Standing Committee on Legislation Review of Bill 25, An Act to Amend the Education Act and the Inuit Language Protection Act Iqaluit, Nunavut November 25, 2019

#### **Members Present:**

Tony Akoak Pat Angnakak Joelie Kaernerk Mila Kamingoak Pauloosie Keyootak Adam Lightstone John Main, Chair

Margaret Nakashuk David Qamaniq

Emiliano Qirngnuq

Paul Quassa Allan Rumbolt

Cathy Towtongie, Co-Chair

## **Staff Members:**

Michael Chandler Stephen Innuksuk Siobhan Moss

# **Interpreters**:

Lisa Ipeelee Andrew Dialla Attima Hadlari Allan Maghagak Philip Paneak Blandina Tulugarjuk

#### Witnesses:

Melissa Alexander, Manager of Planning, Reporting and Evaluation, Department of Education

James Arreak, Interim Executive Director, Coalition of Nunavut District Education Authorities

Lori Idlout, Legal Counsel, Crawford Law Office

David Joanasie, Minister of Education

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Aluki Kotierk, President of Nunavut
Tunngavik Incorporated
Jedidah Merkosak, Chairperson, Coalition of
Nunavut District Education Authorities
Kathy Okpik, Deputy Minister of Education

>>Committee commenced at 9:01

**Chairman** (Mr. Main)(interpretation): Good morning. Ms. Towtongie, please lead us in prayer. Thank you.

>>Prayer

**Chairman** (interpretation): Thank you, Ms. Towtongie. Good morning, colleagues and visitors in the gallery.

I am very pleased to welcome everyone to this meeting of the Legislative Assembly's Standing Committee on Legislation. We have convened today to begin the Standing Committee's televised hearings on Bill 25, the proposed *Act to Amend the Education Act and the Inuit Language Protection Act*.

I am pleased to first introduce my Standing Committee colleagues:

- Pauloosie Keyootak, Member for Uqqummiut;
- Allan Rumbolt, Member for Hudson Bay;
- Tony Akoak, Member for Gjoa Haven;
- Joelie Kaernerk, Member for Amittug;
- Adam Arreak Lightstone, Member for Iqaluit-Manirajak;
- Pat Angnakak; Member for Iqaluit-Niaqunnguu;
- Cathy Towtongie, Member for Rankin Inlet North-Chesterfield Inlet;
- Paul Quassa, Member for Aggu;
- Mila Kamingoak, Member for Kugluktuk;
- Emiliano Qirngnuq, Member for Netsilik;
- Margaret Nakashuk, Member for Pangnirtung; and

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• David Qamaniq, whom I shouldn't forget as he just became a member, Member for Tununiq.

(interpretation ends) Bill 25 received second reading in the House on June 5, 2019 and was referred to the Standing Committee on Legislation for consideration. Over the past several months the Standing Committee has reviewed a significant amount of material, exchanged correspondence with the sponsoring Minister, and invited input from key stakeholders across Nunavut, as well as from members of the public. The written submissions that the Standing Committee received were tabled in the Legislative Assembly during its recent fall sitting.

I would again like to take this opportunity to publicly thank the individuals and organizations that took the time to provide submissions to the Standing Committee. (interpretation) Thank you. (interpretation ends) Although it was not possible for every submitter to appear at this week's hearing, we are confident that the testimony that we will hear this week will be of benefit to the Standing Committee in its consideration of the bill.

The stakeholders that are scheduled to appear this week are Nunavut Tunngavik Incorporated, the Coalition of Nunavut District Education Authorities, the Nunavut Teachers Association, two district education authorities, the Office of the Languages Commissioner, and the Office of the Representative for Children and Youth. The Standing Committee looks forward to the opportunity to ask questions of the witnesses concerning their submissions.

For the record, I would like to note that the Standing Committee has twice reached out to the commission scolaire francophone du Nunavut to invite comments on the bill. To

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date we have received no reply. I also wish to note for the record that a short letter from a minor was provided to the Office of the Minister of Education and subsequently transmitted to the Standing Committee. The Standing Committee chose to not include this item as part of its package of formal submissions. I also wish to note for the record that although the Standing Committee offered Nunavut's three regional Inuit organizations the opportunity to appear at this week's hearing, it was indicated that Nunavut Tunngavik Incorporated will speak for them in this matter.

The format of this hearing will also allow an opportunity for the sponsor of the bill to contribute substantively to the review process. (interpretation) I am therefore pleased to welcome the Hon. David Joanasie, Minister of Education, to this hearing.

Before we hear from the stakeholders, the sponsoring Minister will first have the opportunity to provide a brief overview of the purpose and objectives of Bill 25, which we anticipate will also be of benefit and interest to Nunavummiut who are following these proceedings.

After the Minister has provided his overview, we will hear from our first presenter. Witnesses will have up to 15 minutes to make an opening statement to the Standing Committee that highlights the contents of their formal submission.

Members of the Standing Committee will then have the opportunity to ask questions of the presenters. (interpretation ends)
Depending on context, the Minister may be given the opportunity to respond to witnesses' comments, and the Chair will exercise discretion in this regard.

Time has been allocated on the final day of

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the hearing for the Minister to address concerns, issues, and themes that emerge during the week and to respond to questions from Members of the Standing Committee.

I would like to take this opportunity to emphasize that one of the key responsibilities that Members of the Legislative Assembly have is to give careful consideration to proposed pieces of legislation. As legislators, we are here to obtain the information that we need to make sound decisions on the proposed legislation that comes before us. This process requires a robust dialogue and I wish to assure all of our witnesses that the questions we ask as elected Members of the Legislative Assembly are intended to support the best possible scrutiny of the bill.

I will now briefly cover some logistical and housekeeping matters.

(interpretation) I ask all Members, witnesses, and visitors in the gallery to ensure that their cellphones and other electronic devices do not disrupt these proceedings.

In order to assist our interpreters and technical staff, I ask that all Members and witnesses go through the Chair before speaking.

This hearing is being televised live across Nunavut on community cable stations and the direct-to-home satellite services of both the Bell and Shaw networks. It is also being live-streamed on the website of the Legislative Assembly at www.assembly.nu.ca.

Transcripts of the hearing will be posted on the Legislative Assembly's website at a later date.

Members of the Standing Committee have been provided with a number of documents  $\Delta \Lambda_{\rm p} = 0$  Lend  $\Delta \Lambda_{\rm$ 

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for their ease of reference during this hearing. For the benefit of our witnesses and interpreters, I ask Members to be precise when quoting from or making reference to specific documents.

I would again like to welcome the Minister of Education, the Hon. David Joanasie, to our hearing and I now invite him to deliver his opening remarks. Maybe you can also introduce your officials. You may now begin, Minister. (interpretation ends) *Ma'na*, thank you, *qujannamiik*, and *merci*. Minister.

**Hon. David Joanasie** (interpretation): Thank you, Mr. Chairman. Good morning, Members, Nunavummiut, and visitors in the gallery.

Mr. Chairman and Members of the Committee, I am pleased to appear in front of the Standing Committee on Legislation as part of the public hearing on Bill 25, An Act to Amend the Education Act and the Inuit Language Protection Act. Mr. Chairman, I would like to thank you and the Committee for the invitation to discuss the amendments found in Bill 25. I have prepared reports on inclusive education and language of instruction, as requested by the Members, and have shared copies of them along with my opening comments.

Nunavut is a young territory. It is our responsibility as Members of the Legislative Assembly to make sure young people can achieve their goals by providing the tools necessary for success. (interpretation ends) Mr. Chairman, our education system is the very foundation where young people can build their futures. As MLAs, legislation is one of the best tools we have to help Nunavummiut improve their lives.

With Bill 25, students will receive better inclusive education. A quality Inuktut

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language curriculum for all grades will continue to grow. There will be stronger support for the Coalition of Nunavut District Education Authorities and local district education authorities, and the duties of principals, school staff, DEAs, and the Minister will better reflect the specific needs of our communities and territory as a whole. Together we can provide the tools and skills our young people need for a rapidly changing world while holding true to Nunavut's language, culture and identity.

Because [education] affects everyone in the territory, many Nunavummiut are taking time from their busy lives to watch these hearings. I hope they find these hearings informative and I thank them for their continuing involvement in the education system. It matters and it is appreciated.

Mr. Chairman, I am pleased that the Committee has invited key education stakeholders as witnesses to these hearings. All of these witnesses participated in the many consultations that have taken place across the territory in preparation of this bill. I thank them all for their feedback and recommendations and for appearing before the Committee over the next few days.

I would also like to thank staff from the Department of Education, the Department of Culture and Heritage, and the Department of Justice for their continued support throughout these hearings. They have put in many hours up today and will continue to do so.

Mr. Chairman, I would like to introduce Kathy Okpik, Deputy Minister for the Department of Education, and Melissa Alexander, Manager of Planning, Reporting and Evaluation, who are accompanying me today. ΔΔ°C ΔC°C ΔΔΘς Γ°C Δάγγης διαργηθος το δος διαργηθος Το δος γερογηθος Το δος διαργηθος το δος διαργηθος διαργηθος διαργηθος δυθογηθος διαργηθος δ

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Mr. Chairman, our communities are each different and have specific needs, values, and resources that must be considered when creating legislation. These specific and unique differences must be preserved and strengthened through our education system. Mr. Chairman, Bill 25 seeks to overcome these differences between our communities through an education system that balances the need for local autonomy, with the responsibility to provide every Nunavut student with the same high-quality level of learning.

In a similar way, Nunavummiut elected all of us, the 22 Members of the Nunavut Legislative Assembly, to represent our communities' distinct point of view and to raise their specific concerns, but we also need to balance those local concerns and perspectives with the needs of the territory as a whole. To guide the balance between local and territorial concerns, MLAs came to an agreement on what the Government of Nunavut's priorities and goals should be. These were stated in the mandate document *Turaaqtavut*, which was released in March 2018.

Under Sivummuaqpalliajjutivut we have committed to "provide education and training that prepares children, youth, and adult learners for positive contributions to society and for meaningful employment." (interpretation) MLAs agreed that one way to meet this goal was by committing to amend the Education Act and the Inuit Language Protection Act to ensure quality schooling and to improve student outcomes. This was the only legislation we committed to amending and prioritizing during this mandate.

Mr. Chairman, in 2008, when the *Education Act* and the *Inuit Language Protection Act* became law, they became two of Nunavut's

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 $\Delta$ 57%>C<sup>6</sup>, 2008-Γ  $\Delta$ CCGA<sup>6</sup>)CLO<sup>6</sup>  $\Delta$ 1LJ  $\Delta$ 2G  $\Delta$ 6DA<sup>6</sup>  $\Delta$ 5DA<sup>6</sup>  $\Delta$ 7LT5DG<sup>6</sup>U2G  $\Delta$ 7LCU<sup>6</sup>  $\Delta$ 1CDCD<sup>6</sup>VL7 $\Delta$ 6. PCFD76G CL6P6  $\Delta$ 2PLF most important pieces of legislation. They have laid the foundation for delivering the knowledge and skills youth need for a bright future while also protecting and revitalizing Inuit culture, values, language and identity. As Minister for the departments of Education and Culture and Heritage, this is why I knew amending these Acts would stir passion within Nunavummiut. That is why one year ago, in September 2018, my department set out on public consultations for the *Education Act* and the *Inuit Language Protection Act*. We offered a set of proposed amendments to begin the consultation with Nunavummiut and we were eager to listen to their thoughts.

(interpretation ends) The proposed amendments were based around four goals to make sure these two Acts continued to effectively deliver the quality education our youth need and deserve:

- 1. Creating a better balance of roles and responsibilities between the DEAs and the Minister;
- 2. Supporting local DEAs to ensure they have the capacity to meet their mandated obligations;
- 3. Extending bilingual education deadlines to address the need for Inuktut-speaking teachers and to support language of instruction in the classroom; and
- 4. Increasing consistency in the delivery of education programs across the territory so all students have access to the same level of programs and supports regardless of the community they live in.

Because of the importance of amending the *Education Act* and the *Inuit Language Protection Act*, the department set the ambitious target of consulting every community in Nunavut. This was necessary

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because these Acts affect the lives of all Nunavummiut. We wanted to make sure everyone's ideas and opinions from all 25 communities were heard. We felt that all Nunavummiut needed the opportunity to provide their feedback and concerns on changes to these two important pieces of legislation. Despite the size of Nunavut, I am happy to say we achieved this goal.

(interpretation) By the time we visited our last community in January 2019, the consultation team, with representatives from the Coalition of Nunavut District Education Authorities and Nunavut Tunngavik Incorporated, met with over 800 Nunavummiut. This included district education authority members, partner agencies, parents, students, teachers, and youth groups. I truly appreciate the warm welcome we received from these communities.

Over the five months of consultations, the diversity of experiences, perspectives and ideas told by Nunavummiut helped to give us a better understanding of the issues and concerns related to the *Education Act*, the *Inuit Language Protection Act*, and the education system as a whole. Students said that they wanted to be well prepared for any future opportunities, whether it was going on to post-secondary education or entering the job market right away.

(interpretation ends) At the same time our students rightfully want to retain their culture and language. One grade 11 student in Baker Lake told us, "Once we get into higher grades from elementary school, we start to forget what we learned in Inuktitut because there are not many academic Inuktitut teachers for high school." DEA members repeatedly told us that they strive to make sure that Inuit language and culture remain strong within their schools, but they are

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challenged by the amount of time and effort needed to do this effectively.

The Gjoa Haven District Education Authority explained that "We do our best to fulfill all our obligations under the *Education Act*, but the DEA portfolio is overwhelming and enough for a full-time job. We are not always fully aware of our responsibilities under the Act and more training and support is needed."

Inuit educators in Nunavut's middle and high schools explained that they need more support and resources to teach students
Inuktut. A Cape Dorset teacher explained at their community consultation that "Being an Inuk teacher in high school is hard. Not many Inuktitut resources are available in high school for all grade levels."

All the feedback my department received from these consultations confirmed that we need adjustments to the foundation of our education system. To make sure Nunavut children and youth have a bright future, changes to the *Education Act* and the *Inuit Language Protection Act* are required. It is a challenging task to propose amendments that will be universally liked by a broad and diverse population. As I said earlier, it is tough balancing local concerns with the needs of the entire territory.

(interpretation) I want to assure everyone that the input provided by Nunavummiut has been carefully considered and is reflected in the proposed amendments found in Bill 25. My department did its best to produce a bill that responds to the many voices of Nunavummiut. I know there are Nunavummiut who do not like everything proposed in Bill 25. However, this bill strikes a balance within the diverse needs of our education system.

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Based on our goals for education, Mr. Chairman, I am sure that you and the Committee will see that the amendments proposed in Bill 25 will further strengthen the foundation of the *Education Act* and the *Inuit Language Protection Act*.

Mr. Chairman, before I begin explaining more specifically some of the amendments found in Bill 25, I would like to let you and Members of the Committee know that the bill we are discussing today is only one chapter in a longer story that goes back six years.

(interpretation ends) In 2013 the Office of the Auditor General of Canada conducted the first major review of the *Education Act* since it became law in 2008. Their report found that the implementation of the *Education Act* was a major undertaking for the Government of Nunavut, especially with regard to bilingual education. Fully achieving all aspects of the Act would require significant time, long-term effort, the creation of new resources, and the involvement of multiple stakeholders, including DEAs, parents, students, and communities.

When their report was released, the Office of the Auditor General did not make any recommendations to amend the Act. However, it did state publicly for the first time that there were many areas of concern, such as:

- How inclusive education required more support from the department;
- How DEAs were expressing that they were having difficulties performing their assigned duties;
- How the pace of developing teaching resources for new curriculum have been slow, contributing to the department's inability to meet the bilingual education timelines; and

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 How the shortage of qualified Inuktutspeaking teachers were delaying progress towards meeting the bilingual education timelines.

From 2014-15 there was a second major review of the *Education Act* carried out by Nunavut's Special Committee to Review the *Education Act*. As part of this review, the Special Committee consulted Nunavummiut in three ways: by written submission, public meetings, and a public hearing right here at the Nunavut legislature.

The Special Committee received 38 total written submissions from 24 individuals, nine DEAs, and five organizations, including Nunavut Tunngavik Incorporated, the Coalition of Nunavut District Education Authorities, and the Nunavut Teachers Association. The public meetings were held in four communities: Baker Lake, Kugluktuk, Pond Inlet, and Iqaluit.

During the formal hearings at the Legislative Assembly, the Special Committee wanted to examine specific issues that were raised through the written submissions and the public meetings. Representatives from the Department of Education, NTI, the CNDEA, and the NTA appeared as witnesses during the hearings. Based on its extensive review and consultations, the Special Committee tabled its final report on the *Education Act* with 23 recommendations for amending the Act.

Mr. Chairman, I would like to note some of the recommendations provided by Nunavut's Special Committee:

- Refining the roles and responsibilities of the DEA coalition to ensure it has a clear mandate;
- Focusing on providing and implementing

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a consistent program and curriculum across all regions to ensure that students in every community have access to the same education program;

- Providing the resources to ensure early childhood programs are made available in every community;
- Supporting local DEAs to ensure they have the capacity to meet their mandated obligations;
- Strengthening inclusive education to ensure students are provided with the supports they need in the classroom; and
- Extending bilingual education deadlines.

(interpretation) Mr. Chairman, I would like to pause here to note that as a government department, we take our direction from Nunavummiut as voiced through the Legislative Assembly. It is for this reason that we use the 23 recommendations provided by the Members of the Fourth Legislative Assembly to guide our work on proposed amendments to the *Education Act* and the *Inuit Language Protection Act*.

Beginning in May 2016, the department held two rounds of public consultations on proposed amendments to the Acts. Ten consultations were held in eight communities. Regional meetings were held with representatives of the DEAs and targeted meetings were held with education partners, including Nunavut Tunngavik and the Coalition of Nunavut District Education Authorities.

Based on the feedback provided by Nunavummiut, the department made significant revisions to its initial proposals. This required the submission of a new legislative proposal. (interpretation ends) A ላ<sup>†</sup>ትሱቴ, ለ፫ሲላቴ Δ፫ቴσጳቴስናህበና\σ՟ጋ Δ϶ͼμησ ጳልናጋቴ/Lልኦላσ ፌጋልΔቴርኦ/Lኔተጋህ Δ፫ቴσጳቴስና ውል፫፫៤ ጳጋΔቴαቴቴጋΔቴሬፕሬተጋቦና ጳ<sup>†</sup>ትሶና\Δቴαናσቴ Δ፫ቴσጳፖበና\σቴ:

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few of the changes the department made in direct response to Nunavummiut feedback included:

- Dropping the proposal to delete bilingual education deadlines;
- Dropping the proposal of having a single bilingual education model;
- Dropping the proposal to have a single territory-wide calendar;
- Dropping the proposal to limit DEAs' role in principal annual performance;
- Providing DEAs with the choice to deliver early childhood education programs directly;
- Proposing a council of DEAs with clear accountabilities and increased responsibilities to the local DEAs;
- Introducing the concept of a skilled Inuit cultural expert to account for the reality that elders are in high demand across the territory; and
- Increasing departmental accountability on the implementation of bilingual education and inclusive education in its annual reporting requirements.

(interpretation) In April 2017 the department tabled Bill 37. As we all know, Bill 37 died on the order paper upon dissolution of the Fourth Legislative Assembly. Despite this, our government still saw amendments to the *Education Act* and the *Inuit Language Protection Act* as necessary to address the challenges facing our education system.

When I introduced Bill 25 in June 2019, I made sure significant efforts were made to address the ideas, recommendations, and

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comments made over six years of review and consultation.

Mr. Chairman, Bills 37 and 25 significantly differ in many key areas.

(interpretation ends) We are no longer proposing to change the wording in the *Inuit Language Protection Act* regarding the rights of parents to have their children receive Inuit language instruction in schools. My department firmly believes that parents should be able to exercise their right to high-quality Inuktut education for their children and that students have access to instruction in their first language.

In Bill 37 the department initially proposed to change the wording so that parents were limited to having their child receive the majority of instruction in the Inuit language rather than Inuit language instruction in general. Based on the feedback of Nunavummiut, we are no longer proposing to amend this fundamental parental right.

Bill 25 takes a phased implementation approach to the delivery of Inuit Language Arts instruction for grades 4 to 12 up to 2039. These timelines take into consideration curriculum development, student resources, teacher training, and assessment methods. These are the essential elements needed to support successful Inuit language instruction in the classroom. In 2017 the department proposed to extend bilingual education deadlines to 2029 for grades 4 to 9 and to monitor capacity to implement grades 10 to 12.

Throughout consultations on Bill 25, we repeatedly heard from Nunavummiut that the pace of Inuktut curriculum and resource development has been slow and that, to truly support Inuktut-speaking teachers and students, we needed to provide them with the

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same level of curriculum, resources, and tools as their English- and French-speaking counterparts.

(interpretation) I know some Nunavummiut have expressed concern with our proposal to focus on Inuit Language Arts in Bill 25. I have heard the concerns that the timelines are too long, that they are not ambitious enough, and they do not address our urgent need for Inuktut-speaking teachers. Mr. Chairman, I would like to respond to these concerns directly.

(interpretation ends) As we travelled across the territory meeting with Nunavummiut, we heard great concern over language loss among our youth at home and in the school. We heard confusion expressed by teachers, parents, and students about the dialectal differences within their communities and the impact this has on learning. We heard the need for a holistic approach to Inuit language instruction.

As a department, we gave careful consideration to the development of our timelines for Inuit language instruction. Our decision to focus on Inuktut Language Arts for first and second language learners came after careful consideration on the most effective way to prevent further language loss, encourage language retention in our schools, and support each of the language of instruction models. Our implementation plans for language of instruction will support schools across the territory, whether they are in communities that are experiencing significant language loss or communities where Inuktut is the first language.

