

September 17 - 18, 2024 • Workshop: September 19, 2024
• Virtual Course

Bringing Indigenous Worldviews into HR Methodology

Human Resource Management for Indigenous Communities

Helping you Build Successful Indigenous Workplace Inclusion Strategies



YOUR FACULTY CONFIRMED PARTICIPANTS INCLUDE:



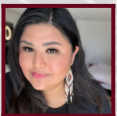
Paula Krawus
PortaLaw



Melanie Sutton
Nelligan Law



Koren Lightning
**Faculty of Law,
University of Alberta**



Corrine Clyne
**Ongomiizwin Health
Services**

... and more

Effective HR Management within Indigenous communities lays the foundation for a resilient workforce, bolstered cultural retention, enriched competencies, and minimized legal risks. Embracing indigenous HR practices not only fosters a healthier workplace environment but also strengthens the fabric of community cohesion, paving the way for sustainable success. By prioritizing the enhancement of workforce capacity and stability, communities are better equipped to address the unique challenges of daily operations and future projections. This specialized conference on HR Management for Indigenous Communities offers a tailored approach, blending ancestral wisdom with innovative techniques, empowering participants to harness the full potential of their teams and community resources.

Benefits of Attending:

- Integrate Tradition into HR Management Strategies
- Acquire Compassionate Leadership Skills
- Stay Informed on Legal Updates Regarding Management and Overtime Regulations
- Gain Insights into Accommodating Substance Use and Mental Health Needs
- Navigate HR Challenges in Urban Settings within Indigenous Communities
- Maximize the Potential of Your HR Team and Resources



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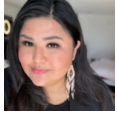
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Human Resource Management for Indigenous Communities

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DAY ONE PROGRAM AGENDA: TUESDAY, SEPTEMBER 17, 2024

10:30 - 10:45 EDT



Welcome & Opening Remarks from the Chair

Corrine Clyne, Indigenous Cultural Safety Training Facilitators/Mentors, Ongomiizwin Health Services

Legal Human Resources Issues for Indigenous Communities

Helping you Build Successful Indigenous Workplace Inclusion Strategies

Gaining a deep understanding of legal issues in human resources management for Indigenous communities means addressing the issues and challenges which are unique to Aboriginal employers. Join this one day event with self-governing First Nations, Aboriginal schools, health care, social service agencies, First Nations owned entities and First Nations governments – including band councils to learn how to achieve strategic and organizational objectives that will minimize legal risk resulting from workplace issues.

Benefits of Attending:

- Interact with industry experts.
- Learn up-to-date methodology and industry best-practice.
- Expand your skill set.
- Network with other industry professionals.
- Learn about prevention and proactive measures.
- Gain insights into jurisdiction over employment relationships.
- Improve advocacy and litigation practices.

10:45 - 11:45 EDT



Case Study:

Collective Bargaining in Indigenous Organizations

Laura L. Debassige, Vice President, Corporate Service, The Saskatchewan Public Safety Agency

- Facilitated effective communication channels between Indigenous leaders and corporate representatives to ensure mutual understanding and respect during negotiations.
- Developed strategic frameworks for collective bargaining that prioritize cultural values and community needs, resulting in agreements that benefit all parties involved.
- Empowered Indigenous communities by providing training and resources to enhance their negotiation skills and advocate for their rights and interests effectively.

11:45 - 12:45 EDT



Equitable Compensation Practices: Empowering First Nations Organizations

Cori Maedel, Partner, Human Resources Consulting, MNP

Ketlyn Santana, Manager, Consulting, Human Resources, MNP



- Address the crucial issue of pay equity and transparency within Indigenous organizations.
- Emphasize the impact of fair compensation on individuals, families, and the community at large.
- Collaborate with attendees to envision a holistic approach to total compensation, including

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benefits and work-life balance.

- Empower organizations to prioritize employee well-being beyond monetary considerations.
- Provide actionable strategies to overcome common obstacles such as historical disparities and insufficient transparency.

