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PURPOSE


1. This directive is designed to support the *Nunavut Land Claims Agreement (NLCA)* Articles 23 and 32. Inuit aspire to create a workplace and service environment in the Government of Nunavut (GN) that incorporates Inuit Societal Values. These values, as they are utilized in GN policy, constitute guidelines that contribute to the creation of an effective and excellent public service that is grounded in the ethics and philosophy of Inuit.
2. Cultural Immersion Days provide a greater understanding of Inuit societal values and languages which can help employees better understand the needs and aspirations of the public.
3. This directive is connected to and supports the *Tamapta* 2010-2013 goal to "...deliver a system wide human resource strategy that encourages recruitment, supports employee retention and most importantly, provides targeted and effective training opportunities for employees at all stages of the employee spectrum..."

APPLICATION

4. This directive applies to all departments, agencies and employees of the Government of Nunavut, with the exception of the Workers' Safety and Compensation Commission of the Northwest Territories and Nunavut, and Nunavut Development Corporation.

DEFINITIONS


5. **Cultural Immersion Day (CID):** Planned events that incorporate Inuit cultural activities in the workplace. Events provide an opportunity for:
 - a) A day or ½ day spent out on the land, or occasionally at an inside location;
 - b) Taking part in traditional activities that facilitates team building and learning new skills;
 - c) Participants to share their own cultural backgrounds;
 - d) Each department or agency to dedicate 2 full days, or 4 half days per year. One or more department or agency may cooperate in CID event planning; and
 - e) Multiple activities, in a variety of venues, in order to accommodate employee needs and operational requirements.

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6. **Essential Service:** Services necessary to ensure a continuation of minimal service:
- a) To protect the health and safety of the public;
 - b) To prevent destruction or serious deterioration of machinery, equipment or premises; or
 - c) To prevent disruption of the administration of the courts, and includes services provided by the most senior employee at each power plant who has responsibility for the on-site operation of the plant. (*Public Service Act, s41.02(1)*)

PROVISIONS

7. CID's will be organized with consideration of the following:
- a) Safety;
 - b) Weather and climatic conditions;
 - c) Participants can include in addition to employees, the employee's family and friends, and guest elders;
 - d) Opportunities for Inuit language immersion; and
 - e) Cross-cultural understanding between Inuit and non-Inuit employees.
8. CID's may involve the following:
- a) Land survival skills;
 - b) Nature appreciation;
 - c) Team building activities;
 - d) Games and or songs; and
 - e) Teachings and stories.
9. **Responsibility of Deputy Head. Each deputy head shall:**
- a) Appoint one or more Cultural Immersion Day Coordinators (CIDCs), with consideration to the size of the department;
 - b) Coordinators will be employee volunteers who are recognized by their peers for their knowledge of Inuit Societal Values and applicable skills;
 - c) Ensure adequate budget planning for CIDs. Costs are the responsibility of the department or agency; and
 - d) Ensure that essential services are not disrupted.

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10. **Responsibility of the Coordinator. The Coordinator(s) shall:**
- a) Form and chair a CID planning committee of interested employees;
 - b) Develop an event plan that includes the destination, a schedule, activities, and transportation needs;
 - c) Where possible the use of a license outfitter is encouraged;
 - d) Make a list of required supplies and equipment;
 - e) Collect “Assumption of Risk” forms for all participants, see Appendix “A”;
 - f) Provide participants with check lists, Appendices “B”, “C”, and “D”;
 - g) Consider the unique needs of participants, including health or disability concerns, and develop alternate activities as required;
 - h) Designate one or more of the participants as the First Aid attendant. Individual must have current certification;
 - i) Implement plan of activities and ensure all participants have the opportunity to be involved; and
 - j) Attempt to accommodate or address unplanned events or difficulties as they arise.
11. After each event, the Coordinator will complete a report, for the deputy head and Tuttarviit. The report will describe the planning, the events that took place and feedback from participants. See attached Appendix “E”.
12. A debrief meeting may occur with Tuttarviit to gain advice on initiatives for future CIDs. The Coordinators report can be used as a learning tool.
13. **Responsibility of Tuttarviit. Tuttarviit shall:**
- a) Review the Coordinators reports once a year and make recommendations to the deputy heads, including changes to activities and traditional learning planned for the events;
14. **Responsibility of participants on a CID. Participants shall:**
- a) Disclose any medical limitation or health conditions to the Coordinator prior to the event for safety planning;
 - b) Participate in the planned activity; and
 - c) Dress appropriately for the activity, Appendix “B” and “C”.
15. Attendance at CIDs is not mandatory. Those employees not participating, or arrive late and cannot attend the CID for whatever reason, are expected to report for work as usual. If the CID affects an employee’s regular duties, the employee shall discuss with their supervisor in advance.

