



2023-2028

Fisheries and Sealing Division **Strategic Plan**

Fisheries & Sealing Division, Department of Economic Development & Transportation



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Minister's Forward



“ We are committed to ensuring the successful implementation of the strategic priorities outlined in this plan to ensure more opportunities will be available to Nunavummiut in both the fisheries and sealing sectors. ”

Under *Katujjiluta*¹, one of the Government of Nunavut's key priorities is to diversify our local economies. We set out to achieve this priority through the development of strategic plans, increasing training opportunities, and improving organizational structures. One way to contribute to this diversification is to ensure that more communities benefit from the fishing and harvesting sectors. Our government is committed to investing in sustainable local economies, along with education and training that will provide job opportunities to enrich our communities.

Following a year-long consultative process with various stakeholders across Nunavut and beyond, my department developed the Fisheries and Sealing Division Strategic Plan 2023–28 to reflect the current needs and desires of our communities. We met with and listened to Hunters and Trappers Organizations (HTOs), Inuit organizations, various levels of government, industry groups, as well as consulted with our partners in Greenland. We also gathered valuable information from over 300 fishers, seal harvesters, and seal skin crafters regarding community priorities, challenges, needs, and opportunities. This strategic plan reflects what we heard and lays out a thoughtful and realistic approach to the Division's role in moving the fisheries and sealing sectors forward in collaboration with communities, HTOs, Inuit organizations, industry, and other stakeholders.

We are committed to ensuring the successful implementation of the strategic priorities outlined in this plan to ensure more opportunities will be available to Nunavummiut in both the fisheries and sealing sectors. The strategy has been developed with realistic and achievable objectives, taking into consideration our current level of resources while growing our team's capacity to support Nunavummiut. I look forward to reporting on the progress made on the implementation of this strategic plan in an annual report to the Legislative Assembly.

David Akeeagok
Minister of Economic Development and Transportation

¹ Government of Nunavut, *Katujjiluta: Sixth Assembly Mandate* (2022).

Introduction

The Next Five Years.

The Fisheries and Sealing Division of the GN (“the Division”) works towards maximizing economic opportunities for Nunavummiut while upholding the principles of conservation and sustainability. On April 1st, 2020, the Division moved from the Department of Environment (DOE) to the Department of Economic Development and Transportation (EDT). This move did not change the Division’s mandate or role in the fisheries and sealing sectors, but provided an opportunity to re-evaluate our programs and procedures to ensure they meet the modern needs and goals of Nunavummiut.

As part of the development of the Fisheries and Sealing Division’s Strategic Plan 2023-28 (the Strategic Plan), the Division engaged with stakeholders across government, industry, Inuit organizations, and communities. This process allowed us to learn more about challenges and barriers within the sectors, opportunities for growth, and suggested areas of focus from the perspective of communities and other stakeholders, which helped inform the development of the Division’s priorities for the next 5 years. The Strategic Plan aims to reflect what we learned while setting realistic and achievable goals within the mandate of the Division.

As we move forward with the implementation of the Strategic Plan, we are committed to further building and strengthening our relationships with communities, industry and key stakeholders such as our partners in Greenland. Consistent with Inuit Qaujimagatuqangit (IQ) and Inuit Societal Values (ISV), this includes prioritizing ongoing communication and, where appropriate, consultation on divisional programs and policies. While the Strategic Plan largely focuses on the Division’s role and responsibilities within each sector, fisheries and sealing activities affect Inuit and Nunavummiut across the territory, reinforcing the need for broad coordination and collaboration to facilitate growth while ensuring natural resources continue to be available for future generations.

Stakeholder

In this document, a stakeholder refers to anyone or any group who is affected by the work of the Fisheries and Sealing Division. This includes community members, community/government/non-government organizations, and businesses.



BUILDING CAPACITY



GOAL

Develop and retain the capacity to support the fisheries and sealing sectors in Nunavut.

In 2020, the Fisheries and Sealing Division moved from the Department of Environment to the Department of Economic Development and Transportation (EDT). The move provided an opportunity for the Division to refocus its programs and services on sustainable economic development, employment, and training as they relate to fisheries and sealing. Successful implementation of the Strategy will require the Division to set aside resources to assess and increase staff and organizational capacity. A strong and focused team will play a key role in ensuring the Division fulfills its mandate.

The Division

Capacity and Support.

Ensuring the Division is structured to fulfill its mandate is a priority focus of the Strategic Plan. To improve our capacity, the Division will ensure that the necessary human resources, knowledge, and skills are acquired. A key element of capacity building involves engagement and partnership with others; through improved external relationships, services across agencies can be better combined, leading to improvements in service.








