Edmonton, Alberta. To make reservations, call (780) 452-7770 or 1-800-661-9843.

BRINGING TRADITION BACK TO THE FAMILY

REGISTRATION FORM

National First Nations Child & Family Services Conference

(Please print or type name as you wish it to appear on all conference materials.)

LAST NAME: _____ FIRST NAME: _____ MIDDLE INITIAL: _____

JOB TITLE: _____ FIRST NATION ORGANIZATION/AGENCY: _____

ADDRESS: _____ CITY: _____ PROVINCE: _____ POSTAL CODE: _____

TELEPHONE: _____ FACSIMILE: _____ E-MAIL ADDRESS: _____

REGISTRATION FEE (please check one)

\$300.00 Early Bird Fee (to April 20/01) \$350.00 Regular Fee (after April 20/01) \$100.00 Student Fee

CERTIFIED CHEQUE OR MONEY ORDERS ONLY (Personal cheques, P.O.'s or Credit Cards will not be accepted.)

MAIL YOUR REGISTRATION AND PAYMENT TO:

YELLOWHEAD TRIBAL SERVICES AGENCY
National First Nations Child & Family Services Conference
Suite 302, 17304 - 105 Avenue, Edmonton, Alberta T5S 1G4



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New CD ROM gives students a glimpse of life in Nunavut

By Cheryl Petten
Windspeaker Staff Writer

A tour of Canada's newest territory is now just the click of a mouse away, thanks to the recent release of a CD-ROM entitled Nunavut Territory, Canada.

The CD-ROM, produced in Gjoa Haven, Nunavut, uses text, photos and illustrations, along with audio and video clips, to teach about the history of the land now known as Nunavut. The focus of the CD-ROM, however, is on life in present-day Nunavut.

The CD-ROM project is the brainchild of Charlie and Robert Cahill, two brothers who have lived and worked in Nunavut for more than 10 years. Although now living in Edmonton, Charlie Cahill still spends four or five months of the year in Gjoa Haven.

The CD-ROM project grew out of the many presentations Cahill and his brother have been doing for the past few years, sharing

information about Nunavut with school children across Western Canada. Cahill estimates they've done more than 1,000 presentations so far, reaching more than 100,000 students.

The CD-ROM was produced, Cahill explained, because there's not a lot of information available about Nunavut, especially about life today in the new territory.

"I think the CD-ROM is a great educational resource," Cahill said.

The CD-ROM is relatively user friendly. Both the text and photos are easily printed, and the main menu makes the information easy to navigate.

The CD-ROM contains a lot of information, providing a broad overview of the history, culture, environment, and people of Nunavut. A profile of each of Nunavut's communities is included, along with a more in-depth examination of one community, Gjoa Haven, designed to give the user a better idea of

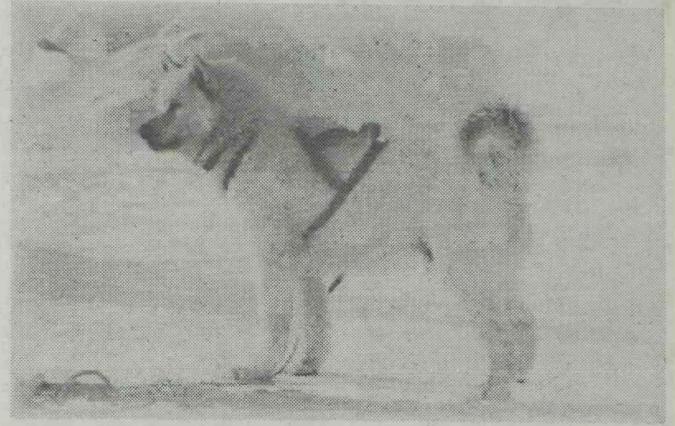
what life is like in Nunavut today.

The CD-ROM also provides statistical information on such things as population, employment, education and demographics, as well as contact information for communities and organizations across the territory.

The CD-ROM is designed to run through Netscape or Internet Explorer, and includes links to related websites throughout.

Thirty-five video clips and a 500-picture photo gallery are also included, highlighting the territory's people and their lifestyles, as well as the landscape, its plants and its animals.

One of the shortcomings of the CD-ROM is the lack of captions for pictures in the photo gallery. Although the pictures used elsewhere on the CD-ROM are usually identified, the photos in the photo gallery have no identifying information included with them.



The CD-ROM also includes audio and video clips of people speaking words and phrases in Inuktitut. But it was disappointing that no audio clips accompanied the Inuktitut alphabet, to show how each letter is pronounced. Audio clips would also have added to the glossary, which lists selected Inuktitut words and their English trans-

lations. Overall, however, the CD-ROM does do what it sets out to do, which is to provide information about life in Nunavut in the past and present. For more information about Nunavut Territory, Canada, visit the project website at www.huskydog.com, or call 1-888-223-3449.

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Jennifer David
Communications Consultant
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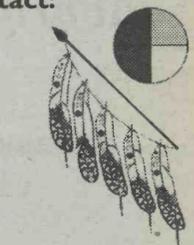
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Apply now

The call is out to students interested in pursuing training in the information technology sector to get their applications in for the Xerox Canada Aboriginal Scholarship Program.

The \$3,000 scholarships are awarded to eight winners each year.

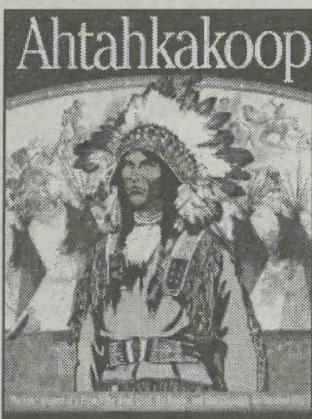
"And that scholarship," said spokesman Lee Ahenakew, "if you win it, you get it every year you go to school for up to four years. So it's a pretty big program, because we keep giving the scholarships as kids continue their schooling."

Established in 1992, the program gives financial support to Aboriginal students pursuing studies related to the information technology fields such as computer or mathematical sciences, engineering or business administration at a university or college.

"We did that because it's a good fit with us because we support... our donations are always directed towards information technology literacy. We've chosen that as the cause we are going to support and it's really quite new in the Aboriginal community."

Another program Xerox has announced is its purchase and distribution of the book *Ahtahkakoop*, a significant work documenting the life struggles and achievements of Cree Chief Ahtahkakoop and his people. The book will be sent out to elementary and high schools in First Nations communities across Canada.

Ahtahkakoop tells the story of



the Ahtahkakoop Cree Nation's transition from a traditional lifestyle into one in a new world.

"It's providing a positive First Nations role model, being Chief Ahtahkakoop, doing everything he could to prepare his people for the future and led them through that. Everything he did was for the betterment of his community in the long haul," said Ahenakew.

"There's never been a book like this created from our perspective, telling the story of that transition and following one people..."

