

2017 ANNUAL REPORT



44th
annual
gathering of
members

November 11-12 2017



FEMMES AUTOCHTONES DU QUÉBEC INC.
QUEBEC NATIVE WOMEN INC.

THANK YOU!

We would like to thank all the government departments and non-governmental organizations who support us in our steps to accomplish our mission:

Canada

- Aboriginal Affairs and Northern Development Canada
- Status of Women Canada
- Justice Canada

Québec

- Ministère de la Culture, des Communications et de la Condition féminine
- Ministère Justice Québec
- Ministère de la Santé et des Services sociaux
- Secrétariat aux affaires autochtones
- Secrétariat à la jeunesse

Autres

Assembly of First Nations of Quebec and Labrador (AFNWL)
Women's Centre of Montreal
Fédération des femmes du Québec (FFQ)
Fédération des ressources des maisons d'hébergement pour femmes violentées et en difficultés du Québec
First Nation Human Resources Development Commission of Quebec (FNHRDCQ)
First Nations of Quebec and Labrador Youth Council (FNQLYC)
Institut national de la recherche scientifique (INRS)
International Centre for Human Rights and Democratic Development
Native Aboriginal Circle Against Family Violence (NACAFV)
Native Benefits Plan (NBP)
Native Women's Association of Canada (NWAC)
DIALOG

AGENDA

QNW's 44th Annual Gathering | November 11-12 2017 | Hôtel Mont-St-Gabriel | Watson/Palmer/Nicklaus Hall

**Saturday
November 11**

8h30 Opening Prayer
Introduction of Assembly Chairperson
Roll Call of the Delegates
Revision of the Assembly Rules and Procedures
Adoption of the Agenda

9h00 Active President, Vice-President and Secretary-Treasurer Reports by
Viviane Michel – April Dedam - Mary Hannaburg

9h20 Executive Director's Report by Carole Bussière

9h30 Nomination and Selection of the Committees:
• Elections
• Minutes

9h45 Reading of Election Rules – Opening of Nominations
for Vice-President and Secretary Treasurer

10h00 Health Break

10h15 Staff Reports

- Promotion of non-violence and Women Shelters
Coordinator: Isabelle Paillé
- Justice and Public Security Coordinator :
Véronique Picard
- Health Coordinator: Annie Bergeron
- Bullying Prevention Project Coordinator:
Jennifer Brazeau
- Youth Coordinator: Wahi Diome-Deer
- Employment and Training Coordinator:
Bérénice Mollen-Dupuis
- Environment and Sustainable Development
Coordinator: Myriam Landry
- Project Manager - Family violence and sexual assault
intervention: Naomi George
- Legal and Policy Analyst: Sipi Flamand
- Communication Officer: Julia Couture-Glassco

12h30 Lunch – Buffet at the hotel restaurant

- 13h30**
- Presentation of the Nations
Representatives Report
 - The elders and the youth meet
together to elect their
representative.

15h00 Health break

- 15h15**
- Report on the youth's meeting
and result of their election
 - Elders' election result

15h40 Summer courses 2016-2017
QNW/UQAM by Josée-Anne
Riverin

16h00 Closing of Nominations –
Closing of Assembly and
Closing Prayer

18h30 Banquet &
Gift Exchange

AGENDA

QNW's 44th Annual Gathering | November 11-12 2017 | Hôtel Mont-St-Gabriel | Watson/Palmer/Nicklaus Hall

- 8h30** Opening Prayer
- 8h40** Roll Call of Delegates
- 8h50** Presentation of Candidates by Nominators and Candidates' Speeches
- 9h00** Selection of Candidate's Scrutinees
- 9h15** Election Vote by Nation
- 10h30** Health Break
- 10h45** Results of Elections Committee and Speech by Vice-President and Secretary-Treasurer
- 11h30** Presentation of 2016-2017 Financial Report by Chantal Ouellet

**Sunday
November 12**

- 11h45** Lunch – Buffet at the hotel restaurant
- 13h00** Adoption of minutes for 2016
- 13h15** Presentation of resolutions 2017-2018
- 15h15** Health Break
- 15h30** Québec's First Nations express their opinion regarding the legalization of cannabis, Marjolaine Sioui
- 16h00** Closing of Assembly and Closing Prayer



PROPOSED RULES OF ORDER

It is proposed that the following rules of order be discussed before the business meetings of the Assembly begin. It is hoped that these rules of order, or some amended version thereof, be adopted by way of a motion from the floor. Such rules shall then be binding on the Assembly, and coupled with the Constitution and by-laws, shall be the only rules of order to which reference may be made in the event of a dispute arising.

1. The Assembly will meet each day at 8:30 a.m. sharp or as soon thereafter as a quorum of delegates is present.

2. The Chairperson shall present a draft agenda for discussion; any person wishing to add any item to the agenda shall do so at the time the agenda is presented. Once the agenda has been adopted by the Assembly, no further item may be added to or deleted from the agenda

3. Resolution:

- An issue must be introduced by way of a motion, duly moved and seconded, before it can be discussed by the Assembly.
- Any delegate may move or second a motion, but may not do both for the same motion.
- Any delegate wishing to speak to a motion, shall proceed to one of the microphones provided for this purpose. When recognized by the Chairperson, the delegates shall give her name or the group she represents before addressing remarks to the question at issue.
- No delegate may speak longer than five (5) minutes at a time on any issue; nor may any delegate speak more than once on an issue until all who wish to speak on that issue have had an opportunity to do so.
- A motion shall be open for discussion until such time as the Chairperson is satisfied that everyone has had an opportunity to speak.
- An ordinary motion or resolution shall require a fifty (50%) percent plus one (1) majority in order to pass.
- A motion may, at any time during the discussion stage, be withdrawn, provided both the mover and seconder agree.

4. The Chairperson shall make every attempt to have the Assembly resolve all disputes which arise from the floor.

5. The Chairperson shall, however, be empowered to make dispute-settling decisions in order that the business of the Assembly may proceed.

6. The Chairperson shall be required to refer to the rules of Order, the Constitution and by-laws, and his/her own experience and knowledge when making decisions or settling dispute.

RULES OF ELECTION

I. ROLE AND FUNCTIONS

1. Election Committee :

- a) committee is formed by 4 persons who participate at the Annual General Assembly as observers and are chosen by the General Assembly;
- b) scrutinizes and compiles voting ballots;
- c) responsible for the accurate compilation of ballot results;
- d) informs the chair of the elections committee of any irregularities or appearance of irregularities that occur during the electoral process;
- e) shall retain the election results after the destruction of the ballots, confidentially and shall therefore sign a letter agreeing to adhere to rules of confidentiality of the election results.

2. Scrutineers :

- a) person chosen by the nominated candidate and who participates in the validation and counting of the ballots;
- b) inform the chair of the election committee of any irregularities or appearance of irregularities that may have occurred during the electoral process;
- c) participates in the Annual General Assembly as an observer, therefore does not have the right to vote in the election process.

3. Elections Chair:

- a) is a non-partisan person elected by resolution of the Assembly during an election process;
- b) supervises the elections process;
- c) ensures that the election committee and the scrutineers, act with fairness and impartiality, in compliance with the election rules;
- d) provides the election committee and scrutineers, the complete instructions of the election process necessary for its proper execution;
- e) carries out and perform the duties and functions necessary for the administration of these rules;
- f) reveals and validates the ballot results;
- g) informs the members of the Assembly of any irregularities or appearance of irregularities that may have occurred during the electoral process;
- h) participates in the Annual General Assembly as an observer, therefore does not have the right to vote in the election process.

II. ELECTORAL PROCESS

1. Only official delegates can nominate candidates for election.
2. Only official delegates may vote in the election process.
3. Candidates must be members in good standing with the Association.
4. A role call will be called by the Chair of Assembly before elections begin.
5. Upon approval of the elections committee by resolution of the Assembly, the chair of the Assembly will open nominations to the floor which will be kept open until the closing of the same day.
6. Elections for the position of president, vice-president and secretary-treasurer will be staggered consequently occurring in separate years.
7. A maximum of two (2) minutes will be allowed to each nominator and a maximum of five (5) minutes for each candidate's speech. This will be followed by a five (5) minute question and answer period.
8. Each candidate will have the right to name one (1) scrutineer.

III. COMPILATION AND VALIDATION OF THE RESULTS

1. Voting will take place by secret ballot.
2. Ballots will be counted by the elections committee in the presence of scrutineers.
3. Any irregularities, as well as the appearances of irregularities observed by the scrutinizers and/or the election committee must be communicated to the Assembly by the Chair of the elections committee.
4. A candidate will be declared victorious upon obtaining an absolute majority (50% plus one). Spoiled ballots will not count in the total from which the absolute majority has been established.
5. If there are no candidates who obtain absolute majority during the first round of ballots, the Chair of the elections committee must declare an elimination process and eliminate the person who has obtained the least amount of votes, then proceed to a second round and if necessary proceed to another round of voting, until one candidate obtains the absolute majority (50% plus one).
6. Once a candidate has obtained absolute majority, and the elections committee is in full agreement, the Chair of the elections committee will announce the name of the winning candidate to the General Assembly.
7. Upon informing the General Assembly of the winner, the Chair of the General Assembly shall ask the General Assembly as to whether or not they want the ballots to be destroyed: the Assembly will vote by resolution.
8. Ballots will be destroyed by the election committee immediately following a resolution of the General Assembly to do so.

IV. CONTESTING AN ELECTION

1. If an election is contested, it should be during the Annual General Assembly.
2. Only a losing candidate can contest the election of the position for which she has given her candidature.

V. TERMINATION OF THE ELECTION COMMITTEE

1. The role of the election committee, its Chair and the scrutineers are terminated upon the resolution of the General Assembly, and upon the end of the election process.

TABLE OF CONTENTS

PRESIDENT'S REPORT	1
EXECUTIVE DIRECTOR'S REPORT	3
ABOUT QNW	
ORIGIN OF QNW	5
THE TEAM	6
ELECTED COUNCIL	7
PROJECTS	
JUSTICE	8
HEALTH	10
FAMILY VIOLENCE & SEXUAL ASSAULT INTERVENTION	12
NON-VIOLENCE	14
YOUTH	16
LEGAL AND POLICY	18
BULLYING PREVENTION	20
ENVIRONNEMENT & SUSTAINABLE DEVELOPMENT	22
EMPLOYMENT & TRAINING	23
COMMUNICATION	25
ACHIEVEMENTS 2016-2017	
REPRESENTATION ACTIVITIES	26
WORKSHOPS, CONFERENCES AND TRAININGS	28
FINANCIAL REPORT	29

PRESIDENT'S REPORT

Sisters of the Nations, Colleagues,
Kuei,

I am honoured to present my annual report. It's clear that performing my duties results in our organization being proactive and, above all, being recognized by our partners, allies and our Nations. The collaborative and associative effort was very well received on the part of those who approached our organization. We have always had to maintain clear positions when it comes to working together, while avoiding duplicating what the government has done to us when we talk about a paternalistic and colonial system.

During the month of November 2016, QNW made representations before the Standing Committee on Indigenous and Northern Affairs in the House of Commons (Ottawa) to present its position and recommendations on Bill S-3 (An act to amend the Indian Act, elimination of sex-based inequities in registration) that will modify the Indian Act and the resulting discrimination, including the gender-based discrimination experienced by Indigenous women and their descendants.

Our active representations to the National Assembly of Québec over the past twelve years were equally successful when it comes to Bill 113 (An Act to amend the Civil Code and other legislative provisions as regards adoption and the disclosure of information), which also addresses customary adoption and which was finally adopted and added to the Loi sur la protection de la jeunesse. Recognizing our differences and including them in Québec law was a first in Québec. This is a good example of progress in the recognition of our realities, but especially our solutions which will reduce the impacts the residential schools have had on our lives by taking our children out of our communities, resulting in a loss of language and culture, but also on the collective life of our communities.



« Let's continue our hard work; together we will bring change through our struggles, our demands and our involvement. »

PRESIDENT'S REPORT

As a result of numerous mobilizations and advocacy regarding women's issues, whether the disappearance or murder of our women or police brutality towards our women, QNW has always forged ahead by reiterating its position on the setting up of commissions to highlight our issues. As you know, the federal government set up the National Commission of Inquiry into Missing and Murdered Indigenous Women and Girls and our first steps were to apply to be a member of this commission, a request which was well received and granted in 2017. This November will mark the beginning of the hearings of this commission in Québec and they will take place in the Innu territory of Uashat mak Mani-Utenam. QNW will be present to listen to and support the families.

With regard to the Public Inquiry Commission on relations between Indigenous Peoples and certain public services in Québec: listening, reconciliation and progress (Commission CERP), which came about from the denunciations of police brutality across Québec by Indigenous women, Me Éric Lépine and Me Rainbow Miller, who represent us as an organization, have been able to provide collaboration and participation. On October 23, 2017, we had to file a motion to retire from the Commission during the hearings due to a lack of adequate funding to continue our participation, but we still remain participants.

With regard to the Government Action Plan for the Social and Cultural Development of the First Nations and Inuit, with the Secrétariat aux Affaires autochtones (Gouvernement du Québec), our organization has tabled recommendations from our members regarding our FIA III funding, our health file, the reunion of families, the denunciation by women in Québec and many others.

Of course, QNW also works internationally with our allies and partners such as ECMIA (Enlace Continental de Mujeres Indigenas de Las Americas) and Chirapaq, where the collective work has been advanced to a level where we must go to the United Nations to represent our organization, denounce what our government is subjecting us to and to defend our members.

Montréal is celebrating its 375th birthday in style this year. QNW has also been called upon on numerous occasions to participate, either by speaking or through a symbolic presence – a great recognition of our existence as an organization of First Nations women. A privilege that we, as First Peoples, have benefitted from at the celebrations this year and during which inclusion and collaboration were a part.

QNW was also invited to the 10th anniversary celebration of the United Nations Declaration on the Rights of Indigenous Peoples, organized and put on by the Assembly of First Nations Québec-Labrador, with the City of Montréal and the Canadian Commission for UNESCO. Once again, this was great recognition for our organization to be included in this event.

For me and for QNW, the value of our organization lies in the link to all of you, a special link that I feel strongly during these annual meetings in your Nations and during our Annual General Meeting, and this is what fulfills me when it comes to my functions. I would like to thank our wonderful team which works hard, on a daily basis, to achieve our mission with conviction and integrity and which makes me feel accomplished during my presentations at interviews. I would also like to personally thank our Executive Director, Carole Bussière, for her presence, her constant collaboration and her relentless work to respect our agreements with our financial partners. With such a dedicated team, our organization is in good hands.

Tshinashkumitinau,

Nin Viviane Michel, President, QNW



EXECUTIVE DIRECTOR'S REPORT

Once again, we had a very busy year with a calendar full of activities. My role as executive director is to coordinate and manage, in collaboration with the president, all the human, financial, material and technological resources necessary for accomplishing the mission of our Association. My activities can be summarized under two main headings:

- 1) Management of our employees' files
- 2) Management of funding agreements allowing us to carry out the Association's mandates.

Quebec Native Women worked throughout the previous year to accomplish its mission, which is to improve the living conditions for you and your children by means of awareness, education, training and information activities. This year, we rose once again to meet that challenge. I invite you to read the reports by the employees of Quebec Native Women in the document you have received. These reports describe the numerous activities our employees were involved in as part of their respective files.

I am regularly called on to perform several other duties as well. They include supervising employees, ensuring the effective carrying out of activities, overseeing projects in collaboration with the coordinators, maintaining compliance with work calendars, and re-reading the reports and letters we send to various organizations and government departments. I also meet with people responsible for new projects presented to us. I then analyze these projects with the involved coordinator or coordinators and ensure that they are properly followed up on according to the memorandum of agreement that is signed.

Concerning the finances of our Association, I conduct the necessary follow-up on our administrative files with our finance officer and our auditor, accounting firm Daoust-Lajoie inc.



« It is with pride that I can see the work accomplished in 44 years. Quebec Native Women has become an association with renowned expertise, with more than ten permanent, highly qualified and devoted employees, working on over 10 files which are ever evolving and growing. »

EXECUTIVE DIRECTOR'S REPORT

Funding which allows us to carry out the association's mandate

Funding of QNW's operations is as follows:

- At the provincial level, we submitted a request to the Secrétariat aux affaires autochtones on September 11, 2017, for core funding for the next five years (2017-2022) as part of their FIA III program. We are awaiting an answer very soon and are confident that the response will be positive.
- At the federal level, we signed a funding agreement with Indigenous and Northern Affairs Canada on April 1, 2016, for the next five (5) years (2016-2021). This funding allows us to hold our Annual Gathering of Members, two meetings with the Council of Elected Representatives, your Nations' Council as well as the salaries of the President, the Legal and Political Analyst and the Communications Officer

Another one of my duties is to follow up on requests for new funding as well as requests to renew the funding for each of our employees. Following are the government departments and other organizations and foundations with which we have agreements for 2017-2018:

- Ministère de la Santé et des Services sociaux – for the positions of Health Coordinator and the Coordinator for the Promotion of Non-Violence
- Secrétariat à la jeunesse – for the position of Youth Coordinator
- Ministère de la Justice Québec – for the position of Justice and Public Security Coordinator
- Native Women's Association of Canada (NWAC) for the position of Employment and Training Coordinator
- Indigenous and Northern Affairs Canada for the positions of President, Legal and Political Analyst and Communications Officer
- Secrétariat aux affaires autochtones for the positions of Executive Director, Project Manager and Executive Assistant, Receptionist and Finance Manager
- Status of Women Canada for the position of Project Manager, Youth Bullying Prevention
- Fondation Béati for the position of Environment and Sustainable Development

We also receive funding from various departments, foundations and others, for occasional projects throughout the year.

In a context where competition is increasingly important for funding, QNW can count on undeniable assets. The strength of QNW lies in its longevity and reputation, the quality of its work and its staff. Furthermore, our media presence is more and more important and we are sought out for the knowledge we offer on the conditions of Indigenous women.

While staying focussed on its mission, the Association modifies its orientations according to its base and especially the research carried out. Consequently, QNW has carried out several specific projects and created tools for targeted audiences. Information kits, radio clips on women's rights, specialized training, workshops on non-violence and analysis committees are all examples of projects the Association implemented.

As it approaches its 45th anniversary, I am very confident to see the great QNW team pursuing its mission with the same vision toward improving the present and building our future. I am hoping that there will be more and more of us supporting this cause that is so dear to me which is “to improve the living conditions of Indigenous women and their families.”

Thank you and wishing you all a great gathering.
Carole Bussière

ORIGIN OF QNW

The creation of Québec Native Women (QNW) precedes the rise of a political action group called "Droits égaux pour femmes indiennes". This group was created by Mary Two-Axe Earley, a Mohawk activist whose objective at the time was to amend the Indian Act to recognize the right to equality of Indigenous women.

As for QNW, it was women from different backgrounds who felt the need to get together to raise awareness of their concerns and priorities. Regardless of their nation of origin, these women realised the similarities in the problems faced by their respective communities, but also the isolation experienced among them.

Québec Native Women (QNW) is a non-profit organization created in 1974 that defends the interests of Indigenous women from different nations of Québec, as well as Indigenous women living in urban areas.

Since its inception, QNW has been acting as a voice to communicate the needs and priorities of its members, including issues of equality, rights, justice, youth, health and violence.

QNW is also a bilingual organization, member of the Native Women's Association of Canada. For several years now, QNW has been sitting at the table of the Assembly of First Nations Québec-Labrador, on the board of the Native Para-Judicial Services of Québec, on the Commission de développement des ressources humaines des Premières Nations du Québec and on many other Indigenous and non-Indigenous committees.

MISSION

The Association supports Indigenous women in their efforts to better their living conditions through the promotion of non-violence, justice, equal rights and health. Quebec Native Women also supports women in their commitment to their communities.



THE TEAM

The QNW team brings together over a dozen experienced Indigenous and non-Indigenous women who work tirelessly for a cause they hold close to their heart.
The team consists of:



Viviane Michel
President



Carole Bussière
Executive Director



Isabelle Paillé
Promotion of Non-Violence and
Women's Shelters Coordinator



Nathalie Bussière
Project Manager and
Director's Assistant



Jennifer Brazeau
Bullying Prevention
Project Manager



Annie Bergeron
Health Coordinator



Véronique Picard
Justice and Public
Security Coordinator



Sipi Flamand
Legal and Policy Analyst



Myriam Landry
Environment & Sustainable
Development Coordinator



Naomi George
Family Violence and Sexual Assault
Intervention Project Manager



**Julia
Couture-Glassco**
Communication Officer



**Wahiakatste
Diome-Deer**
Youth Coordinator



**Bérénice
Mollen-Dupuis**
Employment and Training
Coordinator

ELECTED COUNCIL

President: Viviane Michel

Vice-President: April Dedam

Secretary-Treasurer: Mary Hannaburg

Nation Representatives

Abenaki Nation: Mandi Thompson

Algonquin Nation: Françoise Ruperthouse

Atikamekw Nation: Vivianne Chilton

Eeyou Nation: Linda L. Shecapio

Huron-Wendat Nation: Kateri Vincent

Innu Nation: Marie-Josée Wapistan

Mig'maq Nation: Sylvia Barnaby

Mohawk Nation: Ami-Lee Hannaburg

Naskapi Nation: Pauline Quiscappio

Urban areas: Donna Larivière

Youth Representative: Tania Larivière

Elder Representative: Roseann Martin

Employee Representative:

Lauréanne Fontaine

Executive Director: Carole Bussière

Meetings of the elected council in 2016-2017:

- February 4-5 2017

- May 27-28 2017



QNW is administered by an elected council that is currently composed of 16 members, elected by members at Nation Council meetings and at the Annual Gathering of members. The Elected Council consists of three Executive members, nine representatives, one representative of Indigenous women living in an urban centre, one youth representative, one elder representative, one employee representative and the Executive Director. In general, the elected council exercises all powers except those belonging to members, and may take any action that the organisation is authorized to take in accordance with the law, its letters patent and its Constitution.

JUSTICE AND PUBLIC SECURITY

The Justice and Public Security Coordinator works on legal issues in the lives of Indigenous women. In addition to providing training so that Indigenous women can have better access to the Québec justice system, she also documents and represents the needs and priorities of these women at the government level and with other institutions.

In November 2016, the DPCP's decision not to lay charges in the majority of cases of violence and abuse reported by Indigenous women in Val-d'Or got an immediate reaction from Quebec Native Women and other Indigenous and non-Indigenous organizations in the province. As a result of this blatant lack of recognition on the part of the DPCP, QNW mobilized, demanding that the government put in place a commission of inquiry addressing the issues of systemic racism and discrimination within the provincial police services. As a result of these efforts, the government announced the creation of such a commission in December 2016.

Thus, QNW works in advance of this commission by following the recommendations made in the past, so that solutions to address the issues affecting Indigenous women be implemented. Among others, we are working tirelessly with partners such as the Service de police de la ville de Montréal and the École nationale de police du Québec to improve and standardize the training offered to police officers across the province. In the last year, QNW also became involved with various legal issues such as customary adoption, a bill which was passed in the spring of 2017. Finally, every day, QNW refers Indigenous women seeking support and resources on various issues such as Indian Status, the prison system, denouncing abuse or discrimination and the relationship with police officers. Over the last year, QNW has been working on developing key partnerships with some organizations aimed at defending the interests of incarcerated Indigenous women.

Project #1: Working Committee on the prevention and intervention procedure for missing and murdered Indigenous women

As part of its collaboration within the Montreal Urban Aboriginal Community Strategy NETWORK, QNW sits on a working committee which brings together Indigenous organizations in the city, as well as members of the Service de police de la ville de Montréal. In May 2017, the committee hired a coordinator for the procedure on missing and murdered Indigenous women and girls (bispiritual and trans). QNW supports this resource on a monthly basis in order to ensure that the project is properly developed. In September 2017, various parties of this committee met with the SPVM in order to present the procedure to follow in case of a disappearance. The role of the Procedural Coordinator is to facilitate the approval and application of this procedure and to accompany families when an Indigenous woman goes missing in Québec.

JUSTICE AND PUBLIC SECURITY

Project #2: Gathering of families of missing and murdered Indigenous women and men

For the third consecutive year, QNW held its gathering for families of missing and murdered Indigenous women and men. This year, a record number of 20 participants took part in the healing activities, including 13 new people. Held over four days, the event took place in nature, in the Laurentians, in the month of September 2017. Participants felt "listened to, included and respected," since they were able to share, in all confidentiality, with the support of Indigenous psychologists and the QNW team. Again this year, participants reiterated the necessity of holding this event on an annual basis since it helps to promote their healing and well-being and to be among families.