Strategic Priorities	Rationale	Action Items
<p>Ensure roles and responsibilities of Division staff reflect the needs of communities.</p>	<p>The mandate of the Division under ED&T remains the same, with no additional positions or responsibilities. Ensuring staff resources are properly allocated to achieve departmental objectives while addressing the changing needs of communities is necessary.</p>	<ul style="list-style-type: none"> Review and revision of Division job descriptions.
<p>Strive to improve the visibility of the Division in communities.</p>	<p>Effective communication and consultation will help the Division ensure fisheries and sealing programs and initiatives reflect the needs of Nunavummiut. Increasing community knowledge of the Division’s role will also improve relationships and allow divisional staff to better respond to community needs.</p>	<ul style="list-style-type: none"> Develop a proactive awareness campaign to build relationships and ensure stakeholders are well-informed of the Division’s role and ongoing initiatives. Attend more Nunavut-based network events. Develop and maintain collaborative working relationships with Greenland partners that have experience in this area.
<p>Ensure Regional Offices are fully staffed and functional.</p>	<p>Fisheries and sealing needs vary widely across Nunavut. Regional and community-specific resources are required to ensure communities receive appropriate and equitable support based on their specific needs.</p>	<ul style="list-style-type: none"> Conduct a resource needs assessment and gap analysis (i.e., compare current performance with desired performance) to determine the different needs for support specific to each region. Prioritize staffing of existing regional positions through targeted recruitment.

Resources

Ensuring Resources are in Place.

In order for Division staff to be well-equipped to fulfill their supportive role, they require up-to-date knowledge resources relevant to their work. Accordingly, the Division will undertake initiatives that support the development and use of resources that enable staff to do their jobs efficiently and effectively.





Strategic Priorities	Rationale	Action Items
<p>Provide new and existing staff with up-to-date tools and knowledge resources to ensure they can provide Nunavummiut with comprehensive support.</p>	<p>The role of the Division involves a wide range of responsibilities, including the delivery of programs, advocacy, oversight, and partnership development. The sectors, as well as community needs, are constantly changing, requiring the Division to have the tools and resources to quickly adapt.</p> <p>On August 26th, 2022, a Memorandum of Understanding (MOU) was signed between the Government of Nunavut and Greenland with the goal to strengthen relationships and facilitate cooperation in various areas, including deep-sea ports and the fisheries industry. The MOU has the potential to have a positive impact in the implementation of several strategic priorities outlined in this plan.</p>	<ul style="list-style-type: none">  Conduct a needs assessment of required materials, tools, resources, and information for all roles within the Division.  Develop a comprehensive orientation package for new staff, including onboarding materials that align with the GN's Onboarding Program.  Develop clear guidelines and processes for staff to respond to questions and requests for information.  Develop internal divisional processes and procedures on how to assist communities on accessing federal programs.
<p>Establish ongoing collaboration with relevant GN departments/programs.</p>	<p>There are several departmental strategies and GN programs that are relevant and must be considered by the Division when planning initiatives and delivering programs and services.</p>	<ul style="list-style-type: none">  Review relevant GN departmental strategies and programs to help inform fisheries and sealing plans, programs, and initiatives.

Staff Professional Development Commitment

Retention and Growth.

The retention and growth of skilled employees and in turn future leaders has been identified by the GN as a key goal under the GN’s *Human Resource Strategy 2019 – 2023*². As fisheries and sealing sectors are constantly evolving economically and culturally, it will be necessary for the Division to embrace different knowledge systems, respect important cultural practices, and have the ability to identify meaningful and appropriate training opportunities for staff.



Strategic Priorities	Rationale	Action Items
<p>Ensure professional development opportunities for staff are meaningful, relevant, easily accessible, and delivered with flexibility.</p>	<p>Investing time and resources for staff professional development will improve skills and knowledge and has been shown to increase retention of employees.</p>	<p> Identify staff training needs to develop annual professional development plans for individuals, focusing on culturally appropriate, Nunavut-specific training when available.</p>
<p>Create flexible learning opportunities for staff that lead to the development of a strong, cohesive, and knowledgeable team.</p>	<p>The Division acknowledges that a strong and resilient team will be needed for effective Strategy implementation. Research shows that teams that work well together at solving problems achieve better results. Working in a team has been shown to encourage personal growth, increase job satisfaction, and reduce stress.</p>	<p> Develop an annual team training plan that promotes strong working relationships and collaboration while building specific knowledge of various sectors and regions.</p>





² Government of Nunavut, Human Resource Strategy 2019 – 2023 (2019).

FISHERIES

GOAL

Promote sustainable harvest and maximum benefits for Nunavummiut through leadership, advocacy, and collaborative partnerships.

As a renewable resource, fisheries carry a tremendous potential for creating sustainable economic growth and increasing employment opportunities for Nunavummiut. The sector is diverse and includes both inshore and offshore commercial operations in addition to local subsistence fishing. Each provides significant contributions to Nunavut's economy as well as positively impacting families and businesses across the territory. The Division's main roles as they relate to fisheries are to:

-  Provide funding for the diversification, development, and marketing of Nunavut fisheries;
-  Support local community fisheries;
-  Represent and advocate for Nunavut's fishing industry both nationally and internationally; and
-  Support inshore and offshore development that is sustainable and ethical.








