



24 May 2003

Lutsel K'e Dene Band
P.O. Box 28
Lutsel K'e, NT X0E 1A0
Fax: (867) 370-3010

Attention: Florence Catholique, Wildlife, Lands & Environment Committee

Dear: Florence

SUBJECT: Request for Information - Lutsel K'e Community Visits

During the final day of the Mackenzie Valley Environmental Impact Review Board's Public Hearing for the Snap Lake Diamond Project you requested information on the number of community visits made by De Beers to Lutsel K'e for obtaining the socio-economic information included in the Environmental Assessment Report. You had also requested a list of the people De Beers met with, dates the meetings occurred and the type of data collected. Attached is a summary table of the socio-economic meetings for Lutsel K'e for the period of 11 March 1999 to 26 March 2001. Please note that this information was also provided in Appendix IV.1 (Community Consultation Document) of the Environmental Assessment Report.

The summary table illustrates that De Beers met with a cross section of people from Lutsel K'e including the Chief, First Nations Staff, current mine workers, mine employee spouses, social service staff, community researchers, elders and the Land and Environment Committee. The table also identifies the items addressed, De Beers' response to the item and the location of the item in the Environmental Assessment document.

If you have any questions concerning the information presented in this letter, please contact me at your convenience.



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DE BEERS
A DIAMOND IS FOREVER

Sincerely,
SNAP LAKE DIAMOND PROJECT



Robin Johnstone
Senior Environmental Manager

cc. Glenda Fratton, Environmental Assessment Coordinator, MVEIRB



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Snap Lake Diamond Project Lutsel K'e Socio-Economic Consultation Documentation

Date	Location	Community	Item	Response	Location (Section) of Item in Environmental Assessment Document
March 11, 1999	Lutsel K'e	Chief Florence Catholique, council members, Luci Sanderson and Brenda Parlee (Land and Environment Committee staff), Land and Environment Committee members including Antoine Michel, community members, for a total of over 25 attendees.	Training is a very important component of development	De Beers will work with governments and communities on training needs. Hiring commitments, and a proposed recruitment, employment and training strategy is presented in the environmental assessment	3.9.1.2, 3.9.1.3, 5.3.4.2
			Further discussions on business related matters should be with senior company staff.	Company staff with appropriate seniority will be available.	
January 26, 2000	Lutsel K'e Community Hall	20 attendees (Purpose: to introduce contractors)	Lutsel K'e needs to be full participants in development	Consultation with Lutsel K'e is on- going. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment.	3.9.1.1, 4
			Needs to be communication on how this development is going to be handled.	Consultation with Lutsel K'e is on-going. A mine management advisory committee with representation from affected communities is proposed in the environmental assessment.	3.9.1.1., 4
			Youth have to be trained and involved.	De Beers will work with governments and communities on training and education. A proposed recruitment, employment and training strategy is presented in the environmental assessment.	3.9.1.3, 5.3.4.2
			Employment and cash flow is main concern.	Hiring commitments and a proposed recruitment, employment and training strategy, and life skills training proposals are presented in the environmental assessment.	3.9.1.2, 3.9.1.3, 5.3.4.2, 5.3.4.3
			Lutsel K'e needs an office with a full- time person to co-ordinate jobs and training.	De Beers will work with the community and governments to identify job and training needs. A proposed recruitment, employment and training strategy is presented in the environmental assessment.	3.9.1.3