Project #3: National Inquiry into Missing and Murdered Indigenous Women

In August 2017, QNW officially obtain its participant status in the National Inquiry into Missing and Murdered Indigenous women. Despite the shortcomings and difficulties, QNW made sure to forward the available information to families and victims of violence, so that they can participate with full knowledge. Since the beginning, Indigenous families and organizations have criticized the Inquiry and a blatant lack of communication is at the centre of the criticisms. QNW has repeatedly denounced this issue, either by direct communications during regional consultations in Québec, by communications to the Commission representatives or by publishing press releases.

Project #4: The Commission of Inquiry "listening, reconciliation and progress"

In May 2017, QNW received its participant status as part of this provincial inquiry and, following its adoption, the organization testified during the first week of audiences a month later. In this regard, QNW submitted their reflections regarding the discrimination affecting Québec Indigenous women by mentioning the situation in Val-d'Or, but also different institutional and structural violence against Québec Indigenous women. QNW has committed to submitting its recommendations throughout the inquiry and makes sure to send the information to its members, through press releases and Facebook posts.

Project #5: Training on Indigenous women and justice

This year, QNW offered several trainings and workshops to various institutions to raise awareness on the historical elements which had an impact on Indigenous women (Indian Act, residential school, DPJ) and the current realities of Indigenous women (relationship with police officers, sexual assault, violence, homelessness, resilience and mobilization). Among others, in August 2017, QNW trained Indigenous students of the École nationale de police du Québec and also participated in the development of a future awareness training session on Indigenous realities at the ENQP, by 2018. QNW intends to work continuously with instructors in order to improve the training offered to future Indigenous and non-Indigenous police officers each year.

HEALTH

From the time of the foundation of QNW, health has been a crucial element of the activities of the Association. The health dossier aims to promote the physical, psychological, mental and spiritual health of Indigenous women living in Québec from a holistic point of view. To this end, one of the priorities of the dossier is to examine the impact of violence and sexual assault on Indigenous women and their families, including the development of prevention, education and awareness projects in terms of sexual abuse. QNW is also involved in contributing to attaining a better economic, political, judicial and, consequently, community health for Indigenous women. Finally, as the advice of QNW is often sought with regard to the health of Indigenous women, the continued development of its expertise in the health domain field is essential.

Project #1: Training guide si Te Tio'karas Tatia'kénhe Tanon Tsi Te loswat'the – Sortir de l'ombre, marcher vers la lumière : Guide d'intervention en matière d'agression sexuelle pour les intervenant-e-s qui œuvrent auprès des clientèles autochtones and its associated training.

In order to respond to a critical need in terms of intervention and training tools with regard to sexual abuse for the workers working with an Indigenous clientele, QNW has developed the document Tsi Te Tio'karas Tatia'kénhe Tanon Tsi Te loswat'the - Sortir de l'ombre, marcher vers la lumière : guide d'intervention en matière d'agression sexuelle and its associated training. The final document is now available and the first part of the training was held in July 2017, with workers from Québec Native Friendship Centres. In fact, the Ministry of Health and Social Services mandated QNW to offer the Tsi Te Tio'karas Tatia'kénhe Tanon Tsi Te loswat'the training to counsellors working with the clientele of the ten Native Friendship Centres, members of the Regroupement des Centres d'Amitié Autochtones du Québec (RCAAQ).

Projet #2: Help and support network for Indigenous women who are victims of sexual assault by police officers.

As a result of a request from Mrs. Jeannette Pilot, QNW brought together Indigenous women who were victims of sexual abuse by police officers from many of the regions of Québec in order to offer them space and activities for them to create a peer support network among women, and to introduce them to resources and services. The gathering (meeting assembly) took place on October 20 and 21, 2016 at the Kinawit cultural site in Val-d'Or. During the event, various activities were offered to participants: a sharing circle, arts and crafts activity, a sweat lodge, as well as information sessions and a discussion regarding their needs. On site, Elders, a psychologist and workers were present in order to accompany women throughout the event. After the event, a Facebook group was created in order for the participants to be able to continue sharing resources and helping one another.

Project #3: Two-day training session on sexual assault intervention with Indigenous women geared towards the Québec Coalition of Sexual Assaults Centres (RQCALACS).

At the request of RQCALACS, QNW created a two-day training session for CALACS workers to equip them to intervene with Indigenous women and to raise awareness to their realities and their needs. This training will take place in January 2018.

Project #4: Ma sexualité, c'est une question de respect : brisons le silence !/My sexuality, It's About Respect: Break the Silence! training of sexual assault awareness officers in the Cree, Innu and Naskapi communities located on the territory affected by the Plan Nord work.

The Secrétariat à la Condition féminine is funding this project to train sexual assault awareness officers in the Indigenous communities located on the territory of the Plan Nord work. The success of the pilot project *Ma sexualité, c'est une question de respect : brisons le silence !/My sexuality, It's About Respect: Break the Silence!* in 2011 encouraged us to repeat the experience and include the realities specific to the Plan Nord work. The first part of this training should be held in December of 2017 and the second one in the spring of 2018.

Project #5: First Nations Forum on Sexual Assault

Following numerous denunciations of sexual assaults in Indigenous communities, QNW took the initiative to gather Indigenous partners in order to efficiently and sustainably fight sexual assaults. QNW participated in four coordination meetings aimed at organizing a major First Nations Forum on Sexual Assaults, to be held in 2018. During these meetings, QNW is working to develop a First Nations action plan to fight against sexual assault in the long term.

This action plan is a living document which will be presented to the Forum for improvement. QNW is involved in both the organization of the Forum and the sustainability of this movement to fight sexual assault.

Consultation Document Written

Document prepared by the Council on the Status of Women as part of a consultation on the organization of care and services for seniors and their families, April 28, 2017

FAMILY VIOLENCE AND SEXUAL ASSAULT INTERVENTION

It is with gratitude that I present the report on the work I have done as the project manager for the Family Violence and Sexual Assault Intervention file at QNW. During my time here at QNW, I have worked on a team with Annie Bergeron and Isabelle Paillé. In addition to participating in presentations and training sessions and conducting presentations and training sessions on various topics, I have been working on two larger projects as the primary tasks under my file. The first is to conduct a needs assessment on violence within the indigenous communities across Québec and the second is the project titled "Walking through the dark and into the light." Below, I will present a more detailed overview of what I have accomplished thus far and will provide a brief glimpse into my upcoming activities. Though I have only been in this position for half a year, I have learned and experienced a lot, and I have been a part of some really meaningful work that could only result from being a part of the brilliant and passionate team of staff members at QNW. I am moving forward into the second half of the year with inspiration and optimism for the continued work and success that is to come.

Needs Assessment

It is no question that violence exists within indigenous communities in Québec. Violence is everywhere and it has been impacting the indigenous communities of Québec (and elsewhere) for many generations. Just like each individual person is different, each community is different and has a unique relationship to violence. This means that each community has its own perception, attitudes, and responses to violence.

One of the main tasks as part of the responsibilities for the project manager for the family violence and sexual assault intervention file is to conduct a needs assessment on violence within the indigenous communities across Québec. The objective of the needs assessment is to gather data on the current state of each community's relationship with violence, what forms of violence are most prevalent, what is in place in terms of prevention and/or intervention, etc. The aim of the needs assessment is to allow us to have a well-informed approach as to how to better provide support to the front-line workers working in these communities in their work with those that have been impacted by violence.

I have divided this needs assessment into two phases. I conducted the first phase throughout the months of May and June. The goal was to collect responses from 10 different nations (including the urban area). The results from the first phase allowed me to narrow the focus of the questions I would follow up with in the second phase. The second phase is divided into two parts: one for the intervention workers and the other for community members. The data collection process for the second phase (for both parts) will be conducted from October to the end of December. Once all data has been collected, I will write up a report on the findings and this information will allow our team to develop new tools and improve existing tools so that they are adapted to the needs of the communities that we are servicing.

FAMILY VIOLENCE AND SEXUAL ASSAULT INTERVENTION

Project "Walking through the dark and into the light"

The second main task that I had the pleasure of working on was to provide the training of trainers for the Sortir de l'ombre marcher vers la lumière project. The objective of this training is to equip individuals with the knowledge and skills needed to train intervention or front-line workers who work with those affected by sexual assault. This training prepares them to use the guidebook titled "Walking through the dark and into the light: Intervention guide to dealing with sexual assault" to train professionals in the field of sexual assault to better work with their clients.

This training was facilitated by Wanda Gabriel and myself. Participants in this training were representatives from the Regroupement des centres d'amitié autochtones du Québec. This training was divided into two parts, the training and the follow-up. The training of trainers took place on July 18th, 19th, and 20th. The follow-up will take place on November 16th and 17, 2017. During the time between the training and the follow-up, the participants are required to conduct a training session for practice and return with feedback and questions so that we can support them in their work as trainers for this training.



Development of projects and partnerships

As a member of the working committee for the Forum on Sexual Violence, I participated in three committee meetings for the planning and task delegation for a forum on sexual violence that has been proposed by QNW.

These meetings have taken place throughout the months of July to mid-October.

PROMOTION OF NON-VIOLENCE & WOMEN'S SHELTERS

Mandate of the Coordinator for Promotion of Non-violence Women's Shelters:

- To coordinate the activities of the network of Indigenous shelters
- To participate in committees promoting the improvement of services to Indigenous women
- To promote the connection between Indigenous and non-Indigenous resources
- To provide personalized assistance to guide women seeking access to appropriate resources
- To sensitize organizations and school environments to the situation of Indigenous women
- To initiate projects promoting non-violence in Indigenous communities

Meetings of the Network of Indigenous Shelters

#1

October 2 to 6, 2016 in Montréal

Topic: Intervention in the context of exposing a sexual assault on an Indigenous child. 39 workers from across Québec were present, including 6 Inuit women. 11 Indigenous shelters participated.

#2

March 20 to 24, 2017 in Montréal

Topic: QADA D-I Training (detection and intervention). How to better prevent and intervene with Elders who are victims of abuse. 39 workers from across Québec were present, including 9 Inuit women. 12 Indigenous shelters participated.

Gathering of the Support and Sharing Network: in support of Indigenous women victims of police abuse

#1

October 19 to 22, 2016 in Val-d'Or

Gathering of the Families of Missing and Murdered Indigenous Women and Men

#1

October 27 to 30, 2016 in Val Morin

#2

September 28 to October 1, 2017, in Val Morin

Missing and Murdered Indigenous Women

October 4, 2016: Participated in the Montréal walk and vigil.

October 4, 2017: Co-animated the Montréal vigil in front of more than 350 people.

PROMOTION OF NON-VIOLENCE & WOMEN'S SHELTERS

Community activities

Anishnabe

September 6, 2017, in Kitigan Zibi
Commemorative March for Maisy Odjick and Shannon Alexander.

Abenaki

September 11, 2017, in Odanak
First Nations Day, for concerted action on violence

Mohawk

June 18, 2017, in Kahnawake
Commemorative march for Tiffany Morrison.

Innu

September 11 to 14, 2017 in Unamen Shipu
Gave workshops over 3 days to community members (workshops and sharing circles), spoke for 4 hours on the community radio to talk about the Indian Act and residential schools and provided training to 9 workers.

Milieu urbain

June 17, 2017, in Montréal
Spirit Walk with the Native Women's Shelter of Montréal. Fundraising to offer women and their children living in shelters a retreat on their territory to promote their healing.

Presentations

319

students from 4 cégeps and universities participated in a presentation by the non-violence coordinator

369

partners from 10 different organizations participated in a presentation by the non-violence coordinator

120

police officers, 2 SQ officers, 1 Major Crimes officer and two Kahnawake Peace Keepers attended a presentation

7

students of the Indigenous anglophone cohort of the École de police nationale du Québec, in Nicolet, attended a presentation

YOUTH

Established in 2003, the position of Youth Coordinator at Quebec Native Women (QNW) is responsible for the association's multidimensional Youth file. The Youth Coordinator builds and maintains programs, services and partnerships for young Indigenous women, both within our association as well as across the province. Additionally, as a regional, provincial and national representative, the Youth Coordinator protects and promotes the rights, needs and interests of young Indigenous women at large.

2016-2017 in review

This year was a successful and transitional year for the Youth file within our association:

- QNW is thankful for the engagement and leadership demonstrated by our youth members throughout the year, delegates, and representative (Tania Larivière) in a variety of initiatives and events
- Throughout the year, the QNW Youth Coordinator represented QNW on a revision committee for the Secondary 3 and 4 History course content by MELS and the Secrétariat aux affaires autochtones (SAA)
- In January 2017, the Indigenous Youth Action Strategy of 2017-2022 came into effect. Developed by the Secrétariat à la jeunesse du Québec with Indigenous consultation across the province, this strategy provides a framework for future QNW youth priorities and projects
- In March 2017, the QNW Youth Coordinator presented on "Missing and murdered Indigenous women across Québec" before the Centre for Human Rights and Legal Pluralism at McGill University, Montreal Holocaust Museum, Indigenous Law Association and Women in International Security Canada in Montréal
- In spring 2017, the QNW Youth Coordinator facilitated leadership workshops for the "Inuk Power: Next Gen" project in partnership with the Kativik School Board and the Qarjuit Youth Council in Kuujuaq
- In the fall of 2017, QNW welcomed a new Youth Coordinator, Wahiakatste Diome-Deer, who will be leading the Youth file into a new innovative age

Looking forward

2017 QNW Youth Council (QNWYC) Gathering

A unique 2017 initiative, the QNWYC is holding a first-of-its-kind gathering for youth delegates prior to this year's Annual General Assembly. In the aim of creating a 5-year strategic plan for the Youth file, delegates from each nation will participate in various educational workshops and a multi-day strategic planning session. At the conclusion of the gathering, the youth delegates will finalize a resolution and elect a representative to work hand-in-hand with the Youth Coordinator to actualize the council's strategy.

2017-2018 QNWYC Project in partnership with the Secrétariat à la jeunesse du Québec

In an effort to promote healthy lifestyle habits while ensuring a culturally safe environment, the Secrétariat à la jeunesse du Québec has collaborated with QNW to create a unique youth project opportunity. In the aim of encouraging healthy lifestyle choices while maintaining a holistic health perspective, the QNWYC and Youth Coordinator will spearhead an innovative project aimed at improving access to health services for young Indigenous women across Québec.

Projects and Partnerships

2017-2022 Indigenous Youth Action Strategy

As part of the renewal of the Politique québécoise de la jeunesse, the Secrétariat à la jeunesse du Québec approached QNW, the First Nations of Quebec and Labrador Youth Network, and the Regroupement des centres d'amitié autochtones du Québec to co-develop a 2017-2022 Indigenous Youth Action Strategy. Consultations with Indigenous youth across Québec throughout 2016 allowed the development of a strategic orientation to optimize the success of the Action Plan and maximize the betterment of Indigenous Youth. The Indigenous Youth Action Strategy came into effect January 2017.

Quebec Native Women's Youth Council (QNWY)

Established in 2005, the Quebec Native Women's Youth Council (QNWYC) is comprised of one Youth Representative and ten Youth Delegates (one from each other nine Québec First Nations and one from the urban setting). The QNWYC mandate decrees the council responsible for defending the rights and interests of young Indigenous women and the right of its representative to vote on the QNW Board of Directors. The QNWYC meets at least once a year to determine the broader guidelines for the QNW Youth file and to elect a representative for the upcoming year. We thank the 2016-2017 Youth Representative and Delegates for their work.

Institut du Nouveau Monde (INM)

Founded in 2003, L'Institut du Nouveau Monde (INM) is a nonpartisan organization whose mission it is to increase citizen participation in democratic life throughout Québec. This year, the QNW Youth file has collaborated with INM in two initiatives, INM Summer School and the "Public Conversation on Intergenerational Solidarity and Equality":

- The INM Summer School is an annual educational and artistic event for youth aged 15-35 to promote the participation of young citizens across Québec in public debates. Since 2008, QNW has been working in collaboration with the INM and other Indigenous organizations to promote the participation of Indigenous youth in this annual event
- Beginning this year, the QNW Youth Coordinator has acted as a member on the Steering Committee for the "Public Conversation on Intergenerational Solidarity and Equality". This initiative is a public participatory and deliberative process on intergenerational issues in Québec. Over the next two years, the initiative will offer public forums for both citizens and organizations across the province to discuss concerns and propose solutions and will conclude with a final White Paper of recommendations presented to governing officials. The Steering Committee is composed of members of the informed public who represent a variety of organizations across Québec. The committee advises the INM on the progress and content of various activities and aids to mobilize citizens across all regions of Québec.

LEGAL AND POLICY DOSSIER

The dossier of the legal and policy analyst has an overall focus on maintaining the rights of Québec Indigenous women and those of their future generations. The position is to ensure that their voices are heard, defended, protected and respected by both the projects undertaken by QNW and by the various federal, provincial and Indigenous policies. It is a position which remains focused on the mandate and objectives of the organization and puts strategies in place for their achievement. In 2016-2017, the legal and policy dossier addressed the issues of identity and Indigenous citizenship, Indigenous women governance, youth protection and preservation of cultural identity. QNW was also represented at the various meetings and assemblies of the AFNQL Chiefs and at various levels of government

Descheneaux Decision and Bill S-3: Act to amend the Indian Act (elimination of the gender-based inequities in terms of registration)

Québec Native Women is closely following the Bill S-3 issues regarding the amendment of the Indian Act eliminating gender-based inequities in terms of registration. This bill brings changes to Article 6, regarding the registration of individuals in the Indian Status registry in the Indian Act. This is a major issue for Indigenous women and for First Nations communities as a whole, because in the Indian Act regime, there is still discrimination against women, which also implies a paradox with the Constitution Act, 1982. Thus, Canada has until December 22, 2017, to adopt Bill S-3 or risk rendering Articles 6 (1) and 6 (2) of the Act invalid and inapplicable and therefore disadvantageous to Indigenous women and their descendants, and also to First Nations communities as a whole.

Indigenous Customary Adoption

On June 16, 2017, the National Assembly of Québec adopted Bill 113 (an Act to amend the civil code and other legislative provisions with regard to adoption and the disclosure of information), regarding the acknowledgement of Indigenous customary adoption throughout Québec by making significant changes to the Civil Code. This was an historical event and Québec Native Women is proud to have participated in the discussions and debates with other Indigenous organizations and communities. This acknowledgement shows a new way of interacting, from Nation to Nation, with the political and administrative institutions and the Government of Québec, and more specifically in terms of safeguarding the youth and the cultural and identity of First Nations children.

2017 Summer course on female Indigenous governance in Québec.

In collaboration with UQAM, Québec Native Women was able to set up a course on the governance and leadership of Indigenous women, which was held in the summer of 2017. This course was very successful.

More than a dozen women from various communities were able to benefit from this unique course and thus acquire academic and scientific knowledge in the field of governance and leadership. Québec Native Women also wishes to acknowledge the success of a student from Kiuna College who has already acquired three (3) credits towards her Bachelor in Political Science at UQAM.

LEGAL AND POLICY DOSSIER

Bill 99 – Amendments to the Youth Protection Law

Following reviews of Bill 99, the Government of Québec is attempting to introduce amendments to the Youth Protection Act. These amendments pertain to the parents' (families) rights and the rights of foster families concerning children who are under the responsibility of the Direction de la protection de la jeunesse. Thus, Québec Native women has submitted a brief (*Le Droit à l'identité culturelle autochtone et la collaboration pour l'avenir de nos enfants et de nos futures générations*) to this Bill and has followed up closely while preparing itself for the actions it must take, in coalition with other Indigenous organizations, in case of disagreement with the articles proposed by the Government of Québec. Obviously, the bills proposed by Québec do not go in the same direction as the Indigenous communities. Québec Native Women is working towards preserving the Indigenous identity of young children placed in foster homes, both in urban and Indigenous settings.

Government action plan for the social and cultural development of First Nations and Inuit.

In January 2017, Québec Native Women was invited to a consultation table organized by the Secrétariat aux affaires autochtones (SAA) on Indigenous social development. The reflections surrounded the following themes: improving the living conditions of Indigenous people and promoting accessibility to public services in Québec. Québec Native Women took into account social issues in our communities in order to be able to make recommendations during this meeting. On February 9, 2017, following this consultation process, Québec Native Women also submitted written recommendations. We are closely following the government's actions regarding this Québec action plan on Indigenous social and cultural development.

Cabinet reshuffle, INAC cut in two

Québec Native Women is paying close attention to the issues surrounding the Trudeau government's decision regarding the cabinet reshuffle directly affecting Indigenous people. QNW is preparing itself for the follow-up, as Minister Carolyn Bennett, from the Department of Crown-Indigenous Relations and Northern Affairs, will undertake a consultation campaign in order to improve services and relations between Indigenous peoples and the government. Thus, QNW is keeping a close eye on the situation in order to react quickly to the launch of consultations.

10th anniversary of the UN Declaration on the Rights of Indigenous Peoples

In this pivotal year of celebrations regarding the 10th anniversary of the UN Declaration on the Rights of Indigenous Peoples, Québec Native Women, along with other Indigenous organizations from around the world, took part in reflections regarding how the world and institutions could bring about real changes in the relationships and the reconciliation process with Indigenous communities.

Furthermore, on September 13, 2017, the day marking the adoption of the UNDRIP, the President of QNW made a speech before internationally renowned political figures and organizations.

Council of Nations

In preparation for the Annual General Meeting of the members of Québec Native Women, the constitution proposes to hold a Council of Nations in each of the 10 QNW nations and in the urban area. During each Council of Nations, the elected representative of the Nation presents verbally a report of her activities to the Association. Furthermore, members address any other issues which may be called for.

At the Annual General Meeting, members must also elect delegates of the Nations. This year is an election year for representatives of the Nations. Representatives are elected for a two year (2) mandate and for a maximum of four (4) consecutive mandates.

BULLYING PREVENTION

Project: Aboriginal youth bullying prevention project

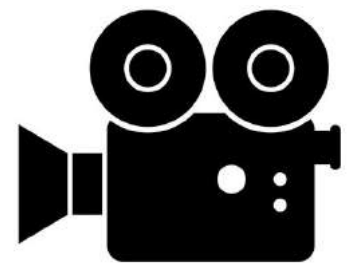
During the past year, QNW has been working closely with our Bullying Prevention Advisory Committee to develop and implement our Bullying Prevention Action Plan. The committee has selected eight (8) strategies to increase our youth's capabilities to prevent and resolve conflicts with the goal of ensuring that our young women and girls are growing up in healthy environments.

Financial Partners:

- Status of Women Canada : Funders for Quebec Native Women's Aboriginal youth bullying prevention project based on traditional Aboriginal methods of conflict resolution.
- Justice Québec: Financial contributors for the Quebec Native Women's LGBTQI2S Pride Day activities.
- Équitas: Financial contributors for the LGBTQI2S inclusive policy development project.

STRATEGY 1: "My Culture" short videos campaign with Indigenous youth role models speaking on how they use their Indigenous traditions and culture to resolve conflict and foster healthy relationships.

In collaboration with Wapikoni Mobile, we have identified youth for our short video on how Indigenous youth can use their traditions and culture to resolve conflict and foster healthy relationships.



STRATEGY 2: "My Culture" poster campaign with the Indigenous youth highlighted in the videos promoting traditional Indigenous values.

Highlighting the traditional values discussed by the Indigenous youth in the Wapikoni videos, the posters will be a part of the campaign with the goal of enabling youth to learn from positive role models on how their traditions and culture can be used to resolve conflict and foster healthy relationships.

STRATEGY 3: Culturally relevant bullying prevention informational pamphlets

In collaboration with the Bullying Prevention Advisory Committee, an informational pamphlet will be developed for Indigenous youth. We hope to include information for youth to heighten awareness of bullying behaviour, its root causes, and how and where to get help.



STRATEGY 4: Develop and maintain an Indigenous bullying prevention webpage

The webpage is now operational! The goal of the page is to give access to schools, organizations and communities to an online toolbox, resources, events and best practices in regards to bullying prevention. The next steps in the coming months will be to promote the page.

BULLYING PREVENTION

STRATEGY 5: Develop a LGBTQI2S inclusive policy and awareness campaign for QNW.

In partnership with Indigenous youth and Équitas, QNW has been in development of a LGBTQI2S inclusive policy for our organization. From May 5 to 7, 2017, two (2) QNW youth members had the opportunity to participate in Équitas National Youth Speaking Rights Training. The training enabled youth to gain valuable human rights training and leadership skills. Jessica Ann Watso, QNW Abenaki youth representative, was one of the youths who took part in the training. She used the skills she has learnt to work closely with QNW's Bullying Prevention Coordinator in the development of the LGBTQI2S policy.

