



JUSTICE AND CORRECTIONAL SERVICES

Message from the Treasurer
DONALD NICHOLLS

We sense that there is a recognition of damage done and a commitment by the government to act. Canadians are learning more about the history of Aboriginal Peoples. By sharing the truth, we will continue to educate all people in Canada and to implement change.

Wachiya. It is a pleasure to once again present a report to the Cree Nation on the activities of the Department of Justice and Correctional Services. In 2016-2017, to answer the needs of the Cree of Eeyou Istchee, the Department of Justice and Correctional Services continued to develop our staff, programs, services and facilities. We recognize the commitment of our employees and appreciate the relationships and partnerships we have developed over the years in the community and at the regional, provincial and federal levels. We realize that our ability to deliver new services starts with a well-trained staff and with strong connections to other resources in the community.

In 2016-2017, the Department welcomed employees based in communities from across the Cree Nation. Ultimately all actions we take are with the aim of fulfilling our mission to offer better community-based services, more accessibility to justice and corrections systems, and to reinforce Cree values, ways and philosophies in our programs, services and systems.

We continue to invest in our existing facilities. This year, we have added to our conference rooms a series of photographs that represent local values, activities and significant landmarks. We have also integrated more Cree signage in local dialects throughout each facility and have added symbols to our entrances. We have also continued the use of our state-of-the-art video conferencing and media systems, notably during a two-week Superior Court Jury Trial.

In collaboration with the Cree Health Board, we completed the construction of one of the two planned regional women's shelters. We also signed a framework agreement with the Cree Health Board regarding the construction and operation of a Youth Facility, with closed custody units, which will allow us to keep our youth in the community and offer them better adapted programs.

The past year also marked important events for Aboriginal Peoples. After Aboriginal women spoke out against violence, the Government of Canada launched an independent National Inquiry into Missing and Murdered Indigenous Women and Girls in 2016. On August 3, 2016, the Government announced the Terms of Reference for the National Inquiry and the appointment of the five commissioners who will lead the Inquiry. The Commissioners officially began the National Inquiry on September 1, 2016. They are expected to submit an interim report in the fall of 2017 and a final report by the end of 2018.

On December 21, 2016, the Government of Québec established its own Commission of Inquiry on relations between Indigenous Peoples and certain public services in Quebec. Our Department is contributing by preparing a report containing recommendations as to actions that could be taken immediately and also with respect to long-term fundamental changes.

We sense that there is a recognition of damage done and a commitment by the government to act. Canadians are learning more about the history of Aboriginal Peoples. By sharing the truth, we will continue to educate all people in Canada and to implement change.

We experienced some losses this year of people we worked with, as well as family members of staff. Our deepest condolences to them. Our Department is like a family, and we feel and share in the grief and loss of loved ones.

In 2016-2017, the composition of the Cree-Quebec Judicial Advisory Committee changed. This Committee was established pursuant to Section 18 of the James Bay and Northern Quebec Agreement (1975) and the Cree-Quebec Justice Agreement (2007). This Committee is composed of representatives appointed by the Government of Quebec and the Cree Nation Government. It provides recommendations to the Quebec and Cree Nation Governments on budget allocation, research and initiatives in the area of justice and corrections. We welcome a new Chairperson, Deputy Chief of Chisasibi Daisy House, who began her two-year mandate of October 27, 2016. We welcome Irene Neeposh as a new Cree member of the Committee. The other members appointed by the Cree Nation Government are Deputy Grand Chief Rodney Mark, Kenneth Gilpin and Denis Blanchette. We also welcome back Hughes Tremblay of the Ministry of Public Security, who replaced Fabrice Gagnon. The other members appointed by the Government of Quebec are Jacques Prgent and Nathalie Ouimet (Ministry of Justice), Claude Turgeon (Ministry of Public Security), and Frederic Desrosiers (Secrétariat aux Affaires autochtones). As always, we offer our thanks to all of the members, past and newly appointed, for their dedication and meaningful contributions.

We are grateful for the continued support of the Cree leadership and the Cree Nation Government. By collaborating with and supporting leaders, youth, Elders, and other departments, we can together achieve healthier, safer and stronger communities. We truly believe that strong institutions and relationships will better serve the next generations of Eeyou Istchee.

In this report, we present a brief overview of our programs and services, of the changes that occurred over the year, and some relevant statistics. The Department continues to build new relationships, while valuing the ones that allow us, year after year, to deliver local services and programs of great value to the communities. We remain committed to both enhancing public safety and building stronger communities and families.

Meegwetch.



INCREASING EXPERTISE IN THE DEPARTMENT AND CREE COMMUNITIES

It is a priority of the Department to invest in the continued development and growth of its personnel. In 2016-2017 we continued to commit time and resources to build efficiency and expertise in the areas of justice and corrections.

Training Curriculum

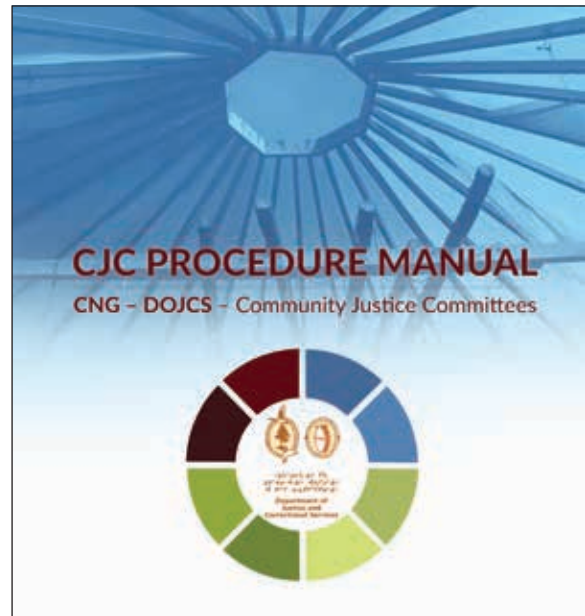
We regularly give training to our staff in mediation and conciliation skills, facilitation, community dialogue and other forms of client intervention. Our aim is to have services available locally to resolve interpersonal conflicts, employee disputes and group-based issues, but it is also to apply knowledge of underlying human identity needs when working with our clientele at the front-line level. Last year, the Department offered a number of different training sessions adapted to the role each staff member plays. For example, our staff received training in Aboriginal Suicide Prevention, Trauma Intervention, Motivational Interviewing, Records Management, Learning Disorders and Fetal Alcohol Spectrum Disorder (FASD). All of these are chosen because they allow us to build the skills needed by our staff to successfully help our clientele while taking into consideration their individual circumstances.

The Community Justice Committees are independent bodies composed of volunteers present in the Cree communities. They are pivotal in the delivery in the community of a justice system that integrates and respects Cree values and ways. Through their interventions, the Justice Committees make justice services readily accessible and relevant to Cree society. Their skill set therefore needs to be continuously evolving to improve their overall effectiveness and ability to support a system that integrates Cree values, language and understandings.

Last year, the Community Justice Committees have had a number of training sessions and a conference, sponsored through an agreement with the Department of Justice of Canada. In 2016-2017, Justice Committee members attended the Dialogue for Life - Suicide Prevention Conference in November and a special training session on Court Procedures in Val-d'Or in February.

Also, in January 2017, forty-two (42) Community Justice Committee members coming from all nine communities took part in the Justice Symposium organized by the Department. This three-day long session helped to create a common understanding of the role of the CJC's, sharing knowledge, clarifying some concepts and offering coaching in the administration of justice throughout Eeyou Istchee. Robert Auclair, the Director of Youth Protection in Eeyou Istchee, was invited to explain Youth Protection procedures. To support the CJC's, the Department introduced the new Community Justice Committee Procedure Manual, which includes standardized templates and request forms.

New members of the Justice Committee from Oujé-Bougoumou, Eastmain and Wemindji also benefited from a 5-day training session facilitated by the Department of Law and Legal Studies of Carleton University. Held in Val-d'Or, the session was designed to prepare them for



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their new roles and for conducting Alternative Measures such as sentencing and healing circles.

