
**Metis Society
Of
Saskatchewan
Annual Assembly**

1993

Wells Society
of
Saskatchewan
Annual Assembly

1993



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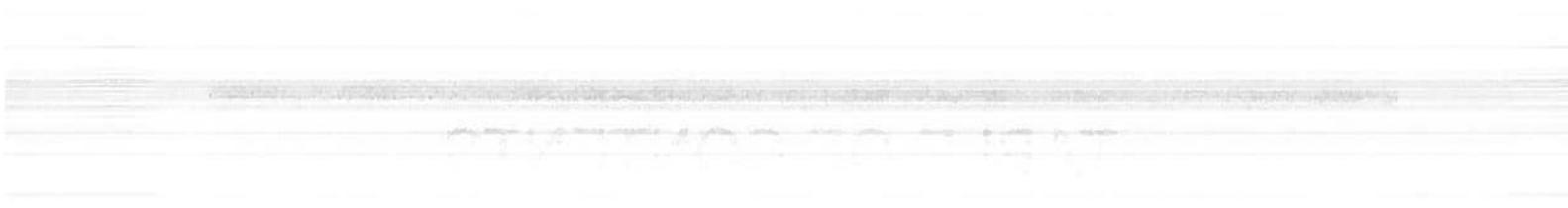
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SECTION ONE:

A G E N D A

SECTION ONE

AGENDA

**METIS SOCIETY OF SASKATCHEWAN
ANNUAL ASSEMBLY
December 3rd & 4th, 1993**

"DRAFT AGENDA"

Thursday December 2, 1993

4:00-10:00 pm • Registration - Holiday Inn

Friday December 3, 1993

8:00-10:00 am • Registration Cont. - Centennial Auditorium

**9:00 am • Opening Ceremony
• Opening Prayer**

9:15-9:30 am • Adopt Agenda

**9:30-10:00 am • Opening Remarks
- Gerald Morin, President (MSS)**

**10:00-12:00 pm • Self-Gov't/Restructuring Report (By committee)
a) Proposed Constitution**

12:00-1:30 pm L U N C H

1:30-3:00 pm • Continue Proposed Constitution

3:00-3:15 pm C O F F E E B R E A K

3:15-5:00 PM • Continue Proposed Constitution

Saturday December 4, 1993

9:00 am • Opening Prayer

9:15-10:00 am • Land Claims

10:00-11:00 am • Tripartite & Bilateral Agreements

LETTERS TO THE EDITOR OF THE JOURNAL
 ANNUAL MEETING
 December 15 & 16, 1993

"BRIEF REPORTS"

Thursday, December 2, 1993

8:00-10:00 am - Registration - Holiday Inn

Friday, December 3, 1993

8:00-10:00 am - Registration Cont. - Continental Ballroom

9:00 am - Opening Ceremony
 - Opening Prayer

9:15-9:30 am - Adopt Agenda

9:30-10:00 am - Opening Remarks
 - Goals and Objectives (MS)

10:00-12:00 pm - Self-Governance/Accounting Report (by committee)
 - Proposed Constitution

12:00-1:30 pm - LUNCH

1:30-2:00 pm - Continue Proposed Constitution

2:00-2:15 pm - COFFEE BREAK

2:15-2:30 pm - Continue Proposed Constitution

Saturday, December 4, 1993

7:00 am - Opening Prayer

8:15-10:00 am - Last Class

10:00-11:00 am - Theology & History: Agreements

DRAFT AGENDA

Saturday November 6, 1993

11:00-12:00 pm	- Executive Reports - Gerald Egan, President, President - Remon Housheer, Regional Secretary
12:00-1:00 pm	- LUNCH
1:00-2:00 pm	- Executive Roundtable - Phil Gentry, Regional Treasurer - Annual Report
2:00-3:00 pm	- State Board of Councils - National Issues
3:00 pm	- Closing Prayer

SECTION TWO:

MINUTES OF ANNUAL ASSEMBLY 1992

THE METIS SOCIETY OF SASKATCHEWAN

1992 Annual General Assembly
October 9th & 10th, 1992

Saskatoon Inn, Saskatoon, Saskatchewan

MINUTES

Prepared by: Bernice Hammersmith, Provincial Secretary
(based on verbatim record)

October 9/92

Opening Remarks

- Address by Hon. Robert Mitchell, Minister of Justice, Government of Saskatchewan
- Address by Gerald Morin, President, MSS
- Address by Yvon Dumont, President, MNC
- Presentation to Mr. and Mrs. Gerald Morin, Saskatoon Berry and Chocolate Farms
- Address by Hon. Keith Goulet, Cabinet Secretary, Gov't of Sask.
- Recognition of Special Guests (Larry Desmeules, Sheila Genaille, Marc Leclair, Clem Chartier, Cynthia Parrado-Desmeules, Sandra Delaronde, Mr. Leclair, (N.B.), Ray Funk, M.P., Gary Tinker, Mary Weigers.

Motion #01/1992 AGM: That Senator Ed Head from Manitoba and Mr. Ed Swain Be the CoChairs for the 1992 Annual General Assembly of the Metis Society of Saskatchewan.

Moved: Gerald Morin, PMC Executive

Seconded: Wilbert Desjarlais, PMC member, E.R. III

Carried

Coffee Break

Report of the Registrars

There are 500 members registered and there are 300 people in the room. Co-Chair Ed Swain declared that this assembly has a quorum.

Motion #02/1992 AGM: That the assembly moves to adopt the agenda.

Moved: Robert Lee, N.R. I

Seconded: May Henderson, Local 7

Carried

Nominations for Resolutions Committee:

Isabelle Impey by May Henderson, Local 7. **Accepted**
Bob Desjarlais by Irene Brabant, Local 6. **Accepted**
Bernice Hammersmith by Martin Aubichon, W.R. II. **Accepted**
Robert Doucette by Nora Ritchie, Local 11. **Accepted**
Gary Tinker by John Dorion, Local 7. **Accepted**
Randy Smith by Robert Doucette, Local 126. **Accepted**
Vital Morin by Judy Griffith, Local 7. **Accepted**
Cyrus McGaughey by Bobby McGaughey, Local 21. **Accepted**
Mary Weigers by Chris Perry, Local 87. **Accepted**

Motion #03/1992 AGM: That nominations for the Resolutions Committee Cease.

Moved: Roy Fosseneuve, Local 7

Seconded: Bob Wills, Local 62

N.B.: No record of vote on this motion in verbatim minutes.

Nominations for Credentials Committee:

Motion #04/1992 AGM: That the Assembly appoint the Senators to act as the Credentials Committee.

Moved: Roy Fosseneuve, Local 7

Seconded: Robert Mercredi, N.R. I

N.B.: No record of vote on this motion in verbatim minutes.

Elections 1992 Issues

Motion #05/1992 AGM: That the Elections issue with Bernice Hammersmith and John Dorion be dealt with by way of secret ballot.

Moved: Cyrus McGaughey, Local 21

Seconded: Chris Perry, Local 87

Carried

Motion #06/1992 AGM: That the Assembly agrees to follow the voting delegate system as outlined in the Bylaws with respect to voting on the Elections Commission report.

Moved: (?) May Henderson, Local 7

Seconded: Ralph Kennedy. Local 30

Carried

Motion #07/1992 AGM: That the Assembly agrees to accept the recommendation of the Provincial Metis Council and the Senators regarding the Elections Commission Report process.

Moved: Robert Doucette, Local 126

Seconded: Max Morin, N.R. III

Carried

Motion #08/1992 AGM: That the Senate will conduct the counting of the ballots.

Moved: Peter Pelletier, Local ___

Seconded: Peggy Pambrum, Local 11

N.B.: No record of vote on this motion in verbatim minutes.

REPORT: Metis Elections Commission, Nora Ritchie, Doug Richardson

Response: Bernice Hammersmith

Response: John Dorion

Vote by Secret Ballot: YES means support for province-wide byelection for Provincial; NO means Bernice Hammersmith be reinstated.

