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MACKENZIE VALLEY  
ENVIRONMENTAL IMPACT  
REVIEW BOARD

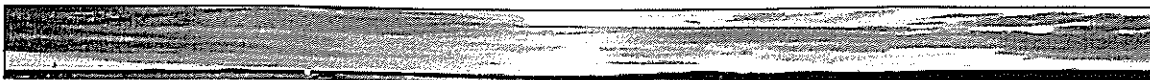
# Sustainable Economies: Aboriginal Participation in the Northwest Territories Mining Industry

1990 - 2002



NWT & Nunavut Chamber of Mines





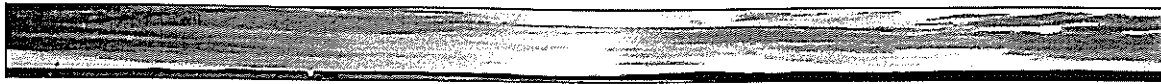
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## Introduction

Although the mining industry has been active in the Northwest Territories (NWT) for more than a century, there has been a marked change in the participation of Aboriginal peoples in the industry over the last decade. Much of the increase in Aboriginal participation is attributed to the collaborative efforts of communities, governments, educational institutions and the mining industry to build local capacity. It is recognized that in order for the progress to be sustained, the growth in capacity must be multi-dimensional, encompassing economic, environmental, and social aspects.

The recent experience of the mining industry in the NWT offers insight for communities, governments and the mining industry operating around the world. The exciting new discoveries of minerals and metals are most often in remote locations, with indigenous peoples, cultures and environments that are unfamiliar to those already engaged in the mining industry. In Canada's north, the mining industry has shown that it is possible, and profitable, to work in partnership with local communities. Forging a lasting relationship requires mutual respect, active participation and long-term commitment.

Much of the mining activity in the NWT over the last decade is related to diamonds given the market volatility in prices for precious and base metals and other minerals. The discovery of diamonds in the early 1990s, reinvigorated the northern mining industry and created an unprecedented level of mining investment in exploration and development. It is recognized that the local capacity that has been developed will benefit the mining industry broadly as well as other resource development activities including petroleum and natural gas.

The following description of the important social and economic trends, the challenges and opportunities that have been identified and the collaboration between communities, governments, education institutions and the mining industry will hopefully serve to guide all involved in the mining industry along a path of continued sustainable development.

Acknowledgements  
IER Planning, Research & Management Services  
BHP Billiton Diamonds  
Diavik Diamond Mines Inc.  
DeBeers Canada Mining  
and  
two individuals who have been instrumental in leading the development of a  
framework for Aboriginal participation in northern mining,  
Altaf Lakhani, Manager, Aboriginal Economic Development, DIAND  
Eric Christensen, Manager, Joint Venture Development, Diavik Diamond Mines Inc.





## A Time of Change

### *The People*

The people living in the NWT come from a wide range of backgrounds. There are six First Nations within the NWT including the Inuvialuit, the Gwich'in, the Sahtu, the Dogrib Treaty 11 Nation, the Treaty 8 Dene and the Deh Cho. There are also a number of North Slave Metis people.

From 1991 to 2000, the population of the NWT increased by 13% from 36,044 to 40,907. Approximately half the population in the NWT is Aboriginal. The Aboriginal population is forecast to continue to grow at about the same rate as the overall population.

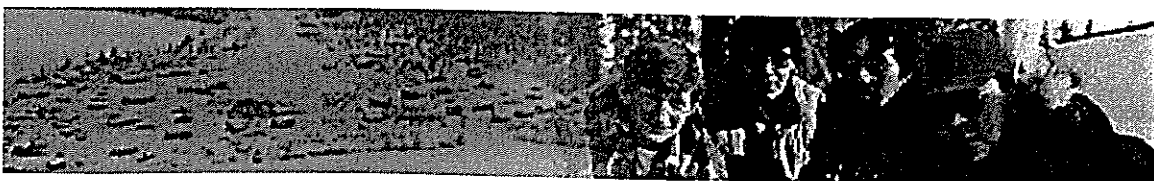
In 1991, 25% of the Aboriginal population was under the age of 25. Over the last decade, the total number of people in the NWT between the ages of 25-44 grew by 54% representing a significant pool of potential northern employees.

