

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:



Courtney Copoc
Musqueam Indian Band



Tanya Thomas
Williams Lake First Nation



Jackson Dionne
Indigenous Wellness Training Society



Jeff Robert
Nokiiwin Tribal Council



EJ Kwandibens
Miino Ayah Dah

... 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



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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 - 11:30 EDT (07:45 - 08:30 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

11:30 - 12:15 EDT (08:30 - 09:15 PDT)



Strategic HR: Learning and Development

Patty Lemky, Learning and Development Consultant, Saskatchewan Indian Gaming Authority

- What is strategic HR as it relates to L&D?
- What are the benefits and how can this apply to your organization?
- Understanding where your employees came from, in order to support them in where they want to grow
- Developing employees into successful leaders

12:15 - 13:00 EDT (09:15 - 10:00 PDT) Break

13:00 - 13:45 EDT (10:00 - 10:45 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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DAY ONE PROGRAM AGENDA: WEDNESDAY, SEPTEMBER 15, 2021

13:45 - 14:30 EDT (10:45 - 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)



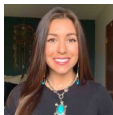
Leadership in the Essence of Resilience

Janet Hanuse, Director, Indigenous Programs, Ministry of Advanced Education & Skills Training

- Emerging Ideas about Resilience
- Values that support growth
- Principles, Actions, and Behaviors required for Resilience in the workplace
- Benefits in the organization
- Input and discussion

15:30 - 16:15 EDT (12:30 - 13:15 PDT) Break

16:15 - 17:15 EDT (13:15 - 14:15 PDT)



Coming Home

Courtney Copoc, Employment & Training Advisor, Musqueam Indian Band

- The power of reconnection
- Journey of reclaiming Indigenous identity, taking pride in culture, healing through traditions
- Overcoming the effects of intergenerational trauma
- Sharing her passion to inspire, uplift, and reminds us to always dream big

17:15 EDT (14:15 PDT)



Closing Remarks from the Chair

Jeff Robert, Workplace Harassment Prevention Advisor, Nookiiwin Tribal Council, Owner, Workplace Ki

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, Nookiwin Tribal Council, Owner, Workplace Ki

10:30 - 11:15 EDT (07:30 - 08:15 PDT)



Lateral Violence: “Through An Indigenous Lens”

EJ Kwandibens, Indigenous Cultural Educator, Miino Ayah Dah

- What is Lateral Violence? “A Wounded Spirit”
- Causes of Lateral Violence “Lost Identity”
- Forms of Lateral Violence “Left Vulnerable”
- Addressing Lateral Violence “Re-Awakening”
- Onward from Lateral Violence “Reclamation”

11:15 - 12:00 EDT (08:15 - 09:00 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

12:00 - 12:45 EDT (09:00 - 09:45 PDT) Break

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



Creating Diversity and Inclusion for the Recruitment and Retention of Indigenous Employees

Stephanie Zamora, Director, Human Resources, The Assembly of Manitoba Chiefs

- Importance of a diverse workforce
- Creating an inclusive workplace
- How this impact the Recruitment and Retention of Indigenous Employees

13:30 - 14:15 EDT (10:30 - 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

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



Connecting with Today's Youth

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

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

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

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

SPONSORSHIP AND EXHIBITION OPPORTUNITIES

Increase your visibility with senior business strategy, technology, analytics, and business intelligence professionals at *Human Resources Management for Indigenous Communities*. A limited number of sponsorship options are available.

For more information or to check availability, contact our sponsorship department by telephone at 416.507.4202, or by email at sponsorship@infonex.com.

Human Resources Management for Indigenous Communities

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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

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

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

Indigenous Child Welfare Agencies: The Challenges of Recruitment

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

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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 - 16:15 EDT (12:15 - 13:15 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

16:15 EDT (13:15 PDT)



Closing Remarks from the Chair

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

1 PRINT YOUR NAME AND CONTACT INFORMATION

Mr. / Ms. / Mrs. _____ Title _____

Organization _____

Telephone (____) _____ Ext _____ Fax (____) _____

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Register for All Three Days Day One Day Two Day Three

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

Early-bird Price Available until August 13, 2021

Prices subject to GST / HST	Course for Groups of 3 +	Course for Groups of 2	Course for 1 Registrant
Three Conference Days	\$ 1,799 each	\$ 1,899 each	\$ 1,999

Regular Full Price

Prices subject to GST / HST	Course for Groups of 3 +	Course for Groups of 2	Course for 1 Registrant
Three Conference Days	\$ 2,299 each	\$ 2,399 each	\$ 2,599

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

Can't attend all three days? Please call: 1.800.474.4829 or email us to register@infonex.com for assistance

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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 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-W