Lunch Break

Constitutional Workshop

Introduction of Yvon Dumont: Gerald Morin

Introduction of Hon. Joe Clark: Yvon Dumont

Key Address: Hon. Joe Clark, Minister of Constitutional Affairs, Government of Canada

Question and Answer Session (Page 61 missing in verbatim record regarding Joe Clark's response to Leonard Morin as well as another question from the floor)

Report of Results of Secret Ballot (page 73 missing in verbatim record regarding introductory remarks leading to announcement of secret ballot vote)

Number of ballots: 422

Number of ballots spoiled: 4

Number of ballots marked YES: 181

Number of ballots marked NO: 237

Motion #09/1992 AGM: That the ballots be destroyed.

Moved: Leonard Morin, Local 42

Seconded: Wilbert Desjarlais, E.R. III

Carried

October 10/92

President's Report - Gerald Morin

Motion #10/1992 AGM: That we accept the President's Report

Moved: Max Morin

Seconded: Edwin Pelletier, W.R. II

Carried

Motion #11/1992 AGM: That the Assembly support the Charlottetown
Accord.

Moved: Edwin Pelletier

Seconded: Vital Morin

Carried

Treasurer's Report - Philip Chartier

Auditor's Report - Les Cannam

Motion #12/1992 AGM: That the Treasurer's report be accepted.

Moved: Edwin Pelletier, W.R. II

Seconded: Mike Bowchuk, Local 269

Carried

Report of Resolutions Committee - Bernice Hammersmith, Chair

Motion #13/1992 AGM: That a small fee for Batoche be charged at
the gate.

Moved: Claude Petit, Local 10

Seconded: _____, Local 28

Defeated

Report - Marc LeClair

Question and Answer Session

Motion #14/1992 AGM: That the discussion on the Constitution stop
and that we move along with other business.

Moved: Margaret Blondeau

Seconded: Max Morin

Carried Unanimously

Resolutions

Motion #15/1992 AGM: That the Assembly waive notice regarding amendments to the MSS Constitution as notice was not received in time for notices of amendments to be sent to the membership within the constitutional time period.

Moved: Max Morin
Seconded: Robert Desjarlais
Carried

Resolution #01/1992 AGM:

WHEREAS there is a great need for the senators to identify and develop their duties, responsibilities and guidelines;
BE IT RESOLVED that the Metis Society of Saskatchewan acquire funding to develop a working Metis Senate Group.

Moved: Vital Morin
Seconded: Alfred Genaille
Carried

Resolution #02/1992 AGM:

WHEREAS the Senate members are appointed and not elected, thus being in a neutral position;
BE IT RESOLVED that the Senate be given authority to run all future Metis elections.

Moved: Vital Morin
Seconded: _____
Carried

Resolution #03/1992 AGM:

BE IT RESOLVED that the Constitution be amended to reflect that no votes of non-confidence be considered.

Moved: Martin Aubichon
Seconded: Pauline McGauphey
Carried

Resolution #04/1992 AGM:

BE IT RESOLVED that expenses of youth delegates to the AGM be covered by the MSS.

Moved: Bobby McGaughey

Seconded: Delbert Major

Carried

Resolution #05/1992 AGM:

BE IT RESOLVED that a by-election for regional director in Western Region III be held within the next 90 days and the duly-elected Area Director be reinstated until the election.

Moved: Cyrus McGaughey

Seconded: Delbert Major

Carried

Resolution #06/1992 AGM:

BE IT RESOLVED that no member of the Provincial Metis Executive may be appointed to any Affiliate Board except in an ex-officio capacity.

Moved: Marg Blondeau

Seconded: James Laliberte

Defeated

Resolution #07/1992 AGM:

BE IT RESOLVED that a detailed and specific financial statement of all expenses and operations of the MSS Executive be presented at each AGM, including salaries and expenses of each Executive member and any contracts made for goods and services.

Moved: Bob Woods

Seconded: Vital Morin

Defeated

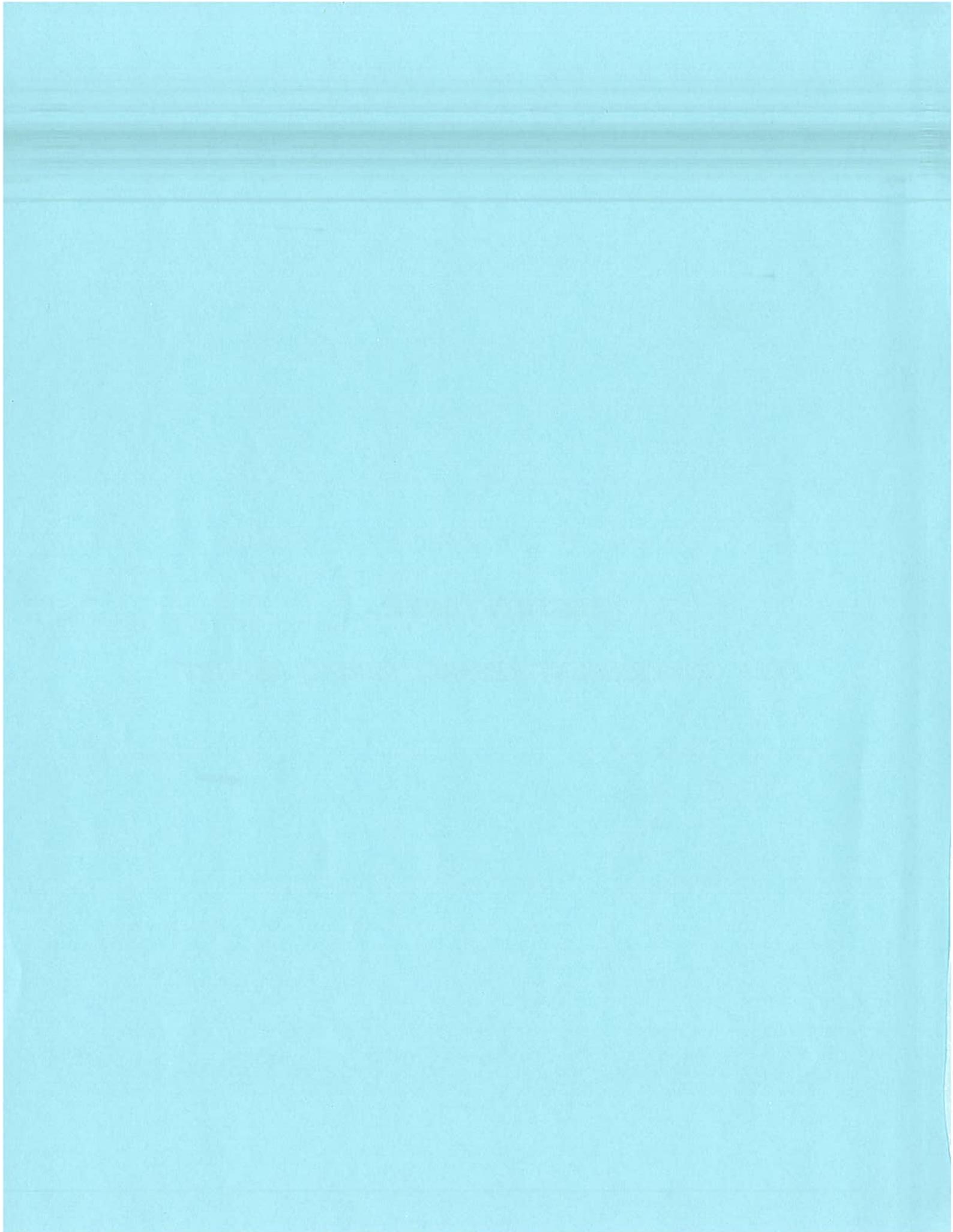
Motion #16/1992 AGM: That the meeting be adjourned.

