

September 12 - 13, 2023 • Legal Human Resource  
Issues: September 14, 2023 • 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:



**Virginia Lomax**  
**Lomax Law**



**Scott A. McCann**  
**Zacharias Vickers LLP**



**Jackson Dionne**  
**Indigenous Wellness  
Training Society**



**Darwin Hanna**  
**Callison & Hanna,  
Indigenous Law**



**Richel Davies**  
**Scotiabank**

... 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 14, 2023**



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

Call **1.800.474.4829** or  
[www.infonex.com](http://www.infonex.com)

**DAY ONE PROGRAM AGENDA: TUESDAY, SEPTEMBER 12, 2023**

10:30 - 10:45 EDT



**Welcome and Opening Remarks from the Chair**

**Jeff Robert, Owner, Workplace Ki**

10:45 - 11:45 EDT



**Career Development and Succession: Actively Driven, Deliberate Actions**

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

11:45 - 12:45 EDT



**Lateral Violence in the Workplace**

**Shawna Cote, Executive Director, Qu'Appelle Valley Friendship Centre**

- Examine how lateral violence impacts employee wellbeing and performance
- Discover best practices to mitigate and address the effects of lateral violence
- Understand the implications of workplace Harassment and Discrimination policies on Indigenous communities
- Explore strategies to increase cultural sensitivity when addressing claims of discrimination in the workplace
- Learn key information about the duty to accommodate for Indigenous employees

---

12:45 - 13:30 EDT      Break

---

13:30 - 14:30 EDT



**Indigenous Wellness and Training Development**

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

- Unearth best practices for creating tailored wellness training solutions for Indigenous communities
- Gain a deeper understanding of how to ensure an equitable workplace for Indigenous employees
- Explore cultural considerations for successful HRM strategies in Indigenous communities
- Discover innovative approaches to employee well-being and development in diverse cultural contexts
- Participate in facilitated discussions to share knowledge and collaborate on actionable solutions

# **Human Resources Management** for Indigenous Communities

September 12 - 13, 2023 • Legal Human Resource Issues: September 14, 2023 • Virtual Course

## **DAY ONE PROGRAM AGENDA: TUESDAY, SEPTEMBER 12, 2023**

14:30 - 15:30 EDT



### **A New Way Forward in HR**

**Cori Maedel, Founder & CEO, The Jouta Performance Group Inc.**

15:30 - 16:30 EDT



### **Building a Hand Drum: Using Traditional Knowledge, Technology, and Community Wisdom to Create Strategic Alignment**

**Jeff Robert, Owner, Workplace Ki**

16:30 EDT



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

**Jeff Robert, 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](mailto:sponsorship@infonex.com).

**DAY TWO PROGRAM AGENDA: WEDNESDAY, SEPTEMBER 13, 2023**

10:30 EDT



**Welcome and Opening Remarks from the Chair**

**Jeff Robert, Owner, Workplace Ki**

10:30 - 11:30 EDT



**Authenticity in the Workplace**

**Danielle Bazinet, Director, Human Resources, Assembly of First Nations**

**Dale Ahenakew, Human Resources Generalist, Assembly of First Nations**



- Examine how to create a workplace environment that is culturally aware and fosters an atmosphere of inclusivity
- Explore the role of HRM in developing authentic relationships with Indigenous communities
- Understand the importance of authenticity in an Indigenous workplace culture
- Analyze best practices for leveraging traditional values within a professional setting
- Learn how to foster meaningful connections between employees and Indigenous communities

11:30 - 12:30 EDT



**Supporting Indigenous Employee Wellbeing Through Benefits Plans and HR Policies**

**Richel Davies, Senior Manager, Diversity Equity and Inclusion, Scotiabank**

- External events and the impact on Indigenous Employees
- Employee Health Benefits for Indigenous Employees
- Flexible workplaces and job sharing – part of a healthy workplace
- Supporting time off for wellness and healing, staying connected during extended Leaves, and Returning to the workplace
- Support plans for Indigenous Employees in Crisis

---

12:30 - 13:15 EDT      Break

---

13:15 - 14:00 EDT



**Recruiting and Retaining Indigenous Talent**

**Shauna Ironstar, Associate Vice President Human Resources, First Nations Bank of Canada**

- Uncover best practices for developing effective HRM for Indigenous communities
- Learn about recruitment methods that promote inclusivity and equity in the workplace
- Understand the importance of fostering an inclusive culture to ensure the long-term success of diverse team members
- Discover ways to provide meaningful opportunities for career development and advancement among Indigenous employees
- Gain valuable insight into how to retain Indigenous talent within your organization

**DAY TWO PROGRAM AGENDA: WEDNESDAY, SEPTEMBER 13, 2023**

14:00 - 14:45 EDT



**Integrating Culture and Cultural Practices into the Workplace**

**Shona L. Nelson, Band Manager & Chief Administrative Officer, Doig River First Nation**

- Leverage best practices to identify and develop strategies to resource Indigenous communities
- Explore innovative financing options to secure resources for Indigenous initiatives
- Recognize the importance of culturally appropriate services when addressing the issue of inadequate resources
- Gain insight into how to build sustainable capacity within Indigenous communities
- Identify key stakeholders in the discussion around resourcing Indigenous communities

14:45 - 15:30 EDT



**Redefining HR: Focus on Humans and Relationships**

**Shawna-Kay Thomas, Director, Corporate Communications & Culture, Pipikwan Pêhtâkwan**

This presentation will discuss redefining HR by exploring ways of knowing and doing that put people and relationships at the center. You will leave the session feeling prepared to strengthen or start making changes in how HR functions are viewed and redefining your employee experience!

