



ANISHINABEK NATION

Grand Council Assembly

Ngo Dwe Waangizid Anishinaabe

JUNE 4TH - 6TH

## Naakinigan (Resolutions)



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## POLITICAL

Anishinabek Gimaag-Maawnjidiwaad  
Hosted by Lake Huron Region, Sudbury, Ontario  
Waabgonii Giizis 4-6, 2024

NAAKINIGAN – #2024-01

Debaachigaadeg	Subject:	Representation on Ontario First Nations General Partners Inc. and the New Ontario First Nations Limited Partnership General Partner Limited Boards
E-gaandinang	Mover:	Gimaa Gerry Duquette, Dokis First Nation
E-ko-niizhing e-gaadinang	Seconder:	Chief Louis Kwissiwa, Pic Mobert First Nation
Be-minideg	Status:	Carried
Nendowendizig	Opposed:	None
Gegoo e-kidsig	Abstentions:	None

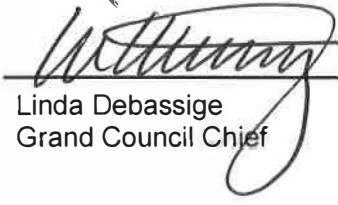
**MAANOO-DA-KIDOOMGAD - LET IT BE SAID:**

1. The Ontario First Nations Limited Partnership (OFNLP) Agreement requires that a representative be nominated for the position of Director to represent the Anishinabek Nation for a minimum one-year period; and
2. The annual process of confirming the Anishinabek Nation OFNLP representative is the decision and responsibility of the Anishinabek Nation Chiefs-in-Assembly.

**BIGIDNAMOG DASH GIINWI ANISHINAABE GIMAAG-MAAWANJIDIWAAD:**

LET IT BE ACTED UPON, THAT WE, THE ANISHINABEK CHIEFS-IN-ASSEMBLY:

1. Appoint **Patrick Madahbee** for a three-year period from June 2024 to June 2027 to represent the Anishinabek Nation to serve as director for a three-year period on the board of **both** the Ontario First Nations General Partners Inc. ("OFNGP Inc.") and the New OFNLP General Partner Limited ("New GP").

  
Linda Debassige  
Grand Council Chief

  
Chris Plain  
Deputy Grand Council Chief

**Anishinabek Gimaag-Maawnjidiwaad**  
Hosted by Lake Huron Region, Sudbury, Ontario  
Waabgonii Giizis 4-6, 2024

**NAAKINIGAN – #2024-02**

<b>Debaachigaadeg</b>	<b>Subject:</b>	<b>Sovereign Wealth Fund Board Representation</b>
<b>E-gaandinang</b>	<b>Mover:</b>	Chief David Mushquash, Pays Plat First Nation
<b>E-ko-niizhing</b> <b>e-gaadinang</b>	<b>Seconder:</b>	Chief Larry Roque, Wahnapitae First Nation
<b>Be-minideg</b>	<b>Status:</b>	Carried
<b>Nendowendizig</b>	<b>Opposed:</b>	None
<b>Gegoo e-kidsig</b>	<b>Abstentions:</b>	None

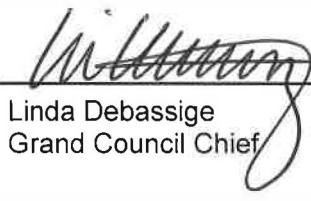
**MAANOO-DA-KIDOOMGAD - LET IT BE SAID:**

1. The Anishinabek Nation is required to nominate a representative to the Ontario First Nations Sovereign Wealth Fund Board of Directors to represent the Anishinabek Nation for a one-year period; and
2. The annual process of confirming the Anishinabek representative for the Ontario First Nations Sovereign Wealth Fund Board of Directors is the decision and responsibility of the Anishinabek Nation Chiefs-in-Assembly.

**BIGIDNAMOG DASH GIINWI ANISHINAABE GIMAAG-MAAWANJIDIWAAD:**

**LET IT BE ACTED UPON, THAT WE, THE ANISHINABEK CHIEFS-IN-ASSEMBLY:**

1. Appoint **Patrick Madahbee** for a one-year period from June 2024 to June 2025 to represent the Anishinabek Nation on the Ontario First Nations Sovereign Wealth Fund Board of Directors.

  
Linda Debassige  
Grand Council Chief

  
Chris Plain  
Deputy Grand Council Chief

**Anishinabek Gimaag-Maawnjidiwaad**  
**Hosted by Lake Huron Region, Sudbury, Ontario**  
**Waabgonii Giizis 4-6, 2024**

**NAAKINIGAN – #2024-03**

<b>Debaachigaadeg</b>	<b>Subject:</b>	Anishinabek Nation / Union of Ontario Indians Political Office Policies & Procedures Manual
<b>E-gaandinang</b>	<b>Mover:</b>	Gimaa Kwe Helen Paavola, Namaygoosisagagun First Nation
<b>E-ko-niizhing e-gaadinang</b>	<b>Seconder:</b>	Chief Michele Solomon, Fort William First Nation
<b>Be-minideg</b>	<b>Status:</b>	Carried
<b>Nendowendizig</b>	<b>Opposed:</b>	None
<b>Gegoo e-kidsig</b>	<b>Abstentions:</b>	Chief Joe Miskokomon, Chief Rhonda Williams-Lovett

**MAANOO-DA-KIDOOMGAD - LET IT BE SAID:**

1. The Anishinabek Nation / Union of Ontario Indians Political Office Policies & Procedures Manual (AN Political Office Manual) is essential for defining and clarifying the relationships and responsibilities within the Anishinabek Nation's political and administrative frameworks;
2. The Anishinabek Nation has, since time immemorial, upheld its governance systems, which are integral to our sovereignty and the effective administration of our laws and policies;
3. There exists a necessity to align our internal governance mechanisms with both Anishinabek and Canadian corporate laws to enhance our ability to effectively advocate for Anishinabek Nation members;
4. Recognizing that clear and effective governance structures are pivotal to upholding the integrity and efficiency of our Nation, and acknowledging the challenges faced due to undefined roles and responsibilities of the elected leadership, and the lack of strategic planning which has historically hindered accountability; and
5. By adopting and implementing this Governance Manual, we affirm our commitment to a structured and principled approach to governance that honours our past, strengthens our present, and secures our future.

**Anishinabek Gimaag-Maawnjidiwaad**  
Hosted by Lake Huron Region, Sudbury, Ontario  
Waabgonii Giizis 4-6, 2024

**BIGIDNAMOG DASH GIINWI ANISHINAABE GIMAAG-MAAWANJIDIWAAD:**

LET IT BE ACTED UPON, THAT WE, THE ANISHINABEK CHIEFS-IN-ASSEMBLY:

1. Endorse the AN Political Office Manual for the Anishinabek Nation as a fundamental instrument to establish clear governance structures, responsibilities, and processes that respect both traditional Anishinabek governance principles and modern governance requirements;
2. Direct the implementation of the AN Political Office Manual effective June 10, 2024 across all levels of our political operations and applicable administrative systems to ensure that the relationships between our political office, advisory councils, and commissioners are clearly defined and effectively managed;
3. Support the continuous review and enhancement of the AN Political Office Manual to ensure it remains adaptive to the evolving needs of the Anishinabek Nation:
  - a. Strategic amendments, including extending or clarifying sections of the Manual may be recommended by the Anishinabek Nation Treasury Board for approval by the Anishinabek Nation Board of Directors (Leadership Council);
  - b. Foundational amendments, including the repeal of the Manual, must be done by the Anishinabek Nation Chiefs-in-Assembly; and
4. Report back to the Chiefs-in-Assembly at the 2024 Fall Assembly on the implementation activities.



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Linda Debassige  
Grand Council Chief

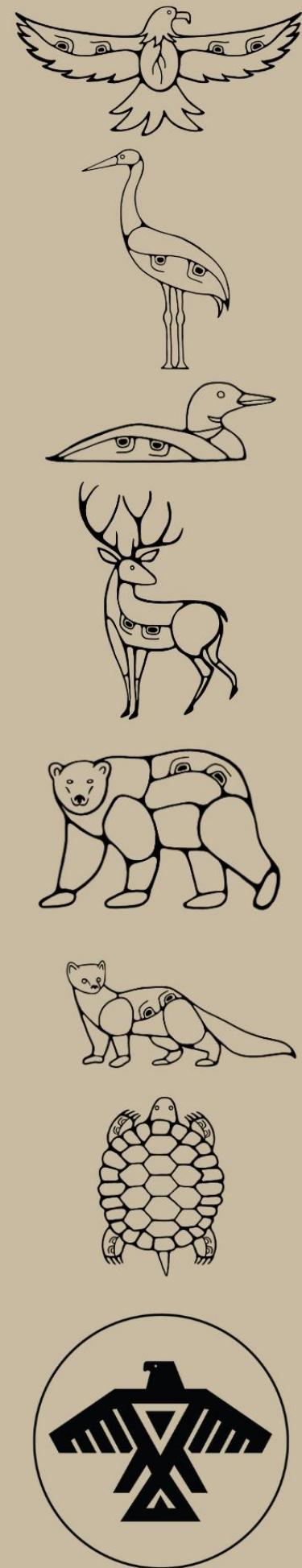


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Chris Plain  
Deputy Grand Council Chief



# **ANISHINABEK NATION/ UNION OF ONTARIO INDIANS POLITICAL POLICIES**



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***Living Document:*** Welcome to the Naagdowendiwin Mazina'igan, please note that this document is dynamic and will be regularly updated with the latest information to empower and support the Anishinabek Nation in navigating an ever-changing legal and political landscape. Please visit [www.anishinabek.ca](http://www.anishinabek.ca) in the Documents section to ensure

*you have the most up-to-date version of the Manual.*

## SECTION I. History of the Anishinabek Nation

The Anishinabek Nation is a political advocate for member First Nations across Ontario. It is the oldest political organization in Ontario and can trace its roots back to the Confederacy of Three Fires. The Ojibway (Chippewa), Odawa, and Potawatomi Nations formed the Confederacy of the Three Fires. We are peoples who share similar languages and territories and met together for military and political purposes. Each Nation their own role within the Confederacy. The Ojibway (Chippewa) were the providers, the Odawa were the warriors, and the Potawatomi were the firekeepers. The Council of the Three Fires had a number of meeting places. One of the most used and the most central was Michilimackinac. The Confederacy later expanded to include certain Mississauga, Delaware, and Algonquin Nations.

Since migration from the East over a thousand years ago, the Anishinabek peoples have maintained their territory surrounding the Great Lakes region. During the 1600s to the 1700s, the Confederacy controlled the hub of the Great Lakes and maintained relations with the Iroquois Confederacy, Sauk Fox, Menominee, Sauk, Winnebago, Sioux, British and French Nations, among others.

While occasional conflict arose, these relationships were mostly focused on kinship, trade, and peaceful co-existence. The Confederacy was involved in the French and Indians War. The end of this conflict resulted in the Dish with One Spoon Treaty in 1701 with the Haudenosaunee and the French.

The Three Fires Confederacy were once again involved in conflict when they joined Pontiac's army in July 1763. Concerned with how the English settlers were impeding on territories, they agreed to join the fight to protect our sovereignty and way of life. This conflict set the stage for the signing of the Treaty of Niagara of 1764, which is the foundation of our Nation-to-Nation relationship with the English Crown and subsequently, the successor state of Canada.

Soon after the Treaty of Niagara, the American Revolution resulted in an international border dividing Anishinaabe communities; however, the Anishinaabe continued conflicting with incoming settlers in an effort to continue protecting the land and territories. These conflicts, discussions, and attempts at achieving peace eventually led to the development of different Treaties with the British Crown in Anishinabek territory such as the Robinson Huron, Superior, and Williams Treaties, and Treaties 20, 21, and 29.

To ensure the continuity of the agreements and convene on common issues, the Confederacy continued to meet and in the late 1800s, started keeping written records under the name of the Grand Indian Council. The Grand General Indian Council of Ontario and Quebec first met under that name in 1870. Initially, they met every two years, and later, the meetings were held annually. A majority of communities surrounding Lake Huron participated in this effort, while the Six Nations Iroquois maintained their own traditional Councils and relations with their people across the border. According to the minutes of the annual meetings, much of the Grand Council's time was spent on reviewing the *Indian Act*.

In 1949, the Union of Ontario Indians (UOI) was established to replace the Grand General Indian Council. At that time, it represented most of the First Nations in Ontario, with the exception of a number of independent and/or isolated First Nations. Objectives were based on being openly political and included principles of advancing leadership representation at all levels, achieving full respect of Treaty rights and unification. The council agreed to meet annually, with a different member First Nation hosting each year. Discussions focused on the *Indian Act*, medical services, education, lands issues, and hunting and fishing rights.

In 1969, the UOI was reorganized as a political advocacy body to reflect the wider scope of Indigenous politics across the province. By 1972, three other Provincial Territorial Organizations (PTO) were formed: The Association of Iroquois and Allied Indians, Nishnawbe Aski Nation, and Grand Council Treaty 3. The Chiefs of Ontario were incorporated soon after in 1975 to act as a coordinating and advocacy body, working directly with the Assembly of First Nations as a single regional representative.

In 2012, the Anishinabek Nation Chiefs-in-Assembly proclaimed the [Anishinaabe Chi-Naaknigewin](#). This constitution affirms our inherent rights and responsibilities to enact any laws necessary in order to protect, preserve, and implement Anishinaabe culture, languages, customs, traditions, and practices. In June 2017, the Leadership Council gave direction to evolve their title to better reflect nationhood identity. They decided to only use the corporate entity of the Union of Ontario Indians for legally-binding agreements, and to adopt the use of Anishinabek Nation for all other purposes.

The Anishinabek Nation currently represents 39 Anishinabek member First Nations throughout the province of Ontario from Golden Lake in the east, Sarnia in the south, Thunder Bay and Lake Nipigon in the north. The Anishinabek Nation member First Nations have an approximate combined population of 65,000 citizens, one-third of the First Nation population in Ontario. The Anishinabek Nation has four strategic regional areas: Southwest, Southeast, Lake Huron, and Northern Superior. Each strategic regional area appoints two representatives to the Leadership Council, one of whom acts as the Regional Chief.

The Anishinabek Nation maintains a corporate head office and has satellite offices throughout the Nation. The Anishinabek Nation politically advocates through elected spokesperson and organizes programs and services. The Secretariat departments include Health, Social Development, Education, Strategic Initiatives, Communications, Economic Development, Lands and Resources, Labour and Market Development, Restoration of Jurisdiction, and Legal, as well as the Anishinabek Nation 7th Generation Charity. With complement of approximately 150 staff members,

- The Anishinabek Nation provides the necessary forum for collective Anishinabek Nation action on individual, Regional, and collective issues by way of resolution from Chiefs-in-Assembly, which provide direction to the UOI and Grand Council Chief; and
- The Anishinabek Nation is governed by a Board of Directors under the Union of Ontario Indians Corporate By-Laws, also known as the Leadership Council. There are 11members of the Anishinabek Nation Leadership Council:
  - Grand Council Chief (1)

- Deputy Grand Council Chief (1)
- Wiikwemkoong Unceded Territory Representative (1)
- Lake Huron Regional Representatives (2)
- Northern Superior Regional Representatives (2)
- Southeast Regional Representatives (2)
- Southwest Regional Representatives (2)

The Anishinabek Nation relationship with the Crown has been fraught with discrimination and inequity imposed on our nation due to the forced implementation of laws and legislation foreign to our way of life and has been detrimentally impacting our governance systems for generations. This imposition of oppressive systems has created a legacy of intergenerational trauma. We are advocating to build a new relationship with Canada based on a Nation-to-Nation foundation that reduces bureaucracy and provides a direct stream of resources to our communities. Investing in the rebuilding of our governance structures has the potential to be revolutionary for Anishinabek communities. As the Anishinaabe Chi-Naaknigewin states, ‘Debenjiged kiimiingona dedbinwe wi naagdowendiwin’, which means to us that the ‘Creator gave us sovereignty to govern ourselves.’

Anishinabek laws outline important aspects of governance including the responsibilities of governments, leadership selection, and participation by citizens, and processes in decision-making. Beyond that, our laws are inclusive of our creation stories, spiritual connection, and relationships to the land. Even though our approach to governance, grounded in Anishinaabe laws, principles, and values was almost eradicated, it is the only way forward for the next generations.

## SECTION II. Glossary

**Anishinaabe Aadziwin**

An Anishinaabe way of life.

**Anishinaabe Chi-Naaknigewin**

Is founded on Ngo Dwe Waangizid Anishinaabe and forms the Traditional Government of the Anishinabek Nation, within the Inherent, Traditional, Treaty, and Unceded Lands of Our Territories was declared June 6, 2012.

**Anishinabek Nation**

The organization (formerly known as the Union of Ontario Indians and before that the Grand General Indian Council) refers to those First Nations who together have proclaimed and signed the Anishinaabe Chi-Naaknigewin and includes “Our Territories”.

**Anishinabek Nation Bundle**

Ceremonial bundle in the possession and care of the Grand Council Chief; includes Eagle Staff.

**Anishinabek Nation Citizens**

Citizens of the Anishinabek Nation member First Nations.

**Anishinabek Nation Community**

Is any of the member First Nations of the Anishinabek Nation.

**Anishinabek First Nation**

Is any of the member First Nations of the Anishinabek Nation.

**Anishinabek Nation Government**

Means the government of the Anishinabek Nation represented by the Grand Council.

**Anishinabek Nation Members**

Anishinabek Nation member First Nation as represented by each respective First Nation Chief or delegate.

**Anishinabek Nation Network**

Is a network of organizations and groups who provide, are connected to, or provide services to Anishinabek Nation, Anishinabek Nation member First Nations, and/or citizens.

**Anishinabek Nation Strategic Plan**

Strategic plan for the entire Anishinabek Nation organization developed and approved by the Chiefs-in-Assembly.

**Assembly**

Biannual event of the Grand Council Chiefs-in-Assembly.

**Bundle Caretaker**

Refers to the one who has possession of the Anishinabek Nation Bundle, which is generally Grand Council Chief. Bundle

	Caretaker must consult with Head Getzit for care procedures and ceremonial requirements.
<b>Chief</b>	Elected Chief of a First Nation.
<b>Chiefs Committee</b>	<p>A Chiefs Committee is a committee composed of Anishinabek Nation chiefs (or proxies). The committee receives a mandate as directed by the Chiefs-in-Assembly. The mandate(s) may include to provide political input, advice, and recommendations on specific matters affecting Anishinabek Nation First Nations to the Grand Council Chief or the Chiefs-in-Assembly. Committees will pass recommendations through a regional or nation lens.</p> <p>The objectives of Chiefs Committees are as follows:</p> <ul style="list-style-type: none"> <li>• Advocate for the protection of inherent and Treaty rights and advance First Nations jurisdiction.</li> <li>• Carry out effective communication and liaison with the office of the Grand Council Chief.</li> <li>• Will be carried out within the mandates of the Anishinabek Nation Resolutions passed by Grand Council Assembly.</li> </ul>
<b>Chiefs-in-Assembly</b>	Elected Chiefs (or proxy) who are registered attendees at a duly convened assembly, of the member First Nations.
<b>Committee</b>	<p>Chiefs-in-Assembly choose to form a committee to perform a task more efficiently or with expertise in relation to a specific matter. Terms of reference allow for the smooth functioning of the committee and the Political Office must create these for each committee.</p> <p>The terms of reference for each committee must set out:</p> <ul style="list-style-type: none"> <li>• the minimum number of members needed</li> <li>• the conditions a committee member must meet, if any, in order to be on the committee</li> <li>• the committee's: <ul style="list-style-type: none"> <li>○ goals or desired end results</li> <li>○ tasks and responsibilities</li> <li>○ voting rules</li> <li>○ meeting and reporting responsibilities</li> </ul> </li> </ul>
<b>Consensus</b>	General consensus on an issue; should not be confused with approvals based on Robert's Rules of Order where a mover and seconder is recorded.

<b>Constitutional By-Laws</b>	Refers to the corporate by-laws of the Anishinabek Nation / Union of Ontario Indians.
<b>Corporate Services</b>	The section of the Anishinabek Nation that is responsible for the corporate responsibilities.
<b>Deputy Grand Council Chief (DGCC)</b>	Elected position at Anishinabek Nation, acts as the Vice President of the Union of Ontario Indians Board of Directors.
<b>Dissenting First Nation</b>	A member First Nation of the Anishinabek Nation that holds or expresses opinions that are at variance with those previously, commonly, or officially expressed.
<b>Doodem</b>	Commonly referred to as ‘clans’; however, Getzitjig have advised that we need to utilize doodem whenever possible since the English word clan has a different meaning in English etymology.
<b>Duly Convened Meeting</b>	A meeting that has been called and has established quorum according to the group’s established protocol.
<b>E’Dbendaagzijig</b>	Those who belong - Anishinaabemowin term for an Anishinabek Citizen.
<b>Employment Relationship</b>	Refers to the relationship between a staff member and the Anishinabek Nation.
<b>Employment Structure</b>	Anishinabek Nation’s organizational structure, typically depicted by an Organizational Chart that visually indicates reporting and accountability structure.
<b>Eniigaanziikidaaged</b>	Chief Executive Officer
<b>Exiting First Nation</b>	A member First Nation of Anishinabek Nation that has officially announced its plans to formally detach itself from the Anishinabek Nation.
<b>General Public</b>	Refers to any groups or individuals of any Nation or state.
<b>Grand Council</b>	Is comprised of a Grand Council Ogiimah, Deputy Grand Council Ogiimah (k,) and a representative of each First Nation of the Anishinabek Nation, all of whom must be citizens of the Anishinabek Nation.

<b>Grand Council Chief (GCC)</b>	Elected position at Anishinabek Nation, acts as the President of the Union of Ontario Indians Board of Directors.
<b>Head Getzit</b>	The appointed Head Elder for Anishinabek Nation.
<b>Immediate Family Members</b>	Officials's spouse, children and parents; and also includes any other family members living in Officials's household.
<b>Kwe</b>	One who identifies as a woman and utilizes this pronoun.
<b>Lake Huron Region</b>	A region of the Anishinabek Nation, encompassing the First Nations representatives in that region.
<b>Leadership Council</b>	The decision-making body of the Grand Council as defined under the Union of Ontario Indians Constitutional By-Law as the Board of Directors.
<b>Members</b>	Refers to citizens of member First Nations, however it may also be shorthand for Anishinabek Nation First Nations members depending on the context.
<b>Nation Council</b>	A non-elected group selected by the Regional First Nation Representatives to act in an advisory capacity to Anishinabek Nation Leadership, providing direction for consideration by elected leaders. The Advisory Councils meet from time to time as individual groups or collectively, to discuss areas of concern, review and provide advice on Anishinabek Nation program initiatives and engage in nation-building activities. The whole membership of these Councils is referred to as the "Nation Council" and individual Councils as "Advisory Councils". There are 5 Advisory Councils that make up the Nation Council and they are: <ul style="list-style-type: none"> <li>a. Kwewag Women's Advisory Council</li> <li>b. Eshki-niigijig Youth Advisory Council</li> <li>c. Getzidjig Elder Advisory Council</li> <li>d. Niizhwaadziwag 2SLGBTQQIA Advisory Council</li> <li>e. Niniwag Men's Advisory Council</li> </ul>
<b>Nation-Building</b>	The process whereby First Nations people with diverse origins, histories, languages, cultures, or ceremonies come together with unified shared values, as equals, to work towards eradicating the

	divisions and injustices of the past; foster unity; and promote a nation-wide conscious sense of being proudly Indigenous and committed to the goals and objectives of its citizens.
<b>Nations</b>	First Nations.
<b>Northern Superior Region</b>	A region of the Anishinabek Nation, encompassing the First Nations representatives in that region.
<b>Officials</b>	Includes Leadership Council Members, Union of Ontario Indians board members, and Treasury Board members.
<b>Ogimaag</b>	Chiefs.
<b>Outside Interest</b>	Means any motivation arising from or in connection to any relationship with, interest in, favoritism towards, and/or obligation, duty, or responsibility to any third party.
<b>Planning Documents</b>	Documents within any Anishinabek Nation department that assist with informing work, direction, outcomes, deliverables, budgets, etc.
<b>Political Committee</b>	A committee of Anishinabek Nation leadership.
<b>Political Office</b>	Office of the Grand Council Chief, inclusive of Deputy Grand Council Chief and Political Office staff.
<b>Private (or Personal) Interest</b>	Includes personal motivations, and other motivations arising from or in connection with (i) any relationship with, (ii) any obligation, duty, or responsibility to, and/or (iii) any desire to benefit any Related Person(s).
<b>Private Meeting</b>	Is more commonly known as “In-Camera” or “Closed” meetings.
<b>Public</b>	Not private; open to or concerning the people as a whole.
<b>Related Person</b>	Means friends and family members of Officials, and also includes entities (i) that are controlled by Officials and/or any of their friends and/or family members; and/or (ii) in respect of which Officials and/or any of their friends and/or family members have a financial or other interest.

