

**September 13 - 14, 2022 • Legal Human Resource
Issues: September 15, 2022 • Virtual Course**

Bringing Indigenous Worldviews into HR Methodology

Human Resources Management for Indigenous Communities

Helping you Build Successful Indigenous Workplace Inclusion Strategies



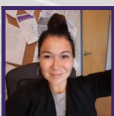
YOUR FACULTY CONFIRMED PARTICIPANTS INCLUDE:



Beverley Jacobs
University of Windsor



Gary Muuren
**Nch'kay Development
Corporation**



Amanda Kilabuk
Tungasuvvingat Inuit



Patricia Lawrence
Westaway Law Group



Virginia Lomax
Westaway Law Group

... 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

Legal Human Resources Issues for Indigenous Communities
Helping you Build Successful Indigenous Workplace Inclusion Strategies
September 15, 2022

REGISTER TODAY!

Email: register@infonex.com

Call 1.800.474.4829 or

www.infonex.com

DAY ONE PROGRAM AGENDA: TUESDAY, SEPTEMBER 13, 2022

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



Welcome and Opening Remarks from the Chair

Jeff Robert, Human Resources Advisor, Independent First Nations

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



Achieving Great Leadership: What this Means for Indigenous Organizations

Angela Wesley, Commissioner, BC Treaty Commission

- Develop skills, knowledge and attitudes that foster good working relationships
- Identify differences between Indigenous worldviews and your own
- Explore how different worldviews affect leadership decisions
- Recognize Indigenous leadership structure within communities
- Understand the benefits of working with Indigenous communities

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



Workplace Management and Traditional Clan Systems

Jeff Robert, Human Resources Advisor, Independent First Nations

- Examine how the clan system is relevant to modern organizations.
- How to use traditional knowledge as the starting point for workplace management.
- Explore the conflicting views of institutional Human Resources and the First Nation experience.
- Learn how traditional knowledge can guide and support organizational change.
- Using clan system management to increase employee retention and engagement.

12:45 - 13:15 EDT (09:45 - 10:15 PDT) Break

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



The 4 R's of Recovery

Jackson Dionne, Executive Director, Indigenous Wellness & Training Society

Welcome to the Indigenous Wellness & Training Society organization. In this introduction to our organization we would like to share the reason we believe recovery is so important to the Indigenous Peoples of Canada. We help individuals with mental health issues and seniors support. Providing services like this especially at this time makes our organization vital to the health and well-being of the Indigenous Peoples of Canada.

In this introductory talk we will discuss our overall philosophy and provide our thoughts on the reasons why "Recovery" needs to be our number one priority for all Indigenous Peoples of Canada.

DAY ONE PROGRAM AGENDA: TUESDAY, SEPTEMBER 13, 2022

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



To Achieve Positive Outcomes by Implementing Best Practices of Human Resources and Financial Management in First Nation Communities

Cheryl Standing Cloud, Finance Controller / Human Resource Manager, Woodland Cree First Nation

- Commonalities in HR within FN communities
- Best Practices
- HR Capacity Development Plan

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



Implementing Indigenous Legal Principles Into Conflict Resolution Practices

Beverley Jacobs, Senior Advisor to President on Indigenous Relations and Outreach, University of Windsor

- Learn about compassionate leadership techniques
- Deal with lateral violence and bullying
- Explore conflict resolution techniques using traditional practices

16:15 EDT (13:15 PDT)



Closing Remarks from the Chair

Jeff Robert, Human Resources Advisor, Independent First Nations

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.

DAY TWO PROGRAM AGENDA: WEDNESDAY, SEPTEMBER 14, 2022

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



Welcome and Opening Remarks from the Chair

Jeff Robert, Human Resources Advisor, Independent First Nations

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



Supporting Mental Wellness in the Workplace

Amanda Kilabuk, Executive Director, Tungasuvvingat Inuit

- Hard work and heart work
- Working through vicarious trauma
- It's NOT as Easy as 1-2-3
 - Fixing the stigma of mental wellness is a long road and not a "1-2-3 policy manual"
 - "Actual" HR conversations vs perceived HR conversations in an Indigenous org
- Getting comfortable being uncomfortable

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



Creating Indigenous Capacity

Gary Muuren, Executive Vice President, Human Resources, Nch'kay Development Corporation

- Recruit for the future
- Train for the current
- Create career paths - differently
- Identify support
- Compensate appropriately

12:45 - 13:15 EDT (09:45 - 10:15 PDT) Break

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



Employee Investment

Charlene Lavallee, President, Association of Metis, Non & Status Indians of Saskatchewan

This presentation will discuss the significance around recognizing employees as an investment

- Skills that can't be taught
- Appreciate your investment
- Get your money's worth

