



FNIGC | CGIPN

First Nations Information Governance Centre
Le Centre de gouvernance de l'information des Premières Nations

13th Annual

REPORT to MEMBERS

2022-2023





TABLE OF CONTENTS

MESSAGE FROM FNIGC’S BOARD OF DIRECTORS	4
REPORT FROM FNIGC’S CHIEF EXECUTIVE OFFICER	5
RESEARCH AND INFORMATION	7
FIRST NATIONS DATA GOVERNANCE STRATEGY.....	13
CORPORATE SERVICES.....	15
OUR IMPACT	19
BOARD OF DIRECTORS, MEMBERS, STAFF	21



MESSAGE FROM FNIGC'S BOARD OF DIRECTORS










Running from April 1, 2022 to March 31, 2023, the 2022–2023 fiscal year was one of organizational challenges, achievements and opportunities for the First Nations Information Governance Centre (FNIGC). It was also a period of change, as we said goodbye to our CEO Jonathan Dewar who moved on to a new challenge after more than four years in the position.

With the impacts of the COVID-19 global pandemic still affecting our lives for most of 2022, and in recognition of the effect it exerted on our employees, FNIGC redoubled its efforts to prioritize the mental, emotional, and physical well-being of its employees.

FNIGC did so by continuing to allow staff to work remotely or in our offices (or a hybrid of both) as well as extending its practice of FNIGC Health and Wellness Days, a series of additional days off which provided staff extra time to recharge. It also increased internal capacity across the organization, which was done to ease the growing workload for employees in recognition of FNIGC's growing profile.

FNIGC also offered all employees a seminar on stress management, in addition to a number of social outings and office activities which provided all with an opportunity to unwind and get to know one another outside of a work environment.

In the fiscal year ending March 31, 2023, FNIGC and our Regional Partners advanced a number of data sovereignty activities, including:

-  The roll out of data collection for the Regional Health Survey (RHS) Phase 4;
-  The launch of the content development process for the First Nations Regional Social Survey (RSS) with our Regional Partners;
-  The development of several research projects, including ones exploring the relationship between cannabis and mental wellness in First Nations, a feasibility study on biobanking and genomic research, and a three-year project on First Nations family models of care in early childhood;
-  The continued development of the new-and-improved The Fundamentals of OCAP® online course for launch in 2023;
-  A study to explore the feasibility of an OCAP® certification program built on more formal, shared OCAP® standards;
-  The establishment of Data Champion teams in all 10 regions, as well Action Plans for Phase 1 of the FNDGS;
-  The approval and publication of a FNIGC organizational article on Wikipedia;
-  The creation of a Knowledge Translation Officer position within FNIGC's Communications team to further our commitment in ensuring our data reaches First Nations communities; and
-  Continuing commitment to incorporating First Nations culture into our workplace, including community engagements, meeting with Nations, and inviting Elders to take part in meetings and planning sessions.

This is just a small overview of the many accomplishments we had this fiscal year.

As a whole, the 2022-2023 year was a challenging yet rewarding year that showed us how far FNIGC has come and where we can go if we continue to support each other and collaborate with our Regional Partners.

In conclusion, on behalf of everyone on FNIGC's Board of Directors I would like to acknowledge the diligent work done by staff at FNIGC as well as our Regional Partners towards furthering our Vision and Mission.

- Leona Star, Chairperson, FNIGC Board of Directors



Leona Star



REPORT FROM FNIGC'S CHIEF EXECUTIVE OFFICER

Statement of Operations

Founded as a federally incorporated non-profit in April 2010, the First Nations Information Governance Centre (FNIGC) operates under a mandate from the Assembly of First Nations' (AFN) Chiefs-in-Assembly (Resolution #48/2009) and is governed by a regionally appointed national Board of Directors. In the two decades since its founding, FNIGC has grown from a small organization focused on advancing its important First Nations health and well-being survey work, to a robust multi-faceted national organization whose Vision is to see every First Nation achieve data sovereignty in alignment with its distinct world view.



Jonathan Plante

In our efforts to advance this Vision, FNIGC adheres to free, prior, and informed consent, respects nation-to-nation relationships, and recognizes the distinct customs of nations. During the 2022–2023 fiscal period FNIGC continued its foundational survey work with our Regional Partners, which included the launch of data collection for Phase 4 of the First Nations Regional Health Survey (FNRHS, or RHS), and critical content development and engagement work for the First Nations Regional Social Survey (RSS).

We also began receiving COVID-19 data from Indigenous Services Canada (ISC) for the purposes of assessing data quality in support of pursuing a Canada-wide COVID-19 dataset. Despite the ongoing challenges posed by the pandemic in 2022, FNIGC continued to see sustained interest for our OCAP® Education and Training efforts, with historically high enrolment in The Fundamentals of OCAP® online course and record demand for our popular OCAP® workshops and presentations.

In addition, we were proud to announce the recipients of the 12th annual FNIGC National Student Bursary, which is awarded each year to outstanding First Nations students who are enrolled in a postsecondary health, social sciences, or applied sciences program or are studying issues related to First Nations data sovereignty. Our website, FNIGC.ca, received **more than quarter-of-a-million (263,792) total pageviews** during 2022–2023, the highest number in the site's history and a sign that our work is connecting with First Nation people and communities.

This annual report provides an overview of our work undertaken between April 1, 2022, and March 31, 2023, which included work we did as a First Nations organization to directly support First Nations people and communities (see "Our Impact," on page 19).

On behalf of my colleagues, I am happy to share this important progress with First Nations people and the communities they live in. The work contained here was completed during uncertain and unparalleled times and credit should be given to FNIGC staff and our Regional Partners who persevered despite the challenges they were faced with.

Operational Budget

As per FNIGC policy, the annual Operational Budget is developed and presented to the Board of Directors for approval prior to commencement of the fiscal year. The 2022–2023 Budget provided the financial roadmap for the organization that accounts for all projected expenditures such as staff salaries, operations, projects, and regional transfers for program delivery.