CICR and Conflict Resolution Coaching

For the past six years, we have trained and certified the majority of our staff members with the Canadian Institute for Conflict Resolution (CICR) training program. We are convinced that not all conflicts need to go through the legal system. We are proud to say that 2016-2017 saw the sixth class of CICR graduates. It was one of our largest classes and it included partner Cree organizations and Elders.

The Department has also started a second advanced group as part of the project introduced last year to establish conflict resolution services in the communities. Participants, including staff and Community Justice Committees, received advanced training and practical experience in order to build conflict resolution competency and self-confidence. The effectiveness of this program is evidenced by the requests of front line workers and organizations for our services in the areas of mediation and conflict resolution. Over the years, the program has progressed well, and more partners from the Cree Health Board, Elders, Cree local governments, etc. are being trained.

As the Cree Nation Government owns the Cree version of the CICR Program, the content, which brings a truly holistic approach to assisting clients, is well adapted to Cree realities and values. We are also proud to have Cree co-trainers in the program, and that we can offer sessions in Cree. We are committed to developing our staff and intend to offer this transformative training for years to come in Eeyou Istchee.

It is clear for the Department that through these services, we can bring a truly holistic approach to assisting clients.



Charlie Appelstein's well sought after workshop

“No Such Thing as a Bad Kid!”

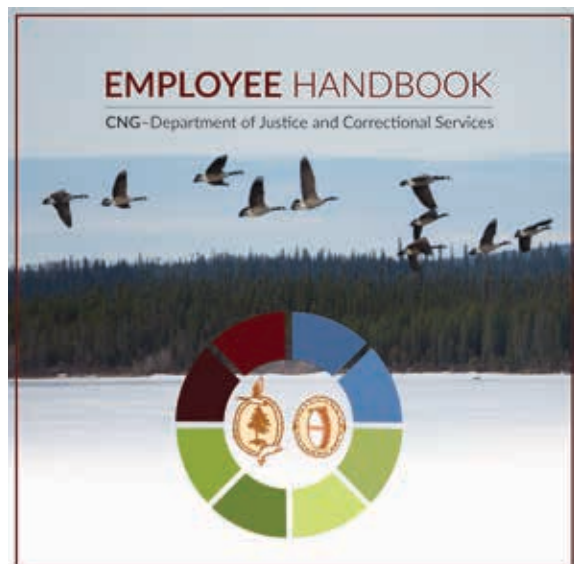
Prevention Program Officers and Primary Youth Workers also participated in two of Charlie Appelstein’s “No Such Thing as a Bad Kid!” workshops in the past year. The Department invited other frontline workers from Cree Health Board, Cree School Board and Cree local governments to be a part of these workshops. Mr. Appelstein is a well-known expert who focuses on intervention based on strength-building rather than flaw-fixing. His training begins with the belief that every individual has or can develop strengths and utilize past successes to mitigate problem behavior and enhance functioning. These teachings are particularly relevant for our staff, as we strive to better understand and respond to troubled children and youth and to act early to prevent youth from offending or re-offending. It is all about finding someone to believe in a youth who normally does not have people in their lives that have faith in them.

Record Suspension training

Again, this year, the Corrections staff participated in a training session on the Record Suspension Program. This program allows our employees to work with those who are eligible for getting their criminal record suspended in order to seek employment opportunities in the communities and territory. In each community, we now have more resources, and also a Community Reintegration Officer who can guide individuals through the process. The program is for people who have taken responsibility for their actions, and are ready to move on in their lives.

Employee Handbook

Year after year, the Department aspires to offer to its employees a well-structured and enjoyable work environment. This year, the Department developed an Employee Handbook. It serves as an orientation guide for employees, ensuring that they have at their disposal information about their own job and about the vision and structure of the Department. Assembling all this information into one document allows them to perform better in their jobs and to collaborate even more effectively with each other in their efforts to offer excellent services to the Cree of Eeyou Istchee.



MAKING JUSTICE READILY AVAILABLE AND ACCESSIBLE

Since its creation in 2008, the Department aspires to make justice relevant in the daily life of the community. To do so, we invest time and energy explaining what we do, educating community members regarding the justice system, and building infrastructures that reflect Cree values and ways of life. We strive to offer the most appropriate services for our Eeyou Istchee clientele.

Glossary of legal terms in Eeyou Eenou language: the presence of the Cree language

The Cree Nation Government and the Department pursue a vision of a justice system with Cree lawyers serving Cree clients in Cree courts in the future. Today, we work towards implementing the provisions of the James Bay and Northern Quebec Agreement, and providing that the current system incorporates Cree values, ways and usages, along with providing these in the Cree language.

Five years ago, the Department decided to develop a glossary of legal terms to 1) increase the understanding of people who come into contact with the courts, corrections and rehabilitation programs; and, 2) improve the ability of our services and those of governments to deliver clear and correct Cree translations in all processes of the justice and corrections systems.

A working group of language specialists in the three Cree dialects, a Cree coordinator and a former Crown attorney working on the French and English legal translations, has met frequently to develop this tool. This year and to date, the Glossary of Legal Terms in Eeyou Eenou Language comprises 677 words, in 3 Cree dialects, French and English, as well as their definition. In its final version, the document will be available in print and in electronic form. It will remain a tool in constant development, since laws, processes and definitions may change over time. This glossary of legal terms will be available shortly to anyone working within justice and corrections and rehabilitation programs, such as translators, partners and others. It will constitute a part of fair justice proceedings, corrections processes and youth protection cases, and make a difference in courts for Cree participants.

Unfortunately, Charlotte Brian MacLeod, the specialist in the Southern Cree dialect who was part of the working group, passed away this year. Her dedication to Cree

language preservation made her an invaluable part of the development of this project. She will be greatly missed.

Legal Information Training/Workshops

This year the Department, in accordance with its mandate to inform the Cree public and raise awareness in areas of law and justice, started touring the Cree communities to deliver Legal Information workshops in a variety of topics. The Department began with training staff, including receptionists, justice coordinators, and justice committee members. It provided a 4-day training program to clarify the difference between legal information and legal advice, and to prepare them to answer questions regarding the legal system and the mediation process to the general public.

The Department conducted surveys to find out areas of law that the communities would like more information on. Then, we started to develop presentations of legal information to the Cree communities. Some of the topics covered were an overview of the criminal justice system, family law, civil law, Elder abuse law, and youth. These were coordinated and promoted locally with staff. In principle, legal information is something that the Department can deliver to the general public, whereas, legal advice should only be delivered by members of the Bar of Quebec. As the legal professions is a regulated profession, advice on laws and legal situations are strictly reserved for members of the profession, e.g. lawyers, crown attorneys. Legal information is for citizens to know what the laws are and where to find information on processes and legal institutions to better make decisions. As it remains a priority to make justice always more accessible and understood, these sessions will continue to be offered to staff and to members of the Cree communities.

Website

A redesigned and updated website was launched this year. It now showcases even more images of Eeyou Istchee in order to truly reflect our culture and our land. These are the strengths upon which our society and communities were built.

It was translated into Cree in 2016-2017, and it now offers at your fingertips, in three languages, a wealth of information about the legal and corrections systems, about the services available to the Eeyou Istchee Crees, and the Cree Nation Government Department of Justice and Correctional Services mandate, funds, locations and resources.



Department of Justice and Correctional Services Homepage Web Site



Raising awareness about the Community Justice Committees

For the Community Justice Committee to be in a position to offer a wide range of interventions that are in accordance with the community's values, beliefs and traditions, its role must be well understood by the community and by all professionals involved in the justice system.

Last year, awareness tools were developed and distributed by the various communities to share their purpose and mission as well as the services they offer to handle lesser offences locally by community members, and for facilitating social peace, harmony and healing for individuals, families and the community. We are only limited by our constrictions as to the impacts we can make in the lives of those around us. So, we seek individuals who represent good values locally and have a passion to make a difference in their communities.

