

# Inungnik Makipalliatittiniq Nunavut Tunngavik Incorporated 2025–2029 Priorities



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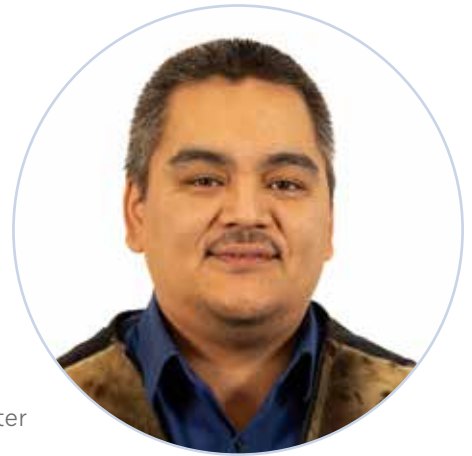
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# Letter from the President

Dear Nunavut Inuit,

As newly elected President of Nunavut Tunngavik Inc., I am humbled and honored to take on this responsibility at such a pivotal moment in our shared journey. Together, we inherit the legacy of those who fought for the creation of Nunavut—a land born from the determination to reclaim Inuit rights, language, and culture. Today, we must rise to safeguard what they envisioned, ensuring that our identity as Inuit thrives for generations to come.

It is with great urgency and passion that I introduce NTI's new organizational strategy, *Inungnik Makipalliatittiniq*. This strategy reflects a transformative shift in how we approach our future. It is no longer enough to advocate from the sidelines. It is time for Inuit to take full control of our affairs—to lead boldly, to act decisively, and to secure a better tomorrow for ourselves, our children, and the generations yet to come.



Over the past year, the NTI Board of Directors has worked tirelessly, meeting in June, August, December, and January to chart the path forward for 2025–2029. We have listened, deliberated, and united around our primary responsibility: to uphold the rights of Inuit, as enshrined in the *Nunavut Agreement*. Our commitment is unwavering, but the challenges we face demand immediate and collective action.

One of the most pressing priorities we must address is safeguarding *Inuktut*, the heart of our identity. *Inuktut* is not just a language; it is the vessel of our culture, our history, and our way of understanding the world. Yet, it is under threat. The erosion of *Inuktut* in our homes, schools, and communities is not just a loss of words—it is a loss of who we are.

The right for Inuit children to be taught in our own language, from kindergarten through Grade 12, is fundamental. Without this, we are failing our children and undermining the very foundation of Inuit self-determination. Education in *Inuktut* is a promise of equality, dignity, and the future our ancestors envisioned when they fought for Nunavut. It is closely linked to the Inuit children's educational success, which is essential for Inuit to take on public sector jobs in Nunavut, another key objective under the *Nunavut Agreement*.

Our strategy, *Inungnik Makipalliatittiniq*, places this promise at the center of our work. Through decisive action and strong collaboration with the Regional Inuit Associations, we will ensure that *Inuktut* is protected and revitalized for all time. This is not just a policy priority—it is a moral imperative.

The strategy's interconnected priorities reflect the breadth and depth of what we must achieve:

- 1. Constructive and Creative Partnerships with Governments** – Building pathways to meaningful collaboration while asserting Inuit leadership and control.
- 2. Nourishing Inuit with Dignity** – Combating food insecurity with innovative, Inuit-led solutions.
- 3. Meaningful Work** – Empowering Inuit through employment that is fulfilling and reflects our potential.
- 4. Skilled Inuit Ready to Work** – Delivering education and training programs that prepare Inuit to lead in every sector.
- 5. Thriving Inuit Communities** – Addressing the housing and infrastructure crises to build vibrant, self-sustaining communities.
- 6. Inuktut for All Time** – Ensuring that *Inuktut* thrives as the cornerstone of Inuit identity.
- 7. Community Health, Happiness, and Wellbeing** – Creating conditions where Inuit can live with self-respect, free from systemic inequities.
- 8. Embracing a Culture of Excellence** – Inspiring each other to aim higher and achieve more.

The path forward is clear: we must act with courage and conviction. We cannot afford to wait while our language, culture, and communities face further decline. This is our moment to stand united, to build upon the foundation laid by those who came before us, and to ensure that the promise of Nunavut is fulfilled—not just for today, but for all time.

Our world is changing, both politically and our climate. We will adapt. Over the next year, we will develop plans to protect our sovereignty, our Inuit identity and Inuit customs and take climate action. Now more than ever, we must work in unity with Indigenous peoples throughout the world to defend our rights and future.

Let us move forward together, with urgency and determination, to create a Nunavut where every child learns in Inuktitut, every community thrives, and every Inuk is empowered to lead a life of dignity and pride.

In solidarity,

Jeremy Tunraluk  
President



## THE VISION OF NUNAVUT

Since the creation of the Territory of Nunavut, there have been many great hopes for the return of Inuit self-determination. The consensus in 1999 was that with resources, education and capacity, as well as new institutions, Inuit as a majority of the Nunavut population would soon reclaim our role as owners and authorities on our own lands.

## OUR MISSION

Inuit economic, social and cultural well-being through the implementation of the *Nunavut Agreement*.

## INUIT UNITY

*Inungnik Makipalliatittiniq* will be achieved by Nunavut Tunngavik Inc. and the Regional Inuit Associations working together in unity. We stand united with our circumpolar Inuit neighbours.

“We want a stronger voice in such fields as education, housing, health and welfare, social and political development, and the running of our communities. We want to be self-sufficient rather than having to rely on the generosity of southern Canadians. In other words, we are no longer satisfied to be colonial subjects. We want to handle our own affairs, just as the people in southern Canada do.”

