



FEMMES AUTOCHTONES DU QUÉBEC INC.
QUEBEC NATIVE WOMEN INC.

47TH ANNUAL GATHERING OF MEMBERS

VIRTUAL MODE
FEBRUARY 20, 2021 AT 9 AM

Thank You

Noe 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
 - Solstice Foundation

Tentative Agenda

Saturday, February 20, 2021

Zoom virtual mode

9 a.m.

Opening Prayer

Introduction of Assembly Chairperson

Roll Call of the delegates

Revision of Assembly Rules and Procedures

Reading and Adoption of the Agenda

9:45 a.m.

Reading of the Code of Ethics

10 a.m.

Viviane Michel—President's Report

Mary Hannaburg—Vice-President's Report

10:15 a.m.

Health Break

10:30 a.m.

Carole Bussière—Executive Director's Report

Laura Rock—Assistant Director's Report

10:45 a.m.

Nomination and Selection of the following Committee:
Minutes

11 a.m.

Presentation of Employee Reports :

Isabelle Paillé — Health Coordinator

Lise O'Bomsawin — Promotion of non-violence and Women Shelters Coordinator

Livia Vitenti—First Nations Action Plan Against Sexual Assault coordinator

Léa Serier—Justice and Public Security

12 p.m.

Lunch

Tentative Agenda (cont'd)

1 p.m.

Roll call of delegates

1:15 p.m.

Presentation of 2019–2020 Financial Statements by Alain Daoust CPA

1:45 p.m.

Reports by the Nation Representatives

2:30 p.m.

Adoption of the 2019 Minutes

2:45 p.m.

Health Break

3 p.m.

Follow-up of resolutions 2019–2020 and adoption of resolutions 2020–2021

3:30 p.m.

Suzy Basile Ph. D—Project on forced sterilization of Indigenous women

3:45 p.m.

Miscellaneous

4 p.m.

End of the Assembly and Closing Prayer

Proposed Rules of Order 2020

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

- ♦ An issue must be introduced by way of a motion, duly moved and seconded, before it can be discussed by the Assembly.
 - ♦ Any delegate may move or second a motion, but may not do both for the same motion.
 - ♦ Any delegate wishing to speak to a motion, shall proceed to one of the microphones provided for this purpose. When recognized by the Chairperson, the delegates shall give her name or the group she represents before addressing remarks to the question at issue.
 - ♦ No delegate may speak longer than five (5) minutes at a time on any issue; nor may any delegate speak more than once on an issue until all who wish to speak on that issue have had an opportunity to do so.
 - ♦ A motion shall be open for discussion until such time as the Chairperson is satisfied that everyone has had an opportunity to speak.
 - ♦ An ordinary motion or resolution shall require a fifty (50%) percent plus one (1) majority in order to pass.
 - ♦ A motion may, at any time during the discussion stage, be withdrawn, provided both the mover and seconder agree.
4. The Chairperson shall make every attempt to have the Assembly resolve all disputes which arise from the floor.
 5. The Chairperson shall, however, be empowered to make dispute-settling decisions in order that the business of the Assembly may proceed.
 6. The Chairperson shall be required to refer to the rules of Order, the Constitution and by-laws, and his/her own experience and knowledge when making decisions or settling dispute.



**MINUTES
ANNUAL GENERAL ASSEMBLY
46th ANNUAL GATHERING OF QUEBEC NATIVE WOMEN**

November 23 and 24, 2019

Laval

LIST OF DELEGATES AT THE 2019 AGA

EXECUTIVE

Viviane Michel – President

Mary Hannaburg – Vice President

Suzette Jeannotte – Secretary-Treasurer

ELDER

Carole Brazeau

YOUTH

Yasmine Fontaine

ABENAKI NATION

Florence Benedict (Representative)

Annette Nolett (kukum)

Charlotte Gauthier Nolett

Kassandra Lachapelle

Nicole O'Bomsawin

Liz O'Bomsawin

ANISHINABE NATION

Françoise Ruperthouse (Representative)

Hilda Chief (kukum)

Joan Wylde

Émilie Brazeau

Ada Chevrier

ATIKAMEKW NATION

Annick Awashish (Representative)

Anne-Marie Dubé (kukum)

Janis Ottawa

Viviane Chilton

Whynona Neashish

EEYOU NATION

Stella Masty Bearskin (Representative)
Irene Bearskin House (kukum)
Andrea McLeod
Marlene Kitchen
Rita Sheshamush Masty
Josephine Sheshamush

INNU NATION

Marie-Josée Wapistan (Representative)
Cécile Mark (kukum)
Audrey-Lise Basile
Nadia Mollen
Marie-Marthe Malec

MI'GMAQ NATION

Denise Larocque (Representative)
Darlene Adams (kukum)
Dolores Basque
Margaret Rose Arsenault

MOHAWK NATION

Ami-Lee Hannaburg (Representative)
Frances Hannaburg (kukum)
Amber Hannaburg (November 23)
Debbie Roberts

NASKAPI NATION

Elizabeth Mameanskum (Representative)
Maggie Sandy (kukum)
Shirley Ann Nattawappio (November 24)
Caroline Einish
Elizabeth Chemaganish
Christina Mokoush

WOLASTOQIYIK WAHSIPEKUK NATION (MALISEET OF VIGER)

Laurence Maher (Representative)
Mélanie Brière
Catherine Desjardins
Marie-Laurence Morais
Caroline Morais

URBAN AREAS

Helena Lalo (Representative)

Carole Brazeau (kukum)

Yasmine Fontaine

Daphney Cardinal (November 24)

Johanne Couture

OBSERVERS

Chloé Awashish

Thérèse Dubé

France Dutilly

Carole Jean-Pierre

Francyne Joe

Alice Kukushi

Hélène O'Bomsawin

Danielle St-Laurent

Marguerite Surprenant

FINAL AGENDA
SATURDAY NOVEMBER 23, 2019 – DAY 1

Opening prayer

Presentation of the assembly chair

Roll call of delegates

Review of the assembly by-laws

Adoption of the agenda

Reading of the code of ethics

President's report – Viviane Michel

Vice President's report – Mary Hannaburg

Secretary-Treasurer's report – Suzette Jeannotte

Executive Director's report – Carole Bussière

Reading of the election by-law pertaining to the QNW executive

Nomination and selection of committee members

- Elections
- Minutes

Presentation of employee reports

Changes and additions to the Constitution

Follow-up on 2018-2019 resolutions and adoption of 2019-2020 resolutions

Detailed summary of the elders' meeting

Detailed summary of the youth meeting

Mandate and services of the Ombudsman – Hélène Vallières

Adjournment and closing prayer

FINAL AGENDA
SUNDAY NOVEMBER 24, 2019 – DAY 2

Opening prayer
Roll call of delegates

Presentation of candidates for the positions of vice president and secretary-treasurer, and a speech from each of them
Selection of one scrutineer per candidate
Voting by Nation

Presentation of the 2018-2019 financial statements – Alain Daoust, CPA

Election results, and speeches by the vice president and secretary-treasurer

Reports from the Nations' representatives

Adoption of the minutes from the 2018 annual gathering

Other business

End of the assembly and closing prayer

Saturday November 23, 2019

OPENING PRAYER

The Innu Nation's kukum delegate, Cécile Mark, performed an honour song. She introduced the other kukum members of the QNW kukum circle.

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 procedures.

Resolution no. 2019-11-23 – 1 – Adoption of the assembly procedures

It is moved to adopt the assembly procedures as read.

Moved by Françoise Ruperthouse

Seconded by Viviane Michel

The motion is carried unanimously.

ADOPTION OF THE AGENDA

The assembly chair read the preliminary agenda. It was requested that other business remain open.

Resolution no. 2019-11-23 – 2 – Adoption of the agenda

It is moved to adopt the agenda as presented.

Moved by Johanne Couture

Seconded by Annick Awashish

The motion is carried unanimously.

READING OF THE CODE OF ETHICS

The code of ethics adopted by the QNW elected council was read by the assembly chair after copies had been handed out to the delegates. She pointed out that, by joining QNW, all members are committed to respecting it.

PRESIDENT'S REPORT - VIVIANE MICHEL

QNW President Viviane Michel read her 2019 report (see tab 4, pages 3 and 4).

VICE PRESIDENT'S REPORT – MARY HANNABURG

QNW Vice President Mary Hannaburg also read her 2019 report (see tab 4, page 5). A calendar of activities in which she participated was also available for consultation.

On this agenda item, Mary took the opportunity to point out the difficulties QNW had encountered in fulfilling its responsibilities within the Native Women's Association of Canada (NWAC) over the last few months. QNW may have to decide whether or not to continue its membership in the NWAC. The item will be on the agenda of the elected council's next meeting.

SECRETARY-TREASURER'S REPORT – SUZETTE JEANNOTTE

QNW Secretary-Treasurer Suzette Jeannotte summarized her 2018-2019 report (see tab 4, page 6).

Resolution no. 2019-11-23 – 3 – Adoption of the three QNW executive members' reports

It is moved to adopt the reports from the three QNW executive members: Viviane Michel, President, Mary Hannaburg, Vice President, and Suzette Jeannotte, Secretary-Treasurer.

Moved by Nicole O'Bomsawin

Seconded by Johanne Couture

The motion is carried unanimously.

EXECUTIVE DIRECTOR'S REPORT – CAROLE BUSSIÈRE

QNW Executive Director Carole Bussière read part of her 2019 report and encouraged the delegates to read the report in full (see tab 4, pages 7 and 8).

Resolution no. 2019-11-23 – 4 – Adoption of the QNW Executive Director's report

It is moved to adopt Executive Director Carole Bussière's report for 2019.

Moved by Frances Hannaburg

Seconded by Françoise Ruperthouse

The motion is carried unanimously.

READING OF THE ELECTION BY-LAW PERTAINING TO THE QNW EXECUTIVE

The assembly chair read the election by-law about elections for vice president and secretary-treasurer (see tab 1).

Nominations for the positions of vice president and secretary-treasurer will be received until the end of the gathering on November 23. They must be submitted to Alexandra Lorange.

NOMINATION AND SELECTION OF COMMITTEE MEMBERS

Elections

The Elections Committee is made up solely of four observers. Five were nominated:

- ◇ France Dutilly was nominated by Viviane Michel.
- ◇ H       O'Bomsawin was nominated by Florence Benedict.
- ◇ Alice Kukushi was nominated by Annick Awashish.
- ◇ Carole Jean-Pierre was nominated by Annick Awashish.
- ◇ Th       Dub   was nominated by Marie-Marthe Malec.

Th       declined, and the other four nominated candidates agreed to be Elections Committee members.

Resolution no. 2019-11-23 – 5 – Composition of the Elections Committee

It is moved that the Elections Committee be made up of: France Dutilly, H       O'Bomsawin, Alice Kukushi, and Carole Jean-Pierre.

Moved by Florence Benedict

Seconded by Johanne Couture

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. Each of them must have at least good knowledge of French and English.

Resolution no. 2019-11-23 – 6 – Composition of the Minutes Committee

It is moved that the Minutes Committee be made up of Johanne Couture and Denise Larocque, respectively for the French and English versions.

Moved by Frances Hannaburg

Seconded by Nicole O'Bomsawin

The motion is carried unanimously.

PRESENTATION OF EMPLOYEE REPORTS

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

- ◇ Promotion of Non-Violence and Women's Shelter Coordinator: Isabelle Paill   (pages 19 to 21).
- ◇ Health Coordinator: Lori-May Dub   (page 28).
- ◇ Youth Coordinator and Elders' Coordinator: Naomi George (pages 22 and 23).
- ◇ Employment and Training Coordinator: Nathalie Buss       (page 27).
- ◇ Sexual Assault Training Coordinator: Lisa Gagn   (pages 14 and 15).

- ◇ First Nations Action Plan on Sexual Assault Coordinator: Livia Vitenti (pages 16 to 18).
- ◇ Legal and Political Analyst: Alexandra Lorange (pages 24 to 26).

CHANGES AND ADDITIONS TO THE CONSTITUTION

Some amendments and additions to the Constitution were presented by Secretary-Treasurer Suzette Jeannotte and Ms. Andrée Savard. A comparative table featured the existing articles along with the proposed amendments and additions. It was appended to the minutes of the annual gathering. In summary, amendments were made to the following articles:

- The name of the Algonquin Nation was replaced by Anishinabe (articles 2, 5, and 14).
- Definitions of the kukum circle and kukums/kokoms were added (art. 2).
- The words “kukum” and “kokom,” with both spellings, replaced the word “elder” (art. 14, 15, 16, 39, 41, 48, 54, 55, and 56).
- A few articles were amended to provide for the non-eligibility of an elected council member in the event of bankruptcy (art. 15, 23, 28, and 48).
- The provision for delegates to be able to serve a maximum of four consecutive terms was eliminated (art. 39).
- An article was amended consistent with the amendments ratified last year, to provide for the length of one-year terms and the maximum number of eight consecutive terms for the youth and kukum/kokom representatives on the elected council (art. 16). Previously, the length was two years for a maximum of four terms. This article deals with the youth and kukum/kokom representatives on the elected council. As for the youth and kukum/kokom delegates at the annual gathering of members, they can be nominated for more than one year in a row.
- Two amendments were made to the responsibilities of youth delegates: the first one to a delegate’s request at last year’s gathering seeking to eliminate the last segment of par. a) and the second one to par. e) seeking to eliminate the progress report (art. 53).
- Amendments were made to the procedures for amending letters patent, the Constitution and by-laws (art. 57).
- An article was corrected consistent with other articles (art. 11).

Also, a new article was added on the procedure to follow when a member violates the Constitution or the code of ethics (new article 12), along with an amendment to the elected council’s powers and responsibilities on implementing this procedure (art. 13).

These amendments and additions were adopted by the elected council. They were presented to the members for ratification. Coming into effect after being adopted by the elected council, if they were not ratified by the members, they would no longer be in effect. The procedure for amending, and adding to, the Constitution is laid down in the former article 57.

Resolution no. 2019-11-23 – 7 – 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 2, 5, 11, 13, 14, 15, 16, 23, 28, 39, 41, 48, 53, 54, 55, 56, and 57.

It is also moved to add a new article 12 on the procedure to follow if there is a violation of the Constitution or the code of ethics.

Also, it is moved that the numbering of the former article 12 and the articles following be shifted to become 13 and following.

Moved by Frances Hannaburg

Seconded by Johanne Couture

The motion is carried unanimously.

FOLLOW-UP ON 2018-2019 RESOLUTIONS AND ADOPTION OF 2019-2020 RESOLUTIONS

Follow-up on 2018-2019 resolutions

The follow-up on resolutions from 2018-2019 was presented by Executive Director Carole Bussière and QNW President Viviane Michel. The resolutions addressed the following topics:

- ❖ Family allowances (resolution from the Innu Nation Council, see tab 2, minutes, pages 13 and 14): in October 2018, the QNW president met the Ombudsperson. Following the 2018 annual gathering, the resolution was sent to the person responsible for Indigenous issues so an investigation could be set up. On January 20, 2019, the Ombudsperson presented her services to the elected council. The question of child care expenses and family allowance cuts was brought up and discussed. To prepare for this meeting, the QNW legal and political analyst spoke to the person responsible for the investigation at *Revenu Québec*. In 2019, an investigation was launched as a result. Women from the Innu Nation, namely, were consulted. A follow-up was done in the early summer of 2019 to find out the state of their investigation.
- ❖ Amendments to the *Indian Act* relating to status (resolution from the Huron-Wendat Nation Council, see tab 2, minutes, pages 16 and 17): QNW chose to organize a series of distinct government consultation activities: a workshop on November 16, 2018, prior to the annual gathering, on Bill S-3, to answer questions about section 6 of the *Indian Act* and discuss the discriminatory impacts of the Act; welcoming to the elected council Sharon McIvor and Pamela Palmater, two women involved for many years in fighting discrimination against Indigenous women, on January 18, 2019; a consultation session with elected council members on January 20, 2019, on the best strategy for mobilizing members; a consultation session with the youth council as part of the youth gathering organized by QNW, in Odanak on February 2, 2019; a public forum on discrimination in the *Indian Act* on February 16 and 17, 2019; a march for equality in the streets of Montreal on February 16, 2019 (other marches also took place simultaneously in various communities); a legal information clinic with female

Indigenous lawyers, given in person and by phone on February 16, 2019, aiming to answer questions about joining the register; a petition submitted to the House of Commons containing over 2,300 signatures on June 19, 2019; a meeting with Carolyn Bennett, the Minister of Crown-Indigenous Relations, on February 21, 2019, this department being in charge of the government consultation, to express QNW's reservations about this consultation and to ask that it be replaced by a more rigorous process; participating in a press conference and in ministerial meetings in Ottawa on March 9, 2019; transmitting QNW's report to the Department of Crown-Indigenous Relations on April 29, 2019, about consultations led by QNW on the issues relating to discrimination in the *Indian Act*; publishing the report on the QNW web site, under the tab "Publications," on May 14, 2019; the public release of the representative's report on discrimination in the *Indian Act* to the Department on June 12, 2019, recommending an end to all discrimination; an announcement by the Minister in the House of Commons on June 17, 2019, that the federal government would act shortly as well as full implementation of Bill S-3 announced in August 2019. This announcement signalled the removal of the 1951 cut-off and the widespread implementation of section 6 (1) (a). This was a historic, hard-fought victory made possible by all the Indigenous sisters across the country.

