

# TAQRALIK

SERVING NUNAVIK INUIT SINCE 1974



**Ivakkak 2021 Tests Teams  
Food Security in Nunavik  
Getting the Shot**





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**Société Makivik**  
**Makivik Corporation**

#### **Makivik Corporation**

Makivik is the ethnic organization mandated to represent and promote the interests of Nunavik. Its membership is composed of the Inuit beneficiaries of the *James Bay and Northern Quebec Agreement (JBNQA)*. Makivik's responsibility is to ensure the proper implementation of the political, social, and cultural benefits of the Agreement, and to manage and invest the monetary compensation so as to enable the Inuit to become an integral part of the Northern economy.

#### **Taqralik**

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TAQRALIK



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Cover: A dog team leaving Ivujivik during Ivakkak 2021. This marks the 20<sup>th</sup> anniversary of the race, which began this year in Salluit and finished in Puvirnituq on March 10. Read more about this year's event on page 16.  
Cover photo: Caroline Oweetaluktuk



This December 2020 photo shows COVID-19 clinic tents set up in Kuujjuaq alongside tents for those attending the flu vaccine clinic. To protect clients and employees of the hospital, a “quick sorting” process was put in place. Anyone going into the hospital for non-emergency reasons first had to go to the COVID-19 tent to get evaluated by a nurse. For recent photos of COVID-19 vaccinations that occurred in Kuujjuaq, see page 12.

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# SENDING A MESSAGE TO OTTAWA About Food Security in Nunavik

By Stephen Hendrie

On Thursday, Dec. 10, 2020, Makivik participated in an Indigenous and Northern Affairs (INAN) House of Commons Standing Committee meeting on the topic of food security in the North. The committee is studying ways to improve food security in northern communities. Due to the pandemic, the sessions were held virtually.



*Free samples of produce grown in Kuujjuaq's hydroponic container handed out at Newwiq'vi.*

Makivik Executive Vice-President, Environment, Wildlife and Research (DEWR) Adamie Delisle Alaku made the presentation on behalf of then President Charlie Watt.

He began by describing the Nunavik region for the 12 committee members from all the federal parties.

"Our region is bigger than the size of France. We have 15 Inuit communities on the shores of Hudson Bay, Hudson Strait, and Ungava

Bay. Total Inuit population is just over 12,000. Think of it as an island. The only way to get there is by air year-round, or by ship in the summer months."

Delisle Alaku explained why being located north of the 55<sup>th</sup> parallel is a major factor in this issue.

"Our remoteness greatly affects our food security. While southern Canada benefits from a vast road and rail network, paid for by taxpayers,





©MARC-ANTOINE FORTIN/ROBILLO

Inuit pay all taxes and yet the infrastructure gaps that exist in our airport facilities, and total lack of deep-sea ports, contributes to driving up our food prices, and food wastage."

Food security exists when all human beings at all times have physical and economic access to sufficient, healthy and nutritional food enabling them to lead healthy, active lives. Food insecurity exists when an individual or family does not have access to sufficient food. According

to the 2017 Aboriginal Peoples Survey 76 per cent of Inuit experience food insecurity.

"In the context of Nunavik, it is important to consider access to both traditional foods, and healthy store-bought foods in improving food security," stated Delisle Alaku.

Statistics were provided to illustrate how difficult it is for Inuit in the remote Nunavik region to afford healthy food, whether store-bought





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Adamie Delisle Alaku made his presentation to the INAN Committee from the Makivik office in Kuujuaq.



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The virtual equivalent to being on "hold."

or from the land. The University of Laval cost of living study revealed in 2011 that groceries cost 81 per cent more in Nunavik compared to Quebec City. The 2016 Census reported median income for Inuit was \$25,627 versus \$79,328 for non-Inuit.

"So, if groceries cost 81 per cent more, and income is three times less than in the south, it all adds up to considerable food insecurity, and additional social consequences to physical and mental health," concluded Delisle Alaku.

Despite programs such as Nutrition North Canada (NNC) which aims to reduce the high cost of living, it is not enough. Delisle Alaku described several additional measures in Nunavik to further assist Inuit. He provided an overview of the Nunavik Cost of Living Reduction Measures administered by the Kativik Regional Government. He listed the six programs that help reduce the cost of living: Elders assistance; Airfare reduction program; Country Food Community Support Program; Household Appliance and Harvesting Equipment Program; Food and other Essentials Program; and the Gasoline Program. He noted that the government of Quebec committed to pay \$115.8 million over six years starting in 2019 for these six programs.

In addition to these measures, there are grassroots, community, and regional initiatives to address food security. Delisle Alaku described the hydroponic containers in Kuujuaq, and Inukjuak (The Growcer units as seen on the CBC's *Dragon's Den*). He summarized the Pirusivik Project in Inukjuak to create a year-round greenhouse focussed on growing traditional plants and gardening. He highlighted the Family Houses in Puvirnituq, Kangiqsujuaq, Salluit, Kangisualujuaq, and Kuujuaaraapik. Most have a variety of food programs



Info	
Description	Meeting No. 12 INAN - Standing Committee on Indigenous and Northern Affairs
Location	Wellington Building - 415
Scheduled	Thursday, Dec 10, 2020 11:22 - 13:00 1 Hour 37 Minutes
Actual	Thursday, Dec 10, 2020 11:22
Contact	Information Support
	✉ parvusupport@parl.gc.ca ✉ parvusupport@parl.gc.ca
	🌐 Information website

including cooking activities, meal sharing, and food boxes for people in need.

"For us, however, food from the south is only part of the picture when it comes to the food we eat," said Delisle Alaku. "The food we hunt is just as important, if not more, because it not only feeds us physically it feeds us culturally, and spiritually as well."

Inuit food security includes culture, health and wellness, and food sovereignty – Inuit decision-making power and management over food resources. Delisle Alaku informed the committee members that Inuit are members of numerous wildlife management committees.

"In addition, Makivik has owned and operated the Nunavik Research Centre (NRC), based in Kuujjuaq, for decades. We conduct our own

research directly on the country food we eat and control that information. That's part of what we consider as Inuit Food Security."

In concluding his presentation Delisle Alaku stated, "It's clear many factors contribute to food insecurity in our region. While we appreciate programs such as Nutrition North Canada, and the Harvesters Support Grant Program from the federal side, you can see it takes combined efforts to address this issue. This includes the province of Quebec, the Nunavik organizations working together, grassroots projects, and additional assistance from outside the region."

The other presenters at the Dec. 10 meeting were Natan Obed, President of Inuit Tapiriit Kanatami (ITK), Johannes Lampe, President of the Nunatsiavut Government, James Eetoolook Acting President of Nunavut Tunngavik Inc. (NTI), and Hannah Uniuqsaraq, Chief Administrative Officer of NTI.

Anytime one presents at Parliament, it makes a difference. The testimony is now available online, and can be used in future reports, and to support future policy making decisions. It enables members of Parliament, members of the Senate and federal government employees (and the general public) to learn more about the region and the needs of Nunavik Inuit.

The committee is obliged to report back to the House of Commons with their findings. The government may then table a comprehensive response to the report. The Dec. 10 meeting can be viewed online at: <http://bit.ly/3rPFJzj> •



The Growcer hydroponic container in Kuujjuaq.



# Norman Grist

## 30 Years of Flying at Air Inuit

By Stephen Hendrie

When Norman Grist was a boy returning from summer camp on a flight with Johnny May, he was lucky to sit beside the pilot, with his pet goose in his lap. During the flight Johnny asked if he wanted to fly the plane. Norman, said "Yup," and Johnny said, "well you can't fly it with that goose in your lap." So, Norman put the goose in the back and Johnny guided him on taking the controls for a while on the way back to Kuujuaq.

"And that's pretty much where I can say I got hooked on flying," said Norman, after reaching his 30<sup>th</sup> anniversary milestone with Air Inuit on January 21, 2021. He said it was uneventful because of the pandemic, but Christian Busch, Interim President and CEO of Air Inuit, called him to mark the occasion.

Norman talked about being an Air Inuit hangar rat in Kuujuaq as a boy, always being around the hangar, always around the airport. He even did a couple of years of snow removal for Transport Canada, picking up details about the airport and flying, and then went for his pilot training.



Norman Grist (Left) with Yann Connan. Grist advises young Inuit considering a career in aviation to do it.

"I initially did my private license at Laurentide Aviation in Montreal. And then the instructor convinced the school board that was sponsoring me at the time to complete my training in Cornwall, Ontario," said Norman.