Moved: Edwin Pelletier

Seconded: Lisa McCallum

SECTION THREE:

SELF GOVERNMENT RESTRUCTURING REPORT



METIS SOCIETY OF SASKATCHEWAN

***1993 METIS SELF-GOVERNMENT AND RESTRUCTURING
REPORT***

**METIS SOCIETY OF SASKATCHEWAN
1993 METIS SELF-GOVERNMENT AND RESTRUCTURING REPORT**

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METIS SOCIETY OF SASKATCHEWAN 1993 METIS SELF-GOVERNMENT AND RESTRUCTURING REPORT

1.0 INTRODUCTION

The Metis Society of Saskatchewan recognizes the inherent right of Metis to openly govern Metis. Throughout the past one hundred years, and more, that right has been ignored by the Federal and Provincial Governments and in some cases forgotten by our people. The structures we have built to manage our institutions have reflected the mainstream governments' agenda. Fortunately, our people have maintained the original intent of Metis owned institutions and so they have served to enhance the status of Metis. Our people have regained their conviction of being a self-governing nation. We now wish structures which reflect the manner in which Metis wish to govern. In order for Metis to best govern and manage, restructuring of our present institutions has to take place. These restructuring efforts began in the fall of 1992 when the Provincial Metis Council established the Metis Society of Saskatchewan Self-Government and Restructuring Committee. The Committee consists of eight members representing the Provincial Metis Council, The Metis Elders' Senate, the Metis Women of Saskatchewan and the Metis Youth Committee.

1.1 Mandate

The mandate of the MSS Self-Government and Restructuring Committee is to identify, develop, plan and implement the steps and phases required in the restructuring of the Metis Society of Saskatchewan, both politically and administratively, including the roles of the Affiliates.

1.2 Goal

The goal of a new structure for the Metis Society of Saskatchewan is to enhance our ability to determine our destiny as a Nation.

1.3 Objectives

The immediate objective includes ensuring that the active voices of all citizens of the Metis Nation are heard and reflected in the steps and plans identified by the Committee.

1.4 Activities

The following list of activities demonstrates the significant amount of work accomplished in the first year of self-government restructuring:

- The MSS Self-Government and Restructuring Committee has met six times;
- Two Provincial Workshops have been held. The first was the **Metis Self-Government Nation Building: Step One**

held in Saskatoon on March 17, 18 and 19, 1993. The second was the **All Presidents' Assembly** which was held at Batoche on July 21 and 22, 1993;

- To date, Area Self-Government and Restructuring Workshops have been held in eleven MSS Areas: NRI, NRII, NRIII, WRI, WRIA, WRIIA, WRIII, ERI, ERII, ERIIA, ERIII;

- Two Urban Metis Self-Government and Restructuring Meetings were held in Saskatoon on June 21 and July 20, 1993. A third is planned for fall 1993.

- The Provincial Metis Council has met three times to discuss and critique the proposed MSS Constitution which is intended to reflect the voices heard at the Workshops;

- A Code of Ethics has been developed based on the direction of the citizens of the Metis Nation and the guidance of the Provincial Metis Council;

- The MSS Affiliates, which are owned by the Metis Society of Saskatchewan, have become semi-autonomous delivery mechanisms;

- The Metis Elders' Senate has proposed to take on greater responsibilities. These will include mediation, arbitration and advisory and cultural representation;

- The Metis Women of Saskatchewan has developed a position paper on the involvement it seeks to have

within the Metis Society of Saskatchewan and its
Affiliates;

- The Metis Youth Committee has been recognized formally by the Provincial Metis Council;
- Pinehouse Lake, in conjunction with the Metis Society of Saskatchewan and the Gabriel Dumont Institute, has taken the initiative to develop and implement a strategic plan; and
- As part of the Metis Economic Strategy the Saskatchewan Metis Economic Development Authority was established to implement a strategy for local and regional dominion over economic initiatives.

2.0 DETAILS OF THE ACTIVITIES

The following describes most of the activities accomplished under the self government and restructuring strategy.

2.1 MSS Self-Government and Restructuring Committee Meetings

Essentially, the Self-Government and Restructuring Committee drove the process. It met, formally, six times to plan, direct and prioritize all of the initiatives. Significantly more work than is shown here was conducted by the members and their designated technicians to bring the process to life.

2.2 Provincial Workshops: March and July, 1993

The first step in Phase I of restructuring was the **Metis Self-Government Nation Building: Step One** workshop on March 17, 18 and 19, 1993. The workshop was an opportunity to share ideas on how Metis self-government should work, including how to structure it. A package containing the information gathered at the conference has been developed and was circulated at the **All Presidents' Meeting** at Batoche and at each of the Area Workshops. A package containing the information from the Batoche Assembly was made also. Both are available upon request. If you have not yet had the opportunity to review these please do so. They each contain

the background information from which the MSS proposed Constitution is drawn from.

2.3 Area Self-Government and Restructuring Workshops

Eleven Area Self-Government and Restructuring Workshops were held where the package developed from the Metis Self-Government Nation Building: Step One workshop was distributed and discussed, as well as other issues. Members of the Metis Society of Saskatchewan Executive were present at each of these Workshops. They presented their ideas and received input from the members. Three of the main points drawn from those Workshops included the need to decentralize the powers, provide a greater decision making role to the Local Presidents and develop a Code of Ethics with conflict of interest guidelines. Decentralization and empowerment form the basis of the Proposed Constitution and an accompanying Code of Ethics has been drafted for membership review.

2.4 Urban Metis Self-Government and Restructuring Workshops

The issues of self-government for Metis people living in urban communities are complex. To begin to confront these issues the Metis Society of Saskatchewan organized meetings for the Urban Metis Local Presidents to discuss and plan a strategy. The following questions were considered:

- What are the jurisdictional areas in which Metis could exercise the right to Metis government in an urban setting;
- How would a system of Urban Metis Governments relate to Municipal Governments;
- How would a system of Urban Metis Governments relate to Urban Indian Governments; and
- How could autonomous program and service systems for Metis be linked to and operate in harmony with existing delivery systems?

From the discussions addressing these questions, two potential models of Urban Metis Governments structures evolved. The Prince Albert Urban Metis Local Presidents have developed a model which brings the Local Presidents (or designates) as Chairs from each of the Locals together for decision making. Affiliate boards would include each of these Chairs. The Regina Urban Metis Local Presidents have designed a model which divides the City into Wards. Metis Public Authorities would be developed with full representation from the Wards and would be the Authority for the Affiliates as well.

Details of each of these models will be presented to the membership at the Annual Assembly in December.

2.5 Provincial Metis Council Constitutional Discussions

Three formal Provincial Metis Council (PMC) meetings were held where MSS Self-Government and Restructuring were discussed. The PMC members decided that it would be necessary to proceed to restructure progressively rather than all at once. The most significant decision was to develop a constitution which decentralizes power and empowers the Local Presidents and their communities. This has resulted in the Proposed Constitution which demonstrates a Metis Legislative Assembly and Cabinet. It also enables the Legislative Assembly to have ultimate power to direct Phase II of the restructuring process.

2.6 Code of Ethics

A proposed Code of Ethics has been developed to establish ethical standards and conflict of interest guidelines for everyone involved in the organization.

2.7 Affiliates' Restructuring as Metis Government Institutions

The Gabriel Dumont Institute of Native Studies and Applied Research (GDI) has been instrumental in the self-government and restructuring process: from the organization of the **Metis Self-Government Nation Building: Step One** workshop and research and writing of restructuring updates and reports to internal developments. Some of the internal developments include consultations with other Affiliates

which have resulted in a draft structure for all the education, training and employment Affiliates. A **Metis Education Act** has also been formulated for legal ratification by the proposed Metis Legislative Assembly next year. The Metis Pathways to Success program continues to evolve as a Metis Self-Government Institution through greater Local and Regional control. As part of our Metis Government initiatives, the Metis Family and Community Justice Services of Saskatchewan (MFCJS) has drafted a discussion paper entitled **Metis Family and Community Justice Services of Saskatchewan, Inc Proposed Development Plan.**¹ The proposed plan has two components: a provincial structure which will be responsible for legislative enactment, policy development, evaluation, accountability; and Local and Regional structures which will be responsible for the design and implementation of services. A regional pilot project is presently underway in the Saskatoon Region. The project will be administered by the MFCJS until such time as a Regional Authority is in place. There are discussions underway concerning the establishment of similar Authorities and long term planning for some communities.