<b>Secretariat</b>	A permanent administrative office or department, especially a governmental one, such as the Union of Ontario Indians.
<b>Southeast Region</b>	A region of the Anishinabek Nation, encompassing the First Nations representatives in that region.
<b>Southwest Region</b>	A region of the Anishinabek Nation, encompassing the First Nations representatives in that region.
<b>Special Committee</b>	A select or special committee of the Grand Council Assembly appointed to perform a special function that is beyond the mandate or capacity of a Chiefs committee.
<b>Special Meeting</b>	An Anishinabek Nation meeting called by Grand Council Chief or the Chiefs-in-Assembly for the Chiefs-in-Assembly to address a specific matter or matters of relative importance or urgency.
<b>Strategic Plan</b>	A plan developed by the Anishinabek Nations's leaders define their vision and identify goals and objectives for a specified number of years, including expected outcomes and deliverables.
<b>Strategic Planning</b>	The strategic planning process in which an organization's leaders define their vision and identify goals and objective to inform direction and/or the Anishinabek Nation strategic plan
<b>Technical Committee</b>	A committee meant for and composed of technicians who have recognized proficiency in a specific field of interest and explicitly not of elected leadership.
<b>Treasury Board</b>	The financial oversight board of the Anishinabek Nation. Includes one representative from each region, plus one representative to act as a non-voting chair. Representatives selected by each Region to provide assistance and advice to the UOI in relation to its financial activities.
<b>Union of Ontario Indians</b>	Registered corporate legal name of the Secretariat for the Anishinabek Nation.
<b>Union of Ontario Indians Board of Directors</b>	Also known as the Leadership Council, the decision-making representatives of the Grand Council as defined under the Union of Ontario Indians Constitutional By-Laws.

## SECTION III. Collective Structure

### III.01 Philosophy

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

#### Policy

1. The Anishinaabe Chi-Naaknigewin is founded on Ngo Dwe Waangizid Anishinaabe and forms the Traditional Government of the Anishinabek Nation, within the Inherent, Traditional, Treaty, and Unceded Lands of our Territories.

*Debenjiged gii'saan anishinaaben akiing giibi dgwon gaadeni mnidoo waadiziwin.*

*Shkode, nibi, aki, noodin, giibi dgosdoonan wii naagdowendmang maanpii shkagmigaang.*

*Debenjiged gii miinaan gechtwaa wendaagog Anishinaaben waa naagdoonjin ninda niizhwaaswi kino maadwinan.*

*Zaagidwin, Debwewin, Mnaadendmowin, Nbwaakaawin, Dbaadendiziwin, Gwekwaadziwin miinwa Aakedhewin.*

*Debenjiged kiimiingona dedbinwe wi naagdowendiwin.*

*Ka mnaadendanaa gaabi zhiwebag miinwaa nango megwaa ezhwebag, miinwa geyaabi waa ni zhiwebag.*

2. The Anishinabek Chi-Naaknigewin is proclaimed by the leaders of the Anishinabek Nation, who in exercising their Sovereign, Inherent, and Treaty Rights, establish and empower the Anishinabek Nation in writing as their Traditional Government.
3. These principles we have agreed upon and our minds our united:
  - We are Nations. We have always been Nations.
  - As Nations, we have inherent rights which have never been given up.
  - We have the right to our own forms of government.
  - We have the right to determine our own citizens.
  - We have the right to self-determination.
  - We, through our governments, shall have full control of our land. “Land” includes water, air, minerals, timber and wildlife.
  - We wish to remain within Canada, but within a revised constitutional framework.
  - The negotiations to revise the Canadian Constitution shall have full and equal Indian involvement at all levels and stages of negotiations.
  - The rights of Indian Nations as Nations must be entrenched and protected in the Canadian Constitution. These rights include aboriginal rights.
  - In the treaties, our Nations placed themselves under the protection of the Crown. While, in establishing this protectorate relationship, they share some of their powers, they did not give up or surrender their sovereignty.
  - Our treaty rights must be entrenched and protected in the Canadian Constitution.

- We seek to end our economic dependence on others. To this, we need enough land and resources to provide an economic base for the present and future.
- Our governments have the right to share in all the revenues from this and its resources. A sound financial base is required for the full operation of any government.
- Neither the federal government of Canada nor any provincial government shall unilaterally affect the rights of our Nations or our citizens.

### **Procedures**

1. The Anishinabek Nation Government will function as outlined in the Anishinaabe Chi-Naaknigewin as amended by the Grand Council from time to time.
2. The Anishinabek Nation Government will promote the principles of Anishinaabe governance embedded in the Chi-Naaknigewin in all activities.

### III.02 Grand Council Assembly

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

#### **Policy**

1. The Grand Council is the grouping of the Chiefs or appointed representatives of members of the Anishinabek Nation. It may also be referred to as the Anishinabek Nation Chiefs-in-Assembly.
2. The purpose of the assemblies is to bring together the Grand Council Assembly for the member representatives to provide guidance and direction to the Anishinabek Nation Government. Chiefs-in-Assembly may bring forward resolutions and advocacy requests at these assemblies (or at regional meetings).
3. The Secretariat, represented by technicians, is responsible for providing the venue, information, updates, policies, briefings, and draft resolutions for the consideration of the Grand Council.
4. The Anishinabek Nation coordinates an [Annual General Assembly](#) each year, normally held in June, in alternating locations based on region.
  - a. There may be instances where [Special Assemblies](#) are held during the Fall, or for urgent issues.
5. The Grand Council Grand Chief and Deputy Grand Council Chief are selected through a Traditional Election process during the Grand Council Assembly every three years.
  - a. Although the Grand Council Chief and Regional Deputy Chief are considered a part of the [Grand Council Assembly](#) in the Chi-Naaknigewin – they are non-voting members at the Assembly.

#### **Procedures**

1. The authority for the Grand Council Assembly is founded in the [Anishinaabe Chi-Naaknigewin, 2012](#).
2. Assembly conduct is governed by the [Grand Council Assembly Rules of Procedure](#).
3. Election procedures are outlined in the [Anishinabek Nation Nomination and Elections Guide](#).
4. In the case of the need for a Special Assembly, emergent issues may be identified by Anishinabek Ogimaag or the Leadership Council that require the direction of the Grand Council Assembly. The decision and direction to hold an assembly will be confirmed by Leadership Council resolution.
5. GCC and DGCC shall not proxy for Chiefs in any situation. GCC and/or DGCC may proxy for Ontario Regional Chief as member(s) of the Chiefs of Ontario Leadership Council.

### III.03 Political and Corporate Leadership

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

#### **Policy**

1. The Anishinabek Nation Grand Council Chief and Deputy Grand Council Chief are elected under the [Grand Council Assembly Nomination and Election Guide](#) for a term of 3 years.
2. The Grand Council Grand Chief and Deputy Grand Council Chief are mandated by the Anishinabek Nation member representatives to politically advocate on their behalf and to ensure fair, effective, and efficient governance of the Anishinabek Nation Government.
3. The traditional role of [Leadership Council](#) is to consult and understand what the needs and concerns are of the member First Nation which is reflected in the role and responsibility of the elected leadership to be the lead political advocates for the Anishinabek Nation.
4. The Grand Council Chief and Deputy Grand Council Chief, by virtue of these roles, are duly appointed to the President and Vice President of the Corporation (Union of Ontario Indians), respectively. Along with two representatives from each of the four strategic regions, the representative from Wiikwemkoong Unceded Territory, and the Secretary/Treasurer, the Grand Council Chief and Deputy Grand Council Chief help form the Board of Directors. This Board is commonly referred to as the “Leadership Council”.
5. Guided by the Chiefs-in-Assembly, the Leadership Council sets the tone, provides guidance, and communicates effectively with all stakeholders.

#### **Procedures**

1. All elected Leadership shall follow the [Union of Ontario Indians By-Laws](#).
2. The [Grand Council Chief](#) shall follow the mandates outlined in [Section 12.01](#).
3. The [Regional Deputy Grand Council Chief](#) shall follow the mandates outlined in [Section 12.02](#).
4. The Leadership Council shall follow the mandates outlined in [Section 12.03](#).
5. Refer to Section X: [Treasury Board](#) for more information on the operations of the Treasury Board.

### III.04 Nation Council

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

#### **Policy**

1. The Leadership Council and the Chiefs-in-Assembly recognizes and acknowledges the valuable input and direction Anishinaabe E'Dbendaagzijig can provide when they are given a voice.
2. The Anishinaabe Chi-Naaknigewin and the Chiefs-in-Assembly have established Nation Councils that will provide valuable input and direction to Grand Chief, Leadership Council, and Anishinabek Nation programs on important issues.
3. The Anishinabek Nation is supported by five Nation Councils;
  - a. Kwewag Advisory Council
  - b. Niniwag Advisory Council
  - c. Getzidjig Advisory Council
  - d. Eshki-niigijig Advisory Council
  - e. Niizhwaadziwag Advisory Council
4. These Councils meet from time to time as individual groups or collectively, to discuss areas of concern, review and provide advice to the Leadership Council and the Anishinabek Nation Government and Anishinabek Nation Secretariat.

#### **Procedures**

1. All Anishinabek Nation Nation Councils will develop a unified Terms of Reference.
2. Each Advisory Council will maintain separate work plans with specific deliverables, mission, and activities.
3. The Anishinabek Nation Nation Councils shall be invited to attend, at a minimum;
  - a. Annual General Assembly
  - b. Special Assemblies
  - c. Nation Council regular and special meetings
4. The Nation Councils may be invited by the Political Office or Secretariat in consultation with the Political Office to the following meets as invited and supported (based on availability of budget);
  - a. Regional Meetings
  - b. Leadership Council
  - c. Conferences and other Anishinabek Nation events
  - d. Other external events as reasonably required
5. The Political Leadership will have regularly scheduled meetings with the Nation Councils.
6. Nation Councils may plan annual gatherings, subject to workplan, budget, and resourcing.
  - a. The Anishinabek Nation will seek resources to support annual gatherings.

- b. The availability of budget and resources may impact the ability to plan gatherings, annually or otherwise.

### III.05 Commissioners

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

#### **Policy**

1. The Anishinabek Nation has established commissioner positions in key areas to provide leadership and guidance.

#### **Procedures**

1. The Commissioners shall follow Terms of References approved by either the Leadership Council or the Chiefs-in-Assembly.
2. The Eniigaanzikidaaged will determine the support for each Commissioner from the Secretariat.
3. The Anishinabek Nation Commissioners shall be invited to attend, at a minimum;
  - a. Annual General Assembly
  - b. Special Meetings
4. The Political Leadership and Anishinabek Nation Directors will have bi-annual meetings with each of the Commissioners.

### III.06 Committees

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

#### **Policy**

1. It is Leadership Council's policy to establish any Committees it deems necessary to fulfill the mandates of the Anishinabek Nation.
2. There are established Committees in key areas, which may also be known as Chiefs Committees.

#### **Responsibilities**

1. All Anishinabek Nation Committees will follow an approved [Terms of Reference](#).
2. Each committee will be assigned to a specific department.
3. Separate Doodemaag Committees will maintain separate work plans with specific deliverables, mission, and activities.
4. The Program Director will assign an employee within the department to provide support to the committee.
  - a. Support could include:
    - i. Assisting with the development of a terms of reference;
    - ii. the development and implementation of a work plan;
    - iii. the coordination of committee meetings;
    - iv. conducting research and preparing briefings;
    - v. arranging for travel, where necessary.
5. The Political Leadership will attend meetings with their assigned Doodemaag portfolio.

### III.07 Union of Ontario Indians

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

#### **Policy**

1. The Union of Ontario Indians is the legal name of the corporate body that operates the Anishinabek Nation administrative, technical, and service delivery mechanism.
2. The Union of Ontario Indians is governed by [Constitutional By-Laws](#) as amended from time to time.

#### **Procedures**

1. The Leadership Council Members, Union of Ontario Indians board members, and Treasury Board members are responsible for organizational adherence to the [UOI Constitutional By-Laws](#).
2. The Union of Ontario Indians Board of Directors (Leadership Council) is responsible for ensuring that the requirements of the By-Laws are adhered to in a timely and effective manner. They may delegate specific responsibilities to the Union of Ontario Indians Secretariat.

### III.08 Treasury Board

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

#### **Policy**

1. Treasury Board should follow the accountability framework of the Union of Ontario Indians / Anishinabek Nation Political Office Policies & Procedures Manual to ensure that its members avoid any actions or decisions that could compromise their ability to make impartial and objective decisions on behalf of the Anishinabek Nation Secretariat.
2. The Union of Ontario Indians / Anishinabek Nation Political Office Policies & Procedures Manual assists by setting out rules and guidelines for identifying and disclosing potential conflicts, and for managing them in a way that protects the integrity of decision-making. This can include rules around disclosing financial interests, gifts and benefits, and recusal from decision-making in certain situations.
3. By complying with this Union of Ontario Indians / Anishinabek Nation Political Office Policies & Procedures Manual, the Treasury Board ensures that its members are held to the highest ethical standards and that the Anishinabek Nation's financial management is free from any suspicion of impropriety. This helps to maintain public trust in the organization and its financial management practices.

#### **Procedures**

1. The Treasury Board shall adhere to the same provision that the Leadership Council members must adhere to outlined in the [Union of Ontario Indians By-Laws](#) and this Union of Ontario Indians / Anishinabek Nation Political Office Policies & Procedures Manual.
2. Members of the Treasury Board must complete a [Conflict of Interest Declaration](#) at the time of appointment in order to fill the position.

### III.09 Organizational Diagram

Date Approved		Board Motion	
Date Last Reviewed		Date Last Revised	

#### **Policy**

1. The Anishinabek Nation recognizes the importance of maintaining an organizational structure which serves the best interests of the Anishinabek First Nations.
2. The diagram shall reflect organizational relationships.

#### **Procedure**

1. Review of the Organizational Diagram shall be completed during the orientation session of the newly elected Leadership Council every three years.
2. Any recommended changes to the Organizational Diagram by the Leadership Council will be provided to the Eniigaanziikidaaged who will report back to the Leadership Council in a timely manner on the feasibility of the recommended changes.
3. It will be the responsibility of Eniigaanziikidaaged or delegated employee to ensure that an updated Organizational Diagram be posted on the Anishinabek Nation website.

### III.10 Strategic Planning

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

#### **Policy**

1. The Anishinabek Nation requires a strategic plan to set clear goals and objectives, identify resources and strategies for achieving those goals, and measure progress over time.
2. A strategic plan can help the Anishinabek Nation stay focused on its mission and prioritize its efforts. It can also help the organization secure funding and support from partners and stakeholders. Additionally, a strategic plan can help an Anishinabek Nation to be more effective in advocating for the rights and interests of First Nation peoples. It can be used to identify and address the main issues facing First Nations and to create a vision for the organization's role in addressing those issues.
3. Strategic Planning will ensure that the short, medium, and long term goals continue to be monitored and updated.

#### **Procedures**

1. The Anishinabek Nation Political Office will maintain the Anishinabek Nation Strategic Plan along with the Secretariat.
2. A report on the progress of the plan must be given annually during the Annual Grand Council Assembly. This should be a coordinated effort with the Political Office and Eniigaanziikidaaged.
3. The Strategic Plan must consider ongoing mandates and resolutions made by the Chiefs-in-Assembly.
4. An updated Strategic Plan must be made available to the Chiefs in Assembly.
5. The Leadership Council should take steps to ensure that there is a Strategic Plan, update the Strategic Plan, and ensure all facets of the organization are taken into account in its development.
6. The updated Strategic Plan shall be communicated to the Secretariat.

### III.11 Mobilizing Political Mandate

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

#### **Policy**

1. The Anishinabek Nation political office shall develop in writing key priorities for its term of office and communicate those priorities to the Anishinabek Nation secretariat within three months of entering office or within three months of the first round of regional meetings;
2. The Anishinabek Nation secretariat shall develop and amend work plans to support the key priorities of the Anishinabek Nation Political office, as approved by Chiefs-in-Assembly.
3. The Political Office shall work closely with the CEO to strategize priorities and deliverables.
4. The Political Office shall be responsible for regular reporting to Chiefs-in-Assembly.

#### **Procedure**

1. Conduct a comprehensive analysis of the current political landscape and identify key challenges and opportunities.
2. Engage in consultation processes with member communities to gather input and insights for shaping priorities.
3. Develop a strategic plan outlining goals, objectives, and action steps to address identified priorities.
4. Work with the CEO to assign responsibilities and establish timelines for the implementation of the strategic plan.
5. Monitor progress regularly and make adjustments as necessary to ensure alignment with evolving needs and circumstances.

### III.12 External Relationships

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

#### **Policy**

1. Leadership Council representative, commissioner or other political leadership, shall be appointed to the various key tables and working groups to represent the interest of the Anishinabek Nation.
2. Technical secretariat staff will be assigned to support the Leadership Council representative, commissioner or other political leadership.
3. The Grand Council Chief represents the Anishinabek Nation on the Leadership Council of the Chiefs of Ontario.
4. There are a number of doodem supportive entities fostered and created by the Anishinabek Nation to provide greater and more specific secretariat support for Anishinabek First Nations and with whom there continues to be a strong relationship. These doodem supportive entities shall be called Anishinabek Nation doodem Network. The following are examples of these types of organizations;
  - a. [Kinoomaadziwin Education Body](#),
  - b. [Anishinabek/Ontario Fisheries Resource Centre](#),
  - c. [Anishinabek Police Service](#),
  - d. [B'Maakonigan](#),
  - e. [Koganaasawin](#) (future external)
  - f. [Anishinabek Education Institute](#) (future external)

The political office shall advocate and provide political support for these doodem specific supportive entities.

#### **Procedures**

1. Wherever possible, in regards to doodem specific supportive entities a Memoranda of Understanding should define relationships between them and the Anishinabek Nation. The following items should be included;
  - a. Minimum Meeting Requirements
  - b. Collaboration
  - c. Representation
  - d. Joint Projects
  - e. Notification
  - f. Mutual Promotion
  - g. Mutual Interest
  - h. Share Resources
  - i. Accountability
  - j. Reporting
2. A newly elected Leadership Council must review a list of key tables, working groups and outside organizations and work with the secretariat to determine political support for

these key tables, working groups, and other outside organizations. This is to be completed within thirty (30) days of taking office.

3. Anishinabek Nation appointments to the various organizations will be conveyed to the appropriate parties of the organization by the Political Office.

## SECTION IV. Naakinagewin - Governance

### IV.01 Anishinaabe Aadziwin

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

#### Policy

1. The Anishinabek Nation is dedicated to traditional governance and has restored ceremony within political and administrative decision-making processes. Ceremony brings spirit and unity to the governance process.
2. The Anishinabek Nation recognizes each Nation's paramountcy and right to governance. Expressed either through inherent rights or through the ratification by each individual community through development of their own community constitutions and laws.
3. Appropriate ceremonies and protocols were respected for each item in the Bundle. The following items make up the Anishinabek Nation Bundle:
  - a. Eagle Staff;
  - b. Anishinabek Nation pwaagan;
  - c. Chi-Naakniagewin, 2012;
  - d. Migizi miigwaan - Eagle feather;
  - e. Wampum Belts;
  - f. Medicines;
  - g. Traditional Bonnets;
  - h. Blankets - waabowan;
  - i. Water vessel;
  - j. Talking stick;
  - k. Cloth;
  - l. Gifted items from Anishinabek communities;
  - m. Gifted items from other Nations; and,
  - n. Other additions as incorporated by the Grand Council Chief or the Head Getzit.

#### Procedures

1. The Anishinabek Nation Political Office will endeavour to promote Anishinaabe Aadziwin in all its activities.
2. Providing safe access to culture and language as a core mandate of the Anishinabek Nation Government. We will do this work in a safe and respectful way, mindful of the historical trauma and disconnect that colonialism has inflicted.
3. The Anishinabek Nation Bundle will be transmitted from one Grand Chief to the next as the caretaker, with protocols overseen by the Head Getzit.
  - a. The Head Getzit will determine which items need to be replaced, which will be transmitted, and which will be retired as per Anishinabek ceremonial instructions.

4. There are a number of methods of promoting Anishinaabe aadziwin, and the Anishinabek Nation will utilize whichever method is appropriate for the political, ceremonial, or program based activity;
  - a. Minigoowizi: Living Our Gifts. Every Anishinaabe person is born with sacred gifts from spirit. These gifts are innate, and not inherently connected to doodem responsibilities. Promoting this concept is a safe introduction to Anishinaabe aadziwin, because instead of relying on what knowledge was given through cultural transmission (which may have been interrupted due to colonialism), it focuses on the individual as a whole person. The concept of minigoowizi brings a sense of traditionalism to every person, a purpose in life and within the community. Recognizing the roles that people are currently occupying and performing in the community is a way to get back to the system of doodemaag responsibilities that take a lifetime to earn and learn.
  - b. Doodemaag: Conversations about Anishinaabe governance will inevitably involve a discussion about doodemaag. To ensure a participatory government, we shall carefully and meaningfully providing opportunities for doodemaag resurgence and education. Opportunities for doodemaag to sit together to discuss Anishinaabe obligations and plans should be provided whenever appropriate.
  - c. E'Dbendaagzijig: The Anishinabek Nation Government serves the citizens of the Anishinabek Nation. Authority and directions flows from the First Nations, and it is the responsibility of leaders to consult and recognize the strategic priorities of the E'Dbendaagzijig.
  - d. Naaknigewin: Anishinaabe legal systems and authority flow from our ways of knowing and relating to the universe. Research and consideration on how to articulate and implement traditional law shall be present in the operations of the Anishinabek Nation.
5. Event planning protocols for significant meetings and events: :
  - a. Agendas shall include adequate time and respect for protocols that are associated with ceremony (smudging, ensuring good intentions throughout the meeting, spirit plates, etc.)
  - b. Thanksgivings should be given in Anishinaabemowin, and meetings should include as much Anishinaabemowin spoken as possible
  - c. Ngo Dwe Waangizid shall be recited at the beginning of all meetings after the Thanksgiving.
  - d. Sacred items, including pipes, should be part of the opening and closing ceremonies of major events
  - e. Chosen venues should be friendly to cultural practices, including smudge within buildings
  - f. The Anishinabek Nation Grand Council Assembly should include English and Anishinaabemowin translation services
  - g. The Head Getzit shall determine when ceremonial fires and drums are required
2. Seasonal ceremonies should be included in the annual planning of gatherings.
  - a. For example; when a planned Regional meeting aligns with the Spring equinox, there should be consultation with the Head Getzit and local Getzit to include recognition and provide access to ceremony for the leadership and citizens in attendance.

## IV.02 Doodemaag Protocols - Leadership Council

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

“The structure of our Anishinaabe Government is where we sit in our Lodge. Each one of the Clans has songs, colours, and all these have spirit. Everything we see, hear, and believe, has spirit.” Shiikenh-baa

### **Policy**

1. The Anishinabek Nation Leadership Council will fulfill the roles and responsibilities of the Doodemaag, including the administration of the day-to-day operations of government and the administration of a system of justice ([Chi-Naaknigewin 4.2](#))
2. This chart, adapted from Anishinaabe Journey to the Spirit booklet by Anishinaabe Head Getzit Gordon Waindubence-baa, describes the doodemaag structure adopted by the Anishinabek Nation:

<b>Ajijaak (Crane) Doodem: Speakers</b>
The Crane stands in the water observing the world above the waterline. The Crane observes the outside world and is known as the Outside Chief. The Outside Chief is responsible for negotiation with people from other communities (Nation-to-Nation).
<b>Shiikehn (Turtle) Doodem: Law Makers</b>
The Turtle Clan is responsible for mediation, justice, making laws and helping with decisions if there are disagreements between clans. Turtle Clan people are also healers and have knowledge of medicine.
<b>Waawaashkesh (Deer) Doodem: Helpers</b>
The Deer/Hoof Clan is known for its kindness, gentle and soft-spoken nature. The Deer/Hoof clan is responsible for the social aspects of the community including ceremonies and celebrations.
<b>Waabizheshii (Marten) Doodem: Providers</b>
Marten Clan members are the warriors and builders within their community as well as good hunters and providers. Marten Clan members are known as master strategists in planning the defense of their people. The Marten Clan also adopts people who don't know which clan they belong to.
<b>Mukwaa (Bear) Doodem: Healers</b>
The Bear Clan is responsible for protecting its people to ensure the safety of the gentler clans inside the community. Bear Clan members are also the medicine people as they know the healing ways of plants available to them.
<b>Maang (Loon) Doodem: Strategists</b>

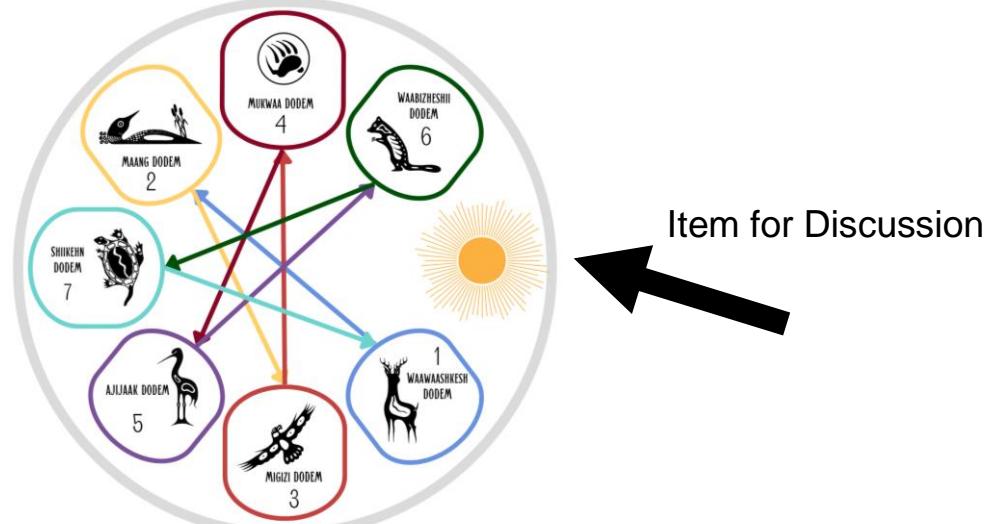
The loon dives and sees the happenings inside the water. The Loon Clan is known as the Inside Chief as it is responsible for settling disputes and issues within its community.

