



FEMMES AUTOCHTONES DU QUÉBEC INC.  
QUEBEC NATIVE WOMEN INC.

# 2019 ANNUAL REPORT

46<sup>TH</sup> ANNUAL GATHERING OF MEMBERS

NOVEMBER 23-24 2019



# 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

- Indigenous and Northern Affairs Canada
- Women and Gender Equality Canada
- Health Canada

## QUÉBEC

- Ministère Justice Québec
- Ministère de la Sécurité publique
- Ministère de la Santé et des Services sociaux
- Secrétariat aux affaires autochtones
- Secrétariat à la jeunesse
- Secrétariat à la condition féminine
- Secrétariat aux aînés, du ministère de la Famille

## OTHERS

- Assembly of First Nations of Québec and Labrador (AFNQL)
- Women's Centre of Montréal
- 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 Québec (FNHRDCQ)
- First Nations of Québec and Labrador Youth Network (FNQLYN)
- Regroupement des centres d'amitié autochtones du Québec
- Institut national de la recherche scientifique (INRS)
- Native Aboriginal Circle Against Family Violence (NACAFV)
- Native Benefits Plan (NBP)
- Native Women's Association of Canada (NWAC)
- UQAM's Clinique internationale de défense des droits humains.
- DIALOG
- Pathy Family Foundation
- Canadian Religious Conference







# AGENDA SATURDAY NOVEMBER 23

Laval 3 Hall • Sheraton Laval Hotel • 2440, Autoroute des Laurentides, Laval (Québec) H7T 1X5

- 8:30 AM** OPENING PRAYER  
INTRODUCTION OF ASSEMBLY CHAIRPERSON  
ROLL CALL OF THE DELEGATES  
REVISION OF ASSEMBLY RULES AND PROCEDURES  
READING AND ADOPTION OF THE AGENDA
- 9:15 AM** READING OF THE CODE OF ETHICS
- 9:30 AM** PRESIDENT'S REPORT—Viviane Michel  
VICE-PRESIDENT'S REPORT—Mary Hannaburg  
SECRETARY TREASURER'S REPORT—Suzette Jeannotte
- 10 AM** EXECUTIVE DIRECTOR'S REPORT—Carole Bussière
- 10:15 AM** HEALTH BREAK
- 10:30 AM** ELECTION REGULATIONS FOR THE QNW EXECUTIVE
- 10:45 AM** NOMINATION AND SELECTION OF THE COMMITTEES:  
• Elections  
• Minutes
- 11 AM** STAFF REPORTS:  
• Promotion of non-violence and Women Shelters Coordinator — Isabelle Paillé  
• Health Coordinator — Lori-May Dubé  
• Youth Coordinator and Coordinator for the Elders—Naomi George  
• Employment and Training Coordinator—Nathalie Bussière  
• Sexual Assault Training Coordinator—Lisa Gagné  
• First Nations Action Plan Against Sexual Assault Coordinator—Livia Vitenti  
• Legal and Policy Analyst—Alexandra Lorange
- 12:15 PM** LUNCH — LA PIAZZA RESTAURANT
- 1:15 PM** CHANGES AND ADDITIONS TO THE CONSTITUTION  
– Suzette Jeannotte and Andrée Savard
- 2 PM** FOLLOW-UP OF RESOLUTIONS 2018–2019 AND ADOPTION OF RESOLUTIONS 2019–2020
- 2:30 PM** REPORTS:  
• Elders Meeting  
• Youth Meeting
- 3 PM** HEALTH BREAK
- 3:15 PM** MANDATE AND SERVICES OF QUÉBEC'S OMBUDSMAN — Ms. Hélène Vallières
- 3:45 PM** ADJOURNMENT AND CLOSING PRAYER
- 5 PM** 5 TO 7—BUFFET SERVED IN LAVAL 3—GIFT EXCHANGE







# AGENDA SUNDAY NOVEMBER 24

Laval 3 Hall • Sheraton Laval Hotel • 2440, Autoroute des Laurentides, Laval (Québec) H7T 1X5

- 8:30 AM OPENING PRAYER
- 8:40 AM ROLL CALL OF THE DELEGATES
- 8:50 AM PRESENTATION OF CANDIDATES FOR THE POSITION OF VICE-PRESIDENT AND SECRETARY TREASURER CANDIDATES SPEECHES
- 9:15 AM SELECTION OF CANDIDATE SCRUTINEERS
- 9:30 AM VOTE BY NATION
- 10:30 AM HEALTH BREAK
- 10:45 AM PRESENTATION OF 2018–2019 FINANCIAL STATEMENTS  
—Alain Daoust, CPA
- 11:15 AM OUTCOME OF THE ELECTIONS COMMITTEE AND ADDRESS  
BY THE VICE-PRESIDENT AND SECRETARY TREASURER
- 12 PM LUNCH
- 1:15 PM REPORTS BY THE NATION REPRESENTATIVES
- 2:30 PM ADOPTION OF THE 2018 MINUTES
- 3 PM HEALTH BREAK
- 3:15 PM MISCELLANEOUS
- 3:30 PM END OF THE ASSEMBLY AND CLOSING PRAYER



# PROPOSED RULES OF ORDER 2019



*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.*

---

## QUORUM

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

## AGENDA

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

## RESOLUTIONS

- a) An issue must be introduced by way of a motion, duly moved and seconded, before it can be discussed by the Assembly.
  - b) Any delegate may move or second a motion, but may not do both for the same motion.
  - c) 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.
  - d) 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.
  - e) A motion shall be open for discussion until such time as the Chairperson is satisfied that everyone has had an opportunity to speak.
  - f) An ordinary motion or resolution shall require a fifty (50%) percent plus one (1) majority in order to pass.
  - g) 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.





# ELECTION REGULATIONS FOR THE QNW EXECUTIVE

*The Election Regulations for the Executive of Québec Native Women serve as a guide for the Election Committee and the Council of Elected Representatives of the Association. They are in compliance with the Constitution and reproduce some of its articles as well as specifying the election procedure. When amendments are brought to the Constitution, the regulation is amended consequentially. It is the responsibility of the Council of Elected Representatives to adopt amendments to the Election Regulations.*

---

## I. ROLES AND FUNCTIONS

### 1. ELECTION COMMITTEE

- a) The committee shall comprise four (4) persons who attend the annual gathering of members as observers and who have been selected by the delegates. Members of the committee shall not have the right to vote.
- b) The members of the committee shall maintain confidentiality of all information gathered during their mandate and shall commit to such in writing.
- c) The mandate of the committee is:
  - Do scrutinize and compile voting ballots;
  - To ensure the accurate compilation of ballot results;
  - To inform the Chair of the Elections Committee of any irregularities or appearance of irregularities that may occur during the electoral process;
  - To conserve the election results after the destruction of the ballots in a confidential manner and submit them in a sealed envelope to Association management.

### 2. SCRUTINEERS

- a) Each candidate shall select a scrutineer. The scrutineers shall attend the Annual General Assembly as observers. Therefore, they shall not have the right to vote.
- b) The scrutineers shall maintain confidentiality of all information gathered during their mandate and shall commit to such in writing.
- c) Their duties shall be:
  - To observe the counting of ballots and ensure compliance;
  - To inform the Chair of the Election Committee of any irregularities or appearance of irregularities that may occur during the electoral process.



# ELECTION REGULATIONS FOR THE QNW EXECUTIVE (CONT.)

## 3. ELECTIONS CHAIR

- a) The Elections Chair shall be one of the four members of the Election Committee and be designated by these members.
- b) In addition to her duties as a member of the Election Committee, her duties shall be:
  - To supervise the electoral process;
  - To ensure that the Election Committee and the scrutineers act with fairness and impartiality, in compliance with this regulation;
  - To provide the Election Committee and scrutineers the instructions necessary for the application of the present regulation;
  - To exercise the authorities and duties necessary for the application of the present regulation;
  - To validate and reveal the ballot results;
  - To inform the assembled delegates of any irregularities or appearance of irregularities that may occur during the electoral process.

## II. ELECTION PROCESS

### 1. GENERAL PROVISIONS

- a) A roll call shall be called by the Chair of the Assembly before elections begin.
- b) Elections for the position of president shall be staggered, consequently occurring in separate years from those for the positions of vice-president and secretary-treasurer.
- c) Candidates shall be members in good standing with the Association as of the date of the nomination.
- d) Candidates who are employees of the Association shall be on leave without pay for at least thirty (30) days before the opening of the Annual Gathering of Members.
- e) Only official delegates may vote at the elections.
- f) Each candidate shall be allowed to nominate a scrutineer.
- g) All candidates shall respect the Code of Ethics of the Association to ensure respectful and non-violent behaviour and discussions, in compliance with the mission of the Association.

### 2. POSITION OF PRESIDENT

- a) A notice shall be distributed by electronic means about the available position and the criteria required to submit a nomination.
- b) Nominations for the position of president shall be submitted at least thirty (30) days before the opening of the Annual Gathering of Members, accompanied by a letter of interest of a maximum length of one page.
- c) They shall be directly addressed to the management of the Association within this time frame.
- d) Nominations shall then be forwarded to the members of the Executive except for the president, within three (3) days as of their reception by management.
- e) Except for the president, the members of the Executive shall have five (5) days to verify eligibility criteria.





# ELECTION REGULATIONS FOR THE QNW EXECUTIVE (CONT.)

f) The eligibility criteria to be verified shall be as follows:

- Candidate's status as a member in good standing;
- Reception of a letter of interest from the candidate, of a maximum length of one page;
- Compliance with the 30-day time frame preceding the opening of the annual gathering;
- Resignation from another position on the Executive, if applicable.
- An employee who is a member shall be on leave without pay for at least thirty (30) days before the opening of the Annual Gathering of Members.

g) Once the eligibility criteria are validated, a letter shall be sent to the candidates confirming their eligibility. Then, the names of the candidates shall be sent to the delegates of the annual gathering, with their letter of interest.

h) Individuals nominating candidates shall have a maximum of two minutes to explain the reasons for their choice. There shall be a period of five minutes for each candidate's speech, as well as a question and answer period of five minutes after each speech.

i) Also at the time of the annual gathering, a debate takes place between the candidates. A list of questions and the conduct of the debate have been prepared by the council of the elected or the executive excluding the president in office if she applies. The list of questions was submitted to the candidates one week before the debate.

### 3. POSITIONS OF VICE-PRESIDENT AND SECRETARY-TREASURER

- a) A notice shall be distributed by electronic means about the available position and the criteria required to submit a nomination.
- b) The Chair of the Assembly will open the nomination period for the positions of vice president and secretary-treasurer immediately following the acceptance of a resolution by the assembly, of the composition of the Election Committee, and this period will remain open under the closing of the day.
- c) The persons proposing candidates for the positions of vice-president and secretary treasurer have a maximum of two minutes to explain the reasons for their choice. There will be a period of five minutes for each candidate's speech, as well as a question and answer period of five minutes after each speech.

## III. RESULTS

### 1. COMPILATION AND VALIDATION OF RESULTS

- a) Voting will take place by secret ballot.
- b) Ballots will be counted by the Election Committee in the presence of scrutineers.
- c) Any irregularities or appearance of irregularities observed by the scrutineers and/or the Election Committee must be communicated to the delegates by the Chair of the Election Committee.
- d) A candidate will be declared elected upon obtaining an absolute majority (50% plus one). Spoiled ballots will not count in the total from which the absolute majority has been established.



# ELECTION REGULATIONS FOR THE QNW EXECUTIVE (CONT.)

- e) If there are no candidates who obtain absolute majority during the first round of ballots for a position, the Chair of the Elections Committee must declare an elimination process and eliminate the person who has obtained the least number 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).
- f) Once a candidate has obtained absolute majority, the Chair of the Elections Committee will announce the name of the winning candidate to the delegates at the Annual General Assembly.
- g) Upon informing the General Assembly of the winner, the Chair of the General Assembly shall ask the delegates to adopt a resolution as to whether they want the ballots to be destroyed or not.
- h) The ballots will be destroyed by the Election Committee immediately following adoption of the resolution.

## IV. CHALLENGE

### 1. CONTESTING THE RESULTS OF AN ELECTION OR THE ELECTION PROCESS

- a) If the results of an election or if the election process is contested, it should be during the Annual General Assembly, preceding the adoption of a resolution authorizing the destruction of the ballots.
- b) Only a defeated candidate can contest the election of the position for which she has submitted her nomination.
- c) The defeated candidate informs the delegates of the grounds for contesting the election.
- d) A scrutineer, member of the Election Committee or director of elections may also submit an irregularity or an appearance of irregularity that took place during the election process.
- e) Delegates are informed of the irregularity or appearance of irregularity by the director of elections, or by the Chair of the Assembly, if the director of elections is concerned by the irregularity.
- f) The delegates then decide by resolution which of the following solutions shall be retained:
  - The result of the election is maintained;
  - The ballots must be recounted;
  - The election process for the position of the defeated candidate must be totally redone.
  - If required, a new Election Committee is elected or a member is replaced. A new scrutineer may also be designated if required.

## V END OF TERM

### 1. TERMINATION OF THE MANDATE OF THE ELECTION COMMITTEE AND SCRUTINEERS, AND ANNOUNCEMENT OF ELECTED PERSONS TO THE MEMBERS

- a) The mandate of the Election Committee and scrutineers is terminated by adoption of a resolution by the delegates at the end of the election process.
- b) The names of the elected persons are announced to the members in writing following the Annual General Assembly.







**MINUTES  
ANNUAL GENERAL ASSEMBLY  
45<sup>th</sup> ANNUAL GATHERING OF QUEBEC NATIVE WOMEN**

**November 17 and 18, 2018**

**Laval**

## **LIST OF DELEGATES AT THE 2018 AGA**

---

### **EXECUTIVE**

Viviane Michel – President

Mary Hannaburg – Vice President

Suzette Jeannotte – Secretary-Treasurer

### **ELDER**

Irene Bearskin House

### **YOUTH**

Crystal Jerome

### **ABENAKI NATION**

Florence Benedict (Representative)

Annette Nolett (Elders' representative)

Suzie O'Bomsawin (Youth representative)

Nicole O'Bomsawin

Marcelle Robert O'Bomsawin

Liz O'Bomsawin

### **ALGONQUIN NATION**

Françoise Ruperthouse (Representative)

Jacqueline Kistabish (Elders' representative)

Ada Chevrier

Marie-Thérèse Kistabish

### **ATIKAMEKW NATION**

Annick Awashish (Representative)

Thérèse Chilton (Elders' representative)

Éliane Petiquay (Youth representative)

Viviane Chilton

Simone Weizineau

### **EEYOU NATION**

Linda L. Shecapio (Representative) (November 18)

Irene Bearskin House (Elders' representative)



Tina Mark Ottereyes  
Stella Masty Bearskin (November 18)

HURON-WENDAT NATION

Cellia-Ann Collier (Representative)  
Sonia Gros-Louis (Elders' representative)  
Johannie Picard (Youth representative)  
Line Gros-Louis  
Diane Picard  
Kateri Vincent (November 18)

INNU NATION

Marie-Josée Wapistan (Representative)  
Vicky Bellefleur (Youth representative)  
Marie-Joelle Malec  
Mariette Lalo  
Lauréanna Bellefleur

MI'GMAQ NATION

Denise Larocque (Representative)  
Darlene Adams (Elders' representative)  
Crystal Jerome (Youth representative)  
Margaret Rose Arsenault  
Kim Pound  
Dolores Basque

MOHAWK NATION

Ami-Lee Hannaburg (Representative)  
Frances Hannaburg (Elders' representative)  
Amber Hannaburg (Youth representative)  
Jolene Cowan  
Debbie Roberts

NASKAPI NATION

Elizabeth Mameanskum (Representative)  
Maggie Sandy (Elders' representative)  
Jessica Chemaganish (Youth representative) (November 18)  
Suzie Guanish  
Elizabeth Chemaganish  
Theresa Chemaganish

#### URBAN AREAS

Helena Lalo (Representative)

Johanne Couture (Elders' representative)

Yasmine Fontaine (Youth representative)

Daisy Bellefleur

Phany Blacksmith

#### OBSERVERS

Rosanne Chilton

France Dutilly

Lynne Groulx

Danielle Hébert

Roseann Martin

Yvonne Mestenapeo

Hélène O'Bomsawin

Nadine Petiquay

# **FINAL AGENDA**

## **SATURDAY NOVEMBER 17, 2018 – DAY 1**

---

Opening prayer

Presentation of the assembly chair

Roll call of delegates

Review of the assembly by-laws

Adoption of the agenda

Presentation of a code of ethics

President's report, Vice President's report, and Secretary-Treasurer's report

Viviane Michel, Mary Hannaburg, and Suzette Jeannotte

Executive Director's report – Carole Bussière

Reading of the election by-laws

Nomination and selection of committee members

- Elections
- Minutes

Presentation of employee reports

Changes and additions to the Constitution

Follow-up on 2017-2018 resolutions and adoption of 2018-2019 resolutions

Detailed summary of the elders' meeting

Detailed summary of the youth meeting

Research project on Indigenous women's equality in governance structures – Évelyne Jean-Bouchard

Adjournment and closing prayer

**FINAL AGENDA**  
**SUNDAY NOVEMBER 18, 2018 – DAY 2**

---

Opening prayer  
Roll call of delegates

Presentation of candidates for the position of president, and a speech from each of them  
Selection of one scrutineer per candidate  
Voting by Nation

Presentation of the 2017-2018 financial statements – Alain Daoust, CPA

Election results and a speech by the president

Reports from the Nations' representatives

Adoption of the minutes from the 2017 annual gathering and from the 2017 special gathering of members

Presentation and testimonial on the 1<sup>st</sup> English-language edition of “Indigenous Female Governance in Quebec for Indigenous Women Leaders,” at Saint Paul University in Ottawa

Other business

End of the assembly and closing prayer

***Saturday November 17, 2018***

**OPENING PRAYER**

The QNW elders' representative, Irene Bearskin House, said the opening prayer in the presence of the other elders' delegates.

**PRESENTATION OF THE ASSEMBLY CHAIR**

Wina Sioui 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. 2018-11-17 – 1 – Adoption of the assembly by-laws**

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

Moved by Johanne Couture

Seconded by Suzette Jeannotte

The motion is carried unanimously.

**ADOPTION OF THE AGENDA**

The assembly chair read the preliminary agenda.

**Resolution no. 2018-11-17 – 2 – Adoption of the agenda**

It is moved to adopt the agenda as presented.

Moved by Johannie Picard

Seconded by Viviane Michel

The motion is carried unanimously.

**PRESENTATION OF A CODE OF ETHICS**

The code of ethics adopted by the QNW elected council was read by the assembly chair after copies were handed out to the delegates.

**PRESIDENT'S REPORT, VICE PRESIDENT'S REPORT, AND SECRETARY-TREASURER'S REPORT – VIVIANE MICHEL, MARY HANNABURG, AND SUZETTE JEANNOTTE**

QNW President Viviane Michel read her 2018 report (see tab 4, pages 1 and 2).



**Resolution no. 2018-11-17 – 3 – Adoption of the QNW President’s report**

It is moved to adopt QNW President Viviane Michel’s report for 2018.

Moved by Suzie O’Bomsawin

Seconded by Ada Chevrier

The motion is carried unanimously.

QNW Vice President Mary Hannaburg also read her 2018 report (see tab 4, pages 3 and 4).

**Resolution no. 2018-11-17 – 4 – Adoption of the QNW Vice President’s report**

It is moved to adopt QNW Vice President Mary Hannaburg’s report for 2018.

Moved by Frances Hannaburg

Seconded by Jacqueline Kistabish

The motion is carried unanimously.

QNW Secretary-Treasurer Suzette Jeannotte then read her 2018 report.

**Resolution no. 2018-11-17 – 5 – Adoption of the QNW Secretary-Treasurer’s report**

It is moved to adopt QNW Secretary-Treasurer Suzette Jeannotte’s report for 2018.

Moved by Crystal Jerome

Seconded by Denise Larocque

The motion is carried unanimously.

**EXECUTIVE DIRECTOR’S REPORT – CAROLE BUSSIÈRE**

QNW Executive Director Carole Bussière read her 2018 report (see tab 4, pages 6 and 7).

**Resolution no. 2018-11-17 – 6 – Adoption of the QNW Executive Director’s report**

It is moved to adopt QNW Executive Director Carole Bussière’s report for 2018.

Moved by Cellia-Ann Collier

Seconded by Yasmine Fontaine

The motion is carried unanimously.

**READING OF THE ELECTION BY-LAWS**

The assembly chair read the election by-laws (see tab 1). The assembly then proceeded to elect the elections president.

