

CBERN-NNK Knowledge Needs Research Summary

Report to the CBERN/Naskapi Steering Committee and the Naskapi Community
November 2011



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Executive Summary

This report has been prepared for the Naskapi Steering Committee and the Naskapi community by Peter Siebenmorgen Research Assistant and Dr. Wesley Cragg, Project Director.

The Canadian Business Ethics Research Network (CBERN) has been working in collaboration with the Naskapi Nation of Kawawachikamach (NNK) since early 2007. This relationship was initiated by former NNK Chief Phil Einish. The goal has been to ensure that the Naskapi people benefitted from mining on their traditional territories and avoided the negative impacts caused by previous mining activity by the Iron Ore Company of Canada. Working with Naskapi leadership, Dr. Cragg and Dr. Bradshaw developed a plan to identify community concerns and hopes for mining development on their traditional territory and provide access to the information and knowledge the community needed to address those concerns and hopes. The goal is to provide the community with the information it requires to benefit from development now taking place.

The first step in the plan has now been completed. This report to the Naskapi community describes what the research team found. The second part of the plan is to improve access to information that will help the community address its concerns and realize its hopes for building a better and stronger future.

Information for this report was collected by a local Naskapi Working Committee in collaboration with the CBERN Study Team. Interviews and focus groups were used to engage community members in discussions about their values, hopes, fears, concerns, and expectations regarding the proposed mineral development. Participants were asked to identify what they needed to know if the Naskapi were going to benefit from mining. What the interviews and small group meetings show is **twenty (20) things that really concern the community.**

- 1. expected environmental impact of mining projects;**
- 2. cultural and language protection strategies;**
- 3. detailed information about mining firms' plans and approach to community engagement;**
- 4. access to the Chief and Council's plans for the future (e.g. 5-year plan or objectives);**
- 5. environmental monitoring education and workshops;**
- 6. mining industry career opportunities for students, graduates, and those without high school education;**
- 7. community development (health and well-being) planning guides and information;**

- 8. strategies to increase youth involvement in community affairs;**
- 9. economic development strategies for resource-based communities;**
- 10. trades and skills education and certification;**
- 11. environmental standards for mining operations;**
- 12. drug abuse prevention strategies and information;**
- 13. details of the IBA with New Millenium (what are the terms?);**
- 14. healthy living plans (diet, exercise, etc.);**
- 15. access to social impact assessments and other studies;**
- 16. financial planning resources (at household level);**
- 17. mining industry safety standards;**
- 18. drug abuse treatment and 'after care' resources;**
- 19. details of dispute resolution/grievance reporting process with mining firm (e.g. if on-the-job racism becomes an ongoing issue); and,**
- 20. examples of other Aboriginal communities who have 'successfully' managed mining.**

In the coming months, Wesley Cragg, Ben Bradshaw and CBERN will be working with the NNK leadership to develop an appropriate plan to address these specific 'Top 20' knowledge needs and continue working to promote socially responsible development in the Naskapi traditional lands. CBERN will continue to build access to information for elders, Council, students and teachers and members of the community workshops and local radio call-in programs. For this next step, however, CBERN will need to find more funding.

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Wes Cragg with Phil Einish and the
NNK Working Committee

Research Overview and Objectives

The Canadian Business Ethics Research Network's (CBERN's) Public Dissemination Grant application (see [CBERN, 2008](#)) presented a broad scan of many of the most significant challenges the Naskapi Nation of Kawawachikamach (NNK) needed to address if the 400 year-old nation was to build a sustainable future by taking advantage of the opportunities presented by renewed mining interest in their region. Former Chief Phil Einish drew attention to many important issues, but identified **improving widespread access to knowledge and other information resources** as critical to ensuring that current development would contribute to local well-being, rather than repeat the exploitive practices of the past. To accomplish this broad goal, four specific issues for the CBERN-NNK partnership to address were discussed as part of the CBERN Public Dissemination Research Project. These included:

- A. expanding dialogue, and building connections between and among northern individuals and communities;
- B. mobilizing the knowledge and experience of northern communities among the communities themselves and with the companies whose resources are needed if sustainable economic development was to occur;
- C. increasing access to tools and resources being developed by leaders in the private sector, NGO's, governments, and academic researchers with the goal of setting and implementing standards designed to help ensure ethically grounded economic development; and,
- D. the development of, and access to, resources and tools that would allow actual and potential investors and northern First Nations and non-Aboriginal communities to better understand each other with a view to accessing investment that will contribute to long term community well-being (CBERN, 2008).