– James Arvaluk, February, 27, 1976  
(Address to the Government of Canada)

## BOARD MEMBERS



**Jeremy Tunraluk**  
President,  
Nunavut Tunngavik Inc.



**Kono Tattuinee**  
President,  
Kivalliq Inuit Association



**Paul Irngaut**  
Vice-President,  
Nunavut Tunngavik Inc.



**Patrick Tagoona**  
Vice-President,  
Kivalliq Inuit Association



**Olayuk Akesuk**  
President,  
Qikiqtani Inuit Association



**Robert Greenley**  
President,  
Kitikmeot Inuit Association



**Levi Barnabas**  
Vice-President,  
Qikiqtani Inuit Association



**James Eetoolook**  
Vice-President,  
Kitikmeot Inuit Association

# Safeguarding Inuit Rights

The safeguarding of Inuit rights is NTI's core function and responsibility and NTI makes every effort to advocate for Inuit and resolve differences through partnership and collaboration.

When there is insufficient progress at the working group level on a given file, issues are escalated to senior management, to the Nunavut Implementation Panel when appropriate, then to the NTI Board of Directors. When legal action is taken, it is a decision of the NTI Board and it is pursued only when all efforts to collaborate and mediate have been exhausted and there are no other options to safeguard Inuit rights.

NTI has a long history of advancing or attempting to advance issues prior to taking legal action. For example, before NTI commenced legal action against the Government of Canada on its non-implementation of the *Nunavut Agreement* from 2003-2013, NTI tried to use the dispute resolution process set out in Article 38 at the time to have issues resolved through arbitration after years of negotiation efforts failed, but the Government of Canada refused to provide their consent to do so. Therefore, NTI had no other choice but to bring a claim in the Nunavut Court of Justice. After a few victories by NTI, including a multi-million dollar summary judgment against the federal government for its failure to implement the Nunavut General Monitoring System, the federal government agreed to paying NTI a \$255.5 million out-of-court settlement in 2015, which included, among other things, an amendment to Article 38 of the *Nunavut Agreement* to allow a single party to commence arbitration, funds to go towards a new Inuit training corporation, and enhanced commitments regarding Inuit Employment Plans (IEPs) and the Nunavut Inuit Labour Force Analysis.

Indeed, despite NTI's best efforts to work together, some files have escalated to legal action and with *Inungnik Makipalliatittiniq* the NTI Board reaffirms the importance of protecting Inuit rights:

- The right of Inuit students not to be discriminated against in the Nunavut education system, which, in the specific circumstances of Nunavut, includes the right to be educated in our Inuit Languages. After 25 years of attempting to work with the GN on implementing Inuit Language education, NTI, alongside two Inuit families, filed a lawsuit against the GN seeking protection under section 15 of the *Canadian Charter of Rights and Freedoms* to end the discrimination faced by Inuit students through the GN's failure to provide K-12 Inuit Language Education. The legal battle to end discrimination against Inuit students has seen several motions from the GN to delay and dismiss the case on the basis that Inuit students do not have the right to receive equal education as described by NTI in the case, but the courts have rejected that argument and ruled in favor of allowing the lawsuit to proceed. In October 2024, the GN filed an application to appeal the Supreme Court of Canada in another attempt to delay trial and have the case thrown out of court without hearing any evidence.
- The rights of Inuit to representative levels of Inuit employment in government. Despite earlier rulings, Inuit remain underrepresented in public service positions. Inuit employment was a central part of the 2015 Settlement Agreement. However, in 2020, after an unsuccessful mediation process, NTI had to commence arbitration challenging both governments' failure to develop adequate Inuit Employment Plans (IEPs). In March 2023, the arbitrator decided that the governments' IEPs were not compliant with Article 23 of the *Nunavut Agreement*. The parties moved to a remedies stage. Despite extended timelines and the opportunity to seek agreement on remedies, governments made little effort to resolve the arbitration cooperatively, therefore the parties have to prepare for a stage two remedies hearing in front of the arbitrator to determine what remedies NTI may be entitled to.

- *Property Assessment and Taxation Act (PATA)* amendments. In 2021, the Government of Nunavut amended PATA to make Regional Inuit Associations liable for the property tax owed by mining companies operating on Inuit owned subsurface land. NTI had been raising its concerns to the amendments since 2018. In addition, in making the amendments, the GN essentially changed the definition of “Real Property Taxation” in Article 22 of the *Nunavut Agreement* unilaterally by legislation. Inuit Organizations filed a statement of claim on PATA in the Nunavut Court of Justice on August 10, 2022. The lawsuit is ongoing. Also, prior to finalizing the Final Devolution Agreement, on NTI’s insistence, the GN made a commitment, to explore a potential solution to the dispute with Inuit Organizations before the Agreement comes into effect on April 1, 2027.
- In December 2020, NTI was notified that the GN had amended the Nunavummi Nangminiaqtunik Ikajuuti (NNI) Regulations to establish a bid cap of \$500,000 on GN construction contracts. This amendment was made unilaterally, without adequate consultation with NTI, in contravention of Section 6 of the Regulations. A notice to commence litigation to quash the amendment was filed in the Nunavut Court of Justice in January 2021. The GN committed to resolving the conflict and NTI paused the judicial review.
- In 2021, the Fisheries and Oceans Minister issued fishing licenses to FNC Quota and Clearwater Seafoods without adequate consideration to Article 15 of the *Nunavut Agreement* and the principles of adjacency and economic dependence. This decision was challenged by NTI and the Qikiqtani Inuit Association (QIA). In 2024, the Federal Court quashed the decision, ruling it was unreasonable and violated the *Nunavut Agreement*. NTI and QIA responded to the Department of Fisheries and Oceans (DFO) on the redetermination submission from FNC Quota and Clearwater and are disappointed that the Minister continues to stall and allows FNC Quota and Clearwater Seafoods to continue fishing.



