



# ANNUAL REPORT

2023-2024



**FNIGC | CGIPN**

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





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## MESSAGE FROM THE CHAIRPERSON

When I reflect on my four years as Chairperson of FNIGC's Board of Directors, I am thankful to be a part of an organization that creates and clears a pathway for the assertion of Nation-based data sovereignty.

When I assumed the Chairperson role in September 2020, the country was still responding to a global pandemic, with the global COVID-19 death toll cresting 1 million and the release of a vaccine still months away. FNIGC was faced with an unprecedented situation and quickly responded by pivoting to a remote work environment while navigating the myriad of technical and technological issues skillfully and proficiently. In the years since, FNIGC has re-opened their offices in Akwesasne and Ottawa to employees while continuing to support remote work for those who choose it.

The restrictions also posed unique challenges for First Nations communities, forcing many to close to outside visitors, which created complications for FNIGC's survey management team, forcing it to halt data collection for one survey, the First Nations Labour and Employment Development survey, and rethink how they gathered data for another, the First Nations Regional Health Survey Phase 4.

During this period, FNIGC took on additional work at the request of the federal government, writing and releasing a paper intended to support COVID-19 emergency preparedness efforts in First Nations reserves and Northern communities. It also managed to launch a new website, remake and relaunch its popular online course The Fundamentals of OCAP®, and implement Phase 1 of the First Nations Data Governance Strategy. And I'm honoured to be a part of FNIGC's dedicated governance membership that oversees and guides this important work.



**Leona Star**  
Chairperson, FNIGC Board  
of Directors



During these fraught years, it is clear to me that FNIGC not only survived, it thrived—more than doubling its staff and expanding its important data sovereignty work many times over.

FNIGC has always been responsive to the direct data needs of Nations, addressing data gaps to further support and create programs and services that are based on a Nation's needs. FNIGC's data sovereignty vision and mission are resolute and an inspiration to me and our Board of Directors.

On behalf of the Board, I want to thank FNIGC's staff and our regional partners for their passion and the perseverance they've shown this year—and over the years—as we work together for the betterment of future generations.

**Leona Star**

Chairperson, FNIGC Board of Directors



# REPORT FROM FNIGC'S CHIEF EXECUTIVE OFFICER STATEMENT OF OPERATIONS

The 2023–2024 fiscal year marked a period of change and renewal for the First Nations Information Governance Centre (FNIGC) as we continued our collective journey to advocate for First Nations data sovereignty. With our Vision and Mission acting as our polestar, we advanced these generational goals in a multitude of ways including through our foundational survey initiatives (The First Nations Regional Health Survey Phase 4 and the First Nations Regional Social Survey), Knowledge Translation products, research publications, and advancements in Phase 1 implementation of the landmark First Nations Data Governance Strategy.

FNIGC's unique data sovereignty journey began in earnest in April 2010, when we were founded as a federally incorporated non-profit. Since then, it has served under a mandate from the Assembly of First Nations' (AFN) Chiefs-in-Assembly (Resolution #48/2009) and is governed by a regionally appointed Board of Directors.

Since its 2010 founding, FNIGC has grown from a small organization focused on advancing 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.

In all 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 2023–2024 fiscal year, FNIGC continued its foundational survey work with our Regional Partners, which included the data collection for The First Nations Regional Health Survey (FNRHS, or RHS) Phase 4, and critical content development and engagement work for the First Nations Regional Social Survey (FNRSS, or RSS).

2023 also marked the 25th anniversary of The First Nations Principles of OCAP®, which we marked by launching a reimagined version of The Fundamentals of OCAP® online course and by unveiling a brand new OCAP® logo. The new course features original artwork from First Nations artists, voice-over narration from First Nations actors, as well as important content updates.



**Jonathan Dewar**  
Chief Executive Officer, FNIGC



Online, our presence and reputation continued its multi-year upward trend, as FNIGC's website received more than half-a-million (508,000) total page views, representing a 93% increase from the previous fiscal year, and marking a historic high for the organization.

In addition, we were proud to announce the recipients of the 13th annual FNIGC 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.

This Annual Report provides details on these activities, and overviews of our work undertaken across the organization between April 1, 2023, and March 31, 2024.

FNIGC prioritizes work that supports First Nations at a community level, and the work completed herein is a testament to the outstanding efforts of our Regional Partners across the country, with support from FNIGC staff.

Reflecting on these accomplishments over the past 12 months inspires and excites me for what is to come in the months and years ahead.

I could not be happier to be back on this shared path with this incredible team at FNIGC. I look forward to continuing to work towards data sovereignty for all First Nations from coast-to-coast-to-coast.

**Jonathan Dewar**

Chief Executive Officer, FNIGC



## 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 2023–2024 Budget provides the financial roadmap for the organization that accounts for all projected expenditures such as staff salaries, operations, projects, and regional transfers for program delivery.

FNIGC's 2023–2024 Budget considered historical and committed cost expenditures, anticipated adjustments in operating expenditures, and regional program transfers against all revenue sources. FNIGC's revenues are primarily derived through contractual agreements with the federal government for national survey processes which are supported by Indigenous Services Canada (ISC). Additionally, FNIGC received funding from ISC to support Phase 1 of the First Nations Data Governance Strategy (FNDGS).

This year, further opportunities with other funders (which included governmental and non-governmental agencies), are reflected in the operational funding of FNIGC.

Revenue was also generated by registrations for The Fundamentals of OCAP® online course, a new version of which was relaunched in fall 2023. (You can read more about the OCAP® course on Page 11.)





## FINANCIAL AUDIT

On August 14, 2024, FNIGC's auditing firm MNP presented the results of the 2023–2024 audit which included a review of the audited Financial Statements for the fiscal period ending March 31, 2024 to FNIGC's Board of Directors.

MNP reported a clean audit with no significant findings. The Auditor's report was accepted by the Board of Directors as presented, and was presented to FNIGC's Members at their Annual General Meeting in Whitehorse, YK on September 10, 2024. To read FNIGC's audited Financial Statements, go to Page 36.





## EXECUTIVE OFFICE

Staffed by **Tania Budgell**, Senior Executive Assistant, and **Elissa Roulette**, Administrative and Scheduling Assistant, FNIGC’s Executive Office unit exists to support the work of its Chief Executive Officer and the organization’s governance activities.

### CHIEF EXECUTIVE OFFICER (CEO)

In January 2024, Jonathan Dewar returned to the role of Chief Executive Officer at FNIGC, having previously been with the organization from 2017-2022. He has spent most of his more than 20-year career directing research and knowledge translation initiatives for national Indigenous-led organizations. During that time, his work has focused on governance, strategic planning, health and wellbeing, data sovereignty, and truth, healing, and reconciliation.



**Jonathan Dewar** Chief Executive Officer, FNIGC and **Kristine Neglia** Senior Manager, Education & Training.

## GOVERNANCE

### Corporate Members

In the 2023–2024 fiscal year, FNIGC saw the addition of three new corporate members in British Columbia: the Union of British Columbia Indian Chiefs, the First Nations Summit, and the British Columbia Assembly of First Nations. With the addition, FNIGC now has 14 corporate members (see full list below), who amongst other duties are responsible for appointing individuals to serve on FNIGC’s Board of Directors and delegates to attend meetings of members.

- **Union of Nova Scotia Mi’kmaq** (Nova Scotia and Newfoundland)
- **First Nations Education Initiative Incorporated** (New Brunswick and Prince Edward Island)
- **Assembly of First Nations Quebec Labrador** (Quebec and Labrador)
- **Chiefs of Ontario** (Ontario)
- **First Nations Health and Social Secretariat of Manitoba** (Manitoba)
- **Federation of Sovereign Indigenous Nations** (Saskatchewan)
- **Alberta First Nations Information Governance Centre** (Alberta)
- **First Nations Health Council** (British Columbia)
- **British Columbia Assembly of First Nations** (British Columbia)
- **Union of BC Indian Chiefs** (British Columbia)
- **First Nations Summit** (British Columbia)
- **Council of Yukon First Nations** (Yukon)
- **Dene Nation** (Northwest Territories)
- **Assembly of First Nations** (non-voting)



## Board of Directors

Made up of representatives from 10 regions across Canada and the Assembly of First Nations, FNIGC's Board of Directors governs, defines, and is responsible for:

- the organization's strategic direction,
- financial oversight,
- ensuring corporate requirements are fulfilled,
- ensuring long-term objectives and strategic directions are met, and
- providing advice and insight on issues of concern to FNIGC.

There are four permanent Board committees: Executive, Finance & Audit, Governance, and Policy. These committees review and provide recommendations on matters such as financial controls and the budget, governance performance and effectiveness, operational policies, and oversight of governance business.

In addition to regular full-day meetings, subject-specific Board meetings are held online throughout the year. For the health of our Directors, staff, and the communities we serve, a return to in-person Board meetings was delayed until this year.

In 2023–2024, Board meetings were held in the communities of Whitecap Dakota First Nation (Saskatchewan), Wendake - Nation huronne wendat (Quebec), and Nipissing First Nation (Ontario). We are grateful to these communities for welcoming us. Meeting on reserve enriches our governance and allows Directors to deepen their connections with communities across our regions.

FNIGC's Board of Directors (as of July 2024), were:

- **Lea Bill**, Alberta
- **Peter Birney**, New Brunswick/Prince Edward Island
- **Andrew Bisson**, Assembly of First Nations
- **Nancy Gros-Louis McHugh**, Quebec/Labrador

- **Carmen Jones**, Ontario
- **Kristeen McTavish**, Yukon
- **Martin Paul**, Saskatchewan, Treasurer
- **Gwen Phillips**, British Columbia, Secretary
- **Amber Potts**, Assembly of First Nations, Co-Chairperson (non-voting)
- **Leona Star**, Manitoba, Chairperson
- **Robin Thompson**, Nova Scotia/Newfoundland

## Board of Director meetings

FNIGC's Board of Directors met four times during the 2023–2024 fiscal year:

- August 14, 2023
- September 12, 2023
- December 5, 2023
- March 26, 2024

In September 2023, the delegates and Board of Directors came together on the territory of the Whitecap Dakota First Nation (Saskatchewan) for FNIGC's Annual General Meeting and to conduct a two-day strategic planning session.