FACILITIES AND SERVICES: ROOTED IN OUR COMMUNITIES

Each year, the Department works on Justice facilities to meet the ever-growing needs and uses. During the routine maintenance of the buildings, we discovered the need to replace some of the deteriorating front facades and the roofs. This work was designed and Department of Capital Works went to tender to have these needed repairs done in the upcoming summer. Further, in order to provide more private and efficient spaces for lawyers to meet clients during court dates, the Department brought a series of Framery booths for the front lobbies of each Justice Facility. The booths were installed during the summer.

Women's shelters

In 2013, the Department worked with some experts on the Report on Conjugal Violence in Eeyou Istchee to gather data and insight on conjugal violence and its impact on women in Eeyou Istchee. The report contained a recommendation for the construction of one coastal and one inland shelter with 18-beds each for women and their children experiencing conjugal and related violence, as an alternative to continuing to send them to shelters in the south where their needs were not always being met. It was felt that we as a Nation could provide better services for our people.

Since then, building Women's Shelters and offering related services has been a priority for the Cree Nation Government. With the approved 20-year lease agreement between the Cree Nation Government and the Cree Health Board regarding the operation of the Women's Shelters in Eeyou Istchee, 2016-2017 was a busy construction year.



The Modernity and tradition in the logo

The construction of the Waswanipi Women's Shelter was completed in early 2017. The furniture arrived in February and inspection of the building took place in the spring. A logo was chosen for the new facility with a traditional story given around care and respect that will hallmark the services there. The Cree Nation Govern-



Booth for the lawyers and their clients



The Women's Shelter in Waswanipi is completed



Piling to ensure the durability of the Women's Shelter in Waskaganish

ment and Cree Health Board plan for a grand opening of the Women's Shelter in Waswanipi in 2017.

The Department will collaborate with the Cree Health Board and the Cree Women of Eeyou Istchee Association to offer at the shelters the programs which best meet the needs of our Cree women and children. An important and positive synergy has developed with the host communities as they are committed to welcoming the women and children.

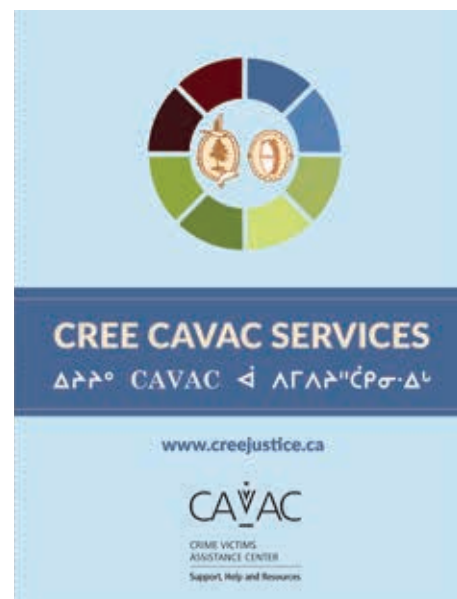
The construction of the Women's Shelter in Waskaganish was delayed based on the recommendation of the Cree Nation Government Department of Capital Works following a slow start on the stability of the lot with the addition of piles. As this took longer than expected, the site was closed for winter months and construction resumed in the spring of 2017. The facility will benefit from the lessons learned in the construction of the first regional women's shelter in Waswanipi, and the required modifications will be incorporated. The Waskaganish Women's Shelter should be completed in early winter of 2018. As with all facilities, the quality and safety of the building were paramount over timelines.

CAVAC: a third location in action to support Victims and Witnesses of Crime

The mission of Cree CAVAC (Crime Victims Assistance Centers) Officers is to address the needs and concerns of victims and witnesses of crime in Eeyou Istchee. Until the Quebec Government launched the CAVAC program in 1988, victims and witnesses of crime were not receiving sufficient support within the justice system.

Over the past year, a number of new files have been opened to provide support, information and liaison with

other services for Cree victims and witnesses of criminal acts. As planned, there are now three CAVAC offices located in three Cree communities to provide additional support services in Eeyou Istchee. The new CAVAC officer travels to Eastmain, Waskaganish, and Nemaska with the courts and when requested by clients. In 2016-2017, the Cree CAVAC provided services to more than 217 individual victims of violence or their relatives.



The CAVAC's new presentation folder

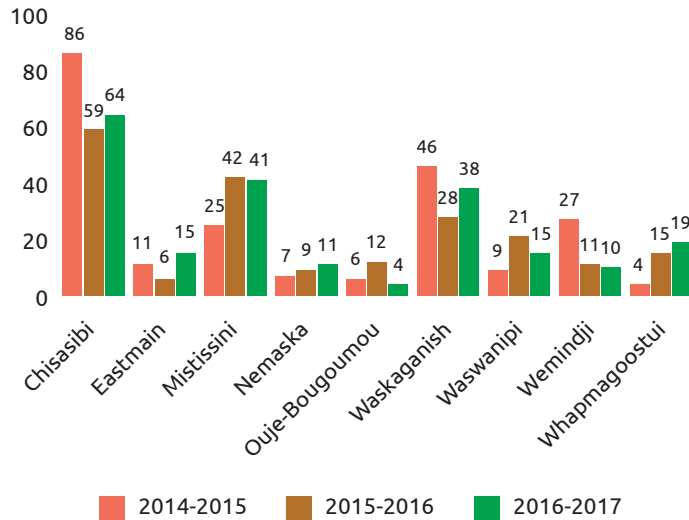
In order to strengthen and anchor these services in Eeyou Istchee and to create alignment with the Department, the presentation folder of the CAVAC was created to provide the public with relevant information on the services and office locations in the Cree language and in English. Further, information on the Department's website was also updated and can be found in Cree, English and French.

Building a Youth Facility

In 2016-2017, great progress has been made on the project to build a Youth Facility, including closed custody units, within the Cree Nation, in Mistissini. A framework agreement was signed by the Cree Nation Government and the Cree Health Board, and the clinical plan, together with the draft of the lease agreement and proposed design were presented to the Ministry of Health and Social Services of Québec (MSSSQ). The Ministry in turn offered comments and provided input on the documents to further strengthen the project. These suggestions were integrated in the plans of the Youth Facility, and the Cree Nation Government Department of Capital Works put out a call for tender for its construction. The Cree Nation Government expects to break ground in the summer of 2017, and complete the construction of the Youth Facility in 2019.

The goal of the Department and Cree Health Board is to develop the capacity to keep Cree young offenders and youth at risk closer to home. By building the Youth Facility in Eeyou Istchee, it becomes easier to develop and use culturally appropriate programs, such as land based programs to help with the prevention or the rehabilitation of the offenders while allowing for the families and communities to remain involved in the healing process. Further, the facility can be staffed by Cree and programming can be offered in the Cree language. In the year to come, work will continue with partners to make this project a reality.

CAVAC - Support to Cree victims and witnesses of crime (by Community)



Architect's representation of the youth detention facility

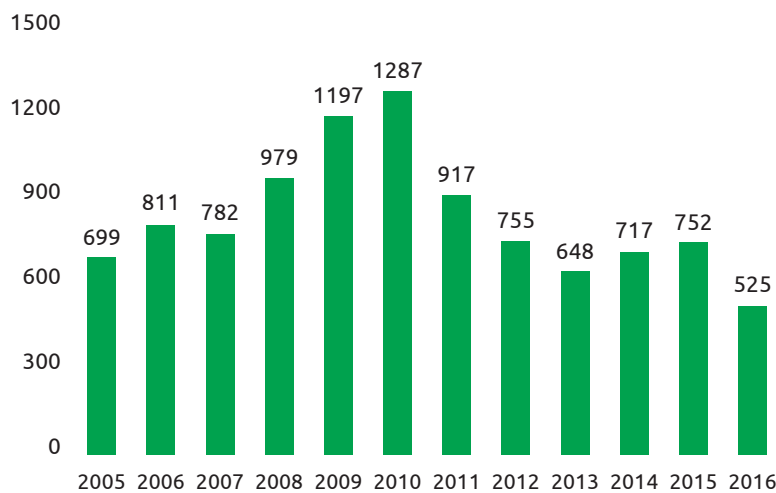
COURTS AND COMMUNITY JUSTICE

Court Statistics

The Justice Facilities built and operated by the Cree Nation Government receive itinerant court services within the Abitibi judicial district of Quebec. In Cree communities, the Court of Quebec sits as the itinerant court and can hear cases involving the Criminal and Penal Division, Civil Division, Youth Division and Small Claims. The Superior Court of Quebec can also sit and hear cases in the Cree communities. A special session of the Court of Quebec, presided by a justice of the peace, can be held in the Cree communities to hear cases involving community By-Laws.