- ❖ Elders in the QNW Constitution (resolution from the Anishinabe Nation Council, see tab 2, minutes, pages 14 and 15): the young women and the elders had previously met at the current annual gathering, in collaboration with Carole Lévesque of the *Institut national de la recherche scientifique*, involved with QNW for 45 years. They worked with this resolution on the roles and responsibilities of elders. To be continued once the detailed summary of this meeting is available! Another meeting with the young women and the elders is planned for the spring or early summer of 2020.
- ❖ The QNW youth council (resolution from the youth council, see tab 2, minutes, page 15): the youth delegates did their own strategic planning and the elected council approved it. They brought their own vision into QNW. The document is currently being translated and it will then be released.
- ❖ The QNW kukum circle (resolution from the kukum circle, see tab 2, minutes, pages 15 and 16): the kukums met over the course of two days, as previously mentioned. To be continued once the detailed summary of the meeting is available!

Adoption of 2019-2020 resolutions

The following resolutions from Nation Councils have been proposed for 2019-2020.

Resolution no. 2019-11-23 – 8 – Resolution from the Atikamekw Nation Council on a women's summit on climate change

Whereas we, women from the First Nations of Quebec, guardians of Mother Earth, support the efforts of Indigenous women to improve their living conditions through the promotion of health and the environment;

Whereas we, women from the First Nations of Quebec, are noticing significant changes to wildlife and plants caused by global warming on our ancestral lands;

Whereas these changes impact our way of life and our traditional practices;

It is moved that QNW take the steps necessary to set up a women's summit on climate change.

It is also moved that QNW involve other partners such as academic institutions and Indigenous communities who have already taken steps regarding issues relating to the Earth's climate.

Also, it is moved that QNW plan and organize this women's summit on climate change for the spring of 2020.

Moved by Annick Awashish

Seconded by Janis Ottawa

The spring 2020 date is too soon and there would not be enough time to look for funding and organize the summit. A spring 2021 date is proposed. The mover and the seconder agree to make this change to their motion.

The motion is carried unanimously.

Resolution no. 2019-11-23 – 9 – Resolution from the Innu Nation Council on an amendment to the Constitution on assistant representatives

Whereas changes must be made to the QNW Constitution;

Whereas we must respect the procedure that is already in place to make these changes;

Whereas the assistant of each Nation's representative plays an important part and must work with the elected representatives;

It is moved that the assistant of each Nation's representative therefore be named as a delegate for the annual gathering of members.

It is also moved that an addition be made to Article 36 of the QNW Constitution to reflect these facts.

Also, it is moved that this amendment take effect as of the 2020 annual gathering of members.

Moved by Marie-Marthe Malec

Seconded by Marie-Josée Wapistan

The resolution aims to make it so that the assistant representatives are more informed and involved. However, a comment is made that it is up to the representatives to keep their assistants informed. If this resolution were adopted, it would restrict the number of women who could join their Nation's delegation at the annual gathering and participate in the community life of QNW. There is an error in the resolution on the article number: it is actually Article 39 that should be amended rather than Article 36.

A vote is requested.

The motion is rejected by the majority.

Resolution no. 2019-11-23 – 10 – Resolution from the Urban Areas Council on non-violence promotion and the opening of women’s shelters

Whereas it is QNW’s very mission to promote non-violence;

Whereas the safety of Indigenous women is a major priority;

Whereas 80% of communities do not have women’s shelters to take in Indigenous women suffering from violence;

Whereas Indigenous women are three times more likely to experience violence than are non-Indigenous women in Quebec;

Whereas call for action no. 89 of the final report of the *Public Inquiry Commission on relations between Indigenous peoples and certain public services in Québec: listening, reconciliation and progress* (Viens Commission) aims to “initiate tripartite negotiations with the federal government and Indigenous authorities to develop Indigenous women’s shelters in communities not covered by an agreement”;

It is moved that QNW initiate and promote call for action no. 89 of the Viens Commission.

It is also moved that the implementation of this call for action include an awareness campaign regarding non-violence for and by Indigenous women, both outside and inside communities, by adding tools to help solve this problem.

Also, it is moved that QNW take action on the recommendations of the final report from the National Inquiry into Missing and Murdered Indigenous Women and Girls and the final report from the Viens Commission to establish the creation of shelters for Indigenous women suffering from violence.

Moved by Carole Brazeau

Seconded by Yasmine Fontaine

The motion is carried unanimously.

Resolution no. 2019-11-23 – 11 – Resolution from the Abenaki Nation Council on amending the length of terms served by the president, vice president, secretary-treasurer, and elected representatives

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

Whereas QNW has actively participated in the work of the Viens Commission and the National Inquiry into Missing and Murdered Indigenous Women and Girls, and the Association intends to continue its involvement in a variety of related work stemming from these commissions;

Whereas stability in the QNW elected council is key to ensuring the Association’s full participation in a variety of related work stemming from these commissions;

Whereas the president, vice president, secretary-treasurer, and elected representatives currently serve terms of two years;

It is moved that QNW consider amending its Constitution so that the length of terms served by the president, vice president, secretary-treasurer, and elected representatives is three years.

It is also moved that the president, vice president, secretary-treasurer, and elected representatives now be able to serve three consecutive three-year terms.

Moved by Florence Benedict
Seconded by Liz O'Bomsawin

A suggestion is made to remove the word “now” in the 2nd part of the motion because it is impossible to amend the Constitution now.

Currently, in the Constitution, the length of terms is two years with the possibility of four consecutive terms. What the resolution proposes is three-year terms for a possibility of three consecutive terms.

Resolution no. 2019-11-23 – 12 – Submitting the resolution from the Abenaki Nation Council and postponing the vote to November 24, 2019

It is moved to submit the resolution from the Abenaki Nation Council and postpone the vote to November 24, 2019.

Moved by Marie-Marthe Malec
Seconded by Ada Chevrier
The motion is carried unanimously.

Resolution no. 2019-11-23 – 13 – Signing up women from the Wolastoqiyik Wahsipekuk Nation (Maliseet of Viger First Nation)

Whereas QNW received a request from Chief Jacques Tremblay of the Wolastoqiyik Wahsipekuk Nation asking that women from this First Nation be able to sign up as QNW members;

Whereas women from the Wolastoqiyik Wahsipekuk held a meeting and a Nation representative, elders' representative, and youth representative were elected;

Whereas QNW is in favour of welcoming women from the Wolastoqiyik Wahsipekuk Nation as QNW members;

It is moved that QNW recognize and accept women from the Wolastoqiyik Wahsipekuk Nation into its organization.

Moved by Françoise Rupérthouse
Seconded by Florence Benedict

The motion is carried unanimously.

So far the delegates had been observers. They now have the right to vote. Congratulations and a big welcome to the delegation of the Wolastoqiyik Wahsipekuk Nation!

Resolution no. 2019-11-23 – 14 – Resolution from the Mohawk Nation Council on tax-related discrimination

Whereas in Quebec, our home province, we still face discrimination regarding our tax exemption rights;

Whereas in Quebec, we still face discrimination from *Revenu Québec*, services, and storekeepers;

Whereas our tax exemption rights are often denied by some services and storekeepers;

Whereas tax exemption rights have been recognized in other Nations;

It is moved that QNW pressure the government into ending discriminatory practices regarding tax exemption rights, across the province, against Indigenous people.

Moved by Debbie Roberts

Seconded by Ami-Lee Hannaburg

The motion is carried unanimously.

The item on adopting resolutions for 2019-2020 was suspended until November 24.

DETAILED SUMMARY OF THE ELDERS' MEETING

The presentation of the detailed summary was postponed to November 24.

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DETAILED SUMMARY OF THE YOUTH MEETING

This presentation was also postponed to November 24.

MANDATE AND SERVICES OF THE OMBUDSMAN – HÉLÈNE VALLIÈRES

Ms. Hélène Vallières presented the mission and services of the Ombudsman. Its mission: “To ensure that citizens’ rights are respected by the departments and agencies, establishments and other instances of the health and social services network, and detention establishments of Québec, and thus participate in improving the quality and integrity of public services.” To do so, people may file a complaint and the Ombudsman will investigate the complaint and make recommendations. It can also act as a mediator or refer people to the appropriate resource or recourse.

The office of the Ombudsman noticed that there had been few requests from members of First Nations and Inuit. Some obstacles have been identified: a lack of knowledge about the Ombudsman, a certain mistrust towards a Quebec government institution, language barriers, cultural issues.

The situation of incarcerated Indigenous people is one of the most difficult. They are not necessarily able to make a complaint themselves, but visits are regularly conducted to the Quebec Ministry of Public Security’s detention centres and this is an important concern for

the Ombudsman. A few examples of reasons incarcerated people make complaints: disrespectful conditions during the search process; difficulty accessing clothing and personal belongings.

Hospitals are also problematic for many services to Indigenous people. The Ombudsman travels to them even more frequently than it does to detention establishments; in such cases there is no prior notice given, unlike with detention establishments where visits are announced beforehand.

If a person becomes aware of a worrisome situation, they themselves can call the Ombudsman, even if they are not the main person affected. All complaints are handled confidentially. But in the event of a reprisal, people are encouraged to report it because the Ombudsman is equipped to intervene effectively and put an end to reprisals.

The Ombudsman has implemented an action plan to take into account the Indigenous context, namely to overcome language barriers and inform Indigenous people about the complaint process. It is suggested that justice committees in the communities be consulted. Currently, Chloé Corneau is serving in a liaison role with the First Nations; otherwise, calls may also be made to the Ombudsman's main number. A new advisory position will be created shortly and a First Nations person might be hired to fill it.

To make a complaint:

1-800-463-5070.

Divulgateur.protegeurducitoyen.qc.ca.

CLOSING OF NOMINATIONS

The nominating period was closed at 5:13 p.m.

ADJOURNMENT AND CLOSING PRAYER

The gathering was adjourned at 5:15 p.m. to resume on November 24, 2019 at 8:30 a.m. The kukums, Carole Brazeau, Irene Bearskin House, and Cécile Mark, said the closing prayer for the gathering.

Sunday November 24, 2019

OPENING PRAYER

The Atikamekw kukum delegate, Anne-Marie Dubé, said the opening prayer.

ROLL CALL OF DELEGATES

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

FOLLOW-UP ON 2018-2019 RESOLUTIONS AND ADOPTION OF 2019-2020 RESOLUTIONS (CONTINUED)

Resolution no. 2019-11-24 – 15 – Resolution from the kukum circle on resolving conflicts

Whereas the QNW elected council has given the kukum circle the mandate to act as mediators during possible conflicts;

Whereas QNW's mission is to promote the well-being and safety of Indigenous women in Quebec;

Whereas QNW organizes various gatherings and activities for its members who are Indigenous women in Quebec;

Whereas QNW educates about, raises awareness of, and fights all forms of violence against Indigenous women, their families, and their communities;

It is moved that QNW have the mandate to ensure its members' safety during its activities. To do so, the organization must create and set up information and awareness sessions on trauma and hire people who can intervene and provide front-line mental health and conflict resolution service at annual gatherings, if need be, to allow the kukum circle to act as an additional part of the support system to its members.

Moved by Carole Brazeau

Seconded by Irene Bearskin House

The motion is carried unanimously.

Resolution from the youth council on adding a position reserved for a kukum on the QNW executive withdrawn

The resolution announced by the youth council to the QNW elected council at its meeting on November 22 was withdrawn by the youth council.

Resolution from the Abenaki Nation Council (continued)

The resolution was discussed at a special meeting of the elected council on November 24, and an amendment to the Constitution was adopted at that meeting. The terms served by the president, vice president, secretary-treasurer, and elected representatives will now be three

years instead of two. Also, the possible number of consecutive terms will be three terms instead of four.

Resolution no. 2019-11-23 – 11 – Resolution from the Abenaki Nation Council on amending the length of terms served by the president, vice president, secretary-treasurer, and elected representatives

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

Whereas QNW has actively participated in the work of the Viens Commission and the National Inquiry into Missing and Murdered Indigenous Women and Girls, and the Association intends to continue its involvement in a variety of related work stemming from these commissions;

Whereas stability in the QNW elected council is key to ensuring the Association's full participation in a variety of related work stemming from these commissions;

Whereas the president, vice president, secretary-treasurer, and elected representatives currently serve terms of two years;

It is moved that QNW confirm the amendment to its Constitution making it so that the length of terms served by the president, vice president, secretary-treasurer, and elected representatives be changed from two to three years.

It is also moved that the president, vice president, secretary-treasurer, and elected representatives now be able to serve three consecutive three-year terms.

Moved by Florence Benedict

Seconded by Liz O'Bomsawin

The motion is carried unanimously (with abstentions).

PRESENTATION OF CANDIDATES FOR THE POSITIONS OF VICE PRESIDENT AND SECRETARY-TREASURER, AND A SPEECH FROM EACH OF THEM

The candidates had to be QNW members at the time of their nomination on November 23.

Position of vice president

Two nominations had been put forward by the deadline on November 23 at 5:15 p.m.:

⇒ Mary Hannaburg was nominated by Françoise Ruperthouse.

⇒ Marie-Marthe Malec was nominated by Nadia Mollen.

Françoise introduced Mary, and Mary spoke to the delegates. Nadia then introduced the nomination of Marie-Marthe, who spoke to the delegates next. Marie-Marthe found out that she had to step down from her position as the assistant Innu representative, and she decided to withdraw her nomination so that she would not have to leave that position.

Position of secretary-treasurer

Two nominations had been put forward by the deadline on November 23 at 5:15 p.m.:

- ⇒ Carole Brazeau was nominated by Annette Nolett.
- ⇒ Johanne Couture was nominated by Helena Lalo.

Annette introduced Carole, and Carole spoke to the delegates. On November 23, she had stepped down from her position as a kukum representative. Helena then introduced the nomination of Johanne, who spoke to the delegates next.

SELECTION OF ONE SCRUTINEER PER CANDIDATE

The assembly chair read the election by-law pertaining to scrutineers.

The candidates chose the following scrutineers: Danielle St-Laurent was chosen by Carole Brazeau, and Chloé Awashish by Johanne Couture.

VOTING BY NATION

The voting by Nation took place for election to the position of secretary-treasurer.

PRESENTATION OF THE 2018-2019 FINANCIAL STATEMENTS – ALAIN DAOUST, CPA

The financial statements audited to March 31, 2019, prepared by the firm Daoust Lajoie, CPA Inc., were submitted and summarized by the auditor, Alain Daoust (see tab 5).

The year ended with a surplus of \$26,240. QNW had a good fiscal year and ensured a balanced approach to managing its operations. The working capital is excellent. Four new projects had been obtained by year end and the liquidity is available to cover the expenses of all the projects. Net assets are positive, which is another indication of good financial management.

Alain Daoust encouraged attendees to read the full version of the financial report, including the notes. The projects are explained in detail from page 17 onward.

One delegate suggested that distinct financial statements be provided for each Nation. Her suggestion will be discussed by the QNW administration.

Resolution no. 2019-11-24 – 16 – Adoption of the financial report audited to March 31, 2019

It is moved to adopt the financial report audited to March 31, 2019.

Moved by Nicole O'Bomsawin

Seconded by Johanne Couture

The motion is carried unanimously.

Resolution no. 2019-11-24 – 17 – 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 2019-2020.

Moved by Mary Hannaburg

Seconded by Florence Benedict

The motion is carried unanimously.

ELECTION RESULTS, AND SPEECHES BY THE VICE PRESIDENT AND SECRETARY-TREASURER

Mary Hannaburg was elected by acclamation to the position of vice president. Johanne Couture was elected to the position of secretary-treasurer based on the vote. The two of them each addressed the delegates.

QNW President Viviane Michel thanked Suzette Jeannotte for the two years she had dedicated to QNW as secretary-treasurer. She was given a gift for that service.