"People are saying it's going to bring a lot of understanding between Native and non-Native people and their shared history and how we got to this relationship that we have today and why the treaties are still an issue today, and why land claims are still an issue and why self government is an issue."

For more information on either of these projects visit www.xerox.ca

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Aboriginal Initiatives

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APPLICATION DEADLINE: MAY 1, 2001

For application information contact:

Harvey Ranville, Program Co-ordinator
Engineering Access Program
Room 314 Engineering Building
Faculty of Engineering
University of Manitoba
Winnipeg, Manitoba, R3T 5V6

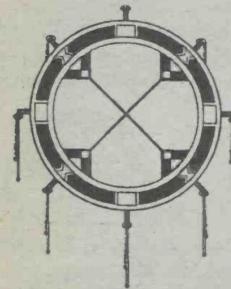


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Faculty of Continuing Education & Extension

Aboriginal Education Project
Rm A146 Mount Royal College
4825 Richard Road SW,
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www.mtroyal.ab.ca/p

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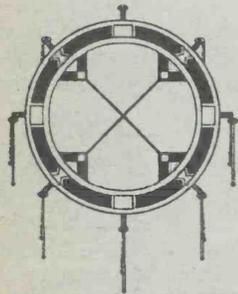
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Mount Royal College
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www.mtroyal.ab.ca/programs/ext/aboriginal/index.htm



Offering two programs for the Fall Semester 2001:

ABORIGINAL COLLEGE PREPARATION PROGRAM

A post-secondary preparation program designed to meet the needs of Aboriginal people who are preparing for a college or university education. The program offers upgrading courses (Grades 10-12) in English, Math and sciences as well as Cree and Blackfoot language, supplemented with study skills, tutorial assistance and cultural awareness courses.

Applicants must be of Aboriginal ancestry and 20 years of age or older and must also attend an information session and write a College Placement Test. Transcripts from high school level courses taken are required.

Application deadline: April 30, 2001.

ABORIGINAL CHILD AND YOUTH CARE COUNSELLOR PROGRAM

A culturally modified version of Mount Royal College's two-year diploma program in Child and Youth Care which prepares graduates to work with at-risk youth and their families in group homes, schools and community-based programs.

Applicants must be of Aboriginal ancestry and 19 years of age or older. Preference will be given to applicants with a high school diploma or equivalent. Preference will also be given to applicants who have had a minimum of six months of volunteer or work experience with Aboriginal children, youth or families. Applicants will be required to write an evaluative entrance exam or have received 65% or higher in English 30 or a college-level English course. Two letters of reference must be submitted and a personal interview will be required. NB: This program is pending final approval of funding.

Application deadline: March 15, 2001.

Application for both programs is by appointment only. If you are looking for a positive learning environment that promotes support, friendship and success, please call to apply or for further information (403) 240-6285 or e-mail chellson@mtroyal.ab.ca

Residential schools' legacy

(Continued from page 23.)

Vision TV followed the two hour-long town hall forum, with audience members commenting on the program and the issue of residential schools.

APTN followed both airings of the residential school programming with Contact, its hour-long phone-in show, also hosted by Harp.

Deverell said the response to the residential school programs has been "really quite amazing."

"Starting with the panel, there was a considerable amount of comment about how we did manage to get people, I won't say from all sides of the issue, but in a way it was from all sides of the issue. What they had in common was that they were willing to sit down and talk, obviously, in one room," Deverell said.

"I'm enormously gratified with the frankness, the openness, the willingness to move forward on what's a major issue at this point. And that was, I think, the most important thing to come out of the panel discussion," she said.

"Now to the audience forum that we had. Here again, people were delighted to be invited. Delighted to be talking to each other. And they all said that, as much as they know about the subject, they still found out things from the round table that we did and the documentary material that we produced."

Response from the viewing audience has also been pretty

amazing, Deverell indicated.

"The e-mail has been hopping," she said.

Audience response has also been overwhelming at APTN, according to Harp.

"In front of me is a handwritten letter, written over five days by a woman, a former student, with arthritis. It's a six-page letter detailing everything that happened to her in the school, and what she thinks about the apology. And I think, in some ways, that's a very representative response from viewers," Harp said.

"We've gotten a lot of response from former students, and a response here and there from non-Aboriginal people who are just expressing their appreciation for the program. So I would say it triggered a lot of memories for a lot of people.

"During the second episode of Contact we gave out a couple of phone numbers for people to contact in case they were finding the subject matter difficult to watch, and at least one of them told us their phone lines were overwhelmed," he said.

"So I would say on the whole that people were glad it was on and even though it may have triggered some personal flashbacks for them, that it was important to them that it be addressed."

Harp said what Canada did to Aboriginal schools is symbolic of the larger relationship.

"I think this issue has ended up becoming kind of a flash point and a metaphor for the relationship between the Indigenous peoples of this land and the recent arrivals, Canadians of European descent. So in some ways, how Canada responds to this is

either going to mark the beginning of a new relationship or same old, same old."

He said he had never really thought about the situation that way until he did the show.

"I think the great thing about this special is that it opened a lot of eyes, particularly non-Aboriginal people who didn't have a full sense of what the schools did and the impact that they continue to have."

Anyone who missed the original broadcasts of Residential Schools: Moving Beyond Survival will have another chance to see them when Vision TV rebroadcasts the documentaries and panel discussions on April 21 and 28 at 8 p.m. ET.

The Vision TV website dedicated to the programs will be operational up until the end of April, and feedback from viewers will be included in the rebroadcast shows. The website, located at <http://www.visiontv.ca>, includes a forum for viewer feedback, as well as further information about residential schools, and links to healing centres and other resources.

Comments about the programs can be sent to Vision TV at comments@visiontv.ca or by fax at 416-368-9774, by calling toll-free at 1-888-321-2567, or by writing to Residential TV at 80 Bond Street, Toronto, ON M5B 1X2.

Anyone wanting to be connected to counselling services can call the Aboriginal Healing Foundation (AHF) at 1-888-725-8886, where foundation staff can provide contact information for AHF funded programs in your area.

JUDY CHARTRAND'S LARD SALE



Judy Chartrand is an MFA student in Ceramics at the University of Regina whose work is thoughtful, satirical, sought-after, and, for the most part, sold! The National Aboriginal Achievement Foundation is proud to support Judy Chartrand and others like her who are eager to study in the arts and work toward rewarding careers as artists and performers.

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Business Development Bank of Canada
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Canada

Claims held up

(Continued from page 11.)

"I mean, this was cultural genocide, and needs to be recognized before the world courts as that. There needs to be a complete public information process go on to really educate all Canadians about what truly happened."

The churches and the government should pay for this public relations campaign, Lane said.

That is because until all Canadians know the history of residential schools, "we will continue to suffer foolish and uninformed articles" that essentially said this was just some concoction of Native people. Well, that's sick. Well that's as sick as the people who deny there was a holocaust in Germany."