Our teams at the department work hard to develop made-in-Nunavut curriculum based on *Inuit Qaujimajatuqangit*, and there are many steps involved in this process. Our curriculum team first conducts a needs

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assessment, including research, crossjurisdictional scans, and review by subject area specialists

Following the initial needs assessment and research, expert working groups are established and include a variety of stakeholders, such as the Department of Culture and Heritage, Inuit Uqausinginnik Taiguusiliuqtiit, elders, and teachers. The intent of the working group is to identify which outcomes, competencies, and activities should be included in the curriculum, as well as what should be produced by our other divisions, such as the development of teacher guides, classroom assessment tools, and student materials.

After further internal collaboration and outcome testing in a classroom, the draft curriculum is written to incorporate Nunavut-specific learning goals, outcomes, skills and knowledge. The curriculum is then rigorously field tested in a selection of schools and feedback from the field tests is incorporated. The process can take between two and three years for each curriculum, plus additional time for assessments, resources and training, but results in better and more relevant courses for Nunavummiut.

A good example of made-in-Nunavut curriculum is our grade 10 social studies courses. The courses were created following the curriculum development process, and several of the courses were written in Inuktitut first and then translated into English. All four modules in the grade 10 social studies curriculum were designed with an *Inuit Qaujimajatuqangit* foundation and cover themes such as residential schools, Inuit land claim processes, and governance. Mr. Chairman, we are very proud of the curriculum we are producing.

(interpretation) We know our plans for

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language of instruction implementation require qualified bilingual teachers to deliver Inuit language instruction. As a department, we have done a significant amount of work to create the conditions necessary to develop and support bilingual teachers.

Beginning in 2015, our department conducted a feasibility study that looked at establishing a university in Nunavut. A strategic advisory committee was established with representatives from the departments of Family Services and Executive and Intergovernmental Affairs, Nunavut Arctic College, Nunavut Tunngavik, Inuit Tapiriit Kanatami, and Agnico Eagle.

The advisory committee provided insights and guidance on a wide range of issues on the establishment of a university in Nunavut, including student recruitment, support and retention, language and culture, and institutional governance. Together they recommended that the best option for Nunavut was a joint partnership between Nunavut Arctic College and an existing university.

A selection committee was then established from this group and included representatives from the Department of Education, Nunavut Arctic College, and Nunavut Tunngavik Incorporated.

(interpretation ends) Mr. Chairperson, I am proud to say that our joint efforts have resulted in a 10-year strategic partnership with Memorial University of Newfoundland and Labrador. A major focus of this partnership is the delivery of a refocused Nunavut Teacher Education Program, an initiative I am proud to say was supported by the Department of Education, realizing the needs of our education system and the need to foster Inuktut. The refocused program incorporates Inuktut language and culture to

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ensure that graduates are prepared to enter Nunavut's bilingual teaching system. The first year of the refreshed Nunavut Teacher Education Program began this September 2019.

After completion of the first year, learners will receive a Nunavummi Inuktut Uqariuqsatittijiunirmut Ilinniarniq certificate. Learners who complete the second year will be entitled to a language specialist diploma and will be qualified to work in our schools. Learners who complete the program will be prepared to obtain their Bachelors of Education with further studies. This laddered approach to teacher certification will support the professional development of Inuit entering the teaching profession.

Mr. Chairman, I am confident that the Nunavut Teacher Education Program is the best way we can develop the next generation of Inuktut-speaking teachers. My department will continue to support this made-in-Nunavut program.

Mr. Chairman, we have also made considerable efforts to develop new initiatives and programs to support Inuit employment in our schools and throughout our department.

My department has recently developed and implemented Sivummuakpaallirutiksat to provide our Inuit employees an opportunity to take paid education leave for professional development and advancement in their careers.

We continue to deliver courses in the Certificate in Educational Leadership program entirely in Inuktitut. This certificate is a requirement for educators seeking to become leaders within our school system.

Additionally, we are reviewing our teacher

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certification regulations to ensure there are laddering opportunities and clear pathways into the classroom for the next generation of Inuit teachers.

We have increased the salaries of language specialists to make sure they are paid the same as all teachers in the classroom.

All of these actions will form the basis of our 10-year Educator Retention and Recruitment Strategy, reference to which has been included in Bill 25.

Mr. Chairman, we are no longer proposing to establish a DEA council to replace the Coalition of Nunavut DEAs. In Bill 37 the department initially proposed the creation of an independent DEA council with greater legal, financial and operational responsibilities to support the work of the local DEAs. The idea of this council was originally proposed as a way to provide DEAs with an independent organizing body that would support DEAs in their day-to-day work.

The need for additional support and resources was a message we had heard clearly from DEA members across the territory. It's a need that still exists today. The delivery of education is a shared responsibility between the department and DEAs. DEAs ensure that the school budget is being managed effectively, that student attendance and Inuuqatigiitsiarniq policies are in place, that local programs are being delivered to students to reflect the local culture and language of the community. My department knows that supporting DEAs means supporting students, principals, and teachers in the classrooms.

Throughout the consultation process for Bill 25, we heard repeatedly from the Coalition of Nunavut DEAs that the idea of establishing a

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council to better support and represent the DEAs was an attempt by the department to centralize authority without accountability.

Mr. Chairman, we heard that the coalition was developed in Nunavut by DEAs for DEAs. To acknowledge this homegrown agency, we are now proposing to strengthen the coalition in the legislation by providing them with more funding and more responsibilities to support local DEAs.

Mr. Chairman, many other changes were made to the bill in response to feedback we received from Nunavummiut. These include:

- 1. Nine school calendars, three for each region, instead of the previously proposed three calendars. We heard that the seasonal variations across the territory required the need for more than just one calendar per region. DEAs want their school calendars to have greater flexibility to respond to these seasonal differences. We listened.
- 2. DEAs maintain authority over principal appointment and reappointment panel instead of the department taking over the process. We heard clearly from DEAs that principals are leaders in the schools and the communities. We listened. DEAs are well placed to maintain this authority given their presence at the local level.
- 3. Local education program enhancements for local program courses can be offered by DEAs at all grade levels. The department had previously proposed limiting courses to grades 10 to 12 under Bill 37. We heard clearly that the education system needs to reflect and incorporate the principles of *Inuit Qaujimajatuqangit* so that students can successfully learn to navigate the world with a strong sense of their language and

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Inuit heritage and culture. We listened. Local programs are the best method of ensuring that this opportunity is in place.

- 4. DEAs will be able to make other modifications to the curriculum in order to incorporate Inuit societal values and *Inuit Qaujimajatuqangit* principles in the classroom.
- 5. DEAs will have an enhanced role on the inclusive education review board. DEAs expressed a desire to maintain some involvement in inclusive education decisions as they are likely to have the confidence of parents and can act as liaisons between the school and parents, advocating on behalf of students. We listened.

Mr. Chairman, I would also like to take some time to speak directly to the issue of social promotion. We have heard this issue come up in every community across the territory. Nunavummiut feel as though students are graduating without the required academic courses and skills needed to pursue post-secondary studies programs.

Mr. Chairman, let me make it perfectly clear: my department does not support the practice of social promotion. Our policy on student placement, promotion and retention allows the school team to retain students at their current grade level if a parent requests it or if a student has missed a substantial amount of instructional time. The department is also developing classroom-based assessment tools for teachers to determine how well students are achieving learning outcomes.

Nunavut has a system of inclusive education that entitles all students to receive the supports they need to succeed in school based on their unique strengths and challenges as learners. We have heard the Δൎ៰σ٬Γσι Λίιθι/٬Γσι . ἀςςνίν) CLia Λδίνοι Δσινόης/Lγοι.

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concerns that the system needs improvement. We are actively taking steps to strengthen our system on inclusive education. As part of our strategy, we are:

- Laying the foundation through our proposed amendments to inclusive education in the bill and clearly defining the roles and expectations of school staff, parents, DEAs, and students in the legislation;
- Establishing a student achievement division dedicated to overseeing the implementation of policies, procedures, and standards for inclusive education;
- Supporting a multidisciplinary team of specialists that provide education support services to all communities, including a behavioural and social-emotional learning coordinator, a counselling development coordinator, a deaf and hard of hearing specialist, and student assessment and evaluating coordinators;
- Allocating additional funding to the installation of soundfield equipment in all K to 12 learning spaces in Nunavut to support students with hearing loss;
- Partnering with the Department of Health to ensure students are properly diagnosed and receive the education support services they require in school;
- Developing tools and resources for school staff, including an individual student support plan handbook that outlines the process for planning, developing, implementing, monitoring, and revising individual student support plans and tools to help teach students skills in relaxation, positive thinking, and mindfulness; and

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• Providing ongoing training through annual conferences to student support teachers, principals, and *Ilinniarvimmi Inuusilirijiit*.

(interpretation) Mr. Chairman, my department has done significant work to strengthen our system of inclusive education to improve the educational outcomes of our students. We will continue to actively review, update, and evaluate our programs, resources, policies, and initiatives to ensure Nunavut's inclusive education system is responsive to the needs of our students.

(interpretation ends) We won't see the results of the proposed amendments immediately. It will take several years and the combined efforts of our education partners before we see the outcomes of these legislative amendments. That should not be a reason to not make these amendments. It should be a reason to make these amendments now before more time is lost, to feel a sense of urgency as a government to take decisive action now for the future of Nunayummiut.

My department has worked tirelessly since enacting the *Education Act* in 2008 to strengthen the foundation of our education system and to improve the student experience, their academic potential, and ultimately their futures. Despite the progress we have made since 2008, we know there is still much work to do. We know this will take time. We know it will take patience. We know it will take parents, teachers, students, community members, and the passion of Nunavummiut. Sustainable improvements in Nunavut's education system will require the combined efforts of all of us.

As Members of the Legislative Assembly, we developed our vision for education and expressed it in *Turaaqtavut*. We know what we must do and we now have an achievable,

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(interpretation) Thank you very much, Mr. Chairman. I thank everyone here for their passion, dedication, and commitment to Nunavummiut and our territory's future. I look forward to the questions and comments from the Members and witnesses. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you Minister. We don't have time for questions right now to the Minister. I would like to remind Members that during the hearing, when the other witnesses are at the witness table, the Minister will be sitting with us here and we will be asking him questions. On Thursday we will have an opportunity that morning to ask questions to the Minister, if you have questions. I am sure that you will have questions.

We will now take a 15-minute break and resume after that. Thank you.

>>Committee recessed at 10:03 and resumed at 10:26

Chairman (interpretation): Now that we are back, I would like to welcome the next witnesses to come and everyone else who has come to observe. President of Nunavut Tunngavik Incorporated, Aluki Kotierk, please feel welcome in the Legislative Assembly and you may now begin your opening remarks.

**Ms. Kotierk** (interpretation): Thank you, Mr. Chairman. Thank you for giving me an

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opportunity to present before the Standing Committee in regard to Bill 25.

My presentation is a joint response from Nunavut Tunngavik Incorporated, the Qikiqtani Association, the Kivalliq Inuit Association, and the Kitikmeot Inuit Association and is informed by the active input of Nunavummiut. I am speaking to you today on behalf of Nunavut Inuit. We are calling for government to withdraw Bill 25. Inuit do not have a new language. I will be speaking very seriously about this. We have been speaking about the Act for a very long time and what it should contain.

During public consultations regarding proposed amendments to the *Education Act* and the *Inuit Language Protection Act* last fall and winter, members of the public and local leadership of district education authorities took the time and effort to provide input in the hopes that they may contribute positively to education reform in our territory.

Since the 1970s Inuit have consistently communicated a desired path forward in the broad area of education. These concerns have been communicated to you as Members of the Legislative Assembly as well as your predecessors through written correspondence and formal submissions, through direct contact with MLAs, and by other means.

Our main concerns are three-fold within this bill. The first one is that the Inuit language should be respected properly and dealt with. The Inuit language must be the language of instruction in all grades, from kindergarten through to grade 12, and in all subject areas, not just language arts. Inuit culture must form an equal part in the education system.

The second concern is DEA authority. The government must provide support to the

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Coalition of Nunavut District Education Authorities and DEAs to expand and take on substantive authorities and effectively deliver on Inuit language, curriculum, and incorporation of *Inuit Qaujimajatuqangit* throughout the education system, similar to the authority given to the CSFN.

The third concern is in regard to inclusive education. We must ensure all students with diverse needs are included with their peers in regular classrooms, with timely diagnoses by qualified professionals, adequate supports and accommodations, ongoing assessments and recordkeeping, open communication between schools and families, and appropriately trained educators. The teachers must be informed and properly trained on how they can include that student with special needs in the school.

These three concerns that I am outlining are ongoing without resolution. If Nunavut's education system continues on this path, it will lead to an unpleasant result for the majority of Inuit students. These issues must be resolved beforehand, and then Inuit priorities can be dealt with.

I encourage all Members to search for alternatives that support our Nunavut students and to brainstorm together to search for theses alternatives. It seems clear today that the onus is the lack of efficiency in how government conducts its work, as we need to lessen their workload, and this lack of empathy seems to be the biggest barrier in my estimation. Nonetheless, I am not here just to voice my dissatisfaction of the government.

Inuit organizations also debate and discuss innovative ways of improving the shortfalls of our education system, including possible changes to make education more effective, which they want to relay to the government. ∆፫°σ፭%ጋ፫ሊσΊና b∩L≯Þጚ% ለልኄቴ%በርኦናበ፭ናቴናርናታ%ሁ ፭ንት%ሁታ ለኄኪ፭ናቴናና ውፎ፫ያ ል፫°σ፭%ጋ፫ሊσΊና b∩Lትኦናቴናር%ጋና.

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Due to our interest in this matter, Inuit organizations conducted an intensive review of this proposed bill, and the preceding bill to determine changes to the proposed legislation so that the present *Education Act* becomes more relevant.

We invited Inuit to submit their concerns about our current education system and to include ways to improve it. At this time we had our lawyers conduct a comprehensive review and present an alternative bill called the Nunavut Education Reform Act on how to enact these changes and improvements. We surmised this based on the Inuit fundamental right to educate their children using Inuit cultural foundations. We also tried to envision how children can be caught in the middle between cultures and this is why we tried to base it on our Inuit culture.

The Nunavut Education Reform Act alternate legislation embodies this Inuit cultural foundation, as it enacts Inuktitut as the main language of instruction in all educational programs, such as early childhood all the way through kindergarten up to grade 12.

We are aware that Inuit visions of proper education within Nunavut aren't relayed by many residents. Nonetheless, although we may seem to fall short of that vision, we know that Inuit consider it critically important to implement this fully. Our end vision is to see all graduating students fully proficient and fluent in both Inuktitut and one of the official, non-aboriginal languages.

All children are precious and with that in mind, we must diligently ruminate on how an Inuit linguistic foundation leads to a bilingual education system that integrates Inuit culture as the foundation. Due to this fact, our position is that Bill 25 should not be approved as it is drafted now.

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You are the elected legislators, so I fully encourage and welcome you to carefully consider our draft alternative legislation which we have provided and to deliberate which passages will lead to improving our education system within Nunavut.

The proposed Nunavut Education Reform Act outlines how each local DEA operates within the system and how the coalition can garner more support. It also explains the parameters of their authority and the best operational methods to achieve that goal. It focuses on collaborative methods between them and to use *Inuit Qaujimajatuqangit* as the foundation within each school. The legislated rights of the education authorities and the coalition need to be collectively promoted wtihin Nunavut. The fact is that local district education authorities have a certain right and the coalition has only one distinctive authority, although every DEA should have that authority.

Our proposed bill would reform Nunavut education and explain how the DEAs work, how the coalition work is envisioned, and the authorities they require to provide leadership in our schools and the principals of the schools, including the teachers. We envision that it could be an accompanying legislation to the current *Education Act* passed in 2008. It would be like the regulations for the *Education Act*. It provides for a collaborative approach within the regional approach of the GN and the Department of Education, the coalition of DEAs, including NTI, to review and recommend legislative changes and regulations specific to the legislation.

Inuit wish to be fully involved in operations that allow each school to run smoothly, both through their local DEA as well as the coaltion of DEAs. This is why we believe this should be the operational approach, as it would strengthen the DEAs and provide

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much-needed support for their operations. I also know and completely believe that cooperation and working together can resolve many of the concerns we hold for the benefit of our youth and children so that they can open more opportunities.

In closing, I wish to reference Justice
Thomas Berger's cover letter in the 2006
concilliator's report about the Royal
Commission on Bilingualism and
Biculturalism that was a result of the
hearings held in the late 1960s. Following the
commission's report, the federal government
acknowledged their responsibility to fund the
two official languages and functional
bilingualism and two distinct cultures and to
disseminate that throughout the country. In
fact the head of the country of the day, Prime
Minister Pearson, stated that francophones
should feel at home in their own province
and in Canada.

Now, in remembering that statement and with the majority of the public of Inuit descent, shouldn't Inuit feel at home in Nunavut? Inuit at home listening to this process should feel included as Nunavut is their home. I know that Inuit listening this morning have expectations and want their representatives to make careful and deliberate decisions, which is why we were elected to represent our Inuit constituents. They believe in our ability to carefully deliberate on these issues. Let us welcome Inuit into the fold and let us be inclusive of all Inuit who still live in their ancestral homes here in Nunavut. Thank you.

Chairman: Ma'na, President Kotierk. (interpretation) Your opening comments are in a document, but you didn't quite follow them. Can you clarify if we will be able to ask questions on your documented comments? You didn't read the whole document. Can you indicate if it is okay with

you? (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you Mr. Chairman. To my understanding, I was only given 15 minutes and this was a condensed version. I have a lot of comments to make. It's obvious that I will be expecting questions from the submission we gave you. Please feel free to ask me questions. Thank you.

Chairman (interpretation): Thank you for clarifying that. Members, now is the time to ask questions. If you want me to ask questions for you, I have that discretion as Chair.

>>Laughter

Who wants to start? Ms. Towtongie.

**Ms. Towtongie** (interpretation): Thank you, Mr. Chairman. Welcome, President Aluki.

I would like clarification. You wrote a letter on September 11, and Bill 25 is exactly the same as Bill 37. Bill 37 was introduced in the Fourth Assembly and it died on the order paper. We are currently reviewing the proposed Bill 25 as Committee Members. I would like to understand how Bill 25 is similar to Bill 37. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. Thank you for the question. We reviewed those bills. The prior legislation of Bill 37 was not passed by the previous government. We anticipated the passage, but we were informed that the newly elected government would use the *Turaaqtavut* mandate to amend the *Education Act* and expected that NTI would be fully involved. Nonetheless, we found out via a news story that the bill was already being dealt with.

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When we conducted our research into the proposed bill, we searched for differences from the previous bill, including any improvements in the draft language. We identified them in a fairly thick document that highlighted all the similiarities. As an example, the lawyers seem to be trying to hoodwink Inuit by saying it is a different piece of legislation but introducing basically the same draft, albeit with very minor changes, including the numbering.

They specified they conducted public hearings, and seemingly wanted to hear from the public and Inuit. Even with the voiced concerns during the public hearings, the document identified that they are only interested in hearing about certain matters that resulted in Bill 37 not being passed, but that the foundation would still be on the sections that weren't passed. The consultations were mainly to get approval for the sections that stopped the passage of Bill 37, and we didn't appreciate that legal tactic. Further, it became obvious that the changes made were listed in the report. This was presented by the government in three parts on issues they heard and would formulate the basis for Bill 25.

The second part identified the sections that couldn't be included in Bill 25. When a body conducts public consultations, it is supposed to include all issues voiced by the public that are to be considered. Nonetheless, they started with a document that was already missing many parts and this is what irked us, as it isn't right to try to pass a bill again. We noted that Bill 37 and Bill 25 are practically the same pieces of legislation. Thank you.

Chairman (interpretation): Thank you. We have rules for what can and cannot be said in the Chamber. You used the words "being fooled." I would like to remind you that we cannot tell others that they are lying. We

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can't use misleading comments in the Chamber. Let's keep that in mind. Ms. Towtongie.

Ms. Towtongie (interpretation): Thank you, Mr. Chairman. Thank you, President Aluki. Having reviewed the *Nunavut Agreement*, you have a weak position from Nunavut Tunngavik. For example, on fisheries quotas, the federal fisheries minister in Ottawa has to approve legislation and that's a weakness in the land claims agreement. Secondly, Nunavut Tunngavik's Article 4 states that we want a public government. Here we are, born of the land claims agreement as the Legislative Assembly.

Even though Article 32 states that Nunavut Tunngavik will do certain things, that they will review and push for legislation that is being proposed, but it does not state that Nunavut Tunngavik can enact legislation. It does not say that. Inuit have agreed to that for Nunavut Tunngavik. In the land claims agreement, Nunavut Tunngavik is a non-profit organization and they don't pay taxes, as approved by Revenue Canada.

In asking this question, on September 29 you provided a submission as Nunavut Tunngavik to the Standing Committee on Legislation, which includes draft legislation. What are you asking for? How would you like to see Bill 25 written? With the bill that is presently in front of the Legislative Assembly...Let me say it in English. (interpretation ends) In your view, why is proposing additional legislation preferable to amending the bill that is currently before the Legislative Assembly? That's Bill 25. Thank you, Mr. Chairman. That's my final comment.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

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Ms. Kotierk (interpretation): Thank you, Mr. Chairman. I'm saying what I believe in. This is what I want to say. Therefore, in replying to the question, I agree Nunavut Tunngavik does not enact legislation. That is why you sit here as elected Members of the Legislative Assembly. This is just for consideration and you don't seem to hear our voice. That's why I said that with the proposed bill, we were not even informed on what the contents were.

According to the agreement, Article 32.21 clearly indicates, "providing Inuit with an opportunity to participate in the development of social and cultural policies, and in the design of social and cultural programs and services." We were not involved, even though we represent Inuit and with Inuit being the majority in Nunavut, that's why we wanted to submit suggestions to you for consideration. You are the MLAs. You are the decision-makers and it's within your power to either accept or reject it.

Therefore we wanted to make a submission, especially thinking about how else education can be supported. Basing it on the students, how can they graduate from school with fluency in Inuktitut and a solid foundation in Inuit culture? That's why we came up with the submission that we need legislation that supports the Inuit language and provides more support to district education authorities.