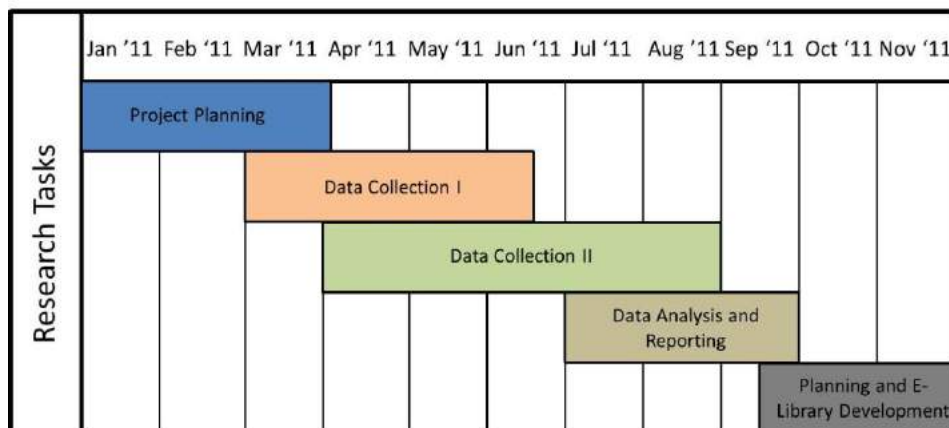
These issue-areas have been the focus of a variety of CBERN's activity since receiving SSRHC funding for the research. The Naskapi Nation and its leaders have indicated a willingness to see the mineral resources developed in ways that will benefit the community. As part of the Public Dissemination proposal, CBERN agreed to develop an online 'E-library' to make relevant information and resources available to NNK members. Therefore, identifying the information and resources that the community needed to ensure that coming mineral development would benefit the community became a priority for CBERN's in-community primary research. **The purpose of this research summary is to report on the outcomes and insights from research identifying NNK's knowledge and information access needs completed during 2011.**

The research objectives for this project were developed by CBERN Project Director Wesley Cragg, in collaboration with Ben Bradshaw (CBERN Public Dissemination Grant co-applicant), Michael Windle (CBERN Project Administrator), and research assistant Peter Siebenmorgen. Under Wesley Cragg's leadership, the team established the following objectives:

1. engage with NNK band staff and community members to recruit a team of local research assistants to serve as the NNK Working Committee, to conduct much of the in-community research;
2. direct and enable the NNK Working Committee to conduct a series of key informant interviews and focus group discussions to gather data about the community's knowledge needs; and,
3. using this data, work with the NNK Working Committee to provide a report on the community's knowledge needs, and make recommendations for the development and use of the 'E-Library.'

The following timeline illustrates the process and length of time taken to complete the objectives above. Objective 1 was completed during the 'Project Planning' phase, Objective 2 was completed during the 'Data Collection I & II' phases, and this report represents the completion of Objective 3. More details regarding the process of data collection are provided in the following section.

CBERN-NNK Research Timeline



Approach to Community Engagement and Research Objectives

The Naskapi Nation is a Canadian Business Ethics Research Network partner. This research project was launched at the request of and with the involvement and partnership of the Naskapi Nation, the Naskapi Council and a Naskapi Steering Committee of Naskapi elders. Dr. Cragg has visited the community on several occasions over the past several years to work with Naskapi community leaders and initiate this research project.

As a first step, a Facebook group was developed to host online discussions particularly with the Naskapi youth. This page has been used throughout phase one of the project to provide information regarding the hiring and research activities hosted by the NNK Working Committee. The Facebook group garnered significant attention within the first few months of the project; with many community members posting questions and concerns about nearby mineral development. Facebook was used to post research assistant job description. In addition, research assistant job descriptions were posted in the NNK offices and announcements about the project were made on the Naskapi radio station.

Local radio announcements are the primary means of connecting and informing NNK members about local activities. Since the majority of community members are familiar with this medium, it was used throughout the project to inform the community of upcoming research events (e.g. interviews and focus groups) and will be used to provide additional feedback to the community about research outcomes.

Objective 1 was completed in March 2011 when Dr. Cragg and Peter Siebenmorgen travelled to NNK to interview and hire three research assistants to form the NNK Working Committee. Jimmy Shecanapish, Cheyenne Swappie, and Isabelle Pien were selected, and provided with specific objectives and training materials to enable them to collaboratively conduct the first set of research activities. Jimmy Shecanapisha, a NNK Band Office employee subsequently stepped down from the team. Both Cheyenne Swappie and Isabelle Pien were enrolled in a teachers college program that allowed them to spend most of their time in the community. Peter Siebenmorgen was designated as the primary liaison between CBERN and the NNK Working Committee to assist with research activities in the community and ensure completion of research objectives.

To complete Objective 2, Peter Siebenmorgen and the NNK Working Committee developed a series of research tasks to be completed by the Working Committee. These included:

- a first round of (10) interviews with local leaders and other key interviewees;
- data organization and reporting to Peter Siebenmorgen on insights from interviews;
- identification of various community groups to be included in focus group discussions;
- hosting (6) focus group discussions with community members; and,
- data organization and reporting to Peter Siebenmorgen on insights from the focus groups.