In addition, on August 20, 2017, more than 50 people participated in LGBTQI2S inclusive policy development project. During a community breakfast at Native Montréal, QNW and Jessica Ann Watso presented the policy to the members. The participants expressed their appreciation for the policy and felt that it would be an important tool in ensuring the inclusivity of the organization. Following the breakfast and presentation, the participants walked in the Indigenous contingent in this year's Montréal LGBTQ Parade. The Indigenous contingent led this year's parade, which was the largest parade in Montréal's history. The activities for the day were made possible thanks to funding from Justice Québec and Équitas.



STRATEGY 6: Develop a "Train the Trainer" program on traditional methods of conflict resolution for teachers and support workers including immersive activities to animate with youth.

QNW is in development of a "Train the Trainer" program for teachers and support workers with the goal of training them on how to implement traditional methods of conflict resolution models within their organizations. We hope to give teachers and support workers tools and knowledge to animate dynamic activities that will engage youth in more positive responses to situations of conflict.



STRATEGY 7: Establish a provincial Indigenous bullying prevention committee comprised of schools, Indigenous organizations and stakeholders to address bullying prevention.

We hope to organize a committee that will develop multi-level strategies to encourage community participation; share knowledge and best practices and collaborate in building a provincial capacity to address bullying prevention.

STRATEGY 8: Host an Indigenous provincial forum on bullying prevention

We hope to organize a forum that will allow for multi-level exchange of knowledge in regards to bullying prevention and to provide professional development opportunities and promote cultural competency for teachers, support workers and stakeholders so they can better meet the needs of Indigenous youth.

ENVIRONNEMENT AND SUSTAINABLE DEVELOPMENT

Coordinator's mandate

Quebec Native Women (QNW) has had an Environment and Sustainable Development Coordinator since April 2017. Her mandate is to defend the interests of Québec's Indigenous women in terms of environment and sustainable development in a context of the rights of Indigenous people. The Coordinator also acts as a representative to advocate for the needs, concerns and opinions of Indigenous women with respect to the land, the environment and sustainable development in a context of the rights of Indigenous peoples at the regional, provincial and national levels.

Projects and partnerships

Women's struggles for the defence of territories: feminist resistance and solidarity against extractivism

This international summit is in collaboration with the Committee for Human Rights in Latin America (CDHAL), the Fédération des femmes du Québec (FFQ), Women of Diverse Origins, Projet d'accompagnement solidaire Colombie (PASC), Kairos Canada, MiningWatch Canada, Development and Peace and Quebec Native Women.

Organized by women and for women, this meeting, which will be held on April 27, 28 and 29, 2018, will, above all, allow them to create or reinforce new bonds between them and their group, to have access to a space to discuss their experience as activists and as women in the protection and preservation of their territory, to have access to new tools and knowledge through conferences by specialists on environmental, biomedical and legal issues, which will allow them to better act in their environment.

Follow-up on the assessment of the environmental and regulatory processes of Environment and Climate Change Canada

March 31, 2017: Filing of the brief "Reforming the National Energy Board: What Role Will Indigenous Women Play?" presented by QNW in collaboration with Hutchins Legal Inc.

August 9, 2017: Filing of comments and recommendations on the Environmental and Regulatory Reviews: Discussion Paper addressed to the MECC and the expert committee.

By participating in the review of the environmental and regulatory process of the MECC, QNW ensures its presence throughout the process, that comments and recommendations be heard and that it participates in the consultation tables in order that the voice of Québec Indigenous women be heard and that their interests be defended.

Collaboration between QNW and the Research Laboratory on Indigenous Women's Issues – Akwatisiw

QNW is pleased to be part of the partners of the Research Laboratory on Indigenous Women Issues led by Ms. Suzy Basile, thus contributing, by its support, to the research aimed at supporting Indigenous women. Through this collaboration, QNW wishes to become involved in the creation of an Indigenous women's network on the environment in the coming years.

EMPLOYMENT AND TRAINING

Financial Aid Program

General education – Vocational training – Employability – Aid to hiring

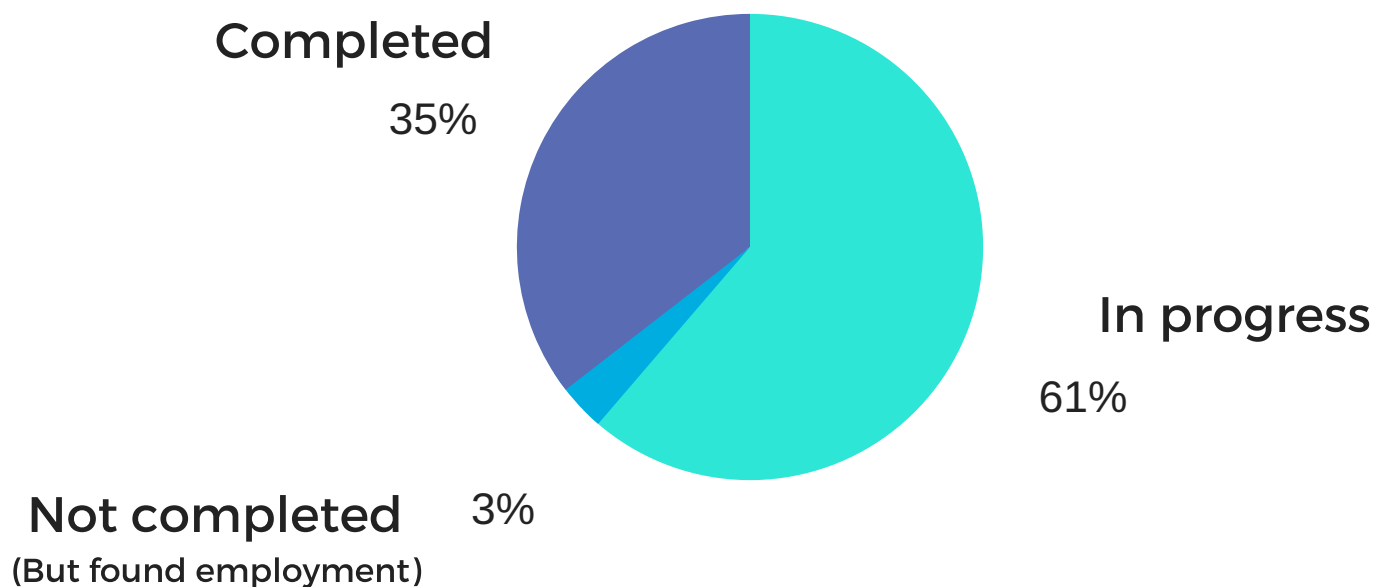
For over 15 years, Québec Native Women has offered unemployed or underemployed First Nations, Métis and Inuit women the possibility of receiving services in employability which meet their profiles. With the employment and training program, QNW wants to offer women tools to help improve their living conditions.

By giving them the opportunity to become independent, while increasing their self-confidence, we provide them with a chance to embark on a positive journey for them and their families. The employment and training program is, in priority, offered to Indigenous women living in urban areas and who wish to finish their high school studies, continue their studies in a vocational field or even receive financial aid in order to integrate into the job market and thus acquire solid experience.

QNW gets its funding from the Native Women's Association of Canada (NWAC) for the Aboriginal Skills and Employment Training Strategy (ASETS) program.

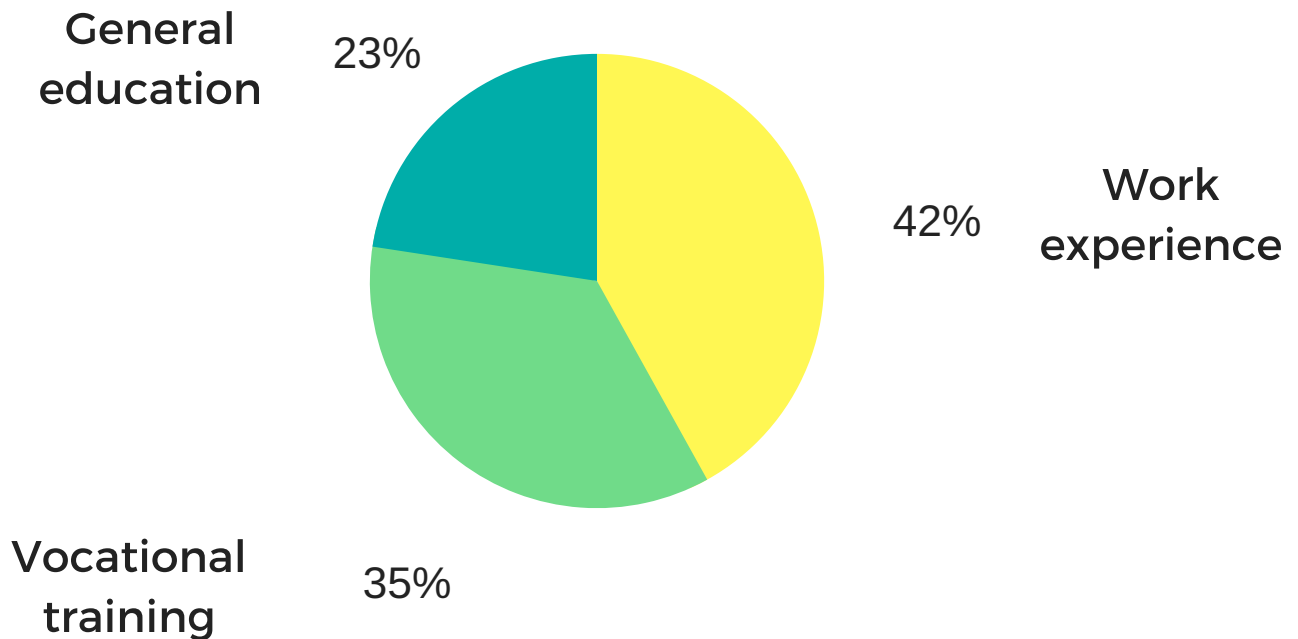
This strategy funds programs and services focussed on employment, which help Indigenous women living in an urban area to prepare themselves for employment, obtain it and keep it. Their priorities are employability, partnerships, accountability and results. When the program is completed by participants, it is recommended that the women be employed six (6) months after the end of the project.

Participants: 31

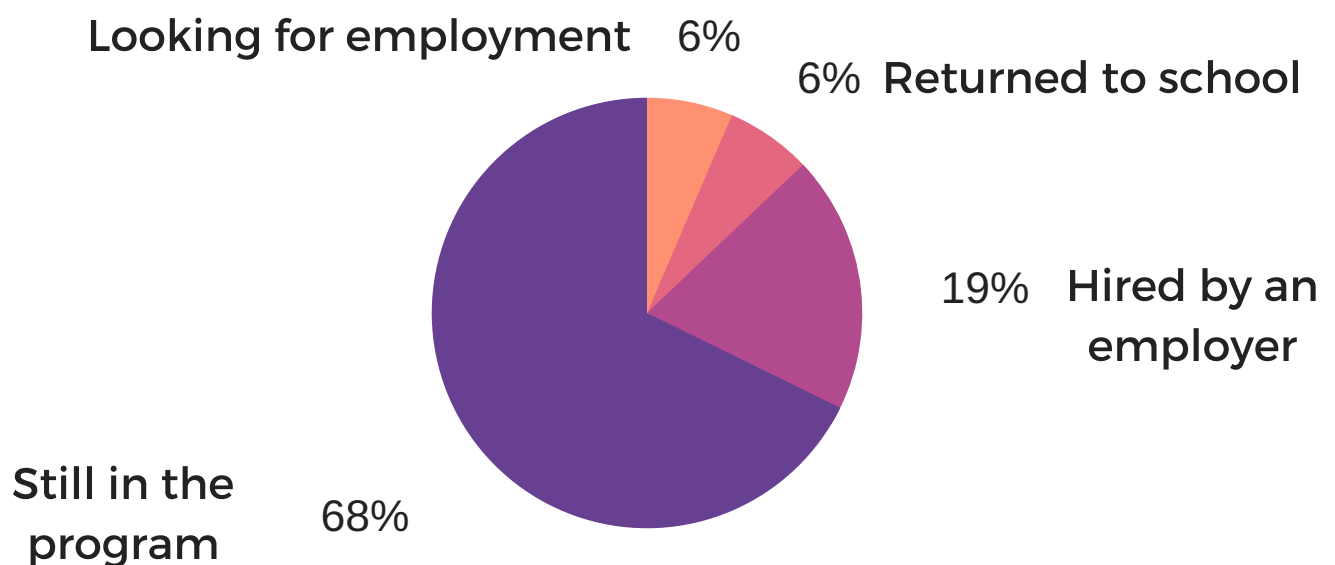


EMPLOYMENT AND TRAINING

QNW trainings



Where are they now?



COMMUNICATION

Press releases

- November 18 2016** Anger and disappointment: Quebec Native Women condemns a racist and discriminatory system
- December 7 2016** A third mandate for Viviane Michel, president of Quebec Native Women
- December 21 2016** A Public Inquiry in Quebec
- January 17 2017** The Coroners report recognizes the apartheid system of the Indian Act
- February 8 2017** The National Inquiry into Missing and Murdered Indigenous Women and Girls still has not submitted a timetable
- February 17 2017** Violence in Indigenous communities : a vicious cycle that needs to be broken
- March 16 2017** Official launch of the “Commission d’enquête : Écoute, Réconciliation et Progrès”
- March 30 2017** Provincial budget 2017-2018 : Reactions from Quebec Native Women
- May 12 2017** The National Inquiry into Missing and Murdered Indigenous Women and Girls has postponed its regional consultations
- May 26 2017** Indigenous Customary Adoption: First Nations call for Amendments to Bill 113
- June 5 2017** Opening of the hearings of the Public Inquiry Commission on relations between Indigenous Peoples and certain public services in Quebec: Listening, Reconciliation and Progress
- June 30 2017** Québec Native Women reacts to the Government Action Plan for the Social and Cultural Development of the First Nations and Inuit
- July 7 2017** Quebec Native Women reacts to the National Inquiry into Missing and Murdered Indigenous Women and Girls Press Conference
- July 11 2017** Resignation of a National Inquiry into Missing and Murdered Indigenous Women and Girls Commissioner
- October 6 2017** Québec Native Women reacts to the enactment of Bill 99
- October 6 2017** Québec Native Women reacts to the cancellation of the Energy East project
- October 23 2017** Québec Native Women reacts to the request filed at the Public Inquiry Commission on relations between Indigenous Peoples and certain public services

REPRESENTATION ACTIVITIES

Tables and committees

Thanks to the expertise gained by the organization over the years, QNW has been given the opportunity to sit on many tables and committees in order to inform the participants on the priorities and needs of Indigenous women. These various participations among these groups allow the organization to ensure that Indigenous women are always well represented and that their interests are put forward.

QNW sits on the following tables and committees:

- Table de concertation sur les agressions à caractère sexuel de Montréal, since 2012
- Advisory Committee "Inclusion et accessibilité : Construire un mouvement pluriel contre les violences sexuelles" of the Québec Coalition of Sexual Assault Centres (RQCALACS), since 2015
- Committee on the accusations of sexual abuse by the police (QNW), since 2016
- Expert Committee on the Marie Vincent Lanterne/Awacic project, since 2017
- Committee of research partners from the Québec Institut national de santé publique regarding prevention of violence in Indigenous communities and the recommendations of the report of the Truth and Reconciliation Commission, since 2017
- Comité de vigie autochtone à la SPVM since 2016
- Coalition québécoise contre la traite des personnes since 2015
- SOS Violence conjugale, from 2015 to June 2017, as Board member
- Interdisciplinary Research Center on Family Violence and Violence against Women (CRI-VIFF) as member of the directing committee since 2016
- Indigenous advisory committee for the major crimes squad of the SPVM, since 2016
- TrajetVi, indigenous research committee, since 2015
- "12 jours d'action contre la violence faites aux femmes et aux enfants" committee since 2012
- Circle of care, indigenous advisory committee for the Batshaw Youth and Family Centre since 2017
- Institut du Nouveau Monde : Intergenerational Solidarity and Equity Orientation Committee
- Working group on the prevention and intervention procedure in Montréal for missing and murdered Indigenous women, January 2016
- NETWORK's Justice Committee, 2015
- Forum sociojudiciaire autochtone, October 2015
- Working group on the collaborative project on the needs of Indigenous women incarcerated at the provincial level, August 2017

QNW committee

- SEFAQ Selection Committee

REPRESENTATION ACTIVITIES

Individual trainings and conferences

Each year, QNW team members participate in several trainings and conferences in order to deepen their knowledge and enrich their expertise. The positive outcome of these meetings enables QNW to better meet the needs of Indigenous women, year after year. In 2016-2017, the QNW team has participated in the following events:

- October 4 and 5, 2016: Training of the Réseau des maisons d'hébergement pour femmes autochtones, titled "L'intervention en contexte de dévoilement d'une agression sexuelle envers un enfant autochtone ou dans une situation de soupçon d'agression sexuelle", given by the Centre d'expertise Marie-Vincent
- October 11, 2016: 4e Conférence annuelle sur le VIH/Sida : Impacts sur les individus, les familles et les communautés
- November 20 to 22, 2016: Dialogue for Life
- February 23, 2017: Conference "Impact de la criminalisation du VIH sur les femmes," organized by COCQ-Sida
- May 31 to June 2, 2017: Congrès international francophone sur l'agression sexuelle (CIFAS)
- April 18 to 21, 2017: Participation in the PlaniTerre symposium organized by the First Nations of Quebec and Labrador Sustainable Development Institute (FNQLSDI).
- September 19 to 21, 2017: Participation in the regional workshop "First Nations' Global Community Planning," organized by FNQLSDI.
- October 28, 2017: Participation in the meeting on "Ressource extraction and the human rights of women and girls" organized by the Centre for International Governance Innovation at the University of Ottawa.
- May 1st, 2017: Conférence sur la fatigue de compassion et le syndrome vicariant, at the YWCA Montréal – Presentation and workshop on compassion fatigue and burnout, and how self-care is an important tool for frontline workers or similar roles
- June 8th, 2017: Autochtone 101 at l'Université de Montréal – Presentation on Indigenous education
- June 30th: The Circle and The Box training with Wanda Gabriel – Training of trainers on The Circle and The Box workshop on the cultural impacts of colonization on Indigenous people
- August 22nd and 23rd: École Trajetvi sur la violence conjugale et la violence faite aux femmes – Training on the forefront of knowledge and interventions.
- March 14 to 16, 2017: MRP Training (Matrimonial Real Property), Centre of Excellence for Matrimonial Real Property
- March 21, 22, 2017: "La place de la victime dans le système de justice", Association québécoise Plaidoyers-Victimes (AQPV)

2016-2017 ACHIEVEMENTS

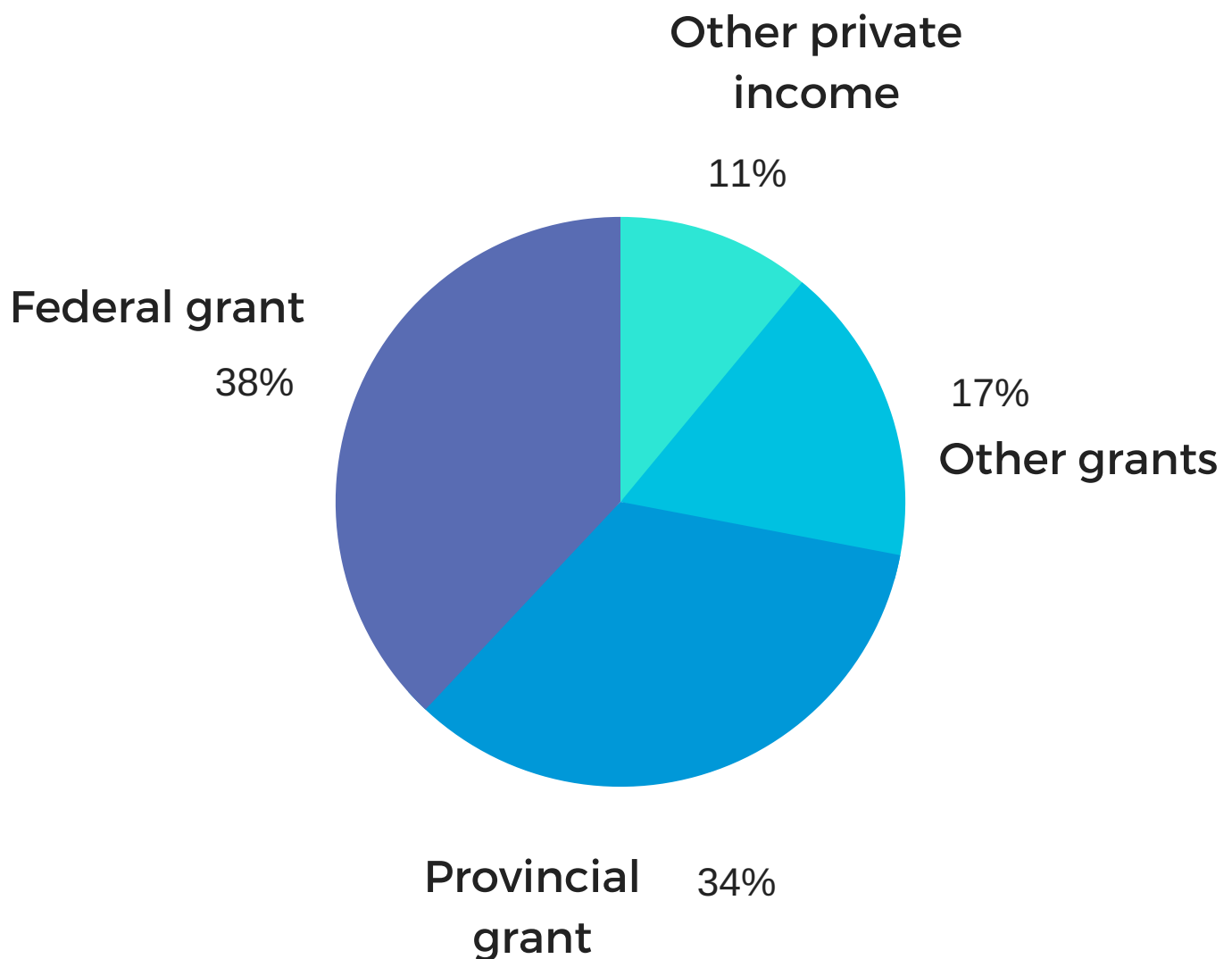
Workshops, conferences and trainings

The expertise of QNW on the issue of Indigenous women allows it to offer several types of workshops, conferences and trainings to a large spectrum of people interested in developing their knowledge. These workshops and conferences aim to reinforce knowledge, raise awareness and train participants through the transmission of information related to the various files on which the organization works.