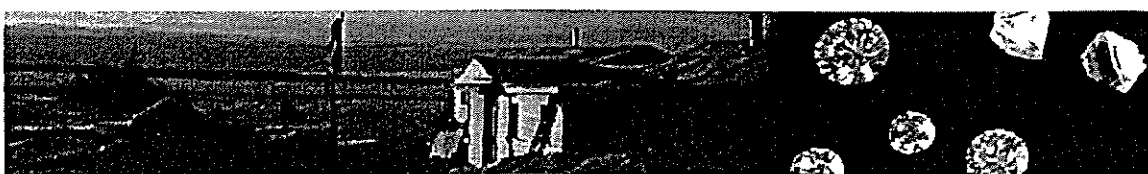
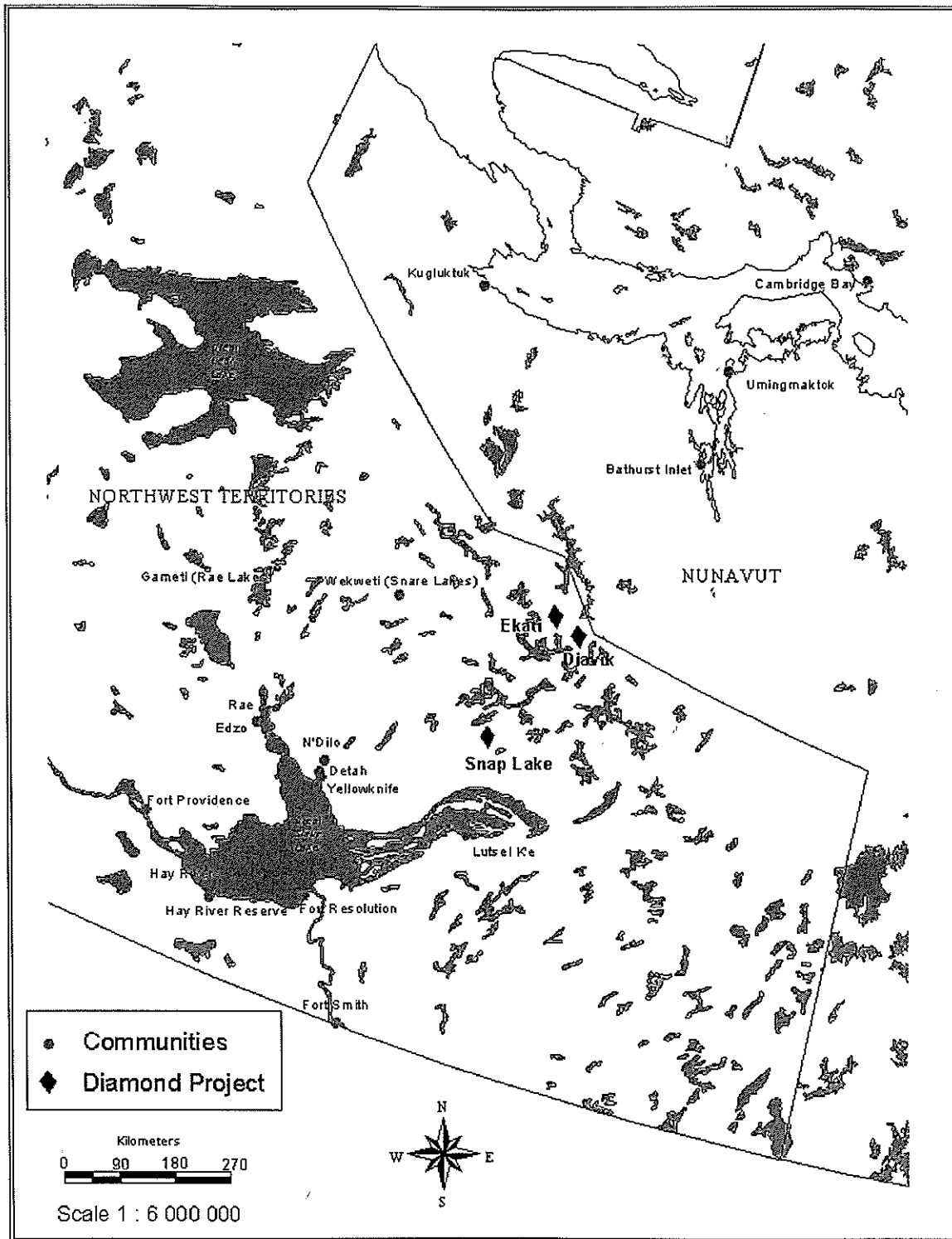
The education level of NWT residents has also been increasing. In 1989, 61% of the NWT population aged 15 and older had completed at least a high school education; increasing to 68% in 1999.

From 1992 to 2001, the average number of students to receive financial assistance for post secondary education in the NWT was 1,400. Almost half of this group was Aboriginal students.

From 1989 to 1999, the overall average employment rate in the wage economy in the NWT was 67% compared to 46% for Aboriginal people. In 1991, about one quarter of the Aboriginal persons engaged in the wage economy in the NWT were unemployed compared to only 4% for non-Aboriginal persons.

In the early 1990s, northerners accounted for 60% of all full time positions in mining, with 12% being Aboriginal persons. By the mid-nineties employment levels declined, due to a world decline in precious metals prices and government downsizing. By the end of the decade, NWT employment in the mining sector surged with two producing gold mines and one diamond mine employing 1800 people. This represented 6.3% of the NWT population compared to 1.2% employed in the mining industry in the rest of Canada.







## ***The Communities***

The communities that have been most involved in the mining industry are all situated in the North Slave Region of the NWT. The four communities of Wha Ti (Dogrib Dene), Wekweti (Dogrib Dene), Gameti and Rae-Edzo (Dogrib Dene) comprise the Dogrib Treaty 11 Nation. The three Treaty 8 communities include Dettah (Yellowknives Dene), N'Dilo (Yellowknives Dene) and Lutsel K'e (Akaitcho Dene). The North Slave Metis Alliance, formed in 1996, also has an interest within the region. Other local communities within the region include the Town of Hay River and the City of Yellowknife. Two Inuit communities in Nunavut that also participate in the activities related to mining are Kugluktuk and Cambridge Bay.

In the NWT, the distribution of persons living in small, medium or larger communities has been more or less constant and is expected to remain so. About a third of people live in small communities, a quarter in mid-sized communities like Hay River, Fort Smith and Inuvik, with more than 40% living in Yellowknife, the largest community in the NWT.

There has been significant progress in the settlement of Aboriginal land claims in the NWT. The Inuvialuit, Gwich'in and Sahtu First Nations all have settled land claims. The creation of Nunavut in 1999 was agreed to by the Inuvialuit people under the terms of their land claim settlement. The Dogrib Treaty 11 Council have initialed a final agreement to settle their land claim and provide for self government. This agreement, which is currently being discussed with the affected communities, will recognize the Tli Cho First Nation when ratified by the Dogrib Treaty 11 people and the federal government. Deh Cho and Akaitcho both have interim measures agreements in place.

