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# Tentative Agenda

Saturday December 4, 2021



- 8:30.....**Official Opening**  
- Opening Prayer  
- Introduction of Assembly Chair  
- Roll Call of the Delegates  
- Assembly Rules of Order  
- Reading and Adoption of the Agenda  
- Reading of the Code of Ethics
- 9 h 30 .....**Presentation of executive reports**  
- President's Report- **Viviane Michel**  
- Vice-President's Report - **Mary Hannaburg**  
- Executive Director's Report- **Claudette Dumont-Smith**  
- Assistant Director's Report- **Laura Rock**
- 10:30.....**Health Break**
- 10:45.....**Presentation of employee reports**  
- Health Coordinator – **Isabelle Paillé**  
- Coordinator for the Development of Material for Non-Violence - **Julia Dubé**  
- Youth Coordinator – **Nathalie Bussière**  
- First Nations Action Plan Against Sexual Assault Coordinator – **Livia Vitenti**  
- Legal and Policy Analyst– **Stéphanie Sirois-Gauthier**  
- Justice and Public security Coordinator – **Léa Serier**  
- Communications Officer – **Doreen Petiquay Barthold**
- 11:45.....**Nomination and selection of the following committees:**  
-Minutes  
-Election
- 11:55.....**Introduction of Election Chair**
- 12:00.....**Lunch**
- 1:00 .....**Changes and additions to the constitution**
- 1:30 .....**Election Regulations**  
**Nomination Call for:**  
- Vice-President  
- Secretary/Treasurer  
**President Candidate Introductions**  
- Mary Hannaburg  
- Marjolaine Étienne  
- Tania Rock-Picard  
- Caroline Einish



# Tentative Agenda

Saturday December 4, 2021 (cont'd)



- 2:15 ..... **Health Break**
- 2:30 ..... - Nation Reports  
- Elders Reports  
- Youth Reports
  
- 3:30 ..... **Resolutions 2020 Follow Up**  
**Presentation and adoption of resolutions 2021**
- 4:30 ..... **Adjournment and closing prayer**
- 6 to 10 pm ..... **Banquet and gift exchange**







# Québec Native Women



**Québec Native Women Inc.** (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.



## Thank You!



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

### Canada

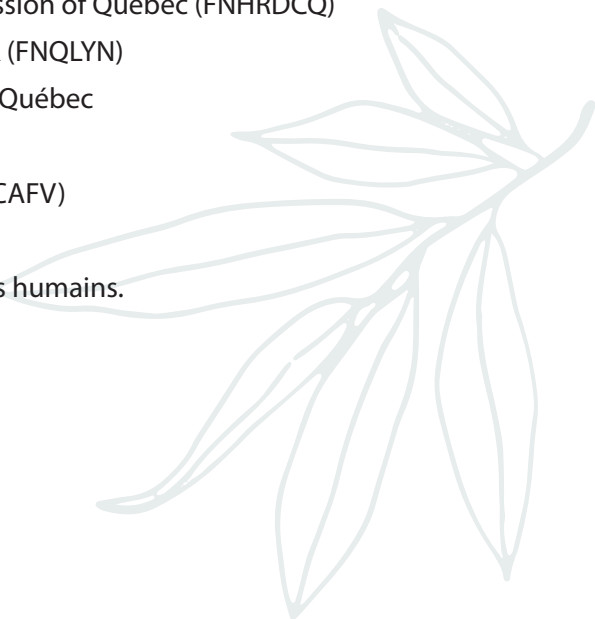
- Indigenous and Northern Affairs Canada
- Women and Gender Equality Canada
- Health Canada

### Québec

- Ministère Justice Québec
- Ministère de la Sécurité publique
- Ministère de la Santé et des Services sociaux
- Secrétariat aux affaires autochtones
- Secrétariat à la jeunesse
- Secrétariat 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)
- UQAM's Clinique internationale de défense des droits humains.
- DIALOG
- Pathy Family Foundation
- Canadian Religious Conference







# Code of Ethics



## For Members of the Executive and Board of Directors of Quebec Native Women

**Mission:** every person involved in or concerned with the activities of Quebec Native Women agrees to defend, under all circumstances, the rights of all Aboriginal women in Quebec and, where applicable, in Canada.

**My commitment:** as a member of the Executive or Board of Directors, or as an alternate to my Nation's Director, I identify with the mission and vision of Quebec Native Women and acknowledge the full authority of the Board of Directors in all matters pertaining to its activities. I therefore formally and voluntarily agree to:

1. Conduct myself with dignity and avoid any behaviour that might compromise the image and reputation of QNW, its members and employees;
2. Carry out my duties in a respectful, effective, honest, assiduous and disciplined manner;
3. Protect the property of Quebec Native Women Inc. (furniture, documents, moneys, etc.) and never use them for personal purposes;
4. Ensure the confidentiality of all information I obtain in the performance of my duties;
5. Be politically neutral in the performance of my duties unless contrary to the request made by the members of the Executive for a political presentation;
6. Work in close collaboration with all employees and members of Quebec Native Women;
7. Respect the opinions, values, beliefs, personalities, private lives and cultural differences of the members and employees of Quebec Native Women;
8. Devote myself fully to the cause of women in all the work I carry out on behalf of Quebec Native Women;
9. Respect the rights of all Aboriginal women.

I have read the Code of Ethics of Quebec Native Women Inc. and agree to comply with its provisions to the best of my knowledge and ability.

IN WITNESS WHEREOF, I have signed this Code of Ethics

\_\_\_\_\_

Location

\_\_\_\_\_

Date

\_\_\_\_\_

Member's Name in print

\_\_\_\_\_

Signature

\_\_\_\_\_

Witness' Name in print

\_\_\_\_\_

Witness' Signature

December 2021



# Proposed Rules of Order



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

## **Quorum**

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

## **Agenda**

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

## **Resolutions**

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



## President's Report



### **Women of the Nations, Sisters, Representatives and Colleagues,**

I am presenting my annual activity report for 2020-2021 to you with deep emotion. The year during which you extended my mandate was the beginning of the grieving that I had to go through, but also the beginning of the transition that I have to make with the person who will take over as President. As you know, my role as President and spokesperson for our association is to create alliances, collaborate with various ministries, governments, universities and First Nations leaders, in order to advance the cause and issues of Indigenous women.

The deconfinement meant that our in-person QNW Elected Council was able to resume last June, while health regulations were respected. This was very good for everyone. Our annual membership meeting for the year 2020 was held virtually in February 2021. At this meeting, we took the opportunity to consult with you on our **Action Plan on Racism and Systemic Discrimination against Indigenous Women**.

We created two committees within the Elected Council. The first, with the help of an expert, to prepare for the departure of our Executive Director, Carole Bussière, and the arrival of the new Executive Director, Claudette Dumont Smith. At the June meeting of the Elected Council, we celebrated Carole's 21 years of service at QNW. The second committee was mandated to establish the election protocol for the presidency. I love the

teamwork and the inclusion of our representatives in these collective work processes.

QNW was approached internationally and invited to share its experience on the situation of Indigenous women at a Global Affairs Canada roundtable on feminist foreign policy. We had several meetings to prepare for the Marche mondiale des femmes, which took place on October 10, 2021 at Cabot Square in Montréal, but also throughout Québec. Thank you, sisters, for joining this important mobilization to advocate for our demands on violence against Indigenous women and girls. The many feminicides of the past year require us to remain active in the demonstrations in Montréal, along with other non-Indigenous women's organizations.

QNW participated in the hearings following the death of our sister, Joyce Echaquan, that were held at the Trois-Rivières courthouse. We were represented by our legal expert Me Rainbow Miller, who had already represented us at the two commissions of enquiry, NIMMIWG and CERP. We had the opportunity to intervene and make recommendations at the very end of the enquiry, and rest assured that we did identify systemic racism and discrimination during our advocacy.

We sit on various regional and international committees that are a result of the NIMMIWG report. Several Indigenous women's circles have

been formed and have included QNW. We bring our expertise, but also our recommendations and vision to this issue. We are always advocating for action, and this at the request of the families.

To put my work and involvement with QNW on a daily basis in a nutshell, it can be summarized as numerous media interviews, meetings with students, consultations, roundtables, participation in various webinars, positions taken, presence at the UN and with the AFNQL, office work, and so on.

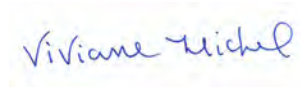
QNW has succeeded in being recognized as a representative Indigenous Organization by the Québec government, including the Secrétariat aux affaires autochtones, for which a quarterly collaborative table has been set up. The meetings will allow us to develop solutions for the priority issues for the Indigenous women and girls the organization represents, including health, wellness, employment, poverty, justice, domestic and family violence, and the fight against racism and discrimination.

In conclusion, I would like to express my gratitude for your confidence in me and for recognizing the work I have been able to contribute to QNW over the past nine years. Thanks to you, I have lived a rich experience and I have learned a great deal about the reality of Indigenous women and girls. I am neither an opportunist nor career-oriented,

because everything I have done, I have done with love and humility, for all women. So ends my journey with you. I will always remain at QNW, because I belong to it and I will continue to defend our rights, perhaps not in the same way, but I will be there.

Thank you, Women of the Nations, for believing in QNW, to the Nations representatives who have supported me on this journey, to my team and to the management for this healthy and encouraging working relationship.

THANK YOU SO MUCH!



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**Nin Viviane Michel**  
**Présidente**



# Vice-President's Report



## Calendar of activities

### February 20

- Developed QNW Action plan on systemic racism

### February 21

- QNW's Annual Gathering of Members

### February 28

- Interviewed by City News on the topic of the Joyce Principle

### April 23

- Working committee on Youth Protection with Denise Dutil

### April 27

- Preparation for meeting with Marc Miller, Indigenous Services Minister, regarding residual discrimination in the Indian Act

### April 29

- Meeting with Minister Miller regarding residual discrimination in the Indian Act

### May 10

- Interviewed by CBC on the topic of the findings of the coroner's inquiry into the death of Joyce Echaquan

### May 13

- Selection committee for QNW hiring of Executive Director

### May 21

- Meeting with FAFIA regarding Bill S-3, creation of support letter for the Sharon McIvor case at the United Nations

### May 27

- Participation in discussion about the summer programming at Saint Paul University for the Indigenous leadership and governance program

### May 30

- In Kanesatake, commemoration and awareness activity for the 215 children whose remains were found at the former Kamloops Residential School in BC (see picture below)

### May 31

- Interviewed with Abel Bosum, from CBC regarding Legault's statement on systemic racism

### June 1

- Meeting with FAFIA regarding in preparation for the release of the federal "Pathways" document

### June 7

- Participated in onboarding and welcoming of the new QNW Executive Director

### June 17

- Facilitated virtual training "Facing the State: Colonialism and Racism on a Daily Basis" for Saint Paul University

### June 26

- Meeting and update with Feminist Alliance for International Action (FAFIA) working committee on residual discrimination in the Indian Act

### June 26-27

- QNW Board meeting, in Wendake



Commemoration and awareness activity for the 215 children whose remains were found at the former Kamloops Residential School in B. C.



**Throughout the month of June**

- Recruited students for the summer programming at Saint Paul University
- Interview on the topic of the release of the federal action plan on missing and murdered Indigenous women and girls

**July 22**

- Meeting with FAFIA

**July 26**

- Interview with CBC in regards to the appointment of Mary Simon as Governor General

**July 30**

- Interview with Kahnawake Radio in regards to the appointment of former QNW President Michelle Audette to the Senate

**August 20**

- Special Zoom meeting for overview and adoption of QNW financial report

**September 17**

- Meeting with FAFIA

**September 18**

- Mohawk Nation meeting and distribution of red dresses for MMIWG in the area

**September 22**

- Interview with CBC regarding reactions and expectations following federal elections

**September 27**

- CBC Interview

**October 4**

- Interview with Matt Galloway from CBC "The Current" on the topic of Systemic Racism in Quebec

**October 13**

- Post-Election Zoom meeting with ministers and strategic planning

**October 15**

- Active panellist in the Algonquin Conference, in collaboration with Saint Paul University, with former graduates of the summer program.

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**Mary Hannaburg  
Vice President**



## Executive Director's Report



Kwey, hello,

On December 7th, it will be six months that I assumed the exciting and challenging role of Executive Director for Quebec Native Women. A role made more challenging as I am succeeding the former ED who was in place for 17 years!

I believe that I came at an opportune time, as QNW is currently undergoing a reorganization process with funds provided by Women and Gender Equality Canada (WAGE). This reorganization process will allow QNW to update its governance structure, financial and human resources' policies, and organizational chart and to develop a strategic plan that will serve to guide the work of QNW for the next five years. The current strategic plan ends in 2021. With the assistance of management consultants, the necessary tools to improve the visibility and efficiency of the association are being developed and will be implemented once approved by the Elected Council. Laura Rock, Assistant Executive Director, is spearheading this initiative and will provide you with more details in her report.

With the onset of COVID-19 and subsequent lockdown in March 2020, QNW had to adjust its operations. Over the past 20 months, many of the projects necessitating in-person activities had to be adapted and/or, in some cases, postponed. However, the demands on QNW have not stopped regardless of the pandemic. Government agencies, other Indigenous organizations, police services, universities and the media are constantly requesting the input, advice and participation of QNW on a variety of issues. In spite of the limitations brought on by COVID-19, staff continued their work activities from home and participated in meetings via Zoom to maintain QNW's commitments to the membership and funders and to maintain QNW's presence at the various tables to ensure that issues affecting Indigenous women in Quebec would be addressed.

As in past years, QNW continues to work on the following priority areas with funding from both

the federal and/or provincial governments:

- Health
- Violence prevention
- Justice and Public Security
- Youth issues
- Communications and,
- Systemic racism (in the process of recruiting for a coordinator)

The coordinators will provide additional information on each of the above-noted portfolios when they report to the assembly today.

However, QNW must access additional funds to expand its operations and to address other issues that affect the health and social well-being of Indigenous women in Quebec. In response to several calls for proposals and a special funding request to Secrétariat aux affaires autochtones, the following seven applications have been submitted.

- Crown-Indigenous Relations and Northern Affairs Canada - Unmarked graves of children who attended Residential Schools
- Canadian Women's Foundation - Community Needs Grants
- Public Safety Canada - Crime Prevention Strategy
- Secrétariat a la condition féminine - Domestic Violence and Sexual Violence
  - Respect our Bodies
  - 2nd First Nations Forum on Sexual Assault
  - Nakatueniminitshu: Take care of yourself
- QNW Budget Increase – Secrétariat aux affaires autochtones

To date, we have not signed any funding agreements on the above applications.

Other activities:

Since my arrival in June, I attended my first Elected Council in-person meeting in Wendake and have attended other EC meetings by phone as well. I also attended two nations gathering meetings in Kanesatake and Val-d'Or. In addition, over the past few months, I attended several meetings with various provincial and federal government representatives via Zoom to discuss QNW issues, funding and opportunities. These meetings are ongoing.

QNW staff and I participated in the one-year ceremony in Montreal to commemorate the death of Joyce Echaquan on September 28th. QNW was given an opportunity to provide remarks along with other speakers at this momentous and solemn event. On November 8th and 9th, with the President, I attended a meeting involving representatives from various Indigenous women's organizations from across Canada to collectively develop a plan/response to the National Inquiry into Missing and Murdered Indigenous Women and Girls' Action Plan that was released by the federal government in June but, to date, little follow-up has been made.

Along with the management of the staff and day-to-day operations of the office, the past two months have been occupied primarily in ensuring that the new election process for the President is closely adhered to and in planning this in-person AGA gathering, after a one-year pause. The manner in doing business and the cost of doing business has greatly changed in comparison to pre-pandemic times. I am expecting a much higher AGA cost in comparison to previous years, which will be reported in QNW's financial analysis of this event by the newly hired full-time Financial Director, Nathalie Dodd, a member of the Mohawk Nation.

Based on recent government information regarding COVID-19, a return to employment normality is foreseen in the near future. QNW has prepared the work site following both the

provincial and Kahnawake COVID-19 guidelines to ensure the safety of its employees in preparation for their return to work.

In closing, I want to especially thank the outgoing President, Viviane Michel, for her belief and confidence in me, as well as the Elected Council members for entrusting me with this opportunity. I also want to express my gratitude to Laura Rock for her patience and guidance as I continue to adjust to this new role, and to QNW staff for their support, commitment and dedication to working at improving the lives of Indigenous women in Quebec.

Migwetch, thank you!



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**Claudette Dumont**  
**Executive Director**





## Assistant Director's Report



My main responsibilities are to act as the main collaborator for the Executive Director. I work jointly in the management of daily activities and I am responsible for the management of human and material resources. I assist the Executive Director in the processing of various administrative files.

Between November 1, 2020 and the end of May 2021, I attended many meetings with the previous Executive Director and the coordinators, whether with funders, employees or various partners, in order to gather as much information as possible before Carole Bussière's retirement.

At the beginning of June, we had the pleasure of welcoming our new Executive Director, Claudette Dumont-Smith. Adjustment to this change has gone very well and we continue to work together to ensure that the objectives for each portfolio are met.

### **Development of Organizational Capacities**

My primary mandate is the development of organizational capacity. As part of this file, we are continuing our work to strengthen and improve the structure of QNW. Work has begun, with the help of a consultant, to put in place a salary structure that reflects the reality of the organization and especially that of the market. This process will make it possible, among other things, to alleviate or correct the problem of attracting and retaining staff in our organization.

At the same time, we are also working on the organizational structure. To do this, various steps have been and will be taken to achieve the desired results. For example, defining the orientations of the approach, conducting a job evaluation, establishing a salary structure and an organizational chart, carrying out a market analysis, etc. QNW benefits from funding from Service Québec to carry out this work.

The development of the human resources management policy is still underway and the process of reviewing job profiles has yet to be finalized. This process is part of the reorganization of the organizational structure.

### **Administrative Tasks**

Other tasks that are part of my responsibility and are that of an administrative and decision-making nature include ensuring that the employees' timesheets are produced and forwarded to the financial officer and receiving and authorizing requests for leave (vacation, sick leave, floating holidays).

I also carried out all the administrative tasks related to the change of group insurance from SSQ to Blue Cross, from cost analysis to the collection of employees' personal information.