The presenter will cover:

- What it means to center humans and relationships and how this connects with decolonization
- Considerations for redefining HR with focus on humans and relationships
- Outcomes and impact of focusing on employees and building meaningful relationships in the workplace

15:30 - 16:30 EDT



**Building Capacity While Improving Organizational Culture & Employee Performance**

**Jillian Janega-Connell, Chief Operating Officer, Anchored Recruiting & HR Solutions**

- A shift from traditional performance reviews
- Building capacity and building up your team
- Internal process improvements
- Planning for the future
- Creating a desirable workplace

16:30 EDT



**Closing Remarks from the Chair**

**Jeff Robert, Owner, Workplace Ki**

10:30 EDT



**Welcome and Opening Remarks from the Chair**

**Jeff Robert, Owner, Workplace Ki**

10:30 - 11:30 EDT



**Wrongful Dismissals in Indigenous Communities**

**Darwin Hanna, Partner, Callison & Hanna, Indigenous Law**

- Explore legal implications of wrongful dismissals in Indigenous communities
- Examine the Human Resources policies and procedures needed to protect against wrongful dismissals
- Identify the impact of wrongful dismissals on Indigenous communities
- Analyze the correlation between workplace discrimination and wrongful dismissal rates
- Learn best practices for fair and equitable HR processes in Indigenous communities

11:30 - 12:30 EDT



**Addressing Bullying and Harassment in the Indigenous Workplace**

**Scott A. McCann, Partner, Zacharias Vickers LLP**

- Understand legal definitions and implications of bullying and harassment in the Indigenous workplace
- Gain insights on how to create an effective anti-harassment policy
- Learn best practices for recognizing, responding to, and preventing bullying
- Comprehensively review current approaches for implementing a respectful workplace culture
- Develop strategies for addressing the root causes of workplace bullying and harassment

---

12:30 - 13:15 EDT    Break

---

13:15 - 14:15 EDT



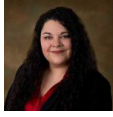
**Effective Employment Policies within an Indigenous Lens**

**Joshua D. Sutherland, Partner, Zacharias Vickers LLP**

- Develop a comprehensive understanding of Indigenous employment policies
- Gain key insights from successful Indigenous organizations
- Engage with industry experts on best practices for policy implementation
- Explore strategies for creating an inclusive and culturally sensitive workplace
- Examine the legal implications of Indigenous employment policies

**LEGAL HUMAN RESOURCE ISSUES PROGRAM AGENDA: THURSDAY, SEPTEMBER 14, 2023**

14:15 - 15:15 EDT

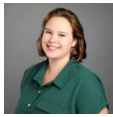


**First Nations Labour Relations: Federal or Provincial Jurisdiction?**

**Virginia Lomax, Lawyer & Principal, Lomax Law**

- Understand the complexities of First Nations Labour Relations under federal or provincial jurisdiction
- Analyze the impact of jurisdictional disputes on Indigenous communities
- Explore current trends and best practices associated with labor laws within this context
- Examine case studies to identify solutions for improving labor relations between First Nations and governments
- Discuss strategies for creating a better system of Indigenous-focused labor relations

15:15 - 16:15 EDT



**Workplace Investigations and Disputes in Indigenous Settings**

**Leslie Anne St. Amour, Lawyer, Durant Barristers**

- Lateral violence and the challenges
- Investigation in small communities and the challenges
- Building in Indigenous perspectives
- Alternative dispute resolution opportunities
- Ensuring a trauma informed process

16:15 EDT



**Closing Remarks from the Chair**

**Jeff Robert, 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](mailto:sponsorship@infonex.com).

# Human Resources Management for Indigenous Communities

September 12 - 13, 2023 • Legal Human Resource Issues: September 14, 2023 • 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 8, 2023**

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	\$ 3,098	\$ 2,998 each	\$ 2,898 each
Two-day Conference only	\$ 2,499	\$ 2,399 each	\$ 2,299 each
Legal Human Resource Issues only	\$ 599		

#### 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	\$ 3,098	\$ 2,998 each	\$ 2,898 each
Two-day Conference only	\$ 2,499	\$ 2,399 each	\$ 2,299 each
Legal Human Resource Issues only	\$ 599		

\* 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 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:

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](mailto: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](mailto:register@infonex.com) or fax to 1.800.558.6520 **no later than August 29, 2023**. 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 29, 2023**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel by **August 29, 2023** and fail to attend will be liable for the entire registration fee.

**DISCOUNT CODE: 1444-W**