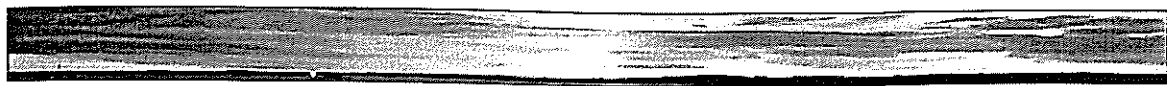
## ***Northern Decision Making***

The land claim settlements with Aboriginal peoples and the implementation of the *Mackenzie Valley Resource Management Act* significantly affected the mining industry. These changes resulted in the creation of new northern decision-making bodies to govern and oversee land, water and resource use and extraction.

The transfer of decision-making authority resulted in the emergence of seven new local Boards within the NWT - all with Aboriginal representation - to deal with land, water, and the environment. The official mandates of the Boards reflect the shared intent of all levels of government to:

- enable residents of the Mackenzie Valley to participate in the management of the natural resources for the benefit of the residents and of other Canadians;
- protect the environment from significant adverse impacts of proposed developments;
- protect the social, cultural and economic well-being of residents and communities in the Mackenzie Valley; and



- 
- develop and implement land use plans within the land claim settlement areas that provide for the conservation, development and use of land, water and other resources.

For the first time, Board members nominated by First Nations have an opportunity to assess and make recommendations on the impacts of mine exploration and development proposals. Although the endorsement of the federal Minister of Indian Affairs and Northern Development is required on major initiatives, and other federal legislation related to water, surface rights, the protection of fish habitat, pollution prevention, navigable waters and explosives continue to apply in specific circumstances, the interests of northern peoples are better reflected through the northern decision-making processes. For example, incorporating both traditional and scientific knowledge is key to the economic, social and environmental decisions that are reached.

### *Entrepreneurship*

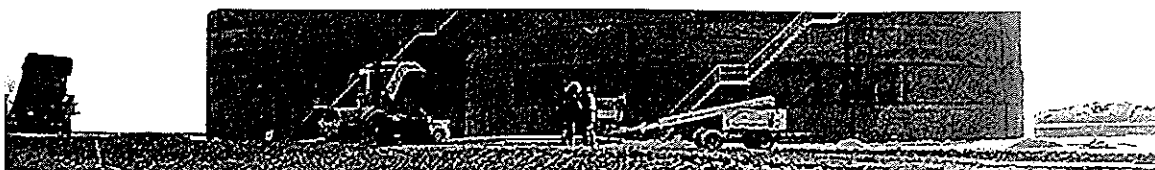
During the 1990s, the Aboriginal population has made strides in developing partnerships with industry and improving their economic situation. Many Aboriginal communities have put in place appropriate business structures in a move to become more self-reliant. This entrepreneurial spirit has allowed the overall economy to stretch and build capacity for a sustainable future.

A significant trend in support of Aboriginal participation in mining has been business partnerships and joint ventures between Aboriginal organizations, mining and mining services companies. Leaders within the Aboriginal communities have built a solid understanding of where opportunities exist or are likely to emerge that align with the aspirations and potential of the community. The relationships that have been forged between Aboriginal people and the private sector representatives are based on a common vision of what sustainable development means at the community level, a respect for the legitimate interests of each of the parties and a shared belief that there will be mutual benefit in both the short and longer term.

A number of government assistance programs are available to assist Aboriginal organizations to capitalize on opportunities presented by the mining industry.

Currently, the NWT Aboriginal business directory lists over 200 Aboriginal owned businesses. Aboriginal businesses and joint ventures have expanded in the food services, construction, trucking, transportation services, communications, and more recently, businesses to support the diamond mining sector. The number of Aboriginal persons employed within these newly created companies is estimated to be upwards of one thousand with company revenues in excess of \$100 million.

Most recently, some major Aboriginal organizations have been exploring the potential for taking equity positions in mining exploration and production companies.





## *The Mining Industry*

Prior to the creation of Nunavut in 1999, there were eight mines operating in the NWT:

- four major gold mines (Giant, Con, Colomac and Lupin);
- two smaller gold mines (Mon and Ptarmigan/Tom); and
- two lead-zinc base metal mines (Polaris and Nanisivik).

During the 1990s, fluctuations in world prices for gold, and excess supplies of other metals such as tungsten, forced the temporary closure of some of the mines in the NWT. As a result, the NWT economy declined and became sluggish. At the same time, diamond exploration and discovery introduced new hope for the struggling northern economy.

In the late 1990s, the discovery and opening of the Ekati™ and Diavik™ diamond mines, combined with renewed gold market prices, pushed export values to almost \$700 million in 2000, launching the NWT economy back into the global arena.

In the next few years it is estimated that the NWT will be producing 15% or more of the world's annual supply of diamonds by value, ranking it third after Botswana and Russia, and ahead of South Africa. Recent annual exploration expenditures for prospective new mines in the NWT, valued at approximately \$119 million, were one quarter of exploration expenditures in Canada.

Mineral extraction has played a large part in the development of the NWT and continues to be a key driver in shaping opportunities for the future. The impact of diamond mining not only reintroduced the NWT to the global arena as a major international player, but stretched the capacity of the NWT socio-political-economic landscape, stimulating improvements in geoscience databases, improved infrastructure and extending new opportunities to the workforce, particularly among northerners and Aboriginal peoples.

### *Ekati*

The Ekati™ diamond mine is located near Lac de Gras, NWT, approximately 300 km northeast of Yellowknife.