The 2022–2023 Budget considered historical and committed cost expenditures, anticipated adjustments in operating expenditures, and regional program transfers against all revenue sources. For the first time, increased analysis was undertaken this year to account for and manage the ongoing challenges related to the COVID-19 pandemic. This fiscal year, FNIGC received additional funding from ISC which was intended to augment the response capacity for FNIGC and its partners to COVID-19. FNIGC's revenues are primarily derived through



contractual agreements with the federal government for programs which are supported by Indigenous Services Canada (ISC).





This year, additional opportunities with other funders, which included government and non-government agencies, are reflected in the operating financials of FNIGC. Additional revenues are generated through service contracts for data access and services through FNIGC's First Nations Data Centre (FNDC). The FNDC processes special projects with federal departments, researchers, students, and others, which are managed through contracts developed specifically for the FNDC and related to general tabulations, custom tabulations, data services, and others. These contracts safeguard and protect data and ensure that the First Nations principles of OCAP® are respected at every step in the process. Further revenue is also generated by FNIGC's The Fundamentals of OCAP® online course. This year, the OCAP® course generated revenues in excess of any previous period. (Read more about the OCAP® course on Page 18.)

Financial Audit

On August 14, 2023, MNP (FNIGC's auditing firm) presented the 2022–2023 Audit Findings and the audited Financial Statements for the fiscal period ending March 31, 2023 to FNIGC's Board of Directors. MNP reported a clean audit with no significant findings. Subsequently, the Auditor's report was accepted by the Board of Directors as presented and was submitted to our Members at FNIGC's Annual General Meeting on September 12, 2023. If you are interested in obtaining a copy of FNIGC's 2023 Audited Financial Statements, please email your request (to the attention of FNIGC's Board of Directors) to info@fnigc.ca.

Board Meetings

FNIGC's Board of Directors met four times during the 2022–2023 fiscal year:

-  August 18, 2022
-  September 21, 2022
-  December 7, 2022
-  March 22, 2023



Jonathan Dewar



RESEARCH AND INFORMATION

During the 2023–2023 period, FNIGC's Research and Information directorate was overseen by **Albert Armieri** Director of Research and Information. In his role Albert manages a large team that is responsible for FNIGC's surveys, research publications, feasibility studies, OCAP® and Information Governance research, the First Nations Data Centre (FNDC), and the coordination of our work on COVID-19 response in First Nations communities. For a complete listing of the members of the Research and Information, see Page 21.

Survey Management

In 2022–2023, FNIGC's Survey Management team was comprised of **Katie Wood** (Senior Manager, Survey Initiatives), **Kyla Marcoux** (Survey Manager), **Xinyu Qiao** (Statistical Data Analyst), **Micere Thuku** (Research Analyst), **James Allen** (Research Analyst), **Xuejing Jiang** (Statistical Data Analyst), **Nicolas Spagnolo** (Statistical Data Analyst), **Katrina Brant** (Program Coordinator), and **Joel Jocko** (Junior Research Officer)

In collaboration with our Regional Partners the Survey team manages all aspects of FNIGC's national surveys, which includes the First Nations Regional Health Survey (FNRHS, or RHS), and the First Nations Regional Social Survey (RSS).

The First Nations Regional Health Survey

During the 2022–2023 fiscal year, the Survey team advanced work on the latest iteration of FNIGC's foundational survey initiative RHS Phase 4, with data collection beginning in winter 2022. The cascading effects of the COVID-19 pandemic throughout the fiscal period impacted the timely deployment of RHS Phase 4 in communities.

FNIGC's Quebec Regional Partners were the first in the field, with the balance of regions completing programming of their surveys and installing them on proper servers in preparation for data collection.

In light of the realities of COVID-19 in communities, the Survey team arranged for personal protective equipment to be shipped to the regions. Further, additional tablets, cases, and backpacks were shipped to support health and wellness and bolster data collection capacity.

Additional support for FNIGC's survey work was provided through Canada's COVID-19 Safe Restart Agreement, which reflected the federal government's acknowledgment of the impact the pandemic continued to have on the program. Regions determined how these funds were utilized to support data collection. Some examples include fieldworker and participant incentive programs, mental health and wellness training and support, enhancing human resource capacity through hiring of community liaison officers, and acquisition of technical supports for remote engagement and data collection.

FNIGC recognized, and continues to recognize, the many competing priorities of regions and communities and, as such, continues to work with regions to ensure community readiness.

The First Nations Regional Social Survey

Funded under the federal Surveys on Indigenous Peoples (SIPS) program, the First Nations Regional Social Survey (FNRSS, or RSS) is the latest in a series of FNIGC's First Nations on-reserve surveys that focus on themes not covered by the health-focused RHS. The SIPS program previously funded FNIGC's First Nations Regional Early Childhood, Education and Employment Survey (FNREEES) and the First Nations Labour and Employment Development (FNLED) survey. For this reason, the RSS is considered the third phase under the SIPS program. The RSS is intended to focus on the well-being of First Nations children and their families living on reserve and in Northern First Nations communities.



During the 2022–2023 fiscal year, the Surveys team worked on the collaborative content development process for the RSS with its Regional Partners, exploring and prioritizing socio-economic thematic domains and indicators related to the well-being of children and families. Regional Partners were provided the opportunity to rank order the themes and provide space for suggestions, thoughts, and recommendations.

In March 2023, FNIGC hosted an in-person RSS Content Development Kick-off Gathering in Ottawa which provided space to collaboratively discuss survey methodology, workplans, and timelines, building on conversations about prioritized themes and measures.

As part of the content development work, FNIGC continues to consult the literature on child and family well-being, emphasizing First Nations scholars, First Nations organizations, and other Indigenous literature outside of Canada. This research has identified significant data gaps and themes of interest to First Nations communities.

In collaboration with the regions, the Surveys team worked to identify external subject matter experts (First Nations and allied non-First Nations researchers) to generate content suggestions and organize a series of thematic-specific sharing circles with Regional Partners, local content experts and First Nations community members to discuss potential measures for the survey.

Using the gathered information, FNIGC built options for measures and indicators from the literature within each of the agreed-upon themes. This work was shared with the regions at the RSS Content Development Kick-off Gathering for further feedback.