# Constructive and Creative Partnership with Government

By all social indicators, life in Nunavut is getting worse for Inuit. Nobody and no organization can tackle this startling fact alone. That is why NTI aims to work in constructive partnership with the Governments of Canada and Nunavut for the full and fair implementation of the *Nunavut Agreement*, and Canadian and international law.

Partnership and collaboration are established through the Inuit Nunangat Declaration and Katujjiqatigiinniq Protocol and operationalized, respectively, through the Inuit-Crown Partnership Committee and Nunavut Partnership Committee, each with joint priorities, partnership tables, working group and workplans.

## Inuit-Crown Partnership Committee

The Inuit-Crown Partnership Committee (ICPC) marks a significant milestone in the relationship between the Government of Canada and Inuit leadership across Inuit Nunangat. It serves as a platform for transformative change, advancing Inuit self-determination and addressing critical issues faced by Inuit communities. The committee fosters collaboration through three annual leadership meetings, during which joint priorities and workplans are established, followed by regular meetings of technical staff to ensure continuity and progress.

The ICPC operates on a foundation of jointly identified priorities that address the most pressing challenges facing Inuit communities. These priorities are reviewed and updated annually to remain relevant and responsive to the evolving needs of Inuit across Inuit Nunangat.

## Nunavut Partnership Committee

In January 2020, the Katujjiqatigiinniq Protocol was signed by the Government of Nunavut (GN) and NTI. In March 2022, the Nunavut Partnership Declaration was signed. The protocol and declaration reaffirm that Nunavut Inuit have constitutionally protected rights, recognizes NTI as the primary Inuit organization advocating on behalf of Nunavut Inuit, and underscores the government's responsibility to serve the needs of Nunavummiut. Partnership is emphasized as advancing the well-being of Inuit in the territory.

Nearly three years passed with slow progress in meetings or drafting workplans for many reasons, including high vacancy rates and low awareness of the *Nunavut Agreement* by non-Inuit employees within GN. On June 17, 2024, leaders convened to approve workplans in five priority areas and directed staff to continue working on an education workplan and infrastructure workplan.

More can be done.





	ACTIONS AND TASKS
Work to formalize partnerships	NTI will draft and advocate for <b>partnership legislation</b> to formalize the Inuit to Crown Partnership Committee and Nunavut Partnership Committee structure, responsibilities, and accountabilities.
Improve coordination	Establish a Secretariat within NTI to <b>improve coordination</b> , schedule regular meetings of leaders, senior staff and working groups.
Work with government to strengthen their workforce	To reduce the vacancy rate in government positions by training Inuit, NTI will establish an Oversight Committee for <b>Pre-employment Training</b> and work to secure funding for training programs and facilities.
	To improve government employee knowledge and willingness to work in partnership, NTI will develop and deliver a <b>training program for government employees</b> on the <i>Nunavut Agreement</i> and the partnership process.
Increase public awareness of the state of working together	NTI will publish a State of Inuit Culture and Society <b>report on implementing Article 32</b> through the Inuit to Crown Partnership Committee and Nunavut Partnership Committee
	We will also <b>report annually</b> on the outcomes achieved and barriers experienced in both partnership committees.

### Our Commitment

Inuit lives will improve when we are working in constructive, creative and accountable partnership with government as envisioned by Article 32 of the *Nunavut Agreement*.

# Nourishing Inuit with Dignity

Despite our abundant fishery and wildlife resources, Inuit face the highest food insecurity in Canada. Only in recent history have a large number of Inuit families become dependent on handouts for food. We will reclaim our dignity by fishing and harvesting for our own food and export.

Inuit have survived on fish for millennia and continue to rely on fish. Yet, there has been inadequate support to develop small-scale fisheries in Inuit communities. A healthy in-shore commercial fisheries compliments domestic fisheries, ensuring families are able to secure both a living wage and food for our families. Developing a small-scale commercial fishery is hindered by bureaucratic red tape based on archaic NWT fishery regulations—rules that are inconsistent with the *Nunavut Agreement* and unworkable by communities.

Further, the Government of Canada continues to refuse Nunavut Inuit fair access to valuable commercial fishery quotas in waters adjacent to Nunavut. Southern-based and international conglomerates hold the majority of these licenses to fish in Nunavut’s adjacent waters. The marine infrastructure gap amplifies the loss of economic opportunity in Inuit communities.

Inuit have the right to harvest wildlife up to our full economic, social and cultural needs. However, prejudice and bureaucratic inertia has prevented Inuit from developing this valuable economy. Federal supports to food producers in southern Canada are considerable with no equivalent in Nunavut. The harm done to Inuit is not only measured in economic loss, but through the relinquishing of a traditional economy that is the structure and foundation of many families and communities.

	ACTIONS AND TASKS
Co-developed legislation and regulation	<p>Complete and ensure the co-development of the Nunavut Fisheries Regulations are adequately resourced, including Communal Fish Plans to <b>support in-shore fishery</b> management.</p> <p>Work with Hunters and Trappers Organizations to <b>review the updated Firearms Act</b> and take steps to protect Inuit rights to safety and security from wildlife.</p> <p>Advocate for legislation on food production, certification and distribution to include Inuit food systems.</p> <p><b>Combat disinformation</b> in international legislation on Nunavut species, such as seal and polar bear.</p> <p>Explore legal protection for wild caught Arctic Char to address the growth of the southern aquaculture industry.</p>
Seek the fair allocation of quota in adjacent waters	<p>Add fisheries as an Inuit-Crown Partnership Committee priority.</p> <p>Organize <b>media familiarization tours</b> to educate Canadians on this on-going discrimination in the allocation of off shore fish licences</p> <p><b>Invest in marine training and vessels</b> to demonstrate our commitment and readiness to equitably participate in the off shore fishery.</p> <p>Explore opportunities for fishery royalties and benefits to be shared across Nunavut.</p>

