



# Indigenous Relations

## Ministry Business Plan



# Indigenous Relations

## Business Plan 2024-27

### Ministry Fact Sheet – Mandate and Structure

The Ministry of Indigenous Relations consists of the Department of Indigenous Relations, Metis Settlements Appeal Tribunal, First Nations Women’s Council on Economic Security, Métis Women’s Council on Economic Security, Alberta Indigenous Opportunities Corporation (AIOC) and Premier’s Council on Missing and Murdered Indigenous Women, Girls and Two Spirit Plus People (MMIWG2S+).

The Department of Indigenous Relations acts as a central point for Alberta’s government to build and maintain relationships with Indigenous governments, communities, groups, industries and organizations in the province. The department provides guidance, specialized knowledge and expert advice to other ministries to ensure Indigenous perspectives are heard and considered while developing, implementing and monitoring policies, programs, services and initiatives.

Indigenous Relations ensures that Alberta’s legal duty to consult with First Nations, Metis Settlements and Credibly Asserted Métis Communities is met where resource development may adversely impact the continued exercise of First Nations Treaty rights and traditional uses as well as Metis Settlement and Credibly Asserted Métis Community members’ harvesting or traditional use activities. As part of this work, the department ensures coordination with other provincial government ministries, the federal government and First Nations in response to and negotiation of land-related claims.

Indigenous Relations’ work involves leading the facilitation of cross-government collaboration with municipalities, utility commissions and industry for projects, programs and services that support Indigenous communities, and in response to federal Indigenous initiatives and legislation. This includes priorities such as access to safe and clean drinking water; child and family services; the Investing in Canada Infrastructure Program; and disaster response and recovery.

Community, social and economic development efforts of First Nations, Metis Settlements, and other Indigenous communities and organizations are supported through:

- providing capital funding for Indigenous community-owned economic development projects to increase the number of Indigenous community-owned businesses, employment opportunities, and strengthen the economies of Indigenous communities through the Aboriginal Business Investment Fund (ABIF);
- providing grants to support cultural and economic opportunities for Indigenous communities in Alberta through the Indigenous Reconciliation Initiative (IRI);
- supporting Indigenous-led projects that address violence against Indigenous women, girls and two spirit plus people and increase their safety and economic security with the Community Support Fund (CSF);
- administering the Employment Partnerships Program (EPP), which provides funds for direct training and employment supports for Indigenous peoples;
- supporting projects including but not limited to housing, children, youth and Elder programs, cultural programs, business start-ups and expansion, and employment and training programs through the First Nations Development Fund (FNDF); and
- maintaining and strengthening relationships with the Metis Settlements, Independent Métis communities and Métis organizations to advance their long-term sustainability.

Indigenous Relations also leads the Alberta government’s work towards reconciliation and building stronger relationships with Indigenous peoples. Reconciliation is an ongoing journey of education and action to improve relations between Indigenous and non-Indigenous people, including acknowledging the truth about Canada’s residential school system and colonial origins. Alberta’s government is committed to collaborating with Indigenous people, communities and organizations, and walking the path toward reconciliation together. The Alberta

government’s actions towards reconciliation in priority areas, such as economic community development, culture, language, health, and families are highlighted at [alberta.ca/reconciliation-in-alberta](http://alberta.ca/reconciliation-in-alberta). Indigenous Relations also works with other ministries to help ensure policies and programs are guided by Jordan’s Principle, which means striving for Indigenous people to have the same access to core services and supports as any other Albertan.

Indigenous Relations leads Alberta’s response to the National Inquiry into Missing and Murdered Indigenous Women and Girls, including supporting the work of the Premier’s Council on Missing and Murdered Indigenous Women, Girls and Two Spirit Plus People. This public advisory agency provides independent advice, collaborates with and monitors actions taken by government to prevent violence and increase safety and economic security of Indigenous women, girls and two spirit plus people. Indigenous Relations also works independently to achieve these same goals.

Operationally independent from the Department of Indigenous Relations, the Metis Settlements Appeal Tribunal (MSAT) is a quasi-judicial agency whose overriding consideration is to preserve and enhance Métis culture and identity, and to strengthen Métis self-governance under the laws of Alberta. As a legislated alternative to court, MSAT strives to resolve disputes through adjudication, mediation and education in a manner that is fair, timely and cost-effective. The First Nations and Métis Women’s Councils on Economic Security advise the minister directly on provincial laws, policies, programs and services to improve socio-economic outcomes for Indigenous women, their families and communities.



The Alberta Indigenous Opportunities Corporation (AIOC) is a provincial corporation that enables access to capital funding for Alberta-based Indigenous groups investing in medium to large-scale natural resource, agriculture, transportation, and telecommunication projects and related infrastructure. These projects will support economic prosperity and social improvements in communities for generations to come.

