

TRIPARTITE REPORT TO PMC MEETING ON JULY 5, 1995

The months of April and May of 1995 were spent trying to get the Tripartite Process back on stream. As you are well aware, the funding for the Tripartite Process had been suspended for about 1 year, and the Provincial Government had proposed a Metis Commission in place of the Tripartite Process. Negotiations and discussions were held between the Executive and the Province in an effort to convince the province to scrap their idea of a Metis Commission and start the Tripartite process again. The province finally agreed to the request from MNS and announced that they would fund the Tripartite Process to the tune of \$165,000, the amount they had targeted for the Metis Commission. The Federal Government agreed to match the Province's contribution so we have a total of \$330,000.00 of funding.

The amount available (\$330,000) is quite low compared to the other years. This has contributed to the much narrower mandate of the Tripartite Process as compared to the other years. Another contributing factor, is the insistence by the province, that we somewhat stick to the mandate of the originally proposed Metis Commission. It was felt that the funding would not be approved if we didn't stick to the Metis Commissions mandate, at least to some degree. The workplan was developed under close scrutiny of the governments. In fact, the workplan was revised numerous times to facilitate the requirements of the governments. The workplan has been finally approved and we have started the community consultation phase.

In addition to the \$330,000 provided to the MNS, the provincial and federal governments decided to provide \$45,000 each to the MWS Inc., to help facilitate their involvement in the Tripartite Process. This is different from years previous when the funding for the MWS participation was channelled through the MNS. In years previous, the MNS would contract the MWS to provide their involvement. This has changed this year and has caused some concerns such as to whether the workplans are inconsistent or not.

Basically, because of the problems in the previous years, we are starting at square one. There had not been any work done for some time and most of the work that might have been done previous to that has been hard to come by.

attachments: Budget  
Cash Flow  
Workplan  
Framework Agreement

**PROPOSED BUDGET  
FOR  
CORE TRIPARTITE PROCESS  
REVISED JUNE 06, 1995**

<b>1. <u>PERSONNEL:</u></b>		
Tripartite Director (12x\$4,000)	\$ 48,000	
Researcher (12x\$2,500)	30,000	
Secretary (12x\$1,500)	<u>18,000</u>	
	96,000	
Staff Benefits 12%	<u>11,520</u>	
	\$107,520	\$107,520.00
<b>2. <u>PERSONNEL TRAVEL:</u></b>		
Director (10x\$1,000)	\$ 10,000	
Researcher	<u>4,000</u>	
	\$ 14,000	\$ 14,000.00
<b>3. <u>PROFESSIONAL:</u></b>		
Consulting	<u>\$ 7,504</u>	\$ 7,504.00
<b>4. <u>COMMUNITY CONSULTATION:</u></b>		
12 Field Workers (12x\$2,000x4mos)	\$ 96,000	
12 Area Workshops (12x\$1,200)	14,400	
1 Provincial Workshop	<u>15,000</u>	
	\$125,400	\$125,400.00
<b>5. <u>COMMUNITY CONSULTATION TRAVEL:</u></b>		
12 Field Workers (12x\$500x3mos)	\$ 18,000	
3 Executive (3x\$1,000x3mos)	<u>9,000</u>	
	\$ 27,000	\$ 27,000.00
<b>6. <u>ADMINISTRATION COSTS:</u></b>		
Office management support	\$ 4,400	
Financial management support	4,400	
Rent (12x\$750)	9,000	
Material, supplies, postage	8,500	
Telephone/Fax	8,500	
Printing/Duplicating	8,500	
Furnishing/Equipment (lease)	4,008	
Sundry	<u>1,268</u>	
	\$ 48,576	\$ 48,576.00
<b>TOTAL</b>		<b><u>\$330,000.00</u></b>