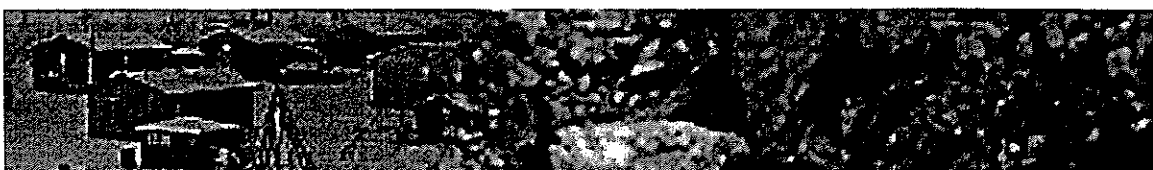
The mine is a joint venture between BHP Billiton Diamonds Inc. and the exploration geologists Charles Fipke and Dr. Stewart Blusson.

### *Diavik*

The Diavik mine is located on East Island at Lac de Gras. Diavik Diamond Mines Inc., a wholly owned subsidiary of Rio Tinto PLC owns 60% of the project and Aber Diamonds Corporation owns the remaining 40%.

### *Snap Lake*

DeBeers Canada acquired 100% of the Snap Lake Project from Winspear Resources and Aber Resources. The social, economic and environmental benefits and impacts of the project are currently under review by the Mackenzie Valley Environmental Impact Review Board prior to issuance of the required permits, authorizations and licences.





## *The Global Mining Initiative*

One of the significant trends in mining that has built on the experience of the NWT is for the mining industry to be leaders in sustainable development. The Global Mining Initiative (GMI) is an international initiative whose purpose is to develop a better understanding of the positive role that the mining and minerals industry can play in generating a transition to a sustainable pattern of economic development. The initiative is led by presidents and CEOs of most of the world's largest mining and mineral companies.

The companies most closely involved with the initiative are members of the Mining and Minerals Working Group of the World Business Council for Sustainable Development – a project that is run by the International Institute for Environment and Development. Members of the Mining and Minerals Working Group include companies active in the NWT, such as Anglo American, BHP Billiton, Noranda, Rio Tinto and Placer Dome.

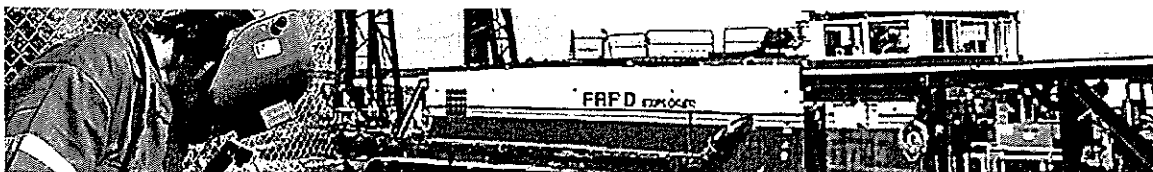
The GMI is concerned with the full range of issues in the mining, minerals and metals cycles, including governance of mining projects, their place in social and economic development, and issues of capacity building. This initiative has resulted in mining companies taking a longer-term perspective on their activities, and in particular, into their relationships with the communities where their mining activities are located.

## *Sustainable Development*

Based on the recent experience in the NWT, it is clear that much of the progress is linked in support of a shared vision of sustainable development. Based on an unparalleled resource base of minerals, clear waters, fresh air, vast lands and abundant wildlife, the people of the NWT value their natural heritage. With the settlement of land claims, much of the responsibility and decision-making authority for managing these resources now rests with northern peoples.

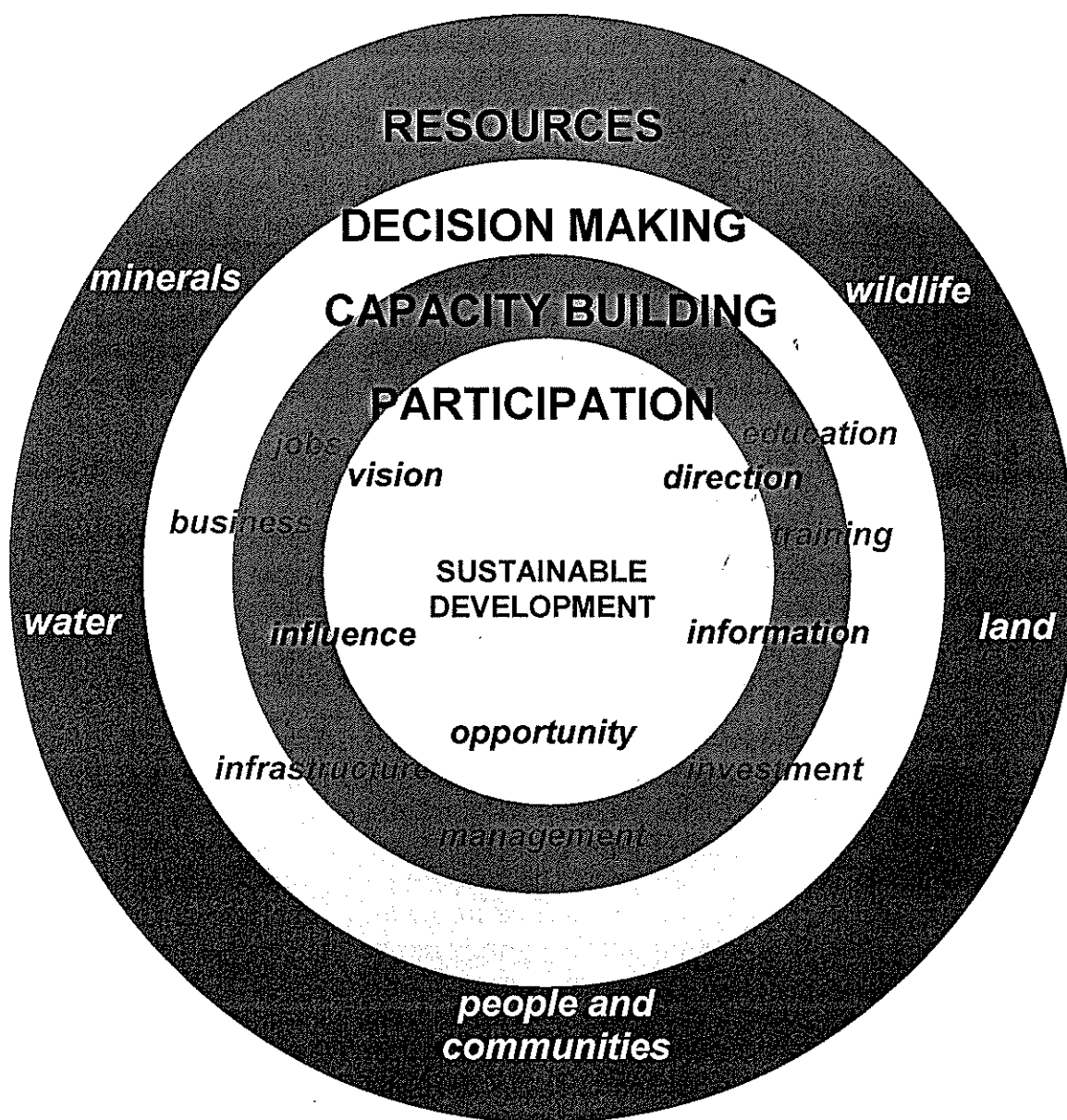
In order to fully capture the potential of the North, a lot of effort has been focused on building the capacity of northern communities and local peoples. To date the initiatives have focused on employment-related training and education, as well as business development and management experience. The investment and infrastructure required to support a vibrant local economy requires ongoing commitment in order to sustain healthy communities that can effectively manage the growing number and range of opportunities. Continued collaboration between individuals, communities, governments, educational institutions and the mining industry is important to maintaining measurable results.