Lane said one of the key things that needs to be done is "the whole picture" needs to be looked at. Survivors should not be divided into categories of abuse, some deemed worthy of compensation and some not. He said some lawyers "are so hungry for our money" that they focus only on physical and sexual abuse while they negotiate away cultural losses and intergenerational effects, which weakens the position of those who bear the losses and effects.

Lane does not condemn the churches outright. In fact, he demands that they agree to "morally stand by the teachings of Christ... for those who have been treated unjustly, and back up Native people from now into the future." But that's after they fully disclose their assets and ante up "until this thing's resolved," which he hints could take a long time. At that point, Lane indicated he would be disposed to forgive them.

The director of the Residential School Unit at Indian and Northern Affairs Canada (INAC) is Shawn Tupper.

Tupper exhibited considerable sensitivity to the wide range of issues he deals with. But when he explained the government's approach to compensating residential school survivors, the government's hard position was ap-

parent: INAC has negotiated and will continue to negotiate only on claims of physical and sexual abuse that get to trial.

"What we're trying to do is figure out ways that we can address the issues of language and culture outside of the court room. One of the reasons is that language and culture hasn't been recognized as a cause of action in law, and there is no way to kind of gauge how you would end up compensating individuals for that (financially)."

According to Tupper, 90 per cent of the lawsuits mention physical and sexual abuse and loss of language and culture. What remains includes "loss of companionship with respect to family relations; poor conditions at the schools;... forced confinement."

These issues, which account for more than 10 per cent of the residual effects of residential schools according to many Aboriginal people, are what they identify as "intergenerational effects." That term is infrequently heard on the government side, however.

Although the government is willing to accept some responsibility for loss of language and culture, it seems to define that narrowly.

Another reason for not compensating financially for loss of language and culture, Tupper said, is that "it's an issue that goes well beyond the people that have brought claims forward so far, and it goes well beyond, frankly, issues related just to residential schools."

He said the damage that has been done to Aboriginal language and culture "speaks to a broader context of the government's historic policies, and I think that what the government is looking to do now is look at how it can establish a kind of broader policy and programmatic response that would account, not just for people who went to residential school, but people who were affected by that broader array of historic policies."



RETAIN 2001 CONFERENCE

April 11 - 13, 2001 • Norman, Oklahoma

HISTORY:

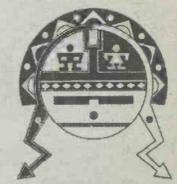
RETAIN 2001 Diversifying Education Pathways for Indigenous Peoples, being held at the University of Oklahoma Health Sciences Center, is the sixth national conference to discuss and share retention strategies for indigenous students.

GOAL:

The goal is to create a strong framework of support for indigenous students in higher education. This will be accomplished by exchanging ideas and methods on retention through interactive forums on higher education retention with academic researchers, practitioners, planners, tribal higher education personnel, tribal leaders and indigenous students.

KEYNOTE SPEAKERS:

- **COMMANDER JOHN B. HERRINGTON** - First American Indian Astronaut
- **HENRY C. LOZANO** - President Bush Advisory Commission
- **LORI ARVISO ALVORD, M.D.** - First Navajo Woman Surgeon
- **D.J. VANAS** - Youth Entertainer and Motivational Speaker



For more information:

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Monday, April 16 - Friday, April 20, 2001 ~ Faculty Leader: *Jerome N. Slavik*
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- Aboriginal Health Symposium**
Monday, April 23 - Thursday, April 26, 2001 ~ Faculty Leader: *Leonard Bastien*
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Rooms and Meals: \$780 + GST + Alberta Hotel Tax = \$857.60
- Management and Protection of Aboriginal Lands**
Monday, April 30 - Friday, May 4, 2001 ~ Faculty Leader: *Allan J. Wolf Leg*
Tuition: \$1,695 + GST Less \$800 Funding Grant = \$1,013.65
Rooms and Meals: \$800 + GST + Alberta Hotel Tax = \$879.75
- Specific Claims into the 21st Century**
Tuesday, May 22 - Friday, May 25, 2001 ~ Faculty Leader: *Ron Maurice and Neil Reddekopp*
Tuition: \$1,295 + GST Less \$600 Funding Grant = \$765.65
Rooms and Meals: \$780 + GST + Alberta Hotel Tax = \$857.60
- Doing Business with Aboriginal Communities and Entrepreneurs**
Tuesday, June 5 - Friday, June 8, 2001 ~ Faculty Leader: *Lewis Staats*
Tuition: \$1,295 + GST Less \$600 Funding Grant = \$785.65
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American Indian Institute

College of Continuing Education
University of Oklahoma

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April 22 - 25, 2001
Albuquerque, New Mexico
- National Native American Prevention Conference
April 29 - May 2, 2001
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- Researching and Writing Tribal Histories
June 4 - 7, 2001
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Closing date for application

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RESOURCE

CHIEF EXECUTIVE OFFICER

The Chief Executive Officer reports directly to the Board of Directors and under your leadership, Wanuskewin - a national Historic site - will continue to develop as a cultural touchstone for First Nations people. Candidates must possess some post-secondary education and preferably a university degree with some background in Indian Studies. They should have a minimum of five (5) years experience in senior management appropriate to the position, and have an intimate knowledge of the internal workings of First Nation and non-First Nations governments. They must also have a broad knowledge of First Nations issues and developments generally, and exceptionally strong interpersonal and communication skills. You will be a facilitator and innovator, building strength from the different contributions and divergent perspectives of First Nations, business, government and community initiatives. Above average skills in management, marketing and fundraising will be required. (HRC—E-91-09) HRC—E-91-17)

Closing date for applications March 30, 2001

Reply in confidence to:



C.E.O. Selection Committee
Wanuskewin Heritage Park
R.R. #4, Penner Rd.
Saskatoon, Saskatchewan S7K 3J7
Tel: (306) 931-6767
Fax: (306) 931-4522

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President

This is an opportunity to play a lead role in Aboriginal education and to provide leadership to an organization with a strong focus on high quality teaching and learning. The positive atmosphere on campus is supported by the resident Elders who take an active interest in students and staff.

The position will suit an individual with proven leadership abilities and senior level management experience gained in a comprehensive, post-secondary organization. NVIT seeks a President who will build on the firm foundations already in place to ensure that it remains a vital player within the provincial system. Such an individual will have outstanding communication and interpersonal abilities coupled with a commitment to collegiality and collaboration. The successful candidate will have a Masters degree; an earned doctorate would be preferred. While there is a preference for the successful candidate to be from the First Nations community this is not a closed competition. NVIT would like the new President to take office in July 2001.

Applications, including four references, or nominations may be forwarded to the address below. More information can be found about NVIT on its web site www.nvit.bc.ca. The Search Committee expects to begin reviewing applications in March, 2001.