	ACTIONS AND TASKS
Enhance Marine and Food Processing and Storage Infrastructure	<p>Conduct a comprehensive needs assessment of <b>marine and food processing and storage infrastructure</b> in Nunavut communities and invest in closing the infrastructure gap, both community-based and privately owned.</p> <p>Advocate for national strategies, such as the Canadian Coast Guard's Arctic Strategy to fund infrastructure.</p>
Improve knowledge and data	<p>Participate on all government led wildlife <b>Surveys</b>.</p> <p><b>Improve data</b> on stocks and examine the commercial viability of new species.</p> <p>Complete a <b>gap analysis on supports</b> provided for agriculture compared to supports provided to Nunavut food producers.</p>
Formalize the harvesting economy	<p><b>Expand the Nautiqsuqtiit across the territory</b> by completing a feasibility study, developing a territorial plan and securing funding.</p> <p>Conduct an <b>evaluation of the Nunavut Hunters Support Program</b> and make improvements to the policy, including for trappers, traditional hunting clothing and traditional tool making.</p> <p>Coordinate with Regional Inuit Associations to <b>develop capacity in wildlife management</b>.</p>
Improve Food Sovereignty and Security	<p>Conduct research to <b>establish the Market Basket Measure</b> for Nunavut communities.</p> <p>Launch a public awareness campaign on the nutrition of country food and methods of preparation.</p>

### Our Commitment

NTI will address the root causes of hunger in Nunavut, support and defend the development of an Inuit-led fisheries and wildlife management system that provides Inuit with meaningful employment, food security and sovereignty (niqiqattiarniq) and a means to perpetually connect with the land (silami: tariuq, tasiq, nuna), our language and culture.

### TEXTBOX INDICATORS



70%

Food insecurity in Nunavut Inuit households



\$1.1 Billion

Economic losses as a result of the inequitable allocation of Nunavut's adjacent fisheries.

Source: Qikiqtani Inuit Association Report, 2022

# Meaningful Work

Inuit will lead the development of Nunavut’s vast economic resources, driving forward economic, social, and cultural progress while asserting our inherent right to self-determination.

Through *Inungnik Makipalliatittiniq*, NTI commits to empowering Inuit aspirations, creating pathways for training and meaningful employment in government and key industries, and ensuring that all development reflects sustainable use of our resources, rooted in Inuit values.

As we look to unlock the economic potential of our lands and waters, we must navigate the delicate balance between harnessing opportunities for growth and preserving the cultural and environmental heritage that defines us.

Inuit rights to ownership and use of lands and resources, and the rights of Inuit to participate in decision-making concerning the “*use, management and conservation of land, water and resources*” are principles that are at the center of the *Nunavut Agreement*. Further, Inuit language, culture and knowledge are a competitive advantage.

We envision a future where Inuit are not just participants in the economy, but its architects and stewards—ensuring every opportunity is shaped by Inuit, for Inuit, to support our people and communities.

	ACTIONS AND TASKS
Support a diversified and local Nunavut economy	<p>Repatriate Inuit cultural heritage to Nunavut through support of existing heritage centres, fundraising for the Inuit Heritage Centre and training for staff.</p> <p>Establish parks and conservation areas with strengthened Inuit Impact and Benefits Agreements, including investing in the tourism industry, local infrastructure and employment.</p> <p>Update the Nunavut Sivummut Program to better support micro-businesses, harvesters, arts and crafts to add additional spending power to many households.</p> <p>Work with communities to prepare for the closing of mines.</p> <p>In sectors with low levels of Inuit involvement, pursue partnerships or Inuit Impact and Benefit Agreements with non-Inuit-owned companies operating in Nunavut.</p>
Strengthen Inuit involvement in mineral development	<p>Develop a Nunavut Inuit critical minerals strategy.</p> <p>Update the Mineral Exploration Agreement template to ensure clear terms for environmental protection, Inuit Employment and community investment.</p> <p>Work with the Government of Canada to prevent mining companies with grandfathered land leases from avoiding paying royalties.</p> <p>Implement robust monitoring and evaluation systems to ensure compliance with agreements.</p> <p>Ensure Inuit to have a say in whether or not to enter into crown mineral claims, how natural resources are managed and how economic benefits are distributed.</p>
Support Inuit businesses	<p>Conduct the comprehensive review of the Nunavummi Nangminiqatunik Ikajuuti policy with the GN and advocate for the full implementation of Article 24.</p> <p>Foster partnership between Inuit companies across Inuit Nunaat by hosting an international conference.</p> <p>Seek regulatory and legislative protections for Inuit firms to lower the cost of borrowing.</p>

	ACTIONS AND TASKS
Improve knowledge and data	<p>Conduct an economic leakage analysis to identify programs and services that should be delivered in Nunavut, particularly those currently funded and delivered outside of the territory.</p> <p>Conduct a study on the factors that result in the high cost of living in Nunavut and the recent exceptional rise in construction costs.</p> <p>Conduct a review of financial benefits of mining to Nunavut, such as royalties, employment income and tax, and lost opportunities, such as low Inuit employment.</p> <p>Conduct an economic impact analysis of Inuit arts, cultural industries, film, television, new media and fashion.</p>

**Our Commitment**

Inuit will be full participants in the economy, leveraging our vast fisheries, wildlife, cultural and mineral resources in ways that transform Nunavut's economy.



TEXTBOX INDICATORS



**\$40,400**  
**Median Inuit income in Nunavut**

*Source: Indigenous Services Canada, Custom Tabulation, 2021 Census of Population*



**\$116,000**  
**Median non-Inuit income in Nunavut**

*Source: Indigenous Services Canada, Custom Tabulation, 2021 Census of Population*



**39.7%**  
**Inuit living below the poverty line**

*Source: Statistics Canada, 2023*

# Skilled Inuit Ready to Work

We want our children and grandchildren to live good, productive lives. We have a responsibility to prepare them.