RESEARCH AND FEASIBILITY STUDIES

Examining the Relationship Between Cannabis and Mental Wellness in First Nations

This research project's narrative and financial reporting deliverables were submitted to the funder, the Mental Health Commission of Canada, in December 2022. Internal and external review and final revisions of the full research report and the toolkit have been completed, and the finalized content will undergo copyediting, graphic design, and layout prior to publishing in summer 2023. FNIGC's Communications team contracted the talents of Anishinaabe Onyota'a:aka artist Tsista Kennedy to create cover art and design elements for the Knowledge Translation toolkit product.

Feasibility Study in Biobanking and Genomic Research

In September 2022, FNIGC's funding application to the Canadian Institute for Health Research (CIHR) for this project was approved. The project aims to increase First Nations' capacity to engage in genomic research and biobanking activities through a series of knowledge sharing and regionally driven engagement sessions.

Guided by a First Nations Advisory Circle, this three-year project will allow for a culturally informed dialogue around the understanding of biobanking and genomic research for First Nations communities and provide some insight into the development of a First Nations-led governance and ethical framework. Through this project, FNIGC plans to develop tools and information for First Nations to govern and control biobanking activities and self-determined genomic research in their communities.

Mental Wellness Report

Using the First Nations Mental Wellness Continuum Framework, in early 2023 FNIGC began a project that looked into mental wellness data from the RHS Phase 3. Funded by ISC and PHAC, the objective of this project is to measure key health inequalities in mental health and wellness and examine the factors associated with resilience among First Nations adults and youth living on reserve and in Northern communities. FNIGC is drafting a literature review which will explore existing research, knowledge, and frameworks on First Nations mental health and wellness.

Having established an Advisory Circle who will help guide this project, the members met in spring 2023 for initial discussions on the project. The advisory group members included: The Assembly of First Nations, First People's Wellness Circle, Elder Annie Smith St. Georges, Dr. Elaine Toombs, Nadia Green, and the Thunderbird Partnership Foundation (in an observer role).

First Nations Indicators Scoping Review Project

Supported by funding from Indigenous Services Canada (ISC), FNIGC undertook a scoping review of First Nations health and well-being indicators. This project was realized in response to the Government of Canada's commitment to addressing the Truth and Reconciliation Commission of Canada's Call to Action #19 "to establish measurable goals to identify and close the gaps in health outcomes."

The scoping review will identify existing literature, research, and frameworks on First Nations health and well-being indicators. It will highlight strengths and limitations of indicators, as well as identify gaps and best practices for developing and using relevant indicators to measure First Nations health and well-being. To date, FNIGC has developed a peer-reviewed search strategy of relevant published literature, a First Nations filter, selection criteria, and an indicator analysis tool (aligned with the RHS Cultural Framework). In addition, data has been extracted and analyzed from 273 published articles on First Nations health and well-being.

The written component is in progress and scheduled for completion by summer 2023. FNIGC is working with The Firelight Group to support this work.



Defining Safety in a First Nations Context: Proposal to Define and Measure Safety Among First Nations Women, Girls, and Gender Diverse Individuals

In March 2023, an agreement was signed with Crown-Indigenous Relations and Northern Affairs (CIRNAC) to undertake a multi-year project to examine ways in which safety is defined and measured among First Nations in Canada, including First Nations perspectives on safety and human security, challenges, considerations, and methods for determining safety. This project was funded under the Indigenous-Led Data Research Projects Program to develop distinctions and identity-based indicators or methodologies that will increase knowledge and produce better data around the safety of Indigenous women, girls and 2SLGBTQQIA+ people that is inclusive of Indigenous world views and perspectives.

Family Models of Care in Early Childhood: Examining the First Nations Child and Family Determinants of Health

In collaboration with the National Collaborating Centre for Indigenous Health (NCCIH) and supported by the Employment and Social Development Canada (ESDC), FNIGC embarked on a three-year project to advance knowledge and resources on First Nations family models of care in early childhood. To date, FNIGC has completed a preliminary analysis of a selection of childhood development measures and their relationship with a series of social determinants and both home and care-giving environmental factors. FNIGC has been working with The Firelight Group to develop a descriptive statistical report on First Nations children to better understand the social and environmental factors affecting the development and well-being.





OCAP[®] AND INFORMATION GOVERNANCE

Exploring First Nations Data Sovereignty Considerations for Distinctions-based Indigenous Health Legislation

In fall 2022, FNIGC submitted a final report in response to the engagement activity taking place under the Indigenous Health Legislation Initiative. In it, FNIGC explores Canada's existing health information and privacy legislation to better understand how it impacts First Nations rights and interests, in particular its impact on First Nations data sovereignty. The findings in this report points to some considerations for the development of distinctions-based Indigenous health legislation, which later informed the ISC report *What we heard: Visions for Distinctions-based Indigenous Health Legislation*. FNIGC's report is an opportunity for First Nations to learn more about the federal, provincial, and territorial information management regime as it relates to health information and start a dialogue as to what is necessary to respect First Nations data sovereignty. In the meantime, FNIGC has presented their findings to the First Nations Health Managers Association (FNHMA) and the National Dialogue on Anti-Indigenous Racism hosted by ISC.












COVID-19 PANDEMIC RESPONSE

COVID-19 Data Initiatives

Following a lengthy process of submitting an Access to Information request and negotiating a data-sharing agreement, in January 2022 FNIGC began receiving COVID-19 data extracts from ISC for the purposes of assessing data quality and exploring utility in the context of regional data needs. While preliminary assessment results were indicative of data limitations, this work is ongoing, and the data require further examination.

Throughout the pandemic, funds were provided by ISC and Health Canada for augmenting infrastructure and capacity for Covid-19 data management in the regions. These have been disbursed across 20 projects to date.

Overall, the funds have been used for a variety of purposes such as:

-  the addition of human resources to coordinate Covid-19 activities, manage information sharing about the pandemic, participate on various Covid-19 related tables, monitor Covid-19 using different resources and tools;
-  the analyses of data and reporting of statistics;
-  the development of knowledge translation tools such as dashboards, infographics, regional report cards and videos;
-  reviewing data access policies and procedures;
-  developing an online platform for communities to submit and track requests for data;
-  engagements between communities and provincial authorities;
-  documenting best practices and lessons learned;
-  administering quantitative surveys and/or interviews or focus groups;
-  establishing data sharing agreements;
-  conducting vaccine efficacy studies; and
-  establishing servers to steward or back up First Nations data.