Offshore Development

Making Offshore a Priority.

The offshore fishing sector is made up of the companies and vessels harvesting turbot and shrimp in Nunavut’s adjacent waters, outside of the Nunavut Settlement Area (NSA). The current offshore quota holders in Nunavut are Qikiqtaaluk Corporation (QC), Arctic Fisheries Alliance (AFA), Baffin Fisheries (BF), and Cumberland Sound Fisheries (CSF), and these companies are represented by the Nunavut Fisheries Association (NFA). Commercial fisheries play a significant role in Nunavut’s overall economy and create employment opportunities in many communities. Development of the offshore industry is a priority within the GN, as the repatriation of fisheries licenses and purchase of additional fishing quota is identified as a means to strengthen Nunavut’s economy in *Katujjiluta*³. The Division will continue to support Nunavut’s offshore fisheries through strong and consistent advocacy for the sustainable increases of Nunavut’s offshore quota allocation and equitable support of the sector from federal partners.



³ Government of Nunavut, *Katujjiluta: Sixth Assembly Mandate* (2022), 43.

Strategic Priorities	Rationale	Action Items
<p>Advocate for fair and equitable offshore quota and license allocations in Nunavut’s adjacent waters.</p>	<p>Nunavut has a significantly smaller percentage allocation of its adjacent offshore resources than other Canadian jurisdictions at only 49% on average across all offshore fisheries and management zones. In order for Nunavummiut to maximize the benefits of the territory’s own resources, the Division must work with stakeholders in advocating for and seeking out opportunities for increasing Nunavut’s quotas and license allocations.</p>	<ul style="list-style-type: none"> <li data-bbox="1541 451 2013 578">  Actively seek all opportunities to repatriate current adjacent quota and increase quota levels sustainably. <li data-bbox="1541 610 2013 854">  Develop a working group with offshore stakeholders to maintain open communication and facilitate collaboration where possible to actively advocate for the repatriation of licenses in Nunavut’s adjacent waters. <li data-bbox="1541 886 2013 1032">  Lead stakeholders in the development of an action plan for turning competitive quota system into one that works for Nunavummiut. <li data-bbox="1541 1065 2013 1195">  Advocate for GN and Nunavut inclusion in any transboundary stock discussions and meetings. <li data-bbox="1541 1227 2013 1339">  Develop working relationships with Greenlandic partners who share offshore stocks with Nunavut.

Offshore Development








Strategic Priorities

Support the development and use of the Qikiqtarjuaq deep-sea port.

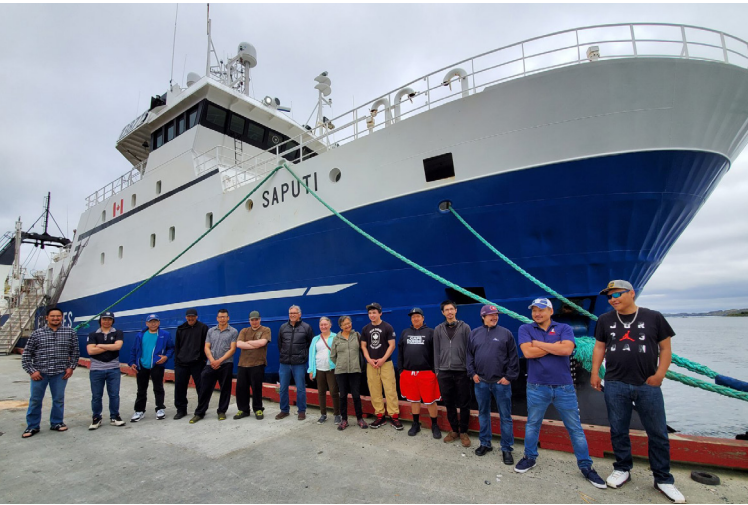
Rationale

Currently, offshore vessels traveling and harvesting in waters adjacent to Nunavut must offload, reload, and resupply at ports outside of the territory, as there is no local infrastructure to support their docking. This leads to a loss in economic opportunities for Nunavummiut. The establishment of the Qikiqtarjuaq deep-sea port will return these opportunities to the territory while facilitating job creation for Nunavummiut and growth in both fisheries and tourism sectors.

Action Items

-  Establish a working group with the EDT Transportation Division and other key stakeholders, including regulatory agencies and community organizations, to support communication throughout the development and construction of the Qikiqtarjuaq deep-sea port and ensure that community input is taken into consideration throughout the process.
-  Conduct a baseline monitoring program around the Qikiqtarjuaq deep-sea port to monitor the impacts of its construction and subsequent use.
-  Advocate for use of the Qikiqtarjuaq deep-sea port for landing offshore quota and transporting products to market.
-  Provide support for research and training opportunities in port operations for Nunavummiut.
-  Collaborate with Greenland partners to learn from their marine sector and explore opportunities to create formal partnerships.

