

APPENDIX B



Assembly of Manitoba Chiefs
EMPOWERING OUR NATIONS

Role and Responsibilities of the Assembly of Manitoba Chiefs Grand Chief

Adopted July 31, 2019

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1. Authority and Mandate

- 1.1. The Grand Chief derives his/her authority and mandate from the AMC Constitution and resolutions passed by the Assembly of Manitoba Chiefs-in-Assembly and the Executive Council of Chiefs. The Grand Chief is accountable both to the Assembly of Manitoba Chiefs-in-Assembly and to the Executive Council of Chiefs.
- 1.2. The Grand Chief has Executive privilege to participate as an active member of the Chiefs Committees of the Assembly of Manitoba Chiefs and has the mandate to assist in the coordination of the planning and operations of the various units of the Assembly of Manitoba Chiefs.
- 1.3. The Grand Chief shall maintain and direct the Assembly Secretariat in accordance with the Articles of Incorporation and By Laws of the Assembly Secretariat and with directions set by the Executive Council of Chiefs and the Assembly of Manitoba Chiefs-in-Assembly.

2. Election and Term

- 2.1. The Grand Chief is elected by the Assembly of Manitoba Chiefs-in-Assembly for a three year term of office.
- 2.2. The Grand Chief shall be elected by the Assembly of Manitoba Chiefs-in-Assembly by a simple majority of registered Chiefs or delegates.
- 2.3. Upon election to office, the Grand Chief will be a member of the Executive Council of Chiefs and will chair meetings and shall be responsible for ensuring the Assembly Secretariat implements the decisions of the Executive Council in accordance with the Articles of Incorporation and By Laws of the Assembly Secretariat. Decisions of the Executive Council shall be made by consensus if possible
- 2.4. After the expiration of the three-year term, the Grand Chief may seek re-election to the office of Grand Chief.

3. Diplomatic and Political Relations

- 3.1. All diplomatic and political relations of the Grand Chief shall be guided by First Nation traditional values of sharing, non-interference, trust, honour, respect, harmony and traditional teachings. Traditional teachings as identified by our Elders and traditional peoples to describe a way of life and daily conduct that includes: Wisdom; Love; Respect; Bravery; Courage; Honesty; Humility; and Truth.
- 3.2. The Grand Chief has a political role and is the principal spokesperson on common issues regionally, and to articulate regional positions and messages nationally with the Prime Minister, various federal ministers, and federal agencies and bodies, and accordingly may take a leadership role in advocating the rights and interests of First Nations in Manitoba.

4. Reporting and Accountability

- 4.1. The Grand Chief is accountable both to the Assembly of Manitoba Chiefs-in-Assembly and to the Executive Council of Chiefs.
- 4.2. The Grand Chief shall be responsible for regular political and financial reports both to the Executive Council of Chiefs and to the Assembly of Manitoba Chiefs-in-Assembly.
- 4.3. The office of Grand Chief is a full time term position with the honoraria being determined by the Executive Council of Chiefs.

5. Statement of Values

- 5.1. The Grand Chief is the principal spokesperson on common issues for the Assembly of Manitoba Chiefs and expected to carry out such duties and time in office with the utmost integrity and honour of all First Nations they represent.
- 5.2. At all times while in the position of Grand Chief, the Grand Chief shall adhere to the following values and principles:
 - a. **Respect for Democracy:** The Grand Chief recognizes that they are an elected official accountable to the Chiefs in Assembly and the Executive Council of Chiefs and will carry out their duties as directed by the Assembly of Manitoba Chiefs electorate.
 - b. **Respect for People:** The Grand Chief shall treat all people with respect, dignity and fairness. As well as make all efforts to contribute to a safe and healthy environment that promotes engagement, openness, transparency and respectful communication.
 - c. **Integrity:** The Grand Chief will undertake the highest ethical standards and will work to conserve and enhance public confidence in the honesty, fairness, and honour of the First Nations in Manitoba.
 - d. **Honour of the Office:** The Grand Chief will act all times with integrity and in a manner that will bear the closest public scrutiny and maintain the honour of the office of Grand Chief and the Assembly of Manitoba Chiefs. The Grand Chief acknowledged that this obligation that may not be fully satisfied by simply acting within the law.
 - e. **Avoidance of Conflicts of Interest:** The Grand Chief will not engage in any activity to inappropriately obtain an advantage for themselves or to advantage or disadvantage others. The Grand Chief will take all possible steps to prevent and resolve any real, apparent or potential conflicts of interest between their official responsibilities and their private affairs in favour of the Assembly of Manitoba Chiefs.