### **Migizii (Eagle) Doodem: Knowledge Holders**

The Eagle Clan, also known as the Bird Clan, is known to be the closest to the Creator as it is part of the sky world. Eagle Clan members are the keepers of knowledge and responsible for spreading seeds of knowledge.

### **Procedures**

1. The departments of the Anishinabek Nation shall be organized into the Doodemaag system.
2. The Leadership Council in consultation with the Eniigaanziikidaaged shall determine which departments fall into each doodem. There may be times when responsibilities and programs shift, and therefore departments may change their doodem identity from time to time.
3. All new departments or initiatives shall have a Doodem assigned at the time of creation.
4. Whenever possible during times of decision making, either during Leadership Council or Directors meetings, the Anishinabek Nation will sit in the following arrangement based on their assigned doodemaag portfolios, with the Mukwa doodem in the north.



5. When discussions are being held, topics will go through each doodem respecting their clan roles and responsibilities. The notetaker shall maintain a record of the discussion through each doodem ideology.
6. Shiikehn doodem will summarize the discussion, and ask if all those present are in agreement with the direction given on the topic. If another round is requested, then the next round will begin again with Waawaashkesh doodem.
7. Discussion and decisions will be recorded using the [Doodemaag Discussion Guide](#) form found in the appendices and utilizing the [Consensus Building Protocol](#) outlined below.

## IV.03 Consensus Building Protocol

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. The Anishinabek Nation is committed to rebuilding traditional forms of governance.
2. Consensus means overwhelming agreement not merely a simple majority nor does it require unanimity. It is important that consensus be the product of a good-faith effort to meet the interests of all. The key indicator of whether or not a consensus has been reached is that everyone agrees they can live with the final proposal; that is, after every effort has been made to meet any outstanding interests.<sup>1</sup>
3. Consensus-based decision making requires more effort than a majority-rule system. To build consensus, proposals may need to be amended to meet the needs of all those who participate. The consensus process will help to develop decisions that all members can live with, by focusing on addressing minority concerns. In contrast, "majority rules" voting overrides minority concerns, without regard for the effect on the group's long-term unity. The consensus process is based on the assumption that every member of the group has a valid perspective that is crucial to making good decisions. It requires everyone in the group to be committed to common goals that are clearly understood, and to be able to balance the needs of all.

### **Procedures**

4. Questions that are brought to the Anishinabek Nation will proceed through the Doodemaag sequence of thought, initialized by Waawaashkesh > Maang > Migizi > Mukwaa > Ajijaak > Waabizheshii > Shiikehn and recorded using the [Doodem Discussion Guide](#).
5. Each doodem representative will analyze the issue through their roles and responsibilities, and make suggested contributions throughout the process.
6. When a meeting is called, either in-person or via video conference to discuss issues for decision, all of the relevant information should be provided at least 1 week prior, if reasonable possible.
7. There are three different expressions of decision-making for each proposal: consent, stand-aside, and block.
  - a. Consent: expressing general agreement, support for and willingness to abide by the proposal
  - b. Stand-aside : expressing support for the proposal, but that this specific community will not participate in the proposal activity at this time
  - c. Block: expressing serious concerns that either the proposal does not align with community values or would cause a catastrophe for the organization

<sup>1</sup> [http://web.mit.edu/publicdisputes/practice/cbh\\_ch1.html](http://web.mit.edu/publicdisputes/practice/cbh_ch1.html)

8. Concerns, especially those that might lead to a block, should be asked for and raised early in the discussion, if possible. A good faith effort must be put forward to raise concerns in a constructive manner.
9. In the event of a Block - the Doodem Representative must divulge on what basis the proposal is being blocked. If no reason is provided, then the proposal will continue as though the Doodem Representative has indicated Stand-aside.
10. Shiikehn doodem will summarize the discussion, and ask if all those present are in agreement with the direction given on the topic. If another round is requested, then the next round will begin again with Waawaashesh doodem.

## IV.04 Private/Closed Meetings of Leadership Council

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

11. The following confidential issues may be addressed at a Private/Closed meeting:
  - a. Personnel or personal matters, where it is reasonable to assume that an individual or individuals may be identified, including but not limited to Anishinabek Nation employees;
  - b. A potential or imminent purchase or sale of any goods or services where the public release of the information could negatively affect The Leadership Council's interest in the transaction;
  - c. Any matters related to the security of Anishinabek Nation communities or member representatives, the Leadership Council;
  - d. Personnel relations, staffing issues, or other Human Resource Management issues;
  - e. Sensitive or protected intergovernmental relations, including political positions, lobbying, and negotiation strategies;
  - f. Litigation or potential litigation;
  - g. Any advice or communications that are subject to solicitor-client privilege;
  - h. Any issue covered by another policy, by-law, or applicable legislation that requires The Leadership Council to meet privately in order to protect information; or
12. Any item may be deferred, to request more information, the attendance of other participants (such as legal counsel), drafting correspondence, etc.

### **Procedure**

13. Private Meetings are known colloquially as In-Camera meetings under Robert's Rules of Order.
14. Private Meetings shall be closed to anyone not a part of the Leadership Council.
15. By motion, Leadership Council may declare certain support staff necessary to the conversation and it will be recorded in the meeting minutes.
16. The discussions that take place in Private Meetings are confidential.
17. No one, including The Leadership Council members or administrative staff, may discuss or reveal the content of a Private Meeting unless specifically directed by a motion.
18. The Leadership Council, and/or persons subject to the business in a meeting, shall determine which staff members or members of the public, if any, are permitted to attend a specific Private Meeting. If a member of The Leadership Council disagrees with the Chairperson's decision, they may make a motion to overturn the decision, upon which a roundtable discussion shall take place and a final vote shall commence on the issue. The result of the vote will be final.
19. Any issue not covered by this section, must be discussed at an Open Meeting.

20. By motion, Leadership Council may declare a portion of the Open Meeting to be Private in order to address any issue under Private Meetings.
21. By motion, Leadership Council may declare a portion of the Private Meeting to be open in order to address any issue not covered by Private Meetings.

## IV.05 Administrative Requirements of Newly Elected Anishinabek Nation Executive Leadership

Date Approved		Board Motion	
Date Last Reviewed		Date Last Revised	

### **Policy**

1. This policy outlines the administrative requirements that newly elected members of the Leadership Council of the Anishinabek Nation must adhere to in order to ensure a smooth transition into their roles and maintain the integrity and effectiveness of the Nation's leadership.
2. These requirements are established to uphold the values, traditions, and responsibilities inherent to their positions, fostering a culture of accountability, transparency, and ethical leadership.

### **Procedures**

3. Within two weeks after the Grand Council election, all newly elected officials, all members of the Leadership Council are required to:
  - a. sign the [Code of Ethics](#);
  - b. sign a [Confidentiality Agreement](#); and,
  - c. complete a [Conflict of Interest Disclosure](#);
4. In addition, the Grand Council Chief and Deputy Grand Council Chief must:
  - a. take the [Anishinabek Nation Oath of Office](#) and participate in a swearing-in ceremony; and,
  - b. sign a term Employment Contract with the Union of Ontario Indians;
5. Elected officials who do not sign the required documents or participate in the swearing-in ceremony within the specified time period will not be compensated nor allowed to assume their role or duties and may face [disciplinary](#) action.

## IV.06 Oath of Office

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. Elected officials of the Anishinabek Nation need to be sworn in to affirm their commitment to upholding the laws and principles of the Anishinabek during a Raising Up Ceremony described in [Section X.01](#).
2. The [Oath of Office](#) is a formal promise to discharge their duties in an honest and impartial manner, to respect the rights and freedoms of E'Dbendaagzijig, and to serve the public interest.
3. Taking an oath of office serves as a symbolic act and official undertaking that signifies the official's transition from a private E'Dbendaagzijig to an Anishinabek servant. It also serves as a reminder of the official's obligations to the people they represent and the trust that has been placed in them.
4. Overall, the oath of office and swearing-in ceremony serve as a means to hold elected officials of the Anishinabek Nation accountable to the people they serve and to promote transparency, integrity, and trust in government.

### **Procedures**

5. The [Oath of Office](#) will be administered by the Head Getzit and Gookmisinanig Council in accordance with Anishinaabe traditions, more information on this process can be found in this policy in the [Orientation](#) section.
6. The elected officials will be given a copy of the oath, outlined in [Appendix 1](#) in this manual, and will be required to pledge to uphold the oath.
7. The swearing-in ceremony will be open to the public and will be held in an appropriate venue, usually including a sunrise and other ceremony as directed by the Head Getzit.
8. Each member of the Leadership Council will have to sign the oath of office to confirm that they have taken the oath and have participated in the ceremony.
9. Appropriate sections of the oath and ceremony will be recorded for records and transparency purposes.
10. The Anishinabek Nation Secretariat will be responsible for the organization and coordination of the oath of office and swearing-in ceremony.

## IV.07 Code of Ethics

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. The [Code of Ethics](#) serves as a guiding framework for the behavior and actions of Leadership Council members.
2. It upholds the principles of transparency, honesty, respect, and service to the E'Dbendaagzijig (people).
3. All members of the Leadership Council will be required to sign and agree to follow the Code of Ethics.
4. Adherence to the Code of Ethics fosters public trust, maintains the dignity of office, and promotes the best interests of the Anishinabek Nation.

### **Procedures**

5. All members of the Leadership Council will be given a copy of the [Code of Ethics](#) (Appendix 2) and be given an opportunity to read and sign their agreement to abide by its provisions.
6. Failure to uphold the Code of Ethics may result in [disciplinary](#) action.

## IV.08 Confidentiality Agreement

Date Approved		Board Motion	
Date Last Reviewed		Date Last Revised	

### **Policy**

1. Anishinabek Nation Leadership must respect and understand the need for confidentiality in materials, matters, and personnel during and after their term of office and are committed to fulfilling their duty in their service to the Nation.
2. All elected officials shall be bound by strict confidentiality obligations and shall not disclose any sensitive, confidential, or privileged information that they may access or receive in the course of their duties. Sensitive and privileged information shall include, but not be limited to, confidential communications, financial information, personal information, and legal advice.
3. Anishinabek Nation Leadership respect and understand the need for confidentiality in material critical to the development of the nation as a whole, but also for individual member communities.

### **Procedures**

1. After the Swearing in Ceremony, all newly elected Anishinabek Nation officials will be required to sign a [Confidentiality Agreement \(Appendix 3\)](#).
2. Failure to sign or uphold the Confidentiality Agreement may result in [disciplinary](#) up to and including legal action.
3. Confidentiality obligations shall not apply to disclosures that are required by law, such as in response to a subpoena or court order. In such cases, elected officials shall consult with the legal counsel before making any disclosures.
4. All elected officials shall receive training and information on the importance of maintaining confidentiality and the consequences of disclosing sensitive or privileged information.

## IV.09 Conflict of Interest

Date Approved		Board Motion	
Date Last Reviewed		Date Last Revised	

The standards set out in the Policy are intended to support and strengthen internal protocols and good governance, and to enhance public confidence in the integrity of the Anishinabek Nation.

### **Policy**

1. The purpose of this Conflict of Interest policy (the “Policy”) is to establish a standard of conduct to ensure that all Officials who are employed, engaged or otherwise associated with Anishinabek Nation act in the best interest of the Anishinabek Nation (the “AN”).
2. All Officials are expected to conduct themselves with the utmost integrity, ethics, honesty and diligence in performing their duties, and in all their activities with, for and on behalf of the First Nation.
3. Officials are expected to support and advance the interests of the Anishinabek Nation and avoid placing themselves in situations where their private interests may be in conflict with, or be perceived to be in conflict with, the interests of the First Nation.
4. This Policy applies to Leadership Council Members, Union of Ontario Indians board members, and Treasury Board members of the Anishinabek Nation (collectively referred to as “AN Officials”).

### **Definitions**

“Anishinabek Nation” means the Union of Ontario Indians (“UOI”), including the 40 First Nations represented by it.

“Chair” means the Grand Council Chief of the Anishinabek Nation or an authorized designate.

“Conflict of Interest” refers to situations in which Officials have private and/or outside interests that could compete with, or be perceived to compete with, the interests of the First Nation. Conflicts of interest may occur where Officials can use their position for personal gain (or the expectation of personal gain), whether monetary or otherwise. Conflicts of interest may also occur where Officials can use their position to the benefit of a private and/or outside interest.

### **Procedures**

#### *General Prohibition*

1. A conflict of interest can arise when Officials, a related person, or another third party:
  - a. take actions or have interests that may make it difficult for Officials to perform their duties for the Anishinabek Nation objectively and effectively;
  - b. receive private benefits as a result of an individual’s position in the Anishinabek Nation; or

- c. have a material interest in an agreement or transaction involving the Anishinabek Nation.
- 2. Absent disclosure to and express authorization from the Anishinabek Nation, Officials must not exercise any power or perform any duty or function in circumstances where a conflict of interest, or the appearance of a conflict of interest, may be present.
- 3. All members of the Leadership Council are required to complete the [Conflict of Interest Disclosure \(Appendix 4\)](#).
- 4. Failure to complete or uphold the Declaration of Conflict of Interest may result in [disciplinary](#) or legal action.

#### *Personal, Related Persons and Third Party Conflict of Interest*

- 5. Officials must not use their positions with the Anishinabek Nation for any benefit for themselves, for any related person, or for any third party; and must not in any circumstances use their positions to the detriment of the interests of the Anishinabek Nation.
- 6. A conflict of interest will exist in any circumstances where Officials have the opportunity to exercise any power, duty or function in a manner that could:
  - a. further their private interest(s), the interest(s) of related persons, and/or the interest(s) of any third party; and/or
  - b. be contrary to the interests of the Anishinabek Nation.

#### *Preferential Treatment*

- 7. Officials are not permitted to use their positions to give any related person or other third party any preferential treatment that would advance their own interests and/or the interests of such related person or third party, and/or that would be contrary to the interests of the Anishinabek Nation, and/or that would be contrary to the expectations set out in this Policy.
- 8. Opportunities for preferential treatment may arise in connection with, for example:
  - a. decisions regarding hiring, acceptance, promotions, evaluations, salary administration, and reporting relationships; and
  - b. business decisions regarding contracts, vendors and suppliers.
- 9. Because all such decisions must be made objectively and with the best interests of the Anishinabek Nation, any decision-maker who is faced with a potential conflict of interest (or the appearance of a conflict of interest) must disclose the conflict of interest and (unless otherwise expressly authorized by the Anishinabek Nation) withdraw from the decision-making process.
- 10. In no circumstances may any Officials, in the course of their duties to the Anishinabek Nation, enter into, facilitate, approve and/or administer any contractual or other relationship between the Anishinabek Nation and any related person (including, without limitation, in relation to the supply of materials, equipment and/or services).

#### *Services and Facilities*

- 11. Officials shall not use the working time of other Anishinabek Nation Officials, nor any of the Anishinabek Nation's facilities, supplies or resources, to serve a personal interest or any interest of a related person.

*Acceptance of Gifts or Personal Benefits*

12. Officials shall not accept, arrange to accept, give or request to be given, any reward, gift, advantage or benefit of any kind from any person or entity in circumstances where such reward, gift, advantage or benefit could influence or be perceived to influence the performance of their duties.

*Exception*

13. Notwithstanding the foregoing, Officials may accept a gift of nominal value given as an expression of courtesy or hospitality if doing so does not influence, or would not be perceived to influence, the performance of their duties. Such exceptions may include:
  - a. Normal protocol exchanges or social obligations associated with Officials's duties; and
  - b. Normal exchanges common at public cultural events.

**DISCLOSURE OF CONFLICTS OF INTEREST – MEMBERS OF THE LEADERSHIP COUNCIL, UOI BOARD MEMBERS, AND THE TREASURY BOARD (“BOARD MEMBERS”)**

*Formal Declaration of Conflict of Interest*

14. All Officials, at the beginning of their term, must file with the Chair a formal written declaration of Conflict of Interest, setting out the following:
  - a. The names of all corporations in which they and/or their immediate family members have a substantial financial interest as a shareholder, director or officer; and
  - b. The names of each proprietorship, partnership or other business entity in which they and/or their immediate family members have a substantial financial interest.
15. Each Official must make a supplemental declaration of Conflict of Interest and file it with the Chair as soon as is reasonably possible in the event of any changed circumstances that render the initial Declaration out-of-date, inaccurate and/or incomplete.

*Ongoing Responsibility to Disclose Conflicts of Interest*

16. A Officials will not be found to be in breach of this Policy if, at the first available opportunity, they:
  - a. Disclose the particulars of a real or perceived conflict of interest; and
  - b. Abstain from any involvement in and influence over any discussion and/or decision-making in regard to the matter (unless otherwise expressly authorized by the Anishinabek Nation).
17. If a Official is in doubt as to whether a conflict of interest exists (or could exist), the Official shall consult with the Chair.
18. Any Official who knowingly fails to disclose a real, apparent or potential conflict of interest shall be subject to appropriate sanction (which may include removal and legal action, depending on the nature and severity of the conflict).

*When Absent from Meeting at Which Matter Arises*

19. Where the interest of an Official by reason of the Officials's absence from the meeting in which the issue giving rise to the disclosure obligation arises, the Official shall disclose the interest and otherwise comply with ongoing declaration mandates as soon as the

Official becomes aware of the real or perceived conflict of interest, and – in any event – by no later than at the next meeting attended by the Official.

20. In the event that a Official is absent from a meeting in which an issue giving rise to a disclosure obligation arises, other Officials may make disclosure on behalf of the absent Official if – acting in good faith – they believe that a conflict of interest exists (or could exist) in regard to the absent Official.

#### *Determination of Official's Conflict of Interest*

21. Any Official in an actual or apparent conflict of interest shall have the opportunity to explain the conflict or perceived conflict in question; and upon consideration of same, the Leadership Council or Treasury Board will determine whether the Official in question is in fact in a conflict of interest.
22. All such determinations by the Leadership Council or Treasury Board are final.
23. In circumstances where the Leadership Council or Treasury Board has determined that a Official has a conflict of interest, that Official:
  - a. Shall immediately leave the meeting or the part of the meeting during which the matter related to the Conflict of Interest is under consideration;
  - b. Shall not take part in the discussion of, or vote on any question in respect of, the matter related to the conflict of interest; and
  - c. Shall not attempt in any way - whether before, during or after the meeting - to influence the voting on any such question.

#### *Disclosure to be Recorded in Minutes*

24. Every declaration or determination of a Official being in a conflict of interest (together with a general description of the conflict) shall be recorded in the minutes of the meeting.

#### *Quorum Where Disclosure Occurs*

25. The absence of a Official from a meeting because of the requirements of this policy shall not be taken into account in determining whether a quorum is present for that meeting.

#### *Contracts*

26. Absent express written authorization, neither a Official nor any Immediate Family Member of a Official may directly or indirectly enter into any contract or financial arrangements with the Anishinabek Nation while the Official holds office.

#### *Unauthorized Use of Restricted Information*

27. A Official may not at any time use information that is:
  - a. Supplied in confidence to the Anishinabek Nation;
  - b. Not generally available to all members of the Anishinabek Nation; and/or
  - c. Obtained while that individual serves in an official position,if the use of the information in question could result in, or could appear to result in, a financial benefit to them and/or any related person.

#### *Reporting*

28. Any Official who believes, on reasonable grounds, that information contained in a declaration of Conflict of Interest of a Official is untrue, incomplete or inaccurate, may report in writing that belief and the reasons for it to the Chair.
29. If a Official becomes aware that any other Board Member may be in contravention of this Policy, they must report the matter to the Chair immediately upon becoming aware of the possible contravention.
30. After receiving a report on a possible conflict of interest, the Chair must review the information provided, must ensure that the Board Member who is in the possible conflict

of interest is provided with a reasonable opportunity to explain the conflict or perceived conflict in question, and must make a timely decision in accordance with this Policy.

## **CURRENT AND EXISTING RELATIONSHIPS**

31. Current and existing relationships that may involve a conflict of interest (including, but not limited to, reporting relationships and vendor relationships) must be disclosed at the earliest available opportunity in accordance with this Policy.
32. Upon receiving such notification, the Anishinabek Nation shall assess the conflict of interest, and shall ensure that it manages, decreases, or eliminates potential risk that may result from the conflict of interest. Appropriate action may include, but is not limited to:
  - a. duly authorized waiver of the conflict of interest;
  - b. reassignment of Officials;
  - c. recusal of the individual in the real or perceived conflict of interest from official matters affecting, or appearing to affect, the relationship;
  - d. administrative inquiry into the matter to determine if any inappropriate action(s) occurred as a result of the relationship (which could result in administrative action, including disciplinary action); or
  - e. any other actions that the Anishinabek Nation deems necessary in order to protect its interests, ensure good governance, and maintain public confidence in the integrity of the Anishinabek Nation.

## IV.10 Abuse of Power

Date Approved		Board Motion	
Date Last Reviewed		Date Last Revised	

### **Policy**

1. An abuse of power by an elected official refers to the use of one's authority or position in a way that is illegal, unethical, or exceeds the scope of their duties and responsibilities. This can include, but is not limited to:
  - a. using Anishinabek Nation resources for personal gain or benefit;
  - b. making decisions based on personal or financial interests;
  - c. using one's position to influence decisions in favour of friends, family, or professional or political allies;
  - d. awarding contracts for service without following the Accounting Policies and Procedures Manual;
  - e. awarding of influencing hiring in positions outside of the Political Office without following the Human Resources policy;
  - f. retaliating against those who disagree or oppose the elected official
  - g. using one's position to coerce or intimidate others;
  - h. engaging in financial misconduct, such as embezzlement, accepting bribes, misuse of Anishinabek Nation funds, etc.
  - i. illegally disclosing confidential or classified information
  - j. engaging in sexual misconduct or harassment.
2. Abuse of power by an elected official undermines public trust and can damage the reputation of Anishinabek Nation, its employees, elected officials, committees, and reputation. It is important that any suspected abuse of power is investigated and dealt with appropriately, whether through Anishinaabek traditional proceedings, political process or legal proceedings.

### **Procedures**

3. Abuse of power by elected officials will not be tolerated. Any official found to have used their position for personal gain or to harm others will face disciplinary action, up to and including removal from office.
4. All allegations of abuse of power will be thoroughly investigated and, if sufficient evidence is found, the official will be removed from office. In addition, the official may face criminal charges.
5. To prevent abuse of power, officials will be required to disclose any potential conflicts of interest and will be prohibited from using their position for personal gain.
6. Officials are also expected to conduct themselves with the highest level of integrity and to treat all members of the public with respect. Any official found to have engaged in discriminatory or harassing behavior will also face disciplinary action.

## IV.11 Harassment

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. The Occupational Health and Safety Act in Ontario defines workplace harassment as engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome. This can include verbal or physical abuse, threats, and intimidation.