When he started in 1991, Air Inuit had 38 pilots. There are now about 180, with 17 Inuit pilots. Over his 30-year career Norman has flown most of the Air Inuit fleet, for example putting in 13,000 plus hours on the Twin Otter, both as Captain and co-pilot. He also flew the Beaver that gave him his love of flying, under Johnny May Air Charters, now part of Air Inuit. Norman also worked on the famous Christmas Day Candy Drop in Kuujuaq with Johnny May, acting as "bombardier" for about 10 years with Junior May.

During his career, Norman became Chief Pilot for the Twin Otters, a management position, which meant moving to Montreal to be closer to the Air Inuit head office in Dorval. Now, he is flying jets, which Air Inuit uses to service Hudson Bay, landing in Puvirnituq.

"Up until last July I was flying the Boeing 737-200, and now I'm flying the 300," said Norman.

The life of a pilot includes constant training.

"Every six months pilots have to undergo a refresher training, such as a PPC (Pilot Proficiency Check), which is valid for a year, provided that in six months I do another training in a flight simulator. I just finished the company ground school last week. Every year we do a refresher course on what we do at Air Inuit, aircraft types, and human factors."

Speaking of human factors, as the Twin Otter pilot he would give the passenger announcement before takeoff. In the jet this is done by a flight attendant. Norman said he still has connections to the passengers.

"I see them outside the aircraft. As they're boarding, they see me in the window in the cockpit, and they wave and smile."

He has many flying memories from over the decades.

"I was doing a KRG charter one time, from Kuujuaq, Tasiujaq, Aupaluk, stopping in Quaqtaq. Aupaluk was pretty windy, with strong crosswinds too, and it was around 4:30 in the afternoon, in January. The wind was howling, and after about five tries and putting the wheel on the runway once or twice, not able to stay on the runway, we had to forget about trying to land in Aupaluk, because the crosswinds were too strong. There's always the next day, you know, so the next day we picked up the passengers and brought them to Quaqtaq for the KRG regional board meeting."

He talked about flying a Twin Otter close to the ground. "Fifteen hundred feet above the ground you're looking at all sorts of animals, polar bears and muskox, wolves, and caribou. The odd fox will be scooting along. In springtime you see lots of geese flying around, and seals sitting on top of the ice. Those are memorable flights to reflect on."

Norman advises young Inuit who might be thinking of a career in aviation to just do it. He has enjoyed working for Air Inuit, now a 43-year-old airline. He said it has grown very nicely and hasn't lost its vision, which is to take care of the Inuit of Nunavik. "I think it's a great company to work for." •

Norman Grist, who has been with Air Inuit for 30 years, standing near a flight simulator.



|| I see them outside the aircraft.  
As they're boarding, they see me  
in the window in the cockpit, and  
they wave and smile. ||





# Mary K. Inukpuk an Unsung Tax Hero

By Stephen Hendrie

Mary K. Inukpuk recently retired after decades working for Makivik's Income Tax Program. She worked out of the Avataq office in Inukjuak where her office mates celebrated her with a cake made by Lily Mina.



December 2020 marked the end of a long career for Mary K. Inukpuk of Inukjuak working for Makivik's Income Tax Program. She worked for 26 years, although she began her training 30 years ago. Angelo Mannetta, her former supervisor, and currently Makivik's Director of Finance, described Mary as, "very hardworking, and always there. She dealt with a serious project."

The income tax program began life as a pilot project in Kangiqsualujjuaq in 1993. Mary was part of it from the beginning and it went on to take care of income tax returns for thousands of Inuit from across Nunavik. It created 20-25 part-time jobs every year for more than two decades.

Reached at home in Inukjuak, enjoying retirement, Mary spoke about her years taking care of taxes.

"First time I started training was in 1991, we were only using paper. We were not using computers yet," she said. "In 1993 the tax people came from Makivik to do all the taxes for the Inukjuakmiut people, and I was helping them. In 1994 there was going to be training for Nunavimmiut people who were interested in training for doing the taxes for their communities. I applied for that. It was a one-month course in Kuujuaq."

Mary started working part-time for six years on the project and became full-time in 2000 as the Makivik Tax Coordinator. She said, "I wanted to help people fill out their taxes because if they didn't fill out their taxes, they would not receive money from the government, such as the child tax benefit, so I tried to help them."

Makivik had tax agents in every community working on the project. Mary would receive returns from across Nunavik, review them and make corrections.

"I had to mail all the papers to Revenue Quebec, and Revenue Canada." She said it was easier once they were able to use eFile, submitting tax returns electronically via the internet. "I had a lot of help from Shun-Hui Yang who was working at Makivik at the time, when we were doing eFile."

During the current pandemic, they shut down for two weeks, and when they opened up, they could not receive people at the office in Inukjuak. Her work would keep her busy, even on weekends, during the time around the annual deadline for filing income taxes in early April. She said outside of crunch time she would be able to go fishing on weekends.

Mary joked that people still ask her about taxes, but she said she is retired, "no more work for me!" Angelo Mannetta called her last December, before she retired, thanking her for years of dedication on behalf of Inuit.

"She's a remarkable woman. She was an unsung hero." ♦



Avataq employee Nancy Palliser, holds her phone up to show Makivik Treasurer George Berthe, who joined via Facebook to congratulate Mary on her retirement. Mary's husband joined in the emotional moment.



IMAGE COURTESY OF NIBHSS.

# Getting **THE SHOT**

On January 16, 2021, the first 1,000 doses of the Moderna vaccine against COVID-19 arrived in Nunavik.

Tusajiapik Elders' Home resident, Johnny Watt, was the first in Nunavik to receive the vaccine on January 17 in Kuujuaq. Decades ago, Watt helped deliver vaccines against other diseases by dog team.

Kuujuaq's community's vaccination campaign took place Feb. 10 and 11 in the Jaanimmarik School gym, for anyone over 18 wishing to get the COVID-19 vaccine. A group of photojournalism students from Jaanimmarik school took photos of the vaccinations, led by instructor Isabelle Dubois. ♦





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TAORALIK

# CARIBOU PARASITE Identified

By Tasiujaq Mayor Billy Cain, Géraldine-G Gouin, Wildlife Disease Specialist, Nunavik Research Centre, and Adrián Hernández Ortiz, Department of Veterinary Microbiology, University of Saskatchewan

In the fall of 2019, Tasiujaq Mayor Billy Cain noticed unusual tiny white spots in some caribou meat. He had never seen this before. The spots (which turned out to be parasitic cysts) looked like grains of rice (see figure 1). Of the 12 caribou that he had hunted, only one had these cysts and the animal seemed fine otherwise. In the winter, and later on in the spring, Billy noticed the same type of cysts in some more caribou; in total he found seven infected animals. Because he had noticed it more than once (and he suspected that it was a parasite), he decided to send a sample of meat from the winter hunt to the Nunavik Research Centre (NRC).

The NRC team examined the sample and found that the cysts resembled a parasitic genus called *Sarcocystis* spp. This is a type of protozoan (a very small parasite), which has a characteristic “grain of rice” appearance. *Sarcocystis* spp. is a common parasite that is found in many species, notably mammals and birds. The vast majority of them are harmless to humans.

To validate the theory that the spots found by Billy in his caribou meat were in fact *Sarcocystis* spp., the NRC team isolated one parasite from the meat and looked at it under the microscope. The cyst, called a sarcocyst (see figure 2), contains a high number of small crescent shaped cells. These cells are what causes infection when the meat is eaten by another animal. When the NRC team looked at the cyst under the microscope and applied soft pressure many crescent shape cells were indeed squeezed out.

The life cycle of *Sarcocystis* spp. is simple and includes two animal hosts: one definitive host like a wolf or a lynx and one intermediate host like a caribou. The intermediate host gets infected when it eats eggs found in the feces of the definitive host. Then, the parasites migrate to the muscles of the intermediate host, where it encysts. Until the animal is eaten by the definitive host, the parasite will stay in the intermediate host muscles. For example, if an infected wolf poops in the tundra, some tiny parasitic eggs will be left on the surface of lichen, rocks, willows, etc. Those eggs can then be eaten by a caribou, who then becomes infected with *Sarcocystis* spp (see figure 3).

Reindeer are the intermediate host for some *Sarcocystis* species that have been identified in Europe. *Sarcocystis* cysts in reindeer have been found in different muscles including the heart, esophagus, diaphragm, and skeletal muscles. The size of the cysts vary from 1 mm to 16 mm long, depending on the species. *Sarcocystis* species



Figure 1. The parasites can be seen in the circled area.

©BILLY CAIN



in caribou in North America are still being studied. In fact, the few existing reports of *Sarcocystis* spp. in caribou in Canada only describe the appearance of *Sarcocystis* spp. without describing them in detail. In this case, we used an advanced method to figure out which species of *Sarcocystis* infected the caribou found by Billy.