### **Staffing**

Staffing is also part of my job. I ensure that the recruitment activities for new staff are carried out. In order to do so, I prepare job postings and ensure that they are distributed throughout the network. I am responsible for receiving resumes, the selection process and the preparation of interviews. This also involves welcoming new employees, filling out the hiring form, assigning work equipment, providing information on certain personnel policies, ensuring integration, etc.

From February 2021 to date, 5 new employees have joined the organization.

Name	Nation/Community	Starting date	Position
Doreen Petiquay Barthold	Atikamekw from Manawan	February 1, 2021	Communications Officer
Sophia Dupont	Mohawk from Kanesatake	March 1, 2021	Administrative Assistant
Stéfanie Sirois-Gauthier		April 12, 2021	Legal and Political Analyst (replacement)
Julia Dubé		April 19, 2021	Coordinator for the development of material on non-violence
Nathalie Dodd	Mohawk from Kanesatake	November 15, 2021	Finance Director

Meetings with employees for mid-term or 6-month probationary performance evaluations are ongoing. This is an instrument of communication between management and the employee in order to assess the latter's contribution to QNW's mission. It is also a time to discuss the work organization and the employee. In closing, I would like to thank the president, Viviane Michel, for the two years of work I have enjoyed with her. I have learned a lot working with her and I am very grateful to her. I would also like to thank Claudette, the Executive Director, and all the employees who work to ensure that the organization is in good shape



**Laura Rock**  
Assistant Director



## Elected Council



### The Executive:

<b>President :</b>	Viviane Michel
<b>Vice-President :</b>	Mary Hannaburg (Vacant since November 2021)
<b>Secretary-Treasurer:</b>	Vacant

### Nations Representatives

<b>Abenaki :</b>	Florence Benedict
<b>Anishinabe :</b>	Ada Chevrier
<b>Atikamekw :</b>	Viviane Chilton
<b>Eeyou :</b>	Charlotte Ottereyes
<b>Huron :</b>	Aïcha Bastien-N'Diaye
<b>Innu :</b>	Marie Josée Wapistan replaced by Marie-Marthe Malek for AGA
<b>Malecite :</b> (Wolastoquiyik Wahsipekuk)	Catherine Desjardins
<b>Mi'gmaq :</b>	Roseann Martin
<b>Mohawk :</b>	Melissa Montour
<b>Naskapi :</b>	Annie Tooma
<b>Urban centres:</b>	Hélène Lalo
<b>Elder Representative</b>	<b>Jackie Kistabish</b>
<b>Youth Representative</b>	<b>Vacant</b>
<b>Employee Representative :</b>	Isabelle Paillé
<b>Executive Director :</b>	Claudette Dumont

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.





# Global Health Portfolio



## Mandate

- Train sexual assault awareness officers with the training "My sexuality is a matter of respect: Let's break the silence", in communities located in the areas affected by the work of the Northern Plan

(ON HOLD DURING THE PANDEMIC)

- Participate in 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 of the situation of Indigenous women in Québec among the various Indigenous and non-Indigenous organizations/ school settings/ departments/governments/health systems
- 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 on various issues
- Establish projects that promote the overall health of Indigenous women across Quebec

## Detailed list of training workshops available for Indigenous and non-Indigenous people, in communities and in urban areas, in the field of global health

### "Indigenous women and colonization"

Explanation of the historical elements that have had a negative impact on the lives of Indigenous women in Québec: colonization, the Indian Act, Residential Schools, the 60s Scoop, missing and deceased children, forced sterilization and youth protection.

### "Indigenous women's health: humanizing the issues"

Topics include: determinants of health, sexual assault, incarceration of Indigenous women, Jordan's Principle, cultural safety, systemic racism, Joyce's Principle, etc.

### "Tools for better intervention"

This training course is designed specifically for workers. It covers the work tools that QNW has developed in the area of sexual assault and domestic violence, additional tools, the medicine and wellness wheel, the approach techniques used, the basic elements to have in your office, etc.

### "Prostitution, sexual exploitation, trafficking and missing and murdered Indigenous women"

This course teaches us to recognize the difference between sexual exploitation, trafficking and prostitution, to highlight the specific needs of our communities in terms of awareness and prevention, as well as to be aware of the needs of the families of missing or murdered individuals (men, women or children).

## Training

### **Four communities trained (148 workers):**

Mashteuiatsh (68), Wôlinak (64), Odanak (11), Kitcisakik (5)

### **15 organizations trained (835 workers):**

QNW (5), Espaces Vies (25), AOCVF (179), ICPC (3), TCACSM (26), Virtual conference: Together against sexual violence, over 2 days (431), CALACS, West Island (21), Collectif libre choix (14), CÉRIUM de l'UdeM (9), Prévention CDN-NDG (13), Maison Halte-Secours (14), Grossesse-secours (19), Native Shelters Network of Québec (14), CAVAC, Chicoutimi and Saguenay–Lac-Saint-Jean (58), Aide internationale pour l'enfance (4)

### **1 police force trained (6 police officers):**

ENPQ – Francophone Indigenous Cohort (6 police officers)

For a total of 989 people trained

## Working Committees and Partnerships

- Table de concertation sur les agressions à caractères sexuels de Montréal (TCACSM)
- Major crimes of the SPVM to counter sexual exploitation
- Groupe de consultation des Premières Nations et des Inuits – PQLT
- Coalition québécoise contre la traite des personnes
- Le Phare des Affranchies
- Table locale d'Accessibilité des services en santé et services sociaux pour les Autochtones à Montréal with the City of Montréal and the Montréal CIUSSSs
- Table de concertation sur les agressions à caractères sexuels de Montréal (TCACSM)
- Montreal Indigenous Health Advisory Circle
- Espaces Vies
- Various police forces across Québec
- École Nationale de Police du Québec, in Nicolet
- Midwife Committee
- ÉduSex Committee

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**Isabelle Paillé**  
**Global Health Coordinator**



# Non Violence Portfolio



## Mandate

The position of “Coordinator for the development of material on non-violence” is a new permanent position at QNW. The coordinator has occupied this position since last April. Her mandate is to revise QNW's pedagogical tools and to ensure the design and distribution of tools regarding the issue of family and conjugal violence in order to support non-violence workers who work with Indigenous families across Quebec. She also gives workshops on non-violence to workers in Montreal.

## Family and Domestic Violence Toolkit Project

The main project of the Coordinator for the development of material on non-violence is the creation of the *Indigenous Domestic Violence Awareness and Prevention Toolkit*. This project aims to address a lack of culturally relevant awareness, prevention and training tools for those working with Indigenous families. This kit is a follow-up to the non-violence tools developed by QNW and its partners over the past few years.

In September 2021, an advisory committee was formed to exchange expertise in order to create the toolkit. This fall, the advisory committee met twice to focus on the objectives of the project according to the needs identified by the members. In the coming months, the advisory committee will guide QNW in the choice of themes and practices presented in the tools, which seek to adapt the practitioners' approach to the realities of Indigenous families in Quebec.

## Non Violence Tools

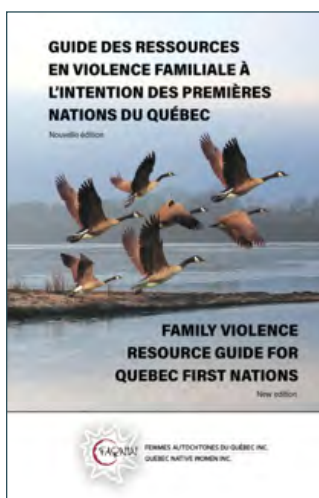
### Inventory of awareness materials

QNW has updated its inventory of tools on non-violence to ensure continuity with the creation of the toolkit. QNW has also improved the accessibility of its toolkit in the non-violence folder on its website.

### 2nd edition of the Family Violence Resource Guide

With the first edition, from 2019, QNW updated its Family Violence Resource Guide for Quebec First Nations. This new edition includes additions and clarifications on service offerings. QNW has also identified resources that offer a culturally appropriate approach to better guide users. An order form has been created and will be sent to the various women's shelter networks and other front-line resources in Quebec. Printing and distribution are planned for December 2021.

### Distribution of non-violence tools



Since last August, QNW has resumed mailing awareness material to organizations having requested them:

Comité des personnes assistées sociales (CPAS) de Pointe-Saint-Charles, CAVAC Chicoutimi, CAVAC Mashteuiatsh, Maison Passages (Montreal), Aspukun Mitshuap (Schefferville), Sûreté du Québec (Roberval), Maison La Source (Sorel-Tracy), École de travail social de l'UQAM.

## Non Violence Workshops and Presentations

Since last October, the coordinator has started to deliver the "Violence from yesterday to today" course to several organizations and schools that have requested it. This workshop addresses the assimilationist policies that led to the high rates of violence among Indigenous women and families. Following this workshop, organizations are encouraged to register for the 2nd QNW workshop entitled "Tools to better intervene" in order to develop a culturally appropriate work practice.

Voici la liste des organisations ayant reçu la formation #1 en non-violence :

Maison La Source, Sorel-Tracy (virtual)	October 13, 2021	10 participants
UQAM, Students, School of Social Work (in person) x2	November 2, 3, 2021	(to come)
Centre de femmes les Unes et les Autres, Montréal (virtual)	November 17, 2021	(to come)
Maison Passages, Montréal (virtual)	November 24, 2021	(to come)
Centre des femmes d'ici et d'ailleurs, Montréal (virtual)	December 1, 2021	(to come)

## Committees and Partnerships

- First Nations of Quebec and Labrador Health and Social Services Commission (FNQLHSSC)
- FNQLHSSC Committee on the development of tools on non-violence
- PlanIt Consulting & Communications, Kahnawake
- Communities Alliances and Networks
- Yändata': Indigenous creativity + production
- Uhu labos nomades
- Marche mondiale des Femmes
- CAVAC du Saguenay–Lac-Saint-Jean
- SOS violence conjugale
- National Aboriginal Circle Against Family Violence

## Requests for funding

The coordinator completed the following requests for funding:

- Secrétariat à la condition féminine: Call for Intent 2021-2022: Sexual Violence and Domestic and Family Violence in an Indigenous Context
- Public Safety Canada: Crime Prevention Action Fund.

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**Julia Dubé**  
**Coordinator for the Development of Non Violence Material**





## Youth Portfolio



*Vacant Position: September 2020 to August 2021*

The Quebec Native Women's Youth Council (QNWYC) was created to provide a direct voice for young Indigenous women between the ages of 18 and 34 in the Quebec Native Women's (QNW) Association.

The vision of the strategic plan developed by the Quebec Native Women's Youth Council describes, "young Indigenous women who are valued and respected culturally, living fulfilling lives as equals in their communities."

Its members propose that the unique contribution, or mission, of the QNWYC will be to "support Indigenous women in their cultural development and in the pursuit of fulfilled and empowered lives."

The thinking or logic guiding this strategic plan is that each of the strategic priorities is intended to help women heal, move forward and overcome the lingering intergenerational trauma that stems from colonial attitudes, policies and practices. By focusing these strategies on young Indigenous women, who are our mothers and future mothers, we will more effectively and quickly establish our own cultural practices and healthy lifestyles, while creating potential and the best opportunities for generations of our future children.

The plan provides a clear structure and instructions that will allow the prospective youth coordinator or QNWYC members to make a smooth transition into their respective roles.

This plan is the essential element in the further development of QNW's youth file.

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

- Holistic and sustainable wellbeing and personal security
- Success in education, job training and economic independence
- Success in access to employment
- Respect for their leadership in all aspects of their lives

Funders: Secrétariat à la jeunesse du Québec

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**Nathalie Bussière**  
**Youth Coordinator**



# First Nations Action Plan Against Sexual Assault



## 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.

### 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 them 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.

We continued to carry out virtual monitoring with the communities with which we had already begun the work on adapting the Action Plan in 2021. Our objective was to continue to assess the level of commitment, observe the measures of the Action Plan that have been implemented or undertaken and identify the specific needs for the full implementation of the Action Plan with the community.

We also adjusted the timelines for travel and for the 2nd First Nations Forum on Sexual Assault. That being said, we must wait for news concerning travel and visits to the communities to resume the visits, but also for the organization of the 2nd Forum.

## Projects

### Systemic racism project

The aim of the project is to empower women by combating systemic racism. In other words, it is intended to develop a guide and practical tools to enable Indigenous women to recognize systemic racism when they encounter it and to actively combat it by knowing their rights and recourse. This will break down barriers to Indigenous women's access to economic independence and enable them to take a community leadership role in the fight against colonialism.

The ultimate goal of the project is to promote social justice by empowering Indigenous women as 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.

### Kaianishkat project

The Kaianishkat (from generation to generation) project, in partnership with the Service aux collectivités of Université du Québec à Montréal, aims to train Indigenous women to conduct research in their own communities.

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

### AKUPITUAUN Legal Information Sheets - on sexual assault

Production of informative legal capsules with animation, actors and narration on the different types of sexual assault and on the judicial process and terms relating to sexual violence in an Indigenous environment.

## Campaigns

### We Heal Together

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

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

## Committees

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

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**Livia Vitenti**  
**First Nations Action Plan Against Sexual Assault Coordinator**



## Legal and Policy Portfolio



To begin with, I would like to mention that I joined Quebec Native Women (hereinafter QNW) on April 12, 2021. As the position of analyst was previously vacant, this report does not take into account the period from October 2020 to March 2021.

### Municipal Level

The City of Montreal has recently taken action to promote reconciliation with Indigenous peoples and to encourage their inclusion and sense of belonging. In the context of the Commission on Culture, Heritage and Sport for the renewal of the Recognition Intervention Framework, QNW submitted a brief in June to denounce the assumed presence of colonial statues in spite of honouring and recognizing the presence and contribution of Indigenous people in Montreal, mainly Indigenous women.

QNW has also taken steps with the City of Montreal's Bureau d'art public to develop a project to erect a statue in honour and memory of missing and murdered Indigenous women and girls. The process is still ongoing.

### Provincial Level

As soon as I took office, meetings with the various political parties began. The objective of these meetings was to understand the priorities and demands of our organization on our various issues. Our organization also contacted the office of the minister responsible for Indigenous Affairs in order to organize official quarterly meetings. The first meeting with Ian Lafrenière took place on May 26th, and the second on September 1st.

The issues raised concerned:

- The critical lack of funding
- Violence in all its forms against Indigenous women and girls
- Arbitrary and discriminatory policing
- The recognition of racism and systemic discrimination and the adoption of Joyce's Principle

- The actions undertaken by QNW to develop its own Action Plan on:

- Racism and systemic discrimination against Indigenous women
- Violence against missing and murdered Indigenous women and girls

QNW was also actively involved in the work on Bill 79, *An Act to authorize the communication of personal information to the families of Indigenous children who went missing or died after being admitted to an institution*. We also participated in the consultation with the Secrétariat à la condition féminine on the renewal of the *Equality Strategy*. QNW was also asked by Isabelle Lecours, Parliamentary Assistant to the Minister of Public Safety, to specify the priorities and issues of Indigenous women with respect to domestic violence. Finally, on September 28, 2021, QNW published an open letter addressed to the Quebec government in the context of the day of remembrance for Joyce Echaquan. We called on the government to recognize systemic racism and discrimination and to adopt *Joyce's Principle* without delay and without reservation.

### Federal Level

The year 2021 was marked by the context of a federal election. QNW was actively involved in the meetings and actions undertaken by the *Indian Act Gender Discrimination Task Force*. We also met with Marc Miller, then Minister of Indigenous Services, and collaborated on a joint media release of the *National Action Plan 2021 for Missing and Murdered Indigenous Women, Girls and 2ELGBTQQIA+ People: Ending Violence Against Indigenous Women, Girls and 2ELGBTQQIA+ Indigenous People*. Among other things, QNW has publicly criticized the lack of concrete actions and solutions to address the disproportionate violence experienced by Indigenous women.

QNW also met with Carolyn Bennett, then Minister of Crown-Indigenous Relations, in June, to be included in the work of the Department. In July, QNW sent a letter to the Department of Justice in support of Mumilaq Qaqqaq's petition for truth and justice regarding Canada's international crimes against Indigenous peoples. Finally, we were asked by Senator Boisvenu to consult on Bill S-231, *An Act to Amend the Criminal Code and to make a consequential amendment to another Act (interim release and domestic violence*

recognizance orders). QNW submitted a brief and is awaiting the next steps.

### International Level

In April, QNW was part of the Canadian delegation to the 20th session of the United Nations Permanent Forum on Indigenous Issues. Unfortunately, the fact that the position of analyst was only filled in April meant that QNW could not be represented individually with its ECOSOC status. Nonetheless, our presence was rewarding.

The topics discussed were:

- Improvement in participation and representation of Indigenous Peoples in United Nations forums
- Reclaiming the power and place of Indigenous women, girls and two-spirited people

In June, QNW submitted a brief to the Committee on the Elimination of Discrimination against Women (CEDAW) as part of the Day of General Discussion on the Rights of Indigenous Women and Girls. The aim was to denounce the discrimination Indigenous women and their descendants face in relation to their registration. QNW also supported, through a letter, Sharon McIvor's 3rd petition to the Human Rights Committee regarding the CCPR's follow-up process to verify Canada's actions in implementing the January 11, 2019 decision on Sharon McIvor's 1st petition.

QNW also supported the *Universal Declaration of Human Rights to Peace*. Finally, the analyst followed up on the renewal of our ECOSOC status to ensure QNW's participation in international activities.

### Other

The QNW class action files, QNW and Isabelle Paillé v. Attorney General of Quebec and QNW and Bonspille v. Attorney General of Quebec are also in progress. Having just been authorized by the Superior Court, they are still in their infancy. To date, we are in the process of informing the persons concerned of their rights and of the collective action.

On another note, QNW participated in a conference on the reality of Indigenous women at the Cégep de Matane. In addition, as part of the summer school on Indigenous

women's governance at Saint Paul University, our organization also gave a workshop on Joyce's Principle and the impacts of Bill S-3.

Finally, I also supported the President's interventions in her many public speaking engagements, including media interviews on issues that directly impact Indigenous women. I also accompanied the President to the Assembly of First Nations of Quebec and Labrador meetings, which were held on a monthly basis.

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**Stéphanie Sirois-Gauthier**  
Legal and Policy Analyst



# Justice and Public Security Portfolio



October 31, 2020, to November 1, 2021

QNW has developed a recognized expertise in defending the rights of Indigenous women since 1974. With the justice and public safety file, QNW defends the rights of Indigenous women and girls and their families when it comes to justice and public safety. With this goal in mind, QNW represents the interests, needs and priorities of Indigenous women and girls to the various levels of government, decision makers and civil society, with the goal of improving access to justice and safety for Indigenous women and girls.