Resolution no. 2019-11-24 – 18 – Destruction of the voting ballots

It is moved to destroy the voting ballots.

Moved by Florence Benedict

Seconded by Liz O'Bomsawin

The motion is carried unanimously.

The assembly chair was then informed that the voting ballots had been destroyed.

Resolution no. 2019-11-24 – 19 – End of mandates of the Elections Committee and the scrutineers

It is moved to declare the end of the mandates of the Elections Committee and the scrutineers.

Moved by Françoise Ruperthouse

Seconded by Nicole O'Bomsawin

The motion is carried unanimously.

DETAILED SUMMARY OF THE YOUTH MEETING

The new youth representative on the elected council, Yasmine Fontaine, briefly touched upon the youth council's recent activities: a workshop on intergenerational transmission on November 20 and 21, and a youth council meeting on November 22. In preparation: one week on leadership. Yasmine hopes this activity on leadership will be offered to young people on an even larger scale in the communities.

DETAILED SUMMARY OF THE ELDERS' MEETING

Irene Bearskin House had been the kukum representative on the elected council. She opened her presentation in the Cree language. She said she was honoured to talk about the role of the kukums with the Nations' representatives. She mentioned that the kukums have a very important role to play. A community with no kukums has no roots. She encouraged everyone to understand, honour, and respect the kukums' role and to include them among the other women. "We each have a kukum inside of us," she said.

Carole Brazeau was re-elected as the kukum representative on the elected council for the next one-year term. A sacred kukum article was given to her and to Irene Bearskin House.

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 and in the annual gathering:

- ❖ Stella Bearskin (Eeyou Nation): Stella was elected in September as president of the Cree Women of Eeyou Istchee Association. Healing, culture, and language are very important to the Cree Women's Association. Everything they do takes an Indigenous approach and they try to decolonize their practices. They have many programs underway: a program against intimate-partner and family violence; a partnership with the Cree school board to bring kukums into schools; a suicide-prevention program; a conflict-resolution program to prevent domestic violence, etc.
- ❖ Annick Awashish (Atikamekw Nation): Annick mentioned that, at the Atikamekw women's summit, they had discussed how to follow up on the results of the research conducted by Suzy Basile as part of her Ph.D. studies on the place of Atikamekw women in land governance. In June 2019, some women met to come up with an action plan. Some Atikamekw women have also gotten involved in the testimony process for families of missing children. By meeting, the women re-build bonds between them, which fosters healing. About 15 Atikamekw women attended the QNW annual gathering as observers in 2019.
- ❖ Florence Benedict (Abenaki Nation): Florence mentioned some activities in which she had participated or helped organize: an NWAC symposium on Bill S-3 amending the *Indian Act* and aiming to end discrimination; QNW consultation on discrimination; a meeting of the *Reformons le cercle* (Rejoin the Circle) committee; an interview on the impacts of Bill S-3 on communities; a vigil for missing women, particularly Indigenous women, at the fall pow-wow; organizing a luncheon at the Kiuna CÉGEP.
- ❖ Françoise Ruperthouse (Anishinabe Nation): each time she receives information, Françoise transmits it throughout the Anishinabe Nation communities. She joined the QNW president on a panel and she pointed out her excellent work. She also participated in some work on QNW management salary adjustments. Also, she marched with women in Val-d'Or. When there, she represented QNW and submitted

a letter to commissioner Jacques Viens denouncing that women's safety was not a major concern in his report.

- ❖ Ami-Lee Hannaburg (Mohawk Nation): Ami-Lee met with Suzette Jeannotte on the issue of management salary adjustments. She worked on some research on Bill S-3 and the changes it would bring about, in collaboration with Mary Hannaburg.
- ❖ Marie-Josée Wapistan (Innu Nation): she organized and participated in a march against discrimination, in her community, last March. On September 7, she responded to the invitation of women in Ekuatnitshit who are setting up a women's committee.
- ❖ Helena Lalo (Urban Areas): Helena participated in a national symposium on membership in First Nations.
- ❖ Denise Larocque (Mi'gmaq Nation): Denise visited two schools. She helped out with the *Passons de la noirceur à la clarté* campaign in Gespeg. She also represented QNW at a conference on women and gender, and did an interview on research on governance, in Montreal.

ADOPTION OF THE MINUTES FROM THE 2018 ANNUAL GATHERING

The minutes from the 45th QNW annual gathering, held on November 17 and 18, 2018, were submitted (see tab 2).

In the French and English versions, the following modification was made to page 22, 1st paragraph: Denise Larocque presented – rather than she organized, a workshop on extractivism and violence against women.

Resolution no. 2019-11-24 – 20 – Adoption of the minutes from the 45th annual gathering

It is moved to adopt the minutes from the 45th QNW annual gathering of members held on November 17 and 18, 2018, as modified.

Moved by Frances Hannaburg

Seconded by Nicole O'Bomsawin

The motion is carried unanimously.

OTHER BUSINESS

Native Women's Association of Canada (NWAC)

The situation with NWAC was discussed once again. The difficulties were shared. A few suggestions were made:

- ◇ That QNW Vice President Mary Hannaburg assume representation until a decision is made as to whether or not QNW will remain a member, or until the situation with NWAC has stabilized.
- ◇ That QNW continue working to resolve the conflict situation.
- ◇ That the AFNQL table of chiefs be made aware of the situation.
- ◇ That each Nation write a letter supporting the QNW president.

Suggestion for the next annual gathering

More meetings between young women and elders should be organized so that the former can reconnect with their cultures. It is suggested to plan an activity before the annual gathering with the goal of sharing knowledge. This could be a sharing circle to prepare for the annual gathering.

END OF THE ASSEMBLY AND CLOSING PRAYER

Resolution no. 2019-11-24 – 21 – End of the assembly

It is moved to conclude the assembly at 2:30 p.m.

Moved by Viviane Michel

The motion is carried unanimously.

The kukum delegate, Cécile Mark, said the closing prayer.

Viviane Michel, President

Minutes drawn up by Andrée Savard.

QUEBEC NATIVE WOMEN INC.



CONSTITUTION AND BY-LAWS

**November 2019
(REVISED)**

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

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	Chapter 1 – General Provisions
Article 1 – Name	<p>The Association's name is QUEBEC NATIVE WOMEN INC. - FEMMES AUTOCHTONES DU QUÉBEC INC., hereafter referred to as "the Association".</p> <p>Its acronym is: FAQ-QNW.</p>
Article 2 – Definitions	<p>This Constitution uses the words below as follows:</p> <p>Circle of Kukums: comprises kukum/kokom delegates. The word "circle" implies that kukum/kokom delegates meet and play an equal role within this circle, without one being more important than the other. As members of the Circle of Kukums or kukums/kokoms of all the youth, they also play an equal role in assuming their responsibilities as leaders within the Association.</p> <p>*Both spellings are used in Indigenous languages.</p> <p>Nation or Group Council: Formerly the General Council of a Nation or Group.</p> <p>Group: A group comprising aboriginal youth, elders, and women living in urban centres, or employees.</p> <p>Kukum/kokum: A word designating the Elder Representative, the Assistant Elder Representative, and the Elder delegates. The word "kukum/kokum" is similar to "grandmother". Even if some women don't have children or grandchildren, they may nonetheless have the role of kukum/kokom with all the youth of their community and Nation.</p> <p>Nation: The Nation of origin of FAQ-QNW members: Abnaki, Anishinabe, Atikamekw, Eeyou, Huron-Wendat, Innu, Maliceet, Mi'gmaq, Mohawk, Naskapi, and Wolastoqiyik Wampanoag (Maliceet from Viger).</p> <p>Annual Gathering of Members: Formerly the Annual General Assembly.</p> <p>Elected Council: Formerly the Board of Directors.</p> <p>Gathering of Members: Any general assembly of members.</p> <p>Representative: Formerly Director.</p> <p>Assistant representative: Formerly Assistant Director.</p>
Article 3 – Mission	<p>The Association supports Aboriginal women in their efforts to better their living conditions through the promotion of non-violence, justice, equal rights and health.</p>

	<p>The Association also supports women in their commitment to their communities.</p> <p>The Association declares itself to be non-partisan in its activities.</p>
Article 4 – Objectives	<p>4.1 Defend, under all circumstances, the interests and rights of all First Nations women in Quebec and Labrador: First Nations, Métis and Inuit women.</p> <p>4.2 Coordinate their efforts to promote common interests and the rights of Aboriginal women through collective action.</p> <p>4.3 Continue to look for ways to enable the Association to better carry out its mission.</p> <p>4.4 Undertake actions and activities that educate, train, inform, build awareness with and mobilize Aboriginal women in order boost interest and participation in maintaining and strengthening their cultural practices and to help them occupy their rightful place in society.</p> <p>4.5 Cooperate with other organizations whose objectives align with the Association’s mission.</p> <p>4.6 Enter into agreements with any government authority in order to pursue the objectives of the Association.</p> <p>4.7 Obtain, via public fundraising campaigns, funds and other assets for charitable causes described in the Association’s letters patent.</p> <p>4.8 Receive donations, gifts and other such contributions in the forms of cash, securities and real estate and administer said donations, gifts and contributions; organize fundraising campaigns to raise money for charitable causes described in the Association’s letters patent.</p>
Article 5 – Territory and Origin of Members	<p>The Association’s activities shall be carried out in Quebec.</p> <p>Members are from the Abnaki, Anishinabe, Atikamekw, Eeyou, Huron-Wendat, Innu, Maliceet, Mi’gmaq, Mohawk, Naskapi, and Wolastoqiyik Wahsipekuk (Maliceet from Viger) Nations. They may reside in their communities or elsewhere, particularly in urban centres.</p>
Article 6 – Head Office	<p>The head office is located in Kahnawake.</p>
Article 7 – Working Languages	<p>The Association is a bilingual organization that works in the two official languages of Canada, but it encourages its members to</p>

	hold meetings in one or more Aboriginal languages.
Article 8 – Organizational Chart	There is a copy of the organizational chart at the end of the Constitution; it defines the make-up of the Association.
	Chapter 2 – Members
Article 9 – Member Categories	<p>9.1 Members Any woman of Aboriginal origin who is at least 18 years of age and resides in Quebec.</p> <p>This member category includes elders, meaning women age 55 or older.</p> <p>9.2 Junior Members Any woman of Aboriginal origin who is 16 or 17 years of age and resides in Quebec.</p> <p>9.3 Members from Outside Quebec Any woman of Aboriginal origin who is originally from Quebec, but who is currently living outside Quebec.</p> <p>However, she cannot be a member of another provincial organization of Aboriginal women.</p> <p>9.4 Friend Members and Friends Any woman, man or organization that supports the Association’s mission and objectives.</p> <p>9.5 Honorary Members The ex-Presidents of the Association.</p>
Article 10 – Member Rights	<p>The members, elder members, youth members, members from outside the province, and honorary members have voting rights at the Nation Councils.</p> <p>All members, elder members, junior members, members outside of Quebec and honorary members have the right to speak at Nation Council assemblies.</p> <p>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</p>

	<p>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>
Article 11 – Membership Application Procedure	<p>A membership application must be submitted to become a member or renew one’s membership for all member categories.</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>
Article 12 – Failure to comply with the Constitution or the code of ethics	<p>A member who violates the Constitution or the Code of Ethics of the Association may be restricted in their right to seek elected office.</p> <p>The duration of this restriction is determined by the Elected Council.</p>
Article 13 – Fees	<p>Fee amounts and due dates may be determined by the Elected Council.</p> <p>Fees are payable to the Association and must be submitted with a membership application for the appropriate category.</p> <p>Fees may also be paid annually or in a lump sum to cover four consecutive years.</p>
	Chapter 3 – Elected Council
Article 14 – Powers and Responsibilities	<p>The Elected Council administers the Association’s affairs.</p> <p>In general, it exercises all powers except those belonging to members, and may take any action that the Association is authorized to take in accordance with the law, its letters patent and its Constitution.</p> <p>Specifically, the Elected Council has the power and responsibility to:</p> <ul style="list-style-type: none"> a) enter into a contract on behalf of the Association, in accordance with the law. b) create and abolish any committee and define its mandates. c) ensure that all the necessary or desired steps are taken to obtain the funds needed to fulfill the Association’s mission and objectives.

	<p>d) adopt the Association's financial reports.</p> <p>e) receive written reports from Executive members and the Executive Director.</p> <p>f) take charge of implementing resolutions adopted at the Annual Gathering of Members.</p> <p>g) adopt changes to the Association's Constitution and submit them to the Annual Gathering of Members for ratification.</p> <p>h) determine by resolution the compensation for the President of the Association, as needed.</p> <p>i) restrict the rights of a member for failure to comply with the Constitution or the code of ethics of the Association, as needed.</p>
Article 15 – Composition of the Elected Council	<p>The Elected Council is composed of eighteen (18) 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"> • Ten (10) representatives from the Abnaki, Anishinabe, Atikamekw, Eeyou, Huron-Wendat, Innu, Mi'gmaq, Mohawk, Naskapi, and Wolastoqiyik Wahsipekuk (Maliceet from Viger) Nations; • One (1) representative of Aboriginal women living in an urban centre; • One (1) youth representative; • One (1) kukum/kokom representative; • One (1) employee representative • The Executive Director.
Article 16 – Representative and Assistant Representative Elections	<p>Representatives from Nations and urban centres shall be elected by members at Nation Council meetings.</p> <p>The youth representative shall be elected by youth delegates on the Youth Council during the Annual Gathering of Members.</p> <p>The kukum/kokom 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 kukum/kokom.</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>A member may not submit her nomination for a position on the Executive if she has gone into bankruptcy. She becomes eligible on the date of her discharge from bankruptcy.</p>

	<p>With the exception of the employee representative, only members in good standing are eligible for representative and assistant representative positions.</p> <p>No employee other than the employee representative is eligible for representative and assistant representative positions.</p>
Article 17 – Mandate	<p>Excepting youth and kukum/kokom representatives, representatives shall be elected for a three-year (3) mandate and for a maximum of three (3) consecutive mandates.</p> <p>Half of them shall be elected each year.</p> <p>Excepting youth and kukum/kokom representatives, assistant representatives shall be elected for a three-year (3) mandate and not exceed three (3) consecutive mandates.</p> <p>Youth and kukum/kokom representatives and assistant representatives are elected for a one-year (1) mandate and for a maximum of eight (8) consecutive mandates.</p> <p>Ex-members of the Elected Council who have completed three (3) consecutive three-year (3) mandates or eight (8) consecutive one-year (1) mandates must wait two (2) years before applying for any other position on the Elected Council.</p>
Article 18 – Assemblies and Notice	<p>Elected Council assemblies may be convened by the President or by a representative majority.</p> <p>They may take place anywhere in Quebec. A notice of assembly addressed to each representative and specifying the date, time and location of each assembly must 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</p>

	by her assistant.
Article 19 – Quorum	A majority of representatives shall constitute quorum for an Elected Council assembly.
Article 20 – Vote	<p>Questions raised during any Elected Council assembly shall be decided upon by a majority vote of representatives in attendance. Each member of the Elected Council shall be entitled to one vote, with the exception of the employee representative, Executive Director and assistant representatives.</p> <p>The employee representative, Executive Director and assistant representatives have the right to speak.</p>
Article 21 – Conflict of Interest	<p>No representative may mingle the property of the Association with her own property. Representatives may not use the property of the Administration or any information they obtain by reason of their duties for their own benefit or for that of a third party, except with the express authorization granted through the passing of a resolution by the Elected Council.</p> <p>Members of the Elected Council must avoid putting themselves in a position of conflict of interest between their personal interests and their obligations to the Association.</p> <p>They shall, without delay, declare to the Association any interest they have in an enterprise that could place them in a position of conflict of interest as well as the rights they may invoke against the Association, indicating, where applicable, the nature and value of the rights or interests.</p> <p>Representatives may even, in carrying out their duties, acquire, directly or indirectly, rights in the property of the Association or enter into contracts with the Association if they immediately inform the Association, indicating the nature and value of the rights they are acquiring, and request that the fact be recorded in the minutes of proceedings of the Elected Council.</p> <p>A representative with personal interest in a contract or in the acquisition of property must abstain, except if required, from the discussion and voting on the acquisition or contract in question. If she votes, her vote must not be counted. This rule does not, however, apply to matters concerning the representative's compensation or conditions of employment.</p> <p>At the request of the President or any other representative, the interested person must leave the meeting while the Elected Council discusses and votes on the acquisition or contract in question.</p>