Core Tripartite													
Category	April	May	June	July	August	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Total
Salary													
Director	4000	4000	4000	4000	4000	4000	4000	4000	4000	4000	4000	4000	48000
Researcher	2500	2500	2500	2500	2500	2500	2500	2500	2500	2500	2500	2500	30000
Secretary	1500	1500	1500	1500	1500	1500	1500	1500	1500	1500	1500	1500	18000
Benefits	960	960	960	960	960	960	960	960	960	960	960	960	11520
Travel													
Director			1500	1500	1500	1000	1000	1000	1000	500	500	500	10000
Researcher			1000	1000	1000	200	200	200	200	200			4000
Consulting							7504						7504
FldWorker			18000	24000	24000	30000							96000
Area Wksp			4800	4800	4800								14400
Prov Wksp						15000							15000
Travel													
Fld Wrker			3000	6000	6000	3000							18000
Executive			3000	3000	3000								9000
Admin													
Office Mgmt	366.67	366.67	366.67	366.67	366.67	366.67	366.67	366.67	366.67	366.67	366.65	366.65	4400
Fin support	366.67	366.67	366.67	366.67	366.67	366.67	366.67	366.67	366.67	366.67	366.65	366.65	4400
Rent	750	750	750	750	750	750	750	750	750	750	750	750	9000
Supplies	708.33	708.33	708.33	708.33	708.33	708.33	708.33	708.33	708.33	708.33	708.35	708.35	8500
Phone	708.33	708.33	708.33	708.33	708.33	708.33	708.33	708.33	708.33	708.33	708.35	708.35	8500
Printing	708.33	708.33	708.33	708.33	708.33	708.33	708.33	708.33	708.33	708.33	708.35	708.35	8500
Furnishing	334	334	334	334	334	334	334	334	334	334	334	334	4008
Sundry	105.67	105.67	105.67	105.67	105.67	105.67	105.67	105.67	105.67	105.67	105.65	105.65	1268
Total	13008	13008	44308	53308	53308	62208	21712	14208	14208	13708	13508	13508	330000 330000

Revised June 12/95

## 1995/1996 TRIPARTITE WORKPLAN

### Introduction

The Tripartite Framework Agreement was signed in February of 1993. The Metis Nation of Saskatchewan (MNS), through its legal entity, the Metis Society of Saskatchewan Inc. (MSS), received funding under the agreement from both levels of governments until the spring of 1994 when the funding was halted due to accounting irregularities. A commitment to restore the funding has been given, and as such, the MNS and the Metis Women of Saskatchewan (MWS) have devised a workplan for the coming year. Although the workplan is divided into two parts, it is a single process. Part A of this document deals with the MNS workplan, while Part B deals with the MWS workplan.

### Goals

The primary goals of the Tripartite process is to begin discussion and negotiations on the following:

- a) the restructuring and reorganization of the MNS and its affiliates in such a manner as to best facilitate the movement towards self-government.
- b) methodology and feasibility of a Metis Enumeration process designed to encompass all of the Metis of Saskatchewan.

In addition to the above goals, the Metis women have the following general goals for the Tri-Partite process:

- a) to empower Metis women to be key contributors to and key architects in shaping the self-governing structures and institutions needed to assist Metis people to overcome their marginal social and economic status in this province;
- b) to ensure that issues which affect the ability of Metis women and families to fulfil their roles as nurturers and cultural educators, are integrated into the fabric of resulting self-governing institutions.

### **PART A: MNS WORKPLAN**

#### Objectives of MNS

The MNS objectives within the Tripartite process are as follows:

- a) to utilize community involvement and participation to its

fullest potential.

b) to have meaningful discussions on the restructuring of the MNS and its relationships with its affiliates.

c) to facilitate research and documentation on potential self-government structures.

d) to identify, develop and facilitate the most feasible enumeration methodology.

e) to begin research and the preparation of self-government proposals for the Metis of Saskatchewan.

### Workplan

The 1994/1995 Tripartite workplan is divided into three phases. Each of the phases is to be distinctive and directly connected to one or more of the objectives. The process will be overseen by the Steering Committee made up of representatives from the Provincial and Federal governments and the MNS, (including the MWS).

#### a) Phase One

This is the community consultation phase. The MNS strongly believes that any change will not be meaningful and will be without merit and legitimacy unless there is community input. To this end, the MNS proposes a Community consultation phase. It will enable the Metis communities themselves to set and prioritize the Tripartite agenda. The Community consultation will be conducted within a three month period. It will be facilitated by each of the twelve area directors who will be acting as community liaison personnel in their respective areas.

In essence, this phase has already begun with a questionnaire that was distributed to the Metis communities by the Area Directors. In these questionnaires, the respondents were asked, among other things, to prioritize what they felt were important issues to be dealt with in the Tripartite process. The Community consultation phase will be somewhat of a continuation of that initiative begun with the questionnaire. While a new questionnaire is not being proposed, there will be a series of core questions prepared which will be presented to the communities for their input. The communities will be consulted on their program priorities in relation to self-government. In addition, they will be enumeration and the present structure of the MNS and its affiliates. The Area Directors will liaise with their communities on a regular basis. In addition, there is provision in the budget for a regional meeting in each of the twelve areas. These meetings will be conducted as

workshops in which the community participants will be given opportunities to voice their concerns and suggestions. Once the twelve regional meetings have been held, a provincial meeting will be set up to bring together the findings of all the regions. In this process, the Area Directors will have the assistance of the Tripartite Coordinator and the staff researcher. The Tripartite Coordinator will be present at each area meeting to lend assistance to the Area Directors.