## Missing and murdered Indigenous women, girls and children

To commemorate the missing and murdered Indigenous women, girls and 2ELGBTQQIA+ people, we co-organized the vigil on February 14, 2021. QNW also intends to put an action plan to counter disappearances and murders in place. In March 2021, we consulted with women to become aware of their priorities. A gathering of families is also being planned. At the same time, QNW is closely following the action plan proposed by the federal government and is participating in several consultations related to this plan. QNW is also considering the integration of the UQLIF service and its complementarity with the 1-800 line offered by the Iskweu project, with which we are still partners.

Since March 2021, after filing a brief on the bill and appearing before the Senate, QNW has been closely following developments related to the Act to Authorize the Communication of Personal Information to the Families of Indigenous Children Who Went Missing or Died After Being Admitted to an Institution. QNW continues to denounce violations of this legislation.

## Follow-up to the Recommendations of the National Inquiry into Missing and Murdered Indigenous Women and Girls (NIMMIWG) and the Viens Commission

QNW supports all governments in the implementation of the commissions' calls for justice. QNW is closely following the measures undertaken in the context of the calls to action of the Viens Commission Report and has been a member of the Advisory Committee on the Evaluation of the Follow-up to the Viens Commission Report since October 2021, along with the Quebec Ombudsman. In its recommendations to these two commissions, QNW mentioned the importance of

creating a legal clinic adapted for Indigenous women. QNW has been working on this project since September 2020, in collaboration with the ministère de la Justice du Québec, together with a project manager who is a lawyer. This initiative is in the spirit of the NIMMIWG's Calls for Justice (5.6 and 5.13). QNW would like this clinic to offer free legal services to Indigenous women, victims of all forms of violence, in addition to providing them with psychosocial support.

## Justice Issues: Combating Racism and Systemic Discrimination

QNW has been receiving funding to develop a project entitled: Better Equipping Indigenous Women to Fight Against Systemic Racism since October 2020. This project will have two components: an action plan to fight racism and systemic discrimination addressed to the government, and a practical guide for Indigenous women to help them fight systemic discrimination when faced by it. For this second component, in February 2021, QNW conducted a broad consultation with women to define their priorities, the short report of which is available on our website. A formal partnership with Amnesty International and the Commission des droits de la personne et des droits de la jeunesse has been created for this project.

In order to denounce the systemic discrimination faced by Indigenous women, particularly in the areas of health, justice and public security, QNW met with different levels of government and different ministries between November 2020 and the end of June 2021. QNW continues to encourage them to adopt Joyce's Principle, which is consistent with the resolutions of QNW members. In December 2020 and March 2021 respectively, QNW organized, in collaboration with AI, a webinar on racism and discrimination against Indigenous women and a webinar on residual discrimination in the Indian Act and Bill S-3, with Sharon McIvor, Pamela Palmater and Jeannette Lavell Corbière.

QNW was involved throughout the coroner's inquest into the death of Joyce Echaquan. After acquiring the status of interested person, QNW called a medical expert to testify. The President also gave evidence and a representation on the evidence was made through a lawyer on behalf of QNW in May and June 2021. The expertise and representation documents are available on our website. QNW also showed its support by participating in the March for Joyce in June, and then in the commemoration on September 28, 2021.

## Domestic Violence and Sexual Assault

In order to combat domestic violence and sexual assault experienced by Indigenous women and girls, QNW is currently developing a series of information videos on sexual assault and the recourse available to victims. This series is called Akupituaun and will be available in 2022.

Since March 2021, QNW has been sitting on an advisory committee for an emergency financial assistance program. This will be a financial tool that will allow victims of sexual or domestic violence to quickly leave a dangerous environment when their safety, or that of their dependents, is compromised.

Finally, since August 2021, QNW has been regularly consulted in relation to the recommendations of the report of the committee of experts on the accompaniment of victims of sexual assault and domestic violence (Rebuilding Trust) and on the establishment of a court specializing in sexual assault and domestic violence in an Indigenous context.

## Education, Public Awareness

In order to raise awareness of justice issues for Indigenous women and girls, the Justice and Public Security Coordinator has offered several courses, including

- Université de Montréal course: Indigenous women and transitional justice
- Saint Paul University course: Colonialism and systemic discrimination
- École nationale de police du Québec course: Justice and public security: Indigenous women's issues
- LEAD Project (DPCP): Justice and the realities of Indigenous women

## Research Projects

- CIDDHU-UQAM: Advocating for the application of police discretion with regard to Indigenous women
- LOFEO: Publication in January 2021 of the report "Les disparitions de filles et de femmes autochtones à Tiohtiá:ke/Montréal : pour une collaboration réelle entre le SPVM et les milieux autochtones". Conferences with CIÉRA (May 11, 2021) and presentation conference on the report with UQAM (May 18, 2021)
- Leclerc Prison Project in collaboration with Concordia University and the Elizabeth Fry Society (report launch event planned for March 2022)

- Kaianishkat Project - Indigenous women's governance

## To Represent QNW - Committees, Collaborations

- FNQLHSSC Legal Information Project Working Committee
- Comité vigilance autochtone of the SPVM – subcommittee on MMIWG issues
- Indigenous Socio-Judicial Forum - specific table on women's issues, by QNW
- Iskweu Project
- Cultural security project at the PINEL Institute
- Training Development Committee for justice workers (MJQ)
- Marche mondiale des femmes

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**Léa Serrier**

**Justice and Public Security Coordinator**



# Communications Portfolio



## Mandate

The position of Communications Officer was assigned to me in February 2021, in order to manage the organization's internal and external communications aimed at ensuring that the voice of Quebec Native Women (hereafter QNW) is properly heard and conveyed.

In order to adequately develop a communication plan that ensures QNW's visibility in the media, governments and within the community, our organization must continually create a portrait that reflects our political representations and our demands in support of our members and partners.

## Press releases

The year 2021 was filled with life-changing events for Indigenous women in Quebec:

- On the one hand, the remains of children found buried at former residential school sites, the increase in Indigenous femicide and the discriminatory treatment of Indigenous women by police services were among the issues that QNW needed to address;
- On the other hand, the public hearings into the tragic death of Joyce Echaquan and the Coroner's inquiry report into the cause of her death finally revealed that systemic racism was among the causes of her death. The election of Indigenous women to positions of power and the adoption of Canada's Day of Truth and Reconciliation have, among other things, proven to us Indigenous women that our voices are growing and that we must keep up the momentum to reclaim our rightful place.

To this end, QNW constantly monitors the news in order to react effectively and in accordance with our mission through press releases and the promotion of all activities organized by our organization.

## Social media

The 2021 year was also full of updates:

- Our website has undergone multiple improvements to simplify and increase the delivery of the important information we have to share;
- The use of social media (Facebook, Instagram and Twitter) has also increased significantly in order to reach out to all age groups of our Indigenous women, encouraging them to become members of QNW;
- A Linktree account was also created this year to consolidate access to our social networks, website, and other current information into one page.

In addition, the use of our platforms, whether for Indigenous or non-Indigenous users, allows us to better inform and sensitize them to our cause, to keep them informed of our progress as an organization, and to lead them to reflect on their knowledge of the issues and realities of Indigenous women in general.



Taking into account that the position of QNW Communications Officer was vacant at the time of the previous report, the table below is based on a comparison between the years 2019 and 2021:

Platforms	Followers in 2019	Followers in 2021	Increase	Audience reached
Facebook	16 031	<b>20 229</b>	4 198	80,2 % are women
Instagram	241	<b>658</b>	417	86,5 % are women
Twitter	1472	<b>1687</b>	215	N/A
Press Releases	13	<b>32</b>	19	N/A
Members	631	<b>860</b>	229	N/A

The age group that is most interested in our social media posts is that of 25-34 year-olds, followed closely by 35-44 year-olds. Our challenge for next year is to gain more interest from our young Indigenous women aged 18-24, which we believe we can do with our new portfolio in place, which is being handled by our Youth Coordinator.

#### The President's agenda

In the wake of the news that followed throughout the year, our President, Viviane Michel, needed a great deal of support in managing her agenda for interview requests and appearances at various events. As Communications Officer, we really have found that various media, schools and other organizations are very interested in QNW's views and demands. Our vice-president, Mary Hannaburg, was also in great demand for interviews.

The appearance of our President at events required even more support that I had to provide. This means that the Communications Officer provides constant organizational and periodic face-to-face support to the President at the events in which QNW participates. So, managing the many demands was quite a challenge this year. We hope, however, that our voice will continue to be requested and taken into consideration in the years to come.



Facebook : Femmes Autochtones du Québec /Quebec Native Women



Instagram : FAQQNW



Twitter : FAQQNW

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**Doreen Petiquay Barthold**  
**Communications Officer**



# **Protocol on the election to the Presidency Quebec Native Women (QNW)**

## **1. ELIGIBILITY CRITERIA**

### **1.1 To be a candidate for election as President of Quebec Native Women (QNW), the candidate must:**

- 1.1.1 Be a member in good standing of QNW as of the date of application.
- 1.1.2 Be eighteen (18) years of age or older.
- 1.1.3 Submit her candidacy at least thirty (30) days before the date of the election, accompanied by a letter of interest, maximum length one page, a photograph and a short summary of her curriculum vitae.
- 1.1.4 Obtain the support of five (5) QNW members in good standing from any of the Nations listed in Article 2 of the Constitution.
- 1.1.5 If the candidate is employed by QNW (with the exception of the President who is resubmitting her candidacy), be on unpaid leave of absence at least thirty (30) days prior to the date of the election.
- 1.1.6 Have resigned from another position on the Executive or the Council of elected Representatives, if applicable, as of the date of filing her candidacy.
- 1.1.7 If the candidate has been bankrupt, be discharged from bankruptcy on the date of filing her candidacy.
- 1.1.8 Not have a criminal record related to offences of an economic nature or contrary to QNW's mission of promoting non-violence.
- 1.1.9 Provide proof of Indigenous identity through a status card or a letter from the home community.

### **1.2 Bilingualism (French and English) is an asset as is the ability to communicate in an Indigenous language.**

## **2. NOTICE OF ELECTION AND NOMINATION FORM**

- 2.1 A notice of election concerning the position up for election and on the criteria for candidacy is sent out electronically (social media, website, etc.) at least ninety (90) days before the election date.
- 2.2 The notice of election is distributed to the members of QNW.
- 2.3 It shall contain the date of the election, the procedure for the submission of candidatures, including the name and address of the person to whom they must be submitted, as well as the deadline for submitting them.
- 2.4 It shall also contain the information that no text shall be prejudicial to other candidates and require candidates to respect QNW's code of ethics.
- 2.5 The following documents are attached to the notice of election: a nomination form, the present protocol for the election to the presidency, the Constitution, the rules for the election of the Executive, the code of ethics and a recommended profile for the QNW Presidency.
- 2.6 The nomination form includes:
  - a) The candidate's first and last name
  - b) Her nation
  - c) Contact information (mailing address, phone number and email address)
  - d) Date of birth
  - e) Her signature
  - f) Names and contact details of five (5) members in good standing supporting the nomination
- 2.7 Members interested in applying are informed in the application form that a check will be carried out by QNW on the Register of Bankruptcy and Insolvency Files and on their criminal record. The verifications are authorized by the signature of the candidates on the application form.

### **3. SUBMISSION AND PROCESSING OF APPLICATIONS**

- 3.1 Nominations must be received by the QNW management no later than 5: p.m., thirty (30) days before the date of the election.
- 3.2 The date of receipt of nominations by the management is used as proof of receipt within the required time limit. Where nominations are received by hand or by mail, the date of receipt is recorded on the form by QNW management. When received by email, the copy of the email message is retained as proof of the date of receipt of the application.

- 3.3 An acknowledgement of receipt is sent to the applicants by email.
- 3.4 Upon expiration of the nomination deadline, the nomination papers will be given to the QNW Executive members (other than the President), QNW Executive and QNW Assistant Directors and they will then have seven (7) days to verify the eligibility criteria.
- 3.5 If one or both members of the Executive (other than the President) have resigned to run for the position of President, they are replaced by one or two alternate members of the Council of Elected Representatives to verify the eligibility criteria.
- 3.6 The appointment of two alternate members of the Council of Elected Representatives shall be scheduled at the meeting of the Council of Elected Representatives preceding the notice of election.
- 3.7 The eligibility criteria to be verified are those listed in section 1 of this protocol.

#### **4. DISTRIBUTION OF APPLICATIONS**

- 4.1 Once the eligibility criteria have been validated, a letter is sent to applicants confirming their eligibility.
- 4.2 An official list of candidates is then sent by email to the delegates at the Annual Gathering of Members, together with their letter of interest, a short summary of their curriculum vitae and a recommended profile for the QNW Presidency. Delegates who do not have an email address are sent the list by mail.
- 4.3 The official list of candidates together with their letter of interest, a short summary of their curriculum vitae, as well as a recommended profile for the QNW Presidency are also made public, notably on the QNW website and Facebook page.
- 4.4 All personal information of candidates, such as their address, telephone number and date of birth, is not distributed by QNW and must remain confidential. Only the persons responsible for verifying the eligibility of the applicant have access to this information.

#### **5. ELECTORAL PROCESS**

- 5.1 The electoral process is contained in the QNW Executive Election Regulations, with respect to the election committee, scrutineers, chairperson of elections, voting, compilation of results and validation.

- 5.2 Candidates are required to attend the Annual Gathering of Members. A letter will be sent informing them that they will be responsible for their own travel and accommodation costs if they are not an official delegate from their Nation to the Annual Gathering of Members, provided that it is held in hybrid mode (in person and online).
- 5.3 The absence of a member who has endorsed a candidate at the Annual Gathering of Members shall not affect the validity of that candidate.
- 5.4 At the time of the Annual Gathering of Members, each candidate shall be introduced by a delegate for two (2) minutes. A five (5) minute period per candidate is allowed for their speech. A five (5) minute question and answer period shall be allowed following each speech.
- 5.5 At the time of the Annual Gathering of Members, a debate between the candidates shall also take place. A list of questions and the format of the debate shall be prepared by the Council of Elected Representatives or the Executive, excluding the incumbent President or any other member of the Executive or Council of Elected Representatives, if either is a candidate. The debate shall end with a five (5) minute question and answer period.
- 5.6 The questions focus on QNW priority issues and future issues concerning Indigenous women, their families and communities.
- 5.7 The list of questions will have been submitted to the candidates one week before the debate.
- 5.8 If there is only one candidate, there shall be no debate, but only the presentation to the delegates provided for in Article 5.4 and the candidate shall be elected by acclamation.

# By-law for Election to the QNW Executive

The Quebec Native Women's Executive Election By-law serves as a guide for the Elections Committee and the Council of Elected Representatives. It is in conformity with the Constitution and reproduces certain articles in addition to specifying the procedure for elections. On the election to the position of President, the by-law is complemented by the Protocol on the Election to the Presidency of QNW. When amendments are made to the Constitution, the by-law is amended accordingly. It is the responsibility of the Council of Elected Representatives to adopt the amendments to the Election By-law.

## I. ROLES AND FUNCTIONS

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### 1. Election Committee

- a) The Committee consists of four people:
  - ⇒ The Election Chairperson, appointed by the Executive and Management prior to the Annual Gathering of Members.
  - ⇒ Three people who attend the annual gathering of members as observers and who are chosen by the delegates.
- b) Members of the Committee do not have the right to vote.
- c) Members of the Committee shall undertake to keep all information gathered during their term of office confidential and in writing.
- d) The Committee's mandate is to:
  - ⇒ Count and tabulate ballots
  - ⇒ Ensure the accurate tabulation of the results of the vote
  - ⇒ Report any irregularities or perceived irregularities in the electoral process to the Election Chair
  - ⇒ Keep the results of the ballot after the destruction of the ballots confidential and deliver them in a sealed envelope to the management of the Association.

### 2. Scrutineers

- a) Each candidate shall choose a scrutineer. The scrutineers shall participate in the Annual Gathering of Members as observers. Therefore, they do not have the right to vote
- b) Scrutineers shall undertake to keep all information gathered during their term of office confidential and in writing
- c) Their duties are to:
  - ⇒ Observe the counting of the votes and ensure compliance;
  - ⇒ Report any irregularities or the appearance of irregularities that may occur during the electoral process to the Election Chair.

### 3. Election Chair

- a) The Election Chair shall be one of the four members of the Election Committee.

- b) In addition to her duties as a member of the Election Committee, her duties shall include:
  - ⇒ Overseeing the election process.
  - ⇒ Ensuring that the Election Committee and the scrutineers act fairly and impartially in accordance with these rules
  - ⇒ Instructing the Election Committee and the scrutineers as necessary to carry out the provisions of this by-law
  - ⇒ Exercising such powers and performing such duties as are necessary for the administration of this by-law.
  - ⇒ Validating and announcing the results of the vote
  - ⇒ Reporting any irregularities or perceived irregularities in the electoral process to the delegates at the Annual Gathering of Members

## **II. ELECTORAL PROCESS**

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### **1. General provisions**

- a) The Assembly Chairperson shall call the roll of delegates prior to the commencement of the elections
- b) Elections for the position of President shall alternate by one year with those for the positions of Vice-President and Secretary-Treasurer
- c) Candidates must be members in good standing of the Association at the time of nomination
- d) Candidates who are employees of the Association must be on leave of absence without pay at least thirty days prior to the commencement of the Annual Gathering of Members
- e) Only delegates may vote in elections
- f) Each candidate shall be entitled to appoint a scrutineer
- g) All candidates shall abide by the Association's Code of Ethics to ensure respectful and non-violent behaviour and interaction consistent with the Association's mission.

### **2. President's position**

The election of the President is provided for in the QNW Protocol on the Election to the Presidency.

### **3. Vice-President and Secretary-Treasurer positions**

- a) Notice shall be given electronically of the position(s) up for election and the criteria for nomination
- b) The Assembly Chairperson shall open the nomination period for the positions of Vice President and Secretary-Treasurer immediately following the acceptance by resolution of the meeting of the composition of the Election Committee and it shall remain open until the close of the day



- c) Nominators for the positions of Vice President and Secretary-Treasurer shall be allowed a maximum of two minutes to explain their reasons for nomination. A period of five minutes is allowed for speeches by the candidates. There is also a five-minute question and answer period following each speech.