Reply in confidence to Christopher Davies, Management Connections Incorporated, 404 - 999 Canada Place, Vancouver, BC, V6C 3E2. Resumes may be emailed to mcisearch@telus.net or faxed to (604) 685-5112.



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Director
&
Principal

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The Centre is a non-profit charitable arts organization, which provides training, education, networking and positive role modelling in the field of theatre for persons of Aboriginal ancestry. This internationally recognized organization has operated the summer Native Theatre School for over 25 years. In September 1998 the Centre opened the Indigenous Theatre School, a full-time, post-secondary training program in Toronto.

A full-time Artistic Director & School Principal is needed to plan and coordinate the Centre's training programs and related artistic activities, working in partnership with the General Manager and Traditional Cultural Advisor. The position reports to a volunteer Advisory Council. The annual budget is \$400,000, dependent about public funding, donations and tuition.

Applicants must have teaching experience at a post-secondary level, an appreciation of the Aboriginal arts community in Canada and preferably an appropriate university degree in theatre or equivalent professional training.

The following skills are needed:

- Curriculum Development and Arts Programming
- School Administration & Faculty Supervision
- Marketing / Public Relations / Recruitment
- Government / Corporate / Foundation Funding Development
- Board Relations & Strategic Planning
- Knowledge of a First Nations language and French would be an asset.

Please send resume and a letter of interest:
The Centre for Indigenous Theatre - Search Committee
401 Richmond Street West, Box 75, Suite 260
Toronto, Ontario M5V 1X3
E-mail: cit@interlog.com Fax: (416) 506-9430

Deadline: Thursday, April 12, 2001
Start Date: June 1, 2001



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Mamawetan Churchill River Health District
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Phone: (306) 425-4849 Fax: (306) 425-5432
Email: Human.Resources@mcrhd.sk.ca

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SASKATCHEWAN INDIAN FEDERATED COLLEGE

PROGRAM DIRECTOR - Saskatoon Campus

SCHOOL OF INDIAN SOCIAL WORK

The SIFC School of Indian Social Work has an opening for a one-year term appointment (subject to budgetary approval) at the rank of Assistant Professor for a Program Director for the proposed Master of Aboriginal Social Work program. The successful candidate will be responsible for teaching and research in social work and social work administration at the graduate level, and must be able to work collaboratively with First Nations' communities. Position will commence July 1, 2001. Applicants should possess a Ph.D. in Social Work, (degree in Social Work or a Masters degree could be considered with a commitment to enter a Ph.D. program). Fluency in a First Nations language is desirable. Preference will be given to First Nations applicants (S.H.R.C.#E-93-13). Please indicate your First Nations status on your covering letter.

Qualified individuals are encouraged to send a letter of application complete with curriculum vitae, transcripts and/or diplomas, and the names and addresses of three references, including a copy of a current CPIC (Canadian Police Information Check) by April 5, 2001 to:

Jonathan Sealy, Department Head of Indian Social Work
SIFC — Saskatoon Campus
710 Duke Street, Saskatoon, Saskatchewan S7M 0P8
Email: jsealy@sifc.edu
Telephone: (306) 931-1834 Facsimile: (306) 655-0175

EMPLOYMENT OPPORTUNITIES

COORDINATOR

Human Resources

Stoney Nakoda Nation, forty minutes West of Calgary is seeking an individual with 3 — 5 years experience in the Human Resources environment to assist in administering our Human Resources department. We are seeking an energetic individual who thrives in an environment where convention is regularly challenged and creative solutions are regularly required.

As the successful candidate you are responsible for:

- Coordinating the work, training, budget and activities for a four worker Human Resources department
- Providing advice and guidance, along with your co-workers to program managers and employees of Stoney Nakoda Nation including, but not limited to: Recruiting, Job Evaluation, Canada Labour Code, Pay Grid Evaluation, Stoney Tribal Administration Staff Regulations (STA Staff Regulations)
- Approval, management and distribution of payroll forms and documentation
- Managing the Grievance / Appeal and termination process outlined in the STA Staff Regulations
- Managing the development of and maintenance of Job Postings, including the screening, selection and interviewing of candidates
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- Managing a culturally diverse work-force
- Strong knowledge of the Canada Labour Code

Prerequisites:

- Minimum Certificate in Human Resources or equivalent
- 3 — 5 years experience in a Human Resources environment with responsibility for managing staff and multiple projects
- Knowledge of modern office equipment, business practices and procedures
- Ability to make decisions in accordance with Stoney Staff Regulations and the Canada Labour Code
- Ability to manage multiple projects in a dynamic, fast paced environment.

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This is a chance to be part of an opportunity to contribute to designing a service delivery program in education (K-12) within the Stoney First Nation.

The Superintendent of Education is responsible to supervise, manage and consistently improve the K-12 educational system within the Stoney First Nation including Big Horn, Eden Valley and Morley reserves. S/he is involved in the training of Stoney Band Members in the delivery and maintenance of the Education program. Responsible to the Tribal Administrator s/he will also work closely with the community and the Education Committee.

Minimum Job Prerequisites

Masters Degree in Education and Administration or equivalent combination, with 5 years related experience in a senior management role. S/he demonstrates knowledge of First Nations cultural values, beliefs and customs as well as the ability to communicate and work effectively cross-culturally with and as part of a team.

Responsibilities:

- To oversee the administration of all educational programs within K-12 at Big Horn, Eden Valley and Morley reserves
- Develop, articulate and realize a shared vision of schooling with the staff and the community
- To work with the Stoney Tribal Council and the community to implement a Board of Education
- To ensure that programs and curricula are developed, modified and/or deleted in a manner consistent with community needs
- To develop and manage an annual budget, in conjunction with the education staff, that enables programs to meet community needs
- To ensure the effective allocation of education resources, both human and capital
- To manage education operations in a manner consistent with the STA Staff Regulations
- To implement and maintain an effective staff development process
- To facilitate the liaison between the Education Department and the Nation's owner operated school transportation system.

Reply with complete resume and cover letter stating salary expectations and availability no later than March 15, 2001 to:

Stoney Department of Human Resources
Box 310
Morley, AB
T0L 1N0
Facsimile: (403) 881-2694



The Community Health Representative (CHR) w

DUTIES INCLUDE:

- Provide health education
- Encourage awareness a
- Provide advice and assist
- Assist community and ag
- Interprets Federal and Pr
- Organizes new groups o
- Acts as interpreter for he
- Provides health related c

APPLICANT MUST HA

- General Health
- Maternal Health
- Communicable
- Environmental

QUALIFICATION REQU

- Must have Diploma / or e
- educational institution
- Minimum of two (2) year
- Able to speak Cree woul
- Must have valid drivers l
- C.W.I.S. and criminal Re

DEADLINE: March 16,

FAX OR MAIL RESUME

Heart Lake Health
Box 817, Lac La Bi
Fax: (780) 623-815
Attention: Allan Be

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ORGANIZATION OF

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Morley, AB
TOL 1N0

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employment opportunity

COMMUNITY HEALTH REPRESENTATIVE (CHR)

The Community Health Representative (CHR) will provide a variety of health care services, specific to the community priorities as established by Chief and Council. The Community Health Representative (CHR) will be under the supervision of the Health Director.