In reviewing Bill 25 along with the prior Bill 37, it derogates certain sections. We ought not to dimish legislation, but rather to improve Nunavut's legislation. This is only for your consideration. Thank you.

Chairman (interpretation): Thank you. Ms. Towtongie, you are done, so I'll go to someone else. Minister, you are sitting here. If you have a response or comment, I'll give you an opportunity. That's for your

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information. Mr. Qirngnuq.

Mr. Qirngnuq (interpretation): Thank you, Mr. Chairman. President Aluki, welcome. Your opening comments are good to hear. As MLAs we invited you to give support to us because the education bill is very important. That's the first comment.

I have two or three questions. My first question is, in your opening comments there's wording that we might come to a bad conclusion. What exactly does that mean? I want clarification and that's why I'm asking the question, Mr. Chairman. Thank you.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. Thank you for asking that question. In thinking that we may come to a bad conclusion. I would like to use the lack of Inuit language instruction as an example. A child who is learning should learn everything in Inuktitut. The Inuit language is the first language of the majority in Nunavut. The additional postponement to the year 2039 and reviewing the schedule appended to Bill 25, it identifies that certain grades will not use Inuktitut as the language of instruction. This is just the planned approach whereby only certain classes receive Inuktitut language instruction. This constitutes a very serious concern for NTI and for other Inuit organizations.

We are all aware that Inuktitut speakers are decreasing annually. Every year the numbers decrease by 1 percent. Although that sounds insignificant, the continual decrease will add up and by the year 2051, we may only have 4 percent of Inuit who speak their mother tongue at home. This is disconcerting to many Inuit and the unscrupulous result of paternalism if this bill passes. We want to

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improve this instead.

We consistently hear about the lack of fluent Inuktitut teachers, which is the excuse used by education administrators for why we cannot reach this goal. With that being the excuse, we continually push the government to concentrate on training fluent Inuktitut speakers as teachers, in greater numbers, and in all of our communities, not just in Igaluit or larger centres. We are aware of many Inuit who face various barriers. Although they want to receive further education, they are not aware of the requirements and do not want to leave their communities. So-called experts are constantly expounding that Inuit don't wish to pursue further education, although they themselves erect artificial boundaries, which in my opinion, are racial slurs against Inuit categorizing them as untrainable.

Inuit who have pursued secondary education are aware that proper information on the educational requirements towards a career as a teacher would result in many more Inuit wanting to take up that education. Back in 2016 we contracted Paul Berger, who conducted research of students attending 11 different high schools in Nunavut on whether they had any interest as being teachers. Many students expressed strong interest in pursuing this career but had no idea of the path to pursue to work towards becoming a teacher.

In our current fiscal year, the Office of the Auditor General released a report detailing high school students and adult learners' career ambitions, which identified that there are no career plans in place for them to pursue post-secondary education after their graduation. There are a multitude of specific items contained in the report, but I'm just using that as an example. Thank you, Mr. Chairman.

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**Chairman** (interpretation): Thank you. Mr. Qirngnuq.

Mr. Qirngnuq (interpretation): Thank you, Mr. Chairman. I also thank the president for her candid response. The second question I want to ask relates to the wording used in your opening comments about Inuit Qaujimajatuqangit needing to be the educational foundation for our schools within the education system. I want to clearly understand this position, seeing as NTI is the primary Inuit organization, whether you would provide support for the legislation where it speaks to this initative, and whether NTI has identified any areas for improvement or if it is mentioned in the written submission you provided. I would like to understand that firstly, Mr. Chairman, hence my question. Thank you.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. Thank you for your question. We hear from Inuit teachers about how more support can be provided. It's obviously due to a lack of curriculum resources, particularly for Inuit language teachers. We know, for example, that curriculum resources are developed in Arviat. I'm not too familiar with that, but we hear curriculum development takes place in Arviat and I believe it takes many years to develop curriculum.

As an Inuit organization, I can provide an example of the Qikiqtani Inuit Association. They developed curriculum materials and provided them by working closely with various government departments, but we aren't always able to do that within each organization. There are challenges in reaching our goals and each organization faces challenges. It's always difficult to do

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We know that it is the role of the government and the Department of Education to develop material and it's our role to push and challenge the department to continue to strengthen the curriculum that's being developed in the Inuit language. Everything can be taught in the Inuit language and it can be based more on the Inuit culture. We state and we hear in Nunavut that there are too many people within the system that do not complete their studies. It's as though Inuit aren't capable when that's definitely not the case.

Last week I participated in poverty reduction meetings in Cambridge Bay, where one participant from the Kitikmeot stated that students are thrown out of school when teachers assume they are incapable of learning. It's like being thrown out of the school. Therefore curriculum materials should be geared towards our Inuit culture and properly incorporated in the education system. Thank you.

**Chairman** (interpretation): Thank you. Mr. Qirngnuq.

Mr. Qirngnuq (interpretation): Thank you, Mr. Chairman. In your response, you had mentioned that there were some challenges. Perhaps you can explain the challenges you're faced with. That's my question, Mr. Chairman. Thank you.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. This has many facets where we face barriers as well as challenges that are identified to us. It lies within the partnership or collaborative work that is always mentioned but rarely undertaken. Although

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the common refrain is the bureaucracy wants to work with Inuit organizations, the reality is that many barriers are erected by these public servants to drag down the actual implementation of the proposed changes and it is quite varied.

My own thinking on this matter...perhaps I am out of order. Nonetheless, my personal opinion is that the public service is the barrier itself, and elected MLAs follow the whims of their non-Inuit officials. The politicians are supposed to make the decisions, but far too often the public servants run the show. Although the MLAs are supposed to make these decisions, their non-Inuit officials make the decisions, rendering the politicians as impotent representatives, adhering to the whims of their non-elected administrators.

They are the ones who are fighting against the wishes of the Inuit majority who want to enact changes because it would render them powerless, and they want to retain control as public servants. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Using my discretion as the Chair, I will say if it's out of order. I'll be able to do that freely as the Chair and if I need to remove someone from the Chamber, I can do so. I want that recognized.

Perhaps to the Minister, if you can talk about the issue of teaching and the (interpretation ends) Nunavut Teacher Education Program (interpretation) that was discussed earlier. Can you clarify if teacher recruitment is mentioned in Bill 25 or if it is separate from the bill? Minister.

Hon. David Joanasie (interpretation): Thank you, Mr. Chairman. We are in the process of working on teacher recruitment and retention, particularly for teachers from

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Chairman (interpretation): Thank you. I would like to get clarification, Minister, as this issue keeps coming up. We have frequently heard about the 2039 target date. In accordance with Bill 25, is the full implementation date of Inuit language of instruction for all grades set for 2039? Alternatively, can you indicate what the year 2039 signifies? Minister.

Hon. David Joanasie (interpretation): Thank vou, Mr. Chairman. To inform Nunavummiut further, at this time we have Inuit language curriculum and we have been developing various resources to be used in Nunavut. Our department adapts curriculum to be more suited to Inuit culture and Inuit Qaujimajatuqangit, but as was stated, perhaps we are not working fast enough. There are different factors involved. As I stated, sometimes it takes two to three years to prepare for these plans to develop curriculum, but we also have other work to do and we have to monitor the curriculum resources to make sure they are adequate and provide tangible benefits. There has been a lot of progress on this over the past three or four years.

We have started work with a target date of 2039, but when Nunavut was created in 1999, we knew that Inuit language of instruction at all grades would not happen overnight. We should understand that and as I stated, we have to be patient and put a lot of effort in it. We came up with the year 2039,

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keeping in mind that there are Inuit first language learners and second language learners, in addition to those who speak Inuinnaqtun.

Lastly I want to add that following the different grade levels, it's already identified in our plans that we have Nunavusiutit, Aulajaaqtut, and Iqqaqqaukkaringniq and our future plan is to translate material into the Inuit language for courses such as social studies. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Let us proceed. Mr. Quassa.

**Mr. Quassa** (interpretation): Thank you, Mr. Chairman. Welcome, President Aluki.

First of all, you have said you felt that Inuit organizations were lacking involvement in the process with the Government of Nunavut in accordance with (interpretation ends) Article 32. (interpretation) You also say in your correspondence of September 11 that once two years passed and Bill 25 was introduced, you weren't really involved. I would like to get clarification on how you weren't really involved. Consultations were held from September 2018 to January 2019. With that being the case, how were you not really involved or were you told not to be involved? That's my first question, Mr. Chairman. Thank you.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. In thinking about how Inuit organizations expected to be involved, they have been involved when legislation is going to have a huge impact on Inuit. For example, when the Language Act was being drafted, Inuit organizations were thoroughly involved. When the *Wildlife Act* was going to

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be introduced, Inuit organizations were also thoroughly involved. When the *Inuit Language Protection Act* was going to be introduced, Inuit organizations were thoroughly engaged.

I'm trying to say that we should have been thoroughly engaged and consider what will be contained in the Act. Before it was approved by the government's Ministers, the organizations and government departments began deliberations. They had made presentations to the Standing Committee when the contents of the bill were being considered and what should be included.

I look at any piece of legislation much like a skeleton and the regulations like the innards that will be put together afterward. However, once they have considered what the "skeleton" will be comprised of, we need to be closely involved, come to a consensus, and then the government would agree, "Let's now proceed to amending the bill."

We were informed only after the plan had already been approved as to what will be contained in the bill. Further, we were welcomed to participate in the public consultations in the 25 Nunavut communities and the government was the lead on that. However, they had come up with the agenda for those consultations and what they wanted to hear from Nunavummiut. Therefore we say that we weren't fully participating. Thank you.

**Chairman** (interpretation): Thank you. Mr. Quassa.

**Mr. Quassa** (interpretation): Thank you, Mr. Chairman. I understand. They wanted public submissions starting September 2018 to January 2019 regarding the bill.

I will focus on issues outside of Bill 25 at

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**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. The staff of regional Inuit associations and Nunavut Tunngavik Incorporation hold regularly scheduled meetings to discuss issues. The regional Inuit associations in the Baffin, Kivalliq and Kitikmeot regions are in constant contact. In actuality, when this bill was introduced, we immediately sent it out to our regional bodies and their staff to conduct reviews, in particular the social wellness and education divisions. We requested their comprehensive review of the newly proposed bill and its predecessor to determine the differences. Once the policy directors and senior managers identified them, they held teleconferences almost daily to deliberate on the proposed legislation.

Due to our continuous discussions amongst the senior managers, each body was able to present their position to its counterparts and deliver their views on the differences. Even with all of that work, when we held meetings with my fellow board members on NTI who represent the RIAs and who serve as their L°αρχώ, CΔL γΠΛα 11-ΓςΟρώ ΠΠώρΔς Ċ°α 2019-Γ α\_αΔζΟς Γ°Lς Ċ٥d< NULLAUS UND LIPA CONTRACTOR LA Δ<sup>6</sup>// PP4,746, כיףקס  $\Delta$ CLACO  $^{\circ}$ CACO  $^{\circ}$ CACO  $^{\circ}$ CACO ۸%6۲۵۹ (6۹۷ ، 6۹۵۱ کورو کاورو کاورو  $PP_{4}$  )  $PP_{4}$   $PP_{4}$   $PP_{4}$   $PP_{4}$ σηριγίζο οληγικό και το συνοιστά το συνοιστά συνοιστα συνοιστά συνοιστά συνοιστά συνοιστά συνοιστά συνοιστά συνοιστα συνοιστά συνοιστα συν C'644 NN547LJN, PY45 aJaben46666 Ͻዮረፈ<sub>₽</sub>ው የ교실 የንግሬት አልርት አውርት አልርት አልርት  $\verb|\dota| \verb|\dota| | \end{tabular}$ 65-54-00 ነታሪ ር<sub>ታ</sub>ው ሀሀሪ፣ ወዲን ነታሪ የተ C°P~J°L Δ°P~Q>C°C∩°Δ°. °bΔ°° Δ~LC°°L°iJ Ċ°a proposed bill 25. bill 25-უ°% Րես ძი \%PC▷፞፞፞፞፞ዾፘዀ. ጋየረ፞፞፞፞ዹናጔ፞፞፞፞፞፞፞፞፞፞፞ጜ፞? 'dታ°፞፞፞፞፞፞፞፞፞፞፞፞ዾ፞፟፝፞፞፞፞፞፞  $\Delta$ 6790 $\dot{C}$ 66.

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presidents and vice-presidents, we discussed the ramifications of the proposed legislation.

As a matter of fact, during our previous review of the defunct Bill 37, when the debate first started, we debated the impacts during our annual general meetings of NTI, and developed our position outlining what this government was trying to accomplish with the bill and questions were raised as to which perspective government was coming from and the leaders questioned their senior managers on that.

In 2016 a motion was introduced by the NTI board opposing the passage of Bill 37, and whenever we held an AGM, the constant reference to educational issues, the need to protect the Inuktitut language, as well as the Inuit employment plans, although they seem to be three distinctive issues, are all related and resulted in resolutions opposing all three issues in our meetings. Thank you.

**Chairman** (interpretation): Thank you. Mr. Quassa.

Mr. Quassa (interpretation): Thank you, Mr. Chairman. In your submission, reading about (interpretation ends) Nunavut Inuit education fundamental reform (interpretation) and the initiatives are interesting, but I would like to ask if the draft legislation by Nunavut Tunngavik was written with the assistance of the Department of Education or someone else. It must have been written by an expert in the Nunavut education system. I'm just asking who assisted you in writing this draft legislation. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

**Ms. Kotierk** (interpretation): Thank you, Mr. Chairman. We have a lawyer in our office and we have been reviewing the bill for a

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number of years now and it was written by our lawyer. Thank you.

**Chairman** (interpretation): Thank you. Mr. Quassa.

Mr. Quassa (interpretation): The reason why I brought that up is because I wanted to know if she or he knew about the education system in general in Nunavut. I'm not saying that I don't like the submission or whatnot, but I just want to know if the author of the draft legislation is well versed in the education system. As you have agreed with the lawyer, they must have had extensive knowledge of the education system. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. We have a working group that does the review, so our submission wasn't done by just one person. We consulted retired teachers and other individuals who know about the education system and where improvements can be made. Yes, indeed, this draft legislation was written by someone well versed in the education system. Thank you.

**Chairman** (interpretation): Thank you. Mr. Quassa.

**Mr. Quassa** (interpretation): Thank you, Mr. Chairman. Thank you. I really wanted to clearly understand that.

Now, we have heard how disconcerting this section is related to language and the deferral to 2039 as the target date. Further, the drafted language which I am unsure I can properly paraphrase in Inuktitut, which is (interpretation ends) language arts, (interpretation) perhaps it is just language courses or for all languages, but in looking at

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the overall curriculum, it seems to just be a small portion, therein at least the way I understand it.

In your September 11, 2019 letter it identifies that revisions ought to be made to the proposal that would allow easier access to allow for more teachers to meet our needs. As an example, Inuktitut can be taught properly in our schools once we have fully fluent Inuktitut teachers providing the language lessons. Based on your letter, you stated that if it were done in this manner, it would alleviate the shortages we see.

Can you elaborate on the changes you wish to see in Bill 25 and where NTI feels it can lead to improvements? Do you believe that the 2039 timeline is realistic? That's my question. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. Thank you for your question. I see it as the Department of Education who is working on this from the wrong end. In my opinion, a senior administrator arbitrarily picked this date at random without developing any sort of plan allowing for a greater number of competent and fluent Inuktitut-speaking teachers to be trained. This should be the foundation instead of a randomly selected date, which would be much more realistic.

We would like to see this type of approach where the government develops a comprehensive plan identifying how many teachers they would have after a set period towards this goal, and to follow this plan religiously so that students can be taught in their own language and become more concrete. That is how I envision meeting this goal.

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The Minister stated that his administration is working on a 10-year strategy. The language is beatific to hear. Nonetheless, we know that in 2006 the GN also developed a plan towards that and identified that they required 302 Inuktitut teachers. However, there was no allocation of funding towards that goal and to date, because of that lack of commitment, we are now in 2019 and still facing the same dilemma of teacher shortages. Due to that lack of foresight, I see your departmental officials who are backwards in their approach, which is why I stated that the students should be the focus and not the system so that we can force actual changes that benefit our students.

I am deeply concerned about this as we may go another 20 years before it is dealt with, and that is deeply unsettling. To date the GN has been in operations for 20 years, yet because of the lack of foresight and vision, we face the same teacher shortages we faced back then, but can we place any faith in this paternalistic system that anything will be accomplished in another 20 years? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Quassa.

**Mr. Quassa** (interpretation): Thank you, Mr. Chairman. I'm sure other Members wish to ask questions too, so this will be my last question, as we do have a lot of questions.

In looking at the timeline set out in the Act which we are following. It stated that 2019 would be the final year where action items would be undertaken, but we have already surpassed July 2019. Further, the bill is proceeding through the Assembly's review process. There should be some sections that should be repealed instead or frozen. Based on my understanding, the dates are still frozen (interpretation ends) and that's the

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term I am (interpretation) just using as we are now in the fall season.

What are your thoughts on the freezing of the dates for implementation? Are we breaking legislation somewhere that speaks to protecting the Inuktitut language rights we have? I would like some feedback from our president. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. In thinking of this matter, I feel the department is approaching this from the other end, and I can certainly state that these things have already transpired. We have held many public meetings and consulted our communities on the exact same topics time and again. They expended many thousands of dollars for this process that lasted for many months for Bill 37, and the majority opposed the passage of that draft legislation and this is why it fell off the order paper. Now, seemingly for the exact same topics under Bill 25, it seems to be placed as an obstacle. As an example, someone's ego was causing a useless exercise to be undertaken.

We should be focusing on higher priority items, and the funds earmarked for consultations should be used to start training Inuktitut teachers. Why did this round of consultations occur when it could have been better spent alleviating our need for Inuktitut teacher training purposes? What is the department placing as barriers in not training Inuktitut-speaking teachers? There are high unemployment rates in Nunavut that can benefit from Inuit being trained as teachers, as we know that many Inuit in Nunavut have no employment prospects.

We also know, as I was part of the review group perusing the correspondence and draft

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legislation, and if I recall correctly, it was in June 2016 that the GN provided quarterly reports on employment statistics within their public service. In June 2016 substitute teaching positions were filled by 993 Inuit. In looking at that number, we urge the government to hire these substitute teachers full time. I'm sure criminal record checks were completed as they were working in the school system. Since they work from time to time in the schools, they are versed in the way schools operate, but they aren't teachers since they don't have a teaching certificate. Perhaps they want to pursue a teaching career. How can we provide support to them to follow this path towards becoming teachers? We should complement this with teacher training programs in all of our communities.

Sometimes we run into barriers because of the large landmass of Nunavut. Even though it's a large landmass, we know one another within the community. It can be our strength. Let's use it that way. For example, if we know of a community and there are very few Inuktitut-speaking teachers in that community, invite people who have the capacity to become teachers and to pursue post-secondary education. Some people don't know the process to become a teacher, but once informed, they can follow the path towards qualifying for a teaching career, but only with help can Inuit rise up. Thank you.

Chairman (interpretation): Thank you. The Minister was referring to how many teachers are needed. What is your goal as to how many teachers proficient in Inuktitut are needed, or is that proficiency in both languages? Is there a plan or something put together? I know that it is not under Bill 25 and it won't be seen under Bill 25. Nunavut Arctic College is responsible for instructing teachers, but the requirement for plans was mentioned earlier. Can you talk about that,

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Hon. David Joanasie (interpretation): Yes. Thank you. From our understanding to date, there are two categories where some are referred to as bilingual teachers and some are considered Inuit teachers. (interpretation ends) Total Inuit teachers (interpretation) under the Nunavut Teachers Association are 239; (interpretation ends) total bilingual in the Inuit language, 232; total teaching in Inuktut, 209. (interpretation) That is how it is, Mr. Chairman.

When we were doing consultations with the people of Nunavut, what was mentioned was they made an estimate that we need around 450 new teachers. I believe that number is correct. The population of Nunavut is continually growing and the schools are being expanded, so it's obvious that we will need more teachers. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you for explaining that. Let us proceed. Ms. Nakashuk.

**Ms.** Nakashuk (interpretation): Thank you, Mr. Chairman. Thank you and welcome, Ms. Kotierk and the Minister. Everything both of you said is very interesting.

Further, with regard to Bill 25, as MLAs we have continued with the review of the draft legislation, although we haven't made any decisions yet as to which path we would take, obviously, since we need to consult with our Inuit consituents as to their perspectives on this proposed legislation. It is not like monopoly or a game and it is very serious.

My first question is related to the Minister's opening comments whilst at the witness table about the action items his department has

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undertaken, and that NTI was part of the engagement process at certain points. Many Inuit are listening in and witnessing the proceedings about the process leading up to Bill 25, which is the draft legislation we are currently reviewing here, after it was introduced. Further, we have read many documents detailing the work and/or positions of certain organizations.

In light of what the NTI president voiced about the similiarities of Bill 25 to its predecessor draft legislation, it should not be approved for passage. This was succinctly mentioned during the opening part of her presentation, and the president clearly outlined that NTI was not consulted for the foundational portion of the legislation which forms the backbone.

My first question relates to my reasoning for clearly understanding the ramifications of not having been involved during the required consultation phase and how it impacted your working relationship with the department. Have you done any collaborative work on this legislation with the erstwhile education administration officials? Have you identified the areas that NTI disagrees with due to consternation with the proposed legislation? That is my first question. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. With regard to communication via our correspondence, we have always identified the fact that NTI wasn't fully engaged in this process. When public meetings were held, our employees attended the meetings to listen to the presentations. However, from the initial stages of this consultation, NTI noted that they hadn't been invited to attend and listed the areas where

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We also reiterated what I stated earlier, that the process seemed to be planning from the bottom up, especially when we felt, with the addition of Inuktitut-speaking teachers, that it would then become the basis of the foundation for the plan as that seems to be the more practical approach to resolve our educational shortcomings. We have continued to push for more training, and we continue to deliberate on innovative ways and suggestions to the Department of Education.