- October 11, 2016: conference on cultural securing as part of the 4e Conférence annuelle sur le VIH/Sida: Impacts sur les individus, les familles et les communautés
- November 15, 2016: Training for 28 BEI investigators with the Youth Coordinator and the Justice and Public Safety Coordinator
- November 16, 2016: Conference on cultural securing in a panel entitled "TRC Report: Indigenous/Cultural Competence – Decolonizing the Legal System, in front of 15 members of the Law Societies Equity Network and employees of the Barreau du Québec
- April 7, 2017: Presentation on cultural securing and systemic barriers to access to services as part of Zoom Montréal "Les filles et les institutions québécoises : Quelles ressources, quels enjeux ?", organized by Girls Action Fund.
- April 11, 2017: Two conferences before UQÀM sexology students on family and sexual violence towards Indigenous women
- May 24, 2017: Annual Training Day of the Table de concertation sur les agressions à caractère sexuel de Montréal (TCACSM). QNW offered a one-day training session on the realities of Indigenous women living in Montréal.
- September 6, 2017: Workshop to raise awareness on sexual assault "My sexuality. It's About Respect: Break the Silence! with the project manager for intervention for sexual assault and family violence, given to seven students from the Indigenous cohort, École nationale de police du Québec.
- August 6, 2017: Co-facilitation of a conference on the project Des-terres-minées (with representatives from CDHAL and Women of Diverse Origins, accompanied by two guests). The presentation examined the socio-economic and gender impacts experienced by Indigenous women and the militarization of territorial conflicts.
- October 13, 2017: Co-facilitation of a round table on the experiences of Indigenous women in land protection as part of the international symposium "Luttes autochtones pour le territoire : Amérique latine et Québec," held at UQAM.
- October 17, 2017: Short presentation of the history of Indigenous land dispossession for the Human geography class at UQAM.
- May 24th, 2017: Table de concertation sur les agressions à caractère sexuel de Montréal – Presentation on the existing services in Montréal that are offered to indigenous victims of sexual assault in the urban area
- September 6th, 2017: École nationale de police du Québec – Training on healthy sexuality and sexual assault in Indigenous communities
- September 11th, 2017: Vanier College – Presentation on the role of Indigenous women throughout history, from traditional indigenous society, the impacts of colonization, through to present day and opportunities for empowerment

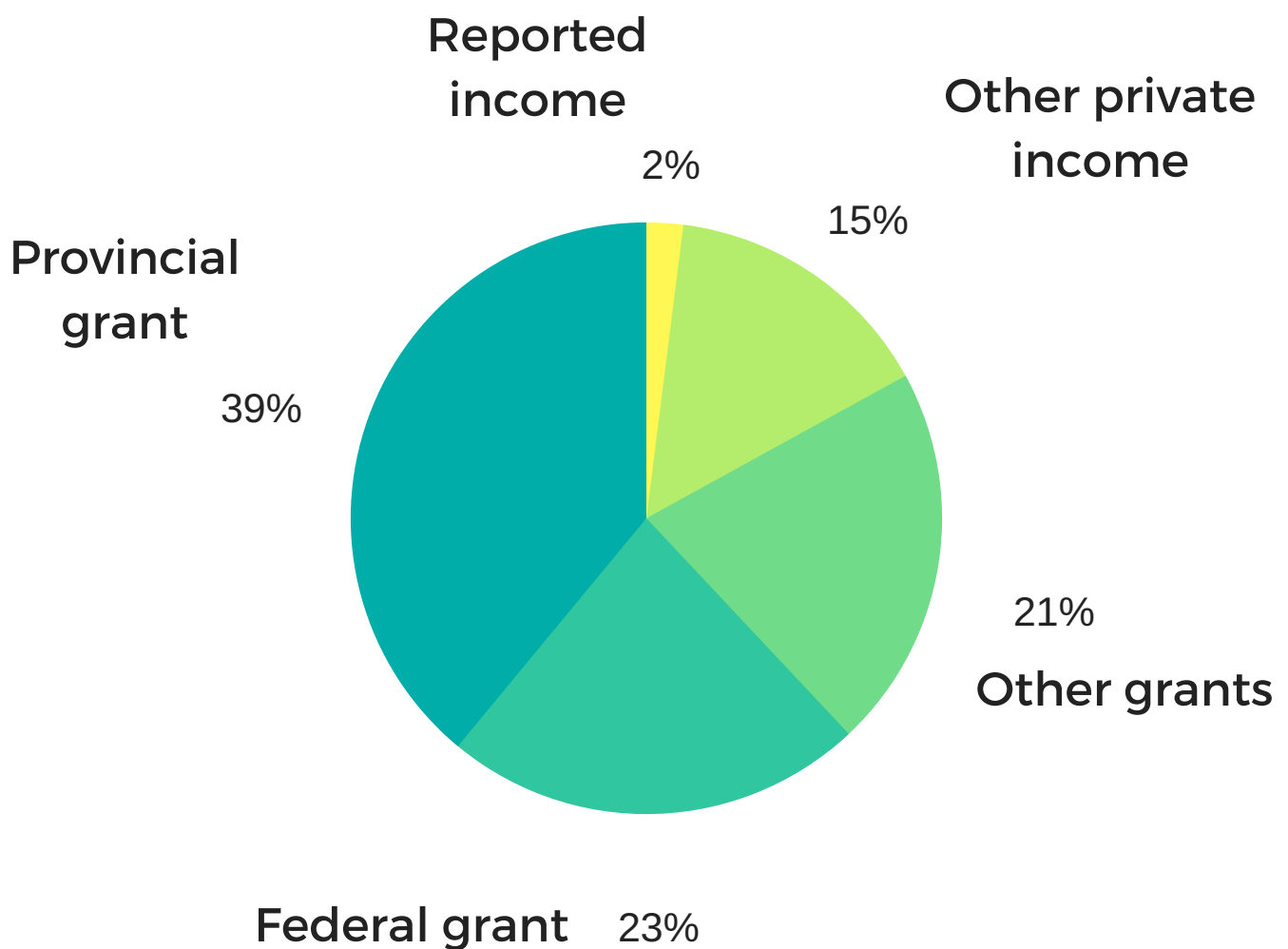
FINANCIAL REPORT

Income March 31 2017



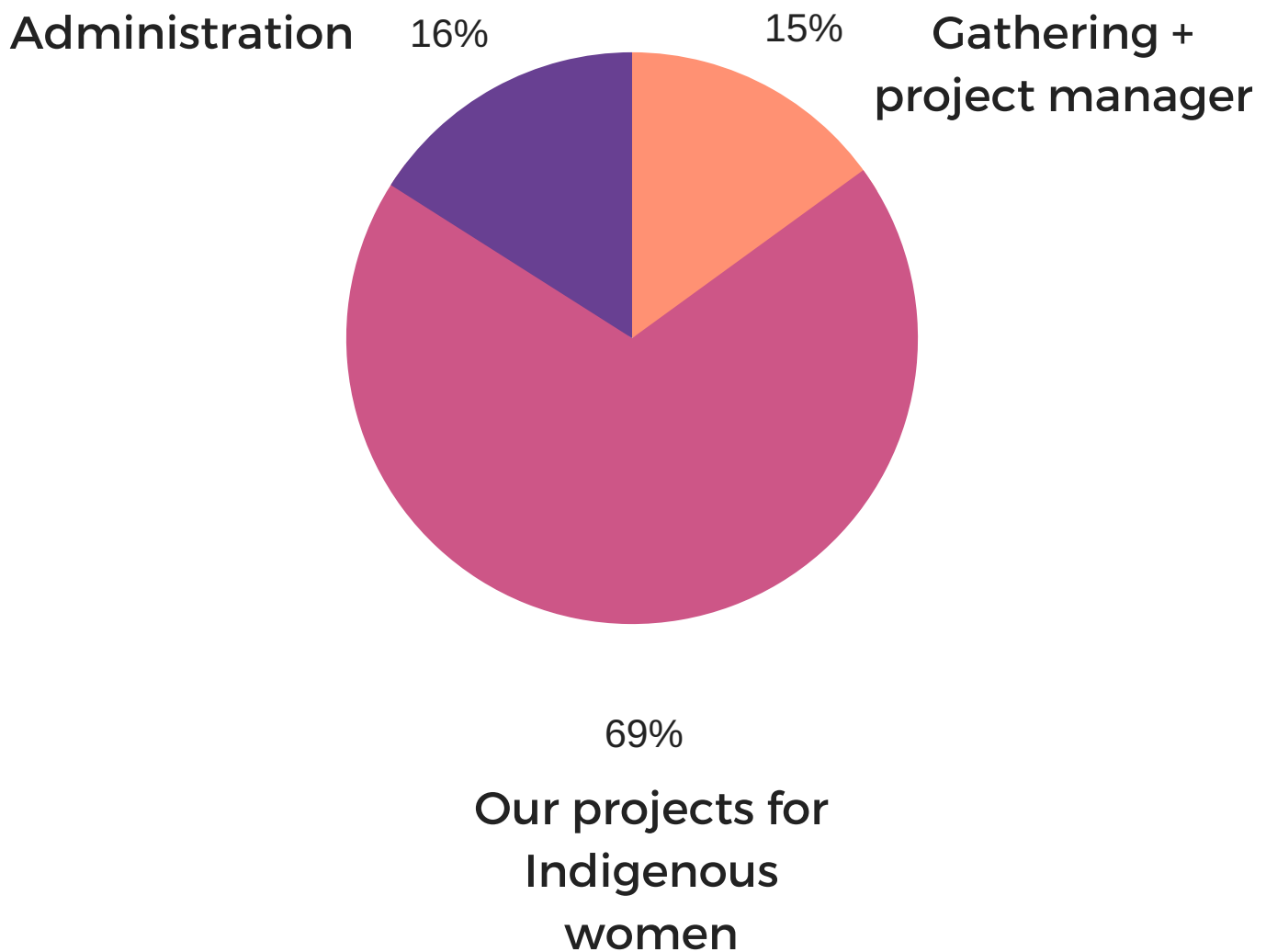
FINANCIAL REPORT

Income March 31 2016



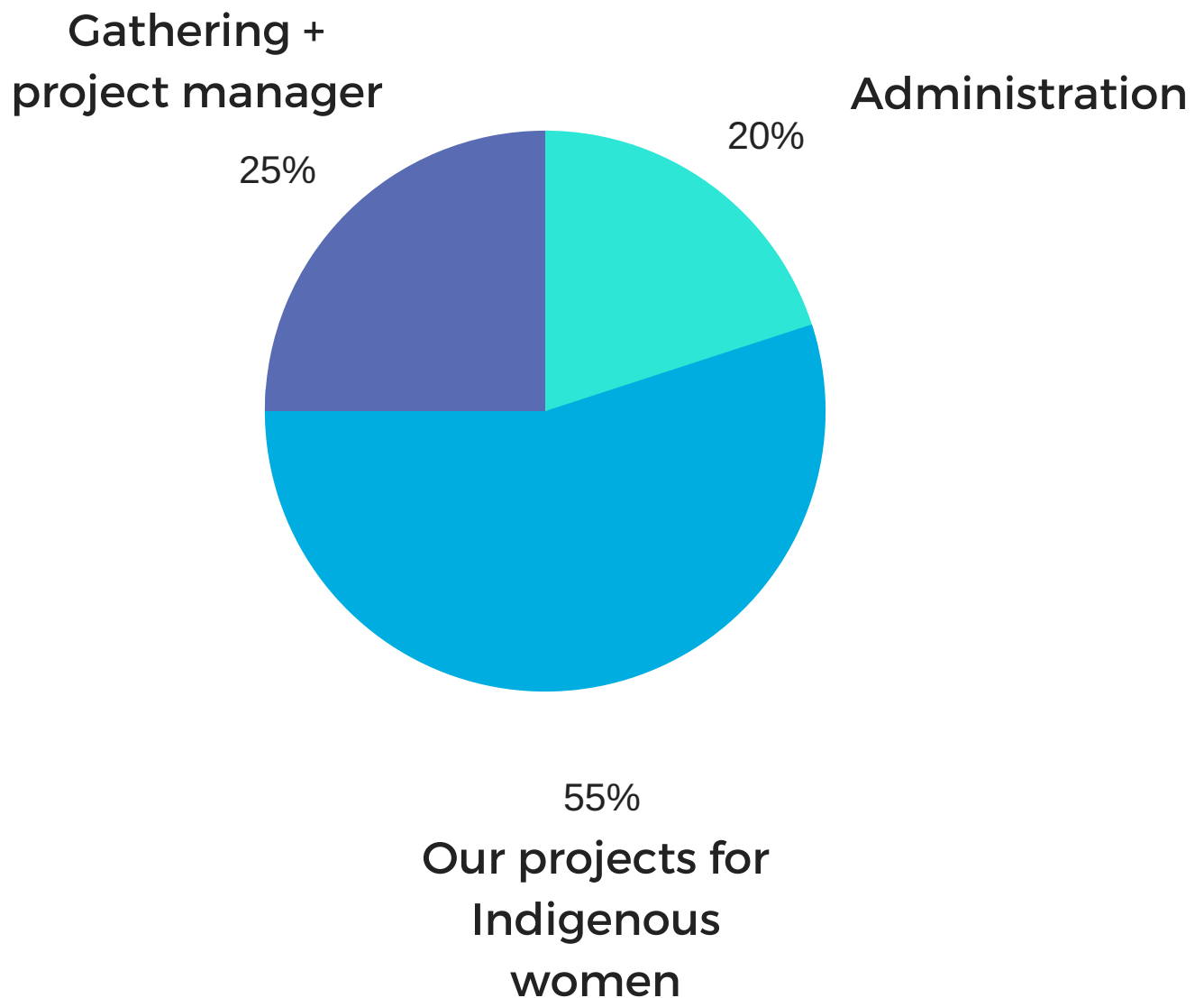
FINANCIAL REPORT

Expenses March 31 2017



FINANCIAL REPORT

Expenses March 31 2016



QUEBEC NATIVE WOMEN INC.

FINANCIAL STATEMENTS

MARCH 31, 2017

QUEBEC NATIVE WOMEN INC.
FINANCIAL STATEMENTS
MARCH 31, 2017

TABLE OF CONTENTS

	PAGES
INDEPENDENT AUDITOR'S REPORT	1
FINANCIAL STATEMENTS	
Statement of operations	2 – 3
Statement of changes in net assets	4
Balance sheet	5
Statement of cash flows	6
Notes to the financial statements	7 to 15
SUPPLEMENTARY INFORMATION	
Table of contents – Distinct statements of operations	16
Distinct statements of operations	17 to 44

INDEPENDENT AUDITOR'S REPORT

To the Members of Quebec Native Women Inc.

We have audited the accompanying financial statements of Quebec Native Women Inc., which comprise the statement of financial position as at March 31, 2017, and the statement of operations, statement of changes in net assets and cash flow statement for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's responsibility for the financial statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on my audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Quebec Native Women Inc., as at March 31, 2017 and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not for-profit organizations.

*Dariusz Łajcie, CPA*¹

Laval (Quebec)
June 29, 2017

¹ CPA auditor, CGA, permit of public accounting no A109643

QUEBEC NATIVE WOMEN INC.
STATEMENT OF OPERATIONS
FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u> (Restated)
REVENUE		
Aboriginal Affairs and Northern Development Canada	\$ 396,057	\$ 202,676
Native Women's Association of Canada	197,794	234,342
Status of Women Canada	80,671	49,958
Department of Justice Canada	27,768	-
Ministère de la Culture, des Communications et de la Condition féminine	34,369	-
Ministère de la Justice Québec	80,000	60,000
Ministère de la Santé et des Services sociaux	120,000	112,500
Secrétariat à la jeunesse Québec	38,642	38,642
Secrétariat aux affaires autochtones	290,539	230,000
Miscellaneous subsidies (Note 11)	45,500	-
Sponsorship	19,452	-
Miscellaneous	28,149	80,630
Donation	10,831	39,880
Social activities	336	-
Interest	228	789
Transfers	104,140	50,773
Deferred revenue from previous year	<u>436,201</u>	<u>461,604</u>
TOTAL REVENUE	1,910,677	1,561,794
TOTAL EXPENSES (reported from page 3)	<u>1,343,982</u>	<u>1,098,590</u>
EXCESS OF REVENUE OVER EXPENSES BEFORE DEFERRED REVENUE AND AMORTIZATION OF CAPITAL ASSETS	566,695	463,204
DEFERRED REVENUE TO THE NEXT FISCAL YEAR (Note 8)	<u>559,606</u>	<u>436,201</u>
EXCESS OF REVENUE OVER EXPENSES BEFORE AMORTIZATION OF CAPITAL ASSETS	7,089	27,003
AMORTIZATION OF CAPITAL ASSETS	<u>(1,520)</u>	<u>(2,023)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ 5,569</u>	<u>\$ 24,980</u>

QUEBEC NATIVE WOMEN INC.
STATEMENT OF OPERATIONS
FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
EXPENSES		
Salaries and fringe benefits	\$ 505,035	\$ 433,628
Activities	16,011	-
Insurance	3,348	2,951
Consultant and speaker fees	68,861	34,916
Traveling expenses, accommodation and meals	272,872	189,891
Social activities	1,283	2,750
Office supplies	43,738	37,333
Training fees	-	2,100
Management fees	36,534	35,000
Translation fees	66,530	35,603
Registration fees	3,185	3,656
Professional fees	14,580	18,262
Interest and bank charges	36	205
Equipment and hall rental	11,815	5,687
Rent	42,646	41,862
Maintenance	4,300	7,273
Advertising	628	8,045
Subsidy (E.I.F.)	48,521	52,587
Subsidy (C.R.F.)	87,340	123,797
Taxes and licenses	34	34
Telephone	12,545	12,237
Transfers	<u>104,140</u>	<u>50,773</u>
TOTAL OF EXPENSES (reported to page 2)	<u><u>\$ 1,343,982</u></u>	<u><u>\$ 1,098,590</u></u>

QUEBEC NATIVE WOMEN INC.
STATEMENT OF CHANGE IN NET ASSETS
FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
INVESTED IN CAPITAL ASSETS		
OPENING BALANCE	\$ 6,452	\$ 8,475
Amortization of capital assets	<u>(1,520)</u>	<u>(2,023)</u>
CLOSING BALANCE	<u>\$ 4,932</u>	<u>\$ 6,452</u>
UNRESTRICTED		
OPENING BALANCE	\$ 129,354	\$ 102,351
Excess of revenue over expenses	5,569	24,980
Transfer from net assets invested in capital assets	<u>1,520</u>	<u>2,023</u>
CLOSING BALANCE	<u>\$ 136,443</u>	<u>\$ 129,354</u>

QUEBEC NATIVE WOMEN INC.

BALANCE SHEET

MARCH 31, 2017

ASSETS

	<u>2017</u>	<u>2016</u> (Restated)
CURRENT ASSETS		
Cash	\$ 654,572	\$ 570,324
Accounts receivable (Note 4)	21,981	14,779
Subsidies receivable (Note 5)	126,179	98,738
Prepaid expenses	<u>2,022</u>	<u>3,685</u>
	804,754	687,526
CAPITAL ASSETS (Note 6)	<u>4,932</u>	<u>6,452</u>
	<u>\$ 809,686</u>	<u>\$ 693,978</u>

LIABILITIES

CURRENT LIABILITIES		
Accounts payable and accrued liabilities (Note 7)	\$ 108,705	\$ 121,971
Deferred revenue to the next fiscal year (Note 8)	<u>559,606</u>	<u>436,201</u>
	<u>668,311</u>	<u>558,172</u>

NET ASSETS

INVESTED IN CAPITAL ASSETS	4,932	6,452
UNRESTRICTED	<u>136,443</u>	<u>129,354</u>
	<u>141,375</u>	<u>135,806</u>
	<u>\$ 809,686</u>	<u>\$ 693,978</u>

CONTRACTUAL COMMITMENTS (Note 10)

ON BEHALF OF THE BOARD

 , director

 , director

QUEBEC NATIVE WOMEN INC.
STATEMENT OF CASH FLOW
FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 5,569	\$ 24,980
Items not involving cash		
Amortization of capital assets	<u>1,520</u>	<u>2,023</u>
	7,089	27,003
Changes in non-cash working capital balances related to operations (Note 9)	<u>77,159</u>	<u>(4,453)</u>
INCREASE CASH AND CASH EQUIVALENTS	84,248	22,550
CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR	<u>570,324</u>	<u>547,774</u>
CASH AND CASH EQUIVALENTS, END OF YEAR (Note 9)	<u><u>\$ 654,572</u></u>	<u><u>\$ 570,324</u></u>

QUEBEC NATIVE WOMEN INC.
NOTES TO FINANCIAL STATEMENTS
MARCH 31, 2017

1. STATUS AND PURPOSE OF THE ORGANIZATION

The organization is incorporated under Part 3 of the *Quebec Companies Act* and is a registered charity under the *Income tax Act*. Its principal business activities include the protection of the Quebec Native Women's interests.

2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Canadian accounting standards for not for-profit organizations. The significant accounting policies are as follows:

REVENUE RECOGNITION

The organization follows the deferral method of accounting for contributions. Grants are recognized as revenue in the year in which the related expenses are incurred. Non incurred grants received under each agreements related to subsequent period are deferred. Other revenues are recognized as revenue if the amount to be received can be reasonably estimated and its collection is reasonably assured. The cash donations are recognized as revenues when they are received.

CAPITAL ASSETS

Capital assets are recorded for at cost. Amortization is calculated on their respective estimated useful life using the following methods, annual rates and term:

Leasehold improvement	<u>Straight line</u>
	5 years
Office furniture	<u>Declining balance</u>
	20%
	30%
Computer, peripheral equipment and software	
Phone equipment	20%

CASH AND CASH EQUIVALENTS

The organization's policy involves presenting bank balances and petty cash in cash and cash equivalents.

QUEBEC NATIVE WOMEN INC.
NOTES TO FINANCIAL STATEMENTS
MARCH 31, 2017

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

FINANCIAL INSTRUMENTS

Initial and subsequent measurement

The organization initially measures its financial assets and financial liabilities at fair value. The organization subsequently measures all of its financial instruments and financial liabilities at cost after amortization.

Financial assets measured at cost after amortization, consist of cash, advances to employees, miscellaneous advances and subsidies receivable. Financial liabilities measured at cost, after amortization consist of accounts payable and accrued liabilities, except for government remittances.

Impairment

Financial assets measured at cost are tested for impairment if there is evidence of impairment. The amount of any change in valuation is recognized in the statement of operations.

The previously recognized impairment loss may be reversed to the extent of the improvement, either directly or by adjusting the allowance account, without being greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. This reversal is recognized in the statement of operations.

Transaction costs

The organization recognizes transaction costs against income in the period in which they are incurred in the case of financial instruments that are subsequently measured at fair value. The carrying amount of financial instruments that are not subsequently measured at fair value takes into account transaction costs directly attributable to creating, issuing or entering into these financial instruments.

QUEBEC NATIVE WOMEN INC.
NOTES TO FINANCIAL STATEMENTS
MARCH 31, 2017

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

USE OF ESTIMATES

The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures at the reporting date as well as the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates. Significant amounts in the financial statements subject to such estimates include the amortization of capital assets and the depreciation of financial assets.

IMPAIRMENT OF LONG-LIVED ASSETS

Long-lived assets are tested for impairment whenever events or changes in circumstances indicate that their carrying amount may not be recoverable. An impairment loss is recognized when the carrying amount of the asset exceeds the sum of the undiscounted cash flows resulting from its use and eventual disposition. The impairment loss is measured as the amount by which the carrying amount of the long-lived asset exceeds its fair value.

EMPLOYEE BENEFITS

The organization maintains a defined contribution pension plan, which provides for pension benefits for its employees. Employees contribute at a rate of 5% of their gross salary and the employer is required to make a contribution equal to that of the employees. No asset or obligation has been recognized on the organization's books since the employer contributions belong to the members from the time they are paid.

3. ECONOMIC DEPENDENCE

Quebec Native Women Inc. receives the majority of its revenue in the form of grants in accordance with financial agreements with various levels of government.