**Resolution no. 2018-11-17 – 7 – Election of the elections president**

It is moved that Danielle Hébert be the elections president.

Moved by Viviane Michel

Seconded by Suzette Jeannotte

The motion is carried unanimously.

Danielle agreed to act as elections president.

## **NOMINATION AND SELECTION OF COMMITTEE MEMBERS**

### ***Elections***

The Elections Committee is made up solely of observers. Three were nominated and one put her own name forward:

- ◇ Roseann Martin was nominated by Jacqueline Kistabish.
- ◇ Hélène O'Bomsawin nominated herself.
- ◇ Yvonne Mestenapeo was nominated by Marie-Josée Wapistan.
- ◇ Nadine Petiquay was nominated by Annick Awashish.

The nominated candidates agreed to be Elections Committee members.

### **Resolution no. 2018-11-17 – 8 – Composition of the Elections Committee**

It is moved that the Elections Committee be made up of: Roseann Martin, Hélène O'Bomsawin, Yvonne Mestenapeo, and Nadine Petiquay.

Moved by Jacqueline Kistabish

Seconded by Mary Hannaburg

The motion is carried unanimously.

### ***Minutes***

The Minutes Committee is made up of two members in attendance at last year's gathering, both of whom are delegates this year. It is preferable that they have basic knowledge of French and English.

Ami-Lee Hannaburg was nominated by Viviane Michel and Johanne Couture nominated herself.

### **Resolution no. 2018-11-17 – 9 – Composition of the Minutes Committee**

It is moved that the Minutes Committee be made up of Johanne Couture and Ami-Lee Hannaburg, respectively for the French and English versions.

Moved by Viviane Michel

Seconded by Mary Hannaburg

The motion is carried unanimously.

## **PRESENTATION OF EMPLOYEE REPORTS**

The team members presented reports on their respective files (see tab 4):

- ◇ Non-Violence and Women's Shelter Coordinator: Isabelle Paillé (pages 15 and 16).
- ◇ Justice and Public Safety Coordinator: Josiane Loïselle-Boudreau (pages 11 and 12).
- ◇ Health Coordinator: Julia Couture-Glassco (pages 29 to 31).
- ◇ Youth Coordinator: Jennifer Brazeau (pages 17 and 18).
- ◇ Employment and Training Coordinator: Bérénice Mollen-Dupuis (pages 27 and 28).
- ◇ Elders' Coordinator: Naomi George (pages 19 and 20).
- ◇ Legal and Political Analyst: Éloïse Ouellet-Décoste (pages 21 and 22).
- ◇ Communications Officer: Miriam Fillion (pages 32 to 34).

## **CHANGES AND ADDITIONS TO THE CONSTITUTION**

Some amendments and additions to the Constitution were presented by Suzette Jeannotte and Naomi George. The amendments were made to the following articles:

- Articles 50, 52, and 53 in the section on the youth council: the amendments were adopted beforehand by the youth council.
- Article 48 on elections during the Nation councils and Urban Areas councils: the length of the mandate of youth and elders delegates was amended. Participating by telephone or by electronic means in a Nation council or Urban Areas council and the possibility of running as a candidate, exceptionally, without being physically present, was added.
- Article 9.2 on the age of junior members: they must be 16 or 17 years old.
- Article 10 on member rights: it was added that junior members cannot run to be delegates to the annual gathering of members.
- Article 11 on the sign-up procedure: membership cards are given upon request, based on the usual practice.
- Article 28 on executive elections: nominations for the position of president must be submitted at least 30 days before the beginning of the annual gathering of members.
- Article 43 on participation in Nation councils: a member of a Nation may participate in the council of another Nation with the right to vote. Before, she only had the right to speak. However, she cannot run as a delegate to the annual gathering in this other Nation council.
- Article 34 on the responsibilities of the secretary-treasurer: following up on resolutions was added to her responsibilities.

Also, a new section on the kukum circle was presented for ratification. The additions were adopted after being edited by the kukums. They include the following new articles:

- Article 54 on the kukum circle.
- Article 55 on the responsibilities of the elders' representative.
- Article 56 on the responsibilities of the kukum circle.

These amendments and additions had been adopted by the elected council. They were presented to the members to be ratified. Coming into effect following their adoption by the elected council, if they were not ratified by the members, they would cease to be in effect. The procedure of amendments and additions to the Constitution is laid down in the former article 54.

#### **Resolution no. 2018-11-17 – 10 – Ratification of amendments to the Constitution**

Considering the amendments to the Constitution presented previously;

It is moved to ratify the amendments to the Constitution made to articles 9.2, 10, 11, 28, 34, 43, 48, 50, 52, and 53.

It is also moved to ratify the addition of a section on the kukum circle made up of articles 54, 55, and 56.

Also, it is moved that the numbering of the former articles 54 and following of the Constitution be shifted and become 57 and following.

Moved by Jolene Cowan

Seconded by Mary Hannaburg

Some members mentioned that they wanted to receive a paper copy of the proposed amendments and additions. The possibility of submitting them was brought up. In the end, a motion to postpone the ratification to November 18 was put forward to leave enough time to provide the document to the delegates.

#### **Resolution no. 2018-11-17 – 11 – Postponement of the vote on ratifying amendments and additions to the Constitution**

It is moved to postpone the vote on ratifying amendments and additions to the QNW Constitution to November 18, 2018.

It is also moved to transmit paper copies to the delegates by the time the ratification vote takes place.

Moved by Line Gros-Louis

Seconded by Cellia-Ann Collier

The motion is carried by the majority.

#### **FOLLOW-UP ON 2017-2018 RESOLUTIONS AND ADOPTION OF 2018-2019 RESOLUTIONS**

The follow-up on resolutions from 2017-2018 was presented by Executive Director Carole Bussière. These resolutions could not be adopted by the members during the annual gathering of 2017 due to a lack of time. They were therefore referred to the elected council, who had been given the mandate at that time to ensure that they were implemented by the QNW team.

The elected council also undertook to report on the resolutions at the present gathering. The nine resolutions dealt with the following issues:

- ❖ Transmitting traditional knowledge and values (resolution from the Naskapi Nation Council): QNW has received funding from the *Ministère de la Famille* for the next two years, from 2018 to 2020. An elders' coordinator has been hired. The project is entitled "*À l'écoute de la sagesse de Niokominanak (nos aînées)*," or "Listening to the wisdom of Niokominanak (our elders)." It involves organizing intergenerational gatherings in each of the Nations on transmitting culture and know-how. So far, two Nations have been visited, namely the Naskapi and the Mi'gmaq. The implementation is therefore being carried out.
- ❖ Fighting domestic violence (resolution from the Innu Nation Council): The non-violence promotion and women's shelter coordinator, Isabelle Paillé, had signed up for a training session on concurrent disorders that was to take place from April 4 to 6, 2018, but it was cancelled at the last minute. The intention was for Isabelle to then give the same training in the communities. She is still looking for organizations and resource-people with expertise on the issue. Meanwhile, implementing the resolution has been put on hold.
- ❖ The role of women in the governance of land (resolution from the Atikamekw Nation Council): a forum on the role and place of women in the governance of land was organized by QNW. It took place on November 16, 2018. The content was inspired by research conducted by Dr. Suzy Basile. She facilitated the forum. Thirteen women from the AFNQL also took part.
- ❖ Reviewing the Constitution (resolution from the Urban Areas Council): a committee was formed during the elected council of February 18, 2018, made up of Kateri Vincent, Suzette Jeannotte, Viviane Chilton, Viviane Michel, Carole Bussière, and Andrée Savard. Several meetings took place. Some amendments and additions were adopted by the elected council and were then presented for ratification to members at the present annual gathering.
- ❖ Awareness workshops on discrimination and racism set up in Indigenous communities (resolution from the Abenaki Nation Council): thanks to the contribution by Status of Women Canada, a campaign entitled "My Indigenous Culture" addressed to Indigenous youth was implemented by Jennifer Brazeau, the anti-bullying coordinator. It includes a collaborative Web platform to share resources, events, and workshops, as well as a "*#macultureautochtone*" and a training session for teaching and support staff. Also, workshops and presentations have been offered throughout Quebec, bringing together some 300 young people of all ages and in various places (elementary schools, community centres, universities).
- ❖ Gender inequities and inequalities (resolution from the Mohawk Nation Council): a news release was put out on May 3, 2018 to react to the ruling on evictions in Kahnawake.



- ❖ Women's Empowerment (resolution from the Algonquin Nation Council): the resolution was implemented by organizing the previously mentioned forum on governance. This forum was funded by Indigenous and Northern Affairs Canada.
- ❖ Hearings of the National Inquiry into Missing and Murdered Indigenous Women and Girls in large urban centres (resolution from the Huron-Wendat Nation Council): hearings took place in Montreal in March 2018.
- ❖ Terms of reference of the QNW youth council (resolution from the youth council): this resolution is currently being applied. The youth council has developed an action plan according to the youth strategy. Some changes have also been proposed for the Constitution.

The following resolutions from Nation Councils have been proposed for 2018-2019.

**Resolution no. 2018-11-17 – 12 – Resolution from the Innu Nation Council on family allowances**

Whereas Quebec Native Women 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 mission is to represent the interests of Indigenous women, their families, and their communities throughout Quebec;

Whereas QNW also supports women in their commitments to their communities;

Whereas QNW is active in the fight against Indigenous women's poverty;

Whereas mothers from the Innu communities have reported being investigated by *Revenu Québec* concerning child care expenses;

Whereas unless supporting documents for child care expenses are provided to *Revenu Québec*, these mothers will see their family allowances cut;

Whereas QNW considers this situation to be unfair, since family allowances are not seen as income for parents, but rather as an allowance for children;

It is moved that QNW support the Indigenous women affected by family allowance cuts, in their efforts, including those with *Revenu Québec*.

Moved by Marie-Josée Wapistan

Seconded by Vicky Bellefleur

The motion is carried unanimously.

**Resolution no. 2018-11-17 – 13 – Resolution from the Huron-Wendat Nation Council on the amendments to the *Indian Act* relating to status**

Whereas the *Indian Act* was amended in December 2017 following the Descheneaux decision to eliminate some discriminatory provisions relating to status registration;

Whereas other amendments to the *Indian Act* will be made by the federal government to resolve other discriminatory situations;

Whereas all First Nations and more specifically Indigenous women must be consulted on amendments to the *Indian Act* being considered by the federal government;

Whereas each First Nation has its own customs regarding citizenship and membership;

It is moved that QNW organize consultation activities within all First Nations on the issues of membership and citizenship.

It is also moved that QNW make a report to the federal government on its consultation activities with the First Nations of Quebec so that the amendments that will be made to the *Indian Act* can be adapted to the different customs of First Nations regarding membership and citizenship.

Moved by Line Gros-Louis

Seconded by Cellia-Ann Collier

It is requested that the resolution be reworded on two aspects:

- The 2<sup>nd</sup> whereas implies that Indigenous women are waiting for what the government will do in the way of amendments. It should be eliminated or reworded.
- The last part of the resolution should be replaced by consultation activities and demands by QNW rather than QNW making a report to the federal government. QNW is not waiting for the federal government to tell it what to do. QNW should make demands rather than reports.

Study of the resolution is suspended for as long as it takes to write an amendment motion.

**Resolution no. 2018-11-17 – 14 – Resolution from the Algonquin Nation Council on elders in the QNW Constitution**

Whereas Quebec Native Women aims to improve the living conditions of Indigenous women in Quebec;

Whereas the QNW Constitution, in its current version, does not bring up the mandate or the roles and responsibilities of elders within QNW;

Whereas the Algonquin Nation considers it necessary to clarify the Constitution and the QNW by-law to specify the mandate and roles of elders within QNW;

It is moved that QNW modify its Constitution so that it includes the mandate, roles, and responsibilities of elders.

Moved by Jacqueline Kistabish

Seconded by Françoise Ruperthouse

Given that the kukum circle had already worked on additions to the Constitution that were being presented at the present gathering for ratification, a delegate questioned whether or not the resolution was of any use. Yes, she was told, because this resolution mandates QNW to add a section on the role of elders in its Constitution.

The motion is carried unanimously.

**Resolution no. 2018-11-17 – 15 – Resolution from the youth council**

Whereas over 27 % of all Indigenous women in Quebec are between the ages of 18 and 35;  
Whereas this age group represents a crucial period in these women's development, namely because of new responsibilities and milestone events;

Whereas the QNW elected council seeks to ensure that the Association's rules and by-laws reflect these realities;

It is moved that the elected council hereby agree to recommend the appropriate amendments to the general by-laws to support the work and procedures of the youth council, to have them approved at the annual general assembly.

Moved by Crystal Jerome

Seconded by Yasmine Fontaine

The motion is carried unanimously.

**Resolution no. 2018-11-17 – 16 – Resolution from the kukum circle**

Whereas the elders play an important role in transmitting knowledge between generations;  
Whereas the Quebec Native Women kukum circle has expressed the need and ability to keep the sacred fire flame burning for the Association;

Whereas these women seek to be recognized in their traditional roles within their communities and the Association for the benefit of future generations;

Whereas the QNW elected council wants to strengthen its support for the elders to better ensure their well-being, participation, and commitment;

It is moved that the elected council hereby:

1. Establish the QNW kukum circle as a permanent committee of the elected council;
2. Confirm and approve the kukum circle's mandate;
3. Entrust the kukum circle with the task of submitting its strategic plan at the next gathering of the elected council;
4. Involve the QNW administration in providing the necessary help to support the work of the kukum circle;
5. Agree to recommend the appropriate amendments to the general by-laws to support the work and procedures of the kukum circle, for the purpose of having them approved at the annual general assembly.

Moved by Johanne Couture

Seconded by Jolene Cowan

The motion is carried unanimously.

The assembly came back to the resolution from the Huron-Wendat Nation Council on the amendments to the *Indian Act* relating to status. The proposed amendments made to the resolution are outlined in the following text.

**Resolution no. 2018-11-17 – 13 – Resolution from the Huron-Wendat Nation Council on the amendments to the *Indian Act* relating to status (continued)**

Whereas the *Indian Act* was amended in December 2017 following the Descheneaux decision to eliminate some discriminatory provisions relating to status registration;

Whereas the federal government has committed to making other amendments to the *Indian Act* to resolve the discriminatory situations that remain in the Act;

Whereas all the First Nations and more specifically Indigenous women must be consulted on amendments to the *Indian Act* being considered by the federal government;

Whereas each First Nation has its own customs regarding citizenship and membership;

It is moved that QNW organize consultation activities within all First Nations on the issues of membership and citizenship.

It is also moved that QNW demand that the federal government ensure that all future amendments to the *Indian Act* implement the recommendations that QNW puts forward in its report resulting from its consultation activities among the First Nations of Quebec and that they be adapted to the various customs of the First Nations regarding membership and citizenship.

Other comments were made and the last paragraph was once again amended, as follows:

It is also moved that QNW demand that the federal government ensure that all future amendments to the *Indian Act* implement the recommendations that QNW puts forward in its report resulting from its consultation activities among its members and that they be adapted to the different customs of the First Nations regarding membership and citizenship.

The mover and the seconder agreed with the proposed amendments.

The motion, as amended, is carried unanimously.

**DETAILED SUMMARY OF THE ELDERS' MEETING**

The meeting of the kukum circle took place on November 15. The person responsible for the elders' file on the QNW team, Naomi George, provided a summary of it. A terms of reference proposal was presented to the elders' delegates and they decided to henceforth refer to themselves as the kukum circle. They also discussed their roles, namely participating in the conflict mediation process, counselling people experiencing conflicts at gatherings. The circle also proposed designating one kukum for the opening and closing prayers. They will support each other because some kukums are new to QNW. The Association will also support them. The youth council would like to work with them on their strategic plan.

The elders' representative, Irene Bearskin House, also spoke to the delegates. Her roles include that of connecting all the kukums in the circle. But she needs support on the processes and technologies. She is one of the new ones and she respects and honours the roles each person fulfills.

## **DETAILED SUMMARY OF THE YOUTH MEETING**

The youth representative, Crystal Jerome, explained that she was really honoured to be before her sisters and to have met the youth delegates from the other Nations. These young women were receiving support from the youth coordinator, Jennifer Brazeau, who was there to ensure everything was ready and well-planned.

The youth council has planned to meet in February 2019. The young women on the council take their roles to heart. Thanks to QNW for giving them a voice and supporting them!

## **RESEARCH PROJECT ON INDIGENOUS WOMEN'S EQUALITY IN GOVERNANCE STRUCTURES – ÉVELYNE JEAN-BOUCHARD**

Évelyne Jean-Bouchard is a researcher at the Research Centre in Public Law at the *Université de Montréal*. She is carrying out a project on women and Indigenous governance in Quebec. Exercising women's autonomy in governance is a problem area. There is often a tendency to pit the individual rights of women, such as the right to equality, against the collective rights of communities. The research project aims to get away from this somewhat sterile debate to point out that Indigenous women are already participating in the socio-legal life of their communities.

The definition used in this project on governance is the possibility for all individuals to participate in collectively defining the standards in their communities and Nations. Safety is a fundamental right for women. Under female chiefs, women feel safer. Female leaders understand that and can participate in implementing this right in their communities. This is what governance means to us and it is this kind of experience that the project aims to put in the spotlight and systematize.

More specifically, the project has three goals:

- ◇ Identify the strategies women use within Indigenous jurisdictions to assert their rights.
- ◇ Identify the factors, at the community level, that allow women to satisfy the rights they are going to assert.
- ◇ Propose elements of advocacy that would be useful to QNW, in wider consultation processes, with communities and especially with governments.

As for the methodology, the project aims to identify 30 female respondents who are considered as leaders (chiefs, councillors, women working on councils, at AFNQL, as well as spiritual, community, economic, and social leaders). Once these women have been identified, an individual interview lasting about an hour will be conducted with each of them. Discussion groups will also be organized. Over the next few weeks, Évelyne Jean-Bouchard will contact the representatives on the QNW elected council to try to identify the female respondents. Anyone who might know of a possible respondent is also encouraged to get in

touch with her to put that woman's name forward (evelyne.jean-bouchard@umontreal.ca). The research results will be presented to QNW for comments.

#### **ADJOURNMENT AND CLOSING PRAYER**

The gathering was adjourned at 5:00 p.m. to resume on November 18, 2018 at 8:30 a.m. The elders' representative, Irene Bearskin House, said the closing prayer.

***Sunday November 18, 2018***

**OPENING PRAYER**

The QNW elders' representative, Irene Bearskin House, said the opening prayer. Her prayer was followed by a chant by Roseann Martin.

**ROLL CALL OF DELEGATES**

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

**PRESENTATION OF THE CANDIDATES FOR THE POSITION OF PRESIDENT, AND A SPEECH FROM EACH OF THEM**

The candidates were called in alphabetical order and each one gave a speech. The three candidates were Ellen Gabriel, Viviane Michel, and Trina Slapcoff. Their speeches were followed by a five-minute question-and-answer period for each of them.

**SELECTION OF ONE SCRUTINEER PER CANDIDATE**

The assembly chair read the election by-laws on the roles of the scrutineers.

The candidates chose the following scrutineers: Lynne Groulx was chosen by Ellen Gabriel; France Dutilly, by Viviane Michel; and Rosanne Chilton, by Trina Slapcoff.

**VOTING BY NATION**

The voting by Nation took place.

**PRESENTATION OF THE 2017-2018 FINANCIAL STATEMENTS – ALAIN DAOUST, CPA**

The financial statements audited to March 31, 2018, prepared by the firm Daoust Lajoie, CPA Inc., were submitted and summarized by the auditor, Alain Daoust, and the QNW secretary-treasurer, Suzette Jeannotte (see tab 5).

The year ended with a surplus of \$12,962. The revenues had increased by almost a million dollars. It was a good fiscal year. The auditor had noticed that the management of operations was balanced, many projects were well underway, five new projects had started, and the working capital had improved.

**Resolution no. 2018-11-18– 17 – Adoption of the financial report audited to March 31, 2018**

It is moved to adopt the financial report audited to March 31, 2018.  
Moved by Mary Hannaburg

Seconded by Frances Hannaburg  
The motion is carried unanimously.

#### **Resolution no. 2018-11-18 – 18 – Nomination of the financial auditor**

It is moved to endorse the elected council's recommendation to renew the mandate of the firm Daoust Lajoie, CPA Inc., as the financial auditor of QNW for fiscal year 2018-2019.

Moved by Jacqueline Kistabish

Seconded by Ami-Lee Hannaburg

The motion is carried unanimously.

The auditor was asked a few specific questions and it was requested that he have a more complete file with him next year, to be able to answer the range of questions raised at the gathering.