As an example, my prior reference to the 993 Inuit who served as substitute teachers in our communities was included in the June 2016 correspondence to the Minister of Education as another matter for consideration. We stated this number was included in your report, and that the parties should deliberate on how to take advantage of the substitute teachers and ask these Inuit if they had any interest in undertaking the NTEP training program, which could lead to higher numbers of trainees.

Therefore we have continually encouraged the GN, especially outside of judicial cases, where NTI and the federal government agreed on a settlement out of court in May 2015. Funds were allocated towards the lack of implementation, which included \$50 million specific to Article 23. From that point forward, we have continued to inform the GN that funds that were allocated have been set aside to implement Article 23 and if this government wishes to apply for funding towards NTEP programming, NTI and the RIAs are in full agreement to fund this type of training and would approve the request.

Given the fact that we have agreed to support training of Inuit, the government should draft a proposal requesting funding towards Ċ°α\_> ▷¹b▷ፖሊჼቴ▷ንና Δ¹¬ላ๑ჼႱჼ C▷⊃ჼĠኦՐσናჼᢏጋቦና. Δ፫\Δኦቴ\▷ሚ ▷፴⁵σჼቴ\▷፫ჼቴ<ር <¹Φ▷ቦቴና ጋ°ቴሁልቦን▷¬σ ፈჼቴፆቴፖልናበፈናσჼቴ\▷ፙታჼቴቫ¬ፈናናር Δ፫°σፈቴን፫ሺσჼ ለ′¬J. CΔLΔ⁴Lና Ċ°α Ϥን▷ჼቴንፚኄቦ°ፙናናበJ, ΔፖĽቴኒቴፖኦፖስቴሊσቴ ኒቴዮቴስልቦቴርቴፖĽ~ጋበJ Δ፫°σፈቴን፫ሊኦቴሪ.

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training and to initiate the required training by submitting a proposal. We anticipated a proposal, but the government seems content to not apply, although several years have since passed from that agreement.

As MLAs, you are aware that within Canada, the federal government tried to introduce legislation specific to indigenous languages. During that process, we lobbied really hard, arguing that since Inuit are the majority within Nunavut, this has to be acknowledged and funded properly so that any person of Inuit descent who wishes to use their language within Nunavut should be provided services in their language.

As an example, this would apply in several areas, such as education, health, justice, the RCMP, as well as other critical services that must be available in the Inuit language, and all of these departments have to comply. Therefore, when the legislation was introduced, NTI voiced their disagreement with the proposed legislation to the federal minister, who at that time was Pablo Rodriguez. I personally met with him a number of times and explained how Inuit can receive more support to enable them to receive services in their own language within Nunayut.

We relayed the critical importance of this language right of Inuit, especially in light of the teacher shortages, although we are not responsible for education in Nunavut. In our role as the representatives of Inuit and to allow for proper service provision in their language, which would enable the language to be preserved, kept alive, and used daily, we have tried to work with the GN on this need. I mentioned earlier that barriers kept getting erected which slowed down this process and the officials seem content to delay and block any attempts to collaborate, which became very disconcerting to NTI.

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The federal government agreed with NTI on this requirement and wanted to support us, but the bureaucracy of the GN is definitely more difficult to work with than the federal government. That's why I met with the Minister of Education, including the Minister of Finance. I was urging them to lobby for more funding for this initiative from the federal government. I also met with the Premier on this matter. NTI became somewhat disillusioned as we didn't know where else to turn.

This is extremely serious business, as the MLA stated, and I completely agree with you on that. This is critically important, especially when we feel that education can be improved with a solid foundation. Thank you.

**Chairman** (interpretation): Thank you. Yes, this is very serious business. Ms. Nakashuk.

Ms. Nakashuk (interpretation): Thank you, Mr. Chairman. Thank you for explaining that. I believe what you are saying and I also believe that you were not heard. As regular MLAs, when we try to talk to the Ministers, sometimes it seems we're talking to thin air. Even though that's the situation, we must always work together and keep each other informed, especially when the Inuit organizations and the government should be working together.

What I want to query you about, since we can direct questions to the Minister, is the president's response was we face a teacher shortage and have acknowledged that Inuit who have substituted for a teacher or even non-Inuit substitutes totalled this number. Was the concern that she raised ever submitted to our government and, if so, was any consideration put towards that idea? That is my question, primarily due to my wish to clearly understand how this department and

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NTI have collaborated on any concerns related to education as the reasoning.

I keep hearing, "We were not kept informed. We were not engaged." That's what I'm hearing. Ever since that happened, how else have you worked together in the past years? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Nakashuk, who are you directing your question to? Is it to the Minister? Minister Joanasie.

**Hon. David Joanasie** (interpretation): Thank you, Mr. Chairman. Maybe I should explain myself right away.

I stated earlier that we created *Turaaqtavut* in 2017 and in spring 2018 we explained that we wanted to amend the bill. Afterwards we informed the people of Nunavut and our stakeholders on how we want to amend the bill and that we would start working on it in the fall. We thought that it would not be appropriate to hold consultations during the summertime in Nunavut. That's what we were thinking.

We also explained to Nunavut Tunngavik and other groups back in July through correspondence that we would start the consultations in September and hold public meetings in the communities. Starting in September 2018 up to now, we've had numerous meetings with Nunavut Tunngavik, the coalition of DEAs, and other stakeholders to update them on how work on the bill is proceeding.

Yes, I can say that we've had disagreements on how this has been progressing. The problem will always be as to how the government is proceeding, such as when bills start being drafted, where it originates, and when Inuit organizations and other nonÞ¹Γ∿U Ͻጎ¬™Ρ°ĊUL, ΔΔ™
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governmental organizations become involved. We will never agree on a proper way to do that.

We have always tried to include different groups like Inuit organizations and other organizations. There are many groups that we are working with in the communities. I can say that we have met with them many times and also can explain when we met with them. However, such things as substitute teachers have been considered, as was mentioned, of which there are over 900.

I have always been emphasizing the fact that we need teachers and have stated that we need many teachers. I have been writing to grade 12 graduates to inform them of the path they need to take if they are interested in becoming a teacher. We try to keep Nunavummiut fully informed of the various opportunities that are available to them if they want to become teachers because we want qualified teachers.

Further, when the substitute teachers are that numerous, it is impossible to engage them all. Nonetheless, we can only encourage them to inform our schools and officials to know they are available and to receive certificates, as certain programs were identified at Arctic College as modules and they are available to all Nunavummiut who wish to take the program, including the modules.

However, this is complex, and prior governments tried to work with NTI, but various barriers have been experienced and also possibly disagreements between what actions should be undertaken. However, if I can say that there are many groups we have to work with and not every party agrees with the chosen approach, this is my defence, as this is reality. We try to take all of the issues into consideration when contemplating our

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course of action, especially with the number of stakeholders included in the system, and further, with so many ideas to review, as an example, RIAs and other non-government organizations who submit recommendations which we have to consider. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Nakashuk.

Ms. Nakashuk (interpretation): I have many questions. However, another issue my colleague brought up was the lack of engagement of the various Inuit organizations that cannot be present before us today throughout Nunavut or rather, represented by NTI, where they have voiced their support for this position and have submitted their various concerns via correspondence.

What I want to ask to our government or to the Minister is: have previous concerns or suggestions resulted in any meaningful changes? Has the legislation been amended to reflect these concerns or suggestions? I am not talking about the most current submissions either. There were many suggestions submitted to amend the previous bill. Did it lead to the department taking them into consideration or has any action been taken to address Nunavut Tunngavik's concerns by identifying them as being from NTI? Have the Minister and his officials addressed those concerns? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Joanasie.

**Hon. David Joanasie** (interpretation): Thank you. To use as an example.... Please wait a moment.

Maybe I can first say that there are sections

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in Bill 25 that are different from Bill 37. Also considering Nunavut Tunngavik's proposed bill, I'll just use *Inuit Qaujimajatuqangit* for example. It states here under (interpretation ends) NERA (interpretation) section 10(1) that *Inuit Qaujimajatuqangit*, language and culture "shall be embedded into the curriculum, materials and resources used by Nunavut schools in early childhood education and in each grade from Kindergarten through Grade 12."

In Bill 25 we have proposed that the curriculum include *Inuit Qaujimajatuqangit* and culture. That's just an example; there are other things. For instance, when we held public consultations, we heard from many people on our proposed bill as well as things that are not included in the bill. Based on our draft and according to our understanding, we need to start implementing them in stages via other avenues, such as strategic planning or in developing policies that will assist us to implement the areas we want to concentrate on.

However, there are four main goals in the bill. We didn't make total changes to the education system, but for these four main reasons, if we tried to undertake the entire list of changes, it would require a larger undertaking than what we have identified or even result in different ideas that may have to be reconsidered, which would require agreement amongst the parties. However, based on what we have heard from Nunavummiut, they are listed in different areas outside of what we are trying to accomplish, even issues not in the proposed legislation, but it may be contained in our policies, our strategic plans, or within our diretives. That's what we tried to do. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Nakashuk.

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Ms. Nakashuk (interpretation): Thank you. This is my last question for Ms. Kotierk. In her September letter, it mentions inclusive education. I'll read the (interpretation ends) first paragraph (interpretation) in English. It states, (interpretation ends) "The Department needs to recognize that, although statistics are not readily available, special needs students likely make up a significant majority of Nunavut students. For that reason alone, more attention needs to be paid to delivering them an education equivalent to other students." (interpretation) It states here that it has not been fully studied, but there are a large number of special needs students in Nunavut. I would like to get clarification. Has that been recognized through studies or research? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. Thank you for that question. We all know that many students don't graduate in Nunavut, and the example I used earlier is that they are like expelled students because Inuit language or culture are not recognized within the school.

Even though that's the case, it's clear that some students need more help. Whether it's the lack of teachers or when teachers have to work on their own curriculum, they don't have time to really help students. Due to that reason, students should be our primary focus on the assistance they require within the schools, such as resources within each school that can provide support for our students. Also, the different departments have different mandates and advocacies. Through careful research and review, as we have been provided information by regular citizens, they are being stressed due to the lack of support and assistance for their children who are students experiencing hardship or not

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receiving any support. Once a student goes through that hardship, they lose interest in attending school.

As a matter of fact, a news story spoke about students who experience hardship are often asked by the school administrators to stop attending school courses. This showcases the lack of support and resources. Any person in the world has the right to attend school if they wish to do so. Anyone in Nunavut should be able to attend school, even if they have a learning disability. They must receive the extra support to make it inclusive. We also found through research that there is also a lack of mental health services. If a student has difficulty learning, they should receive more support if their needs were identified. Since their needs have not been identified, they are not provided support. We identified that as the students who go through hardship. Thank you.

**Chairman** (interpretation): Thank you. Ms. Nakashuk.

**Ms.** Nakashuk: I'm done for now. (interpretation) Thank you.

Chairman: My apologies, Ms. Nakashuk. Maybe I'll turn it to the Minister to comment or even confirm because the question that Ms. Nakashuk was asking was with regard to the September 11 letter from Nunavut Tunngavik and the statement was "...special needs students likely make up a significant majority of Nunavut students." Does the Department of Education have any data or evidence to support this statement, either way, regarding the proportion of special needs students within the schools? Minister.

**Hon. David Joanasie**: Thank you, Mr. Chairman. I would point to the individual student support plans that are developed through the Maplewood system, so that

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Chairman: Sure and thank you for the offer for more information. I think the other thing that needs to be discussed or better understood is what is considered a special needs student. That's also another kind of cloudy area that I think the Committee would appreciate better understanding.

(interpretation) Even though I still have names on my list, Ms. Angnakak will start with her questions after lunch. Recognizing the clock, we will take a break and return at 1:30. Thank you.

>>Committee recessed at 11:59 and resumed at 13:31

Chairman (interpretation): Good day. We are going to resume our hearing on Bill 25 as the Standing Committee on Legislation. We have invited (interpretation ends) President Aluki Kotierk, (interpretation) who is representing Nunavut Tunngavik. Members still have questions to ask. Ms. Angnakak.

**Ms.** Angnakak (interpretation): Thank you. Welcome. I was pleased to hear the various questions and responses this morning. I am going to now ask questions, although they are not too many.

(interpretation ends) Bilingual *ammalu* Inuktitut language of instruction (interpretation) are not the same thing. The government tends to use the phrase (interpretation ends) "bilingual instruction." (interpretation) When I read Nunavut Tunngavik's submission, you described that

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Inuktut (interpretation ends) must be the language of instruction. (interpretation) I feel they are not the same thing. Can you explain that? With it being written that way, are you trying to say that English is not important and that only Inuktitut is important? What are you trying to say there? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. I also thank the Member for her question. When I think about individuals teaching primarily in the Inuktitut language, we encourage them to continue and we support their efforts. We all know that when people use their first language to learn any subject, and here I am not just referencing Inuit people but whichever people's first language, when it is used as the language of instruction, then they tend to be more accomplished in their studies and it allows students to learn new languages.

However, with the way our education system plods along today, in thinking of the actual practices, they push students to the second language before the students have firmly learned Inuktitut writing and reading skills and enriched their vocabulary. When they have a weak foundation in their mother tongue and they are thrust into learning a second language such as English, it strips away their foundational language, which is quite noticeable. It has been studied and researched in different places throughout the world, and we urgently ask that it be added.

In thinking of the reality here in Nunavut, Inuit form the majority of the population and Inuktitut is the mother tongue for many of us. Therefore we need to have students well grounded in their primary language and to use Inuktitut as the language of instruction. PY<br/>
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Once they have that strong foundation, they have an easier time learning English, which will be taught irrespective of Inuktitut as the world primarily uses the English language.

Students can become quite accomplished, and it is obvious that if the education system was properly structured within our schools, it would show how students with a strong linguistic foundation can undertake further courses if they also have a strong cultural identity within the curriculum offered. If any Inuk living in Nunavut or Canada is capable of speaking, writing and reading Inuktitut, they can also speak and read English and would graduate with ease. As a matter of fact, they would have a strong Inuit self-identity and of being a Canadian, as their foundation would be based on two strengths. That is our vision for Nunavut.

However, I would firstly explain that Inuit consider this a critical need in Nunavut to use Inuktitut as the language of instruction, but due to the shortage of teachers, it seems to be falling into the gaps of our current system. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Angnakak.

Ms. Angnakak (interpretation): Thank you. (interpretation ends) I have a document; I don't know if anybody else has it too. It is Inuktitut Language Arts, Language of Instruction Implementation, Department of Education Report. In there they go into the different models. We have the Qulliq Model, Immersion Model, and Dual Model. There are three models. In each of them, grades 10 to 12, in each of these models it says that 50 percent should be able to speak Inuktut and 50 percent English, like a bilingual education system is what they're proposing. I'm just wondering what the president thinks of that because that's the direction that the

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I'm really wondering also about the youth because I feel like we have heard a lot of "Kill Bill 25." We have heard a lot of reasons why. NTI and some of the DEAs have provided us with their submissions. We've had a few submissions from ordinary mothers, parents who have said they don't like the bill for these reasons. A lot of these were the same letters that were different signatures, but a lot of them were written the same way.

One thing that I really noticed is we're all in here talking about the youth. We're all in here talking about the future, but I haven't seen anything from the youth themselves independently. People say, "Oh, we talked to youth and they said this and they said that," but to actually hear from the youth, to hear what they think about some of these amendments that the department wants to put forward, some of the statements that NTI has put forward, it would be really interesting to get that perspective. I do feel that the voice of the youth themselves to say how they view all of this is missing. It's very important.

I know and I understand why everybody is so passionate about this bill and the goals that we want to reach, but I feel like the biggest part of the picture is not really here. I'm wondering if perhaps both parties can comment on my statement about if they feel the same way that I do. Thank you.

Chairman (interpretation): Thank you. (interpretation ends) Ms. Angnakak, you kind of posed a question. Your first question was regarding the models of instruction and the fact that all of them end up with 50 percent Inuktitut and English at the grades 10 to 12 age levels. I'm going to let President Kotierk respond to that first. President Kotierk.

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Ms. Kotierk (interpretation): Thank you, Mr. Chairman. Thank you for the question. My thinking is that in the higher grades, it's very apparent students taught properly in Inuktut will also be taught in English. I'm from Igloolik and I could tell you that I have relatives who moved to Iqaluit and their children couldn't speak English. As English is spoken more in this city, they picked up English very quickly.

I'm not too concerned about the ability to speak English; I'm not concerned about English not being taught in school, but I know of its benefits. In Nunavut, in the workplaces, in the government, the English language is used almost everywhere. I'm not saying that we should do away with teaching English, but I'm saying that we need to strengthen the Inuit language so that it is more prominent within the system and not just taught a certain amount of hours per week. We can approach the Inuit language holistically because we are not just talking about the spoken word, if that's how you can understand me. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Angnakak's other concern was about the youth who are within the education system currently and that they should be included in the process. What are your thoughts on that? (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. I'm pleased to hear this question being raised. When we took a break for lunch, someone brought me documentation written by an Inuk child who is not even 10 years old. Their concern is that they want to learn the Inuit language in the school. That's what we hear from different people.

In thinking about it, you are the decisionmakers and if you feel that there is something missing, if you want to hear more from ΔC°σ</bd><br/>
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young people, you have that opportunity. However, having attended various meetings, when we're dealing with social issues and young people are speaking, they have a hard time in trying to have the Inuit culture as their foundation, which includes the Inuit language. Young people cry their hearts out because they would like to be able to speak Inuktitut. It is closely linked to their sense of identity as Inuit. Across Canada and in Inuit Nunangat, young Inuit are engaged in meetings and they discuss their priorities. They have also spoken about the importance they place on the Inuit language.

I don't believe the statement that we haven't heard enough, as I have heard from many people, and I have also heard from young people who want to speak Inuktitut and the pain they hold onto when they aren't able to do that. Thank you.

Chairman (interpretation): Thank you. I'll have the Minister respond to Ms. Angnakak's comments with regard to the inclusion of youth or students. Minister.

Hon. David Joanasie (interpretation): Thank you, Mr. Chairman. Prior to Bill 25 being written and when we were engaged in community consultations, we wanted to hear from the students. The main three groups we heard concerns from were Nunavut Sivuniksavut students, students from Arviat and Baker Lake. Additionally, when Bill 25 was drafted, we engaged with the district education authorities and we encouraged them to include students with submissions and engagement throughout their consultations.

We agree with this assessment, and it was also a recommendation by the (interpretation ends) Representative for Children and Youth. (interpretation) We wish to have this section approved as we want to provide as much  $\dot{C}^{\circ}$   $\Delta^{\circ}$   $\Gamma^{\circ}$   $\Lambda^{\circ}$   $\Lambda$ 

opportunity for our students. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Angnakak.

Ms. Angnakak (interpretation): I lost my question. Oh, I found it. I'll ask a question to the Minister about (interpretation ends) bilingual education. (interpretation) I'll read what I wrote because I want to get a better understanding as to what the thoughts are with regard to Bill 25. (interpretation ends) Bill 25 proposes under clause 123 to change section 8(2) of the *Inuit Language Protection* Act by adding the words "and bilingual education." What precisely does "bilingual education" mean? There are no definitions stated in either the Education Act or in the Inuit Language Protection Act. Do you feel that all entities have a common understanding of what your definition or whoever's definition means? Are we all on the same page? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) With clarification, you're referring to the Minister's opening remarks, the one which page you're on? Minister.

Hon. David Joanasie (interpretation): Thank you, Mr. Chairman. (interpretation ends) Under Part 4 of the current Act it stipulates bilingual education for first language learners and second language learners. If you give me some time to refer to that actual part, Mr. Chairman; can you give me a few minutes?

Chairman (interpretation): Thank you. (interpretation ends) I guess we will give you a few minutes, but Ms. Angnakak, in the meantime, if you like to pose further questions, go ahead. Ms. Angnakak.

Ms. Angnakak: I just want to go back to a

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**Δ<sup>6</sup>/«ΡC<sup>66</sup>:** L'α. (Ͻ<sup>1</sup>/<sub>2</sub>) Λል<sup>5</sup>/<sub>2</sub><sup>66</sup>/<sub>1</sub> Δ<sup>5</sup>/<sub>2</sub><sup>66</sup>/<sub>2</sub> Δ<sup>6</sup>/<sub>2</sub> Δ<sup>6</sup>/2 
**₫°₽°** (ϽϳϽϒϽϽϲ): ₫гΓ¬

different topic for the president of NTI. I'm going to refer to your letter on page 2 that you wrote to us on September 11, 2019. You made a reference to "...the Minister's reluctance to establish standards, and clear and transparent directives." Can you clarify what you mean by that statement? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

**Ms. Kotierk** (interpretation): Thank you, Mr. Chairman. I want to clarify that when we were reviewing Bill 25, it became apparent that the authority and decision-making powers of district education authorities are going to be diminished. We think that they should be able to make decisions.

The Minister of Education should establish guidelines, for example, setting the number of days a year that a student has to attend school. As the DEAs would know how many school days are required, they would set their school calendar based on their knowledge of the community. I'm just using that as an example. The Minister can issue different directives to try to standardize the education system in Nunavut. However, because communities are different, the local district education authorities should have more power and freedom to make their own decisions.

That's what I meant by that statement. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister, perhaps you want to respond to Ms. Angnakak's earlier question. Minister Joanasie.

**Hon. David Joanasie**: Thank you, Mr. Chairman. I thank you for the additional time to refer to the current Act, Part 4, and it says

**icn<sup>6</sup>**: 'db<sup>2</sup>ac<sup>1</sup>, Δ<sup>1</sup>/4Pc<sup>1</sup>. C<sup>2</sup>a a a Δ<sup>1</sup>/4L D Δ<sup>2</sup>a<sup>1</sup>, D<sup>2</sup>. C<sup>2</sup>a L C U<sup>1</sup>/4 25 'PΓ<sup>1</sup>/2 a D U<sup>1</sup>/4 a D U<sup>1</sup>/4 b D U<sup>2</sup>/4 b D U<sup>2</sup>/4 b D U<sup>2</sup>/4 b D U<sup>2</sup>/4 a D U<sup>2</sup>

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**Chairman** (interpretation): Thank you. Ms. Angnakak.