### **Procedures**

2. The Leadership Council is responsible for setting the overall direction and strategy of the organization based on resolutions from Chiefs-in-Assembly and Leadership Council. As such, they are to conduct themselves in a respectful and professional manner when interacting with employees. This includes:
  - a. Treating all employees with respect and dignity at all times and refraining from using offensive language, shouting, or making derogatory comments.
  - b. Listening to and valuing the input and opinions of employees and make an effort to understand the perspectives and experiences of employees and take them into consideration when making decisions.
  - c. Being transparent and open in communication by keeping employees informed about important decisions and changes, and should be responsive to questions and concerns.
  - d. Leadership Council should set clear outcomes for employees through the Eniigaanziikidaaged and Political Office Primary Staff Person and provide them with the resources and support they need to succeed.
  - e. Holding the Leadership Council members accountable for their actions by prompt and fairly investigating any reported misconduct.
  - f. Leadership Council may provide feedback on the performance of employees in relevant and appropriate circumstances in a manner that is appropriate and should be willing to make adjustments as needed to support their success.
3. Officials are also expected to conduct themselves with the highest level of integrity and to treat all Anishinabek Nation members, citizens, and employees with respect. Any official found to have engaged in discriminatory or harassing behavior will face disciplinary action.

## IV.12 Anti-Nepotism

Date Approved		Board Motion	
Date Last Reviewed		Date Last Revised	

### **Policy**

1. This anti-nepotism policy is to ensure that all political decisions are made based on merit and qualifications rather than on familial or personal relationships.
2. Nepotism can lead to the perception of favoritism and unfairness and can undermine the credibility and integrity of the organization. Additionally, nepotism can create conflicts of interest and can be detrimental to the functioning of the organization.
3. The anti-nepotism policy can help to prevent these issues by establishing clear guidelines for the hiring and promotion process and ensuring that all employees, volunteers, and members of the Leadership Council are aware of the policy and their responsibilities under it.
4. The Political Office will follow the Anishinabek Nation Hiring Policy with the exception of the Grand Council Chief's appointment of a primary staff person (such as Chief of Staff) of the Political Office.

### **Procedures**

1. No employee, volunteer, or member of the Leadership Council of Anishinabek Nation may use their position or influence to secure Political Office employment, promotion, or other favourable treatment for a family member or personal friend.
2. Any employee, volunteer, or member of the Leadership Council of Anishinabek Nation who has a family member or personal friend seeking employment or other favorable treatment within the Political Office must disclose this relationship to the Human Resources Department or the Leadership Council, as applicable.
3. Any employee, volunteer, or member of the Leadership Council of Anishinabek Nation who has a family member or personal or professional friend seeking employment or other favorable treatment within the Political Office must recuse themselves from any decision-making or participation in the hiring or promotion process for the entire process, not just for that individual.

## IV.13 Policy Management Guidelines

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. The creation of policies is encouraged to ensure compliance with the Anishinabek Nation traditional and legal mandates, consistency across departments and programs, and between different elected leadership teams.
2. Policies should aim to not only meet the obligations under a Canadian legal framework, but must incorporate and promote Anishinabek legal principles, language, and culture.
3. Any Chief, Anishinabek Nation member representative, Leadership Council member, Director, employee, or department can recommend a policy and/or procedure.
4. The Leadership Council is responsible for the final approval of new, revised, or rescinded policies and procedures. The Leadership Council shall always ensure the participation of the Eniigaanziikidaaged and Political Office Primary Staff Person in order to fully consider impacts prior to change or implementation.
5. The Treasury Board is responsible for:
  - a. making recommendations to Leadership Council for the issuance, revision, or rescission of any policy and procedure document;
6. The Eniigaanziikidaaged is responsible for:
  - a. determining if the policy and procedure request needs to be referred to a subject matter expert for additional review;
  - b. ensuring policy and procedure documents being reviewed are neither contradictory to Anishinabek Nation's Policies nor inconsistent with the standards of financial management;
  - c. ensuring the policy is not contradictory to other Anishinabek Nation policies
  - d. ensuring that the current list of policy and procedures are made available to all affected persons.
7. The Anishinabek Nation Secretariat is responsible for:
  - a. maintaining a comprehensive list and repository of all existing policies and procedure documents;
  - b. ensuring that existing policy and procedures are kept current by reviewing periodically.

### **Procedures**

1. The Eniigaanziikidaaged or delegate will discuss appropriate content;
  - a. Policy – clear statement that indicates the protocol or rule affecting the specific area, the purpose, a scope if necessary, responsibilities if they need to be defined;
  - b. Procedures – Describes the steps, details, or methods to be used to implement and maintain the policy and procedures
  - c. References (if required) – list of applicable documents, policies, laws, and regulations

- d. Attachments (if required) - forms, reports, or records that are generated from the policy
- 2. The Treasury Board will review the draft policy and procedure documents and may recommend them, with or without amendments, to Leadership Council for final approval.
- 3. Each policy and procedure document presented to Leadership Council for approval will include a documented record of the Treasury Board's review and recommendation.
- 4. Policy Amendment
  - a. Anyone may recommend the revision of an issued policy and procedure
  - b. Grammatical, Anishinaabemowin, formatting, or other amendments that do not affect the substantive directives of the Policy may be made at any time.
- 5. Policy Rescission
  - a. Anyone may request the rescission of an issued policy and procedure if the policy is outdated or inaccurate
  - b. The request to formally rescind an issued policy should be documented and provide the details of why the policy should be rescinded.
- 6. Policy Approval
  - a. Once approved by Leadership Council, a new or revised policy must be communicated and accessible to all affected departments and persons.
- 7. Policy Maintenance
  - a. At least annually, all issued policy and procedures documents will be reviewed for completeness, accuracy, and relevancy and revised or rescinded accordingly.
  - b. Policies shall be maintained and be available in shared digital space for all staff.

## SECTION V. Nokiiwin - Political Office Operations

### V.01 Financial Accountability

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

#### **Policy**

1. The Leadership Council is committed to providing sound financial management of the Union of Ontario Indians.
2. Members of the Leadership Council shall comply with the provisions in the AN Accounting Policies and Procedures Manual.
3. When in doubt, the delegated authority for authorizations in the Political Office lies with the Grand Council Chief.
4. There may be exclusion to policy that will be outlined in this manual, exclusions will be specifically stated.
5. Members of The Leadership Council will ensure they have a good understanding of the AN Accounting Policies and Procedures Manual through review of that manual upon taking office.
6. Any member of The Leadership Council who requires additional instruction in financial management, or the reading an interpretation of Financial Statements will have that training and/or instruction provided to them as part of an orientation process.
7. The annual budget for the political office of the Anishinabek Nation shall be reviewed, amended, approved or rejected by the Treasury Board.

#### **Procedures**

1. Members of The Leadership Council will commit to upholding the principles and content of the AN Accounting Policies and Procedures Manual during the course of their term.
2. The Treasury Board has the main responsibility to oversee Anishinabek Nation financial operations, as outlined in section IX: Anishinabek Nation Treasury Board.
3. The Leadership Council has the responsibility to:
4. Review and approve the annual budget and ensuring that it was prepared in accordance with the AN Accounting Policies and Procedures Manual and other applicable Anishinabek Nation laws, is based on plausible assumptions and provides for required program and services
5. In regards to the political office budget only, the budget shall be prepared by the primary political office staff, reviewed by Grand Council Chief, and submitted for approval by the Treasury Board
6. Allocations are provided to the Political Office by the Finance Department
7. Review and approve any circumstances during the budget process that are expected to create a budget deficit including consideration of any recommendations from the Treasury Board and/or the Eniigaanziikidaaged on plans to eliminate the budget deficit in a future period

8. Review and approve other Planning Documents including but not limited to the internal policies, capital budget, and a multi-year financial plan
9. Review and approving any changes or amendments to the annual budget or other Planning Documents
10. Ensure a system of accountability by way of sharing annual budgets in relation to approved strategic plan, Grand Council Assembly Resolutions, or other directives from the Anishinabek Nation membership.

## V.02 Political Office Expenditures

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. The Political Office is subject to the Anishinabek Nation Accounting Policies and Procedures Manual.
2. Expenditures must be budgeted for and approved by in the current approved budget.
3. The Grand Council Chief and Deputy Grand Council Chief are not granted arbitrary budget lines for spending.
4. Contracts for professional services may only be approved through motions of the Leadership Council (external legal counsel, consultants, etc.).
5. Awarding of contracts must be conducted in accordance with Anishinabek Nation policies.
6. Travel and accommodations must be carried out responsibly, and excessive or extraordinary expenses should be pre-approved by Leadership Council.

### **Procedure**

1. Budgeting and Approval Process: The Political Office shall adhere to the Anishinabek Nation's budgeting and approval process outlined in the Accounting Policies and Procedures Manual. This includes the submission of budget requests, approval by relevant authorities, and monitoring of expenditures against approved budgets.
2. Contract Approval: Contracts for professional services, including but not limited to external legal counsel and consultants, must undergo approval through motions of the Leadership Council. This process ensures transparency and accountability in the selection of external service providers.
3. Contract Awarding: The awarding of contracts shall follow Anishinabek Nation policies, which may include competitive bidding processes, evaluation criteria, and approval thresholds. This ensures fairness, integrity, and compliance with applicable regulations.
4. Travel and Accommodation
5. Compliance with Accounting Policies: All expenditures by the Political Office shall comply with the Anishinabek Nation's Accounting Policies and Procedures Manual. This includes documentation requirements, record-keeping practices, and adherence to financial controls to safeguard the organization's resources and integrity.
6. Regular Review and Reporting: The Political Office shall regularly review its expenditures against approved budgets and provide reports to the Leadership Council as per the established reporting schedule. This facilitates transparency, oversight, and informed decision-making regarding financial matters.

## V.03 Human Resources Policy

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

- 1) The management of the elected political representatives of the Anishinabek Nation who are employed by the Union of Ontario Indians shall be governed by the principles, guidelines, and provisions set forth in this policy manual, Anishinabek Nation Human Resources Policy, and apply to, specifically:
  - a) The Grand Council Chief; and,
  - b) The Deputy Grand Council Chief.
- 2) This policy is designed to ensure the highest standards of professionalism, ethical behavior, accountability, and respect for all members of the Anishinabek Nation community.
- 3) The policy aims to uphold the integrity of the elected Leadership Council and to foster an environment of transparency, collaboration, and responsible leadership.

### **Procedures**

1. Leadership Council members shall adhere to the provisions outlined in the [Anishinabek Nation Human Resources Policy](#) unless otherwise stated in this manual.
  - a. The Grand Council Chief may be granted the delegated authority for authorizations in the Political Office.
  - b. There may be exceptions to policies and if so, will be specifically stated.
2. The Grand Council Chief and Deputy Grand Council Chief shall refer to employment contracts for details on hours of work, benefits, pension, salary, vacation, and term details,

## V.04 Political Office Travel

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. All Political Office travel expenditures should be consistent with the Political Office's budget, goals, and objectives and that the appropriate individual(s) attending is on behalf of the Anishinabek Nation and in accordance with the [AN Accounting Policies and Procedures Manual](#).
2. Travel expenses must serve a specific purpose to the Political Office or in support of a member First Nation. The costs associated with the travel must be reasonable and in line with the Political Office budget.

### **Procedures**

1. Political Office travel shall follow these guidelines;
  - a. The travellers must weigh the necessity of in-person meetings versus virtual attendance.
  - b. Travel must be aligned with the Leadership Council Doodemaag and organizational objectives.
  - c. Travel should consider environmental responsibility.

## V.05 Email Use

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

Anishinabek issued email and communication methods are typically more secure than personal email or messaging accounts and can help to protect sensitive company information.

### **Policy**

1. Anishinabek Nation Leadership Council must comply with all provision in the [AN Human Resources Policy](#) concerning email, in addition to the following provisions:
  - a. Anishinabek Nation Leadership Council is prohibited from sending or receiving any confidential, proprietary, or sensitive company information through personal email accounts or other messaging platforms, unless they are using their personal email account for Leadership Council business (i.e., no longer a Chief of a First Nation).
2. All communications should be conducted through official channels in order to comply with regulations related to data security, data privacy, and or other issues.

### **Procedures**

1. All members of the Leadership Council are required to use their official Anishinabek Nation email accounts for all communications involving confidential, proprietary, or sensitive information. Use of personal email accounts or non-official messaging platforms for such communications is strictly prohibited.
2. All email passwords must be provided to the Primary Staff Person of the political office.
3. The Secretariat is authorized to monitor and review emails as needed. For the Political Office, this would be under the direction and authorization of the Grand Council Chief.
4. To initiate a review of the Grand Council Chief's emails, a formal motion must be presented and approved by the Leadership Council. The procedure should include documentation of the motion and the voting outcome.
5. Upon the completion of a term of office, IT will set up an email forwarding address for a predetermined period to ensure no important communications are missed. The succeeding Political Office will manage this correspondence.

## V.06 Legal Department & External Counsel

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. Anishinabek Nation Legal Department is committed to providing legal services to the Leadership Council as their preferred legal counsel.
2. There may be instances from time to time, when there is a need to engage outside legal counsel to act for the organization, and through it, for the best interests of the AN with respect to any responsibilities discharged in the name of Anishinabek Nation.
  - a. Legal counsel is costly and should only be used when absolutely necessary. This policy sets out the authority, criteria, and process for the retention of external legal counsel.

### **Procedures**

1. Access to Legal Counsel is an excluded area for the members of the Leadership Council under the [AN Accounting Policies and Procedures Manual](#).
2. When a legal opinion is being sought on documents such as letters, agreements, contracts and responses to external bodies, such documents shall be prepared internally and submitted to the internal Legal Department for review. Unless the matter is legally complex, counsel should not be requested to undertake initial drafting of such documents.
3. The following individuals have full authority to request services from the Anishinabek Nation Legal Department:
  - a. The Grand Council Chief; and,
  - b. The Political Office Chief Primary Staff Person.
4. Reports to the Leadership Council shall be provided in a timely manner on the legal counsel engagement and work completed.
5. Internal requests for the Legal Department that will be billed to the Political Office must be approved by Grand Council Chief, within budgetary and policy limitations, or a motion of the Leadership Council prior to work commencement.
6. Invoices for services rendered shall be submitted by the Legal Department preferably within 30 days for approval and submission.
7. If the Legal Department is unable to complete a scope of work, they will give notice for consideration of external legal counsel.
8. The retention of external legal counsel may also be initiated upon the direction of the Grand Council Chief or by motion of Leadership Council.
9. When a project would be in excess of \$50,000, a Requests for Proposals must be drafted and distributed to relevant legal contractors.
10. Once the proposal deadline has passed, an assessment grid will be developed and a committee convened to review the submissions. Final approval will rest with the Political Office selection committee or Leadership Council.

11. Once external counsel has been retained at fees agreed upon in advance, whether directly or through an RFP process, communication to counsel concerning legal issues should be concise. Messages should be comprehensive and include as much pertinent information as possible, including all relevant supporting documentation, a precise statement of the issue on which a legal opinion is required, and an indication of the date when a response is required or any other information.
12. A periodic review shall be conducted of all procedures respecting the use of external legal counsel, including monitoring the status of matters in progress, the selection and performance of counsel, the level of fees and budgetary provisions. This review shall advise the Treasury Board to give a recommendation on Legal Services to the Leadership Council.

## V.07 Donations

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

This donation policy is to ensure that the organization is transparent and accountable to the Anishinabek Nation membership and E'Dbendaagzijig. These guidelines describe the process for gifting donations in a way that aligns with the organization's mission and values, and that is fair and equitable to all members of the Anishinabek Nation. This donations policy can prevent conflicts of interest, nepotism, and other forms of misconduct by setting clear rules around who can make donations, and how they can be used.

### **Policy**

1. The Anishinabek Nation Political Office will not maintain a donation budget line.
2. The Anishinabek Nation Political Office will not fulfill or gift any donation requests.

### **Procedures**

1. The Anishinabek Nation Political Office will not receive or gift any donation requests.
2. Requests to give a donation to the Anishinabek Nation from an external organization will be directed to the Anishinabek Nation 7<sup>th</sup> Generation Charity.
3. Requests for donations should first go through the Anishinabek Nation 7<sup>th</sup> Generation Charity program before being submitted to the Anishinabek Nation.
4. If the request cannot be fulfilled by the Anishinabek Nation 7th Generation Charity, then donations requests must be submitted to the Anishinabek Nation Eniigaanziikidaaged.
5. The Eniigaanziikidaaged will consult with the relevant department to consider whether the Anishinabek Nation can assist with the donation.
6. The maximum amount that will be accepted for any single donation is \$500.
7. All donations must consider fair distribution among the Anishinabek Nation member communities as much as possible.
8. All donations must comply with the organization's Conflict of Interest and Anti-Nepotism Policy.

## V.08 Sustainable Conduct

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. The Anishinabek have a deep cultural and spiritual connection to the land and its resources. Being environmental stewards is a way for them to protect and preserve this connection for future generations.
2. The Anishinabek Nation Political Office is committed to incorporating sustainable environmental practices into its daily operations and business decisions. We will strive to reduce our environmental impact by implementing sustainable practices in the following areas:
  - a. Energy Conservation: We will work to reduce energy consumption by implementing energy-efficient lighting, heating, and cooling systems, and encouraging the use of public transportation or carpooling where appropriate.
  - b. Reducing Travel Impacts: Virtual meetings reduce the environmental impact by reducing the need for travel, which can be a significant source of emissions. Virtual meetings can also reduce the need for physical materials, such as paper and handouts. The Anishinabek Nation Political Office will aim to make short meetings virtual or hybrid, except when ceremonial instructions dictate otherwise, and will weigh the impacts and benefits of offering virtual only options.
  - c. Sustainable Procurement: We will prioritize the purchase of environmentally-friendly products, such as those made from recycled materials and those with minimal packaging.

### **Procedures**

1. All of the Anishinabek Nation Political Office is expected to actively work towards the implementation of sustainable environmental practices within our organization.

## V.09 Eniigaanziikidaaged – Chief Executive Officer

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. The Leadership Council is responsible for hiring the Eniigaanziikidaaged.
2. The Grand Council Chief is responsible to be the immediate supervisor of the Chief Executive Officer, who in turn supervises Anishinabek Nation Secretariat as identified in the organizational diagram.

### **Procedures**

1. Management of the Eniigaanziikidaaged shall follow the [AN Human Resources Policy](#), with the following exceptions due to the interface between the Leadership Council:
  - a. The Grand Council Chief supervises the Eniigaanziikidaaged. The Grand Council Chief shall establish regular communication with the Eniigaanziikidaaged to align the political and technical aspects of the Anishinabek Nation.
  - b. The Eniigaanziikidaaged shall work with the Treasury Board to provide the Eniigaanziikidaaged with additional resources and support to ensure they can effectively carry out responsibilities.
  - c. The hiring process will involve HR and will follow, as closely as is possible, the [Anishinabek Nation Human Resource Policy](#).

## V.10 Political Office Primary Staff Person

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. The Grand Council Chief is responsible for hiring and evaluating the performance of the Primary Staff Person of the Political Office.
2. The Grand Council Chief is the immediate supervisor of the Political Office Primary Staff Person, who in turn supervises other Political Office staff.

### **Procedures**

1. Management of the Eniigaanziikidaaged shall follow as closely as possible to the [AN Human Resources Policy](#), with the following exceptions due to the interface between the Board of Directors and electoral terms;
  - a. The Primary Staff Person of the Political Office should be structured in such a way to allow for a 30 day overlap (which may be extended) between one term of office and the next. This should allow for an orientation of new Political Leadership including a status update. The option should also be presented to the outgoing Primary Staff Person to be retained to hold an orientation session with the incoming Primary Staff Person once recruited.
  - b. The returning or incoming Grand Council Chief has the option to interview and retain the current Primary Staff Person.
  - c. If necessary, the Primary Staff Person shall work with the Treasury Board to provide the Political Office with additional resources and support to ensure they can effectively carry out responsibilities.

## SECTION VI. Wiidokwin - Advocacy

### VI.01 Reporting to Anishinabek Nation Members (Communities and E'Dbendaagzijig)

Date Approved		Board Motion	
Date Last Reviewed		Date Last Revised	

#### **Policy**

1. The Leadership Council of the Anishinabek Nation is accountable and transparent by conducting governance in an open manner. The following are policies, procedures and practices that reflect Anishinabek Nation's ongoing effort to improve the ease of access and transparency of the legislative process to ensure E'Dbendaagzijig are aware of how decisions are made and carried out.
2. The Grand Chief, Leadership Council, and the Secretariat of Anishinabek Nation contribute to transparent management by:
  - a. building public trust and adhering to the parameters of this and other Anishinabek Nation/Union of Ontario Indians policies;
  - b. ensuring accountability for their actions and the transparency of operations; and,
  - c. promoting and maintaining a culture of transparency and accountability.
3. The Leadership Council acknowledges it is their responsibility to operate in a transparent and accountable manner.
4. The Leadership Council will provide good governance by committing to the principles of transparency, accountability, and openness.
5. These principles are served by an open process for adopting policies and establishing processes which demonstrate the principles that guide the Leadership Council and Secretariat personnel.

#### **Procedures**

##### *Open Government*

1. The conduct of the Leadership Council and Committee meetings shall be governed by this Naagdowendiwin Mazina'igan – Union of Ontario Indians / Anishinabek Nation Political Office Policies & Procedures Manual.
2. Annually, the Anishinabek Nation will publish a report including the political advocacy efforts of the doodemaag and the financial resources that were used to support it.
3. All annual meetings are open to the Anishinabek Nation membership except where it is appropriate and permitted to consider a matter in a closed meeting.
4. Anishinabek Nation representatives and E'Dbendaagzijig shall be provided with a range of opportunities to participate in Political and Technical Committees, Nation Councils, and Forums.

##### *Access to Anishinabek Nation Records*

5. One of The Leadership Council's priorities is to make it easier for E'Dbendaagzijig to get the information they need.
6. The following policies and practices will enhance membership's access to the Leadership Council records and decisions, therefore the following documents shall be maintained in a public register on the Anishinabek Nation website:
  - a. Anishinabek Nation Grand Council Resolutions
  - b. Annual Reports
  - c. Other information as deemed necessary or appropriate. Care must be taken to safeguard intellectual property, sensitive information, and appropriateness of public access.

*Engagement*

7. Anishinabek Nation recognizes the value that E'Dbendaagzijig contribute to planning, delivering and evaluating political advocacy.
8. The Leadership Council Executive shall engage its member First Nations (by way of Chiefs and Councils, and provide opportunities for them to participate in and provide feedback on programs and services and clarify to priorities about spending. Examples of engagement include:
  - a. Engaging the First Nation leadership in the Strategic Planning process; and,
  - b. Inviting member First Nation people to serve on Nation Councils.

*Due Diligence*

9. Care will be taken to ensure that when Anishinabek Nation/Union of Ontario Indians applies for external funding that it is not consuming resources otherwise set out for the benefit of its 39 First Nations.

## VI.02 Political Direction

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. Open and participatory government is a hallmark of Anishinaabe law.
2. Political oversight, given by resolutions, ensures that advocates and technicians are held accountable for their actions and the effectiveness of the programs they implement.
3. Directives can be given a number of ways for AN Government activities including through the authority derived in certain capacities (such as Grand Council Chief), Grand Council Resolution, Leadership Council Resolution, or Regional Meetings.
4. Political oversight can help ensure that the development and implementation of government programs is conducted in a transparent and open manner, allowing for input.

### **Procedures**

1. All annual doodemaag workplans will be approved by the Leadership Council.
2. The Doodem Representative may propose changes to the program.
3. Regular reports on the program's progress and results will be submitted to the Leadership Council.
4. The Leadership Council will have the authority to terminate certain programs if it is deemed to be ineffective or not meeting its intended goals with consultation with the Eniigaanziikidaaged.
  - a. The Treasury Board may also recommend terminating programs when the objectives have been completed or it lacks available resources.

## VI.03 Anishinabek Nation Resolutions

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. Resolutions are formal expressions of the will of the Chiefs-in-Assembly. Resolutions reflect the views of the Chiefs-in-Assembly, provide positions on issues, policy directives, and assign mandates to the Anishinabek Nation Grand Council Chief and to the Union of Ontario Indians Secretariat. The resolutions process serves to effectively foster and capture consensus on significant policy matters.
2. The purpose of this policy is to assist First Nations and Secretariat staff involved in the drafting, editing and presenting of resolutions of the Chiefs-in-Assembly. The policy also governs how resolutions are to be implemented, amended, retired and archived.
3. Resolutions are divided into broad categories including:
  - a. Issue Position Resolutions – These are resolutions on the position the Anishinabek Chiefs and Grand Council Assembly take concerning any particular issue.
  - b. Mandating or Directional Resolution – These Resolutions provide specific direction and/or mandate a specific action on a particular matter. The resolution process allows Chiefs-in-Assembly to set out their collective position on an issue, legislation, or any matter affecting First Nations.
  - c. Organizational Resolution - These relate to internal matters regarding the operation and function of the Anishinabek Nation (such as the appointment of officials or the structure and management of the organization).
  - d. Support Resolution - These resolutions express the support of the Chiefs-in-Assembly and, may, but do not necessarily, require the writing of a letter or requesting a meeting.
4. Other operational items, such as approval of reports, especially previously mandated work, is mainly the purview of the Leadership Council.

