

September 15, 16 & 17, 2021 • Virtual Course

Bringing Indigenous Worldviews into HR Methodology

# Human Resources Management for Indigenous Communities

*Helping you Build Successful Indigenous Workplace Inclusion Strategies*



## YOUR FACULTY

**CONFIRMED PARTICIPANTS INCLUDE:**



**Tanya Thomas**  
Williams Lake First Nation



**Jackson Dionne**  
Indigenous Wellness Training Society



**Jeff Robert**  
Nokiiwin Tribal Council

... and more

Effective HR Management means a stronger workforce, better retention, improved competencies and reduced exposure to legal risks. HR best practices also results in less absenteeism, a healthier workplace environment and greater overall success for your organization. Reaching your goals of improved capacity and stability in your workforce will help you meet the challenges of day to day operations as well as long term forecasting. This conference on HR Management for Indigenous Communities will prepare you to meet and exceed these goals with a blend of traditional methods, new techniques and a forward-looking approach to getting the best from your team and community resources.

### Benefits of Attending:

- Incorporate tradition in HR Management Approaches
- Position Indigenous women for management roles
- Hear best practices and good governance to achieve results
- Learn about compassionate leadership techniques
- Deal with lateral violence and bullying
- Explore conflict resolution techniques using traditional practices
- Hear about legal updates on managers and overtime requirements
- Insights into duty to accommodate substance use and mental health
- Manage Indigenous HR in urban environments
- Build healthcare HR capacities in your community
- Make the most of your HR Team and Resources



**REGISTER TODAY!**  
Email: [rjhaman@infonex.com](mailto:rjhaman@infonex.com)

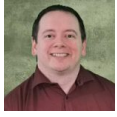
Call Rick 416.709.7425 or  
[www.infonex.com](http://www.infonex.com)

# Human Resources Management for Indigenous Communities

September 15, 16 & 17, 2021 • Virtual Course

## DAY ONE PROGRAM AGENDA: WEDNESDAY, SEPTEMBER 15, 2021

10:30 - 10:45 EDT ( 07:30 - 07:45 PDT )



### Welcome and Opening Remarks from the Chair

**Jeff Robert, Workplace Harassment Prevention Advisor, Nokiiwin Tribal Council, Owner, Workplace Ki**

10:45 - 11:45 EDT ( 07:45 - 08:45 PDT )



### The Correlation of Diamonds and People that Come to Work

**James T Arreak, Executive Director, The Coalition of Nunavut District Education Authorities**

- Making Corporate Values Count – corporate values can be bland but...
- Aligning with People – reflecting a culture of the people
- Obligations and Risks – balancing responsibilities and the opportunities to be different
- Leadership: exercising great leadership with courage

11:45 - 12:45 EDT ( 08:45 - 09:45 PDT )



### Recovery is the Foundation of Our Success

**Jackson Dionne, Executive Director, Indigenous Wellness Training Society**

- Decolonization may not be the solution.
- What is the true cause?
- Recovery, restorative justice and reconciliation.
- Indigenous Wellness and Training Society

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12:45 - 13:30 EDT ( 09:45 - 10:30 PDT )      Break

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13:30 - 14:30 EDT ( 10:30 - 11:30 PDT )



### How to Hire Diverse Employees and Create an Inclusive Culture

**Ruth Dorsainville, Talent & Culture Manager, Indigenous Friends Association, CEO, DNA Diversity Executive Search**

- Definition of Diversity
- The importance of Diversity in the C Suite.
- The benefits for the organization, employees, clients, and the economy
- How to build a systematic approach to Diversity and Inclusion
- Diversity Goals and Targets
- Implementing Diversity and Inclusion

14:30 - 15:30 EDT ( 11:30 - 12:30 PDT )

### Standards of Workplace Conduct

**Rose Anne Daniels, Director of Operations, Red Earth First Nation**

- Code of Ethics in the Workplace
- Addresses a potential toxic work environment
- Addresses lateral violence in the workplace
- Federal Act and the Pandemic Restrictions

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### **SPONSORSHIP AND EXHIBITION OPPORTUNITIES**

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# Human Resources Management for Indigenous Communities

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## DAY TWO PROGRAM AGENDA: THURSDAY, SEPTEMBER 16, 2021

10:30 EDT ( 07:30 PDT )



### **Welcome and Opening Remarks from the Chair**

**Jeff Robert, Workplace Harassment Prevention Advisor, Nokiiwin Tribal Council, Owner, Workplace Ki**

10:30 - 11:30 EDT ( 07:30 - 08:30 PDT )



