• Over 30 years experience with socio-economic impacts and Aboriginal involvement issues in mining activities in Ontario, British Columbia and the Northwest Territories.

• From a Socio-Economic perspective, many changes and challenges

• More than jobs

• More focus on broad social issues and concerns
1980s

- Focus on the local level was on jobs, mostly lower paying and non-skilled employment
- Accepted the boom-bust cycle
- No consideration of Aboriginal cultures and lifestyles
1990s

- Broader E.A. focus
  - Social
  - Cultural
  - Traditional Knowledge

- Increasing employment in higher skilled jobs

- More Aboriginal business contracts / joint ventures
Relationships/Linkages Between the Project and Impacts on Communities
Post-2000

• Sustainability Focus
  – Training (IBA)
  – Business Development (IBA)
  – Equity positions
  – Environmental Protection
  – Monitoring and Mitigation
  – Community cohesion
  – Health and Well Being
  – Culture
Introduction of IBAs

• Impact Business Agreements and Socio-Economic Impact Agreements have resulted in newly created Aboriginal businesses and joint ventures.
• IBAs are an essential tool for Aboriginal employment and capacity building.
• IBAs are intended to deal with issues of:
  – Training
  – Employment
  – Business and
  – Capacity
Today's Baseline (many factors affecting it – past and present)

Ability to Manage and Adapt to Change

The Possible Social, Cultural & Economic Future

Induced Development (resulting from previous development – less certain)

Other Development (current & reasonably foreseeable/likely – some degree of certainty)

A Proposed Development (project-specific environmental assessment)

Cumulative Effects of Development Activity (positive and negative)

Project Effects (positive and negative)

Environmental Change – Non-Development (e.g., natural variation/change, climate change, LRTAP)

Broader Social, Cultural & Economic Change (positive and negative; many causes over time)
## Socio-Economic Impacts Result in Changes

<table>
<thead>
<tr>
<th>Types of Changes</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Way of Life</td>
<td>How people work, play and interact on a day-to-day basis</td>
</tr>
<tr>
<td>Culture</td>
<td>Shared beliefs, culture, values and language or dialects</td>
</tr>
<tr>
<td>Community</td>
<td>Community cohesion, stability, character, services and facilities</td>
</tr>
<tr>
<td>Political Systems</td>
<td>Capacity to participate in decisions</td>
</tr>
<tr>
<td>Environment</td>
<td>Quality and availability of natural resources, personal safety and sanitation, access and control over resources, exposure in hazards</td>
</tr>
<tr>
<td>Health and Well Being</td>
<td>Physical, mental, social and spiritual well-being</td>
</tr>
<tr>
<td>Personal and property rights</td>
<td>Violations of civil liberties, economic effects, personal disadvantage</td>
</tr>
<tr>
<td>Fears and aspirations</td>
<td>For people’s safety, community, personal future, children’s future</td>
</tr>
<tr>
<td>Economic</td>
<td>Income, Employment and Business Opportunities</td>
</tr>
</tbody>
</table>
INAC Principles of Sustainable Development

• **full consideration** of economic viability, social implications and **cultural and environmental values** in decision-making, and policy and program development

• **respect for diverse cultures and traditional values**; as well as the land and its diversity as the foundation for healthy communities

• decisions based on the best available scientific, **traditional and local knowledge**
Training
• Apprentices: 24
• Community based training: 133

Employment
• 37% of employees Aboriginal
EKATI, 2001

- Signed a Socio-Economic Agreement regarding Aboriginal employment, training and business development (October 1996)
- In 2001, $386 million spent on operations
- 32.3% of this total went to Northerners and Northern Aboriginal businesses

2002 NWT Aboriginal Business Directory lists over 200 businesses.
• The Aboriginal/Joint Ventures that have committed contracts on the Diavik diamonds project include:
  - *Trucking*: Tli Cho Logisitics
  - *Transportation*: Canadian North Airlines, Tli-Cho Landtrans Transportation Ltd., NTCL
  - *Food Services/Camp Maintenance*: Ek’ati Service Ltd.
  - *Site Services*: Nuna Logisitics
  - *Construction*: Metcon Construction Ltd., Lac De Gras Constructors, Lac De Gras Constructors II
Aboriginal Economic Development

Resource Sector Development Activities
Create the Opportunities for Aboriginal Economic Development
- Mining and Exploration
- Oil and Gas Development
- Forestry Developments
- Hydro-electricity Developments
- Transportation Systems

Impact Benefits Agreements as Strategic Instruments for Matching Opportunities with Aboriginal Communities
- Contracting
- Training
- Direct/Indirect Employment
- Business Enterprise
- Technology Transfer
- Joint Ventures
- Commitment to Ongoing Relationship with Aboriginal Groups

Potential Results for the Aboriginal Client Group(s) at Community/Regional Levels
- Strengthen communities by creating jobs
- Increases financial flows to communities
- Platform for community/regional business development
- Stable demand for local labour force
- Increases community wealth
- Creates corporate capacity at community level
DEBEERS – SNAP LAKE, 2004

• T’lichen IBA put focus on those who would not benefit directly from mining – Elders, hunters, trappers
The Capacity to Develop Sustainability

- Changes in the past decade have been global, political, social, and environmental.
- Significant adjustments have been made to manage and plan for the future.
- Together the changes have resulted in increased capacity and a focus on self-reliance.
- The mining industry has played -- and will continue to play -- a role in the future of Northern communities.
- Aboriginal participation in the mining industry will be a dominant force in the development of future sustainable landscapes.
Going Forward – Key Considerations

- Maximizing Sustainability
  - Means economic diversity
  - Community services diversity
  - Human resources / capacity development

- Protect First Nations Cultures / Lifestyles
  - Means enhanced environmental (flora, fauna, water) protection

- Community Roles in Monitoring and Mitigation
• All above are needed to ensure a SOCIAL CONTRACT TO OPERATE

• Reinforced by the 5 policy areas in the current Ontario Mining Act Review