### **Procedures**

#### *General Provisions*

1. The Anishinabek Nation Secretariat will convene a [Resolutions Committee as per the Terms of Reference](#) outlined in this manual.
2. This policy is not meant to supersede the [Anishinabek Nation Grand Council Assembly](#) Rules of Procedure, rather to provide further clarity for operations.
  - a. If at any time, there is a conflict between this policy and the [ANGCA Rules of Procedure](#), the Rules of Procedure shall apply.

#### *Drafting and Content*

3. Resolutions should only be advanced if they are necessary because of new developments and authorities.

4. The Resolutions Committee shall make reasonable attempts to notify the Mover or the Seconder when a draft Resolution potentially repeats or conflicts with an existing Resolution.
5. All Resolutions shall follow the template approved by the Leadership Council, and provided to the Anishinabek Nation members prior to the Assembly.
6. All resolutions must state who will be responsible for the implementation of the resolution and for reporting the results back to the Assembly. The Eniigaanziikidaaged and Political Office Primary Staff Person must be included for feedback in any resolution proposed impacting the respective responsibility.
7. If the resolution does not identify who is responsible for implementation, the Eniigaanziikidaaged will be responsible for assignment.

*Doodemaag Categories*

8. Each resolution must state which doodem, or doodemaag, it is being assigned to.
9. If the draft resolution has not indicated a category, the Secretariat will categorize the resolution, if passed.

*ANGCA Resolution Approval*

10. Submission, review, and approval of the ANGCA Resolutions will be conducted as per the [ANGCA Rules of Procedures](#), as amended from time to time.

*Retiring a Resolution*

11. Resolutions may be retired via Chiefs-in-Assembly resolution.
12. Otherwise, all Anishinabek Nation Resolutions remain active subject to the terms within the resolution.

*Anishinabek Nation Grand Council Chief Resolutions Review*

13. The Anishinabek Nation secretariat will maintain a list of Grand council resolutions including their title, year and their status of being active, inactive or retired.
14. In the first quarter of every year the Anishinabek Nation Secretariat will deliver to the GCC a list of all resolutions that have not been retired.
15. Upon election of a new Anishinabek Nation Grand Council Chief, the Secretariat will deliver to the new GCC a list of all resolutions that have not been retired and active.

## VI.04 Meeting Planning Guidelines

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. The purpose of this policy is to establish clear guidelines and expectations for conducting efficient, productive, and respectful meetings coordinated by the Political Office.
2. These guidelines aim to ensure that meetings are an effective use of time and resources, while promoting collaboration and decision-making.

### **Procedures**

#### *General Provisions*

3. Define clear objectives: Identify the purpose and desired outcomes of the meeting beforehand. Distribute this information to all participants in advance.
4. Create a calendar invite that includes a clear title on the subject of the meeting, all relevant information for the meeting, and invite participants.
5. Create an agenda: Develop a structured agenda, outlining topics for discussion, time allotments, and responsible parties. Ideally, distribute the agenda at least 24 hours before the meeting to allow participants to prepare.
6. Invite relevant participants: Ensure that only individuals who can contribute to the meeting's objectives are invited. Provide them with the necessary information, including date, time, location, and meeting platform.
7. Provide pre-meeting materials: Share any relevant documents, data, or resources in advance to help participants prepare and facilitate informed discussion.

#### *Meeting Conduct*

8. Begin the meeting promptly at the designated start time and ensure it finishes within the allotted time frame.
9. Assign a meeting facilitator to keep discussions on track, manage time, and ensure all participants have an opportunity to speak, including those participating remotely.
10. Focus on the agenda items and discourage discussions that respectfully deviate from the meeting's objectives if appropriate. If necessary, park off-topic issues for later discussion.
11. Virtual attendees should identify themselves on screen

#### *Meeting Follow-up*

12. Record decisions and action items: Assign a note-taker to document key decisions, action items, and responsible parties. Share these notes with all participants as soon as possible after the meeting.
13. Monitor progress: Regularly review progress on action items and provide updates to ensure timely completion.
14. Evaluate effectiveness: Periodically evaluate the effectiveness of meetings to identify areas for improvement and implement necessary changes.

## VI.05 Agenda Building Guidelines

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. Meetings are an essential part of any organization's decision-making process. However, they can quickly become unproductive if the agenda items are not properly prioritized. Prioritizing agenda items ensures that the most critical issues are addressed first, leading to effective decision-making and the best use of everyone's time.
2. This policy is meant to guide Anishinabek Nation Political Office for prioritizing different topic areas into different meetings to ensure that there is enough time for dialogue and discussion.

### **Procedure**

#### *Annual General Assembly Meetings*

3. The topics for Annual General Assembly meetings should focus on governance and setting priorities from the communities. These meetings are, in part, intended to update the Chiefs on the implementation of previous ANGCA resolutions and give them an opportunity to ask questions and provide feedback. The following topics may be appropriate for Annual General Assembly meetings:
  - a. Dialogue and discussion on current events and issues
  - b. Nation Council reports & discussion
  - c. Resolutions
  - d. Reports on previous resolutions, strategic plans, and initiatives
  - e. Presentations with Q&A on requested topics
  - f. Every 3 years:
    - i. Election of Leadership Council
    - ii. Appointment of auditors

#### *Fall/Special General Assembly Meetings*

4. The topics for Annual General Assembly meetings should focus on governance and setting priorities from the communities. These meetings are intended to follow up on any remaining mandates that did not get discussed at the summer annual general assembly. However, the main purpose of the Fall assembly should be to create opportunities for dialogue and networking between Anishinabek Nation communities to share successes and barriers. The following topics may be appropriate for Fall Assembly Assembly meetings:
  - a. Dialogue and discussion on current events and issues
  - b. Nation Council reports & discussion
  - c. Resolutions
  - d. Presentations with Q&A on requested topics

#### *Regional Meetings*

5. Standardized agendas have been developed based on Leadership Council motion in 2022. The topics for these meetings should focus on long-term strategy, governance, and oversight, particularly relative to the Region (or AN as a whole):

- a. Doodemaag Guidance - What direction is needed from the regional representatives to the Doodem departments?
- b. Networking and regional dialogue
- c. Emerging updates, events, and issues
- d. Departmental reports that require regional approvals or that cannot wait until Assembly
- e. Overall organizational strategy and direction
- f. Filling regional vacancies on Councils and Committees

*Leadership Council Meetings*

6. Leadership Council meetings are intended to guide the Anishinabek Nation's management team and ensure that the organization is aligned with its mission and vision. The following topics may be appropriate for board meetings:

- a. Financial performance and risk management
- b. Compliance and regulatory issues
- c. Succession planning and leadership development
- d. Review of policies, procedures, and governance practices

*Treasury Board Meetings*

7. The Treasury Board plays a crucial role in managing an organization's financial resources, and its focus may vary depending on the specific needs and goals of the organization. The Board take a deeper look at the following topics and provides informed recommendations to the Leadership Council for final approval:

- a. Audit and financial statements
- b. Budget and fiscal planning
- c. Workplan financial alignment analysis
- d. Risk management

*Directors Meetings*

8. Under the Eniigaanziikidaaged's direction

## VI.06 Internal Meetings

Date Approved		Board Motion	
Date Last Reviewed		Date Last Revised	

### **Policy**

1. The purpose of this policy is to provide guidelines for conducting effective internal meetings within the Anishinabek Nation, to ensure that meetings are productive, efficient, and respectful of everyone's time.
2. This policy outlines the criteria for different internal meetings and associated guidelines.

### **Procedures**

#### *Leadership Council Meetings*

1. Leadership Council meetings shall be organized according to the Union of Ontario Indians By-Laws, as amended from time to time.
2. The purpose of these meetings is to monitor organization-wide concerns and give direction for the best interests of the Anishinabek Nation.

#### *Executive Meetings*

3. Members of the Executive include the Grand Council Chief, the Regional Deputy Grand Council Chief, and the Wiikwemkoong Unceded Territory Representative.
  - a. the members shall be supported by the Political Office staff; and,
  - b. the Anishinabek Nation Eniigaanziikidaaged.
4. The business of Executive varies in complexity for each of its designated roles and responsibilities within all areas of AN operations. There are many, time sensitive, operating issues that require frequent, near bi-weekly, meetings of The Leadership Council. To ensure the dispatch of time sensitive business The Leadership Council will conduct bi-weekly meetings, and/or meet on an as needed basis.
5. Any regular meeting of The Leadership Council shall be considered a valid meeting should there be a quorum of 50% plus one (1) members of the Executive in attendance.
6. The Grand Council Chief shall act as Chair or appoint one in their absence.
7. All regular meetings of the Executive must have an agenda approved by the Executive.
8. All regular meetings of the Executive must have minutes recorded by the Administrative Coordinator which accurately captures the discussions, deliberations, decisions, and actions of the Executive with respect to each business item on the meeting agenda. This information must be sent to all members of the Executive in writing.
9. The process for the conduct of regularly scheduled Executive meeting shall follow this format:
  - a. Agenda Approval;
  - b. Review and Approval of Previous Meeting Minutes;
  - c. Business Arising from Previous Meeting Minutes;
  - d. Doodem updates;
  - e. A list of business items to be addressed on the meeting agenda;

- f. Scheduling of the Next Executive Meeting;
- g. Meeting Adjournment.

10. Not all business conducted in a regular The Leadership Council meeting requires the passing of resolutions, however resolutions may be required to reflect the commitment of larger amounts of financial resources, or major decisions in any areas of AN operations. It is these major decisions that are to be reported out at the next Leadership Council meeting..

#### *Regional Meetings*

- 11. Regional meetings be set aside for organizational briefings and discussion;
- 12. Additions to agendas for regional meetings need to be provided, at minimum, fourteen (14) days in advance;
- 13. Materials for regional meetings and Grand Council Assemblies be sent to Chiefs, at minimum, seven (7) days in advance;
- 14. Materials for regional meetings should be structured to present political direction options at the beginning of each departmental briefing note;
- 15. Standard reports that must be completed should be minimized;
- 16. Each agenda should include the same information for each regional meeting; and,
- 17. If required and directed by the regional Chiefs, meetings may run an additional day.

#### *Nation Council*

- 18. Comprising five Advisory Councils, sometimes referred to as Nation Building Councils.
- 19. It is essential for Anishinabek leadership to be inclusive of all members of their community, regardless of gender, age, or sexual orientation. By consulting with a variety of voices, leadership can ensure that all members of the community are represented and heard.
- 20. Leadership can build trust and support within their community; when community members feel heard and valued, they are more likely to support the decisions made by leadership.
- 21. Quarterly meetings with the Nation Councils will be a priority for the Executive.

#### *Director's Meetings*

- 22. Conducted under the direction of the Eniigaanziikidaaged.

#### *Political-Director Meetings*

- 23. Leadership Council may require/request meetings with relevant Directors on portfolio matters. These requests should go through GCC or the Political Office Primary Staff Person to the Eniigaanziikidaaged.
- 24. It is at the discretion of the Director and/or Eniigaanziikidaaged on which employees should attend from the supporting department.
- 25. These meetings will concern the political advocacy aims of the Anishinabek Nation and will not delve into Human Resources or other organizational concerns.
- 26. Directors will present relevant information, reports, or updates to the Executive or LC, and answer any questions or concerns raised by the Executive.
- 27. Direction shall not be given by LC or Executive to Directors (or staff) without discussion. Meaningful discussion shall take place with the Eniigaanziikidaaged to ensure desired outcomes are conveyed and understood, and all reasonable concerns on direction be duly considered prior to developing motions or resolutions on a matter that impacts the Administration.

#### *Ad-hoc Meetings*

28. The Anishinabek Nation employees are free to convene whichever meeting is required to formulate collaborative responses for the aims and objectives of the organization.

## VI.07 External Meetings

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. The purpose of this policy is to establish guidelines for holding effective external meetings.
2. These meetings are essential for maintaining positive relationships with external stakeholders, promoting the Anishinabek Nation's mission and goals, and advancing its interests.

### **Procedures**

#### *Community Outreach Meetings*

1. To engage with community members, inform them about the Anishinabek Nation's initiatives, and gather their input on key issues.
2. An invitation to the Executive portfolio holder should be submitted no less than 30 days prior to any Community Outreach meeting.
3. These meetings should be held in accessible locations within the community and scheduled at convenient times for maximum participation.
4. Relevant materials should be prepared and distributed in advance. Open forums, roundtable discussions, or Q&A sessions may be included to facilitate interaction and active engagement.

#### *Organizational & Community Events*

5. To celebrate achievements, foster relationships, and create awareness about Anishinabek Nation's goals and accomplishments.
6. An invitation to the Grand Council Chief and Deputy Grand Council Chief should be extended no less than 60 days prior to Organizational and Community events.
7. Event planning should involve coordination with relevant stakeholders, timely invitations to attendees, and a well-structured agenda.
8. Incorporate cultural elements, such as traditional ceremonies, music, or storytelling, to enrich the event and celebrate the Anishinabek Nation's heritage.

#### *Conferences*

9. To discuss pressing topics, exchange knowledge, and explore opportunities for collaboration with other Indigenous organizations or external partners.
10. An invitation to the Grand Council Chief and Deputy Grand Council Chief should be extended as soon as date(s) are confirmed.
11. Develop a clear theme and agenda, select appropriate speakers, and plan for panel discussions, workshops, or breakout sessions. Ensure the conference venue is well-equipped and accessible, and provide attendees with relevant materials, accommodation options, and registration details.

#### *Ministerial Meetings*

12. To engage with government officials, advocate for the Anishinabek Nation's interests, and work collaboratively on policy matters.
13. An invitation to the Grand Council Chief and Deputy Grand Council Chief should be extended no less than 30 days prior and should be scheduled in concert with Political Office availability.
14. Prepare a detailed agenda and background materials, and ensure that key decision-makers from the Anishinabek Nation are present. Establish a respectful and constructive dialogue, and follow-up with any agreed-upon actions or commitments.

*Keynote Requests*

15. To deliver impactful speeches or presentations that raise awareness and inspire action on relevant issues affecting the Anishinabek Nation.
16. An invitation to the Grand Council Chief and Deputy Grand Council Chief should be extended no less than 60 days prior.
17. Identify suitable speaking opportunities, develop a compelling presentation or speech, and coordinate logistics with event organizers. Tailor the content to resonate with the target audience, highlighting the Anishinabek Nation's perspectives and priorities.

*Chiefs Committees Meetings*

18. To enable the Chiefs of the Anishinabek Nation to discuss strategic matters, make decisions, and provide direction to the organization.
19. An invitation to the relevant Leadership Council portfolios holders should be extended no less than 30 days prior.
20. Schedule regular meetings with a well-defined agenda, ensuring that all Chiefs are informed and able to participate. Allow for focused discussions on key issues, and document decisions and action items for follow-up.

*External Meetings*

21. To collaborate with external organizations, institutions, or government bodies on matters of mutual interest.
22. An invitation to the Grand Council Chief and Deputy Grand Council Chief should be extended no less than 30 days prior.
23. Prepare a clear agenda, identify common goals, and ensure that representatives from the Anishinabek Nation have the appropriate expertise and authority. Encourage open communication and seek opportunities for partnership or collaboration.

*Minister Meeting Guidelines*

24. To establish protocols and expectations for interactions between Anishinabek Nation representatives and government ministers.
25. An invitation to the Grand Council Chief and Deputy Grand Council Chief should be extended no less than 30 days prior and should be scheduled in concert with Political Office availability.
26. Develop a set of guidelines outlining the desired tone, focus, and objectives for ministerial meetings. Ensure that attendees are well-prepared, aware of cultural sensitivities, and able to present the Anishinabek Nation's positions effectively.

*Technical Meeting Guidelines*

27. To facilitate productive discussions between technical experts, researchers, or advisors on specific projects or initiatives.
28. An invitation to the relevant Leadership Council portfolios holders should be extended no less than 30 days prior.

29. Define the scope, objectives, and desired outcomes for each technical meeting. Provide attendees with relevant background materials and encourage knowledge sharing, problem-solving, and collaborative decision-making.

*Trilateral/Bilateral Tables*

30. To engage in structured discussions and negotiations with other Indigenous nations, governments, or organizations.
31. An invitation to the Grand Council Chief and Deputy Grand Council Chief should be extended no less than 30 days prior and should be scheduled in concert with Political Office availability.
32. Establish a framework for trilateral or bilateral talks, including clear objectives, agendas, and participation guidelines. Ensure that Anishinabek Nation representatives have the necessary authority and expertise to participate effectively and advocate for the community's interests.

## VI.08 Anishinabek Nation Gatherings

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. It is the organization's policy to organize and conduct meetings according to their purpose, objectives, and desired outcomes.
2. This approach ensures that each meeting type is tailored to achieve its specific goals, maximize participants' engagement, and optimize the use of time and resources.

### **Procedure**

1. During the planning for large gatherings, care must be taken in the naming of the event. Anishinabek Nation staff are encouraged to utilize this policy to guide naming and agenda development.
2. Conference: A conference is a formal gathering of people with a common interest or profession to exchange information, discuss topics, and learn from each other through presentations, lectures, workshops, and networking opportunities.
3. Forum: A forum is a platform where individuals or groups come together to discuss and exchange ideas on a specific topic or issue. It allows for open discussion, debate, and the sharing of opinions and viewpoints.
4. Summit: A summit is a high-level meeting or conference between leaders, officials, or representatives from different organizations or countries to discuss important issues, make decisions, and reach agreements.
5. Workshop: A workshop is a hands-on learning experience where participants engage in activities, exercises, and discussions to acquire new skills, knowledge, or techniques on a specific topic.
6. Gathering: A gathering is a casual or informal meeting of people who share a common interest or purpose, often for social or cultural reasons.
7. Meeting: A meeting is a formal or informal gathering of people to discuss a specific topic or issue, share information, and make decisions.
8. Assembly: An assembly is a formal gathering of people, typically for a specific purpose or event, such as a legislative body or a school assembly.
9. Convention: A convention is a formal gathering of people with a common interest or profession to exchange information, discuss topics, and learn from each other through presentations, lectures, workshops, and networking opportunities, similar to a conference but typically larger in scale.
10. Seminar: A seminar is an educational event where a group of people comes together to discuss and learn about a specific topic, usually led by an expert in the field. It often involves presentations, discussions, and interactive activities.

## VI.09 Official Political Office Correspondence

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. Documents such as letters, statements, news releases, or other political advocacy related content meant to be released externally or publicly must be approved by the Grand Council Chief. Please refer to the Anishinabek Nation/Union of Ontario Indians Human Resources Policy for further information on this process.
2. The Political Office will work with the Communications Department regarding the above, for editing, posting, and scheduling interviews or other media-related requests.
3. The Political Office is responsible for ensuring that official correspondence is in alignment with the organization's mission, values, and principles.
4. Edits and revisions may be presented to ensure that the message is clear, consistent, and aligned with its goals and objectives. The Political Office is responsible for overseeing the organization's political advocacy efforts and ensuring that all communications are in line with the organization's mission and values.
5. Additionally, the review process allows for the identification of any potential issues, and ensures legal accuracy (when required) that could compromise the organization or go against Anishinabek values.
6. The review process also allows for the organization to ensure that the tone and language used in the letter is appropriate and respectful to all parties involved. Overall, the review process is an important step in ensuring that the organization's letters are effective in achieving its political advocacy goals and communicating its message effectively

### **Procedures**

1. All letters meant to be official correspondence written by technicians in the organization must be submitted as a rough draft to the Political Office for review, edits, and approval. This draft should include who the letter is addressed to and any carbon copy persons required.
2. The rough draft should include key points and the main message that the letter is intended to convey.
3. The Political Office will review the rough draft and provide edits and/or feedback, if necessary.
4. The Political Office staff are responsible for incorporating any revisions and finalizing the letter before distribution.
5. The technicians may be asked to review the final letter before it is submitted to ensure that it aligns with the original message.
6. All letters must be approved by the Grand Council Chief before they are sent out with his signature.

7. The Political Office keeps copies and records of all correspondences sent from the Political Office. Follow-ups are done automatically by the Political Office at regular intervals or as requested by technicians/Chiefs.

## SECTION VII. Debaakinagewin - Discipline

### VII.01 Disciplinary Process for Leadership Council

Date Approved		Board Motion	
Date Last Reviewed		Date Last Revised	

#### Policy

1. Discipline is an excluded area for the members of the Leadership Council under the [AN Human Resources Policy](#), therefore this policy shall apply.
2. The Leadership Council of the Anishinabek Nation is expected to conduct themselves at the highest standards of integrity and act in the best interests of the Anishinabek E'dbengagazig, the members of the Anishinabek Nation, and the Anishinabek Nation Secretariat.
3. The Grand Council Chief and Deputy Grand Council Chief are elected by the Anishinabek Nation Chiefs-in-Assembly through a traditional electoral process, through which the Chiefs are authorizing these individuals with responsibilities both traditional and corporate.
4. These standards will be set by both Anishinabek legal principles and the legally required Ontario Corporate standards.
5. The Anishinabek Nation will maintain a clear set of bylaws, policies, and procedures that outline the responsibilities and duties of the Leadership Council. These will be communicated to LC and should be easily accessible its members.
6. It is important to keep in mind that the goal of disciplinary action is to resolve the issue and to protect the best interests of the organization. The process should be transparent, fair, and respectful to all parties involved.

#### Procedure

1. When a Leadership Council member has conduct concerns, the following should occur (please see below for a Process Guide):
  1. The Concerning Conduct should be reported to the Leadership Council.
  2. Once reported, the Leadership Council (or appropriate designate) shall evaluate the type of conduct.
    - a) If the alleged conduct is illegal activity, financial fraud, or would otherwise create an immediate legal and public risk to the organization then this proceeds directly to the Ogimaag Circle with advice from Legal Counsel.
    - b) If the alleged conduct is harassment, workplace violence, or an abuse of power then this proceeds to the Investigation stage.
    - c) If the alleged conduct is not part of the above two categories, but still concerning, then the issue should proceed to Planned Early Conflict Resolution.
  3. Investigation of Harassment, Workplace Violence, or Abuse of Power must be:

- a) Prompt - ASAP or within 90 days if possible
  - b) Objective - Person investigating should not be involved, not be under the control of the alleged harasser.
  - c) Confidential - Information should not be disclosed unless necessary to protect workers, properly investigate, take corrective action, or required by law.
  - d) Thorough - Reasonable efforts should be made to interview, fact find, record keep to come to a conclusion.
4. Substantiating harassment, workplace violence, or abuse of power investigations should follow the following procedure:
  - a) If the complaint is substantiated then proceed to Gokomisag Circle
  - b) If the complaint was not substantiated as harassment, workplace violence, or an abuse of power, however the conduct would fall under another prohibited procedure, then proceed to Early Planned Conflict Resolution.
  - c) If the complaint was not substantiated, nor falls under any other policy then the process ends. Recommendations may be brought forward for any further steps to consider.
5. Investigations substantiated must be evaluated for severity and appropriateness for different courses of resolution. These are meant to be guidelines and not comprehensive, and evaluators should use their own judgement and consult with the Gokomisag Circle to determine whether the conduct;
  - a) Requires Immediate Ogimaag Circle review, for instances like:
    - Overstepping Authority/Undermining Management
    - Circumventing Established Policies
    - Unilateral Decision Making
    - Unprofessional Conduct
  - b) Appropriate for Anishinaabe Restorative Justice, for instances like:
    - Sexual Harassment
    - Workplace Violence
    - Financial Malfeasance
    - Serious Conflict of Interest Violation, Preferential Contracting
6. The Gokomis Circle will follow the procedures in this manual.
  - a) If a resolution is found, then a Corrective Action / Remedial Plan is written. This has a 3 month follow up to ensure that it was effective. If it was not effective, then it is referred to the Ogimaag Circle for further Corrective Action.
7. The Ogimaag Circle will be convened following the procedures in this manual.
  - a) If a resolution is found, then a Corrective Action / Remedial Plan is written. This has a 3 month follow up to ensure that it was effective. If it was not effective, then it is referred back to the Ogimaag Circle for further Corrective Action.
  - b) If a resolution is not found, then the Ogimaag Circle and Union of Ontario Indians Board of Directors may vote to remove the Leadership Council member.