The strategic planning saw participants take part in activities designed to identify, explore, and shape strategic thinking. This important work will continue in 2024–2025.





## HUMAN RESOURCES

During the 2023–2024 fiscal year, the Human Resources (HR) unit, which was led by **Leanne Hunter** (Human Resources Manager) and **Lainey Blood** (Human Resources Coordinator), officially became a standalone unit, outside of FNIGC’s Corporate Services directorate. The HR unit focused on recruitment efforts, creating new management tools, and streamlining cross-departmental processes. Further, it finalized four employee policies to ensure FNIGC’s compliance with current employment legislation. (Additional policies will be introduced in the 2024–2025 fiscal year.)

Further, HR oversaw the formation of a Joint Health and Safety Committee (JHSC) consisting of **Will Lafrance** and **John Martin** (co-chairs) as well as **Leanne Hunter**, **Lainey Blood**, **Katrina Brant**, **Eva Keeshig** and **Brad Mackay**. The JHSC developed an organization-wide Health and Safety Program that provides information about the *Occupational Health and Safety Act*, related training, and additional resources. It also explains the importance of the Internal Responsibility System, in which everyone is directly responsible for health and safety as an essential part of their job.

Through the First Nations and Inuit Youth Employment Strategy, the HR unit managed FNIGC’s successful proposal submission for summer student employment. The funding allowed FNIGC to bring on four First Nations students during summer 2023: **Bella Nashkawa** (Administrative Assistant in the First Nations Data Governance Strategy directorate), **Asher Willier** (Research student in the Research and Information directorate) and **Sophia Kirk** and **Morgan Trudeau** who were employed in the Information Management and Information Technology (IM & IT) unit.

Further supporting FNIGC’s commitment to professional development, HR oversaw the coordination of enrolment for managers in The Fundamentals of Leadership program from Algonquin College Corporate Training. The intensive 10-day, three-part certificate program is designed to teach the latest concepts, tools and skills manager’s need to get the most out of their teams. During 2023–2024, 18 managers completed the first part of the program, “Effective Interpersonal and Organizational Communications.”



## EDUCATION AND TRAINING

FNIGC's Education and Training unit is comprised of **Kristine Neglia** (Senior Manager), **Leslie MacGregor** (Senior Education Officer), **Lorraine Cheechoo** (Education Coordinator) and **Eva Keeshig** (Program Officer, Education and Student Bursary), who joined the team in October 2023.

During the 2023–2024 fiscal year, Education and Training continued to develop activities aimed at enhancing and increasing knowledge of the First Nations Principles of OCAP®, information governance, and First Nations data sovereignty. These activities include the launch of the newly revised and reimagined The Fundamentals of OCAP® online course, delivering OCAP® workshops and presentations, administering the 13th annual FNIGC Student Bursary, and continued work on the I-STEM Cluster training project.

### THE FUNDAMENTALS OF OCAP®

In October 2023, the Education and Training team publicly launched the new-and-improved version of The Fundamentals of OCAP® online course as part of FNIGC's year-long celebration of the 25th anniversary of The First Nations Principles of OCAP®.

Building on the foundational work of the original OCAP® course, the new version was the result of nearly two years of collaboration between First Nations thought leaders, subject-matter experts, First Nations artists and voice-over actors, and online education professionals. Initial learner feedback on content, look, and feel of the updated The Fundamentals of OCAP® has been overwhelmingly positive.

Previously, learners were given a three-month period in which to complete the course. To support learner satisfaction and success, learners will now have access to the course for six months.

Between the launch and March 31, 2024, 3,452 individuals registered for The Fundamentals of OCAP® which marks the highest annual number in the history of the course. Of these registrants, 1,675 learners have successfully completed the course, while 1,777 are currently in progress.

Coinciding with the above was the development and launch of the FNIGC Learning Management System (LMS).



The FNIGC LMS is a software application that allows for the administration, documentation, tracking, reporting, and delivery of education and training courses. Powered by Absorb and administered with the support of Algonquin College Corporate Training, the new LMS offers individuals a learning environment and access to The Fundamentals of OCAP®, with the familiar look and feel of the FNIGC website.

The team has worked with Algonquin College to improve administrative processes while adapting to this new LMS. All day-to-day registration processes and activities are now handled solely by FNIGC's Education and Training Unit.



## I-STEM CLUSTER TRAINING PROJECT

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

The Education and Training unit has continued to collaborate with the I-STEM cluster program in developing OCAP® educational offerings with a focus on I-STEM learning needs. The unit and the I-STEM Cluster have successfully gathered data needed to inform the needs assessment phase of this project.

Overwhelmingly, respondents indicated that more learning tools were needed to guide federal staff in STEM fields to increase their understanding, confidence, and respect for the OCAP® principles. Using recommendations grounded in the Phase 1 needs assessment, planning for the design and development phase of this multi-year, multi-phased project is currently underway.

## FNIGC STUDENT BURSARY

The FNIGC Student Bursary is awarded annually to exceptional First Nations students enrolled full-time in college or university. Since its launch 13 years ago, FNIGC has awarded more than \$73,000 to 31 First Nations students. Recipients are chosen following a review of applications by a committee established by the FNIGC Board of Directors.

This year, FNIGC increased awareness of the FNIGC Student Bursary by communicating with colleges and universities across the country, including a FNIGC Student Bursary flyer to be shared with First Nations students.

For 2023–2024, FNIGC was pleased to announce the recipients of the 13th annual bursary: **Kelsa Carmen, Elizabeth Hunter, Jessica Chiblow and Zach Bishop.** Each student will receive a \$2,500 bursary 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 31.



## OCAP® WORKSHOPS AND PRESENTATIONS

The 2023–2024 fiscal year saw a significant increase in demand for FNIGC's OCAP® workshops and presentations. During this period the Education and Training team facilitated 82 sessions, which included 51 workshops, 29 presentations, one panel discussion, and one keynote address. This represents a 134% increase compared to the preceding fiscal year.

Combined, more than 2,708 individuals attended these sessions in 2023–2024 contributing to increased public knowledge about the OCAP® principles and First Nations data sovereignty.

Of the sessions, more than two-thirds were for academic institutions and government departments, followed by non-profit organizations and First Nations communities, First Nations organizations, and regional member organizations, with the balance divided among Indigenous organizations, and other types of organizations.





# FIRST NATIONS DATA GOVERNANCE STRATEGY

The National Data Champion Team leads the implementation of the First Nations Data Governance Strategy (FNDGS) and is comprised of **Erin Corston** (Director and Executive Lead), **Gonzague Guéranger** (Implementation Lead), **Donna Lyons** (Data Capacity Development Manager), **Olivia Cragg** (Junior Research Analyst) and **Ember Sarazin**, who joined the team in fall 2023 as Project Coordinator.

The 2023–2024 fiscal period, the first full year of the implementation of Phase 1 of the FNDGS, saw notable progress as the team achieved its targeted milestones aligned with Phase 1 objectives (2022–2025), established by the FNIGC Board of Directors, and in alignment with the FNDGS core principle (See Figure 1).



Figure 1: FNDGS Core Principle

All 10 regional Data Champion Teams are now fully operational, many using FNIGC’s partner organizations as temporary host agencies. All project teams have finalized their three-year regional action plans, detailing how they plan to build their Centres’ governance structures and priority data capacity needs.

Efforts to engage communities through focus group sessions, workshops, webinars and gatherings commenced as well. These focus group sessions aim to deepen the understanding of the data needs of the future Regional Information Governance Centre’s (RIGC) client base (i.e., First Nations communities, governments, and their service delivery organizations). Rooted in community driven and nation-based values, the form

and function of each RIGC will be determined by—and be held accountable to—First Nations rights holders and their leadership in each respective region.

## NATIONAL DATA CHAMPION TEAM

During 2023–2024, the National Data Champion Team worked to ensure that regional teams were aligned, consistent, and coordinated by providing them with essential tools, frameworks, and templates. More than 50 bilateral engagements and all-team meetings have facilitated this process, including a notable in-person gathering that occurred in June 2023 in Ottawa.

These project teams are focused on developing two key blueprints in Phase 1: one for their Centres’ governance structure, and another for the priority areas their Centres will focus on first, in their initial years of development (See Figure 2).

2 Key Outputs: Blueprints (endorsed by leadership)

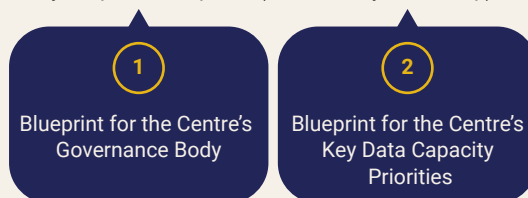


Figure 2: Phase 1 Outputs





Moving forward, the National Data Champion Team’s task will be to consolidate all 10 regional blueprints into a cohesive proposal for submission to the federal government for inclusion in Budget 2025. The goal is to craft a robust and persuasive business case for sustained and ongoing funding, ensuring a durable and long-term foundation for the Centres.

## BLUEPRINT FOR THE NATIONAL CENTRE’S GOVERNANCE BODY

In September 2023, FNIGC’s Board of Directors approved a proposal to explore concepts for how FNIGC might enhance and expand its governance structure in anticipation of increased responsibilities to support this new national network. The proposed process will utilize the Two-Eyed Seeing Indigenous research methodology, developed by Eskasoni Elders Dr. Albert Marshall and Dr. Murdena Marshall in 2004, which emphasizes the integration of Indigenous and Western knowledge and perspectives.

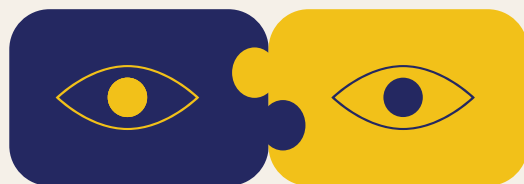


Figure 3: Two Eyed Seeing

The methodology involves collaborating with two reputable governance firms and two First Nations governance experts to provide balanced, informed perspectives to FNIGC’s potential governance renewal. The outcome will yield options and recommendations for the FNIGC Board consideration.