#### **ELECTION RESULTS AND A SPEECH BY THE PRESIDENT**

The elections president, Danielle Hébert, announced that Viviane Michel had been re-elected to the position of QNW president.

Thanks to the elections president, the committee, and the scrutineers whose mandate is finished!

#### **Resolution no. 2018-11-18 – 19 – Destruction of the voting ballots**

It is moved to destroy the voting ballots.

Moved by Jackie Kistabish

Seconded by Frances Hannaburg

The motion is carried unanimously.

The new president gave a speech. She mentioned it was the first time at QNW that a president had been elected to four consecutive terms. She accepted the trust placed in her by the members and thanked the other two candidates. She will continue on the same path by taking the time to listen, rebuild relationships, and taking care of every need. She pointed out that if QNW runs on a day-to-day basis, it is because of the team, one with a lot of heart, that works collectively with the members. She thanked the members for giving her the chance to finish what she started.

The election-related item ended with an honour song performed by Roseann Martin.

#### **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:



- ❖ Helena Lalo (Urban Areas): the Urban Areas elders' representative presented Helena's report. Helena participated in the Indigenous female governance course, the Kwe event on myths and realities, the Native Women's Association of Canada's AGA, and a march with Missinak.
- ❖ Françoise Ruperthouse (Algonquin Nation): Françoise explained that she, namely, had organized a workshop on cannabis, raised a lot of awareness among many women in getting them to testify before the Viens Commission. She also participated in representations for QNW, to solicit funding from religious communities. She participated in countless activities to make Indigenous women's voices heard (marches, demonstrations, etc.).
- ❖ Elizabeth Mameanskum (Naskapi Nation): Elizabeth organized the QNW president's visit to their Nation council, which was much appreciated. She learned more about missing and murdered Indigenous women and participated in a workshop on the issue. The women of her Nation tried to raise money to bring observers to the annual gathering. They fell short of this goal, but will try again next year.
- ❖ Florence Benedict (Abenaki Nation): recently elected, Florence mentioned a few events in which she had participated over the past year. In April, Abenaki women organized an activity entitled *Reformons le cercle* (Rejoin the Circle) to celebrate Earth Day. On October 4, a vigil for missing and murdered Indigenous women was organized. On October 20 and 21 the gathering of female Abenaki elders and youth took place. Florence mentioned she had agreed to be the representative for the women of her Nation to keep the movement active and because there are still many battles left to win.
- ❖ Annick Awashish (Atikamekw Nation): also newly elected as a representative, Annick pointed out that she had participated in the forum on sexual assaults, joined women as they testified at the National Inquiry, participated in the traditional swearing-in of the Atikamekw Grand Chief, and received teachings on sacred objects. Atikamekw women organized a ceremony on newborns in Wemotaci with teachings on baby carriers. Activities on land governance continued. And there will be an Atikamekw women's forum and the development of a plan on land governance by Indigenous women.
- ❖ Marie-Josée Wapistan (Innu Nation): Marie-Josée mentioned that she had participated in a course on Indigenous female governance. The community of Unamen Shipu invited her to speak about it. She also represented QNW at the annual general assembly of the Native Women's Association of Canada.
- ❖ Ami-Lee Hannaburg (Mohawk Nation): Ami-Lee met the federal minister responsible for Indigenous relations, Carolyn Bennett, to represent QNW.
- ❖ Linda L. Shecapio (Eeyou Nation): the Association of Eeyou women, of which Linda is the president, celebrated its 20<sup>th</sup> anniversary. The annual general assembly was held in Waswanipi. Linda participated in various conferences on economic development and culture, in a cultural meeting for the kukums, in several meetings stemming from the assault accusations by women in Val-d'Or.
- ❖ Denise Larocque (Mi'gmaq Nation): Denise explained that she is working to rebuild membership in her Nation. They have created a *Facebook* page. They have also

reached women by phone. They organized a dinner with some help from the elders. She is spending a lot of time working on the justice and discrimination files. She is also interested in the environment. She organized a workshop on extractivism and violence against women.

- ❖ Cellia-Ann Collier (Huron-Wendat Nation): Kateri Vincent is replacing her because she finished her term on November 1. She participated in the QNW Constitution committee. In her Nation, several meetings took place on some projects including the upcoming one involving the recognition gala. In May, they organized an information evening on Bill S-3 with Mr. David Schulze, the QNW president, and the justice coordinator. Kateri also took part in the Kwe event on myths and realities, and she attended the general assembly of the Association of Eeyou women in Waswanipi as a replacement for the QNW president. The Huron-Wendat women are informed of activities through a *Facebook* page and also by the local newspaper.

### **ADOPTION OF THE MINUTES FROM THE 2017 ANNUAL GATHERING AND FROM THE 2017 SPECIAL GATHERING OF MEMBERS**

The minutes from the 44<sup>th</sup> QNW annual gathering, held on November 11 and 12, 2017, were submitted (see tab 2).

In the French version, the following modification was made to page 10, 1<sup>st</sup> paragraph, the following phrase should instead read (addition underlined): « Elle encourage également toutes les femmes à participer à la Commission Viens sur certains services publics au Québec parce que plus il y aura de dénonciations auprès de cette commission, plus la situation devrait s'améliorer. »

No modifications were made to the English version.

#### **Resolution no. 2018-11-18 – 20 – Adoption of the minutes from the 44<sup>th</sup> annual gathering**

It is moved to adopt the minutes from the 44<sup>th</sup> QNW annual gathering of members held on November 11 and 12, 2017, as modified.

Moved by Frances Hannaburg

Seconded by Françoise Ruperthouse

The motion is carried unanimously.

The minutes from the QNW special gathering of members, held on November 12, 2017, were also submitted (see tab 2).

No modifications were made to them.

#### **Resolution no. 2018-11-18 – 21 – Adoption of the minutes from the special gathering of November 12, 2017**

It is moved to adopt the minutes from the QNW special gathering of members held on November 12, 2017, as presented.

Moved by Mary Hannaburg  
Seconded by Denise Larocque  
The motion is carried unanimously.

**PRESENTATION AND TESTIMONIAL ON THE 1<sup>ST</sup> ENGLISH-LANGUAGE EDITION OF “INDIGENOUS FEMALE GOVERNANCE IN QUEBEC FOR INDIGENOUS WOMEN LEADERS,” AT SAINT PAUL UNIVERSITY IN OTTAWA**

The presentation was cancelled.

**CHANGES AND ADDITIONS TO THE CONSTITUTION (CONTINUED)**

The document on the proposed amendments and additions to the Constitution was handed out to the delegates. These are the amendments and additions presented in the table that were proposed to the members for ratification.

A delegate suggested that paragraph a) of article 53 be reworded more positively. Her suggestion was accepted and the Constitution committee will take it into account as it continues its work over the next year. It was also suggested that a process be proposed to the members so that they can submit their suggested amendments before the annual gathering. Finally, it was suggested to possibly discuss the distinct character of the council of the Eeyou Nation.

**Resolution no. 2018-11-17 – 10 – Ratification of the amendments to the Constitution**

Considering the amendments to the Constitution previously presented;

It is moved to ratify the amendments to the Constitution made to articles 9.2, 10, 11, 28, 34, 43, 48, 50, 52, and 53.

It is also moved to ratify the addition of a section on the kukum circle made up of articles 54, 55, and 56.

Also, it is moved that the numbering of the former articles 54 and following of the Constitution be shifted and become 57 and following.

Moved by Jolene Cowan  
Seconded by Mary Hannaburg  
The motion is carried unanimously.

**OTHER BUSINESS**

There was no other business to discuss.

**END OF THE ASSEMBLY AND CLOSING PRAYER**

Before ending the assembly, QNW President Viviane Michel thanked the assembly chair, Wina Sioui, the organizers of the various events, and the delegates for their participation.

**Resolution no. 2018-11-18 – 22 – End of the assembly**

It is moved to conclude the assembly at 2:35 p.m.

Moved by Diane Picard

The motion is carried unanimously.

QNW Vice President Mary Hannaburg said the closing prayer.

---

Viviane Michel, President

*Minutes drawn up by Andrée Savard.*

# **QUEBEC NATIVE WOMEN INC.**



## **CONSTITUTION AND BY-LAWS**

**November 2018  
(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 – The Circle of Kukums

- 54. Circle of Kukums
- 55. Responsibilities of the Elder Representative
- 56. Responsibilities of the Circle of Kukums

#### Chapter 10 – Administrative Provisions

- 57. Amendments to the Letters Patent, Constitution and By-Laws
- 58. Banking Powers
- 59. Signature and Certification of Documents
- 60. Borrowing Powers
- 61. Financial Year

	<b>Chapter 1 – General Provisions</b>
<b>Article 1 – Name</b>	<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>
<b>Article 2 – Definitions</b>	<p>This Constitution uses the words below as follows:</p> <p><b>Nation or Group Council:</b> Formerly the General Council of a Nation or Group.</p> <p><b>Group:</b> A group comprising aboriginal youth, elders, and women living in urban centres, or employees.</p> <p><b>Nation:</b> The Nation of origin of FAQ-QNW members: Abnaki Algonquin, Atikamekw, Eeyou, Huron-Wendat, Innu, Maliceet, Mi'gmaq, Mohawk and Naskapi.</p> <p><b>Annual Gathering of Members:</b> Formerly the Annual General Assembly.</p> <p><b>Elected Council:</b> Formerly the Board of Directors.</p> <p><b>Gathering of Members:</b> Any general assembly of members.</p> <p><b>Representative:</b> Formerly Director.</p> <p><b>Assistant representative:</b> Formerly Assistant Director.</p>
<b>Article 3 – Mission</b>	<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>
<b>Article 4 – Objectives</b>	<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>
<b>Article 5 – Territory and Origin of Members</b>	<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>
<b>Article 6 – Head Office</b>	<p>The head office is located in Kahnawake.</p>
<b>Article 7 – Working Languages</b>	<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>
<b>Article 8 – Organizational Chart</b>	<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><b>Chapter 2 – Members</b></p>
<b>Article 9 – Member Categories</b>	<p><b>9.1 Members</b> 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><b>9.2 Junior Members</b> Any woman of Aboriginal origin who is 16 or 17 years of age</p>

	<p>and resides in Quebec.</p> <p><b>9.3 Members from Outside Quebec</b> 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><b>9.4 Friend Members and Friends</b> Any woman, man or organization that supports the Association's mission and objectives.</p> <p><b>9.5 Honorary Members</b> The ex-Presidents of the Association.</p>
<b>Article 10 – Member Rights</b>	<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>With the exception of junior members, 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 at 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>
<b>Article 11 – Membership Application Procedure</b>	<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 upon request.</p>

<b>Article 12 – Fees</b>	<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>
	<b>Chapter 3 – Elected Council</b>
<b>Article 13 – Powers and Responsibilities</b>	<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"> <li>a) enter into a contract on behalf of the Association, in accordance with the law.</li> <li>b) create and abolish any committee and define its mandates.</li> <li>c) ensure that all the necessary or desired steps are taken to obtain the funds needed to fulfill the Association’s mission and objectives.</li> <li>d) adopt the Association’s financial reports.</li> <li>e) receive written reports from Executive members and the Executive Director.</li> <li>f) take charge of implementing resolutions adopted at the Annual Gathering of Members.</li> <li>g) adopt changes to the Association’s Constitution and submit them to the Annual Gathering of Members for ratification.</li> <li>h) determine by resolution the compensation for the President of the Association, as needed.</li> </ul>
<b>Article 14 – Composition of the Elected Council</b>	<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"> <li>• Nine (9) representatives from the Nations of Abnaki, Algonquin, Atikamekw, Eeyou, Huron-Wendat, Innu, Mi’gmaq, Mohawk and Naskapi;</li> <li>• One (1) representative of Aboriginal women living in an</li> </ul>

	<p>urban centre;</p> <ul style="list-style-type: none"> <li>• One (1) youth representative;</li> <li>• One (1) elder representative;</li> <li>• One (1) employee representative</li> <li>• The Executive Director.</li> </ul>
<b>Article 15 – Representative and Assistant Representative Elections</b>	<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>
<b>Article 16 – Mandate</b>	<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 not exceed 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>
<b>Article 17 – Assemblies and Notice</b>	<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>
<b>Article 18 – Quorum</b>	<p>A majority of representatives shall constitute quorum for an Elected Council assembly.</p>
<b>Article 19 – Vote</b>	<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>
<b>Article 20 – Conflict of Interest</b>	<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>
<b>Article 21 – Written Resolutions</b>	<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>
<b>Article 22 – Participation by Telephone or Electronic Device</b>	<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>
<b>Article 23 – Resignation and Withdrawal of a Member from the Elected Council</b>	<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"> <li>a) tender her written resignation to the Association, effective the moment the Association receives it.</li> <li>b) cease to be a member of the Association.</li> <li>c) become deceased.</li> <li>d) be recognized as not being of sound mind.</li> <li>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.</li> </ul>

	<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>
<b>Article 24 – Vacancy</b>	<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>
<b>Article 25 – Dismissal of a Member from the Elected Council</b>	<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"> <li>a) The right to be informed of the exact nature of the alleged act or omission;</li> <li>b) The right to be informed of the disciplinary procedure;</li> <li>c) The right to an opportunity to be heard by a competent authority and to make a full and complete defence;</li> <li>d) The right to an unbiased decision;</li> <li>e) The right to be informed of the decision and the reasons on which it is based.</li> </ul>

	<b>Chapter 4 – Executive</b>
<b>Article 26 – Powers and Responsibilities</b>	<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>
<b>Article 27 – Composition</b>	<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>
<b>Article 28 – Elections</b>	<p>Applications for the position of President must be submitted at least thirty (30) days before the opening of the Annual Gathering of members.</p> <p>Applications for other positions on the Executive must be submitted at the Annual Gathering of members.</p> <p>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 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>
<b>Article 29 – Mandate</b>	<p>Executive members are elected for a two-year (2) mandate. They may not exceed four (4) consecutive two-year (2) mandates.</p>
<b>Article 30 – Assemblies and Notice</b>	<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>
<b>Article 31 – Quorum</b>	<p>An Executive majority shall constitute quorum for an Executive meeting.</p>

<b>Article 32 – Responsibilities of the President</b>	<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>
<b>Article 33 – Responsibilities of the Vice-President</b>	<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>
<b>Article 34 – Responsibilities of the Secretary- Treasurer</b>	<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> <p>i) She follows up on the resolutions adopted at the Annual Gathering of members.</p>
	<p><b>Chapter 5 – Representatives to the Elected Council</b></p>
<p><b>Article 35 – Responsibilities</b></p>	<p>A representative to the Elected Council shall represent her Nation or respective group (urban centre, youth, elders or employees). She shall:</p> <p>a) attend Elected Council assemblies.</p> <p>b) act as a liaison between the Elected Council and the members or employees;</p> <p>c) be responsible for organizing her Nation or Group Council;</p> <p>d) be responsible for summoning members to the Nation or Group Council and inform them about the importance of participating and getting involved;</p> <p>e) be responsible for presenting resolutions from her Nation or group to the Annual Gathering of Members;</p> <p>f) be responsible for following up on the activities of her Nation or the group she represents;</p> <p>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;</p> <p>h) report on the activities of her Nation, group or community at an assembly, at least at an Elected Council assembly;</p> <p>i) make sure that discussions during Elected Council assemblies or during any other Association proceeding remain confidential, as necessary;</p> <p>j) sign the Association's Confidentiality Agreement and Code of Ethics;</p>

	<p>k) be responsible for defending, in all circumstances, the interests and rights of all women of Aboriginal descent in Quebec.</p> <p>Assistant representatives shall adapt and take on all of these responsibilities.</p>
	<p><b>Chapter 6 – Gatherings of Members</b></p>
<p><b>Article 36 – Annual Gathering of Members</b></p>	<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> <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.</p>
<p><b>Article 37 – Special Gathering of Members</b></p>	<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>
<p><b>Article 38 – Notice of Assembly</b></p>	<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>
<p><b>Article 39 – Delegates</b></p>	<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"> <li>• One (1) youth</li> </ul>

	<ul style="list-style-type: none"> <li>• One (1) elder</li> <li>• The Nation representative to the Elected Council</li> <li>• Three (3) other members from the Nation</li> </ul> <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"> <li>• One (1) youth</li> <li>• One (1) elder</li> <li>• The urban centre representative to the Elected Council</li> <li>• Three (3) other members from the urban centre</li> </ul> <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: 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.</p>
<b>Article 40 – Quorum</b>	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.
<b>Article 41 – Vote</b>	<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</p>

	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.
<b>Article 42 – Observers and Employees</b>	<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>
	<b>Chapter 7 – Nation Councils</b>
<b>Article 43 – Nation Councils</b>	<p>Each year, before the Annual Gathering of Members, a council 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>The members themselves identify with a Nation. 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>If she participates in more than one Nation Council, she may not apply to become a delegate for this other Nation Council at the Annual Gathering.</p> <p>The Urban Centre Council shall bring together members living in an urban centre.</p>
<b>Article 44 – Vote</b>	<p>Unless the law provides 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>

	The Nation representative, at every Nation Council, may determine the number of persons who shall act as scrutineers.
<b>Article 45 – Observers</b>	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.
<b>Article 46 – Notice</b>	Notice of each Nation Council shall be sent to members at least thirty (30) days before the council is held.
<b>Article 47 – Agenda</b>	<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>
<b>Article 48 – Elections</b>	<p>Elections shall be held for each of the following positions:</p> <ul style="list-style-type: none"> <li>➤ A Nation or urban centre Representative to the Elected Council;</li> <li>➤ The assistant representative for a Nation or urban centre to the Elected Council;</li> <li>➤ Delegates to the Annual Gathering of Members, including one youth delegate and one elder delegate.</li> </ul> <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"> <li>➤ The Nation or urban centre Representative to the Elected Council</li> <li>➤ A youth delegate</li> <li>➤ An elder delegate</li> <li>➤ Three (3) other delegates</li> </ul> <p>To apply for one of these positions, a person must:</p> <ul style="list-style-type: none"> <li>• be a member of the Association</li> <li>• be present during elections.</li> </ul> <p>Exceptionally, a member may participate by telephone or electronic means, and apply for one of these positions without being physically present during the elections.</p> <p>A member who is an employee may not apply for one of these positions.</p>

	<p>The Nation or Urban Representative of the Council of Elected Representatives and the Assistant Representative are elected for terms of two (2) years.</p> <p>Half of them are elected each year.</p> <p>The youth delegates and elder delegates are elected for a maximum of eight (8) consecutive one-year (1) terms.</p>
<b>Article 49 – Quorum</b>	The members in attendance shall constitute quorum for a Nation or Urban Centre Council meeting.
	<b>Chapter 8 – Youth Council</b>
<b>Article 50 – Youth Council</b>	<p>Subject to financing, the Youth Council shall meet at least twice (2) per year, including the meeting at the Annual Gathering of members.</p> <p>The majority of youth delegates constitute the quorum required for a Youth Council Meeting.</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 one-year (1) mandate and shall not exceed eight (8) consecutive mandates.</p>
<b>Article 51 – Age</b>	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.
<b>Article 52 – Responsibilities of the Youth Representative</b>	<p>a) The youth representative is the spokesperson for and represents the Youth Council.</p> <p>b) She is a member of the Association's Elected Council.</p> <p>c) She shall ensure liaison between the Youth Council and the Council of Elected Representatives.</p> <p>d) 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>e) She may delegate the task of representation to another youth delegate.</p> <p>f) She shall work closely with the youth coordinator and with her support in the accomplishment of her responsibilities.</p>



	<p>g) She shall make sure that information she receives at various representations is shared with the youth delegates and she consults with them.</p> <p>h) She shall submit an annual activities report to the Youth Council as a youth representative.</p> <p>i) She shall present all the Youth Council's recommendations to the Council of Elected Representatives for approval.</p>
<b>Article 53 – Responsibilities of the Youth Delegates</b>	<p>a) She shall promote Association matters, both general and youth-specific, among the young women of her Nation or urban centre.</p> <p>b) She shall call upon resource persons, such as the Nation or urban centre Representative and FAQ employees.</p> <p>c) She shall encourage young women to get involved in order to promote activity participation, both those she organizes as well as those scheduled in the Youth Council's planning or that of the Association.</p> <p>d) She shall participate in the meetings of the Youth Council.</p> <p>e) She shall participate in the preparation of the quarterly report and the annual report submitted to the Council of Elected Representatives.</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>
	<b>Chapter 9 – The Circle of Kukums</b>
<b>Article 54 – Circle of Kukums</b>	<p>The Circle of Kukums shall meet at least once (1) per year in preparation for the Annual Gathering of Members.</p> <p>The majority of elder delegates shall constitute the required quorum for a meeting of the Circle of Kukums.</p> <p>The elder delegates from each Nation and urban centre participate in the Annual Gathering of members, as well as the Elder Representative sitting on the Council of Elected Representatives.</p> <p>The Elder Representative and the Assistant Elder Representative shall be elected for a term of one (1) year and shall not exceed (8) consecutive terms.</p>