In order to do this, the samples were sent to University of Saskatoon where DNA was extracted from different sections of muscle tissue from the caribou meat. Samples were then tested using molecular techniques that allowed for the detection of small parasites called coccidians (like *Sarcocystis* spp.). After getting the

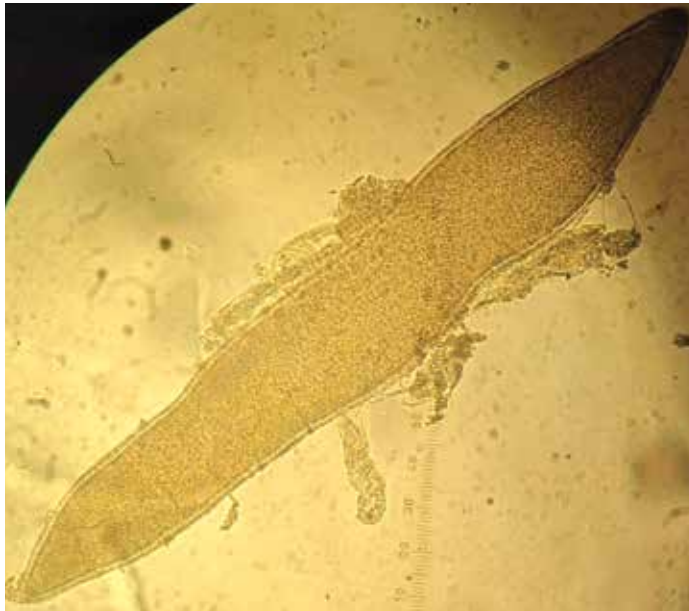
results, samples were sent for sequencing, a technique that allows researchers to identify organisms with more certainty. The sequencing results identified the parasite as *Sarcocystis rangiferi*.

The pathogenicity (ability of an organism to cause disease) of *Sarcocystis* spp. infections in reindeer has not been studied. It is likely that one or more species contribute, along with other parasites, to reduced health and growth of reindeer.

Risks to human health caused by eating caribou infected with *Sarcocystis rangiferi* seem unlikely. There are currently a very low number of *Sarcocystis* spp. in the world that can infect humans when they eat raw meat, and so far, *Sarcocystis rangiferi* is not one of them. However, not many studies have been conducted on the transmissibility of caribou's sarcocyst to humans. If ever it was transmissible, most people will show no symptoms at all. However, in rare cases it can cause slight fever, diarrhea, vomiting and mild respiratory problems. If you are not sure about what to do with infected caribou meat, you can cook it up to 71° C or freeze the meat to -4° C for 48 hours to kill the parasite. Don't feed raw infected caribou meat to your dogs as they could get contaminated!

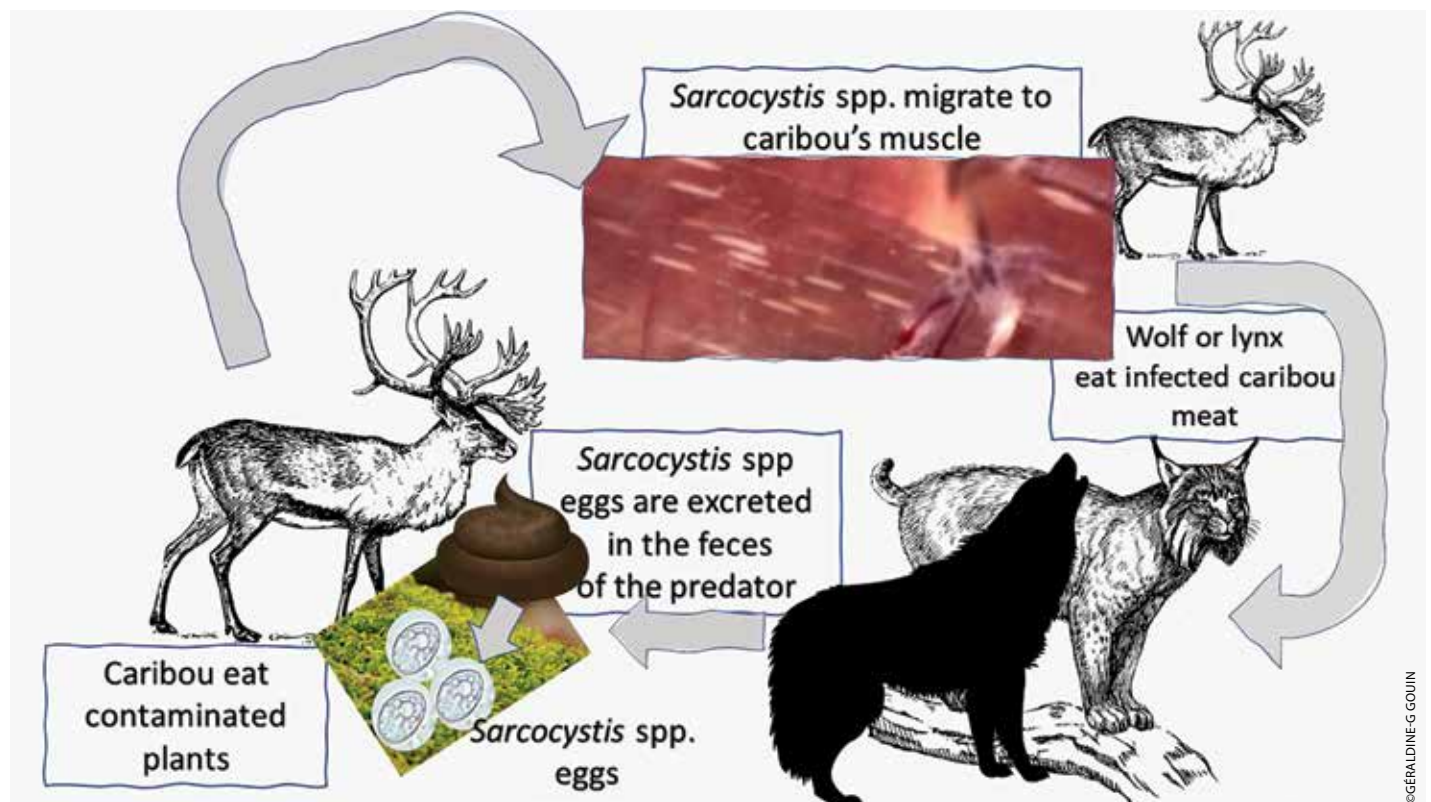
This is the first time that *Sarcocystis rangiferi* has been identified in North America. The impact on caribou health, the number of infected caribou and the severity of infestations remains unknown and needs to be further studied.

*If ever you see parasite cysts that look like the ones in the picture, please sample (cut out) a small part of the infected meat and/or use your cellphone to take a picture. Send the sample and/or picture to the Nunavik Research Centre by calling 819-964-2925. •*



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Figure 2. Appearance of *Sarcocystis* under the microscope (magnification 100X).



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Figure 3: A depiction of the *Sarcocystis* life cycle.

# Ivakkak 2021 Tests Teams

## 20<sup>th</sup> anniversary of keeping the tradition alive

Junior May has always had dogs.

"I just loved dogs since I was a kid. All my life I've been having dogs and I just really like it," he said with a chuckle from his home in Kuujjuaq. Yet, it's still impressive that he has the distinction of being the only individual who has run dogs in both the first Ivakkak race, 21 years ago, and in this year's 20<sup>th</sup> edition of event, which finished in mid-March.

"I won it before," Junior said. "I won it once in 2002, so I know how it feels."

This year's race was won by Team 2, Aisa Surusilak and partner Paulusi Amarualik, with the shortest overall time of 39 hours, 30 minutes and 3 seconds. Second place went to Team 11, Jani-Marik Beaulne and partner Jackusie Amamatuak, with a total time of 42 hours, 3 minutes and 25 seconds. Third place went to Team 10, Kulu Tukalak and partner Peter Qinuajuak with a total time of 43 hours, 32 minutes and 12 seconds.

By all accounts this year's race was a grueling one. Weather and snow conditions wreaked havoc on mushers and on their dogs' paws. Junior admitted that this year was one of the toughest race years he has endured, and he's raced in 16 or 17 since the Ivakkak was launched in Umiujaq in 2001. This year, Junior shared the experience with his partner and son, Aqujak Snowball May. The event began in Salluit on February 24 with 12 teams. Junior described the beginning of the race.

"Right from the start the day was overcast and not that nice in the morning. Once we started going up to the plateau between Salluit and Ivujivik, the weather was getting nicer, but we were starting to get into soft snow conditions which was pretty tough. That first day was quite a few hours of a steady incline up to the plateau."