Offshore Development



Strategic Priorities

Advocate for consistent research on offshore stocks and an increase in federal resources dedicated to the Arctic region.





Advocate and support feasible and sustainable emerging fisheries in Nunavut's adjacent waters.

Rationale

Consistent and reliable population monitoring is needed to sustainably manage Nunavut's offshore fisheries. However, this research is often limited at the federal level by funding availability and capacity within the Arctic region. This can limit quota increases and often leaves communities and co-management partners without valuable information on offshore stocks. An increase in the dedication of federal resources to the Arctic region is needed to ensure sustainable management practices while also facilitating appropriate growth of the fisheries for the benefit Nunavummiut.

Turbot and shrimp make up Nunavut's current commercial offshore harvest, but there are other species in Nunavut's adjacent waters that have commercial potential. Supporting research and development of these emerging fisheries will help to diversify Nunavut's harvest, increasing stability within the sector long-term.

Action Items

-  Conduct a review of current federal funding and resources dedicated to research and management of Nunavut's offshore fisheries in comparison to other regions in Canada.
-  Advocate for increases in federal funding and staffing where appropriate to ensure equitable support of Nunavut's offshore fisheries.
-  Provide access to funding where possible for emerging offshore fisheries.
-  Advocate for equitable federal support for the development of Nunavut's emerging fisheries based on the territory's unique needs and the resources previously provided to other jurisdictions.

Inshore Development



Nunavut's inshore fisheries play an essential role at the community level in supporting traditions and culture while contributing to food security and providing jobs to Nunavummiut.

Commercial, Exploratory, and Subsistence Fisheries.

Nunavut's inshore fisheries refer to the commercial, exploratory, and subsistence fisheries taking place within the Nunavut Settlement Area (NSA) and include both freshwater fisheries as well as marine fisheries in lakes, rivers, and inshore marine areas⁴. The focus of inshore fisheries is mostly Arctic Char (char), but also includes other species of finfish, echinoderms, and shellfish⁵. Nunavut's inshore fisheries play an essential role at the community level in supporting traditions and culture while contributing to food security and providing jobs to Nunavummiut. Their development and management are a collaborative effort across government, Inuit organizations, and communities, with local Hunters and Trappers Organizations (HTOs) playing a large role by providing day to day support to fishers and acting as their voice when working with other co-management partners. Many inshore fisheries have been commercialized through the establishment of community-based processing plants such as Kivalliq Arctic Foods, Kitikmeot Foods, and Pangnirtung Fisheries Ltd., creating business, employment, and training opportunities for Nunavummiut. The Division provides support for inshore fisheries by administering funding programs, working collaboratively towards the development of Nunavut-specific fisheries regulations, and identifying and facilitating opportunities for inshore development that is informed by and aligned with community goals.

⁴ Inshore marine areas are defined as coastal waters within 12 miles of the Nunavut Settlement Area.

⁵ Finfish are bony fish such as char, whitefish, or trout. Echinoderms and shellfish are both marine invertebrates, but shellfish have one or more shells, such as scallops, clams, crabs, and shrimp, while echinoderms have no shell, and include species like sea urchin and sea cucumber.

Inshore Development



Strategic Priorities





Work collaboratively with communities to support inshore fishery development.

Rationale

As the Nunavut Fisheries Regulations (NFR) continue to be developed, it is necessary for the Division to assist communities in navigating the current regulatory system to access commercial quotas and increase local harvesting opportunities.





The Division's IQaluk program has been developed as an option to meet this goal but additional supports outside the program are also needed.

Action Items

-  Through the IQaluk program, provide support to communities in navigating the exploratory licenses system and fulfilling associated data collection and reporting requirements.
-  Engage with communities to create an advocacy plan that will communicate community concerns on the fisheries licensing process.
-  Plan and offer a Nunavut fisheries symposium to gather HTOs, communities and stakeholders together every three years.
-  Continue to actively take part in the NFR working group.

Inshore Development



Strategic Priorities	Rationale	Action Items
<p>Work with communities and the Transportation Division of EDT to identify and address inshore development needs across Nunavut.</p>	<p>Stakeholders identified a lack of information on community specific inshore development needs and goals. Such information, as well as available resources to achieve these goals, would help to inform effective development initiatives for both the Division and other organizations.</p> <p>Building the needed infrastructure will be important for the development of sustainable fisheries across Nunavut. Investments in community-based harvesting, storage and processing capacity, as well as small craft harbours and other shore-based infrastructure, will be necessary to grow community-based inshore fisheries.</p>	<ul style="list-style-type: none">  Engage with communities to identify inshore development interests, fisheries assets, and current barriers to development.  Create an inventory of existing and needed infrastructure to support inshore fishery development and other marine activities.  Advocate for the building of small craft harbours to support sustainable and safe fishery development in communities.  Facilitate knowledge exchanges with other Inuit communities who have developed successful inshore fisheries (e.g. Greenland).