1

For details of the **Metis Family and Community Justice Services of Saskatchewan, Inc. Proposed Development Plan**. July 19, 1993, please contact Alphonse Janvier.

2.8 The Responsibilities of the Metis Elders' Senate

The Metis Elders' Senate was established in September 1991. During our first year of restructuring intense consultations with our people have resulted in the Metis Elders' Senators deciding to take on greater responsibilities. They propose to be in charge of election and bi-election appeals and membership challenges and appeals. They will be the authority for enumeration, membership and citizenship. The Senators will act as an advisory body on issues of critical concern, such as constitutional rights and land claims. As Elder Senators we may look to them for mediation and arbitration. Since many are Veterans from international wars, they will be involved in Veterans Affairs. When Metis Elder representation is requested, we can look to the Senators for their presence. Ceremonial demonstrations and exchanges will be carried out by the Elders' Senate. This may include conducting opening and closing prayers, directing swearing-in ceremonies and oaths, presentation of awards and gifts of recognition and displaying the Metis flags and sashes. In a sense they are the guardians of our culture and ethics. With these new responsibilities our Senators will be very busy and will require as much support as we can all give them. Greater detail of their duties will be clarified in Phase II.

2.9 The Position of Metis Women of Saskatchewan, Inc.

The position of the Metis Women of Saskatchewan was presented to the Provincial Metis Council in October, 1993. It will be presented to the citizens of the Metis Nation in Saskatchewan at the 1993 Metis Society of Saskatchewan Annual Assembly.

2.10 The Role of Metis Youth

In 1992, two Metis youth from each region were invited to MSS Annual Assembly. With the assistance of the MSS, the Metis Youth Committee² organized skill and knowledge building workshops for Metis Youth and others. Such topics as culture, health, justice and education were discussed in depth. In March of 1993, the Provincial Metis Council formally recognized the Metis Youth Committee with designated responsibilities. It was decided that they would be consulted on all matters directly affecting Metis youth. The Metis Youth Committee was also given the duty of representing the Metis Society of Saskatchewan in public forums when issues about youth were being addressed. The Metis Youth Committee is planning to hold a meeting at the MSS Annual Assembly. The Metis Youth Committee intends to study the proposed constitutional changes and will define their position within the new concept once it is ratified by the membership.

²

Membership in the Metis Youth Committee is based on being Metis and between the ages of sixteen and twenty-five.

2.11 Self-Government in Pinehouse Lake

Pinehouse Lake has declared itself a self-governing community. To enact this declaration it has initiated the **Five Year Strategic Plan on Education, Training and Employment for Pinehouse Lake** in consultation with the Gabriel Dumont Institute and with the support of the Metis Society of Saskatchewan. Other Affiliates, such as the Saskatchewan Native Economic Development Corporation, and in the near future SMEDA, and the Metis Addictions Council of Saskatchewan, are providing support to the community. The citizens of Pinehouse Lake are making their own future brighter as they assume control.

2.12 The Metis Economic Development Strategy

The goal of the Metis Economic Development Strategy is "to include the improvement of accessibility to equity capital funds, the acquisition of a land and resource base to ensure long-term self-sufficiency, and the establishment of a managerial and trained labour force infrastructure which will enable the Metis to become full partners within the mainstream Canadian economy. In effect, we seek ownership and control over all forms of economic development that affect our people. Consistent with our overall self-government framework, a key condition of the strategy is the maximization of local and regional input into policy planning as well as the actual design and delivery of

economic initiatives. As a general principle, decision-making and program delivery will be decentralized. This is in recognition of the view that local residents are best equipped to identify their economic needs or problems as well as the solutions most appropriate to their area. To carry out the strategy, a Saskatchewan Metis Economic Development Authority (SMEDA) as well as a system of area and Metis community economic development authorities, each with its own board, will be formed."³

3

Quoted from the Review Draft of the Governance Study: Metis Self-Government in Saskatchewan, August 16, 1993, pages 80-81.

3.0 RELATED ACTIVITIES

The intention of this section is to identify related self-government and restructuring activities which have had and will continue to have an effect on our efforts.

3.1 Tripartite and Bilateral Agreements

Recently, the Metis Society of Saskatchewan entered into two major political agreements. Both may be viewed as significant interim steps towards constitutionally recognized Metis self-government. Each sets out a specific process for engaging in constructive dialogue with either or both the provincial and federal governments regarding matters of vital concern to our people.

3.1.1 The Tripartite Agreement

The Tripartite Process Framework Agreement, signed in February of 1993 by the Metis Society Saskatchewan, the Government of Canada, and the Government of Saskatchewan has several important tasks to accomplish during its five year lifespan. Basically, the goals are to protect the unique identity of our people while, at the same time, transferring to the Metis greater control of relevant provincial and federal government institutions, programs and services. The Agreement's Mission Statement also recognizes that these transfers cannot be achieved effectively unless more financial

and human resources are made available to strengthen existing Metis administrative structures. Identifying and securing these resources for application by Metis institutions is viewed as a crucial ingredient for the success of the Agreement.

3.1.2 The Bilateral Agreement

The second interim process, a Bilateral Process Agreement between the Metis Society of Saskatchewan and the Government of Saskatchewan, was signed in June of 1993. This Agreement is intended to enable the two parties to address a wide range of policy and planning issues. Meetings and decisions resulting from the process are also expected to clarify the extent of federal jurisdiction for Metis people in the province.

Although some overlap is probably inevitable, the two Agreements - Tripartite and Bilateral - are designed to complement one another. In certain instances, matters raised within the Bilateral discussions may be referred to the Tripartite committees for further attention. By the same token, issues which cannot be resolved through Tripartite may be placed on the Bilateral agenda.

Both the Tripartite and Bilateral Agreements are important to the MSS as interim steps towards our self-government goals. They allow us to continue building and, where appropriate, re-shape our existing administrative

infrastructure. At the conclusion of these Agreements, the MSS will then be fully prepared for a more comprehensive transfer of control over relevant institutions, programs and services as well as the funding arrangements needed to manage these self-government structures.⁴

3.2 The Metis National Council and Self-Government

The Metis Nation continues to assert its right to govern itself. In preparation for a new governing structure which reflects that right, the Metis National Council has introduced the interim national governing body of the Metis Nation: "Organized as seven separate and distinct executive portfolios, the interim governing body is structured to reflect the long standing interests of the Metis Nation. Each portfolio is managed by an appointed representative of the Metis Nation chosen for his/her knowledge and expertise in the portfolio area assigned and defined as: National Affairs, Gerald Morin; Justice and Social Development, Norm Evans; Human Resource Development and Land Claims, Ernie Blais; Economic Development, Ron Swain; Culture and Status of Women, Sheila Genaille; Communications and Royal Commission on Aboriginal Peoples, Gerald Thom; and Environment and Northern Development, Gary Bohnet."⁵ This

4

Sections 3.1, 3.1.1 and 3.1.2 were indirectly quoted from the Review Draft of the Governance Study: Metis Self Government in Saskatchewan, August 16, 1993, pages 47 to 53.

5

Quoted from: The Métis National Council, *The Métis Nation*, 1:1:August, 1993, page 1.

restructuring step is in harmony with the proposed Metis Society of Saskatchewan Constitution which seeks to implement a legislative assembly and cabinet. Ministers will have portfolios similar to those activated by the Metis National Council.

3.3 The Royal Commission on Aboriginal Peoples: Self-Government Studies

In Saskatchewan, the Metis Society of Saskatchewan, several of its affiliates, the Metis Women of Saskatchewan and many individuals have conducted research for the Royal Commission on Aboriginal Peoples. Of interest to our self-government and restructuring aims are the following studies:

- **Metis Society of Saskatchewan Report to The Royal Commission on Aboriginal Peoples, August 1993 - contact MSS office; and the**
- **Governance Study: Metis Self-Government in Saskatchewan - contact person, Clem Chartier, MSS.**

The Metis National Council also has been involved in several studies with the Royal Commission on Aboriginal Peoples where it has affirmed the right of Metis to govern Metis. Saskatchewan Metis participated in all of the national research. These studies have resulted in a report reflecting the aspirations of the Metis in Canada. The report will be presented to the Commission this fall.