The court calendar for the 2016-2017 year in Eeyou Istchee was busy, with there being from the Courts of Quebec 525 criminal cases, 217 cases involving federal statutory offences, 263 cases involving provincial statutory offences, 68 young offender cases, and 303 cases involving Cree community laws being heard. This does not include a Superior Court criminal jury trial and any civil law cases heard in the 9 communities. The Department was also requested to host a hearing of the federal court that may take place in the new judicial year. While the numbers seem high, the criminal court cases are actually decreasing, along with the infractions of local Cree government by-laws. We have provided statistics for your review and information.

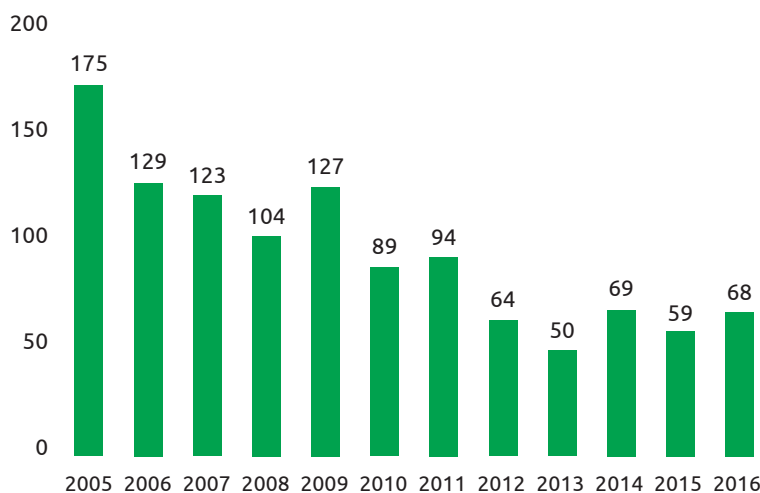
Evolution of the Number of Criminal Offence Cases



Criminal Offences include offences under the Criminal Code and the Controlled Drugs and Substances Act, such as:

- Assault (including domestic violence)
- Driving while impaired
- Breach of conditions (probation, release)
- Threat
- Possession of a controlled substance (drugs)

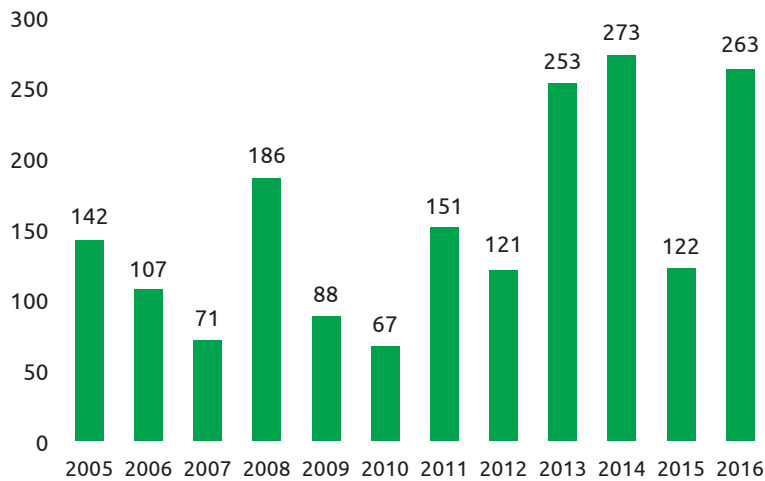
Evolution of the Number of Young Offenders Cases



Young Offenders offences include legal proceedings instituted under the Youth Criminal Justice Act (YCJA). The YCJA governs Canada's youth justice system.

- Applies to youth between 12-18 years old who are alleged to have committed criminal offences under the Criminal Code

Evolution of the Number of Statutory Offence Cases (Provincial)

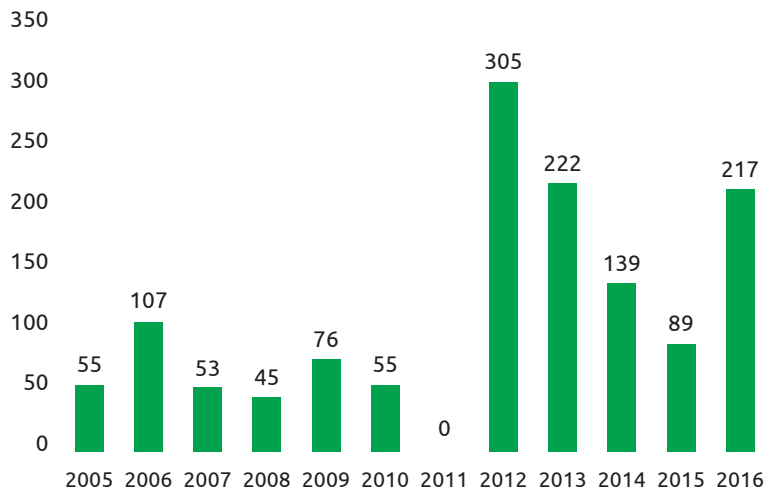


Statutory Offences (Québec) include files opened for offences under Québec statutory laws and regulations, such as:

- *Highway Safety Code*
- *Laws and regulations regarding fishing (provincial aspects, e.g. fishing license, period, catch) Also includes offences under Regional Municipal by-laws*
- *By-law No. 148 concerning Safety, Peace and Order (e.g., use of firearms across or towards a road)*
- *Bylaw No.149 concerning Nuisances (e.g., eviscerating and leaving animal carcasses on the road or on a snowmobile trail)*

Offences mostly committed by non-Cree

Evolution of the Number of Statutory Offence Cases (Federal)

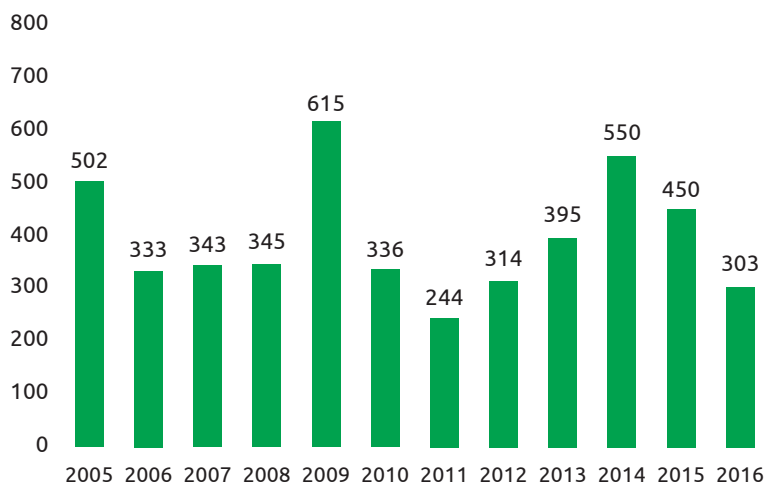


Statutory Offences (Federal) include the files opened for offences under federal statutory laws, other than Criminal Code, such as:

- *Fisheries Act (federal aspects, e.g. method of fishing)*

Offences mostly committed by non-Cree

Evolution of the Number of Community By-Law Offence Cases



Community By-Law Offences include files opened for offences such as:

- *Nuisance*
- *Highway Safety Code*
- *Alcohol By-Laws*
- *Curfew*

Videoconferencing

Videoconferencing technology was an important investment for the Department, both in terms of budget and time. Although all sites have been connected for a few years already, we are happy to report that eight out of the nine communities are now connected to the secure network named Réseau intégré de télécommunications multimedia, known as the RITM. Its fiber optic connection allows for faster and more secure communication. This growth is in conjunction with the expansion of the Eeyou Communications Network, as it provides sufficient bandwidths to allow for high quality connections.