*UOI BoD/LC Discipline Decision Process Guide*



## VII.02 Reporting Concerning Conduct of Leadership Council

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. Any concerning conduct by a Leadership Council member should be reported to the Leadership Council.
2. Any members of the public may make a complaint about the conduct of Leadership Council, however it may be best to bring the issue through the Anishinabek Nation First Nation member representative to ensure accountability.
3. Specially, any employee of the Union of Ontario Indians should feel safe in that their complaint is held confidentially and taken seriously.

### **Procedure**

1. Any inappropriate conduct should be reported to the Leadership Council.
  - a) Complaints received by the Eniigaanziikidaaged, Political Office Primary Staff Person, or Human Resources Director will be brought to the Leadership Council.
  - b) Complaints received by other Directors or Managers of the Union of Ontario Indians will be referred to the Eniigaanziikidaaged for attention.
  - c) Complaints received by other members of the LC will be either directed to the President / Grand Council Chief or another member of the Leadership Council if the GCC is the subject of the complaint.
  - d) Complaints by First Nation members or members of the public will be referred to the President / Grand Council Chief.
2. The complaint may be verbal or in writing.
3. Encourage members to raise issues and concerns as soon as possible after the incident(s).

## VII.03 Planned Early Conflict Resolution

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. Anishinaabe traditional law considers the prevention of conflict to be an integral part of justice. This policy of open reporting and first steps are meant to make it safer to report poor behaviour and breaches of law and policy by Leadership Council members.
2. The purpose of this policy is to establish an effective and process for the resolution of disputes that involve conflicts among elected officials and staff in the organization
3. To ensure any disputes are resolved as quickly as possible, so the high level of service to the community is not disrupted, and a positive work environment within the Anishinabek Nation.
4. To define procedures that enable disputing parties to identify and resolve issues of contention on a mutually acceptable basis.
5. To ensure consistency and fairness in the manner in which The Leadership Council deals with and resolves internal disputes.
6. To ensure a positive work environment is promoted.
7. To minimize the cost of litigation, and/or contracting third party mediators, in the resolution of disputes.

### **Procedures**

1. Harassment, Workplace Violence, and Abuse of Power reports must be immediately escalated to the Investigation stage.
2. All steps during the Planned Early Conflict Resolution must be written and recorded and retained by the Anishinabek Nation Secretariat.
3. All parties to a Planned Early Conflict Resolution process are expected to respect the privacy and confidentiality of all other parties involved and to limit the discussion of a complaint to those that need to know.

#### *Meeting and Resolution with Leadership Council Member*

1. The Eniigaanziikidaaged & Political Office Primary Staff Person will schedule a meeting with the elected official within 2 weeks to convey the received concern. The Reporting Party may attend at their discretion, however this process will be voluntary and consent based.
2. The purpose of the meeting is to discuss the concern and identify potential solutions.
3. The Eniigaanziikidaaged & Political Office Primary Staff Person will take notes during the meeting and provide the Leadership Council member and the Reporting Party with a copy of the notes.
  - a. If a resolution is reached, the Eniigaanziikidaaged & Political Office Primary Staff Person will document the resolution and provide the elected official and the Reporting Party with a copy.

- b. If a resolution is not reached, the Eniigaanziikidaaged & Political Office Primary Staff Person will inform the Reporting Party of the next steps, which may include the Gokomisag Circle or other remedy.

*Reporting*

4. The Eniigaanziikidaaged & Political Office Primary Staff Person will meet in private with the Reporting Party 4 weeks after the resolution to ensure that it has been carried out effectively. If not, this may include referring the matter to the Gokomisag Circle.

## VII.04 Investigation

Date Approved		Board Motion	
Date Last Reviewed		Date Last Revised	

### **Policy**

1. An investigation will be conducted when there is a complaint about harassment, workplace violence, or abuse of power.
2. Investigations will be guided by the Occupational Health and Safety Act, as amended from time to time. Investigations should be:
  - a. Prompt - ASAP or within 90 days if possible
  - b. Objective - Person investigating should not be involved, not be under the control of harasser.
  - c. Confidential - Information should not be disclosed unless necessary to protect workers, properly investigate, take corrective action, or required by law.
  - d. Thorough - Reasonable efforts should be made to interview, fact find, record keep to come to a conclusion.

### **Procedure**

1. All investigations will be handled by an individual who has the necessary training and experience.
  - a. This can be done internally with Secretariat Human Resource experts, or;
  - b. In some cases an external consultant may be engaged for this purpose, although this is not mandatory.
3. The investigator will interview the person who made the complaint, the person the complaint was made against and any witnesses that have been identified. All people who are interviewed will have the right to review their statement, as recorded by the investigator, to ensure its accuracy.
4. The investigator will prepare a report that will include:
  - a. a description of the allegations;
  - b. the response of the person the complaint was made against;
  - c. a summary of information learned from witnesses (if applicable); and
  - d. a decision about whether, on a balance of probabilities, harassment/abuse of power did occur.
  - e. if a harassment/abuse of power complaint is substantiated, the investigator will recommend to the Leadership Council what action is appropriate.
5. Both parties to the complaint will be advised, in writing, of the decision.

## VII.05 Gokomisag Circle

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. Consent is the necessary for any engagement with the Gokomisag Circle.
2. Gokomisag hold a critical role in Anishinaabe communities as they are considered the keepers of cultural knowledge, values, and traditions.
3. Once Giigdo Ogimaag are chosen through the stand-up election process, the final process includes a Raising Up Ceremony conducted by the Anishinabek Gokomisag.
4. Part of the traditional role of the Gokomisag is the raise up leadership, but Gokomisag also have responsibility to ensure that leadership is conducting themselves in ways that follow Anishinaabe principles of good governance, which in this case means following the minimum standards outlined by this Union of Ontario Indians / Anishinabek Nation Political Office Policies & Procedures Manual.
5. This process is not adversarial, but rather a way to provide guidance and give perspective on correcting behaviour that cannot be tolerated from Anishinabek leadership.
6. This Gokomis Circle policy is established to provide an effective, fair, and equitable for the resolution of disputes as a third party.
7. The main purpose of this procedure is to enable disputing parties to identify and resolve issues of contention on a mutually acceptable basis.

### **Procedures**

#### *Initiating a Grandmother Circle*

8. At the advice of the Eniigaanziikidaaged & Political Office Primary Staff Person, the Grand Council Chief may initiate a Gokomisag Circle if the Planned Early Conflict Resolution did not come to a resolution, or the conflict is deemed serious enough that mediation is immediately necessary.
  - a. In the case that the Grand Council Chief is the subject of the Gokomisag Circle, the Eniigaanziikidaaged & Political Office Primary Staff Person will obtain a quorum of the Leadership Council.
    - i. At the time the decision is made, the Leadership Council shall appoint a Spokesperson for the purposes of Grand Council Chief discipline.
9. When a Gokomisag Circle is deemed necessary, the Eniigaanziikidaaged & Political Office Primary Staff Person will fill out the [Initiation Form](#) found in the appendices. This form will include the information necessary for the Gokomisag to have a full picture of the circumstances:
  - a. What conflict has been experienced?
  - b. What evidence/supporting documentation is available from the Reporting Party?
  - c. What led to the conflict happening, or why was this issue experienced as a conflict?
  - d. How might this conflict be resolved?

- e. How might this conflict be prevented in future?
- 2. Upon completion of the form, it must be sent out to all subjects to the mediation, the initiator, Leadership Council members not involved, and all members of the Gokomisag Circle.
- 3. The Gokomisag shall have a pre-meeting with the Eniigaanziikidaaged, Political Office Primary Staff Person and Grand Council Chief/Leadership Council Spokesperson if appropriate, to discuss the issue outlined in the initiation form and shall:
  - a. Appoint a spokesperson Gokomis,
  - b. Appoint an appropriate administrative support person from the Secretariat,
  - c. Consider the participant list and give direction on who must attend the Circle, and
  - d. Set a date and location for the Gokomisag Circle.

#### *Mediation Circle Process*

1. Opening Ceremony conducted by the lead Gokomis, including recital of the Ngo Dwe Waangizid Anishinaabe.
2. Review the Anishinabek Nation Chi-Naakniagewin, Code of Ethics, or other relevant documentation as directed by the Gokomisag.
3. Review the Initiation Form to get everyone comfortable with the reasons for the Circle.
4. Explore the problem, encouraging participants to express their point of view on the conflict.
5. Find the solution(s) by enabling participants to consider possible solutions to the problem.
6. Build consensus on the path forward, including the drafting of a Remedial Plan with agreed-upon steps.
7. If consensus is unachievable, allow the Gokomisag to conference alone without political leaders present to consider how to move forward.
8. Gokomisag may use the decision-making process to agree upon a Remedial Agreement however if consensus cannot occur, the Gokomisag may vote using a majority rule mechanism on a [Remedial Agreement](#).
9. Bring all other participants in once this occurs to discuss the Remedial Agreement.
10. Closing ceremony conducted by the lead Gokomis.
11. Follow-up should be done every 3 months with the subject of the mediation to ensure that the Remedial Agreement is being followed and to revisit the Gokomisag Circle if/when necessary.

#### *Resolution/Next Steps*

12. If a resolution is not reached, the Grand Council Chief/Leadership Council Spokesperson will inform the Leadership Council members being investigated of the next steps, which may bring the issue to the Ogimaag Circle to decide whether the leader should be removed from office.
13. If the Remedial Agreement is breached, Grand Council Chief/Leadership Council Spokesperson has the authority to decide whether another Gokomisag Circle is required or whether to refer the issue to the Ogimaag Circle.
14. An anonymous summary of the issue, discussion, and resolution shall be forwarded to the applicable Ogimaag Circle, and in the case of the Grand Council Chief forwarded to all Anishinabek Nation Chiefs.

## VII.06 Ogimaag Circle & Removal from Office

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. The Constitutional By-Laws of the Union of Ontario Indians Corporation, 2018 gives direction that any member of the Leadership Council may be removed through a vote at a meeting of Regional Chiefs:

By a resolution passed by at least two-thirds of the Chiefs of the First Nations in a region, a Director for that region may be removed at any time. The Director selected by Wikwemikong Unceded Indian Reserve may be removed at any time by a resolution passed by at least two-thirds of the Council (including Chief and Council) for Wikwemikong.
2. This policy is meant to assist in that process by providing direction and evidence for the consideration of the Regional Chiefs in the event that a member of the Leadership Council must be removed due to poor conduct.
3. An Ogimaag Circle is comprised of the Chiefs that are a part of each strategic region; Lake Huron, South East, South West, and Northern Superior for assessment of an appointed member of Leadership Council from that region.
4. For instances involving the Grand Council Chief or Deputy Grand Council Chief, the full membership of the Anishinabek Nation First Nation representatives will comprise the Ogimaag Circle.

### **Procedures**

5. The Ogimaag will be considered the final appeal body to review and resolve conduct allegations against elected officials.
  - a. When conduct is a substantiated harassment, workplace violence, or abuse of power complaint, then the Ogimaag will be involved immediately once the investigation report has been submitted.
6. The Grand Council Chief/Leadership Council Spokesperson will decide whether an issue is brought to the Ogimaag Circle, either based on severity of the circumstances, or due to a failed Planned Early Conflict Resolution or Gokomisag Circle process. This decision shall be made with advice from the Eniigaanziikidaaged, Chief of Staff, HR Director, Legal Counsel or other advisors deemed necessary.
7. The Grand Council Chief/Leadership Council Spokesperson, with appropriate administrative support, shall initiate this process by collecting all relevant documentation and sending it to the Ogimaag in a region. This will include, but is not limited to;
  - a. The initial complaint;
  - b. Collected statements or evidence;
  - c. Notes and/or Resolutions from the Planned Early Conflict Resolution session (if held);

- d. Remedial Plans and Notes from the Gokomisag Circle (if held); and,
  - e. Investigation final report; or,
  - f. Any other supporting documentation.
- 8. When this collection of information takes place, the Grand Council Chief/Leadership Council Spokesperson will inform the member of the Leadership Council via letter that this information will be provided to the Ogimaag Circle and the approximate date at which the meeting will be. The Leadership Council member in question shall have at minimum 2 weeks to prepare any statement or materials that they would like included in the meeting package.
- 9. Once 2 weeks' notice has elapsed, all documentation including materials given by the subject of the Ogimaag Circle will be distributed to the Ogimaag and a date set for a meeting on the issue.
- 10. It is recommended that a member of the Gokomisag Circle and a member of the Getzidijig Council attend the meeting to facilitate. They may also recommend to the Grand Council Chief/Leadership Council Spokesperson other specialists that should be included.
- 11. The Ogimaag Circle will be considered a private meeting.
- 12. The Ogimaag Circle will conduct a review of the poor conduct allegations and any previous investigations or disciplinary actions taken.
- 13. The Leadership Council member will have the opportunity to respond to the allegations and provide evidence or witnesses in their defense.
- 14. The Ogimaag Circle will conduct their review in a confidential and respectful manner, while still ensuring a fair and impartial process guided by Anishinabek principles.
- 15. The Ogimaag Circle will make a determination based on the evidence presented and determine appropriate action, which may include censure, suspension, or removal from office.
- 16. The Ogimaag Circle's decision will be final and binding, and there will be no further appeal process available within the organization.
- 17. The Ogimaag Circle will provide a written report of their findings and decision, which will be made confidentially available to the Leadership Council and the Chiefs-in-Assembly.

## SECTION VIII. Political Office Orientation

### VIII.01 Raising Up Ceremony

Date Approved		Board Motion	
Date Last Reviewed		Date Last Revised	

#### Policy

1. Grandmothers (Gokomisag) hold a critical role in Anishinaabe communities as they are considered the keepers of cultural knowledge, values, and traditions.
2. Anishinaabe culture is matrilineal, meaning that women have historically played a central role in decision-making, governance, and leadership. As such, Gokomisag are often seen as the natural leaders and advisors in Anishinaabe communities.
3. Gokomisag have a deep understanding of Anishinaabe culture and traditions, which they have learned from their own grandmothers and passed down through generations. By guiding leadership, grandmothers can ensure that cultural values and practices are preserved and respected.
4. Gokomisag have a wealth of life experience and wisdom that can be invaluable to leaders. They have witnessed firsthand the impact of decisions made by leaders and can offer insights and perspectives that may not be immediately apparent to others.

#### Procedures

5. The Gokomisag Circle will be a part of the Kwewag Council.
6. Members will be selected following the Kwewag Council Terms of Reference, but also with the knowledge that they will have this particular responsibility and should be confident to express Anishinabek principles of law and governance to leadership.
7. Preparations for the Raising Up Ceremony must be completed in advance of the Grand Council Election, including:
  - a. Consulting with the Head Getzit and Kwewag Council on who shall be appointed to conduct the ceremony,
  - b. Receiving direction on the preparations for the ceremony, who shall undertake the session, location, logistics, and supplies to be organized by Secretariat staff.
8. Immediately following a Grand Council Election, the newly elected leadership shall attend the appointed place and time to participate in the Raising Up Ceremony, Recite the Code of Ethics, and any other responsibilities as directed by the Head Getzit.

## VIII.02 Orientation Meeting

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. The purpose of this policy is to ensure that all new elected political representatives are properly oriented to their roles, responsibilities, and the functioning of government before they begin their term in office.
2. It also provides them with important information about the functioning of the Grand Council Assembly, the Leadership Council, and the resources available to them, particularly as they begin their term.
3. Understanding governance protocols, as well as the rules and procedures of their particular role is critical to the success of each term of the Grand Council Chief and Deputy Grand Council Chief.

### **Procedures**

1. The newly elected Grand Council Chief as well as the Deputy Grand Council Chief are required to attend a mandatory orientation program before they assume their duties. The orientation program shall include, but not be limited to:
  - a. Overview of the Anishinabek Nation governance structure and roles and responsibilities of elected officials
  - b. Information on the Chi-Naakinegewin to pass laws with the Grand Council assembly
  - c. Overview of the resources and support available to the Grand Council Chief as well as the Deputy Grand Council Chief
  - d. Review of the Naagdowendiwin Manual, HR Manual, Accounting Policies and Procedures Manual
  - e. Information on how to effectively communicate with E'Dbendaagzijig of the Anishinabek Nation
  - f. Information on ethical conduct and financial management
  - g. Board Roles & Responsibilities
  - h. Human Rights & Employee Relations
  - i. Anti-harassment & Bullying
2. The orientation program shall be delivered by members of the previous political office and the Anishinabek Nation Secretariat. It must include a combination of in-person and online training sessions. The online training sessions may be made available through a dedicated website that can be accessed by newly elected officials at their convenience.
3. The orientation program shall be implemented by the Anishinabek Nation's Political department, and the Anishinabek Nation Secretariat. The program shall be reviewed every 3 years by a committee consisting of members of the political office, members of the Anishinabek Nation Secretariat, and experts in the field of governance.

4. Compliance with this policy shall be mandatory for all newly elected Grand Council Chief as well as the Deputy Grand Council Chief. Failure to comply with this policy will result in disciplinary action.

## VIII.03 Taking Office - Required Training

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

### **Policy**

1. Newly elected Grand Council Chief as well as the Deputy Grand Council Chief should take advantage of training opportunities because it will help them to be more effective in their roles and better serve communities.
2. Training can provide the knowledge, skills, and resources needed to understand the functioning of governments (both First Nations and Canadian), the governance and legislative processes of governments, and the expectations of Anishinabek Nation communities.
3. Additionally, training can help to understand the unique cultural and historical context of Anishinabek Nation communities and the specific issues and challenges that each face.
4. Furthermore, training can also help to develop the communication and leadership skills necessary to effectively represent the Anishinabek Nation and make informed decisions.
5. Overall, training opportunities can help the new Grand Council Chief as well as the new Deputy Grand Council Chief to be better prepared and more effective in their roles, which ultimately benefits the entire nation.

### **Procedures**

1. All newly elected Grand Council Chief as well as the Deputy Regional Grand Chief are required to attend a mandatory orientation program before they assume their duties. The training program shall include, but not be limited to:
  - a. Chairing duties, housekeeping, Elders, ceremony, guiding conversation
  - b. HR Training – standards for staff, human rights, grievance procedures, etc.
  - c. Media Training – public speaking, concise, Toastmasters
  - d. Organizational Policies
  - e. Orientation to Operations
  - f. Change Management Guidelines
2. The orientation program shall be implemented by the Anishinabek Nation's outgoing Political department, and the Anishinabek Nation Secretariat. The program shall be reviewed every 3 years by a committee consisting of members of the Political Office, members of the Anishinabek Nation Secretariat, and experts in the field of governance.
3. The Grand Council Chief may direct any additional training that they deem required, and prescribe additional training for the Leadership Council and/or Executive Council.
4. The Regional Deputy Grand Council Chief may submit a request additional training to the Grand Council Chief for approval.
5. Compliance with this policy shall be mandatory for all newly-elected Grand Council Chief as well as the Deputy Grand Council Chief. Failure to comply with this policy will result in disciplinary action.

## VIII.04 Self-Evaluation

Date Approved		Board Motion	
Date Last Reviewed		Date Last Revised	

### **Policy**

1. The newly-elected Grand Council Chief and Deputy Grand Council Chief will be provided with an opportunity to self-evaluate themselves on a voluntary annual basis using a list of common knowledge, skills, and abilities that Anishinabek E'Dbendaagzijig determined useful for a member of Leadership Council to have in order to undertake their roles and responsibilities. These will be retained by the Human Resources Department and become a part of their personnel files.
2. The results of the self-evaluation may be used to arrange discussions with the Leadership Council for ongoing leadership development and training as suggested by Chiefs, Leadership Council, Kwewag Council, and/or Political Office staff.

### **Procedures**

3. A list of knowledge, skills and abilities recommended for Grand Council Chief and Deputy Grand Council Chief to have in the performance of their Official duties are included in the [Statement of Mandate](#).
4. Self-evaluations should be done annually and in a timely manner.
5. The results of the self-evaluations may be used to create a custom leadership development and training program customized for the current Political Office needs.
6. It shall be the responsibility of the Political Office to support these customized leadership development and training programs.
7. The Human Resources Department will maintain the records associated with self-evaluations and training programs completed.

## SECTION IX. Appendices

### IX.01 Oath of Office

Niinwe gaa boozbiigowaang gii aanji gimaakeng maanpii Anishinabek Nation ngichipiitendaami wii minzhaandmang maanda Leadership Council.

Nishtaami go naaniigaan waa miikmaang e'endamowad nwiji bmaadzijik maanpii gdakiimnaang, miina ezhi mswe'endamowaad.

ntami-nwewin

Gwaawiindamaagoom dash nongwa wii naagdowaang newe niizhwaaswi Gmishoomsinaa kinoomaadwinan -

Zaadidwin  
Gwekwaadziwin  
Dbaadendizwin  
Nbwaakaawin  
Aakdehewin  
Debwewin  
Miinwaa Mnaadendmowin

Pane gi Minzhaandmaang maanda gimaawin.

Waawaashkesh, Migizi, Ajijack, Shiikehn, Maang, Mukwa, and Waabiizhishii

Niin, \_\_\_\_\_, ezhi Giigda Ogimaa (GCC) / Giigda Ogimaans (RGC) nwaawiindamaage pane ji zhichigeyaanh eko gske'ewziyaanh miinwaa pane ji nokaazyaanh genii minik kendaasowin eyaamaa maanpii Gimaawin.

<signature line>

As your duly elected representatives of the Anishinabek Nation, we are greatly honoured to serve as your spokespersons.

We understand our primary duty is to serve the collective will and protect the rights and interests of the Anishinabek Nation.

In our actions and words, we will promote Anishinaabemowin as the primary language of the Nation.

We sincerely promise to learn and practice the Anishinabek Seven Grandfather teachings of

love,  
honesty,  
humility,  
wisdom,  
bravery,  
truth,  
and respect

in performing our duties.

We will promote the Doodemaag system of governance and be proud to represent one of the Deer, Eagle, Crane, Turtle, Loon, Bear, and Marten clans for the Anishinabek Nation.

I, \_\_\_\_\_, sincerely promise to faithfully and to the best of my skill and knowledge perform the duties of my elected position.

## IX.02 Code of Ethics

<letterhead>

### Code of Ethics for the Anishinabek Nation Leadership Council

#### **1. Open-mindedness and Respect**

I will listen to different perspectives and honor diverse opinions that may arise.

#### **2. Separation of Roles**

I will uphold the distinction between political and technical matters and will refrain from interfering in workplace issues.

#### **3. Community Welfare and Integrity**

Throughout my term, I will not engage in activities or protests that could harm the Anishinabek Nation's reputation or create conflicts of interest. My actions will prioritize the interests of the Anishinabek Nation.

#### **4. Executive Accountability**

As a member of the Leadership Council Executive, I pledge to fulfill my role conscientiously, loyally, and honestly. My primary duty is to serve the AN Membership as elected under the Anishinaabe Chi-Naaknigewin.

#### **5. Upholding Integrity**

I will promote the integrity and dignity of the Anishinabek Nation and its programs, along with the governance of the Leadership Council, in both my words and actions.

#### **6. Community Interests First**

I will proactively seek ways to serve the best interests of the Anishinabek First Nations. I will continually strive for self-improvement through available training.

#### **7. Professionalism and Representation**

I will conduct myself in a way that reflects positively on myself, the Leadership Council, and the community. I will actively participate in assigned meetings and events, representing the Anishinabek Nation.

#### **8. Transparency with Compensation**

Any compensation received for serving on boards or councils will be disclosed and directed to the Anishinabek Nation. Details of such activities will be reported to the Leadership Council.

#### **9. Respecting Confidentiality**

Confidential matters will be discussed in private sessions. Human resource issues will only be discussed with specific authorized individuals.

#### **10. Respectful Dialogue**

I will respect the opinions of all AN Members and Citizens in meetings and maintain a respectful attitude towards their input, aligning with my role on the Leadership Council.

### **11. Orientation and Familiarity**

I commit to undergoing orientation with previous Leadership Council members to understand our Custom Election Code, Union of Ontario Indians / Anishinabek Nation Political Office Policies & Procedures Manual, and relevant policies.

### **12. Adherence and Accountability**

I agree to abide by this Code of Ethics, demonstrating my commitment by signing it during the inaugural meeting of the AN Leadership Council following my election.

### **13. Courteous Interaction**

I will interact courteously and respectfully with other Leadership Council members, community members, and the public. I am an ambassador of the Anishinabek Nation.

### **14. Thoughtful Recommendations**

I will offer recommendations for changes in a constructive manner through proper channels instead of publicly criticizing employees, policies, and programs of the Anishinabek Nation.

### **15. Embracing Diverse Perspectives**

I will remain open to diverse viewpoints and value the differences of opinion that naturally arise.

### **16. Respecting Leadership Council Decisions**

I will adhere to the process of passing motions and honor the outcomes of Leadership Council decisions, even if I personally disagree. My dissenting views will be recorded but will not hinder the Board's actions.