Date	Location	Community	Item	Response	Location (Section) of Item in Environmental Assessment Document
17 April 2000	Lutsel K'e		Young northerners should be taking jobs before southerners.	Employment commitments and a proposed recruitment, employment and training strategy that aim at increasing opportunities for Aboriginals and northerners are presented in the environmental assessment.	3.9.1.2, 3.9.1.3, 5.3.4.2
			Young guys might get fired if late once - should get a second chance.	A proposed recruitment, employment and training strategy is presented in the environmental assessment.	3.9.1.2, 5.3.4.2
			Snap Lake is in an unsettled land claim - Lutsel K'e should be first on negotiation list.	Lutsel K'e is one of the primary communities that De Beers is consulting.	4.2
			Human health and social issues are very important issues, which shouldn't be ignored.	Health and social issues are discussed in further detail in the environmental assessment.	Appendix III.7, 5.3, 11.3.3
			Youth of Lutsel K'e have many challenges getting jobs and need opportunities.	Employment commitments and a proposed recruitment, employment and training strategy that aim at increasing opportunities for Aboriginals and northerners are presented in the environmental assessment.	3.9.1.2, 3.9.1.3, 5.3.4.2
			Lutsel K'e should have an opportunity to give a presentation to the company on what the needs of the community are.	De Beers has on- going consultation with communities. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment.	3.9.1.1, 4.2, 4.3.4, Appendix IV.3
			Monitoring of the mine should be by Elders, not southerners.	Elders, youth and scientists have been involved in monitoring to date.	Appendix IV.3, 5.3.6, 14
			Need joint ventures to allow economic development.	De Beers will look at all appropriate opportunities that contribute to economic development. A northern business opportunity strategy is under development and elements of it are presented in the environmental assessment.	3.9.1.4, 5.3.4.4
			Would like winter road to go via Lutsel K'e to allow cheap prices.	This issue should be brought forward to the Government of the Northwest Territories.	

Date	Location	Community	Item	Response	Location (Section) of Item in Environmental Assessment Document
			Must train youth and have education in place.	Employment commitments and a proposed recruitment, employment and training strategy that aim at increasing opportunities for Aboriginals and northerners are presented in the environmental assessment.	3.9.1.2, 3.9.1.3, 5.3.4.2
			Lutsel K'e needs an economic development officer to achieve the training of youth.	A northern business opportunities strategy is under development; commitments on hiring, and a proposed recruitment, employment and training strategy are presented in the environmental assessment. De Beers will work with governments and communities on training.	3.9.1.2, 3.9.1.3, 3.9.1.4, 5.3.4.2
			Lutsel K'e people don't want to be labouring or cleaning but be trained for other jobs.	Employment commitments and a proposed recruitment, employment and training strategy that aim at increasing opportunities for Aboriginals and northerners are presented in the environmental assessment.	3.9.1.3, 5.3.4.2
			Southern managers don't understand culture.	De Beers will ensure appropriate cross-cultural training for all employees and support a cross cultural exchange program.	5.3.4.3.6
			Lands and environmental issues are used by government to hold back royalty benefits to communities.	This issue should be brought forward to the federal government.	
			Lutsel K'e must benefit from the mine.	A northern business opportunities strategy is under development; commitments on hiring, and a proposed recruitment, employment and training strategy are presented in the environmental assessment. De Beers will work with governments and communities on training.	3.9.1.2, 3.9.1.3, 3.9.1.4, 5.3.4.3
			Need open communication lines so that questions and concerns can be dealt with early.	De Beers will continue on-going consultation. Amine management advisory committee with representation from primary communities is proposed in the environmental assessment.	3.9.1.1, 4

Date	Location	Community	Item	Response	Location (Section) of Item in Environmental Assessment Document
			Financial help from mining would be good for the community.	A northern business opportunities strategy is under development; commitments on hiring, and a proposed recruitment, employment and training strategy are presented in the environmental assessment.	3.9.1.2, 3.9.1.3, 3.9.1.4, 5.3.4.3.4, 5.3.4.4, 5.3.4.2
			Elders should not be ignored in economic benefits. Deal with them separately as many are too old to work and get benefits from mine.	Distribution of economic benefits should be discussed in the community.	5.3.4
			Youth need employment and training.	Employment commitments and a proposed recruitment, employment and training strategy that aim at increasing opportunities for Aboriginals and northerners are presented in the environmental assessment.	3.9.1.2, 3.9.1.3, 3.9.1.4, 5.3.4.2
			Need to see data so Lutsel K'e can evaluate for themselves what the impacts will be.	Some raw data is in the environmental assessment and its appendices. Where it is impractical to include all raw data, methods, assumptions and analyses are presented so reviewers can confirm predictions and conclusions.	Appendix II.1, Appendix III.2, Appendix IX.1, Appendix IX.4, Appendix IX.5, Appendix IX.6, Appendix IX.8, Appendix IX.8, Appendix IX.10, Appendix IX.11, Appendix X.1, 7
			Northerners should be employed before southerners.	Employment commitments and a proposed recruitment, employment and training strategy that aim at increasing opportunities for Aboriginals and northerners are presented in the environmental assessment.	3.9.1.2, 5.3.4.2
			Should ensure that southerners don't use false northern addresses on resumes.	Acknowledged.	
			Need to be more meetings about establishing this mine.	De Beers continues to meet with the community on an ongoing basis. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment.	3.9.1.1, 4.2