THE FIRST NATIONS DATA CENTRE

During the 2022–2023 year, the FNDC continued to revise its policies and procedures in an effort to improve access to the data centre. During the COVID-19 pandemic, remote access via an FNIGC data analyst was implemented. But as a priority for expanding access to those who do not live in the Ottawa area, FNIGC explored options around direct online access to FNDC-housed data via an online portal.

For over two years, the Canadian Partnership Against Cancer (CPAC) has convened a working group of First Nations, Inuit, Métis and non-Indigenous organizations (including FNIGC) to develop a set of indicator concepts to measure progress towards the Peoples-specific, self-determined priorities in the Canadian Strategy for Cancer Control (2019-2029). These priorities include culturally appropriate care closer to home; peoples-specific self-determined cancer care; and First Nations-, Inuit-, or Métis-governed research and data systems.

During the fiscal year, the Canadian Partnership Against Cancer (CPAC) submitted a data request as part of their effort to develop a set of indicators to measure progress towards the Peoples-specific, self-determined priorities in the Canadian Strategy for Cancer Control (2019-2029). The results of their work, which used RHS data, were presented to FNIGC in spring 2023 will be posted on the CPAC [website](#).

Lastly, Heather Burnside, a member of Saugeen First Nation and a PhD candidate at the University of Toronto, received approval to access the FNDC for her project “Exploring Sex and Gender Influences on Self-Management Practices of Indigenous Peoples Living with Type 2 Diabetes: A Convergent Mixed-Methods Study.” The objective of this study is to determine the association between sex and gender on the self-management practices of First Nations people living with Type 2 Diabetes on reserves and in northern communities using a mixed-methods, community driven approach.

OCAP® AND INFORMATION GOVERNANCE RESEARCH

The OCAP® and Information Governance team (**Aaron Franks**, **Peigi Wilson**, and **Melissa Dane**) continued its active research agenda, gathering, analyzing, and sharing information on a variety of topics important to First Nations data sovereignty and information governance.

Among them was a new intellectual property project funded by ISC, which explored First Nations laws on the use and sharing of information, cultural items, and genetic resources. This project included interviews with subject matter experts and knowledge holders, a review of First Nations laws and protocols, and an in-person workshop.

The team also completed a review for the AFN of federal legislation to identify laws that may need to be amended to respect First Nations data sovereignty and uphold UNDRIP and identified other measures beyond law reform required to implement data sovereignty in the context of UNDRIP.

In addition, they provided technical support to an AFN review of a draft of the Government of Canada’s UNDA National Action Plan. Continuing on Canada’s legislation and its impact on First Nations data sovereignty, the team reviewed the *Personal Information Protection and Electronic Documents Act* (PIPEDA) and its proposed replacement, Bill C-27, *The Digital Charter Implementation Act, 2022*. A PIPEDA issue paper and plain language guide for First Nations entrepreneurs was scheduled to be published in 2023.

The Government of Canada has been supporting policy and infrastructure development in digital research data management that advances an open data and open science agenda, which is an area of concern for First Nations. This fiscal year the team successfully applied for a Social Sciences and Humanities Research Council





(SSHRC) grant to host virtual dialogues with academic research institutions and First Nations governments and organizations on how institutional research data management can respect First Nations data sovereignty.

Continuing in data governance and standards, the team began a study exploring the benefits and challenges of an OCAP® certification program built on more formal, shared OCAP® standards. This is an important issue, as the OCAP® principles turn 25 in 2023 and the area of data governance for First Nations becomes more complex.”

Finally, the OCAP® and IG team also supported the Education and Training team’s work on the online OCAP® course and the pilot I-STEM education initiative (led by the FNIGC Education and Training team) with government science workers and responded to numerous inquiries and requests for information on issues ranging from artificial intelligence to community-scale data sharing agreements.

FIRST NATIONS DATA GOVERNANCE STRATEGY

In *Budget 2021*, the federal government committed \$81.5 million to a [Transformational Approach to Indigenous Data](#), a multi-year fund aimed at supporting First Nations, Inuit, and Métis peoples to develop the capacity they will need to collect, manage and use their own data for the benefit of their Peoples.





FNIGC received \$50.1-million from *Budget 2021* in August 2022 for the commencement of Year One of the Phase 1 implementation of the First Nations Data Governance Strategy (FNDGS or the Strategy).

Over the 2022–2023 fiscal period, FNIGC’s Data Champion Team who are responsible for coordinating the implementation of the Strategy, was comprised of Director and Executive Lead, **Erin Corston**, Implementation Lead, **Gonzague Guéranger**, and Capacity Development Manager, **Donna Lyons**. In addition, the team added **Olivia Craggs** as a student employee in December 2022.

All 10 regions now have Data Champion teams in place, and have established their three-year Action Plans for Phase 1 of the FNDGS. A comprehensive orientation toolkit was developed to support regional planning processes, and to onboard new Data Champion team members. The toolkit is a compendium of key information and guidance to support Phase 1, including background materials, the Phase 1 objectives, and the detailed priority work streams, as well as details on the equitable budget formula and other key frameworks and models that were vetted with regions over the course of the last 18-months.

The end goal of the Strategy is to progressively establish a national network of fully functional, non-political and expert-driven Regional Information Governance Centres (RIGCs) that will provide shared data and statistical services to all First Nations communities, governments, and their political and service delivery organizations. The RIGCs will provide access to common modern infrastructures needed to control, hold and leverage the power of community data, thereby exercising their rights over their data and achieving data sovereignty.

The endorsement by FNIGC’s Board of Directors of the foundational guidelines found in the toolkit played a critical role in enabling Data Champion teams to implement key stages of Phase 1. These included:

-  Phase 1 Implementation Plan and Priority Workstreams,
-  Capacity Needs Model for Phase 1,
-  Results Framework, and
-  Risk Management and Relationship Accountability Framework.

Consistent with the Strategy’s community driven and nation-based core principles, these guiding documents are intended to facilitate cohesion across the network while allowing for regional ownership and adaptation as they see fit.