4.0 PHASE II OF METIS SELF-GOVERNMENT AND RESTRUCTURING

Phase I of the Self-Government and Restructuring plans will come to an end at the 1993 Metis Society of Saskatchewan Annual Assembly. As it was mentioned above, the Provincial Metis Council felt that complete restructuring cannot take place until the Local Presidents have greater decision making powers. It is intended that the Local Presidents in their new role will be the driving force behind Phase II which begins immediately after the Assembly. The following is a list of potential initiatives the Presidents can take under advisement as activities for Phase II:

- Implementation of the Metis Legislative Body;
- Finalizing the Code of Ethics;
- Finalizing the Roles and Responsibilities of the Metis Women of Saskatchewan;
- Finalizing the Roles and Responsibilities of the Metis Youth;
- Definition of the MSS Area Boundaries;
- Establishment of Elders' Senate Responsibilities;
- Planning and Development of Urban Metis Governments; and
- Establishment of Affiliates as Metis Government Institutions.

Other activities will be initiated by the Self-Government and Restructuring Committee upon direction from the Legislative Assembly.

5.0 CONCLUSION

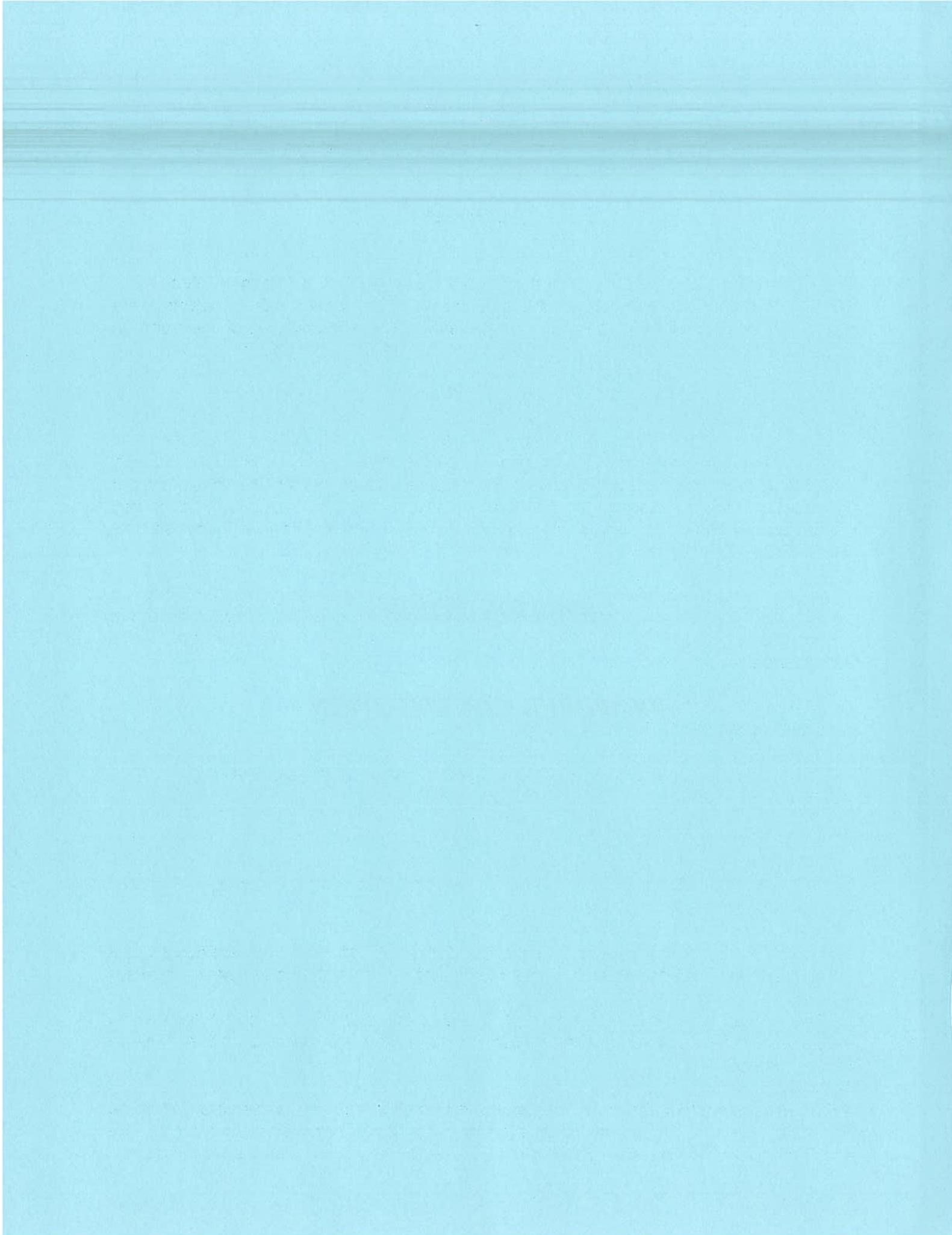
The Metis Society of Saskatchewan has developed a new Constitution which addresses the concerns and the ideas expressed by our people during this past year of consultations. "The major debate has addressed the issues of decentralization, accountability, streamlining and greater involvement of the Locals in the decision-making and running of the Organization. In order to accomplish this objective the consensus currently developing revolves around a restructuring which it is believed will give the Locals a greater role in administering the political and administrative affairs of the Organization. It is being proposed that a Metis Legislative Assembly be created, composed of the Local Presidents and the Provincial Metis Council."⁶

⁶ Quoted from the Review Draft of the Governance Study: **Metis Self-Government in Saskatchewan**, August 16, 1993, page 58.

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SECTION FOUR:

PROPOSED CONSTITUTION



"PROPOSED"

CONSTITUTION OF THE METIS SOCIETY OF SASKATCHEWAN

PREAMBLE

The Metis Nation and People are a distinct **SOCIETY** within the Aboriginal Peoples of Canada. The Metis are distinct from the Indians and Inuit and are the descendants of the historic Metis who evolved in what is now Western Canada and part of the northern United States, as a People with a common political will and consciousness.

Having experienced physical and political conflict and dispossession in the late 1800s, we are still engaged in a continuing struggle to rebuild our social base and revive our cultural heritage and pride. As such, we are striving for the political, legal and constitutional recognition and guarantees of the rights of our People, including the right to a land and resource base, self-government and self-government institutions. In order to achieve these objectives we are hereby re-establishing a strong and revitalized organization within the province of Saskatchewan, which must involve all sectors within our Society.

While pursuing these objectives within Saskatchewan, we are also committed to co-operating with the members of the Metis Nation in the rest of the Metis Homeland in order to develop a National Forum to represent our collective interests at the national and international levels.

ARTICLE 1: NAME OF ORGANIZATION

1. The organization shall be known as the "Metis Society of Saskatchewan".

ARTICLE 2: METIS LEGISLATIVE ASSEMBLY

1. There shall be a Metis Legislative Assembly which shall be the governing authority of the Metis Society of Saskatchewan.

2. The Metis Legislative Assembly shall be composed of the Local Presidents, the Provincial Metis Council and four representatives of the Metis Women of Saskatchewan.

3. The Metis Legislative Assembly shall have the authority to enact legislation, regulations, rules, and resolutions governing the affairs and conduct of the Metis in Saskatchewan.

4. The President shall assign and recommend portfolios, subject to the approval of the Provincial Metis Council and ratification by the Metis Legislative Assembly. The assignment of portfolios shall be restricted to members of the Provincial Metis Council.