A more detailed description of Indigenous Relations and its programs and initiatives can be found at: [alberta.ca/indigenous-relations.aspx](http://alberta.ca/indigenous-relations.aspx).

The Ministry of Indigenous Relations remains committed to regulatory approaches and program delivery that reduces unnecessary government oversight and emphasizes outcomes in order to improve access to government services, attract investment, support innovation and competitiveness, and grow Alberta businesses.

Ministry business plans should be considered in conjunction with all budget documents - including the Fiscal Plan, Government Strategic Plan, and Estimates - which work together to provide a complete overview of government’s commitment to responsible fiscal management.

# 2024-27 Business Plan

## Outcome 1

**Indigenous peoples, organizations and communities are engaged as economic partners, and resource or economic development occurs in the context of Alberta’s legal duty to consult**

Indigenous Relations will lead Alberta’s legal duty to consult and continue to work with Indigenous people, communities, the federal government, industry, Alberta ministries, and other stakeholders to support strong, vibrant Indigenous communities and people.

### Key Objectives

- 1.1 Provide oversight to the Alberta Indigenous Opportunities Corporation (AIOC) to enable access to capital and improve lending terms to First Nations, Metis Settlements, and other Indigenous groups and organizations.
- 1.2 Work with other ministry partners, the federal government, and First Nations to resolve and negotiate land-related claims.
- 1.3 Facilitate Indigenous participation in the consultation process for land and natural resource development activities.
- 1.4 Deliver funding programs or initiatives that support community, social and economic development of Indigenous communities.
- 1.5 Lead Alberta’s Métis credible assertion process so a Métis organization, if successful in demonstrating an assertion of Métis Aboriginal rights, will be consulted when Crown land management and resource development decisions may have the potential to adversely impact those credibly asserted Métis Aboriginal rights.

### Initiatives Supporting Key Objectives

- AIOC will spend up to \$9.2 million per year to enable access to capital and improve lending terms to support economic prosperity and social improvements in communities.
- The Indigenous Consultation Capacity Program will provide \$7 million in funding to assist affected Indigenous communities in participating in consultation related to land and natural resource management activities.
- The Employment Partnerships Program (EPP) and the Aboriginal Business Investment Fund (ABIF) will annually invest \$4.5 million and \$10 million respectively in employment, training, and business development opportunities.
- \$2 million will be allocated to support Métis organizations participating in the Métis credible assertion process and provide Indigenous Consultation Capacity Program funding in the event of a successful assertion.

## Performance Metrics

### 1.a Performance Measure: Number of Indigenous Employment Initiatives funded from the Employment Partnerships Program

This program supports Indigenous Peoples, communities and organizations to fully participate in Alberta’s economy by funding skills and employment training programs. In 2022-23, the program exceeded the target, funding 27 projects.

<b>Targets</b>	<b>2024-25</b>	25	<b>2025-26</b>	25	<b>2026-27</b>	25
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**1.b Performance Measure: Number of Indigenous Jobs Created (Permanent FTEs) by the Aboriginal Business Investment Fund**

This program supports Indigenous peoples, communities and organizations to fully participate in Alberta’s economy by supporting Indigenous community-owned businesses and helping create jobs. Based on self-reporting, the approved projects in 2022-23 created 167 Indigenous permanent FTEs.

Targets	2024-25	90	2025-26	90	2026-27	90
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**1.c Performance Measure: Percentage of weeks in a fiscal year that pre-consultation and consultation adequacy assessments are issued within established timelines**

This measure demonstrates how the ministry is continuing to provide timeline certainty to Indigenous communities and industry. The Aboriginal Consultation Office has consistently met its performance timelines for these measures 100 per cent of the time.

Pre-consultation Assessments (4 working days)

Targets	2024-25	95%	2025-26	95%	2026-27	95%
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Consultation Adequacy Assessments (10 working days)

Targets	2024-25	95%	2025-26	95%	2026-27	95%
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## Outcome 2

**Government of Alberta programs, initiatives and services reflect Indigenous perspectives and advance reconciliation**

Working closely with provincial government ministries, Indigenous Relations will work to ensure that Indigenous perspectives are reflected and implemented in government programs and initiatives.

### Key Objectives

- 2.1 Collaborate with other ministry partners to provide expert advice and support to develop policies, programs, initiatives, and services that reflect Indigenous perspectives and advance reconciliation.
- 2.2 Participate in and support collaboration with other agencies, municipalities, utility commissions and industries for projects, programs and services that support Indigenous communities.
- 2.3 Implement and support government actions guided by the Alberta MMIWG Roadmap to prevent violence and increase safety and economic security of Indigenous women, girls and two spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex and asexual plus people.