*Twelve teams participated in Ivakkak 2021, along with many support staff and officials.*







CAROLINE OWEETALUKTUK X4

Kulu Tukalak, left, with his partner Juani Cruickshank, son of a veteran musher Novalinga Novalinga. Due to medical reasons, Juani was replaced in Akulivik by Peter Qinuajuak. Kulu was awarded Rookie of the Year as well as Most traditionally Dressed. Kulu said that while his coat is made of modern material, it has fringes like would have been seen on a traditional caribou skin coat.



Junior May, left, with his partner and son, Aqujak Snowball May. Junior ran dogs both in the inaugural Ivakkak race back in 2001 and in this year's event.

It was hard on all the teams, especially Junior's, as he was running a young team and the dogs' feet took a beating. In fact, all of the first four race days were rough, he explained. The day after, on their way into Ivujivik, the forecast called for high winds and a blizzard overnight. In light of that, the Ivakkak support crew decided to put the checkpoint 20 km from the community, and the teams chose how to get their dogs from there to Ivujivik. The forecast was correct, and harsh, windy, conditions kept the mushers holed up in Ivujivik for three days.

Once the storm conditions lifted, the race resumed, but conditions were still harsh.

"The weather was nice, but the snow was really soft. There was a thin layer of ice, apparently there was freezing rain about a month before, so the dogs were getting really cut up on their paws. We have

booties for them but not enough for all dogs," Junior said. Travelling into Kuuvik was again very hard, and Junior made the decision to retire one of his older dogs there and had him travel with the support crew on their sled.

"I didn't want to push him too hard. He was an older dog and I felt sorry for him."

At this point three other teams had left the race altogether. Team 3, Matthew Arngak and partner Padlayat Kaitak, were the first out when their dogs decided they no longer wanted to pull. Team 8, Alec Aupaluk and partner Tiivi Kulula, also decided to end their Ivakkak run early. Team 5, Paulusie Jason Irnik and partner Jamie Kiatainaq, were removed from the race for safety reasons after their dogs faced difficulties travelling in the tough snow conditions and the team had to be collected by the support crew.



Team 2, Puvirnituk's Aisa Surusilak and partner Paulusi Amarualik, won the gruelling Ivakkak 2021 in March, with the shortest overall time of 39 hours, 30 minutes and 3 seconds.



CAROLINE OWEETALUKTUK

Third place finisher Kulu Tukalak, who was also awarded Rookie of the Year, and Most Traditionally Dressed, explained that eventually, the weather began to cooperate.

"About halfway through, the snow conditions were much more solid where all the dogs are familiar to," he said. "It became easier. But at that point most of the dogs' paws were injured and cut due to the past trails, so it's not like they were at their 100 per cent."

On March 10, after eight racing days and travelling about 450 km through the communities of Ivujivik and Akulivik, nine teams made it to the finish line in Puvirnituk. Notably, the top three finishing teams were all from that community. Kulu said that the two veteran teams that came in first and second place, while both slightly younger than him, are considered by him to be his teachers.

"I go camping with them from time to time and they give me pointers here and there, so they've been great mentors to me," he said.

For Junior, seeing rookies like Kulu and younger teams enter the race is encouraging. Dogs, he said, are one of the most important parts of Inuit culture.

"We always hear stories of how dogs saved people and any person I've ever talked to who used to run dogs before their snowmobiles, say they couldn't live without the dogs," he said. While he's not sure if he will race again next year, Junior joked that he will likely have dogs until he's 80 years old. Even if he's not participating in Ivakkak.

"Dogs are really one of the most important reasons why our generation, us, are here. We have to pay homage to that," he said. "I've always understood that."

Ivakkak 2021 was marshalled by Paulusie Beaulne. The Trail Coordinator was Juani Beaulne, and officials were Billy Palliser and Jackusie Ittukallak. Vet services were provided by Nadeigne Giguere and assistant Matthew Alaku. The Makvik Race Coordinators were Akinisie Sivuarapik and Lynn Moorhouse.

For more information on the teams, sponsors, and results of Ivakkak 2021, please visit their website at [www.ivakkak.com](http://www.ivakkak.com). •





## LEGAL TIPS

And now...

# ARE YOU READY TO GO YOUR OWN (PROFESSIONAL) WAY?<sup>1</sup>



## Or, Understanding Compensation for Employment Termination.

<sup>1</sup> "Go Your Own Way", *Rumors* (1977), Fleetwood Mac.

So, here it goes, this is the end of your employment relationship with that long-term employer of yours. You have duly notified them about your intent to end your working contract by a certain date, yet you have been informed that your employer expects you to leave before that date. Or, out of nowhere, your employer is informing you that your services are no longer required. Nothing goes according to plan, and you are thinking about compensation. How would that happen? A review of the regime in place,<sup>2</sup> as well as recent court decisions should help you moving forward.

<sup>2</sup> These are extensively framed at a law called the *Act respecting labour standards*. Most employees in Quebec are covered by this law, subject to certain exceptions.

## FIRST COMES FIRST: NOTIFICATION

Termination of employment, originating from you or from your employer, calls for a written notice. In the first case, if termination comes from your decision, you will have to give reasonable notice to your employer, the length of which depends on your situation: if you held a strategic position for many years, more than a few days' notice would be required. If it is your employer that calls for termination, more defined guidelines would be offered when it comes to a notice otherwise considered mandatory. In fact, the Act respecting labour standards provides for only few causes for exception, these being:

- If you have worked for your employer for less than three months
- If your contract ends on a specific date (contract workers-temporary workers)
- If you are guilty of misconduct (e.g.: theft, fraud, etc.)
- If your employment termination is caused by an event beyond anyone's control (e.g.: fire that destructed your factory, etc.).

In these instances, your employer who terminates your employment would not have to give you a written notice. Otherwise, this mandatory written notice will have to be reasonable and respect certain minimum periods, all depending on the time you have spent as employee in your organization:

EMPLOYMENT DURATION	MINIMUM NOTICE <sup>3</sup>
Between 3 months to 1 year	1 week
Between 1 to 5 years	2 weeks
Between 5 to 10 years	4 weeks
10 years or more	8 weeks

In some cases, though, these notice periods as set in the labour standards act may be considered too short to be considered **reasonable** under the Civil Code of Quebec<sup>4</sup>. They may open the door to compensation instead of prior notice, all according to the reasonability criteria<sup>5</sup>.

**For example**, you have been employed in a very strategic position for many years, enjoying excellent working conditions. Another company presented you with even better working conditions, an offer you couldn't refuse. However, 11 months later, that company, which appeared solid and long-lasting, is letting you go due to unforeseen restructuring. The Labour Standards Act would require a mere one

week written notice. Yet the Civil Code of Quebec would not consider this amount "reasonable," considering that the new company lured you with much convincing efforts, soon enough to let you go. **You will definitely need more time to find a new job with similar conditions**, which is the overall goal pursued under this written notice notion. You could request compensation instead of prior notice for a duration that will have to be reasonable according to your own circumstances. Reasonability will overall have to be assessed by the type of job you occupied (very specialized vs. more common position); your specific employment circumstances under which the termination occurred; and, of course, the employment duration.

When you receive an advance notice of termination that respects the rules and your specific circumstances, you have to work until the last day indicated in the notice or else your employer would not have to pay you any compensation.

## LET'S TALK COMPENSATION, THEN!

You may engage in a discussion on compensation, whether it be because the written notice as received was not reasonable under your circumstances, or because your employer preferred to have you leave the company... just now, or tomorrow.

This second scenario will call for compensation instead of prior notice. Instead of letting you know in advance, with the reasonable notification period required, that your employment is terminated, your employer must pay you a compensatory indemnity to be equal to the salary you would have earned during the period of the notice to which you were entitled.

**For example**, at the end of a normal working day, you are informed of restructuring decisions made by your employer, effective immediately. Accordingly, you and your fellow labourers just have had your last day at work after two years of employment. You would all have been entitled to a notice of two weeks before losing your jobs, leaving you reasonable time to find a new post with similar conditions. Your employer must pay you compensation equal to the two weeks of salary you deserved. This is sometimes called "gardening leave," and would have to cover the duration of the notice required under the circumstances by which the employee will be exempted from performing its working obligations, until the end of the required notice, and for equivalent financial considerations paid for by the employer.

Whenever one feels that notices were not reasonably offered – or not served, a complaint may be filed with the **Commission des normes, de l'équité, de la santé et de la sécurité du travail** (CNESST) (See: <https://www.cnt.gouv.qc.ca/en/accueil/index.html>).

<sup>3</sup> Article 82, Act respecting labour standards.

<sup>4</sup> Article 2091 of the Civil Code of Quebec.

<sup>5</sup> Article 2092 of the Civil Code of Quebec.