The objective of Article 23 of the *Nunavut Agreement* is to increase Inuit employment in government to a representative level. Nunavut is still far from achieving the levels of Inuit employment set out by the *Nunavut Agreement* 30 years ago. The federal and territorial governments have failed to develop sufficiently detailed Inuit Employment Plans (IEPs) and pre-employment training plans, which are intended to ensure a sustainable and representative public service, a skilled workforce, and a welcoming employer.

Using existing data from Nunavut Inuit Labour Force Analysis, census data and other relevant data it is estimated that 2,462 Nunavut Inuit are not working, over the age of 15, interested in any government work and completed high school. The population projections also demonstrate that this number will continue to increase over the next decade.

In 2006, Conciliator Thomas Berger noted that “assuming that all unfilled positions in government require at least a high school education... it would be foolish to think that the present education system could support” this right. He recommended a plan of Inuktitut instruction in pre-school, followed by bilingual education through K-12 and post-secondary.

One of Nunavut’s most fundamental promises is to create an Inuit-centered education system. This is not just an educational mandate; it aims to recognize and affirm Inuit sovereignty, including our inherent right to live in our language and culture.

The education lawsuit seeks a declaration that amendments to the *Education Act* and *Inuit Language Protection Act* and subsequent amendments to the regulations, discriminates against Inuit. NTI is asking the court to order the GN to implement Inuit language education within 5 years, and that the GN develop an implementation plan for Inuit language education within 6 months that provides the recruitment and training of Inuit language educators, vice-principals, principals, the development of Inuit language curriculum, and greater involvement of Inuit in education governance.

We can no longer wait and will take decisive action to ensure our children and grandchildren are ready to enter the workforce.

	ACTIONS AND TASKS
Strengthen Inuit early learning and childcare	<ul style="list-style-type: none"> <li>Double Inuktitut early childhood education spaces.</li> <li>Deliver Inunnguiniq to parents and care givers.</li> <li>Develop and deliver an Inuit-led accredited early childhood education post-secondary program.</li> </ul>
Establish Inuit self-determination in K-12 education	<ul style="list-style-type: none"> <li>Complete the legal and administrative framework, develop curriculum and work towards opening three Inuktitut academic land-based schools, including an Inuinnaqtun immersion school.</li> <li>Develop a plan for students pushed out or struggling to pass grade 10.</li> </ul>

	ACTIONS AND TASKS
Increase the number of Inuit completing post-secondary, with a focus on increasing Inuktut training programs to ensure Inuktut fluency at all levels.	<p>Develop and deliver Inuit leadership programs such as Masters programs including in education.</p> <p>Develop, implement and oversee a comprehensive Pre-Employment Training Framework with government with a focus on training for health, education, justice and housing positions.</p> <p>Work with Inuit Tapiriit Kanatami to open the <b>Inuit Nunangat University</b>.</p> <p>Provide student funding that is accessible to Nunavut Inuit to address barriers to post-secondary education.</p> <p>Survey students on the delivery of the Pathfinder (Nunavut Teacher Education Program) with GN and GoC, review progress and implement improvements.</p> <p>Deliver a Bachelor of Science at the High Arctic Training Centre, through the Devolution Human Resource Development Strategy.</p>
Expand networks and knowledge amongst Inuit educators	<p>Support the establishment of the Inuit Educators Association.</p> <p>Host Inuit Educator's Gatherings.</p> <p>Develop Project Ikajuqatigiinniq for Inuktut and educational leaders to learn from other Inuit regions and other language champions.</p>
Encourage youth to stay in school	<p><b>Launch an incentive program</b> for youth for perfect attendance, most improved grades and most improved Inuktut.</p> <p><b>Fund School Food Programs</b>, particularly to provide Nunavut foods through skills development programs and educating youth on traditional laws and traditional conservation.</p>

### Our Commitment

We will reform the Nunavut education system to ensure Inuit culture is the foundation, with Inuktut as the primary language of instruction in early childhood, K-12 schools and post-secondary institutions and the delivery of government programs and services to support Inuit employment in all sectors.

#### TEXTBOX INDICATORS



**Inuktut speaking educators in 2016**

Source: Government of Nunavut, Department of Education annual report



**Nunavut Inuit with a post-secondary degree**

Source: Government of Nunavut, Towards a Representative Public Service 2018

# Thriving Inuit Communities

Nunavut is at a crossroads, and we, Inuit, must take the lead in shaping our future. In housing and infrastructure, it is time for the development of our communities to genuinely reflect Inuit—our culture, our lifestyle, our community.

Our three-phased approach to developing a long-term infrastructure strategy demands thorough planning, assessing the costs of replacing outdated infrastructure and investing in new projects that will unleash the full potential of Nunavut's greatest resource—our people.

Housing, in particular, is more than just a place to live. Housing is where our self-actualization begins, where our culture thrives, and where our everyday lives are shaped. It is a cornerstone of our community's health and success. As Inuit, our homes are where we find safety, where traditions are passed down, and where we live in harmony with the land and each other. To us, housing is the foundation of our community and our future.

Municipal services, territorial programs, and federal needs all require the right infrastructure. Whether it's clean water, healthcare centres, roads, or airports, every aspect of community life is tied to infrastructure. As Inuit, we also need specific infrastructure to sustain our culture. We need and deserve spaces to celebrate our heritage, places to practice traditional skills, and support systems to maintain our way of life.