In order to ensure sustainable development, the local communities must actively participate in determining the strategic direction that will be pursued. As we have seen in Canada's north, the integration of social, environmental and economic considerations requires that people are well-informed, their cultural values are respected and they are able to influence the decisions respecting their future and that of future generations.



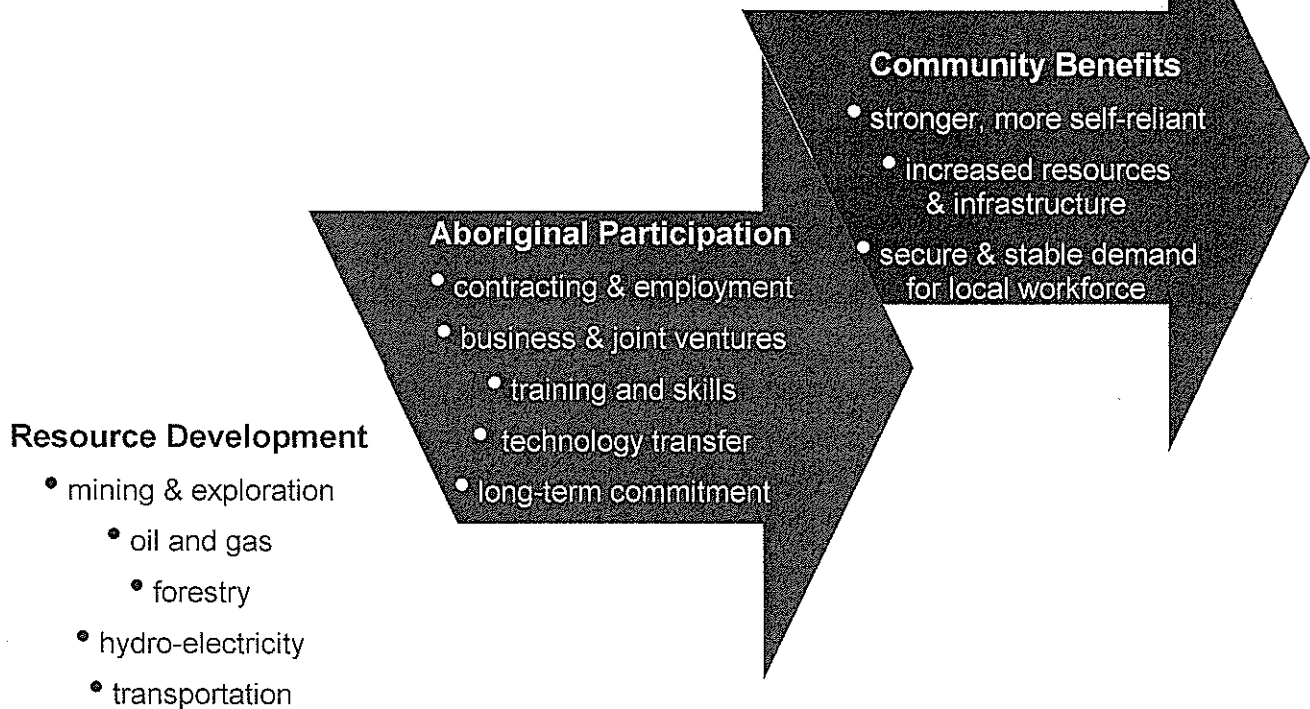


## *Moving Towards Sustainable Development in Canada's North*

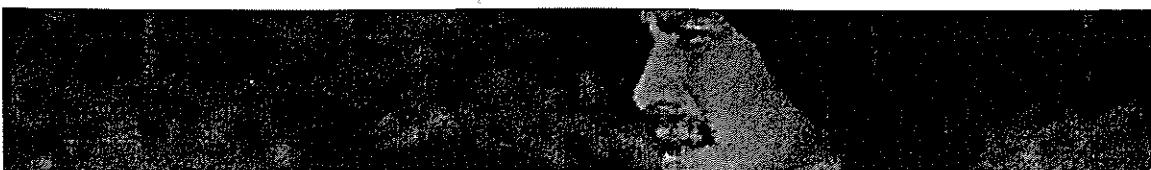


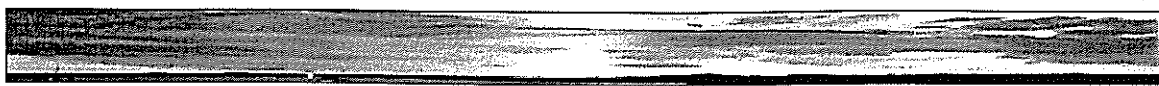
## Working Together

In the years from 1990 to 2002, the course of Aboriginal participation in mining has changed significantly from passive participation in the industry as individual employees to a more active role played by Aboriginal communities. The change has been achieved, in part, through partnerships, mutually beneficial agreements and the establishment of Aboriginal businesses serving the mining industry. The future envisioned by industry and Aboriginal communities alike is one of equity, in which Aboriginal peoples are partners with industry in establishing sustainable development in the north.



Based on the fact that healthy, well-governed communities, a well-trained work force, competitive local business capacity and supporting infrastructure all reduce the economic risk associated with a mining project, the industry has recognized that capacity building is a strategic investment that will contribute over the longer term to the profitability of a mining project. Although much of the forward-looking investment in capacity building is aligned with the growing expectations of investors with respect to corporate social responsibility, the northern mining industry has seized the opportunity to build local capacity because it is "good for business."





## *Overcoming the Barriers*

Aboriginal participation in the mining industry has faced multiple challenges related to cultural differences, variances in educational qualifications, lack of experience in mining, discrimination at the workplace and difficulty in making adjustments to a non-traditional lifestyle.

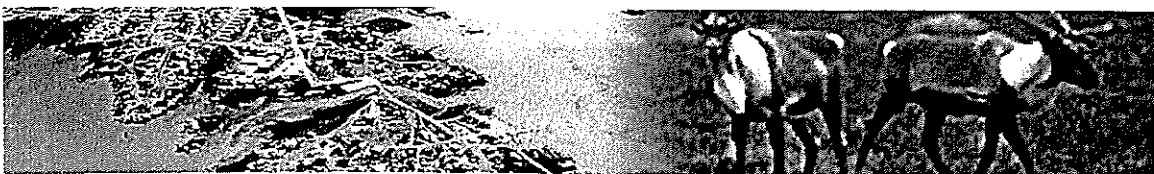
Opportunities for gaining employment related skills and education have been extremely limited or entirely lacking in many Aboriginal communities. This contributed to the fact that during the early 1990s, opportunities for Aboriginal persons to be involved in mining were limited and usually consisted of labour positions. At this time, there were no full-fledged partnership arrangements between Aboriginal and established (non-Aboriginal) exploration and mining companies. As well, there were fewer resources available to assist Aboriginal persons entering the mining workforce.

During the mid-1990s, the mining industry encouraged the emergence of Aboriginal-owned businesses and entrepreneurship in the mining-related businesses such as trucking, air transportation, road construction and maintenance. However, the more technically oriented support services used by mining companies, such as drilling, blasting, assaying, project and environmental engineering, were beyond the capabilities of most Aboriginal groups and organizations.