QUEBEC NATIVE WOMEN INC.
NOTES TO FINANCIAL STATEMENTS
MARCH 31, 2017

4. ACCOUNTS RECEIVABLE

	<u>2017</u>	<u>2016</u>
Advances to employees, bearing no interest	\$ 387	\$ 195
Miscellaneous advances, bearing no interest	7,873	3,905
Sales taxes	<u>13,721</u>	<u>10,679</u>
	<u>\$ 21,981</u>	<u>\$ 14,779</u>

5. SUBSIDIES RECEIVABLE

	<u>2017</u>	<u>2016</u> (Restated)
Aboriginal Affairs and Northern Development Canada	\$ 4,538	\$ 676
Native Women's Association of Canada	16,044	57,401
Department of Justice Canada	27,768	-
Ministère de la Culture, des Communications et de la Condition féminine	3,437	-
Ministère de la Justice Québec	32,000	30,000
Ministère de la Santé et des Services sociaux	-	1,000
Secrétariat à la jeunesse Québec	38,642	9,661
Secrétariat aux affaires autochtones	<u>3,750</u>	<u>-</u>
	<u>\$ 126,179</u>	<u>\$ 98,738</u>

QUEBEC NATIVE WOMEN INC.
NOTES TO FINANCIAL STATEMENTS
MARCH 31, 2017

6. CAPITAL ASSETS

	<u>2017</u>		<u>2016</u>
	<u>Cost</u>	<u>Accumulated amortization</u>	<u>Net value</u>
Leasehold improvement	\$ 20,000	\$ 20,000	\$ -
Office furniture	45,622	42,903	2,719
Computer, peripheral equipment and software	100,414	98,808	1,606
Phone equipment	<u>7,847</u>	<u>7,240</u>	<u>607</u>
	<u>\$ 173,883</u>	<u>\$ 168,951</u>	<u>\$ 4,932</u>
	<u>=====</u>	<u>=====</u>	<u>=====</u>

7. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	<u>2017</u>	<u>2016</u>
Accounts payable	\$ 72,735	\$ 91,975
Salaries payable	7,756	6,348
Government remittances	10,760	6,837
Vacations payable	<u>17,454</u>	<u>16,811</u>
	<u>\$ 108,705</u>	<u>\$ 121,971</u>
	<u>=====</u>	<u>=====</u>

QUEBEC NATIVE WOMEN INC.
NOTES TO FINANCIAL STATEMENTS
MARCH 31, 2017

8. DEFERRED REVENUE TO THE NEXT FISCAL YEAR

	<u>2017</u>	<u>2016</u> (Restated)
Administration (page 17)	\$ -	\$ 947
Annual Gathering and projects leader (page 18)	156,436	89,761
"Health Coordinator" Project (page 20)	10,847	101,239
"Youth Coordinator" Project (page 21)	-	397
"Justice and Public Security Coordinator" Project (page 22)	57,865	52,710
"Women's Shelter Coordinator" Project (page 23)	11,008	16,778
"Non-violence Joint Committee" Project (page 24)	9,426	9,426
"Aboriginal youth bullying prevention – based on traditional Aboriginal methods of conflict resolution" Project (page 25)	46,745	28,558
"Women's Shelter Network" Project (page 26)	-	6,620
"Moccasin Telegram" Project (page 27)	9,808	11,350
"Resources Directory" Project (page 29)	1,116	1,116
"Murdered of Missing Persons' Aboriginal Families – Gathering stand with us" Project (page 31)	32,659	-
"Campaign to end Poverty" Project (page 33)	76,488	76,802
"Development of a sexual assault intervention guide and training program for outreach workers who work with Aboriginal clients" Project" (page 34)	22,480	31,287
"CATHI" Project (page 35)	14,653	-
"Turning Towards Our Traditions: Valuing LGBTQ/Two- Spirited Aboriginals and Fighting Against Sexual Discrimination" Project (page 36)	7,567	-
"Truth and Reconciliation Commission" Project (page 39)	-	2,247
"Environment and Sustainable Coordinator" Project (page 41)	16,754	6,963
"Walking through the dark and into the light – Intervention guide to dealing with sexual assault" Project (page 42)	<u>85,754</u>	<u>-</u>
	<u>\$ 559,606</u>	<u>\$ 436,201</u>

QUEBEC NATIVE WOMEN INC.
NOTES TO FINANCIAL STATEMENTS
MARCH 31, 2017

9. STATEMENT OF CASH FLOW

Changes in non-cash working capital balances related to operations

	<u>2017</u>	<u>2016</u> (Restated)
Accounts receivable	\$ (7,202)	\$ (5,119)
Subsidies receivable	(27,441)	(18,192)
Prepaid expenses	1,663	(1,988)
Accounts payable and accrued liabilities	(13,266)	46,249
Deferred revenue to the next fiscal year	<u>123,405</u>	<u>(25,403)</u>
	<u>\$ 77,159</u>	<u>\$ (4,453)</u>

Cash and cash equivalents consist of:

	<u>2017</u>	<u>2016</u>
Cash	<u>\$ 654,572</u>	<u>\$ 570,324</u>

10. CONTRACTUAL COMMITMENTS

RENTAL OF PREMISES

The organization has signed a lease for the rental of its premises, expiring in October 2018. Total future minimum lease payments are \$ 67,048 and include the following payments over the next two years: 2018 – \$ 42,346 and 2019 – \$ 24,702.

QUEBEC NATIVE WOMEN INC.
NOTES TO FINANCIAL STATEMENTS
MARCH 31, 2017

10. CONTRACTUAL COMMITMENTS (continued)

OPERATING LEASE

The organization is committed, under an operating lease expiring in December 2019, to making quarterly payments of \$ 1,315. Total future minimum lease payments are \$ 9,202 and include the following payments over the next two years: 2018 – \$ 5,258 and 2019 – \$ 3,944.

11. MISCELLANEOUS SUBSIDIES

	<u>2017</u>	<u>2016</u>
Canadian Women's Foundation	\$ 28,000	\$ -
Fondation Béati	13,000	-
RBA Foundation	3,500	-
Ministère de l'Économie, de l'Innovation et des Exportations	<u>1,000</u>	<u>-</u>
	<u>\$ 45,500</u>	<u>\$ -</u>

12. MEASUREMENT UNCERTAINTY

The eligibility of the expenses related to the financing of various projects could be reviewed by the Government Agencies funding these projects. Therefore, these reviews could generate potential restatement and, as a result, the amount of the possible adjustments should be assumed by the organization and reduction of its net assets.

QUEBEC NATIVE WOMEN INC.
NOTES TO FINANCIAL STATEMENTS
MARCH 31, 2017

13. FINANCIAL INSTRUMENTS

The organization, through its financial instruments, is exposed to various risks. The following analysis presents the organization's exposure to risks at the balance sheet date:

Cash-flow

Liquidity risk is the risk that the organization encounters difficulty in meeting its obligations associated with financial liabilities. The organization is subject to liquidity risk primarily with respect to its accounts payable and accrued liabilities, except for government remittances.

Credit risk

Credit risk is the risk that one party to a financial instrument will fail to discharge a particular obligation, thus causing the organization to incur a financial loss. Credit risk for the organization is primarily related to advances to employees, miscellaneous advances and subsidies receivable. The organization grants credit to its customers in the normal course of business.

14. COMPARATIVE FIGURES

For comparison purposes, some of the preceding year's accounts have been reclassified to conform to the presentation adopted in 2017.

QUEBEC NATIVE WOMEN INC.

TABLE OF CONTENTS - DISTINCT STATEMENTS OF INCOME

	PAGES
Administration	17
Annual Gathering and projects leader	18
"Sexual Abuse Campaign" Project	19
"Health Coordinator" Project	20
"Youth Coordinator" Project	21
"Justice and Public Security Coordinator" Project	22
"Women's Shelter Coordinator" Project	23
"Non-violence Joint Committee" Project	24
"Aboriginal youth bullying prevention – based on traditional Aboriginal methods of conflict resolution" Project	25
"Women's Shelter Network" Project	26
"Moccasin Telegram" Project	27
"NWAC Non-recurent" Project	28
"Resources Directory" Project	29
"Aboriginal Youth Forum 2015" Project	30
"Murdered of Missing Persons' Aboriginal Families Gathering – stand with us" Project	31
"ASSETS Program" Project	32
"Campaign to end Poverty" Project	33
"Development of a sexual assault intervention guide and training program for outreach workers who work with Aboriginal clients" Project	34
"CATHI" Project	35
"Turning Towards Our Traditions: Valuing LGBTQ/Two-Spirited Aboriginals and Fighting Against Sexual Discrimination" Project	36
"Murdered of Missing Persons' Aboriginal Families Problematic" Project	37
"Anti-Human Trafficking campaign for Aboriginal Youth" Project	38
"Truth and Reconciliation Commission" Project	39
"Campaign to raise awareness among Aboriginal women in regard to Bill S-2, Family homes on Reserves and Matrimonial Interests or Rights Act" Project	40
"Environment and Sustainable Coordinator" Project	41
"Walking through the dark and into the light – Intervention guide to dealing with sexual assault" Project	42
"Aboriginal Youth Forum 2016" Project	43
"Gathering – creation of the new network in support of Aboriginal Women" Project	44

QUEBEC NATIVE WOMEN INC.
STATEMENT OF INCOME – ADMINISTRATION
FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
REVENUE		
Secrétariat aux affaires autochtones	\$ 230,000	\$ 230,000
Miscellaneous	-	7,578
Donation	-	1,040
Social activities	336	-
Interest	228	789
Transfers	8,766	-
Deferred revenue from previous year	<u>947</u>	<u>3,697</u>
	<u>240,277</u>	<u>243,104</u>
 EXPENSES		
Salaries and fringe benefits	108,486	88,560
Insurance	1,680	1,307
Consultant and speaker fees	10,208	5,902
Traveling expenses, accommodation and meals	1,311	1,176
Social activities	1,283	2,750
Office supplies	13,940	12,275
Management fees	35,454	33,920
Translation fees	101	183
Professional fees	14,580	18,262
Interest and bank charges	36	235
Equipment and hall rental	4,911	4,520
Rent	36,826	36,822
Maintenance	4,300	7,273
Taxes and licenses	34	34
Telephone	3,054	3,564
Transfers	<u>1,959</u>	<u>-</u>
	<u>238,163</u>	<u>216,783</u>
	2,114	26,321
 DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>-</u>	<u>(947)</u>
 EXCESS OF REVENUE OVER EXPENSES	<u><u>\$ 2,114</u></u>	<u><u>\$ 25,374</u></u>

QUEBEC NATIVE WOMEN INC.
STATEMENT OF INCOME – ANNUAL GATHERING AND PROJECTS LEADER
FOR THE YEAR ENDED MARCH 31, 2017

	Aboriginal Affairs and Northern Development Canada (1) Budget <u>2017</u>	All grants including Aboriginal Affairs and Northern Development Canada (1) Real <u>2017</u>	<u>2016</u> (Restated)
REVENUE			
Aboriginal Affairs and Northern Development Canada	\$ 265,796	\$ 335,798	\$ 180,000
Ministère de la Culture, des Communications et de la Condition féminine	-	34,369	-
Ministère de la Santé et des Services sociaux	-	-	2,500
Ministère de l'Économie, de l'Innovation et des Exportations	-	1,000	-
Secrétariat aux affaires autochtones	-	11,250	-
Sponsorship	-	19,452	-
Miscellaneous	-	22,535	65,367
Donation	-	9,488	36,820
Transfers	-	-	40,453
Deferred revenue from previous year	-	89,761	-
	<u>265,796</u>	<u>523,653</u>	<u>325,140</u>
EXPENSES			
Salaries and fringe benefits	110,737	140,323	93,724
Activities	-	893	-
Insurance	2,315	1,668	1,644
Consultant and speaker fees	3,050	11,661	3,850
Traveling expenses and meals	82,509	120,681	70,088
Office supplies	5,265	12,646	5,562
Translation fees	19,713	38,139	15,800
Registration fees	5,688	100	449
Accommodation	32,595	34,365	19,009
Equipment and hall rental	3,924	3,120	134
Advertising	-	-	416
Telephone	-	3,621	3,298
Transfers	-	-	20,038
	<u>265,796</u>	<u>367,217</u>	<u>234,012</u>
	-	156,436	91,128
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>-</u>	<u>(156,436)</u>	<u>(89,761)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 1,367</u>

(1) Agreement # 1617 – Consulting services and development of government policies.
Agreement # 1617 – Basic organizational capacity – First Nations organizations

QUEBEC NATIVE WOMEN INC.
STATEMENT OF INCOME – "SEXUAL ABUSE CAMPAIGN" PROJECT
FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
REVENUE		
Deferred revenue from previous year	\$ -	\$ 20,415
EXPENSE		
Transfers	<u>-</u>	<u>20,415</u>
EXCESS OF REVENUE OVER EXPENSE	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF INCOME – "HEALTH COORDINATOR" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
REVENUE		
Ministère de la Santé et des Services sociaux	\$ 60,000	\$ 60,000
Deferred revenue from previous year	<u>101,239</u>	<u>94,879</u>
	<u>161,239</u>	<u>154,879</u>
 EXPENSES		
Salaries and fringe benefits	46,692	42,215
Traveling expenses, accommodation and meals	3,028	6,916
Office supplies	1,535	164
Translation fees	1,466	335
Registration fees	853	1,202
Rent	1,860	1,620
Advertising	33	-
Telephone	1,510	1,188
Transfers	<u>93,415</u>	<u>-</u>
	<u>150,392</u>	<u>53,640</u>
	10,847	101,239
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(10,847)</u>	<u>(101,239)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF INCOME – "YOUTH COORDINATOR" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
REVENUE		
Secrétariat à la jeunesse Québec	\$ 38,642	\$ 38,642
Miscellaneous	-	65
Transfers	-	6,559
Deferred revenue from previous year	<u>397</u>	<u>-</u>
	<u>39,039</u>	<u>45,266</u>
 EXPENSES		
Salaries and fringe benefits	38,835	41,647
Traveling expenses, accommodation and meals	1,894	2,580
Office supplies	152	23
Translation fees	316	223
Telephone	<u>344</u>	<u>396</u>
	<u>41,541</u>	<u>44,869</u>
	(2,502)	397
 DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>-</u>	<u>(397)</u>
 DEFICIENCY OF REVENUE OVER EXPENSES	<u><u>\$ (2,502)</u></u>	<u><u>\$ -</u></u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF INCOME – "JUSTICE AND PUBLIC SECURITY COORDINATOR"
 PROJECT
 FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
REVENUE		
Ministère de la Justice Québec	\$ 60,000	\$ 60,000
Transfers	1,959	
Deferred revenue from previous year	<u>52,710</u>	<u>64,937</u>
	<u>114,669</u>	<u>124,937</u>
 EXPENSES		
Salaries and fringe benefits	42,139	45,294
Activities	4,685	-
Traveling expenses, accommodation and meals	7,730	9,624
Office supplies	298	9,970
Translation fees	348	1,887
Registration fees	380	690
Telephone	1,224	1,001
Transfers	<u>-</u>	<u>3,761</u>
	<u>56,804</u>	<u>72,227</u>
	57,865	52,710
 DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(57,865)</u>	<u>(52,710)</u>
 EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF INCOME – "WOMEN'S SHELTER COORDINATOR" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
REVENUE		
Ministère de la Santé et des Services sociaux	\$ 50,000	\$ 50,000
Deferred revenue from previous year	<u>16,778</u>	<u>24,555</u>
	<u>66,778</u>	<u>74,555</u>
 EXPENSES		
Salaries and fringe benefits	43,851	42,412
Traveling expenses, accommodation and meals	6,077	10,634
Office supplies	1,455	972
Translation fees	158	-
Registration fees	1,158	1,116
Rent	1,860	1,620
Telephone	<u>1,211</u>	<u>1,023</u>
	<u>55,770</u>	<u>57,777</u>
	11,008	16,778
 DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(11,008)</u>	<u>(16,778)</u>
 EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF INCOME – "NON-VIOLENCE JOINT COMMITTEE" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
REVENUE		
Deferred revenue from previous year	\$ 9,426	\$ 9,426
EXPENSE	<u>-</u>	<u>-</u>
	9,426	9,426
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(9,426)</u>	<u>(9,426)</u>
EXCESS OF REVENUE OVER EXPENSE	\$ - =====	\$ - =====

QUEBEC NATIVE WOMEN INC.

STATEMENT OF INCOME – "ABORIGINAL YOUTH BULLYING PREVENTION – BASED
ON TRADITIONAL ABORIGINAL METHODS OF CONFLICT RESOLUTION" PROJECT

FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
REVENUE		
Status of Women Canada	\$ 80,671	\$ 49,958
Deferred revenue from previous year	<u>28,558</u>	<u>-</u>
	<u>109,229</u>	<u>49,958</u>
EXPENSES		
Salaries and fringe benefits	40,007	19,236
Consultant and speaker fees	5,000	-
Traveling expenses, accomodation and meals	9,701	1,066
Office supplies	1,010	1,098
Translation fees	535	-
Registration fees	215	-
Advertising	95	-
Transfers	<u>5,921</u>	<u>-</u>
	<u>62,484</u>	<u>21,400</u>
	46,745	28,558
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(46,745)</u>	<u>(28,558)</u>
EXCESS OF REVENUE OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF INCOME – "WOMEN'S SHELTER NETWORK" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2017

	Aboriginal Affairs and Northern Development Canada Budget (1)	Real	2016
	<u>2017</u>	<u>2017</u>	<u>(Restated)</u>
REVENUE			
Aboriginal Affairs and Northern Development Canada	\$ 30,259	\$ 30,259	\$ 22,676
RBA Foundation	-	3,500	-
Miscellaneous	-	4,100	6,620
Deferred revenue from previous year	<u>-</u>	<u>6,620</u>	<u>43,510</u>
	<u>30,259</u>	<u>44,479</u>	<u>72,806</u>
EXPENSES			
Consultant and speaker fees	2,325	3,991	6,326
Traveling expenses, accommodation and meals	15,602	29,269	45,061
Office supplies	3,532	307	1,815
Translation fees	7,300	11,411	12,877
Equipment and hall rental	<u>1,500</u>	<u>-</u>	<u>107</u>
	<u>30,259</u>	<u>44,978</u>	<u>66,186</u>
	-	(499)	6,620
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>-</u>	<u>-</u>	<u>(6,620)</u>
DEFICIENCY OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ (499)</u>	<u>\$ -</u>

(1) Agreement # 1617 – Prevention project

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF INCOME – "MOCCASIN TELEGRAM" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
REVENUE		
Miscellaneous	\$ 1,514	\$ 1,000
Donation	1,343	2,020
Deferred revenue from previous year	<u>11,350</u>	<u>13,910</u>
	<u>14,207</u>	<u>16,930</u>
 EXPENSES		
Consultant and speaker fees	1,290	4,171
Traveling expenses and meals	124	385
Office supplies	20	110
Translation fees	2,602	195
Registration fees	-	19
Telephone	<u>363</u>	<u>700</u>
	<u>4,399</u>	<u>5,580</u>
	9,808	11,350
 DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(9,808)</u>	<u>(11,350)</u>
 EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF INCOME – "NWAC NON-RECURENT" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
REVENUE		
Native Women's Association of Canada	<u>\$ 14,000</u>	<u>\$ -</u>
 EXPENSES		
Activities	5,971	-
Consultant and speaker fees	1,500	-
Equipment and hall rental	300	-
Advertising	<u>500</u>	<u>-</u>
	<u>8,271</u>	<u>-</u>
 EXCESS OF REVENUE OVER EXPENSES	 <u><u>\$ 5,729</u></u>	 <u><u>\$ -</u></u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF INCOME – "RESOURCES DIRECTORY" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
REVENUE		
Deferred revenue from previous year	\$ 1,116	\$ 3,216
EXPENSE		
Office supplies	<u>-</u>	<u>2,100</u>
	1,116	1,116
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(1,116)</u>	<u>(1,116)</u>
EXCESS OF REVENUE OVER EXPENSE	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF INCOME – "ABORIGINAL YOUTH FORUM 2015" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
REVENUE		
Deferred revenue from previous year	\$ -	\$ 1,185
 EXPENSES		
Traveling expenses, accommodation and meals	-	439
Transfers	<u>-</u>	<u>746</u>
	<u>-</u>	<u>1,185</u>
 EXCESS OF REVENUE OVER EXPENSES	 <u><u>\$ -</u></u>	 <u><u>\$ -</u></u>

QUEBEC NATIVE WOMEN INC.

STATEMENT OF INCOME -- "MURDERED MISSING PERSONS" ABORIGINAL
FAMILIES GATHERING -- STAND WITH US" PROJECT

FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
REVENUE		
Aboriginal Affairs and Northern Development Canada	\$ 30,000	\$ -
Department of Justice Canada	27,768	-
Ministère de la Santé et des Services sociaux	10,000	-
Secrétariat aux affaires autochtones	8,000	-
Transfers	-	3,761
Deferred revenue from previous year	-	23,541
	<u>75,768</u>	<u>27,302</u>
EXPENSES		
Consultant and speaker fees	8,069	10,570
Traveling expenses, accommodation and meals	29,141	11,771
Office supplies	1,880	1,054
Translation fees	4,019	3,907
	<u>43,109</u>	<u>27,302</u>
	32,659	-
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(32,659)</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF INCOME – "ASSETS PROGRAM" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
REVENUE		
Native Women's Association of Canada	<u>\$ 183,794</u>	<u>\$ 234,342</u>
 EXPENSES		
Salaries and fringe benefits	40,002	39,774
Traveling expenses, accommodation and meals	1,712	1,467
Office supplies	1,298	1,886
Training fees	-	2,100
Management fees	1,080	1,080
Translation fees	31	-
Registration fees	479	15
Interest and bank charges	-	(30)
Equipment rental	394	926
Rent	1,800	1,800
Advertising	-	7,629
Subsidy (E.I.F.)	48,521	52,587
Subsidy (C.R.F.)	87,340	123,797
Telephone	<u>1,137</u>	<u>1,067</u>
	<u>183,794</u>	<u>234,098</u>
 EXCESS OF REVENUE OVER EXPENSES	 <u><u>\$ -</u></u>	 <u><u>\$ 244</u></u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF INCOME – "CAMPAIGN TO END POVERTY" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u> (Restated)
REVENUE		
Deferred revenue from previous year	<u>\$ 76,802</u>	<u>\$ 78,058</u>
 EXPENSES		
Consultant and speaker fees	-	300
Traveling expenses, accommodation and meals	314	776
Office supplies	<u>-</u>	<u>180</u>
	<u>314</u>	<u>1,256</u>
	76,488	76,802
 DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(76,488)</u>	<u>(76,802)</u>
 EXCESS OF REVENUE OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

QUEBEC NATIVE WOMEN INC.

STATEMENT OF INCOME – "DEVELOPMENT OF A SEXUAL ASSAULT
INTERVENTION GUIDE AND TRAINING PROGRAM FOR OUTREACH WORKERS
WHO WORK WITH ABORIGINAL CLIENTS" PROJECT

FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
REVENUE		
Deferred revenue from previous year	<u>\$ 31,287</u>	<u>\$ 34,906</u>
EXPENSES		
Consultant and speaker fees	5,361	3,488
Office supplies	2,601	-
Translation fees	<u>845</u>	<u>131</u>
	<u>8,807</u>	<u>3,619</u>
	22,480	31,287
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(22,480)</u>	<u>(31,287)</u>
EXCESS OF REVENUE OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF INCOME – "CATHI" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
REVENUE		
Canadian Women's Foundation	\$ 28,000	\$ -
EXPENSE		
Consultant and speaker fees	<u>13,347</u>	<u>-</u>
	14,653	-
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(14,653)</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSE	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.

STATEMENT OF INCOME – "TURNING TOWARDS OUR TRADITIONS : VALUING
LGBTQ/TWO-SPIRITED ABORIGINALS AND FIGHTING AGAINST SEXUAL
DISCRIMINATION" PROJECT

FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
REVENUE		
Ministère de la Justice Québec	<u>\$ 20,000</u>	<u>\$ -</u>
EXPENSES		
Consultant and speakers fees	3,500	-
Traveling expenses and meals	3,080	-
Office supplies	252	-
Translation fees	2,811	-
Hall rental	<u>2,790</u>	<u>-</u>
	<u>12,433</u>	<u>-</u>
	7,567	-
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(7,567)</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

QUEBEC NATIVE WOMEN INC.

STATEMENT OF INCOME – "MURDERED OR MISSING PERSON'S ABORIGINAL
FAMILIES PROBLEMATIC" PROJECT

FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
REVENUE		
Deferred revenue from previous year	<u>\$ -</u>	<u>\$ 941</u>
EXPENSES		
Consultant and speaker fees	-	309
Traveling expenses and meals	-	565
Translation fees	<u>-</u>	<u>65</u>
	<u>-</u>	<u>939</u>
EXCESS OF REVENUE OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ 2</u></u>



**MINUTES
ANNUAL GENERAL ASSEMBLY
43rd ANNUAL GATHERING OF
QUEBEC NATIVE WOMEN**

December 3 and 4, 2016

Laval

LIST OF DELEGATES AT THE 2016 AGA

EXECUTIVE

Viviane Michel – President
April Dedam – Vice President
Mary Hannaburg – Secretary-Treasurer

ELDER

Roseann Martin

YOUTH

Tania Larivière

ABENAKI NATION

Mandi Thompson (Representative)
Annette Nolett (Elders' representative)
Jessica Ann Watso (Youth representative)
Nicole O'Bomsawin
Florence Benedict
Joyce Paradis

ALGONQUIN NATION

Françoise Ruperthouse (Representative)
Rose Wawatie Beaudoin (Elders' representative)
Hellen Michel
Émilie Brazeau
Jacqueline Michel

ATIKAMEKW NATION

Viviane Chilton (Representative)
Mary Coon (Elders' representative)
Lydia Newashish (Youth representative)
Thérèse Dubé
Janis Ottawa
Rebecca Ottawa

EEYOU NATION

Linda L. Shecapio (Representative)
Irene Bearskin House
Melanie Neeposh

Rita Masty
Manon Richmond
Candice Mattawashish

INNU NATION

Marie-Josée Wapistan (Representative)
Gertrude Ambroise
Nelly Dominic
Lise Jourdain

MI'GMAQ NATION

Sylvia Barnaby (Representative)
Roseann Martin (Elders' representative)
Ocean Mary Dedam (Youth representative)
Karen Metallic
Karena Condo
Shirley Barnaby

MOHAWK NATION

Naomi George (Representative)
Cecile Charles (Elders' representative)
Amber Hannaburg (Youth representative)
Amy Lee Hannaburg
Gail Chamberlain
Frances Hannaburg

NASKAPI NATION

Pauline Quiscappio (Representative)
Elizabeth Mameanskum
Edna Mameanskum
Louise Mameanskum
Theresa Chemaganish
Elizabeth Chemaganish

URBAN AREAS

Donna Larivière (Representative)
Martine Dubé
Tania Larivière (Youth representative)
Helena Lalo

LIST OF GUESTS AND OBSERVERS

Suzy Basile, Canada Research Chair in Aboriginal Forestry

Kathleen Caillé

France Dutilly

Lynne Groulx, Executive Director of the Native Women's Association of Canada

Francyne Joe, Interim President of the Native Women's Association of Canada

Eva Ottawa, President of the *Conseil du statut de la femme* (Council on the Status of Women)

Marguerite Surprenant

FINAL AGENDA

SATURDAY DECEMBER 3, 2016 – DAY 1

Opening prayer
Presentation of the assembly chair
Roll call of delegates
Review of the assembly by-laws
Reading and adoption of the agenda

President's report – Viviane Michel
Vice President's report – April Dedam
Secretary-Treasurer's report – Mary Hannaburg
Executive Director's report – Carole Bussière

Nomination and selection of committee members

- Elections
- Minutes

Reading of the election by-laws
Opening of nominations for the position of President

Meeting the coordinators

Youth gathering

Presentation of the 2015-2016 financial report

Presentation of reports from the Nations' representatives

Kaianishkat

United Nations Declaration on the Rights of Indigenous Peoples – Presentation by Roméo Saganash

Closing of nominations

Adjournment and closing prayer

FINAL AGENDA
SUNDAY DECEMBER 4, 2016 – DAY 2

Opening prayer
Roll call of delegates

The role and place of Atikamekw women in the governance of land and natural resources –
Presentation by Suzy Basile

Presentation of the candidates for the position of President, followed by speeches
Selection of one scrutineer per candidate
Voting by Nation
Election results
Speech by the President

Adoption of the minutes from the annual gathering of Quebec Native Women held on April
2 and 3, 2016

Resolutions of 2016-2017
Follow-up on resolutions from previous years

National Inquiry into Missing and Murdered Indigenous Women and Girls – Presentation
by Mr. Alain Arsenault and Ms. Fanny Wylde

Detailed summary of the youth meeting

Other business

End of the assembly and closing prayer

Saturday December 3, 2016

OPENING PRAYER

The elders' representative on the QNW elected council, Roseann Martin, said the opening prayer.