	<p>Neither the Association nor any of its members may contest the validity of the acquisition of property or a contract between the Association and, directly or indirectly, a representative, for the sole reason that said representative has an interest in the acquisition or contract, if she has disclosed information properly and without delay and in accordance with the foregoing.</p>
Article 22 – Written Resolutions	<p>A written resolution bearing the signature of every member of the Elected Council shall be as valid and effective as resolutions passed at an Elected Council assembly, duly called and constituted.</p> <p>A copy of these resolutions shall be kept with the minutes from the Elected Council assemblies.</p>
Article 23 – Participation by Telephone or Electronic Device	<p>If all members consent, Elected Council members may participate in a meeting using means that allow everyone to verbally communicate with each other – specifically, by conference call. They shall, thus, be recorded as present at a meeting.</p>
Article 24 – Resignation and Withdrawal of a Member from the Elected Council	<p>A representative shall no longer sit on the Elected Council nor shall she retain her position should she:</p> <ul style="list-style-type: none"> a) tender her written resignation to the Association, effective the moment the Association receives it. b) cease to be a member of the Association. c) become deceased. d) be recognized as not being of sound mind. e) be absent from two (2) consecutive Elected Council assemblies (including meetings held by telephone or by any other electronic means) without a valid excuse, even if the assistant representative was present at one or both of the meetings. The Elected Council shall have the power to determine if the excuse is valid. f) declare bankruptcy. g) have declared bankruptcy and not been discharged from that bankruptcy when the member of the elected council applied for a position; h) 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. i) be dismissed as per the dismissal procedure set out in Article 25. <p>If one of these reasons applies, the representative shall tender</p>

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

	Chapter 4 – Executive
Article 27 – Powers and Responsibilities	<p>The Executive shall be responsible for the administration of the Association’s current business and financial affairs.</p> <p>Provided that the Executive acts and makes decisions in accordance with the Collective Agreement, it may hire any personnel it deems necessary to carry out the Association’s affairs and activities, under the terms and conditions it deems fit, and may use the Association’s funds to pay any wage, fee or expense for personnel and for the operational costs of the Association.</p> <p>Payment of various expenses, compensation or fees of \$5,000 or more must be made in accordance with an Executive resolution.</p> <p>The three Executive members must submit written reports at Elected Council assemblies except at the one directly preceding the Annual Gathering; a written annual report must be presented at the Annual Gathering of Members.</p> <p>They must also sign the Association’s Confidentiality Agreement and its Code of Ethics.</p> <p>They shall also agree to keep confidential all discussions that take place at assemblies of the Elected Council, at the Executive level or within any other Association body, whenever necessary.</p>
Article 28 – Composition	<p>The Executive comprises the President, the Vice-President and the Secretary-Treasurer. If the President is English speaking, it is preferable that the Vice-President be French speaking, or bilingual, or vice-versa. If the President is bilingual, there shall be no other language preferences for candidates in other Executive positions.</p>
Article 29 – Elections	<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 three (3) consecutive three-year (3) 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 mandate equal to the duration of the current 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> <p>No member may apply for an executive position when she has declared bankruptcy. She becomes eligible on the date of discharge from the bankruptcy.</p>
Article 30 – Mandate	<p>Executive members are elected for a three-year (3) mandate. They may not exceed three (3) consecutive three-year (3) mandates.</p>
Article 31 – Assemblies and Notice	<p>The Executive shall convene assemblies at the date and time determined by the President or by two (2) other Executive members.</p> <p>Executive members must be given seven (7) days advance notice.</p>

Article 32 – Quorum	An Executive majority shall constitute quorum for an Executive meeting.
Article 33 – Responsibilities of the President	<p>a) The President shall represent the Association in all its current business, as well as any matter entrusted to her by the members or by the Elected Council. She shall be the spokesperson for the Association.</p> <p>b) She shall be the Executive Officer of the Association.</p> <p>c) She shall ensure that the Association achieves its objectives.</p> <p>d) She shall ensure that all members are able to state their requests and express their points of view.</p> <p>e) She shall execute or oversee the execution of special requests contained in resolutions adopted at the Annual Gathering of Members.</p> <p>f) She shall carry out any other duties that may be assigned to her by the Elected Council.</p> <p>g) She is an ex-officio member of all the Association’s committees.</p> <p>h) She shall preside over Elected Council assemblies.</p> <p>i) In cooperation with the Executive Director, she shall prepare meeting agendas.</p> <p>j) She shall be the signatory for all documents, whenever necessary.</p> <p>k) She can delegate some of her responsibilities to another person, except for signing documents which require the signature of the President.</p> <p>The President shall be paid a salary by the Association.</p>
Article 34 – Responsibilities of the Vice-President	<p>The Vice-President shall carry out the duties of the President in her absence as deemed necessary.</p> <p>She shall carry out any other duties that may be assigned to her by the Executive or the Elected Council.</p>
Article 35 – Responsibilities of the Secretary-Treasurer	<p>a) The Secretary-Treasurer shall keep an updated member registry.</p> <p>b) She shall send assembly notices for Elected Council assemblies and the Annual Gathering of Members, as well as any other notice issued by the Association.</p> <p>c) She shall sign and certify the minutes from all Elected Council assemblies and keeps a record of all the minutes.</p>

	<p>d) She shall keep financial records in which are entered receipts, expenses and other financial transactions carried out by or on behalf of the Association.</p> <p>e) She shall present the audited financial statements from the previous year to the Annual Gathering of Members and to the Elected Council.</p> <p>f) She shall be the signatory for all documents whenever necessary.</p> <p>g) She can delegate some of her responsibilities to another person, except for signing documents which require the signature of the Secretary-Treasurer.</p> <p>h) She shall carry out the duties of the President or the Vice-President when one or the other is not available, as necessary.</p> <p>i) She follows up on the resolutions adopted at the Annual Gathering of members.</p>
	Chapter 5 – Representatives to the Elected Council
Article 36 – Responsibilities	<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,</p>

	<p>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>
	Chapter 6 – Gatherings of Members
Article 37 – Annual Gathering of Members	<p>The Association's Annual Gathering of Members assembly shall take place in Quebec at the time, place and date set in an Elected Council resolution, in order to receive and examine financial reports and auditor reports, appoint an auditor and handle and dispose of any business that is presented.</p> <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>
Article 38 – Special Gathering of Members	<p>A special Gathering of Members assembly can be convened at any time by the Elected Council.</p> <p>Every special Gathering of Members assembly shall take place in Quebec at the time, place and date set in an Elected Council resolution.</p> <p>The Elected Council shall call a special Gathering of Members assembly upon the written request of the members that explains the nature of business to be addressed and that bears the signatures of at least ten (10) percent of Association members from four (4) different Nations.</p> <p>The order of business must linked to the Association's mission and fall within the jurisdiction of the members.</p>
Article 39 – Notice of Assembly	<p>A notice of assembly for each Annual Gathering of Members must be sent to members, including the delegates, at least four (4) weeks before it is held.</p> <p>Notices of special gatherings shall be issued within the timeframe set by the Elected Council.</p>
Article 40 – Delegates	The delegates to the Annual Gathering of Members shall be elected at Nation Council and urban centre assemblies.

	<p>The delegation from each Nation Council is composed of six (6) delegates to the Annual Gathering of Members, including:</p> <ul style="list-style-type: none"> • One (1) youth • One (1) kukum/kokom • The Nation representative to the Elected Council • Three (3) other members from the Nation <p>The delegation from the urban centre council is also composed of six (6) delegates to the Annual Gathering of Members, including:</p> <ul style="list-style-type: none"> • One (1) youth • One (1) kukum/kokom • The urban centre representative to the Elected Council • Three (3) other members from the urban centre <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 a kukum/kokom delegate elected at the last Urban Centre or Nation Council meeting.</p>
Article 41 – Quorum	<p>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.</p>
Article 42 – Vote	<p>Unless the law specifies otherwise, in order for a resolution to be adopted at any Gathering of Members assembly, it must receive the consent of at least the majority of delegates who are in attendance and entitled to vote.</p> <p>Any matter submitted to the Gathering of Members may be decided upon by a show of hands, a secret ballot or otherwise, at the discretion of the majority of delegates in attendance at the assembly.</p> <p>A secret ballot taken at an assembly must be carried out in the manner specified by the Gathering. The result of a secret ballot shall become the Gathering resolution on that particular matter, whether or not a previous show of hands was taken on said matter.</p> <p>At every assembly of the Gathering of Members, each delegate in attendance shall be entitled to one vote.</p> <p>Youth and kukum/kokom 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</p>

	<p>the number of persons who shall act as scrutineers.</p> <p>During the assembly and before elections take place, delegates shall form an election committee. This committee shall comprise four (4) persons and exclude delegates and employees. The committee shall refer to the Election Rules in place at the time of the election.</p>
Article 43 – Observers and Employees	<p>The delegates shall decide at the start of each assembly if observers shall be granted the right to speak.</p> <p>Employees, whether members or not, shall all be entitled to speak.</p>
	Chapter 7 – Nation Councils
Article 44 – Nation Councils	<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>
Article 45 – Vote	<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> <p>The Nation representative, at every Nation Council, may determine the number of persons who shall act as scrutineers.</p>
Article 46 – Observers	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.
Article 47 – Notice	Notice of each Nation Council shall be sent to members at least thirty (30) days before the council is held.
Article 48 – Agenda	<p>At each Nation Council, the Nation representative shall give an oral presentation of its activities before the Association. In addition, members shall dispose of any other business that is presented.</p> <p>Members shall elect delegates from the Nation to the Annual Gathering of Members and elect the representative and assistant representative to the Elected Council.</p>
Article 49 – Elections	<p>Elections shall be held for each of the following positions:</p> <ul style="list-style-type: none"> ➤ A Nation or urban centre Representative to the Elected Council; ➤ The assistant representative for a Nation or urban centre to the Elected Council; ➤ Delegates to the Annual Gathering of Members, including one youth delegate and one kukum/kokom delegate. <p>Three (3) substitute delegates shall also be elected.</p> <p>The Annual Gathering of Members delegation is composed of the following six (6) members:</p> <ul style="list-style-type: none"> ➤ The Nation or urban centre Representative to the Elected Council ➤ A youth delegate ➤ A kukum/kokom delegate ➤ Three (3) other delegates <p>To apply for one of these positions, a person must:</p> <ul style="list-style-type: none"> • be a member of the Association • be present during elections. <p>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 three (3) years.</p> <p>Half of them are elected each year.</p> <p>The youth delegates and kukum/kokom delegates are elected for a maximum of eight (8) consecutive one-year (1) terms.</p> <p>In order to apply for a position as representative or assistant representative, if a member has declared bankruptcy, she must be discharged from that bankruptcy at the time of application.</p>
Article 50 – Quorum	The members in attendance shall constitute quorum for a Nation or Urban Centre Council meeting.
	Chapter 8 – Youth Council
Article 51 – Youth Council	<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 and assistant youth representatives shall be elected for a one-year (1) mandate and shall not exceed eight (8) consecutive mandates.</p>
Article 52 – Age	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.
Article 53 – Responsibilities of the Youth Representative	<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</p>

	<p>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>
Article 54 – Responsibilities of the Youth Delegates	<p>a) She shall promote Association matters, 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 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>
	Chapter 9 – The Circle of Kukums
Article 55 – Circle of Kukums	<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 kukum/kokom delegates shall constitute the required quorum for a meeting of the Circle of Kukums/Kokoms.</p> <p>The kukum/kokom delegates from each Nation and urban centre participate in the Annual Gathering of members, as well as the Kukum/Kokom Representative sitting on the Council of Elected Representatives.</p>

	The Kukum/Kokom Representative and the Assistant Kukum/Kokom Representative shall be elected for a term of one (1) year and shall not exceed (8) consecutive terms.
Article 56 – Responsibilities of the Elder Representative	<p>a) The Kukum/Kokom Representative shall be the spokesperson for the Circle of Kukums/Kokoms 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 a kukum/kokom delegate.</p>
Article 57 – Responsibilities of the Circle of Kukums	<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 kukum/kokom's 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>
	Chapter 10 – Administrative Provisions
Article 58 – Amendments to the Letters Patent, Constitution and By-Laws	<p>Any amendment to the Association's letters patent, the Constitution or by-laws must be adopted by the Elected Council.</p> <p>The amendments requiring that a special assembly of members be held come into effect following ratification by the delegates.</p>

	<p>These amendments concern the subjects, name, location of the head office, number of administrators, destitution of an administrator, and all other exceptions as determined by the Elected Council.</p> <p>Any other amendments requiring a special Gathering of Members assembly shall be ratified by a majority vote of two-thirds (2/3) of delegates in attendance, which also constitutes quorum.</p> <p>Amendments which do not require a special gathering shall be ratified by a majority vote.</p> <p>In case of absence of ratification by the delegates, the amendments cease to be in force at the end of the Gathering. The Constitution as formulated before adoption of the amendments applies once again.</p>
Article 59 – Banking Powers	<p>Accounts may be opened at any bank or credit union selected by the Executive pursuant to approval by resolution of the Elected Council.</p> <p>Withdrawals and any other transaction concerning the Association's bank accounts and requiring a signature shall be signed by at least two (2) signatories designated by the Elected Council.</p>
Article 60 – Signature and Certification of Documents	<p>Contracts and other documents that do not require the signature of a particular person must be signed by one of the following persons: the President, the Executive Director or any other person designated by resolution of the Elected Council. All contracts and other documents thus signed shall bind the Association without any other authorization or formality.</p>
Article 61 – Borrowing Powers	<p>The Elected Council may, when they deem necessary, adopt a resolution to:</p> <ul style="list-style-type: none"> a) borrow money on the credit of the Association, put up its future and present assets for collateral and repay the amount borrowed; b) buy, sell and rent any asset or right in the name of the Association; c) consent to a mortgage loan, even an open mortgage loan, based on the universality of its assets, movable or immovable, present or future, and tangible or intangible.
Article 62 – Financial Year	<p>The Association's financial year shall begin on April 1 and conclude on March 31 of the following year.</p>

Organizational Chart

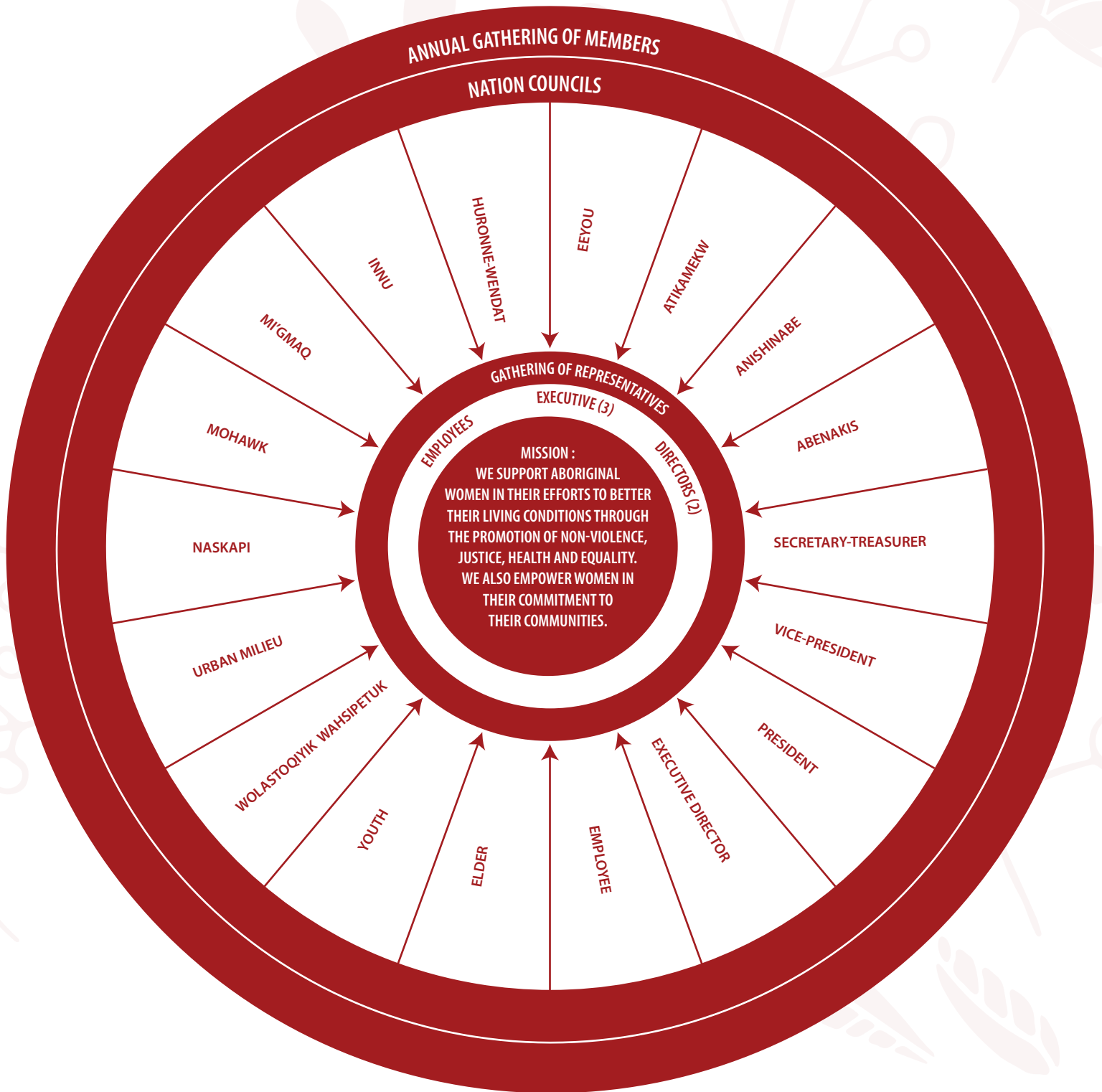


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A Word from the President

Dear Members, Sisters, and Nation Representatives, Kuei,

I am pleased to submit my annual activity report to you. 2020 was a year affected by COVID-19, which forced us to adjust to this reality. As you know, Quebec Native Women does a lot of fieldwork, and the COVID-19 pandemic has greatly limited our activities in your Nations. To ensure the safety of our staff, management opted for telework for all its employees. This started on March 13. We had to adapt quickly to a new way of working and many changes of direction. Our daily activities were turned upside down, including my own.