Allowing for a trial or testimony to take place locally reduces stress for youth and their families, as well as minimizing overall costs of the procedure. In Youth Protection alone, there were more than 62 videoconferences, involving 112 children, in the 9 justice facilities in the past year.

The Department had the occasion to test the RITM during a two-week Superior Court Jury Trial which took place in Mistissini. Videoconferencing allowed the families and community from Waskaganish and Chisasibi to attend from a distance. It was the first trial using technology to link multiple sites at once, and the Superior Court was able to take full advantage of the other technology in the courtroom throughout the trial. Furthermore, on a different occasion, the Crown Counsel of Williams Lake, BC, who also used the system, gave her verdict: "...the video link worked very well (...). Also, you have a very beautiful courthouse!"

Keeping in mind that we wish to maximize the use of our resources and are always cost conscious, we have also been using videoconferencing to bring together staff without travel, for meetings and workshops. We can connect, share and learn from multiple locations throughout Eeyou Istchee and still be home with family for dinner. We encourage partners in the community to take advantage of this technology too, so Cree organizations are often booking meetings, interviews and other events with our systems. The courts have asked us to also look at providing more legal services from members of the Bar of Quebec through the video conferencing system. To this end, we are engaging in a research project with a university in Quebec on how to best improve the services through video conferencing we provide to the courts and for the many other uses we envision for these systems. The Department produced simple and easy to follow operation guides for these systems to help staff and partners use videoconferencing more easily.

Rules governing itinerant courts

In 2016-2017, the Department conducted a review with the Cree communities and other stakeholders of the proposed changes to the rules governing the operation of itinerant courts in the Cree Nation. These were initiated by the Court of Quebec, but these must be in compliance with the provisions of the James Bay and Northern Quebec Agreement that specifically provides for Cree input on the operations of courts and special measures to integrate Cree values, ways and usages. Some proposed changes to the rules include the use of technology, operating hours, and translation into Cree of proceedings and decisions.

In fact, in relation to translation, the Department participated in a news special program on the use of Aboriginal languages in courts in Quebec. At present, there are Cree translators working in the three court circuits serving the Cree Nation. However, other First Nations are finding it difficult to get qualified translators to provide necessary services to their populations and ensure the processes are clearly understood. While at present the Cree Nation has sufficient translators, this is something we would want to ensure in the future as well to continue this service within the communities. This explains why the Department has been working on a glossary of legal terms for words used in courts, youth protection, and related services. This will ensure the existence of a guide for present and future translation services.

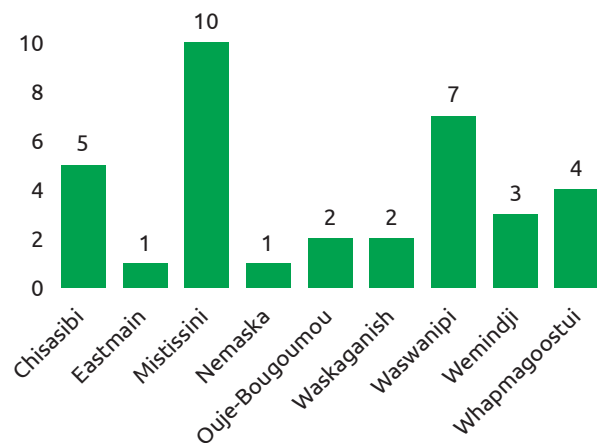
Gladue reports

Gladue reporting follows Criminal Code amendments, as well as a subsequent Supreme Court of Canada decision in 1999 requiring judges to look at the social, cultural and historical background of an Aboriginal offender before handing down a sentence. With recognition of the over-representation of Aboriginal peoples in the federal and provincial correctional systems, the intention is to provide the judges with more information in order to be better equipped to determine an appropriate sentence for an offender and look at alternatives to incarceration when appropriate.

The production of a Gladue report requires extensive work. It requires input from many different sources to determine what is best for the offender while respecting the best interest of the public, amongst other things. The Department is recognized for the quality of the Gladue reports it prepares.

Throughout the year, the Department produced 35 Gladue reports for individuals accused of offences facing possible time in detention. As there was a sufficient number of Department personnel qualified to produce these reports, no Gladue training was offered for the Department's staff in 2016-2017. These reports provide more knowledge for those working with offenders throughout the system. Department staff also help prepare Correctional Release Plans for Cree exiting detention facilities to best prepare them for reintegration back into the communities.

Gladue Report Produced (2016-2017)





Court Files Rooms

This year, Justice Facilities were expanded in Mistissini and Chisasibi to enable for the safe storage of court records on Cree territory. As required by the Ministry of Justice directives, the filing cabinets are waterproof, fireproof, lockable and placed in a restricted area so that only designated and duly authorized people can consult clientele files. This improvement constitutes one more step towards fuller implementation of certain provisions of the James Bay and Northern Quebec Agreement and subsequent agreements related to the administration of justice. It further builds capacity and resources that can be located in the Cree communities as a foundation to a Cree justice system.

COMMUNITY ENGAGEMENT

Within the Communities

The Department continues to hire locally. Many of our staff members are part of their community and have strong ties. It may mean some extra training costs but in their interventions and work, they know of and take into account the challenges faced. This profound understanding of the context and nuances allows the Department to offer the best adapted services. Our local staff members have an idea of the trends and issues concerning various types of offences and activities locally, which can guide us in offering some additional support.

Furthermore, the Community Justice Committee exists to improve judicial outcomes and safety for all people in the community. It assists in the administration of justice at the community level, and in restoration, when affected members reconcile or right the wrong.

In 2016-2017, Community Justice Committees met with more than 129 individuals through various types of referrals, including from the Court or the Crown, to decide on the most appropriate course of action in restorative justice. Offences are the less serious offences, and through agreements and a funding arrangement, a local Community Justice Committee takes over a case so that it can be handled within the community. This reduces the over-representation of Aboriginal Peoples in detention, reduces the types of cases that would have to go to courts, and gives the local community a voice in how justice is done locally. Members of the Community Justice Committees are trained to handle cases for adults and youth. They can require an individual to complete number of actions to dispense with their case. These types of sanctions could include retributive, restorative, and conciliatory actions.

The Community Justice Committees help youth and adult offenders take responsibility for their actions and repair harm, and are active in the prevention of crime and victimization. As well, a Community Justice Committee member manages files so that cases can be diverted by the Crown Attorney to the committee rather than going through the court system.

Cree Justice Funds

Through the Cree-Quebec Justice Agreement (2007), Québec provides funding to the Cree Nation Government to facilitate and improve the administration of justice for the Cree and for initiatives related to the justice system, pursuant to Section 18 of the JBNQA. The Department in 2014-2015 consequently set up four funds to help community members implement initiatives aimed at creating safer and more engaged communities across Eeyou Istchee.

Each fund has a specific objective:

- The Crime Prevention Fund aims to prevent and combat crime and support the creation of safer communities.
- The Youth Engagement Fund aims to empower the Cree youth while promoting general welfare.
- The Corrections Fund is established to support rehabilitation and reintegration of Cree offenders.
- The Land Based Camps Fund seeks to build land-based camps to support justice-related activities and rehabilitation of Cree offenders.