Inshore Development



Strategic Priorities

Rationale

Action Items




Continue to advocate for market access both nationally and internationally.

While many of Nunavut’s inshore species are consumed within the territory, more work could be done to support local industries in reaching potential markets nationally and internationally. This would include the promotion of fresh and value-added products and help ensure Inuit receive fair market prices for their catches.

-  Conduct a review of marketing initiatives currently supported by the Division to assess successes, challenges, and identify future opportunities.
-  Based on the findings of the review, consider expanding and/or revising initiatives to meet business and community needs.
-  Explore policy and regulations that prioritize the sale of Nunavut fish and seafood in Nunavut.
-  Support processing plants in expanding their marketing opportunities.

Develop research priorities for the R.V. Nuliajuk while increasing awareness amongst Nunavummiut of vessel operations and employment opportunities.

The Division’s research vessel, the R.V. Nuliajuk, is currently scheduled to continue research on previously identified priorities throughout the Baffin region, working towards the completion of ongoing projects. During this time, the Division will evaluate and update internal procedures for vessel management and data sharing while exploring ways to increase training and employment for Nunavummiut aboard the vessel. It will be important to provide directed training and hiring opportunities for Nunavummiut aboard the Nuliajuk, with the long-term goal of employing a full Nunavummiut crew.

-  Update procedures, protocols, and internal management structures for successful and safe vessel operation.
-  Develop and implement a promotional campaign to increase Nunavut awareness of the Nuliajuk and recruit Nunavummiut employees.
-  Facilitate the development of a long-term research plan that is informed by and benefits Nunavummiut.

Education and Training

Education is Key.

Creating opportunities to provide training for Nunavummiut is an important priority for EDT and has been identified as a key action in supporting the development of local economies by the GN in *Katujjiluta*⁶. With nearly 10,000 youth coming of age to enter the workforce in the next ten years, an increased awareness of available career opportunities and training for employment in various sectors will be needed. The Division supports the development and delivery of fisheries related training through funding programs and partnerships with key stakeholders. A coordinated awareness campaign of current and new opportunities and career options within the fisheries sector is needed to attract youth towards these types of careers and to facilitate long-term growth.



⁶ Government of Nunavut, *Katujjiluta: Sixth Assembly Mandate* (2022).






Strategic Priorities	Rationale	Action Items
<p>Develop a fishery career awareness campaign.</p>	<p>A gap in information on opportunities available for community members to pursue a fisheries related career was identified by stakeholders. There are many community members with the skills and knowledge to pursue these careers, but guidance and support is needed as to where to find information and training opportunities.</p>	<ul style="list-style-type: none"> ➤ Based on labour market trends and research, identify targeted cohorts of individuals interested in working in the fisheries sector. ➤ Develop cohort specific (children, youth, adults) materials on career opportunities and options within the sector.
<p>Promote training initiatives that focus on preparing Nunavummiut for fisheries career opportunities.</p>	<p>A variety of educational and training opportunities are available in Nunavut but require support to reach communities outside of Iqaluit. Providing training in communities and exploring distance learning options would remove some of the barriers to training and potentially increase intake.</p>	<ul style="list-style-type: none"> ➤ Collaborate with training partners to develop an inventory of training opportunities in Nunavut, review existing training as needed, and assist with the promotion of training programs. ➤ Provide support to raise awareness and visibility of the Nunavut Fisheries and Marine Training Consortium (NFMTC). ➤ Advocate through GNs NFMTC board membership for existing and new programming to continue to focus on benefitting Nunavummiut. ➤ Facilitate knowledge sharing opportunities between Greenland inshore fishers and Nunavut inshore fishers.

Knowledge Sharing

Sharing New and Old Traditions.

The collection of scientific data, IQ, and modern local knowledge on Nunavut’s aquatic resources is crucial to their sustainable management. The Division is one of many organizations that supports fisheries and sealing related research within the territory through funding programs and academic partnerships. While there is much to be learned from the research being done in Nunavut’s waters, improvements in data accessibility and the communication of study results are needed for Nunavummiut to fully benefit.