PRESENTATION OF THE ASSEMBLY CHAIR

Marie-Ève Bordeleau was presented as the chair of the QNW assembly.

ROLL CALL OF DELEGATES

The assembly chair conducted a roll call of delegates and confirmed that a quorum had been reached.

REVIEW OF THE ASSEMBLY BY-LAWS

The assembly chair read the assembly by-laws.

Resolution no. 2016-12-03 – 1 – Adoption of the assembly by-laws

It is moved to adopt the assembly by-laws as read.

Moved by Nicole O'Bomsawin

Seconded by Viviane Chilton

Carried unanimously

ADOPTION OF THE AGENDA

The assembly chair read the preliminary agenda. Other business was added and remained open.

Resolution no. 2016-12-03 – 2 – Adoption of the agenda

It is moved to adopt the agenda as modified, including other business still open.

Moved by Janis Ottawa

Seconded by Françoise Ruperthouse

Carried unanimously

PRESIDENT'S REPORT – VIVIANE MICHEL

QNW President Viviane Michel read her 2016 report (see tab 3, pages 1 and 2).

One delegate, with support from all the others, thanked Viviane for her dedication and all the work she has done for QNW.

Resolution no. 2016-12-03 – 3 – Adoption of the QNW President’s report

It is moved to adopt QNW President Viviane Michel’s report for 2016.

Moved by Edna Mameanskum

Seconded by Françoise Ruperthouse

Carried unanimously

VICE PRESIDENT’S REPORT – APRIL DEDAM

QNW Vice President April Dedam presented her 2016 report orally. She has mainly worked toward raising awareness of the application of new laws, including those on customary adoption. She thanked the QNW staff for everything these women working for QNW give back to the communities, particularly Executive Director Carole Bussière.

Resolution no. 2016-12-03 – 4 – Adoption of the QNW Vice President’s report

It is moved to adopt QNW Vice President April Dedam’s report for 2016.

Moved by Gail Chamberlain

Seconded by Sylvia Barnaby

Carried unanimously

SECRETARY-TREASURER’S REPORT – MARY HANNABURG

QNW Secretary-Treasurer Mary Hannaburg presented her 2016 report orally. Mary has represented QNW on several occasions. Among other things, she took part in a meeting in Honduras and then worked actively in Quebec to raise awareness following the death of an Indigenous environmentalist, Berta Caceres. This Indigenous woman was fighting to protect a river and protesting a hydroelectric dam construction project. QNW was invited so that the situation would be denounced outside of Honduras. For example, Mary met with representatives from all federal political parties to urge them to condemn this murder. In addition to participating in interviews, Mary had a petition signed.

Some of her other activities included: participating in a consultation with the Native Women’s Association of Canada, participating in a consultation with Minister Kelly on gender equity, meeting to verify the financial statements as secretary-treasurer, leadership training in Kahnawake, and an interview on CBC following the accusations made by women in Val-d’Or.

Resolution no. 2016-12-03 – 5 – Adoption of the QNW Secretary-Treasurer’s report

It is moved to adopt QNW Secretary-Treasurer Mary Hannaburg’s report for 2016.

Moved by Pauline Quiscappio

Seconded by Karena Condo

Carried unanimously

The reports from the Vice President and Secretary-Treasurer were presented orally. It was asked that they be presented in writing in the future so that they could be included in the kit

from the annual gathering, which would provide the delegates with information on the representations carried out during the year.

Thanks again to the three members of the executive in whom the delegates reiterate their trust!

EXECUTIVE DIRECTOR'S REPORT – CAROLE BUSSIÈRE

QNW Executive Director Carole Bussière read her 2016 report (see tab 3, page 3). She introduced the workers from the QNW team and commended Viviane, with whom they managed to weather a particularly difficult financial storm. Thanks to all!

Resolution no. 2016-12-03 – 6 – Adoption of the QNW Executive Director's report

It is moved to adopt Executive Director Carole Bussière's report for 2016.

Moved by Nicole O'Bomsawin

Seconded by Donna Larivière

Carried unanimously

NOMINATION AND SELECTION OF COMMITTEE MEMBERS

The Elections Committee is made up solely of observers. The following candidates were nominated:

- ◇ France Dutilly (nominated by Mary Hannaburg).
- ◇ Lynne Groulx (nominated by Viviane Michel).
- ◇ Marguerite Surprenant (nominated by Nicole O'Bomsawin).
- ◇ Kathleen Caillé (nominated by Émilie Brazeau).

These four women agreed to sit on the Elections Committee.

The following candidates were nominated to sit on the Minutes Committee: Donna Larivière and April Dedam.

Resolution no. 2016-12-03 – 7 – Formation of the Elections Committee and the Minutes Committee

It is moved that the Elections Committee be made up of France Dutilly, Lynne Groulx, Marguerite Surprenant, and Kathleen Caillé.

It was also moved that the Minutes Committee be made up of Donna Larivière and April Dedam.

Moved by Naomi George

Seconded by Frances Hannaburg

Carried unanimously

READING OF THE ELECTION BY-LAWS

The assembly chair read the election by-laws.

OPENING OF NOMINATIONS FOR THE POSITION OF PRESIDENT

Nominations were opened for the position of president (two-year term).

Viviane Michel was nominated by Françoise Ruperthouse. Viviane accepted the nomination.

MEETING THE COORDINATORS

The coordinators went around to visit the delegations from the eight Nations as well as Urban Areas to present their respective files:

- ◇ Non-Violence Promotion and Women's Shelter Coordinator: Isabelle Paillé.
- ◇ Justice and Public Safety Coordinator: Alana Boileau.
- ◇ Health Coordinator: Josiane Loiselle-Boudreau.
- ◇ Youth Coordinator: Widia Larivière.
- ◇ Employment and Training Coordinator: Donna Lemay.
- ◇ Legal and Political Analyst: Cynthia Smith.
- ◇ Communications Officer: Lauréanne Fontaine.
- ◇ Anti-Bullying Project Manager: Jennifer Brazeau.

Their reports can be found in tab 3, from page 13 onward.

The incumbent President, Viviane Michel, also visited the delegations to present an overview of her activities.

YOUTH GATHERING

The Nations' youth delegates, along with the youth representative on the elected council, met over the lunch hour of December 3, 2016.

PRESENTATION OF THE 2015-2016 FINANCIAL REPORT

The financial statements audited to March 31, 2016, prepared by the firm Daoust Lajoie, CPA Inc., were submitted (see tab 5). They were presented in summary manner by QNW Financial Officer Chantal Ouellet.

The year ended with a surplus of \$24,980. This was due in large part to a funding increase of \$20,000 from the *Secrétariat aux affaires autochtones*.

Budgets are a major factor in making it possible for Nations to hold their councils. Before, the funds came from Canadian Heritage and were allocated by Nation. Since the funding started being provided by Indigenous and Northern Affairs Canada (INAC), the budget has involved an overall amount, and QNW has distributed the funds by Nation. The amounts are

determined based on the expenses of the last ten years. Chantal will prepare a chart showing funding-by-Nation, and it will be sent to the Nations' representatives on the elected council.

Resolution no. 2016-12-03 – 8 – Adoption of the financial report audited to March 31, 2016

It is moved to adopt the financial statements audited to March 31, 2016.

Moved by Manon Richmond

Seconded by Tania Larivière

Carried unanimously

Resolution no. 2016-12-03 – 9 – Nomination of the financial auditor

It is moved to renew the mandate of Daoust Lajoie, CPA Inc., as the financial auditor of QNW for fiscal year 2016-2017.

Moved by Lydia Newashish

Seconded by Mandi Thompson

Carried unanimously

PRESENTATION OF REPORTS FROM THE NATIONS' REPRESENTATIVES

The Nations' representatives on the elected council reported on their activities from the past year along with their participation in the various meetings and conference calls of the elected council.

- ❖ Naomi George (Mohawk Nation): Naomi is at the end of the first year of her first term. She participated in the march for missing and murdered women (October 4, 2016) and a leadership training session (October 22 and 23, 2016).
- ❖ Pauline Quiscappio (Naskapi Nation): She was involved in many activities in her community (meetings of youth, students, and marchers from several communities, as well as a sharing circle, a nomadic university, fundraising, etc.).
- ❖ Sylvia Barnaby (Mi'gmaq Nation): She took part in various meetings and a fundraising activity that managed to bring in \$20,000.
- ❖ Linda L. Shecapio (Eeyou Nation): She is the president of the Eeyou women's association and is very active in the various communities. The association focuses on preparing tools and conveying a very strong value of sharing. An initial meeting was organized on education and the traditional way of life.
- ❖ Françoise Ruperthouse (Algonquin Nation): Having been elected as a delegate, Françoise had the goal of setting up a committee in each Algonquin community, but she had to postpone that because of what happened in Val-d'Or following the assault allegations against SQ police officers. She was very involved in the follow-ups and continues to be (several marches in support of the women, attending the presentation of the report from the *Direction des poursuites criminelles et pénales (DPCP)*, taking part in the denunciation committee, a supper with Fanny Lafontaine to discuss her report on assaults by police officers, a gathering of victims, etc.). She is in constant communication with female victims and is available to listen to them. Furthermore, she is also very involved in supporting the families of missing and murdered women

and children (the October 4 march, along with the march in Pikogan to support the family of Cindy Ruperthouse on May 17, 2016). However, she explained that, as the Algonquin Nation's representative on the QNW elected council, she finds it very difficult to get around to the communities due to a lack of resources. She has shared the work with the assistant representative, Darlene Chevrier.

- ❖ Viviane Chilton (Atikamekw Nation): Viviane is very active in her community. For example, she is in her 2nd term as a councillor in Wemotaci and, as such, is in charge of the status-of-women file. In late May 2016, some Atikamekw women organized a gathering on Manawan territory in which women from Wemotaci and Opitciwan also took part. In her community, a group of women belonging to QNW met and came up with some goals, namely to reach women while on a tour to find out their needs and their suggestions in addition to making people aware of QNW. This was achieved, and it stimulated some lively discussions. One activity brought about a consensus: organizing a gathering on the territory with a healing space. Social issues such as housing and addiction also came up in the discussions.
- ❖ Marie-Josée Wapistan (Innu Nation): Marie-Josée is also very involved (participating in the Native Women's Association of Canada's Annual General Assembly on September 24 and 25, 2016; visiting with the *Regroupement des femmes de la Côte-Nord* to engage in a productive dialogue between Indigenous and non-Indigenous women on November 15, 2016; being a member of the denunciation committee on abuse by police forces; etc.).
- ❖ Nicole O'Bomsawin (Abenaki Nation): Nicole replaced the elected representative, Mandi Thompson, who was on maternity leave, for one year as an assistant representative. She is active in her community in various ways: the *projet d'Avenir d'enfants* to support young Indigenous mothers, organizing the *fête des Autochtones* with a canoe trip to an island with some elders (June 21, 2016); organizing a march for missing and murdered Indigenous women (October 4, 2016) in which the elected women and the Band Council Chief of Odanak took part; participating in the relay for life to raise money for suicide prevention that QNW representatives participated in by walking and running; the march against hydrocarbons in Sorel-Tracy (March 6, 2016); participating in meetings as part of International Women's Day to talk about Indigenous women (March 8, 2016). Nicole also took part in the World Social Forum (August 2016) and in the *Réseau Dialogue pour la vie* in Montreal that included a visit with the women of Odanak.
- ❖ Donna Larivière (Urban Areas): Donna noted that it is very difficult to reach women living in urban areas. They end up in many large cities and Donna is unable to get to each of those cities to organize assemblies due to a lack of resources; however, these women must also take responsibility for learning more about QNW. On several occasions, Donna, who lives in Quebec City, also represented QNW at activities in that city: the 50th anniversary of the *FFQ* (May 27, 2016); filing an application with the National Assembly for an independent commission on abused women together with *Missinak* and Manon Massé, MNA from *Québec solidaire*; demonstrating to denounce the government's negative response up to that point (November 22, 2016). She also represented QNW at NWAC's Annual General Assembly (September 24

and 25, 2016) and participated in an LGBTQ conference in Kahnawake organized by QNW.

KAIANISHKAT

Kaianishkat is an Innu word meaning “future generations.” The project is the follow-up to *Wasaya*. Its goal is to train Indigenous community researchers: in year 1, French-speakers, and in year 2, English-speakers. One woman per Nation, as well as team members, were trained. A steering committee and a committee of wise people were set up to support them. The research they have conducted as part of the project was done so based on the *Lignes directrices de FAQ en matière de recherche avec les femmes autochtones* (The QNW’s direct lines regarding research with Indigenous women). The project was carried out in collaboration with *les Services aux collectivités de l’UQAM* (UQAM Community Services).

QNW recognizes the research work done by these women, based on identity. The committee of wise people has validated their respective approaches and the respect of the values in their work methods. At the time of the gathering, the female community researchers, having been trained, summarized what they had learned from the *Kaianishkat* project. Here are some of their comments on the project:

- The women learned to gather knowledge, important information.
- They held some great meetings, took “a nice trip into the heart of their Indigenous identity.”
- They are proud to be Indigenous women.
- They realized that they are bearers of life, land, traditional knowledge.
- They wish to transmit knowledge to the youth, to future generations.
- They want to “forge paths with their moccasins to guide them.”
- The youth feel a lot of pressure in their communities and must be able to come up with solutions. The training and the project give them the tools to find solutions. They open doors to our youth.
- If the women don’t have all the answers, they are able to draw on traditional knowledge to find some.
- Indigenous women were strong in the past and they still are today, not only those who speak out, but also those who are more silent.

UNITED NATIONS DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLES – PRESENTATION BY ROMÉO SAGANASH

The presentation was cancelled.

CLOSING OF NOMINATIONS

The nominating period was closed at 4:00 p.m. without any other candidates being nominated. One candidate had already been nominated, namely Viviane Michel. She was therefore elected by acclamation and she delivered a speech at that point in the gathering. She thanked the members for their trust and the decision to grant her a second term as president. She noted that QNW features a devoted team that is available for the members.

QNW's mission is to improve the living conditions of women, children, and communities. There is still a lot to be done, and she will strive to do it, with the goal of gradually moving toward non-violence. She encouraged us to make QNW better known in the communities. QNW's success is ensured by all its members, and Viviane encouraged them to be active in their communities.

ADJOURNMENT AND CLOSING PRAYER

The gathering was adjourned at 4:15 p.m., to resume on December 4, 2016 at 8:30 a.m.

The elders' representative, Roseann Martin, led the closing prayer with the members.

Sunday December 4, 2016

OPENING PRAYER

The elders' representative on the QNW elected council, Roseann Martin, said the opening prayer.

ROLL CALL OF DELEGATES

The assembly chair conducted a roll call of delegates.

THE ROLE AND PLACE OF ATIKAMEKW WOMEN IN THE GOVERNANCE OF LAND AND NATURAL RESOURCES – PRESENTATION BY SUZY BASILE

Suzy Basile is a professor at the School of Indigenous Studies of the First Peoples' campus of the *Université du Québec en Abitibi-Témiscamingue* (UQAT) in Val-d'Or, and is a member of the Canada Research Chair in Aboriginal Forestry. She is also the first person from the Atikamekw Nation to obtain a PhD.

The general goals of her research have involved:

- identifying the role of Indigenous women on the land and their place in governance;
- documenting their perceptions related to the state of the land and their concerns regarding knowledge transmission.

“Very little, if anything, has been told about the history of Atikamekw women, their place in their society barely documented and their roles in governance of the land, virtually ignored.”

The pre-research stage was important for the following reasons:

- Much importance was placed on the consent form.
- Atikamekw women were given the opportunity to influence the approach of the research in which they were going to participate.
- The methodology confirmed the relevance of the *Lignes directrices en matière de recherche avec les femmes autochtones* (The QNW's direct lines regarding research with Indigenous women).

Between June 2012 and July 2013, Suzy conducted 32 semi-structured interviews, including 15 in the Atikamekw language. Here are some of the questions the Atikamekw women interviewed were asked:

- What is the place of the land in the lives of Atikamekw women?
- What are the perceptions of the historic role and current place of Atikamekw women in the governance of land and resources?
- How are the women affected by land exploitation activities and what must be done to remedy the situation?
- What does “governance of land” mean to Atikamekw women?

Suzy summarized the results she obtained. Here are a few:

- ⇒ Atikamekw women are aware of the extent of the transformations of ancestral land that they qualify as “losses.”
- ⇒ Despite these upheavals of the *Nistakinan*, they wish to ensure the conservation of knowledge and the development of adaptive strategies.
- ⇒ They are concerned with the occupation of the land and the future of Atikamekw culture.
- ⇒ They feel a sense of insecurity. Suzy was inspired by the concept of “solastalgia” developed by Australian researchers. This is defined as a feeling of powerlessness experienced by people who find they are homesick while still being “at home.” Solastalgia may be provoked by disturbances that are either natural, such as a forest fire, or human-induced, such as logging. The people feel powerless to remedy the situation, which leads to territorial and cultural insecurity.
- ⇒ But they have the will to “restore balance.” They are resilient.
- ⇒ Atikamekw women are asking to be consulted more on all matters pertaining to *Nitaskinan*.

“Managing the land also means respecting what our ancestors left us.”

In conclusion, Suzy pointed out that Indigenous women are taking up a larger place in governance, that they are being listened to, consulted, and heard; they want to actively participate in decision-making and they share the same concerns and aspirations. She finished up her presentation by thanking the Atikamekw women because, without them, she would not have been able to conduct this research.

PRESENTATION OF THE CANDIDATES FOR THE POSITION OF PRESIDENT, FOLLOWED BY A SPEECH

SELECTION OF ONE SCRUTINEER PER CANDIDATE

VOTING BY NATION

ELECTION RESULTS AND SPEECH BY THE PRESIDENT

Viviane Michel was elected by acclamation on December 3, 2016 and she gave a speech following her election. Vice President April Dedam paid tribute to her. A chant was presented in her honour, and in that of the Indigenous women of Val-d’Or, by the elders’ representative, Roseann Martin.

ADOPTION OF THE MINUTES FROM THE ANNUAL GATHERING OF QUEBEC NATIVE WOMEN HELD ON APRIL 2 AND 3, 2016

The minutes from the 42nd QNW annual gathering, held on April 2 and 3, 2016, were submitted (see tab 2).

The committee made up of Donna Larivière and April Dedam gave its report and recommended the following modifications:

Minutes in French

- On page 2, the name Émilie Brazeau (Algonquin Nation) is to be corrected.
- On page 3, the name Marie-Ange Malec must appear on the list of observers rather than that of Innu delegates.
- The name Roseann Martin (Mi'gmaq Nation) is to be corrected.
- The name Elizabeth Mameanskum (Naskapi Nation) is to be corrected, and it is to be added that she was the elders' representative.
- On page 15, the note "*Voir suite à la page 22*" is to be added to the end of the point *Résultats des élections*.

Minutes in English

- The modifications to the French version also apply to the one in English.
- On page 8, resolution no. 2016-04-02 – 5 must instead read (modification underlined): "It was moved to adopt..."

It was mentioned that the quality of the English version of the minutes had greatly improved.

Resolution no. 2016-12-04 – 10 – Adoption of the minutes

It is moved to adopt the minutes of the annual gathering held on April 2 and 3, 2016, as modified.

Moved by Sylvia Barnaby

Seconded by Naomi George

Carried unanimously

A big thanks to Donna and April for carefully proofreading the minutes!

RESOLUTIONS OF 2016-2017

Youth Council – Developing an inclusive policy for QNW's LGBTQI+/two-spirited members

Whereas LGBTQI+/two-spirited Indigenous people experience many forms of discrimination at the same time due to their origin along with their sexual orientation and/or gender identity;

Whereas QNW is involved in a bullying prevention project among youth that has demonstrated that homophobia and transphobia are key factors in bullying;

Whereas QNW organized the *Valoriser l'identité LGBTQI+/bispirituelle et combattre les préjugés* (Valuing the LGBTQI+/two-spirited identity and fighting prejudice) conference that produced recommendations calling for action in the fight against homophobia and transphobia;

It is moved that QNW take steps to create an advisory committee whose goals will be to develop an inclusive policy for its LGBTQI+/two-spirited members and to define the organization's guidelines in the fight against homophobia and transphobia.

Moved by Tania Larivière

Seconded by Jessica Ann Watso

Carried unanimously

Mohawk Nation – Supporting women in their fight against racism, violence, and discrimination

Whereas QNW supports Indigenous women in their efforts to improve living conditions through the promotion of justice, non-violence, and equality;

Whereas QNW is working to have the equal rights of Indigenous women recognized to guarantee them equality, the expression of their identity, and the full exercise of their rights in their community;

Whereas women continue to face discrimination and violence within their own nations, and are then refused access to their inherent rights to identity, land, and services;

Whereas racism persists and women continue to struggle with this situation in our nations, while this racism is practiced in the form of violence against women;

It is moved that QNW support, in every aspect, women who are faced with discrimination in the form of threats and violence while also being refused access to their rights;

It is also moved that QNW implement a strategic plan to support women in their legal battles against racism and gender inequality both inside and outside their communities;

Lastly, it is moved that QNW accomplish this task through letter-writing campaigns, lobbying governments, and other proactive measures.

Moved by Mary Hannaburg

Seconded by Frances Hannaburg

Carried unanimously

Naskapi Nation – Encouraging young mothers to obtain their diploma

Whereas QNW supports women in their commitment to their communities;

Whereas a higher graduation rate among women in their communities would be of great value to our Nations;

Whereas early motherhood occurs frequently in our communities;

Whereas early motherhood stops mothers from obtaining their diploma;

Whereas a high school diploma would help young women avoid falling into poverty, which is a social determinant of health;

It is moved that daycare services give priority to young mothers who attend school to obtain a diploma.

It is also moved that their children's places in daycare be protected for as long as the mother stays in school.

Moved by Edna Mameanskum

Seconded by Elizabeth Chemaganish
Carried unanimously

Abenaki Nation – Production of educational material for young Indigenous women and mothers

Whereas QNW supports the efforts of Indigenous women to improve their living conditions,
Whereas QNW seeks to respond to the specific needs of young Indigenous women,
Whereas QNW works to strengthen the sense of belonging by drawing on the spirit and values of QNW,

It is moved that QNW prepare and produce an educational document for young Indigenous women.

It is also moved that this appealing, user-friendly document serve to convey QNW's values, to educate young mothers and integrate them by responding to their concerns, to stimulate their participation and commitment, to re-ignite the flame.