12:45 - 13:30 EDT Break

13:30 - 14:30 EDT



Indigenous Leadership: Building a Leadership Culture

Linda Berg, Regional Human Resources Manager, BC First Nations Justice Council

- Amplify Indigenous voices and rights on local and global platforms
- Foster community-driven initiatives for sustainable development and self-determination
- Mentor the next generation of Indigenous leaders through mentorship and capacity-building programs

14:30 - 15:30 EDT



Indigenous Recruitment and Retention: Strategies, Challenges, and Best Practices

Justine Blanco, Client Partner, HR-Indigenous Recruitment and Retention, Employee Experience, Fraser Health Authority

- Implement community engagement initiatives to build strong relationships with Indigenous communities and leaders.
- Design culturally relevant job descriptions that are inclusive and respect Indigenous traditions.
- Establish mentorship and support networks to provide guidance and assistance to Indigenous employees.
- Conduct cultural competency training for all employees to foster an inclusive and understanding workplace environment.
- Develop clear career pathways and advancement opportunities specifically tailored for Indigenous employees.

15:30 - 16:30 EDT



Employee Growth - Career Mapping for Indigenous Employees

Richel Davies, Director, Inclusion of Indigenous Peoples, Scotiabank

- Identify career aspirations through personalized coaching sessions.
- Create tailored development plans integrating traditional knowledge with modern skill sets.
- Foster mentorship opportunities connecting Indigenous employees with industry leaders.

16:30 EDT

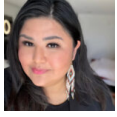
End of Day One

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DAY TWO PROGRAM AGENDA: WEDNESDAY, SEPTEMBER 18, 2024

10:30 - 10:40 EDT



Welcome and Opening Remarks from the Chair

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10:30 - 11:30 EDT



Optimizing Workplace Dynamics: Human Resources Through a Relational Perspective

Amanda Worm, Human Resources Manager, Wasauksing First Nation

- Foster open communication channels to encourage collaboration and idea-sharing among team members.
- Implement regular feedback sessions to address concerns and promote a culture of continuous improvement.
- Cultivate a supportive and inclusive environment by recognizing and celebrating diversity and individual contributions.

11:30 - 12:30 EDT



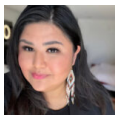
Navigating Conflict of Interest: Empowering First Nations Governance in HR and Administration

Koren Lightning, Legal Director, Wahkohtowin Law and Governance Lodge, Faculty of Law, University of Alberta

- Explore the dynamics of governance involvement in HR and administration within First Nations contexts.
- Identify strategies to address potential conflicts of interest and minimize legal exposure for governance bodies.
- Foster dialogue and share practical approaches for establishing clear boundaries and effective governance structures in HR and administration.

12:30 - 13:15 EDT Break

13:15 - 14:15 EDT



Creating a Sensory Friendly Work Environment for Success within Indigenous Workplaces

Corrine Clyne, Indigenous Cultural Safety Training Facilitators/Mentors, Ongomiizwin Health Services

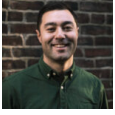
- Learn about sensory processing and sensory integration in the work environment
- Education and awareness of a sensory friendly work environment
- Examine how a sensory friendly work environment impacts employee well being and performance
- Explore strategies to implement a sensory friendly work environment
- Learn about resources for a sensory friendly work environment

14:15 - 15:15 EDT

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Utilizing Employment Documents within Indigenous Workplaces

James Hsu, Lawyer, PortaLaw

Paula Krawus, Lawyer, PortaLaw



- Minimize and account for risk by investing in proper legal documents to set up and manage your workforce.
- Leverage employment documents as a tool to build and maintain a workplace tailored to your organization.
- Will primarily focus on employment agreements and policies.

15:15 EDT

End of Day Two

SPONSORSHIP AND EXHIBITION OPPORTUNITIES

Increase your visibility with senior business strategy, technology, analytics, and business intelligence professionals at *Human Resource 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.