However, the pandemic did not prevent us from advancing the issues affecting women in our Nations and continuing to defend the rights of Indigenous women. In May 2020, we filed a complaint with the *Commission des droits de la personne et des droits de la jeunesse* following the exaggerated intervention of the SPVM during which 17 police officers and the canine squad showed up at Cabot Square, rather than an ambulance, at the request of an Indigenous woman in psychological distress.

We recently published a study on *Missing and Murdered Indigenous Women and Girls in Tiohtiá: ke/Montréal: Towards a Meaningful Collaboration between the SPVM and Indigenous Communities—Summary Report*, in collaboration with Dominique Bernier, Doris Farget and Mirja Trilsch, professors in the Department of Legal Sciences at UQAM. This text proposes a summary version of the final report entitled *Missing and Murdered Indigenous Women and Girls in Tiohtiá: ke/Montréal: Towards a Meaningful Collaboration between the SPVM and Indigenous Communities* and highlights the main findings and conclusions. The final report is available on our website. The issue of missing and murdered Indigenous women and girls has long been absent from political and institutional discourse. It is through the long-term mobilization of families, loved ones and Indigenous women's organizations such as QNW that this issue has more recently received some government attention. This phenomenon is a consequence of colonial policies, forcing the assimilation or destruction of Indigenous peoples, which have resulted, among other things, in the marginalization of Indigenous women. To this day, colonial violence is manifested by a lack of resources and services adapted to the realities of Indigenous peoples, especially women, throughout the province and especially in urban areas.

On September 29, 2020, the Assembly of First Nations Quebec-Labrador launched its **Action Plan on Racism and Discrimination**. This very comprehensive action plan is the result of the work of the Public Inquiry Commission on relations between Indigenous Peoples and certain public services in Québec (CERP—Commission Viens). As you know, the Government of Québec and Minister Legault deny the existence of systemic racism here in Québec, even though the circumstances surrounding the death of Joyce Echaquan have proven otherwise. QNW has never been afraid to use the terms that determine the exact causes of the discrimination experienced by those concerned, including many women, which leads us to develop our own Action Plan on Indigenous Women and Systemic Racism in partnership with the INRS and the Commission des droits de la personne et des droits de la jeunesse. A first consultation will take place on February 21st, as it is crucial for QNW to have your voices, experiences and knowledge to build our Action Plan together.

A Word from the President (cont'd)

Among our upcoming activities are the ***Commemoration of Missing and Murdered Indigenous Women and Girls*** and the consultation for a ***National Plan for Missing and Murdered Indigenous Women and Girls***. The COVID-19 pandemic has meant that we have had to postpone these, but they will be held by the end of 2021 if the situation permits.

As for Bill S-3, we are in action mode with warriors such as Sharon McIvor, Jeannette Lavell-Corbière and Pamela Palmater lobbying Marc Miller, Minister of Indigenous Services. The government has acknowledged that the Indian Act creates gender discrimination. QNW continues to press for the removal of the section of the Indian Act that requires Indigenous women to acknowledge paternity. This section is discriminatory and has implications for the identity of future generations.

My role as QNW President is to create alliances, work with different departments, governments, universities, First Nations politicians to advance the cause and issues of Indigenous women. I assume this role with pride, humility and respect.

Without you, our organization would not have a clear direction because we carry your voice, your vision and your recommendations. Let us be proud of QNW, let us be proud to be a part of it.

A big thank you to our Executive Director Carole Bussière, our Assistant Director Laura Rock and my colleagues. Without this team, we would not be able to carry out your directives. To our Council of Elected Representatives of each Nation, thank you for being there to ensure the smooth running of QNW.

Finally, a very special thank you to you, members of QNW, because without you, QNW would not exist!

Tshinashkumitinau!

Nin Viviane Michel
President

“Stop taking our children and tearing apart our families!,” pleads Quebec Native Women



A Word from the Vice-President

She: kon

Submitting my annual report is very important to me, because I occupy a position for 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 and I must also fulfill any other function that may be assigned to me by the executive team or the Council of Elected Representatives. Over the last year, I was able to assist or replace our President, Viviane Michel, when the time permitted. I also attended the virtual scheduled board meetings.

A Word from the Vice-President (cont'd)

This year has been very challenging, with unprecedented times and a series of tragic events, including the death of a woman of our nations and communities, Joyce Echaquan, at the care of the Joliette Hospital staff. Her death shed light on the ongoing systemic discrimination in our province. I attended the vigil in her honour and I was interviewed on CBC Radio The Current and on BBC. I was also interviewed regarding the death of Chantal Moore at the hands of the Edmundston police, and I also participated in discussions about establishing an investigative entity to review this event.

More recently, I was asked to speak about the systemic issues that we are being made aware of and that are ongoing within the SPVM services.

This past year, I also presented a brief and gave testimony to the Special Commission on the Rights of the Child and Youth Protection. I spoke about the systemic issues within youth protection services as it pertains to their inability to appropriately respond to the realities of Indigenous communities.

Over the summer, I participated in the campaign to raise awareness on domestic violence amidst the pandemic led by Quebec Native Women.

I participated in the 1990 Kanesatake Commemorative rolling blockade. I also participated in the QNW Mohawk Nation Council and initiated the Red Dress Campaign in memory of missing and murdered Indigenous women and girls in Kanesatake. This effort has gained, and we have seen an increase in participation.

I am participating on the working committee to address the residual discrimination in the Indian Act. This is an ongoing active committee.

Over the last year, QNW has been faced with numerous and sudden departures of employees. I have been active in supporting the discussions following these departures, after Board member Denise Laroque raised her concern. I feel it is important to identify what actions are needed and ways to prevent harm to our organization.

Thank you for the privilege of serving QNW with intensity and love, and I look forward to continuing.

O: nen Mary Jane Hannaburg
Vice-President

A Word from the Executive Director

On the threshold of retiring from my position as Executive Director of Quebec Native Women, which I had the privilege of holding for more than sixteen years, I cannot bring myself to leave without sharing a few thoughts with you.

I still see the great social relevance of the Association's mission, which is to educate, sensitize and raise awareness among Indigenous and non-Indigenous people on the realities and issues related to First Nations. We are working to improve the recognition of Indigenous women's rights through actions in the areas of health, youth, justice and public safety, the promotion of non-violence, human rights, and employment and training.

Over the years, under the enlightened governance of its Council of Elected Representatives, the Association has been able to accomplish a significant amount of work. It has provided support to communities and represented them in government bodies according to the specific mandates given by its members and the priorities endorsed at the Annual Gathering of Members. All of our projects are by and for women.

Here are examples of the many projects that have been carried out over the last few years:

- ◆ **Gatherings of families of missing and murdered Indigenous women and girls:** In 2015, 2016 and 2017, QNW organized gatherings to commemorate missing and murdered Indigenous women and girls with their families;
- ◆ **First Nations Forum and Action Plan on Sexual Assault:** In 2018, QNW organized the First Nations Forum on Sexual Assault in partnership with the First Nations of Quebec and Labrador Health and Social Services Commission (FNQLHSSC). This major event, which lasted two and a half days, brought together some 100 First Nations members from about 30 communities and urban areas across Quebec. Many partners and government departments also participated in the work and exchanges. The First Nations Forum on Sexual Assault served as a springboard to launch a concrete action plan to counter sexual violence in the communities. It also made it possible to mobilize key players and to generate a favourable context to bring about concrete and lasting changes;
- ◆ **Network of Quebec Indigenous Shelters:** QNW coordinates the Network of Quebec Indigenous Shelters and develops tools for shelter workers and Indigenous women, including a family violence resource guide, a map of Indigenous shelters and a reference document for shelter workers working with Indigenous women who are victims of domestic violence. QNW has also developed an awareness campaign on violence against Indigenous women in times of pandemic;
- ◆ **Otapickotc Otamirotan Symposium:** QNW offered a two-day training session on Indigenous realities and the fight against violence for non-Indigenous workers from across Quebec;

A Word from the Executive Director (cont'd)

- ◆ **Project “Listening to the Wisdom of Niokominanak (Our Elders)”**: QNW organized gatherings of Elders and young people from each of the Nations, as well as from the urban area. These gatherings have created spaces for exchange and intergenerational transmission of knowledge on Indigenous cultures and identities;
- ◆ **Indigenous Skills and Employment Training Program**: QNW helps dozens of urban Indigenous women to find adequate training and enter the labour market every year;
- ◆ **Training “My sexuality is a matter of respect: Let’s break the silence!”**: Training for sexual assault awareness officers in communities located in the territories affected by the work of the Northern Plan;
- ◆ **National action plan for the implementation of Calls for Justice**: QNW is currently working with the federal government to develop a national action plan for the implementation of the Calls for Justice of the National Inquiry into Missing and Murdered Indigenous Women and Girls (NIMMIWG). QNW is consulting with the families of missing and murdered Indigenous women and girls, as well as its Council of Elected Representatives, on this matter. QNW is also working with the Quebec Government to implement the recommendations of the Public Inquiry Commission of relations between Indigenous Peoples and certain public services (CERP—Commission Viens) and ENFFADA;
- ◆ Another project that is currently underway is **Quebec Native Women’s Organizational Capacity Development**, with the objective of solidifying QNW’s structure by promoting the transmission of knowledge as well as collaborative synergy between the various levels (employees, management, Council of Elected Representatives). Meetings with external specialists take place regularly and several steps have already been taken. The Assistant Director and I are involved in this project, which will ensure the continuity of the work being done at Quebec Native Women.

All of these projects and many others have been made possible over the years thanks to the commitment and dedication of many people, including the President and the employees. This teamwork has allowed QNW to become what it is today. I would like to take this opportunity to salute all the women I have worked with over the years in our various collective actions and who have enriched my thinking and knowledge.

Thank you for your excellent work!

Thank you for giving me the opportunity, over all these years, to carry out this stimulating and rewarding work. Thank you for all these wonderful years in your company.

Carole Bussière
Executive Director

Assistant Director

Annual Report—October 31, 2019, to November 1, 2020

I have held the position of Assistant Director for Quebec Native Women since November 4, 2019. My main responsibilities are to act as the primary assistant to the Executive Director. I am responsible for the management of daily activities and the management of human and material resources. I assist the Executive Director in the processing of various administrative files.

Development of Organizational Capacity

This mandate is part of the “Capacity Building of Quebec Native Women” initiative funded by the Ministry of Women and Gender Equality Canada (MWGE). The objective of this initiative is to solidify QNW's structure by promoting the transmission of knowledge and collaborative synergy between the different levels (employees, management, Council of Elected Representatives) in order to ensure the sustainability of the organization's work. More specifically, it is a process of strengthening its organizational and governance capacities. In order to fulfil this mandate, various tasks had to be carried out, for example, the implementation of the HR policy that will be in line with the collective agreement. The HR policy on which we are working aims to promote sound and fair management in line with QNW's mission. Employee job profiles are being revised as well. An employee performance evaluation tool is also being developed.

Administrative Tasks

Other tasks that fall under my responsibility and which are administrative and decisive in nature include ensuring that employee time sheets are produced and forwarded to the financial officer, receiving, and authorizing requests for leave (vacation, sick leave, floating days).

In March 2020, at the beginning of the lockdown and like many organizations, we were caught off guard. We had to organize ourselves quickly within the team and plan the tasks with the employees so they could work from home. It was an uncertain time for everyone. One of my tasks was to work on the strategic planning action plan. In this way, each coordinator had specific mandates or tasks related to this action plan. At the beginning of the telework, I had to supervise and support a few employees with their tasks to help them fill their work week. We requested weekly reports to accompany and monitor the work of each one. A few weeks ago, I introduced a work tool for weekly reports to be able to better be familiar with and structure the tasks, objectives, results and follow-up of each task or activity.

Staffing

Staffing is also part of my duties. I make sure that the recruitment of new employees is carried out. This includes preparing job postings and ensuring that they are distributed throughout the network, receiving resumes, the selection process and preparing for interviews. It also involves welcoming new employees, filling out the hiring form, assigning work equipment, providing information on certain personnel policies, integration, etc.

In closing, I would like to thank the President, the Executive Director and all the employees who supported me in my daily tasks during my first year at Quebec Native Women. I am confident that, for the coming year, great achievements will be made thanks to the excellent work of QNW's employees.

Laura Rock
Assistant Director

Elected Council

Meetings of
elected council:
February 8-9 2020
October 7, 2020
November
21-22 2020

Executive

President:	Viviane Michel
Vice-President:	Mary Hannaburg
Secretary-Treasurer:	Johanne Couture

Nation Representatives

Abenakis Nation:	Florence benedict
Algonquin nation:	Françoise Ruperthouse
Atikamekw Nation:	Annick Awashish
Eeyou Nation :	Stella Masty Bearskin
Huron-Wendat Nation :	Vacancy
Innu Nation:	Marie-Josée Wapistan
Mi'g maq Nation:	Denise Larocque
Mohawk Nation:	Ami-Lee Hannaburg
Naskapie Nation:	Elisabeth Mameanskum
Wolastoqiyik Wahsipekuk Nation: (Malécite de Viger First Nation)	Laurence Maher
Urban centres:	Francine Dominique
Youth Representative:	Yasmine Fontaine
Elder Representative:	Vacancy
Employee Representative:	Livia Vitenti
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.



FEMMES AUTOCHTONES DU QUÉBEC INC.
QUEBEC NATIVE WOMEN INC.

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.

Health File

Annual Report—October 31, 2019, to November 1, 2020

Mandate

- ◆ Educate sexual assault awareness officers with the training “My sexuality is a matter of respect: Let’s break the silence!” in the communities located in the areas affected by the work of the Northern Plan
- ◆ Participate in the various committees that promote the improvement of services for Indigenous women
- ◆ Promote mediation between Indigenous and non-Indigenous resources
- ◆ To help guide Indigenous women who wish to access appropriate Indigenous or non-Indigenous resources in a personalized manner
- ◆ Raise awareness among the various Indigenous and non-Indigenous organizations and the various educational institutions about the situation of Indigenous women in Québec
- ◆ Educate Indigenous and non-Indigenous, anglophone and francophone, police officers at the École nationale de police du Québec in Nicolet
- ◆ Train workers who work with Indigenous families throughout Québec
- ◆ Establish projects that promote the overall health of Indigenous women across Québec

Presentations of workshops by the former Health Coordinator

- ◆ **November 24–27, 2019, Sept-Îles**
My sexuality is a matter of respect: Let’s break the silence!
With the First Nations Action Plan on Sexual Assault Coordinator
Innu group
(4 workers—Phase 2)
- ◆ **December 4, Montréal**
The Circle and the Box
With the First Nations Action Plan on Sexual Assault Coordinator and the Sexual Assault Training Coordinator, UQAM
(32 students)
- ◆ **January 20–24, 2020, Val D’Or**
My sexuality is a matter of respect: Let’s break the silence!
Anishnabe group
(6 workers—Phase 1)

Health File (cont'd)

Other activities: conferences, events and training

- ◆ Inauguration of Résilience Montréal, November 14, 2019
- ◆ QNW's AGM, November 22–24, 2019
- ◆ Journée annuelle de santé publique : *Démystifier les outils économiques pour favoriser l'équité sociale en santé*, November 28, 2019
- ◆ JASP Conference, November 29, 2019
- ◆ QNW Strategic Planning, January 15–16, 2020
- ◆ Accompanied the Sexual Assault Training Coordinator during her training for “*Out of the Shadows, Walking Towards the Light*”, in Québec City, February 4–8, 2020

Working Committees and Partnerships

- ◆ *Table de concertation sur les agressions à caractères sexuels de Montréal (TCACSM)*;
- ◆ *Groupe de consultation des Premières Nations et des Inuits — PQLT*;
- ◆ *Coalition québécoise contre la traite des personnes*;
- ◆ *Le Phare des AffranchiEs*;
- ◆ Special committee of the members of the *Table locale d'Accessibilité des services en santé et services sociaux pour les Autochtones* in Montréal, members of the *Montreal Indigenous Health Advisory Circle*, City of Montréal and the CIUSSS;
- ◆ *Espaces Vies*;
- ◆ Various police forces across Québec;
- ◆ *École nationale de police du Québec*, in Nicolet.