The completion of these research tasks required a significant level of community engagement effort and sensitivity to local agendas, events, and other activities. The NNK Working Committee advised Peter Siebenmorgen of when local community members would likely be interested in participating in focus groups, and how to communicate effectively with NNK members. Peter assisted the NNK Working Committee by preparing information sheets and flyers to be distributed by Working Committee members and read over local radio prior to hosting focus group discussions (see Appendix 1 and 2). Although Peter Siebenmorgen was in regular contact with the Working Committee, it was their responsibility to actually distribute flyers, speak to community members about the project, and ensure that radio messages were being sent. Using local community members to engage the broader community was proposed by CBERN to the Naskapi Steering Committee and the Naskapi Council and is an integral element of the project. The research timeline on Page 4 refers to 'Data Collection I' and 'Data Collection II' under different headings. The following sub-sections describe the rationale behind engagement methods and the slightly different focus of these data collection phases.

Data Collection I

During the first data collection phase, interviews were conducted by the NNK Working Committee members with key informants from the community. The purpose of this exercise was to meet with members of NNK leadership, health, and education professionals to collect information regarding their concerns, expectations, and information needs relative to anticipated mineral development. Since these groups of individuals were expected to be somewhat familiar with the mining development plans, the Working Committee members simply called each of the seven key people to be interviewed and arranged a time to meet for a one-hour interview. These interviews were conducted prior to any focus group discussions for two reasons: 1) to use the responses given by key informants to assist in developing thoughtful focus group questions and approaching relevant groups in the community; and, 2) to provide the NNK Working Committee members with interviewing experience prior to hosting group discussions among their peers. Peter Siebenmorgen provided interview guides, reporting guidelines (see Appendix 3 and 4), and in-person training to help prepare the Working Committee members prior to the interviews. The interview responses from the key informants were eventually included in the data set generated from the focus group discussions. This phase of the research was primarily completed by the Working Committee members, but was also complemented by an additional three interviews that Peter Siebenmorgen conducted with members of the NNK Council during his visit to the community in June. **A total of 10 key people from NNK were interviewed.**

Data Collection II

The second data collection phase, hosting community member focus groups, began shortly after the first few interviews had been completed by the NNK Working Committee. One of the Working Committee's first tasks was to identify groups in the community (e.g. band staff, elders, teachers, youth, etc.) to be included in the focus group discussions and begin developing an engagement plan to attract local participants. Based on insights from conducting key informant interviews and bi-weekly meetings, the Working Committee asked Peter Siebenmorgen that he develop handouts and flyers with information about the research project

and focus group sessions that could be distributed throughout the community and read aloud on the local radio station (see Appendix 2). The Working Committee had difficulty organizing many focus groups throughout the spring months because many community members were spending time hunting and engaged in other traditional activities (as were the Working Committee members themselves). However, during Peter Siebenmorgen's visit to the community in June, he and the Working Committee were able to host two well-attended focus group discussions. These were followed by another four focus groups conducted by the Working Committee members during the summer months. During the focus group discussions, one Working Committee member presented the discussion material and questions using a MS PowerPoint presentation (prepared by Peter Siebenmorgen), and the other Working Committee member recorded participant responses, comments, and other suggestions. **A total of 6 focus group discussions were held and attended by 38 people.**

Data Summary and Analysis

Following each interview session and focus group meeting, the Working Committee members sent a brief report on the key insights from each session, along with the raw notes, to Peter Siebenmorgen. This data was then organized by discussion question and divided into roughly 30 issue-areas, and over 90 specific concerns, interests, and comments. The aggregated data set represents a significant collection of NNK community members' hopes for the future, concerns about the potential negative impacts of mining nearby, expectations for how mining firms 'should' interact with the community, and specific knowledge needs identified by 48 volunteer research participants. The following sub-sections serve to describe and summarize the complete data set and to provide the analysis necessary to translate this information into a concise list of knowledge needs.

Each of the focus group and interview participants were asked to respond to four broad questions (these were designed to lead to further discussion and related follow-up questions). Prior to these questions being asked, participants were shown a brief presentation that provided basic information on the mining projects underway near the community (see attached PDF version of presentation). The following data charts summarize the responses given to each discussion question. Although not every response given has been included in the charts below, these comments summarize the range of data collected.

Discussion Question 1: Given the potential range of mining outcomes, what are your worries, fears, or concerns about mining nearby?