Strategic Priorities	Rationale	Action Items
<p>Improve the accessibility for Nunavummiut of Division supported research.</p>	<p>Community stakeholders expressed a need for improved data accessibility from research conducted within Nunavut. While the GN does not own the data being collected by researchers they support, the Division can work towards improving the accessibility of internal research results while also developing guidelines for information sharing in Division funded projects.</p>	<ul style="list-style-type: none"> <li data-bbox="1545 435 1976 560">  Ensure accessibility of Nunavut Coastal Resource data and reports for all communities. <li data-bbox="1545 589 1976 743">  Develop procedures for making past and present data collected by the Nuliajuk readily available to Nunavummiut. <li data-bbox="1545 773 1976 898">  Publish a research report every 3 years to summarize all research being supported by the Division. <li data-bbox="1545 927 1976 1141">  Work with other research support organizations within the territory to explore the feasibility of creating a shared information portal to consolidate and house research information. <li data-bbox="1545 1170 1976 1421">  Plan and host a Fisheries and Marine Economic Development Symposium in 2023, and every 2 years after, in Iqaluit where stakeholders will look at accomplishments to date and the sector’s future.

Knowledge Sharing



Strategic Priorities

Ensure researchers supported by the Division are familiar with Nunavut's regulatory environment for research and have respect for Inuit traditional knowledge and culture.

Rationale

The Division regularly works with researchers from outside of Nunavut. Often, these researchers require additional support to understand the research environment within the territory, including community needs, the Inuit cultural context, and how to meaningfully include traditional knowledge in research. While multiple resources on these topics are available, having them in a single place and supported by in person guidance would help to ensure understanding, benefiting both researchers and communities.

Action Items



Explore existing best practices, processes, and protocols across Nunavut for engaging with communities during research.







Create and deliver an introductory course on cultural sensitivity and best practices for researchers working with communities while conducting research in Nunavut; review materials with stakeholders to ensure relevance and appropriateness before delivery.

SEALING

GOAL

Build foundational supports to increase opportunities to grow the sealing sector.

Our Division understands the importance of sealing to Inuit and Nunavummiut who have had a deep relationship with seals for generations. From harvest to the preparation of seal meat, the processing of skins, and the production of clothing and crafts, sealing is deeply rooted into daily life. The Division plays a key role in the sector by:

-  Representing Nunavut's sealing interests both nationally and internationally;
-  Providing funding for sealing initiatives and programs; and
-  Working with partners to further develop the sealing economy.
-  Working with Greenlandic and other Inuit regions in Canada.

The main focus of the Division in the next five years will be to play a coordinating role in building foundational supports that are based on research, needs expressed by community members, and meaningful partnerships.







Program Development

Promotion, Advocacy, Research, development.

The Division currently administers two programs to support sealing related activities: the *Seal and Fur Grant and Contributions Program*, which provides funding for activities that support the seal and fur sectors through promotion, advocacy, research, development, and diversification; and the *Dressed Sealskin for Nunavummiut Program*, which provides commercially tanned and dyed sealskins to Nunavummiut at cost⁷ to ensure accessibility and encourage the use of local skins within the sector. As the sealing sector continues to grow and evolve within the territory, our programs will need to do the same. By listening to and building meaningful relationships with community members within the sealing sector, the Division will work to ensure our programming meets the modern needs of Nunavummiut






By listening to and building meaningful relationships with community members within the sealing sector, the Division will work to ensure our programming meets the modern needs of Nunavummiut

Strategic Priorities	Rationale	Action Items
Increase communication and collaboration between community stakeholders and the Division.	To ensure that the Division’s programs and policies are effectively benefiting Nunavummiut, we must stay informed of modern sealing issues and needs. Providing regular opportunities for community members to connect with each other and the Division would help achieve this objective.	 Create a Nunavut- wide Sealing Working Group to help inform divisional policies and programs.
Increase community knowledge and awareness of existing sealing supports and programs.	Information on the various sealing support programs available within Nunavut and how to apply for them is not always easily accessible. Gathering this information and providing it to communities and other stakeholders in a simple reference document will help to improve awareness of current programs while also identifying gaps in support that need to be filled.	 Develop a list of sealing related resources and programs which can be provided in a plain language format to communities for distribution.  Increase communication and awareness of Division programs and funding related to sealing.  Identify gaps in resources and programing related to sealing that could be filled by the Division or other stakeholders.

⁷At cost means that the price the Division sell’s the skins at only covers the cost it took to process them, and there is no profit made off the skins by the Division.

Program Development







Strategic Priorities	Rationale	Action Items
<p>Ensure programming related to sealing meets the needs of Nunavummiut.</p>	<p>The Division’s Dressed Sealskin for Nunavummiut Program is delivered in tandem with the Seal Skin Purchasing Program, which is administered by the GN Department of Environment. Through the consultation process, feedback was provided by stakeholders that these programs were not meeting their needs and issues with each were identified.</p>	<ul style="list-style-type: none"> <li data-bbox="1470 438 2022 625">  Develop an MOU and internal working group with the Department of Environment to ensure a collaborative approach to the review and delivery of sealing programming within the GN. <li data-bbox="1470 649 2022 868">  Review and revise the Dressed Sealskin for Nunavummiut Program; incorporating feedback shared by Nunavummiut on ways to improve the quality of dressed and dyed skins provided by the program. <li data-bbox="1470 893 2022 1079">  Expand the Dressed Sealskin for Nunavummiut Program by including additional species of seals and providing support for the distribution of traditionally tanned skins. <li data-bbox="1470 1104 2022 1266">  Working internally within EDT to ensure programs that support sealing are comprehensive and effective in meeting the needs of Nunavummiut. <li data-bbox="1470 1291 2022 1453">  Collaborate with jurisdictions that have well-developed sealing industries to help inform the further development of Nunavut’s sealing industry (e.g. Greenland).