5. The Metis Legislative Assembly, based upon the recommendations of the Provincial Metis Council, shall have the authority to appoint Commissions, Committees or other subsidiary bodies, where these are deemed necessary in order to effectively carry out the activities and functions of the Organization. In so doing the Assembly shall ensure equity of representation from the Youth, Women and Elders.
6. The Metis Legislative Assembly shall meet at least twice a year.
7. Seventy-Five members of the Metis Legislative Assembly shall constitute a quorum.
8. Notice of any session of the Metis Legislative Assembly shall require thirty days notice to the Local Presidents and Provincial Metis Council.
9. A person is disqualified from being a member of the Metis Legislative Assembly when:
 - a) he/she dies or resigns
 - b) he/she is under sixteen(16) years of age
10. All budgets shall be determined by the Metis Legislative Assembly, based upon the recommendations of the Provincial Metis Council.
11. The delegates to the Metis National Assembly of the Metis National Council shall be the Provincial Metis Council and the remainder shall be chosen from amongst the members of the Metis Legislative Assembly, while the President shall form part of the Executive Council of the Metis National Council. This Constitution may be amended to take into account and reflect changes which may take place within the Metis National Council.

ARTICLE 3: PROVINCIAL METIS COUNCIL

1. The Provincial Metis Council shall be composed of the elected Regional Representatives, the Executive and one representative from the Metis Women of Saskatchewan for a total of Sixteen(16) Provincial Metis Council members.
2. The Provincial Metis Council shall form the cabinet and be responsible for the portfolios to be assigned and recommended by the President.
3. The Provincial Metis Council shall be responsible for ensuring that the affiliates, departments, programs and services covered by their portfolios are running smoothly and have the necessary resources to enable them to operate effectively. In addition, they shall provide a report at each meeting of the Provincial Metis Council and each session of the Metis Legislative Assembly or as requested by the President.

4. a). The Provincial Metis Council shall have the authority to appoint Commissions, Committees or other subsidiary bodies, where these are deemed necessary in order to effectively carry out the activities and functions of the Organization and Metis Legislative Assembly directives.

b). The Provincial Metis Council shall designate persons who may have signing authority for the purpose of conducting the affairs of the Organization, which shall include the Treasurer.

5. The Provincial Metis Council shall meet at least once every two months.

6. Nine members of the Provincial Metis Council shall constitute a quorum.

7. Notice of any meeting of the Provincial Metis Council shall be given at least seven days prior to such meeting.

8. The Provincial Metis Council shall provide written reports to the Metis Legislative Assembly.

9. A member of the Provincial Metis Council is not prevented from holding a salaried position with the Metis Society of Saskatchewan, provided the prior approval of the Metis Legislative Assembly has been granted.

10. The Provincial Metis Council shall set the dates and place for each Metis Legislative Assembly sitting, provided no less than 30(Thirty) days written notice is given to the President of each Local.

ARTICLE 4: EXECUTIVE

1. There shall be Three(3) Executive members of the Metis Legislative Assembly who are elected province-wide.

2. The Executive shall be composed of the President, Secretary and Treasurer.

3. The term of office for the Executive shall be three years.

4a) The President of the Metis Legislative Assembly shall be the head of the Executive, and chief political spokesperson for the Organization.

b) The President shall assign and recommend portfolios, subject to the approval of the Provincial Metis Council and ratification of the Metis Legislative Assembly.

5. The Executive of the Metis Legislative Assembly shall meet at least once per month

and three members shall constitute a quorum.

6. The Executive shall provide written reports to the Metis Legislative Assembly.

7. Where a vacancy is created for any reason, including death or resignation, the Metis Legislative Assembly shall elect from the Provincial Metis Council members an interim Executive member, who shall serve until a by-election has been held and the vacancy filled.

ARTICLE 5: REGIONS

1. There shall be (12) Regions as set out in Schedule A of this Constitution.

2. The Regions shall be governed by a Regional Council composed of the Presidents of the Locals within the respective Regions along with a regionally elected representative who shall be the Chairperson of the Regional Council, as well as the Region's Representative on the Provincial Metis Council of the Metis Legislative Assembly.

3. The Regional Representative shall have the option to sit as the Chairperson of all Institutions and Affiliates, in their respective regions.

4. The Regional Council shall establish regional administrative offices.

5. The Regional Councils shall be responsible for programs and services decentralized to that level.

6. The Regional Councils shall enact a Constitution which is not inconsistent with this Constitution and such Regional Constitutions shall be registered with the Head Office.

7. The Regional Councils may incorporate with the appropriate government department.

8. The Regional Councils may seek the necessary finances and resources to carry out its programs, services, objectives and duties, and where so requested the Provincial Metis Council shall assist in securing these necessary finances and resources.

9. The Regional Councils shall assist their Local Communities in preparing to assume Metis self-government, which includes land, where this is an objective.

10. The Regional Councils shall provide direction to their Representative on the Provincial Metis Council with respect to the aims, objectives and aspirations of the Organization, and for their respective Regions.

11. Where a vacancy is created for any reason, including death or resignation, the

Regional Council shall elect from the members of the Council an interim Regional Representative, who shall serve until a by-election has been held and the vacancy filled.

ARTICLE 6: LOCALS

1. The Local shall be the basic unit of the Organization in each community.
2. The Local shall be made up of at least nine members.
3. New Locals can be admitted by the Regional Councils provided this decision is ratified by the Metis Legislative Assembly and the requirements herein are met.
4. Locals can be dissolved by the Regional Councils provided this decision is ratified by the Metis Legislative Assembly and the requirements herein are no longer met.
5. The Metis Legislative Assembly shall adopt rules pertaining to the admission and dissolution of Locals.
6. Each Local shall be governed by an elected leadership as determined through the Constitution of the Local, which may include terms of one to three years and elections may be by ballot box or conducted at a General Assembly of the Local membership.
7. Any Metis who is sixteen years of age or over and is a member of the Local shall be entitled to vote or seek office.
8. Each Local shall enact a Constitution which is not inconsistent with this Constitution, including the establishment of portfolios, committees or other bodies required to address community and other issues, and such Local Constitutions shall be registered with the Regional and Head Office of the Organization.
9. The Locals shall provide yearly up-dates of their membership to the Regional and Head Office, separating those members who are under sixteen years of age, from those sixteen and over.
10. The Locals shall be responsible to prepare the Communities for the assumption of Metis self-government, which includes land, where this is an objective.
11. The Locals may incorporate with the appropriate government department.
12. The Locals may seek the necessary finances and resources to carry out their programs, services and objectives, and where so requested the Provincial Metis Council of the Metis Legislative Assembly shall assist in securing these necessary finances and resources.

ARTICLE 7: ELECTIONS

1. Any member who is sixteen years of age or older may vote or seek elected office within the Metis Society of Saskatchewan.
2. Elections for the Provincial Metis Council of the Metis Legislative Assembly shall be held on the date set by the Metis Legislative Assembly, based upon the recommendation of the Provincial Metis Council.
3. Elections for the Provincial Metis Council of the Metis Legislative Assembly shall be held at least every three years.
4. The Executive of the Metis Legislative Assembly shall be elected by the total membership at the Local polls by secret ballot.
5. Regional Representatives of the Provincial Metis Council shall be elected within their respective Regions through the establishing of a poll in each Local.
6. The Metis Legislative Assembly shall enact, on a priority basis, an Elections Act, along with the necessary regulations and guidelines.
- 7
 - a). A Metis Elections Commission composed of 3 Senators is empowered to oversee and conduct the general elections and by-elections of the Organization.
 - b). The terms of office of the Senators who sit on the Commission shall cease at the first session of the Metis Legislative Assembly following the elections.
 - c). The Senators who sit on the Commission shall be appointed by the Metis Legislative Assembly, based upon the recommendations of the Senate, for a term of not more than three years, and are eligible for re-appointment.
 - d). When the election or by-election date has been set and the election called by the Metis Legislative Assembly, based upon the recommendation of the Provincial Metis Council, the Commission shall have sole authority and responsibility to conduct the elections and shall be independent and answerable only to the Metis Legislative Assembly.
 - e). The Commission shall appoint a Chief Electoral Officer and other required personnel.
 - f). The Commission shall be responsible for official recounts and appeals.
 - g). The decisions of the Commission shall be final and binding, subject to the right

of appeal to the Metis Legislative Assembly, which decision shall be final and binding.

h). The Metis Legislative Assembly shall ensure that the Commission has the necessary financial and other resources for the fulfilment of its mandate.

i). The Metis Legislative Assembly, based upon the recommendations of the Provincial Metis Council, shall determine the rate of remuneration and expense accounts for the Commission members, along with the period deemed necessary for the work of the Commission.