**Another example**, on Feb. 15, 2008, a long-time strategic employee in a construction company informed his employer in writing that he will be joining the competition in three weeks, or as of March 7. His employer then asked him to leave employment at the end of the week, or on Feb. 19. Should the employee still receive compensation, since he was the one who ended his employment contract in the first place? And how should the compensation be calculated? Should it be the three weeks notified by the employee, or the four weeks defined by law, or another duration defined out of reasonability? In this case, it was decided that, as of Feb. 19, the contract relationship was still active, hence the two parties had to respect their respective obligations right until it ended, on March 7. A three week compensatory indemnity was finally ordered<sup>6</sup> under the circumstances.

This case, as many others, may also lie on the edge of **constructive, or wrongful, dismissal**. This is a legal concept that frames indirect employment termination which are prejudicing the employee, presenting it as a layoff, even in circumstances where it appears that the employee had resigned from employment. It

|| All in all, employment comes with responsibilities on the part of the employee as well as on the part of the employer. ||

encompasses situations of *“if you don’t like it, quit”*; whenever employees found themselves in intolerable working conditions or through various forms of harassment; dealing with substantial and unjustified changes to their employment terms. Indeed, even at the brink of an ending employment relationship, employees can expect that their employment will not change substantially without notice.

**For example**, in 1995, an employee changed position to join a high-profile world-class IT agency. In 2006, he was promoted to Director General, with a spotless record, and exceeded expectations. Soon thereafter, his position is assigned under a new supervisor

and, slowly but surely, the working relationship between the two deteriorated. Around the same time, a cancer diagnosis forces absences and leaves for medical considerations. While on leave, his supervisor informed him of a reassignment to a new position, which, because it significantly departed from roles and duties, was declined by the employee. Yet, he was replaced as DG, and, after the fact, negative reports are filed in the employee records. While battling the reassignment, when considered fit to return to work following his leave of absence, the company, acknowledging the fact that the employee was not yet back to work, considered such as his resignation. Courts concluded to deem constructive dismissal, and notably ordered a compensatory indemnity of 24 months based on the circumstances (22 years of service; golden age of the individual; specialized position and tasks; high profile, salary and conditions; impossibility to find a similar job with equal conditions; no just cause for dismissal)<sup>7</sup>. Reasonability called for compensation in lieu of notice for a greater term than what the Labour Standards Act minimally calls for.

All in all, employment comes with responsibilities on the part of the employee as well as on the part of the employer. Even more so when comes termination time. Notices of termination, and salary counterparts throughout the prescribed duration are mandatory, under a reasonability assessment. Even in the form of a “compensation package” for termination sometimes offered by employers, you should make sure that the amount proposed respects at least the minimum provided by law. Again, this being a minimum, assessment is required under the reasonability lenses specific to your circumstance. Talk to a professional, call the CNESST, ask about your rights and options. Working relations are so solid yet fragile at the same time, calling for a uniquely framed—professional—dance, as *it takes two to tango!*

**Legal Tips aims at explaining to the Nunavik Inuit clientele in a general and broad manner some elements of the law applicable in Quebec and are not legal opinions nor legal advice which can be obtained by contacting private practitioners (lawyer or notary). Makivik Legal thanks [www.educaloi.qc.ca](http://www.educaloi.qc.ca) for its general input in the preparation of these Legal tips.** ♦

<sup>6</sup> Québec (Commission des normes du travail) c. Asphalte Desjardins Inc., 2014 CSC 51 - alongside related vacation pay.

<sup>7</sup> IBM Canada Ltée c. D.C., 2014 QCCA 1320 – note that constructive dismissal opens the door to other types of compensation (moral, punitive, etc.) in addition to compensation in lieu of notice.



# AIR INUIT

Air Inuit's core mission is to service Nunavik's communities with the highest safety standards. Servicing also means protecting and contributing to the well-being of the population.

As COVID-19 hit the region in 2020 as the rest of the world, Air Inuit's role of essential service was greatly highlighted. Essential travellers had to pursue critical missions, cargo and essential goods had to continue to flow towards all communities, medevac flights also had to be performed when needed. Therefore, Air Inuit adapted and deployed all sanitary and regulatory measures to ensure the safety of its passengers, patients and cargo goods.

As the year of 2020 has seriously changed the aviation industry, Air Inuit and its teams had to deploy all means to maintain its stability and ensure its core services. Working closely with all regional organizations of Nunavik and especially with the Nunavik Regional Board of Health and Social Services, we cooperated in implementing

all measures aimed at safeguarding the territory and our employees. Although the past year proved our capacity to quickly adapt, it required quite an investment from our team members and we thank them once again for this.

Our cooperation with the NRBHSS led to the dedication of a Dash 8 aircraft and special training of crew and maintenance members for the specific movement of potential COVID-19 cases from communities to the hospital sites.

## COVID-19 vaccine doses arrived in Salluit on January 16, via Air Inuit.

All photos ©Air Inuit







## Meet some of our 'Community-focused' team members



**Shelly De Caria**



**Cindy Twerdin**



**Christy Sinclair**



**Todd Chahley**



**Alena Stevenson**



**Sally Neuspiel**



**Kevin Kablutsiak**



**Brian Tattuinee**



**Amy Ede**



**Annie Thomlinson**





One of our most important priorities over the past year has been to improve how we connect with our customers and communities. With this in mind, we've recently made some key promotions and hires in several of our customer-facing departments.

Shelly De Caria ([sdecaria@canadiannorth.com](mailto:sdecaria@canadiannorth.com)), originally from Kuujuaq and now based in Ottawa, is leading our Community Investments and Sales team, within her role as Senior Director, Sales and Community Investments. Working with her are:

- Cindy Twerdin, our Iqaluit-based Director, Sales and Community Investments – East | [ctwerdin@canadiannorth.com](mailto:ctwerdin@canadiannorth.com)
- Christy Sinclair, our Yellowknife-based Director, Sales and Community Investments – West | [csinclair@canadiannorth.com](mailto:csinclair@canadiannorth.com)
- Alena Stevenson, our Iqaluit-based Manager, Sales Support and Community Investments | [astevenson@canadiannorth.com](mailto:astevenson@canadiannorth.com)
- Sally Neuspiel, our Ottawa-based Coordinator, Sales and Community Investments | [sneuspiel@canadiannorth.com](mailto:sneuspiel@canadiannorth.com)
- Brian Tattuinee, our Iqaluit-based Manager, Manager, Cargo Business Development | [btattuinee@canadiannorth.com](mailto:btattuinee@canadiannorth.com)
- Todd Chahley, our Calgary-based Director, Cargo Product and Business Development | [tchahley@canadiannorth.com](mailto:tchahley@canadiannorth.com)

Shelly and her team are here to ensure your travel and shipping needs are always met and that we are always ready to partner with groups and organizations to support initiatives and events that are important to the communities we serve.

We've also made several key hires for our Marketing and Communications team, led by Kevin Kablutsiak, Senior Director, Marketing and Communications ([kkablutsiak@canadiannorth.com](mailto:kkablutsiak@canadiannorth.com)). Kevin is originally from Arviat and is now based in Ottawa. Working with Kevin are:

- Amy Ede, our Ottawa-based Manager, Marketing | [aede@canadiannorth.com](mailto:aede@canadiannorth.com)
- Annie Thomlinson our Ottawa-based Manager, Communications | [athomlinson@canadiannorth.com](mailto:athomlinson@canadiannorth.com)
- We will also be adding a Coordinator, Marketing that will report to the Manager, Marketing and a Coordinator, Social Media reporting to the Manager, Communications

Kevin and his team are the 'eyes and ears' of Canadian North, watching for opportunities for us to serve you better, answer questions and keep you updated on our service and progress.

Whether you have a question, a concern, or would like to speak with us about an event or initiative you are planning, we are always ready to help and can be reached at the above contact information. We look forward to supporting you throughout 2021 and beyond.

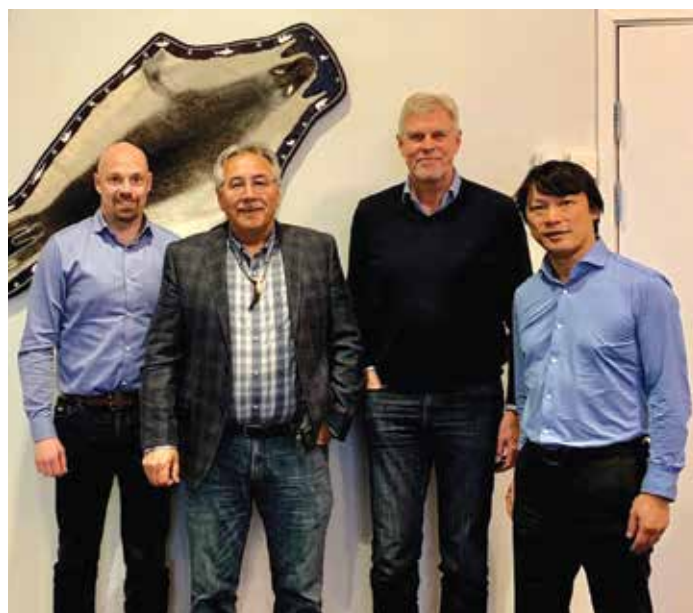
## Canadian North working with Air Greenland to explore opportunities for air connections between Canada and Greenland

We were pleased to recently announce that we have signed a Letter of Intent with Air Greenland, committing to explore partnership opportunities for air service and sustainable tourism development between Greenland and Canada.