## BLUEPRINT FOR THE NATIONAL CENTRE’S KEY DATA CAPACITY PRIORITIES

In September 2023, FNIGC’s Board of Directors endorsed a four-corner approach to establishing national-level capacity building priorities for FNDGS Phase 2 through a distinct, multi-pronged plan (See Figure 4).



Figure 4: Four Corner Approach

### Corner 1: Regional Perspectives

Insights and priorities gathered from engagements with First Nations at the regional level will help shape national priorities, reinforcing the bottom-up principles established for Phase 1 implementation.

### Corner 2: First Nations-led Organizations

Input from First Nations-led organizations, such as the Assembly of First Nations (AFN) and others, will help define national priorities by identifying their expectations for data and statistical services from the national Centre.

### Corner 3: Federal departments

Information will be gathered from ISC, through a series of projects outlined in the Memorandum of Collaboration to further define national level priorities in the advancement of First Nations Data Sovereignty and the devolution of services.

### Corner 4: Statistics Canada

Knowledge transfer sessions, facilitated by Statistics Canada experts for FNIGC and the 10 regional data champion teams will aid in evaluating our current suite of data and statistical functions, including in survey planning, data development, and dissemination. The Memorandum of Collaboration between Statistics Canada and FNIGC was established to guide this work and support Phase 1 implementation.



## EXPLORING LEGISLATIVE AND POLICY OPTIONS FOR THE ADVANCEMENT OF FIRST NATIONS DATA SOVEREIGNTY

In our efforts to promote and advance data sovereignty and at the request of the Assembly of First Nations, the national team collaborated and engaged with The Department of Justice Canada. A significant milestone in this journey was the addition of a specific measure (#30) in Canada's *United Nations Declaration on the Rights of Indigenous Peoples Act (UNDA)* Action Plan, which states that the Government of Canada will:

Continue to support Indigenous Data Sovereignty and Indigenous-led data strategies through legislative, regulatory and policy options to help ensure that First Nations, Inuit, and Métis have the sufficient, sustainable data capacity they need to control, manage, protect, and use their data to deliver effective services to their peoples, tell their own stories, participate in federal decision-making processes on matters that impact them, and realize their respective visions for self-determination. (Page 30)

Additionally, the National Data Champion Team responded to the Office of the United Nations High Commissioner for Human Rights' call for input into the Expert Mechanism on the Rights of Indigenous Peoples, focusing on monitoring, oversight, recourse, and other accountability measures for implementing the Declaration as well as Canada's UNDA Action Plan.

Reflecting on our achievements in the 2023–2024 year, the FNDGS serves as a testament to our collective dedication to realizing FNIGC's Vision and Mission. Phase 1 work has demonstrated the strength of our collective vision and how it reinforces the importance of partnership and collaboration in achieving shared goals and meeting common needs. FNIGC and its partners are significantly progressing in building new foundations for the continued development of inclusive, community-driven regional and national data governance capacities that honour First Nations sovereignty and self-determination.



## RESEARCH AND INFORMATION

During the 2023–2024 period, FNIGC’s Research and Information directorate was overseen by **Albert Armieri** (Director).

Albert manages a large team that is collectively responsible for FNIGC’s national survey work, research publications, feasibility studies, 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 directorate, see Page 35.

### SURVEY MANAGEMENT

During the 2023–2024 year, FNIGC’s Survey Management team was comprised of **Katie Wood** (Senior Manager, Survey Initiatives), **Kyla Marcoux** (Senior Strategic Advisor), **Micere Thuku** (Acting Survey Manager), **Xinyu Qiao** (Statistical Data 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 FNIGC’s Regional Partners, the Survey Management team facilitates and administers all aspects of FNIGC’s national surveys, which includes the First Nations Regional Health Survey (RHS) and the First Nations Regional Social Survey (RSS).

### The First Nations Regional Health Survey

In the 2023–2024 fiscal year, the Survey team advanced work on the First Nations Regional Health Survey Phase 4, the latest iteration of FNIGC’s foundational survey initiative. As data collection commenced across the country, Regions engaged and presented to communities, obtained Band Council Resolutions, and recruited and trained knowledge gatherers. However, this progress didn’t come without its challenges.



The lingering effects of the global COVID-19 pandemic continued to have a cascading effect in First Nations communities which impacted RHS Phase 4 rollout and timelines. Moreover, unforeseen obstacles hindered community access to the Indian Registry System (IRS), and consequently, impacted the RHS sampling methodology.

As such, FNIGC continued to support Regional Partners, which included exploring innovative solutions in service of data collection activities. This support included regular one-on-one calls, quickly addressing technical challenges, preparing alternative sampling approaches where possible, and the provision of training when required.

As a result, RHS Phase 4 operations and activities were extended into the 2024–2025 fiscal year in order to maximize successful data collection.

## **The First Nations Regional Social Survey**

Funded under the federal Surveys on Indigenous Peoples (SIP) program, the First Nations Regional Social Survey (FNRSS) is the latest in a series of FNIGC's First Nations on-reserve surveys that focus on themes not covered by our health-focused RHS.

Considered the third survey under the SIP program, the RSS follows in the footsteps of FNIGC's First Nations Regional Early Childhood, Education and Employment Survey (FNREEES) and the First Nations Labour and Employment Development (FNLED) survey.

The FNRSS will focus on the well-being of First Nations children and families living on First Nations reserve and Northern communities.

During the 2023–2024 fiscal year, the Survey team shared the first draft of the FNRSS questionnaire with Regional Partners for feedback. Utilizing the agreed upon decision-making criteria and incorporating the regional sub-theme feedback, the Survey team created a FNRSS draft questionnaire. A user-friendly online tool was created that will allow Regions to provide feedback on the questionnaire in one database.

In collaboration with the regions, FNIGC organized a series of virtual sharing circles with Regional Partners and Regional Advisory members to discuss potential measures and areas where regional advice is needed to support FNRSS development.

With RHS Phase 4 data collection taking place simultaneously with FNRSS content development, regional capacity proved to be an ongoing challenge. Ideally data collection will only begin after RHS Phase 4 collection has ended. Doing so will provide a needed break for communities and serve as an opportunity to return data.

## **RESEARCH AND FEASIBILITY STUDIES**

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

Working with the National Collaborating Centre for Indigenous Health (NCCIH), in 2023–2024 FNIGC engaged in an initiative aimed at supporting efforts in First Nations early childhood care and development. Driven by FNIGC's 2021 literature review *First Nations Family Models of Care in Early Childhood*, the Family Models of Care in Early Childhood project seeks to better understand the social and environmental factors impacting the development and well-being of young First Nations children.

Using data from the FNREEES, a comprehensive analysis was conducted on various measures of childhood development, examining their relationships with social determinants and home and care-giving environments. A descriptive technical report focusing on First Nations children (aged 0–5) was developed and subjected to various rounds of feedback and revisions among collaborating partners. The technical report synthesized statistical findings on how First Nations family care models influence early childhood development milestones and overall well-being.



## Scoping Review of First Nations Health & Well-being Indicators

In 2023–2024, FNIGC undertook a First Nations indicators scoping review which addresses the *Truth and Reconciliation Commission of Canada: Calls to Action*. The TRC's Call to Action #19 calls upon the federal government to establish measurable goals and close the health outcomes gaps between Indigenous and non-Indigenous communities.

The TRC's CTA #19 highlights the importance of indicators such as infant mortality, maternal health, mental health, addictions, life expectancy, among others. The scoping review, supported by ISC, will offer a comprehensive overview of First Nations health and well-being indicators, conveying strengths and limitations, identifying gaps, and outlining best practices.

Through an in-depth literature review, this review will explore existing research, knowledge, and frameworks on First Nations health, with a specific emphasis on key indicators spanning across various domains, including physical health, socio-economic factors, personal and community wellness, culture, health

behaviours and lifestyle. It will systematically explore and summarize literature on First Nations health indicators, aiming to identify existing indicators, explore key domains, assess cultural relevance, highlight methodological variations, and propose future directions for research and policy development in First Nations health measurement.

Recognizing the need for a wholistic understanding, this scoping review will contextualize the importance of health and well-being indicators that go beyond conventional measures to encompass cultural relevance, community dynamics, and individual experiences.



## THE FIRST NATIONS DATA CENTRE

The First Nations Data Centre (FNDC) is a resource from FNIGC that provides access to unpublished and record-level data from our respected research and survey work.

During the 2023–2024 fiscal year, the FNDC was comprised of **Maria Santos** (Senior Manager, Public Health Data Initiatives, First Nations Data Centre) **Drew Pihlainen** (Program Manager, First Nations Data Centre), and **Kayla Boileau** (Research and Engagement Officer).

In an effort to expand the availability of its resources, the FNDC team continued to explore the feasibility of remote data access for users who are unable to access data on-site in Ottawa. Working with FNIGC's IM & IT department, as well as the Canadian Research Data Centre Network and the Secure Empirical Analysis Lab, at McMaster University, the team explored the technical requirements required for the set-up of a secure portal to support online data access.

The FNDC invested significant time in updating and strengthening its data access contract template to better support current and future data requests. The updated terms were integrated into FNIGC's existing Data Access Agreement with the University of Toronto, allowing for work to begin on projects previously approved by FNIGC's Data Access Review Committee.

As a result, **Dr. Herenia Lawrence**, began work that explores the link between cannabis use and oral health among First Nations adults.



## Public Health Data Initiatives

### *Mental Wellness report*

In 2023–2024, FNIGC began work on a mental wellness report that focuses on factors most associated with First Nations mental wellness as measured by the First Nations Regional Health Survey (RHS).