Crime Prevention Fund



Corrections Fund



Youth Engagement Fund



Land Based Camps Fund



Application process for the Funds

To assist with the review of applications for the four new justice funds, the Cree-Quebec Judicial Advisory Committee (JAC) has created a sub-committee for each of the Funds. The sub-committees review the project proposals and make recommendations about which proposals should be approved and for which amounts. These recommendations are then presented to the Cree Nation Government for final approval.

In 2016-2017, 51 applicants submitted projects, and 33 projects were accepted including 11 projects under the Crime Prevention Fund, 6 projects under the Correction Fund and 16 projects under the Youth Engagement Fund. The Department sees in these applications the willingness of the Cree applicants and organizations to get involved in prevention, engagement, intervention, rehabilitation and reintegration. As incidents have an impact on many parts of a community, it is important that partnerships form a collaborative approach in prevention or reintegration. As we are partners in our education and health care systems, so are we partners in the safety and welfare of our communities.

All selected initiatives also have an additional requirement to be consistent with the policy of reflecting Cree values and in tune with Cree ways of life and culture. The Corrections Fund, for example, has run successful programs on training and reintegrating offenders into a local economy. However, the extra elements of having Elders speak with the offenders, and of some workshops on traditional activities related to fishing or hunting added an element that helped engage the youth in their culture and identity. It was also about teaching alternative healthy activities young adults can engage in when not at work. It is about reconnecting, valuing and listening. And in the process of the training and reintegration, some of the projects were specifically designed to give back to the community where harm might have occurred.

As for the Crime Prevention Fund, it has allowed for summer camps and even some well-organized winter excursions with high risk youth. The excursions take youth

onto the land for a number of weeks, with counselors, Elders and mentors, to teach traditional activities and counsel them on the direction their lives may be going in. The land is a great teacher as it teaches responsibility. It shows you that if you do not collect wood for a fire, it will be a cold night. There are consequences for your actions or inactions. It teaches you to take care of yourself and others. That there is value in what you contribute to those around you. It can be a place without distractions, where you are valued for what you do then and not your past, and there is also a different pace of life. Another project last year was in collaboration with Youth Healing Services where families went onto the land for six weeks with a youth in the open custody facility. It allowed families from the communities to reconnect, and to build positive experiences and relationships. It was on the land with Elders, counselors and guides.

This year, submissions by local youth councils and the Cree Nation Youth Council for the Youth Engagement Fund were numerous, and 16 projects were accepted. These projects in some cases featured the pairing of youth with Elders in activities to create occasions for both groups to meet and for the Elders to transmit Cree values, culture and way of life. The projects included canoe brigades, camps, workshops and special artistic projects. The key again was to address an issue to reduce high risk activities, raise awareness on issues, and to integrate Cree culture and values into it. The difference being that the project design and applications come from the Cree youth themselves. It is about empowering youth to address issues impacting them within the communities.

The Department remains dedicated to the importance of these Funds. They serve a need, helping community members, as well as regional entities, to initiate projects and build partnerships aimed at the prevention of crime, rehabilitation, awareness, and reintegration with a connection to Cree land, values, and traditions. We encourage more people to apply, and you can learn more about the Funds at www.creejusticefunds.ca.



Programs and Services in detention facilities

In 2016-2017, corrections liaison officers, corrections release support workers, community reintegration officers, and accredited Elders and counselors visited Cree individuals in provincial and federal detention facilities or halfway houses on a regular basis. Counsellors and a Cree psychologist also make regular visits to Cree individuals in detention to offer support and guidance, and to do an assessment of needs. In 2016-2017, our psychologist made 35 visits to detainees in federal penitentiaries administered by Corrections Services Canada, 22 visits in provincial detention centers administered by the Ministère de la Sécurité publique, and did a number of follow-up sessions with individuals in their communities.

The traditional food program, which consists in bringing traditional food in the detention facilities as a part of rehabilitation and engagement, is still active. This program follows a traditional teaching that the land can heal. It reminds our clients that they still belong to a Nation, a community and family. Since we cannot bring them to the land, we bring the land to them. This program helps detainees connect back with their values, teachings and traditions and reminds them of what is important, and what could be done with better choices.

In order to ensure a thorough healing process and future reinsertion in the Eeyou Istchee community, workshops on addiction and violence continue to be offered to Cree inmates. Last year again, portions of In Search of Your Warrior (for men) and the Spirit of Your Warrior (for women) were offered. The Cree corrections staff also work on correctional release plans for individuals who are leaving detention, and accompany them on any hearings during their stay. We further provide translation when needed at these hearings. The staff will help families when they would like to know how to visit the institutions, check on the welfare of a loved one, or when there is important news that needs to be conveyed. We do a number of intakes to collect information, and use this to assess the needs when it comes to programming either in the facilities or when leaving detention facilities. We will often prepare plans when integrating individuals to transitional programs before returning to their communities.

PREVENTION FOR A BETTER FUTURE

A key mandate of the Department of Justice and Correctional Services is to ensure safe and healthy communities through the prevention of crime and victimization. The Department therefore spends time putting in place programs to work with children and youth who are tomorrow's citizens.

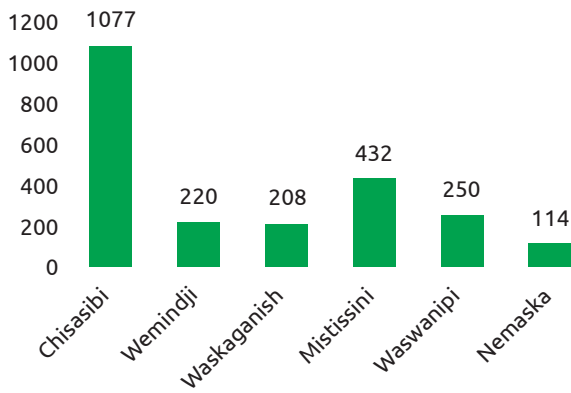
SNAP® (Stop Now and Plan)

STOP NOW AND PLAN (SNAP®), the evidence-based, cognitive-behavioral program developed by the Child Development Institute in Toronto, helps children regulate angry feelings by getting them to stop, think about the consequences of their behavior, and plan positive alternatives before they act impulsively. The program teaches life skills that everyone could use in coping when confronted with difficult or frustrating situations.

The Pitimaa Maamituneyiht SNAP® Program began as a three-year pilot project and was the first SNAP® in the world to be offered in remote locations. Pitimaa Maamituneyiht or think before you act has proven to significantly lessen the amount of suspensions and expulsions by training children to deal with conflict in a healthy manner, rather than acting on impulse. When children cannot cope with their anger and anxiety effectively, their ability to learn new skills and absorb knowledge is inhibited. Thus, SNAP® can also help children to learn more effectively in the classroom.



SNAP - Number of Students who benefited from the program



This program continues to draw interest. The number of followers on its Facebook page has increased from 700 in 2015-2016 to 744 in 2016-2017. Last year, 2301 Cree children and youth in 138 classrooms participated in these programs. In some of the communities, SNAP Programs did not run in the last year, so efforts were made to put in place workshops and other activities to engage the local children and youth.

While each community has a primary worker and an assistant in the program, it requires certification by the Child Development Institute for the delivery of a program in a school. Beyond the school based programs, the Prevention Officers worked one-on-one with individual cases when referred as well throughout the year. Further, the counselors for the summer literacy camps are given workshops by staff on SNAP techniques and lessons to further re-inforce these with the youth who have been in the Program. Teachers are also given workshops and awareness sessions.

An Alternative to School Suspensions

The Cree Alternative Suspension Program – based on one that was developed by the YMCAs of Quebec – was successfully offered in Chisasibi, Mistissini and Waskaganish to address the high number of suspensions in Cree schools in Eeyou Istchee. Adapted to Cree values and way of life, it aims to work with children while on suspension, instead of simply sending them home. Dur-



ing the suspension period, the youth completes school-work in the morning to keep up with the class, and focuses in the afternoon on the development of life skills and awareness of key issues. The parents and school are kept informed to ensure a smooth transition back in school.