<u>Primary Areas of Concern</u>	<u>Specific Concerns</u>
Community consultation	consultation needs to include all community members, and not just the Chief and Council
	the consultation for the new development was too quick,

	most people didn't know it (the meeting) was happening
Lack of financial planning	people will waste their new money (from mining jobs) on harmful things (drugs, alcohol, gambling)
Health and welfare of workers	are there standards in place to keep workers safe at work?
Limited human resources in NNK	there are not enough qualified people to handle all of the social services the community needs
	mining jobs in the area will take away the limited qualified people they have for other essential services
Scope of development	we do not want mining in certain areas of traditional hunting
	"mining should be long-term, if at all" (to capture benefits for many years to come)
	there will be too many southerners coming to the area, now that mining is expanding again
Cultural Change	more development will speed up negative changes already happening to our community (cultural loss)
	fewer people will spend much time on the land
	Naskapi language will be used less and less
Social and Health issues	mining jobs and more people in town will bring greater drug and alcohol use in the community
	people will have more money to spend on bad things
	greater access to 'harder' drugs from the south
Environmental impact	any more development will scare away wildlife (caribou in particular)
	"will mining pollute the water supply? I think it will..."
	will there be other health impacts of mining through the food chain?
	what are the environmental regulations that the company has to follow?
	reclamation and closure plans need to be better, IOC left giant holes in the land, and now Caribou fall into them and can't get out

Research participants identified concerns and fears related to each of the eight issue-areas described above. All of the issues are of great significance to NNK community members, but the majority of comments were in relation to the potential environmental impacts of new mineral

development. Secondary focus was typically given to the expected socio-cultural impacts of renewed development in the area.

Discussion Question 2: What are some of the opportunities that might be available through mining that could benefit the community?

<u>Primary Areas of Opportunity</u>	<u>Specific Opportunities</u>
Skills training and education	more NNK members might be able to get certified and trained for better jobs
	giving younger people more reasons to stay in the community and find a local career
	NNK members could have access to financial planning workshops
	better training for local health care workers would mean better care provision at local clinic
Increased community profile	NNK might have a greater ability to bargain with Province on funding and other issues because of the importance of mine development
	ability to attract more professionals and interested researchers to help with social issues
Infrastructure development	hopefully we will have paved roads
	better water treatment and access (more reliable service)
	housing needs addressed (80 year backlog of home construction and poor quality of older homes)
	we should have apartment-style affordable housing
	need better internet access (fibre optic network)
	road access to the south
	landscaping around the community (less mud, more grass)
	want a hospital with permanent doctors, not just a small clinic with doctors only in town for a week or two
	new bank with community access
	restaurant (locally-owned)
Cost of living	high food prices might come down if a road is built, or if there are more people coming to the area
	need subsidy for cheaper electricity and energy
Social /Cultural development	better access to hunting grounds (proposed new road for NNK member use only)
	the creation of a traditional activities and territory monitoring coordinator position

	cultural development fund (for annual spending)
	construction of a community-shared freezer building for storing country food
Community Development Fund	new arena
	expand community centre (more room for youth and adult drop-in activities)
	rehab and wellness centre (remote location) for healing
	renovating hunting cabins (former IOC mine exploration cabins)

Many of the focus group and interview participants quickly identified employment and training opportunities as the most likely advantages to new mine development. With some follow-up questions and creative thinking, NNK community members began to envision broader opportunities such as widespread infrastructure development and a new community development fund. Rather than merely presenting a 'wish list,' the opportunities and potential benefits listed above are items that community members hope to see their community achieve in the near future.

Discussion Question 3: What are your expectations for the future, and how the members of NNK will manage the changes coming their way?

<u>Primary Areas of Expectation</u>	<u>Specific Expectations</u>
NNK heritage and culture	expect that future generations will be less and less connected with traditional Naskapi practices
	eventual loss of traditional knowledge: "...It is going to happen sooner or later, it is very sad"
	greater and greater influence of southern culture
	traditional values may not be as important to future generations
External assistance	we can learn a lot from other First Nations who have grown through mining
	high cost of working with many consultants/advisors
	"we need help, we should have community planning and other job training workshops each month in town"
Youth and families	some new opportunities and advantages for future generations (better education and jobs)
	hopefully less social issues (drugs, suicide, depression) when kids have a different future to look forward to
	people throughout the community need to be taught a different attitude: how to earn what they want, rather than

	expecting handouts – that will make us strong in the future
	“stronger families will help manage all the changes... I think we will be fine”
Employment	likely only low to mid-level jobs will be available for NNK members
	job training programs may be offered, but they likely won’t help many people in the community
	we need training for jobs that pay well, but that allow people to have time off to be on the land
Additional education opportunities	higher quality education for kids
	more classes and college programs available for adults in the community (online)
	better variety of careers for future generations
Difficulty managing so many changes	“loss of traditional ways and limited consultation with elders will make us less and less Naskapi”
	“the younger generation is facing many challenges at once, they need their families to be healed before we can expect great things of them”
	NNK has, and suffers because of, limited human resources... there are only a few people carrying the community
Hopeful the community will adapt	“the Naskapi people are survivors and will always be...”
	we will learn to deal with new challenges, some people won’t do well, but it will be ok in the long run

The community members’ expectations revealed that many were not as optimistic about the future as their responses to Question 2 might indicate. Many of the focus group participants expressed a foreboding sense that their unique culture and language would eventually be lost and replaced by the dominant ‘southern’ culture. Most suggested that even the widely-advertised employment opportunities available through mining would only be low to mid-range positions. These fears about the future are significant areas where access to accurate and culturally-appropriate information and resources could help community members and NNK leadership make informed decisions when planning for the future.