Over the past fiscal year, FNIGC met three times with its Advisory Circle to seek guidance on the project. FNIGC also met with the First Nations Mental Wellness Continuum Framework (FNMWCF) implementation team secretariat which included representatives from:

- Thunderbird Partnership Foundation,
- First People's Wellness Circle,
- Assembly of First Nations,
- Indigenous Youth Roots,
- We Matter,
- First Nations Inuit Health Branch,
- First Nations Child and Family Services, and
- Crown-Indigenous Relations and Northern Affairs Canada.

The project has generated interest in its wholistic approach to analysis using the RHS mental wellness data.

### *Feasibility Study on Biobanking and Genomic Research*

Starting in 2022, FNIGC has been supporting its Regional Partners to prepare for a series of engagement sessions that will examine the relevance and priority of biobanking and genomic research in First Nations communities. This work continued in 2023–2024 as FNIGC hosted six online knowledge sharing sessions intended to build an increased understanding of the potential application and benefits of biobanking and genomic research, the potential risks and limitations, and other issues related to governance and participatory research.

To date, the Thunderbird Partnership Foundation, along with allied researchers the Coronavirus Variants Rapid Response Network, Genome Canada, SING Canada, and the Silent Genomes Project have presented and fielded several questions from our Regional Partners.

Working with FNIGC's Knowledge Translation unit, the Public Health Data Initiatives team commenced work on a community resource discussion guide that is intended to be used by Regional Partners during their upcoming engagement sessions.

### *COVID-19 Data Initiatives*

In March 2024 FNIGC held a gathering with Regional Partners in Ottawa to:

- share lessons learned from regional COVID-19 data initiatives funded by Health Canada and ISC (through FNIGC);
- discuss interest in, and the feasibility of, establishing national-level COVID-19 estimates;
- identify First Nations data priority areas and gaps in public health (i.e., infrastructure, expertise, funding, partnerships, data literacy, data standards, lack of access or absence of data),
- discuss the relevance and purpose of First Nations public health surveillance, and
- discuss potential approaches for coordinating the development of national First Nations public health data indicators and standards.

Our Regional Partners expressed their gratitude for having the opportunity to connect with other regions and learn through their experiences.



## OCAP® AND INFORMATION GOVERNANCE

FNIGC's OCAP® and Information Governance team (OCAP® & IG) had an eventful 2023–2024 fiscal year that saw the furthering of several key components of the OCAP® research agenda. This included gathering, analyzing, and sharing information on a variety of topics related to First Nations data sovereignty and information governance.

In 2023–2024 the OCAP® and Information Governance team was comprised of **Aaron Franks** (Senior Manager), **Peigi Wilson** (Research Manager), and **Melissa Dane** (Research Officer). The team welcomed **Sadia Khan** as Qualitative Research Officer in August of 2023.

### OCAP® AT 25

Originally founded in Halifax in 1998, The First Nations Principles of OCAP® reached a significant milestone as FNIGC and its partners celebrated the 25th anniversary of OCAP® in 2023. The OCAP® & IG was tasked with the planning of FNIGC's efforts to mark the event.

These efforts culminated on July 11, when FNIGC hosted two events at the 2023 AFN Annual General Assembly in Kijipuktuk (Halifax). The first event was an OCAP® Pop-Up Library and Resource Room, which offered AGA attendees a space to recharge and learn more about OCAP®. The second event took place in the evening, with a reception that featured an opening address from Elder Madeleine "Sugar" Poulette from Eskasoni First Nation and Pictou Landing First Nation Chief Andrea Paul, as well as entertainment from Mi'kmaq drum group the Sunrise Scouts and Juno Award winning Mi'kmaq fiddler Morgan Toney.

In the spirit of collaboration with First Nations regional partner organizations, FNIGC also co-wrote an open-access article with colleagues at the First Nations of Quebec and Labrador Health and Social Services Commission that reflected on the development of the First Nations Principles of OCAP® and the impact they

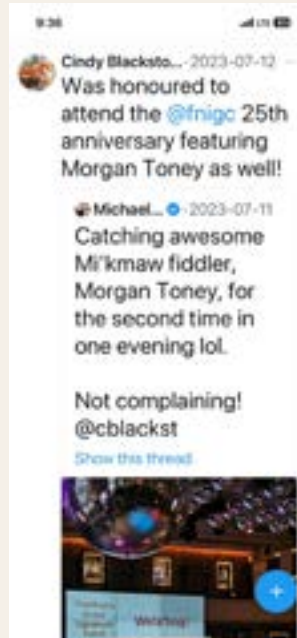
have made in First Nations data sovereignty, with a focus on data collection and governance in Quebec. The French-language article was accepted by the journal *Nouvelles pratiques sociales*.

### PIPEDA DISCUSSION PAPER AND PLAIN LANGUAGE GUIDE

Following a series of analyses of federal legislation and its impact on First Nations data sovereignty, in summer 2023 the OCAP® & IG team published two papers focusing on the *Personal Information and Electronic Documents Act* (PIPEDA). The discussion paper *PIPEDA and First Nations: Application and Reform* examines the application of PIPEDA on First Nations businesses, governments, and organizations and explores options for PIPEDA reform. The second, *A First Nations Guide to the Personal Information and Electronic Documents Act*, is a plain language guide designed to provide an overview of the legislation and help First Nations business owners understand and navigate the federal Information Management regime.

The two-year First Nations laws and intellectual property (IP) project, which explored First Nations laws on the use and sharing of information, cultural items, and genetic resources in relation to Canadian laws, concluded in the 2023–2024 fiscal year. This project, funded by ISC, included interviews with subject matter experts and knowledge holders, a review of First Nations laws and protocols, and an in-person workshop. The OCAP® & IG team anticipates the





From upper right: Elder Madeline "Sugar" Poulette, Sunrise Scouts, and Makayla Gogoo



release of two new publications based on these outcomes in 2024. While our efforts regarding First Nations IP and the barriers posed to First Nations data sovereignty within Canada's legislative regime was wrapping up, two other key pieces of work central to First Nations' governance of their own data were in full swing: a Research Data Management (RDM) project and the possibilities of developing OCAP® standards and potential certification programs.

## RESEARCH DATA MANAGEMENT

The Government of Canada has been supporting the development of policy and infrastructure in digital RDM to advance an open data and open science agenda. As this is an area of concern for First Nations, the OCAP® & IG team conducted four virtual dialogues with a small number of academic research institutions as well as First Nations governments and organizations on how institutional RDM can respect First Nations data sovereignty.

The Social Sciences and Humanities Research Council (SSHRC) funded project, *Respecting and Asserting First Nations Data Sovereignty in Research Data Management (RDM): Finding Common Ground for the Co-Development of RDM Policy and Infrastructure in Canada's Academic Research Environment*, was small in scope but yielded several key insights that will be published during the 2023–2024 fiscal year.

## OCAP® CERTIFICATION STUDY

Throughout the year, the OCAP® & IG team, working with consultants, explored the benefits and challenges of a potential OCAP® certification program built on more formal and shared OCAP® standards. The study, which was funded by the Standards Council of Canada, explored the question “Can more formal OCAP® standards and certification advance First Nations goals for self-determination and data sovereignty?”

The study was completed and prepared for publication for an internal audience for the summer of 2024. This study is intended to inform the FNIGC Board of Directors and First Nations leadership on the most productive way forward for OCAP® standards and certification.

In addition to the work above, the OCAP® & IG team also supported the Education and Training team's work on *The Fundamentals of OCAP®* online course, the pilot OCAP® education project with government science workers (I-STEM), and responded to numerous inquiries and requests for information on issues ranging from artificial intelligence to community-scale data sharing agreements.

Finally, the team worked closely with our colleagues in Research and Information to successfully apply for continuous multi-year funding from ISC to build our collaborative, applied research in data sovereignty. This was a first for the team and a significant step for FNIGC and our support for members and communities.



## CORPORATE SERVICES

In an age of ever-present technological and societal change, FNIGC's Corporate Services directorate remains steadfast in its commitment to excellence. As a key pillar of the organization, Corporate Services plays a critical role in ensuring that FNIGC meets its operational goals, both internal and externally.

This commitment was reflected in its multifaceted approach to supporting the organization through specialized functions provided by four internal units: Finance, Communications, Information Management & Information Technology, and Human Resources (which became a standalone unit in the spring of 2024).

For most of 2023–2024, Corporate Services was overseen by Acting Director **Meghan Perry**. After **Meghan Perry** returned to her substantive role as Senior Manager of the Information Management & Information Technology team in January 2024, Corporate Services welcomed **Bonnie Sowiak** as its new Acting Director.

In February 2024 **Jo-Ann Johnson** was welcomed to the Corporate Services team as its Administrative Assistant.

## FINANCE

During 2023–2024 the Finance team consisted of **Bonnie Sowiak** (Senior Manager, Finance), **Tania Dube** (Finance Manager), **Alex Lafrance** (Finance and Payroll Coordinator), **Ariel Toulouse** (Finance Assistant), and **Dan Truchon** (Financial Analyst). The team was supported with the addition of temporary staff members **Liubov Petrunseko** and **Shilpa Darji**.

The Finance unit's efforts in the past year have been pivotal in maintaining and enhancing FNIGC's operational efficiency. Through careful planning, management, and a focus on accountability, the team has ensured that the organization is well-positioned to continue its work advocating for First Nations data sovereignty.

Through its commitment to upholding the highest standards of financial integrity and transparency, the Finance team continues to ensure that the organization's financial strategies support FNIGC's Vision, Mission, and Core Strategic Objectives.

One of the ways it does this is by overseeing FNIGC's annual audit process, which has resulted in unqualified opinions from our external auditors for more than 10 years straight. This year continues this streak, with the FNIGC's auditing firm MNP reporting a clean audit with no significant findings.

To read FNIGC's 2023–2024 audited Financial Statements, go to Page 36.