Each of the Area Directors will provide a report of their consultations to the Tripartite Coordinator at the Tripartite office in Saskatoon. The Tripartite office in Saskatoon will prepare a comprehensive report once the twelve area reports are received. This report will identify the particular areas that the communities have communicated are their priorities. In this sense, the process will be community driven and will be endorsed by the Metis communities. It is expected that this consultation period will take place during the months of June, July, August and September of 1995. The Area Directors will concentrate on the community consultations during the first three months and they will compile their reports during the last three to four weeks of the consultation period. If the funding for the process is not in place by the first part of June, then the process will be pushed back to when the funding becomes available. A report will be prepared and presented within one month of the completion of the area consultations. The report will identify the chief concerns and priorities of the Metis communities as they have been identified by the communities.

#### b) Phase Two

The primary principle within the Tripartite process is the facilitation of meaningful discussion and research regarding Metis control and management over services and programs that affect them. This is a process designed to lead to developments in Metis self-government. With this in mind, the MNS is committed to exploring other potential organizational schemes and structures. The MNS does not rule out the possibility that any future organizational structure could be borne out of a Metis Act. The MNS fully recognizes that its present structure and relationships with its Affiliates poses some problems in attempts to realize its self-government initiatives and aspirations.

This phase will involve a detailed review of both the political and legal structures of the MNS and the MSS. While it is the Metis Society of Saskatchewan Inc. that is the legal entity, the political entity is the MNS. The different roles and responsibilities under each entity may

in some instances conflict and lead to confusion. In addition, there will be a review of the Affiliates, their structures and their relationships with the MNS. These Affiliates are: Gabriel Dumont Institute (GDI); Dumont Technical Institute (DTI); Metis Addictions Counselling of Saskatchewan Inc. (MACSI); Saskatchewan Native Economic Development Co. (SNEDCO); Saskatchewan Metis Economic Development Authority (SMEDA); Provincial Metis Housing Authority (PMHC); Metis Family and Community Justice Services (MFCJS); Metis Woman of Saskatchewan Inc. (MWS); Saskatchewan Native Communications Society (Newbreed); Metis Pathways Secretariat. Included in this review will be an examination of the operational side of the MNS. The relationship with the Urban Management Authority in Regina will be included in the review. The focus of the review will be on both the political and operational aspects of the MNS. The roles, responsibilities and relationships of all the stakeholders will be examined.

On the political side of the review, the internal relationships within the MNS will also be reviewed. This includes the relationships between:

- the members of the Executive
- the Executive and the Area Directors
- the Executive and the Locals
- the Executive and the grassroots Metis
- the Area Directors and the Locals
- the Area Directors themselves
- the Area Directors and the grassroots Metis
- the Locals themselves
- the Locals and the grassroots Metis

Within the review of the operational side, both the internal and external operations of the MNS and its Affiliates will be examined. The specific roles, responsibilities and relationships of all the participants will be assessed. The review will also include an examination of the relationships with all levels of governments and their various departments.

Alternatives to the present structures and relationships will be examined. The review of structures and relationships and the examination of alternatives will be conducted with an eye to the uniqueness of the Metis culture. Any alternatives to be examined will be assessed as to their appropriateness to the Metis and their traditions. It is expected to take anywhere from between six and ten months (if not longer) to complete. Once it has been completed, an interim report will be prepared and presented. The report will be interim in nature as this is seen as an evolving process which will continue over into

other fiscal years.

The bulk of the work will be done by the Tripartite Coordinator and the staff researcher. A portion of the work will necessarily have to be farmed out to a professional. The work on this phase will begin during the consultation phase. The first step will involve an identification of the stakeholders involved and once that is accomplished, their input will be sought. One of the first activities in this phase will be a meeting of the executive directors of all the Affiliates and the MNS in the third week of June 1995. The Tripartite Coordinator will be present at this meeting. This phase involves the bulk of the work to be done in this process.

### c) Phase Three

This phase will focus on the feasibility and possible methodologies of a Metis enumeration process. It will not be an enumeration in itself. It will only be a process designed to identify the enumeration process best suited. The MNS strongly believes in the importance of an enumeration of the Metis of Saskatchewan. An enumeration of the Metis is integral to the self-government aspirations of the MNS and as such, it is an essential element of the Tripartite process. This work will be carried out mainly by the staff researcher. A report on the findings will be prepared and distributed. This phase will be proceeding at the same time as the other phases. The work will involve looking at various enumeration models such as those contained in the MNC study.