### Initiatives Supporting Key Objectives

- Allocate \$3.9 million in program funding to the Indigenous Reconciliation Initiative to support economic growth and projects that revitalize and enhance culture, traditions and languages.
- Provide opportunities for Alberta Public Service members to build their intercultural competencies through the Indigenous Knowledge Keepers Circle (IKKC) pilot program, a joint effort with Alberta Education.
- Commit to working with Metis Settlements to develop a long-term solution to mitigate the impact and costs associated with disaster-related losses.
- Allocate \$4 million to the Community Support Fund and an additional \$1.9 million to support work of the Premier's Council on MMIWG2S+, the First Nations and Metis Women's Councils on Economic Security.

# Performance Metrics

**2.a Performance Measure: Number of initiatives funded that address violence and increase safety and economic security of Indigenous women, girls and two spirit plus people**

This measure identifies the number of projects funded by the Community Support Fund (CSF), which has the primary objective of addressing violence and increasing the safety and economic security of Indigenous women, girls, two spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex and asexual plus people.

<b>Targets</b>	<b>2024-25</b>	20	<b>2025-26</b>	22	<b>2026-27</b>	24
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# Outcome 3

**Relationships with Indigenous communities and organizations are created, maintained and strengthened**

Indigenous Relations will continue work to build strong and collaborative relationships with First Nations, Metis Settlements, and other Indigenous communities and organizations, many of which are formally set through protocol or relationship agreements.

**Key Objectives**

- 3.1 Enhance discussions with First Nations through protocol or relationship agreements.
- 3.2 Maintain and strengthen Alberta’s relationships with the Metis Settlements General Council, Metis Settlements, the Métis Nation of Alberta, Independent Métis communities through protocol or relationship agreements.
- 3.3 Establish and strengthen Alberta’s relationships with Indigenous women and two spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex and asexual plus organizations.
- 3.4 Provide secretariat support to the First Nations and Metis Women’s Councils on Economic Security and advance the Councils’ advice and recommendations to achieve greater economic security for Indigenous women, their families and communities.

**Initiatives Supporting Key Objectives**

- Allocate \$1 million to implementing and maintaining the First Nations protocol and relationship agreements.
- Dedicate \$1.8 million towards the Métis Nation of Alberta (MNA) Framework Agreement.
- Support Settlement opportunities, sustainability and regional economic participation through the Protocol Agreement between the GoA and the Metis Settlements General Council.
- Allocate \$2 million to support the Metis Settlements Enhanced Community Policing initiative for policing services on Settlements.
- Engage with organizations led by Indigenous women and two spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex and asexual plus people to maintain and strengthen relationships.

# Performance Metrics

**3.a Performance Measure: Number of First Nations protocol or relationship agreements**

Indigenous Relations has the mandate to proceed with four First Nations protocol or relationship agreements. There are two active protocol agreements (Blackfoot Confederacy and Stoney Nakoda-Tsuut’ina Tribal Council), and one active relationship agreement with the Confederacy of Treaty Six First Nations.

<b>Targets</b>	<b>2024-25</b>	4	<b>2025-26</b>	4	<b>2026-27</b>	4
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STATEMENT OF OPERATIONS

(thousands of dollars)

	Comparable		2024-25 Estimate	2025-26 Target	2026-27 Target
	2023-24 Budget	2023-24 Forecast			
<b>REVENUE</b>					
Labour Market Development	4,547	4,547	<b>4,547</b>	4,547	4,547
Transfers from Government of Canada	9,031	11,585	<b>105</b>	105	105
Premiums, Fees and Licences	4,527	3,256	<b>12,700</b>	8,584	8,953
Consolidated Total	18,105	19,388	<b>17,352</b>	13,236	13,605
<b>EXPENSE</b>					
Ministry Support Services	5,016	4,755	<b>4,909</b>	5,016	5,083
First Nations and Métis Relations	25,499	32,399	<b>32,144</b>	32,307	32,409
Indigenous Women's Initiatives	7,391	8,352	<b>7,702</b>	7,738	7,762
First Nations Development Fund	147,250	145,000	<b>141,800</b>	143,500	144,000
Metis Settlements Appeal Tribunal	1,161	1,161	<b>1,189</b>	1,207	1,219
Consultation, Land and Policy	22,583	18,683	<b>19,002</b>	19,219	19,351
Investing in Canada Infrastructure	9,031	10,885	<b>105</b>	105	105
Land and Legal Settlement	3,825	833	<b>4,275</b>	25	25
Alberta Indigenous Opportunities Corporation	8,527	7,270	<b>9,194</b>	9,227	9,261
Consolidated Total	230,283	229,338	<b>220,320</b>	218,344	219,215
Net Operating Result	(212,178)	(209,950)	<b>(202,968)</b>	(205,108)	(205,610)
<b>CAPITAL INVESTMENT</b>					
Ministry Support Services	25	25	<b>25</b>	25	25
Alberta Indigenous Opportunities Corporation	-	20	<b>-</b>	-	-
Consolidated Total	25	45	<b>25</b>	25	25