For many Aboriginal persons, participation in the mining industry in the early part of the 1990s was unrewarding as it required extended time away from home and community, shift work, and doing lower level activities for lower wages. In many cases, Aboriginal employees not only experienced segregation at particular mine sites, but suffered the social consequences of shifting to a non-traditional lifestyle in their community. Social impact studies conducted in the latter part of the 1990s cite many examples of dysfunctional behaviour as a result of the shift away from non-traditional ways.

Another significant barrier has been a reluctance to engage permanently in the wage economy: some Aboriginal persons employed in mining prefer to work in the mines intermittently, with seasonal participation in the traditional economy between mining jobs. This preference has traditionally been perceived as unfavourable from the perspective of the non-Aboriginal mining management, which prefers to hire workers who will stay on the job for years at a time.

The combined efforts of mining companies, the communities and governments, have led to many of the challenges being tackled head-on from the mid-1990s to today. In the past decade, First Nations, industry and governments have been working to provide leadership and coordination in the development of educational, training and capacity building programs to increase access to employment and business opportunities in the mining industry.





## *A Shared Commitment*

Also in the mid-1990s, many mining companies took the initiative to negotiate agreements with First Nations for the purpose of enhancing the socio-economic benefits for local communities. These formal agreements have not only helped foster Aboriginal employment, but provide needed educational, business and community support to Aboriginal peoples. The inclusion of joint venture and business partnership clauses in various agreements have become more popular in the past five years and as a result, the number of opportunities for Aboriginal businesses has been increasing.

Agreements between various Aboriginal groups and the major diamond mines like Ekati™ and Diavik™ contain very specific provisions regarding the employment of Aboriginal peoples. Provisions within the agreements typically contain:

- a hiring policy that gives preference to Aboriginal persons (target number is usually specified);
- recognition of traditional lifestyles, including provisions for leave of absence for traditional activities, and country food available at the work site; and
- training and apprenticeship programs, and in some cases, policies for career advancement with the company.

Priority has been given to Aboriginal persons under the agreements to undertake training and apprentice programs either at mine sites or related operations, as is determined appropriate by the mine. In the past decade, there has been a number of government assistance programs made available to support the training commitments made by the mining companies. Some of the programs offered include pre-employment training programs sponsored by the GNWT, partnership training at Aurora College in Yellowknife, work site night school and career counseling. In the latter part of the 1990s, training opportunities emerged through Aboriginal owned businesses.