DUTIES INCLUDE:

- Provide health education and preventative health care to individuals and groups in the community
- Encourage awareness and responsibility for health
- Provide advice and assistance to individual families and groups on health matters
- Assist community and agencies to improve health status
- Interprets Federal and Provincial health programs and services to the First Nations people of Heart Lake
- Organizes new groups or works with existing agencies to amalgamate the community health
- Acts as interpreter for health professionals and other Government officials
- Provides health related counselling to community people

APPLICANT MUST HAVE KNOWLEDGE IN HEALTH RELATED PROGRAMS SUCH AS:

- General Health Care
- Maternal Health Care
- Communicable Diseases
- Environmental Health
- Emergency Care
- Dental Health Care
- Immunization and School Health Program

QUALIFICATION REQUIREMENTS:

- Must have Diploma / or Certificate in Community Health Representative (CHR) from a recognized educational institution
- Minimum of two (2) years experience
- Able to speak Cree would be an asset
- Must have valid drivers license
- C.W.I.S. and criminal Records Check must be submitted with resume

DEADLINE: March 16, 2001

INTERVIEWS: March 21, 2001

FAX OR MAIL RESUMES TO:

Heart Lake Health Centre
Box 817, Lac La Biche, Alberta T0A 1R0
Fax: (780) 623-8155
Attention: Allan Beaver - Health Director



EMPLOYMENT OPPORTUNITY

KAKAWIS FAMILY DEVELOPMENT CENTRE

SENIOR ADDICTIONS COUNSELLOR

~ New Position ~

Kakawis Family Development Centre requires a Senior Addictions Counsellor for the Family Alcohol and Drug Program. The Senior Addictions Counsellor shall:

- Be a Certified Addictions Counsellor with several years of experience in the Addictions field or have a related degree or diploma along with experience in the addictions field.
- Have supervisory skills and experience in the Addictions field or related field.
- Have excellent communication skills.
- Administrative skills would be an asset.
- Have group facilitation skills, group process skills, understanding of group dynamics, counselling and therapy skills.
- Be flexible, a team player, have the ability to delegate, evaluate and motivate.
- Have conflict resolution skills.
- Have knowledge of First Nations Culture.

If you have these skills and abilities, please forward your letter of application and your resume by March 14th, 2001 to:

The Personnel Committee
Kakawis Family Development Centre
P.O. Box 17, Tofino, BC V0R 2Z0
Fax: (250) 725-4285
Email: kakawis@tofino-bc.com

Are you a Survivor of Canada's Residential Institutions?

The convention on Genocide, approved by the United Nations General Assembly on December 9, 1948, defines the crime of genocide as follows:

"In the present Convention; genocide means any one or the following acts committed with the intent to destroy, in whole or part, a national, ethnic, racial or religious group, such as: killing members of the group, causing serious bodily or mental harm to members of the group, deliberately inflicting on the group conditions of life calculated to bring about its physical destruction in whole or part, or forcibly transferring children of the group to another."

- As children, more than 100,000 of us were taken by force from our homes for recycling in institutions operating as assimilation mills.
- Most of us were submitted to miserable life conditions, continuous physical and mental suffering and severe abuse.
- A high number of children did not survive the bodily and mental harm inflicted upon them.
- Canada's crime of genocide has never been fully exposed and those responsible are trying to bury it forever at the cheapest possible cost.
- It is therefore timely that we join together in our own organization to ensure that the crime is fully exposed to public view, that full compensation is paid and that effective healing is available.

⇒ **Join Now!**

ORGANIZATION OF UNITED REBORN SURVIVORS (O.U.R.S.)

We are now getting started as a non-profit organization and are accepting memberships from survivors and their descendants. We are raising funds by public subscription and membership fees and are independent of government funding. Membership is without prejudice to any on-going litigation in which you are engaged.



If you want to become a member of O.U.R.S., fill in the following application with your twenty dollar (\$20.00) fee and mail to:

O.U.R.S.
Kitigan Zibi Anishinabeg Reserve
P.O. Box 205, Maniwaki, QC J9E 3B4 Telephone: (819) 449-2563

Name: _____
Address: _____
Survivor: _____ Descendant: _____
Telephone: _____ Fax: _____ E-Mail Address: _____
Residential Institution(s) Attended: _____

WHAT O.U.R.S. CAN DO FOR YOU

- ⇒ We shall be your national voice to expose to public view Canada's shameful anti-Aboriginal residential school policy.
- ⇒ We shall greatly increase our leverage to obtain individual apologies from Canada's prime minister and full compensation for the damage inflicted on us and our communities.
- ⇒ We shall insist that liabilities be extended beyond physical and sexual abuse to include loss of languages, culture, identity and the nurture of our families.
- ⇒ We shall lobby for the creation of independent tribunals which are immune from influence by government and capable of administering impartial justice.
- ⇒ We shall monitor and evaluate current healing activities to determine their effectiveness and give voice to your views.
- ⇒ We shall be a grass roots national organization which is free of federal funding and accountable to no one except its members and local chapters.
- ⇒ We shall perform any other tasks that you think are better done by a national organization.
- ⇒ By working together, we shall cease to be survivors and become a people with a common cause.

Additional information is available by writing to O.U.R.S. or visiting Website: www@kza.qc.ca. Members will be kept posted about a forthcoming convention which they will be invited to attend this spring 2001. At this meeting, you will ratify the structure and priorities of O.U.R.S. and set out a course of action. It is expected that O.U.R.S. will serve as a national resource for many of the local survivors' chapters that are now being formed.

From the Organization of United Reborn Survivors (O.U.R.S.)

COUNSELLOR TRAINING

You can become a Professional Counsellor and help heal the wounds of abuse and addiction. If you are serious about change and willing to help make a difference, we can provide Professional Counsellor training for you in your community. Upon completion, graduates receive a Certificate of Professional Counselling and a Residential School Abuse Counsellor Certificate, enabling them to offer professional services to the Communities. For more information on bringing this program to your community, on campus or by distance learning, please call Thomas Majcan at



Counsellor Training Institute of Canada
1-800-665-7044

Are You Ready For A Challenge?

Life Skills Training Centres have offered Life Skills Coach Training for over 22 years, providing a unique opportunity to work with people. 12 weeks of extensive experiential training develops skills in:

- Human Relations & Counselling
- Creative Problem Solving
- Family & Group Dynamics
- Process & Evaluation of Relationships

Graduates are employed in counselling, addictions, life skills, mental health, native organizations, corrections, group homes and other people related fields.