DAY TWO PROGRAM AGENDA: WEDNESDAY, SEPTEMBER 14, 2022

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



Modernizing your Total Compensation Practices

Jennifer Biddlecombe, Principal Consultant, Jouta Performance Group

- Connecting compensation to your HR Strategy to attract and retain talent
- Your total compensation offering
- Base pay structures – connecting external and internal equity
- Pay equity – ensuring equal pay for work of equal value
- Ensuring your compensation plan is sustainable and flexible

15:15 EDT (12:15 PDT)



Closing Remarks from the Chair

Jeff Robert, Human Resources Advisor, Independent First Nations

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LEGAL HUMAN RESOURCE ISSUES PROGRAM AGENDA: THURSDAY, SEPTEMBER 15, 2022

10:30 EDT (07:30 PDT)



Welcome and Opening Remarks from the Chair

Jeff Robert, Human Resources Advisor, Independent First Nations

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



Human Rights and the Duty to Accommodate

Patricia Lawrence, Senior Counsel, Westaway Law Group

Virginia Lomax, Associate, Westaway Law Group



- Employers' duty to accommodate under the Canadian Human Rights Act
- Family Status accommodation duties for on-reserve employers
- Alternative Community Dispute Resolution Processes
 - Guiding Principles & when it is appropriate to use alternative dispute resolution

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



Wrongful Dismissals in First Nations Communities

Darwin Hanna, Partner, Callison & Hanna Indigenous Advocates

- Drafting workplace policies and procedures
- Duty of accommodation and governance considerations
- Make decisions that avoid legal liability
- Review recent cases

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

13:15 - 14:00 EDT (10:15 - 11:00 PDT)



Effective Employment Policies in the First Nations Context

Jennifer Wiegele, Partner, Mathews Dinsdale & Clark LLP

- Employment policy toolkit
- Preparing effective policies for your workplace
- Ensuring policies reflect cultural and social values of the workplace
- Addressing unique issues in Indigenous workplaces
- Implementing and enforcing policies
- Identifying culpable misconduct and acting on it
- Understanding the difference between culpable/non-culpable misconduct and addressing both appropriately

LEGAL HUMAN RESOURCE ISSUES PROGRAM AGENDA: THURSDAY, SEPTEMBER 15, 2022

14:15 - 15:00 EDT (11:15 - 12:00 PDT)



Employment Law Jurisdiction over First Nations and Related Entities

Jennifer Wiegele, Partner, Mathews Dinsdale & Clark LLP

Nievelina Carmona, Independent Consultant



15:00 - 15:45 EDT (12:00 - 12:45 PDT)



Bullying and Harassment in the First Nation Workplace

Scott A. McCann, Partner, Harris & Company, LLP

- Identifying, addressing and preventing workplace bullying and harassment
- Understanding Sexual Harassment
- Policy Requirements
- Training
- Workplace Assessments

15:45 - 16:30 EDT (12:45 - 13:30 PDT)

Managing the Indian Act Tax Exemption for First Nation Employees

Max Faille, Partner, Gowling WLG

16:30 EDT (13:30 PDT)



Closing Remarks from the Chair

Jeff Robert, Human Resources Advisor, Independent First Nations

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Human Resources Management for Indigenous Communities

September 13 - 14, 2022 • Legal Human Resource Issues: September 15, 2022 • Virtual Course

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 _____
Register for ☐ Course ☐ Legal Human Resource Issues
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 September 9, 2022

Prices subject to GST / HST	Course for 1 Registrant	Course for Groups of 2	Course for Groups of 3 +
Two-day Conference + Legal Human Resource Issues	\$ 2,399	\$ 2,299 each	\$ 2,199 each
Two-day Conference only	\$ 2,099	\$ 1,999 each	\$ 1,899 each
Legal Human Resource Issues only	\$ 1,199		

Regular Full Price

Prices subject to GST / HST	Course for 1 Registrant	Course for Groups of 2	Course for Groups of 3 +
Two-day Conference + Legal Human Resource Issues	\$ 2,499	\$ 2,399 each	\$ 2,299 each
Two-day Conference only	\$ 2,199	\$ 2,099 each	\$ 1,999 each
Legal Human Resource Issues only	\$ 1,299		

* 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: register@infonex.com **WEBSITE:** www.infonex.com

TELEPHONE: 1.800.474.4829 **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 event. 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:

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.

Contact our sponsorship department by telephone at 416.507.4202, or by email at sponsorship@infonex.com.

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 August 30, 2022**. 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 **August 30, 2022**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel by **August 30, 2022** and fail to attend will be liable for the entire registration fee.

DISCOUNT CODE: 1420-W