Discussion Question 4: What do you need to know to address these concerns/interests? What type of information would be helpful in understanding how to benefit from this development?

In many of the discussion groups, it took some time to encourage the participants to think creatively about what their knowledge needs are. After a few minutes, however, the ideas began to flow quickly and the groups were able to come up with some thoughtful suggestions.

The following chart represents specific responses to *Question 4* during the focus groups and interviews.

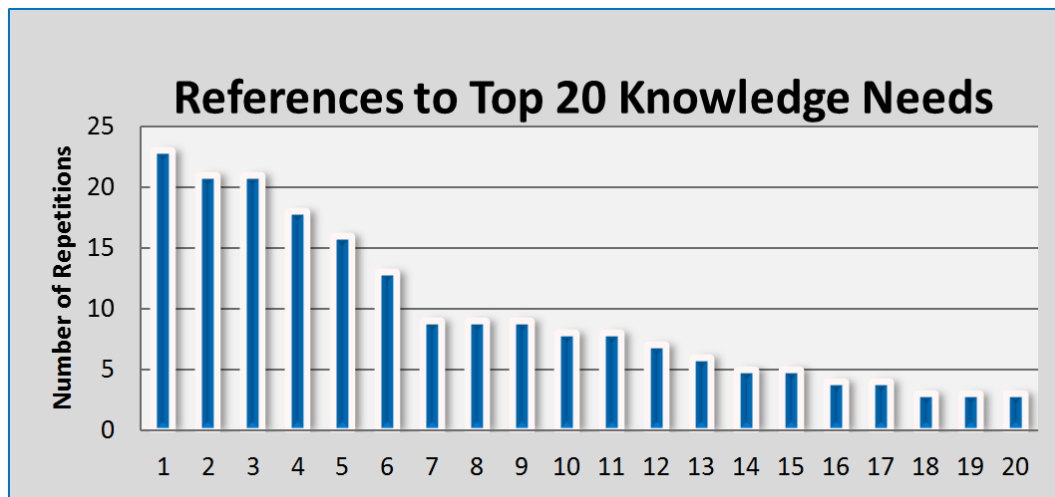
<u>Knowledge Need Areas</u>	<u>Specific Knowledge Needs</u>
Community planning assistance	need help with long-term planning: identifying and setting community priorities
	must think of future generations – youth should be involved in planning all significant decisions
Environmental monitoring	local monitoring committee should be formed – how should we organize this?
	monitoring committee will need to know provincial and federal regulations on environmental impacts, and other environmental quality standards
Company plans	NNK community needs to know detailed project descriptions, with expected impacts, so we can understand what will change
	we need to have a better dialogue - info sessions with companies have not been well-advertised
Community direction and vision	there needs to be a community-wide discussion on NNK's hopes and plans for the future
	Chief and Council need to let NNK members in on their plans
	we need more workshops to educate the people on proposed plans, and to build understanding within the community
Government processes (EIA)	how strict are the environmental protection measures around the new mines? How can the NNK people be sure that the water and wildlife will be safe?
	what is the approval process, and will there be reclamation funding to ensure that plans are followed this time?
Agreements between companies and the community	what is in the IBA? What did the Chief and Council sign us up for?
	will there be more benefits than costs to our people?
	can we look at the IBA? What happens if the company doesn't live up to its side of the deal?
	will there be anything to provide extra care for elders?

This chart illustrates the range of knowledge needs identified by community members in response to the final discussion question. While participants provided insightful responses, many of the issues that community members frequently referred to in the earlier questions are

also related to some sort of local knowledge need, whether or not it was explicitly expressed. Therefore, by tallying the number of times specific issues were discussed or emphasized within focus groups, and modest analysis of the responses, it was possible to develop a concise 'top 20' knowledge needs as identified by NNK members. These are related to knowledge needs in the following areas:

- 1. expected environmental impact of mining projects;**
- 2. cultural and language protection strategies;**
- 3. detailed information about mining firms' plans and approach to community engagement;**
- 4. access to the Chief and Council's plans for the future (e.g. 5-year plan or objectives);**
- 5. environmental monitoring education and workshops;**
- 6. mining industry career opportunities for students, graduates, and those without high school education;**
- 7. community development (health and well-being) planning guides and information;**
- 8. strategies to increase youth involvement in community affairs;**
- 9. economic development strategies for resource-based communities;**
- 10. trades and skills education and certification;**
- 11. environmental standards for mining operations;**
- 12. drug abuse prevention strategies and information;**
- 13. details of the IBA with New Millenium (what are the terms?);**
- 14. healthy living plans (diet, exercise, etc.);**
- 15. access to social impact assessments and other studies;**
- 16. financial planning resources (at household level);**
- 17. mining industry safety standards;**
- 18. drug abuse treatment and 'after care' resources;**
- 19. details of dispute resolution/grievance reporting process with mining firm (e.g. if on-the-job racism becomes an ongoing issue); and,**
- 20. examples of other Aboriginal communities who have 'successfully' managed mining.**