The infrastructure and housing that exists today often falls short of reflecting our Inuk lifestyle and worldview. For too long, Inuit voices have been ignored in the design of our housing and communities. This must change. Inuit leadership must be deeply involved in municipal affairs, and more resources to Inuit organizations will ensure Inuit needs and aspirations are built into our communities.

NTI is committed to transforming housing for Inuit through the **Angirratsaliulauqta – Nunavut Inuit Housing Action Plan**. Major efforts are already underway:

Inuit organizations are working to deliver over \$280 million in housing funding, which will be critical to stopping the brain drain of Inuit youth leaving for lack of housing. With our own \$50 million, we have provided seed funding to establish a not-for-profit

**Inuit Housing Entity** and an **Inuit Housing Fund** to ensure that housing solutions are sustainable and built by Inuit, for Inuit. Through the Inuit Housing Entity, we will offer **affordable rental housing** at fixed-rents that isn't tied to any employer, giving Inuit the freedom to choose our careers and paths without worrying about where they will live. This is a crucial step toward supporting the self-actualization of Inuit and strengthening our communities.

Inuit organizations will launch a **homeownership support program** for Inuit who are ready to purchase and maintain homes. Over time, we will also address the root causes that limit homeownership for many Inuit. NTI is also committed to supporting Inuit homeowners with the resources they need to maintain our homes, from access to construction materials to timely repairs. We are exploring a **made-in-Nunavut insurance solution** to make homeownership more accessible. We are also looking at reviving innovative programs from across Inuit Nunaat to help Inuit build and maintain our own homes.

We are launching a **community engagement process** that will develop long-term housing visions tailored to each community's needs. Local Inuit leadership will play a critical role in this effort, ensuring that every voice is heard. This process will involve **Mayors, Members of the Legislature, RIA board members, and NTI** working side by side. This is not just about housing—it's about building communities that reflect our values and meet our needs.

Nunavut Inuit need access to a spectrum of housing options. We will prioritize supportive housing for vulnerable groups, such as elders, youth in crisis, and the homeless. **No one should be left behind.**

## Infrastructure

NTI has already made history by developing Nunavut's first **Infrastructure Gap Report** and securing groundbreaking **distinctions-based funding** for Inuit infrastructure. This funding has been a transformative step for NTI and the RIAs, helping to overcome longstanding challenges in building essential infrastructure.

Yet, more work lies ahead. NTI is exploring a **Strategic Infrastructure Investment Fund** to attract private capital and better leverage government financing tools



like the **Canada Infrastructure Bank**. This fund will help ensure that Inuit have the infrastructure we need to thrive, from housing to healthcare to transportation.

Our advocacy doesn't stop here. We are pushing for **ongoing, reliable investments** in Nunavut's infrastructure, backed by strong evidence showing the benefits of investing in our communities. We are currently working on a **comprehensive infrastructure needs assessment**, which will lay the groundwork for a **Long-Term Infrastructure Strategy** for Nunavut. This will create a pipeline of infrastructure projects that will serve Inuit for generations to come.

But we must also recognize the importance of **social infrastructure**—the community spaces, cultural centers, and support networks that allow us to come together as Inuit. **Social infrastructure** is often the hardest to fund, but it is essential to our well-being and our identity as Inuit. **We need new tools to attract social impact investments** that prioritize our people and communities.

NTI and the RIAs must also become more integrated with the **Nunavut Association of Municipalities (NAM)**, empowering NAM to advocate more freely for the infrastructure needs of our communities. We will also work to expand RIA board members' capacity for **data collection and research**, giving us a stronger voice in advocating for our communities' infrastructure needs.

### **Our Commitment**

We, Inuit, are at a turning point. There will be **No Inuk Left Behind**. NTI is committed to ensuring that every Inuk voice is heard in the development of our communities. This is about more than housing and infrastructure—it's about reclaiming our right to shape our future and live in communities that reflect who we are.

This is a call to action. **We must lead the way, together**. Inuit leadership must be at the forefront of this transformation, ensuring that every decision, every policy, and every project reflects our values, our culture, and our vision for the future.



## Inuktitut for all time

Inuktitut is rapidly declining in Nunavut and alarmingly, during the term of this Board, Inuinnaqtun may no longer be spoken well enough to conduct a conversation. We cannot envision nor accept a future Nunavut without Inuktitut, in all of its dialects. Language and culture were pivotal foundations for Inuit to work towards achieving Nunavut. Inuit envisioned better programs and services, in Inuktitut and based on Inuit ways of life.

Inuktitut is currently the dominant first language of Nunavut. However, communities across Nunavut are unique, with some communities having stronger language status than others. A Statistics Canada study conducted between 2001 to 2016 indicates that while Inuktitut is used at home, it is shifting from the main language to the second language. The proportion of the Nunavut population transmitting Inuktitut as a mother tongue to children 0 to 14 years decreased, suggesting that non-transmission of the mother tongue to be the biggest factor affecting the vitality of Inuktitut in Nunavut.

Without intensive action, the erosion of Inuktitut—and the associated impact on Inuit culture—will have irreversible social and economic consequences for Nunavut Inuit and self-determination and continue to have serious impacts on Inuit employment.

Our framework, Uqausirngaq, for Inuktitut revitalization, reclamation and maintenance focuses on the pillars of education, language skills acquisition, community programs, language documentation and media and the arts.