## **PART B: MWS WORKPLAN**

### Objectives of the MWS

The specific objectives of Metis women for the Tri-partite process include the following:

- a) to consult with local chapters of the organization on both governing structures and on needed programs and services;
- b) to integrate the ideas on these Metis issues into area positions and finally into a provincial position;
- c) to work with the MNS to integrate these positions into



comprehensive positions for all Metis people;

- d) to directly participate in the three party discussions as one of the Metis representatives with particular emphasis on those matters most directly affecting women and children;
- e) to advocate and support the development of a process for early enumeration of the Metis;
- f) to ensure that Metis cultural concerns and needs are part of the discussions and an integral part of self-governing initiatives;
- g) to participate in the review of the existing Metis organizations and institutions including Metis legislative provisions, to determine strengths, weaknesses and needed modifications;

#### I. Purpose of Submission

This submission sets out a general workplan for the participation of Metis Women in the Federal/Provincial/Metis Tri-partite discussions regarding self-government for Metis people in Saskatchewan. The submission also provides:

- a) A brief historical background to the self-government aspirations of Metis people;
- b) The relationship of the Metis Women's organization to the Metis Nation of Saskatchewan;
- c) The rationale for the active participation of Metis Women through the vehicle of their own organization in the Tri-partite discussions;
- d) The specific self-governing goals and objectives of Metis women; and
- e) The financial projections both on cash flow and comprehensive basis for the utilization of the requested \$90,000 plus accompanying explanations.

#### II. Self-Government Aspirations of Metis People

In the era of the fur trade the Metis people and Metis communities were to a large degree in control of their own destiny. Communities were established and grew, self-governing institutions developed and the rules by which they governed their affairs were set down in codes such as the Laws of the prairies, the Laws of St. Laurent and the Laws of St. Albert. In other communities laws may not have been well defined but there were rules and codes of behaviour and community relationships which everyone understood and accepted. Only in the areas of trade and commerce were laws applied by the Hudson's Bay Company (HBC). These were generally accepted but when workers were not satisfied

with the conditions of their work they would strike until they won terms satisfactory to themselves. When HBC attempted to enforce their monopoly on the Metis free traders they rebelled and eventually won the right to carry on trade without interference from the HBC.

The resistance of 1869 and the resulting establishment of the province of Manitoba was an attempt by Metis people to exercise self-government. The Northwest uprising in 1885 was a similar attempt by Metis to exercise self-government. Although this resistance was crushed the desire for and the belief in self-government remained a part of the Metis culture. In the Metis culture as in most early cultures the teachers of and the conveyors of cultural morays and ideas fell to the Metis women. Therefore, even though as a matter of custom Metis women never took a leadership role; they did play a vital "behind the scenes" role. Without the women it is quite likely that the distinctive attributes of Metis cultural and the desire to be self-governing people would have faded into history.

We believe therefore, that the participation of women in formulating and adopting self-governing initiatives is crucial to the success of this undertaking. We are the eyes and ears of our communities and know what the aspirations of our people are. We are the nurturers of our children which will be both the exercises and benefactors of self-governing initiatives which we seek to achieve through the Tri-partite discussions. We will also share such gains with our children and prepare them to exercise their right to self-determination.

Since "Self-Government" is our goal we believe it is important to enter these discussions with a idea of what this concept means to use. In our view Self-Government is the process by which people manage their daily lives. This includes the control of those Institutions which are necessary to ensure that our people have access to programs, services and opportunities which will entitle them to participate fully in the economic, social and cultural life of the province while retaining, developing and enriching those cultural attributes unique to our people.

### III. The Relationship of The Metis Women's Organization to The Metis Nations of Saskatchewan

The Women's organization is affiliated with the Metis Nation (MNS). It is committed to generally support the policies and initiatives of the MNS. It does not have a mandate to function in a particular jurisdiction program area and supports all of the other programs affiliates of the MNS. The Metis women do provide a variety of voluntary services specific to the needs of Metis women. These include:

- . personal counselling and referral services for Metis

women;

- . women's support groups;
- . parenting and family violence issues workshops and services;
- . advocacy for the legal rights of women as a minority group;
- . advocacy on behalf of the needs of their children;
- . advocacy for services to deal with specific problems such as Chemical Addictions and Metis justice initiatives.