The Aboriginal employment provisions contained within the agreements are specific and in all cases require that the company monitor, calculate and publish information that describes the results achieved under the agreement.





## Building on Success

### *Employment*

Prior to the establishment of the Ekati™ mine, it was estimated that 60% of the workers in the NWT mining industry were northern residents, but only 10% of those northern workers were Aboriginal persons. The Ekati™ mine has had considerable success in providing employment for local people, as 75% of current employees are northerners, and increasingly more employees are Aboriginal. In 2001, 683 indigenous northern Aboriginal employees worked to support the operations of Ekati™ mine. This represented 30.4% of the operations-based work force.

As of December 2000, 21 (29%) of the total 72 Diavik Diamond Mines Inc. (DDMI) employees were Aboriginal. For 2001, 33 of DDMI's 90 employees (37%) were Aboriginal. A majority of Aboriginal hires are expected to begin in the second half of 2002.

In January 2002, DDMI reaffirmed its commitment to employment as outlined in the Socio-Economic Monitoring Agreement in a public news report. DDMI stated that the company is committed to hiring 40% northerners during construction and 66% during mine operations. DDMI expects that at least 40 % of the northern workforce will be Aboriginal. When the mine is completed in 2003, it will have employed over 800 construction workers. Of the 800, 320 will have been northerners.

Direct employment at the proposed Snap Lake mine is estimated to be 220 full-time equivalents, of which DeBeers has committed to giving employment priority to Aboriginal peoples and northerners. As part of the commitment, DeBeers will also be hiring two full-time community liaison personnel to serve as a link between DeBeers and the primary employment communities.

In addition to hiring community liaison personnel to assist in the cross-cultural adjustments of mine employment, DeBeers is committed to providing other important types of community skill development programs. The first is the provision of money management training for primary communities for both employees and spouses. Second, they will provide parenting training and family services counseling. The provision of these extra services and programs is seen as an important step to developing a long term commitment to Aboriginal participation in the mining industry.





## *Training*

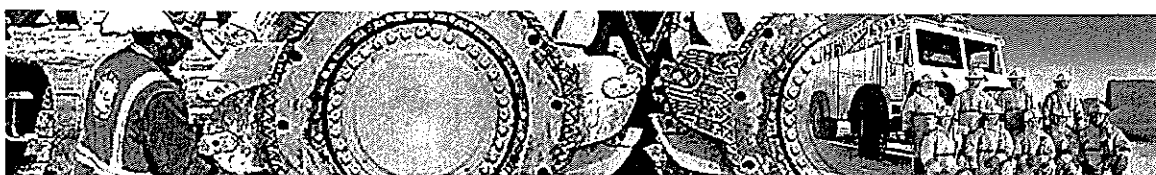
The mining industry has implemented a range of training initiatives, many in cooperation with partners such as Aurora College, the NWT Ministry of Culture and Education, Human Resources Development Canada, the federal Department of Indian Affairs and Northern Development and construction contractors. The programs include pre-employment training, apprenticeship, workplace literacy, and academic scholarships.

In 2000, Diavik supported the development and implementation of pre-employment training modules with partners such as Aurora College, GNWT Culture and Education, the mining industry, construction contractors, Human Resources Development Canada and the federal Department of Indian Affairs and Northern Development. The programs established for potential entry level workers included aircraft handling, welders helper, carpentry helper, concrete handler, clerk, plumbing helper crusher helper, camp attendants and mechanics helpers. DeBeers has committed to be a partner in similar pre-employment initiatives.


Ek'ati Services Ltd. has one of the largest apprenticeship programs in the NWT, with a capacity for 30-40 apprentices in trades such as carpenter, plumber and electrician. Nahanni Construction provides training programs to people in Aboriginal communities. In late 2001, Diavik and partners concluded a heavy equipment operator training course in Lutsel K'e. In the same timeframe, they supported a cooking and housekeeping course in Kugluktuk.

At the Ekati mine, there are a total of 92 apprentices enrolled across 12 different trades. Priority in filling apprenticeship positions are given to northern Aboriginal persons. 73% of the apprentices are from the north and 32% are Aboriginal. All warehouse employees are enrolled in the Industrial Warehouse Technician program through Fairview College in Alberta. Full completion of this three-year program will give them certification in this occupation. All entry level employees into the Ekati Processing Plant and Pit Operations follow a progression plan which is designed to fully train them in the different aspects of each of these areas. Milestones are recognized both financially and with certification in these areas. BHP Billiton was instrumental in successfully pursuing the development of the Mill Operation occupation with the GNWT and has given the GNWT full support to develop this program which is now close to completion. DeBeers has committed to provide 10 apprentice positions for Aboriginal persons and will set up a mine training program in which 20 positions will be available to Aboriginal individuals.

A full scale Workplace Literacy program is in place at the Ekati mine to meet the needs of employees who have a low literacy level. More than 80 Aboriginal employees are currently participating in this very successful program. In addition, Ekati has received funding from the GNWT to further enhance the program by hiring a third adult educator







to assist Aboriginal employees who are close to meeting the exam requirements to enter the trades. DeBeers has also committed to providing on-site literacy programs for Snap Lake mine employees and work with the NWT and federal governments to encourage continued literacy programs.

In addition to all of the initiatives underway on site, BHP Billiton has given more than 120 individual scholarships.

### *Northern Business*

According to Ekati™ mines, the target for northern spending was 28% during the construction phase. During this period the estimated figure for northern spending was 51%. Cumulative spending through northern owned business from the start of construction to the end of 2001 exceeded \$1.2 billion.