### **III. COMPILATION AND VALIDATION OF RESULTS**

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1. Elections shall be held by secret ballot.
2. The ballots shall be counted by the Election Committee in the presence of the scrutineers.
3. Any irregularities, or the appearance of irregularities, observed by the scrutineers and/or the Election Committee shall be reported to the delegates by the Election Chair.
4. The candidate shall be declared elected after having obtained an absolute majority (50% plus one) of the votes. Invalid ballots shall not be counted to establish the absolute majority.
5. If no candidate for the same position obtains an absolute majority in the first ballot, the Election Chair shall declare the person with the lowest number of votes eliminated and proceed to a second ballot, and so on, until one of the candidates has obtained an absolute majority (50% plus one).
6. When a candidate has obtained an absolute majority, the Election Chair shall announce the name of the candidate to the delegates at the annual meeting.
7. After informing the delegates, the Assembly Chairperson shall ask the delegates to pass a resolution authorizing, or not, the destruction of the ballots.
8. The ballots shall be destroyed by the Election Committee immediately following the adoption of the resolution.
9. If there is only one candidate, she shall be elected by acclamation.

### **IV. CHALLENGING THE RESULTS OF AN ELECTION OR THE ELECTORAL PROCESS**

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1. If the result of an election or the electoral process is challenged, it must be challenged at the Annual Gathering of Members, prior to the adoption of a resolution authorizing the destruction of the ballots.
2. Only a defeated candidate may challenge the results of the election for the position for which she ran.
3. The defeated candidate shall inform the delegates of her reasons for contesting the election.
4. A scrutineer, a member of the Election Committee or the Election Chair may also raise an irregularity or the appearance of an irregularity in the election process.
5. Delegates shall be informed of the irregularity or appearance of irregularity by the Election Chair, or by the Assembly Chairperson if the Election Chair is involved in the irregularity.
6. The delegates then decide by resolution on one of the following solutions:
  - a) The result of the election shall stand.
  - b) The ballots must be recounted.
  - c) The entire election process for the position of the defeated candidate shall be repeated.

- d) If necessary, a new Election Committee shall be elected or a member replaced. A new scrutineer may also be appointed if necessary.

**V. END OF THE MANDATE OF THE ELECTION COMMITTEE AND SCRUTINEERS AND ANNOUNCEMENT OF THE ELECTED PERSONS TO THE MEMBERS**

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1. The mandate of the Election and Scrutineers Committee shall end following the adoption of a resolution by the delegates at the end of the election process.
2. The names of those elected shall be announced in writing to the membership following the Annual Gathering of Members.



**MINUTES**

**47th ANNUAL GATHERING OF MEMBERS**

**OF QUEBEC NATIVE WOMEN**

**February 20, 2021**

**Via Zoom**

**LIST OF DELEGATES PRESENT**  
**AT THE 2021 ANNUAL GATHERING OF MEMBERS**

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EXECUTIVE

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

ELDER

Kawennotas Sédalia Fazio

ABENAKI NATION

Florence Benedict (Representative at the Council of Elected Representatives)  
Nicole O’Bomsawin (Kukum)  
Jessica Ann Watso (Youth)  
Marie Gamelin  
Monique O’Bomsawin

ANISHINABE NATION

Françoise Ruperthouse (Representative at the Council of Elected Representatives)  
Jacqueline Kistabish (Kukum)  
Shanaya Penosway (Youth)  
Sammy Kistabish  
Ada Chevrier  
Hilda Chief

ATIKAMEKW NATION

Annick Awashish (Representative at the Council of Elected Representatives)  
Janis Ottawa  
Sonia Chachai

EEYOU NATION

Stella Masty Bearskin (Representative at the Council of Elected Representatives)  
Irene Bearskin House (Kukum)  
Alice Petawabano  
Rhonda Oblin-Cooper

House Rachel Kawapit

INNU NATION

Marie-Josée Wapistan (Representative at the Council of Elected Representatives)

Denise Jourdain (Kukum)

Fanny-Allison Mark (Youth)

Josiane Bellefleur

Gabrielle Vachon-Laurent

Mélina Mollen

MI'GMAQ NATION

Darlene Williams (Kukum)

Raven Larocque (Youth)

Valérie Hamelin

Joanna Martin

WOLASTOQIYIK WAHSIPEKUK NATION (MALISEET OF VIGER)

Laurence Maher (Representative at the Council of Elected Representatives)

Johanne Aubin (Kukum)

Lisa-Maude Aubin Bérubé (Youth)

Marie-Claude Aubin

Chantal Capistran

URBAN ENVIRONMENT

Donna Larivière (Kukum)

Christina Chachai (Youth)

Alexandra Ambroise

OBSERVERS

Michèle Audette

Anouk Cree

Marie-Marthe Malec

Danielle Viens

TEAM

Carole Bussière

Liz O'Bomsawin

Isabelle Paillé

Doreen Petiquay Barthold

Laura Rock

Léa Serier  
Livia Vitenti

## **ADOPTED AGENDA**

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Opening prayer

Introduction of the Chairperson

Call of the delegates

Review of the assembly rules

Reading and 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 - Johanne Couture

Executive Director's Report - Carole Bussière

Assistant Director's Report - Laura Rock

Nomination and Selection of Committee Members Minutes

Presentation of staff reports

Call for delegates

Report on the Kukum/Kokom and Youth Delegate Meeting

Presentation of 2019-2020 Financial Statements by Alain Daoust, CPA

Reports from the Nations Representatives

Adoption of the 2019 minutes

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

Project on forced sterilizations of Indigenous women by Suzy Basile, Ph.D.

Miscellaneous

Adjournment and closing prayer



## **OPENING PRAYER**

Mohawk Kukum Kawennotas Sedalia Fazio opened the gathering with a prayer in the Mohawk language.

## **PRESENTATION OF THE CHAIRPERSON**

Wina Sioui, a Huron-Wendat and member of the Anishinabe community of Abitiwin, chaired the QNW assembly. She acknowledged the unceded Mohawk territory on which she is standing.

## **ROLL-CALL OF THE DELEGATES**

The Chairperson did a roll-call of delegates and confirmed that there was a quorum.

## **REVIEW OF THE RULES OF ASSEMBLY**

The Chairperson read out the procedures of the meeting and mentioned some specific rules arising from the holding of the annual gathering of members in virtual mode.

### **Resolution No. 2021-02-20 - 1 - Adoption of meeting procedures**

It was proposed to adopt the meeting procedures as read.

Moved by Florence Benedict

Seconded by Jacqueline Kistabish

Adopted unanimously

## **READING AND ADOPTION OF THE AGENDA**

The Chairperson read out the proposed agenda. The following items were added:

- Secretary-Treasurer's Report
- Report of the meeting of the Kukum/Kokom and Youth delegates

Miscellaneous remained open.

### **Resolution No. 2021-02-20 - 2 - Adoption of the agenda**

It was proposed to adopt the agenda as amended.

Moved by Monique O'Bomsawin

Seconded by Janis Ottawa

Adopted unanimously

### **READING OF THE CODE OF ETHICS**

The code of ethics adopted by the Council of Elected Women of QNW was read by the Chairperson of the assembly.

### **REPORT OF THE PRESIDENT - VIVIANE MICHEL**

QNW President Viviane Michel read out her report for the year 2020 (see pages 7 and 8).

### **REPORT OF THE VICE-PRESIDENT – MARY HANNABURG**

QNW Vice President Mary Hannaburg also read out her report for 2020 (see pages 9 and 10).

### **SECRETARY-TREASURER'S REPORT - JOHANNE COUTURE**

QNW Secretary-Treasurer Johanne Couture concluded the presentation of the reports of the QNW Executive members by also reading her report. This report was not sent to the delegates.

### **Resolution no. 2021-02-20 - 3 - Adoption of the reports of the three members of the QNW Executive**

A motion was made to adopt the reports of the three members of the QNW Executive: Viviane Michel, President, Mary Hannaburg, Vice-President, and Johanne Couture, Secretary-Treasurer.

Moved by Laurence Maher

Seconded by Nicole O'Bomsawin

Adopted unanimously

### **REPORT OF THE EXECUTIVE DIRECTOR - CAROLE BUSSIÈRE**

QNW Executive Director Carole Bussière read out her report for 2020 (see pages 12 and 13).

### **REPORT OF THE ASSISTANT DIRECTOR - LAURA ROCK**

The Assistant Director, Laura Rock, also read out her report covering the period November 1, 2019, to October 31, 2020 (see page 14).

**Resolution no. 2021-02-20 - 4 - Adoption of the reports of the QNW Executive Director and the Assistant Director**

A motion was made to adopt the reports of the Executive Director, Carole Bussière, and the Assistant Executive Director, Laura Rock, for the year 2020.

Moved by Gabrielle Vachon-Laurent  
Seconded by Chantal Capistran  
Adopted unanimously

QNW President Viviane Michel thanked Carole Bussière warmly for the 20 years she devoted to QNW, including 16 years at the Executive level. Her retirement is scheduled for June 30, 2021. Until then, she will continue her commitment and exceptional work by preparing the transition for the new Executive Director. We wish her a happy retirement.

**NOMINATION AND SELECTION OF THE MINUTES COMMITTEE MEMBERS**

**Resolution No. 2021-02-20 - 5 - Composition of the Minutes Committee**

A motion was made that the recommendation that the Minutes Committee be composed of Florence Benedict and Mary Hannaburg, for the French and English versions respectively, be endorsed.

Moved by Gabrielle Vachon-Laurent  
Seconded by Nicole O'Bomsawin  
Adopted unanimously

These two people agreed in advance to read the minutes because it would not have been possible for them to do so on the day.

**PRESENTATION OF STAFF REPORTS**

The team members reported on their respective files. These cover the period from November 1, 2019, to October 31, 2020:

- ◇ Health Coordinator: Isabelle Paillé (see pages 16 and 17)
- ◇ Coordinator, Non-violence promotion and Network of Québec Indigenous Shelters: Liz O'Bomsawin (see pages 18 and 19)

- ◇ Coordinator on the First Nations Action Plan Against Sexual Assault: Livia Vitenti (see pages 20 to 22)
- ◇ Justice and Public Security Coordinator: Léa Serier (see pages 23 to 25)

**Resolution no 2021-02-20 – 6 – Adoption of the coordinators' reports**

A motion was made that the reports of the coordinators of the following files be adopted: health, Non-violence promotion and Network of Québec Indigenous Shelters, First Nations Action Plan Against Sexual Assault, and Justice and Public Security.

Moved by Donna Larivière

Seconded by Jacqueline Kistabish

Adopted unanimously

**ROLL-CALL OF DELEGATES**

There was no new roll-call of delegates because of the quorum established at the beginning of the meeting.

**REPORT OF THE MEETING OF KUKUM/KOKOM AND YOUTH DELEGATES**

Kukum/Kokom and youth delegates met at the annual gathering. Five Nations were represented, Abenaki, Anishinabe, Innu, Mi'gmaq and Wolastoqiyik Wahsipekuk (Maliseet of Viger), as well as the urban environment. Delegate Jacqueline Kistabish was elected to the QNW Council of Elected Representatives as the Kukum/Kokom representative, and Denise Jourdain was elected as the assistant Kukum/Kokom representative. For the position of Youth Representative, Shanaya Penosway was elected and Jessica Ann Watso was elected as Assistant Youth Representative. Congratulations to the elected women!

**PRESENTATION OF THE 2019-2020 FINANCIAL STATEMENTS BY ALAIN DAOUST, CPA**

The financial statements as of March 31, 2020, prepared by the firm Daoust-Lajoie, CPA Inc. were tabled and summarized by auditor Alain Daoust. The year ended with a surplus of \$16,345. Revenues increased significantly from \$2,950,044 to \$3,729,758. Out of a total of 27 projects, 21 of them had part of their funding deferred to 2020-2021.

Alain Daoust invites you to read the full financial report, including the notes. The projects are detailed on pages 19 to 45.

**Resolution no. 2021-02-20 - 7 - Adoption of the financial report as of March 31, 2020**

A motion was made to adopt the financial report as at March 31, 2020.

Moved by Laurence Maher

Seconded by Gabrielle Vachon-Laurent  
Adopted unanimously

**Resolution no. 2021-02-20 - 8 - Appointment of the auditing firm**

A motion was made to endorse the recommendation of the Council of Elected Representatives to reappoint the firm of Daoust-Lajoie, CPA inc. for the QNW audit for the 2020-2021 fiscal year.

Moved by Gabrielle Vachon-Laurent  
Seconded by Florence Benedict  
Adopted unanimously

**REPORTS FROM THE NATIONS' REPRESENTATIVES**

The Nation Representatives on the Council of Elected Representatives reported on their activities over the past year, as well as participating in the various Council of Elected Representatives meetings and conference calls and the annual gathering:

- ❖ Françoise Ruperthouse (Anishinabe Nation): She explained that she uses a *Messenger* page to relay information. Her activities have been limited due to the pandemic and she has been participating more in remote meetings. She mentioned that activities were organized in Val-d'Or on the occasion of March 8, 2020. A ceremony was organized in September 2020 following the death of Joyce Echaquan. Indigenous women from her Nation were very shaken by the event, as this is what they themselves are experiencing at the Val-d'Or hospital. On October 4, a commemoration of missing and murdered Indigenous women was again organized using the symbolism of red dresses. It took place at the park where Sindy Ruperthouse disappeared. It was after her disappearance, and in a way thanks to her, that Indigenous women in Val-d'Or denounced police brutality against them. Françoise is also working on the implementation of the action plan against sexual assault in Pikogan and she hopes that it will be implemented in all Anishinabe communities.
- ❖ Florence Benedict (Abenaki Nation): Florence mentioned some of the activities in which she participated, including a meeting on the territory, QNW representation at the AFNQL Chiefs' Table in Gatineau, a vigil in memory of Joyce Echaquan and the missing and murdered Indigenous women in which 150 people participated. She also went to Manawan, on behalf of QNW, to support Joyce's family and gave a radio interview on systemic racism.
- ❖ Laurence Maher (Wolastoqiyik Wahsipekuk Nation - Maliseet of Viger): After one year of membership in QNW, Laurence confirmed that Maliseet women are very

happy to be part of QNW and recognize the importance of its mission. Laurence organized the first Nation Council in November 2020.

- ❖ Stella Bearskin (Eeyou Nation): Stella outlined the history and mission of the Eeyou Women's Association. The four directions identified by the Association are culture and language, empowerment, organizational development and advocacy.
- ❖ Annick Awashish (Atikamekw Nation): Annick mentioned that there were many discussions and collaborative work with the women of Manawan and Wemotaci. She also participated in various activities: meeting with students at the Cégep de Jonquière to raise awareness of Indigenous realities; promotion of the holistic approach in a healing program with youth; participation in the organization of a vigil in Opitciwan following the death of Joyce Echaquan; activities on systemic racism; participation in Suzy Basile's project on midwives and childbirth. The 2nd Atikamekw Women's Gathering, which had been planned for the fall of 2020, on territory that is a historical site, had to be postponed. Annick also participates in the organization of healing activities with women in her community in order to prepare recommendations that would be addressed to women in the three Atikamekw communities: healing in natural environments for teens, men and elders; sharing circle workshops in the workplace, transmission of Atikamekw history. The general objective is to acquire knowledge and then pass it on.

Marie-Josée Wapistan (Innu Nation): Marie-Josée mentioned that there were no in-person activities due to the pandemic. On October 4, 2020, she transferred the link to honour missing and murdered Indigenous women.

There was no report submitted for the Huron-Wendat, Mi'gmaq, Mohawk and Naskapi Nations, nor for the Urban Environment.

## **ADOPTION OF THE 2019 MINUTES**

The minutes of the 46th Annual QNW Gathering, which took place on November 23 and 24, 2019, were tabled.

### **Resolution no. 2021-02-20 - 9 - Approval of the minutes of the 46th annual gathering.**

A motion was made to adopt the minutes of the 46th Annual QNW Gathering held on November 23 and 24, 2019, as presented.

Moved by Nicole O'Bomsawin

Seconded by Johanne Couture

Adopted unanimously

## **FOLLOW-UP ON THE 2019-2020 RESOLUTIONS AND ADOPTION OF THE 2020-2021 RESOLUTIONS**

### ***Follow-up to the 2019-2020 resolutions***

The follow-up on the 2019-2020 resolutions was presented by the Executive Director, Carole Bussière. The resolutions dealt with the following topics:

- ⇒ Amendment to the terms of office of the President, Vice-President, Secretary-Treasurer and elected representatives (Abenaki Nation Council resolution, see Minutes of the 2019 Annual Gathering, pages 15 and 20): the amendment has been incorporated into the Constitution.
- ⇒ Women's Summit on Climate Change (Atikamekw Nation Council resolution, see Minutes, page 13): the summit was scheduled for spring 2021, but the decision was made to postpone it due to the health crisis, so that it could be held face-to-face. In addition, the search for funding would have been extremely difficult without a guarantee that the Summit would take place.
- ⇒ Tax discrimination (Mohawk Nation Council resolution, see Minutes, page 16): also due to the health crisis, political representations to governments have been much more restricted. It is preferable for them to be made in person and so they have been postponed. More information will also be needed to ensure that all Nations are involved.
- ⇒ Promotion of non-violence and opening of shelters (Urban Environment resolution, see Minutes, pages 14 and 15): Indigenous shelters are funded by the federal government. QNW has supported shelter projects in Pikogan, Lac Simon and Odanak. There are other projects, such as those in Wemotaci and Manawan, but QNW has not yet been asked to support them.
- ⇒ Conflict Resolution (Kukum/Kokom Circle resolution, see Minutes, page 19): QNW has begun to recruit and make available people for conflict resolution and support at its events. This will be the case for the consultation on systemic racism scheduled for February 21, 2021, when psychologist Nibisha Sioui will be available.
- ⇒ Wolastoqiyik Wahsipekuk Nation (Maliseet of Viger) Women's Membership (see Minutes, page 16): the amendment was incorporated into the QNW Constitution.

### ***Adoption of 2020-2021 resolutions***

The following resolutions from the Nations and Urban Environment Councils have been proposed for 2020-2021.