While the specific ranking of these knowledge needs *vis-a-vis* each other within the top 20 is not the focus of this exercise, it is important to note that the top five were identified significantly more times than the bottom five. The following chart illustrates the number of times each of these knowledge needs was referenced (either directly or indirectly) during the focus groups and interviews. These top 20 represent areas where NNK members have identified significant knowledge needs; and have requested CBERN's assistance to help meet these challenges.



The top 20 knowledge needs identified in this research summary provide more than a basis for the development of the E-Library, these needs illustrate substantial concerns and interests of the NNK members regarding local mineral development. Throughout the key informant interviews and focus group discussions, NNK community members were focused on environmental issues, and the potential range of impacts that expanded mining in their territory might have. Environmental concerns became a prevailing theme, even when the discussion shifted to other issues, research participants often brought the conversation back to their environmental fears and concerns. One participant explained that, *"...we can't undo the damage from the IOC (Iron Ore Company of Canada) mines, and now they are going to make the land suffer more... we can't let them keep destroying the land."* Similar comments were made by members of each discussion group, which is why information and education on the expected impacts of mining projects is the top knowledge need identified by this research.

While many of the other knowledge needs in the top 20 are closely related to environmental issues, the second most prominent issue discussed by NNK members was language and cultural loss. The Naskapi Nation has a unique language and a culture defined by their history of semi-nomadic movement throughout the surrounding region of northern Quebec and Labrador. This culture, according to Phil Einish, *"has an intrinsic value, we are a one of a kind people... that has to be considered when companies try to use our land."* There was a common fear, and even expectation, among research participants that additional mineral development in the Schefferville/Kawawa area will intensify ongoing patterns of cultural degradation and significant loss of language within the next two generations. The Naskapi people have a special relationship with their land, and this is evident in the top 20 knowledge needs that NNK

members have identified. Many of the issues directly relate to their concerns and fears around potential environmental impacts, and how increasing industrial development might impact their culture and well-being.

Among other themes within the data, community members regularly expressed their confusion and frustration about the lack of easily-accessible information regarding current mining plans and local leadership's strategies for encouraging positive outcomes. Overall, there appears to be a lack of communication and meaningful dialogue within the community, and between mining firms and community members. The knowledge and information they have requested would generally help NNK members to understand the range of possible negative impacts associated with mining, outline potential strategies for mitigating these impacts, and methods of capturing a greater share of benefits from mining than the community has experienced in the past. Now that these key issues have been identified, the challenge is to effectively communicate information to address the top 20 knowledge needs.

Research Outcomes

The purpose of this research has been to identify and report on the specific knowledge and information needs of the Naskapi Nation as articulated by members of the Naskapi Nation. This has been done within the broader context of CBERN's effort to deliver an online E-Library of resources that will be of use to NNK members, and to assess the utility of electronic communications for northern Aboriginal communities. This section serves to identify and comment on specific outcomes of this research, and insights for continuing and completing the study plan developed in partnership with the Naskapi Nation.

1. All three of the research objectives (outlined on P.2) have been successfully completed. Following the establishment of the NNK Working Committee, the local research assistants began working closely with Phil Einish and Peter Siebenmorgen to identify key people in the community for initial interviews and a cross section of groups within the community to bring together for focus group meetings. There were communication challenges associated with supporting the Working Committee remotely. However, the problems were resolved and it was possible to exchange what was learned from the interviews and focus groups in a form that allowed the information from the interviews and focus groups to be organized and analysed effectively. This work of the projects' two Naskapi research assistants Cheyenne Swappie, Isabelle Pien, and Phil Einish, Chairman of the Naskapi Steering Committee was the foundation on which this report is based.
2. The primary outcome of this research is the list of top 20 knowledge needs identified by NNK members. This information is will guide CBERN in building an electronic library. It will be of great value to the NNK leadership and the members of the community as well. The information in this report should be of particular value as the Naskapi Nation considers how to minimize the negative impacts of mineral development and maximize potential benefits. One strategy that has already been discussed with NNK Council

members will be to use this list of knowledge needs to inform a new communication and dialogue agenda within the community, in partnership with CBERN's E-Library initiative.