The Metis women's organization has some unique features in that the women in each area elect their own area representative and the women at the provincial meeting elect their provincial executive. We have no cross representation with the MNS and this enables us to exercise a greater degree of autonomy in terms of ideas and proposed initiatives than other MNS affiliates whose directors are in most cases appointed or ratified and mandated by the MNS. This unique structure and relationship enables the women to freely express their ideas and the needs of their families and communities as perceived from their role as women, mothers and nurturers. This is not to suggest that we will be putting forward in the Tri-partite discussions a separate agenda from that of the MNS. Our approach will be to make our positions on all self-government issues known to the MNS and to work with the MNS to integrate these into a comprehensive Metis position on the issues relating to self-government.

Our uniqueness and the fact that as women we have a legitimate stake in the outcome of the Tri-partite discussions, is further recognized and strengthened by allowing the Metis women's organization to delegate one person to be part of the MNS negotiation team.

#### IV. Why Should Metis Women Be One of the Metis Partners in the Tri-partite Process

To some degree this issue is dealt with in the introductory sections above. More specifically women make up 50% of the Metis population and in most families either as a parental partner or the head of the family bear the major responsibility for the rearing and the cultural education of Metis children. The incidence of single parent families in the Metis community is higher than for the general provincial population. This places an added responsibility on Metis women. They have both the right and the responsibility to participate in the Tri-partite discussions the purpose of which is to identify and shape the institutions of self-government on which women will be more dependent than men, to support them in their nurturing role.

We accept that the MNS is and should be the political representative and voice for all Metis people. However we also believe that Metis women must be directly involved to ensure that

the "Metis Voice" is also the voice of Metis women and children and that it accurately conveys the aspirations, problems and needs of women and children.

#### V. The Voluntary Nature of the Metis Women's Organization

The Metis women's organization is currently largely a voluntary effort by Metis women at the local, area and provincial levels. We receive no core operational money or funding for political purposes. We have in the recent past received funding for projects at various levels of the organization. Such funding was for a specific purpose and of short term duration only lasting until the project was completed. Examples include the funding received by the provincial organizations at the end of the 1994-95 fiscal year to re-structure and re-organize our provincial association. Another example is a small grant received by our Prince Albert Chapter, from the province, to design a "Head Start" program to be funded by the department of National Health and Welfare.

The time and effort expended by our provincial executive and our area preventatives is time contributed without pay. As well expenses such as travel, meeting costs and related organizational expenses are either covered by the women themselves or are paid for by funds from voluntary fund raising activities such as Bingos and raffles. Services such as advocacy, counselling, referral and support groups are all provided by volunteer women. One chapter has developed a network of short term foster homes where children can stay for a short time until a particular family crisis or emergency is resolved.

Most of the input into the Tri-partite process will be of a voluntary nature. Each area representative will receive a small honorarium and travel allowance only for the three month duration of the community consultation. Except for a part-time salary for our president and for a secretary, the rest of our provincial executive will volunteer their time to the Tri-partite process.

The Metis Women's Organization has no plans to become a major service agency. Services which are identified as part of self-government initiatives should be provided by service institutions established to plan, develop and deliver specific programs. The Metis Women's Organization will continue as a voluntary group concerned with the holistic needs of Metis women, children and families and as a community network to ensure that available programs and those in need of a service are brought together in a beneficial way. We will also continue to advocate the issues of Metis women within Metis Institutions and with local, provincial and federal governments.

#### VI. The Metis Women's Workplan For the Tri-partite Process

### a) Introduction

The Metis Women's organization has a number of local chapters and our consultation process will focus primarily at this level. At the area level we will participate in the area meetings which the MNS has planned. At the provincial level, as indicated, our president will be one of the Metis delegation participating in the Tri-partite discussions. The rationale for the distinctive process for women at the local level has been set out under part IV of this submission. In summary women have concerns about matters which affect their lives and the lives of their children which are unique to women and which generally are not dealt with in forums dominated by men. In addition the Metis consultations are planned to take place through the process of area meetings. This limits the ability of women to have input into the process at the local level. The local level consultations will provide an opportunity for women in each local chapter to identify their issues and their positions on the issues in preparation for the area meetings. This will ensure that their concerns are reflected in the positions which come forward from area meetings.

### b) Phase I

The participation of Metis women during phase I will be as follows:

- . The area representatives will meet several times with each local Chapter in their area. The initial meeting will be primarily an information meeting to discuss the purpose of the Tri-partite process, the time frame for the community consultants and to identify issues which are important to Metis women. Particular attention will be given to matters such as poverty, single parent families, family violence, Chemical Addictions and parenting skills. Other issues as raised by local women will also form part of the agenda. Women will be encouraged to meeting both formally and informally to discuss the issues and to use resources persons where needed. The area representative will be able to assist them to identify and arrange for such resource persons.
- . A second meeting will be arranged by the area representative where the comprehensive agenda will be developed and discussed. As well as issues specific to Metis women more general issues will be discussed such as:
  - what is self-government?
  - what are the program areas in which Metis need to exercise self-government?
  - who is a metis and how should they be enumerated?