	ACTIONS AND TASKS
Advocate for legal protections.	<p>Explore legal avenues for self-government in language.</p> <p>Work with legislators on an amendment to the Official Languages and Constitution of Canada, to recognize Nunavut as the only jurisdiction in Canada where neither English nor French is the majority language.</p> <p>Launch a public relations campaign for Inuktitut to become the Official Language of Nunavut.</p>
Accelerate and expand language training and community programs based on evidence and best practice in maintenance, revitalization and reclamation language programming.	<p>Develop an implementation plan for Uqausirngaq Framework.</p> <p>Study and publish a State of Inuit Culture and Society <b>report on best practices in maintenance, revitalization and reclamation</b> for Indigenous languages worldwide and in Nunavut and apply learnings to an Inuktitut strategic action plan.</p> <p>Launch a contribution program for community program delivery, including with Pirurvik Centre to increase dialects and trainings for first and second language speakers and deliver to a Bachelor of Education.</p>
Develop Inuktitut learning resources with a special focus on resources in education, language documentation, and strengthening Inuktitut media.	<p>Launch Inuktuuqta annually to increase the number of Inuktitut writers.</p> <p>Publish Inuktuuqta and an additional book.</p> <p>Conduct a needs assessment and Inuktitut media asset map to identify gaps and strengths of Inuktitut content and programming.</p>
Improve views that Inuktitut is a living language.	<p>Re-establish the tripartite working group on Inuit language and culture, with RIA participation.</p> <p>Launch a public awareness campaign on the importance of Inuktitut, multi-dialectism, the right to speak Inuktitut, and the educational benefits of bilingualism.</p> <p>Produce youth TV drama to inspire youth to value Inuktitut and Inuit culture, and address topics such as mental health and suicide prevention.</p>

## Our Commitment

NTI will increase Inuktitut in all aspects of life in Nunavut, through targeted efforts for the maintenance, revitalization and reclamation of our language to support communication. Inuktitut must be the majority language in Nunavut for all time.

### TEXTBOX INDICATORS



# 1,795

Decline of Inuit language speakers in Nunavut from 2016 to 2021

*Source: Statistics Canada 2021 Census*



# 505 speakers

Inuit who speak Inuinnaqtun well enough in Nunavut to conduct a conversation

*Source: Statistics Canada 2021 Census*



# Community Health, Happiness and Wellbeing

With the creation of Nunavut, it was envisioned that Inuit would regain control over our lives and improve the social and cultural well-being of Nunavut Inuit. Although Inuit are in a much better position to make positive changes in our lives today than they were during the colonial era, Inuit continue to struggle because of historical and modern-day colonization.

Poverty among Inuit is a major factor impacting the social and cultural well-being of Inuit families in Nunavut and is known to contribute to higher rates of criminal activity. According to the 2021 census, the Criminal Severity Index in Nunavut is 5 times higher than the national average. In the 2016 census, Nunavut was 4.1 times higher. The average historical rate since 1999 is 3.55 times higher in Nunavut. While criminal activity is going up in Nunavut, so are the high costs of living. Inuit are being criminalized for living in poverty.

Child welfare in Nunavut is in a state of crisis. Inuit children are overrepresented in the child welfare system, and the GN's child welfare system does not meet the needs of Inuit children and communities. Extremely concerning is the fact that the GN does not have accurate data on Inuit children in care and their whereabouts. Due to a lack of children's homes in Nunavut, Inuit children are being removed from our community and culture for care at group homes in southern Canada. This is detrimental to the well-being of the child and the family of the child and overall community and territorial well-being.

Promoting social and cultural well-being requires a holistic approach to the development of programs, services and policies ensuring that all Inuit in Nunavut have the opportunity to achieve the highest level of wellness.

	ACTIONS AND TASKS
Systemic change by way of amending or eradicating discriminatory policies impacting the social and cultural well-being of Inuit	<p>Work collaboratively with the GN to revise the Katujjiqatigiinniq Article 32 Policy.</p> <p>Identify discriminatory policies impacting the lives of Inuit (i.e. GN staff housing policy, public housing policy, Income assistance policy) and advocate for policies to be amended based on best practices, such as the No Vacancy Policy for housing.</p> <p>Seek an acknowledgement from the GN that policies are discriminatory and impact the lives of Inuit and a commitment to work expediently to change them.</p> <p>Work with Statistics Canada to ensure comparable data is available to inform policies.</p>
Promote collective responsibility for fostering well-being	<p>Develop and implement a comprehensive public education campaign that aligns with the Inuusivut Annirnaqtut Action Plan and promotes holistic views of suicide prevention, including recognizing that access to adequate housing, food security, education, Inuktitut language, and Inuit-specific cultural activities are suicide prevention.</p>
Coordinate and host cross-generation gatherings to support well-being	<p>Support regional and community-based Inuit healing programs to promote wellness, including taking Elders back to their homelands.</p> <p>NTI will work with the RIAs to increase regional healing gatherings.</p> <p>Ensure youth are meaningfully included and supported during these gatherings.</p> <p>Dedicate time and financial resources to the opening of the Aqqusariaq addictions and trauma treatment facility with appropriate governance, housing, and programs.</p>
Increase youth representation at leadership tables	<p>Establish a Youth Council for Nunavut in collaboration with the RIAs.</p> <p>Gather data from various GN and Inuit organizations on youth representation for tracking to promote youth at leadership tables and measure participation.</p>

	ACTIONS AND TASKS
Inuit intervention before apprehension	<p>Develop a prevention-focused pilot program to support struggling Inuit families in contact with Family Services</p> <p>Develop and launch an Inuit Support Worker training program to develop Inuit capacity in child and family services.</p> <p>Provide supports to families in the court system to protect Inuit rights.</p>
See a reduction in criminal activities within Nunavut	<p>Collaborate and advocate for the development of guaranteed basic income for Nunavummiut.</p> <p>Ensure all Nunavut communities have full-time hunters.</p> <p>Increase the number of shelters in Nunavut communities.</p>
Keep Inuit children in care within Nunavut with a housing first approach to child welfare	<p>Conduct a needs assessment and feasibility for the housing first approach to child welfare and seek funding from C-92 for self-governance in child welfare.</p> <p>Increase the number of children's homes in Nunavut, including continuing care for children with physical or cognitive differences.</p> <p>Increase access to training for frontline workers (social workers, health care workers, teachers, police officers) for understanding trauma and neurodiversity.</p>

### Our Commitment

Inuit have freedom and dignity to choose and participate in the social and cultural activities that are meaningful to them. Inuit children are thriving. The overall quality of life for Inuit in Nunavut is significantly improved. Significantly more Inuit are actively participating in the development of policies, programs, and services that impact our social and cultural well-being, ensuring that our lived experiences are accurately reflected, and that they feel supported and confident in NTI-related initiatives.