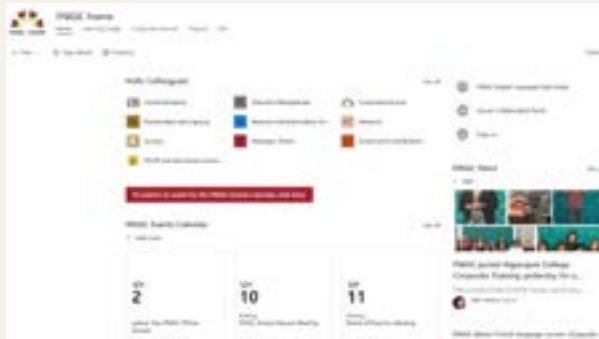
An ongoing priority of Finance in 2023–2024 was to enhance the financial literacy and capacity of FNIGC. Through regular communications, the Finance Department has worked to demystify and streamline financial concepts and processes, empowering staff to contribute more effectively to budgeting and financial decision-making processes.

## INFORMATION MANAGEMENT AND INFORMATION TECHNOLOGY

Throughout most of 2023–2024, the FNIGC Information Management (IM) and Information Technology (IT) team was comprised of **Wes McGraw** (Acting Senior Manager), **Kitty Bentley**, (Senior IT Analyst), **John Martin** (IM Analyst), and **Nicholas Hancin** (IT Administrator). In January 2024, **Meghan Perry** returned to the team in as Senior Manager, IM & IT.



During summer 2023, the team also included two student employees: **Sophia Kirk** and **Morgan Trudeau**.



## Information Management

Throughout the fiscal year, substantial improvements were made to FNIGC’s information security, control, and optimization. Major progress was made on the renewal of the information architecture in our IM repository, SharePoint.

These improvements include the enhancement and streamlining of access control and better alignment with best practices in information management. These changes help support operational efficiency by making business processes and internal collaboration easier.

Furthermore, supporting our internal staff included work on an internal FNIGC Dictionary of Terminology, a common set of definitions that will serve to effectively name and classify our information resources, helping us to manage our information throughout its lifecycle.

Retention and disposition of records are a cornerstone of good information governance, and we have made important progress in this area. New processes were implemented and piloted with FNIGC electronic and paper records. This work continues as we move to provide coverage across our information repositories.

## Information Management and Cybersecurity Awareness Week

In November 2023, the IM & IT team hosted FNIGC’s inaugural IM & Cybersecurity Awareness Week, a week-long initiative designed to enhance awareness and understanding of information management and cybersecurity practices among FNIGC employees.

Through a series of emails, online training, and interactive activities, the IM & IT team successfully disseminated valuable information and best practices. The enthusiastic participation from our staff was evident and we were pleased to witness a high level of engagement throughout the week. To further encourage participation, we introduced a prize incentive system, resulting in increased enthusiasm and knowledge retention among employees.

The positive outcomes of IM & Cybersecurity Awareness Week extend beyond the immediate benefits of enhanced knowledge. By fostering a culture of cybersecurity awareness, we are proactively building a resilient workforce capable of mitigating potential risks. This initiative aligns with our long-term strategy to create a security conscious culture at FNIGC that prioritizes information management and safeguards against cyber threats.

By addressing information management and technology challenges and making the most of opportunities, we are enhancing operational efficiency and laying the foundation for future growth and innovation.



### Security Day

[fnigc.sharepoint.com](https://fnigc.sharepoint.com)

Cybersecurity 101: Cyber security is not just the responsibility of users, or IT personnel, it is the responsibility of everyone, and it is important for us to work as a team to defend our systems, applications, and data from cyber-villains. We have...



### IM & IT - Tips and Tricks

[fnigc.sharepoint.com](https://fnigc.sharepoint.com)

How do you get started? IM involves organizing, storing and controlling access to information to ensure that it is accurate, secure, and easily accessible when needed. FNIGC utilizes SharePoint as our Intranet. FAQs: What is the proper way to access...



## Information Technology

During 2023–2024, FNIGC’s IT team successfully implemented an internal IT Service Management System which allowed for better in-house response, resolution, and tracking of service requests. Supporting the in-house management of IT assets, the system acts as a robust IM & IT knowledge management resource for the team.

With increased human and system capacity, the team was able to increase the delivery of services to internal staff and reduce the reliance on external IT service providers. Building our IT service capacity allows greater control over the implementation of information management and security procedures to improve our IM and IT programs.

The team also supported FNIGC’s Education and Training team to establish a Learning Management System (LMS) as part of The Fundamentals of OCAP® online course relaunch in 2023. The FNIGC LMS includes a new and improved online payment gateway that allows our learners to seamlessly register and OCAP® training. We worked closely with Algonquin College, our finance software consultants, and the LMS software vendor to ensure the security and functionality aligned with our needs.

## COMMUNICATIONS

During the 2023–2024 fiscal year FNIGC’s Communications unit consisted of **Brad Mackay** (Manager), **Briana Linton** (Knowledge Translation Officer), and **Will Lafrance** (Communications Officer).

As a key piece of FNIGC’s Corporate Services directorate, the Communications unit is responsible for the organization’s internal and external communications, which include: marketing, promotion, outreach, media relations, knowledge translation, FNIGC’s website (FNIGC.ca), publications (including the annual report), the intranet, The FNIGC Employee Directory, and social media presence, among others.

## FNIGC.ca

For more than a decade, FNIGC.ca has been the main resource for information about the organization, serving as a permanent home for our publications, reports, education and training efforts, data sovereignty initiatives, and the First Nations Principles of OCAP®. It also plays host to our knowledge translation efforts, which includes publications, plain-language guides, and the FNIGC Knowledge Lodge, a new platform for more than 400 charts and graphs from our survey reports.

For nearly a decade, year-to-year user traffic to FNIGC.ca has steadily increased, peaking in 2022–2023 when it logged more than a **quarter-of-a-million (263,792) total pageviews**, a 41% increase from the previous year.

This trend continued in the 2023–2024 fiscal period, with **more than half-a-million (508,000) total pageviews**, which represents a 93% increase—and a historic high for FNIGC.ca.

This can be credited in part to several social media campaigns executed during then 12-month period that were intended to highlight the launch of the new The Fundamentals of OCAP® online course and the launch of the new OCAP® logo.

For the third consecutive year the most frequently visited page on FNIGC.ca was The First Nations Principles of OCAP® page, with **151,000 pageviews** (or 27% of total pageviews), more than double last year’s total.



## Social Media

Historically a key driver of FNIGC.ca's growth has been our social media activity which includes Facebook, Twitter, and LinkedIn. Communications is committed to publishing regular content (including collaborative posts with our Knowledge Translation Officer) to expand our reputation with our First Nations audience online.

As a result, our social media profiles continue to expand and broaden its audience, driving an increasing amount of traffic to our website and contributing to more audience engagement on social media.

Our social strategy is focused on generating engagement with our First Nations audience, which we do by creating content that:

- leverages existing FNIGC data to highlight a cause or event (i.e., World Oral Health Day, World Water Day, etc.);

- spotlight achievements of our Board Members, CEO, or staff;
- highlight new FNIGC publications;
- promote FNIGC events;
- publicize career opportunities at FNIGC; and
- feature First Nations news and events that we believe will be of interest to our audiences.

This last category often includes news articles or items that are related to data sovereignty issues, as well as general social, cultural, and environmental stories that have been proven to connect with our audiences.

In 2023, we also created a number of social media campaigns focusing on: National Indigenous People's Month, the launch of the newly The Fundamentals of OCAP® online course (see Page 11), and the 25th anniversary of OCAP® which featured the unveiling of a new OCAP® logo.





## FNIGC Employee Directory

In December 2023, Communications launched the FNIGC Employee Directory, a new online gathering place for employees that features detailed staff profiles, an intuitive org chart, and an interactive skills directory. Powered by FNIGC's Microsoft 365 environment and built using OneDirectory software, the new internal directory provides employees with an easy way to find and connect with each other in a dynamic new way that was designed with FNIGC's remote work reality in mind.

A joint effort between FNIGC's Communications and IM & IT teams, the new Employee Directory is an online visual directory that is intended to foster a collaborative workplace culture and help shrink the gap between directorates and units that has resulted from the organization's remote work environment.

## Outreach

In the 2023–2024 year, Communications returned to its pre-COVID Outreach activities, bringing the FNIGC Information Booth to four gatherings:

- The AFN Annual General Assembly in Halifax (July 2023),
- The Chiefs of Ontario "Powering Up Data Sovereignty" event in Toronto (October 2023),
- The AFN Special Chiefs Assembly in Ottawa (December 2023), and
- The AFOA Canada 2024 National Conference in Winnipeg in March 2024.

## Launch of new OCAP® logo

In July 2023, Communications orchestrated the public launch of FNIGC's new logo for The First Nations Principles of OCAP® in Halifax, Nova Scotia. The launch, which was part of FNIGC's 25th anniversary celebrations of OCAP® taking place the Assembly of First Nations Annual General Assembly, featured the debut of an OCAP® beaded medallion and new OCAP® promotional items at FNIGC's booth at the Circle of Trade.

The new logo, which reflects the First Nations nature of FNIGC's work and employs a drum motif representing the heartbeat of Mother Earth, also took centre stage at a special 25th anniversary event later that evening at a venue, which was steps away from the hotel where OCAP® was originally coined in 1998.

## FNIGC English Language Style Guide

In April 2023, FNIGC's *English Language Style Guide* was unveiled to staff by the Acting CEO, **Albert Armieri**. The result of more than a year of writing and consultation on the part of Communications, the new Guide is designed to ensure consistency, professionalism, and cultural appropriateness in FNIGC's publications, including showing respect for First Nations ways of knowing and being on the page.

In the months since its unveiling, the Guide has been adopted internally by staff and externally by contractors, which has resulted in a more stream-lined and efficient copyediting, production and publication process.



## OCAP® Wikipedia page

In June 2023, the corrected text for Wikipedia’s article on the First Nations Principles of OCAP® was uploaded by moderators to the popular online encyclopedia. The [new article](#), which replaced the preexisting one that contained numerous inaccuracies and erroneous facts, better reflects the intent, history, and creation of OCAP®. This follows the successful publication of an [organizational page for FNIGC](#) in May 2022.

