



Executive Summary

Background

Wolseley Law LLP conducted an investigation into allegations of a toxic work environment at the request of the board of directors of the Manitoba Inuit Association (MIA). The investigation was prompted by the departures of two employees, Matthew Usenko and Jenelle Sammurtok, in the summer of 2024, and subsequent media coverage alleging a toxic workplace and mismanagement by the CEO, Nastania Mullin.

Methodology

The investigation defined a "toxic workplace" as an environment characterized by harmful, disrespectful, and unethical behaviors, leading to employee stress and a negative impact on the organization's culture and performance. Interviews were conducted with eighteen (18) MIA staff and management members to assess the presence of toxic workplace characteristics.

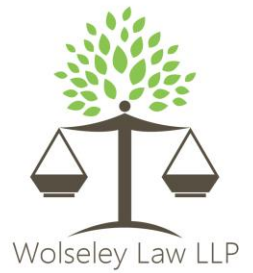
Key Findings

The overall assessment did not conclude that the MIA was a toxic workplace. Most of employees expressed satisfaction with their work and the organization, though some concerns were raised. There was no evidence of financial impropriety. The perception of potential retaliation for raising concerns seemed to stem from the misunderstandings about the departures of Mr. Usenko and Ms. Sammurtok, as well as issues with maintaining confidentiality precipitated by the previous HR regime. No concrete evidence of actual retaliation was found.

Recommendations

The Report recommends fostering a safe, happy, and healthy work environment by improving communication and coordination across departments, addressing perceptions of favoritism through consistent and transparent treatment of employees, and providing clear expectations for performance and clear expectations respectful conduct. Continuing to develop and implement effective HR practices (like those in the employee manual) will serve the organization well. Additionally, the report suggests offering training and professional development opportunities, cross-training employees in grant application writing, and contingency planning for key roles to alleviate workload pressures.

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Conclusion

While acknowledging that there have been issues and some of those issues may linger, the MIA is not currently a toxic workplace. It is important to proactively address concerns, continue to work at building staff trust and confidence, and consistently promote a respectful and positive work environment to support the organization's goals and serve the Inuit community effectively.

A handwritten signature in blue ink, appearing to read "Andrew McDonald", is written over a horizontal line.

WOLSELEY LAW LLP
Per: Andrew McDonald