### **Resolution No. 2021-02-20 - 10 - Urban Environment Council Resolution on Mandatory Training on Indigenous Issues in Québec Training Programs**

Whereas we were all deeply shaken by the death of Joyce Echaquan in inhumane and unacceptable circumstances;

Whereas there is systemic racism in Québec and the government persists in denying it;

Whereas there have been several accounts of tragic deaths and inappropriate care documented in several reports in Québec, including the report of the Commission of Inquiry into relations between Indigenous people and certain public services in Québec: Listening, Reconciliation and Progress (CERP-Commission Viens);

Whereas there is significant catching up to do in Québec in terms of awareness and knowledge of Indigenous and women's issues; and

Whereas education on Indigenous history and realities is not mandatory in health and social work programs.

A motion was made that QNW meet with the Ordre des infirmières et infirmiers du Québec, the Ordre des travailleurs sociaux du Québec, the Collège des médecins and the Fédération des enseignantes et enseignants du Québec in order to make them aware of the urgent need to educate their members on Indigenous issues.

A motion was also made that QNW maintain a channel of communication with the Ordre des infirmières et infirmiers du Québec, the Ordre des travailleurs sociaux du Québec and any other order that may be identified in order to ensure that education on Indigenous issues is mandatory in Quebec training programs.

Moved by Donna Larivière  
Seconded by Alexandra Ambroise

The council of the Anishinabe Nation had adopted a resolution on the same subject and withdrew it in order to rally to that of the Urban Environment.

It was noted that the objective of the various representations should be to obtain commitments and concrete actions from the professional orders.



A motion was made to amend the resolution by replacing the last segment with the following wording " ... to ensure awareness and the implementation of a concrete action plan including mandatory education on Indigenous issues in Québec training programs. "

Those who moved and seconded the resolution agreed that this amendment be incorporated into the Urban Environment Council resolution.

The amendment and the proposal as amended were adopted unanimously.

This resolution is related to the development of an action plan against systemic racism in Québec undertaken by QNW.

**Resolution No. 2021-02-20 - 11 - Resolution of the Kukum/Kokom Circle and Youth Council on Changing the Term of Office for Kukum/Kokom and Youth Representatives**

Whereas we, the women of the First Nations of Québec, guardians of Mother Earth, support the efforts of Indigenous women to improve their living conditions;

Whereas QNW aims for equality in its mission;

Whereas the mandates of the members of the Executive and of the representatives of the Nations and the Urban Environment on the Council of Elected Women of QNW are for a period of three years

Whereas the current terms of office for the Kukum/Kokom and Youth representatives are one year

Whereas, in order to ensure a better transmission of knowledge and better training for future Kukum/Kokom and Youth representatives, a longer term would be beneficial.

It was moved that QNW provide in its Constitution that the terms of office of the Kukum/Kokom and Youth representatives be changed from one year to three years, in order to align with the terms of office of the members of the Executive and other representatives on the Council of Elected Representatives, and to allow for training of future representatives.

It was also moved that this change of mandate should apply from February 20, 2021.

Moved by Jacqueline Kistabish  
Seconded by Fanny-Allison Mark  
Adopted unanimously

**Resolution No. 2021-02-20 - 12 - Mi'gmaq Nation Council Resolution on Supporting Women to End Lateral Violence in First Nations Communities and Organizations**

Whereas the Mi'gmaq Nation believes that violence against women is not part of our culture;

Whereas the Mi'gmaq Nation requests an awareness campaign and support materials regarding the definition of lateral violence and how to address it within First Nations communities;

Whereas there is a need to create a support network to help stop lateral violence in First Nations communities.

It was moved that QNW support Indigenous women in their efforts to improve their living conditions through the promotion of non-violence, justice and equal rights.

It was also moved that QNW aim to represent and defend the interests of Indigenous women and their families and communities throughout Québec, and believing in the equal rights of Indigenous women, also aim to support them in their involvement in the communities.

Moved by Joanna Martin  
Seconded by Valérie Hamelin  
Adopted unanimously

**Resolution no. 2021-02-20 - 13 - Resolution of the Council of the Wolastoqiyik Wamsipekuk Nation (Malecite of Viger) on the Québec government's recognition of the presence of systemic racism in Québec**

Whereas Joyce Echaquan died tragically at the Joliette Hospital on September 28, 2020, following inhumane and racist treatment that words can barely describe

Whereas the women of the Wolastoqiyik Wamspekw Nation wish to support the women of the Atikamekw Nation, but also all Indigenous women who have been or will be victims of discrimination in the Québec public system

Whereas the Québec government has never recognized the fundamental problem of systemic racism following the death of our sister Joyce, despite the fact that the federal government, various Québec and national commissions of inquiry, notably the Viens Commission, and various groups and actors in the community have recognized this problem

Whereas it is essential, for Joyce's memory that we continue to be seen and heard so that real change can take place.

It was moved that QNW support the Atikamekw Nation in their efforts to have the Joyce Principle recognized by the Québec government.

It was also moved that QNW and all Nations representatives collectively sign a letter addressed to the Premier of Québec and to the Minister of Indigenous Affairs in order to pursue and increase the pressure for the recognition of systemic discrimination in Québec.

Moved by Laurence Maher  
Seconded by Marie-Claude Aubin  
Adopted unanimously

### **PROJECT ON FORCED STERILIZATION OF INDIGENOUS WOMEN BY SUZY BASILE, Ph. D**

Suzy Basile presented the research project on free and informed consent and imposed sterilization of Indigenous women in Québec. The imposition of sterilization is based on the ideology of eugenics developed at the end of the 19th century and promoted especially during the Second World War by Nazism. In 2015, Karen Stote's work showed that thousands of Indigenous women were sterilized in Canada. This resulted in a class action lawsuit filed in 2018 by over one hundred women who were ligated immediately after giving birth.

In Québec, the phenomenon has not really been documented. Also in 2018, the federal government set up a working group, but the Québec government refused to participate. The reason given by the latter is that the field is under provincial jurisdiction, but also that there are no women in Québec who have denounced the situation.

An open letter was published on February 18, 2019, to publicize the issue. A literature review was also produced. In January 2020, a national conference was held to begin documenting the situation and a working committee was set up. A collaboration agreement between UQAT and the FNQLHSSC was concluded on the research project.

The research team has just obtained ethical certification and is currently preparing a call for testimonies from Indigenous women in Québec. The women who respond to the call will fill out a questionnaire and will then be invited to take part in an individual interview. A safety net to collect the testimonies is being prepared. It is possible that the research project could lead to a class-action suit if that is what a number of women want, but that is not its primary objective. If this were the case, the women would receive legal support.

Presentations are available upon request to community health and social services and to all Indigenous organizations.

It was stated that testimonies may include related issues such as obstetric violence, for example forced contraception and events related to procedures where women were pressured by the medical profession. The appeal will need to explain what obstetric violence is by way of examples. Several victims in Canada have died and testimonies of deceased women can also be collected through the voices of third parties.

## **MISCELLANEOUS**

There are no points in miscellaneous.

## **ADJOURNMENT AND CLOSING PRAYER**

### **Resolution no. 2021-02-20 - 14 - Adjournment of the meeting**

It was proposed that the meeting be adjourned at 4:45 pm.

Moved by Viviane Michel

Adopted unanimously

Mohawk Kawennotas Kukum Sedalia Fazio offers the closing prayer.

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Viviane Michel, President

*Minutes taken 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

# **REVISED FAQ CONSTITUTION AND BY-LAWS PROJECT:**

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	<b>Chapter 1 – General Provisions</b>
<b>Article 1 – Name</b>	<p>The Association’s name is QUEBEC NATIVE WOMEN INC. - FEMMES AUTOCHTONES DU QUÉBEC INC., hereafter referred to as "the Association".</p> <p>Its acronym is: FAQ-QNW.</p>
<b>Article 2 – Definitions</b>	<p>This Constitution uses the words below as follows:</p> <p><b>Circle of Kukums:</b> 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><b>Nation or Group Council:</b> Formerly the General Council of a Nation or Group.</p> <p><b>Group:</b> A group comprising aboriginal youth, elders, and women living in urban centres, or employees.</p> <p><b>Kukum/kokum:</b> 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><b>Nation:</b> The Nation of origin of FAQ-QNW members: Abnaki Anishinabe, Atikamekw, Eeyou, Huron-Wendat, Innu, Maliceet, Mi’gmaq, Mohawk, Naskapi, and Wolastoqiyik Wahsipekuk (Maliceet from Viger).</p> <p><b>Annual Gathering of Members:</b> Formerly the Annual General Assembly.</p> <p><b>Elected Council:</b> Formerly the Board of Directors.</p> <p><b>Gathering of Members:</b> Any general assembly of members.</p> <p><b>Representative:</b> Formerly Director.</p> <p><b>Assistant representative:</b> Formerly Assistant Director.</p>

<b>Article 3 – Mission</b>	<p>The Association supports Aboriginal women in their efforts to better their living conditions through the promotion of non-violence, justice, equal rights and health.</p> <p>The Association also supports women in their commitment to their communities.</p> <p>The Association declares itself to be non-partisan in its activities.</p>
<b>Article 4 – Objectives</b>	<p>4.1 Defend, under all circumstances, the interests and rights of all First Nations women in Quebec and Labrador: First Nations, Métis and Inuit women.</p> <p>4.2 Coordinate their efforts to promote common interests and the rights of Aboriginal women through collective action.</p> <p>4.3 Continue to look for ways to enable the Association to better carry out its mission.</p> <p>4.4 Undertake actions and activities that educate, train, inform, build awareness with and mobilize Aboriginal women in order boost interest and participation in maintaining and strengthening their cultural practices and to help them occupy their rightful place in society.</p> <p>4.5 Cooperate with other organizations whose objectives align with the Association’s mission.</p> <p>4.6 Enter into agreements with any government authority in order to pursue the objectives of the Association.</p> <p>4.7 Obtain, via public fundraising campaigns, funds and other assets for charitable causes described in the Association’s letters patent.</p> <p>4.8 Receive donations, gifts and other such contributions in the forms of cash, securities and real estate and administer said donations, gifts and contributions; organize fundraising campaigns to raise money for charitable causes described in the Association’s letters patent.</p>
<b>Article 5 – Territory and Origin of Members</b>	<p>The Association’s activities shall be carried out in Quebec.</p> <p>Members are from the Abnaki, 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>
<b>Article 6 – Head Office</b>	<p>The head office is located in Kahnawake.</p>

<p><b>Article 7 – Working Languages</b></p>	<p>The Association is a bilingual organization that works in the two official languages of Canada, but it encourages its members to hold meetings in one or more Aboriginal languages.</p>
<p><b>Article 8 – Organizational Chart</b></p>	<p>There is a copy of the organizational chart at the end of the Constitution; it defines the make-up of the Association.</p>
	<p><b>Chapter 2 – Members</b></p>
<p><b>Article 9 – Member Categories</b></p>	<p><b>9.1 Members</b> Any woman of Aboriginal origin who is at least 18 years of age and resides in Quebec.  This member category includes elders, meaning women age 55 or older.</p> <p><b>9.2 Junior Members</b> Any woman of Aboriginal origin who is 16 or 17 years of age and resides in Quebec.</p> <p><b>9.3 Members from Outside Quebec</b> Any woman of Aboriginal origin who is originally from Quebec, but who is currently living outside Quebec.  However, she cannot be a member of another provincial organization of Aboriginal women.</p> <p><b>9.4 Friend Members and Friends</b> Any woman, man or organization that supports the Association’s mission and objectives.</p> <p><b>9.5 Honorary Members</b> The ex-Presidents of the Association.</p>
<p><b>Article 10 – Member Rights</b></p>	<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</p>

	<p>Annual Gathering of Members only have the right to speak; only delegates may vote.</p> <p>Member Friends and other friends do not have the right to speak or vote at Nations Councils or at the Annual Gathering of Members; they shall only be allowed to observe.</p> <p>All members are equal and no person shall be discriminated against due to their age, language, religion or sexual orientation.</p> <p>In addition, the categories set forth in the <i>Indian Act</i> that are opposed by the Association shall not be used to discriminate against members.</p>
<b>Article 11 – Membership Application Procedure</b>	<p>A membership application must be submitted to become a member or renew one’s membership for all member categories.</p> <p>Junior member applications must be submitted with the consent of one parent or legal guardian.</p> <p>Members shall receive a membership card upon request.</p>
<b>Article 12 – Failure to comply with the Constitution or the code of ethics</b>	<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>
<b>Article 13 – Fees</b>	<p>Fee amounts and due dates may be determined by the Elected Council.</p> <p>Fees are payable to the Association and must be submitted with a membership application for the appropriate category.</p> <p>Fees may also be paid annually or in a lump sum to cover four consecutive years.</p>
	<b>Chapter 3 – Elected Council</b>
<b>Article 14 – Powers and Responsibilities</b>	<p>The Elected Council administers the Association’s affairs.</p> <p>In general, it exercises all powers except those belonging to members, and may take any action that the Association is authorized to take in accordance with the law, its letters patent and its Constitution.</p> <p>Specifically, the Elected Council has the power and responsibility to:</p> <ul style="list-style-type: none"> <li>a) enter into a contract on behalf of the Association, in accordance with the law.</li> <li>b) create and abolish any committee and define its mandates.</li> </ul>

	<p>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> <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>
<p><b>Article 15 – Composition of the Elected Council</b></p>	<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"> <li>• Ten (10) representatives from the Abnaki, Anishinabe, Atikamekw, Eeyou, Huron-Wendat, Innu, Mi’gmaq, Mohawk, Naskapi, and Wolastoqiyik Wahsipekuk (Maliceet from Viger) Nations;</li> <li>• One (1) representative of Aboriginal women living in an urban centre;</li> <li>• One (1) youth representative;</li> <li>• One (1) kukum/kokom representative;</li> <li>• One (1) employee representative</li> <li>• The Executive Director.</li> </ul>
<p><b>Article 16 – Representative and Assistant Representative Elections</b></p>	<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>
<p><b>Article 17 – Mandate</b></p>	<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>
<p><b>Article 18 – Assemblies and Notice</b></p>	<p>Elected Council assemblies may be convened by the President or by a representative majority.</p> <p>They may take place anywhere in Quebec. A notice of assembly addressed to each representative and specifying the date, time and location of each assembly must be sent or verbally communicated at least seven (7) days prior to the date of the assembly.</p> <p>Every notice of assembly for the Elected Council must include a provisional agenda.</p> <p>A representative's mere presence at an assembly shall constitute a waiver of notice, unless she is attending to object that the assembly was not regularly convened. Representatives may also waive the notice of assembly in writing, before or after the assembly.</p> <p>If all representatives give their consent in writing or by</p>



	<p>attending, the assembly may convene without any further notice.</p> <p>Whenever financially possible, the Elected Council shall be convened at least three (3) times a year.</p> <p>If a representative is absent, she shall automatically be replaced by her assistant.</p>
<b>Article 19 – Quorum</b>	A majority of representatives shall constitute quorum for an Elected Council assembly.
<b>Article 20 – Vote</b>	<p>Questions raised during any Elected Council assembly shall be decided upon by a majority vote of representatives in attendance. Each member of the Elected Council shall be entitled to one vote, with the exception of the employee representative, Executive Director and assistant representatives.</p> <p>The employee representative, Executive Director and assistant representatives have the right to speak.</p>
<b>Article 21 – Conflict of Interest</b>	<p>No representative may mingle the property of the Association with her own property. Representatives may not use the property of the Administration or any information they obtain by reason of their duties for their own benefit or for that of a third party, except with the express authorization granted through the passing of a resolution by the Elected Council.</p> <p>Members of the Elected Council must avoid putting themselves in a position of conflict of interest between their personal interests and their obligations to the Association.</p> <p>They shall, without delay, declare to the Association any interest they have in an enterprise that could place them in a position of conflict of interest as well as the rights they may invoke against the Association, indicating, where applicable, the nature and value of the rights or interests.</p> <p>Representatives may even, in carrying out their duties, acquire, directly or indirectly, rights in the property of the Association or enter into contracts with the Association if they immediately inform the Association, indicating the nature and value of the rights they are acquiring, and request that the fact be recorded 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</p>

	<p>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>
<p><b>Article 22 – Written Resolutions</b></p>	<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>
<p><b>Article 23 – Participation by Telephone or Electronic Device</b></p>	<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>
<p><b>Article 24 – Resignation and Withdrawal of a Member from the Elected Council</b></p>	<p>A representative shall no longer sit on the Elected Council nor shall she retain her position should she:</p> <ul style="list-style-type: none"> <li>a) tender her written resignation to the Association, effective the moment the Association receives it.</li> <li>b) cease to be a member of the Association.</li> <li>c) become deceased.</li> <li>d) be recognized as not being of sound mind.</li> <li>e) be absent from two (2) consecutive Elected Council assemblies (including meetings held by telephone or by any other electronic means) without a valid excuse, even if the assistant representative was present at one or both of the meetings. The Elected Council shall have the power to determine if the excuse is valid.</li> <li>f) declare bankruptcy.</li> <li>g) have declared bankruptcy and not been discharged from that bankruptcy when the member of the elected council applied for a position;</li> </ul>

	<p>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.</p> <p>i) be dismissed as per the dismissal procedure set out in Article 25.</p> <p>If one of these reasons applies, the representative shall tender her resignation. Otherwise, she shall be dismissed in accordance with the applicable procedure set out in Article 25 on dismissal.</p>
<p><b>Article 25 – Vacancy</b></p>	<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>
<p><b>Article 26 – Dismissal of a Member from the Elected Council</b></p>	<p>A representative who sits on the Elected Council may, at any time and for just cause, be dismissed from her duties.</p> <p>The dismissal resolution must be adopted by a two thirds (2/3) majority of delegates who are present at a special gathering called to address this matter.</p> <p>For this procedure to be valid, the rules of natural justice must be applied to the case of the representative in question:</p> <ul style="list-style-type: none"> <li>a) The right to be informed of the exact nature of the alleged act or omission;</li> <li>b) The right to be informed of the disciplinary procedure;</li> <li>c) The right to an opportunity to be heard by a competent authority and to make a full and complete defence;</li> <li>d) The right to an unbiased decision;</li> <li>e) The right to be informed of the decision and the reasons on which it is based.</li> </ul>