LIFE SKILLS TRAINING CENTRES (CANADA) LTD.
Call Toll Free Anytime
1-888-535-2888
Register Now
Full-time & Part-time courses available

HERE'S WHAT YOU WILL FIND ONLINE...

Healthier people in a healthier Lakeland Region

**Settlement Nurse • Fishing Lake Métis Settlement
Permanent - Full Time**

This Settlement Nurse position provides community based nursing services as part of a multidisciplinary team in the areas of homecare, health promotion, health assessment and surveillance and disease prevention to individuals, families and groups throughout their life span. **Qualifications:** Baccalaureate degree in Nursing preferred. Active registration with the A.A.R.N. Three years experience in Public Health Nursing or Home Care required. Knowledge and understanding of Métis culture an asset. Ability to work independently. Excellent interpersonal, facilitation community development and communication skills. Good verbal and written skills. Valid driver's license and vehicle for work purposes. Terms of employment: UNA Collective Agreement.

Closing date: when suitable candidate is found

Please apply in writing to:
Lorraine Berube, Public Health Service Leader
Bonnyville Health Unit
Box 5244, Provincial Building
Bonnyville, AB T9N 2G4
Fax: 780-826-6470

We appreciate the interest of all applicants, but advise that only those selected for an interview will be contacted.

**UNIVERSITY OF REGINA
ASSISTANT PROFESSOR
Department of Psychology**

The Department of Psychology invites applications for a tenure track position at the Assistant Professor level commencing July 1, 2001. The Successful candidate should possess a doctoral degree in clinical psychology and should have demonstrated ability in research and teaching. He/she should also be eligible for registration as a psychologist in the province of Saskatchewan.

Applicants should be qualified to teach courses both at the undergraduate and graduate level and to supervise graduate and undergraduate theses. We are specifically interested in candidates who could teach courses in **Personality, Abnormal and/or Psychological Assessment**. We have an established graduate programme in clinical psychology and are hoping to seek accreditation from the Canadian Psychological Association. We also have very good relations with a number of health care facilities both within the Regina Health District and throughout the province.

Applicants are invited to submit a curriculum vitae, reprints and preprints, and arrange for the forwarding of three letters of reference supporting both teaching and research scholarship to: Dr. Murray Knuttila, Dean of Arts, University of Regina, Regina, Saskatchewan, Canada S4S 0A2.

Enquiries about the position should be directed to Dr. Joan Roy, Head, Department of Psychology, University of Regina, Regina, Saskatchewan, Canada, S4S 0A2 (tel: 306-585-4157).

Deadline for this position is March 31, 2001.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to the principles of employment equity.

**EXTENSION DIVISION****Assistant Professor of Extension: Distance Education**

Applications are invited for a full-time tenure-track position as Assistant Professor of Extension with responsibility for distance education. The closing date for applications is March 23, 2001. The appointment will commence July 1, 2001. Salary range is \$45,156-\$62,874.

Reporting to the Dean, the successful candidate will have overall responsibility for policy development, planning, implementation, and evaluation of the Extension Division's distance education programs. The appointee will work collaboratively with others in the Extension Division and other colleges and units to develop, implement and evaluate distance education programs. The appointee will maintain productive relationships with external agencies involved in distance education. Duties will also include conducting research, and obtaining funding for distance education initiatives and may include teaching and supervision of graduate students.

Candidates must have demonstrated knowledge and competence in the following areas: adult education; educational technology; distance education; and university-level teaching and learning. Candidates should have successful experience in program development and administration, in research, and in teaching. Also important are awareness of current research, theory, and developments in distance education and instructional design; research skills and a vision for a distance education research program; excellent interpersonal skills and the ability to work well on a team. Applicants must hold, or be near completion of, a doctoral degree in an appropriate field (e.g. adult education, continuing education, educational technology, instructional design, distance education). A doctoral degree in another field may be acceptable when combined with other qualifications and relevant experience.

Candidates for this position should send a curriculum vitae, a letter of application that includes a statement of teaching and research interests, and the names and full contact information for three professional references, to: Dr. Gordon Thompson, Dean, Extension Division, University of Saskatchewan, 117 Science Place, Saskatoon SK S7N 5C8; ext.dean@usask.ca. Candidates are encouraged to review the more detailed job description available on the Extension Division's website www.extension.usask.ca which also contains information about the Extension Division and its programs.

Program Director: Humanities & Social Sciences

Applications are invited for a tenure-track position with the Extension Division at the University of Saskatchewan. The closing date for applications is March 30, 2001. The appointment will commence July 1, 2001, or as soon after as possible. Salary range is \$45,156-\$62,874.

The successful candidate will be primarily responsible for the development and delivery of non-degree extension programs in the humanities and social sciences, including community education programs aimed at the general public and continuing education programs for professionals. In addition, the successful candidate will be expected to undertake scholarly work which relates to, and supports, extension programs. Depending upon qualifications and experience, the duties may include teaching and supervision of graduate students.

Candidates must have demonstrated knowledge and competence in the design, development, delivery, and evaluation of adult education programs. Excellent interpersonal and communications skills are essential, including the ability to work well on a team and with community partners.

The initial appointment will be either as an Extension Specialist III or as an Assistant Professor depending upon qualifications and experience. Candidates for Extension Specialist III require: a Master's degree, completed or near completion, in adult and continuing education; or a Master's degree, completed or near completion, in a field related to the assigned duties AND three years' experience in adult and continuing education or an allied field. Candidates for Assistant Professor require: a doctoral degree, completed or near completion, in adult and continuing education; or a doctoral degree, completed or near completion, in a field related to the assigned duties.

Please send your application, accompanied by a curriculum vitae and the names and full contact information of three references, to: Dr. Gordon Thompson, Dean, Extension Division, University of Saskatchewan, 117 Science Place, Saskatoon SK S7N 5C8; ext.dean@usask.ca. Further information about the Extension Division and our programs is available on our website www.extension.usask.ca.

The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications. These positions have been cleared for advertising at the two-tier level. Applications are invited from qualified individuals regardless of their immigration status in Canada.

There is nothing more expansive than the Canadian Prairies, with wide-open spaces, living skies, a highly sought-after workforce and inquiring minds seeking the virtues of higher learning in applied sciences & technologies. Nestled in this environment is Canada's fifth largest post-secondary institute, offering 210 programs to 43,000 students, with a 91% graduate employment rate. Saskatchewan Institute of Applied Science & Technology (SIAST) is distinct among the 175 Canadian colleges for its province-wide scope and mandate, and strong awareness and recognition that bridges inter-provincial, national and international communities. SIAST has been transformed from what was once a cluster of independent technical institutes, to the responsive and relevant integrated adult career education system that it is today. As the SIAST Board closes a chapter in their history book entitled restructuring, repositioning, strategic agenda alignment, and effecting public sector governance, it is timely for a new leader to join with them to co-author the next chapter as incoming...