### **HR Budgeting 101: Collaboration with Finance**

**Carey Calder, Founder & Principal, Nakanagis Consulting Inc.**

- Ensure access to professional development opportunities are available to all staff
- Improve proposal writing practices throughout all levels of your organization
- Align progressive HR policies with organizational budget forecasting
- Increase financial revenues to support competitive compensation packages
- Reframe not-for-profit (NFP) thinking and strengthen your organization

11:30 - 12:30 EDT ( 08:30 - 09:30 PDT )



### **Make Employee Engagement a Strategy, Not an Activity**

**Tanya Thomas, Senior Manager, Human Resources, Williams Lake First Nation**

- What is employee engagement?
- Should you invest in employee engagement?
- As a leader, how are you creating meaning and purpose for your employees?
- How does employee engagement impact your organizational culture?
- Employee engagement best practices

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12:30 - 13:15 EDT ( 09:30 - 10:15 PDT )      Break

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13:15 - 14:15 EDT ( 10:15 - 11:15 PDT )



### **Lateral Violence in the Workplace and Duty to Accommodate**

**Nelson Onwuliri, Manager, Human Resources, Tsay Keh Dene First Nation**

- What is lateral violence? What does it mean to you?
- Lateral violence in the workplace and why do we participate in Lateral Violence
- How Lateral Violence impacts on the workplace Individuals, Families, Community, and the Organizations
- Duty to Accommodate and procedural duty to accommodate
- Examples of duty to accommodate and the meaning of undue hardship

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## DAY TWO PROGRAM AGENDA: THURSDAY, SEPTEMBER 16, 2021

14:15 - 15:15 EDT ( 11:15 - 12:15 PDT )



### **Connecting with Today's Youth**

**Aaron Kaatz, Senior Human Resources Advisor, Policy and Programs, Employment and Social Development Canada**

- Fostering the Relationships
- Speaking their language
- Going the Extra Mile for them
- Sponsorship +

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15:15 - 16:00 EDT ( 12:15 - 13:00 PDT )      Break

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16:00 - 17:00 EDT ( 13:00 - 14:00 PDT )



### **Creating Supportive Environments in the Workplace**

**Nicole Callihoo, Assistant Deputy Minister, First Nations, Métis and Inuit Education Directorate, Alberta Education**

The Alberta Public Service (APS) is dedicated to providing optimum environments and opportunities to garner social support, connect with senior leaders and organizational systems, educate colleagues, encourage career advancement and advance the goals of our organizations. The Employee Resource Groups (ERG's) are part and parcel of our Diversity and Inclusion plan.

ERGs are voluntary groups that bring together diverse APS employees who share a common identity, characteristics, and/or bond or background. The primary purpose of these groups is to support diversity and further inclusion in the APS. Specifically, the Indigenous ERG - the Indigenous Employee Circle provides a supportive environment and network and:

- is dedicated to supporting Indigenous employees body, mind, spirit and emotion through working with Elders and practicing our cultures,
- provides opportunities to APS staff to learn about Indigenous histories and cultures and to bust common myths and misconceptions about Indigenous peoples, creating a safe work environment,
- has a guiding principle that every decision should result in sustainable relationships today and seven generations into the future, to help make the GoA a positive working experience for Indigenous and non-Indigenous staff,
- members listen generously and respect alternative ways of knowing, providing for open dialogue with the purpose of increasing understanding, sharing information, and building meaningful relationships in order to guide directed studies regarding diversity and inclusion,
- all circle members are encouraged to promote the goals and principles of the Circle. They will each take on roles to deliver on actions identified through consensus decision making,

The presentation will review the IERG network, its activities, and its supportive systems.

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## DAY TWO PROGRAM AGENDA: THURSDAY, SEPTEMBER 16, 2021

17:00 EDT ( 14:00 PDT )



### **Closing Remarks from the Chair**

**Jeff Robert, Workplace Harassment Prevention Advisor, Nookiwin Tribal Council, Owner, Workplace Ki**

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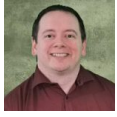
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## DAY THREE PROGRAM AGENDA: FRIDAY, SEPTEMBER 17, 2021

10:30 EDT ( 07:30 PDT )



### **Welcome and Opening Remarks from the Chair**

**Jeff Robert, Workplace Harassment Prevention Advisor, Nokiiwin Tribal Council, Owner, Workplace Ki**

10:30 - 11:30 EDT ( 07:30 - 08:30 PDT )