	<b>Chapter 4 – Executive</b>
<b>Article 27 – Powers and Responsibilities</b>	<p>The Executive shall be responsible for the administration of the Association’s current business and financial affairs.</p> <p>Provided that the Executive acts and makes decisions in accordance with the Collective Agreement, it may hire any personnel it deems necessary to carry out the Association’s affairs and activities, under the terms and conditions it deems fit, and may use the Association’s funds to pay any wage, fee or expense for personnel and for the operational costs of the Association.</p> <p>Payment of various expenses, compensation or fees of \$5,000 or more must be made in accordance with an Executive resolution.</p> <p>The three Executive members must submit written reports at Elected Council assemblies except at the one directly preceding the Annual Gathering; a written annual report must be presented at the Annual Gathering of Members.</p> <p>They must also sign the Association’s Confidentiality Agreement and its Code of Ethics.</p> <p>They shall also agree to keep confidential all discussions that take place at assemblies of the Elected Council, at the Executive level or within any other Association body, whenever necessary.</p>
<b>Article 28 – Composition</b>	<p>The Executive comprises the President, the Vice-President and the Secretary-Treasurer. If the President is English speaking, it is preferable that the Vice-President be French speaking, or bilingual, or vice-versa. If the President is bilingual, there shall be no other language preferences for candidates in other Executive positions.</p>
<b>Article 29 – Elections</b>	<p>Applications for the position of President must be submitted at least thirty (30) days before the opening of the Annual Gathering of members.</p> <p>Applications for other positions on the Executive must be submitted at the Annual Gathering of members.</p> <p>Executive members shall be elected during the Annual Gathering of Members by the delegates in attendance.</p>

	<p>The candidates must be members of the Association in good standing and be present at the assembly.</p> <p>If a Nation or group representative runs for an Executive position, she must resign before announcing her candidacy. She shall be replaced by an assistant representative. If she is not elected, she may not reclaim her position as a Nation or group representative.</p> <p>If an Executive member runs for a different Executive position, she also must first resign from the position she holds. If she is not elected, she may not reclaim her former position.</p> <p>Former Executive members who have completed 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>
<p><b>Article 30 – Mandate</b></p>	<p>Executive members are elected for a three-year (3) mandate. They may not exceed three (3) consecutive three-year (3) mandates.</p>
<p><b>Article 31 – Assemblies and Notice</b></p>	<p>The Executive shall convene assemblies at the date and time determined by the President or by two (2) other Executive members.</p>

	Executive members must be given seven (7) days advance notice.
<b>Article 32 – Quorum</b>	An Executive majority shall constitute quorum for an Executive meeting.
<b>Article 33 – Responsibilities of the President</b>	<p>a) The President shall represent the Association in all its current business, as well as any matter entrusted to her by the members or by the Elected Council. She shall be the spokesperson for the Association.</p> <p>b) She shall be the Executive Officer of the Association.</p> <p>c) She shall ensure that the Association achieves its objectives.</p> <p>d) She shall ensure that all members are able to state their requests and express their points of view.</p> <p>e) She shall execute or oversee the execution of special requests contained in resolutions adopted at the Annual Gathering of Members.</p> <p>f) She shall carry out any other duties that may be assigned to her by the Elected Council.</p> <p>g) She is an ex-officio member of all the Association’s committees.</p> <p>h) She shall preside over Elected Council assemblies.</p> <p>i) In cooperation with the Executive Director, she shall prepare meeting agendas.</p> <p>j) She shall be the signatory for all documents, whenever necessary.</p> <p>k) She can delegate some of her responsibilities to another person, except for signing documents which require the signature of the President.</p> <p>The President shall be paid a salary by the Association.</p>
<b>Article 34 – Responsibilities of the Vice-President</b>	<p>The Vice-President shall carry out the duties of the President in her absence as deemed necessary.</p> <p>She shall carry out any other duties that may be assigned to her by the Executive or the Elected Council.</p>
<b>Article 35 – Responsibilities of the Secretary-Treasurer</b>	<p>a) The Secretary-Treasurer shall keep an updated member registry.</p> <p>b) She shall send assembly notices for Elected Council assemblies and the Annual Gathering of Members, as well as any other notice issued by the Association.</p>

	<p>c) She shall sign and certify the minutes from all Elected Council assemblies and keeps a record of all the minutes.</p> <p>d) She shall keep financial records in which are entered receipts, expenses and other financial transactions carried out by or on behalf of the Association.</p> <p>e) She shall present the audited financial statements from the previous year to the Annual Gathering of Members and to the Elected Council.</p> <p>f) She shall be the signatory for all documents whenever necessary.</p> <p>g) She can delegate some of her responsibilities to another person, except for signing documents which require the signature of the Secretary-Treasurer.</p> <p>h) She shall carry out the duties of the President or the Vice-President when one or the other is not available, as necessary.</p> <p>i) She follows up on the resolutions adopted at the Annual Gathering of members.</p>
	<p><b>Chapter 5 – Representatives to the Elected Council</b></p>
<p><b>Article 36 – Responsibilities</b></p>	<p>A representative to the Elected Council shall represent her Nation or respective group (urban centre, youth, elders or employees). She shall:</p> <p>a) attend Elected Council assemblies.</p> <p>b) act as a liaison between the Elected Council and the members or employees;</p> <p>c) be responsible for organizing her Nation or Group Council;</p> <p>d) be responsible for summoning members to the Nation or Group Council and inform them about the importance of participating and getting involved;</p> <p>e) be responsible for presenting resolutions from her Nation or group to the Annual Gathering of Members;</p> <p>f) be responsible for following up on the activities of her Nation or the group she represents;</p> <p>g) give a verbal report of her activities for the Association to her Nation or group, as well as at the Annual Gathering of Members, if provided for on the agenda;</p> <p>h) report on the activities of her Nation, group or community at an assembly, at least at an Elected Council assembly;</p>

	<p>i) make sure that discussions during Elected Council assemblies or during any other Association proceeding remain confidential, as necessary;</p> <p>j) sign the Association’s Confidentiality Agreement and Code of Ethics;</p> <p>k) be responsible for defending, in all circumstances, the interests and rights of all women of Aboriginal descent in Quebec.</p> <p>Assistant representatives shall adapt and take on all of these responsibilities.</p>
	<p><b>Chapter 6 – Gatherings of Members</b></p>
<p><b>Article 37 – Annual Gathering of Members</b></p>	<p>The Association’s Annual Gathering of Members assembly shall take place in Quebec at the time, place and date set in an Elected Council resolution, in order to receive and examine financial reports and auditor reports, appoint an auditor and handle and dispose of any business that is presented.</p> <p>Any Annual Gathering of Members assembly can also be considered a special gathering in order to dispose of any business that would normally be addressed at this type of assembly.</p>
<p><b>Article 38 – Special Gathering of Members</b></p>	<p>A special Gathering of Members assembly can be convened at any time by the Elected Council.</p> <p>Every special Gathering of Members assembly shall take place in Quebec at the time, place and date set in an Elected Council resolution.</p> <p>The Elected Council shall call a special Gathering of Members assembly upon the written request of the members that explains the nature of business to be addressed and that bears the signatures of at least ten (10) percent of Association members from four (4) different Nations.</p> <p>The order of business must linked to the Association’s mission and fall within the jurisdiction of the members.</p>
<p><b>Article 39 – Notice of Assembly</b></p>	<p>A notice of assembly for each Annual Gathering of Members must be sent to members, including the delegates, at least four (4) weeks before it is held.</p> <p>Notices of special gatherings shall be issued within the timeframe set by the Elected Council.</p>



<p><b>Article 40 – Delegates</b></p>	<p>The delegates to the Annual Gathering of Members shall be elected at Nation Council and urban centre assemblies.</p> <p>The delegation from each Nation Council is composed of six (6) delegates to the Annual Gathering of Members, including:</p> <ul style="list-style-type: none"> <li>● One (1) youth</li> <li>● One (1) kukum/kokom</li> <li>● The Nation representative to the Elected Council</li> <li>● Three (3) other members from the Nation</li> </ul> <p>The delegation from the urban centre council is also composed of six (6) delegates to the Annual Gathering of Members, including:</p> <ul style="list-style-type: none"> <li>● One (1) youth</li> <li>● One (1) kukum/kokom</li> <li>● The urban centre representative to the Elected Council</li> <li>● Three (3) other members from the urban centre</li> </ul> <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>
<p><b>Article 41 – Quorum</b></p>	<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>
<p><b>Article 42 – Vote</b></p>	<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</p>

	<p>assembly shall also be entitled to a vote if they are not a Nation or urban centre delegate.</p> <p>The Chairperson at every Gathering of Members may determine the number of persons who shall act as scrutineers.</p> <p>During the assembly and before elections take place, delegates shall form an election committee. This committee shall comprise four (4) persons and exclude delegates and employees. The committee shall refer to the Election Rules in place at the time of the election.</p>
<b>Article 43 – Observers and Employees</b>	<p>The delegates shall decide at the start of each assembly if observers shall be granted the right to speak.</p> <p>Employees, whether members or not, shall all be entitled to speak.</p>
	<b>Chapter 7 – Nation Councils</b>
<b>Article 44 – Nation Councils</b>	<p>Each year, before the Annual Gathering of Members, a council shall take place in each Nation and urban centre.</p> <p>Nation Councils shall bring together the Association’s members from different Nations. The members are required to have signed or renewed their membership before the Nation council is held.</p> <p>The members themselves identify with a Nation. A member of a Nation may participate in the council of another Nation and have the right to speak, but not the right to vote. She cannot be elected as a delegate.</p> <p>If she participates in more than one Nation Council, she may not apply to become a delegate for this other Nation Council at the Annual Gathering.</p> <p>The Urban Centre Council shall bring together members living in an urban centre.</p>
<b>Article 45 – Vote</b>	<p>Unless the law provides otherwise, at any Nation Council, a resolution, in order to be adopted, must be approved by the majority of members in attendance.</p> <p>Any matter submitted to the Nation Council may be decided upon by a show of hands, a secret ballot or otherwise, at the discretion of the majority of members in attendance at the Nation Council.</p> <p>If a secret ballot is taken at a Nation Council, it shall be carried</p>

	<p>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>
<b>Article 46 – Observers</b>	<p>Members in attendance shall decide at the beginning of each Nation Council whether or not observers shall have the right to speak at the meeting.</p>
<b>Article 47 – Notice</b>	<p>Notice of each Nation Council shall be sent to members at least thirty (30) days before the council is held.</p>
<b>Article 48 – Agenda</b>	<p>At each Nation Council, the Nation representative shall give an oral presentation of its activities before the Association. In addition, members shall dispose of any other business that is presented.</p> <p>Members shall elect delegates from the Nation to the Annual Gathering of Members and elect the representative and assistant representative to the Elected Council.</p>
<b>Article 49 – Elections</b>	<p>Elections shall be held for each of the following positions:</p> <ul style="list-style-type: none"> <li>☐ A Nation or urban centre Representative to the Elected Council;</li> <li>☐ The assistant representative for a Nation or urban centre to the Elected Council;</li> <li>☐ Delegates to the Annual Gathering of Members, including one youth delegate and one kukum/kokom delegate.</li> </ul> <p>Three (3) substitute delegates shall also be elected.</p> <p>The Annual Gathering of Members delegation is composed of the following six (6) members:</p> <ul style="list-style-type: none"> <li>☐ The Nation or urban centre Representative to the Elected Council</li> <li>☐ A youth delegate</li> <li>☐ A kukum/kokom delegate</li> <li>☐ Three (3) other delegates</li> </ul> <p>To apply for one of these positions, a person must:</p> <ul style="list-style-type: none"> <li>● be a member of the Association</li> <li>● be present during elections.</li> </ul>

	<p>Exceptionally, a member may participate by telephone or electronic means, and apply for one of these positions without being physically present during the elections.</p> <p>A member who is an employee may not apply for one of these positions.</p> <p>The Nation or Urban Representative of the Council of Elected Representatives and the Assistant Representative are elected for terms of 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>
<b>Article 50 – Quorum</b>	The members in attendance shall constitute quorum for a Nation or Urban Centre Council meeting.
	<b>Chapter 8 – Youth Council</b>
<b>Article 51 – Youth Council</b>	<p>Subject to financing, the Youth Council shall meet at least twice (2) per year, including the meeting at the Annual Gathering of members.</p> <p>The majority of youth delegates constitute the quorum required for a Youth Council Meeting.</p> <p>Youth delegates from each Nation and urban centre, as well as the youth representative to the Elected Council, shall participate in the Annual Gathering of Members.</p> <p>Youth and assistant youth representatives shall be elected for a one-year (1) mandate and shall not exceed eight (8) consecutive mandates.</p>
<b>Article 52 – Age</b>	The age restriction for youth representatives to the Elected Council, for youth delegates to the Annual Gathering of Members and for youth delegates to the Youth Council is between 18 and 35.
<b>Article 53 – Responsibilities of the Youth Representative</b>	<p>a) The youth representative is the spokesperson for and represents the Youth Council.</p> <p>b) She is a member of the Association’s Elected Council.</p>

	<p>c) She shall ensure liaison between the Youth Council and the Council of Elected Representatives.</p> <p>d) She represents the Association at the Youth Council for the Native Women’s Association of Canada and the Youth Council for Assembly of First Nations for Quebec and Labrador.</p> <p>e) She may delegate the task of representation to another youth delegate.</p> <p>f) She shall work closely with the youth coordinator and with her support in the accomplishment of her responsibilities.</p> <p>g) She shall make sure that information she receives at various representations is shared with the youth delegates and she consults with them.</p> <p>h) She shall submit an annual activities report to the Youth Council as a youth representative.</p> <p>i) She shall present all the Youth Council's recommendations to the Council of Elected Representatives for approval.</p>
<p><b>Article 54 – Responsibilities of the Youth Delegates</b></p>	<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>
	<p><b>Chapter 9 – The Circle of Kukums</b></p>
<p><b>Article 55 – Circle of Kukums</b></p>	<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> <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.</p>
<p><b>Article 56 – Responsibilities of the Elder Representative</b></p>	<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>
<p><b>Article 57 – Responsibilities of the Circle of Kukums</b></p>	<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>

	<b>Chapter 10 – Administrative Provisions</b>
<b>Article 58 – Amendments to the Letters Patent, Constitution and By-Laws</b>	<p>Any amendment to the Association’s letters patent, the Constitution or by-laws must be adopted by the Elected Council.</p> <p>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>
<b>Article 59 – Banking Powers</b>	<p>Accounts may be opened at any bank or credit union selected by the Executive pursuant to approval by resolution of the Elected Council.</p> <p>Withdrawals and any other transaction concerning the Association’s bank accounts and requiring a signature shall be signed by at least two (2) signatories designated by the Elected Council.</p>
<b>Article 60 – Signature and Certification of Documents</b>	<p>Contracts and other documents that do not require the signature of a particular person must be signed by one of the following persons: the President, the Executive Director or any other person designated by resolution of the Elected Council. All contracts and other documents thus signed shall bind the Association without any other authorization or formality.</p>
<b>Article 61 – Borrowing Powers</b>	<p>The Elected Council may, when they deem necessary, adopt a resolution to:</p> <ul style="list-style-type: none"> <li>a) borrow money on the credit of the Association, put up its future and present assets for collateral and repay the amount borrowed;</li> <li>b) buy, sell and rent any asset or right in the name of the Association;</li> </ul>

	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.
<b>Article 62 – Financial Year</b>	The Association’s financial year shall begin on April 1 and conclude on March 31 of the following year.



**AMENDMENTS TO THE QNW CONSTITUTION PRESENTED FOR RATIFICATION AT THE ANNUAL GATHERING OF DECEMBER 2021:**

<b>In Effect</b>	<b>Proposed Changes and Additions</b>	<b>Comments</b>
<p><b>Chapter 3 – Elected Council</b></p>		
<p><b>Article 17 – Mandate</b></p> <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</p>	<p><b>Article 17 – Mandate</b></p> <p>Representatives shall be elected for a three-year (3) mandate and for a maximum of three (3) consecutive mandates.</p> <p><u>A third</u> of them shall be elected each year.</p> <p>Assistant representatives shall be elected for a three-year (3) mandate and not exceed three (3) consecutive mandates.</p> <p>Une ex-membre du conseil des élus qui a complété trois (3) mandats consécutifs de trois (3) ans devra laisser s'écouler deux (2) ans avant de se présenter à nouveau à tout poste au conseil des élus.</p> <p>Ex-members of the Elected Council who have completed three (3) consecutive three-year (3) terms must wait two (2) years before applying for any position on the Elected Council.</p>	<p>The terms of office for youth and Kukum/Kokom representatives are extended from one year to three years. The terms of office of the other representatives on the Elected Council are already of this duration.</p> <p>As the terms of office for the women representatives are three years, one third should be elected each year to ensure that the Elected Council rotates.</p>

<p>wait two (2) years before applying for any other position on the Elected Council.</p>	<p><b>Article 25 – Vacancy</b></p> <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><del>Otherwise, the Elected Council may appoint another member of the Association to fill the vacant position.</del></p> <p>In this case, the appointed person shall hold the position until the next Gathering of Members.</p>	<p><b>Article 25 – Vacant position</b></p> <p>Every representative position that has been declared vacant <u>must</u> be filled.</p> <p>Si une représentante adjointe a été élue et qu'elle accepte, elle est désignée par résolution pour occuper le poste vacant.</p> <p><u>Otherwise the relevant Council of Nations, Urban Council, Youth Council or Kukum Circle meets to elect its new representative.</u></p> <p>In this case, the appointed person shall hold the position until the next Gathering of Members.</p>	<p>Proposal to amend the procedure for appointing a representative to the Council of Elected Women Representatives during a term of office if the assistant representative is unable to replace her until the end of the term.</p>
<p><b>Chapter 4 – Executive</b></p>		<p><b>Article 33 – Responsibilities of the President</b></p> <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>Three additions to the President's responsibilities, the last one as outgoing President.</p>
<p><b>Article 33 – Responsibilities of the President</b></p> <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>Article 33 – Responsabilités de la présidente</b></p> <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</p>	<p>Three additions to the President's responsibilities, the last one as outgoing President.</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</p>	<p>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><u>l) She ensures that information on the Association's priority issues is communicated regularly to the Vice-President in order to keep her adequately informed.</u></p>	
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<p>Association.</p>	<p>m) She helps to analyze and resolve conflicts that may arise within the Association. The President shall be paid a salary by the Association. The outgoing President shall transfer her files to the new President within a maximum of thirty (30) working days.</p>	
<p><b>Article 34 – Responsibilities of the Vice-President</b></p> <p>The Vice-President shall carry out the duties of the President in her absence as deemed necessary. She shall carry out any other duties that may be assigned to her by the Executive or the Elected Council.</p>	<p><b>Article 34 – Responsibilities of the Vice-President</b></p> <p>The Vice-President shall carry out the duties of the President in her absence as deemed necessary. She shall carry out any other duties that may be assigned to her by the Executive or the Elected Council.</p> <p>She is regularly informed about the Association's priority issues.</p>	<p>An addition to the Vice President's responsibilities.</p>
<p><b>Chapter 8 – Youth Council</b></p>		
<p><b>Article 51 – Youth Council</b></p> <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><b>Article 51 – Youth Council</b></p> <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 terms of office of the youth representative and the assistant youth representative are extended from one year to three years. The terms of office of the other representatives on the Elected Council are already of this duration.</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 <del>one</del><sup>(1)</sup> mandate and shall not exceed <del>eight</del><sup>(8)</sup> consecutive mandates.</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 <u>three-year</u> (3) term and shall not exceed <u>three</u> (3) consecutive terms.</p>	
<p><b>Chapter 9 – The Circle of Kukums</b></p>		
<p><b>Article 55 – Circle of Kukums</b></p> <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> <p>The Kukum/Kokom Representative and the Assistant Kukum/Kokom Representative shall be elected for a term of <del>one</del><sup>(1)</sup> year</p>	<p><b>Article 55 – Circle of Kukums</b></p> <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> <p>The Kukum/Kokom Representative and the Assistant Kukum/Kokom Representative shall be elected for a <u>three-year</u> (3) term and shall</p>	<p>The terms of office of the Kukum/Kokom representative and the assistant Kukum/Kokom representative are extended from one year to three years. The terms of office of the other representatives on the Elected Council are already of this duration.</p>

and shall not exceed eight ~~(8)~~ consecutive terms.

not exceed three (3) consecutive terms.