In 2016-2017, nearly 100 youth, mostly from the secondary schools, benefited from the program. Two of the Cree sites had the highest number of intakes, this means they had the opportunity to work closely with youth to get them re-engaged back into education. A site must be able to sustain a full-time employee; therefore, each year we review the suspension statistics with the Cree School Board and YMCA to determine if other communities would have enough activity to justify another site. In the absence of these, we have looked at providing Alternative to School Suspension training to the SNAP assistant in the program. It may allow us to offer a portion of the Program.

Mindfulness Martial Arts Program

In 2016-2017, the Department inaugurated a pilot project of the Mindfulness Martial Arts Program (MMA) to help children with learning challenges, ADHD, or behavioural issues such as self-control, with whom other approaches may not be successful. In this project, eight youth were taught mindfulness meditation and breathing exercises to encourage discipline and behaviour modification in order to improve their self-awareness and ability to face challenges. The program helps bring focus of goals to youth, and health-wise Toronto Sick Kids Hospital started a pilot project this year to reduce diabetes in youth.

The project engages youth with attention or learning disabilities with mediation and martial arts component. However, it has a key cognitive therapy component to help with behaviour. The program was a learning lesson this year. It was difficult to find staff to pilot both the martial arts and the cognitive part of the program. The program in Ontario took years to develop and is now a credited part of their curriculum. So, the pilot project last year in a Cree school would need to be evaluated by the Cree School Board and the Department, but attendance was an issue at times.

Camps and We Day

Last year, the Department collaborated with external partners to provide Cree children with the opportunity to attend children's camps. The camps work with children to develop values, character and life and social skills, as well as to address issues such as bullying, resilience, resistance to peer pressure, and positive role modeling.

Take Action Camp

In July 2016, the Department sponsored a number of youth from the Cree communities to participate in three Take Action Camps, run by Me to We and Free the Children, in Peterborough, Ontario. The campers are encouraged to explore local and global issues. It is not your typical camp, although it does have activities like campfires, spontaneous dance parties, outdoor games, and crafts, but it is about engaging youth to make a difference on important issues in their communities and the world in general. It encourages them to take action now to make

impacts on others' lives. So, for instance, one day of camp is helping at a food bank. It is about also discussing issues such as poverty, cultural difference, education, environment, and teaches leadership skills on how to bring awareness to your peers and your community.

We Day

The National WE Day, which took place on November 9, 2016 at the Canadian Tire Center in Ottawa, was attended by 36 Cree youth from all of our communities, along with 13 accompanying adults. Over 16,000 students and educators gathered in this event, which celebrates youth making a difference in their local and global communities. The day was officially opened with a welcoming ceremony by an "Algonquin Grandmother". She moved the audience by highlighting the importance of healing the divide between indigenous Peoples and Canadians. Prime Minister Justin Trudeau also attended the event.

As a prelude to WE Day Ottawa, one of our Cree teens received the Governor General's award for volunteerism during a ceremony on November 8th. Kevin Rabbitskin, a 14-year-old from Mistissini, won the award with nine other impressive young people involved in the ME to WE organization and who are active in their communities. According to Annie Ethier, director of Free the Children Montreal and Ottawa, it is the first time the award has been awarded to an Indigenous youth in the region. Kevin Rabbitskin displayed exemplary leadership skills in bringing people together around Cree culture both at camp and in Mistissini. "We are proud that

the Governor General of Canada has recognized a Cree youth with this prestigious award for people who make a difference in their communities and their nation," said the Department Director Donald Nicholls. "We hope that more youth will become involved in activities that improve the lives of people around them, and in the world community as well."

In February, 12 Cree youth from the regional Healing services facility attended the Montreal WE Day, which took place at the St. Denis Theatre in Montréal which gathered 2,000 youths. It is an opportunity for these youths to be inspired as well by many other youth across the province in wanting to make a positive difference.

Challenge Days

The Department sponsored a number of Challenge Days in the schools throughout the Cree communities last year. We had offered this in the past, with incredible results, so we were able to organize a multi-community tour of the program. In this holistic experiential program, youth and adult participants are guided through a series of powerful, high-energy experimental learning processes. The overall goals of the program are to increase personal power and self-esteem, to shift dangerous peer pressure to positive peer support, and to eliminate the acceptability of teasing, violence and all forms of oppression.

The Challenge Day Program is designed to unite the members of the school or community and to empower them to carry the themes of the program back to the school population. It aims also to address the issues of violence, teasing, social oppression, racism, harassment, conflict management, suicide, peer pressure, alcohol and drugs. The Department receives positive feedback from teachers and students each time we run the program, and it helps identify youth that may be at risk of harming themselves or others.

Hear Listen and Understand Conference

The Department organized a conference from March 28 to 30 for frontline workers who work with youth throughout the Cree Nation to learn, network and re-boot. There are always requests for people to attend conferences in their field of work to hear specific speakers. So, we thought we could instead bring incredible keynote speakers to Eeyou Istchee so more people could benefit from their experience, expertise and innovative approaches for dealing with at-risk youth.

Social workers, community justice employees, youth protection workers, and educators all gathered at the Hear, Listen, Understand Conference. They listened to Charlie Applestein, Leah Parsons, Michael Neuts, Rick Shaw, Dr. Victoria Creighton, Dr. Michael Ungar, Shaun Loney, Nicole Charron and Grand Chief Dr. Matthew Coon Come, who all offered thought-provoking and inspirational presentations. The speakers gave participants practical information, professional collaboration and a unique understanding of the complexities of youth intervention and social work in difficult environments. Nicole Charron from the Canadian Institute of Conflict Resolution ended the conference by lessons and exercises in Self Care for frontline workers. It was

Kevin Rabbitskin receiving the Governor General's award (Credit: Patrick Doyle, Canadian Press)





Donald Nicholls, the DOJCS Director, with Hear, Listen and Understand speakers: Leah Parsons, Michael Neuts, Dr. Victoria Creighton, Rick Shaw, Dr. Michael Ungar, Ashley Iserhoff (Conference Chair)

about being healthy enough yourself to give an effective source of support for others.

“The conference provided an opportunity for front-line workers to enhance their skills and to hear from experts in their field,” says Department Director Donald Nicholls. He added: “People from the school board, health board, local public health organizations and the Justice department were working together in one room and were able to connect with each another.”

The Department then took things a step further, broadcasting the conference through an online livestream and hosting the video broadcast on the Grand Council website so that even more participants could benefit from the event. The Department produced as well an HD recording of the conference so people who missed it could simply go to the Grand Council’s website to listen to the presentations.

Crime Prevention Weeks in Eeyou Istchee

The Department supports crime prevention weeks in the communities to strengthen relationships between the organizations, raise awareness of issues, celebrate those who contribute to the wellbeing of a community, and to bring together community members.

In August, Mistissini held its Crime Prevention Week. A variety of guest speakers spoke about bullying, promoting a positive lifestyle, and respect. It was an opportunity to raise awareness of crime prevention by promoting positive messages. The movie night showed Highway of Tears, which was about murdered and missing Aboriginal women. A special part of the Crime Prevention Week was the awards night, where Community Recognition Awards were given out to recognize the contributions of community members.

In Nemaska, the Social & Prevention Week took place in November with workshops on Dealing with Bullying/Cyber-Bullying, Drugs and Alcohol, Violence and Fetal Alcohol Spectrum Disorder. There were SNAP sessions, and Robert Auclair, Director of Youth Protection, made a presentation on the Youth Protection Act. Participants also came together in a Healing Circle and for meals, to share experiences and support each other.

In Waskaganish, the Restorative Justice and Healing Week took place in November as well. Some of the key speakers were Mike Neuts, an advocate for youth, speaking out against bullying, Miriam Wallbridge, a labour lawyer who gives legal information workshops, Mervin and Carol Ann Cheechoo, who speak on parenting and are the parents of Jonathan, who played with the NHL, and Cree Elders. It was an active week, which began with a Community Healing Walk, and continued with many sessions held directly at school to speak with youth.