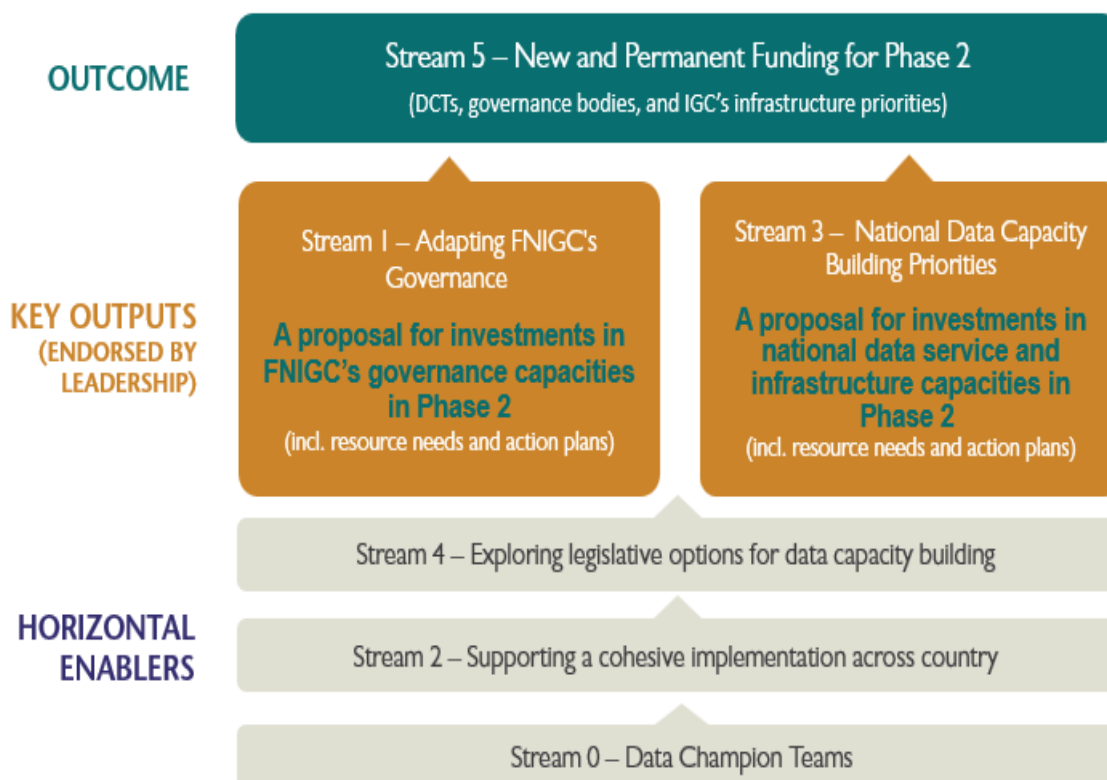
In addition, the Board also ratified an equitable funding formula that included a core set of fixed resources, or a base level of capacity needed by every regional team to function adequately; as well as a variable component that captured measurable cost-drivers. It is at the discretion of each region to determine the proper mix of resources to best meet their unique needs.

The six priority streams of work at the national level for Phase 1 implementation of the FNDGS can be seen in the graphic below. Phase 1 will take place over the next three fiscal years (2022–2023 through 2024–2025) and focus solely on developing the foundational elements (or blueprints) that are required prior to proceeding with any permanent infrastructure or capacity building investments (i.e., bricks and mortar) in Phase 2.

A key success factor will be building consensus with leadership in shaping the form and function of future RIGCs. For this reason, Phase 1 is about taking the necessary time to get the foundations right.

All together, with a focus on Phase 1 outputs, the national set of workstreams include three horizontal enablers, two deliverables, and one ultimate outcome: A Phase 2 Business Case for permanent funding for the network. All this work will be critical to secure new sustainable funding needed to build up—on a permanent basis—10 RIGCs and one National Centre, in Phase 2.

In addition to advancing the planning and process related work for streams #1 and #3 as the two key outputs in Phase 1, the national team launched the first in a series of FNDGS explainer videos in December 2022. The FNDGS website is still under development, but the logo and colours have all been finalized.





CORPORATE SERVICES

The 2022–2023 fiscal year marked the first full year that Corporate Services existed as its own directorate within FNIGC. The new directorate is intended to fulfill the organization-wide need for support services based on best practices, specialized knowledge, and technological expertise.

During this period, Corporate Services was made up of four units: Finance, Human Resources, Communications, and Information Management & Information Technology, with Education and Training being added to the fold in summer of 2022.



FINANCE

The 2022–2023 was a period of growth for FNIGC's Finance unit, which was done in an effort to bolster the organization's financial reporting, fund analysis, and transparency.

During the fiscal year, Finance Manager **Tania Dube** and Finance & Payroll Coordinator **Alex Lafrance** were joined by **Bonnie Sowiak** (Senior Financial Consultant), **Ariel Toulouse** (Finance Assistant) and, in the latter part of the year, **Belinda Koostachin** and **Dan Truchon** as Financial Analysts.

During the year Finance prioritized policy review and development to drive operational efficiency. By revisiting existing policies and establishing new ones, the department aimed to streamline processes, ensure compliance, and optimize resource allocation. These efforts will pave the way for improved financial practices and support FNIGC's overall mission.

HUMAN RESOURCES

During the 2022–2023 fiscal year, FNIGC's Corporate Services directorate expanded, as it welcomed **Leanne Hunter** on as Human Resources Manager in September 2022. She was supported by Human Resources Advisor **Karen Yundt**, who after four years serving in the contract role exited in March 2023. **Lainey Blood** joined the team as the inaugural Human Resources Coordinator in March 2023.

FNIGC wishes to thank Karen for her hard work and significant contributions during her time at the organization.

The Human Resources (HR) unit focused on recruitment efforts, creating management tools, and streamlining cross-departmental processes. The unit continues to evaluate, enhance, and modernize HR programs as needed throughout the year.