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AUTHORITIES AND REFERENCES

16. Nunavut Land Claims Agreement, Articles 23 and 32
17. Nunavut Human Rights Act
18. Nunavut Official Languages Act
19. Inuit Language Protection Act
20. Human Resources Manual
Section 318 – Inuit Qaujimajatuqangit

CONTACT

21. For further information or clarification, please contact:

Director, Employee Relations and Job Evaluation
Department of Human Resources
Iqaluit, Nunavut
975-6211

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APPENDIX "A"

**Cultural Immersion Day
ASSUMPTION OF RISK
(to be signed by all participants)**

Event: _____.

By _____ we will travel on _____ to _____ on _____.

Travel method, i.e. ski-doo Road, ice, or trail Location

_____ . Activities will include:

Activity date

- _____
- _____
- _____
- _____
- _____

This event is organized by the IQ committee, _____.

Division/Department/Agency

Contacts on traditional learning and trip preparation include: _____.

Participants should be clothed for _____.

Winter/summer activity/travel

They must consult with the designated guides and contact persons if they plan to do other activities other than what is mentioned above.

I _____, understand that the organizers of this event


Participant

will do their best to avoid risky or dangerous situations, but weather and uncertain terrain may create unavoidable risks.

By signing this document, I acknowledge and accept those risks.

Participant


Date

	
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APPENDIX “B”

Cultural Immersion Day Winter Outdoor Participant Checklist (may vary with activity planned):

- Winter Boots / Kamiks
- Winter Jacket / Parka
- Winter snow/ski pants
- Scarf
- Winter hat
- Mitts / Gloves-winter wear
- Long Johns
- Warm socks, plus extra pair
- Sweater
- Lunch / Snack
- Cup and Bowl
- Cutlery (Knife, fork, spoon, ulu, etc.)
- Fishing permit (non-beneficiary)
- Foot long stick- for handle
- Fishing line
- Hooks
- Sun Glasses & sunscreen
- Pillow or Mat (sitting cushion)

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APPENDIX “C”

Cultural Immersion Day Summer Outdoor Participant Checklist (may vary with activity planned):

- Hiking boots (light weight)/Rubber boots with insoles
- Warm jacket and water proof shell/coat
- Sweater, preferably wool
- Hat (sun, rain, bugs protection)
- Insect repellent (bug shirt if available)
- Long Johns
- Warm socks
- Lunch / Snack
- Cup and Bowl
- Cutlery (Knife, fork, spoon, ulu, etc.)
- Fishing permit (non-beneficiary)
- Fishing rod and hooks
- Strong plastic bags for fish or plastic containers if berry/herb gathering
- For clam digging, a sagaut (garden trowel) and container for clams
- Sun Glasses & sunscreen



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APPENDIX "D"

Cultural Immersion Day Winter Outing Equipment/Person Check List:

Last Name: First Name: Skidoo: Qamutiq: Xtra-Person: Spouse:

Last Name:	First Name:	Skidoo:	Qamutiq:	Xtra-Person:	Spouse:

Note: The summer list can be adapted from the above headings, depending on the activity by substituting vehicles, boats, or All Terrain Vehicles

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APPENDIX “E”


Cultural Immersion Day Feedback Form:

1. Overall enjoyment: How would you rate the day you experienced?
 - a. Poor
 - b. Fair
 - c. Good
 - d. Excellent

2. Cultural immersion and multi-cultural sharing: As a traditional activity how would you rate your learning experience?
 - a. Poor
 - b. Fair
 - c. Good
 - d. Excellent

3. Inuit Qaujimagatuqangit guiding principles and Inuit Societal Values: How would you rate your understanding and knowledge?
 - a. Poor
 - b. Fair
 - c. Good
 - d. Excellent

4. Awareness of the Inuit Qaujimagatuqangit guiding principles and Inuit Societal Values: Rate how well you think your understanding has improved after attending this activity.
 - a. Poor
 - b. Fair
 - c. Good
 - d. Excellent

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5. Awareness of traditional lifestyle including harvesting and survival: Rate how well you think your understanding has improved after attending this activity.
 - a. Poor
 - b. Fair
 - c. Good
 - d. Excellent

6. Affect on yourself and co-workers: How would you rate this activity for improving teamwork and morale with your co-workers?
 - a. Poor
 - b. Fair
 - c. Good
 - d. Excellent

7. Safety and preparation: How would you rate this activity in terms of how prepared the group was and how safe you felt?
 - a. Poor
 - b. Fair
 - c. Good
 - d. Excellent

8. Would you like to attend another traditional immersion activity in the future?
 - a. Yes
 - b. No
 - c. I'm not sure

9. Can you apply what you have learned in this experience to day-to-day activities within your own position at the GN?
 - a. Yes
 - b. No
 - c. I'm not sure

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10. Other comments, suggestions, highlights or concerns?