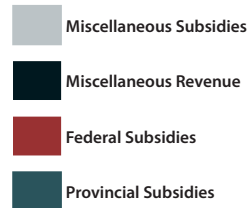
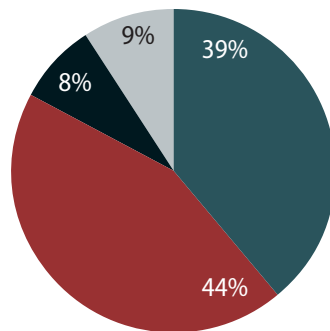




# Financial Report

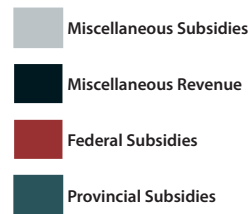
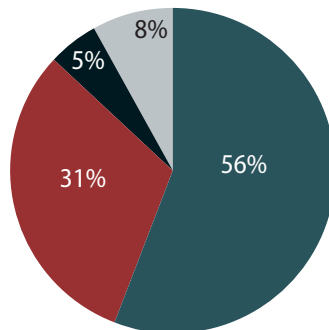


## Revenue 2020-2021



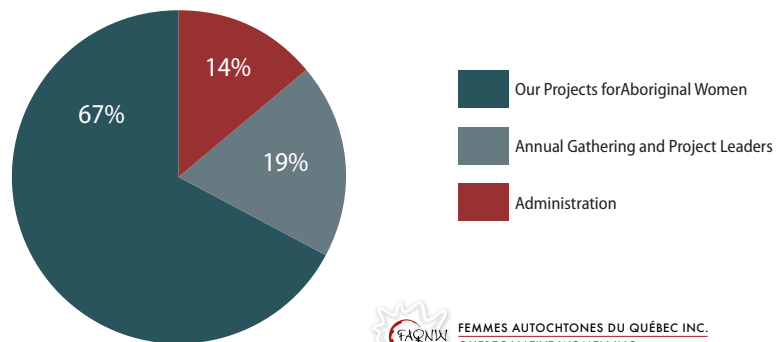
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QUEBEC NATIVE WOMEN INC.

## Revenue 2019-2020



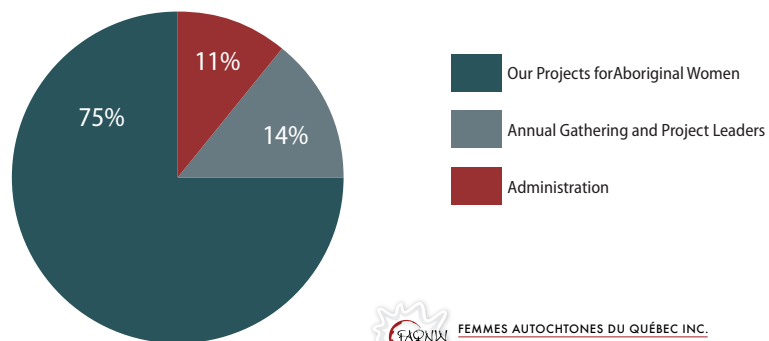
FEMMES AUTOCHTONES DU QUÉBEC INC.  
QUEBEC NATIVE WOMEN INC.

## Expenses 2020-2021



FEMMES AUTOCHTONES DU QUÉBEC INC.  
QUEBEC NATIVE WOMEN INC.

## Expenses 2019-2020



FEMMES AUTOCHTONES DU QUÉBEC INC.  
QUEBEC NATIVE WOMEN INC.

**QUEBEC NATIVE WOMEN INC.**

**FINANCIAL STATEMENTS**

**MARCH 31, 2021**

QUEBEC NATIVE WOMEN INC.  
FINANCIAL STATEMENTS  
MARCH 31, 2021

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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 balance sheet as at March 31, 2021, and the statements of operations, changes in net assets and 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, 2021 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.

Duane LaJau, CPA <sup>1</sup>

Laval (Quebec)  
August 20<sup>th</sup>, 2021

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

QUEBEC NATIVE WOMEN INC.  
STATEMENT OF OPERATIONS  
FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u> (Restated)
REVENUE		
Native Women's Association of Canada	\$ 156,393	\$ 173,305
Department of Women and Gender Equality	207,872	213,533
Ministère de la Justice Québec	60,000	60,000
Ministère de la Santé et des Services sociaux	160,000	139,150
Ministère de la sécurité publique	75,000	75,000
Ministère responsable des aînés et ministre responsable de la lutte contre l'intimidation	-	130,600
Pathy Family Foundation	-	9,044
Secrétariat à la Condition féminine	-	500,000
Secrétariat à la jeunesse	133,334	159,601
Secrétariat aux affaires autochtones	250,000	253,000
Indigenous Services Canada	541,857	514,581
Donations	118,876	77,856
Interest	1,450	398
Miscellaneous	12,738	33,046
Deferred revenue from previous fiscal year	2,139,709	1,282,751
Deferred revenue to the next fiscal year (Note 9)	<u>(2,777,677)</u>	<u>(2,139,709)</u>
TOTAL REVENUE	1,079,552	1,482,156
TOTAL EXPENSES (reported from page 3)	<u>1,062,799</u>	<u>1,465,151</u>
EXCESS OF REVENUE OVER EXPENSES BEFORE AMORTIZATION OF CAPITAL ASSETS	16,753	17,005
AMORTIZATION OF CAPITAL ASSETS	<u>(421)</u>	<u>(660)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ 16,332</u>	<u>\$ 16,345</u>



QUEBEC NATIVE WOMEN INC.  
STATEMENT OF OPERATIONS  
FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
EXPENSES		
Salaries and fringe benefits	\$ 577,662	\$ 679,436
Activities	400	2,400
Insurance	3,922	3,653
Consultant and speaker fees	148,700	84,434
Traveling expenses, accommodation and meals	8,895	329,318
Maintenance	518	2,878
Office supplies	36,967	41,243
Training fees	266	181
Management fees	59,587	74,813
Translation fees	33,613	53,854
Registration fees	50	500
Professional fees	20,842	19,883
Interest and bank charges	120	151
Equipment and hall rental	449	11,921
Rent	44,838	44,296
Advertising	63	8,952
Subsidy (E.I.F.)	50,575	47,851
Subsidy (C.R.F.)	63,703	46,090
Taxes and licenses	94	-
Telephone	<u>11,535</u>	<u>13,297</u>
TOTAL OF EXPENSES (reported to page 2)	<u>\$ 1,062,799</u>	<u>\$ 1,465,151</u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF CHANGES IN NET ASSETS  
 FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
INVESTED IN CAPITAL ASSETS		
OPENING BALANCE	\$ 1,867	\$ 2,527
Amortization of capital assets	<u>(421)</u>	<u>(660)</u>
CLOSING BALANCE	\$ 1,446 =====	\$ 1,867 =====
UNRESTRICTED		
OPENING BALANCE	\$ 189,501	\$ 172,496
Excess of revenue over expenses	16,332	16,345
Transfer from net assets invested in capital assets	<u>421</u>	<u>660</u>
CLOSING BALANCE	\$ 206,254 =====	\$ 189,501 =====

## QUEBEC NATIVE WOMEN INC.

## BALANCE SHEET

MARCH 31, 2021

## ASSETS

	<u>2021</u>	<u>2020</u> (Restated)
CURRENT ASSETS		
Cash	\$ 2,654,469	\$ 1,590,137
Accounts receivable (Note 5)	6,488	19,554
Subsidies receivable (Note 6)	572,542	958,671
Prepaid expenses	5,235	8,849
Miscellaneous deposit	<u>5,000</u>	<u>5,000</u>
	3,243,734	2,582,211
CAPITAL ASSETS (Note 7)	<u>1,446</u>	<u>1,867</u>
	<u>\$ 3,245,180</u>	<u>\$ 2,584,078</u>

## LIABILITIES

CURRENT LIABILITIES		
Accounts payable and accrued liabilities (Note 8)	\$ 148,815	\$ 253,001
Revenue received in advance	110,988	-
Deferred revenue to the next fiscal year (Note 9)	<u>2,777,677</u>	<u>2,139,709</u>
	<u>3,037,480</u>	<u>2,392,710</u>

## NET ASSETS

INVESTED IN CAPITAL ASSETS	1,446	1,867
UNRESTRICTED	<u>206,254</u>	<u>189,501</u>
	<u>207,700</u>	<u>191,368</u>
	<u>\$ 3,245,180</u>	<u>\$ 2,584,078</u>

CONTRACTUAL COMMITMENT (Note 11)

CONTINGENCIES (Note 12)

SUBSEQUENT EVENT (Note 14)

ON BEHALF OF THE BOARD


 \_\_\_\_\_, director


 \_\_\_\_\_, director

QUEBEC NATIVE WOMEN INC.  
STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 16,332	\$ 16,345
Items not involving cash:		
Amortization of capital assets	<u>421</u>	<u>660</u>
	16,753	17,005
Net changes in non-cash items related to operating activities (Note 10)	<u>1,044,442</u>	<u>365,367</u>
Net cash provided by operating activities	<u>1,061,195</u>	<u>382,372</u>
INVESTING ACTIVITIES		
Net change in advances to employee	<u>3,137</u>	<u>(2,962)</u>
Net cash provided by (used in) investing activities	<u>3,137</u>	<u>(2,962)</u>
INCREASE IN CASH	1,064,332	379,410
CASH, BEGINNING OF YEAR	<u>1,590,137</u>	<u>1,210,727</u>
CASH, END OF YEAR	<u>\$ 2,654,469</u> =====	<u>\$ 1,590,137</u> =====

QUEBEC NATIVE WOMEN INC.  
 NOTES TO FINANCIAL STATEMENTS  
 MARCH 31, 2021

1. STATUTES 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 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. Grants received when received or 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 accounted for at cost. Amortization is calculated on their respective estimated useful life using the following methods, annual rates and term:

	<u>Methods</u>	<u>Rates and term</u>
Leasehold improvements	Straight-line	5 years
Office furniture	Declining balance	20 %
Computer equipment and software	Declining balance	30 %
Phone equipment	Declining balance	20 %

QUEBEC NATIVE WOMEN INC.  
NOTES TO FINANCIAL STATEMENTS  
MARCH 31, 2021

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 assets and financial liabilities at amortized cost.

Financial assets measured at amortized cost on a straight-line basis consist of cash, advances to employee, and subsidies receivable. Financial liabilities measured at amortized cost on a straight-line basis 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, 2021

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.

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 FUTURE BENEFITS

The organization maintains a defined contribution pension plan, which provides for pension benefits for its employees. Employees contribute at a rate of 2% 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. CORRECTION ON A ERROR

The organization received a \$ 100,000 grant from the Pathy Family Foundation for the "Accompanying" project in the prior fiscal year. As of March 31, 2020, expenses totaled \$ 9,044 and revenue in the amount of \$ 90,956 was deferred to the next fiscal year. The funder has requested repayment during the current fiscal year of unspent grant funds in an amount of \$ 90,956. The figures for the prior fiscal year have been restated to reflect this correction of an error. Revenue from the Pathy Family Foundation has been decreased by \$ 90,956, grants repayable have been increased by \$ 90,956, revenue deferred to the next fiscal year has been decreased by \$ 90,956, and deferred revenue for the prior fiscal year has been decreased by \$ 90,956.

QUEBEC NATIVE WOMEN INC.  
 NOTES TO FINANCIAL STATEMENTS  
 MARCH 31, 2021

4. 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.

5. ACCOUNTS RECEIVABLE

	<u>2021</u>	<u>2020</u>
Advances to employee, without interest	\$ 1,552	\$ 4,689
Sales taxes	<u>4,936</u>	<u>14,865</u>
	<u>\$ 6,488</u>	<u>\$ 19,554</u>

6. SUBSIDIES RECEIVABLE

	<u>2021</u>	<u>2020</u>
Ministère de la Justice Québec	\$ 35,000	\$ 80,000
Ministère de la Santé et des Services sociaux	60,000	64,150
Secrétariat à la Condition féminine	30,000	540,000
Secrétariat à la jeunesse	53,334	144,954
Secrétariat aux affaires autochtones	321,500	71,500
Indigenous Services Canada	<u>72,708</u>	<u>58,067</u>
	<u>\$ 572,542</u>	<u>\$ 958,671</u>



QUEBEC NATIVE WOMEN INC.  
NOTES TO FINANCIAL STATEMENTS  
MARCH 31, 2021

7. CAPITAL ASSETS

	<u>2021</u>			<u>2020</u>
	<u>Cost</u>	<u>Accumulated amortization</u>	<u>Net value</u>	<u>Net value</u>
Leasehold improvements	\$ 20,000	\$ 20,000	\$ -	\$ -
Office furniture	45,622	44,508	1,114	1,392
Computer equipment and software	100,414	100,082	332	475
Phone equipment	<u>7,847</u>	<u>7,847</u>	<u>-</u>	<u>-</u>
	<u>\$ 173,883</u>	<u>\$ 172,437</u>	<u>\$ 1,446</u>	<u>\$ 1,867</u>

8. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	<u>2021</u>	<u>2020</u> (Restated)
Accounts payable	\$ 87,247	\$ 105,475
Salaries payable	-	1,070
Vacations payable	55,026	48,302
Government remittances	6,542	7,198
Subsidies to be repaid	<u>-</u>	<u>90,956</u>
	<u>\$ 148,815</u>	<u>\$ 253,001</u>

QUEBEC NATIVE WOMEN INC.  
NOTES TO FINANCIAL STATEMENTS  
MARCH 31, 2021

9. DEFERRED REVENUE TO THE NEXT FISCAL YEAR

	<u>2021</u>	<u>2020</u> (Restated)
"Administration" (page 16)	\$ 3,000	\$ -
"Annual Gathering and projects leader" (page 17)	189,976	58,628
"Aboriginal Sexual Assault Forum" Project (page 18)	250,650	250,650
"Health Coordinator" Project (page 19)	89,926	83,321
"Youth Coordinator" Project (page 20)	202,814	107,536
"Justice and Public Security Coordinator" Project (page 21)	282	76,960
"Women's Shelter Coordinator" Project (page 22)	22,072	-
"Awareness and prevention of domestic and family violence" Project (page 23)	52,617	33,087
"Aboriginal youth bullying prevention – based on traditional Aboriginal methods of conflict resolution" Project (page 24)	20,808	20,808
"Women's Shelter Network" Project (page 25)	158,954	92,906
"Consultation and policy development service" Project (page 26)	27,203	27,203
"My Sexuality, that's a question of respect – meeting" Project (page 29)	127,539	127,908
"Lac-à-l'épaule" Project (page 30)	22,525	-
"ASSETS Program" Project (page 31)	10,619	27,605
"Campaign to end Poverty" Project (page 32)	188,094	132,110
"Awareness and prevention of of domestic and family violence" Project (page 33)	488,530	500,000
"Missing and murdered indigenous women and girls commemoration" Project (page 35)	184,052	87,168
"Listening to the Elder NIOKOMINANAK" Project (page 36)	15,454	65,517
"Organization reinforcement QNW" Project (page 37)	204,739	186,913
"Consultation and policy development" Project (page 38)	43,805	62,184
"Environment and Sustainable Coordinator" Project (page 39)		
"Walking through the dark and into the light – Intervention guide to dealing with sexual assault" Project (page 40)	87,364	67,826
"Citizen Mobilization of Aboriginal Youth" Project (page 41)	26,267	26,267
"Fighting systemic racism" Project (page 42)	130,500	-
"AKUPITUAUN" Project (page 43)	30,000	30,000
"Meeting shelter network" Project (page 44)	72,269	75,112
"ENFFADA" Project (page 45)	31,618	-
"Legal clinic" Project (page 46)	96,000	-
	<u>\$ 2,777,677</u>	<u>\$ 2,139,709</u>

QUEBEC NATIVE WOMEN INC.  
NOTES TO FINANCIAL STATEMENTS  
MARCH 31, 2021

10. STATEMENT OF CASH FLOWS

Net change in non-cash items related to operating activities

	<u>2021</u>	<u>2020</u>
Accounts receivable	9,929	\$ 16,623
Subsidies receivable	386,129	(558,121)
Prepaid expenses	3,614	(6,900)
Miscellaneous deposit	-	(540)
Accounts payable and accrued liabilities	(104,186)	(33,609)
Revenue received in advance	110,988	-
Deferred revenue to the next fiscal year	<u>637,968</u>	<u>947,914</u>
	<u>\$ 1,044,442</u>	<u>\$ 365,367</u>

11. CONTRACTUAL COMMITMENT

The organization has signed a lease for the rental of its premises, expiring in October 2023. Total future minimum lease payments are \$ 71,653 and include the following payments over the next two years: 2022 – \$ 45,255 and 2023 – \$ 26,398.