### TEXTBOX INDICATORS



**“The Department of Family Services did not know the exact number of children in foster care.”**

*Source: 2023 Report of the Auditor General of Canada to the Nunavut Legislative Assembly*



**Incarceration rate in Nunavut**

*Source: Statistics Canada 2018/2019*



**Deaths by suicide**

*Source: Statistics Canada 2023*

# Embrace a Culture of Excellence

It is our responsibility to improve for our fellow Inuit. We will embrace a culture of excellence in all of our work.

During the December 2024 election, Inuit spoke up. Inuit want to know more about NTI and what we do. We are committed to transparency and accountability.

For ten years between 2018 and 2028, NTI has received or confirmed more than **\$1.2 billion** in funding to address Nunavut’s key infrastructure, housing, health and other pressing Inuit needs. This funding has been allocated between NTI and the Regional Inuit Associations. Collectively, Inuit organizations can work together to access government funding, partner with the private sector, jointly explore business opportunities while holding federal and territorial governments to account on delivering government programs to Inuit.

In addition to federal grants and contributions, mineral resource revenues, investment revenues and Nunavut Trust funding, Inuit organizations will leverage these resources with equity as well as debt financing to undertake large scale investments such as renewable energy projects, high speed internet and broadband, road and ports and enhancements in language, education and Inuit health.

In order to enable collaboration and efficient administration of these funds and projects NTI will continue to adopt and deploy secure, modern, innovative technologies. By adopting the latest technologies, employees will be able to collaborate more effectively, revamp internal processes to leverage automated processing, and improve decision-making for NTI.

Human Resources plays a pivotal role in any strategic plan, particularly in maintaining and enhancing Inuit capacity within the organization. In alignment with the vision of Article 23, NTI will prioritize the recruitment, retention, and development of Inuit talent, ensuring that employment opportunities are accessible and that Inuit employment rates are upheld. By fostering a supportive and respectful workplace, NTI will focus on creating pathways for growth and advancement for Inuit employees.

We embrace excellence to further our mission, vision and overall success of Nunavut Inuit.

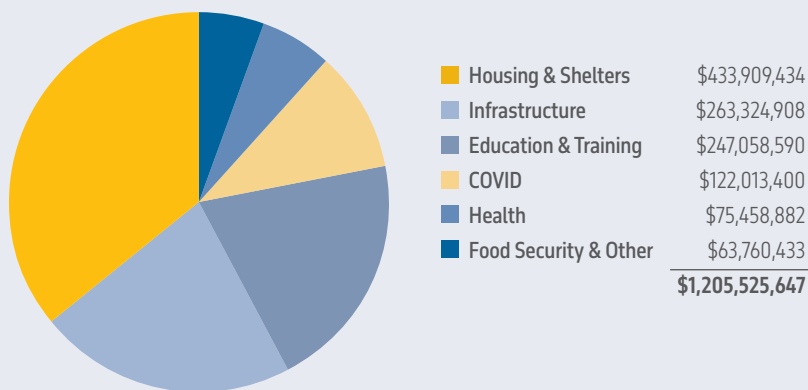
	ACTIONS AND TASKS
Engage with Inuit	<p>Communicate with Inuit more frequently through community radio and social media and update the NTI website.</p> <p>Hold information sessions in each community and high schools.</p>
Increase voter turnout	<p>Formalize and expand on the December 2024 initiatives to increase voter turnout.</p>
Strengthen and diversify investments for financial stability	<p>Strengthen governance over finances by adding additional Finance Committee meetings and explore adding a Secretary Treasurer.</p> <p>Review investment and financial policies.</p> <p>Explore opportunities to diversify NTI’s revenue through research and due diligence.</p> <p>Through the Finance Working Group, develop shared policies, training and performance benchmarks.</p>
Access funding for critical Inuit projects	<p>Prepare pre-budget submissions to the Governments of Canada and Nunavut.</p> <p>Explore debt and equity financing for large, economically viable projects that have potential to empower Inuit and generate long term sustainable benefits to the territory by obtaining credit rating and developing policies.</p>

	ACTIONS AND TASKS
Demonstrate that representative Inuit employment is achievable	<p>Expand internship, summer student, practicum and training programs within Inuit organizations to recruit and train Inuit to advance in their careers.</p> <p>Invest in employee and leadership development, including training, development and succession planning.</p> <p>Survey Inuit organization staff on workplace satisfaction and update policies and benefits to better recruit and retain Inuit staff.</p> <p>Build capacity across Inuit organizations and regions, including surge capacity during periods of growth or change.</p>
Modernize Information Technology Systems	<p>Enhance security of systems by adopting latest solutions such as multi-factor authentication to protect and secure critical applications and information.</p> <p>Adopt and deploy cloud-based technologies to reduce information duplication, enable collaboration and replace offline manual processes.</p> <p>Build capacity to implement continual improvement model of reviewing and enhancing technology for NTI.</p>

### Our Commitment

NTI will embrace a culture of excellence and increase meaningful participation and engagement with Inuit.

### \$1.2 BILLION RECEIVED/CONFIRMED GOVERNMENT FUNDING, 2018-2028



### TEXTBOX INDICATORS



Inuit employment at NTI



Voter turnout for NTI President election in December 2024