Date	Location	Community	Item	Response	Location (Section) of Item in Environmental Assessment Document
			Jobs will be good but we also need an impact benefit agreement, joint ventures, and training.	A northern business opportunities strategy is under development; commitments on hiring, and a proposed recruitment, employment and training strategy are presented in the environmental assessment. De Beers will work with governments and communities on training.	3.9.1.2, 3.9.1.3, 3.9.1.4, 5.3.4.2, 5.3.4.4
			None of the contractors working at Snap Lake have a joint venture with Lutsel K'e.	De Beers will support northern businesses. A northern business opportunities strategy is under development and elements of it are presented in the environmental assessment.	3.9.1.4, 5.3.4.4.2
			Should bring top executives including president to town as sometimes difficult to address issues with technical people.	De Beers will continue on-going consultation. Appropriate senior staff will be available.	3.9.1.1, 4.2.2
			The company should promote the resolution of land claims issues with federal government.	Land claim issues must be resolved by the government and Aboriginal governments.	
			Community will have to spend a huge amount of money with lawyers and engineers on evaluating applications.	Some funding for community review is available through existing federal programs.	
			Need to start getting training organized.	Employment commitments and a proposed recruitment, employment and training strategy that aim at increasing opportunities for Aboriginals and northerners are presented in the environmental assessment.	3.9.1.3, 5.3.4.2
			The company should train people on site.	Training will take place at the most appropriate locations. A proposed recruitment, employment and training strategy is presented in the environmental assessment.	3.9.1.3, 5.3.4.2

Date	Location	Community	Item	Response	Location (Section) of Item in Environmental Assessment Document
			The company should contribute to society.	A northern business opportunities strategy is under development; commitments on hiring, and a proposed recruitment, employment and training strategy are presented in the environmental assessment.	3.9.1.2, 3.9.1.3, 3.9.1.4, 5.3.4
			Scholarships must not just support postsecondary education as many people do not have Grade 10, so need to support upgrading.	A proposed recruitment, employment and training strategy is presented in the environmental assessment	3.9.1.3, 5.3.4.2
			Must communicate more often with Lutsel K'e.	De Beers continues to meet with the community on an ongoing basis. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment.	3.9.1.1, 4.2
			BHP did not extend impact benefit agreement when project was extended to include more pipes- the company should avoid this.	De Beers will be negotiating agreements in good faith.	
			Lack of equipment is an obstacle to forming joint ventures.	A northern business opportunities strategy is under development and elements of it are presented in the environmental assessment.	3.9.1.4, 5.3.4.4
			More men than women got jobs from last visit by the company's contractors.	De Beers is an equal opportunity employer. A proposed recruitment, employment and training strategy is presented in the environmental assessment.	3.9.1.3, 5.3.4.2
			Many applicants to contractors received no response after submitting resume.	All resumes are now acknowledged.	
			If a good impact benefit agreement is negotiated, people will be happy.	Acknowledged.	4.2.1

Date	Location	Community	Item	Response	Location (Section) of Item in Environmental Assessment Document
			Historical artifacts should not be removed or touched if found.	Archaeological surveys have been conducted that identified the location of artifacts. De Beers will avoid locations identified as having archaeological potential. Site personnel will be trained on what to do when a historical artifact is discovered.	6.2.1, 6.2.2.2, 6.2.2.3
			Should change name of Snap Lake.	At this time, De Beers does not intend to change the name of the Snap Lake Diamond Project.	
			I feel my life is being changed by effects of mines on caribou.	Potential cumulative effects of project will be discussed in Environmental Assessment. De Beers is conducting monitoring with community participation. De Beers is involved with the cumulative effects management framework initiative.	10.4, 12.7.4
			Royalties should go to communities.	The distribution of royalties is the responsibility of the federal government.	
			The company should help us in ways other than giving money.	A northern business opportunities strategy is under development; commitments on hiring, and a proposed recruitment, employment and training strategy are presented in the environmental assessment.	3.9.1.2, 3.9.1.3, 3.9.1.4, 5.3.4
			Training and employment from the mine will reduce young people's use of drugs and alcohol.	A discussion of pre-existing conditions is found in the environmental assessment. Life skills training and family support proposals are presented in the environmental assessment.	5.2.4.2, 5.3.4.3
			If a worker dies (underground or otherwise), is there any insurance to provide for remaining members of the family.	De Beers employees will have a benefits package. De Beers has a loss control policy related to safety and is committed to ensuring the safety of all its employees.	Appendix I.1, Appendix III.7