BHP Billiton's expenditures to support operations at Ekati™ mines in calendar year 2001 were almost \$400 million. Of this amount, 32.3% was spent on northern and northern aboriginal businesses. In 2001, BHP Billiton's spending through northern aboriginal-owned businesses increased by 62%, from \$66 million to \$105 million.

In 2000, the Canadian Jeweler News update reported that federal royalties from the Ekati mine are expected to reach \$1.8 billion over the next twenty years. These royalty payments reflect the economic significance of this one mine operation to Canada.

As of December 31, 2001, Diavik had awarded 73% of total expenditures through contracts worth \$726 million to northern companies, including Aboriginal joint venture contracts worth \$499 million.

In addition to the development of business contracts with northern firms, Diavik has extended its resources to local communities. In May, the Yellowknives Dene celebrated the completion of the Imii Elders home in Dettah. Diavik Diamond Mines Inc. played a role in the project by providing funding for the architectural costs. In 2001, DDMI made significant contributions to community infrastructure programs to support healthy communities.





## *Leading the Way with Aboriginal Business*

### *Trucking*

Kete Whii, a joint venture between the Yellowknife Dene (25%), the Dogrib Treaty 11 (50%) and the Lutsel K'e Dene (25%), holds a nine year contract for \$30 million to truck kimberlite from the Ekati Misery Pit to the processing plant.

### *Specialized Explosives Management*

Denesoline, wholly-owned by the Lutsel K'e Dene Band, through a joint venture with Calgary-based Western Explosives, provides explosives manufacture, transportation and storage.

### *Diamond Cutting and Polishing*

Sirius Diamonds, Deton'Cho Diamonds (50% Yellowknives Dene First Nation) and Arslanian Cutting Works (50% Dogrib Rae Band) have all established diamond cutting and polishing facilities in the NWT.

### *General Services*

Ek'ati Services Ltd, a Yellowknives Dene First Nation (51%) joint venture with Edmonton-based PTI Group, holds the \$4.6 million contract to supply labour, materials, camp management, food, environmental services, accommodation facilities and equipment to the Diavik 650 person construction camp.

### *Employee Recruitment*

NSR Employment Solutions Inc., a wholly-owned company of the Dogrib Rae Band, holds the contract for employee recruitment for the Ekati mine.

### *Manufacturing*

In 1999, Diavik awarded a \$1.9 million contract to Northern Transportation Co. Ltd. of Hay River to manufacture fuel storage tanks.

### *Mine Earthworks*

Lac de Gras Contractors, a joint venture between Nuna Logistics (25%) and Peter Kiewit Sons Ltd. (75%), was awarded the \$262 million contract for mine earthworks at the Diavik Project. Nuna Logistics is owned by a number of Inuit companies.





### *Construction*

Metcon, a joint venture between the North Slave Metis Alliance, Tercon Contractors and Rowe's Construction have employed 80 people installing piping at Diavik.

### *Freight Delivery and Maintenance*

Tli Cho Logistics, a Dogrib Rae Band company, has joint ventured with Atco Frontec Services Ltd. to deliver freight to Diavik as well as supply trained staff to maintain the water treatment plant and minesite airstrip.

### *Professional Services*

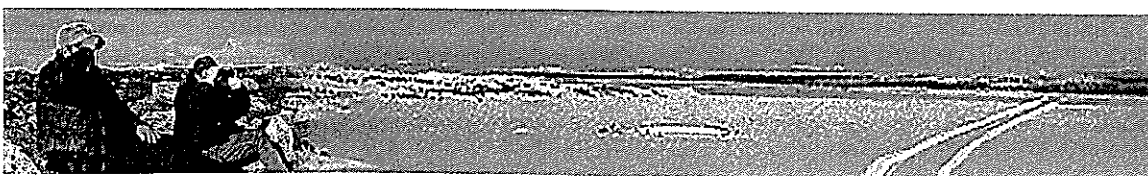
Nishi Khon Engineering and Environmental Services (51%), a Dogrib Treaty 11 company, and SNC Lavalin (49%), provide engineering, environmental, project management services to the mining industry.

### *Skilled Labour*

Dillon Consulting and Golder Associates, through the Denesoline company, have people from Lutsel K'e as part of their core sampling team. Aboriginal Engineering 1995 Ltd., with over 85% Aboriginal employment, has also provided services to Golder Associates and Diavik.

## Looking Forward

The future of the mining industry in northern Canada will be enhanced as the capacity of local communities continues to grow. It is expected that northern communities will have an increasing role in determining the type and speed of developments in the north. The Aboriginal peoples of the north have traditionally practiced sustainable development of their natural heritage for the benefit of current and future generations. As partners, they have welcomed the mining industry from around the globe to share their vision and opportunity.



*"The future of our people will depend on the development of our resources and lands. We can no longer rely on trapping as a way of supporting our families and communities. Very few people trap because of many reasons, including the low fur prices and high costs of going out on the land. More and more young people are becoming better educated as time goes on, and we can't expect them to have a good living trapping.*

*It just can't be done anymore.*

*What we need is to create more jobs that our young people can fill – jobs that are long term. We know these jobs cannot be created just by what's happening in our communities. Jobs will have to be created by other activities such as mining and other things that are going on outside our homes.*

*This, we know for sure.*

*What we really need is stronger corporate capacity and this is where the federal government can really help us in the future.*

*We are interested in construction, trucking businesses, petroleum distribution enterprises, facility management, catering and aviation, all of which is related to resource development. We need to focus on developments which have the opportunity to create long term wealth for our people.*

*This is where the government can really work with us."*

*Joe Rabesca  
Grand Chief Dogrib First Nation*