Moved by Mandi Thompson
Seconded by Nicole O'Bomsawin
Carried unanimously

Algonquin Nation – Supporting the Nations regarding youth protection and social services

Whereas QNW supports the efforts of Indigenous women to improve their living conditions through the promotion of non-violence, justice, equal rights, and health;
Whereas QNW's goal is namely to coordinate efforts to promote the interests and rights of Indigenous women through collective action;
Whereas there is still a big lack of awareness about parents' rights within the Algonquin Nation;
Whereas there is some abuse of power on the part of social service providers;

It is moved that QNW support all Nations in Quebec in their search for information and education related to social services.

Moved by Jacqueline Michel
Seconded by Hellen Michel
Carried unanimously

Mi'gmaq Nation – Creating and facilitating awareness and education workshops on youth protection and the laws regulating it

Whereas QNW's mission favours a holistic approach;
Whereas QNW's mission aims to improve the living conditions of Indigenous women through the promotion of justice, health, non-violence, and equality;
Whereas many of our Nations are constantly faced with the negative impacts of the *Loi sur la protection de la Jeunesse* (Youth Protection Act);
Whereas the youth protection system reminds us in many ways of the Indian Residential

School system;

It is moved that QNW give awareness and education workshops in the areas of youth protection and its laws within the communities of our Nations.

Moved by Karena Condo

Seconded by Roseann Martin

Carried unanimously

Urban Areas – QNW membership increases and the challenge to get 100 sign-ups per Nation

Whereas QNW supports women in their commitment within their community;

Whereas QNW's aim is namely to coordinate efforts so as to promote the interests and rights of Indigenous women through collective action;

Whereas QNW's existence depends on membership;

Whereas the responsibility for recruiting new members does not rest only on the representatives of the Nations and Urban Areas;

Whereas each QNW member shares in this responsibility;

It is moved that the Indigenous women from Urban Areas challenge the Nations to recruit 100 new members per Nation from today until its next Nation Council, and to then make a report to the 2017 annual gathering of members.

Moved by Tania Larivière

Seconded by Annie Mestokosho

Carried unanimously

Innu Nation – Training on concurrent disorders

Whereas QNW seeks to improve the living conditions of women;

Whereas one of QNW's aims is to undertake education, training, awareness, consciousness, and mobilization activities to stimulate interest and participation by Indigenous women toward maintaining and strengthening their cultural practices, and to help them take their place in society;

It is moved that QNW create a training project on concurrent disorders in order to give families the tools they need;

It is also moved that QNW be in charge of finding the funding necessary to carry out this project.

Moved by Marie-Josée Wapistan

Seconded by Anita Rock

Carried unanimously

Atikamekw Nation – Training Indigenous interpreters

Whereas QNW strives to improve living conditions, justice, and equal rights for Indigenous women;

Whereas QNW's goal is namely to defend the interests and rights of all Indigenous women in Quebec;

Whereas the number of Indigenous children taken into the care of State youth protection institutions is three times higher than the total number of children who went to Indian residential schools;

Whereas 36% of the female prison population is made up of Indigenous women;

Whereas many Indigenous women have their Indigenous language as their mother tongue and do not fully master French or English;

Whereas the poor communication and comprehension of our Indigenous languages by the State's front-line workers creates a barrier between our peoples and the State;

Whereas there is a desperate need for interpreters in the justice, health, and youth protection systems when we are dealing with governments;

Whereas the current system has not been adapted to the realities of Indigenous peoples and the considerable lack of interpreters does not allow for a bridge between our different realities;

It is moved that QNW set up training sessions for interpreters accredited and recognized by the Quebec school system who would be accessible to communities and urban areas for all the Nations in Quebec.

Moved by Viviane Chilton

Seconded by Mary Coon

Carried unanimously

Elected Council – Establishing a new electoral process for nominations for the position of QNW president

Whereas QNW's mission is to improve the living conditions of Indigenous women by promoting justice, health, and non-violence;

Whereas QNW is a reference for the realities and needs of Indigenous women in Quebec;

Whereas QNW promotes the equality and respect of everyone's rights;

Whereas QNW wishes to offer many Indigenous women the possibility of getting involved in the administrative structure of their organization;

Whereas QNW wishes to give presidential candidates and delegates the necessary time to prepare for the organization's elections;

Whereas the QNW president has the important job of representing the organization politically both in communities and urban areas, as well as in dealings with non-Indigenous society, and also has the job of leading and directing the organization's actions and decisions based on the priorities put forward by its members;

Whereas any change to the QNW constitution must be subject to notification at the annual gathering of members one year before taking effect;

It is moved that the position of QNW president be subject to a truly democratic process, in which the nominations are established according to a specific deadline and criteria.

It is also moved that the QNW elected council establish a new electoral process for nominations for the position of president of the organization and that this process be presented at the 2017 annual gathering of members.

Moved by Viviane Michel

Seconded by Tania Larivière

Carried unanimously

Eeyou Nation

The delegates from the Eeyou Nation stated that they would not be proposing a resolution from their Nation. They gathered within their association, which has its own by-laws. However, they support the adopted resolutions brought forward by the other Nations and they wish to work in collaboration with QNW. They are also ready to share their resources and experiences. To conclude, an Eeyou woman involved in Indigenous spirituality read a poem aloud.

FOLLOW-UP ON RESOLUTIONS FROM PREVIOUS YEARS

Carole Bussière and Donna Larivière followed up on resolutions adopted by members at the annual gatherings of 2012-2013 and 2013-2014.

Resolutions adopted in 2012-2013

- ✧ **Abenaki Nation – Work committee on QNW membership:** A decision was made at the last meeting of the elected council in July 2016 about fees. Membership in QNW has become free of charge for the next two years. A new application form will be available in the coming weeks and it is already possible to sign up on line.
- ✧ **Abenaki Nation – Distribution of the *Mocassin Télégramme*:** QNW no longer receives the funding from Canadian Heritage that allowed it to publish the *Mocassin Télégramme* twice a year and the search for new funding remained unsuccessful to continue the publication. On the other hand, starting in January 2017, a newsletter will be published four times a year and put up on the QNW Internet site.
- ✧ **Algonquin Nation – Supporting the initiative to set up a shelter for Indigenous women from the Algonquin Nation:** The Algonquin Nation's representative at the time, Jacqueline Kistabish, was referred to the *Maison Missinak* in order to benefit from their expertise on setting up a women's shelter.
- ✧ **Algonquin Nation – Supporting the formation of a committee within QNW to work on the self-esteem of young Indigenous women:** The issue of self-esteem comes up in many QNW projects, such as the youth bullying prevention project, the leadership training at the Nation Councils. A delegation of young Indigenous women organized by QNW participated in an event of the AFNQL Elected Women's Council. A round table showcasing the leadership of young Indigenous women took place at the World Social Forum 2016 in Montreal.

- r **Eeyou Nation – Networking and partnerships between Indigenous women’s associations:** There is already a collaboration between the Cree Women of Eeyou Istchee Association and QNW. There are also occasional collaborations with the Pauktuutit Inuit Women’s Association. Also, QNW is a member of the Native Women’s Association of Canada (NWAC) and the president of QNW sits on their Board of Directors. Furthermore, QNW also signed a new agreement of solidarity last year with the *Fédération des femmes du Québec (FFQ)* and it is closely tied to Amnesty International Canada’s Francophone section. Internationally, QNW represents North America for the organization Enlace.

- r **Innu Nation – Symposium on drug addiction:** The symposium on drug addiction did not materialize due to a lack of resources. At the time, a similar event, the Summit on addictions among the First Nations, had just been organized by the FNQLHSSC in collaboration with AFNQL. That event had brought together 425 participants, female and male.

- r **Innu Nation – Tour of the communities to discuss the traditional role of Indigenous women and economic development:** QNW conducted a feasibility study among the Nations in 2013-2014 to examine the interest Indigenous women might have in going into business and the report showed that there was indeed such an interest. Recently, QNW met with the First Nations of Quebec and Labrador Economic Development Commission (FNQLEDC) to partner up and it’s possible an economic development coordinator could be hired by QNW. This is to be determined. Also, this year, a day and a half of training was offered on leadership during all Nation councils, including that of Urban Areas.

- r **Mi’gmaq Nation – Supporting the sexual assault awareness campaign:** A pilot project on the sexual assault awareness campaign, “My Sexuality, a Question of Respect: Break the Silence!” took place in four Nations: Innu (Mashteuiatsh), Mohawk (Kahnawake), Algonquin (Kitsicakik), and Mi’gmaq (Listuguj). The possibility of continuing that campaign in other Nations in collaboration with the Ministry of Health and Social Services is being discussed.

- r **Urban Areas – Modification to the QNW Constitution concerning local organizations of Urban Areas:** With QNW funding being assured, it is now possible to cover the delegates’ costs for the Nation councils and the council of Urban Areas.

- r **Urban Areas – Formation of a Group / Réseau de femmes autochtones survivantes des pensionnats (Network of female Indigenous residential school survivors):** QNW covered the costs so that 22 people could attend the Truth and Reconciliation Commission in Montreal, April 24 to 27, 2013.

- r **Mohawk Nation – Request for transparency in the funding of new Indians registered under C-3:** On April 3, 2012, a letter was sent to the Minister of Aboriginal Affairs and Northern Development at the time, John Duncan, informing him of the registration deadlines and requesting supplementary estimates for people newly registered under Bill C-3. An answer was received in late June stating that,

after analyzing the financial repercussions the Bill could have, there would not be as much of an impact on the programs intended for those living on reserves as there would be on the other programs and services offered to registered Indians, and that the increase in the number of registered Indians attributed to said Bill would dictate the decisions concerning the level of funding for programs.

- r **Mohawk Nation – Cuts to medications covered by the Department of Aboriginal Affairs and Northern Development:** After many attempts, QNW did not receive any follow-up on its requests.

Resolutions adopted in 2013-2014

- r **Abenaki Nation – Increase in QNW membership:** See the Abenaki Nation’s resolution of 2012-2013.
- r **Atikamekw Nation – Respecting traditional rites regarding pregnancies.**
- r **Youth council – Youth video project on identity in partnership with the Wapikoni Mobile:** A joint celebration with QNW and the Wapikoni Mobile was organized for March 8, 2014, followed by a video contest whose winner, Debby Flamand, was announced at the Aboriginal Youth Forum in Montreal in March 2015.
- r **Innu Nation – Promotion and prevention in sexual health:** The QNW health coordinator gave awareness workshops on sexual assault to over 336 people. The “My Sexuality, a Question of Respect: Break the Silence!” campaign was the subject of a pilot project in four Nations (see the Mi’gmaq Nation’s resolution of 2012-2013). This campaign once again made the list of finalists for the *Prix Égalité 2014*.
- r **Urban Areas – Environmental impact of development projects:** QNW is looking for a new environment and sustainable development coordinator. A funding request was submitted in the summer of 2016 and an answer is expected by the end of 2016. Her mandate would focus on the impact that development projects have on Indigenous women and families.
- r **Mi’gmaq Nation – Review and modification to the QNW Constitution and by-laws:** The Constitution was updated and the modifications adopted by the annual general assembly in 2014. Other modifications were made in 2015 and adopted at the AGA of 2015.
- r **Mohawk Nation – Teaching the traditional language in the communities to children and adults:** Since September 2015, Native Montreal has been offering language courses in Cree, Mohawk, and Innu. In the fall of 2016, courses in Inuktitut, Anishnabe, and Abenaki were added. The Huron language is also being taught in Wendake.
- r **Naskapi Nation – Supporting communities in improving their relationship with the *Direction de la protection de la jeunesse* (youth protection services) to keep children and youth in their communities:** A brief was written in support of Bill 99 modifying the Youth Protection Act and other provisions – *Le droit à l’identité*

culturelle autochtone et la collaboration pour l'avenir de nos enfants et de nos futures générations (The right to Indigenous cultural identity and collaboration for our children's future and that of future generations), dated October 5, 2016.

It is recommended that, when QNW has not obtained results or is of the view that other bodies should follow up on resolutions, those other bodies be made aware and that requests be presented to them.

Thanks to the committee who worked to follow up on resolutions!

NATIONAL INQUIRY INTO MISSING AND MURDERED WOMEN AND GIRLS – PRESENTATION BY MR. ALAIN ARSENAULT AND MS. FANNY WYLDE

Mr. Alain Arsenault is a prosecutor on the Commission, while Ms. Fanny Wylde is a member of the temporary advisory committee.

The Commission's main mandate is to examine all forms of violence, including sexual violence, against Indigenous women in Canada. The Commission will have two years to fulfill its mandate with a budget of 53 million dollars. Its priorities will have to be determined.

The Commission's work will consist of two parts: sociological investigations and legal ones. Analysis tools will be developed to meet the people and investigate the situations. It will not be possible to arrest people, but techniques will be deployed to question institutions about specific cases, with the goal of understanding practices that are repeated (patterns) and getting answers. Even before the report is tabled, "letters of directives" will be forwarded to the institutions concerned.

Mr. Arsenault brought up the subject of the demand for a commission on police abuse following the accusations emerging from Val-d'Or. The subject caught the Commission's interest, but the Commission will not interfere in the demands made to Quebec. However, it was pointed out that it had issued a press release indicating that relations between Indigenous people and the police would be among the subjects brought up by the Commission. QNW will send a letter requesting that it stay neutral. Mr. Arsenault stressed that the Commission is completely neutral, though not indifferent. The federal commission would very carefully study the recommendations of a possible commission in Quebec.

The following concerns were also expressed:

- ◇ Among the staff hired, at least half should be Indigenous.
- ◇ A protocol will be put in place to ensure the safety of people testifying, as well as a follow-up structure for families along with female and male survivors. Resources will be set aside to provide people with support.
- ◇ Indigenous women want to see justice done.
- ◇ Obtaining the commission does not necessarily mean that the process will be decolonized. You are encouraged to pay attention to this process. It is not about files,

but rather about people. The stories, the testimonials will have to be transmitted through the essence of people; otherwise, the process will be pointless.

- ◇ Many things have still been left unsaid, especially when the perpetrators hold positions of power.
- ◇ Media interpretation should also be taken into account. Indigenous people seeking cohabitation with the Quebec people too often see their efforts undermined by the media.
- ◇ “Leave no stone unturned.”

It was requested that the following subjects be discussed by the commission:

- The bodies of Indigenous children buried in common graves.
- Children who go missing after Indigenous women give birth.
- The trafficking of missing Indigenous women.

In conclusion, it was pointed out that QNW and many other organizations have long been calling for an inquiry into missing and murdered Indigenous women. That has now been obtained. The delegates are encouraged to work with the commission. Thanks to those who have worked hard to obtain the commission of inquiry into missing and murdered Indigenous women!

DETAILED SUMMARY OF THE YOUTH MEETING

Tania Larivière is the elected youth representative on the QNW elected council. She is in the second year of her term, and reported on her activities from 2016. One of her activities as the youth representative was a trip to the UN for a meeting of the Permanent Forum on Indigenous Peoples, which allowed her to observe the process to which she otherwise would not have had access. She also participated in a round table on the realities experienced by Indigenous women, at the World Social Forum 2016 in Montreal. She is regularly called upon to give conferences on various subjects related to Indigenous people (the role of women, systemic racism, etc.).

QNW Youth Coordinator Widia Larivière introduced the six youth delegates to the annual gathering and mentioned that, for this gathering, only six Nations had elected a youth delegate.

OTHER BUSINESS

Media

Media coverage was criticized. Indigenous people have no control over content, which nonetheless reaches them. It would be a good idea to have a mechanism or a person who could quickly intervene when hurtful things are said.

« *Penser, parler en forme de cercle* » (“Think, speak, in the form of a circle”)

A delegate suggested that a mini pow wow be organized at the next annual gathering. Each dance, each chant, and the role of the elders could be explained there.

Testimonial from an Atikamekw woman

An Atikamekw woman testified about what she had gone through since 2013, following a car accident in which she had suffered head trauma. She fell victim to a man who manipulated her and took advantage of her vulnerability. She attempted suicide, but then managed to evict him from her house and convince the police to hear her complaint. She turned to QNW for help, but that was not possible because QNW does not have the resources to support women in the way she would have needed. This woman is a delegate at the gathering and has now begun to take back control of her life.

A collection was taken up during the gathering. Thanks to all who helped out!

Youth protection

The rights of Indigenous children should be a priority. “If we cannot take care of them, how can we develop our communities?” All of us should always be there for our children, so think about what can be done for them.

QNW recently filed a brief on customary adoption. The amendments to the Quebec Civil Code should alleviate the placement of children. Indigenous families should be able to take care of children without having to adopt them, giving children the choice of whether or not to return to one or both parents.

Mental health

It was suggested that the health coordinator explore the possibilities of working on the issue of mental health.

150th anniversary of Confederation

The 150th anniversary of Confederation will be taking place in 2017. It was suggested that actions be organized to show that First Nations are still alive and that women are at the very heart of them. An organizing committee for these actions could be set up.

END OF THE ASSEMBLY AND CLOSING PRAYER

The assembly ended with a closing prayer and a chant given by the Mohawk Nation’s elders’ representative, Cécile Charles.

The assembly ended at 4:00 p.m.

Viviane Michel, President

Minutes drawn up by Andrée Savard.

QUEBEC NATIVE WOMEN INC.



CONSTITUTION AND BY-LAWS

**April 2016
(REVISED)**

**Business Complex River Road, P.O. Box 1989, Kahnawake (Qc)
Tel.: (450) 632-0088 - Fax: (450) 632-9280**

REVISED FAQ CONSTITUTION AND BY-LAWS PROJECT:

Table of Contents

Chapter 1 – General Provisions

1. Name
2. Definitions
3. Mission
4. Objectives
5. Territory and Origin of Members
6. Head Office
7. Working Languages
8. Organizational Chart

Chapter 2 - Members

9. Member Categories
10. Member Rights
11. Membership Application Procedure
12. Fees

Chapter 3 – Elected Council

13. Powers and Responsibilities
14. Composition of the Elected Council
15. Representative and Assistant Representative Elections
16. Mandate
17. Assemblies and Notice
18. Quorum
19. Vote
20. Conflict of Interest
21. Written Resolutions
22. Participation by Telephone or Electronic Device
23. Resignation and Withdrawal of a Member from the Elected Council
24. Vacancy
25. Dismissal of a Member from the Elected Council

Chapter 4 – Executive

26. Powers and Responsibilities
27. Composition
28. Elections
29. Mandate

- 30. Assemblies and Notice
- 31. Quorum
- 32. Responsibilities of the President
- 33. Responsibilities of the Vice-President
- 34. Responsibilities of the Secretary-Treasurer

Chapter 5 – Representatives to the Elected Council

- 35. Responsibilities

Chapter 6 – Gatherings of Members

- 36. Annual Gathering of Members
- 37. Special Gathering of Members
- 38. Notice of Assembly
- 39. Delegates
- 40. Quorum
- 41. Vote
- 42. Observers and Employees

Chapter 7 – Nation Councils

- 43. Nation Councils
- 44. Vote
- 45. Observers
- 46. Notice
- 47. Agenda
- 48. Elections
- 49. Quorum

Chapter 8 – Youth Council

- 50. Youth Council
- 51. Age
- 52. Responsibilities of the Youth Representative
- 53. Responsibilities of the Youth Delegates

Chapter 9 – Administrative Provisions

- 54. Amendments to the Letters Patent, Constitution and By-Laws
- 55. Banking Powers
- 56. Signature and Certification of Documents
- 57. Borrowing Powers
- 58. Financial Year

	Chapter 1 – General Provisions
Article 1 – Name	<p>The Association's name is QUEBEC NATIVE WOMEN INC. - FEMMES AUTOCHTONES DU QUÉBEC INC., hereafter referred to as "the Association".</p> <p>Its acronym is: FAQ-QNW.</p>
Article 2 – Definitions	<p>This Constitution uses the words below as follows:</p> <p>Nation or Group Council: Formerly the General Council of a Nation or Group.</p> <p>Group: A group comprising aboriginal youth, elders, and women living in urban centres, or employees.</p> <p>Nation: The Nation of origin of FAQ-QNW members: Abnaki Algonquin, Atikamekw, Eeyou, Huron-Wendat, Innu, Maliceet, Mi'gmaq, Mohawk and Naskapi.</p> <p>Annual Gathering of Members: Formerly the Annual General Assembly.</p> <p>Elected Council: Formerly the Board of Directors.</p> <p>Gathering of Members: Any general assembly of members.</p> <p>Representative: Formerly Director.</p> <p>Assistant representative: Formerly Assistant Director.</p>
Article 3 – Mission	<p>The Association supports Aboriginal women in their efforts to better their living conditions through the promotion of non-violence, justice, equal rights and health.</p> <p>The Association also supports women in their commitment to their communities.</p> <p>The Association declares itself to be non-partisan in its activities.</p>
Article 4 – Objectives	<p>4.1 Defend, under all circumstances, the interests and rights of all First Nations women in Quebec and Labrador: First Nations, Métis and Inuit women.</p> <p>4.2 Coordinate their efforts to promote common interests and the rights of Aboriginal women through collective action.</p> <p>4.3 Continue to look for ways to enable the Association to better carry out its mission.</p> <p>4.4 Undertake actions and activities that educate, train, inform, build awareness with and mobilize Aboriginal women in order</p>

	<p>boost interest and participation in maintaining and strengthening their cultural practices and to help them occupy their rightful place in society.</p> <p>4.5 Cooperate with other organizations whose objectives align with the Association's mission.</p> <p>4.6 Enter into agreements with any government authority in order to pursue the objectives of the Association.</p> <p>4.7 Obtain, via public fundraising campaigns, funds and other assets for charitable causes described in the Association's letters patent.</p> <p>4.8 Receive donations, gifts and other such contributions in the forms of cash, securities and real estate and administer said donations, gifts and contributions; organize fundraising campaigns to raise money for charitable causes described in the Association's letters patent.</p>
Article 5 – Territory and Origin of Members	<p>The Association's activities shall be carried out in Quebec.</p> <p>Members are from the Abnaki, Algonquin, Atikamekw, Eeyou, Huron-Wendat, Innu, Maleceet, Mi'gmaq, Mohawk and Naskapi Nations. They may reside in their communities or elsewhere, particularly in urban centres.</p>
Article 6 – Head Office	<p>The head office is located in Kahnawake.</p>
Article 7 – Working Languages	<p>The Association is a bilingual organization that works in the two official languages of Canada, but it encourages its members to hold meetings in one or more Aboriginal languages.</p>
Article 8 – Organizational Chart	<p>There is a copy of the organizational chart at the end of the Constitution; it defines the make-up of the Association.</p>
	<p>Chapter 2 – Members</p>
Article 9 – Member Categories	<p>9.1 Members Any woman of Aboriginal origin who is at least 18 years of age and resides in Quebec.</p> <p>This member category includes elders, meaning women age 55 or older.</p> <p>9.2 Junior Members Any woman of Aboriginal origin who is 16 to 18 years of age</p>

	<p>and resides in Quebec.</p> <p>9.3 Members from Outside Quebec Any woman of Aboriginal origin who is originally from Quebec, but who is currently living outside Quebec.</p> <p>However, she cannot be a member of another provincial organization of Aboriginal women.</p> <p>9.4 Friend Members and Friends Any woman, man or organization that supports the Association's mission and objectives.</p> <p>9.5 Honorary Members The ex-Presidents of the Association.</p>
Article 10 – Member Rights	<p>The members, elder members, youth members, members from outside the province, and honorary members have voting rights at the Nation Councils.</p> <p>All members, elder members, junior members, members outside of Quebec and honorary members have the right to speak at Nation Council assemblies.</p> <p>All of these members may also apply to become delegates at the Annual Gathering of Members.</p> <p>Members, elder members, junior members, members outside of Quebec and honorary members who are not delegates at the Annual Gathering of Members only have the right to speak; only delegates may vote.</p> <p>Member Friends and other friends do not have the right to speak or vote at Nations Councils or the Annual Gathering of Members; they shall only be allowed to observe.</p> <p>All members are equal and no person shall be discriminated against due to their age, language, religion or sexual orientation.</p> <p>In addition, the categories set forth in the <i>Indian Act</i> that are opposed by the Association shall not be used to discriminate against members.</p>
Article 11 – Membership Application Procedure	<p>A membership application must be submitted to become a member or renew one's membership for all member categories except junior members.</p> <p>Junior member applications must be submitted with the consent of one parent or legal guardian.</p> <p>Members shall receive a membership card.</p>