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July 17 and 18, 2000	Lutsel K'e	Lutsel K'e Dene First Nation, Band Administrator, Drug and Alcohol Counselor, community researchers (Parlee: Marlowe), Land & Environment Committee members, Elders, Individual Band members	Important to provide people with support systems; substance abuse treatment is important but need to provide something more such as training; upgrading jobs, monitoring.	Substance abuse, consequences for employment, and mitigation measures are discussed in the environmental assessment. De Beers will work with communities and government on training needs. Hiring commitments and a proposed recruitment, employment and training strategy are presented in the environmental assessment.	5.3.4.3.1, 3.9.1.2, 3.9.1.3, 5.3.4.2
			Access to employment; availability of jobs is important.	Hiring commitments and a proposed recruitment, employment and training strategy are presented in the environmental assessment.	3.9.1.2, 3.9.1.3, 5.3.4.2
January 30, 2001	Lutsel K'e	Wildlife, Lands and Environment Committee	Lutsel K'e is looking for a participation agreement to be negotiated, and other Benefits.	De Beers will discuss these issues.	4.2.1
			Concern the government is cutting funding for the committee's research and that only companies are doing studies.	This issue should be brought forward to the federal and territorial governments.	
February 14-15, 2001	Lutsel K'e	Wildlife, Lands and Environment Committee and Elders Committee	Mine must be closed properly.	De Beers is committed to a closure that is environmentally responsible.	2.11, 3.10, Appendix III.11
			Lutsel K'e people must be involved in monitoring.	All affected communities will have the opportunity to be involved in monitoring. A mine management advisory committee with community involvement is proposed in the environmental assessment.	3.9.1.1, 5.3.6, 14
February 14-15, 2001	Lutsel K'e	Executive Assistant to Chief, Development Corporation Manager, Community Researcher, Community Health and Social Services	Primary education provided in the community is currently lacking staff and resources. High school is located outside the community and is costly.	A proposed recruitment, employment and training strategy including upgrading, is presented in the environmental assessment.	3.9.1.2, 3.9.1.3, 5.3.4.2.2, 5.3.4.2.3, 5.3.4.2.4, 5.3.4.2.5

Date	Location	Community	Item	Response	Location (Section) of Item in Environmental Assessment Document
			Housing conditions in the community are generally very poor, frequently lacking in running water, heat and plumbing.	This issue should be brought forward to the territorial government.	
			There is a very limited local market in the community: no local businesses, no amenities provided. A number of future economic plans for the community, via the Development Corporation, were suggested.	De Beers will look at all appropriate opportunities to contribute to economic development. A northern business opportunities strategy is under development and elements of it are presented in the environmental assessment.	3.9.1.4, 5.3.4.4
			Concern that current contracts with the mines have not lead to long-term employment. There needs to be a local employment officer in the community to provide up-to date information about employment to the communities. Would like a contractors list so community members can contact contractors directly, and a job listing of the types of jobs that will be available.	Potential effects on economic development are discussed in the environmental assessment, and impact management measures are outlined. Hiring commitments and a proposed recruitment, employment and training strategy and a northern business opportunities strategy (under development) are presented in the environmental assessment.	3.9.1.2, 3.9.1.3, 3.9.1.4, 5.3.4.2, 5.3.4.4