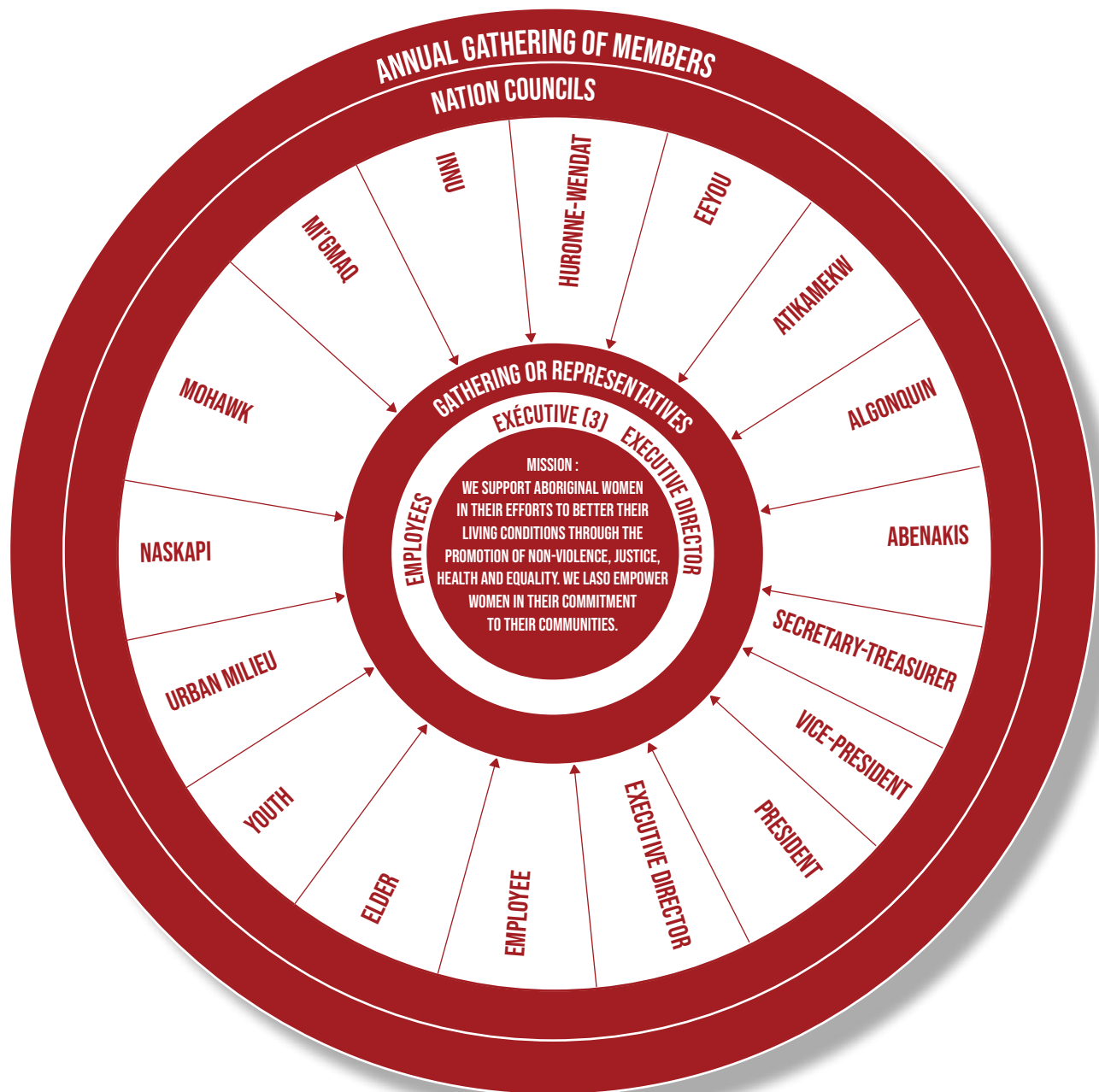
<b>Article 55 – Responsibilities of the Elder Representative</b>	<p>a) The Elder Representative shall be the spokesperson for the Circle of Kukums and represents it.</p> <p>b) She shall be a member of the Council of Elected Representatives of the Association.</p> <p>c) She shall be one of the representatives of the Association at the meetings of the Native Women's Association of Canada.</p> <p>d) She may delegate one or the other of these representations to an elder delegate.</p>
<b>Article 56 – Responsibilities of the Circle of Kukums</b>	<p>With the support of the QNW coordinator:</p> <p>a) Provide a vision, leadership, and counsel to QNW on issues related to Indigenous elders.</p> <p>b) Recommend and provide counsel and information on traditional knowledge, and cultural and spiritual values.</p> <p>c) Assist in the education of QNW members, especially youth, on Indigenous languages, culture, and traditions.</p> <p>d) Establish protocols for culturally appropriate behaviour.</p> <p>e) Organize certain cultural ceremonies.</p> <p>f) Provide information on names for substitute delegates to accomplish their tasks, if members of the Circle of Kukums are unavailable.</p> <p>g) Act as mediators in the event of conflict within the organization.</p> <p>h) Support QNW in the application of the code of ethics.</p> <p>i) Be present in the elders' room upon request during gatherings.</p> <p>j) Act as advisors to QNW staff upon request.</p> <p>k) Provide comments to the QNW Council of Elected Representatives upon request.</p>
	<b>Chapter 10 – Administrative Provisions</b>
<b>Article 57 – Amendments to the Letters Patent, Constitution and By-Laws</b>	<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)</p>

	<p>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>
<b>Article 58 – Banking Powers</b>	<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>
<b>Article 59 – Signature and Certification of Documents</b>	<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>
<b>Article 60 – Borrowing Powers</b>	<p>The Elected Council may, when they deem necessary, adopt a resolution to:</p> <ul style="list-style-type: none"> <li>a) borrow money on the credit of the Association, put up its future and present assets for collateral and repay the amount borrowed;</li> <li>b) buy, sell and rent any asset or right in the name of the Association;</li> <li>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.</li> </ul>
<b>Article 61 – Financial Year</b>	<p>The Association's financial year shall begin on April 1 and conclude on March 31 of the following year.</p>

# ORGANIZATIONAL CHART



FEMMES AUTOCHTONES DU QUÉBEC INC.  
QUEBEC NATIVE WOMEN INC.







# TABLE OF CONTENTS

---

## EXECUTIVE

PRESIDENT'S REPORT .....	3
VICE-PRESIDENT'S REPORT .....	5
SECRETARY-TREASURER'S REPORT .....	6
EXECUTIVE DIRECTOR'S REPORT .....	7

## ABOUT

HISTORY .....	9
TEAM .....	10
ELECTED COUNCIL .....	11

## PORTFOLIOS

JUSTICE AND PUBLIC SECURITY .....	12
TRAINING ON SEXUAL ASSAULT .....	14
FIRST NATIONS ACTION PLAN AGAINST SEXUAL ASSAULT .....	16
PROMOTION OF NON-VIOLENCE AND WOMEN SHELTERS .....	19
YOUTH .....	22
ELDERS .....	23
LEGAL AND POLICY .....	24
EMPLOYMENT AND TRAINING .....	27
HEALTH .....	28
ENVIRONMENT AND SUSTAINABLE DEVELOPMENT .....	29
COMMUNICATIONS .....	30

## FINANCIAL REPORT

FINANCIAL STATEMENTS .....	TAB 5
----------------------------	-------







# PRESIDENT'S REPORT

## Sisters of the Nations, Colleagues, Kuei,

I am proud to submit my annual activity report. Of course, the performance of my duties leads our organization to be proactive and recognized among our partners, our allies and our Nations, and our work of collaboration and alliance was very well received by those who approached Québec Native Women this year. We have been able to maintain clear positions on how to work together, while avoiding duplicating what the State has done to us as a paternalistic and colonial system.

2019 was a busy year for us in the pursuit of our work objectives.

In November 2018, QNW was invited to participate as a panellist in the Status of Women Canada's GBA+ Forum (Gender-based Analysis Plus) to build momentum on the importance of integrating GBA+ in the development of public policies, programs and initiatives. Participants from federal, provincial/territorial and municipal governments, leaders from the private sector, civil society, think tanks, academia and research institutions, and international stakeholders were present. Subsequently, QNW was able to sit on the Status of Women's Indigenous Women's Council. Wonderful recognition of the expertise of our organization.

In collaboration with our National Indigenous Women's Organization of Canada, we participated in the Indigenous and First Nations Rights Symposium on Bill S-3. Great warriors such as Sharon McIvor and Pamela Palmaker have openly stated their position on this bill that discriminates against Indigenous women. We also joined these warriors at presentations in the Senate and at the press briefing in Ottawa. At the symposium, QNW was formal and affirmed that our participation should not be considered as an official consultation and acceptance of the situation. Moreover, we, as an organization sent our report clearly indicating our position.

At the international level, in April, QNW continued its representations at the UN Permanent Forum on Indigenous Issues in New York. This year, I was accompanied by our Legal and Political Analyst, Éloise Ouellet Décoste,



**VIVIANE MICHEL**

as well as by our Vice-President Mary Hannaburg, a tireless warrior against Bill S-3. We exhibited remarkable teamwork in our two respective languages and our actions were very much appreciated. We continued to denounce Canada's discrimination against us, First Nations women.

On June 3rd, we received the report of the National Inquiry into Missing and Murdered Indigenous Women and Girls after two and a half years of work across Canada. In response, QNW filed a brief containing 91 recommendations. For its part, the Commission tabled a report specific to Québec, containing 21 recommendations.

Good news, ladies, on August 15, 2019, the government announced that the parts of Bill S-3 that had been suspended when it came into effect in December 2017 are now incorporated into section 6 of the Indian Act. **Two important changes: the 1951 deadline has been removed and all 6.1 c registrants are now listed as 6.1 a. The "6.1 all the way" campaign is a victory, but the battle has not quite been won.** QNW will continue to denounce discrimination against us, Indigenous women, by imposing the declaration of paternity on us and we will continue our struggle together.





# PRESIDENT'S REPORT (CONT.)

On September 30, 2019, the Public Inquiry Commission on relations between Indigenous Peoples and certain public services in Québec (Viens Commission) tabled its report. QNW responded and filed its brief with 21 recommendations. I will not hide QNW's disappointment with the report filed. Important points were missing in the report's recommendations: restoring the justice system, the issue of the safety of Indigenous women, and the issue of forced sterilization of Indigenous women. Here again, QNW will continue the battle.

As part of my work, I am responsible for making presentations on the issues and the reality of Indigenous women, participating and collaborating with departments and governments and participating at the Indigenous Leaders Table.

Another one of my tasks, which I believe to be of the utmost importance, remains the tour of QNW Nations. This tour allows me to make contact with our members, to hear you and to make your voices heard. Taking this time is a privilege that helps me to be a good spokesperson for all of you, dear Sisters of the Nations.

I am so proud to work for Québec Native Women and we must do it together. Collectively, let's work to protect our beautiful organization while highlighting its mission and achievements.

I have nothing but gratitude toward our Executive Director, Carole Bussière, as well as to my colleagues who work tirelessly, toward our Council of Elected Members, which ensures the proper functioning of QNW and to **you, dear Sisters, dear QNW members**, thank you all for being involved in your own way.

Tshinashkumitinau!

---

**NIN VIVIANE MICHEL**  
PRESIDENT QNW





# VICE-PRESIDENT'S REPORT

## She:kon

Submitting my annual report is very important to me because I occupy a position to which I have been elected by you, dear members of the Nations. It is important here to specify my role and responsibility as Vice-President. According to our Constitution, I must perform the duties of the President in her absence, when necessary. I must also perform any other function that may be assigned to me by the executive team or the Council of Elected Representatives. This year, I was able to become involved in order to assist or replace our President, Viviane Michel, and assist our Executive Director, Carole Bussière.

I am what our president calls “a Bill S-3 Warrior” and I attended the Native Women’s Association of Canada (NWAC) symposium as a panellist. I also participated in the consultation on Bill S-3 organized by QNW. During this event, we held a press conference to denounce discrimination against Indigenous women, along with our President and Alexandre Boulerice, deputy leader and MP for the NDP. We then travelled to Ottawa to include our voices at the press conference convened by NWAC. Strong and determined warriors were present and took the floor: Sharon McIvor, Dr. Pamela Palmater, Jeannette Lavell Corbière, Dawn Harvard, our president Viviane Michel, Senator Eva Dyck and Senator Marilou MacPhedran. This was the “6.1 All the Way” campaign. In April, our fight also took us to the UN Headquarters in New York to attend a meeting of the UN Permanent Forum on Indigenous Issues. It was a first experience for me, but how beneficial it was, given the good work we did with our President and our Legal and Policy Analyst. Every day, for weeks, I sent correspondence on sex discrimination in Bill S-3 to Carolyn Bennett, Minister of Crown-Aboriginal Relations and Maryam Monsef, Minister of International Development and Minister for Women and Gender Equality.

I also replaced our President to make presentations on Indigenous women’s issues or to conduct English interviews on our current issues, either on the radio or in front of APTN and CBC cameras. I participated in the 1990 Kanesatake Commemorative March with our QNW staff and at the Mohawk Nation Elders and Youth Gathering: **Listening to the Wisdom of our Elders (Niokominanak)** in Kahnawake.



O :NEN MARY HANNABURG

### #INDIAN ACT TO UNDRIP

*“There was no consultation when my mother was stripped of her rights. It was a stroke of a pen,” said Mary Jane Hannaburg, Vice-President of @FAQQNW. “It is time to take that same pen and give us back our rights.”*

Mary Hannaburg’ testimony at the Bill S-3 Consultation at the Native Women’s Association and, Carolyn Bennett, Minister of Crown-Indigenous Relations, was present. The story has been shared on Twitter.

I also participated in the QNW Mohawk Nation Council and initiated the Red Dress campaign in memory of missing and murdered Indigenous women in Kanesatake.

I devote myself to our organization with intensity and love for our cause and hope to continue.

O :NEN MARY HANNABURG  
VICE-PRESIDENT QNW





# SECRETARY TREASURER'S REPORT

## NOVEMBER 2018

- Council of the Elected Representatives (November 15th).
- Annual Gathering 2018 (November 16-18)
- Interview Committee with Julia for the Sexual Assault Project Coordinator position.
- Signing of documents in the absence of the DG

## DECEMBER 2018

- 2 meetings concerning the renewal of the Collective Agreement (December 3 and 12)

## JANUARY 2018

- Meeting with the president on follow-ups at the last annual gathering.
- 2 meetings concerning the renewal of the Collective Agreement (January 8th and 16th)
- Council of the Elected Representatives (18-19-20 January)

## FEBRUARY 2018

- Collecting information concerning the salary adjustments of the President and the DG.
- Discussion with Françoise Ruperthouse on salary adjustments.
- Information request to the accountant (Chantal Ouellet) on salary adjustments.

## MARCH 2018

- Follow-up with Chantal Ouellet on the information concerning salary adjustments.
- Follow up with Ami-Lee the concerning information gathered on salary adjustment.
- Follow up with DG and Chair for comments and further information from them.
- Continuation of the work on the Constitution. (Preparation for the discussions and appeal of GT held on April 29.)
- Exchanges of information on the modifications of the Constitution with A. Savard (7-14 and the 31st of March)

## APRIL 2018

- Exchanges of information on the modifications of the Constitution with A. Savard (18-26 and 28 of April).
- Continuation of the work on the Constitution; the election by-law and the Code of Ethics. Conference call April 29 - 13:30.

## MAY 2018

- Meeting of the Council of Elected May 25.



**SUZETTE JEANNOTTE**

Participation by telephone.

## JUNE 2019

- Signature of cheques. (June 20)
- Signature of financial statements. (June 27)

## JULY 2019

- Meeting of the Executive. (July 6)
- Comments on the amendments to the Constitution. (July 12)
- Signature of cheques.

## AUGUST 2019

- Signature of cheques. (August 2)
- Comments on the amendments to the Constitution. (August 16)
- Meeting of the executive and follow-up with the DG. (August 19)

## SEPTEMBER 2019

- Meeting with the President in preparation for the Council of Nation to be held in Gespeg. (September 18)

## OCTOBER 2019

- Meeting of the Micmac Nation in Gespeg in replacement of the President of QNW. (October 5)
- QNW strategic planning session. (October 15-16)

**SUZETTE JEANNOTTE,  
SECRETARY-TREASURER 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 funding agreements to allow us to carry out the Association's mandates.
- 2) Management of our employees' files

## FINANCES

### I. FUNDING WHICH ALLOWS US TO CARRY OUT THE ASSOCIATION'S MANDATES

Funding of QNW's operations is as follows:

- a) At the provincial level, we signed a five-year funding agreement (2017-2022) with the Secrétariat aux affaires autochtones, as part of the FIA III. We have two years of guaranteed funding left
- b) At the federal level, we signed a five-year funding agreement (2016-2021) with Indigenous and Northern Affairs Canada (INAC). We have one year of guaranteed funding left.

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 2019-2020

- a) Ministère de la Santé et des Services sociaux – for the positions of Health Coordinator and the Coordinator for the Promotion of Non-Violence
- b) Secrétariat à la jeunesse – for the position of Youth Coordinator
- c) Ministère de la Justice Québec – for the position of Justice and Public Security Coordinator
- d) Native Women's Association of Canada (NWAC) for the position of Employment and Training Coordinator
- e) Indigenous and Northern Affairs Canada for the positions of President, Legal and Political Analyst and Communications Officer
- f) Secrétariat aux affaires autochtones for the posi-



**CAROLE BUSSIÈRE**

tions of Executive Director, Project Manager and Executive Assistant, Receptionist and Accounting Technician

- g) Secrétariat aux aînés, from the ministère de la Famille in the Québec ami des aînés program for the position of Elder Coordinator
- h) Ministère de la Sécurité publique for the position of Coordinator First Nations Action Plan
- i) This year we received financial support from the Pathy Family Foundation for additional assistance for community visits, health records, sexual assault training and the First Nations Sexual Assault Action Plan.

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



# EXECUTIVE DIRECTOR'S REPORT (CONT.)

## II. MONITORING OF EMPLOYEE FILES

Throughout the year, Québec Native Women strives 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 Québec 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 Accounting Technician and our auditor, accounting firm Daoust-Lajoie Inc.

I also worked on the Collective Agreement between QNW and the Union of Québec Native Women Employees (CSQ), which came into effect on April 17, 2019 for a period of five years.

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 focused 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.

*"It is with pride that I can see the work accomplished in 45 years. Québec 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."*

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."

In conclusion, I want to thank an exceptional, devoted, competent and greatly appreciated team. Thanks also to Viviane who supports me and has complete trust in me.

---

**CAROLE BUSSIÈRE**  
EXECUTIVE DIRECTOR QNW





# QUÉBEC NATIVE WOMEN



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.

## 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. Québec Native Women also supports women in their commitment to their communities.

## ABOUT 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 realized the similarities in the problems faced by their respective communities, but also the isolation experienced among them.

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.





# 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



**LAURA ROCK**  
Assistant to  
the Director



**ALEXANDRA LORANGE**  
Legal and Policy  
Analyst



**LISA GAGNÉ**  
Sexual Assault  
Training  
Coordinator



**LIVIA VITENTI**  
Coordinator for the  
First Nations  
Action Plan  
Against Sexual  
Assault



**NAOMI GEORGE**  
Coordinator for the  
Elders and  
Youth Coordinator



**LORI-MAY DUBÉ**  
Health Coordinator



**NATHALIE BUSSIÈRE**  
Employment and  
Training  
Coordinator



**ISABELLE PAILLÉ**  
Promotion of  
non-violence and  
Women Shelters  
Coordinator



**JAY LAUNIÈRE-MATHIAS**  
Project Manager for  
logistics and events



**MARGARET CHITTSPATTIO**  
Receptionist





# ELECTED COUNCIL

## THE EXECUTIVE

PRESIDENT:	VIVIANE MICHEL
VICE-PRESIDENT:	MARY HANNABURG
SECRETARY-TREASURER:	SUZETTE JEANNOTTE

MEETINGS OF  
ELECTED COUNCIL :

JANUARY 18-20 2019  
MAY 24-26 2019

## NATION REPRESENTATIVES

ABENAKIS NATION:	FLORENCE BENEDICT
ALGONQUIN NATION:	FRANÇOISE RUPERTHOUSE
ATIKAMEKW NATION:	ANNICK AWASHISH
EEYOU NATION :	LINDA L SHECAPIO
HURON-WENDAT NATION :	CELLIA-ANN COLLIER
INNU NATION:	MARIE-JOSÉE WAPISTAN
MI'G MAQ NATION:	DENISE LAROCQUE
MOHAWK NATION:	AMI-LEE HANNABURG
NASKAPIE NATION:	ELISABETH MAMEANSKUM
URBAN CENTRES:	HÉLÉNA LALO
YOUTH REPRESENTATIVE:	CRYSTAL JEROME
ELDER REPRESENTATIVE:	IRENE BEARSKIN HOUSE
EMPLOYEE REPRESENTATIVE:	JENNIFER BRAZEAU
EXECUTIVE DIRECTOR :	CAROLE BUSSIÈRE

QNW is administered by an elected council that is currently composed of 15 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 organization is authorized to take in accordance with the law, its letters patent and its Constitution.