**Ms. Angnakak** (interpretation): Thank you. Thank you for the clarification. The government and NTI have totally different perspectives.

(interpretation ends) I guess, on language again, I want to just go back a little bit. Many times when you want to go into university and you want to further your course, you need to have English 30, 20, 10, if you want go into different fields. I'm wondering: should the government decide to go with what NTI would like, what kind of impact do you think is that going to have on those requirements? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) Ms. Angnakak, maybe if you can clarify your question a bit. You mentioned what NTI would like. Are you referring to the piece of legislation that they have provided, or maybe just clarify that? Ms. Angnakak.

Ms. Angnakak: Thank you. Let me just read. I'm actually going...the president's opening comments, "Our main concerns are three-fold. Inuktut must be the language of instruction in all grades and in all subject areas, not just language arts. Inuit culture must form an equal part in the education

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**Δ<sup>6</sup>/ペ>C<sup>6</sup>**: L'α. Γ<sup>1</sup> ⊲<sup>6</sup>α-<sup>6</sup>b<sup>6</sup>.

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system." I'm wondering: is that going to have an impact if the focus isn't English? I'm not saying it is right or wrong. I'm just wondering what kind of an impact that will have on requirements later on, I guess, when they want to further their education. Will this have an impact or maybe it won't? Thank you. I hope that clarifies it.

Chairman (interpretation): Thank you. (interpretation ends) Your question is a bit hypothetical because, I mean, it's something that...but President Kotierk, I will give you a chance to respond. Go ahead.

**Ms. Kotierk** (interpretation): Thank you, Mr. Chairman. I'm glad that you asked that question. It is going to be very helpful. You asked what type of impact it would have, and I see it as having a positive impact.

My perspective is that in 2019 there are still not many Inuit who graduate from high school. There are many more Inuit students who are suspended or kicked out of school due to these students not having knowledge of their self-identity nor being taught in their mother tongue of Inuktitut. We are all aware that many people face difficult times within Nunavut and many Inuit have lost relatives to suicide. My personal perspective is that Inuit are starting to feel like strangers in their own lands, causing distress when they aren't recognized as being the rightful stewards of this land.

All this in the face of the rights of any Inuk anywhere in the world, whose aboriginal rights are protected and used as their foundation to live their lives as Inuit, proud of their past, culture and language. However, in Nunavut Inuit are shameful and embarrassed of their own culture and language. I think it will be positive for students if they learn firstly in their own language, if they know where they come

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from and know their ability if they are proud of who they are.

At the same time English is very easy to learn and anyone can go for higher education, even if they were taught in Inuktitut. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. I would like to ask the Minister if he would like to respond to the comments made by the representative from NTI regarding the students who are thrown out of school. Minister Joanasie.

Hon. David Joanasie (interpretation): Thank you, Mr. Chairman. With respect to learning Inuktitut, we have been working on the curriculum for a long time and it must be understood that 2039 is the target date. We're not saying that Inuktitut will not be taught in school. It is taught, but there is a lack of resources. Based on our review, we have started to focus on language arts. Some students are proficient in the language, but some are not so proficient in the Inuit language. In recognition of that, we want to create learning materials that are tailored to their needs so that they have a solid foundation in their language.

On top of that, the other curricula aside from language arts, such as math and so on, we would like to have them translated into Inuktitut, but we are prioritizing language arts because it has to be completed for all grades, from kindergarten to grade 12. As long as they have a strong foundation of their mother tongue and if they have exercise books, math books, and other subjects in school, it would be of great benefit. Thank you.

**Chairman** (interpretation): Thank you. Ms. Angnakak.

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Ms. Angnakak: Thank you. I appreciate the responses. I would like to go on to something else. Once again I'm going to refer back to the letter that we got from the president of NTI on September 11, where it discusses Bill 25's proposed changes to language of instruction requirements. They propose the development of a realistic timetable for the delivery of Inuktut language of instruction based on the Department of Education's Inuit Employment Plan. I'm wondering if the president can explain why she feels that that approach is more sensible and realistic than what the approach is in Bill 25's proposed legislation. Thank you.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. Thank you for that question. We all know that Article 23 is something that we have been lobbying as Nunavut Tunngavik and the Inuit organizations. It is obvious that the agreement was signed in 1993. With the target date of 2039 and looking at the number of Inuktitut-speaking teachers, we can't understand why 2039 is the target date. We still don't get where this arbitrary date originates from. At the end of every school year, if they identified how many teachers would be hired, including the amount of funding required to train that number of prospective teachers, and to use our shared plan as our foundation.... Albeit we do know even with a written plan, sometimes we note that certain responsible parties refuse to implement the plans. Nonetheless, we must agree to a shared plan that will become our foundation that identifies how many Inuit teachers will be trained in each year and to follow that to set a more realistic target date that accommodates these additional teachers being trained so we can know when Inuktitut can become the language of instruction in our schools.

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The Minister indicated this morning that right now they need an additional 450 Inuktitut-speaking teachers, so let's focus on that number. How is Nunavut going to obtain an additional 450 Inuktitut-speaking teachers? We know that there is a teacher shortage across Canada. Even though that's the case, teaching positions with the Department of Education are advertised more in places outside of Nunavut. Why is it like that? Inuit can also be teachers. Let us find out who is interested in becoming a teacher in our communities. Let's come up with a clear plan that assigns teachers to certain grades based on their Inuktitut language skills. Currently the timeline of five years is too onerous in my view and is a systemic barrier erected to discourage Inuit students from undertaking the training to become teachers.

As I said this morning, this is generally conducted in Iqaluit, and the review that was conducted resulted in the report by the Office of the Auditor General which indicates how the Teacher Education Program is operated. In reading the report that was released, I noted the program requires further improvements. I understood that much more support is required by Inuit students and that should be the first consideration taken. The way it stands today, it seems the employees operate this program to ensure that it is more convenient for them rather than trying to meet our needs. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) I apologize if you got distracted. We just had an issue with the translation. (interpretation) Is it fixed now? Okay. Ms. Angnakak.

Ms. Angnakak (interpretation): Thank you, Mr. Chairman. That is also another reason why I wish to query the Minister about their opinion on this target date of 2039, which is

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**Chairman** (interpretation): Thank you. Minister Joanasie.

Hon. David Joanasie (interpretation): Thank you. As a government we have an Inuit employment plan and we're also looking at increasing the numbers every year in collaboration with the Department of Human Resources' Sivumuaqatigiit Division. With the target date of 2039, we would like to see a gradual increase annually. With the Inuit Employment Plan, it seems adequate and that target would meet that deadline. We have been working on this through Sivumuaqatigiit. We don't believe it should be tied to the Act at this time. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) Ms. Angnakak, I'll give you one more question and then we're going to move on to other Members. I'll move on right now? Okay. If we have additional time, we will come back to you, if you would like. Mr. Kaernerk.

**Mr. Kaernerk** (interpretation): Good day, president. I welcome you and all of the guests.

I would like to first start off with this: you presented the Nunavut Education Reform Act this morning and you stated that it was a sample bill. We are working on Bill 25 here and you indicated that the Department of Education did a consultation tour with all the communities. You also indicated that your sample bill was put together by your lawyers at Nunavut Tunngavik. What I would like to

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understand is: when you were putting your proposed bill together, did you work with Inuit organizations like the Qikiqtani Inuit Association? Those three organizations all have representatives. Did you consult with all the communities when you were putting the draft bill together? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. Thank you for asking that question. This morning one of the Members made a statement I agreed with, that Nunavut Tunngavik Incorporated can't enact legislation. It is just a discussion paper that we produced because we felt Bill 25 was lacking in certain ways. We thought it was lacking, so we worked together on ways to improve it. We haven't presented it in public consultations, but we have posted it on our website. We are not legislators and we can't enact laws.

Although that is the case, we are still cognizant of the gaps in the areas of the proposed legislation which I want to reiterate. The report produced by the government from their public consultation was one we viewed with interest, and the accompanying document properly outlined in the second area that they hadn't reviewed the input or views voiced by the people of Nunavut received during the so-called public consultations. Due to that issue, when they conducted their tour, they introduced four themes, arbitrarily showing they had already made up their minds and they used Bill 37 as their foundation and basis for these hollow public consultations. Any ideas or themes outside of these four were not considered or included.

NTI feels that this type of review has to be

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comprehensive. Everybody has to be involved if we're going to put together a good proposal. We should look at having our students graduate from our schools proficient in Inuktut, along with English or French, while retaining their self-identity as Inuit and as Canadians. All that should be contemplated to ensure success within our systems. The input that was provided by Nunavut Inuit wasn't reviewed.

I was amazed and really surprised when I received the Minister's letter in July stating that that is how they are doing Bill 37 in the four-theme package so that the bill can be approved. We want you to think even further into the issue, to put together a more comprehensive bill. Thank you.

Chairman (interpretation): Thank you. (interpretation ends) We appreciate the input and the information. The next part of this hearing is that we are looking for more information, we are looking for suggestions. However, as I understand, there are some limitations on our Committee on what we can do. We can't take a bill and change the scope of it entirely. We can't insert large blocks of legislation into bills. I'm just putting that out there for information in how I understand our role as the legislation committee. President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. Thank you for explaining that. I fully understand that, but I also know that I feel the bill is lacking certain things. You are the decision-makers. If you feel it is lacking in certain matters, then you should not pass it. That is what I'm trying to convey here. You lobby the government and you have rights as elected officials, so I'm just encouraging you. Thank you.

**Chairman** (interpretation): Thank you. Mr. Kaernerk.

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Mr. Kaernerk (interpretation): Thank you, Mr. Chairman. In thinking of the previous Bill 37 and Bill 25, yes, you stated that it should die on the order paper. I would like to ask you: are both bills lacking in certain things? What are they missing? Are they not mentioning our language or culture enough? Can you please help me understand what's lacking in Bill 25? Can you clarify that? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. Thank you for that question. Yes, we think that way. If I had been an MLA, I would think of ways to improve it, but sitting on this side as president of NTI, I can say that if it is improved in small aspects, it would still be useless. The changes needed are big foundational changes that have to do with Inuit education.

In my opening remarks this morning, I said that there were three main reasons; the first one being the Inuit language has to be considered real and important and be taught in schools; the second one is local district education authorities must be given more authority; and the third one is anybody who has a mental or physical disability or other challenges has to be able to fully participate and go to school. Those are the three main things that we feel need to be changed.

I don't want to just approve good little things. I know there are good little things in the bill, but looking at the whole bill, the bad things are too big and they are so foundational, so we don't want it to be passed. Thank you.

**Chairman** (interpretation): Thank you. Mr. Kaernerk.

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Mr. Kaernerk (interpretation): Thank you, Mr. Chairman. I would like to ask the Minister a question. We are given to understand that this bill is not good. What are we going to tell the people of Nunavut about Bill 25? Are you open to working with Nunavut Tunngavik if the bill was passed? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) Again, your question is a little bit hypothetical there (interpretation) to say "if the bill was passed," (interpretation ends) but I will give the Minister a chance to respond. Minister Joanasie.

Hon. David Joanasie (interpretation): Thank you, Mr. Chairman. We want to work with Nunavut Tunngavik and other Inuit organizations on the proposed bill. As we are working on the bill, I said that there will be areas where we may not agree on and there has been a lot of work done to date. We don't want it to just go by the wayside, but maybe we need to understand more on how, as a government, we can work more closely with NTI and look at what needs to be improved in that regard. I'm just using that as an example, but I agree with President Kotierk when she used an example that OIA has helped us produce education curriculum for the lower grades. This has worked very well and we would like to see more of that happening and we expect that to continue. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. We will proceed to kind of a new MLA, Mr. Qamaniq.

**Mr. Qamaniq** (interpretation): Thank you, Mr. Chairman. I will read my questions in Inuktitut to the president of NTI.

In the fifth paragraph on page 2 of the September 11, 2019 letter, it states that the

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Lcl<sup>†</sup>\<sup>†</sup> 25, Ϲ<sup>†</sup>dላ Δα<sup>†</sup> Ͻ<sup>\*</sup>\land δ<sup>†</sup>

Λcλ<sup>†</sup>bΠΓ<sup>†</sup>α<sup>†</sup>Πζ<sup>†</sup>λ<sup>†</sup>δ<sup>†</sup>αΓ<sup>†</sup>, Δ<sup>†</sup>/«▷Ϲ<sup>†</sup>.

**Δ<sup>6</sup>/«ኦር<sup>6</sup>**: L'a. (ጋጎ<sub>2</sub>ነገና) ላለ<sup>6</sup>6ሰ<sub>2</sub>α ካ<sup>6</sup>የ-ርሊJ<sup>6</sup>a <sup>6</sup>የጋΓ<sup>6</sup> ኦ<sup>6</sup>ኦዖ/<sup>6</sup>ኔ<sup>6</sup>υ<sup>6</sup>. Γσ<sup>6</sup>ር የኦժ<sup>6</sup>a <sup>6</sup>ነበ<sup>6</sup>σ4<sup>6</sup>Γ<sub>7</sub>ና.

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**'bLσ'**<sup>6</sup>: 'dሃ°௳广<sup>6</sup>, Δ<sup>6</sup>/<br/>
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CʻCLPYU bNYUPYDʻ LYNYDSYUGY 2-YUGY, YNAL 11, 2019-Fʻ NNSLÞLÞYCYGY ÞYBYLYLY education system in Nunavut has failed. Some of it has to do with the local district education authorities not receiving enough funding to do their work and they don't receive adequate training to exercise their powers and duties. Can you provide some specific examples of what types of training local district education authorities would require in order to be able to fulfill their duties under the current legislation? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. Thank you for asking that question. We know it is obvious that we speak with the district education authorities and ask where they need more help. Therefore we indicated that the local district education authorities need more financial support and that they require training. I know that the chairperson of one of the DEAs will be doing a presentation here and give you the details. I expect that person will be able to talk about this better than I can. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Qamaniq.

Mr. Qamaniq (interpretation): Thank you, Mr. Chairman. My second question, in the fifth paragraph on page 2 of your September 11, 2019 letter, it indicates that the Minister and local DEAs have different standards of accountability. Can you clarify why you feel the same standards should apply to both entities? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

**Ms. Kotierk** (interpretation): Thank you, Mr. Chairman. I lost a copy of my letter. My

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**ὀʹΓΛʹ•**: ʹϭͿϧ·αͺϳ·ϧͺ ΔͱϒϘϷϹʹ·ϧ·ʹϭͿϧ·αͺϳ·ϧͺ ϹʹϒΓʹϞͰ ϤΛʹͱϧϤϹͿʹϧϹϗ·ͺ αͺϫͺͼ<sup>\*</sup>ʹϻ·Ͻʹ·ϧͺ ϹʹϧϤϤ ϧϹͰϒϲʹϲ Δϲʹ·ϭϤʹϷϽϲʹϲϭ·ʹͿʹͺϷʹϧͰʹϲͺʹϧϹͶΓʹϧ·Ϲʹ;ΓͰʹ·ϹͿ ϽϧʹϗϹͼͺϲϧϹͿϲʹͺϧϲϧ Δϧ;ϧϧʹϧϲϹϧϧϧ·ϭϲͺϤʹϧϧʹͺͺͺͺͺ ͼϫͺϫͺϫͺϫͺϫ Δϧ;ϧϧʹϧͼϹϷϧͼͼ Δϧ;ϧϧʹϧͼϹϷϧͼͼ Δϧ;ϧϧʹϧͼϹϷϧͼͼ ϤͰͺ Λϲ·ͰϧϧͼϹϷϧϲͺϤʹϧʹͼϧʹϻͼϧ, ʹϧϷϒͰʹϲϧͺ ͼϫͺϫͺϹʹϧϧϧ ͼϫͺϫͺϹʹϧϧ ϷʹͰϘϷϹϲϧϧϧ;ϧ Ϸʹϧϲϧϲʹϧͺ Ϸʹϧϲϧϲʹϧͺ Δϧϧϲϧ·ͺʹͼͿϧ·ͼͺ

**Δ⁰/ペ▷ር⁰**: L'a. Γ\C ¹bLσ<sup>ና</sup>₀.

**Δ<sup>6</sup>/«ΣC<sup>6</sup>**: L'α. (Ͻ<sup>1</sup>/<sub>2</sub>ΕηJ<sup>c</sup>) Δ<sup>6</sup>/<sub>2</sub>Γ<sup>c</sup><sup>6</sup> d<sup>c</sup>Ω<sup>6</sup>.

**ġϲͶͼ**: Ϥϟϧϭͺϳͺ, ∇ͼϞϭϷϳͼ. Ϲ∇ͼϤϤ ሀሀͼ Ρ∇ͼͰϽϤʹα ϤʹϷϒϚϷϼͼ ΡϹͼϧϹϷϼͼͺΓ∇ϲ. apologies.

Here it is. My apologies. Did you say it was on page 2? Please help me find the right spot again. I apologize, Mr. Chairman.

**Chairman** (interpretation): Thank you. That's okay. Yes, we're supposed to clearly indicate what we're referencing. Mr. Qamaniq.

Mr. Qamaniq (interpretation): Thank you, Mr. Chairman. Maybe I'll say it in English. (interpretation ends) The fifth paragraph on page 2 of your September 11, 2019 letter indicates that the Minister and the district education authorities are not being held to the same standard of accountability. Can you clarify why you feel the same standards should apply to both entities? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. I also thank you for that clarification. When we wrote the letter, our thinking was it seems obvious that the powers and authority of the district education authorities are being eroded for the reason that they are not performing their duties adequately. With that, their powers are being eroded. We look at it the other way around because they are not given enough support and funding and not enough training is provided. That's why they fail to perform their duties. Therefore our thinking is the government should provide more support because Inuit want to control education. All the communities have schools and this is the avenue of the authority. We know that the francophones have their board and they can operate properly. Let us try to do the same thing with the DEAs.

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**Δυ/ペレርና**: L'α. (Ͻϳ/አηͿϲ) ላሌ μςιυβίν ἰςηςυ.

**ἀςης»**: ٩σροςς, Δογορός, 9σροσίου 1 NO(3)  $AL^{6}$   $AZL^{6}$   $AZL^{6}$ م ⊃ صوبه باکو ۱۸ م م ک ک کی ادر ۱۸ م م ک ک کی ادر ۱۸ م ک ک کی در ادر ۱۸ م ک ک کی در ادر ۱۸ م ک ک کی در ادر ۱۸ م ᠘ᠸ°ᠣᡏᢀ᠋ᠧᡳᠣᡃ᠋᠑᠐᠘ᢣᡪᢅᡄ᠙  $\dot{\Lambda}$ 5%CP%b°G52%G%P°G%  $\Lambda$ 74CP°GG  $\Lambda \subset \Lambda^{\circ} \cup  ᡏ᠋᠘ᠵᠬᡶᡳᢛ᠘᠙ᠳᡧ᠘ᡒ᠘ᡁ᠘ᡧ᠘᠙ᢆ  $\dot{\Lambda}$ 5%CD%b° $\sigma$ 52%LC. D $\mathcal{C}$ 1°C  $\Delta$  $^{\bullet}$ 04 $\Delta$  $^{\bullet}$  $\dot{U}$ %  $CPO^{b}COJ$ .  $\Delta b + CP^{c}CP^{c}CD^{c}$ ᢆᠦ᠌᠐ᢣ᠙ᠳ᠘ᠻᡉᢗ᠋᠘ᡩᠦᢥᡥ᠌᠌ᠦ  $\Lambda_{C_1}\Gamma_{P_1}\Gamma_{P_2}$  $\Delta b \prec^{\wp} \land^{\wp} b^{\wp} \sigma \Lambda d^{\wp} b^{\wp} LC \Delta \Delta \Delta^{\wp} d \nabla L C$  $\Delta C^{\circ} \sigma A^{\circ \circ} D \subset \Lambda \sigma^{\circ} \Gamma^{\circ}$ Δϲ°σϤʹϐʹϧρϧϽΔ°ΦϧͺϽͿϧ Φσές. ϳͼΦ Λ4°ΦΡU-¬ΔC~U¬Δ¹LJ° '9≻}L'¬C ÞΔÅ'd°  $C\Delta L^{\circ}$   $DL + SC^{\circ}$ 4ρςη4ρ°σίςς, 4ήςρ% ςΔίβ  $\Lambda \cap \Phi \land C \supset C \supset C$ 

They seem to be looking at only one side and they are blaming the district education authorities for not performing their duties, so they are eroding their authority. If we are going to just keep doing that, having had a government for 20 years, maybe we should be eroding powers of the government too if they are not performing their duties. I'm just using that as an example. If they are not going to be operating properly, then their powers will be eroded. That was our thinking.

The government didn't revive the Inuit language in the schools, as they have a lack of Inuktitut-speaking teachers, and they have been dealing with this for 20 years. Are we going to believe them if they are going to be passing legislation like that? That's why I'm saying that. I hope that was clear. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Qamaniq.

Mr. Oamanig (interpretation): Thank you, Mr. Chairman. This may be my last question. The way it is written is not really my dialect. I would like to be clear with my question. The sixth paragraph on page 2 of your September 11, 2019 letter refers to "...proposal is for an alternative solution" to the changes proposed under Bill 25, including "that the DEAs are properly funded, retain their authorities and be given equal weight as the Minister to make directions to Regional School Operations, Curriculum and School Services and Inclusive Education Division when exercising their authorities..." Can you provide further clarification in how you envision this alternative system would work across the territory, specifically how it would work when different DEAs give conflicting direction to divisions within the Department of Education? Thank you, Mr. Chairman.

