WORKPLACE INCLUSION SYSTEM

A - DIAGNOSTICS

B - STRATEGY

C - IMPLEMENTATION

Advisory Services helps build, fine-tune and maintain your company-wide Indigenous workplace Inclusion efforts and performance. Within the services you will find four diagnostic tools that are available to help you understand your organization's current position on our seven-stage workplace model, The Inclusion Continuum (see pg.2) The Inclusion Continuum is used to depict the organizational competencies your company needs to grow Indigenous workplace inclusion and partnerships.

Four benchmarking tools to help guide you toward a more inclusive workplace

1 - Baseline Discovery & Summary -

A one-hour interview session guided by 23 key questions—to gain an introductory understanding of your workplace competencies and approach to building Indigenous engagements.

The Baseline summary includes recommendations that will help identify and prioritize areas where you need to focus your inclusion efforts.

2 - Barometer Review + Report -

A series of customized interviews (minimum of 15) are conducted with a selection of lead and front-line managers, to help reveal a deeper understanding of your workplace inclusion pressure points and the effectiveness of your strategies. The report identifies and makes recommendations of how and where improvements to your workplace inclusion practices should be made to achieve greater success in Indigenous engagements and relationships.

3 - Performance Assessment & Action Plan -

An in-depth 150+ question survey is conducted with an enterprise-wide selection of up to a 1000 managers and staff, to compare workplace inclusion performance and competencies across divisions and regions. The action plan presents an analysis of the survey findings, a company-wide workplace inclusion score, and strategic recommendations to help you improve performance and increase Indigenous engagements and relationships.

4 - Systems Analysis + Advanced Report -

A comprehensive analysis of a specific enterprise system (i.e., human resources, procurement, communications, corporate social responsibility, leadership)—reviewing internal processes and external industry-wide practices to compare and validate standards. The advanced report will identify gaps within the system and make recommendations of where and how to achieve superior Indigenous workplace inclusion performance.

9-Point Proprietary Workplace Framework

1 Resource levels allocated to inclusion strategies & practices

2 Employee engagement on the inclusion mission

3 Clarity of roles and responsibilities on inclusion activities enterprise-wide

4 Active positioning of companies with Aboriginal people, businesses and communities

5 Leadership involvement and policy formation

6 Company impacts with Aboriginal communities

7 Relationships and partnership building

8 Organizational culture

9 Value and importance accorded to inclusion

The Inclusion Continuum
a seven stage road map to increase Indigenous inclusion in the workplace

The council uses an organizational development (OD) approach to assist companies and organizations to develop performance based competencies which result in more inclusive recruitment/retention, procurement and leadership practices. Healthy workplaces are those which engage and retain workers leading to increased productivity. Companies that develop these workplace skills and competencies are better able to develop partnerships and business relationships with Indigenous people, businesses.

Inclusion Continuum

1 - **INDIFFERENCE**
Inclusion is not on the radar

2 - **INTIMIDATION**
Inclusion as forced compliance

3 - **IMAGE**
Inclusion as public relations

4 - **INITIATION**
Inclusion as a business imperative

5 - **INCUBATION**
Inclusion nurtured as a core competency

6 - **INTEGRATION**
Inclusion as a catalyst for growth

7 - **INCLUSION**
Inclusion is fully embraced as the cultural norm

Our enterprise-wide advisory services system is designed to help companies climb the inclusion continuum by diagnosing the organizational competencies needed to achieve increased engagements & relationships with Indigenous people, businesses & communities.

Companies that do so will discover new markets and willing partners with the Indigenous community. The "heart" of the Council's system is a seven stage proprietary model called the Inclusion Continuum. The model is used to illustrate the changes that organizations make to become more inclusive, gradually transforming them to enable more effective working relationships with Indigenous people, communities and businesses. The Council's Inclusion Continuum model describes at each stage the desired (i) workplace strategies, practices and behaviours. These must be "mastered" at each level. Additionally, in our review of the responses to the barometer questions we use our proprietary 9 point Workplace Inclusion Framework. The framework provides the essential dimensions which shape and determine an inclusive workplace. We use the framework to interpret what we hear in the Barometer survey.

Aboriginal Human Resource Council
aboriginalhr.ca

To schedule a demo or get more information contact:

Craig Hall
e: chall@aboriginalhr.ca
p: 902.665.2257

Answer the questions using the Likert scale provided

1 Strongly Disagree	2 Disagree	3 Slightly Disagree	4 Slightly Agree	5 Agree	6 Strongly Agree

1. Our Indigenous employees would say that our workplace is respectful of their culture and heritage.

2. Our leadership recognizes the importance of building relationships and trust with Indigenous people and communities.

3. We have established a business case for sourcing goods or services from Indigenous suppliers.

4. We actively support Indigenous employment.

5. Our company has clear reporting requirements for employees responsible for our Indigenous inclusion strategy.

6. Our Indigenous inclusion efforts show a strong vertical alignment between our company's policy/strategy and our actions.

7. Our company invests in education and training for managers and leaders to achieve Indigenous inclusion excellence

8. Our company allocates adequate levels of human, financial and other resources to attain the goals in our Indigenous workplace inclusion strategy.

9. We know the social/community issues and priorities in the Indigenous communities where we do business.

10. Our company has the tools to effectively communicate our Indigenous inclusion principles to employees.

11. We promote our partnerships and investments with Indigenous communities wherever possible in internal communications.

12. We effectively communicate to external audiences about our Indigenous inclusion workplace strategies and practices.

13. We have an effective communications and marketing strategy to engage Indigenous audiences.

14. We continuously grow our organization's knowledge about Indigenous workplace inclusion through information exchange, sharing progress or other means.

15. We have developed a Code of Ethics that holds Colleagues and Leaders accountable to use language that is respectful, inclusive and free of stereotypes.

16. Our Indigenous workplace inclusion strategy includes specific goals and targets.

17. Our company's leadership has clearly outlined its expectations for the successful implementation of Indigenous inclusion, diversity and equity policies.

18. Our company makes a formal connection between our corporate/business goals and our Indigenous inclusion goals.

19. Generally speaking, our Indigenous Colleagues feel that they can grow in our company, and develop their careers here.

20. We have a no-tolerance policy regarding discrimination and racism.

21. Faced with discrimination Indigenous Colleagues feel that they can report co-workers without retaliation.

22. There is effective teamwork between our Indigenous and non-Indigenous colleagues.

23. Our partnerships with Indigenous peoples will likely be seen as a positive legacy for our company.