Virtual Course

**September 17 - 18, 2024** • Workshop: September 19, 2024

Bringing Indigenous Worldviews into HR Methodology

## **Human Resource** Management for Indigenous **Communities**



Helping you Build Successful Indigenous Workplace Inclusion Strategies

#### **CONFIRMED PARTICIPANTS INCLUDE:**



Virginia Lomax **Lomax Law** 



**Corrine Clyne** Ongomiizwin Health Services

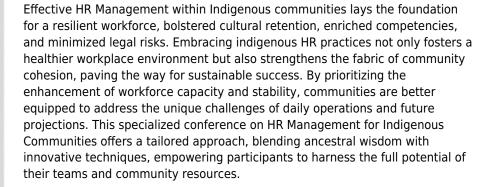


**Justine Blanco Fraser Health Authority** 



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

... and more



#### **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



**REGISTER TODAY!** 

Email: register@infonex.com

Call 1.800.474.4829 or www.infonex.com

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

#### DAY ONE PROGRAM AGENDA: TUESDAY, SEPTEMBER 17, 2024

10:30 - 10:45 EDT



### Welcome & Opening Remarks from the Chair

#### Jeff Robert, Human Resources Manager, Chi Mino Ozhitoowin

#### **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



## **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.

11:45 - 12:45 EDT



## Equitable Compensation Practices: Empowering First Nations Organizations Cori Maedel, Partner, Human Resources Consulting, 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 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

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

#### DAY ONE PROGRAM AGENDA: TUESDAY, SEPTEMBER 17, 2024

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



#### Case Study:

#### **Collective Bargaining in Indigenous Organizations**

## Laura L. Debassige, Executive Director Human Resources, Safety and Training, Government of Saskatchewan

- 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.

16:30 EDT

**End of Day One** 

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

#### DAY TWO PROGRAM AGENDA: WEDNESDAY, SEPTEMBER 18, 2024

10:30 - 10:40 EDT



Welcome and Opening Remarks from the Chair Jeff Robert, Human Resources Manager, Chi Mino Ozhitoowin

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



Cultivating Success: A Holistic Approach to HR in Indigenous Organizations

Danielle Bazinet, Director Human Resources, Assembly of First Nations

- Community Collaboration: Engage with Indigenous community leaders to understand needs and priorities for tailored HR strategies
- Cultural Integration: Embed Indigenous values and traditions into HR policies, fostering cultural diversity and respect
- Customized Training: Develop programs addressing unique strengths and challenges of Indigenous employees
- Leadership Development: Offer opportunities for career advancement within the Indigenous community, nurturing leadership skills
- Continuous Improvement: Assess HR strategies regularly, adapting based on feedback and outcomes to ensure effectiveness

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

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

#### DAY TWO PROGRAM AGENDA: WEDNESDAY, SEPTEMBER 18, 2024

14:15 - 15:15 EDT



#### **Restorative Conflict & Dispute Resolution**

#### Tracy Mooney, Regional Human Resources Director, BC First Nations Justice Council

- Mediate conflicting parties to identify underlying issues and facilitate mutual understanding
- Implement conflict resolution strategies to restore harmony and collaboration
- Facilitate dialogue and negotiation to reach mutually beneficial agreements and resolutions

15:15 - 16:15 EDT

#### **Empowering Indigenous Communities: Strategies for Effective Recruitment and Engagement**

- Foster meaningful relationships by actively engaging with Indigenous leaders and community members to understand their unique needs and perspectives.
- Implement targeted outreach programs that highlight career opportunities and pathways specifically designed for Indigenous candidates.
- Collaborate with Indigenous organizations and educational institutions to create training and mentorship programs that support career development and retention.

16:15 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.

Register Now!

Call 1.800.474.4829 or Email: register@infonex.com

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

#### DAY TWO PROGRAM AGENDA: WEDNESDAY, SEPTEMBER 18, 2024

#### 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.

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

Les matériaux écrits ne seront pas traduits et seront disponibles seulement en anglais.

Il y a un frais additionnel de 99\$ pour ce service et vous devez indiquer votre intérêt quand vous vous inscrirez. Le service ne sera pas offert à un événement s'il nous manque de demande.

#### SIMULTANEOUS TRANSLATION AVAILABLE

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%.

Written materials will not be translated and will only be available in English.

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.

Register Now!

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

#### **WORKSHOP PROGRAM AGENDA: THURSDAY, SEPTEMBER 19, 2024**

10:30 - 10:40 EDT



## Legal Human Resources Issues for Indigenous Communities | Welcome & Opening Remarks from the Chair

#### Jeff Robert, Human Resources Manager, Chi Mino Ozhitoowin

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

10:30 - 11:30 FDT



## 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.

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

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

#### **WORKSHOP PROGRAM AGENDA: THURSDAY, SEPTEMBER 19, 2024**

needed.

12:30 - 13:15 EDT Break

13:15 - 14:15 EDT



## Consultation and Consent: Legal Requirements for Indigenous Employment Policies Darwin Hanna, Callison & Hanna, Indigenous Advocates

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

14:15 - 15:15 EDT



## Navigating Employment Law: Understanding Indigenous Rights in the Workplace Sara Mainville, Managing Partner, JFK Law LLP

- Educate employees and management on indigenous rights and legal protections.
- Implement policies that comply with employment laws affecting indigenous workers.
- Assess workplace practices for potential discrimination or bias against indigenous employees.
- Engage with indigenous communities to understand their specific employment needs and rights.
- Monitor compliance with relevant laws and regulations to ensure fair treatment of indigenous workers.

15:15 - 16:15 EDT



### Discrimination and Harassment: Legal Protections for Indigenous Workers Hazem Mehrez, Lawyer, Nelligan O'Brien Payne LLP

- 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.

16:15 EDT Closing Remarks from the Chair

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

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

1 PRINT YOUR N	IAME AND	CONTACT IN	IFORMATION	
Full Name	Title			
Organization				
Telephone ()		Ext	Fax ()_	
Email address				
Register for   Course				
Name of Approving Mana	ger		Title	
Address				
City		_ Province	Postal Code _	
Company's main line of b		Number	of Employees	
Simultaneous Translation	( CAD \$99 ) _	I		
2 SELECT YOUR	PREFERRE	D PΔYMENT	METHOD	
Early-bird Price Availa			METHOD	
Prices subject to GST / HST	Course for 1 Registrant	Course for Groups of 2	Course for Groups of 3 +	
Two day Conformed				

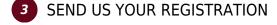
Prices subject to GST / HST	Course for 1 Registrant	Course for Groups of 2	Course for Groups of 3 +
Two-day Conference + Workshop	\$ 2,598	\$ 2,498 each	\$ 2,398 each
Two-day Conference only	\$ 2,099	\$ 1,999 each	\$ 1,899 each
Workshop only	\$ 499		

#### **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.

Method of Payment:	☐ VISA	☐ MasterCard	☐ Cheque enclosed, payable to INFONEX Inc.	
Cardholders Name:				_
Card Number:			Exp. Date: /	_
CVV / CSC:	Signatu	re:		-
$\square$ Please check box if y	ou are GS	T / HST exempt	Exemption #	-



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 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.

## SPONSORSHIP, EXHIBITION, AND PROMOTIONAL 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.

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 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** 