**Δ⁰/ペ▷ር⁰**: L'a. Γ\C ¹bLσ∿. **'bLσ'**6: <sup>ና</sup>d৮°αΓ΄, Δ°/<br/>/ Δ°/ حهجه جنائه ۱۳۵۸ می دوم دومات ᡆᡃᠻᢈᢗᡃᢛᡟ᠘ᠳᢐᡳ ᠵ᠙ᢐᡶ ᡆᢐᠮᠳᢠ  $P^{4}$ ረበ°♥ 11, 2019-Γ በበናሊ♭⊳ላσ⁰ \%<sup>†</sup>ላLσ▷<sup></sup>L<sup>c</sup> 4,5600 QebOloe2000  $47^{5}$ ᠕᠙᠘᠘᠘᠘᠘᠙᠘᠘᠘᠘᠘᠘᠘᠘  $\Delta$ C° $\sigma$ 4%) $\sigma$ 6%  $\sigma$ 7%  $\dot{P}$ ᠘ᠸ°ᠣᡏᢀ᠋᠘ᠸᡙᢣᢂᢣ᠘ᡗ  $\Delta C^{\circ} \sigma d P \cap \Gamma C \cap C \cap \Gamma   $\Delta$ C° $\sigma$ 4%)C $\Lambda$ 5'I' 4)C5 $\Delta$ 6</br> 0-20/042°040/06 60/04 Cd°Q°%J4'L%L%\D\ C'°Q 4/4 21-21-12-4D 40-db Lc2420ca ᠔ᡷᡤᡥᢐ᠙᠘ᠸ᠙᠘ᢗᢛ᠘ᢗᢛ᠘ᡧᡄ᠙ᢗ᠗ᠰ᠙ᢆ᠘ᡧᡄ PUSPC 95CPUSPC

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**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. Thank you for that question. Our vision is that the local district education authorities should be given more support. We know and expect that if they are given proper support and training, as well as sufficient funding, they can become better and they can have more control over schools in their communities.

We also envision that the coalition would be able to support the district education authorities more if they were given proper funding by the government and given proper direction on their authority. We know that Inuit give full consideration and they are able to operate efficiently. Therefore we indicated that we think they need more support to be able to operate better rather than being controlled by the Minister. I know the Minister is the head and gives direction. I used an example earlier that the Minister can set how much classroom time should be given and it can be broken down into different segments as required. That's just an example. It can be used as a standard in Nunavut, but the district education authorities should be administering education at the community level, with support from the coalition. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Qamaniq, you're done. Ms. Kamingoak.

Ms. Kamingoak: Thank you, Mr. Chairman. Welcome, Ms. Kotierk. In your opening remarks, your presentation was a joint response from NTI and the regional Inuit organizations and is informed by the active input of Nunavummiut. My question is: what specific input has the Kitikmeot Inuit Association brought forth to Bill 25? Thank you, Mr. Chairman.

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**Δ<sup>6</sup>/«ΣC<sup>6</sup>**: L'α. (Ͻʹ, λησ) Δ<sup>6</sup>/<sub>2</sub>, σ<sup>6</sup>/<sub>2</sub>, σ<sup>6</sup>/

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**Chairman**: *Ma'na. Koana.* President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. We know that in the Kitikmeot, Inuinnaçtun speakers are becoming fewer and fewer. Therefore the Kitikmeot Inuit Association has shown their plans on how Inuinnagtun and Nattilingmiutut can be given more support in the Kitikmeot. They are given funding so that, for example, it would allow for one-on-one mentoring or for Inuinnagtun instruction for the more advanced students. It would allow for different approaches. It is something that enjoys widespread support. We have a social development committee under NTI. There are representatives from the Kitikmeot, Kivalliq, and Qikiqtani and they are involved when we deal with education. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Kamingoak.

**Ms.** Kamingoak: Koana, Mr. Chairman. Koana, Ms. Kotierk, for your answer. I encourage the Department of Education to take that specific concern into serious consideration and put more effort on specifically Inuinnaqtun.

Moving on, your fourth page in your opening remarks states that students feel like they are being pushed out of the education system. I would like to understand, or can you clarify what that statement means? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

**Ms. Kotierk** (interpretation): Thank you, Mr. Chairman. I also thank you for that question. I used an example this morning that last

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**Δ⁰/ペ⊳୯⁰**: L'a. ୮ነ 'b୮° 'ህ⊲%.

**'ᲮՐ՞୰ፈ**' (ጋጎአበሀና): 'dሃ˚む፫˚, Δዮፖ《▷፫ጐ. 'dሃ˚む፫˚, Γ՝ dʻናበጐ ፈዛጔ bժ∿ቦጐ\ናበፈጐሩና Δ፫°σፈጐጋሮሊትዕኖ ፫˚む ΔፖĹጋርኦተጐ ΔፖLቦՙቴፖ▷ሃኦድር፫ՙd՟ጋሀ ፈዛጔ ፈዮፖፆቴዮσናሪትጋՐና ΔΔΔ°むጐጋጐ ለጋፈጐጋ୮ゥ.

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week there was a poverty reduction roundtable in Cambridge Bay and the official from the Kitikmeot Inuit Association stated that students feel like they are being pushed out of school and that they lose their self-identity. They used that as an example and they used the example that the students want to go to school, but they stop going to school due to lack of housing. There are reasons for various challenges in Nunavut. There are different challenges. There are hard times to go through and students stop going to school. I'm just using that as an example. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Kamingoak.

**Ms.** Kamingoak: Thank you, Mr. Chairman. Moving on, my last question: how does the Kitikmeot Inuit Association feel about the timeline of phasing in the application of the Inuit language provisions from grades 4 to 12? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. Thank you for that question. Our submission comes from each Inuit organization. Even though that's the case, it's obvious that we have to work at a faster pace, especially in the Kitikmeot. As the Inuit language is being used less and less in that region, we have to address it urgently. I keep saying that education is in a shocking place right now. We're losing the Inuit language at a very fast pace. If we stop using the language, who do we face if we want to revitalize the Inuit language? This being our traditional land, the Inuit language should be very strong. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Kamingoak, you said that you were done.

 $\Gamma^{b}\dot{\Delta}^{c}$   $b \cap L \sigma^{c}b \subset D^{c}C \Delta^{c}b \to D^{c}C \Delta^{c}a   $^{9}\Delta^{-}\Delta$ P6CP6 4ΦCP46DDrje ΔC6Φ46D6  $\Delta \subset \mathsf{L}^{\mathsf{GP}}  \$437°C>% PYA JYYC'C>% ᠤᢏᢝᡠᢞᢗᢥᡳ᠘᠘ᡪᠾ᠘ᡙ᠙ᡩᡧ  $\Delta C^{\circ} \sigma d P L \dot{\tau} U D^{\circ} \Delta^{\circ} \Delta^{\circ} D^{\circ} L \sigma^{\circ} D^{\circ} D^{\circ} L \sigma^{\circ} D^{\circ}   $\Delta \dot{\Phi} \wedge \nabla \Delta \dot{\Phi} \wedge   $^{\circ}$   CL\sigma \Delta\Delta \mathcal{P}^{c}\Delta \Delta \mathcal{A}\sigma. \mathcal{P}^{b}\mathcal{P}^{c}\mathcal{$  $\Delta\dot{\mathsf{L}}^{\mathsf{e}}\sigma^{\mathsf{b}}\mathsf{d}^{\mathsf{c}}$   $\Delta\mathsf{C}^{\mathsf{e}}\sigma\mathsf{d}^{\mathsf{b}}\mathsf{\Gamma}^{\mathsf{e}}\mathsf{d}^{\mathsf{c}}\mathsf{L}^{\mathsf{c}}\mathsf{L}^{\mathsf{c}}\mathsf{d}^{\mathsf{b}}\mathsf{L}^{\mathsf{c}\mathsf{b}}$  $4700^{\circ}$ ᡏdᢣ<sup>e</sup>ᡆᡤᢆᡟ, ᠘ᡟ᠘᠙ᠺĊ<sup>ᡪ</sup>ᡠ.

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Moving on. Mr. Lightstone.

Mr. Lightstone (interpretation): Thank you, Mr. Chairman. (interpretation ends) President Kotierk, (interpretation) welcome. (interpretation ends) It has been a few years since you have been here, but it's a pleasure to have you before us today. I would like to thank you for your submission as well as your draft legislation as well. Your submission as well as the others that we received have given us a lot to think about.

I agree that with the current state of Bill 25, I would not vote in favour of it as is and I really hope that the Minister will be willing to accept some friendly amendments to the legislation.

I'll go on to my first question. On the first page of your opening comments you stated your disappointment in not having the opportunity to take part in the early development phase of this legislation. You also made reference to Article 32 of the *Nunavut Agreement*. I was wondering if you might be able to clarify or explain to us a little bit more about this article and how it applies to the development of legislation in Nunavut. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. I also thank you for that question. According to Article 32 of the *Nunavut Agreement*, it indicates how government should operate and how they should follow the agreement. In 32.2.1 it indicates that if it has social effects on Inuit by policies and services put in place by the government, Inuit should be fully involved and be kept informed and how it can improve and affect Inuit. It points that out, including issues important to Inuit.

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We think that we have already shown our priorities. There were five priorities, but the first three priorities are the Inuit language, education, and Inuit employment. As I said, these are all intertwined. If one improves, it will affect the others. That's why I said that. I used that as an example. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. Thank you for that explanation. My next question is for the Minister. Given that Article 32.2.1 of the *Nunavut Agreement*, I would like to ask the Minister: why was NTI not invited to participate in the early developmental phase of this draft legislation? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Joanasie.

Hon. David Joanasie (interpretation): Thank you, Mr. Chairman. When the government proposes a bill, it's up to them as to what they will do. We understood that at the same time we would start discussions with Nunavummiut and various non-governmental organizations, and we proceeded with that prior to the bill being introduced. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. Just a further question for the Minister, I understand that NTI as well as a number of special interest groups were involved in the consultation phase of the *Education Act*, but I would like to ask: specifically what opportunities was NTI provided in drafting Bill 25 as early as the legislative proposal phase? Thank you, Mr. Chairman.

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**Chairman** (interpretation): Thank you. Minister Joanasie.

Hon. David Joanasie (interpretation): Thank you, Mr. Chairman. As I stated, we wrote a letter in July 2018 and we informed the organization that in September we were going to proceed with engagement and consultation with Nunavummiut. We met with the organization in September.

We have always been welcoming them and we gave an opportunity to hear from every community we went to and we paid for the community tour. We wanted to hear from Nunavummiut on their thoughts. In October 2018 we also had a meeting and provided an update. In January 2019 we met with Nunavut Tunngavik to discuss what we heard.

We have been working together on other things. I want you to be aware of what President Kotierk spoke about with regard to requesting funding from the federal government. We have provided support as a department. That has proceeded well. Nunavut Tunngavik has expressed that they wanted to provide a written submission and their position, but what we have seen to date is just their final submission to the Standing Committee and their draft legislation. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. My next question will be a follow-up for President Kotierk. Given these series of events that have occurred over the last year between the Department of Education and NTI, why is it that NTI is unsatisfied that it has had an appropriate opportunity to make a contribution to this legislation and, if the roles were reversed, if you were in the

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Minister's seat, how would you have done it differently? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) Again, we're going into hypothetical land, but it is a valid question. President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. I enjoy the hypothetical questions. Thank you for that question. If I was the Minister, let me explain what steps I would have taken. In following the land claims agreement, we know that Article 4 established the Nunavut territory and a public government. It even established this Legislative Assembly. It is the foundation. Inuit are the foundation in Nunavut.

Nunavut Tunngavik and the Inuit organizations are not supposed to be perceived as just beneficiary organizations. They are a separate entity, but they have to work hand in hand and that's why we have Article 32. We all know what the interpretation of Article 32 means. Our previous government and the following government always make improvements. Whenever Inuit and the people that are expressing their concerns are involved, anybody who decides to take on a task themselves will find that it will be a very difficult one, but if people work together for the common good, we always find that things will be a lot better.

As for proposing what should be within the law, I could say that it was identified by the media in the spring and then we were only informed in July that public input was going to be requested. If I was the Minister, I would not put an announcement to the public until I had spoken to the Inuit organizations so that I could plan an effective bill that is better tailored to Inuit needs. It's only by working together. If we had worked together

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with greater transparency, even if we don't always agree, the public would then have a stronger belief in what we're doing if we can show how well we are working together.

I am pleased that we were asked to engage. We did go to the meetings and I felt that it was more like listening at the meetings without having a say, without having a voice. That's why I am saying we haven't been working together as effectively as I would like to have seen. That is why I said that earlier, but my expectation is... . As Inuit, we always have expectations and we do not give up. I expect that in the months and years to come, even when we are no longer here on this earth, there will be a much better working relationship.

The Minister indicated that the federal government has announced funding for teacher training. We're still not working together as close as we should. I could say that when we do have meetings, we have said that these are identified agendas. It is always after the fact that we get involved, so we have to work together for the benefit of the Inuit. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. I have another name on my list. Mr. Lightstone, you can ask one more question. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. My next topic is on language of instruction. On page 3 of the September letter received from Ms. Kotierk, at the very top it highlights the timelines and targets for language of instruction. I believe, in the opening comments, President Kotierk also mentioned that for these dates, we have yet to see any justification and I share that concern. It's good to see that there is a schedule, but it's unfortunate that we have yet to see anything to substantiate those dates. My

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Chairman (interpretation): Thank you. (interpretation ends) Mr. Lightstone, if you recall, this Committee sent a letter to the Minister a few months ago asking those precise questions and we did receive a response from the Minister about a month later. We were asking precisely that in terms of justifying the dates and how they were calculated. This morning we were also provided another document which provides further information.

It's an important question, but we have seen information. For the record, we have seen information from the department as to how they got to these dates. Okay? Do you not have this document in front of you? The information is in there. You made a statement before you went into your question. That statement was inaccurate. Okay? President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. I also thank you for that question. It touches on Article 23. It also clearly indicates what Inuit employment plans should include. It is clearly spelled out in section 23.4.2. Those plans are missing items. We have requested them from the government. It is clear that they indicate their goals, but we haven't been informed as to how they will hire more Inuit, when they will be completed, and how they will be trained. We request this information so that we have an idea of when Inuit language of instruction will be introduced in the education system. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Moving on. Mr. Akoak.

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**Mr. Akoak**: Thank you, Mr. Chairman. Welcome to President Kotierk.

I just have a couple of questions. Clause 22 of your draft *Nunavut Inuit Education Fundamental Reform Act* indicates that "the Minister shall seek funding from available sources for the training initiatives" related to the department's Inuit Employment Plan. Would Nunavut Tunngavik be considered an available source for funding? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. I also thank you for asking that question. It's obvious that the government can request different pots of funding and it's also obvious that from their financial reports that we have reviewed to date, sometimes huge amounts of funding are surplused which can be used. Even though that's the case, we have continually pointed out what I was talking about....

**Chairman**: My apologies. We're having issues with the translation. Maybe just begin your response again, please, President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. Let me start over. Thank you for that question about where to seek available funding sources for training initiatives to increase Inuit employment. I understand that. I know that the government surpluses a lot of money every year. Of course we keep a close eye on the government's operational funds. Even though that's the case, it's clear that they're important.

Further, we had an out-of-court settlement with the federal government, as I stated this morning, in May 2015. We identified \$50

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million at that time, which the Government of Nunavut and the federal government can apply for, that can be used for training initiatives so that they can hire more Inuit. The deadline is 2023, which is very close. Therefore we have continually said to the government, especially the Department of Education, to request those monies so that we can increase the number of teachers in Nunavut. These funds are available.

I would also like to say that the federal government introduced a bill to revitalize indigenous languages. At that time they identified a large amount of funding. As one of the indigenous groups, we are given an opportunity to receive further support for the Inuit language. In pushing for that, we were concerned about the upcoming federal election. We urged the Government of Nunavut to reach an agreement with the federal government so that they can access those funds. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Akoak.

Mr. Akoak: Thank you, Mr. Chairman. My last question is on clause 26 of your draft *Nunavut Inuit Education Fundamental Reform Act* addresses the issue of inclusive education. Can you elaborate further on what this clause proposes to achieve and clarify why the same result could not be achieved through an amendment to the current legislation through Bill 25? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

**Ms. Kotierk** (interpretation): Thank you, Mr. Chairman. I also thank you for that question. This morning we talked about how it can be supported further. As I indicated in the letter, there are probably a lot of items that are not

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clearly articulated. We also heard from the Minister that we can figure out where more support is needed by using the numbers. However, in thinking of that, we are concerned about whether the support is adequate or clearly identified.

Children going to school require different supports, some of whom are hard of hearing or have poor eyesight. Even though some students with disabilities try to attend school, they are having a hard time because they are not getting adequate support. For example, a student might not be able to reach the reading level required in their grade because they don't understand it. They require more support. However, it's obvious that due to the shortage of health care professionals in Nunavut to conduct those assessments, we don't know the exact number of students who are in need of support.

We also know that some students face challenges in our communities, such as going hungry, lacking food, or lacking housing. They hold onto those challenges and it has an effect on their education. Therefore we think that there are various reasons for those challenges and as someone indicated this morning, the exact causes haven't been identified. We believe that those causes should be identified and there has to be some kind of an entity in the education system that would make sure that there is proper support given to students. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Akoak, you said that you were done. I'll again recognize Mr. Quassa.

Mr. Quassa (interpretation): Thank you, Mr. Chairman. In your letter of September 11 on page 2, I'll ask about (interpretation ends) language of instruction. (interpretation) I'll read what it states here and then ask my question. (interpretation ends) "Bill 25's

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stunning approach to Inuktut Language of Instruction in Nunavut schools is to remove Inuktut Language of Instruction timeline requirements all together..." (interpretation) For instance, it would remove all the timeline requirements for the Inuktut language of instruction if Bill 25 is passed. It also clearly indicates, "...and instead insert that an (interpretation ends) Inuktut Language Arts program (interpretation) or course be delivered..." It clearly states that.

Can you elaborate first of all about the Inuktut language of instruction being deleted from Bill 25 if the bill should go through and with a target date of 2039? That's what I would like to understand first. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

**Ms. Kotierk** (interpretation): Thank you, Mr. Chairman. I also thank you for that question. When we were doing a review, we were looking at how it would have an impact on the students who receive instruction in the Inuit language. We heard that it would be implemented in 2039. When we did a more thorough review, we thought that the Inuit language would be used as the language of instruction from kindergarten to grade 12. In the schedule it indicates that they would teach Inuktitut in certain hours of the day. It was shocking to find that it seemed like the Inuit language was put in the backburner at the end of the day. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Quassa.

**Mr. Quassa** (interpretation): Thank you. I also thank you for that information. Yes, I'm sure there are quite a lot of Inuit who have the same thoughts.

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Going to another topic, I was taught in English, so I'll ask my question in English. (interpretation ends) Clauses 4 through 6 of your draft *Nunavut Inuit Education*Fundamental Reform Act specifically address the rights of Inuit. Can you clarify how those clauses would be applied operationally within Nunavut's education system? (interpretation) How would that operate? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. I also thank you for that question. In accordance with the agreement, Inuit have an inherent right, but when it isn't reflected in Nunavut legislation, sometimes Members of the Legislative Assembly, particularly staff, forget that the legislation has to have the *Nunavut Agreement* as its foundation. Therefore we thought when we considered the bill, we wanted to identify what is inconsistent with different agreements, such as the United Nations Declaration on the Rights of Indigenous Peoples, and outline federal legislation to strengthen the legislation and be understood by staff. That's what we thought. That was the first item to make better use of what already exists.

I stated earlier that we felt we weren't engaged enough as Inuit organizations, whereas we are looking forward to working together. It indicates working together. Since this bill was introduced by the government, we have been working in partnership with the district education authorities and their coalition because we know we represent the same people. With that, we're trying to make the government understand that we are representing the same people and because of that, let's work together. I think it would be better applied if it was included in the bill. Thank you, Mr. Chairman.

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**Chairman** (interpretation): Thank you. Mr. Quassa.

Mr. Quassa (interpretation): Thank you, Mr. Chairman. This will be my last question. On the same bill or in your proposed bill, clauses 18 and 19 of your draft Nunavut Inuit Education Fundamental Reform Act give power to the district education authorities and the Coalition of Nunavut District Education Authorities to (interpretation ends) direct and supervise (interpretation) various Department of Education divisions. In your view, what level of training, expertise, or experience will the members of the district education authorities and the Coalition of Nunavut District Education Authorities require in order to be able to carry out these duties and responsibilities effectively? I hope that was understandable, Mr. Chairman. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. If the witness didn't understand the question, she can let us know so that you can rephrase your question. (interpretation ends) President Kotierk.

Ms. Kotierk (interpretation): Thank you, Mr. Chairman. With the draft legislation we have presented, clauses 18 and 19 indicate how the district education authorities would operate. We know that the francophone education authority holds a lot of power and we would like Inuit to have the same power. As they represent the Inuit language at the same time in the communities, they can be quite capable if they are given more rights. We have pointed out what those rights would be. It's obvious that they would require more training, but the DEA coalition knows what types of training can be provided. Due to lack of resources and funding, they can't really start those initiatives. We are very concerned about that.

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We are also concerned that Bill 25 doesn't even give them a voice. They are not referenced, even though they are the decision-makers and managers of education. Therefore we believe that the district education authorities and the coalition should be given more power. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Quassa, you said you were done. Are you done? I have no more names on my list. One moment, please. Minister Joanasie.

Hon. David Joanasie (interpretation): Thank you, Mr. Chairman, for giving me another opportunity. We would like this to be understood. I presented the plan for curriculum development for the future to 2039 to the Standing Committee this morning. It is written there on page 13 of 21 pages. Pages 13 and 14 explain the language of instruction and also about the Inuktut Language Arts program that we are planning. We would like you to understand that we are not just planning for language courses. We're also trying to get the other courses translated into Inuktut. If the Standing Committee would like an amended copy of that, I think we can agree to do that. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you for explaining that. Right now, (interpretation ends) President Kotierk, (interpretation) we say "thank you" to you as the Standing Committee for coming here to do a presentation and being available to answer questions. If you have any closing comments, I now give you the floor. (interpretation ends) President Kotierk.

**Ms. Kotierk** (interpretation): Thank you, Mr. Chairman. Thank you very much, everyone, all the MLAs, for my warm welcome and opportunity. Please be aware that I'm

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completely open. I always want to hear from you on how we can work together better because we represent Inuit. We're all working towards the same goal.