Through the [First Nations Inuit and Employment Strategy](#) (a government program designed to help First Nations and Inuit students gain summer work experience), the HR unit submitted a proposal for student employment, which was successful. The funding allowed FNIGC to create two summer student position for 2022, one for the First Nations Data Governance Strategy directorate and the other for the Information Management and Information Technology unit.



INFORMATION MANAGEMENT AND INFORMATION TECHNOLOGY

Information management (IM) and information technology (IT) play critical roles in empowering FNIGC as an organization, enabling its people and its programs to be their best.

Throughout 2022–2023, the FNIGC IM and IT team was comprised of **Meghan Perry** (Senior Manager), **Wes McGraw** (IT Analyst), and **John Martin** (IM Analyst). During summer 2022, the team was bolstered by two student employees: **Kota Jade** and **Olivia Craggs** (through December 2022).

During the year, the team oversaw the successful completion of internal cybersecurity scans which served to resolve 100% of the identified issues, strengthening cybersecurity enhancements throughout the organization as a result.

The team is committed to ongoing training of its staff in cybersecurity measures and the implementation of multifactor authentication, which has significantly improved our overall security posture.

Further, our relationship with our managed service provider has continued during 2022–2023 as we have worked to strengthen our internal capacity to deliver IT services to our employees. This collaborative approach has ensured that we can effectively meet the needs of FNIGC employees and partners while striving for continuous improvement.

In addition, the team continued to refine and improve upon FNIGC's SharePoint environment which was a priority given the remote work conditions that most of the organization's employees were operating in. As well, the team consolidated FNIGC's paper records from its Ottawa and Akwesasne offices in order to facilitate their digitization and eventual disposition, as per IM-industry best practices.

COMMUNICATIONS

During the first half of the 2022–2023 fiscal year, FNIGC's Communications unit was comprised of **Brad Mackay** (Manager, Communications), **Sarah Harney** (Communications Officer), **Lorraine Cheechoo** (Programs Assistant), and **Briana Linton** (Knowledge Translation Officer). **Will Lafrance** assumed the role of Communications Officer in October 2022, and in January 2023 **Lorraine Cheechoo** assumed the role of Education Coordinator within FNIGC's Education and Training unit.

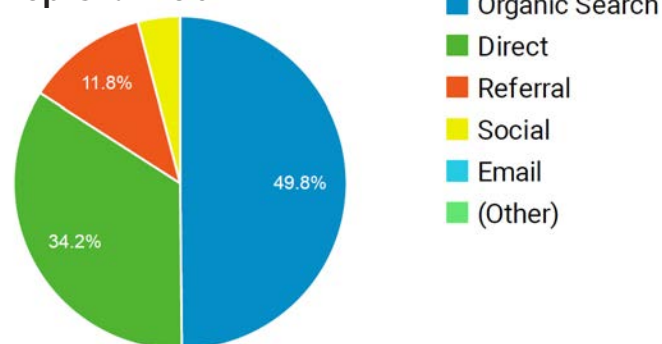
As part of Corporate Services, the Communications unit is responsible for FNIGC's corporate Communications efforts, which are comprised of internal and external communications activities. These include promotion, media relations, knowledge translation, outreach, marketing, our website (FNIGC.ca), annual reports, presentations, the intranet, our social media presence, among others.

In addition to the updates below, Communications produced two new brochures (for FNIGC and OCAP®), oversaw the launch of the *FNIGC English Language Style Guide*, and organized the return of the FNIGC Information Booth to trade show and events across the country.

FNIGC.ca

Since its launch in 2013, FNIGC.ca has been the go-to resource for the general public looking for information about the organization. In the past decade user traffic to the site has steadily increased year to year, with it receiving more than a **quarter-of-a-million** (or, **263,792**) **total pageviews** during 2022–2023 compared to **186,618 pageviews** during the preceding 12-month period. This represents a 41% year-to-year increase and marks an all-time record for the website

Top Channels





since its launch in 2013.

For the second consecutive year the most frequently visited page on FNIGC.ca in 2022–2023 was The First Nations Principles of OCAP® page, with **72,526 pageviews** (or 27% of total pageviews), more than double last year's total.

Social Media

Year over year a key driver of FNIGC.ca's growth has been our social media platforms: Facebook, Twitter, and LinkedIn. In an effort to continue this trend, Communications published daily posts on Twitter, Facebook and LinkedIn (including collaborative posts with our Knowledge Translation Officer) in an effort to expand our reputation online. As a result, our social media profile continued to expand and broaden its audience, driving an increasing amount of traffic to our website and contributing to more audience engagement on social media.







Wikipedia

After significant work spent to establish FNIGC's presence on the popular online encyclopedia, in May 2022 an [organizational page for FNIGC](#) was approved by Wikipedia's moderators. Following this, Communications created an OCAP® article for Wikipedia that was submitted for review in winter 2022.

KNOWLEDGE TRANSLATION

As part of FNIGC's ongoing commitment to ensuring its survey data reaches First Nations communities, in 2022 we created a new Communications position: Knowledge Translation Officer, which was filled by **Briana Linton**. The new role is dedicated to expanding our knowledge translation activities in an effort to make sure our data is available in relatable and accessible formats.

During the 2022–2023 fiscal year, FNIGC's Communications unit made important advancements in their Knowledge Translation efforts. This year the unit identified several different health promotion days which served as the basis for sharing published RHS data on social media. These health promotion days included:

-  International Youth Day
-  World Oral Health Day
-  World Water Day
-  United Nations International Day of Education

In addition to social media efforts, we worked collaboratively with other internal units to ensure that future publications are easily accessible and relevant for First Nations communities.

In a collaborative effort with the Research and Information team, our Knowledge Translation team began the process of creating a Community Toolkit for the Examining the Relationship Between Cannabis and Mental Wellness in First Nations research project. This process involved fundamental engagement with key community experts and external partners. The toolkit will feature artwork from Anishinaabe Onyota'a:aka artist **Tsista Kennedy**.



Another Knowledge Translation publication, *PIPEDA Plain Language Guide for First Nations Entrepreneurs and Business Owners*, made significant progress toward publication. This guide was created in collaboration with the OCAP® and Information Governance unit and the Knowledge Translation Officer for the First Nations Data Sovereignty and the *Personal Information Protection and Electronic Documents Act* (PIPEDA) project. This plain language guide will feature artwork from Kwakwaka'wakw Northwest Coast artist **Lou-Ann Neel**.