8. In the event of a vacancy on the Provincial Metis Council of the Metis Legislative Assembly, a by-election shall be called within ninety (90) days from the date of the vacancy.

9. When nominations close all candidates shall take a leave of absence from any elected position on the Provincial Metis Council of the Metis Legislative Assembly or any salaried position with the Organization, or its subsidiary bodies. The Provincial Metis Council members and any person who has a salaried position with the Organization shall continue to receive their salary while they are on such leave of absence.

10. When nominations close and until candidates are unofficially elected, the Senators shall be solely responsible for conducting the affairs and activities of the Organization. The Senators shall receive remuneration for their work during this period.

11. The Provincial Metis Council members shall be on call and shall conduct business or represent the Organization from time to time as requested by the Senate. The Provincial Metis Council members shall receive expenses to compensate for travel as requested by the Senate.

12. All defeated or retiring candidates who were on the Provincial Metis Council prior to the election shall be entitled to and will receive their salary for two weeks after the election.

13. Any candidate who's election has been appealed under section 7(f) and has been found guilty by the Metis Elections Commission of violating section 9 shall forfeit such elected position with a right of appeal to the Metis Legislative Assembly, which decision shall be final and binding.

ARTICLE 8: METIS SOCIETY OF SASKATCHEWAN HEAD OFFICE

1. The Head Office shall be in Saskatoon.

2. The (12) Regional Offices of the Organization shall be accessible to our People and

Leadership.

ARTICLE 9: MEMBERSHIP

1. a) Membership is comprised of the Aboriginal People known as "Metis" and who meet the criteria in sub-section (b).

b) A Metis is a person of Aboriginal ancestry, who:

1. can provide proof of his/her ancestry;
2. declares himself/herself to be a Metis; and
3. meets one of the following tests:
 - a) is accepted as a Metis by the Metis community,
 - b) has traditionally held himself/herself out to be a Metis,
 - c) has been recognized by the community-at-large as a Metis.

2. Any Metis who is a member of a duly registered Local is a member of the Metis Society of Saskatchewan.

3a) A member shall only belong to one (1) Local.

b) A person shall reside in the Local for at least (6) months before he/she is eligible for membership in that Local. The Locals may make exceptions for educational and medical purposes.

4. Members shall be issued a membership card.

- a) This card shall provide life-time membership in the Organization.
- b) There shall be no fee for membership cards.
- c) Membership cards shall be numbered and a register maintained by the Senate in the Head Office. Replacement cards shall retain the original number.
- d) Membership cards shall be issued by the President or Secretary of a duly registered Local upon completion of the designated form.

5. Where there is a dispute as to membership, a ruling shall be made by the Senate, with a final right of appeal to the Metis Legislative Assembly the decision of which shall be final and binding.

6. The Metis Legislative Assembly shall enact, on a priority basis, a Metis Citizenship Act.

ARTICLE 10: GENERAL ASSEMBLY

1. A General Assembly, composed of members from the Locals, shall be convened by the Metis Legislative Assembly every two years.

2. The General Assembly shall provide a Forum whereby the members of the Organization will receive information, review developments and provide guidance to the Metis Legislative Assembly.

ARTICLE 11: SENATE, WOMEN AND YOUTH

1. The Metis Legislative Assembly shall make these items a priority, and shall involve the Senators, Women and Youth in the determination of their role and responsibilities within the Organization.

2. The Metis Women of Saskatchewan shall be designated (1) seat in the Provincial Metis Council and (4) seats in the Metis Legislative Assembly. This provision shall cease to apply when women have achieved equitable representation in the Provincial Metis Council and Metis Legislative Assembly.

ARTICLE 12: METIS INDEPENDENCE

1. Whereas the Metis are seeking self-government as a third order of government within Canada, the organization shall be non-sectarian and non-partisan.

2. The loyalty of the members of the Metis Legislative Assembly must be to the Metis People and Nation, and shall swear an Oath of Allegiance prior to taking office.

3. The leadership shall be responsible and accountable to the Communities, as reflected by the Metis Legislative Assembly, which is the Supreme Body for the Metis within Saskatchewan.

4. Members of the Organization are not precluded from joining political parties of the two other orders of government, being the federal and provincial levels of government.

5. Any Provincial Metis Council member of the Metis Legislative Assembly who chooses to seek the nomination of any Provincial or Federal Political Party in any provincial or federal election shall take a leave of absence from his/her position.

ARTICLE 13: AFFILIATES

1. a). The Metis Legislative Assembly, on behalf of the Metis Society of Saskatchewan, shall exercise all voting rights, powers, and duties of ownership in relation to the affiliates, based upon the recommendations of the Provincial Metis Council.

b). Where not currently provided all affiliate Articles and By-laws shall be amended

at the first reasonable opportunity to conform with this section.

2. The Provincial Metis Council member who is assigned a portfolio shall automatically sit as the Chairperson of the Affiliate(s) which falls under his/her portfolio.

3. A member who is an employee/staffperson/management of an Affiliate shall not be permitted to sit on any Affiliate Board.

4. All Affiliates shall have representation from the (12) Regions of the Organization, unless otherwise decided by the Metis Legislative Assembly, based upon the recommendations of the Provincial Metis Council.

ARTICLE 14: AMENDING FORMULA

1. The Constitution shall only be amended by the majority of three-quarters ($\frac{3}{4}$) of the members of the Metis Legislative Assembly.