12. CONTINGENCIES

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 reduce its net assets.

QUEBEC NATIVE WOMEN INC.  
NOTES TO FINANCIAL STATEMENTS  
MARCH 31, 2021

13. FINANCIAL INSTRUMENTS

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

Liquidity risk

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 employee and subsidies receivable.

14. 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 are 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.

15. COMPARATIVE FIGURES

For comparison purposes, some of the preceding year's accounts have been changed to conform to the presentation adopted in 2021.

## QUEBEC NATIVE WOMEN INC.

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QUEBEC NATIVE WOMEN INC.  
STATEMENT OF OPERATIONS – ADMINISTRATION  
FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Secrétariat aux affaires autochtones	\$ 250,000	\$ 250,000
Donations	3,000	1,500
Interest	-	398
Miscellaneous	<u>-</u>	<u>1,544</u>
	<u>253,000</u>	<u>253,442</u>
EXPENSES		
Salaries and fringe benefits	118,926	129,481
Activities	400	1,900
Insurance	2,150	1,834
Consultant and speaker fees	-	977
Traveling expenses, accommodation and meals	1,136	2,796
Maintenance	518	2,878
Office supplies	12,616	20,515
Training fees	-	181
Management fees	57,427	48,733
Translation fees	1,562	1,994
Registration fees	50	190
Professional fees	15,800	16,016
Interest and bank charges	120	28
Rent	28,638	35,296
Taxes and licenses	94	-
Telephone	1,554	3,058
Administrative support charged to "Women's Shelter Network" and "ENFFADA" projects ("Women's Shelter Network" and "Listening to the Elder NIOKOMINANAK" projects in 2020)	<u>(7,744)</u>	<u>(11,777)</u>
	<u>233,247</u>	<u>245,100</u>
	19,753	(658)
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(3,000)</u>	<u>-</u>
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	<u>\$ 16,753</u>	<u>\$ (658)</u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF OPERATIONS – ANNUAL GATHERING AND PROJECTS LEADER  
 FOR THE YEAR ENDED MARCH 31, 2021

	Indigenous Services Canada (1) <b>Budget</b> <u>2021</u>	Indigenous Services Canada (1) <b>Real</b> <u>2021</u>	Indigenous Services Canada (1) <b>Real</b> <u>2020</u>
<b>REVENUE</b>			
Indigenous Services Canada	\$ 320,422	\$ 320,422	\$ 320,421
Miscellaneous	-	-	6,591
Deferred revenue from previous year	<u>-</u>	<u>58,628</u>	<u>113,409</u>
	<u>320,422</u>	<u>379,050</u>	<u>440,421</u>
<b>EXPENSES</b>			
Salaries and fringe benefits	145,498	135,100	175,264
Insurance	2,705	1,772	1,819
Consultant and speaker fees	9,966	14,760	13,943
Traveling expenses and meals	90,648	5,068	110,043
Office supplies	4,814	4,387	2,724
Translation fees	23,543	21,827	30,642
Registration fees	-	-	100
Accommodation	34,671	862	37,432
Professional fees	-	1,955	3,867
Equipment and hall rental	4,948	449	2,115
Telephone	<u>3,629</u>	<u>2,894</u>	<u>3,844</u>
	<u>320,422</u>	<u>189,074</u>	<u>381,793</u>
	-	189,976	58,628
<b>DEFERRED REVENUE TO THE NEXT FISCAL YEAR</b>	<u>-</u>	<u>(189,976)</u>	<u>(58,628)</u>
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

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

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

FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Deferred revenue from previous year	\$ 250,650	\$ 250,650
EXPENSES	<u>-</u>	<u>-</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, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Ministère de la Santé et des Services sociaux	\$ 60,000	\$ -
Miscellaneous	1,730	-
Deferred revenue from previous year	<u>83,321</u>	<u>130,178</u>
	<u>145,051</u>	<u>130,178</u>
EXPENSES		
Salaries and fringe benefits	50,249	40,550
Consultant and speaker fees	50	15
Traveling expenses, accommodation and meals	-	2,185
Office supplies	1,739	956
Training fees	201	-
Translation fees	-	157
Registration fees	-	156
Rent	1,800	1,800
Telephone	<u>1,086</u>	<u>1,038</u>
	<u>55,125</u>	<u>46,857</u>
	89,926	83,321
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(89,926)</u>	<u>(83,321)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF OPERATIONS – "YOUTH COORDINATOR" PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Secrétariat à la jeunesse	\$ 133,334	\$ 133,334
Deferred revenue from previous year	<u>107,536</u>	<u>5,184</u>
	<u>240,870</u>	<u>138,518</u>
EXPENSES		
Salaries and fringe benefits	34,855	30,273
Consultant and speaker fees (recovered)	50	(12,761)
Traveling expenses, accommodation and meals	-	7,481
Office supplies	490	2,454
Translation fees	-	151
Equipment and hall rental	-	546
Rent	1,800	1,800
Telephone	<u>861</u>	<u>1,038</u>
	<u>38,056</u>	<u>30,982</u>
	202,814	107,536
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(202,814)</u>	<u>(107,536)</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, 2021

	<u>2021</u>	<u>2020</u>
<b>REVENUE</b>		
Ministère de la Justice Québec	\$ 60,000	\$ 60,000
Transfer to "Legal clinic" project ("Parenting sessions after breakup" project in 2020)	(96,000)	(5,160)
Miscellaneous	500	-
Deferred revenue from previous year	<u>76,960</u>	<u>67,384</u>
	<u>41,460</u>	<u>122,224</u>
<b>EXPENSES</b>		
Salaries and fringe benefits	20,902	18,103
Consultant and speaker fees	17,033	18,398
Traveling expenses, accommodation and meals	-	1,838
Office supplies	753	3,895
Translation fees	-	258
Rent	1,800	1,800
Telephone	<u>690</u>	<u>972</u>
	<u>41,178</u>	<u>45,264</u>
	282	76,960
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(282)</u>	<u>(76,960)</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, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Ministère de la Santé et des Services sociaux	\$ 50,000	\$ 50,000
Miscellaneous	<u>5,200</u>	<u>8,174</u>
	<u>55,200</u>	<u>58,174</u>
EXPENSES		
Salaries and fringe benefits	27,919	53,247
Consultant and speaker fees	50	420
Traveling expenses, accommodation and meals	-	2,316
Office supplies	2,471	909
Translation fees	-	2,478
Rent	1,800	1,800
Telephone	<u>888</u>	<u>1,482</u>
	<u>33,128</u>	<u>62,652</u>
	22,072	(4,478)
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(22,072)</u>	<u>-</u>
DEFICIENCY OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ (4,478)</u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF OPERATIONS – “AWARENESS AND PREVENTION  
 OF DOMESTIC AND FAMILY VIOLENCE” PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Ministère de la sécurité publique	\$ 75,000	\$ 75,000
Miscellaneous	-	683
Deferred revenue from previous year	<u>33,087</u>	<u>-</u>
	<u>108,087</u>	<u>75,683</u>
EXPENSES		
Salaries and fringe benefits	50,557	40,076
Traveling expenses, accommodation and meals	-	2,051
Office supplies	2,036	20
Translation fees	-	421
Rent	1,800	-
Telephone	<u>1,077</u>	<u>28</u>
	<u>55,470</u>	<u>42,596</u>
	52,617	33,087
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(52,617)</u>	<u>(33,087)</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, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Deferred revenue from previous year	\$ 20,808	\$ 20,808
EXPENSES	<u>-</u>	<u>-</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>	<u><u>\$ -</u></u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF OPERATIONS – "WOMEN'S SHELTER NETWORK" PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2021

	Indigenous Services Canada (1) <b>Budget</b> <u>2021</u>	Indigenous Services Canada (1) <b>Real</b> <u>2021</u>	Indigenous Services Canada (1) <b>Real</b> <u>2020</u>
<b>REVENUE</b>			
Indigenous Services Canada	\$ 70,910	\$ 70,910	\$ 73,406
Deferred revenue from previous year	<u>-</u>	<u>92,906</u>	<u>66,067</u>
	<u>70,910</u>	<u>163,816</u>	<u>139,470</u>
<b>EXPENSES</b>			
Consultant and speaker fees	6,070	50	768
Traveling expenses, accommodation and meals	42,348	-	32,703
Office supplies	5,087	178	-
Translation fees	8,938	2,080	7,364
Hall rental	5,509	-	3,225
Téléphone	404	-	-
Administrative support	<u>2,554</u>	<u>2,554</u>	<u>2,504</u>
	<u>70,910</u>	<u>4,862</u>	<u>46,564</u>
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	-	158,954	92,906
	<u>-</u>	<u>(158,954)</u>	<u>(92,906)</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, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Indigenous Services Canada	\$ -	\$ 45,645
Deferred revenue from previous year	<u>27,203</u>	<u>-</u>
	<u>27,203</u>	<u>45,645</u>
EXPENSES		
Traveling expenses and meals	-	17,442
Translation fees	<u>-</u>	<u>1,000</u>
	<u>-</u>	<u>18,442</u>
	27,203	27,203
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(27,203)</u>	<u>(27,203)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>



QUEBEC NATIVE WOMEN INC.  
STATEMENT OF OPERATIONS – "NWAC NON-RECURENT" PROJECT  
FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Deferred revenue from previous year	\$ -	\$ 9,699
 EXPENSES	 <u>-</u>	 <u>-</u>
EXCESS OF REVENUE OVER EXPENSES	 <u>\$ -</u> =====	 <u>\$ 9,699</u> =====

QUEBEC NATIVE WOMEN INC.  
STATEMENT OF OPERATIONS – "ACCOMPANYING" PROJECT  
FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u> (Restated)
REVENUE		
Pathy Family Foundation	<u>\$ -</u>	<u>\$ 9,044</u>
EXPENSES		
Traveling expenses and meals	-	1,452
Advertising	<u>-</u>	<u>7,452</u>
	<u>-</u>	<u>9,044</u>
EXCESS OF REVENUE OVER EXPENSES	<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, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Deferred revenue from previous year	\$ <u>127,908</u>	\$ <u>136,338</u>
EXPENSES		
Traveling expenses, accommodation and meals	369	8,208
Office supplies	-	32
Hall Rental	<u>-</u>	<u>190</u>
	<u>369</u>	<u>8,430</u>
	127,539	127,908
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(127,539)</u>	<u>(127,908)</u>
EXCESS OF REVENUE OVER EXPENSES	\$ <u>-</u>	\$ <u>-</u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF OPERATIONS – "LAC-À-L'ÉPAULE" PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Indigenous Services Canada	\$ 22,525	\$ -
 EXPENSES	 <u>-</u>	 <u>-</u>
	22,525	-
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(22,525)</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.  
STATEMENT OF OPERATIONS – “ASSETS PROGRAM” PROJECT  
FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Native Women’s Association of Canada	\$ 156,393	\$ 173,305
Deferred revenue from previous year	<u>27,605</u>	<u>-</u>
	<u>183,998</u>	<u>173,305</u>
EXPENSES		
Salaries and fringe benefits	52,163	45,915
Traveling expenses, accommodation and meals	411	602
Office supplies	1,481	2,060
Management fees	2,160	-
Translation fees	-	92
Registration fees	-	54
Rent	1,800	1,800
Subsidy (E.I.F.)	50,575	47,851
Subsidy (C.R.F.)	63,703	46,090
Telephone	<u>1,086</u>	<u>1,236</u>
	<u>173,379</u>	<u>145,700</u>
	10,619	27,605
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(10,619)</u>	<u>(27,605)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF OPERATIONS – "CAMPAIGN TO END POVERTY" PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Donations	\$ 60,876	\$ 76,356
Interest	1,450	-
Miscellaneous	4,808	16,054
Deferred revenue from previous year	<u>132,110</u>	<u>120,871</u>
	<u>199,244</u>	<u>213,281</u>
EXPENSES		
Salaries and fringe benefits	-	47,698
Activities	-	500
Consultant and speaker fees	2,975	-
Traveling expenses and meals	60	6,385
Office supplies	5,028	147
Management fees	-	26,080
Professional fees	3,087	-
Interest and bank charges	-	123
Telephone	<u>-</u>	<u>238</u>
	<u>11,150</u>	<u>81,171</u>
	188,094	132,110
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(188,094)</u>	<u>(132,110)</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, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Secrétariat à la Condition féminine	\$ -	\$ 500,000
Deferred revenue from previous year	<u>500,000</u>	<u>-</u>
	<u>500,000</u>	<u>500,000</u>
EXPENSES		
Consultant and speaker fees	8,000	-
Office supplies	1,670	-
Rent	<u>1,800</u>	<u>-</u>
	<u>11,470</u>	<u>-</u>
	488,530	500,000
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(488,530)</u>	<u>(500,000)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

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

FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Transfer from "Justice and Public Security Coordinator" project	<u>\$ -</u>	<u>\$ 5,160</u>
EXPENSES		
Consultant and speaker fees	-	4,159
Offices supplies	<u>-</u>	<u>1,001</u>
	<u>-</u>	<u>5,160</u>
EXCESS OF REVENUE OVER EXPENSES	<u><u>\$ -</u></u>	<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, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Department of Women and Gender Equality	\$ 96,884	\$ 103,116
Deferred revenue from previous year	<u>87,168</u>	<u>-</u>
	<u>184,052</u>	<u>103,116</u>
EXPENSES		
Traveling expenses, accommodation and meals	-	13,828
Translation fees	<u>-</u>	<u>2,120</u>
	<u>-</u>	<u>15,948</u>
	184,052	87,168
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(184,052)</u>	<u>(87,168)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

## QUEBEC NATIVE WOMEN INC.

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

FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</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>65,517</u>	<u>53,760</u>
	<u>65,517</u>	<u>226,510</u>
EXPENSES		
Salaries and fringe benefits	-	33,505
Consultant and speaker fees	50,000	50,025
Traveling expenses, accommodation and meals	-	55,058
Office supplies	-	692
Translation fees	-	5,404
Equipment and hall rental	-	5,445
Advertising	63	1,360
Telephone	-	231
Administrative support	<u>-</u>	<u>9,273</u>
	<u>50,063</u>	<u>160,993</u>
	15,454	65,517
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(15,454)</u>	<u>(65,517)</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, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Department for Women and Gender Equality	\$ 110,988	\$ 110,417
Deferred revenue from previous year	<u>186,913</u>	<u>111,559</u>
	<u>297,901</u>	<u>221,976</u>
EXPENSES		
Salaries and fringe benefits	58,436	21,873
Consultant and speaker fees	30,313	7,550
Traveling expenses and meals	75	2,852
Office supplies	1,564	2,256
Training fees	65	-
Hall rental	-	400
Rent	1,800	-
Telephone	<u>909</u>	<u>132</u>
	<u>93,162</u>	<u>35,063</u>
	204,739	186,913
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(204,739)</u>	<u>(186,913)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

## QUEBEC NATIVE WOMEN INC.

STATEMENT OF OPERATIONS – "CONSULTATION AND POLICY  
DEVELOPMENT SERVICE" PROJECT

FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Deferred revenue from previous year	\$ <u>62,184</u>	\$ <u>62,465</u>
EXPENSES		
Consultant and speaker fees	12,372	-
Traveling expenses and meals	-	281
Office supplies	1,873	-
Translation fees	<u>4,134</u>	<u>-</u>
	<u>18,379</u>	<u>281</u>
	43,805	62,184
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(43,805)</u>	<u>(62,184)</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, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Deferred revenue from previous year	\$ -	\$ 13,974
EXPENSES		
Translation fees	<u>-</u>	<u>1,532</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ 12,442</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, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Ministère de la Santé et Services sociaux	\$ 50,000	\$ 50,000
Deferred revenue from previous year	<u>67,826</u>	<u>90,405</u>
	<u>117,826</u>	<u>140,405</u>
EXPENSES		
Salaries and fringe benefits	28,555	43,451
Consultant and speaker fees	70	940
Traveling expenses, accommodation and meals	914	24,365
Office supplies	503	3,582
Translation fees	-	241
Telephone	<u>420</u>	<u>-</u>
	<u>30,462</u>	<u>72,579</u>
	87,364	67,826
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(87,364)</u>	<u>(67,826)</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, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Secrétariat à la jeunesse	\$ -	\$ 26,267
Deferred revenue from previous year	<u>26,267</u>	<u>-</u>
	26,267	26,267
EXPENSES	<u>-</u>	<u>-</u>
	26,267	26,267
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(26,267)</u>	<u>(26,267)</u>
EXCESS OF REVENUE OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF OPERATIONS – "FIGHTING SYSTEMIC RACISM" PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Indigenous Services Canada	\$ 75,000	\$ -
Donations	55,000	-
Miscellaneous	<u>500</u>	<u>-</u>
	130,500	-
EXPENSES	<u>-</u>	<u>-</u>
	130,500	-
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(130,500)</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>



QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF OPERATIONS – “AKUPITUAUN” PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Deferred revenue from previous year	\$ 30,000	\$ 30,000
EXPENSES	<u>-</u>	<u>-</u>
	30,000	30,000
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(30,000)</u>	<u>(30,000)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF OPERATIONS – “MEETING SHELTER NETWORK” PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Indigenous Services Canada	\$ -	\$ 75,112
Deferred revenue from previous year	<u>75,112</u>	<u>-</u>
	<u>75,112</u>	<u>75,112</u>
 EXPENSES		
Office supplies	18	-
Translation fees	955	-
Rent	1,800	-
Telephone	<u>70</u>	<u>-</u>
	<u>2,843</u>	<u>-</u>
	72,269	75,112
 DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(72,269)</u>	<u>(75,112)</u>
 EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.  
STATEMENT OF OPERATIONS – “ENFFADA” PROJECT  
FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Indigenous Services Canada	\$ 53,000	\$ -
EXPENSES		
Consultant and speaker fees	12,977	-
Office supplies	160	-
Translation fees	3,055	-
Administrative support	<u>5,190</u>	<u>-</u>
	<u>21,382</u>	<u>-</u>
	31,618	-
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(31,618)</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

QUEBEC NATIVE WOMEN INC.  
 STATEMENT OF OPERATIONS – “LEGAL CLINIC” PROJECT  
 FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Transfer from "Justice and Public Security Coordinator" project	\$ 96,000	\$ -
EXPENSES	<u>-</u>	<u>-</u>
	96,000	-
DEFERRED REVENUE TO THE NEXT FISCAL YEAR	<u>(96,000)</u>	<u>-</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>