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TRADUCTION SIMULTANÉE DISPONIBLE

Nous offrons un service de traduction simultanée pour toutes les sessions de nos événements. Ce service vous permet de lire une traduction écrite de la présentation orale de chaque conférencier directement en Zoom. Alternativement, vous pouvez avoir accès à une traduction orale par un site internet lié à l'événement.

Veillez noter que c'est une traduction automatique et donc comporte quelques erreurs. Le service que nous utilisons cible un niveau de précision de 98%.

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We offer a simultaneous translation service for all sessions at our events. This service allows you to read a live translation of the oral remarks for each event speaker - directly in Zoom. Alternatively, you can listen to an oral translation of the sessions through an external site linked to the event.

Please note that this is a machine translation service and, as such, will contain some errors. The service we use targets an accuracy level of 98%.

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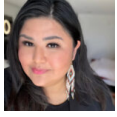
There is an additional fee of \$99 for this service and you must indicate your interest when you register. The service will not be offered at a particular event if there is not enough demand.

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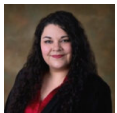


Discrimination and Harassment: Legal Protections for Indigenous Workers

Melanie Sutton, Associate, Employment and Labour Law, Nelligan Law

- Strengthen anti-discrimination policies to explicitly include protections for indigenous workers.
- Investigate all complaints of discrimination and harassment promptly and thoroughly.
- Train employees and managers on recognizing and preventing discrimination and harassment.
- Enforce strict disciplinary measures against those who violate anti-discrimination policies.
- Provide support and resources for indigenous workers who experience discrimination or harassment.

11:30 - 12:30 EDT



Evolving Duty to Accommodate Practices and Navigating Inclusivity

Virginia Lomax, Lawyer/Principal, Lomax Law

- Tailor accommodation policies to meet diverse needs within First Nations communities.
- Provide ongoing training to HR staff and community members on accommodation rights and procedures.
- Engage in dialogue with Indigenous leaders to co-create inclusive accommodation solutions.
- Integrate culturally sensitive accommodation practices into HR policies and procedures.
- Regularly evaluate the effectiveness of accommodation efforts and make adjustments as needed.

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Indigenous Organization Employment Law Update

Darwin Hanna, Callison & Hanna, Indigenous Advocates

- Wrongful dismissal case law update.
- Implementation of whistleblower policy.
- Accountability of managers.

14:15 - 15:15 EDT



Incorporating Indigenous Knowledge Systems into Organizational Learning

Sandra Colin, Director of Human Resources & Organizational Development, Congress of Aboriginal Peoples

- Value of Indigenous Knowledge Systems.
- Core Principles of Indigenous Knowledge.
- Incorporating Indigenous Knowledge.
- Promoting Collective Learning.
- Cultural Competency and Sensitivity.
- Strategies for Sustainability.

15:15 EDT **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

Full Name _____ Title _____

Organization _____

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Register for Course Workshop

Name of Approving Manager _____ Title _____

Address _____

City _____ Province _____ Postal Code _____

Company's main line of business _____ Number of Employees _____

Simultaneous Translation (CAD \$99)

2 SELECT YOUR PREFERRED PAYMENT METHOD

Early-bird Price Available until September 13, 2024

Prices subject to GST / HST	Course for 1 Registrant	Course for Groups of 2	Course for Groups of 3 +
Two-day Conference + Workshop	\$ 2,998	\$ 2,898 each	\$ 2,798 each
Two-day Conference only	\$ 2,399	\$ 2,299 each	\$ 2,199 each
Workshop 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 + Workshop	\$ 3,098	\$ 2,998 each	\$ 2,898 each
Two-day Conference only	\$ 2,499	\$ 2,399 each	\$ 2,299 each
Workshop only	\$ 599		

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

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VIRTUAL COURSE:

Human Resource 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.

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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 3, 2024**. 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 3, 2024**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel by **September 3, 2024** and fail to attend will be liable for the entire registration fee.

DISCOUNT CODE: 1467-W