Community Infrastructure

Supporting Our Communities.

Community infrastructure specific to the processing and working of seal would provide essential support to the sector and facilitate more natural and sustainable growth driven by community interests. However, the development of new infrastructure within the territory can be challenging. Research into the feasibility of creating and maintaining these spaces will provide a baseline from which the Division can work to support future development initiatives as well as explore innovative ways to meet community needs.








Strategic Priorities	Rationale	Action Items
<p>Advocate and work to source external funding for community spaces to support the sealing sector.</p>	<p>Stakeholders indicated that the development of community spaces to process seal skins, sew, and sell seal related products is needed to support and grow the sealing sector. These spaces would facilitate knowledge transfer and improve accessibility for all community members interested in learning and pursuing the skill. Given the limited infrastructure available in Nunavut, creative ways for developing these spaces will need to be explored. Research into the resources available and needed to create these spaces, as well as innovative infrastructure options, will help to set the groundwork for their potential development in the future.</p>	<ul style="list-style-type: none">  Conduct a comprehensive environmental scan of similar community spaces that exist in other Inuit regions.  Compile a list of funding options suitable for the creation of such community spaces.
<p>Assess the feasibility of developing a tannery in Nunavut.</p>	<p>Nunavut currently does not have a tanning facility, and no ability to process seal skins or other pelts locally on a large scale. While a local tannery could create economic opportunities and allow for more control of the supply chain, there are environmental and logistical risks that may limit its suitability for the territory. Exploring these risks as well as alternative tanning options will inform future initiatives and areas of support.</p>	<ul style="list-style-type: none">  Conduct a feasibility study and environmental assessment to determine the economic demand and viability for a tannery in Nunavut.  Conduct an environmental scan focused on tanneries operating in remote locations (e.g. Nunavik, Greenland).

Advocacy

Advocacy and Promotion.

While Nunavummiut have expressed the need to prioritize building foundational supports for the sealing sector locally, there is continued interest in selling sealskin products outside of the territory and a desire to be a participant in the global market. Equitable access to previously established markets, as well as the exploration of new ones will therefore continue to be an important part of facilitating growth in Nunavut’s sealing economy. Through our relationships with national and international regulatory agencies, the Division plays an important role in advocating for the acknowledgement and equitable support of sealing in Nunavut both at home and abroad.

Equitable access to previously established markets, as well as the exploration of new ones will therefore continue to be an important part of facilitating growth in Nunavut’s sealing economy.



Strategic Priorities	Rationale	Action Items
<p>Continue to advocate for Nunavut sealing interests nationally and internationally.</p>	<p>Outside of Nunavut and Inuit Nunangat, sealing is often associated with the negative connotations of the fur industry and the plight of arctic species suffering from climate change. However, ringed and harp seals within Nunavut are known by communities to be abundant and are harvested humanely as a sustainable and renewable resource. The Division officially represents Nunavut’s sealing interests regionally and at the national level.</p> <p>Internationally, the Division as well as thespeaks for and defends the sealing interests of Nunavut Inuit as an Indigenous people with the European Union, United Kingdom and other countries where bans on the importation of seal products are in place. The Division plays an important role in helping Nunavummiut navigate relevant regulations on the sale and purchase of products while lobbying for more informed policy development which fully considers the cultural and economic repercussions of these policies.</p>	<ul style="list-style-type: none">  Continue to manage the seal skin ban in the European Union and United Kingdom, and advocate for market access on behalf of Nunavut with international bodies.  Develop advocacy points that are Nunavummiut driven.  Continue collaboration with key stakeholders to provide a united voice on sealing issues and work towards finding marketing options that benefit Nunavummiut.  Actively engage on federal policies and decisions that may affect Nunavut’s sealing sector, advocating for the inclusion of local population knowledge alongside contemporary data sets, as well as community consultation throughout the decision-making process.  Work collaboratively with Greenland on shared advocacy priorities.