Requests for assistance received between March 16 and June 7, 2020, as Coordinator for the Promotion of Non-Violence and the *Native Women Shelters Network*, as well as requests for assistance received between June 8 and October 31, 2020, as Health Coordinator:

- ◆ 826 calls, texts, Messenger
- ◆ 73 men
- ◆ 753 women
- ◆ 292 workers
- ◆ 261 people in communities
- ◆ 565 from various urban areas

Isabelle Paillé
Health Coordinator since June 8 2020

Promotion of Non-Violence and Native Women Shelters Network

Annual Report—October 31, 2019, to November 1, 2020

Mandate

- ◆ To collaborate with Indigenous shelters in terms of finding resources;
- ◆ Collaborate with communities who were requesting assistance to apply for the possibility of a shelter in their community
- ◆ To participate in committees promoting the improvement of services to Indigenous women
- ◆ To coordinate the activities of the network of Indigenous shelters
- ◆ 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 Dossier

Presentations: The following presentations or workshops have not been given either in person or virtually since the beginning of the COVID-19 pandemic.

◆ *"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. Many people were presented with this workshop, including police officers from the École nationale de police du Québec in Nicolet.

Promotion of Non-Violence and Native Women Shelters Network (cont'd)

◆ *"Tool to better intervene"*

Duration: 3 hours

Target population: Workshop offered to shelter workers only

This workshop is specifically designed for shelter workers. It addresses the needs of a victim of violence, the tools developed by Quebec Native Women, the issues of confidentiality, networking, etc.

Network of Québec Indigenous Shelters dossier

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

4 in urban areas: La Tuque, Schefferville, Montréal and Québec City.

Three (3) virtual meetings were held with the Network of Québec Indigenous Shelters subsidized by ASC (Aboriginal Services Canada), with representatives of ASC, FNQLHSSC (First Nations of Québec and Labrador Health and Social Services Commission), guest shelter directors or coordinators and QNW.

Liz O'Bomsawin

Promotion of Non-Violence and Native Women Shelters Network

First Nations Action Plan Against Sexual Assault

Annual Report—October 31, 2019, to November 1, 2020

Context

In 2018, QNW organized the First Nations Forum on Sexual Assault, in partnership with the First Nations of Quebec 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

Quebec Native Women (QNW) has had a coordinator on the First Nations Action Plan Against Sexual Assault since June 2019. She ensures 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.

1. 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 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.

First Nations Action Plan Against Sexual Assault (cont'd)

2. 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.

Visits to communities and training

Week of November 25, 2019:

- ◆ Training *"My sexuality is a matter of respect: Let's break the silence! 2"* in Sept-Îles
- ◆ Visit to Uashat for the presentation of the First Nations Action Plan Against Sexual Assault

Week of December 2, 2019:

- ◆ Training *"The Circle and the Box"* at UQAM

Week of January 20, 2020:

- ◆ Training *"My sexuality is a matter of respect: Let's break the silence! 2"* and the First Nations Action Plan Against Sexual Assault at the Centre communautaire Kinawit, in Val-d'Or, with the presence of representatives for 4 Anishinabek communities: Lac-Simon, Pikogan, Kitcisakik and Timiskaming

Week of February 17, 2020:

- ◆ Presentation of the First Nations Action Plan Against Sexual Assault to Julie Rousseau, Director—Youth and Family Health, at the Centre de santé et mieux-être collectif de Mashteuiasth

Week of September 7, 2020:

- ◆ Visit to Kitcisakik to follow a discussion on a case of sexual violence. Sharing information with community workers.

Distance Learning:

During the lockdown period, QNW coordinators inquired about offering workshops and distance learning on the topic of sexual health.

Projects

◆ Systemic Racism

The project aims to empower women by combatting systemic racism. In other words, we plan to develop a guide and practical tools to allow Indigenous women to recognize systemic racism when they face it and to actively combat it by being aware of their rights and recourses. This will have the effect of breaking down the barriers that limit Indigenous women's access to economic independence and enable them to take a community leadership role in the fight against colonialism.

First Nations Action Plan Against Sexual Assault (cont'd)

The ultimate goal of the project is to promote social justice by making Indigenous women agents of change in their communities and in public institutions, including social, health, police and educational services, and by ensuring access to justice for all.

Campaigns

1. We Heal Together

The “*We Heal Together*” page of our website was developed specifically to promote the 2018 First Nations Forum on Sexual Assault. It is a social media campaign that aims to appeal to everyone in the fight against sexual assault.

Currently, we would like to redesign this web page so that it is more in line with what communities are presently 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 achievements made as a result of the Forum, as well as updated information that these leaders can share and use to put forward new policies for the prevention of sexual aggression. In this way, the “*We Heal Together*” webpage would become more up to date and would also be a concrete and effective resource for communities.

2. Legal Capsules

Production of legal capsules to inform interested persons about the different types of sexual assault and the legal procedures to be followed.

Research

Research on workplace harassment with GAIHST (*Groupe d'aide et d'information sur le harcèlement sexuel au travail*): The goal is to carry out literature and workplace harassment research, share the results and information with the communities and integrate it into the Action Plan if the communities agree.

Committees

Participation in the advisory committee on intersectionality at Juripop (an organization that provides accessible legal services so that all people can assert their rights).

Livia Vitenti

First Nations Action Plan Against Sexual Assault

Justice and Public Security

Annual Report—October 31, 2019, to November 1, 2020

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.

Commemorating Missing and Murdered Indigenous Women in Quebec with their Families

In July 2019, we received confirmation that our application for funding to organize the next two commemorations of missing and murdered Indigenous women and girls in 2020 and 2021 was successful. However, the pandemic prevented the gatherings, which had been planned for June 2020, from taking place and they were postponed. In order to commemorate missing and murdered Indigenous women and girls with their families, we collaborated with the Centre for Gender Advocacy and the Missing Justice campaign to organize a vigil on October 4, 2020. QNW contacted the families of the missing loved ones and participated in the logistics of the event. This online gathering allowed many families to witness and commemorate their loved ones.

Recommendations of the National Inquiry into Missing and Murdered Indigenous Women and Girls (NIMMIWG) and the Commission d'enquête sur les relations entre les Autochtones et certains services publics au Québec (CERP-Commission Viens)

After the release of the NIMMIWG report, QNW committed to supporting all governments in implementing the calls of the report for justice through concrete and effective measures. Therefore, QNW asked to be included in the consultation on the Action Plan to respond to NIMMIWG's implementation recommendations, and funding was granted. A consultation with elected representatives and family members was planned for the end of June, but the event was cancelled due to the pandemic. However, QNW has closely followed the actions of the federal government and makes a point of bringing the issues of missing and murdered Indigenous women and girls to the attention of political actors and all the committees in which it participates.

In its recommendations to the NIMMIWG, QNW mentioned, among other things, the importance of establishing a legal clinic for Indigenous women. In October 2020, the decision to create this clinic was made. This clinic would subsequently become independent. The announcement of this decision was made at the socio-judicial forum.

QNW also committed to working on the implementation of the recommendations of the Commission Viens by participating in working tables until April 2020. Activities were then suspended due to the pandemic.

Justice and Public Security (cont'd)

Family Violence and Sexual Assaults

QNW has closely followed the work of Phase II of the investigations of the Report of the Independent Civilian Observer Fannie Lafontaine. The report, entitled *Évaluation de l'intégrité et de l'impartialité des enquêtes du SPVM relatives à des allégations de nature criminelle formulées par une personne autochtone au Québec à l'encontre d'un policier*, was published in October 2020. QNW was then able to react to it in the media.

In order to fight against domestic violence and sexual assaults against Indigenous girls and women, QNW is committed to developing a legal information tool on sexual assault. This project, entitled *Akupituaun*, and in the form of legal vignettes, will serve to inform women of their rights and the measures available to them to ensure their safety and that of their loved ones. After finalizing the script for the vignettes, edited by the MJQ, we received the first drafts of the vignettes in October. This project should be completed in March 2021.

In order to implement the resolutions of the members of QNW, awareness-raising work on violence against women, such as police brutality, systemic discrimination and domestic violence, particularly related to COVID-19, was broached in the media and on the Facebook page of QNW. For example, the Canadian Women's Foundation has set up a discreet signal that can be used by victims of domestic violence, and it was posted on QNW's Facebook page. Numerous other references to resources for women in violent situations were provided. Finally, the "You are not alone" campaign was broadcast on our social networks in July 2020.

Justice Issues: Addressing Systemic Racism against Indigenous Women

The Justice and Public Safety Coordinator monitors the various justice issues that are important to Indigenous women. The events of the summer of 2020, such as those in Cabot Square, for which QNW filed a complaint on behalf of the complainant, and the tragic death of Joyce Echaquan, led QNW to create a committee to address systemic racism against Indigenous women.

Since June 2020, QNW has participated in numerous meetings with political actors in order to highlight the existence of systemic racism suffered by Indigenous women and the urgency to act to prevent and eliminate it. Issues such as racial profiling, disproportionate and inappropriate police interventions and police abuse against Indigenous women were raised before the Minister of Indigenous Services, the Mayor of Montréal, the Groupe d'action contre le racismisme, and the SPVM, among others. Recommendations were brought to their attention.

Justice and Public Security (cont'd)

At the same time, QNW has developed a project entitled Better Equipping Indigenous Women to Fight Against Systemic Racism. This project has two components:

- ◆ In collaboration with the INRS DIALOG network, QNW is developing an Action Plan against systemic racism towards Indigenous women for the Government of Québec. This plan will be presented in 2021
- ◆ QNW is working on developing a practical guide for Indigenous women aimed at equipping them to fight systemic racism when they face it in public institutions.

Finally, to ensure respect for the rights of Indigenous peoples, QNW participated in national and provincial discussions and mobilization sessions on Bill C-15, aimed at ensuring that federal laws comply with the UN Declaration on the Rights of Indigenous Peoples in this country.

Research Projects

- ◆ In collaboration with the Looking Out for Each Other (LOFEO) Project and the Institut d'études internationales de Montréal: Report, entitled Missing and Murdered Indigenous Women and Girls in Tiohtiá: ke/Montréal: Towards a Meaningful Collaboration between the SPVM and Indigenous Communities
- ◆ Research project of the Clinique internationale de défense des droits humains de l'UQAM : Advocacy for the application of police discretion in their interactions with Indigenous women.

Representing QNW—Committees and Collaborations

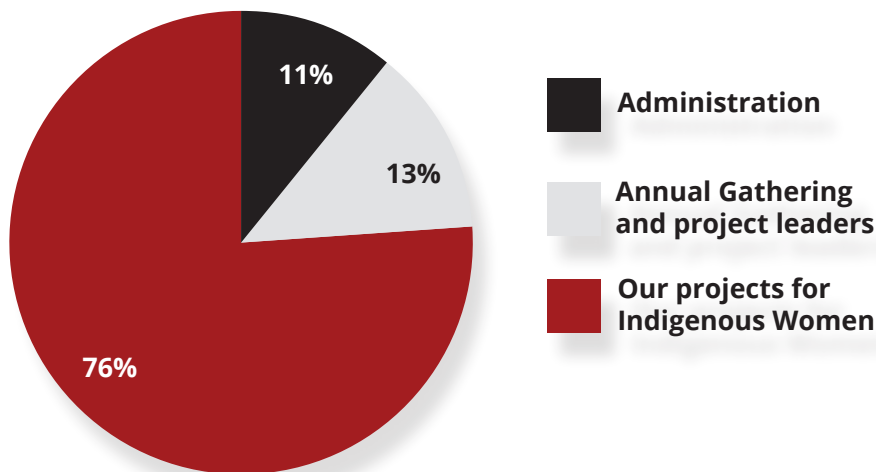
- ◆ Working committee for the FNQLHSSC justice information project
- ◆ Committee on Phase II of the investigations of the Report of the Independent Civilian Observer Fannie Lafontaine
- ◆ SPVM Indigenous Vigilance Committee
- ◆ Indigenous Socio-Judicial Forum
- ◆ Monitoring Committee for the Iskweu Project

Léa Serier

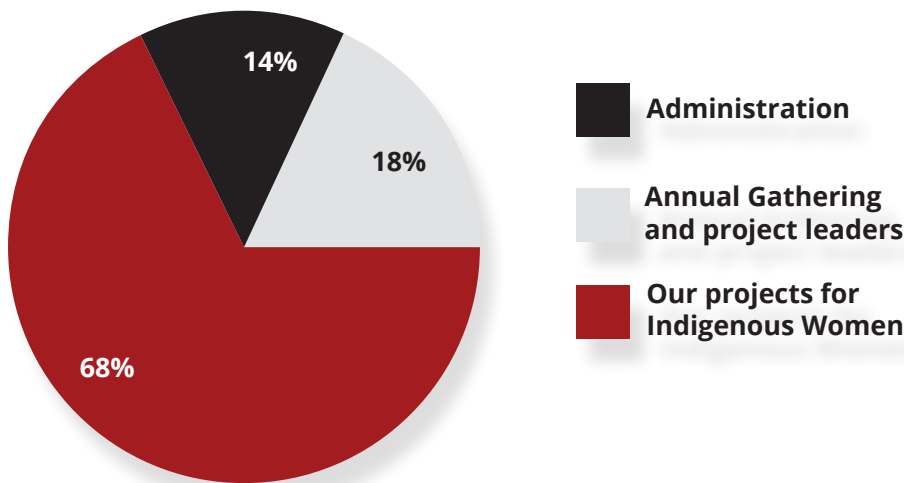
Justice and Public Security

FINANCIAL STATEMENTS

Expenses 2019–2020

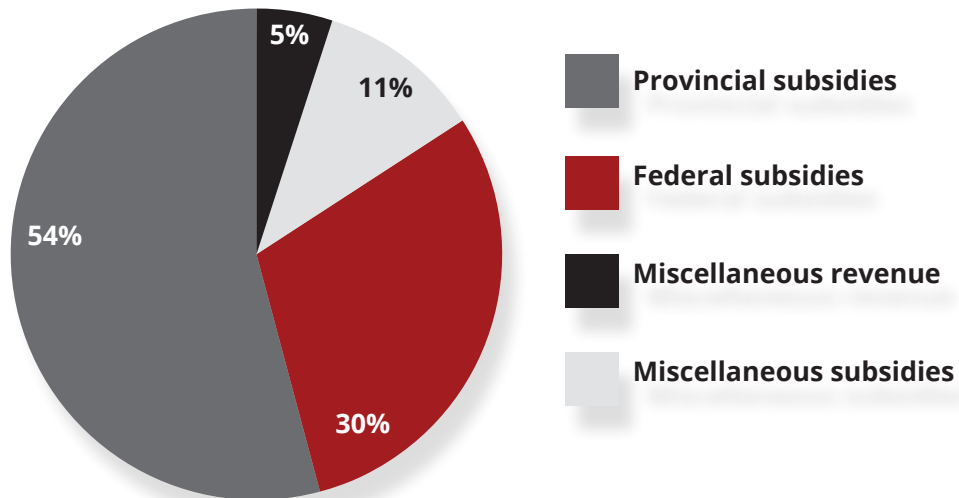


Expenses 2018–2019

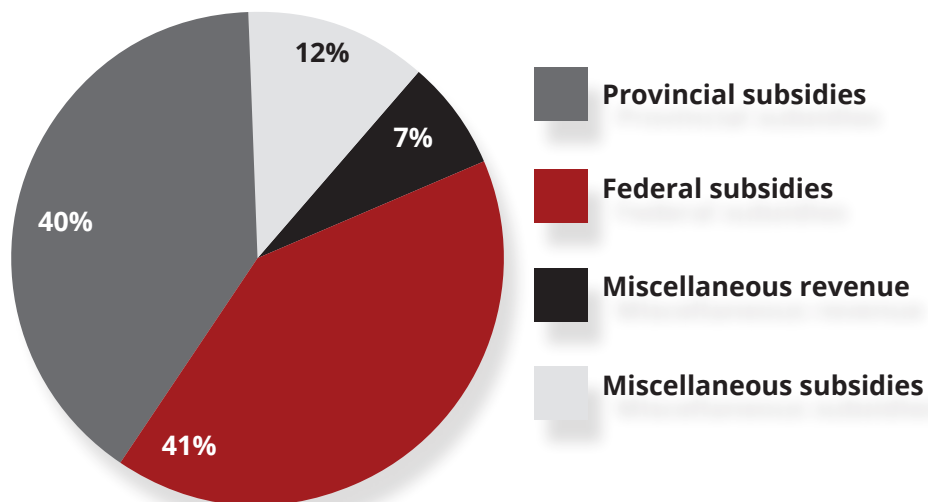


FINANCIAL STATEMENTS

Revenue 2019-2020



Revenue 2018-2019



QUEBEC NATIVE WOMEN INC.