In a remote presentation to the Greenland Conference 2020 on December 9, 2020, Canadian North Executive Chairman Johnny Adams provided an update on the impact of COVID-19



Left to right : Chris Avery – Canadian North, Johnny Adams – Canadian North, Kjeld Zacho Jørgensen – Air Greenland, Jacob Nitter Sørensen – Air Greenland



Left to right: Jacob Nitter Sørensen – Air Greenland, Johnny Adams – Canadian North, Kjeld Zacho Jørgensen – Air Greenland, Chris Avery – Canadian North

and on planned next steps. "Now that there is a COVID vaccine in distribution, it's time to start looking ahead to partnering on flights through Ottawa-Iqaluit-Nuuk and Ottawa-Iqaluit-Ilulissat. We'd also like to connect Greenland directly with southern Canada, possibly via Toronto during the tourism season, which includes March, April and August to October."

"Although we have yet to enter the planning stages of providing this connectivity, the LOI is a reflection of our common goal; to bridge the vast distances between Canada and Greenland," added Chris Avery, Canadian North President and CEO. "Inuit have traversed the Arctic since time immemorial to gather, share, and trade. Direct flights between the two countries would revitalize this relationship, strengthen cultural ties, and provide economic opportunities in tourism and trade. We are pleased to continue working with Air Greenland to bring our shared vision into reality."

## A very busy holiday season for Canadian North Cargo

Canadian North has carried record-high cargo volumes for our customers and communities over the past busy holiday season. We were able to flexibly handle this increase thanks to hard work from our dedicated team members and the use of 'tail 596' a Canadian North 737-300 Combi aircraft that we configured to operate as a full-freighter, with the ability to carry eight pallets of cargo on the upper deck. The appearance of this aircraft, still in Canadian North's pre-merger 'polar bear' livery, has undoubtedly been a rare sight over Kuujuaq. We look forward to rebranding this versatile aircraft in our new red and white 'Inukshuk' livery as part of our eventual 'post-COVID' future, but in the meantime it will continue to carry people and cargo wherever it's needed.

Thank you to everyone who has shipped with us over the past busy months – it is always our pleasure to serve you. •



It was a busy holiday season for Canadian North cargo. Canadian North 'Tail 596' in full freighter configuration.

©BRIANTATTUINEE



## Remediation at Asbestos Hill Mine

Located near the communities of Salluit and Kangiqsujuaq, in the Ungava Trough sector of Nunavik, the Asbestos Hill Mine was in operation from 1972 to 1984. During its operation and since its closure, the Inuit communities in its vicinity have voiced their concerns regarding the environmental impacts and health risks of this mine site. These include aspects related to the airborne spread of asbestos fibres and dust, contaminants in the water and soil, the effects of the mine and the port facility at Deception Bay on wildlife, and the overall security of the now closed site.

Between 1994 and 2004, remediation efforts were undertaken at the site by Glencore (previously Société minière Raglan) and included the removal of hazardous waste and contaminated soils, burial of dumpsites, and dismantlement of buildings. However, communities continued to raise concerns regarding environmental impacts as well as recent erosion of the waste rock and tailing piles and the exposure of buried material at the site.

At the insistence of many regional organizations, the Ministry of Energy and Natural Resources (MERN) commissioned a characterization study of the Asbestos Hill site during the summer of 2019. This included taking samples of the soil and mine tailings, as well as river and lake water and sediments. A topographic survey of the site with a drone was also realized.

An overview of the site characterization study was given at a recent meeting of the Raglan Mine Closure Sub-committee. Highlights of which include:

- Certain samples showed high levels of nickel and asbestos;
- The open pit, which measures 150m x 60m and has a depth of 240m is completely full of water, however it appears to be in equilibrium;
- The MERN is aware of the residual materials buried on site which will be addressed in future characterization studies;
- There is evidence of erosion at both the tailings and waste rock piles;



Photos of the Asbestos Hill Mine site taken from a helicopter in 2015.

- The physical stability of the tailings pile and quarry pit is a concern;
- There are no buildings on site, only concrete platforms;
- There is a lack of security measures such as fences and warning signs on site.

The MERN is currently in the process of determining what further actions are required to continue site characterization in order to develop appropriate restoration initiatives. Furthermore, there are plans to form a steering committee responsible for maintaining a dialogue with the concerned communities and regional organizations. •

# NUNAVIK NOTES

## Nunavik Research Posters Represented at ASM

By Stephen Hendrie

Each December Canadian researchers gather for the ArcticNet Annual Scientific Meeting (ASM). Every three years it is an international conference. The one held in December 2020 was different, like everything these days, because it had to be held virtually.

As a result, 1,600 attendees tuned in online, including 327 Northern participants. Going virtual meant giving up the in-person visits, but not the interactions or networking opportunities. Participants watched more than 346 presentations, joined in live question and answer sessions and online chats with panelists

and speakers, connected to each other on the virtual conference platform, and more than 5,207 streamed the plenaries together. During the week, sessions and conference events were viewed more than 25,000 times.

Aside from the presentations, a key part of each ASM are the student posters. There are hundreds of them. Thirteen posters included a research focus on Nunavik. They were grouped into three categories: Social and Health Sciences, Terrestrial Science, and Marine Science. Nunavik was well represented in all categories.

Topics were wide ranging. They included: the challenge of



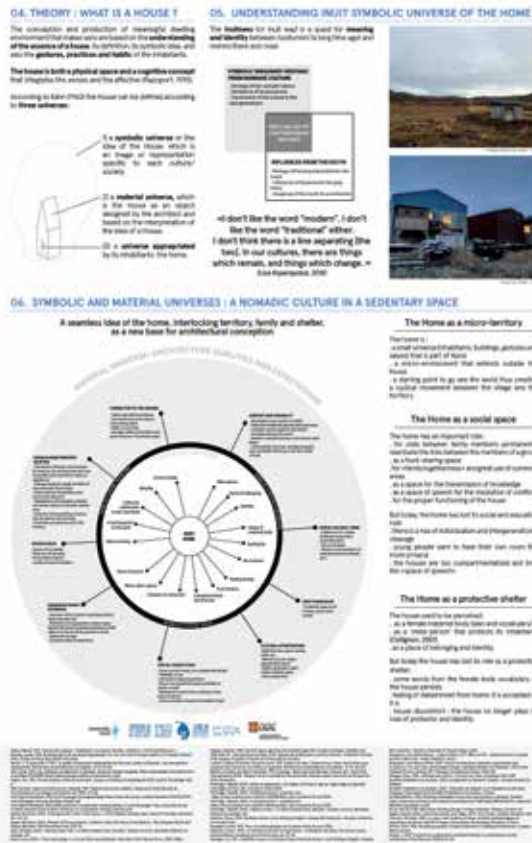
This poster, by Laval University researchers, displays a specific study of permafrost near Kangiqsualujuaq.

permafrost thaw, a new web platform for the sharing of permafrost research, a specific study of permafrost near Kangiqsualujuaq, the variability of snow cover, and, a better understanding of Nunavik's coastal dynamics.

Three of the posters studied various aspects of Arctic Char. Another series of posters included a pan-Arctic approach, including Nunavik in its research and findings. These included a study on foxes, an analysis of policies framing research in the Canadian North, and a literature review of Food Insecurity.

There's a poster that stood out by Myrtille Bayle, a student at Laval University, called, "Towards a Home that Makes Sense?" It's a thoughtful poster, which explores what a home means for Inuit, and includes quotes from Inuit leaders. It has descriptive sections that describe a home as a micro-territory, social space, and protective shelter.

All the posters can be found here under the "E-Poster" button. You will have to register with an email address to access the site for free. <https://eventmobi.com/ac2020/>



This poster by Myrtille Bayle explores what a home means for Inuit, and includes quotes from Inuit leaders. It has descriptive sections that describe a home as a micro-territory, social space, and protective shelter.



# All-Inuktitut Uvagut TV Launches

2021 brought more than just a new year to Inuktitut speakers. At 12:01 am on January 18, Uvagut TV, Canada's first all-Inuktitut TV channel, launched for Shaw Direct satellite customers, as well as Arctic Co-op's cable subscribers in Nunavut and NWT. Viewers in Nunavik were able to access the channel a few weeks later on FCNQ cable 308.