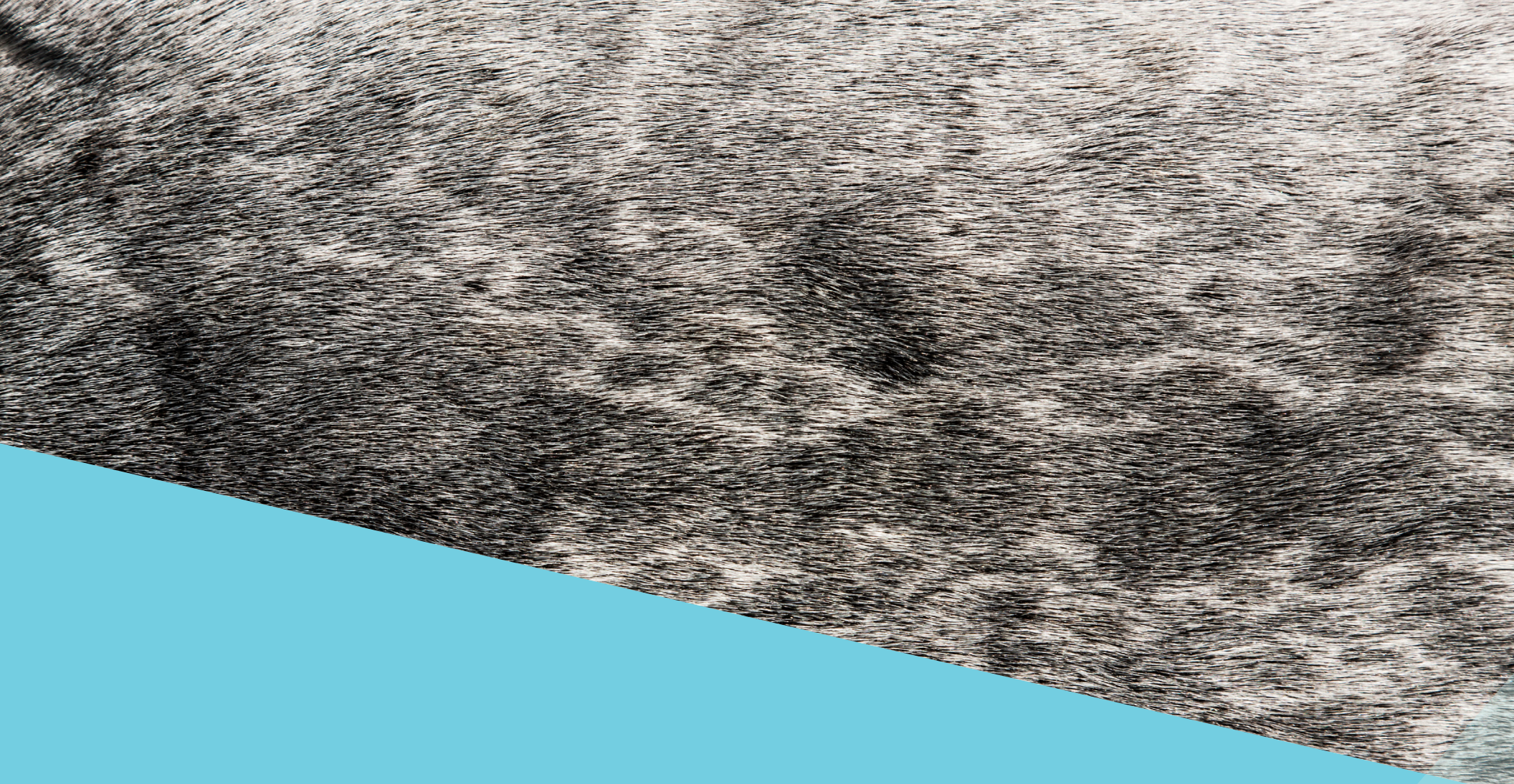
Knowledge Sharing

Building a Foundation for the Future.

There exists a wealth of traditional knowledge in Nunavut and abroad relating to the harvesting of seals, processing of skins, and the production of clothing and crafts. We heard through consultations that there is a desire to gather such local and newly acquired knowledge and the need to develop a plan to ensure there are ongoing opportunities for the transfer of this knowledge to present and future generations of Nunavummiut. This will require a coordinated effort with extensive collaboration with communities and help build a strong foundation for the continued development of the sealing sector in Nunavut.



Strategic Priorities	Rationale	Action Items
<p>Work with partners and stakeholders to promote knowledge sharing as a key building block for growth of the sealing sector.</p>	<p>Community stakeholders indicated that there is demand for high quality seal skins in Nunavut as well as a need to offer training on the handling and preparation of skins. Crafters pointed out that Greenland has well developed processes for the handling and processing of skins, resulting in a consistently high-quality product. Given the close relationship between Nunavut and Greenland, there is an opportunity to learn these best practices. Learning from Greenland and other regions can help inform the development of education and awareness campaigns for Nunavummiut.</p>	<ul style="list-style-type: none">  Develop working relationships with other Inuit regions in Canada, Greenland, and the circumpolar world to learn best practices for harvesting, handling, and processing of skins.  Develop and deliver an education and awareness campaign on best practices that produce the highest quality seal skins.



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