3. The data collection phase of this research was a significant social learning exercise for each of the NNK participants. Many community members would appear to have assimilated very little if any, prior information about their Nation's relationship with either of the two mining firms operating nearby. The process of engaging with the background information and each of the discussion questions presented to the focus groups facilitated thoughtful consideration of possible futures – something that most participants noted they had not done before. While the number of community members who participated in this exercise is admittedly small, these individuals are now aware of the ongoing development of the E-Library, and many expressed interest in attending future workshops.
4. **While the list of top 20 knowledge needs has specific relevance to NNK community members, this list may be of value to other remote Aboriginal communities experiencing nearby resource development. In accordance with CBERN's mandate of network development and knowledge mobilization, Dr. Cragg, as the Canadian Business Ethics Research Network Director, would like to discuss with the Naskapi Council and the Steering Committee how the information in this report could be used more broadly to encourage partnerships and build networks of information between and among other aboriginal communities and with the wider public.**

Conclusion

The next step in this project is to develop a library of information resources that respond to the twenty key needs that the study has identified. When this step is completed, it will be necessary to study ways to make the information as available as possible for everyone in the community. To complete this part of the project will require additional funding.

Additional Recommendations: E -Library

A key goal of the CBERN Public Dissemination project is to develop an electronic library that everyone in the community can use. A second is to determine how useful the library we are building actually is, and how to make the library easily accessible to everyone in the community who wants to use it. The knowledge needs identified in this report are an important starting point in developing an online resource that will provide relevant information that is accessible to the Naskapi community. If Naskapi community members cannot access or easily use the resources in the electronic library CBERN is building, they will be of little value.

Appendix 1**Focus Group Advertisement****Naskapi Nation/CBERN Research Project****Focus Group Discussions****June 20-21st**

This NNK research project is focused on bringing the community together to learn about the potential changes to community life related to the ongoing mineral development within the traditional territory of Kawawachikamach.

- We will be hosting the first round of focus group discussions next week
- We want to help provide information to the community using online resources, this step in the research will guide the rest of the process
- Come prepared to share the questions you have about mining's impacts on your community, your expectations, your concerns or worries about this type of development

Monday, June 20th

6:30pm – NNK Community/band office staff

Tuesday, June 21st

5:00pm – Adult Women (NNK Members)

7:00pm – Adult Men (NNK Members)

**All meetings will be in the NDC offices,
food and door prizes will be provided**

Appendix 2

Research Information Sheet

Naskapi Nation and CBERN Research Project: Mining Development – Opportunities and Challenges in Kawawa



Research Goals

- To help educate community members and promote dialogue of mining and community development issues
- To provide access to online resources relevant to the needs and interests of the Naskapi people, and help train community members to use this information

Research Team

- Phil Einish – NDC
- Peter Siebenmorgen – CBERN
- Cheyenne Swappie & Isabelle Pien – NNK members

About CBERN

- The Canadian Business Ethics Research Network (CBERN) exists to connect researchers with communities and information that will help them plan for the future
- This CBERN project is designed to help provide Naskapi community members with information and other resources that will help promote responsible development within the NNK's traditional territory
- Find out more online at CBERN's Facebook page 'Naskapi Mining Resources,' or on CBERN's website:
http://www.businessethicscanada.ca/research/projects/workspaces/cura_project/

Project Activities

- Conducting interviews with community leaders and staff
- Hosting focus group discussions with NNK community member groups
- Using information gathered to develop an online resource library that will be accessible to all community members
- Hosting community information sessions to present the research results and teach community members how to use their library

Please come out and participate in these research activities, announcements will be made on Naskapi Radio, posted in the band/NDC office, and on the 'Naskapi Mining Resources' Facebook page. Expect to be contacted by Cheyenne Swappie or Isabelle Pien to join a focus group discussion over the summer months.

For more information, email Peter: p.siebenmorgen@gmail.com

Appendix 2

Research Information Sheet (continued)

Naskapi Nation and CBERN Research Project: Mining Development – Opportunities and Challenges in Kawawa

Focus Group Discussions

- We have already begun to collect important information about the expectations, hopes, concerns, and fears of community members related to the potential impacts of mining development and the changes that may be coming to the community
- In groups of 6–10 people, we will be sharing ideas, brainstorming, and talking about different aspects of community life that matter most to you, and what you want to see happen in the future
- These meetings will cover **four main questions**, please read these and think about them before coming and sharing your ideas:
 1. Mining can lead to many good things, but also negative things for communities; given the potential range of mining outcomes, what are your worries, fears, or concerns about mining nearby?
 2. What are some of the opportunities available through mining that the community might be able to benefit from?
 3. What are your expectations for how the future will look, and how will the members of NNK will manage the changes coming their way?
 4. What do you need to know to address these concerns and interests? What type of information would be helpful in understanding how to benefit the most from this development?