Hosted on [www.isuma.tv](http://www.isuma.tv), and created by Nunavut Independent Television Network (NITV) and IsumaTV, with programs from Inuit Broadcasting Corporation and other Inuit independent producers across Inuit Nunangat, Uvagut broadcasts 24 hours a day, seven days a week.

For Lucy Tulugarjuk, NITV Chair and Executive Director, and director of the Inuit-language children's film, *Tia and Piujuq*, Uvagut TV is a dream come true. "As our elders pass away, we are fighting against time to keep Inuit culture and language alive for our children and grandchildren. TV in Inuktitut all day every day is a powerful way to keep a living language for future generations," she said.

NITV co-founder and head of Isuma, Zacharias Kunuk, welcomed the historic breakthrough. "We've been independent from day one and after 35 years we finally have our own channel," he said. "Our ancestors survived by the strength of their wits and their community. These new ways of storytelling can help Inuit survive for another



*Tia and Piujuq*, 2019.

thousand years. People who turn on Uvagut TV any time of day or night will see our own stories in our own language."

For five hours each day (from 6 to 9 am, 2:30-4 pm, and 5-6 pm EST), the channel broadcasts Inuktitut children's programs, including *Takuginai*, and programs by Inuvialuit Communications Society. It also features shows by Isuma, Arnait Video, Artcirc, Kingulliit and Taqqut Productions; award-winning Inuktitut movies such as, *Atanarjuat The Fast Runner*; classic series, documentaries and new programs like, *Silakut Live From the Floe Edge*, and *Tunnganarnik*, broadcasting live from Nunavut communities and the remote Arctic wilderness. Uvagut TV has also broadcast live coverage of the Nunavut Impact Review Board Public hearings into the controversial Baffinland Iron Mine Phase 2 expansion.

Viewers around the world can stream Uvagut TV online 24/7 at [uvagut.tv](http://uvagut.tv). ♦



*Still image from Restless River*, 2019.



# Arctic Winter Games POSTPONED

The Arctic Winter Games, scheduled to take place March 6-12, 2022, have been postponed in a proactive response to the COVID-19 pandemic. The decision was made after discussions between The Arctic Winter Games International Committee (AWGIC), the Wood Buffalo 2022 Arctic Winter Games Host Society, the Regional Municipality of Wood Buffalo and the Government of Alberta.

The Kativik Regional Government said in an early March press release that while disappointing, the decision is the right one. It shares the frustration of the athletes, coaches, and organizers of the Nunavik-Quebec team, pointing out that it's the second setback they have faced. Less than a year ago, the 2020 Whitehorse Arctic Winter Games were cancelled.

The AWGIC said that in making this decision they had to consider the health and safety of participants, and all people connected to the event, as well as the impact the pandemic would have on the experience itself.

About 60 athletes from both the Hudson and Ungava coasts were set to begin competitive tryouts when the postponement was announced. In Nunavik, these events include Dene games, Arctic sports, snowshoe competition, table tennis, and badminton. The regional tryouts will be organized after the AWGIC announces the new dates for the games. ♦

## Face to Face



The Makivik Corporation Board of Directors met in person for the first time in a year from February 23-26, 2021. Shown above are the Board Members, Executive, Governors, and Youth Representative who met in Kuujjuaq. Because of the pandemic, meetings over the past year have been held virtually, using various technologies. Still following COVID protocols, all at the in-person meeting in February were wearing masks. Other staff joined virtually from the south.

WILLIAM TAGOONA



# Pita Aatami Returns to Makivik

In a decisive vote held on February 4, 2021, Pita Aatami has been elected President of Makivik Corporation for a three-year term. He earned 66.7 per cent of the votes, more than incumbent Charlie Watt Sr., and newcomer candidate Noah Cain. Aatami previously served as Makivik President between 1998 and 2012 and has held the position of treasurer and board member for Kuujjuaq within the corporation.

"It's an honor and privilege to be welcomed back to Makivik as President. Though I haven't stopped serving my fellow Nunavimmiut in my years away from Makivik, I look forward to representing my region again in this capacity," Aatami said after his win. "It's a time for unity, a time for all our organizations to work together for the betterment of Nunavimmiut. Being voted in as president shows me that my fellow Nunavimmiut feel the same way. It was a hard-fought campaign. My fellow candidates were our historic leader and elder Charlie Watt Sr., and newcomer Noah Cain. A vigorous public discussion of our

issues is healthy for our Inuit democracy as we seek to create our new government."

Aatami, 60, has held the role of President and CEO of one of Makivik's major subsidiaries, Air Inuit, for the last eight years. He made the decision to resign in order to run for the Makivik presidential position. Aatami was awarded the Order of Canada in early 2020 for his contributions to the economic, social and political development of Nunavik. He also was given the Ordre national du Québec in 2009.

This year's election saw a voter turnout of 3,532 ballots, a representation of 40.95 per cent of Nunavik's eligible voters. For a full break down of this year's results visit our website at [www.makivik.org/results](http://www.makivik.org/results).

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*Pita Aatami was officially sworn in as the new President of Makivik Corporation on February 23, 2021, by Nunavik Governor Minnie Etidloie. The event was held during Makivik's board meeting in Kuujjuaq, the first face to face meeting of the board since the pandemic required a move to virtual gatherings in 2020.*





## YOUTH

# SALLUIT SKATEBOARD PROJECT

By Gabriel Kim, Community Outreach Coordinator,  
Skateboards For Hope



In 2019, in one of Quebec's northernmost communities, Flore Deshayes brought a new kind of cool to Salluit. Working as a social worker for youth and family, she wanted to bring a project that would get Inuit kids involved in sports within their community. Alongside wellness worker Katsuak Saviadjuk, they initiated a skateboarding project for the children of Salluit. Being a member of a Montreal-based board group called Skateboard and Chill, Deshayes wanted to share her passion for skateboarding. And so began the planning and preparations to find partners, as skateboard shops are non-existent in Salluit, and new skateboards can be costly.





"Big success! We got to the community center, expecting a dozen kids or so, and when I got to the front door, I saw 50 kids!" – Flore Deshayes.



©FLORE DESHAYES

Deshayes contacted Betty Esperanza, Founder of Skateboards For Hope, a charity that collects, recycles, and donates used skateboards to children and communities worldwide. They also advocate for mental and physical well-being through their leadership and entrepreneurship programs. It seemed like two pieces of a puzzle fitting nicely together. With this collaboration, Deshayes was able to bring 12 full skateboards and protective equipment to Salluit. When the day came, roughly 50 kids had shown up to experience skateboarding, for many, their first time. With only 12 skateboards, Deshayes had to split them into groups and teach them in waves.

By proposing such a novel and new activity, Deshayes built a bond with the youth in the community and created a much-needed link with the community in line with Deshayes and Saviadjuk's work. What was even more important was the support she received from parents, who celebrated this alternative activity that got their children hooked on being active.

### Current Reality

Unfortunately, the pandemic put a hold on this project until 2021. Yet, Deshayes and Saviadjuk agreed to put all their efforts into keeping the project alive. Deshayes had discussions with the municipality for an outdoor space that could allow for skateboarding platforms while at the same time providing an area for board sports (snow skate, toboggan, luge) during wintertime. It would allow for a safe space for children of the community to participate in sports throughout the year. This idea was well received and is currently in process with various stakeholders.

### Rolling into the future

Looking towards the future, Deshayes hopes this project will be taken over and led by youth. With the help of Saviadjuk, this initiative would help empower those involved within the community. It goes beyond just providing physical activity to youth; skateboarding is also a tool for self-expression. Teaching discipline and perseverance, such as performing an ollie, isn't intrinsic to humans! Skateboards For Hope is committed to supporting this project. Its mission is to promote children's physical and mental well-being and provide access to recycled skateboards to Salluit children. Skateboards For Hope remains committed to the youth in Salluit by bringing joy and allowing kids to be kids. We sincerely hope to see them back on their wheels in 2021. ♦







*Nunavik's Tusaajuit project was awarded \$500,000 for education and health care services related to hearing during this year's Arctic Inspiration Prize ceremony in February.*

©TUSAAJUIT

# Tusaajuit Awarded AIP Monies

Tusaajuit has been awarded \$500,000 by the Arctic Inspiration Prize (AIP) to ensure Nunavik community members have access to educational resources about hearing loss and to facilitate access to hearing care. The project also hopes to address the root causes of hearing loss by focusing on hearing loss prevention.

The award was announced in a ceremony broadcast on APTN and over the Internet on February 19. The Project Lead, Tunu Napartuk, is also the director of Complementary and Compassionate Services for Kativik Ilisarniliriniq. He said receiving the funding news was very special.