- how can women proceed to ensure their issues are integrated into comprehensive Metis self-government proposals.
- . These issues will be examined in detail at the second meeting. Women will also be encouraged to meet after this meeting to further refine and develop their positions.
- . A final meeting will be held with each local chapter to revise a position paper prepared by the area representative and to further develop and refine their positions on Metis issues. Following this meeting final position papers will be completed and forwarded to the provincial president who will act as the Tri-partite Co-ordinator.

### **C) Phase II**

During phase II the Co-ordinator and the provincial executive will participate in the MNS discussion and research processes which will examine issues such as the following:

- . how should the legislative basis for Metis self-government be provided?
- . what kind of electoral process should there be?
- . how should the political organization be structured?
- . how should Metis program and services institutions be structured?
- . what should be the internal relationship between the political organization and the self-government institutions? and between the institutions.
- . what should be the relationship between the Metis political/institutional structures and other governments and mainstream agencies?, etc.

The provincial board will hold a workshop to consider these in depth and make it's positions known to the MNS. We have not as yet been informed of the exact process by which the MNS will implement Phase II. However, will seek a process in which all of our executive can participate.

The other major activity of the Metis women organization during this phase will be to integrate the position papers from the twelve areas into one comprehensive position to be presented to the MNS. When a draft of this position has been completed a one day workshop of the provincial board will be held to review, edit, amend and finalize the paper before presentation to the MNS. The development of the position paper will be the primary responsibility of the co-ordinator who will be assisted by the consultant.

### **d) Phase III**

The development of the criteria and process for the

enumeration of Metis citizens will be the major focus of this phase. A Nation must have citizens and must know who its citizens are. This is vital so it can plan its services and programs and develop the structures and policies for the delivery of programs and services. This issue will be discussed during the local consultations. Area representatives will be required to prepare a separate paper on Metis citizen identification and enumeration. The co-ordinator will be responsible to integrate these into a provincial position. A provincial board workshop of one days duration will be held to review and finalize the position of the women's organization on enumeration issues. A separate submission will be provide to the MNS on enumeration. Matters to be considered for enumeration will include the following:

- . What will be the criteria for determining who is a Metis?
- . How should enumeration be carried out and should the process be ongoing or time limited?
- . Who will maintain a permanent register of Metis citizens and how should this ongoing process be financed?

We are of the view that both the criteria for identification and the enumeration process must be flexible enough to accommodate special family circumstances and persons who for various reasons may not be able to register during the initial enumeration process.

#### VII. Time Frame For The Workplan

The workplan for the women's Tri-partite activities will be carried out according to the following schedule;

- . April and May 1995  
The Tri-partite Co-ordinator will focus on developing the Tri-partite workplan and negotiating the contribution agreements with the two levels of government. There is also ongoing liaison with the MNS to ensure that activities planned by the Metis women are consistent with those of the MNS. In addition the Co-ordinator has begun the development of a more detailed implementation plan for the activities identified above. This has included identifying agenda items for and arranging for the Strategic planning workshop, identifying and arranging for the services of a consultant, and planning for administrative support services including the employment of a secretary, office space, furnishings, equipment, supplies and related matters.
- . June 1995

A two day Strategic planning workshop will be held before the end of June involving all members of the provincial board. The workshop will focus on the following matters:

1. Identifying the process and time frame for the three month consultations including the detailed workplan;
2. Discussing implementation methods and techniques;
3. Identifying matters which should be the focus of the consultation process including:
  - issues specific to women;
  - more general issues;
  - political, organizational, institutional issues;
  - Metis enumeration (why, who, how and when).
4. Recording workshop conclusions (what to record, how to record, report writing and preparation);
5. Dealing with and finalizing Metis women's organizational issues such as executives, board, area and local Chapters roles and relationships;
6. Review in detail a proposed contract to be signed by each area representative identifying the representatives roles and responsibilities in the process and the detail of how honorariums and expenses are to be paid including the maximum re-imbusement which will be available.

June will be used to plan the consultation process in each area and to arrange with local chapters meeting dates, advertising, resource persons plus other necessary arrangements for local workshops.

During the months of June and July the plan is to hold the initial information meetings with each local Chapter in each area. The purpose and content of these meetings will be as outlined in Section VII of this report. The Tri-partite Co-ordinator plus the other three executive members will develop a plan so that one of them will be present as a resource person at each of the initial meetings.