## Knowledge Translation

Created in 2022, FNIGC’s Knowledge Translation (KT) unit is an acknowledgment of our ongoing commitment to connecting with and supporting First Nations communities. Led by Knowledge Translation Officer **Briana Linton**, a member of Muskoday First Nation, the KT unit advanced this agenda to ensure that our data is available in culturally appropriate and relatable formats.

During the 2023–2024 fiscal year, FNIGC’s Communications unit made important advancements in their KT efforts.

## FNIGC Knowledge Lodge

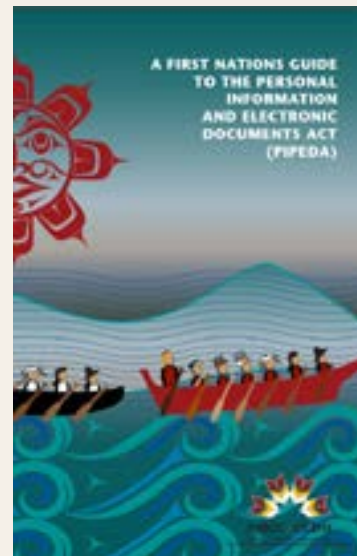
After months of planning and developing, in July 2023 Communications unveiled the FNIGC Knowledge Lodge, a new-and-improved version of the previous FNIGC Data Online tool. In addition to a rebranding, the KT tool was fully integrated into FNIGC.ca’s WordPress CMS which allowed us to offer increased usability, sophisticated visualizations, as well as more downloadable formats and viewable options.

In the months since its launch, Communications has prioritized uploading of new data to the FNIGC Knowledge Lodge including charts and graphs from the Cannabis and Mental Wellness in First Nations research project and Community Toolkit.

## Publications

The KT unit also worked collaboratively through the fiscal year with other FNIGC units to ensure that future publications are easily accessible and relevant for First Nations communities.

In July 2023, the *PIPEDA Plain Language Guide for First Nations Entrepreneurs and Business Owners* was published on FNIGC.ca’s Online Library. This guide was created by the KT unit in collaboration with the OCAP® and Information Governance team as part of the First Nations Data Sovereignty and the *Personal Information Protection and Electronic Documents Act (PIPEDA)* project. This guide featured artwork from Kwakwaka’wakw Northwest Coast artist **Lou-Ann Neel**.



In 2023–2024, the KT unit engaged with the OCAP® and Information Governance team on the production of four unique First Nations guides to federal legislation including: A First Nations Guide to the Library and Archives of Canada Act, A First Nations Guide to the Access to Information Act, A First Nations Guide to the Privacy Act, and a First Nations Guide to the Statistics Act. These publications will feature artwork Anishinaabe Onyota’a:aka artist **Tsista Kennedy**.





## OUR IMPACT

As a First Nations organization, FNIGC approaches our work with a community-driven and Nation-based perspective. This commitment, which drives our high-profile survey work, The Fundamentals of OCAP® course, and the First Nations Data Sovereignty Strategy, extends to our daily activities and actions as well.

This section of our Annual Report offers a summary of the social impact of our work during the 2023–2024 fiscal year. This includes our summer student program and the administration of the FNIGC Student Bursary, which supports the next generation of First Nations leaders as they navigate their journey through post-secondary studies.

### SUMMER STUDENT PROGRAM

FNIGC believes that First Nations youth are the key to the success of future generations. As such, we are proud to have provided summer employment to outstanding First Nations college and university students for the past five years.

Since 2019, FNIGC has secured funding to help support the hiring of post-secondary students for each summer. These students are employed across the organization’s directorates, where they received

professional mentoring and valuable on-the-job experience. In 2023, FNIGC brought on seven summer students who worked with various units in the organization between May and August:

- Olivia Craggs (IM & IT)
- Sophia Kirk (IM & IT)
- Morgan Trudeau (IM & IT)
- Shannon Bear (Research and Information)
- Asher Willier (Research and Information)
- Janelle Brown-Walkus (Research and Information)
- Bella Nashkawa (National Data Champion Team)

FNIGC’s support of First Nations students goes beyond the summer months, with several transitioning from seasonal employment to full-time employees. This list of students grows every year, and we are proud to welcome the next generation of data sovereignty advocates to the organization.



This list includes to date:

- **Briana Linton** (Knowledge Translation Officer)
- **Olivia Craggs** (Junior Research Analyst)
- **Kota Jade** (Knowledge Management Junior Analyst)
- **Joel Jocko** (Junior Research Officer)

## FNIGC STUDENT BURSARY

Established in 2011, the [FNIGC National Student Bursary](#) is awarded annually to extraordinary First Nations students enrolled in college or university, and studying in fields related to the advancement of First Nations data sovereignty.

Administered by FNIGC's Education and Training unit, recipients are chosen following a review of applications by a committee established by the [FNIGC Board of Directors](#).

The recipients of the 13th annual FNIGC Student Bursary program were **Elizabeth Hunter, Jessica Chiblow, Kelsa Carmen, and Zach Bishop**. Each received \$2,500 and complimentary registration to FNIGC's [The Fundamentals of OCAP®](#) online course.

## 2023 Bursary Winners



### Elizabeth Hunter

Elizabeth (Liz) Hunter is a member of the Stoney Nakoda from Goodstoney First Nation located in Mîni Thînî, Alberta, and works as a research analyst with the Centre for Collaborative Action on Indigenous Health Governance at

Simon Fraser University. Simultaneously, she is pursuing an undergraduate degree in Health Sciences with a minor in Indigenous studies.

With more than five years of experience working within Indigenous health organizations (which includes a recent role at the First Nations Health Authority) Liz brings a wealth of expertise to her work. Additionally, she is a certified doula drawing on Indigenous teachings and world views. Liz's interest spans various areas including exploring sleep, women's health, sustainability, biodiversity, disability, traditional food systems and Indigenous food sovereignty. She is preparing to begin a Master of Science (MSc) program to further explore Indigenous disability research.



### Jessica Chiblow

Jessica Chiblow, from Mississauga First Nation, recently completed her second year in George Brown College's Construction Engineering Technology program, which she did while juggling her responsibilities as single parent. As

a 36-year-old single mother of one, she feels that the FNIGC Student Bursary has significantly lightened her load. Jessica's goal of becoming a Project Manager is fueled by a passion for construction and a dedication to sustainable construction industry practices.

Jessica is determined to excel academically and contribute to innovative, community enhancing projects. She wishes to express her sincere appreciation for FNIGC's investment in her future, which not only alleviates the burden of expenses but also enables her to focus on her education and career aspirations.



**Kelsa Carmen**

Kelsa Carmen, a proud member of the We Wai Kai Nation (Cape Mudge Band), originates from Vancouver Island. Rooted in her Indigenous heritage and upbringing, her path into healthcare was motivated by a

profound sense of duty to address the pressing needs of Indigenous communities. Armed with a Licensed Practical Nursing Diploma from Vancouver Island University, Kelsa is continuing her educational journey as she pursues a Bachelor of Health Science degree through Thompson Rivers University's open learning program.

Kelsa envisions a future where healthcare delivery embodies a culture of accommodation, inclusivity, and respect. Kelsa aims to forge a healthier, more robust future for Indigenous communities across Vancouver Island and beyond.



**Zach Bishop**

Zach Bishop, a proud Indigenous student, is currently in his second year of the Commercial Flight and Aviation Leadership program at Fanshawe College in London, Ontario. He is a member of Rainy River First Nation and holds a deep

passion for aviation, setting his sights on a career in commercial aviation. Despite numerous obstacles and challenges, Zach remains enthusiastic about continuing his studies and flight training. As an Indigenous student, he is committed to advancing Indigenous representation in the aviation industry, aspiring to serve as a role model for future generations. Zach expresses profound gratitude towards his mentors and community for their unwavering support in pursuing his aspirations.



# BOARD OF DIRECTORS, MEMBERS, STAFF

## BOARD OF DIRECTORS

Leona Star, Chairperson (Manitoba)  
Amber Potts, Co-Chair (Assembly of First Nations)  
Gwen Phillips, Secretary (British Columbia)  
Martin Paul, Treasurer (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)  
Andrew Bisson (Assembly of First Nations)

## MEMBER ORGANIZATIONS

**Regional** (voting):

**Nova Scotia and Newfoundland:** Union of Nova Scotia Mi'kmaq

**New Brunswick and Prince Edward Island:** First Nations Education Initiative Incorporated

**Quebec and Labrador:** First Nations of Quebec and Labrador Health and Social Services Commission

**Ontario:** Chiefs of Ontario

**Manitoba:** First Nations Health and Social Secretariat of Manitoba (Nanaandawewigamig)

**Saskatchewan:** Federation of Sovereign Indigenous Nations

**Alberta:** Alberta First Nations Information Governance Centre

**British Columbia:** First Nations Health Council, Union of British Columbia Indian Chiefs, First Nations Summit, British Columbia Assembly of First Nations

**Northwest Territories:** Dene Nation

**Yukon:** Council of Yukon First Nations

**Assembly of First Nations (non-voting)**

## FNIGC STAFF (CURRENT)

### Executive Office

Jonathan Dewar, Chief Executive Officer  
Tania Budgell, Senior Executive Assistant  
Elissa Roulette, Administrative & Scheduling Assistant

### Corporate Services

Bonnie Sowiak, Director, Finance and Corporate Services

Jo-Ann Johnson, Administrative Assistant

### Information Management and Information Technology

Meghan Perry, Senior Manager, IM/IT

Nicholas Hancin, IT Administrator

John Martin, IM Analyst

Wes McGraw, Manager, IM/IT

Shannon Pawlick-Potts, IT Student

Tristian Whalen, IM Student

### Finance

Tania Dube, Senior Manager, Finance

Shilpa Darji, Financial Temp

Ariel Toulouse, Finance Assistant

Atinder Vaid, Corporate Financial Analyst



## **Communications**

Brad Mackay, Manager, Communications  
Will Lafrance, Communications Officer  
Briana Linton, Knowledge Translation Officer

