

# Indigenous Workplace Inclusion



## **Bridging Concepts**

*“Helping People & Ideas Connect”*  
*Trina Maher, Chief Creative Spirit*

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# Workshop Disclaimer



- ❖ The ‘knowledge’ of the session is shared and created by those that attend the workshop, through the stories, the questions posed and experiences shared. To that effect, the words of this handout are shared with the disclaimer that the ‘essence’ of their intended meaning and perspective occurs in the spoken presence. The presenter wishes to express that the concepts shared within are not to be taken at ‘face value’ or out of context. To that effect, some content has been omitted to ensure cultural competencies are not taken out of context.

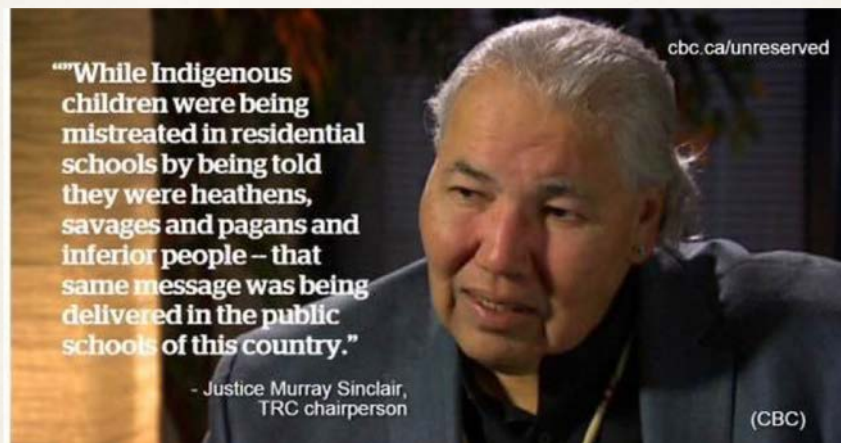
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## Bridging Concepts 'Helping People & Ideas Connect'

- ❖ Helping companies shift from 'diversity' into 'inclusion'
- ❖ Supporting personal & organizational leadership to thrive & accelerate productivity  
Lead Without a Title System
- ❖ Developing career coaching skills among practitioners to better support Indigenous youth & adults
- ❖ Helping practitioners to support their 'Athlete of Awesome'

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## The Era of Reconciliation



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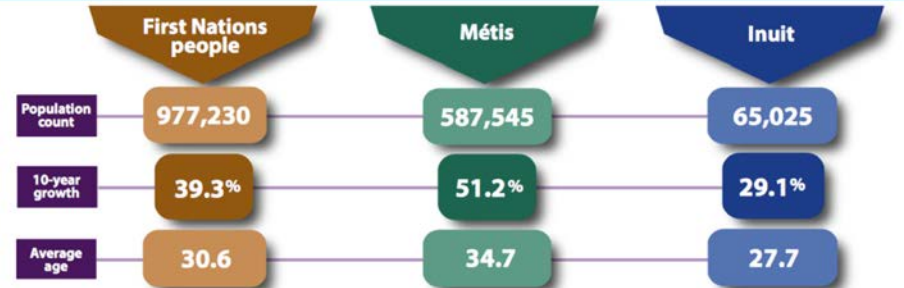
## Aboriginal Population 2016 Census 4.9% of Canadian Population

The Aboriginal population in Canada is young and growing

Total population in 2016:  
**1,673,785**  
(4.9% of Canada's total  
population)

Growth (2006 to 2016):  
**+42.5%**

Average age:  
**32.1** years  
(almost a **decade** younger  
than the non-Aboriginal population)



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## Indigenous Populations in Canada's Largest Cities

Number of First Nations people, Métis and  
Inuit by selected census metropolitan  
areas, 2016, number

	First Nations	Métis	Inuit
Winnipeg	38,700	52,130	315
Edmonton	33,880	39,435	1,115
Vancouver	35,770	23,425	405
Toronto	27,805	15,245	690
Calgary	17,955	22,220	440
Ottawa-Gatineau	17,790	17,155	1,280
Montréal	16,130	15,455	975
Saskatoon	15,775	14,905	80
Regina	13,150	7,975	75
Victoria	9,935	6,530	130

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## Elements of an Indigenous Inclusive Workplace




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- ❖ everyone from the front line to senior management understands and can speak to the company's commitment to Indigenous Inclusion and the role they play
- ❖ Indigenous talent is nurtured for career potential
- ❖ cultural practices are respected and celebrated
- ❖ Indigenous talent is proud to self identify

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## Elements of an Indigenous Inclusive Workplace



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- ❖ the issues of racism and discrimination are dealt with in a timely and effective manner
- ❖ the company demonstrates its respect for the unique role & relationship that Indigenous peoples have in Canada
- ❖ when Indigenous people leave the company - the organization attempts to find out why
- ❖ the company has built strong relationships with the Indigenous community

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## Indigenous Workplace Inclusion: Everyone is a Leader

- ❖ Indigenous workplace inclusion is the responsibility of everyone in your organization, regardless of title
- ❖ Senior management sets the tone and strategy, but often it is behaviours and attitudes of all employees that makes or breaks the strategy.

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## Leading Indigenous Workplace Inclusion : Where to start

All Change is hard at first, messy in the middle, and so gorgeous at the end.

*- Robin Sharma*

- ❖ be able to articulate **WHY** your company has an Indigenous Inclusion plan
- ❖ what is your overall goal with inclusion?
- ❖ how do you want to be known by the Indigenous and non-Indigenous community in the long term?
- ❖ do you have the resources and commitments across your company departments?
- ❖ what are the measurables & impact they need require to buy-into in order to become engaged?

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**Advanced  
Manufacturing  
and IT Sector**

**Ontario Linkages  
Project**







## Ontario Linkages Project Goals:

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- ❖ Increase the awareness among the Advanced Manufacturing and the Information Technology Sectors about the opportunities, benefits, and ways to engage & employ Indigenous talent
- ❖ Provide opportunities for organizations & companies to connect, learn about one another, and collaborate – Information Sessions
- ❖ Develop an inventory of programs, service and resources that can support Indigenous peoples education, training, and hiring into the IT & Advanced Manufacturing Sectors



# Ontario Linkages Project Goals:

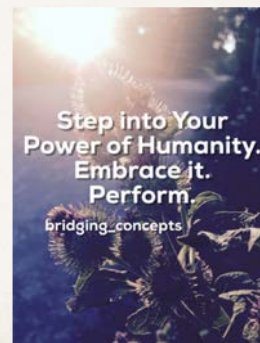
- ❖ Research and report on the situational analysis of the sectors – opportunities, needs, challenges & promising practices
  
- ❖ Host a Workforce Connex event for stakeholders to develop actionable steps to carry forward with their engagement after the project closes



 Thank you



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