President

The President needs to be the "face of SIAST", captivating the spirit and minds of students and staff, and keeping "the line of sight" for the organization as it meets the growing expectations of the SIAST of the technological 21st century. With an experienced and dedicated board, faculty, staff and administrative team in place, and the support of the business/community/government stakeholders, the incoming President will be in good company as s/he stewards SIAST in such areas as: expanded industry partnerships; Aboriginal students; innovative programs and alternate delivery models; marketing, communications and customer focus. S/he will continue to elevate public opinion beyond that of "trade school" and to champion the adult career education advantage. S/he will be an integral member of the Saskatchewan CEO community and the national and international college networks.

A terminal degree in a related field of expertise is preferred, coupled with industry and educational leadership roles that include prior experience in a board governance setting. Most compelling will be a biography with a pattern of positive change, success, and engagement.

For further information on SIAST please visit their website at www.siastr.sk.ca. We invite your application or nomination of candidates appropriate to this role. We encourage you to contact us, in confidence:

Holly Hetherington
Suite 401, 2201 - 11th Avenue
Regina, Saskatchewan S4P 0J8
Phone: 306-359-2550; Fax: 306-359-2555
E-mail: search@theexecutivesource.com
Website: www.theexecutivesource.com

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ESSENTIAL ABORIGINAL RESOURCE
www.ammsa.com



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The College of Agriculture at the University of Saskatchewan is currently seeking candidates eligible for the NSERC Chair in Agriculture directed at increasing the representation of women who are Canadian citizens and permanent residents. The program can be found at the NSERC website.

A candidate successful in receiving the NSERC Chair in Agriculture track faculty member at the Assistant Professor level within the College and will also be an Assistant Professor in Agriculture, Law and the Environment. The Environmentally Sustainable Agriculture program at the graduate and undergraduate levels will work as part of an interdisciplinary team to develop sustainable agricultural systems, and also refine existing agricultural systems so that resources are preserved.

The objective of the Chair for Environmentally Sustainable Agriculture at the University of Saskatchewan is to develop and disseminate knowledge that will lead to environmentally sustainable farming systems. The program is intended to increase the representation of women in the prairie research community, CSA and the University of Saskatchewan, and to increase the representation of Agriculture within the academic community.

1. To develop or adopt reliable procedures for the management of crop production and livestock production.
2. To use these procedures to evaluate the impact of agricultural practices and to develop recommendations for sustainable agriculture; and
3. To communicate recommendations to the public, industry and agencies.

More information on CSALE and the Chair for Environmentally Sustainable Agriculture can be found at: <http://www.usask.ca/centre> and <http://www.ag.usask.ca/centre>

Applications are invited from all eligible individuals who have an interest in the existing departments of Poultry Science, Plant Sciences and Agriculture. These Departments have strong research programs in several areas related to sustainable agriculture. A successful candidate will complement the existing research programs.

The focus on sustainable agriculture within the Department of Poultry Science is based on the holistic approach to soil/plant/animal complex in relation to beef production. Emphasis is placed on the use of soil organic matter and the restoration of marginal cropland to forage in cash crop rotations. Of particular interest is the use of Decision Support Tools for the Management of the native range resources. This research is of common interest to the Department of Plant Sciences. More information is available at <http://www.ag.usask.ca/department>

The focus on sustainable agriculture within the Department of Plant Sciences is on the development and maintenance of crop production through the appropriate combination of the Department, research programs, and extension services. We have played and continue to play a leading role in introducing new cropping alternatives to the prairie environment. Pathology and physiology is focused on developing cropping systems suitable for Saskatchewan. The anticipated addition of a Cropping Systems Program to the Department's activity in this area will enhance organic crop production. Research projects include work on Integrated Pest Management, crop development and genetic resources. More information can be found at: <http://www.usask.ca/ag>

The focus on sustainable agriculture within the Department of Soil Science is on the enhancement of soil health and long term, productive use of the soil. A major interest is soil organic matter because of its role in enhancing water infiltration and soil fertility, and the potential for research examines the interactions between cropping systems and productivity. Research work on soil microbial processes and soil chemistry evaluates organic matter under agricultural systems. More information on the Department can be found at <http://www.usask.ca/departments/scsr/department/index>

More information on the College of Agriculture can be found at www.ag.usask.ca/

Applications, including curriculum vitae, references and e-mail addresses of three professional references and interests and teaching philosophy should be sent to:

Dr. E.M. B.
College of
University
51 Campus

Consideration of applications will be



University of Saskatchewan
*NSERC UFA for Chair in
Environmentally Sustainable
Agriculture*

The College of Agriculture at the University of Saskatchewan is seeking candidates eligible for the NSERC University Faculty Award (UFA) program directed at increasing the representation of women and Aboriginals in sciences who are Canadian citizens and permanent residents of Canada. Details of the program can be found at the NSERC website (<http://www.nserc.ca>).

A candidate successful in receiving the UFA will be appointed as a regular tenure track faculty member at the Assistant Professor level in an appropriate Department within the College and will also be an associate member of the Centre for Studies in Agriculture, Law and the Environment (CSALE), as the Chair in Environmentally Sustainable Agriculture. The appointment will include teaching at the graduate and undergraduate levels. This position offers an opportunity to work as part of an interdisciplinary team exploring new approaches to sustainable agricultural systems, and also refine both existing and former land management systems so that resources are preserved for future generations.

The objective of the Chair for Environmentally Sustainable Agriculture at the University of Saskatchewan is to create a research program to produce and disseminate knowledge that will enable more economically and environmentally sustainable farming systems. Specifically, this research program is intended to increase the domestic and international stature of the prairie research community, CSALE, the College of Agriculture at the University of Saskatchewan, and the Chair in Environmentally Sustainable Agriculture within the academic community. Specific objectives include:

1. To develop or adopt reliable procedures for evaluating the sustainability of crop production and livestock production systems in Saskatchewan;
2. To use these procedures to evaluate the sustainability of farming systems and to develop recommendations for improved land management and sustainability; and
3. To communicate recommendations to all concerned individuals, groups, and agencies.

More information on CSALE and the Chair in Environmentally Sustainable Agriculture can be found at: <http://www.ag.usask.ca/centres/csale/index.html> and <http://www.ag.usask.ca/centres/csale/chair/index.htm>.

Applications are invited from all eligible candidates. Candidates with research interests that complement the existing activities of the Departments of Animal and Poultry Science, Plant Sciences or Soil Science are particularly encouraged to apply. These Departments have strong externally funded research programs in several areas related to sustainable agriculture, and it is expected that the successful candidate will complement and build on these existing strengths.

The focus on sustainable agriculture within the Department of Animal and Poultry Science is based on the holistic integration and management of the soil/plant/animal complex in relation to native range and seeded pasture used for beef production. Emphasis is placed on the role of forage in the restoration of soil organic matter and the alleviation of soil erosion and salinity, the restoration of marginal cropland to permanent cover and the inclusion of forage in cash crop rotations. Of particular interest is the development and use of Decision Support Tools for sustainable beef production systems. Management of the native range resource to preserve and enhance biodiversity is of common interest to the Department and plant ecologists in the Department of Plant Sciences. More information on the Department can be found at: <http://www.ag.usask.ca/departments/ansc/index.html>.