### **17. Clear Boundaries**

I will uphold the separation between the Leadership Council and Administration, adhering to the chain of command and refraining from interfering in workplace matters. Any issues will be channeled through the proper channels.

I, \_\_\_\_\_, a member of the Anishinabek Nation Leadership Council, pledge to uphold this Code of Ethics, reflecting our commitment to the community and its values.

<signature line>

## IX.03 Confidentiality Agreement

<letterhead>

In recognition of the compensation and any other rights and benefits provided to me an elected or appointed official of the Union of Ontario Indians, hereinafter referred as the UOI, I hereby solemnly declare that I will preserve and maintain the confidentiality and secrecy of all the programs, business dealings, affairs, techniques, records, reports and information available or otherwise known to me in the course of my past, present and future work with UOI.

Further, I agree that I will not use such information, for my own or any other person's interests, whether or not such interests conflict with those of the UOI's business, during or after my employment with the UOI.

Specifically, I will not at any time or under any circumstance or in any manner, make known or divulge to any person, persons, partnership, First Nation, corporation, government or organization, the information or transactions of the UOI known to me without the express written consent of the Chief Executive Officer of the UOI.

By signing below, I acknowledge that I have read and understood this Confidentiality Agreement and agree to comply with all of its terms and conditions. I understand that failure to comply with this agreement may result in disciplinary action, up to and including dismissal, and legal action may be taken against me.

<signature line>

## IX.04 Conflict of Interest Disclosure

<letterhead>

This Conflict of Interest Disclosure form is designed to ensure that all Officials associated with the Anishinabek Nation uphold the highest standards of integrity, ethics, and diligence in their duties. The purpose is to prevent conflicts of interest and maintain the interests and reputation of the Anishinabek Nation (AN). Officials are required to disclose any potential or actual conflicts of interest, as defined by the Policy, at the start of their term and as situations arise.

### **Instructions:**

1. Please complete this form truthfully and accurately.
2. Disclose any relationships, financial interests, or affiliations that could lead to a conflict of interest.
3. Review the Policy section provided for definitions and guidance.

Personal Information:

Full Name:

.....

Position:

.....

### **Conflict of Interest Disclosure**

#### 1. Financial Interests:

List any financial interests that you, your immediate family members, or related entities have which could create a conflict of interest as defined by the Policy.

Description of Financial Interest: \_\_\_\_\_

Nature of Interest (Owner/Investor/Partner/Other): \_\_\_\_\_

Relationship to You: Immediate Family/Related Entity/Other: \_\_\_\_\_

Approximate Value: \$ \_\_\_\_\_

Description of Financial Interest: \_\_\_\_\_

Nature of Interest (Owner/Investor/Partner/Other): \_\_\_\_\_

Relationship to You: Immediate Family/Related Entity/Other: \_\_\_\_\_

Approximate Value: \$ \_\_\_\_\_

#### 2. Business Affiliations:

List any business affiliations, directorships, or significant roles outside your official duties that could potentially create a conflict of interest.

Description of Affiliation: \_\_\_\_\_

Business/Entity Name: \_\_\_\_\_

Position/Role: \_\_\_\_\_

Description of Affiliation: \_\_\_\_\_

Business/Entity Name: \_\_\_\_\_

Position/Role: \_\_\_\_\_

3. Other Potential Conflicts:

Describe any other potential conflicts of interest not covered above.

Description of Conflict: \_\_\_\_\_

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Certification:

I, \_\_\_\_\_, hereby declare that the information provided in this form is complete and accurate to the best of my knowledge. I understand the importance of disclosing potential conflicts of interest and will promptly update this declaration if new conflicts arise during my term of service.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Note: This form is to be completed at the start of your term and updated whenever new conflicts of interest arise. Please submit this form to the appropriate authority within the Anishinabek Nation for review and record-keeping. Failure to disclose conflicts of interest may result in disciplinary or legal action in accordance with the Anishinabek Nation's policies and procedures.

## IX.05 Doodem Discussion Guide

### DOODEM DISCUSSION GUIDE

*Discussion Topic*

*Background Information*

*Group Name*

**Waawaashkesh**



**Maang**



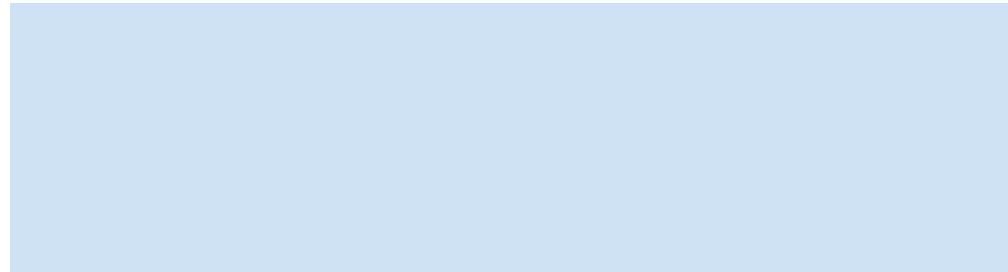
**Migizi**



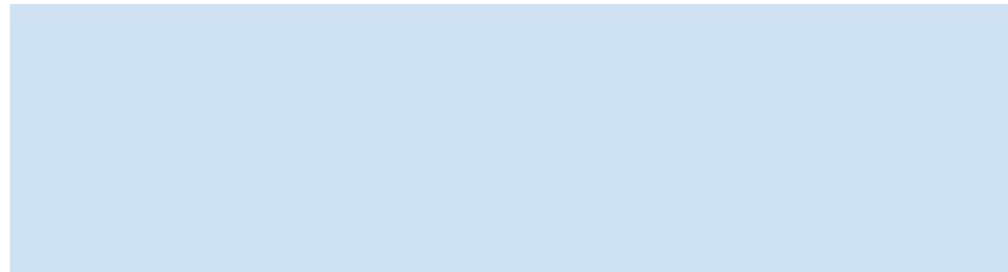
**Mukwaa**



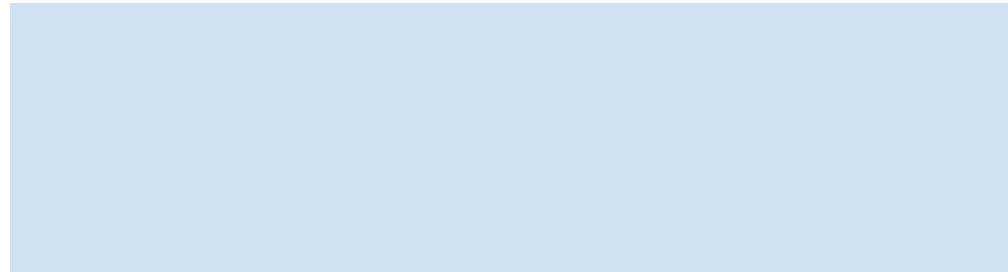
**Ajijaak**



**Waabizheshii**



**Shiikehn**



Therefore be it resolved:

1. -
2. -
3. -
4. -

Signed, this \_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_



## IX.06 Gokomisag Circle Initiation Form

<letterhead>



### **GOKOMIS CIRCLE INITIATION**

Issue for Mediation

Date

What conflict has been experienced?

What policy or principle(s) is being violated?

What led to the conflict happening, or why was this issue experienced as a conflict?

How might this conflict be resolved?

How might this conflict be prevented in the future?

<insert signature line>

## IX.07 Gokomisag Circle Remedial Agreement

<letterhead>



### **GOKOMISAG CIRCLE REMEDIAL AGREEMENT**

We, the participants of the Gokomisag Circle, held on <date>, agree to this summary of events:

1. Context
2. Context
3. Context

We, the participants of the Gokomisag Circle, held on <date>, agree to this remedial plan:

4. Action
5. Action
6. Action

<insert signature lines x 12>

## **SECTION X. Union of Ontario Indians / Anishinabek Nation Political Office Policies & Procedures Manual Management**

### **X.01 Approval and Amendments**

Date Approved	Board Motion
Date Last Reviewed	Date Last Revised

#### **Policy**

1. This policy outlines the procedures for the approval and amendment of the Union of Ontario Indians / Anishinabek Nation Political Office Policies & Procedures Manual of the Anishinabek Nation. It recognizes the importance of maintaining the integrity and relevance of the Union of Ontario Indians / Anishinabek Nation Political Office Policies & Procedures Manual, ensuring it reflects the values, traditions, and governance structures of the Anishinabek Nation.

#### **Procedures**

##### *Approval of the Union of Ontario Indians / Anishinabek Nation Political Office Policies & Procedures Manual*

1. The Union of Ontario Indians / Anishinabek Nation Political Office Policies & Procedures Manual shall be approved as a comprehensive document by the Chiefs-in-Assembly of the Anishinabek Nation.
2. Approval shall be granted through a formal resolution passed at a duly convened assembly. This initial approval signifies the consensus of the Anishinabek Nation's leadership on the governance structures, processes, and principles outlined in the manual.

##### *Substantive Amendment Process*

3. Definition: Substantive amendments include, but are not limited to, the addition, deletion, or significant modification of manual sections, principles, or governance structures that alter the foundational governance mechanisms of the Anishinabek Nation.
4. Approval Process: Any substantive amendments to the Union of Ontario Indians / Anishinabek Nation Political Office Policies & Procedures Manual must be proposed and approved by the Chiefs-in-Assembly. Such amendments shall be presented as resolutions at a duly convened assembly of the Chiefs.
5. Procedure:
  - a. Proposals for substantive amendments must be submitted in writing to the Assembly Secretariat at least 30 days prior to the assembly meeting.
  - b. The Secretariat shall circulate the proposals to all members for review and consideration ahead of the meeting.
  - c. Discussion and voting on the proposed amendments shall take place during the assembly, requiring a majority vote for approval.

##### *Strategic Amendment Process*

6. Definition: Minor amendments pertain to changes that do not substantially alter the governance frameworks or principles of the manual, such as clarifications, updates to non-critical information, and corrections of typographical errors.
7. Approval Process: The Leadership Council is vested with the authority to approve minor amendments. Such authority is exercised through a motion passed at a duly convened meeting of the Council.
8. Procedure:
  - a. Proposals for minor amendments can be submitted to the Leadership Council by the Secretariat staff, Political Office staff, or other Anishinabek Nation stakeholder.
  - b. Proposals for amendments should be forwarded to all Leadership Councils members at least 14 days prior to any Leadership Council meeting. The Leadership Council may waive this requirement if they so choose.
  - c. The Leadership Council shall determine, via motion, whether a proposed change is minor and can be approved by the Council or if it constitutes a substantive change that must be escalated to the Chiefs-in-Assembly.
  - d. The Leadership Council shall make a decision whether to approve or disapprove minor amendments.

*Corrections of Grammar and Spelling*

9. Corrections to grammatical and spelling errors in the Union of Ontario Indians / Anishinabek Nation Political Office Policies & Procedures Manual may be made at any time without formal approval. Such corrections are intended to improve the readability and professionalism of the document without altering its substance.

*Implementation and Communication*

10. Following the approval of any amendments, the Union of Ontario Indians / Anishinabek Nation Political Office Policies & Procedures Manual shall be updated to reflect the changes.
11. The updated manual shall be communicated to all members of the Anishinabek Nation and made available in a manner that ensures widespread access and understanding.

## **SECTION XI. Terms of References**

### **XI.01 Grand Council Chief – Statement of Mandate**

The Anishinabek Nation Government shall be guided by the principles and way of life of the seven sacred gifts given to Anishinabe, namely: Love, Truth, Respect, Wisdom, Humility, Honesty, and Bravery. The Anishinabek Nation Grand Council Chief is elected under the Grand Council Assembly Nomination and Election Guide for a term of 3 years. The Grand Council Chief (GCC) is mandated by the Anishinabek Nation member representatives, as elected by their E'Dbendaagzijig, to politically advocate on their behalf and to ensure fair, effective, and efficient governance of the Union of Ontario Indians AN Government.

#### **ROLES**

- Spokesperson for the Anishinaek Nation Chiefs-in-Assembly under the guidance of Grand Council Resolutions and Directives
- Chairperson and spokesperson for the Union of Ontario Indians AN Government (in practice titled the administrative body for the Anishinabek Nation)
- Chairperson and spokesperson for the Anishinabek Nation 7th Generation Charity
- Anishinabek Nation Bundle Caretaker with associated Anishinaabe ceremonial obligations
- Primary Advocate for growth and prosperity for Anishinabek Nation
- Carrying out the role of the "chair" for regular and special meetings of the Leadership Council
- Participating as the Anishinabek Nation Leadership Council Representative to the Grand Chiefs of Ontario (COO) or other political affiliations as appointed
- Exercises the authority to delegate Deputy Grand Council Chief to act in place of the Grand Council Grand Chief
- Serve as a Doodem Representative on their assigned portfolio and serves as the ex-officio member of all standing and special committees or other boards mandated by the Leadership Council

#### **RESPONSIBILITIES**

- Receive direction from and communicate with the Anishinabek Nation Chiefs
- Advocate for the betterment of Anishinabek E'Dbendaagzijig guided by the Anishinaabe Chi-Naaknigewin
- Promoting Anishinaabe Aadziwin through their words and actions and modeling mino-bimaadziwin
- Promote the Anishinabek Nation 7th Generation Charity and participate in fundraising events
- Maintaining positive relationships with other Political Territorial Organizations unless directed otherwise by Chiefs-in-Assembly
- Maintaining positive relationships with Provincial and Federal Governments unless directed otherwise by Chiefs-in-Assembly
- Provide leadership in strategic planning and resource allocations discussion to promote the best interests of the Anishinabek Nation
- Ensure the protection of communal treaty rights through any political advocacy or action

- Staying up to date on all correspondence
- Performing preliminary research to prepare for meetings and events
- Diligently reading materials prepared for meetings and discussions prior to the meeting.
- Ensuring timely, consistency and fairness in decision-making
- Ensuring policy lines of authority are respected
- Ensure that the Executive Council functions as an effective team
- Ensure that the Executive Council attends to the work of Anishinabek Nation

## **QUALIFICATIONS**

- Be an Anishinabek from a Anishinabek Nation situated in Ontario (whether or not said Anishinabek Nation is a member of the Corporation)
- Be of the full age of 18 years and over
- Be nominated by a Chief of a member Anishinabek Nation of the Corporation under the Grand Council Assembly Nomination and Election Guide
- Ability to travel to Anishinabek Nations, meetings, conferences, and events as directed by the Leadership Council
- Knowledge of, or willingness to learn, Anishinaabemowin is promoted
- Must be willing to work irregular hours when required

## **SUPPORTING ADMINISTRATIVE CAPACITY**

- The Grand Council Chief will provide supervision to the Eniigaanziikidaaged as the Chairperson of the Corporate Leadership Council of the Union of Ontario Indians, and provide an annual performance appraisal
- The Grand Council Chief will provide direction to the Eniigaanziikidaaged based on Anishinabek Nation Grand Council Assembly Resolutions, Leadership Council Resolutions, Executive Council Resolutions, and direction from the Anishinabek Nation Chiefs
- Acts as a liaison between the Leadership Council and the Eniigaanziikidaaged in addressing operational matters
- Works with the Eniigaanziikidaaged to prepare an agenda for Grand Council Assemblies, Leadership Councils, and other Political meetings
- The Grand Council Chief will provide supervision to the E-niigaanziikang Naaaknigewin E-nokiitaagenjin in their role as the duly elected representative of the Chiefs-in-Assembly, and provide an annual performance appraisal
- Work with the E-niigaanziikang Naaaknigewin E-nokiitaagenjin to organize and promote the Political advocacy of the Anishinabek Nation
- When the Grand Council Chief is contacted by the Anishinabek Nation Chiefs, Anishinabek Nation E'Dbendaagzijig, or external organizations with a concern, question, or information about Anishinabek Nation operations, the Grand Council Chief will:
  - Make contact the Anishinabek Nation Eniigaanziikidaaged to advise of the concern and the request will be handled by the Eniigaanziikidaaged in consultation with the department;
  - The Eniigaanziikidaaged will keep the Grand Council Chief apprised of the status of the concern and provide follow-up to bring closure to the matter, and finally,
  - In cases where the Grand Council Chief, Anishinabek Nation Chiefs, Anishinabek Nation E'Dbendaagzijig, or external organizations wish to meet with a

department, contact will be made to the Eniigaanziikidaaged who will inform the department and/or assist in coordinating.

## XI.02 Deputy Grand Council Chief – Statement of Mandate

The Anishinabek Nation Government shall be guided by the principles and way of life of the seven sacred gifts given to Anishinabe, namely: Love, Truth, Respect, Wisdom, Humility, Honesty and Bravery. The Anishinabek Nation Regional Deputy Grand Council Chief is elected under the Grand Council Assembly Nomination and Election Guide for a term of 3 years. The DGCC is mandated by the Anishinabek Nation member representatives, as elected by their E'Dbendaagzijig, to politically advocate on their behalf and to ensure fair, effective and efficient governance of the Union of Ontario Indians AN Government.

### **ROLES**

- When delegated by the Anishinabek Nation Grand Council Grand Chief, act as spokesperson for the Anishinabek Nation Grand Chief-in-Assembly under the guidance of Grand Council Resolutions and Directives
- Organize, communicate, and receive direction from the Chiefs within each region to promote the unique circumstances of the Northern Superior, Lake Huron, Southeast, and Southwest regions.
- Participate in Anishinabek ceremonial obligations.
- Advocate for growth and prosperity for Anishinabek Nations.
- Participating as the Anishinabek Nation Leadership Council Representative to the Grand Chiefs of Ontario (COO) or other political affiliations when delegated by the Grand Council Chief.
- Serve as a Doodem Representative on their assigned portfolio and serves as the ex-officio member of specific standing and special committees or other boards mandated by the Leadership Council

### **RESPONSIBILITIES**

- Receive direction from and communicate with the Anishinabek Nation Chiefs in each region
  - The RGC will be responsible to act at Chair at their respective Regional Meetings
- Advocate for the betterment of Anishinabek E'Dbendaagzijig guided by the Anishinaabe Chi-Naaknigewin
- Speak and express the opinions of Chiefs-in-Assembly when dealing with general matters concerning Anishinabek Nation
- Promoting Anishinaabe Aadziwin through their words and actions and modeling mino-bimaadziwin
- Promote the Anishinabek Nation 7th Generation Charity and participate in fundraising events
- Maintaining positive relationships with other Political Territorial Organizations unless directed otherwise by Grand Chiefs-in-Assembly
- Maintaining positive relationships with Provincial and Federal Governments unless directed otherwise by Grand Chiefs-in-Assembly
- Provide leadership in strategic planning and resource allocations discussion to promote the best interests of the Anishinabek Nation Anishinabek Nations
- By participating actively in the formation of agendas by bringing written submissions to be included for regular meetings.
- Staying up to date on all correspondence

- Performing preliminary research to prepare for meetings and events
- Diligently reading materials prepared for meetings and discussions prior to the meeting.
- Ensure the protection of communal treaty rights through any political advocacy or action
- Ensure that the Executive Council functions as an effective team
- Ensure that the Executive Council attends to the work of Anishinabek Nation
- Ensure the Regional Chiefs are aware of the activities of the Anishinabek in a timely manner by:
  - Ensuring Regional meetings are conducted diligently; and,
  - Verbal and written reports on the work of the Anishinabek Nation.

## **QUALIFICATIONS**

- Be an Anishinabek from a Anishinabek Nation situated in Ontario (whether or not said Anishinabek Nation is a member of the Corporation)
- Be of the full age of 18 years and over
- Be nominated by a Chief of a member Anishinabek Nation of the Corporation under the Grand Council Assembly Nomination and Election Guide
- Ability to travel to Anishinabek Nations, meetings, conferences, and events as directed by the Leadership Council
- Knowledge of, or willingness to learn, Anishinaabemowin is promoted
- Must be willing to work irregular hours when required

## **SUPPORTING ADMINISTRATIVE CAPACITY**

- Foster an atmosphere of mutually respectful working relationships with Anishinabek Nation employees.
- Act as a liaison between the Chiefs in each of the Regions to the AN Government in the performance of their duties
- Ensure that the Anishinabek Nation AN Government is kept aware of outside political mandates and processes by:
  - Ensuring accurate reports of meetings attended are distributed;
  - Provide a written report to the Leadership Council, Eniigaanziikidaaged or applicable Director regarding external meetings attended; and,
  - Provide updates at duly convened Regional meetings.
- Provide guidance as Doodem Representatives in the different portfolios within the Anishinabek Nation
- Work with the E-niigaanziikang Naaaknigewin E-nokiitaagenjin to organize and promote the Political advocacy of the Anishinabek Nation
- When the Regional Deputy Grand Council Chief is contacted by the Anishinabek Nation Chiefs, Anishinabek Nation E'Dbendaagzijig, or external organizations with a concern, question, or information, the DGCC will:
  - Make contact with the Anishinabek Nation Eniigaanziikidaaged and Grand Council Chief to advise of the concern and the request will be handled by the Eniigaanziikidaaged in consultation with the department, and include GCC in the message;
  - The Eniigaanziikidaaged will keep the Grand Council Chief apprised of the status of the concern and provide follow-up to bring closure to the matter, and finally,

- In cases where the Grand Council Chief, Anishinabek Nation Chiefs, Anishinabek Nation E'Dbendaagzijig, or external organizations wish to meet with a department, contact will be made to the Eniigaanziikidaaged who will inform the department and/or assist in coordinating.

**Anishinabek Gimaag-Maawnjidiwaad**  
Hosted by Lake Huron Region, Sudbury, Ontario  
Waabgonii Giizis 4-6, 2024

**NAAKINIGAN – #2024-04**

<b>Debaachigaadeg</b>	<b>Subject:</b>	<b>Nominations for Deputy Grand Council Chief</b>
<b>E-gaandinang</b>	<b>Mover:</b>	Chief Lloyd Myke, Magnetawan First Nation
<b>E-ko-niizhing</b> <b>e-gaadinang</b>	<b>Seconder:</b>	Chief Wayne McQuabbie, Henvey Inlet First Nation
<b>Be-minideg</b>	<b>Status:</b>	Carried
<b>Nendowendizig</b>	<b>Opposed:</b>	None
<b>Gegoo e-kidsig</b>	<b>Abstentions:</b>	None

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**MAANOO-DA-KIDOOMGAD - LET IT BE SAID:**

1. The Chief Electoral Officer has called three times for nominations for the position of Deputy Grand Council Chief;
2. Nominations were made by Chiefs or delegates of the Anishinabek Nation; and
3. There were no further nominations made.

**BIGIDNAMOG DASH GIINWI ANISHINAABE GIMAAG-MAAWANJIDIWAAD:**

**LET IT BE ACTED UPON, THAT WE, THE ANISHINABEK CHIEFS-IN-ASSEMBLY:**

1. Close the nominations procedure for the position of Deputy Grand Council Chief;
2. Declare the following nominees for the position of Deputy Grand Council Chief:
  - i. **Chris Plain**, Nominated by **Chief Joe Miskokomon**, Seconded by **Chief Kimberley Bressette**; and
  - ii. **Melvin Hardy**, Nominated by **Chief Louis Kwissiwa**, Seconded by **Chief David Mushquash**.

  
Linda Desbassige  
Grand Council Chief

  
Chris Plain  
Deputy Grand Council Chief

**Anishinabek Gimaag-Maawnjidiwaad**  
**Hosted by Lake Huron Region, Sudbury, Ontario**  
**Waabgonii Giizis 4-6, 2024**

**NAAKINIGAN – #2024-05**

<b>Debaachigaadeg</b>	<b>Subject:</b>	<b>Nominations for Grand Council Chief</b>
<b>E-gaandinang</b>	<b>Mover:</b>	Chief Wayne McQuabbie, Henvey Inlet First Nation
<b>E-ko-niizhing e-gaadinang</b>	<b>Seconder:</b>	Gimaa Gerry Duquette, Dokis First Nation
<b>Be-minideg</b>	<b>Status:</b>	Carried
<b>Nendowendizig</b>	<b>Opposed:</b>	None
<b>Gegoo e-kidsig</b>	<b>Abstentions:</b>	None

**MAANOO-DA-KIDOOMGAD - LET IT BE SAID:**

1. The Chief Electoral Officer has called three times for nominations for the position of Grand Council Chief;
2. Nominations were made by Chiefs or delegates of the Anishinabek Nation; and
3. There were no further nominations made.

**BIGIDNAMOG DASH GIINWI ANISHINAABE GIMAAG-MAAWANJIDIWAAD:**

**LET IT BE ACTED UPON, THAT WE, THE ANISHINABEK CHIEFS-IN-ASSEMBLY:**

1. Close the nominations procedure for the position of Grand Council Chief;
2. Declare the following nominees for the position of Grand Council Chief:
  - i. **Reg Niganobe**, Nominated by **Chief Brent Niganobe**, Seconded by **Chief Ted Williams**; and
  - ii. **Linda Debassige**, Nominated by **Chief Scott McLeod**, Seconded by **Chief Patsy Corbiere**.