### **Leading with Purpose to Commit to Indigenous Development and Employment in the Workplace**

**Christine Bajona, Director, Human Resources, Indigenous Inclusion, First Canadian Health**

- Indigenous Candidate Recruitment
- Indigenous Culture in the Workplace
- Training and development for Indigenous Managers and Non-Indigenous Managers on sensitivities to cultural needs in Managing employees
- Strategies in Indigenous Employee Retention

11:30 - 12:30 EDT ( 08:30 - 09:30 PDT )



### **Achieving Great Leadership**

**Jeff Robert, Workplace Harassment Prevention Advisor, Nokiiwin Tribal Council, Owner, Workplace Ki**

- Envisioning organizational design
- Understand emerging leadership trends
- The Impacts of leadership on an workplace
- Defining and creating culture through leadership
- Creating a personal leadership improvement plan

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12:30 - 13:15 EDT ( 09:30 - 10:15 PDT )      Break

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13:15 - 14:15 EDT ( 10:15 - 11:15 PDT )



### **Mnaasged Child and Family Services - The Challenges of Recruitment**

**Allen Deleary, Human Resource Developer, Mnaasged Child and Family Services**

- Academic Requirements
- Finding the Right Fit
- Challenges to Indigenous Recruitment
- Finding Opportunity to Develop Indigenous Staff from Workers to Senior Managers.
- Culture as a Foundation

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## DAY THREE PROGRAM AGENDA: FRIDAY, SEPTEMBER 17, 2021

14:15 - 15:15 EDT ( 11:15 - 12:15 PDT )



### **Recruitment and Hiring Priorities in a Competitive Marketplace**

**David Desormeaux, Manager of Human Resources, Tsawwassen First Nation**

- About Tsawwassen First Nation (TFN). Its past, present, and future
- The HR management function and TFN's recruitment priorities
- Supporting and building TFN Members' professional development
- Meeting operational needs through staffing in a fast growing Treaty Nation
- Attracting talent in a competitive urban environment

15:15 EDT ( 12:15 PDT )



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## REGISTER BY PHONE, ON-LINE, OR IN THESE 3 EASY STEPS!

### 1 PRINT YOUR NAME AND CONTACT INFORMATION

Full Name \_\_\_\_\_ Title \_\_\_\_\_

Organization \_\_\_\_\_

Telephone (\_\_\_\_) \_\_\_\_\_ Ext \_\_\_\_\_ Fax (\_\_\_\_) \_\_\_\_\_

Email address \_\_\_\_\_

Name of Approving Manager \_\_\_\_\_ Title \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ Province \_\_\_\_\_ Postal Code \_\_\_\_\_

Company's main line of business \_\_\_\_\_ Number of Employees \_\_\_\_\_

### 2 SELECT YOUR PREFERRED PAYMENT METHOD

Prices subject to GST / HST	Full Price	Register by August 27
Course for Groups of 3 +	\$ 2,199 each	\$ 1,899 each
Course for Groups of 2	\$ 2,299 each	\$ 1,999 each
Course for 1 Registrant	\$ 2,399	\$ 2,099

\* Groups must register together at the same time to be eligible for group savings.



**Method of Payment:**  VISA  MasterCard  Cheque enclosed, payable to INFONEX Inc.

Cardholders Name: \_\_\_\_\_

Card Number: \_\_\_\_\_ Exp. Date: \_\_\_\_\_ / \_\_\_\_\_

CVV / CSC: \_\_\_\_\_ Signature: \_\_\_\_\_

Please check box if you are GST / HST exempt Exemption # \_\_\_\_\_

### 3 SEND US YOUR REGISTRATION

GST / HST No. R134050012

**EMAIL:** rjhaman@infonex.com **WEBSITE:** www.infonex.com

**TELEPHONE:** 416.709.7425 (Rick) **MAIL:** INFONEX INC.  
330 Bay Street, Suite 1500  
Toronto, ON M5H 2S8

### VIRTUAL COURSE:

*Human Resources Management for Indigenous Communities* will be held as a virtual on-line conference. Details on how to access and participate in the event will be sent to all confirmed delegates prior to run date.

### SPONSORSHIP, EXHIBITION, AND PROMOTIONAL OPPORTUNITIES:

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### CANCELLATION POLICY:

Substitutions may be made at any time. If you are unable to attend, please make cancellations in writing and email to [register@infonex.com](mailto:register@infonex.com) or fax to 1.800.558.6520 **no later than September 1, 2021**. A credit voucher will be issued to you for the full amount, redeemable against any other INFONEX course and which is valid for twelve months (one year) from the date of issue.

Registrants who cancel after **September 1, 2021**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel by **September 1, 2021** and fail to attend will be liable for the entire registration fee.

**DISCOUNT CODE: 1396-RJ**