• July 1995

During this month the second meeting identified in Section VII will be held on the agenda issues. These workshops will be of two days duration and will include hearing from both internal and external



resource persons on specific agenda matters on which the local women need more information before formulating their positions. Wherever possible resource persons will be drawn from government and voluntary agencies and from Metis or Aboriginal institutions whose services and expenses are covered by their respective employers. At this second meeting the women will also begin to formulate preliminary positions on the agenda issues. Following each meeting the area representatives will prepare a summary position paper for each Chapter. Either the Co-ordinator or another executive member will attend each meeting.

. August 1995

These position papers will be distributed to each Chapter several weeks prior to the final consultation meeting to give the Chapters time to review them and to further develop and refine their positions on the issues. A final meeting will be held with each Chapter during September where the position of each Chapter on the issue will be finalized. Someone from the provincial executive will again attend as a resource person. The area representative will be responsible to complete the reports outlining the position of each Chapter and will submit these to the Tri-partite Co-ordinator. The area representative will also be required to participate in area meetings to be conducted by MNS to bring forward the views of the women on the agenda items.

. September 1995

The provincial board will hold a second one day workshop to share their experience from the process and the feedback from local womens groups. This workshop will also examine in detail issues such as Metis legislation, Metis self-governing institutions, election processes, organizational structures and both external and internal relationships. The conclusions of this workshop will be intergrated with the feedback reported by each area representative into a comprehensive position paper to be presented to the MNS preferably at a provincial board meeting. The Tri-partite Co-ordinator with input from the consultant will spend the month of September and October 1995 developing and finalizing the position paper. They will also prepare a separate draft paper dealing with Metis enumeration issues.

The Co-ordinator and the other executive will participate in the MNS research and discussion phase of their workplan. We also emphasize at this time

that the Co-ordinator will be participating on a regular basis in the Tri-partite meetings as one of the Metis delegation. Part of this reDuring this month the second meeting identified in section VII will be held where substantiative discussions will be held on the agenda issues. These workshops will be of two days duration and will include hearing from both internal and external resource persons on specific agenda matters on which the local women need more information before formulating their positions. Wherever possible resource persons will be drawn from government and voluntary agencies and from Metis or Aboriginal institutions whose services and expenses are covered by their respective employers. At this second meeting the women will also begin to formulate preliminary positions on the agenda issues. Following each meeting the area representatives will prepare a summary position paper for each local Chapter. Either the Co-ordinator or another executive member will attend each meeting.

• October 1995

These position papers will be distributed to each Chapter several weeks prior to the final consultation meeting to give the Chapters time to review them and to further develop and refine their positions on the issues. A final meeting will be held with each Chapter during October where the position of each Chapter on the issue will be finalized. Someone from the provincial executive will again attend as a resource person. The area representative will be responsible to complete the reports outlining the position of each Chapter and will submit these to the Tri-partite Co-ordinator.

The area representative will also be required to participate in area meetings to be conducted by the MNS to bring forward the views of women on the agenda issues. The MNS has not yet established dates for their area meetings therefore, we cannot be precise on exactly when or how these meetings will fit into the consultation process with women's groups.

• November-December 1995

The provincial board will hold a second one day workshop to share their experiences from the process and the feedback from local women's groups. This workshop will also examine in detail issues such as Metis legislation, Metis self-governing institutions, election processes, organization structures and both external and internal relationships. The conclusions of this workshop will be integrated with the feedback reported by each area representative into a

comprehensive position paper to be presented to the MNS preferably at a provincial MNS board meeting. The Tri-partite Co-ordinator with input from the consultant will spend the month of November and December 1995 developing and finalizing the position paper. They will also prepare a separate draft paper dealing with Metis enumeration issues.

The co-ordinator and the other executive will participate in the MNS research and discussion phase of their Workplan. The time frames for this process has not yet been established therefore we cannot be precise as to where this will fit into our Workplan. The nature of our participation has as well still to be negotiated with the MNS. We also emphasize at this time that the co-ordinator will be participating on a regular basis in the Tri-partite meetings as one of the Metis delegation. Part of this responsibility will be to prepare to put forward Women Specific positions on the various agenda items to be discussed. The time frame and frequency for these meetings has not yet been established.

- January 1996

The Metis women will hold a third board workshop to ratify the comprehensive report on women's issues, to further develop their views on legislation and organizational issues and to consider in detail the position paper on enumeration. Following this workshop the co-ordinator will complete the work on all position papers for presentation to the MNS and for use in the Tri-partite discussions.