Date	Location	Community	Item	Response	Location (Section) of Item in Environmental Assessment Document
			Training is needed, both at the basic level and for low - mid management and for trades. Past experience has been that training has not been timely and not extensive enough. This needs to be improved.	De Beers will work with communities and government on training needs. Hiring commitments and a proposed recruitment, employment and training strategy are presented in the environmental assessment.	3.9.1.2, 3.9.1.3, 5.3.4.2
			It was suggested that De Beers provide funding for an out on the land program (similar to what is now offered to students by the Chipewyan heritage coordinator) to counter this tendency.	De Beers has presented proposals for cultural awareness and for support of cultural initiatives in the environmental assessment.	5.3.4.3.7
			Funding should be provided for traditional knowledge instruction and programs for children and youth.	De Beers has presented proposals for cultural awareness and for support of cultural initiatives in the environmental assessment.	5.3.4.3.7
			There is concern about the limited work opportunities for women. Women get hired at very low wages by sub-contractors. Considering the expenses of child care/daycare, there is little economic incentive to accept such employment.	De Beers is an equal opportunity employer and will consider all applicants. Hiring commitments and a proposed recruitment, employment and training strategy are presented in the environmental assessment.	3.9.1.2, 3.9.1.3, 5.3.4.2

Date	Location	Community	Item	Response	Location (Section) of Item in Environmental Assessment Document
			It is very problematic that flights go from the mine via Yellowknife. Money is spent on alcohol in Yellowknife. De Beers should ensure that there be direct flights.	Potential impacts of flights being directed via Yellowknife and mitigation measures are discussed in the environmental assessment. De Beers will provide direct flights where feasible.	5.3.4.3.5
			There are drug and alcohol problems in the community. With more money in the community, there is also more alcohol and drugs. De Beers should put in place a zero tolerance policy. De Beers should also provide 2-3 staff for dealing with drug and alcohol issues, to complement the social services program for employment trainees.	Potential impacts of substance abuse and mitigation measures are discussed in the environmental assessment.	5.3.4.3.1
			A human resources person to liaison between mine employees and the company is needed, regarding employment and recruitment issues or concerns about flights. It was suggested that it would be a native liaison person.	De Beers will employ at least two full time community liaison personnel through the mine management advisory committee.	5.3.4.3.2
			Rotational shift work limits people from going out on the land, especially in the summertime. 3/1, particularly affects young families.	De Beers has selected a 3/1 rotation for construction and a 2/2 rotation for operations and will continue community consultation and review alternative rotations.	2.6, 3.3.1.5, 5.3.3.5

Date	Location	Community	Item	Response	Location (Section) of Item in Environmental Assessment Document
			Lutsel K'e has a community-based justice system and a justice committee since 1993. There needs to be mechanisms to deal with community accountability issues as a result of the changes related to mine development.	Acknowledged.	
			The relationship between our community and the companies would be better by having a community liaison person in the community, so that people may ask questions and better process the information provided during consultations. It is difficult to process the information and ask questions at once.	De Beers is committed to an environmental assessment process that allows effective input from interested parties. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment. De Beers will employ at least two full-time community liaison personnel.	3.9.1.1., 4.2, 5.3.4.3.2
			By taking family members out of the community, the wage economy/mining activities do put pressure on families.	Potential impacts of the wage economy and rotational shift work, and related mitigation measures are discussed in the environmental assessment. De Beers has chosen a 3/1 rotation for construction and a 2/2 rotation for operations and will continue community consultation and review alternative rotations.	2.6, 3.9.1.5, 5.3.3.5, 5.3.4.3.3, 12.2.6, 12.2.7

Date	Location	Community	Item	Response	Location (Section) of Item in Environmental Assessment Document
			The community is concerned about addiction and substance abuse and the impacts on employment opportunities. Does De Beers have any resources for addressing addiction and recovery?	Substance abuse, consequences for employment, and mitigation measures are discussed in the environmental assessment.	5.3.4.3.1
			De Beers should provide training, especially for young people. There should be all kinds of training, including housekeeping, bookkeeping, and environmental issues.	De Beers will work with communities to develop long term training for all levels of employment at Snap Lake. A proposed recruitment, employment and training strategy are presented in the environmental assessment.	3.9.1.2, 5.3.4.2
			Benefits such as training, employment and other improvements will not happen without the proper community infrastructure, and ongoing communication with communities is essential.	A mine management advisory committee which includes representation from primary communities is proposed in the environmental assessment. A proposed recruitment, employment and training strategy is also presented. De Beers is committed to on-going consultation.	3.9.1.1, 3.9.1.3, 4.2, 5.3.4.2
			The community seeks contracts from the Snap Lake Project.	De Beers will look at all appropriate opportunities to contribute to economic development. A northern business opportunities strategy is under development and elements of it are presented in the environmental assessment.	3.9.1.4, 5.3.4.4
			Flights that bring workers to and from the mine via Yellowknife is a problem for their spouses. The community recommends direct flights home for workers.	De Beers will provide direct flights when feasible.	5.3.4.3.5