## **Education and Training**

Kristine Neglia, Senior Manager  
Lorraine Cheechoo, Education Coordinator  
Eva Keeshig, Program Officer  
Leslie MacGregor, Senior Education Officer  
Blakely Wenjack, Program Administrative Assistant  
Temp

## **Human Resources**

Leanne Hunter, Senior Manager  
Lainey Blood, Human Resources Coordinator  
Tabitha Bouchard, Administrative Assistant

## **First Nations Data Governance Strategy**

Erin Corston, Director and Executive Lead, National  
Data Champion Team  
Olivia Craggs, Junior Research Analyst  
Gonzague Guéranger, Implementation Lead, National  
Data Champion Team  
Donna Lyons, Data Capacity Development Manager  
Bella Nashkawa, Research Support  
Ember Sarazin, Project Coordinator, National Strategy  
Coordination

## **Research and Information**

Albert Armieri, Director  
James Allen, Senior Research Analyst  
Kayla Boileau, Research and Engagement Officer  
Katrina Brant, Program Coordinator  
Aaron Franks, Research Lead, OCAP® and Information  
Governance  
Lyndsy Gracie, Program Officer  
Kota Jade, Knowledge Management Junior Analyst  
Xuejing Jiang, Statistical Data Analyst  
Joel Jocko, Junior Research Analyst  
Sadia Khan, Qualitative Research Officer, OCAP® and  
Information Governance  
Kyla Marcoux, Senior Strategic Advisor  
Claudia Meness, Research Manager  
Amy Nahwegabow, Senior Research Advisor  
Drew Pihlanen, Program Manager, First Nations Data  
Centre  
Xinyu Qiao, Statistical Data Analyst  
Alana Roscoe, Manager, Knowledge Management  
Maria Santos, Senior Manager, Public Health Data  
Initiatives & First Nations Data Centre  
Nicolas Spagnolo, Statistical Data Analyst  
Micere Thuku, Acting Survey Manager  
Dan Truchon, Program Finance Officer  
Asher Willier, Researcher Summer Student  
Katie Wood, Senior Manager, Survey Initiatives



# AUDITED FINANCIAL STATEMENTS

## Independent Auditor's Report



To the Members of The First Nations Information Governance Centre:

### Opinion

We have audited the financial statements of The First Nations Information Governance Centre (the "Organization"), which comprise the statement of financial position as at March 31, 2024, and the statements of operations, changes in net assets, cash flows and the related schedules for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at March 31, 2024, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

### Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.



- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Ottawa, Ontario

September 4, 2024

*MNP LLP*

Chartered Professional Accountants

Licensed Public Accountants




**The First Nations Information Governance Centre**  
**Statement of Financial Position**  
*As at March 31, 2024*

	2024	2023
<b>Assets</b>		
<b>Current</b>		
Cash	26,834,531	24,755,611
Term deposit (Note 3)	656,453	639,051
Accounts receivable (Note 4)	810,192	638,885
Prepaid expenses	123,637	106,732
	<b>28,424,813</b>	<b>26,140,279</b>
<b>Tangible capital assets (Note 5)</b>	<b>70,145</b>	<b>48,873</b>
	<b>28,494,958</b>	<b>26,189,152</b>
<b>Liabilities</b>		
<b>Current</b>		
Accounts payable and accrued liabilities (Note 6)	740,540	1,760,660
Deferred contributions (Note 7)	26,010,030	23,625,725
	<b>26,750,570</b>	<b>25,386,385</b>
<b>Deferred lease inducement</b>	<b>23,211</b>	<b>32,094</b>
	<b>26,773,781</b>	<b>25,418,479</b>
<b>Contingencies (Note 11)</b>		
<b>Commitments (Note 13)</b>		
<b>Net Assets</b>		
Internally restricted (Note 8)	625,683	625,683
Unrestricted	1,095,494	144,990
	<b>1,721,177</b>	<b>770,673</b>
	<b>28,494,958</b>	<b>26,189,152</b>

Approved on behalf of the Board of Directors

  
 \_\_\_\_\_  
 Director

  
 \_\_\_\_\_  
 Director





## The First Nations Information Governance Centre Statement of Operations

For the year ended March 31, 2024

	2024	2023
<b>Revenue</b>		
Government funding		
Indigenous Services Canada (Note 9)	29,561,538	16,903,032
Health Canada	546,007	5,472,748
Standards Council of Canada	137,151	9,649
Canadian Institutes of Health Research	87,320	32,407
Social Sciences and Humanities Research Council	41,315	-
Office of the Privacy Commissioner of Canada	-	50,000
Employment and Social Development Canada	-	(3,489)
OCAP® Training	1,439,728	603,140
Interest	1,278,894	522,147
Other revenue	75,118	2,070
University of Northern British Columbia	59,169	180,355
First Nations Data Centre	54,743	1,500
Mental Health Commission of Canada	4,087	28,956
Genome Canada	3,274	-
Assembly of First Nations	-	130,295
	<b>33,288,344</b>	<b>23,932,810</b>
<b>Expenses</b>		
Regional service delivery	24,373,684	17,515,425
Salaries and benefits	5,169,651	4,116,285
Professional fees	989,394	984,079
Travel and meetings	754,892	226,993
Telecommunications and technical support	365,848	302,524
Rent and occupancy costs	228,125	236,984
Software and licensing	118,438	138,394
Communications and printing	113,039	90,758
Office supplies, postage and courier	74,425	108,494
Bank charges	46,327	20,436
Translation and interpretation	40,994	24,694
Equipment purchases and maintenance	35,770	121,263
Insurance	17,231	12,642
Amortization of tangible capital assets	10,022	7,781
	<b>32,337,840</b>	<b>23,906,752</b>
<b>Excess of revenue over expenses</b>	<b>950,504</b>	<b>26,058</b>



## The First Nations Information Governance Centre Statement of Changes in Net Assets

For the year ended March 31, 2024

	<i>Internally restricted</i>	<i>Unrestricted</i>	<b>2024</b>	<i>2023</i>
<b>Net assets, beginning of year</b>	<b>625,683</b>	<b>144,990</b>	<b>770,673</b>	744,615
<b>Excess of revenue over expenses</b>	-	<b>950,504</b>	<b>950,504</b>	26,058
<b>Net assets, end of year</b>	<b>625,683</b>	<b>1,095,494</b>	<b>1,721,177</b>	770,673



**The First Nations Information Governance Centre**  
**Statement of Cash Flows**  
*For the year ended March 31, 2024*

	<b>2024</b>	<b>2023</b>
<b>Cash provided by (used for) the following activities</b>		
<b>Operating</b>		
Excess of revenue over expenses	<b>950,504</b>	26,058
Amortization of tangible capital assets	<b>10,022</b>	7,781
Amortization revenue for deferred contributions related to tangible capital assets	-	(8,829)
Deferred lease inducement	<b>(8,883)</b>	(8,883)
Loss on disposal of tangible capital assets	<b>4,239</b>	-
	<b>955,882</b>	16,127
Changes in working capital accounts		
Accounts receivable	<b>(171,307)</b>	(433,651)
Prepaid expenses	<b>(16,905)</b>	(41,290)
Accounts payable and accrued liabilities	<b>(1,020,120)</b>	1,138,757
Deferred contributions	<b>2,384,305</b>	16,886,945
	<b>2,131,855</b>	17,566,888
<b>Investing</b>		
Purchase of tangible capital assets	<b>(35,533)</b>	(32,163)
Purchase of term deposit	<b>(656,453)</b>	(639,051)
Redemption of term deposit	<b>639,051</b>	627,723
	<b>(52,935)</b>	(43,491)
<b>Increase in cash</b>	<b>2,078,920</b>	17,523,397
<b>Cash, beginning of year</b>	<b>24,755,611</b>	7,232,214
<b>Cash, end of year</b>	<b>26,834,531</b>	24,755,611



# The First Nations Information Governance Centre

## Notes to the Financial Statements

For the year ended March 31, 2024

### 1. Incorporation and nature of the organization

The First Nations Information Governance Centre (the "Organization") is a not-for-profit organization incorporated without share capital under the Canada Not-for-profit Corporations Act. The mandate of the Organization is to provide credible and relevant information on First Nations using the highest standards of data research practices, while respecting the rights of First Nations self determination for research and information management.

The Organization receives funding under various agreements with the Government of Canada and other contributors, which it distributes to its members across Canada and to other organizations that carry out the projects intended to fulfil this mandate. The Organization is exempt from income taxes under paragraph 149(1)(l) of the Income Tax Act.

### 2. Significant accounting policies

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations set out in Part III of the CPA Canada Handbook - Accounting, as issued by the Accounting Standards Board in Canada and include the following significant accounting policies:

#### **Revenue recognition**

The Organization follows the deferral method of accounting for contributions. Restricted contributions, including government funding and other grants, are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

First Nations Data Centre revenues are recognized when the data is transferred to the purchaser. OCAP® Training revenue is recognized upon registration for the on-line course or completion of the related presentation.

Unrestricted investment income is recognized as revenue when earned.

#### **Deferred contributions related to tangible capital assets**

Deferred contributions related to tangible capital assets represent the unamortized portion of contributed capital assets and restricted contributions that were used to purchase the Organization's capital assets. Recognition of these amounts as revenue is deferred to periods when the related capital assets are amortized.

#### **Contributed services**

Volunteers contribute numerous hours per year to assist the Organization in carrying out its service delivery activities. Because of the difficulty of determining their fair value, contributed services are not recognized in the financial statements.

#### **Allocation of expenses**

In the program schedules, the Organization allocates administrative expenses from the general and administration operations to programs based upon allowable amounts in the program funding agreements.

#### **Employee future benefits**

The Organization's employee future benefit program consists of a defined contribution pension plan. Employer contributions towards the plan in the year totalled \$298,860 (2023 - \$215,518).

#### **Financial instruments**

The Organization recognizes financial instruments when the Organization becomes party to the contractual provisions of the financial instrument.

#### **Arm's length financial instruments**

Financial instruments originated/acquired or issued/assumed in an arm's length transaction ("arm's length financial instruments") are initially recorded at their fair value.