- f. **Stewardship:** The Grand Chief is entrusted as the political voice for First Nations in Manitoba and will at all time act in accordance to maintain the highest standards of office. The Grand Chief will effectively and efficiently use resources, funding, property of the Assembly of Manitoba Chiefs having regard for the best interests of the organization as a whole.
- g. **Excellence:** The Grand Chief shall strive for professional excellence in the performance of their duties. In particular, the Grand Chief will serve the Assembly of Manitoba Chiefs in a fair, timely, efficient and effective manner that provides leadership while still encouraging collaborative and innovative approaches.

6. Code of Conduct

- 6.1. The conduct of the Grand Chief and the office of the Grand Chief shall be informed by the AMC Constitution and be guided by traditional teachings, and shall act in an ethical and professional manner, to ensure:
- a. the duties of the position are carried out honestly, conscientiously and loyally;
 - b. prompt, courteous and temperate performance;
 - c. the use initiative solutions to find ways to work as efficiently and economically as practicable;
 - d. to administer and, where necessary, interpret and explain the mandate of the AMC to the general public;
 - e. recommend, within their sphere of responsibility, changes to policy which they believe are appropriate;
 - f. conduct is in a manner that will bring credit to the AMC;
 - g. no engagement in public criticism of First Nations in Manitoba;
 - h. the use information obtained as Grand Chief is used only for the intended purpose, and not for their own personal interests or those of other persons;
 - i. active performance of duties on a full time basis, subject to a valid reason for an absence;
 - j. information on decisions or individuals obtained as Grand Chief is not released or published with appropriate authorization; and,

- k. the use equipment, property or supplies which are owned or rented by the AMC are used for authorized purposes only and/or used in the performance of the duties of the Grand Chief.

7. Disciplinary / Removal From Office

- 7.1. The AMC Chiefs-in-Assembly or AMC Executive Council of Chiefs will take corrective and / or disciplinary action according to:
 - a. the goal and objectives of the AMC whether expressed in resolutions, motions or otherwise;
 - b. the performance and conduct of the Grand Chief, including;
 - Verbal abuse or threats;
 - Offensive gestures;
 - Condescension which undermines self-respect;
 - Harassment, including personal harassment which is objectionable conduct, comment or display, usually directed at an individual, that demeans, belittles, or causes personal humiliation or embarrassment.
 - Abuse of Authority
 - c. nature of the misconduct and the degree of harm caused to the AMC by the misconduct;
 - d. the Grand Chief's response to past attempts at progressive discipline; and/or,
 - e. any other circumstances which affect the relationship between the AMC Chiefs-in-Assembly, Executive Council, or the Grand Chief.
- 7.2. Where concerns are expressed by Executive Council of Chiefs, or the Chiefs-in-Assembly a meeting will be called; or an addition to an agenda of a duly convened meeting to discuss next steps regarding the Grand Chief's actions. Minutes of the meeting will document the decision of the meeting, severity of the action of the Grand Chief, and what procedure will be followed. These decisions will then be formally provided the Grand Chief in a letter along with the date of the meeting.
- 7.3. When an issue has been identified that the Grand Chief has acted contrary to the AMC Constitution, or this Assembly of Manitoba Chiefs Personnel Policy Manual For Chiefs & Committee Members the AMC may take any of the following measures: a verbal warning; a written warning; suspension with or without pay; and / or removal as set out in item 7.1.
- 7.4. Any remedy or decision is the sole discretion of the AMC and is not subject to an appeal of any kind.
- 7.5. The Grand Chief may be removed from office during a term by a majority vote of the registered Chiefs or delegates at a Special Assembly convened by the Executive Council of Chiefs for that purpose. Prior to such a vote, the Grand Chief will be allowed a reasonable opportunity to address the Chiefs-in-Assembly on the matter before them.

7.6. Cause for removal may include, but is not limited to:

- a. serious misconduct or neglect of duty;
- b. insubordination, insolence or deliberate violation of any of the articles in the AMC Constitution or roles and responsibilities of the Grand Chief as mandated by the AMC Chiefs in Assembly;
- c. breach of the *Canadian Criminal Code*, or *Controlled Drugs and Substances Act*
- d. abandonment of the position;
- e. theft or other dishonesty;
- f. violence against others including any AMC member First Nation Chief or AMC staff;
and,
- g. deliberate or negligent conduct which embarrasses or otherwise damages the reputation of First Nations in Manitoba.

7.7. The removal procedure shall be conducted pursuant to Article 14 of the AMC Constitution.



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AMC Grand Chief Oath of Office

I, *INSERT ELECTED CANDIDATES NAME*, promise and swear before the Great Spirit that I will act faithfully and rightfully in my capacity as the AMC Grand Chief.

I will to the best of my ability perform all the duties required under the constitution of the Assembly of Manitoba Chiefs, the by-laws of the Assembly of Manitoba Chiefs Secretariat Inc., the Roles and Responsibilities of the AMC Grand Chief without partiality, fear or favour, for the sake of all First Nations in Manitoba.

Signature of Elected Candidate

Witness

Date