Article 12 – Fees	<p>Fee amounts and due dates may be determined by the Elected Council.</p> <p>Fees are payable to the Association and must be submitted with a membership application for the appropriate category.</p> <p>Fees may also be paid annually or in a lump sum to cover four consecutive years.</p>
	Chapter 3 – Elected Council
Article 13 – Powers and Responsibilities	<p>The Elected Council administers the Association’s affairs.</p> <p>In general, it exercises all powers except those belonging to members, and may take any action that the Association is authorized to take in accordance with the law, its letters patent and its Constitution.</p> <p>Specifically, the Elected Council has the power and responsibility to:</p> <ul style="list-style-type: none"> a) enter into a contract on behalf of the Association, in accordance with the law. b) create and abolish any committee and define its mandates. c) ensure that all the necessary or desired steps are taken to obtain the funds needed to fulfill the Association’s mission and objectives. d) adopt the Association’s financial reports. e) receive written reports from Executive members and the Executive Director. f) take charge of implementing resolutions adopted at the Annual Gathering of Members. g) adopt changes to the Association’s Constitution and submit them to the Annual Gathering of Members for ratification. h) determine by resolution the compensation for the President of the Association, as needed.
Article 14 – Composition of the Elected Council	<p>The Elected Council is composed of seventeen (17) members, as follows:</p> <p>The three (3) Executive members: The President, the Vice-President and the Secretary-Treasurer;</p> <ul style="list-style-type: none"> • Nine (9) representatives from the Nations of Abnaki, Algonquin, Atikamekw, Eeyou, Huron-Wendat, Innu, Mi’gmaq, Mohawk and Naskapi; • One (1) representative of Aboriginal women living in an

	<p>urban centre;</p> <ul style="list-style-type: none"> • One (1) youth representative; • One (1) elder representative; • One (1) employee representative • The Executive Director.
Article 15 – Representative and Assistant Representative Elections	<p>Representatives from Nations and urban centres shall be elected by members at Nation Council meetings.</p> <p>The youth representative shall be elected by youth delegates on the Youth Council during the Annual Gathering of Members.</p> <p>The elder representative shall be elected by elder delegates at the Annual Gathering of Members.</p> <p>Assistant representatives are elected to each position by the members, including youth and elders.</p> <p>The employee representative shall be elected by the employees.</p> <p>Election to these positions shall be ratified at the Annual Gathering of Members.</p> <p>With the exception of the employee representative, only members in good standing are eligible for representative and assistant representative positions.</p> <p>No employee other than the employee representative is eligible for representative and assistant representative positions.</p>
Article 16 – Mandate	<p>Representatives shall be elected for a two-year (2) mandate and for a maximum of four (4) consecutive mandates.</p> <p>Half of them shall be elected each year.</p> <p>Assistant representatives shall be elected for a two-year (2) mandate and for a maximum of four (4) consecutive mandates.</p> <p>Ex-members of the Elected Council who have completed four (4) consecutive two-year (2) mandates must wait two (2) years before applying for any other position on the Elected Council.</p>
Article 17 – Assemblies and Notice	<p>Elected Council assemblies may be convened by the President or by a representative majority.</p> <p>They may take place anywhere in Quebec. A notice of assembly addressed to each representative and specifying the date, time and location of each assembly must be sent or verbally communicated at least seven (7) days prior to the date of the assembly.</p> <p>Every notice of assembly for the Elected Council must include a provisional agenda.</p>

	<p>A representative's mere presence at an assembly shall constitute a waiver of notice, unless she is attending to object that the assembly was not regularly convened. Representatives may also waive the notice of assembly in writing, before or after the assembly.</p> <p>If all representatives give their consent in writing or by attending, the assembly may convene without any further notice.</p> <p>Whenever financially possible, the Elected Council shall be convened at least three (3) times a year.</p> <p>If a representative is absent, she shall automatically be replaced by her assistant.</p>
Article 18 – Quorum	A majority of representatives shall constitute quorum for an Elected Council assembly.
Article 19 – Vote	<p>Questions raised during any Elected Council assembly shall be decided upon by a majority vote of representatives in attendance. Each member of the Elected Council shall be entitled to one vote, with the exception of the employee representative, Executive Director and assistant representatives.</p> <p>The employee representative, Executive Director and assistant representatives have the right to speak.</p>
Article 20 – Conflict of Interest	<p>No representative may mingle the property of the Association with her own property. Representatives may not use the property of the Administration or any information they obtain by reason of their duties for their own benefit or for that of a third party, except with the express authorization granted through the passing of a resolution by the Elected Council.</p> <p>Members of the Elected Council must avoid putting themselves in a position of conflict of interest between their personal interests and their obligations to the Association.</p> <p>They shall, without delay, declare to the Association any interest they have in an enterprise that could place them in a position of conflict of interest as well as the rights they may invoke against the Association, indicating, where applicable, the nature and value of the rights or interests.</p> <p>Representatives may even, in carrying out their duties, acquire, directly or indirectly, rights in the property of the Association or enter into contracts with the Association if they immediately inform the Association, indicating the nature and value of the rights they are acquiring, and request that the fact be recorded</p>

	<p>in the minutes of proceedings of the Elected Council.</p> <p>A representative with personal interest in a contract or in the acquisition of property must abstain, except if required, from the discussion and voting on the acquisition or contract in question. If she votes, her vote must not be counted. This rule does not, however, apply to matters concerning the representative's compensation or conditions of employment.</p> <p>At the request of the President or any other representative, the interested person must leave the meeting while the Elected Council discusses and votes on the acquisition or contract in question.</p> <p>Neither the Association nor any of its members may contest the validity of the acquisition of property or a contract between the Association and, directly or indirectly, a representative, for the sole reason that said representative has an interest in the acquisition or contract, if she has disclosed information properly and without delay and in accordance with the foregoing.</p>
Article 21 – Written Resolutions	<p>A written resolution bearing the signature of every member of the Elected Council shall be as valid and effective as resolutions passed at an Elected Council assembly, duly called and constituted.</p> <p>A copy of these resolutions shall be kept with the minutes from the Elected Council assemblies.</p>
Article 22 – Participation by Telephone or Electronic Device	<p>If all members consent, Elected Council members may participate in a meeting using means that allow everyone to verbally communicate with each other – specifically, by conference call. They shall, thus, be recorded as present at a meeting.</p>
Article 23 – Resignation and Withdrawal of a Member from the Elected Council	<p>A representative shall no longer sit on the Elected Council nor shall she retain her position should she:</p> <ul style="list-style-type: none"> a) tender her written resignation to the Association, effective the moment the Association receives it. b) cease to be a member of the Association. c) become deceased. d) be recognized as not being of sound mind. e) be absent from two (2) consecutive Elected Council assemblies (including meetings held by telephone or by any other electronic means) without a valid excuse, even if the assistant representative was present at one or both of the meetings. The Elected Council shall have the power to determine if the excuse is valid.

	<p>f) declare bankruptcy.</p> <p>g) be convicted of a criminal or fraudulent act, subject to the type of act of which she was convicted. The Elected Council shall have the power to make this decision based on the act of which the representative was convicted.</p> <p>h) be dismissed as per the dismissal procedure set out in Article 25.</p> <p>If one of these reasons applies, the representative shall tender her resignation. Otherwise, she shall be dismissed in accordance with the applicable procedure set out in Article 25 on dismissal.</p>
Article 24 – Vacancy	<p>Every representative position that has been declared vacant may be filled through an Elected Council resolution.</p> <p>If an assistant representative has been elected and she accepts the position, a resolution shall be passed appointing her to the vacant position.</p> <p>Otherwise, the Elected Council may appoint another member of the Association to fill the vacant position.</p> <p>In this case, the appointed person shall hold the position until the next Gathering of Members.</p>
Article 25 – Dismissal of a Member from the Elected Council	<p>A representative who sits on the Elected Council may, at any time and for just cause, be dismissed from her duties.</p> <p>The dismissal resolution must be adopted by a two thirds (2/3) majority of delegates who are present at a special gathering called to address this matter.</p> <p>For this procedure to be valid, the rules of natural justice must be applied to the case of the representative in question:</p> <ul style="list-style-type: none"> a) The right to be informed of the exact nature of the alleged act or omission; b) The right to be informed of the disciplinary procedure; c) The right to an opportunity to be heard by a competent authority and to make a full and complete defence; d) The right to an unbiased decision; e) The right to be informed of the decision and the reasons on which it is based.
	Chapter 4 – Executive
Article 26 – Powers and Responsibilities	<p>The Executive shall be responsible for the administration of the Association’s current business and financial affairs.</p>

	<p>Provided that the Executive acts and makes decisions in accordance with the Collective Agreement, it may hire any personnel it deems necessary to carry out the Association's affairs and activities, under the terms and conditions it deems fit, and may use the Association's funds to pay any wage, fee or expense for personnel and for the operational costs of the Association.</p> <p>Payment of various expenses, compensation or fees of \$5,000 or more must be made in accordance with an Executive resolution.</p> <p>The three Executive members must submit written reports at Elected Council assemblies except at the one directly preceding the Annual Gathering; a written annual report must be presented at the Annual Gathering of Members.</p> <p>They must also sign the Association's Confidentiality Agreement and its Code of Ethics.</p> <p>They shall also agree to keep confidential all discussions that take place at assemblies of the Elected Council, at the Executive level or within any other Association body, whenever necessary.</p>
Article 27 – Composition	<p>The Executive comprises the President, the Vice-President and the Secretary-Treasurer. If the President is English speaking, it is preferable that the Vice-President be French speaking, or bilingual, or vice-versa. If the President is bilingual, there shall be no other language preferences for candidates in other Executive positions.</p>
Article 28 – Elections	<p>Candidates shall be announced at the Annual Gathering of Members. Executive members shall be elected during the Annual Gathering of Members by the delegates in attendance.</p> <p>The candidates must be members of the Association in good standing and be present at the assembly.</p> <p>If a Nation or group representative runs for an Executive position, she must resign before announcing her candidacy. She shall be replaced by an assistant representative. If she is not elected, she may not reclaim her position as a Nation or group representative.</p> <p>If an Executive member runs for a different Executive position, she also must first resign from the position she holds. If she is not elected, she may not reclaim her former position.</p> <p>Former Executive members who have completed four (4) consecutive two-year (2) mandates must wait for two (2) years before running for an Executive position or any position in</p>

	<p>general on the Elected Council.</p> <p>If an Executive member resigns, an election to fill this position will take place at the next Annual Gathering of Members, for a one-year mandate or for a new mandate.</p> <p>An employee who is a member can apply for an Executive position.</p> <p>To run for President, an employee must be on unpaid leave for one (1) month before the Annual Gathering of Members or the election takes place. If she is not elected, she may return to the position she held before taking leave. If elected, she must resign from her former position in order to fill the position of President.</p> <p>To run for Vice-President or Secretary-Treasurer, an employee must also be on unpaid leave for one (1) month before the Annual Gathering of Members or the election take place. If she is not elected, she may return to the position she held before taking leave. If elected, she must resign from her former position and no longer be employed by the Association.</p>
Article 29 – Mandate	<p>Executive members are elected for a two-year (2) mandate.</p> <p>They may not exceed four (4) consecutive two-year (2) mandates.</p>
Article 30 – Assemblies and Notice	<p>The Executive shall convene assemblies at the date and time determined by the President or by two (2) other Executive members.</p> <p>Executive members must be given seven (7) days advance notice.</p>
Article 31 – Quorum	<p>An Executive majority shall constitute quorum for an Executive meeting.</p>
Article 32 – Responsibilities of the President	<p>a) The President shall represent the Association in all its current business, as well as any matter entrusted to her by the members or by the Elected Council. She shall be the spokesperson for the Association.</p> <p>b) She shall be the Executive Officer of the Association.</p> <p>c) She shall ensure that the Association achieves its objectives.</p> <p>d) She shall ensure that all members are able to state their requests and express their points of view.</p> <p>e) She shall execute or oversee the execution of special requests contained in resolutions adopted at the Annual Gathering of Members.</p>

	<p>f) She shall carry out any other duties that may be assigned to her by the Elected Council.</p> <p>g) She is an ex-officio member of all the Association's committees.</p> <p>h) She shall preside over Elected Council assemblies.</p> <p>i) In cooperation with the Executive Director, she shall prepare meeting agendas.</p> <p>j) She shall be the signatory for all documents, whenever necessary.</p> <p>k) She can delegate some of her responsibilities to another person, except for signing documents which require the signature of the President.</p> <p>The President shall be paid a salary by the Association.</p>
Article 33 – Responsibilities of the Vice-President	<p>The Vice-President shall carry out the duties of the President in her absence as deemed necessary.</p> <p>She shall carry out any other duties that may be assigned to her by the Executive or the Elected Council.</p>
Article 34 – Responsibilities of the Secretary-Treasurer	<p>a) The Secretary-Treasurer shall keep an updated member registry.</p> <p>b) She shall send assembly notices for Elected Council assemblies and the Annual Gathering of Members, as well as any other notice issued by the Association.</p> <p>c) She shall sign and certify the minutes from all Elected Council assemblies and keeps a record of all the minutes.</p> <p>d) She shall keep financial records in which are entered receipts, expenses and other financial transactions carried out by or on behalf of the Association.</p> <p>e) She shall present the audited financial statements from the previous year to the Annual Gathering of Members and to the Elected Council.</p> <p>f) She shall be the signatory for all documents whenever necessary.</p> <p>g) She can delegate some of her responsibilities to another person, except for signing documents which require the signature of the Secretary-Treasurer.</p> <p>h) She shall carry out the duties of the President or the Vice-President when one or the other is not available, as necessary.</p>

	Chapter 5 – Representatives to the Elected Council
Article 35 – Responsibilities	<p>A representative to the Elected Council shall represent her Nation or respective group (urban centre, youth, elders or employees). She shall:</p> <ul style="list-style-type: none"> a) attend Elected Council assemblies. b) act as a liaison between the Elected Council and the members or employees; c) be responsible for organizing her Nation or Group Council; d) be responsible for summoning members to the Nation or Group Council and inform them about the importance of participating and getting involved; e) be responsible for presenting resolutions from her Nation or group to the Annual Gathering of Members; f) be responsible for following up on the activities of her Nation or the group she represents; g) give a verbal report of her activities for the Association to her Nation or group, as well as at the Annual Gathering of Members, if provided for on the agenda; h) report on the activities of her Nation, group or community at an assembly, at least at an Elected Council assembly; i) make sure that discussions during Elected Council assemblies or during any other Association proceeding remain confidential, as necessary; j) sign the Association's Confidentiality Agreement and Code of Ethics; k) be responsible for defending, in all circumstances, the interests and rights of all women of Aboriginal descent in Quebec. <p>Assistant representatives shall adapt and take on all of these responsibilities.</p>
	Chapter 6 – Gatherings of Members
Article 36 – Annual Gathering of Members	<p>The Association's Annual Gathering of Members assembly shall take place in Quebec at the time, place and date set in an Elected Council resolution, in order to receive and examine financial reports and auditor reports, appoint an auditor and handle and dispose of any business that is presented.</p>

	Any Annual Gathering of Members assembly can also be considered a special gathering in order to dispose of any business that would normally be addressed at this type of assembly.
Article 37 – Special Gathering of Members	<p>A special Gathering of Members assembly can be convened at any time by the Elected Council.</p> <p>Every special Gathering of Members assembly shall take place in Quebec at the time, place and date set in an Elected Council resolution.</p> <p>The Elected Council shall call a special Gathering of Members assembly upon the written request of the members that explains the nature of business to be addressed and that bears the signatures of at least ten (10) percent of Association members from four (4) different Nations.</p> <p>The order of business must linked to the Association’s mission and fall within the jurisdiction of the members.</p>
Article 38 – Notice of Assembly	<p>A notice of assembly for each Annual Gathering of Members must be sent to members, including the delegates, at least four (4) weeks before it is held.</p> <p>Notices of special gatherings shall be issued within the timeframe set by the Elected Council.</p>
Article 39 – Delegates	<p>The delegates to the Annual Gathering of Members shall be elected at Nation Council and urban centre assemblies.</p> <p>The delegation from each Nation Council is composed of six (6) delegates to the Annual Gathering of Members, including:</p> <ul style="list-style-type: none"> • One (1) youth • One (1) elder • The Nation representative to the Elected Council • Three (3) other members from the Nation <p>The delegation from the urban centre council is also composed of six (6) delegates to the Annual Gathering of Members, including:</p> <ul style="list-style-type: none"> • One (1) youth • One (1) elder • The urban centre representative to the Elected Council • Three (3) other members from the urban centre <p>Delegates to the Annual Gathering of Members may carry out a maximum of four (4) consecutive mandates.</p> <p>For special Gathering of Members assemblies that are not also an Annual Gathering of Members, there are three (3) delegates:</p>

	a representative from the Nation or urban centre who is a member of the Elected Council, a youth and an elder delegate elected at the last Urban Centre or Nation Council meeting.
Article 40 – Quorum	A majority of duly elected delegates who are recorded at the Gathering of Members meeting shall constitute quorum for each assembly, be it annual or special.
Article 41 – Vote	<p>Unless the law specifies otherwise, in order for a resolution to be adopted at any Gathering of Members assembly, it must receive the consent of at least the majority of delegates who are in attendance and entitled to vote.</p> <p>Any matter submitted to the Gathering of Members may be decided upon by a show of hands, a secret ballot or otherwise, at the discretion of the majority of delegates in attendance at the assembly.</p> <p>A secret ballot taken at an assembly must be carried out in the manner specified by the Gathering. The result of a secret ballot shall become the Gathering resolution on that particular matter, whether or not a previous show of hands was taken on said matter.</p> <p>At every assembly of the Gathering of Members, each delegate in attendance shall be entitled to one vote.</p> <p>Youth and elder representatives at an Elected Council assembly shall also be entitled to a vote if they are not a Nation or urban centre delegate.</p> <p>The Chairperson at every Gathering of Members may determine the number of persons who shall act as scrutineers.</p> <p>During the assembly and before elections take place, delegates shall form an election committee. This committee shall comprise four (4) persons and exclude delegates and employees. The committee shall refer to the Election Rules in place at the time of the election.</p>
Article 42 – Observers and Employees	<p>The delegates shall decide at the start of each assembly if observers shall be granted the right to speak.</p> <p>Employees, whether members or not, shall all be entitled to speak.</p>
	Chapter 7 – Nation Councils
Article 43 – Nation	Each year, before the Annual Gathering of Members, a council

Councils	<p>shall take place in each Nation and urban centre.</p> <p>Nation Councils shall bring together the Association's members from different Nations. The members are required to have signed or renewed their membership before the Nation council is held.</p> <p>A member of a Nation may participate in the council of another Nation and have the right to speak, but not the right to vote. She cannot be elected as a delegate.</p> <p>The Urban Centre Council shall bring together members living in an urban centre.</p>
Article 44 – Vote	<p>Unless the law specifies otherwise, at any Nation Council, a resolution, in order to be adopted, must be approved by the majority of members in attendance.</p> <p>Any matter submitted to the Nation Council may be decided upon by a show of hands, a secret ballot or otherwise, at the discretion of the majority of members in attendance at the Nation Council.</p> <p>If a secret ballot is taken at a Nation Council, it shall be carried out as stipulated by the Nation Council. The result of a secret ballot shall become the Nation resolution on that particular matter, whether or not a previous show of hands was taken on said matter.</p> <p>At the last Nation council, each Nation member present has the right to vote.</p> <p>The Nation representative, at every Nation Council, may determine the number of persons who shall act as scrutineers.</p>
Article 45 – Observers	<p>Members in attendance shall decide at the beginning of each Nation Council whether or not observers shall have the right to speak at the meeting.</p>
Article 46 – Notice	<p>Notice of each Nation Council shall be sent to members at least thirty (30) days before the council is held.</p>
Article 47 – Agenda	<p>At each Nation Council, the Nation representative shall give an oral presentation of its activities before the Association. In addition, members shall dispose of any other business that is presented.</p> <p>Members shall elect delegates from the Nation to the Annual Gathering of Members and elect the representative and assistant representative to the Elected Council.</p>

Article 48 – Elections	<p>Elections shall be held for each of the following positions:</p> <ul style="list-style-type: none"> ➤ A Nation or urban centre Representative to the Elected Council; ➤ The assistant representative for a Nation or urban centre to the Elected Council; ➤ Delegates to the Annual Gathering of Members, including one youth delegate and one elder delegate. <p>Three (3) substitute delegates shall also be elected.</p> <p>The Annual Gathering of Members delegation is composed of the following six (6) members:</p> <ul style="list-style-type: none"> ➤ The Nation or urban centre Representative to the Elected Council ➤ A youth delegate ➤ An elder delegate ➤ Three (3) other delegates <p>To apply for one of these positions, a person must:</p> <ul style="list-style-type: none"> • be a member of the Association • be present during elections. <p>A member who is an employee may not apply for one of these positions.</p>
Article 49 – Quorum	<p>The members in attendance shall constitute quorum for a Nation or Urban Centre Council meeting.</p>
	<p>Chapter 8 – Youth Council</p>
Article 50 – Youth Council	<p>The Youth Council shall meet at least one (1) time per year during the Annual Gathering of Members assembly.</p> <p>Youth delegates from each Nation and urban centre, as well as the youth representative to the Elected Council, shall participate in the Annual Gathering of Members.</p> <p>Youth representative and assistant youth representative shall be elected for a two-year (2) mandate and shall not exceed four (4) consecutive mandates.</p>
Article 51 – Age	<p>The age restriction for youth representatives to the Elected Council, for youth delegates to the Annual Gathering of Members and for youth delegates to the Youth Council is between 18 and 35.</p>
Article 52 –	<p>a) The youth representative is the spokesperson for and</p>

Responsibilities of the Youth Representative	<p>represents the Youth Council.</p> <p>b) She is a member of the Association's Elected Council.</p> <p>c) She represents the Association at the Youth Council for the Native Women's Association of Canada and the Youth Council for Assembly of First Nations for Quebec and Labrador.</p> <p>d) She may delegate the task of representation to another youth delegate.</p> <p>e) She shall work closely with the youth coordinator.</p> <p>f) She shall make sure that information is she receives at various representations is shared with the youth delegates.</p> <p>g) She shall consult the youth delegates.</p> <p>h) She shall submit an annual activities report to the Youth Council as a youth representative.</p>
Article 53 – Responsibilities of the Youth Delegates	<p>a) She shall inform the young women of her Nation or urban centre about Association matters, both general and youth-specific.</p> <p>b) She shall liaise with young women members in every community and, if possible, create a network in each Nation in order to strengthen ties between young women and Nation communities.</p> <p>c) She shall call upon resource persons, such as the Nation or urban centre Representative and FAQ employees.</p> <p>d) She shall encourage young women to get involved in order to promote activity participation.</p> <p>e) She shall submit an annual activities report to the Youth Council.</p> <p>f) She shall participate in Youth Council committees or work groups for various activities.</p> <p>g) She shall work closely with the Nation or urban centre representative and with the youth coordinator.</p>
	<p>Chapter 9 – Administrative Provisions</p>
Article 54 – Amendments to the Letters Patent, Constitution and By-Laws	<p>Any amendment to the Association's letters patent, the Constitution or by-laws must be adopted by the Elected Council.</p> <p>Barring certain exceptions, amendments shall enter into force once adopted by the Elected Council. They must then be ratified by a meeting of delegates during the Gathering of Members assembly.</p>

	<p>Amendments requiring a special Gathering of Members assembly shall be ratified by a majority vote of two-thirds (2/3) of delegates in attendance, which also constitutes quorum.</p> <p>Amendments which do not require a special gathering shall be ratified by a majority vote.</p> <p>Amendments which do require a special Gathering of Members assembly and a two-thirds (2/3) majority vote for ratification generally fall under the categories of the subjects, name and location of a head office, the number of representatives and the dismissal of a representative.</p>
Article 55 – Banking Powers	<p>Accounts may be opened at any bank or credit union selected by the Executive pursuant to approval by resolution of the Elected Council.</p> <p>Withdrawals and any other transaction concerning the Association’s bank accounts and requiring a signature shall be signed by at least two (2) signatories designated by the Elected Council.</p>
Article 56 – Signature and Certification of Documents	<p>Contracts and other documents that do not require the signature of a particular person must be signed by one of the following persons: the President, the Executive Director or any other person designated by resolution of the Elected Council. All contracts and other documents thus signed shall bind the Association without any other authorization or formality.</p>
Article 57 – Borrowing Powers	<p>The Elected Council may, when they deem necessary, adopt a resolution to:</p> <ul style="list-style-type: none"> a) borrow money on the credit of the Association, put up its future and present assets for collateral and repay the amount borrowed; b) buy, sell and rent any asset or right in the name of the Association; c) consent to a mortgage loan, even an open mortgage loan, based on the universality of its assets, movable or immovable, present or future, and tangible or intangible.
Article 58 – Financial Year	<p>The Association’s financial year shall begin on April 1 and conclude on March 31 of the following year.</p>



FEMMES AUTOCHTONES DU QUÉBEC INC.
QUEBEC NATIVE WOMEN INC.

ORGANIZATIONAL CHART