The information we collect through listening to your thoughts will remain confidential, and we will not use your names to identify you in any way. The information will help us to better understand the entire picture of Naskapi community life and how mining may bring different changes to the community. **The goal of this work is to use this new understanding of NNK community member's hopes and concerns to provide more information to the community about mining and how to benefit the most from this kind of development, and how to minimize any negative impacts.**

We will be working together with community members to build an online resource library, filled with information about mining development and other related issues. We hope to present some of the results of this research later in the summer, or in the early fall at a community meeting.



Thank you for your interest in this research, we hope you will participate in the discussions with us!

Appendix 3

Interview Guide

NNK/CBERN Interview Guide

Project 1: Community Knowledge Needs and Electronic Library Design

STEP 1: Introduce Yourself and the Research

Hello, my name is _____, I/we are working on a research project developed in partnership between the Naskapi Nation and the Canadian Business Ethics Research Network (CBERN). This research has been initiated and approved by the Chief and Council, and I/we thank you for agreeing to participate.

Naskapi traditional territory is home to rich mineral deposits with great potential value for the Naskapi Nation. The Naskapi Nation and its leaders have indicated a willingness to see the mineral resources developed in ways that will benefit the community. The purpose of this project is to identify the information that the community needs to evaluate and plan so as to ensure that the development that takes place works to the benefit of the community and community members.

To identify the knowledge and resource needs of the community, I will be asking you a series of questions about your concerns, questions, thoughts, and interests related to the coming mining development and how this will shape the future of the Naskapi Nation. Your thoughts are important to the future of our community, and although I have a few questions, I want you to feel comfortable to share any additional comments and questions you may have.

Your comments will be combined with other community members to identify a series of information and resource needs that will be used to develop an electronic library of resources that may be helpful to empower your community to better engage with mining firms and make decisions in the interest of long-term prosperity in Kawawa (show participant image of the research process).

STEP 2: Ask Participant if they understand the Purpose of the Research

Do you have any questions about the purpose of the research?

STEP 3: Begin Questions (this is a guideline only, feel free to modify and adjust as you see fit)

- Have you heard about the coming mineral development?
 - How did you hear about it?
 - Do you talk about mining often? If so, with whom?
 - What are people saying about mining?
- When you hear that mining will again be happening on Naskapi traditional lands, how does this make you feel?
 - What are your concerns about mining?
 - Do you think mining can contribute benefits to the community?
 - What would you like to see happen in Kawawa's future?
 - What are the biggest needs in the community?

Appendix 3

Interview Guide (continued)

- Since the Chief and Council (and community) have signed an Impact and Benefit Agreement (IBA) allowing mining to proceed if impacts are mitigated and benefits delivered to the community, what information do you think the community needs to benefit most from the development?
 - Do you have questions about what benefits the community will be receiving from the mine?
 - In what ways would you like to see the community benefit from mining?
 - What type of information or resources would help make this possible?
- Do you know of any groups in the community that might have important opinions on these issues?
- Any additional questions?
- Follow-up with any topics raised earlier

STEP 4: Wrap-Up

Thank you for your time and thoughtful responses to these questions. It has been a pleasure to discuss these important issues with you. Can I contact you at a later time if I have any further questions? Thanks again for your help. Your comments will be used to help develop the electronic library of mining-related resources. This online library will be developed in the coming months, would you be interested in providing feedback on the library when it is completed?

Thanks again for all your help!

STEP 5: Review Key Points

Following the interview, review your notes as soon as possible to highlight key points and further describe any comments you weren't able to jot down. When possible, begin writing the interview summary report and send it to Peter.

Appendix 4

Interview Reporting Guide

NNK/CBERN Interview Report Guide

Project 1: Community Knowledge Needs and Electronic Library Design

Use this form to complete your interview reports, be sure to include your name, identify the research participant and the interview date.

Interview Date:

Naskapi Working Committee Researcher Name:

Name of Interviewee:

STEP 1: Review and Assess Interview Notes

After reviewing your interview notes, is there anything the interviewee said that you weren't able to include? If so, take some time to update your notes and confirm with other researchers helping to conduct the interview. Please keep a copy of your interview notes in a secure file; these might be needed at a later stage in the research process.

STEP 2: Identify and Summarize Key Points

Use this space to summarize important points, ideas, or other responses given by the interviewee. This can be point-form, but please be clear and include any specific details or direct quotes if necessary. For example, include statements such as "I think mining can be a bad influence on the community, especially upon our young people. How can mining contribute to the future generation? Our kids need to know our culture, so many young kids don't know the history of our people."

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STEP 3: Analyze Key Points and Interpret Possible Knowledge Needs

Use this space to provide your thoughts on the statements and key points identified above. Again, this section can be in point-form. For example, using the quoted statement above, this section might include: " - the participant is fearful about the future of the youth. We need information about cultural programs for the young people"

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STEP 4: Identify any Further Insights or Opportunities

Use this space to emphasize any additional insights or potential opportunities for the research project. This might include any ideas about including an additional community group in the focus group phase of the research, or a key person to talk with at a later date, or an idea about how to get the community more involved with the research etc.