We also made significant progress on updating FNIGC Data Online, one of our key online knowledge translation initiatives, with the goal of a planned rebranding and relaunch of the popular online tool.

EDUCATION AND TRAINING

Overseen by **Kristine Neglia**, Senior Manager of Education and Training, the Education and Training team is responsible for all aspects of FNIGC's education and training activities. This includes FNIGC's popular The Fundamentals of OCAP® online course, its OCAP® workshops and presentations, the FNIGC National Student Bursary, and the I-STEM training project. Kristine was supported in these efforts by **Leslie MacGregor**, Senior Education Officer, and **Lorraine Cheechoo**, Education Coordinator who moved to the team from Communications in January 2023.

The Fundamentals of OCAP®

Interest in The First Nations Principles of OCAP® remained strong throughout 2022–2023, which was reflected in historically high enrolment in FNIGC's The Fundamentals of OCAP® online course. Registrations to the OCAP® course increased once again, with 2,694 individuals enrolled during the past fiscal year, which marks the highest annual number in the history of the course. Of these registrants, 2,474 individuals successfully completed the course, which represents a 92% success rate.



The Education and Training team continued to make progress on their revisions to The Fundamentals of OCAP® course, which expanded to include feedback from First Nations thought leaders, subject-matter experts, and online education professionals, as well as contributions from First Nations artists and voiceover actors. The launch of the new-and-improved was rescheduled for 2023, to coincide with the 25th anniversary of OCAP®.

I-STEM Cluster Training Project

Established in 2020, I-STEM is Canada's interdepartmental Indigenous Science, Technology, Engineering and Math cluster program. The program is funding FNIGC's delivery of workshops and creation of science focused OCAP® training modules for federal government staff.

The key priorities for the FNIGC and I-STEM Cluster Working Group are to determine the learning needs of I-STEM staff regarding the sustainable delivery of quality training and professional development opportunities for science-based federal departments regarding OCAP® and First Nations data sovereignty.

In January 2023, 77 I-STEM learners were given access to the revised course for a six-week period. Following this, focus groups were conducted with I-STEM learners that helped inform and refine the key recommendations towards the next phase of the project, Education Program Design and Development. This work is expected to continue through 2025.

OCAP® Workshops and Presentations

The 2022–2023 year saw a sustained demand for FNIGC's OCAP® workshops and presentations. During this period the Education and Training team facilitated 35 total sessions: 15 presentations, 18 workshops, and two panel discussions.



Combined, more than 1,300 individuals attended these sessions, contributing to increased public knowledge about OCAP® and data sovereignty.

Of the sessions, nearly two-thirds were for First Nations, First Nations organizations or academic institutions, with the balance divided among non-government organizations, government departments, and other types of organizations.

FNIGC Student Bursary

For 11 years, the FNIGC Student Bursary has been awarded annually to exceptional First Nations students enrolled full-time in college or university. Recipients are chosen following a review of applications by a committee established by the FNIGC Board of Directors. This year, we successfully launched an online application system for the bursary via FNIGC.ca.




In 2022–2023 FNIGC was pleased to announce the recipients of the 12th annual bursary: Tyler Dube, Kianna Bear-Heatherington, Coralie Niquay, and Tiffany McDougall Brennan. Each received \$2,500 and free registration to The Fundamentals of OCAP® online course. To learn more about this year's bursary winners go to the Our Impact section of the annual report on Page 20.

OUR IMPACT

As a First Nations organization, FNIGC is committed to supporting the health and well-being of First Nations people and their families through our daily work and actions. This section of our Annual Report provides an overview of the social impact of our work during the 2022–2023 fiscal year. This includes staff fundraisers for First Nations organizations, donating outdated office supplies to an Indigenous organization, participating in social awareness days, and the FNIGC Student Bursary which supports the next generation of First Nations leaders in their post-secondary studies.

50/50 DRAWS

Throughout the fiscal year, FNIGC staff held three 50/50 draws to raise money for organizations working to improve the lives of First Nations people across the country. This fiscal year, FNIGC staff raised \$637.50 which was donated to the following organizations:

-  The First Peoples Cultural Foundation,
-  Tewegan Housing for Indigenous Youth, abd
-  Pimachiowin Aki.

DONATIONS

This year, FNIGC donated our off-brand promotional materials and surplus office supplies to an Ottawa-based Indigenous organization called the Ottawa Aboriginal Coalition (OAC). In addition to diverting these materials from landfills, OAC is using the promotional items to support their office activities, events, and conferences that they may attend in the future.

FNIGC STUDENT BURSARY

The First Nations Information Centre (FNIGC) is pleased to announce the recipients of the 12th annual FNIGC Student Bursary program. This year's recipients are **Coralie Niquay, Kianna Bear Hetherington, Tiffany McDougall** and **Tyler Dube**. Each received \$2,500 and complimentary registration to FNIGC's [The Fundamentals of OCAP®](#) online course.



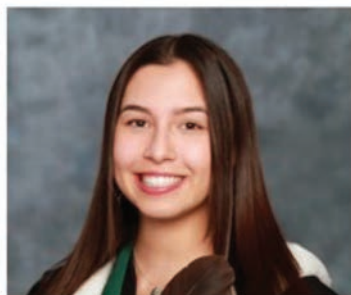
Established in 2011, and administered by FNIGC's Education and Training unit, the [FNIGC National Student Bursary](#) is awarded every spring to exceptional First Nations students enrolled in college or university and studying in fields related to the advancement of First Nations data sovereignty. Recipients are chosen following a review of applications by a committee established by the [FNIGC Board of Directors](#).

Meet the 2022 Bursary Winners



Coralie Niquay

Coralie Niquay is a Quebecer and Atikamekw from the community of Manawan. She obtained her bachelor's degree in Cognitive Neuroscience in 2021 and just completed her master's degree in Public Health at the University of Montreal last January. Recently, she began her professional career with the First Nations of Quebec and Labrador Health and Social Services Commission (FNQLHSSC) as a Public Health Projects Advisor. She wishes to contribute to the well-being and self-determination in health of First Nations peoples.