"The application process was not simple, and our team had to work really hard to complete it. We knew we had a great project, and we knew the potential of Tusaajuit," he said. "To get a confirmation of support through the announcement by AIP was moving."

He explained that one of the main objectives of Tusaajuit is to bridge the gap between service providers, such as Nunavik's health and education organizations, and Nunavik children.

"It is also very important to increase awareness amongst our population on the prevalence and the impact of hearing loss especially on young children in school. For Tusaajuit, it will also be very important to diagnose Nunavimmiut and provide the best opportunities to receive support."

Napartuk said the \$500,000 will be spent mostly on a salary to hire a coordinator and assistant coordinators. Awareness campaigns will be important too, through social media, online videos, and for regional and local stations. Nunavimmiut need to better understand the cause and effects of hearing loss.

"The impact of hearing loss can be minimized by the use of a hearing aid and that this is no different from using glasses," he said. "We will need to work together to remove the stigma of hearing aids especially in young children."

The AIP is the largest annual prize in Canada, providing seed-funding to Northern applicants with innovative project ideas. Projects can be in the fields of education, sustainable housing, health, performing arts, traditional knowledge, language, and science. •



## TAKUJUQ: Where Art and Science meet in Nunavik

Armelle Decaulne, Najat Bhiry, Fabienne Joliet, Laine Chanteloup,  
Thora Herrmann, Bruno Persat, Daniel Germain, Orsane Rousset.

The TUKISIK (Tukisigasuaqatigit: Understanding together) is a scientific program, ongoing since 2014, concerning human-environment interactions, reinforcing links between scientists and several communities.



Tasiapik Valley by Umiujaq (watercolour from photograph taken during a field campaign).

To strengthen the collaboration and enable for mutual learning between scientists and members of the northern communities in Nunavik, a new project of TUKISIK program has been launched, called TAKUJUQ ("he/she sees"). TAKUJUQ aims at converting scientific activity into visual arts, and thereby exploring new ways to communicate science through art. The final objective is to provide results that will stay in the communities, and to capacitate and encourage northern residents to take an active part in the scientific projects, so that outreach is accessible, not only provided in the form of scientific reports. We know reports are not inspiring, and even frustrating, while most of scientific methods and findings are often innovative and have direct implications for community development. The green houses, for instance, benefit from research on soils and energy; the turbidity research in rivers benefits the drinking water knowledge as well as the fish availability; the slope dynamic research highlights locations with potential risks for populations; the perception of Inuit territory supports land sovereignty. These projects are part of TUKISIK program.

In the TAKUJUQ project, the visual arts are not restrained to an artistic creation that remains a simple representation of the scientific

facts. The TAKUJUQ project wants to go a step further: visual arts in this project are considered as a development of new techniques, innovative thoughts and an original transfer of knowledge.

To start the project, we have initiated collaboration with a young cartoonist; Orsane Rousset is 17 years old and lives in France. She is interested in knowing more about Nunavik and Nunavimmiut. She has been drawing since a very young age and aims to become a scientific illustrator: making science attractive is essential in her work. We have discussed our research, shared ideas, and discovered the Nunavik landscapes from the photographs we have taken during previous field campaigns. On this basis, Orsane initiated several drawings where research projects are carried out, for example, George River banks of Kangiqsualujjuaq, views of Wiyâshâkimî Lake, and Tasiapik Valley near Umiujaq.

These aquarelle paintings are much more relevant than ordinary photographs taken in the field to communicate with people (researchers with community members and community members with scientists), as they involve emotional interactions rather than solely a visual show.



Wiyâshâkimî northern bank (watercolour from photograph taken during a field campaign).



George River from the beach of Kangiqsualujjuaq (watercolour from photograph taken during a field campaign).

©ORSANE ROUSSET X3



One of the automatic cameras set on a pole in Kangiqsualujjuaq to observe snow-avalanche occurrence.



An automatic camera on a pole (brown paper, black Indian ink and white pencil).

©ORSANE ROUSSET



Setting an automatic camera in Kangiqsualujjuaq to observe one of the active slopes close to the village.



Researchers setting an automatic camera on a pole (watercolour).

©ORSANE ROUSSET

Orsane also worked on one of the tools we use in Nunavik to observe slopes year-round, aiming at catching processes active on slopes close to villages, or within Tursujuq National Park. In fact, to better understand the impacts of climate change on snow-avalanche occurrence in the future, a good knowledge of their occurrence today is necessary. Those automatic cameras are facing slopes where snow avalanches have been recorded; the collected images provide essential information of the timing of snow avalanches, their runout distance, and the triggering weather conditions. These data are crucial to define the more active paths, and potentially the more dangerous ones.

Presenting such a tool through paintings and drawings is probably more pertinent than with a research report and leads to all kinds of enriching discussions on the utility of the research, the methods used for the illustrations, enabling and stimulating interactions between people.

In the TAKUJUQ project, students and pupils are involved, in France and in Canada, and we wish to involve interested pupils and schools from Nunavik. Many youth and artists radiate creativity in Nunavik. Any person living in Nunavik who is interested in joining our project is more than welcome. To enhance the visibility of science within the communities, we wish to share mixed ideas, mixed backgrounds, mixed representations, mixed ages, and mixed representations of landscape changes to improve exchanges and discussions. We would be pleased to have your involvement, Inuit artists of all ages, so we can work together. ●



An automatic camera set on the stem of a spruce in Wiyâshâkimî Lake.



An automatic camera set on the main stem of a spruce (watercolour).

©ORSANE ROUSSET



An automatic camera set on the top of the plateau above Tasiapik Valley near Umiujaq, to observe the snow-cornice formation, that triggers snow avalanches while collapsing.



An automatic camera above the valley (brown paper, black Indian ink, red ballpoint pen and white pencil).

©ORSANE ROUSSET

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# NUNAVIK PLAYERS



SHINA MAPPALUK NOVALINGA



LUCASI IYAITUK

<b>Full name:</b>	<b>Shina Mappaluk Novalinga</b>
Birthday:	June 29, 1998
Place of birth:	Puvirnituq, Quebec
Home community:	Puvirnituq, Quebec
Role model:	My mother is my role model. She has taught me everything I know. She encourages me every day to follow my passion, my dreams and to trust myself in everything I do. I wouldn't be where I am today without her. My mother is inspiring and wise.
Favourite food:	I cannot live without eating mattaq, it's delicious with Aromat and soy sauce!
Occupation:	I am a full-time student in CEGEP in Montreal studying in business management
Proudest moment:	My most proud moments are doing interviews with my mom about our Inuit culture. Educating the world about our ways of life and inspiring our youth.
Future goal:	My next goal is to go to Nunavik Sivunitsavut this fall after I graduate in business. It is important for me to learn about my roots and to educate myself about our Inuit culture. I want to have a stronger connection with my identity, it is my biggest goal!
Best advice you can offer youth:	To any youth out there, I would say, be yourself, don't let anyone take your identity away from you. You are worthy for a beautiful life just as anyone else. Keep chasing your dreams, do what makes you the happiest. We need more representation for the Indigenous community and for our youth. You are inspiring and keep having big dreams because we need you and our community needs you. You are our future.

<b>Full name:</b>	<b>Lucasi Iyaituk</b>
Birthday:	January 17, 2000
Place of birth:	Puvirnituq, Quebec
Home community:	Puvirnituq, Quebec
Role model:	My role model is late Taamusi Qumaq (late great-grandfather).
Favourite food:	My favorite food is nikku (dried meat caribou).
Occupation:	I started as a youth committee coordinator last October. Since then, many things have been going on with the children, youth, adults, and the elders such as, activities organized by the Recreation committee, Youth committee and others.
Proudest moment:	I'm very proud of the youth who are rising to speak about our own rich culture, keeping our culture alive.
Future goal:	My future goal is helping my community and learning more about leadership.
Best advice you can offer youth:	Best advice you can offer youth: Don't give up what you're doing, we're not alone. If you don't try new things you won't see another side of the world! There are so many doors to open, don't be scared to open one! RISE UP, SPEAK UP, STAND UP, GET OUT OF THE DOOR BEHIND YOU!

## MYSTERY PHOTO CONTEST

You could win \$100 if you correctly guess what this mystery photo is. Mail your answer to the address on the right, or you can email your answer to [mdewar@makivik.org](mailto:mdewar@makivik.org). The winner of this Mystery Photo Contest will be chosen on May 16, 2021.

Mystery Photo Contest  
Makivik Corporation  
P.O. Box 179  
Kuujuaq, QC  
J0M 1C0



WHAT IS THIS ?

Nunavik Governor Solomonie Alayco and Juanasie Weetaltuk with their catch of a young, bearded seal. The photo was taken in the winter of 2021 in Akulivik, from the original dock used by sealift barges before the new docks were built.