- February - March 1996

It is anticipated that during this period the co-ordinator and executive members where appropriate, will participate in the MNS discussions on enumeration. We believe the goal is to have agreed on enumeration criteria and on the enumeration process by the end of this fiscal year. The plan as we understand it, is to begin the enumeration process and to complete the main phase of the process by the end of fiscal 1996-97. There will need to be ongoing opportunities to register for persons missed in the initial enumeration. The mechanisms for this ongoing process should be in place by the end of March 1996.

#### VIII. Financial and Budget Exploration

- a. The Comprehensive Budget

Personnel costs include a part time salary for the

president who will act as Tri-partite co-ordinator. A part time salary for a secretary is also included. The secretary will do typing and other general office functions required for the Tri-partite process. A small travel allowance is provided for the co-ordinator, which is only expected to cover gas and service costs for an automobile. In addition a nominal amount is budgeted for a general consultant who will assist the co-ordinator as described above in this submission.

The area representatives will be paid an honorarium of \$500-per month plus a nominal travel allowance of \$183-per month. The honorarium will assist women to lower expenses such as child care, personal needs and meals and accommodations. The \$183-travel allowance will pay for gas and servicing. The monies budgeted for a provincial executive and directors workshops will cover travel, accommodations, meals plus other costs such as meeting rooms where applicable.

The monies budgeted for executive travel will cover the travel and sustenance costs of executive members to local chapter meeting, to MNS area meetings and other required travel. There is a small budget item to cover other costs related to chapter meetings such as meeting room space where necessary and refreshments. A small amount is also budgeted to obtain a consultant to assist in the planning and implementation of the strategic planning and follow up workshops.

The remaining budget items are for administrative cost associated with the Tri-partite process. These costs are based on the governments guidelines of 15% for such costs. However, some of these items such as the telephone budget may not be adequate to support the process we have outlined in this submission and we may need to make some budget modifications later in the process to accommodate these costs.

b. The Cash Flow Statement

The cash flow statement has been designed to fit the implementation processes outlined in this submission. Therefore, costs in the initial months prior to the funding agreement being signed are minimal. Since the contribution agreement will provide for three payments the initial period which covers the strategic planning workshop accounts for approximately 23% of total expenditures. The second four month period which includes all of the community consultation process accounts for approximately 58% of total planned expenditures. The final four month period accounts for the remaining 19% of expenditures.

Although the second payment makes up more than 50% of the contribution it will be important to receive at least 81% of the contribution in the first two payments since the women's organization has no other funds to cover contribution shortfalls and our ability to obtain a line of credit at the bank is very limited. Because of the delay between the end of a payment period, the submission of the progress report and the next payment a more desirable payment schedule for our organization would be an initial payment of \$35,000 covering 8 months, a second payment of \$43,000 covering 4 months and a final payment of \$12,000 covering 3 months. We understand these accounts will be split between the two levels of government and that there will be a 10% hold back on the federal contribution until the end of the fiscal period.

**TRIPARTITE REPORT**  
**Butch Durocher**

**BACKGROUND**

Although the Tripartite agreement was not signed until February of 1993 the Tripartite process was initiated in the 1992-1993 fiscal year. The process is a 3 way agreement between the Metis, Federal and Provincial governments. Initially, the agreement was to span 5 years. The process is primarily intended to facilitate negotiations leading to self-government in specific areas. The funding is initiated by the Provincial Government to which the Federal Government will match on a dollar for dollar basis.

**FUNDING**

In the 1992-1993 fiscal year, the MNS was funded a total of \$ 848,000.00 which was cost shared on 50/50 basis between the Federal and Provincial governments. The funding for the fiscal year 1993-1994 was cut back significantly from the previous year. In that year, the MNS received a total of \$ 410,000.00 for the Tripartite process. Again, the funding was cost-shared on a 50/50 basis between the Federal and Provincial governments. Unfortunately, due to various circumstances, the Tripartite process ground to a halt in May of 1994 after all funding was frozen. The MNS has not received any Tripartite funding for either of the 1994-1995 or 1995-1996 fiscal years.

**PRESENT**

The goal is now to try and get the Tripartite process up and running again. The Provincial government has suggested setting up a Metis Commission to consult with Metis people. The Commission would be established by way of an addendum to the Tripartite agreement.

It appears that the past administration had agreed to the Metis Commission and although the agreement had been ready to sign, it was not. One major concern with the Metis Commission is that it might be funded with money that should otherwise go to the Tripartite process. However, the last indication from the Province was that they were flexible about the idea and that the Metis Commission itself was not etched in stone and we should know more about the proposed Metis Commission by the end of the week (March 31, 1995).