The focus on sustainable agriculture within the Department of Plant Sciences is on the development and maintenance of sustainable prairie cropping systems through the appropriate combination of crops and management practices. Within the Department, research programs, including the Crop Development Centre, have played and continue to play a major role in crop diversification by introducing new cropping alternatives to the prairies and new cultivars better adapted to the prairie environment. Research in agronomy, weed control, pathology and physiology is focused on the development of more sustainable cropping systems suitable for Saskatchewan and the rest of the prairies. The anticipated addition of a Cropping Systems Agronomist will enhance the Department's activity in this area and support alternative approaches such as organic crop production. Research possibilities related to sustainable agriculture include work on Integrated Pest Management, organic agriculture, new crop development and genetic resources. More information on the Department can be found at: <http://www.usask.ca/agriculture/plantsci/index.html>.

The focus on sustainable agriculture within the Department of Soil Science is on the enhancement of soil health, a critical component of ecosystem health and long term, productive use of the province's soil resource. Of particular interest is soil organic matter because of its role in ecosystem integrity by enhancing water infiltration and storage while limiting erosion, by improving soil fertility, and the potential for sequestering carbon dioxide. Ongoing research examines the interactions between natural and pedogenic factors, cropping systems and productivity. Research possibilities range from basic work on soil microbial processes and forms of humus, to applied work that evaluates organic matter under agroforestry or other cropping systems. More information on the Department can be found at: <http://www.ag.usask.ca/departments/scsr/department/index.html>.

More information on the College of Agriculture can be found at: <http://www.ag.usask.ca/>.

Applications, including curriculum vitae, the names, addresses, telephone numbers and e-mail addresses of three referees, and a statement of research interests and teaching philosophy should be submitted to:

Dr. E.M. Barber, Dean
College of Agriculture
University of Saskatchewan
51 Campus Drive, Saskatoon, SK S7N 5A8

Consideration of applications will begin May 1, 2001.



SCHOOL OF CHILD AND YOUTH CARE
University of Victoria
2 TENURE-TRACK FACULTY POSITIONS
for Assistant Professor

Two tenure-track positions are available at the Assistant Professor level as of July 1, 2001 (one is subject to funding, and both start dates are negotiable). The School of Child and Youth Care (SCYC) provides an applied baccalaureate degree (BA) to on campus and distance education students, a distance cohort-based Master of Arts in Child and Youth Care, and PhD degrees by special arrangement. Through its First Nations Partnership Programs, SCYC also offers a Diploma in Child and Youth Care for students who successfully complete Aboriginal Child and Youth Care community-based coursework.

Diploma graduates work effectively in child day care settings and also apply their skills and knowledge to a number of other child and youth care practice settings. The SCYC undergraduate degree prepares students to work with children, youth and their families in a wide range of practice settings (e.g. child welfare, child protection, early childhood care and education, residential care, infant development, family support, parent education, juvenile justice, hospital-based child life, recreation, school-based child, youth and family counseling, community mental health). Graduate degrees prepare students to work as advanced practitioners and leaders in various organizations and community agencies, government departments and ministries, and as researchers, trainers, administrators and educators.

Preference will be given to candidates who have one or more of the following: expertise in early intervention; experience with at-risk children, adolescents/youth and families; working cross-culturally; clinical expertise with individuals and groups of children and youth; and expertise in staff training and/or curriculum development. Successful applicants must be able to work successfully with diversity, and be committed to developing an active program of research in an area related to the child and youth care field. Also required is the ability to contribute to the School of Child and Youth Care's programs through excellence in teaching at both the undergraduate and graduate levels. A Ph.D. is preferred.

The University of Victoria is an equity employer. Applications are encouraged from women, persons with disabilities, visible minorities, aboriginal peoples and people of minority sexual orientation. Individuals from these groups are invited to identify themselves in their applications.

Applicants should send curriculum vitae and the name of three referees by April 17, 2001, to: Dr. Sibylle Artz, Director, School of Child and Youth Care, University of Victoria, P.O. Box 1700, Victoria, BC, Canada V8W 2Y2, Ph: 250 721-6472, Fax: 250 721-7218, EMAIL: sartz@uvic.ca Website: www.uvic.ca/cyc

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents; however, others are invited to apply and will become eligible if no appointment is made after a Canadian search is completed.



McGill University



EXECUTIVE MANAGER

The Centre for Indigenous Peoples' Nutrition and Environment (CINE), an independent research and education resource for Indigenous peoples created by Canada's Aboriginal leaders and McGill University in Montreal, is seeking an **Executive Manager** experienced with Aboriginal issues for a two year appointment. CINE's goal is to enhance the quality of life of Indigenous peoples around the world by addressing topics related to traditional food systems.

Reporting to the Director, the incumbent will be responsible for managing response strategy requests received from communities of Indigenous peoples and for managing the human resources of the Centre; will promote CINE through community relations and as a resource for communities; will initiate and coordinate fund-raising efforts, manage media communications, prepare proposals, represent CINE in meetings, manage budget and report preparation and undertake related managerial duties as well as acting as Associate Director.

The successful candidate will possess a degree in Business Administration or Management, relevant management and fund raising experience, and will be an outstanding self-starter and result-oriented individual with proven leadership, communication and negotiating skills. Ability to speak French an asset. Salary to commensurate with experience.

Please submit your curriculum vitae (including names of three references), and a sample of your written work (i.e., proposals, communiqués, etc.) by **Friday, March 16, 2001** to:

The Director, CINE
MacDonald Campus of McGill University
21, 111 Lakeshore Road
Ste. Anne de Bellevue, Quebec H9X 3V9 CANADA
[Fax: 514-398-1020]

Only candidates selected for interview will be contacted.

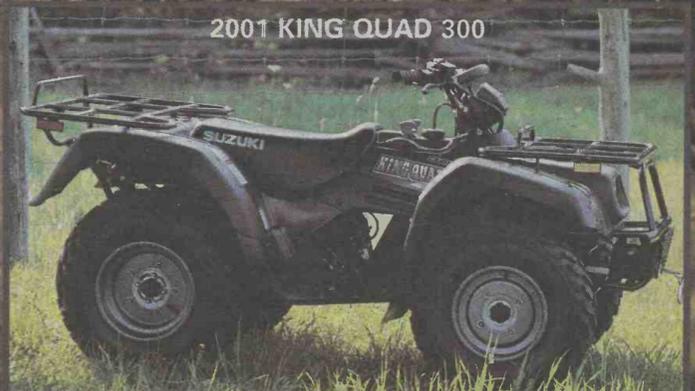
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