FINANCIAL STATEMENTS

MARCH 31, 2020

QUEBEC NATIVE WOMEN INC.
FINANCIAL STATEMENTS
MARCH 31, 2020

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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, 2020, 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, 2020 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.

Duaut Lejail, CPA ¹ Dec

Laval (Quebec)
October 7, 2020

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

QUEBEC NATIVE WOMEN INC.
STATEMENT OF OPERATIONS
FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u> (Restated)
REVENUE		
Native Women's Association of Canada	\$ 173,305	\$ 226,031
Status of Women Canada	-	23,255
Department of Women and Gender Equality	213,533	111,559
Ministère de la Justice Québec	60,000	90,000
Ministère de la Santé et des Services sociaux	139,150	160,000
Ministère de la sécurité publique	75,000	-
Ministère responsable des aînés et ministre responsable de la lutte contre l'intimidation	130,600	-
Pathy Foundation Family	100,000	-
Secrétariat à la Condition féminine	500,000	100,000
Secrétariat à la jeunesse	159,601	133,334
Secrétariat aux affaires autochtones	253,000	250,000
Indigenous Services Canada	514,581	605,621
Miscellaneous	33,046	47,095
Donation	77,856	43,083
Interest	398	550
Transfers	16,937	32,366
Deferred revenue from previous year	<u>1,282,751</u>	<u>1,127,150</u>
TOTAL REVENUE	3,729,758	2,950,044
TOTAL EXPENSES (reported from page 3)	<u>1,482,088</u>	<u>1,645,349</u>
EXCESS OF REVENUE OVER EXPENSES BEFORE DEFERRED REVENUE AND AMORTIZATION OF CAPITAL ASSETS	2,247,670	1,305,695
DEFERRED REVENUE TO THE NEXT FISCAL YEAR (Note 8)	<u>2,230,665</u>	<u>1,282,751</u>
EXCESS OF REVENUE OVER EXPENSES BEFORE AMORTIZATION OF CAPITAL ASSETS	17,005	21,944
AMORTIZATION OF CAPITAL ASSETS	<u>(660)</u>	<u>(1,258)</u>
EXCESS OF REVENUE OVER EXPENSES	<u><u>\$ 16,345</u></u>	<u><u>\$ 20,686</u></u>

QUEBEC NATIVE WOMEN INC.
STATEMENT OF OPERATIONS
FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u> (Restated)
EXPENSES		
Salaries and fringe benefits	\$ 679,436	\$ 616,975
Activities	2,400	22,725
Insurance	3,653	3,568
Consultant and speaker fees	84,434	112,490
Traveling expenses, accommodation and meals	329,318	409,426
Office supplies	41,243	90,083
Training fees	181	538
Management fees	74,813	44,422
Translation fees	53,854	69,747
Registration fees	500	5,294
Professional fees	19,883	17,091
Interest and bank charges	151	657
Equipment and hall rental	11,921	10,917
Rent	44,296	43,553
Maintenance	2,878	6,030
Advertising	8,952	8,760
Subsidy (E.I.F.)	47,851	89,660
Subsidy (C.R.F.)	46,090	48,262
Taxes and licenses	-	34
Telephone	13,297	12,751
Transfers	<u>16,937</u>	<u>32,366</u>
TOTAL OF EXPENSES (reported to page 2)	<u>\$ 1,482,088</u>	<u>\$ 1,645,349</u>

QUEBEC NATIVE WOMEN INC.
STATEMENT OF CHANGE IN NET ASSETS
FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u> (Restated)
INVESTED IN CAPITAL ASSETS		
OPENING BALANCE	\$ 2,527	\$ 3,785
Amortization of capital assets	<u>(660)</u>	<u>(1,258)</u>
CLOSING BALANCE	<u>\$ 1,867</u>	<u>\$ 2,527</u>
UNRESTRICTED		
OPENING BALANCE	\$ 172,496	\$ 150,552
Excess of revenue over expenses	16,345	20,686
Transfer from net assets invested in capital assets	<u>660</u>	<u>1,258</u>
CLOSING BALANCE	<u>\$ 189,501</u>	<u>\$ 172,496</u>

QUEBEC NATIVE WOMEN INC.

BALANCE SHEET

MARCH 31, 2020

A S S E T S

	<u>2020</u>	<u>2019</u> (Restated)
CURRENT ASSETS		
Cash	\$ 1,590,137	\$ 1,210,727
Accounts receivable (Note 4)	19,554	33,215
Subsidies receivable (Note 5)	958,671	400,550
Prepaid expenses	8,849	1,949
Miscellaneous deposit	<u>5,000</u>	<u>4,460</u>
	2,582,211	1,650,901
CAPITAL ASSETS (Note 6)	<u>1,867</u>	<u>2,527</u>
	<u>\$ 2,584,078</u>	<u>\$ 1,653,428</u>

L I A B I L I T I E S

CURRENT LIABILITIES		
Accounts payable and accrued liabilities (Note 7)	\$ 162,045	\$ 195,654
Deferred revenue to the next fiscal year (Note 8)	<u>2,230,665</u>	<u>1,282,751</u>
	<u>2,392,710</u>	<u>1,478,405</u>


N E T A S S E T S

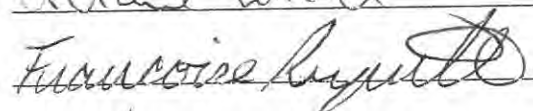
INVESTED IN CAPITAL ASSETS	1,867	2,527
UNRESTRICTED	<u>189,501</u>	<u>172,496</u>
	<u>191,368</u>	<u>175,023</u>
	<u>\$ 2,584,078</u>	<u>\$ 1,653,428</u>

CONTRACTUAL COMMITMENT (Note 10)

SUBSEQUENT EVENT (Note 13)

ON BEHALF OF THE BOARD

 , director

 , director

QUEBEC NATIVE WOMEN INC.
STATEMENT OF CASH FLOW
FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u> (Restated)
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 16,345	\$ 20,686
Items not involving cash		
Amortization of capital assets	<u>660</u>	<u>1,258</u>
	17,005	21,944
Changes in non-cash working capital balances related to operations (Note 9)	<u>362,405</u>	<u>336,263</u>
INCREASE CASH AND CASH EQUIVALENTS	379,410	358,207
CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR	<u>1,210,727</u>	<u>852,520</u>
CASH AND CASH EQUIVALENTS, END OF YEAR (Note 9)	<u><u>\$ 1,590,137</u></u>	<u><u>\$ 1,210,727</u></u>

QUEBEC NATIVE WOMEN INC.
 NOTES TO FINANCIAL STATEMENTS
 MARCH 31, 2020

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:

	<u>Straight line</u>
Leasehold improvement	5 years
	<u>Declining balance</u>
Office furniture	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, 2020

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, 2020

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, 2020

4. ACCOUNTS RECEIVABLE

	<u>2020</u>	<u>2019</u>
Advances to employees, bearing no interest	\$ 4,689	\$ 1,727
Sales taxes	<u>14,865</u>	<u>31,488</u>
	<u>\$ 19,554</u>	<u>\$ 33,215</u>

5. SUBSIDIES RECEIVABLE

	<u>2020</u>	<u>2019</u> (Restated)
Native Women's Association of Canada	\$ -	\$ 2,500
Ministère de la Justice Québec	80,000	110,000
Ministère de la Santé et des Services sociaux	64,150	25,000
Secrétariat à la Condition féminine	540,000	40,000
Secrétariat à la jeunesse	144,954	91,620
Secrétariat aux affaires autochtones	71,500	70,500
Indigenous Services Canada	<u>58,067</u>	<u>60,930</u>
	<u>\$ 958,671</u>	<u>\$ 400,550</u>

QUEBEC NATIVE WOMEN INC.
NOTES TO FINANCIAL STATEMENTS
MARCH 31, 2020

6. CAPITAL ASSETS

	2020		2019	
	Cost	Accumulated amortization	Net value	Net value
Leasehold improvement	\$ 20,000	\$ 20,000	\$ -	\$ -
Office furniture	45,622	44,230	1,392	1,740
Computer, peripheral equipment and software	100,414	99,939	475	787
Phone equipment	<u>7,847</u>	<u>7,847</u>	<u>-</u>	<u>-</u>
	<u>\$ 173,883</u>	<u>\$ 172,016</u>	<u>\$ 1,867</u>	<u>\$ 2,527</u>

7. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	2020	2019 (Restated)
Miscellaneous advances, bearing no interest	\$ -	\$ 67,395
Accounts payable	105,475	63,413
Salaries payable	1,070	13,836
Government remittances	7,198	9,253
Vacations payable	<u>48,302</u>	<u>41,757</u>
	<u>\$ 162,045</u>	<u>\$ 195,654</u>

QUEBEC NATIVE WOMEN INC.
NOTES TO FINANCIAL STATEMENTS
MARCH 31, 2020

8. DEFERRED REVENUE TO THE NEXT FISCAL YEAR

	<u>2020</u>	<u>2019</u> (Restated)
"Annual Gathering and projects leader" (page 18)	\$ 58,628	\$ 113,409
"Aboriginal Sexual Assault Forum" (page 19)	250,650	250,650
"Health Coordinator" Project (page 20)	83,321	130,178
"Youth Coordinator" Project (page 21)	107,536	5,184
"Justice and Public Security Coordinator" Project (page 22)	76,960	67,384
"Awareness and prevention of domestic and family violence" Project (page 24)	33,087	-
"Aboriginal youth bullying prevention – based on traditional Aboriginal methods of conflict resolution" Project (page 25)	20,808	20,808
"Women's Shelter Network" Project (page 26)	92,906	66,067
"Consultation and policy development service" Project (page 27)	27,203	-
"NWAC Non-recurrent" Project (page 28)	-	9,699
"Accompanying" Project (page 29)	90,956	-
"My Sexuality, that's a question of respect – meeting" Project (page 30)	127,908	136,338
"ASSETS Program" Project (page 32)	27,605	-
"Campaign to end Poverty" Project (page 33)	132,110	120,871
"Awareness and prevention of of domestic and family violence" Project (page 34)	500,000	-
"Missing and murdered indigenous women and girls commemoration" Project (page 36)	87,168	-
"Listening to the Elder NIOKOMINANAK" Project (page 37)	65,517	53,760
"Organization reinforcement QNW" Project (page 38)	186,913	111,559
"Consultation and policy development" Project (page 39)	62,184	62,465
"Environment and Sustainable Coordinator" Project (page 40)	-	13,974
"Walking through the dark and into the light – Intervention guide to dealing with sexual assault" Project (page 41)	67,826	90,405
"Citizen Mobilization of Aboriginal Youth" Project (page 42)	26,267	-
"AKUPITUAUN" Project (page 44)	30,000	30,000
"Meeting shelter network" Project (page 45)	75,112	-
	<u>\$ 2,230,665</u>	<u>\$ 1,282,751</u>

QUEBEC NATIVE WOMEN INC.
NOTES TO FINANCIAL STATEMENTS
MARCH 31, 2020

9. STATEMENT OF CASH FLOW

Changes in non-cash working capital balances related to operations

	<u>2020</u>	<u>2019</u> (Restated)
Accounts receivable	\$ 13,661	\$ (6 845)
Subsidies receivable	(558,121)	307,846
Prepaid expenses	(6,900)	1,972
Miscellaneous deposit	(540)	1,040
Accounts payable and accrued liabilities	(33,609)	(81,637)
Deferred revenue to the next fiscal year	<u>947,914</u>	<u>113,8887</u>
	<u>\$ 362,405</u>	<u>\$ 336,263</u>

Cash and cash equivalents consist of:

	<u>2020</u>	<u>2019</u>
Cash	<u>\$ 1,590,137</u>	<u>\$ 1,210,727</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 \$ 115,312 and include the following payments over the next three years: 2021 – \$ 44,637 ; 2022 – \$ 44,637 and 2023 – \$ 26,038.

QUEBEC NATIVE WOMEN INC.
NOTES TO FINANCIAL STATEMENTS
MARCH 31, 2020

11. 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.

12. FINANCIAL INSTRUMENTS

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

Cash-flow

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

Credit risk

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

QUEBEC NATIVE WOMEN INC.
NOTES TO FINANCIAL STATEMENTS
MARCH 31, 2020

13. SUBSEQUENT EVENT

Subsequent to year-end, the outbreak of the novel strain of coronavirus, specifically identifies as "COVID-19", has resulted in worldwide emergency measures to combat the spread of the virus. These measures, which include self-quarantine periods, have caused disruption to businesses globally, which are resulting in an economic slowdown. The duration and impact of the COVID-19 outbreak is unknown at this time, including measures implemented by governments and central banks. It is not possible to reliably estimate the length or effect of these developments, including the impact on the financial results of the Organization in the future periods.

14. COMPARATIVE FIGURES

For comparison purposes, some of the preceding year's accounts have been reclassified to conform to the presentation adopted in 2020.

QUEBEC NATIVE WOMEN INC.

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QUEBEC NATIVE WOMEN INC.
STATEMENT OF OPERATIONS – ADMINISTRATION
FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Native Women's Association of Canada	\$ -	\$ 2,500
Secrétariat aux affaires autochtones	250,000	250,000
Miscellaneous	1,544	2,000
Donation	1,500	1,500
Interest	398	550
Transfers	<u>11,777</u>	<u>5,922</u>
	<u>265,219</u>	<u>262,472</u>
EXPENSES		
Salaries and fringe benefits	129,481	113,840
Activities	1,900	1,868
Insurance	1,834	1,815
Consultant and speaker fees	977	3,874
Traveling expenses, accommodation and meals	2,796	2,365
Office supplies	20,515	26,365
Training fees	181	-
Management fees	48,733	38,909
Translation fees	1,994	311
Registration fees	190	150
Professional fees	16,016	17,091
Interest and bank charges	28	644
Equipment and hall rental	-	3,324
Rent	35,296	35,093
Maintenance	2,878	6,030
Taxes and licenses	-	34
Telephone	<u>3,058</u>	<u>(264)</u>
	<u>265,877</u>	<u>251,449</u>
(DEFICIENCY) EXCESS OF REVENUE OVER EXPENSES	<u>\$ (658)</u>	<u>\$ 11,023</u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF OPERATIONS – ANNUAL GATHERING AND PROJECTS LEADER
 FOR THE YEAR ENDED MARCH 31, 2020

	Indigenous Services Canada (1) Budget <u>2020</u>	Indigenous Services Canada (1) Real <u>2020</u>	Indigenous Services Canada (1) Real <u>2019</u>
REVENUE			
Indigenous Services Canada	\$ 320,421	\$ 320,421	\$ 320,421
Miscellaneous	-	6,591	470
Deferred revenue from previous year	<u>-</u>	<u>113,409</u>	<u>128,534</u>
	<u>320,421</u>	<u>440,421</u>	<u>449,425</u>
EXPENSES			
Salaries and fringe benefits	145,497	175,264	143,189
Insurance	2,705	1,819	1,753
Consultant and speaker fees	9,966	13,943	4,761
Traveling expenses and meals	90,648	110,043	114,213
Office supplies	4,814	2,724	10,403
Translation fees	23,543	30,642	26,851
Registration fees	-	100	100
Accommodation	34,671	37,432	26,954
Professional fees	-	3,867	-
Equipment and hall rental	4,948	2,115	1,283
Telephone	<u>3,629</u>	<u>3,844</u>	<u>6,509</u>
	<u>320,421</u>	<u>381,793</u>	<u>336,016</u>
	-	58,628	113,409
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>-</u>	<u>(58 628)</u>	<u>(113,409)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

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

QUEBEC NATIVE WOMEN INC.
STATEMENT OF OPERATIONS – “ABORIGINAL SEXUAL ASSAULT FORUM”
PROJECT

FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u> (Restated)
REVENUE		
Deferred revenue from previous year	<u>\$ 250,650</u>	<u>\$ 278,538</u>
EXPENSES		
Consultant and speaker fees	-	9,764
Traveling expenses, accommodation and meals	-	9,578
Office supplies	-	362
Management fees	-	4,433
Translation fees	-	3,625
Telephone	<u>-</u>	<u>96</u>
	<u>-</u>	<u>27,888</u>
	250,650	250,650
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(250,650)</u>	<u>(250,650)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF OPERATIONS – "HEALTH COORDINATOR" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Ministère de la Santé et des Services sociaux	\$ -	\$ 60,000
Deferred revenue from previous year	<u>130,178</u>	<u>115,955</u>
	<u>130,178</u>	<u>175,955</u>
EXPENSES		
Salaries and fringe benefits	40,550	38,116
Consultant and speaker fees	15	-
Traveling expenses, accommodation and meals	2,185	3,424
Office supplies	956	1,051
Training fees	-	538
Translation fees	157	158
Registration fees	156	(150)
Rent	1,800	1,800
Telephone	<u>1,038</u>	<u>840</u>
	<u>46,857</u>	<u>45,777</u>
	83,321	130,178
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(83,321)</u>	<u>(130,178)</u>
EXCESS OF REVENUE OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF OPERATIONS – "YOUTH COORDINATOR" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Secrétariat à la jeunesse	\$ 133,334	\$ 133,334
Deferred revenue from previous year	<u>5,184</u>	<u>-</u>
	<u>138,518</u>	<u>133,334</u>
EXPENSES		
Salaries and fringe benefits	30,273	33,673
Consultant and speaker fees	(12,761)	28,936
Traveling expenses, accommodation and meals	7,481	42,576
Office supplies	2,454	6,364
Translation fees	151	10,027
Registration fees	-	85
Equipment and hall rental	546	3,717
Rent	1,800	1,800
Telephone	<u>1,038</u>	<u>972</u>
	<u>30,982</u>	<u>128,150</u>
	107,536	5,184
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(107,536)</u>	<u>(5,184)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.