In Whapmagoostui, the CrimePrevention Week included a visit by Mike Neuts to the Badabin Eeyou School to talk about bullying awareness. Another key speaker was Earl Lambert, a Cree motivational speaker and inspirational storyteller, met with students and teachers at all levels, from primary school to high school, and with parents and guardians in the evening. At the end of the week, students, teachers and community members, escorted by the local Eeyou Eenou Police Force, walked to demonstrate against bullying and violence against persons. This walk ended at the sports complex with some closing remarks and a catered meal.



Community Healing Walk in Waskaganish



Testing Technology

The Department was chosen to help the Cree Nation Government Finance Department test the new electronic travel claim request. This system makes the administration of claims much easier for our employees, and more efficient for the Finance Department. The Department of Justice and Correctional Services was happy to participate and to offer feedback when needed.

Commission of Inquiry on Indigenous Peoples and Public Services

In October 2015 the media reported on allegations by Indigenous women in Val d'Or of serious misconduct by members of the Sûreté du Québec. Shortly thereafter, a number of Cree women from Eeyou Istchee came forward with similar accounts. At that time, the Cree Nation of Eeyou Istchee, together with the Assembly of First Nations of Quebec and Labrador (AFNQL), called on Quebec to establish an independent judicial Commission of Inquiry. On December 21, 2016, the Government of Québec adopted an order in council to establish the Public Inquiry Commission on relations between Indigenous Peoples and certain public services in Quebec. The Commission will investigate, carry out analyses and make recommendations concerning measures to prevent or eliminate any form of violence, discriminatory practices or different treatment in the provision of certain public services to the Indigenous people of Québec. These public services include police services, correctional services, justice services, health and social services as well as youth protection services. The Government of Quebec has appointed retired Superior Court Justice Jacques Viens as the President of the Commission, given his familiarity with the Itinerant Court system and Northern Quebec. The hearings of the Commission are scheduled to start on June 5, 2017 at the Commission's offices in Val-d'Or. The Commission is to complete its work and submit its report, with its findings, conclusions and recommendations, not later than November 30, 2018.

The Department was asked to gather reports on incidents and activities of concern in the delivery of justice and correctional services to our clientele, to take note of experiences that we would find unsatisfactory in the treatment of our Cree clientele, and to offer recommendations and ideas.

Once this exercise is completed, the Department will submit to the Director of Cree-Quebec Relations a report

containing recommendations as to immediate actions that could be taken, and those that would go deeper into helping create environments that are safer and support change in relation to services offered by the province for vulnerable populations.

We hope that the results of this Commission of Inquiry will lead to deeper changes, and perhaps to modifications in policies and laws which would allow us to provide better services to Cree clientele in contact with Quebec policing, justice and corrections services. Further, this initiative could also have some important insights for the National Inquiry into the Murdered and Missing Indigenous Women and Girls.

Quebec Social Justice

This year, the Department of Justice and Correctional Services continued to participate in the Quebec Social Justice Forum. This Forum is comprised of representatives from the Quebec Ministries of Justice, Public Security, the working group involves the Ministry of Justice, Public Security, and Health and Social Services, the Barreau du Québec, the AFNQL, the Court of Quebec and the Superior Court of Quebec, the Cree Nation Government and the Quebec Native Women's Association. It has the mandate of formulating recommendations to improve the delivery of justice services to Indigenous Peoples of Quebec. The Forum prepared a list of objectives that it reviews periodically with members, and experts, when appropriate. It allows the Department to exchange ideas, look at solutions, create working relationships and build collaborative efforts.

Further, the Department is working collaboratively with the Cree Health Board, the Cree School Board, the Cree Women of Eeyou Istchee Association, the Cree Cultural Institute, other Cree entities, and the Director of Cree-Quebec Relations to look at Quebec's proposed Action Plan for the Social Development of Indigenous Peoples. The Minister for Aboriginal Affairs brought together a number of representatives from the Cree Nation and other Quebec Indigenous groups at the beginning of this year. It was to look at the issues, and work together to discuss and define an action plan for dealing with issues of importance to Quebec's Indigenous Peoples. Some of the issues relate to social justice, and also the services, realities and responsiveness related to Quebec's justice and corrections systems. A collaborative and inclusive report for the Cree Nation needs in the area of social development is being prepared and will be ready later in the year.

LOOKING AHEAD

This year, the Department visited the Pine River Institute, a residential treatment centre and outdoor leadership experience for youth 13 to 19 of age struggling with addictive behaviors and often other mental health issues. The model uses the land to initiate the healing and education part of helping youth. Dr. Creighton, who ran youth rehabilitation programs in Montana, says to take youth onto the land jump starts their therapy by four months. It has so many lessons with respect to resiliency, self-care, and respect. The residence program is based upon the growth in maturity of the youth to deal with their issues. So, it could be a year and a half in the program versus the typical short term programs.

We also believe that rehabilitation comes from the land, and that we could develop a Cree program similar that works with youths until they are in a state to make healthier decisions. The Department presented this program findings to the Cree Health Board Commission, and the Elders, in December. We are encouraged that there is an awareness of this issue in the Cree Nation, and that there is a willingness to work collaboratively to look at solutions using the land and residency programming.

The Department is also considering for the near future a Cree Youth Build Program. In partnership with the Cree Human Resources Development Department (CHRD), the Cree School Board, the Commission de la construction du Québec (CCQ) and the construction industry, this program would allow youth and young adults to obtain a high school diploma while getting recognized hours and experience on construction sites with tradespersons. Youth Build would also help us combat unemployment, improve education and build much needed houses in the communities. This is a long-established program, but we would be one of the first to offer it in an Indigenous community in Canada. Many of the youths are typically at-risk in the system or of dropping out of school. Participants complete high school, and it also has been proven to reduce recidivism. But it also makes sense, with a shortage of housing, to look at building a generation of people with the skills to build houses.

CONCLUSION

In conclusion, the Cree Nation Government Department of Justice and Correctional Services continues to build on

existing services, programs and processes that tie directly to the needs of the Cree Nation, as well as incorporate Cree values and ways of life. We are also committed to creating new services, partnerships, initiatives and processes to further meet those needs. We look for proven, evidenced based and innovative ways, and measure them to how well we can adapt them to be as effective and appropriate as possible. We work collaboratively with other Departments, organizations, governments and institutions to raise awareness, understanding and the quality of services for our People.

We have invested in improving the court system, and at the same time developing local justice initiatives to provide more opportunity for this system to be recognized and acknowledged as well. We also continue to invest in our staff, as well as members of local communities and partner organizations to build greater capacity to identify and work on issues together. While not all issues will be similar, our approach with values, understandings and established relationships can be.

The Department will continue to develop programs and services to build stronger, healthier and safer communities in the Cree Nation. We thank all of the leadership, partners, volunteers, Elders, community members, and government personnel who work with us in this common objective. The work we do together will translate to impacts both immediate and lasting within our Nation. We do comprehensive strategic planning internally and with other stakeholders, and look forward to what we will accomplish in the year to come. ●

A Tribute to CHARLOTTE BRIEN MACLEOD

On behalf of the Cree Nation Government Department of Justice and Correctional Services, we wish to pay tribute to Charlotte Brien MacLeod.

Charlotte Brien MacLeod worked as a special consultant on the Southern dialect for the Glossary of Legal Terms in Eeyou Eenou Language with the Department of Justice and Correctional Services. She was passionate about preserving and promoting the Cree language in her work and personal life. This dedication made her an invaluable part of the development of the Glossary.

So far, the Working Group on the Legal Terms has produced translations of 677 words and definitions related to justice in the three Cree



dialects. The Department lost Charlotte early this year at one of those meetings. She was an incredible worker, teacher, mother, friend and colleague. She will be sadly missed, and we are grateful for her contribution to making the justice process more accessible in the Cree language.