Kianna Bear Hetherington

Kianna is a proud Wolastoqey woman from the beautiful community of Sitsansk located in Fredericton, New Brunswick. Being proudly of the Wolastoqiyik "People of the beautiful and bountiful river," she grew up with a special relationship with the land and all living things in it. A deep spiritual connection to nature and a burning desire to help Indigenous communities thrive encouraged her to complete her final year of a Bachelor of Science in Environmental and Natural Resources with a major in Water Resource Management at the University of New Brunswick (UNB). She currently volunteers her time as the Indigenous Representative for her faculty at UNB,

focusing on advancing efforts that improve the experiences and opportunities offered to Indigenous students through a culturally safe lens. Kianna's activism reinforces the beliefs and values that she intends to bring forward in her chosen career path – to be a voice for communities facing injustices caused by environmental racism and to encourage Indigenous youth to use their voices.



Tiffany McDougall

Tiffany McDougall is Algonquin from Kitigan-Zibi, Quebec. Tiffany studied at the University of Ottawa and Carleton University. Throughout her career, Tiffany has held various positions in both science and public policy. Tiffany has joined People, Places, Policies and Prospects as a Research Assistant to examine the co-development of First Nations Housing Policy, utilizing the Mi'kmaq two-eyed seeing approach. Tiffany is also completing her master's in business administration at Cape Breton University. Tiffany was able to advance First Nation priorities as a Policy Advisor to the National Chief with the Assembly of First Nations (AFN), support Canada's top public servants and political professionals through her cabinet experience, and support communities through her policy development work with the Federal

government. Tiffany also served in the Royal Canadian Mounted Police. Tiffany now lives in Eastern Passage, Nova Scotia, with her three sons and husband.

Since it was established more than a decade ago, FNIGC's National Student Bursary program has awarded more than \$63,000 to 31 First Nations post-secondary students across Canada.



BOARD OF DIRECTORS, MEMBERS, STAFF

BOARD OF DIRECTORS

Leona Star, Chairperson (Manitoba)
Amber Potts, Co-Chair (Assembly of First Nations)
Gwen Phillips, Treasurer (British Columbia)
Martin Paul, Secretary (Saskatchewan)
Robin Thompson (Nova Scotia and Newfoundland)
Kristeen McTavish (Yukon)
Lea Bill (Alberta)
Carmen Jones (Ontario)
Nancy Gros-Louis McHugh (Quebec and Labrador)
Peter Birney (New Brunswick and PEI)

REGIONAL ORGANIZATION MEMBERS

New Brunswick and Prince Edward Island: First Nations Education Initiative Incorporated
Nova Scotia and Newfoundland: Union of Nova Scotia Mi'Kmaq
Quebec and Labrador: First Nations of Quebec and Labrador Health and Social Services Commission
Manitoba: First Nations Health and Social Secretariat of Manitoba (Nanaandawewigamig)
Ontario: Chiefs of Ontario
Saskatchewan: Federation of Sovereign Indigenous Nations
Alberta: Alberta First Nations Information Governance Centre
Northwest Territories: Dene Nation
Yukon: Council of Yukon First Nations
British Columbia: First Nations Health Council

FNIGC STAFF (CURRENT)

Executive Office

Jonathan Plante, Chief Executive Officer
Tania Budgell, Senior Executive Assistant
Elissa Roulette, Administrative & Scheduling Assistant
Ember Sarazin, Program Administrative Assistant

Corporate Services

Meghan Perry, Acting Director, Corporate Services
Brad Mackay, Manager, Communications
Kristine Neglia, Senior Manager, Education and Training
Wes McGraw, Acting Senior Manager, IM/IT
Leanne Hunter, Human Resources Manager
Eva Keeshig, Administrative Assistant
Briana Linton, Knowledge Translation Officer
Will Lafrance, Communications Officer
Lainey Blood, Human Resources Coordinator
John Martin, IM Analyst
Nicholas Hancin, IT Administrator

Sophia Kirk, IM/IT Student
Leslie MacGregor, Senior Education Officer
Lorraine Cheechoo, Education Coordinator

Finance

Tania Dube – Finance Manager
Alex Lafrance – Finance & Payroll Coordinator
Bonnie Sowiak – Senior Finance Consultant
Dan Truchon – Financial Analyst
Belinda Koostachin – Financial Analyst
Ariel Toulouse – Finance Assistant

First Nations Data Governance Strategy

Erin Corston, Director and Executive Lead, National Data Champions Team
Gonzague Guéranger, Implementation Lead, National Data Champions Team
Bella Nashkawa, FNDGS Administrative Assistant Student
Olivia Craggs, Junior Research Analyst
Donna Lyons, Data Capacity Development Manager

Research and Information

Albert Armieri, Director, Research and Information
Aaron Franks, Senior Research Manager, OCAP & Information Governance
Amy Nahwegabow, Senior Research Advisor
Kyla Marcoux, Senior Strategic Advisor
Maria Santos, Senior Manager, Public Health Data Initiatives & First Nations Data Centre
Alana Roscoe, Program Manager, Research and Information
Katie Wood, Senior Manager, Survey Initiatives
Lyndsy Gracie, Program Officer
Claudia Meness, Research Manager
Janelle Brown-Walkus, Research/Data Analyst Student
Katrina Brant, Program Coordinator
Xinyu Qiao, Statistical Data Analyst
Nicolas Spagnolo, Statistical Data Analyst
Xuejing Jiang, Statistical Data Analyst
Drew Pihlanen, Program Manager, First Nations Data Centre
Kota Jade, Knowledge Management Junior Analyst
James Allen, Research Analyst
Micere Thuku, Research Analyst
Joel Jocko, Junior Research Analyst





FNIGC | CGIPN

HEAD OFFICE:

341 Island Road, Unit D
Akwesasne, ON K6H 5R7

OTTAWA OFFICE:

180 Elgin Street, Suite 1200
Ottawa, ON K2P 2K6
Fax: 613-231-7072
Tel: 613-733-1916
Toll Free: 866-997-6248

www.FNIGC.ca
www.facebook.com/FNIGC
www.twitter.com/fnigc