STATEMENT OF OPERATIONS – "JUSTICE AND PUBLIC SECURITY COORDINATOR"
PROJECT

FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Ministère de la Justice Québec	\$ 60,000	\$ 60,000
Deferred revenue from previous year	<u>67,384</u>	<u>66,268</u>
	<u>127,384</u>	<u>126,268</u>
EXPENSES		
Salaries and fringe benefits	18,103	49,342
Consultant and speaker fees	18,398	-
Traveling expenses, accommodation and meals	1,838	5,375
Office supplies	3,895	909
Translation fees	258	188
Registration fees	-	475
Rent	1,800	1,260
Telephone	972	1,335
Transfers	<u>5,160</u>	<u>-</u>
	<u>50,424</u>	<u>58,884</u>
	76,960	67,384
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(76,960)</u>	<u>(67,384)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF OPERATIONS – “WOMEN’S SHELTER COORDINATOR” PROJECT
 FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Ministère de la Santé et des Services sociaux	\$ 50,000	\$ 50,000
Miscellaneous	<u>8,174</u>	<u>1,000</u>
	<u>58,174</u>	<u>51,000</u>
EXPENSES		
Salaries and fringe benefits	53,247	43,174
Consultant and speaker fees	420	
Traveling expenses, accommodation and meals	2,316	3,561
Office supplies	909	1,393
Translation fees	2,478	189
Registration fees	-	298
Rent	1,800	1,800
Telephone	<u>1,482</u>	<u>1,236</u>
	<u>62,652</u>	<u>51,651</u>
DEFICIENCY OF REVENUE OVER EXPENSES	<u>\$ (4,478)</u>	<u>\$ (651)</u>

QUEBEC NATIVE WOMEN INC.

STATEMENT OF OPERATIONS – "AWARENESS AND PREVENTION
OF DOMESTIC AND FAMILY VIOLENCE" PROJECT

FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Ministère de la sécurité publique	\$ 75,000	\$ -
Miscellaneous	<u>683</u>	<u>-</u>
	<u>75,683</u>	<u>-</u>
EXPENSES		
Salaries and fringe benefits	40,076	-
Traveling expenses, accommodation and meals	2,051	-
Office supplies	20	-
Translation fees	421	-
Telephone	<u>28</u>	<u>-</u>
	<u>42,596</u>	<u>-</u>
	33,087	-
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(33,087)</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.

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

FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Status of Women Canada	\$ -	\$ 23,255
Deferred revenue from previous year	<u>20,808</u>	<u>62,180</u>
	<u>20,808</u>	<u>85,435</u>
EXPENSES		
Salaries and fringe benefits	-	19,609
Consultant and speaker fees	-	15,250
Traveling expenses, accommodation and meals	-	17,139
Office supplies	-	5,919
Translation fees	-	145
Hall rental	-	445
Telephone	-	198
Transfers	<u>-</u>	<u>5,922</u>
	<u>-</u>	<u>64,627</u>
	20,808	20,808
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(20,808)</u>	<u>(20,808)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF OPERATIONS – "WOMEN'S SHELTER NETWORK" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2020

	Indigenous Services Canada (1) Budget <u>2020</u>	Indigenous Services Canada (1) Real <u>2020</u>	Indigenous Services Canada (1) Real <u>2019</u>
REVENUE			
Indigenous Services Canada	\$ 73,403	\$ 73,406	\$ 66,067
Deferred revenue from previous year	<u>-</u>	<u>66,067</u>	<u>-</u>
	<u>73,403</u>	<u>139,470</u>	<u>66,067</u>
EXPENSES			
Consultant and speaker fees	6,009	768	-
Traveling expenses, accommodation and meals	45,347	32,703	-
Office supplies	4,839	-	-
Translation fees	8,850	7,364	-
Hall rental	5,454	3,225	-
Téléphone	400	-	-
Transfers	<u>2,504</u>	<u>2,504</u>	<u>-</u>
	<u>73,403</u>	<u>46,564</u>	<u>-</u>
	-	92,906	66,067
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>-</u>	<u>(92,906)</u>	<u>(66,067)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

(1) Agreement # 1617 – Prevention projects

QUEBEC NATIVE WOMEN INC.
STATEMENT OF OPERATIONS – "CONSULTATION AND POLICY
DEVELOPMENT SERVICES" PROJECT

FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Indigenous Services Canada	\$ 45,645	\$ -
EXPENSES		
Traveling expenses and meals	17,442	-
Translation fees	<u>1,000</u>	<u>-</u>
	<u>18,442</u>	<u>-</u>
	27,203	-
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(27,203)</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF OPERATIONS – "NWAC NON-RECURENT" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Native Women's Association of Canada	\$ -	\$ 40,000
Miscellaneous	-	3,500
Deferred revenue from previous year	<u>9,699</u>	<u>-</u>
	<u>9,699</u>	<u>43,500</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>-</u>	<u>1,587</u>
	<u>-</u>	<u>33,801</u>
	9,699	9,699
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>-</u>	<u>(9,699)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ 9,699</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF OPERATIONS – "ACCOMPANYING" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Pathy Foundation Family	\$ 100,000	\$ -
EXPENSES		
Traveling expenses and meals	1,452	-
Advertising	<u>7,452</u>	<u>-</u>
	<u>9,044</u>	<u>-</u>
	90,956	-
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(90,956)</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSE	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

QUEBEC NATIVE WOMEN INC.

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

FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Secrétariat à la Condition féminine	\$ -	\$ 100,000
Deferred revenue from previous year	<u>136,338</u>	<u>70,741</u>
	<u>136,338</u>	<u>170,741</u>
EXPENSES		
Traveling expenses, accommodation and meals	8,208	29,772
Office supplies	32	111
Hall Rental	190	585
Transfers	<u>-</u>	<u>3,935</u>
	<u>8,430</u>	<u>34,403</u>
	127,908	136,338
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(127,908)</u>	<u>(136,338)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF OPERATIONS – "MURDERED MISSING PERSONS" ABORIGINAL
 FAMILIES GATHERING – STAND WITH US" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Deferred revenue from previous year	\$ -	\$ 29,403
EXPENSE	<u>-</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSE	<u><u>\$ -</u></u>	<u><u>\$ 29,403</u></u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF OPERATIONS – "ASSETS PROGRAM" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u> (Restated)
REVENUE		
Native Women's Association of Canada	<u>\$ 173,305</u>	<u>\$ 183,531</u>
EXPENSES		
Salaries and fringe benefits	45,915	44,218
Traveling expenses, accommodation and meals	602	1,637
Office supplies	2,060	490
Management fees	-	1,080
Translation fees	92	98
Registration fees	54	-
Interest and bank charges	-	13
Equipment rental	-	591
Rent	1,800	1,800
Subsidy (E.I.F.)	47,851	89,660
Subsidy (C.R.F.)	46,090	48,262
Telephone	<u>1,236</u>	<u>1,236</u>
	<u>145,700</u>	<u>189,085</u>
	27,605	(5,554)
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(27,605)</u>	<u>-</u>
DEFICIENCY OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ (5,554)</u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF OPERATIONS – "CAMPAIGN TO END POVERTY" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Miscellaneous	\$ 16,054	\$ 15,625
Donation	76,356	41,583
Transfers	-	26,444
Deferred revenue from previous year	<u>120,871</u>	<u>79,204</u>
	<u>213,281</u>	<u>162,856</u>
 EXPENSES		
Salaries and fringe benefits	47,698	28,116
Activities	500	1,667
Traveling expenses and meals	6,385	95
Office supplies	147	12,074
Management fees	26,080	-
Interest and bank charges	123	-
Telephone	<u>238</u>	<u>33</u>
	<u>81,171</u>	<u>41,985</u>
	132,110	120,871
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(132,110)</u>	<u>(120,871)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF OPERATIONS – "AWARENES AND PREVENTION OF
 DOMESTIC AND FAMILY VIOLENCE" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Secrétariat à la Condition féminine	\$ 500,000	\$ -
EXPENSE	<u>-</u>	<u>-</u>
	500,000	-
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(500,000)</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSE	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF OPERATIONS – "PARENTING SESSIONS AFTER BREAKUP"
 PROJECT

FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Transfers	\$ 5,160	\$ -
EXPENSES		
Consultant and speaker fees	4,159	-
Offices supplies	<u>1,001</u>	<u>-</u>
	<u>5,160</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.

STATEMENT OF OPERATIONS – "MISSING AND MURDERED INDIGENOUS WOMEN
AND GIRL'S COMMEMORATION" PROJECT

FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Department of women and gender equality	<u>\$ 103,116</u>	<u>\$ -</u>
EXPENSES		
Traveling expenses, accommodation and meals	13,828	-
Translation fees	<u>2,120</u>	<u>-</u>
	<u>15,948</u>	<u>-</u>
	87,168	-
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(87,168)</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

QUEBEC NATIVE WOMEN INC.

STATEMENT OF OPERATIONS – "LISTENING TO THE ELDER NIOKOMINANAK"
PROJECT

FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Ministère de la Santé et des Services sociaux	\$ 39,150	\$ -
Ministre responsable des aînés et ministre responsable de la lutte contre l'intimidation	130,600	-
Secrétariat aux affaires autochtones	3,000	-
Deferred revenue from previous year	<u>53,760</u>	<u>126,279</u>
	<u>226,510</u>	<u>126,279</u>
EXPENSES		
Salaries and fringe benefits	33,505	42,187
Consultant and speaker fees	50,025	625
Traveling expenses, accommodation and meals	55,058	9,710
Registration fees	692	680
Office supplies	5,404	379
Translation fees	5,445	509
Advertising	1,360	8,760
Telephone	231	396
	<u>9,273</u>	<u>9,273</u>
	<u>160,993</u>	<u>72,519</u>
	65,517	53,760
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(65,517)</u>	<u>(53,760)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.

STATEMENT OF OPERATIONS – “ORGANIZATION REINFORCEMENT QNW”
PROJECT

FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Department for Women and Gender Equality	\$ 110,417	\$ 111,559
Deferred revenue from previous year	<u>111,559</u>	<u>-</u>
	<u>221,976</u>	<u>111,559</u>
EXPENSES		
Salaries and fringe benefits	21,873	-
Consultant and speaker fees	7,550	-
Traveling expenses and meals	2,852	-
Office supplies	2,256	-
Hall rental	400	-
Telephone	<u>132</u>	<u>-</u>
	<u>35,063</u>	<u>-</u>
	186,913	111,559
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(186,913)</u>	<u>(111,559)</u>
EXCESS OF REVENUE OVER EXPENSE	<u>\$ -</u>	<u>\$ -</u>

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

FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u> (Restated)
REVENUE		
Indigenous Services Canada	\$ -	\$ 119,133
Miscellaneous	-	13,500
Deferred revenue from previous year	<u>62,465</u>	<u>65,000</u>
	<u>62,465</u>	<u>197,633</u>
EXPENSES		
Consultant and speaker fees	-	15,410
Traveling expenses and meals	281	56,659
Office supplies	-	14,236
Translation fees	-	18,294
Accommodation	-	25,396
Transfers	<u>-</u>	<u>5,173</u>
	<u>281</u>	<u>135,168</u>
	62,184	62,465
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(62,184)</u>	<u>(62,465)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.

STATEMENT OF OPERATIONS – “ENVIRONMENT AND SUSTAINABLE
COORDINATOR” PROJECT

FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Indigenous Services Canada	\$ -	\$ 100,000
Miscellaneous	-	11,000
Deferred revenue from previous year	<u>13,974</u>	<u>-</u>
	<u>13,974</u>	<u>111,000</u>
EXPENSES		
Salaries and fringe benefits	-	35,227
Activities	-	19,190
Consultant and speaker fees	-	22,396
Traveling expenses, accommodation and meals	-	8,688
Office supplies	-	7,960
Registration fees	1,532	398
Translation fees	-	220
Telephone	-	99
Transfers	<u>-</u>	<u>2,848</u>
	<u>1,532</u>	<u>97,026</u>
	12,442	13,974
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>-</u>	<u>(13,974)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ 12,442</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.

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

FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Ministère de la Santé et Services sociaux	\$ 50,000	\$ 50,000
Deferred revenue from previous year	<u>90,405</u>	<u>72,548</u>
	<u>140,405</u>	<u>122,548</u>
EXPENSES		
Salaries and fringe benefits	43,451	26,284
Consultant and speaker fees	940	2,000
Traveling expenses, accommodation and meals	24,365	165
Office supplies	3,582	66
Translation fees	241	-
Transfers	<u>-</u>	<u>3,628</u>
	<u>72,579</u>	<u>32,143</u>
	67,826	90,405
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(67,826)</u>	<u>(90,405)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.
STATEMENT OF OPERATIONS – “CITIZEN MOBILIZATION OF ABORIGINAL
YOUTH” PROJECT

FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Secrétariat à la jeunesse	\$ 26,267	\$ -
EXPENSE	<u>-</u>	<u>-</u>
	26,267	-
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(26,267)</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSE	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF OPERATIONS – "GATHERING – CREATION OF THE NEW
 NETWORK IN SUPPORT OF ABORIGINAL WOMEN" PROJECT

FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Deferred revenue from previous year	<u>\$ -</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>-</u>	<u>6</u>
	<u>-</u>	<u>44,777</u>
DEFICIENCY OF REVENUE OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ (12,277)</u></u>

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF OPERATIONS – “AKUPITUAUN” PROJECT
 FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Ministère de la Justice Québec	\$ -	\$ 30,000
Deferred revenue from previous year	<u>30,000</u>	<u>-</u>
	30,000	30,000
 EXPENSE	 <u>-</u>	 <u>-</u>
	30,000	30,000
 DEFERRED INCOME TO THE NEXT FISCAL YEAR	 <u>(30,000)</u>	 <u>(30,000)</u>
 EXCESS OF REVENUE OVER EXPENSE	 <u><u>\$ -</u></u>	 <u><u>\$ -</u></u>
		=

QUEBEC NATIVE WOMEN INC.
 STATEMENT OF OPERATIONS – "MEETING SHELTER NETWORK" PROJECT
 FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Indigenous Services Canada	\$ 75,112	\$ -
EXPENSE	<u>-</u>	<u>-</u>
	75,112	-
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(75,112)</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>



FEMMES AUTOCHTONES DU QUÉBEC INC.
QUEBEC NATIVE WOMEN INC.