# JUSTICE AND PUBLIC SECURITY PORTFOLIO

QNW has developed a recognized expertise in defending the rights of Indigenous women since 1974. With the justice and public security file, QNW represents the interests of Indigenous women in order to improve their access to justice and their safety.

## GATHERING OF FAMILIES OF MISSING AND MURDERED INDIGENOUS WOMEN

Throughout the year, QNW sought funding to organize the fourth edition of the gathering of families of missing and murdered Indigenous women in Québec. We approached the Québec Information Liaison Unit for the Families of Missing and Murdered Indigenous Women and Girls (QFILU), but were left without a response. Finally, on March 28, 2019, we submitted a request for funding to the Government of Canada's Ministry for Women and Gender Equality under the Missing and Murdered Indigenous Women and Girls' Commemoration Fund. Our request for funding was to fund the next 2 gatherings of the families of missing and murdered Indigenous women in Québec that will be organized by QNW in 2020 and 2021. In July 2019, we received confirmation that our request had been granted and that we would receive funding of \$200,000 for the next two gatherings.

## NATIONAL INQUIRY INTO MISSING AND MURDERED INDIGENOUS WOMEN AND GIRLS (NIMMIWG)

QNW has represented the interests of its members in its interventions with the NIMMIWG, the government, the media and the United Nations Special Rapporteur on violence against women. On December 10, 2018, we made our final presentations before the NIMMIWG and on December 14, 2018, we filed our final brief with our recommendations. We also forwarded a follow-up document to the United Nations Special Rapporteur on violence against women. Finally, we were present at the final tabling of the report on June 3, 2019, and are committed to working with all stakeholders to ensure that this report is not forgotten and to support all governments in implementing the calls for justice of the report through concrete and effective measures.

## COMMISSION OF INQUIRY INTO RELATIONS BETWEEN INDIGENOUS PEOPLES AND CERTAIN PUBLIC SERVICES IN QUÉBEC: LISTENING, RECONCILIATION AND PROGRESS (CERP)

QNW represented the interests of its members in its interventions with CERP, the media and the United Nations Special Rapporteur on violence against women. On November 30, 2018, QNW submitted its final report to CERP. Throughout the duration of the CERP, QNW focused its efforts on asserting the rights of Indigenous women at the origin of this commission, those who have denounced police abuses since 2015, to bring them justice and to fight impunity. Finally, on September 30, 2019, CERP submitted its final report.

## INDIGENOUS WOMEN VICTIMS OF SEXUAL ASSAULT

On February 11, QNW submitted a request for funding to the Québec Ministry of Justice for the Akupituaun project, which aims to develop a legal information tool for Indigenous women victims of sexual assault. On March 13, 2019, we received confirmation of funding for this project, which must be completed by March 31, 2020.

Throughout the year, we sought funding to organize the third edition of the Indigenous Women's Support and Assistance Network for Indigenous women victims of sexual assaults by police officers. Finally, we are taking the necessary steps with the Québec Ministry of Justice to use the surplus funds in the dossier of the justice and public safety coordinator to organize this event.

## CONFERENCES ON INDIGENOUS WOMEN AND JUSTICE

QNW has given conferences on historical elements that have an impact on the lives of Indigenous women and the current realities of Indigenous women with justice system stakeholders, including aspiring police officers at the l'École nationale de police du Québec and students at the UQAM Clinique internationale de défense des droits humains.



# JUSTICE AND PUBLIC SECURITY PORTFOLIO (CONT.)

## COMMITTEES AND COLLABORATIONS:

- Advisory committee on the Éducaloi *Comprendre les différents domaines du droit qui touchent les victimes d'agressions à caractère sexuel* project
- Working committee for the justice information project (in partnership with the FNQLHSSC)
- Comité d'examen des décès liés à la violence conjugale, led by the Bureau du Coroner du Québec
- Phase II committee for denunciations of police misconduct
- SPVM Indigenous Vigilance Committee
- Indigenous Socio-Judicial Forum
- Monitoring Committee for Projet Iskweu, an initiative of the Native Women's Shelter of Montréal, which aims to support families when an Indigenous woman or girl (trans or two spirit) disappears

## RESEARCH PROJECTS

- Research project on the needs of Indigenous women incarcerated in Québec provincial penal institutions, in partnership with the Elizabeth Fry Society of Québec, Concordia University and McGill University
- Research project Looking Out for Each Other on Missing and Murdered Indigenous women in Montréal, in partnership with Université du Québec à Montréal

---

**JOSIANE LOISELLE-BOUDREAU**  
JUSTICE AND PUBLIC SECURITY  
COORDINATOR QNW



# SEXUAL ASSAULT TRAINING PORTFOLIO

---

## MANDAT

### MANDATE

As Sexual Assault Training Coordinator, I am pleased to present my 2018-2019 Activity Report. I took up this position on December 3, 2018. The funding received comes from the Ministère de la Santé et des Services sociaux (MSSS). A proposal was submitted on January 18th, which improved Measure 1.1.17 of The Government Action Plan for the Social and Cultural Development of the First Nations and Inuit 2017-2022 (GAPSCDFNI) to provide the training “**Tsi Te Tio’karas Tatia’kénhne Tanon Tsi Te ioswat’the - Walking through the dark and into the light**” to those working with clients of Native Friendship Centres (CAA) in Québec.

The first step was to finalize the deliverable for Phase 1 of the project, which was to review, update and disseminate to communities the existing and relevant QNW tools for family violence and sexual violence.

In addition, during this period (January to May 2019), a one-week training on the guide “Walking through the dark and into the light” was planned for the new coordinator. In three days, I was able to get the training and present it to the QNW employees to familiarize myself with it and master the content.

Following this, I was able to start giving the 4-day training in the 5 communities already planned for Phase 2 at the end of May 2019. Here are the five communities visited: Témiscamingue, Gaspepegiaq, Kawawachikamach, Waskaganish and Wemotaci.

The third phase, already in progress, is where I would go to five communities by the end of March 2020. The targeted communities are: La Romaine, Odanak, the urban area of Québec City or Montréal, depending on the availability of participants, Akwesasne and Kitigan Sibi.

## PROJECTS

PHASE 1: REVIEWING, UPDATING AND DISSEMINATING TO COMMUNITIES THE EXISTING AND RELEVANT QNW TOOLS FOR FAMILY VIOLENCE AND SEXUAL VIOLENCE.

From December to May 2019

The MSSS asked us to review the QNW tools on family violence and sexual violence. I finalized the inventory of existing tools at QNW. I have updated the complete list of deliverables.

The purpose of the review was to update and then disseminate it in the communities I visited during the five trainings. I also have to promote “Walking through the dark and into the light” our tools during QNW meetings.

A two-day training with Wanda Gabriel. Ms. Gabriel researched and wrote the training guide.

A one-day presentation with four QNW employees.

## PRESENTATIONS, CONFERENCES AND ROUND TABLES

During the year, I participated in a day of discussions to counter sexual violence in Montréal’s public spaces: overview of the situation, challenges and courses of action. This day helped to unite the collective forces of the different stakeholders concerned by the situation (councillors of the City of Montréal, Office of the Policy and Program of UN Women, CIUSSS du Centre-sud-de l’Île de Montréal, researchers, SOGEMAP, L’Anonyme, Sans oui c’est non, Centre de prévention des agressions de Montréal (CPAM)). There was a sharing of the successes of five organizations. This day also helped to identify courses of action for the Comité de travail Ville/Réseau du MSSS and its partners.



# SEXUAL ASSAULT TRAINING PORTFOLIO (CONT.)

I participated in the annual training day of the Table de concertation sur les agressions à caractère sexuel de Montréal. The main topic was intervention with victims of sexual assault presenting multiple issues. Six speakers were present and the topics covered were: the complex relationship between criminal victimization and substance abuse, intervention in a dangerous context and chapter P-38.001 of the Act respecting the protection of persons whose mental state presents a danger for themselves or to others, and the exchange of confidential information when a person's safety is threatened, how to be an ally: better intervention with homeless women.

Presentation to the Regroupement québécois des centres d'aide et de lutte contre les agressions à caractère sexuel.

During the year, I co-hosted The Circle and the Box workshop with a group of women, and reached a total of about 40 participants.

**LISA GAGNÉ**  
SEXUAL ASSAULT TRAINING COORDINATOR  
QNW

## TABLE OF COMMUNITIES VISITED

WALKING THROUGH THE DARK AND INTO THE LIGHT TSI TE TIO ' KARAS TATIA ' KÉHNHNE TANON TSI TE IOSWAT ' THE			
DATE	COMMUNITIES	LOCATION	NUMBER OF PARTICIPANTS
MAY 27-30 2019	Kebaowek	Temiscamingue	20
JUNE 3-7	Gesgapegiag	Gesgapegiag	30
JULY 2-5	Kawawachikamach	Kawawachikamach	17
SEPT. 3-6 2019	Robin's nest Women's Shelter	Waskaganish	15
SEPT. 16-19 2019	Wemotaci Health Centre	Wemotaci	10
TOTAL	5 COMMUNITIES	5 TRAININGS	92



# FIRST NATIONS ACTION PLAN AGAINST SEXUAL ASSAULT PORTFOLIO



## CONTEXT

In 2018, QNW organized the First Nations Forum on Sexual Assault, in partnership with the First Nations of Québec and Labrador Health and Social Services Commission (FNQLHSSC). This forum was an opportunity to meet, discuss and think collectively about solutions to put a stop to the problem of sexual assault.

The Forum included a contextualization of the issue of sexual assault in Indigenous communities, success stories and workshops on an action plan to combat sexual assault. It was the moment to join together and act for collective healing.

During the Forum, participants were asked to work in workshops to improve and adapt a proposal for an action plan to combat sexual assault among First Nations. At the end of the Forum, the enhanced action plan was approved by all First Nations participants.

The First Nations Forum on Sexual Assault served as a springboard for a concrete action plan to address sexual violence in communities. By identifying specific actions rooted in the needs of communities, the Forum mobilized key players and created a favourable environment for concrete and lasting changes.

## MANDATE

Québec Native Women (QNW) has had a coordinator on the First Nations Action Plan Against Sexual Assault since June 2019. She ensures a follow-up and visits to communities, acts as a support for communities and as a liaison with the various partners and stakeholders of the action plan (including government bodies that have demonstrated their commitment). The coordinator is also studying the Action Plan in depth in order to support the communities in the implementation of this plan. She is also the person who will share success stories and initiatives that emerge and who will coordinate meetings with the monitoring committee.

## TRAVELLING TO COMMUNITIES

In order to take advantage of the favourable situation resulting from the Forum and to ensure that actions are taken, it is essential to have a regular follow-up and support offered to the communities. To do this, the Action Plan coordinator will visit each community that participated in the Forum to assess the level of commitment, observe the action plan measures that have been implemented or undertaken and identify with the community to familiarize its members with the fruits of the Forum and the action plan and create a willingness to act by providing the support and tools needed.

## SHARING INITIATIVES AND SUCCESS STORIES BETWEEN COMMUNITIES

The coordinator will accompany communities in the implementation of the Action Plan and collect experiences and success stories. In addition, she must promote discussion and ensure consultation and good communication on progress and access to the latest developments.



# FIRST NATIONS ACTION PLAN AGAINST SEXUAL ASSAULT PORTFOLIO (CONT.)

## PROJECTS

### PROJET KAIANISHKAT :

QNW is developing the Kaianishkat project in partnership with the Service aux collectivités de l'Université du Québec à Montréal and Professor Laurent Jérôme. The Kaianishkat project (from generation to generation) aims to train Indigenous women to conduct research in their own communities.

Beyond the individual training of Indigenous women, the Kaianishkat project aims to stimulate the creation of a network of women researchers committed to their communities and without linguistic or cultural barriers. Through this network of mutual support, sharing and circulation of information, QNW would like to be closer to the people of the communities and consolidate lasting relationships with and between women who want to work for the betterment of their nations. It is also hoped that this project will help organizations and communities develop their own research agendas, as well as methodologies that resemble them.

## CAMPAIGNS

### 1. WE HEAL TOGETHER

Our We Heal Together page was developed specifically to promote the First Nations Forum on Sexual Assaults in 2018. This is a social media campaign aimed at appealing to everyone in the fight against sexual assault.

We would like to redesign this web page to be more relevant to what communities are currently looking for in terms of resources and information. In this sense, the page needs to be reorganized to contain video clips aimed at community leaders and promoting success stories resulting from the Forum, as well as updated information that these leaders can share and use to put new policies into place in terms of prevention of sexual assault. In this way, the "We Heal Together" web page would become more relevant and would also be a concrete and effective resource for communities.

### 2. "SHOCKWAVES" TOOL

An important element that QNW wants would like to adapt and make accessible via our website is the "Shockwaves" tool. This tool was co-developed by two members of the monitoring committee who are psychologists and aims to present the impact of a sexual assault not only on individuals, but on the entire community. However, since it includes very sensitive themes and triggers, we would like to work in collaboration with experts in sexual assault intervention and a web designer, to ensure that the tool posted online is appropriate and well supervised.

## RESEARCH AND INQUIRY

### 1. RESTORATIVE JUSTICE APPROACHES.

- Conducting restorative justice research to recommend Indigenous justice approaches (restorative) and support implementation

### 2. DEVELOPMENT OF A SEXUAL ASSAULT SURVEY TO BE POSTED ON THE QNW WEB PAGE.

## GATHERINGS, MEETINGS AND CONFERENCES

### 1. PRESENTATION BY SUNNY MARRINER OF THE OTTAWA COALITION TO END VIOLENCE AGAINST WOMEN (OCTEVAW).

- Presentation on the "Violence Against Women Complaint Review Committee: Improving Police Response to Sexual Violence"
- Invitation of the knowledge mobilization team of the Gender Violence Knowledge Centre of the Department for Women and Gender Equality
- June 25, 2019 from 1 pm to 3 pm in Gatineau, Québec



# FIRST NATIONS ACTION PLAN AGAINST SEXUAL ASSAULT PORTFOLIO (CONT.)

## 2. MEETING OF THE SPVM INDIGENOUS VIGILANCE COMMITTEE

- Presentation by the First Peoples Justice Centre of Montréal regarding the best practices in terms of public security and Indigenous communities
- Collaboration with the STM
- August 8, 2019, from 1 pm in Montréal

## 3. GATHERING TO HELP SURVIVORS OF CRIME

- Meeting organized by the “Come home to the land” project to fight sexual assault;
- August 14, 2019, from 9 am to 3 pm in Kahnawake.

## 4. NETWORK FOR ABORIGINAL MENTAL HEALTH RESEARCH ANNUAL CONFERENCE

- Culturally Based Mental Health Promotion
- Cultural Safety and Research Mentorship
- Suicide Prevention and Implementation Research
- August 16, 2019, from 8 am to 4 pm in Montréal

---

**LIVIA VITENTI**  
FIRST NATIONS ACTION PLAN AGAINST  
SEXUAL ASSAULT COORDINATOR QNW



# PROMOTION OF NON-VIOLENCE AND WOMEN SHELTERS PORTFOLIO

## MANDATE

- To collaborate with Indigenous shelters in terms of finding resources;
- 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 mediating 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 facilitate training workshops for Indigenous and non-Indigenous police officers at the l'École nationale de police du Québec in Nicolet
- To initiate projects promoting non-violence in Indigenous communities

## NON-VIOLENCE PORTFOLIO

### PRESENTATIONS

#### “Violence from yesterday to today”

Duration: 3 hours

Target population: Workshop open to all

In this workshop, themes include: colonization, the Indian Act, Indian Residential Schools, the 60s Scoop and the Youth Protection Act. Each of the themes is addressed to highlight the many social issues present in communities today.

This workshop has been attended by more than 3,000 people in 6 years, and is aimed not only at non-Indigenous, but especially at Indigenous people, because we do not know everything about our own history.

500 people received this workshop + 144 police officers of the École nationale de police du Québec in Nicolet

#### “Tools for better intervention”

Duration: 3 hours

Target population: Workshop open to intervention workers only

This workshop is designed specifically for intervention workers. It addresses the needs of a victim of violence, the work tools that Québec Native Women has developed, confidentiality, networking, etc.

54 people received this training.

#### “Indigenous Women’s Reality”

Duration: from 1 to 3 hours

Target population: Workshop open to all

This workshop is designed for events, round tables, panels, special requests, etc. It addresses the reality of Indigenous women in 2019 and specific topics such as sexual exploitation, sexual assault, poverty, etc.

Reality of Indigenous women: 28 people received this workshop + 6 SPVM police officers.

**For a total of: 732 people during the year.**

Organizations that received these workshops: Rézo in Montréal, Elizabeth Fry Society in Montréal, UdeM Laval in Social Work in Laval, Phare des AffranchiEs in Montréal, Southern Quebec Inuit Association in Montréal, Native Womens Shelter in Montréal, TrajetVi in Montréal, Regroupement québécois des CALACS in Montréal, new QNW employees, Public Safety of the City of Montréal (SPVM), École nationale de police du Québec in Nicolet.





# PROMOTION OF NON-VIOLENCE AND WOMEN SHELTERS PORTFOLIO (CONT.)

## **SEMINAR TAPICKOTC OTAMIROTAN - LET'S WORK TOGETHER!**

The Symposium was held in Montréal on September 11 and 12, 2018. The purpose of this symposium, which brought together 79 intervention workers from across Québec, was to raise the awareness of non-Indigenous intervention workers about the reality of Indigenous and Inuit people in Québec, to allow networking between non-Indigenous and Indigenous intervention workers, and to share Indigenous approaches and or training available to counter various forms of violence.



# PROMOTION OF NON-VIOLENCE AND WOMEN SHELTERS PORTFOLIO (CONT.)

## NETWORK OF QUÉBEC INDIGENOUS SHELTERS PORTFOLIO

### NETWORK FOR SUICIDE PREVENTION IN INDIGENOUS COMMUNITIES

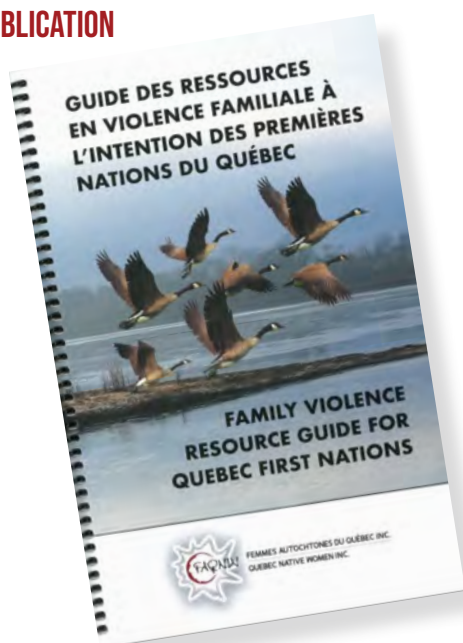
March 25 to 29, 2018 in Laval

The purpose of this training was to equip Indigenous shelter intervention workers with the tools they need to deal with the issue of suicide.

The Québec Native Shelters Network includes 11 Indigenous homes and 3 Inuit homes.

- 4 in urban areas: La Tuque, Schefferville, Montréal and Québec City.
- 7 in Indigenous communities: Listuguj, Uashat, Kitigan Zibi, Opitciwan, Waskaganish, Waswanipi and Kawawachikamach.
- 3 in Inuit villages: Inukjuak, Salluit, Kuujuaq.