  
Linda Debassige  
Grand Council Chief

  
Chris Plain  
Deputy Grand Council Chief

**Anishinabek Gimaag-Maawnjidiwaad**  
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**NAAKINIGAN – #2024-06**

<b>Debaachigaadeg</b>	<b>Subject:</b>	<b>Election Results for Deputy Grand Council Chief</b>
<b>E-gaandinang</b>	<b>Mover:</b>	Chief Scott McLeod, Nipissing First Nation
<b>E-ko-niizhing e-gaadinang</b>	<b>Seconder:</b>	Chief Irene Kells, Zhiibaahaasing First Nation
<b>Be-minideg</b>	<b>Status:</b>	Carried
<b>Nendowendizig</b>	<b>Opposed:</b>	None
<b>Gegoo e-kidsig</b>	<b>Abstentions:</b>	None

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**MAANOO-DA-KIDOOMGAD - LET IT BE SAID:**

1. The Anishinabek Nation held an election for the position of Deputy Grand Council Chief according to the accepted rules and procedures;
2. The following nominations were made by Chiefs and delegates of the member First Nations:
  - i. **Chris Plain**, Nominated by **Chief Joe Miskokomon**, Seconded by **Chief Kimberley Bressette**; and
  - ii. **Melvin Hardy**, Nominated by **Chief Louis Kwissiwa**, Seconded by **Chief David Mushquash**.

**BIGIDNAMOG DASH GIINWI ANISHINAABE GIMAAG-MAAWANJIDIWAAD:**

**LET IT BE ACTED UPON, THAT WE, THE ANISHINABEK CHIEFS-IN-ASSEMBLY:**

1. Hereby recognize and elect **Chris Plain** to the position of Anishinabek Nation Deputy Grand Council Chief.

  
Linda Debassige  
Grand Council Chief

  
Chris Plain  
Deputy Grand Council Chief

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**NAAKINIGAN – #2024-07**

<b>Debaachigaadeg</b>	<b>Subject:</b>	<b>Election Results for Grand Council Chief</b>
<b>E-gaandinang</b>	<b>Mover:</b>	Chief Joe Miskokomon, Chippewas of the Thames First Nation
<b>E-ko-niizhing e-gaadinang</b>	<b>Seconder:</b>	Gimaa Kwe Rhonda Williams-Lovett, Moose Deer Point First Nation
<b>Be-minideg</b>	<b>Status:</b>	Carried
<b>Nendowendizig</b>	<b>Opposed:</b>	None
<b>Gegoo e-kidsig</b>	<b>Abstentions:</b>	None

**MAANOO-DA-KIDOOMGAD - LET IT BE SAID:**

1. The Anishinabek Nation held an election for the position of Grand Council Chief according to the accepted rules and procedures;
2. The following nominations were made by Chiefs and delegates of the member First Nations:
  - i. **Reg Niganobe**, Nominated by **Chief Brent Niganobe**, Seconded by **Chief Ted Williams**; and
  - ii. **Linda Debassige**, Nominated by **Chief Scott McLeod**, Seconded by **Chief Patsy Corbiere**.

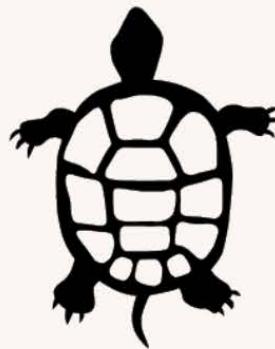
**BIGIDNAMOG DASH GIINWI ANISHINAABE GIMAAG-MAAWANJIDIWAAD:**

LET IT BE ACTED UPON, THAT WE, THE ANISHINABEK CHIEFS-IN-ASSEMBLY:

1. Hereby recognize and elect **Linda Debassige** to the position of Anishinabek Nation Grand Council Chief.

  
Linda Debassige  
Grand Council Chief

  
Chris Plain  
Deputy Grand Council Chief



# **Shiikenh Doodem**

## **JUSTICE & LEGAL**

**Anishinabek Gimaag-Maawnjidiwaad**  
**Hosted by Lake Huron Region, Sudbury, Ontario**  
**Waabgonii Giizis 4-6, 2024**

**NAAKINIGAN – #2024-08**

<b>Debaachigaadeg</b>	<b>Subject:</b>	<b>Support for Proposal for Preliminary Development Work- Self-Government Agreement on Giigido Wiiji gikendamowin (Justice)</b>
<b>E-gaandinang</b>	<b>Mover:</b>	Gimaa Kwe Rhonda Williams-Lovett, Moose Deer Point First Nation
<b>E-ko-niizhing</b> <b>e-gaadinang</b>	<b>Seconder:</b>	Chief Scott McLeod, Nipissing First Nation
<b>Be-minideg</b>	<b>Status:</b>	Carried
<b>Nendowendizig</b>	<b>Opposed:</b>	None
<b>Gegoo e-kidsig</b>	<b>Abstentions:</b>	None

**MAANOO-DA-KIDOOMGAD - LET IT BE SAID:**

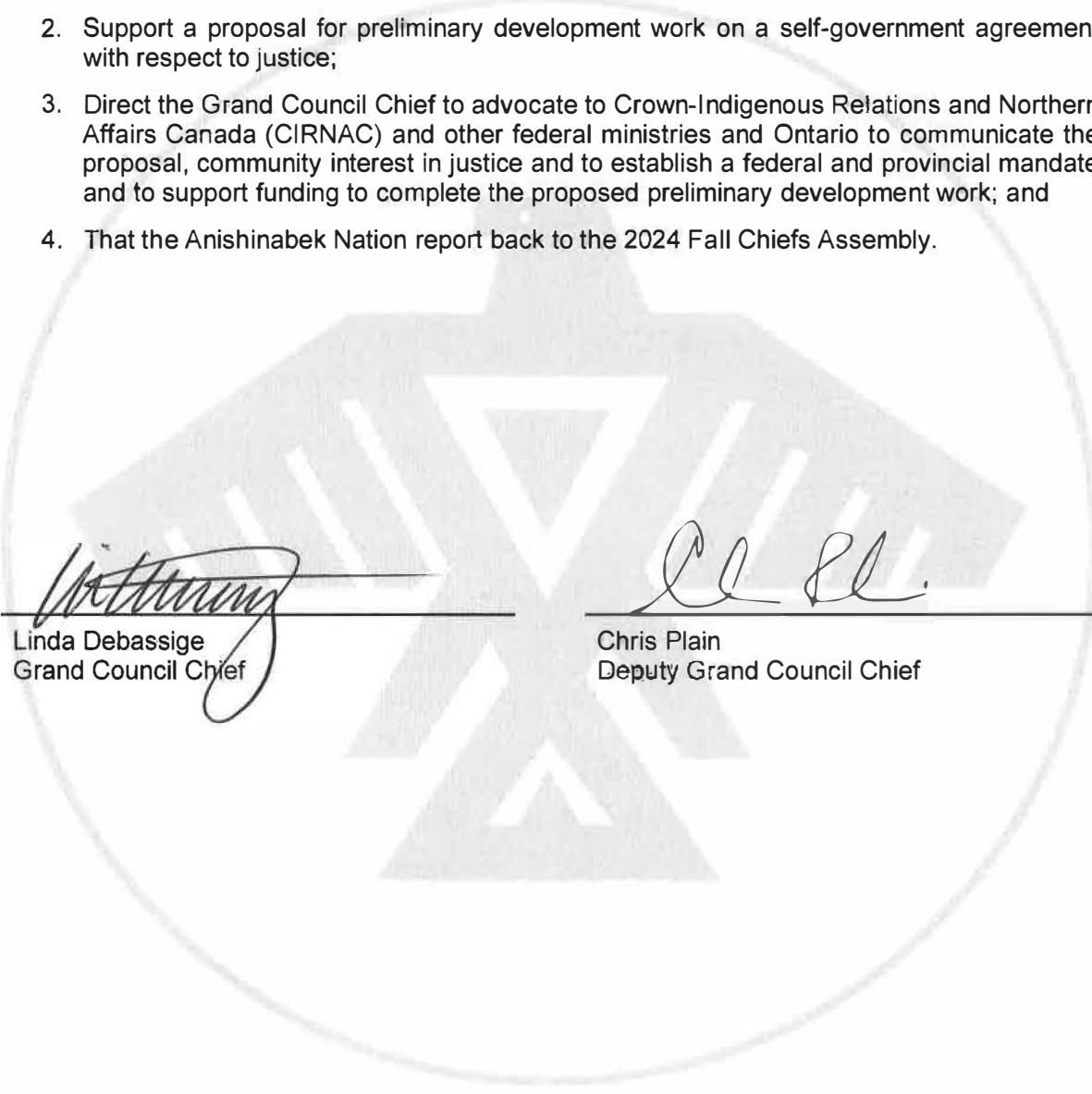
1. Justice is a broad subject inclusive of the following primary areas; criminal justice, civil Justice and administrative and regulatory justice and Anishinabek First Nations have exercised these authorities since time immemorial as is their aboriginal right;
2. There are significant issues for Anishinabek First Nation communities in the lack of effective enforcement mechanisms for First Nation laws;
3. The lack of adequate jurisdiction for enforcement and prosecution harms and undermines the First Nation's ability to self-govern effectively in matters related to education, governance, health and child well-being;
4. Some Anishinabek First Nations have developed justice capacity and want to build on that existing capacity;
5. Working with and building off the successes of Anishinabek Nation signed agreements in education and governance and current negotiations with Health and Child Well-being, the Anishinabek Nation proposes to commence the process to identify a core mandate list for a potential Anishinabek First Nation Jurisdiction on Justice; and
6. The goal of the mandate is to identify the interest and scope of the mandate and develop the groundwork for a framework on Anishinabek First Nation jurisdiction on Justice to fulfill the principles of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

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**BIGIDNAMOG DASH GIINWI ANISHINAABE GIMAAG-MAAWANJIDIWAAD:**

**LET IT BE ACTED UPON, THAT WE, THE ANISHINABEK CHIEFS-IN-ASSEMBLY:**

1. Direct the Anishinabek Nation to explore and assess potential Anishinabek First Nation Jurisdiction on Justice including all of our traditional customary principles including our Circle Processes;
2. Support a proposal for preliminary development work on a self-government agreement with respect to justice;
3. Direct the Grand Council Chief to advocate to Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) and other federal ministries and Ontario to communicate the proposal, community interest in justice and to establish a federal and provincial mandate and to support funding to complete the proposed preliminary development work; and
4. That the Anishinabek Nation report back to the 2024 Fall Chiefs Assembly.



  
Linda Debassige  
Grand Council Chief

  
Chris Plain  
Deputy Grand Council Chief

**Anishinabek Gimaag-Maawnjidiwaad**  
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**NAAKINIGAN – #2024-09**

<b>Debaachigaadeg</b>	<b>Subject:</b>	<b>Ontario Prioritizing Mining over Title, Treaties, Rights &amp; Interests of First Nations and Related Issue of Federal Land Claims and Additions-to-Reserve being Inconsistent with UNDRIP articles</b>
<b>E-gaandinang</b>	<b>Mover:</b>	Chief Duncan Michano, Biigtigong Nishnaabeg
<b>E-ko-niizhing e-gaadinang</b>	<b>Seconder:</b>	Chief Louis Kwissiwa, Netmizaaggamig Nishnaabeg
<b>Be-minideg</b>	<b>Status:</b>	Carried
<b>Nendowendizig</b>	<b>Opposed:</b>	None
<b>Gegoo e-kidsig</b>	<b>Abstentions:</b>	None

**MAANOO-DA-KIDOOMGAD - LET IT BE SAID:**

1. Anishinabek First Nations have identified many challenges with the Specific Claims Process and Additions to Reserve and support efforts to reform these processes. Both the Specific Claims Policy and Additions to Reserve Policy need to ensure conformity with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). This requires the support of both Canada and Ontario;
2. The reform of both the Specific Claims and Additions to Reserves Policies to be consistent with UNDRIP must include minimum international standards of restoration and/or restitution for lands, territories, and resources taken without free, prior, informed, consent, provided for in UNDRIP under articles 26-28 and section 5 of UNDRIPA (Bill C-15) which provides for the federal government to *“take all measures necessary to ensure that the laws of Canada are consistent with the Declaration”*, and further affirmed by the SCC Quebec Reference case that Bill C-15 *“recognizes that the Declaration “the Declaration has been incorporated into the country’s positive law by the United Nations Declaration on the Rights of Indigenous Peoples Act...[and] provides a framework for reconciliation”*;
3. On June 20, 2023, in accordance with section 6 of the UNDRIPA (Bill C-15), the federal government tabled a **National Action Plan**, which included measures/actions #3 and #4 addressing Specific Claims including:
  - a. *Continue to co-develop options for reform of the Specific Claims program, and the development of a reformed specific claims resolution process, including a Centre for the resolution of specific claims, to administer and oversee the process presently performed by Crown-Indigenous Relations and Northern Affairs Canada. As part of this process, co-develop changes to the Specific Claims Policy and amendments to the Specific Claims Tribunal*

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***Act as necessary to implement a reformed Specific Claims resolution process*** that is consistent with the **UN Declaration**. (Crown-Indigenous Relations and Northern Affairs Canada) [National Action-Plan, First Nation Priorities Chapter, Lands, territories and resources (UNDRIP articles 10, 26, 27, 28, 30, 32);

b. **Co-develop a redesign of the Additions to Reserve Policy**. (Crown-Indigenous Relations and Northern Affairs Canada) [National Action-Plan, First Nation Priorities Chapter, Lands, territories and resources (UNDRIP articles 10, 26, 27, 28, 30, 32)];

4. On June 21, 2021, the **United Nations Declaration on the Rights of Indigenous Peoples Act** [UNDRIPA], Bill C-15, was proclaimed into federal law. In Canada, the Specific Claims Policy relates to the processes and principles guiding the resolution of claims made by Indigenous peoples in Canada concerning the administration of land and the fulfillment of treaty obligations by the federal government;

5. The Government of Ontario is prioritizing mining interests over First Nations titles, treaties, rights, and interests, which will:

- a. lead to legal and political conflict on the ground, such as what previously occurred in Northwest Ontario several years ago;
- b. inconsistent with the articles of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP); and

6. In Ontario's policy statement "The Journey Together" Ontario states that many principles of UNDRIP are consistent with Ontario's approach to Indigenous relations and reconciliation. However, Ontario has been inconsistent when it relates to Land Claims, while Canada is working to reform the specific claims process. Ontario is violating its duty to consult and has unjustly put Ontario's interest ahead of its Partners.

**BIGIDNAMOG DASH GIINWI ANISHINAABE GIMAAG-MAAWANJIDIWAAD:**

LET IT BE ACTED UPON, THAT WE, THE ANISHINABEK CHIEFS-IN-ASSEMBLY:

1. Support a joint First Nations-Canada process to widen the scope of
  - a. the federal **Specific Claims Policy Reform Process** that would include the Specific Claims Policy not just the Specific Claims Process to ensure consistency with the **UNDRIP** minimum standards in articles 26, 27, 28, and other relevant **UNDRIP** articles, as they affect First Nations;
  - b. the federal **Additions-to-Reserve Redesign Process** to ensure consistency with the **UNDRIP** minimum standards in articles 26, 27, 28 and other relevant **UNDRIP** articles, as they affect First Nations;
  - c. a synchronization of the federal **Additions-to-Reserve Redesign Process** with the **Specific Claims Policy Reform Process**;
  - d. to create a list of specific and immediate reforms through an Anishinabek Nation Specific Claims and ATR Task Force directly with First Nation participation; and

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2. Direct the Grand Council Chief to advocate for the reform of Ontario's prioritization of mining rights over First Nation Treaty and Aboriginal rights concerning land claims. Ontario must be consistent with their policy statement in "The Journey Together" and work in partnership with Canada's and Indigenous-specific claims reform efforts, in regards to mining or to correct their policy statement and to refrain from calling Indigenous people partners. While ensuring UNDRIP implementation within the reform and processes.



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Linda Debassige  
Grand Council Chief



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Chris Plain  
Deputy Grand Council Chief

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**NAAKINIGAN – #2024-10**

<b>Debaachigaadeg</b>	<b>Subject:</b>	<b>Building Capacity in Remote Technologies and Expertise in the Search for Unmarked Burials on Reserve</b>
<b>E-gaandinang</b>	<b>Mover:</b>	Chief Taynar Simpson, Alderville First Nation
<b>E-ko-niizhing e-gaadinang</b>	<b>Seconder:</b>	Ted Wawia (Proxy), Red Rock Indian Band
<b>Be-minideg</b>	<b>Status:</b>	Carried
<b>Nendowendizig</b>	<b>Opposed:</b>	None
<b>Gegoo e-kidsig</b>	<b>Abstentions:</b>	None

**MAANOO-DA-KIDOOMGAD - LET IT BE SAID:**

1. Anishinabek First Nations are dynamic, a changing society that has become increasingly reliant on digital, remote, and connected technologies. Many First Nations are using and advancing various types of technology to communicate, access information, and care for the First Nation and the environment. Our identity, nationhood, and cultural survival are all interconnected with our relationship with the land. This deep connection is celebrated in oral histories, creation stories, ceremonies, and cultural practices;
2. Digital, remote, and connected technology weaves through every aspect of our lives. The application of digital, remote, and connected technologies can support various projects to support the Anishinabek First Nations in:
  - a. Locate and manage unmarked graves associated with Indian Residential Schools and at related institutions;
  - b. Identify, locate, and manage cultural heritage, burial, and sacred sites that require preservation and protection;
  - c. Identify and monitor land use and environmental changes including conservation and environmental monitoring;
  - d. Support resource management such as Agriculture, Mining, Ecology, Hydrology, Forestry, etc.
  - e. Support Emergency management planning, disaster response, and security;
  - f. First Nation growth and land use;
  - g. Support other departments such as economic development in planning, health, etc;
3. First Nations are challenged with climate change, pandemics, and socio-economic issues, all being solved using technology. However, our holistic perspectives and deep-rooted knowledge held by the Anishinabek First Nations citizens are being missed. This

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technology endeavor matters more now than ever, not just for First Nations. In the decades to come, the use of these digital, remote, and connected tools and technologies will drive the global economy and see a range of opportunities in science, and technology providing an entry into the digital economy;

4. Digital, remote, and connected technology and expertise can support and underpin many aspects of First Nation self-determination and nationhood. Opportunities are rising to close the digital and technology gap by collaborating with scientists, knowledge keepers, and others. Mobilizing the power of technology will preserve traditions and cultures that are at risk of being lost;
5. It is stated in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) Act, Article 12, that,
  - a. "Indigenous peoples have the right to manifest, practice, develop and teach their spiritual and religious traditions, customs and ceremonies; the right to maintain, protect, and have access in privacy to their religious and cultural sites; the right to the use and control of their ceremonial objects; and the right to the repatriation of their human remains.;"
  - b. "States shall seek to enable the access and/or repatriation of ceremonial objects and human remains in their possession through fair, transparent, and effective mechanisms developed in conjunction with indigenous peoples concerned.;"
6. Therefore, for the above to be true, First Nations require access to various methods and methodologies essential such as identifying and locating unmarked or unknown burials of ancestors, sacred sites, climate change adaptation, fish, wildlife, and environmental management; and
7. The scope of Canada's responsibility to First Nations begins by creating opportunities for First Nations to become more self-reliant and to support the decolonial effort where First Nations assert their self-determination. The Anishinabek First Nation communities require knowledge, resources, and expertise. The Federal and Provincial governments have created and prevented equitable access to the tools needed to actively participate and lead in the digital, remote, and connected technology world.

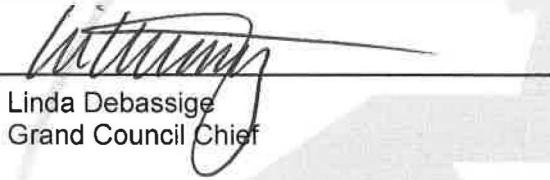
**BIGIDNAMOG DASH GIINWI ANISHINAABE GIMAAG-MAAWANJIDIWAAD:**

**LET IT BE ACTED UPON, THAT WE, THE ANISHINABEK CHIEFS-IN-ASSEMBLY:**

1. Direct the Anishinabek Nation to put significant efforts towards developing their internal capacity to provide support, analysis, and expertise in the areas of non-invasive search technologies to determine the IT infrastructure requirements, and options for consideration for digital storage and management within the timeframe of 2024-2025 and to report back to Chiefs-in-Assembly at the June 2025 Grand Council Assembly;
2. Direct the Anishinabek Nation to seek capacity funds and resources from both Federal and Provincial governments that provide support and expertise in the areas of non-invasive search technologies, including digital, remote, and connected including current and developing technologies and methodologies resources, tools, equipment, etc.; and

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3. Direct Anishinabek Nation to provide, or secure provisions for, education and training of community members in the areas of non-invasive search technologies, including training on equipment and data interpretation, its usages, its limitations, and provide updates on new technological developments in this area which might be of interest to First Nations.



Linda Debassige  
Grand Council Chief



Chris Plain  
Deputy Grand Council Chief



# **Migizii Doodem**

## **EDUCATION & LABOUR MARKET DEVELOPMENT**

**Anishinabek Gimaag-Maawnjidiwaad**  
**Hosted by Lake Huron Region, Sudbury, Ontario**  
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**NAAKINIGAN – #2024-11**

<b>Debaachigaadeg</b>	<b>Subject:</b>	<b>First Nation Student Supports for Financial Literacy Assessment</b>
<b>E-gaandinang</b>	<b>Mover:</b>	Ross Armstrong (Proxy), M'Chigeeng First Nation
<b>E-ko-niizhing e-gaadinang</b>	<b>Seconder:</b>	Chief Patsy Corbiere, Aundeck Omni Kaning First Nation
<b>Be-minideg</b>	<b>Status:</b>	Carried
<b>Nendowendizig</b>	<b>Opposed:</b>	None
<b>Gegoo e-kidsig</b>	<b>Abstentions:</b>	None

**MAANOO-DA-KIDOOMGAD - LET IT BE SAID:**

1. On January 23, 2023, the Ministry of Education announced a back-to-basics plan introducing several new policies including Ontario's first financial literacy graduation requirement and higher math standards for teachers;
2. On May 30, 2024, the Ministry of Education announced the modernizing of the Ontario Secondary School Diploma (OSSD) requirement that will require students to have an understanding of financial literacy as part of their Grade 10 math course and a requirement that all new teachers must pass the new Math Proficiency Test beginning in 2025;
3. Starting in September 2024, the Ministry will start by standardizing the practice currently used by many teachers of incorporating the results of the EQAO Grade 9 Assessment of Mathematics in the final evaluation of the Grade 9 math course, for at least 10% (up to 30%) of the final course mark;
4. As of September 2025, Ontario students will be required to complete the financial literacy assessment by obtaining a mark of 70% or higher on the assessment component. Those who are unsuccessful will have another opportunity to attempt the assessment in their Grade 10 Mathematics course. Students who do not complete the assessment will require credit recovery;
5. The financial literacy graduation requirement will be developed by TVO, in collaboration with TFO, EQAO, and financial literacy experts;

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6. The Chiefs of Ontario 2023 Systemic Gaps in Education Project report, found that while 89% of Ontario students graduate with an Ontario Secondary School Diploma (OSSD) within five years, among First Nations students only 60% do;
7. There is strong international evidence pointing to credit accumulation early in high school as a powerful predictor of graduation and postsecondary access. A new math assessment could create further barriers for First Nation students working towards their OSSD;
8. The provincial government failed to consult with First Nation partners prior to announcing the new policy changes to the Grade 10 math course; and
9. The Ministry's recent announcement to modernize the Ontario Secondary School Diploma (OSSD) did not include enveloped funding for First Nation students, nor was there a commitment of additional resources from Indigenous Service Canada to support First Nations.

**BIGIDNAMOG DASH GIINWI ANISHINAABE GIMAAG-MAAWANJIDIWAAD:**

**LET IT BE ACTED UPON, THAT WE, THE ANISHINABEK CHIEFS-IN-ASSEMBLY:**

1. Direct the Anishinabek Nation leadership to advocate for First Nations-specific funding commitments from the federal and provincial governments to support changes in Ontario's education; and
2. Direct the Anishinabek Nation Education Secretariat to work with the Chiefs and Technical Committee on Language and Learning (CTCLL) to work with the Ministry of Education on the rollout of the financial literacy assessment and support required for First Nation learners.



Linda Debassige  
Grand Council Chief



Chris Plain  
Deputy Grand Council Chief