I would also like to say that I'm not here for me personally. I'm here to talk about Bill 25 because in 2039 I probably won't be around anymore and even if I'm not around anymore, I'm concerned about my descendants and their future descendants. I don't want the Inuit language to disappear. I know that if the Inuit language is lost, Inuit will be more like a lost people. We see our people out there and some of them are lost, which is quite pitiful. Although they want to rise up and are a part of the majority in Nunavut, they act as if they are visitors. I work hard for them because the Inuit language is precious, not just to me but to everyone else and their descendants and the descendants of their descendants.

The Inuit language is still whole and it should not be looked at as a useless thing. The whole education system in Nunavut should be reviewed. The government has presented a document that has missing information and it's inadequate when they're trying to make estimations based on that. Even the preamble says that they didn't look at the comments made by Inuit. It's not a good foundation because of those reasons. We need to develop something that has Inuit and the Inuit language as its foundation because we won't always be around.

I would like to remind everyone that when we were trying to get Nunavut, it has been 26 years now since the agreement was signed and Article 4 created Nunavut. It created this Legislative Assembly. It created this government. The Legislative Assembly and government should consider Inuit as important. That is what the Inuit are trying to believe. They're trying to have expectations.

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They expect me to do things. They have expectations of you as elected officials. Please make careful considerations in trying to make a good future for our descendants.

You all know that Nunavut Day on July 9, I sent a letter to all the elders who are 70 years and older and asked them, "After 25 years have passed since the *Nunavut Agreement* was signed, what are your visions? What else should we do to correct Nunavut?" That is how Nunavut was created. They asked the elders on what their visions are for the future. I have been given handwritten letters from elders. Some of them are very touching.

I would like to read one of the letters and this really touches me as I know the person who wrote it. It's a handwritten letter. This is what they wrote: "I can't provide a full response. When they meet about curriculum, they can't be included in Arviat, even though they might have good ideas. I stopped going there because I need to use a mechanical ventilator." That person is 80 years old and knows they won't be around very long. That person stopped participating because they are using a ventilator, but they consider it important to have the curriculum based on Inuit culture.

Let's think of what our ancestors wanted and what we will leave for our descendants. We will be to blame if we leave bad things behind. Thank you.

# >>Applause

Chairman (interpretation): Thank you for coming to make your presentation and for the correspondence that we received from Nunavut Tunngavik Incorporated. Thank you, (interpretation ends) President Kotierk.

(interpretation) We will now take a 10-minute break and we will begin with the

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coalition of district education authorities after the break. Thank you.

>>Committee recessed at 15:12 and resumed at 15:28

Chairman (interpretation): Okay, we are back for the Standing Committee on Legislation's review of Bill 25. Nunavut Tunngavik Incorporated was invited and we asked them questions and heard their comments. We will now proceed to the Coalition of Nunavut District Education Authorities. It is great to see you all here today. Please feel welcome. Ms. Merkosak, you may now begin your presentation. Ms. Merkosak.

Ms. Merkosak (interpretation): Thank you, Mr. Chairman. Good afternoon. My name is Jedidah Merkosak. I am the Founding and Current Chairperson of the Coalition of Nunavut DEAs.

I want to thank the Standing Committee for inviting the coalition to make a presentation on the Department of Education's proposed bill. I will be speaking in Inuktitut and English during my presentation. We were invited to the review of Bill 25 and we are thankful for that when there is work to amend the *Education Act* and the *Inuit Language Protection Act*.

I am here with James Arreak, our Executive Director, and Lori Idlout, our new Legal Counsel with the Crawford Law Office.

In our presentation today we will provide context about how the coalition was created, summarize the Bill 25 submissions from our perspective, summarize our submission, and conclude by providing our recommendations. b) $^{1}$  $^{1}$  $^{1}$  $^{1}$  $^{1}$  $^{2}$  $^{1}$  $^{2}$  $^{3}$  $^{4}$  $^{5}$ 

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# **Creation of the Coalition of Nunavut DEAs**

In 1999, when the Government of Nunavut was created, there were three existing regional boards of education. The regional boards were dissolved by 2000 as recommended by the Department of Education.

Around 2001 consultations began and eventually Bill 1 was established. Bill 1 was meant to be a made-in-Nunavut *Education Act*. There had been many consultations. It was during these consultations that DEAs voiced the isolation that was created to dissolve the boards. Ultimately in 2002, Bill 1 was rejected.

Since the dissolution of the boards, the Minister and support staff have shown minimal respect and care for the knowledge and experience that elected DEAs have in their communities.

Even though the DEAs' policies and stuff were still there, they didn't seem to be considered by the Department of Education. However, they remained steadfast in their momentum to keep a network going, to keep learning and being guided by each other because they were elected by their communities. They always work together and it took four more years before the Coalition of Nunavut DEAs was created in August 2006.

The coalition was truly created by the district education authorities in the communities. The coalition remains an example of what happens when communities band together. The coalition remains a voice of the communities in the areas of education and language rights, local autonomy, and the importance of moving forward with foundations based on Nunavut realities.

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Local DEAs continue to demand that they make the decisions affecting their communities. (interpretation ends)

# **English Bill 25 Submissions**

We have read the submissions made to you. We note that 34 submissions were tabled. We highlight that there is an overwhelming call for the rejection of Bill 25, just as there was for Bill 37. If there was any kind of support for Bill 25, it was supported with caveats, i.e. dialects. There were only 3 of the 34 submissions that showed some support.

We are encouraged by NTI's leadership and the 13 responses by Nunavummiut who voiced their concerns by using NTI's template offered as a service. All of these submissions show that either the Department of Education or the drafters of Bill 25 do not care for the importance of Nunavummiut voicing their concerns, especially when there was such an extensive consultation leading up to both Bill 37 and Bill 25.

(interpretation) Oops, I made a mistake. Oh, I was right.

# List of documents in our submission on September 13, 2019:

- A summary of the 2018 *Education Act* consultations from the coalition's perspective;
- A proposal to achieve a unified education system;
- A copy of the coalition's submission to Bill 37 was submitted on December 2017;
- An April 21, 2017 letter to the Chair of the Standing Committee on Legislation opposing Bill 37 as well as Bill 25;
- Tables that show the balance of power and responsibilities between the department and the Commission scolaire

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francophone du Nunavut and the imbalance of power between the department and the Coalition of Nunavut District Education Authorities.

# **The 2018 Community Consultations**

The coalition was fortunate to participate in every consultation that was carried out in the Nunavut communities and thank the Department of Education.

We documented 974 comments made by Nunavummiut and DEAs. Today we highlight that:

- Only 14 percent, or 136 comments, were responses from the department's four themes;
- 85 percent, or 838 comments, fell outside of the department's four themes

These are shocking figures as it is evidence of how far the department is from understanding what the priorities and issues are of the district education authorities and communities.

We are confident you have read our materials. However, I'll quickly summarize some detailed issues in our submission:

- The inadequacy of funding for inclusive education;
- The need to improve relationships;
- The power imbalance between the department and district education authorities;
- Narrow consultation timelines;
- How the proposed legislation fell short of reconciliation;
- The language of instruction challenges involved the way human resources was managed, particularly Inuit teachers;
- There was a total lack of appropriate management approach to qualified Inuit

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teachers. This lack of appropriate management obviously meant the department did not place any value on their language skills.

A major observation is the lack of vision and courage the department portrays about developing a bilingual education that includes Inuktitut.

When the department produced the 2018 consultation report, the coalition felt hope. We could see that the department had appeared to sincerely listen to what the communities and district education authorities had to say.

Based on a similarity that Bill 25 has to Bill 37, the coalition is extremely concerned with the continued mismanagement of ensuring community input into education-related priorities. Not only were the consultations extensive; they were also expensive. We question what happened between the consultation, the consultation report and publication of Bill 25.

Bill 25 proposes to diminish Inuktitut language rights, DEA authorities, and add responsibilities but not authorities to the coalition.

The department claims the curriculum meets a linguistically appropriate standard. These standards work in most parts of Canada, but they are not working here in Nunavut. (interpretation ends)

## **Concerns Regarding Curriculum**

Nunavut is unlike any jurisdiction in Canada. The curriculum must centre around the unique realities, worldview and cultural strengths of the people.

The department has said they have worked

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with elders, developed Aulajaaqtut, but where is the real commitment?

Inuit teachers have confirmed they are forced to use their own time to produce their own materials to teach in-class all day, while English-speaking teachers have curriculum they can work from, yet we see fewer graduates compared to any other jurisdiction in Canada.

This is a fact that our curriculum does not provide the resources needed to support Inuktitut-speaking teachers in Nunavut. This lack of Inuktitut accommodation is contributing to the erosion of the language, where Nunavut is now at a tipping point, which means if we don't act to save the language, we could be in danger of losing our language.

If the department is not made to work with organizations like the coalition to make the curriculum relevant to Nunavut, then this government is at risk of betraying Nunavummiut. This has led to DEAs voicing their frustration with challenges in implementing their role. Indeed you heard the Minister of Education quote a DEA in the submission. Context must be given and that context is based on the continual miscommunication the department continues to practise.

### **DEA Authorities**

All legislation, including the *Education Act*, must encourage the engagement of the DEAs and parents; if not, they will continue to be powerless in the education system. The colonial history of Nunavut demands that communities, that Inuit take back control of decision-making. Nunavut was created so communities could regain decision-making. There have been consultations, including for Bill 1 and Bill 37. All have called for DEAs

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to have or maintain authority so that communities who know their students and members of society are the ones making decisions for the betterment of their communities.

The department's mismanagements have led to mistrust and frustration. This has led to the appearance that there is no interest in education from the community level. The coalition continues to be impressed with DEAs. They have never given up on their government. They continue to press the government to work with them, to hear them, and make decisions with them. We are not going to give up, to achieve what we want to hear from the community level.

We ask you to advocate for your constituents. We ask you as lawmakers to make laws that the government can implement. We ask you to simplify the *Education Act* so that we all can implement it.

## **Rights-based Approach**

Our submission took a rights-based approach as a measure to unifying the education system. Our submission is based on years of work and analysis. We have seen how education is applied in Nunavut. There is a huge inequality between language groups. We will be direct. Our submission includes an analysis of a two-tiered education system between the French-speaking residents and the general/Inuit-speaking residents of Nunavut.

Not only are the language groups unequal in their language rights but also in their ability to make decisions. The French-speaking residents have more decision-making ability than do the general/Inuit-speaking residents. Therefore they are more at home than we are as Inuit. ᠰᡲᡆᢣᡣᡝᢐ᠘ᠳᡆᠮᡠ᠋᠘ᠸ᠂ᢐᡄᠸ᠂ᡃᢐ᠌᠌ᢧᢣ᠘ᠳᢐ᠘ᠸ ᠘ᠸᡥᠳ᠌ᡏᡥᡣᡎᠬᠬᠳ᠉ᠴᡄᡥᠳᠮ᠌᠈ᠦ᠆ ᡩᡥᠹᢣᡐᠯᡠ᠆ᢅᡅ᠂ᠴᠣᢩᠯᡣᡥᡳ ᠨᠫ᠘ᡏᢐᡃᢠᡳᠬᡆᠮᡠᡃᠴᡥ.

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When we speak of this, we speak of [Part] 13 of the *Education Act*. The Act empowers the francophone community to address education issues like social promotion and control of curriculum, etcetera. Part 13 empowers the francophone community to take charge of education challenges, provided with funding commitments and resources that support their rights.

These are the authorities DEAs and Nunavummiut Inuit are asking for. We believe the Inuktitut language, the predominant language of Nunavut, is even more of a unique language that deserves better recognition and protection.

# Part 13.1 Unifying the Education System

As a result, the coalition's submission has included a proposal to create 13.1, Inuit Language Rights in the *Education Act*.

Section 13.1 proposes that existing francophone rights provisions be applied to general/Inuit as rights under section 35 of the *Canadian Charter of Rights and Freedoms*. Inuit language rights are now further protected after the *Indigenous Languages Act* was passed earlier this year. It was enacted to reclaim, revitalize, strengthen and maintain indigenous languages in Canada. This kind of recognition can only be made by the people who are in this room, you who have been elected to make these decisions. (interpretation)

## Recommendations

The coalition submits the following recommendations to the Standing Committee:

- Reject Bill 25;
- Take an Inuit rights approach to improving the *Education Act*;

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- That this government commits to the principle that Inuktitut and Inuit communities deserve the same respect and authority as francophone communities in Nunavut;
- That this government commits to the principles that Inuit ways of teaching deserve to be the foundation of our education;
- The coalition recommends that this government uses the coalition's submission as a basis to adopt a new section 13.1 to recognize the English and Inuktitut language rights and unifying the education system to ensure a single tiered education system;
- The coalition recommends that this government make changes to its funding regime to allow for equal funding for all languages and governance for all Nunavummiut. (interpretation ends)

## Conclusion

The Department of Education values standardization whereas communities and DEAs have fought against it. If there is to be standardization created, it should be in the authorities that DEAs have. The CSFN and the DEAs should have a standard system outlining standard level of rights, funding, and authorities.

We agree with NTI that there is an urgency to preserve and revitalize Inuktitut. We have read the Nunavut Education Reform Act prepared by NTI and agree at the very least that process is important, that partnerships must be implemented, and that NTI's role is not just as an advocate. NTI is our land claim organization and is entrusted with the voice of Inuit when it comes to social and cultural issues. NTI and the coalition must have a role in improving education outcomes. The department's failure to involve and engage us has led us to a repeat of Bill 37. The

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department's failure has led us to the unfortunate Bill 25.

(interpretation) I'll end it there. If you have any questions, Lori or James can provide responses. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. You have said something that is different.

Minister, do you have any comments at this time with regard to the presentation or the opening comments that was delivered by the coalition? Minister Joanasie.

Hon. David Joanasie (interpretation): Thank you, Mr. Chairman. I would like to welcome the coalition of DEAs and the chairperson. They have been given this opportunity to provide the Committee their thoughts and views. How can I put this? I can say to you that we always work with the district education authorities in moving forward with education in Nunavut and we will continue to do so in the future.

When the bill was being drafted, we considered different aspects, especially the status of the district education authorities and their roles, which seem to be inconsistent, as far as we have seen. We have always wanted to be supportive through services to them from Bill 25, especially in providing more staff and appropriate training. We heard how the DEAs wanted their roles clarified. This is something we want to support.

Also, as far as standardization of education within Nunavut, we have continued with that in the bill, for example, what is being learned in Kugluktuk is the same as what is being learned in Kimmirut, and to ensure that they reach grade 12. Yes, we are aware that every community has their own unique circumstances and we have identified that the DEAs will still hold onto that responsibility of serving each community's unique needs

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through their engagement within the community as an authority. We are looking at Nunavut as a whole and we want a standardized education system, which we have continued to work on to date, Mr. Chairman. Thank you.

**Chairman** (interpretation): Thank you. Questions? First on the list is Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. My questions are surrounded around four thematic areas. Before I begin, I would like to say *tunngasugit*, welcome. It is nice to have you here today and I appreciate your opening comments as well as the submissions that you have put forward to the Standing Committee. They have also given us a lot to consider.

My first question is in relation to page 4 of your opening comments in which you provide a summary of your submission. That first sub-bullet at the top of the page is what I am assuming is your most important issue. It states, "The inadequacy of funding for inclusive education." I was wondering if you might be able to elaborate a bit further on that issue. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Merkosak.

**Ms. Merkosak** (interpretation): Thank you, Mr. Chairman. James will respond to that question.

Mr. Arreak (interpretation): Thank you.

**Chairman** (interpretation): Thank you. Mr. Arreak.

**Mr. Arreak** (interpretation): Thank you for your question, Mr. Lightstone. This was discussed during the consultations. One of the most identified issues was inadequate

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funding for education. We heard from the communities, for example, that there are discrepencies in the level of learning among the students as a result of inadequate funding. That is what our chairperson is talking about with regard to what our priorities are.

I will speak in English about other things that were mentioned, the first one being the (interpretation ends) roles and responsibilities. (interpretation) I'll say it in English if it's okay with you. (interpretation ends) The second phase of my comment is in this four-themed approach that the department had consulted during consultations included the roles and responsibilities and in these comments there were 19 comments, including involving the issue of inclusive education and the lack of resources.

I don't know if I clearly answered that, but if we need to add more, we will.

**Chairman** (interpretation): Thank you. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. Thank you very much for that response. I would like to pose the same question to the Minister. I also have concerns over the lack of funding available to those students that need it, especially those that fall under this inclusive education segment. I would like to ask the Minister if he would be able to provide a response about how that concern over the lack of funding for inclusive education would be addressed in the current proposed Bill 25. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Joanasie.

**Hon. David Joanasie** (interpretation): Thank you, Mr. Chairman. (interpretation ends) If we proceed with these provisions under the

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**Δ•/ペレር•**: L'α. Γ<sup>、</sup>') Δ•/Υ<sup>†</sup>.

**CΔΥ΄)<sup>2</sup>** (Ͻʹͱληυʹ): ʹϭϧ·αͺϳ·, ΔϧϒϘϦʹͼ·, ϹͰ·α ΡΡΧ·αςϗϧ. ϤΛΛ·ϧϧ·ϭ;ͰʹͰͳʹ·Ϳ Γϭ·ʹϹͿʹ ʹϲʹ·α ΔΑʹϳϪηΓʹʹΓͿϧͼ ϹͰʹα ἐα͵Ϸϧ·ϧϧ·η·η·ϧ·ʹϯϪϧϧ·ϲϲͺ Δϲ·ϭϤʹϧηϫϧ· ϹͰʹα ϹͰϪ·ϭϲͺϳ·ϧ Δϲ͵ϷϞ·αͺʹͼʹϧ·ϹϚͺϫϤ;·ϙͿ. ʹϧϫϧ· ΡΡΧ·αλά·, ΓϭʹϹ, ΔΑʹͺϪͿϹϧ·ϧ· ϤΓͿ·ϧϒ·ϧ·ʹϲϭ·ϧ Δϲ͵Ϸη·ϽΓα͵Ϸʹϧ·ϹϚͺϫϤʹͰϹ. ʹϧϫϧ· ΡΡΧ·αςϧ·ϧΛϷ ʹϲʹα ϧ·ϧϹϷϞͰͺͶ·ʹϫͿ LϲͺͿϧϧ· 25? ʹͼͿϧ·αͺϧϧϒϘϷʹϲʹ·.

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bill, our intention is to build them into our business planning cycle to have inclusive education.

I've got to point out that we did form a student achievement division which has responsibility for inclusive education. We have dedicated a lot of resources to try to address some of the concerns that have been raised on inclusive education to date. We have employed specific occupational speech therapists and specialized services to help address and identify some of the needs in the territory.

I want to point out too that earlier we had mentioned about how it was.... Hold on a sec.

Our department commissioned the Hall report, which came up with a number of recommendations that our department started working on right away. One of the things that came as a result of that report was that a majority of the supports that are needed for students is on hearing impairment. We have identified that as something to address and having implemented soundfield systems across schools. We have contract services dedicated \$850,000 to help address some of the needs on inclusive education. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. I'll move on to my next line of questioning and it's also in relation to the opening comments, page 4. At the bottom of the subbullets, the last two are related to human resource issues. They state that "The language of instruction challenges involved the way human resources was managed," particularly towards Inuit-speaking teachers. The last bullet states that "There was a total

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lack of appropriate management approach to qualified Inuit teachers" and "This lack of appropriate management obviously meant the department did not place any value on their language skills." First I would like to ask if the coalition would be able to maybe expand on those two specific issues a little bit further. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Merkosak.

**Ms. Merkosak** (interpretation): Thank you, Mr. Chairman. Thank you, Mr. Lightstone, for welcoming us. I will refer this question to James.

**Chairman** (interpretation): Thank you. Mr. Arreak.

Mr. Arreak (interpretation): Thank you. We can respond by saying that there are different levels of competency among the Inuktitut teachers in the schools and they're not given enough support. We have heard that directly from the teachers. There has to be a better support system given to those teachers. They indicated that if they did get that adequate support and attention, they would be much more self-reliant. That's what we heard during the consultations on the bill.

I'll say this in English. (interpretation ends) The second part of my response is involving the approach of management managing people as staff and particularly involving Inuktitut-speaking teachers. They felt that they weren't properly managed and that they were treated differently than other teachers. That eroded some people's hope, especially the Inuktitut teachers. I wanted to say that. (interpretation) Thank you.

**Chairman** (interpretation): Thank you. Mr. Lightstone.

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Mr. Lightstone: Thank you, Mr. Chairman. I would like to pose the same questions to the Minister. I have also heard several concerns over the retention of Inuktitut-speaking teachers. I would like to ask the Minister if he would like to provide a response to that topic. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Joanasie.

Hon. David Joanasie: Thank you, Mr. Chairman. I thank the Member for his question. Through the Nunavut Teachers Association Collective Agreement, we were able to increase salaries for language specialists specifically so that they are paid at the same level as all teachers. That is one thing that is a big item in partnership with NTA that we have been able to agree on. We want to continue on the same path.

In terms of human resources management at the school level, I think that this is something we will have to take a closer look at in terms of how we can work with the school team and/or if there are feelings of inequality of some sort that might be playing out at the local level, we want to address that in partnership with the NTA, with the coalition, and the DEAs, of course, at the local level. If we want to dive into in further detail, we can do that in different ways. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) Minister, just for clarification, earlier when NTI was here, we were discussing the Nunavut Teacher Education Program, Inuit Employment Plan. Just for clarification, that's not in Bill 25, correct? My understanding is it's related, but it's an operational piece along with the human resource management. If you can clarify whether that's within Bill 25 or whether it's a separate process. Minister

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Joanasie.

Hon. David Joanasie: Thank you, Mr. Chairman. Thank you for the question. We referenced the implementation of the retention and recruitment strategy in Bill 25. This strategy which is still under development, we plan on working towards short, medium and long terms of work to ensure our current capacity to deliver Inuit language instruction remains as strong as it can and moving forward to strengthen that over the ten years in leading up to it as capacity and resources expand, going towards that down the line. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. I would like to move on to my next line of questioning. This one is for the Minister. The coalition has identified that the current *Education Act* has created a two-tier system and addressed the inequality between language groups. As was stated in the opening remarks, the coalition feels that the French-speaking residents have more decision-making ability than do the general/Inuit-speaking residents.