Date	Location	Community	Item	Response	Location (Section) of Item in Environmental Assessment Document
			If the mine hires people from the community, they should provide daycare for the children.	There are no plans to provide daycare, however De Beers will provide and support family counseling, in partnership with communities and government.	5.3.4.3.3
March 26, 2001	Lutsel K'e	Elders, Committee members, Spouse of Mine worker, Community Researcher, Community Health Representative	Rotation schedule has impacts on families, marital relationships and families due to separation issues.	De Beers has selected a 3/1 rotation for construction and a 2/2 rotation for operations, and will continue community consultation and review alternative rotations. Potential impacts to families are discussed in the environmental assessment and impact mitigation strategies are identified.	2.6, 3.9.1.5, 5.3.3.5, 5.3.4.3.3
			Mine employment has impacts on relationships. Husbands spend their time in Yellowknife, spending money on drinking, drugs and having extramarital affairs. There should be direct flights to and from the communities.	Potential impacts from mine employment and mitigation methods are discussed in the environmental assessment.	5.3.4.3.3, 5.3.4.3.4, 5.3.4.3.5
			Spousal abuse and domestic violence is increasing because of the increased use of alcohol and drugs.	De Beers has a zero tolerance policy for alcohol and drugs and will require employees to be screened prior to start-up. Consulting and family support services will be available to employees and their families in the primary communities.	5.3.4.3

Date	Location	Community	Item	Response	Location (Section) of Item in Environmental Assessment Document
			Money earned by new employees does not always reach families in communities. It is often not spent on household expenses but on alcohol. Often, spouse has no access to cheques or funds. Sometimes, the extra income helps to pay the bills. Many people don't know how to go about getting a house or a loan. There is a need for money management training.	Potential impacts of the wage economy are discussed further in the environmental assessment, and mitigation measures, including life skills and money management training are discussed.	5.3.4.3
			There needs to be support services within the community. Suggestions were made for providing counseling at camps for workers with families, as well as providing treatment programs. Support should be provided both on site and in the communities, to wives and children. Women's support services are also needed.	De Beers will work with communities and government to provide the availability of support services at site and in primary communities.	5.3.4.3
			Training should be provided to facilitate job progression. Literacy training should also be provided. Community-based training is an effective training mechanism that allows people to learn while staying at home.	De Beers will work with communities and government on training needs to facilitate job progression. A proposed recruitment, employment and training strategy is presented in the environmental assessment.	3.9.1.2

Date	Location	Community	Item	Response	Location (Section) of Item in Environmental Assessment Document
			Substance abuse and crime are increasing in the community.	A discussion of pre-existing community conditions is found in the environmental assessment. Life skills training and family support proposals are also presented.	5.3.3, 5.3.4.3
			3/1 week rotation schedule is too long. There is not enough time to spend with the family. A 2/2 week rotation would be better.	De Beers has selected a 3/1 rotation for construction and a 2/2 rotation for operations, and will continue community consultation and review alternative rotations.	2.6, 3.9.1.5, 5.3.3.5
			Stress on families (due to the rotation and the life changes) results in some relationship break-ups.	Potential impacts to families from life changes associated with a mine are discussed in the environmental assessment and mitigation measures are outlined.	2.6, 3.9.1.5, 5.3.3.5, 5.3.4.3.3
			There is a need for continued discussion of the community's needs. There is also need for monetary assistance.	De Beers will continue to meet with the community on an ongoing basis. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment.	3.9.1.1, 4.2
			Mining companies should push the government to invest in issues concerning traditional knowledge and land use.	Communities need to approach government on these issues.	