At initial recognition, the Organization may irrevocably elect to subsequently measure any arm's length financial instrument at fair value. The Organization has not made such an election during the year.

The Organization subsequently measures all its arm's length financial assets and liabilities at amortized cost.



## The First Nations Information Governance Centre Notes to the Financial Statements

For the year ended March 31, 2024

### 2. Significant accounting policies (Continued from previous page)

Transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

#### Financial asset impairment

The Organization assesses impairment of all its financial assets measured at cost or amortized cost. Management considers whether the issuer is having significant financial difficulty; whether there has been a breach in contract, such as a default or delinquency in interest or principal payments in determining whether objective evidence of impairment exists. When there is an indication of impairment, the Organization determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year.

The Organization reduces the carrying amount of any impaired financial assets to the highest of: the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets at the statement of financial position date; and the amount expected to be realized by exercising any rights to collateral held against those assets.

Any impairment, which is not considered temporary, is included in current year excess of revenue over expenses.

The Organization reverses impairment losses on financial assets when there is a decrease in impairment and the decrease can be objectively related to an event occurring after the impairment loss was recognized. The amount of the reversal is recognized in excess of revenue over expenses in the year the reversal occurs.

#### Cash and cash equivalents

Cash and cash equivalents include balances with banks and short-term investments with maturities of three months or less.

#### Tangible capital assets

Purchased tangible capital assets are recorded at cost less accumulated amortization. Contributed tangible capital assets are recorded at fair value at the date of contribution plus all costs directly attributable to the acquisition.

Amortization is provided at rates intended to amortize the cost of assets over their estimated useful lives.

	Method	Rate
Computer equipment	declining balance	30 %
Computer software	declining balance	50 %
Furniture and equipment	declining balance	20 %
Leasehold improvements	straight-line	over the term of the lease

#### Long-lived assets

Long-lived assets consist of tangible capital assets. Long-lived assets held for use are measured and amortized as described in the applicable accounting policies.

The Organization writes down long-lived assets held for use when conditions indicate that the asset no longer contributes to the Organization's ability to provide goods and services. The assets are also written-down when the value of future economic benefits or service potential associated with the asset is less than its net carrying amount. When the Organization determines that a long-lived asset is impaired, its carrying amount is written down to the asset's fair value.



## The First Nations Information Governance Centre Notes to the Financial Statements

*For the year ended March 31, 2024*

### 2. Significant accounting policies *(Continued from previous page)*

#### **Measurement uncertainty**

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period.

Accounts receivable are stated after evaluation as to their collectibility and an appropriate allowance for doubtful accounts is provided where considered necessary. Amortization is based on the estimated useful lives of capital assets. Deferred contributions are based upon interpretation of funding agreements and other criteria established in agreement with the related funding agency.

By their nature, these judgments are subject to measurement uncertainty, and the effect on the financial statements of changes in such estimates and assumptions in future years could be significant. These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in deficiency of revenue over expenses in the years in which they become known.

### 3. Term deposit

The term deposit earns interest at 5.30% (2023 - 4.86%) and matures May 2024 (2023 - November 2023).

### 4. Accounts receivable

	<b>2024</b>	2023
Registrations receivable	421,611	211,683
Grants receivable	178,603	220,695
Harmonized sales tax recoverable	125,363	151,309
Other receivables	84,615	55,198
	<b>810,192</b>	<b>638,885</b>

### 5. Tangible capital assets

	<b>Cost</b>	<b>Accumulated amortization</b>	<b>2024 Net book value</b>	<b>2023 Net book value</b>
Computer equipment	254,721	219,187	35,534	-
Furniture and equipment	50,328	26,361	23,967	35,258
Leasehold improvements	30,447	19,803	10,644	13,615
Computer software	8,379	8,379	-	-
	<b>343,875</b>	<b>273,730</b>	<b>70,145</b>	<b>48,873</b>



## The First Nations Information Governance Centre Notes to the Financial Statements

For the year ended March 31, 2024

### 6. Accounts payable and accrued liabilities

	2024	2023
Trade payables	393,607	1,347,416
Grants repayable to funding agencies	100,081	-
Accrued expenses	91,362	259,600
Accrued wages	89,512	87,736
Quebec sales tax payable	65,978	65,908
	<b>740,540</b>	<b>1,760,660</b>

### 7. Deferred contributions

Deferred contributions consist of unspent contributions externally restricted for the delivery of certain programs. Recognition of these amounts as revenue is deferred to periods when the specified expenditures are made. Changes in the deferred contribution balance are as follows:

	Balance, beginning of year	Amounts received during the year	Amounts recognized as revenue in the year	Excess contributions repaid or repayable	2024 Balance, end of year	2023
COVID-19/ Safe Restart (ISC)	11,169,134	386,000	(5,102,731)	-	6,452,403	11,169,134
FNDGS Phase 1 (ISC)	5,077,969	19,784,488	(12,790,186)	-	12,072,271	5,077,969
FNRHS (ISC)	3,623,773	4,898,575	(6,482,196)	-	2,040,152	3,623,773
FNRSS (ISC)	2,274,437	5,000,000	(4,312,290)	-	2,962,147	2,274,437
Health Systems Capacity	-	939,747	(7,110)	-	932,637	-
Mental Wellness (ISC)	192,001	-	(75,990)	-	116,011	192,001
Mental Wellness Surveys (ISC)	-	419,755	(21,747)	-	398,008	-
FNDGS Bridge (ISC)	164,272	-	(64,670)	-	99,602	164,272
SPP (ISC)	132,042	-	(92,046)	-	39,996	132,042
FNIYES (ISC)	-	65,857	(56,240)	-	9,617	-
MMIWG (ISC)	(4,933)	490,560	(500,751)	-	(15,124)	(4,933)
Jordan's Principle (ISC)	34,078	-	(34,078)	-	-	34,078
NOBF (ISC)	26,880	-	(21,504)	(5,376)	-	26,880
Safe Restart (HC)	587,881	16,102	(548,109)	(55,874)	-	587,881
Canadian Institute of Health Research	113,426	250,000	(87,320)	-	276,106	113,426
Other funding	234,765	680,988	(245,342)	(44,207)	626,204	234,765
Balance, end of year	<b>23,625,725</b>	<b>32,932,072</b>	<b>(30,442,310)</b>	<b>(105,457)</b>	<b>26,010,030</b>	<b>23,625,725</b>



## The First Nations Information Governance Centre Notes to the Financial Statements

*For the year ended March 31, 2024*

### 8. Restrictions on net assets

#### *Internally restricted net assets*

The Organization's board of directors has internally restricted \$625,683 (2023 – \$625,683) of unrestricted net assets to be held as a contingency fund. These internally restricted amounts are not available for other purposes without approval of the board of directors.

### 9. Department of Indigenous Services Canada funding reconciliation

	<b>2024</b>	2023
Department of Indigenous Services Canada funding per confirmation	<b>31,432,572</b>	33,241,231
Funds not received or utilized in the year	<b>(324,150)</b>	(490,560)
Prior year funds received in the year	<b>490,560</b>	179,760
Deferred contributions - beginning of year	<b>22,689,652</b>	6,432,253
Recovery of unspent funds	<b>(5,376)</b>	-
Interest earned on COVID-19/ Safe Restart funding	<b>386,000</b>	230,000
Deferred contributions - end of year	<b>(25,107,720)</b>	(22,689,652)
	<b>29,561,538</b>	16,903,032

### 10. Economic dependence

The Organization's primary source of revenue is government funding. The Organization receives 90% (2023 - 93%) of its revenues from Indigenous Services Canada and Health Canada. The Organization's ability to continue viable operations is dependent upon maintaining its compliance with the criteria within its funding agreements. As at the date of these financial statements the Organization believes that it is in compliance with the agreements.

### 11. Contingencies

Expenses incurred by members and other organizations may be subject to audit to ensure compliance with the underlying funding agreements of the Organization. Such audits may result in adjustments to amounts to which the Organization is entitled and therefore result in a portion of amounts recognized as revenue to be repaid to the funder. Management believes that the Organization has no material repayment obligation, if any, related to amounts distributed to recipient organizations.

### 12. Financial instruments

The Organization, as part of its operations, carries a number of financial instruments. It is management's opinion that the Organization is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments except as otherwise disclosed.

#### *Interest rate risk*

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. Fixed rate instruments subject the Organization to a fair value risk while variable rate instruments subject it to a cash flow risk. The Organization is exposed to this risk for its investments in term deposits. The risk associated with investments is reduced to a minimum since these assets are invested in large financial institutions and represent short-term maturities.

#### *Credit risk*

The Organization is exposed to credit risk with respect to trade receivables. The Organization assesses, on a continuous basis, trade receivables based on the nature of the related contributor or customer. The Organization is also exposed to credit risk arising from all of its bank accounts being held at one financial institution and deposits are only insured up to \$100,000.





## The First Nations Information Governance Centre Notes to the Financial Statements

For the year ended March 31, 2024

### 13. Commitments

The Organization has various operating leases for its premises and equipment, expiring in May 2025, and October 2027. Future minimum lease payments over the remaining terms of its leases are as follows:

2025	392,822
2026	244,210
2027	243,739
2028	142,181
	<hr/>
	1,022,952

The Organization has also signed commitments for regional service delivery payments in future years as follows:

2025	31,489,681
2026	6,921,229
2027	356,520
	<hr/>
	38,767,430

### 14. Comparative figures

Certain comparative figures have been reclassified to conform with current year presentation.



## IN MEMORIAM



FNIGC would like to mark the passing of Alex LaFrance, a long-time employee of the organization who was based in Akwesasne. Known for his humour, intelligence, kindness, and thoughtful nature, Alex brought a sense of warmth and joy to those around him, quickly making himself a treasured member of our Finance team.

Alex had an adventurous spirit and thrived in the outdoors. He loved camping, exploring new places, and spontaneous road trips. However, of all his passions, the one he held most dear was being a father. Alex adored spending time with his children, and it was clear that this role brought him the greatest joy.

His loss leaves a profound void at FNIGC, and our condolences go out to his family, friends, and his home community.