## PUBLICATION



**ISABELLE PAILLÉ**  
PROMOTION OF NON-VIOLENCE  
AND WOMEN SHELTERS COORDINATOR QNW





# YOUTH PORTFOLIO

The Québec Native Women Youth Council (QNWYC) was created to provide a direct voice in the affairs of Québec Native Women (QNW) to young Indigenous women from the ages of 18 to 35.

QNW's membership structure ensures the representation of Québec's Indigenous women. Indigenous women members of QNW meet annually at the Council of their nation, during which one representative per nation, who will sit on the Youth Council (QNWYC), is elected. The youth delegates elected to the QNWYC elect one of them to sit as a youth representative on the Council of Elected Representatives, which meets at least three times a year. In addition, the QNWYC meets at least two to three times a year.

## QNWYC VISION

QNWYC's vision describes, "young, culturally empowered and respected Indigenous women with a strong cultural identity living fulfilling lives as equals in their communities."

## QNWYC MISSION

QNWYC's mission is to "support young Indigenous women in their cultural empowerment, and in their pursuit of fulfilling, autonomous lives."

## STRATEGIC PLAN

The QNWYC has a Strategic Plan which represents the most effective elements and actions to be carried out during the planning period (2018–2021), and these will be used to maximize progress toward this vision for young Indigenous women in Québec. One of the QNWYC's responsibilities is to oversee the implementation of this plan.

The key strategic priorities for this Plan are to ensure that these young Indigenous women will achieve:

- Being strong in terms of cultural identity, self-esteem and empowerment
- Holistic and sustainable wellness and personal safety
- Educational success, employment training and economic independence
- Success in access to employment
- Being respected in their leadership in all aspects of their lives

The organizational priorities needed to support the achievement of strategic objectives are:

- An effective Québec Native Women Youth Council
- Effective coordination and support for the Strategic Plan and the Québec Native Women Youth Council
- Secure, sufficient and sustainable resources
- Mutually beneficial partnerships and strategic alliances
- A relevant, user-friendly and timely database.

## ACTIONS AND ACTIVITIES CARRIED OUT

November 13 to 15, 2018, in Montréal—Gathering of the QNWYC. Theme: Female leadership

February 2 and 3, 2019 in Odanak—Gathering of the QNWYC. Theme: Inclusion and youth voices.

## QNWYC CONSULTATION ON THE PUBLIC INQUIRY COMMISSION ON RELATIONS BETWEEN INDIGENOUS PEOPLES AND CERTAIN PUBLIC SERVICES IN QUÉBEC:

- Listening, reconciliation and progress, and testimony on December 5, 2018
- Collection of information for personal well-being and security, cultural resources and resources for LGBTQ + Two-Spirited people
- Development of the youth website  
<https://cjfaq-qnwyc.org/>
- Development of a research partnership with the Chair Research Network on Québec Youth

---

**JENNIFER BRAZEAU**  
YOUTH COORDINATOR QNW





# ELDERS PORTFOLIO



In response to several resolutions brought forward over recent years, and through the determined work of Jennifer Brazeau, the position of Coordinator for the Elders was created through the funding of the project “Listening to the wisdom of Niokominanank (our Elders)”.

I am very humbled and grateful to have the opportunity to fulfill the role of Coordinator for the Elders. Our Elders traditionally hold a very sacred and meaningful position within our social structures and the varying cultures across our Nations. They are the carriers, protectors, and teachers of the identities and cultures of our nations. Without their work, we would be without our teachings. It is crucial for the survival of our teachings that we recognize the value and importance of our Elders on all fronts.

## MANDATE

Québec Native Women has had a Coordinator for the Elders since May 2018. The Coordinator for the Elders is to act as a voice for our Elders, to defend the interests of all Québec’s Indigenous Elders and to promote their social, political and civic involvement. Her activities are to advocate for the needs, concerns and contributions of Elder Indigenous women, on all levels, whether it is regionally, provincially, or nationally.

## PROJECTS

“Listening to the wisdom of Niokominanank (Our Elders)”

The Coordinator for the Elders position was created as a result of the realization of the project “Listening to the wisdom of Niokominanank (Our Elders)” which, over the course of the past year, has gathered Elders and youth of each Nation, including the Abenaki, Anishinaabe (Algonquin), Atikamekw, Eeyou (Cree), Innu,

Kanien’keha:ka (Mohawk), Mi’gmaq, Naskapi, Wolastoqiyik (Maliseet), and the Wendat nations as well as the urban centres of Québec. These gatherings offered the space and time in order to facilitate inter-generational transmission of knowledge on culture and identity. The aim of this project is to promote the traditional role of the Elders as knowledge keepers and teachers and to encourage youth to assume the role of active listeners as they develop the knowledge and skills they will need to become the future knowledge keepers of their communities. Now that all of the gatherings have taken place, the information collected throughout the gatherings will be developed into a document to serve as a collective memoir and educational tool of the knowledge shared by our Elders and knowledge keepers.

## PRESENTATIONS, CONFERENCES, ROUND TABLES

In February 2019, I attended and presented at a conference organized by Université de Sherbrooke on the theme of Intergenerational transmission.

Throughout the year, I co-hosted The Circle and the Box workshops with various community groups and reached a total of approximately 150 participants.

## COLLABORATIONS AND PARTNERSHIPS

- La Boîte Rouge VIF
- Alliance Kapakan

## PUBLICATIONS

Interview on the project “Listening to the wisdom of Niokominanank (our Elders)”. Published in the journal *Droits et libertés*, Spring 2019. (in French only)

---

**NAOMI GEORGE,  
COORDINATOR FOR THE ELDERS QNW**





# LEGAL AND POLICY PORTFOLIO

## COLLABORATIVE PROCESS ON INDIAN REGISTRATION, BAND MEMBERSHIP AND FIRST NATION CITIZENSHIP

Following the passage of Bill S-3 in December 2017, which amended the Indian Act in response to the Descheneaux decision of the Québec Superior Court, the Government of Canada undertook a national consultation entitled “Collaborative Process on Indian Registration, Band Membership and First Nation Citizenship.” Always active on the issue of discrimination against Indigenous women in the Indian Act, Québec Native Women organized its own consultation with Québec Indigenous women.

First, a workshop on changes to the Indian Act registration rules was held at the organization’s Annual General Meeting. Then, a presentation and a discussion on the concerns related to this issue took place at the Council of Elected Representatives and the Youth Council. Finally, Québec Native Women organized its own two-day consultation in February 2019. During this consultation, the following issues were addressed: adoption, the 1951 deadline, exclusion after the second generation, unknown or undeclared paternity, emancipation, the role of the federal government in determining Indian status, and the power of First Nations to determine band membership. The first day took the form of a public forum. It was an opportunity for speeches, a panel, testimonies and march through the streets of Montréal to denounce discrimination against Indigenous women and to demand the right to equality. The second day was a strategic round table on the broader issues of First Nations identity, belonging and citizenship. QNW also launched a petition that was presented in June 2019 to the House of Commons of Canada.

Subsequently, Québec Native Women prepared a report that was forwarded to the federal government in the spring of 2019. In April, QNW also participated in a press conference and a series of meetings with government stakeholders in Ottawa, along with several other Indigenous women campaigning against discrimination in the Indian Act.

The government reported to Parliament on the national consultations in June 2019, and in August 2019, announced the full implementation of Bill S-3, which means the elimination of the 1951 deadline and the implementation of

form “6 (1) a) all the way.” While the struggle for equality and full recognition of the rights of Indigenous peoples to self-determination is not over, this announcement by the government is a historic victory for all Indigenous women and their descendants, a victory which would not have been possible without the hard work of our sisters across the country.

## PARTICIPATION IN INTERNATIONAL MEETINGS

Québec Native Women has been very active on the international scene this year. First of all, in the fall of 2018, Québec Native Women participated in two meetings of Native women from the Americas. First, in October 2018, QNW travelled to Bogota, Colombia, for the annual meeting of the Continental Network of Indigenous Women of the Americas (ECMIA). As part of this activity, QNW made a presentation at a public panel on issues related to violence against Indigenous women. Second, in November 2018, QNW participated in the First Meeting of the Americas of the UN Permanent Forum on Indigenous Issues in Lima, Peru.

In addition, in March 2019, Québec Native Women travelled to the UN Headquarters in New York to attend the meeting of the Commission on the Status of Women at the invitation of FIMI (International Forum of Indigenous Women, Foro Internacional de Mujeres Indígenas). During this visit to New York, QNW met with the Special Advisor on Indigenous Issues at the Permanent Mission of Canada to the United Nations. QNW has also participated in several meetings, conferences and discussions on issues related to Indigenous women.

Then, in April, Québec Native Women returned to the UN headquarters in New York to participate in the UN Permanent Forum on Indigenous Issues. The theme of this year’s forum was “Traditional Knowledge: Development, Transmission and Protection.” This meeting brought together hundreds of indigenous organizations from around the world. Québec Native Women took part in several workshops organized as part of this forum and presented on a panel organized by the AFNQL on issues affecting Indigenous women in Québec. QNW also participated in a meeting with Victoria Tauli Corpuz, UN Special Rapporteur, on the Rights of Indigenous Peoples.





# LEGAL AND POLICY PORTFOLIO (CONT.)

Finally, in July 2019, Québec Native Women visited the UN headquarters in Geneva, Switzerland, to attend the session of the Expert Mechanism on the Rights of Indigenous Peoples (EMRIP). Earlier in the year, QNW had forwarded a submission for the report entitled “Action taken to implement the United Nations Declaration on the Rights of Indigenous Peoples: Recognition, Reparation and Reconciliation” to the UN. The presence of QNW in Geneva was therefore an opportunity to defend its submission, to read the draft report and to offer comments for the final version.

## MEETING WITH THE OMBUDSPERSON

In the fall of 2018, Québec Native Women met with Marie Rinfret, the Ombudsperson of the Québec Ombudsman, to learn more about the organization and to better understand how it can be a recourse for Indigenous women who have experienced difficult or discriminatory situations with respect to public services in Québec. During this first meeting, the Ombudsperson presented the Québec Ombudsman’s mandate and stated her desire to work with Québec Native Women to make it better known in Indigenous communities and more accessible to Indigenous women. Following this first meeting, the Ombudsperson met with the members of the Council of Elected Representatives. In addition, one of the issues QNW raised at the General Assembly regarding childcare costs was raised with the Ombudsperson and an investigation was launched. In addition, steps have been taken to ensure a better understanding of the service within Indigenous communities and with Indigenous women throughout Québec. This work will continue over the next year.

## GOVERNMENT MEETINGS ON THE IMPLEMENTATION OF THE NIMMIWG RECOMMENDATIONS

After attending the activities surrounding the official submission of the final report of the National Inquiry into Missing and Murdered Indigenous Women and Girls (NIMMIWG) and analyzing the calls for justice, Québec Native Women was invited to sit on working groups to implement these recommendations. Québec Native Women participated in meetings related to the creation of an action plan to address issues related to violence against Indigenous women at both the federal and provincial levels. QNW will continue to play an active role in these groups in the coming year.

## ADDRESS TO THE STANDING COMMITTEE ON INDIGENOUS AND NORTHERN AFFAIRS

In May 2019, Québec Native Women travelled to Ottawa to appear before the House of Commons Standing Committee on Indigenous and Northern Affairs. Their address related to Bill C-92, “An Act respecting First Nations, Inuit and Métis children, youth and families.” It was an opportunity to present the perspective of Québec’s Indigenous women on this bill and to suggest amendments to ensure that it will really help to reduce the number of Indigenous children taken into the care of the state, a fair increase in funding for child welfare services in Indigenous communities, respect for Jordan’s principle and greater recognition of the right to self-determination of Indigenous peoples.



# LEGAL AND POLICY PORTFOLIO (CONT.)

## PRESENTATION ON ISSUES AFFECTING INDIGENOUS WOMEN

Québec Native Women has given several academic presentations on issues affecting Indigenous women. Each of these presentations was made as a result of invitations from professors. This year, Québec Native Women gave presentations to students in social work at Université du Québec à Montréal and in social sciences at Concordia University.

---

**ÉLOÏSE OUELLET-DÉCOSTE**  
LEGAL AND POLICY ANALYST QNW



# EMPLOYMENT AND TRAINING PORTFOLIO



Québec Native Women (QNW) has an Employment and Training Coordinator. Each year, the Employment and Training Assistance Program helps dozens of urban Aboriginal women to find appropriate training and enter the labour market.

## PROJECT

Aboriginal Women's Governance, 2020 cohort, in collaboration with the UQAM Community Service.

## ISSET CLIENTS

QNW obtains its funding from the Native Women's Association of Canada (NWAC) for the Indigenous Skills and Employment Training Program.

The ISET program provides funding to Indigenous service delivery organizations that provide job training services to Indigenous women living in urban areas.

### PARTICIPANTS: 35

Completed: 24

In progress: 7

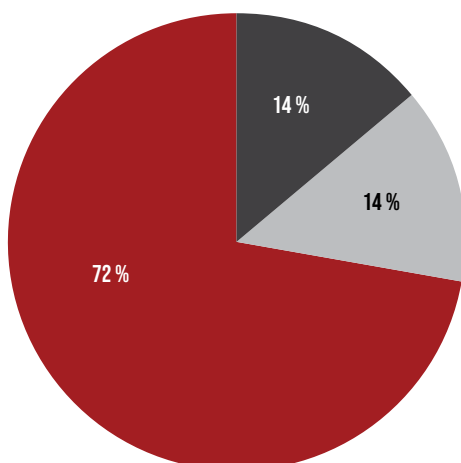
Not completed: 4

### PROGRAMS

General education: 5

Professional training: 25

Employability: 5



## PRESENTATIONS, CONFERENCES, ROUND TABLES

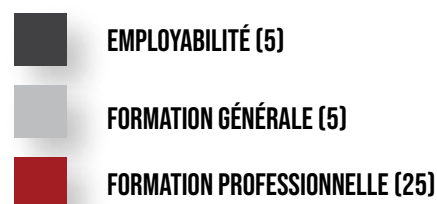
I attended meetings of the Indigenous Skills and Employment Training Program (of the ASETS Strategy), which brings together all employment and training coordinators. During these meetings, we take the time to learn about new measures in employability and education. We also discuss our successes and share our knowledge.

## COLLABORATION AND PARTNERSHIP

- Kaianishka, le réseau de chercheuses communautaires autochtones
- Project committee to support the professional integration of First Nations with disabilities
- Université de Montréal
- First Nations and Inuit Labour Market Advisory Committee.
- Université du Québec à Montréal
- Saint-Paul University— Ottawa
- Native Women's Association of Canada

## PUBLICATIONS

Creation of a QNW Employment and training Facebook page.



**NATHALIE BUSSIÈRE**  
EMPLOYMENT AND TRAINING COORDINATOR QNW







# HEALTH PORTFOLIO

## FILES IN PROGRESS

### TRAINING OF SEXUAL ASSAULT AWARENESS OFFICERS IN COMMUNITIES LOCATED IN THE TERRITORIES AFFECTED BY THE PLAN NORD.

In April 2019, the first part of the training “My sexuality is a matter of respect: Let’s break the silence!” took place in Sept-Îles for the Innu communities of Nutashkuan, Mashteuiatsh, Uashat mak Mani Utenam, Matimekush, Pakua Shipu, and Pessamit. We are planning the second part of the training by the end of December 2019.

Québec Native Women received additional funding to present training to Algonquin Indigenous communities.

### PATHY FAMILY FOUNDATION (PFF) GRANT APPLICATION.

Much of my time has been allocated to preparing this funding application. The application includes three activities for which funding has been requested. The first part is a request for financial assistance so that the training “My Sexuality, it’s a matter of respect: Let’s break the silence!” be presented to all communities in Québec, and not only those affected by the Plan Nord. The second part is to ensure the presence of a second coordinator during the training sessions “Out of the shadows, walking toward the light”, a training for community workers on sexual assault. The third part is to ensure a follow-up to the training “My Sexuality, it’s a matter of respect: Let’s break silence!” in the communities and to support outreach workers in organizing an activity.

## REPRESENTATIONS AND COMMITTEES

1. Table de concertation sur les agressions à caractère sexuel de Montréal
2. Table locale d’accessibilité en santé et services sociaux pour les Autochtones à Montréal
3. Montréal Indigenous Health Advisory Circle (MI-HAC)
4. Knowledge Centre on Gender-based Violence | Invitation from the Gender-Based Violence Knowledge Centre: Presentation by Sunny Marriner of the

Ottawa Coalition to End Violence Against Women (OCEVAW) on the “Violence Against Women Complaint Review Committee: Improving Police Response to Sexual Violence”

## PRESENTATION OF WORKSHOPS TO RAISE AWARENESS OF THE REALITIES OF INDIGENOUS WOMEN

### PARTICIPATION IN CONFERENCES, TRAINING AND EVENTS:

- June 26, 2019: Presentation of The Circle and the Box workshop, Avante Women’s Centre, Lac Brome.

### PARTICIPATION IN CONFERENCES, TRAINING AND EVENTS:

- June 19, 2019: Training received from the Coordinator of Non-violence Promotion and the Network of Québec Indigenous Shelters on community life and the impacts of colonialism
- June 25, 2019: Gender-Based Violence Knowledge Centre: Presentation by Sunny Marriner of the Ottawa Coalition to End Violence Against Women (OCEVAW) on the “Revision Committee for reviewing complaints for violence against women and improving police intervention in terms of sexual violence”
- August 9, 2019: Participation in the VIGIL SPVM Committee and representation on the arrival of Ms. Hannah Tooktoo in Montréal
- August 14, 2019: Gathering to help survivors of crime. Patti Stacey and the Office of the Federal Ombudsman for Victims of Crime. Kahnawake, QC
- August 16, 2019: Network for Aboriginal Mental Health research. Annual conference.

**LORI-MAY DUBÉ**  
HEALTH COORDINATOR QNW





# ENVIRONMENT AND SUSTAINABLE DEVELOPMENT PORTFOLIO

---

## CLIMATE CHANGE REPORT

### PURPOSE OF THE REPORT

QNW supports women in our commitment to our communities and we affirm that the health of Indigenous women has been threatened through the impacts of climate change.

Indigenous women's rights under the United Nations Declaration of the Rights of Indigenous Peoples should be implemented in Canada. Colonization has devalued Indigenous knowledge, negatively impacted gender roles, culture, the safety of Indigenous women as well as the health of the land that sustains Indigenous peoples. The issue of climate change and environmental degradation continues to harm the lives of Indigenous women living on reserve as well as urban Indigenous women residing in Québec. Indigenous well-being is understood through a holistic approach that emphasizes the need for connectivity and healing on the land. When the land suffers so do the people.

We have conducted a preliminary consultation with Indigenous peoples in the province Québec representing nine Nations. The QNW Climate Change project documented the participants' insights on climate change and its impacts on Indigenous women and their families' holistic health and our lives.

We addressed the following relevant topics:

- Methodology
- Traditional medicine and femininity
- Taking too much
- Food security
- Inter-generational transfer of knowledge
- Water
- Urban Indigenous Experiences
- Spirituality and holistic health
- Identity and connectivity

- The United Nations Declaration on the Rights of Indigenous Peoples
- Security and protection
- Culture, consultation and health
- Protection of the Environment
- What the Elders Say
- Consultation and Respect
- What We Leave Behind
- Colonization Ongoing

The complete report is available on the QNW website.

[https://www.faq-qnw.org/wp-content/uploads/2019/06/CC\\_report2019.pdf](https://www.faq-qnw.org/wp-content/uploads/2019/06/CC_report2019.pdf)



---

**CAROLE BRAZEAU**  
ENVIRONMENT AND SUSTAINABLE  
DEVELOPMENT COORDINATOR QNW





# COMMUNICATION PORTFOLIO

## CURRENT FILES

The year 2018–2019 was marked by many important events for the First Nations, which kept the communication dossier very active. Whether it concerned the end of the provincial and federal inquiry commissions or our militant actions to put an end to the gender-based discrimination in the Indian Act, QNW consistently followed the news to react effectively and in accordance with our mission. QNW works daily to improve the dissemination of its information and projects through various communication platforms. The Communications Manager takes part in promoting all activities organized by QNW and works in close collaboration with coordinators of each dossier.

## FEDERAL AND PROVINCIAL INQUIRY COMMISSIONS

Throughout the year, we followed both inquiry commissions closely: The National Inquiry into Missing and Murdered Indigenous Women and Girls (NIMMIWG) and the Public Inquiry Commission on relations between Indigenous Peoples and certain public services in Québec: listening, reconciliation and progress. The Communications Manager attended the closing ceremonies of NIMMIWG and CERP in order to act as a liaison with the media and to bring forward QNW's positions. QNW's involvement in CERP was also reflected in the President's testimony in December 2018.