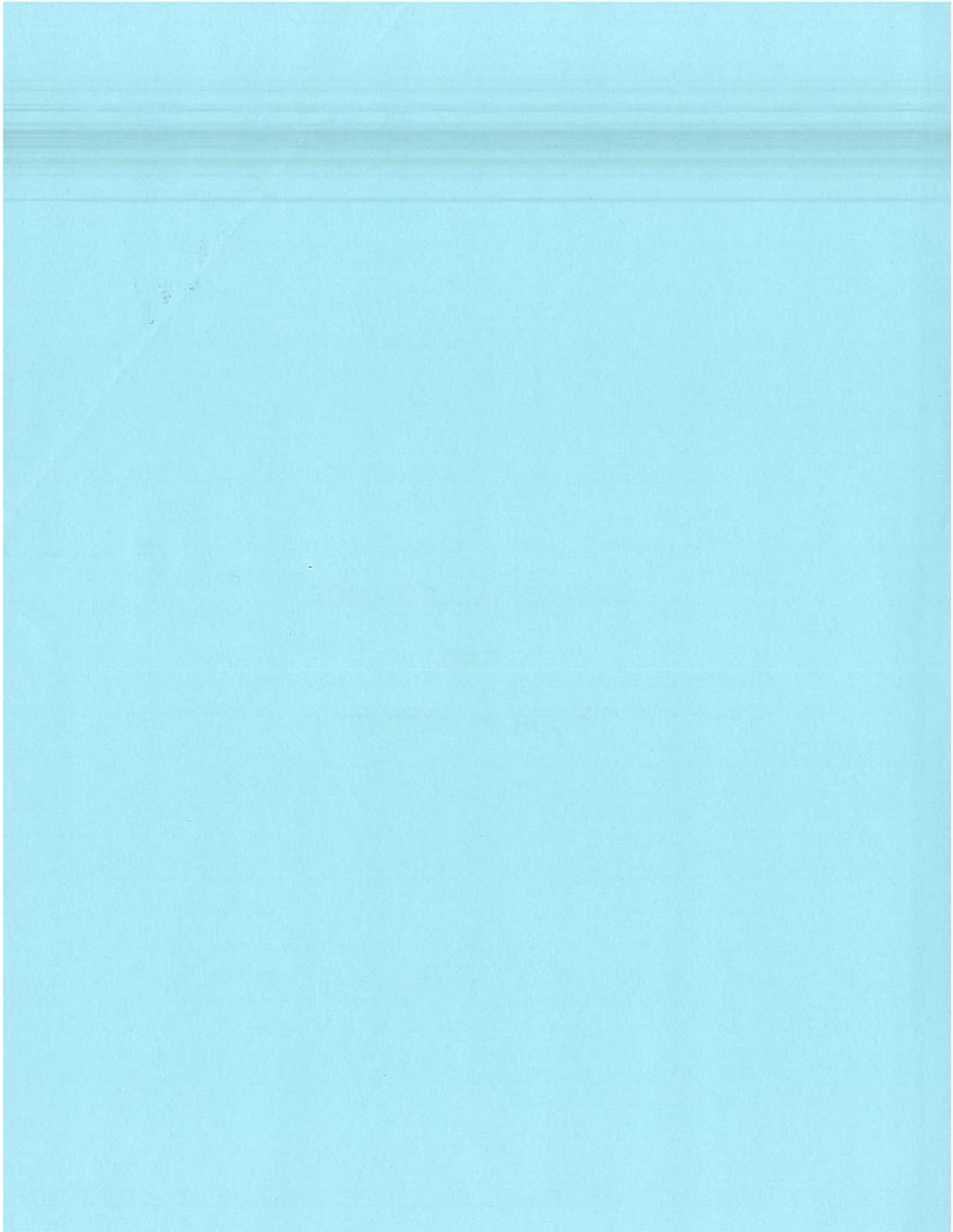
ARTICLE 15: IMPLEMENTATION

1. This Constitution shall take effect upon its adoption by the General Assembly, and the conclusion of the General Assembly. Upon the happening of these two conditions all previous Bylaws of the Organization are repealed and this Constitution shall constitute the sole Constitution of the Organization, until otherwise determined by the Organization.

OATH OF ALLEGIANCE

AND

CODE OF ETHICS



OATH OF ALLEGIANCE AND CODE OF ETHICS: A Concept for Ratification

The following **Concept** has been developed for ratification by the General Assembly. Upon your approval, it is proposed that each Local President return to her or his community and seriously discuss the issues presented with all members. It is asked that you develop the points most important to you so that the **Oath of Allegiance** and **Code of Ethics** best represent your needs. At the first sitting of the Legislative Assembly it is planned that the **Oath of Allegiance** and **Code of Ethics** be passed and established as law. Immediately thereafter, the **Oath** will be taken by each representative.

During the past year, many activities fulfilling **Phase One of Métis Government and Restructuring** have taken place. Of greatest success and importance was the consultations held throughout our Métis communities. A common theme was heard during these consultations: the need for governing rules to ensure loyalty, accountability and responsibility among all who represent us. In other words, the need for an oath of allegiance and a code of ethics have been identified.

The Métis Society of Saskatchewan proposes to develop the **Oath of Allegiance** and the **Code of Ethics**. The **Oath** provides our representatives with a formally recognizable entry into the Legislative Assembly, Boards and/or Councils. It is, in a sense, a verbal contract. Each Legislative Assembly, Board and/or Council representative must pledge her or his loyalty to the citizens of the Métis Nation. And, the **Oath of Allegiance** will complement the **Code of Ethics**. The **Code** will outline, in detailed written form, ways to ensure and safeguard the quality of decisions made by the Legislative Assembly, Boards and/or Councils. It is directed at maintaining order and dignified relationships among representatives in the conduct of their duties. It provides mechanisms for members to hold representatives accountable for their conduct and decisions.

The **Oath of Allegiance** and the **Code of Ethics** have not been developed in a detailed format. This work will proceed if the General Assembly accepts the concept of having these two important mechanisms in place for all our representatives. After the Métis Society of Saskatchewan 1993 Annual General Assembly closes, **Phase Two of the Métis Government and Restructuring** process will begin. The Local Presidents are asked to meet with members from their Locals to discuss and generate details for inclusion in the **Oath of Allegiance** and the **Code of Ethics**. Since the Métis Elders' Senate is the guardian of our culture and ethics, it is suggested that the Senators, with research assistance from the Gabriel Dumont Institute, develop the **Oath of Allegiance** and the **Code of Ethics** based on your considerations. Upon first sitting of the Métis Legislative Assembly, the **Oath** and the **Code** will be submitted for legal ratification. As the Métis Elders' Senate takes on greater responsibilities in the area of mediation and arbitration, it is proposed that it administers the **Oath of Allegiance** and activates the **Code of Ethics** as well.

Phase Two of the Métis Government and Restructuring process will see the establishment of the **Oath of Allegiance** and the **Code of Ethics**.

The following areas have been identified by Métis citizens to be represented in the **Oath of Allegiance** and specified in a **Code of Ethics**:

Oath of Allegiance

The **Oath** will call for allegiance and loyalty to the Métis Nation. Each representative will make a verbal commitment to devote herself or himself to the goals and objectives of the Métis Nation through the Métis Society of Saskatchewan. The representative will pledge loyalty to the Legislative Assembly, Board(s) and/or Council(s) of the Métis Society of Saskatchewan and/or Affiliates she or he has been elected or appointed to. By taking the **Oath** the representatives agree to follow the **Code of Ethics** as well.

Code of Ethics

The **Code of Ethics** will be in written format. It will provide regulations for the representatives to follow. The **Code** can cover the following:

Accountability - All representatives must be able to answer any questions regarding decisions made and actions taken.

Responsibility - All representatives will be obliged to carry the burden of their decisions and actions resulting.

Competence - Each representative will inform and educate herself or himself at all times of the duties charged to her or him.

Democracy - All decisions will follow democratic procedures and practices and all representatives shall respect democratically produced decisions.

Confidentiality - All decisions deemed confidential and private by the Legislative Assembly, Board and/or Council the representative works with must be held in secrecy by each representative involved.

Honesty - All representatives must conduct herself or himself in a trustworthy, ethical and candid manner.

Integrity and Protection of Reputation - Based on the honour of the representative, she or he must notify the Assembly, Board or Council of any breach of the **Oath and Code** by herself or himself and/or any other representatives and must report any action which may hurt the reputation of the Assembly, Board and/or Council.

Public Statements: Any representative who makes a statement to the public on behalf of the Assembly, Board or Council she or he is representing, can only do so when designated by that particular Assembly, Board or Council.

Patronage - The Legislative Assembly and every Board and Council must develop rules for hiring which do not require favours in return.

Nepotism - The Legislative Assembly and every Board and Council must develop rules which govern the hiring of family relations.

Conflict of Interest - The Legislative Assembly and every Board and Council must develop guidelines that clearly explains those situations that can cause a representative to be in conflict of interest while serving on the Assembly, Board and/or Council.

Personal Conduct - Each representative shall at all times be mindful of the effects of her or his personal conduct on the reputation of the Assembly, Boards and/or Councils of the Society.

Compatible Activities - Representatives must be aware of the suitability of other undertakings that she or he may be engaged in.

Unlawful Activities and Detrimental Situations - No representative shall engage in unlawful activities and/or situations which may be considered damaging to the Assembly, Boards or Councils.

Criticism of other Representatives, Staff and Society Members - Guidelines for appraisal or disapproval of the actions of a co-representative, staff and/or Society members must be developed and subsequently contained in relevant meetings.

Legal Actions against Representatives, Staff and Members - The representative taking legal action must provide ample notice and fully inform the Assembly, Board and/or Council of her or his intentions to pursue legal action.

Protection from discrimination of Race, Gender, Religion, National Origin, Sexual

Orientation or Social Origin - All representatives, staff and Society Members must be protected at all times from all forms of discrimination.

Bankruptcy Procedures - Guidelines for bankruptcy must be developed.

Disciplinary Procedures and Actions - These will be detailed in the **Code**. By agreeing to become a representative for the Society, she or he is obliged to be governed by all ethical codes outlined and agrees to respect disciplinary procedures and actions.