The coalition, in their submission, made recommendations to add a segment to the *Education Act* amendment to amend Part 13, which is the French language rights aspects and to add a 13.1 section to give Inuit language rights that are on par with French. I would like to ask the Minister what his thoughts would be on that. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Joanasie.

Hon. David Joanasie: Thank you, Mr.

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Chairman. Under section 23 of the Canadian Charter of Rights and Freedoms, it guarantees French and English minority language rights, which one of the criteria for determining whether a language is a minority language or is not is the number of people who went to school in English or French. As most Nunavummiut went to school in English, it cannot be considered a minority language for the purposes of section 23 of the charter. Therefore section 23 of the charter does not guarantee English language rights in Nunavut.

Further to that, the purpose of section 23 rights is to protect the minority language and culture from the majority language and culture. If English language rights were created for Nunavut, it would mean the English language and culture would have to be protected from the Inuit language and culture. The *Education Act* and the *Inuit Language Protection Act* and Bill 25 aim to do the opposite, to protect the Inuit language and culture, not English language and culture. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. I would just like to follow up on that question to the Minister. I would like to thank the Minister for the brief description of section 23 of the Charter of Rights and Freedoms, but that didn't quite answer my question. I would like to ask the Minister again. The coalition has put forward a recommendation to give Inuit language rights at par with French language rights. I would like to ask again: what are the Minister's specific thoughts on incorporating or amending section 13 and incorporating a new section 13.1? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you.

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Minister Joanasie.

Hon. David Joanasie: Thank you, Mr. Chairman. We would have to look at this more carefully, but in terms of legal questions around what the Member is asking, I may have to refer to another witness on that. It may be most appropriate on Thursday when the Committee has time to question me on our bill. That would be the most appropriate time. Thank you, Mr. Chairman. We can revisit it.

Chairman (interpretation): Thank you. (interpretation ends) Thank you for that suggestion. I will remind the Committee that the coalition is here to answer our questions. The Minister is regularly in this House, including during oral question period, so we have lots of chances to ask him questions. (interpretation) Are you done? (interpretation ends) Okay. Ms. Towtongie.

**Ms. Towtongie** (interpretation): Thank you, Mr. Chairman. Welcome, James, Jedidah, and Lori.

On September 13, 2019 you wrote a letter indicating that Bill 25 is basically a carbon copy of Bill 37. Bill 37 was introduced before we became Members of the Legislative Assembly and did not pass. Bill 25 is the proposed legislation that is currently under review by the Standing Committee. Can you clearly explain why you feel that Bill 25 is a carbon copy of Bill 37? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Merkosak.

**Ms. Merkosak** (interpretation): Thank you, Mr. Chairman. Lori will respond to that question.

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**Chairman** (interpretation): Thank you. Ms. Idlout.

Ms. Idlout (interpretation): Thank you, Mr. Chairman and Cathy, for that question. When Bill 25 was introduced, we did a side-by-side comparison with Bill 37. Bill 25 and Bill 37 have the exact same page numbering. In reviewing them page by page, I'll say for example that the numbers are basically the same in Bill 25 and Bill 37. In Bill 25, section 96.2 is going to be repealed. Bills 25 and 37 are carbon copies, even the numbers. If you do a side-by-side comparison, you will notice that they're basically carbon copies.

When they're talking about the coalition, they indicated that there's a change or an amendment in that part. Looking at the contents of Bill 37, they would be put under what would be referred to as the council, but they have put them under the responsibility of the coalition. Their authority was not changed, but their responsibilities were increased. For example, as elected members, we're usually given a right and we have the right to direct somebody to carry out a certain responsibility, but the coalition wouldn't be that type of an organization. It would be like a non-profit organization or it would be like a voluntary organization with a lot of responsibilities but no authority.

It indicates here that they would be given additional resources, but our question is: "How much would it cost the coalition?" If we approve Bill 25, we would have to be run by the government. We would be given these responsibilities and be run by the government. As our chair indicated right at the beginning, the coalition was created by the communities and it has to stay that way. It can't be a government entity.

Those are some brief comments that I would like to make, as many of them are basically

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Chairman (interpretation): Thank you, Ms. Idlout. Once we're done speaking in the House and we say "thank you," that's the cue for the technicians that we have finished speaking, so please keep using that. Ms. Towtongie.

Ms. Towtongie (interpretation): Thank you, Mr. Chairman. This will be my last question. There have been two references to the French majority language rights and the role of the Commission scolaire francophone du Nunavut in the legislation. We have seen your submission. What do you mean by standardizing the education system and where do the language groups differ when it comes to French, English, and Inuktitut? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Merkosak.

Ms. Merkosak (interpretation): Thank you, Mr. Chairman and Cathy Towtongie. I'll respond to that and my two officials can respond if they want.

In reviewing the proposed Bill 25, it looks like the French will be given more responsibilities to run their own school more freely. In comparison, we indigenous people who have been elected by our communities seem like we have less power and ability to make our own decisions. That is not right. We are the first people who desire to exercise more control over our lives. We created Nunavut because we wanted to have more things run by Inuit. That's not a reality yet after 20 years. It's like we have been working backwards to this day.

That's what I wanted to say. Now Lori or James can add to my comment if they wish, Mr. Chairman.

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Ms. Idlout (interpretation): Thank you. In our submission, maybe I can point something out. What is mentioned is (interpretation ends) unifying the education system, page 9. Just as an example, in the current Education Act, when we compared the francophone community's rights in the Education Act and the DEAs, on the left column you will see that for language choices for schools, the CSFN, the only thing the Minister has to do is ensure French language instruction and funding whereas for DEAs, there are many more rules that have to be followed. There are more sections in the Education Act. You will notice when you read through unifying the education system again, what we did was create a table to show the differences in how we observe the two-tiered system being created. The rules are broad for the francophone community whereas there are many more specific rules for the Nunavut and the general population DEAs. I hope that clarifies that document for you and answers your question. (interpretation) Thank you.

Chairman (interpretation): Thank you. (interpretation ends) Minister Joanasie, the francophone commission keeps coming up or has been raised in several submissions. Unfortunately we have not heard, in the context of Bill 25, from the commission. Bill 25 does make some changes to the relationship between the commission and the Department of Education. I wonder if you can briefly outline what those changes are. The reason I'm asking is that we don't have a time slot allotted to the francophone issue because that is just how things have gone with our Committee's work so far. (interpretation) Minister Joanasie, can you give us a brief explanation? Minister Joanasie.

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Hon. David Joanasie: Thank you, Mr. Chairman. Yes, just briefly, we are adding some reporting requirements for the Commission francophone scolaire du Nunavut. (interpretation) If I didn't pronounce that properly, I apologize. (interpretation ends) That is in line with what DEAs currently have to report on.

In addition to that, through Bill 25, there are provisions that would allow Inuit language instruction in the CSFN school which is not called for in the previous Bill 37, if I have it right, but I think this is where it would have been great to get some feedback from the CSFN on these proposed amendments. We want to go along the lines of having increased accountability, which would also allow for the Minister to approve curriculum for the CSFN. There are different ways we are trying to achieve that. If they could have spoken for themselves, I can't speak for them, but we are proposing some changes to what they're required of in the Education Act. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Quassa.

Mr. Quassa (interpretation): Thank you, Mr. Chairman. Welcome. This will be my first question. In the opening comments, in the last paragraph on page 4.... I wonder what would be an appropriate term for (interpretation ends) bullet.

## >>Laughter

"Bill 25 proposes to diminish Inuktitut language rights..." (interpretation) I would like to understand why it states that. It proposes to diminish Inuit language rights. What does that mean? Will something written in Bill 25 going to destroy the language? Is that clear? Thank you, Mr. Chairman.

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**Chairman** (interpretation): Thank you. Ms. Merkosak.

Ms. Merkosak (interpretation): Thank you, Mr. Chairman and Paul. To return to the first thing that we said, we have spoken to the French commission about our submission and they have agreed with us. We have a board member that is from that commission.

James can respond to what Paul was talking about.

**Chairman** (interpretation): Thank you. Mr. Arreak.

Mr. Arreak (interpretation): Thank you, *Katimatittijii*. To answer the question, with regard to Bill 25, the reason that we are saying these things is because it does not support our language enough. That is why we said that. If we look at the bill, the DEAs' rights and the Department of Education's rights are too different.

When we look at the French commission's rights, they can do things basically on their own. Under Bill 25 there are not enough resources for Inuktitut language of instruction and curriculum. Under Bill 25 there are not enough rights for Inuktitut-speaking people and there is a lack of Inuktitut language usage in schools. We feel that the Inuktitut-speaking people and the people who don't speak Inuktitut are treated too differently.

Specifically with regard to the DEAs, for example, Lori spoke about their rights. We presented that to you in our submission. If you haven't seen it, I'll speak to it briefly. We used to play with seesaws at school. One end would come up and the other end would go down. The heavy one would go down and the lighter one lifted up. There is too much weight on one side where it is on the

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**Γ\*•d'\\*\***: 'db°a广', Δº/ペ▷Ċ<sup>†</sup>. ベ', CΔ°a ▷'b▷/ሊናĊ<sup>†</sup>C≫' ィ≫'⊂<sup>†</sup> ▷∩'ልቦላ'ゼ」 CΔºdላ ▷Δά ህԺና<sup>†</sup>C▷ゼ', ▷'b'b∩ሶ'/Lゼ' Ċ'ィーー ンのイトゲーー ベート ベート・カート・カートントー ムー・カー・ンC

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Department of Education. The DEAs have been made much lighter and not as important. It seems like that is what is being done to the Inuktitut language in Bill 25.

I hope you understood my response, *Katimatittijii*. Thank you.

**Chairman** (interpretation): Thank you. I am the Chair. (interpretation ends) *Iksivautaq*, Chair, literally. Mr. Quassa.

**Mr. Quassa** (interpretation): Thank you, Chair John, Mr. Main. I apologize.

Thank you for kind of answering my question, but my main question was: why do you say that it proposes to diminish Inuktitut language rights? I thought there was something in Bill 25. There is a phased-in implementation approach in Bill 25 for the Inuktitut language to 2039. To say it in English, it is called (interpretation ends) Inuktitut Language Arts. (interpretation) Maybe that is why you're saying it diminishes Inuit language rights. That is where I saw similarities.

Also, your letter dated September 13 states that "Where there are changes in Bill 25, they appear to be throwing added responsibilities to the CNDEA without adequate resources." Subpart 8 of Bill 25 proposes a number of changes to the responsibilities of the coalition and it states that there would be an increase of staff positions from two to six. I'm just asking if you can clearly explain why you feel there will not be adequate resources for the coalition. Do you still think the resources will be inadequate for the coalition under Bill 25? I hope my question was clear. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Merkosak.

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**Δ<sup>6</sup>/<6>**: L'α. Γ' Γ<sup>6</sup>6 d \ 6.

**Ms. Merkosak** (interpretation): Thank you, Chairman John and Paul. Our executive director, James Arreak, will respond to that.

**Chairman** (interpretation): Thank you. Mr. Arreak.

Mr. Arreak (interpretation): Thank you, Paul. To respond to your question, we have looked at the proposal to increase the number of staff and we have considered how we will handle it as a coalition. It would include various aspects, such as corporate services, how we would work more closely with the DEAs, how the education system in Nunavut can be improved, and how Inuit teachers can get more support in the schools. With attendance coming down, how can we improve attendance? We have reviewed those details.

We haven't really had serious considerations, but we have analyzed and looked at how we can be structured. We think bigger issues are the ones we bring up and should be considered more as a government by you. Before those issues are addressed, it seems like it would be for naught. We are thankful for them thinking about that, but I think the issues we bring up are bigger and I think they should be seriously considered by you as MLAs. I think we answered the question, Mr. Chairman. Thank you.

**Chairman** (interpretation): Thank you. Mr. Quassa.

Mr. Quassa (interpretation): Thank you, Mr. Chairman. Yes, I seem to understand that if we're going to pass Bill 25, you don't mind the increase in staff. You don't seem to mind the increase of staff within the coalition. Do I understand that correctly? Thank you, Mr. Chairman.

**Δ<sup>6</sup>/ペ▷C<sup>6</sup>**: L'α. Γ<sup>1</sup>C ἀαΦ.

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**Chairman** (interpretation): Thank you, Mr. Quassa. Ms. Merkosak.

**Ms. Merkosak** (interpretation): Thank you, Chairman John. James.

Chairman (interpretation): Thank you. Please say "thank you" so that the mic goes back to me. Mr. Arreak.

Mr. Arreak (interpretation): Thank you, Mr. Chairman. I look at your question in three parts. First of all, the positions that are proposed to be given to us, six is still too low a number as we see it. If we had 9 to 12 staff, it would be extremely helpful to the coalition. That's what I think. It still hasn't been dealt with by the board members, but that's what I have to say about that, Mr. Chairman. Thank you.

**Chairman** (interpretation): Thank you. Mr. Quassa.

Mr. Quassa (interpretation): Thank you, Mr. Chairman. If you don't mind, I would like to ask the Minister: how did you come up with the six positions? They want to go from two positions to six positions. How did they determine that six positions would be adequate, or five positions? My question to the Minister is how they came up with that number. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Joanasie.

Hon. David Joanasie (interpretation): Thank you, Mr. Chairman. We want to increase the number of positions especially for training because we have heard that concern. The district education authorities need to know more about their roles and responsibilities. I think it would be up to the coalition, but as we see it, they would be more slated towards that.

 $\Delta$ <sup>6</sup>/ $\mathcal{Q}$  $\mathcal{C}$ <sup>6</sup>: L' $\alpha$ ,  $\Gamma$ <sup>5</sup> $\mathcal{D}$   $^{6}$  $\mathcal{D}$  
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**Δ•/ペレር•**: L'a. Γ<sup>5</sup>ጋ <sup>6</sup>dd5.

**Δ⁰/ペ▷ር⁰**: L'a. Гσ\ጋ ≺ላα.

The schools have to plan with the help of the district education authorities. To use as an example, new teachers have to be given orientation. That would also be under the responsibility of the coalition and the district education authorities would still be involved. When we look at filling positions for senior staff, the coalition would still be involved. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Quassa.

**Mr. Quassa** (interpretation): Thank you, Mr. Chairman. I'll speak in English for a bit and it's probably my last question, as I think other Members have questions.

(interpretation ends) Subpart 8 of Bill 25 proposes a number of clarifications and changes to the role and responsibilities of the coalition. Were there any specific clauses under Subpart 8 that you found problematic and, if so, can you clarify which ones and why? (interpretation) I spoke in English for a bit. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Merkosak.

**Ms. Merkosak** (interpretation): I apologize. I would like Lori to respond to that.

**Chairman** (interpretation): Thank you. Ms. Idlout.

**Ms. Idlout** (interpretation): Thank you, Mr. Chairman. When we were reviewing it, the concern became obvious right away. In our first comments, the francophone commission has rights. Their school board can direct their staff and they can hire their own staff. They already have that right.

Bill 25 doesn't give the same authority to the coalition. They are just given responsibilities

**Δ•/ペレር•**: L'a. Γ\C <sup>4</sup>dd\.

**Δ<sup>6</sup>/<b**C<sup>66</sup>: L'α. Γ<sup>5</sup> Γ<sup>56</sup>d<sup>i</sup>, <sup>56</sup>.

 $\Delta^{b}/\mathcal{C}^{c_{b}}$ : L'a.  $\Gamma^{c}$   $\Delta^{c} \subset \mathcal{D}^{c_{b}}$ .

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Sorry. I think we should have said first that our former executive director, Nikki Eegeesiak, worked really hard to be a proper representative and she had a full understanding that the coalition should always be an organization from the communities and that they should be given direction by the district education authorities, that the community voices should be heard, that the things considered important by the communities should continue, and that we should always use the communities as the foundation.

Exactly how the coalition was created wasn't mentioned. Jedidah summarized it briefly. NTI and the Department of Education cochaired the public consultations. It became obvious at that time that the Department of Education worked in isolation. It then became obvious that the elected DEAs want to collaborate with other community members. If Bill 25 is passed, it will just create barriers to the district education authorities. It will give even more power to the Department of Education. We thought the power given to the coalition was not enough. Thank you.

**Chairman** (interpretation): Thank you. I thought you said that was your last question.

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Mr. Quassa.

Mr. Quassa (interpretation): Thank you, Mr. Chairman. This will really be my last question. There are many changes that are being proposed in Bill 25 with respect to language of instruction. I keep referring back to the deadline of 2039. How does the coalition feel about that? That's my last question. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Merkosak.

**Ms. Merkosak** (interpretation): Mr. Chairman, John Main, maybe he can clarify his question as we didn't quite get it. Thank you.

**Chairman** (interpretation): Thank you. Mr. Quassa, please clarify your question. Mr. Ouassa.

Mr. Quassa (interpretation): Thank you, Mr. Chairman. Bill 25 clearly states the changes to the Inuktitut language of instruction. It states that the language of instruction will be implemented in certain grades by a certain year and will eventually work its way to grade 12 by 2039. I'm talking about the phased-in implementation for (interpretation ends) language of instruction. (interpretation) I apologize for adding English terminology. What are your thoughts on the deadline of 2039? It indicates it is going to be Inuktitut Language Arts. What does the coalition think about that? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Arreak.

**Mr. Arreak** (interpretation): Thank you. I also thank you for rephrasing your question. I'll respond this way: within the schools, for instance, they teach Inuktitut from kindergarten to grade 3 or grade 4, and then

**Δ<sup>6</sup>/<b**C<sup>6</sup>: L'α. Γ<sup>1</sup> Γ<sup>16</sup>d<sup>i</sup>, <sup>16</sup>.

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**፭ሲላ**<sup>6</sup>: የቫታ°ሲ፫<sup>6</sup>, ላ<sup>1</sup>L ላለሊናበላናልና የቫታ°ሲ፫<sup>6</sup>. Ċ°ሲ የኦጋሀ ΔĹ<sup>6</sup>, ΔϹ°σላናልኦ< Δጋላσ <sup>፫</sup>ህ ΔርነΔ<sup>6</sup>6<sup>6</sup>C<sup>6</sup>LC CΔ6<sup>6</sup><sup>6</sup>υ ΓΡċσ<sup>6</sup> Δρ<sup>6</sup>Π<sup>9</sup>6 CLኦ<sup>6</sup>υ የժናበ<sup>6</sup>σ<sup>6</sup> 3, 4-<sup>1</sup>ς የ<sup>1</sup>ር<sup>6</sup>6<sup>6</sup><sup>6</sup>2). Ċ°ሲ they switch to English from there to grade 12 until they graduate. I have heard that there are differences and we are concerned about it somewhat as there is a lack of Inuktitut teachers, which is a real barrier. Another reason is those who can teach Inuktitut from grade 4 onward. We mentioned that the Inuit teachers currently on staff have to be managed properly. They should not be treated differently. They should be given proper support. All of the teachers are given support, but they should be supported equally.

In speaking about the students in the (interpretation ends) Nunavut Teacher Education Program, (interpretation) we believe it has graduated more Inuit teachers since we became Nunavut. The question I ask is why we have a shortage of teachers. We think it's that way because of the lack of support being provided. There should be an adequate number of teachers and more support needs to be provided to students who are training to become teachers if they are going to successfully deliver (interpretation ends) the language of instruction (interpretation) within the school.

Our concern has been having enough Inuktitut-speaking teachers. They need a good Inuit employment plan. We reviewed that and a real concern has been why the number of Inuktitut-speaking teachers isn't increasing. We have followed up with some of the graduates. Even though they want to become teachers, the salary levels aren't attractive enough and that has been a real concern. We are also concerned about that. That's what I have to say, Mr. Chairman. Thank you.

Chairman (interpretation): Thank you. We heard earlier from the Minister that the teachers' salaries are now the same. Ms. Angnakak, I think you have one question

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before five o'clock. Ms. Angnakak.

Ms. Angnakak (interpretation): Well, I did have a lot of questions, but nonetheless, I will proceed. Thank you. (interpretation ends) One chapter of your submission focuses on the Department of Education's 2018 Education Act consultations. (interpretation) They identified what you heard. (interpretation ends) In your analysis, when you looked at the comments, when you looked at the themes that were raised by the department, that were raised by the public, were there any key issues that you feel or that you identified that were not addressed in Bill 25, that came up, but they were not in Bill 25? Thank you Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Merkosak.

**Ms. Merkosak** (interpretation): Thank you, Mr. Chairman. Lori will respond.

**Chairman** (interpretation): Thank you. Ms. Idlout.

**Ms. Idlout** (interpretation): You are asking a very broad question.

When we were compiling the report and through the coalition.... Our organization is actually quite small. The membership doesn't meet together in one place and so their reports were different. When we compiled the report, we wanted to try our best to respond. I don't want to forget anything, so I will try to respond as best as I can.

I can recall that there were a lot of questions about the school calendar. They were concerned about having only one school calendar. Some of them also suggested that maybe the divisional boards of education need to come back. Some of the things that were discussed were that our elderly

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population is dwindling, so we have to figure out how we can incorporate them more within our schools.

I recall somebody mentioning that sometimes the elders don't want to go into the school because their yearly income will be impacted and they will get a smaller income tax return. They would really like to teach, but it's harder to do with the way things are administrated. For example, they don't get enough time to teach. It's difficult for the elders if they're just going to be in the classroom for a very short time to inform the students about the wisdom that they would like to share. That's what we recalled.

Another topic that came up....

Chairman: I'm sorry, Ms. Idlout. We have run out of time for today and our TV broadcast, (interpretation) but there are still some questions, so if you come back tomorrow morning, we will resume our meeting at nine o'clock and we will begin with questions to you, if you don't mind.

I thank the presenters today, as well as the Minister and your officials. Thank you, my colleagues. Our meeting is adjourned for the day and we will resume at nine o'clock in the morning. Thank you. Have a good evening.

>>Committee adjourned at 17:00

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