## SHA'TETIÓNKWATE PUBLIC FORUM

On February 16th, QNW organized the Sha'tetiókwate Public Forum to denounce the discrimination against Indigenous women and their descendants that remained in the Indian Act. In Kanien'kéha, Sha'tetiókwate means "All are equal." The Forum was held in parallel with a legal information clinic open to all. A press conference, where MP Alexandre Boulerice was present to support us, also took place and it was on this occasion that we launched our petition to end discrimination in the Indian Act.

The day ended with a March for Equality in Montréal, attended by over a hundred people, and in a great atmosphere. All of the major print and television media covered the event, which provided excellent media coverage and gave various audiences the opportunity to learn about and understand our demands.

## OTHER EVENTS

On April 9th, QNW took part in a press conference in Ottawa during which we asked the government to end discrimination against Indigenous women in the Indian Act before the election. This press conference was organized in collaboration with the Canadian Feminist Alliance for International Action. This event brought together several women who are very involved in this fight, including Sharon McIvor, Pamela Palmater, Jeannette Corbiere Lavell, Dawn Lavell Harvard, Francyne Joe, Senator Lillian Dyck and President Viviane Michel. The pressure we put on the government for this issue paid off and, in August, we saw victory on this issue.

Thanks to a generous donation, QNW launched the Otehiminan QNW Scholarship, which celebrates the involvement of young Indigenous women who do outstanding work in their communities. The communications manager promoted it with a poster and social media posts to encourage applications. The scholarship was awarded to two recipients at the banquet conference last November and a press release was also sent to highlight their achievements.



# COMMUNICATION PORTFOLIO (CONT.)

## NEWSLETTER

In the past year, 5 newsletters were emailed to members in both French and English. These newsletters informed our more than 600 subscribers about ongoing projects at QNW, events, partnerships, and more!

## PRESENCE ON SOCIAL MEDIA

Social media have helped to scale up many projects to reach a greater audience during the year. Here are some of our social media statistics for 2018–2019:

- Number of followers on our Facebook page: 16,031
- Average engagement rate: 4%
- Average reach of our posts: 2,000 internet users
- Number of followers on Twitter: 1,472
- Number of followers on Instagram: 241

This data indicate that we have a good presence on social media. On average, each post is seen by 2,000 people, 4% of whom like, comment, share or click on our posts. This is a very good engagement rate, considering the numbers of followers on our page.

## PRESS RELEASES

News is at the heart of the work of QNW, which has been even more the case this year with the NIMMIWG and the Viens Commission. QNW has responded and shared its position with the media on various news subjects, with the constant goal of protecting the interest and the well-being of Indigenous women. Here are the 2018–2019 press releases:

- **January 30, 2019** | Election of AFNQL's Chief
- **February 15, 2019** | QNW organizes Public Forum Sha'tetiónkwate to expose the effects of discrimination in the Indian Act
- **February 16, 2019** | QNW launches a petition against discrimination in the Indian Act
- **April 9, 2019** | First Nation Women Leaders Demand an End to Indian Act Sex Discrimination Before the Election
- **May 3, 2019** | QNW reacts to the final report of the NIMMIWG
- **June 27, 2019** | Bill C-262: Barriers to Reconciliation Solidify
- **August 22, 2019** | QNW highlights the end of sex discrimination in the Indian Act
- **September 27, 2019** | QNW joins the mobilization for the planet!
- **September 30, 2019** | Indigenous Women Forgotten by the Viens Commission Report
- **October 8, 2019** | Dignity of Indigenous Women (press release on the Québec government's excuses following the Viens report)
- **October 16, 2018** | QNW reacts to Supreme Court decision on consultation of Indigenous groups before introducing legislations
- **November 23, 2018** | A fourth mandate for Viviane Michel, President of Québec Native Women
- **November 27, 2018** | QNW presents the first Otehiminan Award to two recipients
- **December 14, 2018** | QNW calls for the creation of a tribunal specialized in sexual and domestic violence

---

**MIRIAM FILLION**  
COMMUNICATIONS OFFICER QNW

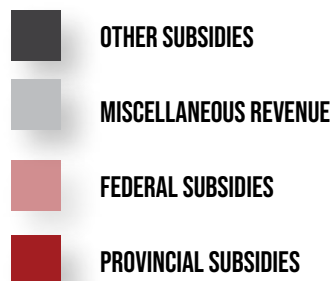
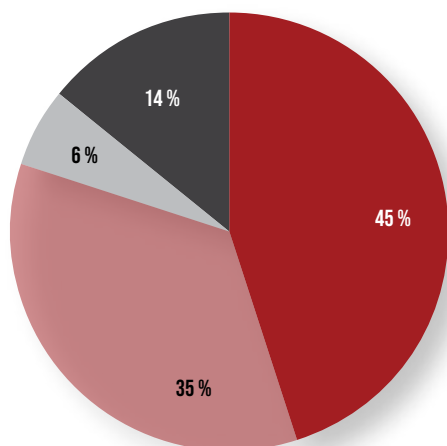




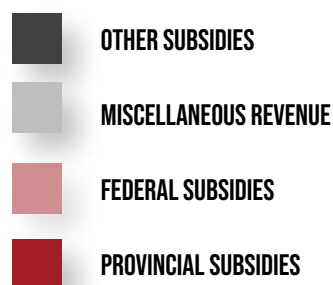
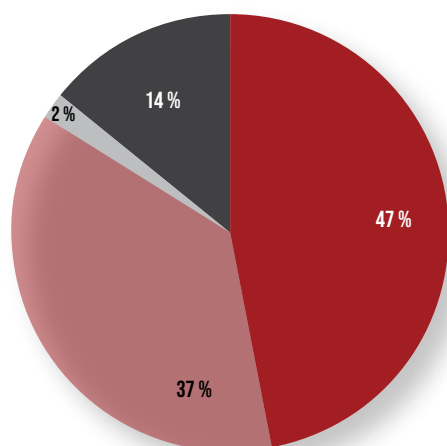


# FINANCIAL REPORT

REVENUE 2018-2019

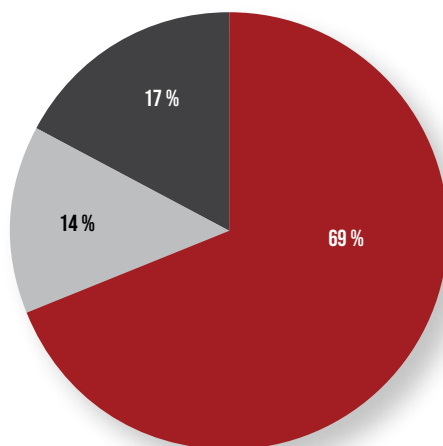


REVENUE 2017-2018



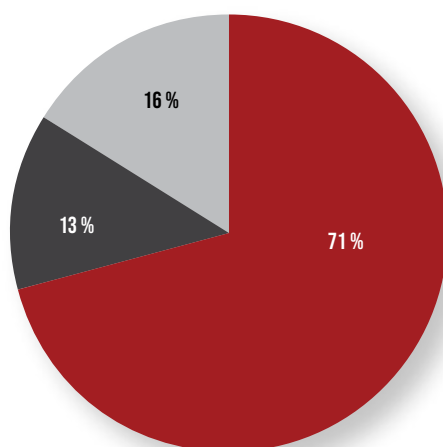
# FINANCIAL REPORT (CONT.)

EXPENSES 2018-2019



FEMMES AUTOCHTONES DU QUÉBEC INC.  
QUEBEC NATIVE WOMEN INC.

EXPENSES 2017-2018



FEMMES AUTOCHTONES DU QUÉBEC INC.  
QUEBEC NATIVE WOMEN INC.



**QUEBEC NATIVE WOMEN INC.**

**FINANCIAL STATEMENTS**

**MARCH 31, 2019**



QUEBEC NATIVE WOMEN INC.  
FINANCIAL STATEMENTS  
MARCH 31, 2019

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 45

## INDEPENDENT AUDITOR'S REPORT

To the Members of Quebec Native Women Inc.

### *Opinion*

We have audited the financial statements of Quebec Native Women Inc., which comprise the statement of balance sheet as at March 31, 2019, and the statement of operations, statement of changes in net assets and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and other supplementary information.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Quebec Native Women Inc., as at March 31, 2019 and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not for-profit organizations.

### *Basis for Opinion*

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the “*Auditor’s Responsibilities for the Audit of the Financial Statements*” section of our report. We are independent of the organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### *Responsibilities of Management and Those Charged with Governance for the Financial Statements*

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-profit organization 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.

In preparing the financial statements, management is responsible for assessing the organization’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the organization’s financial reporting process.

### *Auditor's Responsibilities for the Audit of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtain an understanding of internal control relevant to the audit 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 organization's internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;
- conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the organization to cease to continue as a going concern;
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation;

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

*Darius Lajoie, CPA<sup>1</sup>*

Laval (Quebec)  
May 25, 2019

---

<sup>1</sup> CPA auditor, CGA, permit of public accounting no A109643

QUEBEC NATIVE WOMEN INC.  
STATEMENT OF OPERATIONS  
FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u> (Restated)
REVENUE		
Native Women's Association of Canada	\$ 267,500	\$ 225,275
Status of Women Canada	23,255	103,120
Ministère de la Culture, des Communications et de la Condition féminine	100,000	150,000
Ministère de la Justice Québec	90,000	120,000
Ministère de la Santé et des Services sociaux	160,000	216,722
Health Canada	-	160,000
Secrétariat à la jeunesse Québec	133,334	91,620
Secrétariat aux affaires autochtones	250,000	321,500
Indigenous Services Canada	632,990	531,970
Miscellaneous subsidies (Note 11)	111,559	208,628
Miscellaneous	47,095	22,884
Donation	43,083	6,160
Interest	550	445
Transfers	32,366	8,522
Deferred revenue from previous year	<u>1,127,150</u>	<u>634,253</u>
TOTAL REVENUE	3,018,882	2,801,099
TOTAL EXPENSES (reported from page 3)	<u>1,692,379</u>	<u>1,659,840</u>
EXCESS OF REVENUE OVER EXPENSES BEFORE DEFERRED REVENUE AND AMORTIZATION OF CAPITAL ASSETS	1,326,503	1,141,259
DEFERRED REVENUE TO THE NEXT FISCAL YEAR (Note 8)	<u>1,299,005</u>	<u>1,127,150</u>
EXCESS OF REVENUE OVER EXPENSES BEFORE AMORTIZATION OF CAPITAL ASSETS	27,498	14,109
AMORTIZATION OF CAPITAL ASSETS	<u>(1,258)</u>	<u>(1,147)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ 26,240</u>	<u>\$ 12,962</u>



QUEBEC NATIVE WOMEN INC.  
STATEMENT OF OPERATIONS  
FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
EXPENSES		
Salaries and fringe benefits	\$ 616,975	\$ 621,611
Activities	22,725	22,173
Insurance	3,568	3,500
Consultant and speaker fees	112,490	175,837
Traveling expenses, accommodation and meals	409,426	388,924
Office supplies	124,572	64,102
Training fees	538	1,386
Management fees	44,422	39,675
Translation fees	69,747	63,988
Registration fees	5,294	6,027
Professional fees	17,091	15,048
Interest and bank charges	657	135
Equipment and hall rental	10,917	15,661
Rent	43,553	42,699
Maintenance	6,030	4,889
Advertising	21,301	7,756
Subsidy (E.I.F.)	89,660	67,855
Subsidy (C.R.F.)	48,262	96,677
Taxes and licenses	34	34
Telephone	12,751	13,341
Transfers	<u>32,366</u>	<u>8,522</u>
TOTAL OF EXPENSES (reported to page 2)	<u><u>\$ 1,692,379</u></u>	<u><u>\$ 1,659,840</u></u>

QUEBEC NATIVE WOMEN INC.  
STATEMENT OF CHANGE IN NET ASSETS  
FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
INVESTED IN CAPITAL ASSETS		
OPENING BALANCE	\$ 3,785	\$ 4,932
Amortization of capital assets	<u>(1,258)</u>	<u>(1,147)</u>
CLOSING BALANCE	<u>\$ 2,527</u>	<u>\$ 3,785</u>
UNRESTRICTED		
OPENING BALANCE	\$ 150,552	\$ 136,443
Excess of revenue over expenses	26,240	12,962
Transfer from net assets invested in capital assets	<u>1,258</u>	<u>1,147</u>
CLOSING BALANCE	<u>\$ 178,050</u>	<u>\$ 150,552</u>

## QUEBEC NATIVE WOMEN INC.

## BALANCE SHEET

MARCH 31, 2019

## A S S E T S

	<u>2019</u>	<u>2018</u> (Restated)
CURRENT ASSETS		
Cash	\$ 1,210,727	\$ 852,520
Accounts receivable (Note 4)	33,215	26,370
Subsidies receivable (Note 5)	469,388	666,682
Prepaid expenses	1,949	3,921
Miscellaneous deposit	<u>4,460</u>	<u>5,500</u>
	1,719,739	1,554,993
CAPITAL ASSETS (Note 6)	<u>2,527</u>	<u>3,785</u>
	<u>\$ 1,722,266</u>	<u>\$ 1,558,778</u>

## L I A B I L I T I E S

CURRENT LIABILITIES		
Accounts payable and accrued liabilities (Note 7)	\$ 242,684	\$ 277,291
Deferred revenue to the next fiscal year (Note 8)	<u>1,299,005</u>	<u>1,127,150</u>
	<u>1,541,689</u>	<u>1,404,441</u>

## N E T A S S E T S

INVESTED IN CAPITAL ASSETS	2,527	3,785
UNRESTRICTED	<u>178,050</u>	<u>150,552</u>
	<u>180,577</u>	<u>154,337</u>
	<u>\$ 1,722,266</u>	<u>\$ 1,558,778</u>

CONTRACTUAL COMMITMENT (Note 10)

ON BEHALF OF THE BOARD

 , director

 , director



QUEBEC NATIVE WOMEN INC.  
STATEMENT OF CASH FLOW  
FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 26,240	\$ 12,962
Items not involving cash		
Amortization of capital assets	<u>1,258</u>	<u>1,147</u>
	27,498	14,109
Changes in non-cash working capital balances related to operations (Note 9)	<u>330,709</u>	<u>183,839</u>
INCREASE CASH AND CASH EQUIVALENTS	358,207	197,948
CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR	<u>852,520</u>	<u>654,572</u>
CASH AND CASH EQUIVALENTS, END OF YEAR (Note 9)	<u><u>\$ 1,210,727</u></u>	<u><u>\$ 852,520</u></u>

QUEBEC NATIVE WOMEN INC.  
 NOTES TO FINANCIAL STATEMENTS  
 MARCH 31, 2019

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%
Computer, peripheral equipment and software	30%
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, 2019

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, 2019

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

Capital 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, 2019

4. ACCOUNTS RECEIVABLE

	<u>2019</u>	<u>2018</u>
Advances to employees, bearing no interest	\$ 1,727	\$ 2,092
Sales taxes	<u>31,488</u>	<u>24,278</u>
	<u>\$ 33,215</u>	<u>\$ 26,370</u>

5. SUBSIDIES RECEIVABLE

	<u>2019</u>	<u>2018</u> (Restated)
Native Women's Association of Canada	\$ 43,969	\$ -
Bureau d'aide aux victimes d'actes criminels	-	39,643
Fondation Béati	-	1,500
Ministère de la Culture, des Communications et de la Condition féminine	40,000	60,000
Ministère de la Justice Québec	110,000	75,000
Ministère de la Santé et des Services sociaux	25,000	56,722
Secrétariat à la jeunesse Québec	91,620	91,620
Secrétariat aux affaires autochtones	70,500	260,500
Indigenous Services Canada	<u>88,299</u>	<u>81,697</u>
	<u>\$ 469,388</u>	<u>\$ 666,682</u>

QUEBEC NATIVE WOMEN INC.  
NOTES TO FINANCIAL STATEMENTS  
MARCH 31, 2019

6. CAPITAL ASSETS

	2019			2018
	<u>Cost</u>	<u>Accumulated amortization</u>	<u>Net value</u>	<u>Net value</u>
Leasehold improvement	\$ 20,000	\$ 20,000	\$ -	\$ -
Office furniture	45,622	43,882	1,740	2,175
Computer, peripheral equipment and software	100,414	99,627	787	1,125
Phone equipment	<u>7,847</u>	<u>7,847</u>	<u>-</u>	<u>485</u>
	<u>\$ 173,883</u>	<u>\$ 171,356</u>	<u>\$ 2,527</u>	<u>\$ 3,785</u>

7. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	<u>2019</u>	<u>2018</u>
Miscellaneous advances, bearing no interest	\$ 67,395	\$ 9,090
Accounts payable	110,443	204,567
Salaries payable	13,836	13,091
Government remittances	9,253	5,746
Vacations payable	<u>41,757</u>	<u>44,797</u>
	<u>\$ 242,684</u>	<u>\$ 277,291</u>

QUEBEC NATIVE WOMEN INC.  
NOTES TO FINANCIAL STATEMENTS  
MARCH 31, 2019

8. DEFERRED REVENUE TO THE NEXT FISCAL YEAR

	<u>2019</u>	<u>2018</u> (Restated)
Annual Gathering and projects leader (page 18)	\$ 113,409	\$ 128,534
"Aboriginal Sexual Assault Forum" (page 19)	233,682	278,538
"Health Coordinator" Project (page 20)	130,178	115,955
"Youth Coordinator" Project (page 21)	5,184	-
"Justice and Public Security Coordinator" Project (page 22)	67,384	66,268
"Aboriginal youth bullying prevention – based on traditional Aboriginal methods of conflict resolution" Project (page 25)	20,808	62,180
"Women's Shelter Network" Project (page 26)	66,067	-
"NWAC Non-recurrent" Project (page 28)	9,699	-
"My Sexuality, that's a question of respect – meeting" (page 30)	136,338	70,741
"Murdered of Missing Persons' Aboriginal Families – Gathering stand with us" Project (page 31)	-	29,403
"Asset Program" Project (page 32)	35,915	-
"Campaign to end Poverty" Project (page 33)	120,871	79,204
"Organization reinforcement QNW" Project (page 39)	111,559	-
"Listening to the Elder NIOKOMINANAK" Project (page 38)	53,760	126,279
"Consultation and policy development service" Project (page 40)	59,772	65,000
"Environment and Sustainable Coordinator" Project (page 41)	13,974	-
"Walking through the dark and into the light – Intervention guide to dealing with sexual assault" Project (page 42)	90,405	72,548
"Gathering-creation of the new network in support of Aboriginal Women" Project (page 44)	-	32,500
"AKUPITUAUN" Project (page 45)	30,000	-
	<u>\$ 1,299,005</u>	<u>\$ 1,127,150</u>

QUEBEC NATIVE WOMEN INC.  
NOTES TO FINANCIAL STATEMENTS  
MARCH 31, 2019

9. STATEMENT OF CASH FLOW

Changes in non-cash working capital balances related to operations

	<u>2019</u>	<u>2018</u> (Restated)
Accounts receivable	\$ (6 845)	\$ (4,389)
Subsidies receivable	197,294	(507,570)
Prepaid expenses	1,972	(1,899)
Miscellaneous deposit	1,040	(5,500)
Accounts payable and accrued liabilities	(34,607)	168,586
Deferred revenue to the next fiscal year	<u>171,855</u>	<u>534,611</u>
	<u>\$ 330,709</u>	<u>\$ 183,839</u>

Cash and cash equivalents consist of:

	<u>2019</u>	<u>2018</u>
Cash	<u>\$ 1,210,727</u>	<u>\$ 852,520</u>

10. CONTRACTUAL COMMITMENT

RENTAL OF PREMISES

The organization has signed a lease for the rental of its premises, expiring in October 2023. Total future minimum lease payments are \$ 157,871 and include the following payments over the next four years: 2020 – \$ 44,057; 2021 – \$ 44,057 ; 2022 – \$ 44,057 and 2023 – \$ 25,700.



QUEBEC NATIVE WOMEN INC.  
NOTES TO FINANCIAL STATEMENTS  
MARCH 31, 2019

11. MISCELLANEOUS SUBSIDIES

	<u>2019</u>	<u>2018</u>
Bureau d'aide aux victimes d'actes criminels	\$ -	\$ 39,643
Department for Women and Gender Equality	111,559	-
Fondation Béati	-	13,000
RBA Foundation	-	3,500
Ministère responsable des aînés et ministre responsable de la lutte contre l'intimidation	-	127,500
Office national de l'énergie	<u>-</u>	<u>24,985</u>
	<u>\$ 111,559</u>	<u>\$ 208,628</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.

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.

QUEBEC NATIVE WOMEN INC.  
NOTES TO FINANCIAL STATEMENTS  
MARCH 31, 2019

13. FINANCIAL INSTRUMENTS (continued)

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 2019.

## QUEBEC NATIVE WOMEN INC.

## TABLE OF CONTENTS - DISTINCT STATEMENTS OF INCOME

	PAGES
Administration	17
Annual Gathering and projects leader	18
"Aboriginal Sexual Assault Forum" 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
"My Sexuality, that's a question of respect – meeting" Project	30
"Murdered or 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
"Action Plan Against Sexual Assault" Project	37
"Listening to the Elder NIOKOMINANAK" Project	38
"Organization reinforcement QNW" Project	39
"Consultation and policy development service" 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" Project	43
"Gathering – creation of the new network in support of Aboriginal Women" Project	44
"AKUPITUAUN" Project	45

QUEBEC NATIVE WOMEN INC.  
STATEMENT OF INCOME – ADMINISTRATION  
FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Native Women's Association of Canada	\$ 2,500	\$ 275
Secrétariat aux affaires autochtones	250,000	250,000
Office national de l'énergie	-	24,985
Miscellaneous	2,000	-
Donation	1,500	-
Interest	550	445
Transfers	<u>5,922</u>	<u>-</u>
	<u>262,472</u>	<u>275,705</u>
EXPENSES		
Salaries and fringe benefits	113,840	138,477
Activities	1,868	22,173
Insurance	1,815	1,785
Consultant and speaker fees	3,874	1,775
Traveling expenses, accommodation and meals	2,365	2,884
Office supplies	26,365	8,236
Training fees	-	1,386
Management fees	38,909	38,595
Translation fees	311	852
Registration fees	150	150
Professional fees	17,091	15,048
Interest and bank charges	644	96
Equipment and hall rental	3,324	4,674
Rent	35,093	35,919
Maintenance	6,030	4,889
Taxes and licenses	34	34
Telephone	<u>(264)</u>	<u>3,228</u>
	<u>251,449</u>	<u>280,201</u>
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	<u>\$ 11,023</u>	<u>\$ (4,496)</u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF INCOME – ANNUAL GATHERING AND PROJECTS LEADER  
 FOR THE YEAR ENDED MARCH 31, 2019

	Indigenous Services Canada (1) <b>Budget</b> <u>2019</u>	Indigenous Services Canada (1) <b>Real</b> <u>2019</u>	Indigenous Services Canada (1) <b>Real</b> <u>2018</u>
<b>REVENUE</b>			
Indigenous Services Canada	\$ 320,421	\$ 320,421	\$ 320,421
Miscellaneous	-	470	17,886
Donation	-	-	3,160
Deferred revenue from previous year	<u>-</u>	<u>128,534</u>	<u>156,436</u>
	<u>320,421</u>	<u>449,425</u>	<u>497,903</u>
<b>EXPENSES</b>			
Salaries and fringe benefits	145,488	143,189	155,745
Insurance	2,705	1,753	1,715
Consultant and speaker fees	9,966	4,761	6,653
Traveling expenses and meals	89,751	114,213	122,181
Office supplies	5,893	10,403	17,780
Translation fees	23,543	26,851	23,616
Registration fees	-	100	2,593
Accommodation	34,409	26,954	33,959
Equipment and hall rental	5,037	1,283	561
Telephone	<u>3,629</u>	<u>6,509</u>	<u>4,566</u>
	<u>320,421</u>	<u>336,016</u>	<u>369,369</u>
	-	113,409	128,534
<b>DEFERRED REVENUE TO THE NEXT FISCAL YEAR</b>	<u>-</u>	<u>(113,409)</u>	<u>(128,534)</u>
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

1) Agreement # 1617 – Basic organizational capacity – First Nations organizations

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF INCOME – “ABORIGINAL SEXUAL ASSAULT FORUM” PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Ministère de la Culture, des Communications et de la Condition féminine	\$ -	\$ 50,000
Ministère de la Justice Québec	-	60,000
Ministère de la Santé et des Services sociaux	-	55,000
Health Canada	-	125,000
Secrétariat aux affaires autochtones	-	18,000
Indigenous Services Canada	-	146,549
Deferred revenue from previous year	<u>278,538</u>	<u>-</u>
	<u>278,538</u>	<u>454,549</u>
EXPENSES		
Consultant and speaker fees	9,764	38,787
Traveling expenses, accommodation and meals	9,578	92,026
Office supplies	17,360	5,679
Management fees	4,433	-
Translation fees	3,625	17,179
Equipment and hall rental	-	8,783
Advertising	-	4,892
Telephone	96	143
Transfers	<u>-</u>	<u>8,522</u>
	<u>44,856</u>	<u>176,011</u>
	233,682	278,538
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(233,682)</u>	<u>(278,538)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF INCOME – "HEALTH COORDINATOR" PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Ministère de la Santé et des Services sociaux	\$ 60,000	\$ 60,000
Deferred revenue from previous year	<u>115,955</u>	<u>104,262</u>
	<u>175,955</u>	<u>164,262</u>
EXPENSES		
Salaries and fringe benefits	38,116	40,465
Traveling expenses, accommodation and meals	3,424	2,812
Office supplies	1,051	1,748
Training fees	538	-
Translation fees	158	354
Registration fees	(150)	75
Rent	1,800	1,860
Telephone	<u>840</u>	<u>993</u>
	<u>45,777</u>	<u>48,307</u>
	130,178	115,955
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(130,178)</u>	<u>(115,955)</u>
EXCESS OF REVENUE OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF INCOME – "YOUTH COORDINATOR" PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u> (Restated)
REVENUE		
Secrétariat à la jeunesse Québec	\$ 133,334	\$ 91,620
EXPENSES		
Salaries and fringe benefits	33,673	28,703
Consultant and speaker fees	28,936	22,086
Traveling expenses, accommodation and meals	42,576	24,135
Office supplies	6,364	2,440
Translation fees	10,027	13,504
Registration fees	85	-
Hall rental	3,717	752
Rent	1,800	-
Telephone	972	-
	<u>128,150</u>	<u>91,620</u>
	5,184	-
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(5,184)</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>



QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF INCOME – "JUSTICE AND PUBLIC SECURITY COORDINATOR"  
 PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Ministère de la Justice Québec	\$ 60,000	\$ 60,000
Deferred revenue from previous year	<u>66,268</u>	<u>57,865</u>
	<u>126,268</u>	<u>117,865</u>
EXPENSES		
Salaries and fringe benefits	49,342	41,944
Consultant and speaker fees	-	2,000
Traveling expenses, accommodation and meals	5,375	4,554
Office supplies	909	486
Translation fees	188	393
Registration fees	475	-
Rent	1,260	1,260
Telephone	<u>1,335</u>	<u>960</u>
	<u>58,884</u>	<u>51,597</u>
	67,384	66,268
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(67,384)</u>	<u>(66,268)</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, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Ministère de la Santé et des Services sociaux	\$ 50,000	\$ 50,000
Miscellaneous	1,000	2,366
Deferred revenue from previous year	<u>-</u>	<u>11,008</u>
	<u>51,000</u>	<u>63,374</u>
 EXPENSES		
Salaries and fringe benefits	43,174	46,351
Traveling expenses, accommodation and meals	3,561	15,059
Office supplies	1,393	1,915
Translation fees	189	188
Registration fees	298	1,514
Rent	1,800	1,860
Telephone	<u>1,236</u>	<u>1,422</u>
	<u>51,651</u>	<u>68,309</u>
 DEFICIENCY OF REVENUE OVER EXPENSES	 <u>\$ (651)</u>	 <u>\$ (4,935)</u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF INCOME – "NON-VIOLENCE JOINT COMMITTEE" PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Deferred revenue from previous year	\$    -	\$  9,426
EXPENSE		
Office supplies	<u>          -          </u>	<u>         6,936         </u>
EXCESS OF REVENUE OVER EXPENSE	<u><u>\$    -</u></u>	<u><u>\$    2,490</u></u>

## 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, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Status of Women Canada	\$ 23,255	\$ 103,120
Deferred revenue from previous year	<u>62,180</u>	<u>46,745</u>
	<u>85,435</u>	<u>149,865</u>
EXPENSES		
Salaries and fringe benefits	19,609	44,387
Consultant and speaker fees	15,250	35,113
Traveling expenses, accommodation and meals	17,139	3,968
Office supplies	5,919	2,034
Translation fees	145	284
Hall rental	445	300
Advertising	-	1,170
Telephone	198	429
Transfers	<u>5,922</u>	<u>-</u>
	<u>64,627</u>	<u>87,685</u>
	20,808	62,180
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(20,808)</u>	<u>(62,180)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF INCOME -- "WOMEN'S SHELTER NETWORK" PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Indigenous Services Canada	\$ 66,067	\$ -
EXPENSE	<u>-</u>	<u>-</u>
	66,067	
DEFERRED INCOME TO THE NEXT FISCAL YEAR	<u>(66,067)</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSE	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF INCOME – "MOCCASIN TELEGRAM" PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Miscellaneous	\$ -	\$ 155
Deferred revenue from previous year	<u>-</u>	<u>9,808</u>
	<u>-</u>	<u>9,963</u>
EXPENSES		
Consultant and speaker fees	-	350
Traveling expenses and meals	-	1,122
Office supplies	-	1,645
Translation fees	-	716
Telephone	<u>-</u>	<u>292</u>
	<u>-</u>	<u>4,125</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ 5,838</u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF INCOME – "NWAC NON-RECURENT" PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Native Women's Association of Canada	\$ 40,000	\$ -
Miscellaneous	<u>3,500</u>	<u>-</u>
	<u>43,500</u>	<u>-</u>
EXPENSES		
Consultant and speaker fees	1,183	-
Traveling expenses, accommodation and meals	21,542	-
Office supplies	929	-
Translation fees	4,100	-
Registration fees	3,938	-
Equipment and hall rental	463	-
Telephone	59	-
Transfers	<u>1,587</u>	<u>-</u>
	<u>33,801</u>	<u>-</u>
	9,699	-
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(9,699)</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF INCOME – "RESOURCES DIRECTORY" PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Deferred revenue from previous year	\$ -	\$ 1,116
EXPENSE		
Office supplies	<u>-</u>	<u>1,116</u>
EXCESS OF REVENUE OVER EXPENSE	<u>\$ -</u>	<u>\$ -</u>



## QUEBEC NATIVE WOMEN INC.

STATEMENT OF INCOME – "MY SEXUALITY, THAT'S A QUESTION OF RESPECT -  
MEETING" PROJECT

FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Ministère de la Culture, des Communications et de la Condition féminine	\$ 100,000	\$ 100,000
Deferred revenue from previous year	<u>70,741</u>	<u>-</u>
	<u>170,741</u>	<u>100,000</u>
EXPENSES		
Consultant and speaker fees	-	2,700
Traveling expenses, accommodation and meals	29,772	24,684
Office supplies	111	925
Hall Rental	585	-
Advertising	-	950
Transfers	<u>3,935</u>	<u>-</u>
	<u>34,403</u>	<u>29,259</u>
	136,338	70,741
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(136,338)</u>	<u>(70,741)</u>
EXCESS OF REVENUE OVER EXPENSES	<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, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Bureau d'aide aux victimes d'actes criminels	\$ -	\$ 39,643
RBA Foundation	-	3,500
Secrétariat aux affaires autochtones	-	5,000
Deferred revenue from previous year	<u>29,403</u>	<u>13,891</u>
	<u>29,403</u>	<u>62,034</u>
EXPENSES		
Consultant and speaker fees	-	5,378
Traveling expenses, accommodation and meals	-	21,351
Office supplies	-	720
Translation fees	-	4,782
Registration fees	<u>-</u>	<u>400</u>
	<u>-</u>	<u>32,631</u>
	29,403	29,403
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>-</u>	<u>(29,403)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ 29,403</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF INCOME – "ASSETS PROGRAM" PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Native Women's Association of Canada	\$ 225,000	\$ 225,000
Miscellaneous	<u>-</u>	<u>477</u>
	<u>225,000</u>	<u>225,477</u>
EXPENSES		
Salaries and fringe benefits	44,218	49,913
Traveling expenses, accommodation and meals	1,637	901
Office supplies	490	4,405
Management fees	1,080	1,080
Translation fees	98	92
Interest and bank charges	13	39
Equipment rental	591	591
Rent	1,800	1,800
Subsidy (E.I.F.)	89,660	67,855
Subsidy (C.R.F.)	48,262	96,677
Telephone	<u>1,236</u>	<u>1,137</u>
	<u>189,085</u>	<u>224,490</u>
	35,915	987
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(35,915)</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ 987</u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF INCOME – "CAMPAIGN TO END POVERTY" PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Miscellaneous	\$ 15,625	\$ -
Donation	41,583	3,000
Transfers	26,444	-
Deferred revenue from previous year	<u>79,204</u>	<u>76,488</u>
	<u>162,856</u>	<u>79,488</u>
 EXPENSES		
Salaries and fringe benefits	28,116	-
Activities	1,667	-
Traveling expenses and meals	95	284
Office supplies	12,074	-
Telephone	<u>33</u>	<u>-</u>
	<u>41,985</u>	<u>284</u>
	120,871	79,204
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(120,871)</u>	<u>(79,204)</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, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Deferred revenue from previous year	\$ -	\$ 22,480
EXPENSE		
Office supplies	<u>-</u>	<u>3,325</u>
EXCESS OF REVENUE OVER EXPENSE	<u>\$ -</u>	<u>\$ 19,155</u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF INCOME – "CATHI" PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Deferred revenue from previous year	\$    -	\$ 14,653
EXPENSE		
Consultant and speaker fees	<u>          -</u>	<u>11,853</u>
EXCESS OF REVENUE OVER EXPENSE	<u><u>\$    -</u></u>	<u><u>\$   2,800</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, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Deferred revenue from previous year	<u>\$ -</u>	<u>\$ 7,567</u>
EXPENSES		
Consultant and speakers fees	-	250
Traveling expenses, accommodation and meals	-	6,456
Office supplies	-	816
Advertising	<u>-</u>	<u>45</u>
	<u>-</u>	<u>7,567</u>
EXCESS OF REVENUE OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

## QUEBEC NATIVE WOMEN INC.

STATEMENT OF INCOME – "ACTION PLAN AGAINST SEXUAL ASSAULT" PROJECT  
FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Health Canada	\$ -	\$ 35,000
Secrétariat aux affaires autochtones	-	16,000
Transfers	<u>-</u>	<u>8,522</u>
	<u>-</u>	<u>59,522</u>
EXPENSES		
Consultant and speaker fees	-	41,492
Traveling expenses, accommodation and meals	-	13,777
Registration fees	-	1,295
Office supplies	-	1,287
Translation fees	-	801
Advertising	-	699
Telephone	<u>-</u>	<u>171</u>
	<u>-</u>	<u>59,522</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>



## QUEBEC NATIVE WOMEN INC.

STATEMENT OF INCOME – “LISTENING TO THE ELDER NIOKOMINANAK” PROJECT  
FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Ministre responsable des aînés et ministre responsable de la lutte contre l'intimidation	\$ -	\$ 127,500
Deferred revenue from previous year	<u>126,279</u>	<u>-</u>
	<u>126,279</u>	<u>127,500</u>
EXPENSES		
Salaries and fringe benefits	42,187	-
Consultant and speaker fees	625	-
Traveling expenses, accommodation and meals	9,710	-
Office supplies	680	1,221
Translation fees	379	-
Hall rental	509	-
Advertising	8,760	-
Telephone	396	-
Transfers	<u>9,273</u>	<u>-</u>
	<u>72,519</u>	<u>1,221</u>
	53,760	126,279
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(53,760)</u>	<u>(126,279)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF INCOME – "ORGANIZATION REINFORCEMENT QNW" PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Department for Women and Gender Equality	\$ 111,559	\$ -
EXPENSE	<u>-</u>	<u>-</u>
	111,559	-
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(111,559)</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSE	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.  
STATEMENT OF INCOME – "CONSULTATION AND POLICY  
DEVELOPMENT SERVICE" PROJECT

FOR THE YEAR ENDED MARCH 31, 2019

	Indigenous Services Canada (1) <b>Budget</b> 2019	Indigenous Services Canada (1) <b>Real</b> 2019	Indigenous Services Canada (1) <b>Real</b> 2018
REVENUE			
Indigenous Services Canada	\$ 146,502	\$ 146,502	\$ 65,000
Miscellaneous	-	13,500	-
Deferred revenue from previous year	<u>65,000</u>	<u>65,000</u>	<u>-</u>
	<u>211,502</u>	<u>225,002</u>	<u>65,000</u>
EXPENSES			
Consultant and speaker fees	11,600	15,410	-
Traveling expenses and meals	84,501	56,659	-
Office supplies	12,550	31,757	-
Training fees	4,951	-	-
Translation fees	22,010	18,294	-
Accommodation	34,016	25,396	-
Hall rental	39,883	-	-
Advertising	-	12,541	-
Telephone	1,991	-	-
Transfers	<u>-</u>	<u>5,173</u>	<u>-</u>
	<u>211,502</u>	<u>165,230</u>	<u>-</u>
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	-	59,772	65,000
	<u>-</u>	<u>(59,772)</u>	<u>(65,000)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

(1) Agreement # 1617 – Consultation and policy development

## QUEBEC NATIVE WOMEN INC.

STATEMENT OF INCOME – “ENVIRONMENT AND SUSTAINABLE COORDINATOR”  
PROJECT

FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Indigenous Services Canada	\$ 100,000	\$ -
Miscellaneous	11,000	-
Fondation Béati	-	13,000
Deferred revenue from previous year	-	16,754
	<u>111,000</u>	<u>29,754</u>
EXPENSES		
Salaries and fringe benefits	35,227	38,622
Activities	19,190	-
Consultant and speaker fees	22,396	-
Traveling expenses, accommodation and meals	8,688	169
Office supplies	7,960	490
Registration fees	398	-
Translation fees	220	203
Telephone	99	-
Transfers	2,848	-
	<u>97,026</u>	<u>39,484</u>
	13,974	(9,730)
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(13,974)</u>	<u>-</u>
DEFICIENCY OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ (9,730)</u>

## QUEBEC NATIVE WOMEN INC.

STATEMENT OF INCOME – “WALKING THROUGH THE DARK INTO THE LIGHT –  
INTERVENTION GUIDE TO DEALING WITH SEXUAL ASSAULT” PROJECT

FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Ministère de la Santé et Services sociaux	\$ 50,000	\$ 51,722
Deferred revenue from previous year	<u>72,548</u>	<u>85,754</u>
	<u>122,548</u>	<u>137,476</u>
EXPENSES		
Salaries and fringe benefits	26,284	37,004
Consultant and speaker fees	2,000	7,400
Traveling expenses, accommodation and meals	165	18,602
Office supplies	66	898
Translation fees	-	1,024
Transfers	<u>3,628</u>	<u>-</u>
	<u>32,143</u>	<u>64,928</u>
	90,405	72,548
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(90,405)</u>	<u>(72,548)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.  
STATEMENT OF INCOME – “ABORIGINAL YOUTH FORUM” PROJECT  
FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Miscellaneous	\$ -	\$ 2,000
EXPENSE	<u>-</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSE	<u><u>\$ -</u></u>	<u><u>\$ 2,000</u></u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF INCOME – "GATHERING – CREATION OF THE NEW NETWORK  
 IN SUPPORT OF ABORIGINAL WOMEN" PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Secrétariat aux affaires autochtones	\$ -	\$ 32,500
Deferred revenue from previous year	<u>32,500</u>	<u>-</u>
	<u>32,500</u>	<u>32,500</u>
EXPENSES		
Consultant and speaker fees	8,291	-
Traveling expenses, accommodation and meals	30,577	-
Office supplies	741	-
Translation fees	5,162	-
Telephone	<u>6</u>	<u>-</u>
	<u>44,777</u>	<u>-</u>
	(12,277)	32,500
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>-</u>	<u>(32,500)</u>
DEFICIENCY OF REVENUE OVER EXPENSES	<u><u>\$ (12,277)</u></u>	<u><u>\$ -</u></u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF INCOME – "AKUPITUAUN" PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Ministère de la Justice Québec	\$ 30,000	\$ -
EXPENSE		
	<u>-</u>	<u>-</u>
	30,000	-
DEFERRED INCOME TO THE NEXT FISCAL YEAR	<u>(30,000)</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSE	<u>\$ -</u>	<u>\$ -</u>





FEMMES AUTOCHTONES DU QUÉBEC INC.  
QUEBEC NATIVE WOMEN INC.