

# MEMBERSHIP PROGRAM

## THE LEADERSHIP CIRCLE FOR INDIGENOUS INCLUSION

Building Stronger Workplaces, Employment Strategies and Partnerships



### WHAT'S INSIDE:

#### P2

The Inclusion Continuum: the seven stage roadmap to becoming an employer of choice

#### P3

Navigating Indigenous Employment Program - **NEW**

#### P4

Indigenous Employer Certification Program - **NEW**

#### P5

Membership Benefits

#### P6

Why, What, Who and How; Our Mandate; How to Join

#### P7

About Indigenous Works

#### P8

Become a Member

## INCLUSION CONTINUUM

We help you benchmark your strategies and practices on the Workplace Inclusion Continuum, the 7-stage roadmap to becoming an employer and partner of choice for Indigenous people

**1 - INDIFFERENCE**

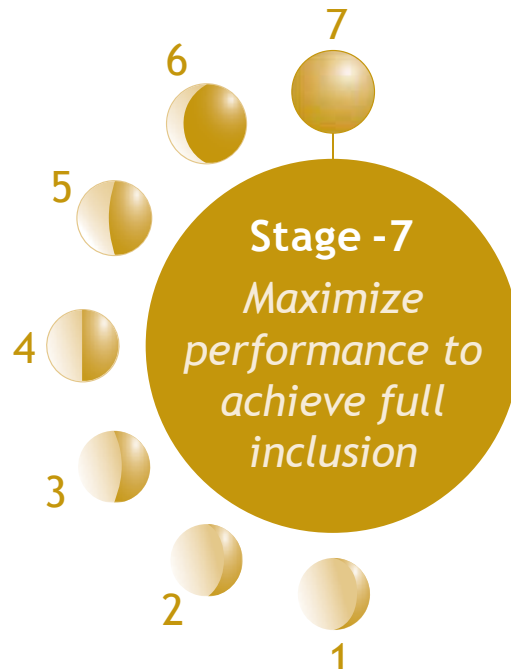
*Inclusion is not on the radar*

**2 - INTIMIDATION**

*Inclusion as forced compliance*

**3 - IMAGE**

*Inclusion as public relations*



**6 - INTEGRATION**

*Inclusion as a catalyst for growth*

**5 - INCUBATION**

*Inclusion nurtured as a core competency*

**4 - INITIATION**

*Inclusion as a business imperative*

**“** *GardaWorld’s strong relationship with Indigenous Works adds great value to our sustainability strategy and commitment to engage and expand our partnerships with Indigenous communities. We offer our thanks to IW for helping us design and develop our Indigenous policy, complete a workplace*

*assessment and conducting partnership assessment opportunities on our behalf. Gardaworld values the strategic relationship we have with IW and are very proud of the Indigenous Business Partnerships and employment opportunities we have created across Canada.*

Jean-Luc Meunier, Chief Operating Officer of Security Services - Canada, Gardaworld

**Discover your score on the Workplace Inclusion Continuum - call us.**

# NAVIGATING INDIGENOUS EMPLOYMENT

New Systems-Based Program to Assist Organizations to Achieve Increased Indigenous Employment and Workplace Inclusion.



## 1. Foundations and Baseline

New models and orientations for Indigenous employment are introduced, your baseline strengths are identified, and foundations set for your new employment and workplace strategies.

## 2. Attraction and Talent Pipeline

Your Indigenous employment brand and attraction strategies are developed and your pipeline to Indigenous talent is expanded through 'Partnerships to Employment'

## 3. Cultural Safety and Competencies

Learn the best-practices to building an inclusive workplace. Equip your recruitment staff and employees with the knowledge and cultural awareness they need.

## 4. Recruitment, Advancement and Retention

Find new ways of accessing the 'hidden' talent pools. Build better employment systems, policies and strategies. Learn the secrets to successful Indigenous retention.

## 5. Measurement and Reporting

Track your progress with better metrics, communicate your Indigenous employment and workplace strategy, clarify roles and responsibilities so that your leadership, management and staff know what they need to do to support your Indigenous employment strategy.

**“** As a small company, we have learned so much through IW's networks, programs, research and online forums and today we have implemented new Indigenous workplace and partnership strategies.

Darren Bakstad, VP, Operations, Oakland Industries Ltd

## INDIGENOUS WORKS' EMPLOYER OF CHOICE CERTIFICATION PROGRAM

This program is for employer organizations committed to ongoing and continuous improvement of their Indigenous employment and workplace inclusion goals. No matter what size your organization (small, medium or large) or what sector you work in (private, public, education, NGO). Both mainstream and Indigenous organizations are eligible.

Our certification is designed like an ISO model where employers are:

- (i) committed to achieve increased levels of Indigenous representation in the workforce;
- (ii) committed to the development of an exemplary workplace alignment with the principles and characteristics of Indigenous inclusion;
- (iii) committed to the monitoring, measurement, modelling continuous improvement of workplace and Indigenous inclusion strategies and practices.

### Certification

We provide you with an **Orientation and Training Instructional Kit** about the certification process to prepare you for certification.

**How Much Time does Certification take?** It will vary among employers but in your first year plan on two full days to complete the certification process including the questionnaire, rating and rationale. certification to complete the questionnaire, rating and rationale.

**Recertification** – Bi Annual (every two years): The recertification will follow the similar process and is conducted every two years.

**Certification Costs:** a variable certification fee system for different sized companies, profit and non-profit – click on the certification link below to see the fee chart for certification.

### Certification Benefits

- It affirms you have met certain quality standards in development of your Indigenous employment and workplace strategies.
- It will help your organizations Indigenous employment branding, inclusion performance and workplace inclusion design.
- You can profile certification in your internal and external marketing and communications (your business cards; annual reports; job advertisements; bid documents).



*Farm Credit Canada (FCC) is committed to Indigenous inclusion and Indigenous Works is a valued partner in helping us live up to that commitment. Indigenous Works used an evidence- based approach to conduct research, current state analysis, and consultations with employees and leaders as part of our employment*

*systems review. Their work and expertise is outstanding – and enabled us to advance our strategy and build a roadmap for a more inclusive and engaged relationship with Indigenous peoples moving forward. We are proud to be recognized in the new “Employer Certification Program.”*

Greg Honey, Executive Vice-President and Chief Human Resources Officer, Farm Credit Canada

# BENEFITS, DISCOUNTS AND FEES FOR MEMBERSHIP PROGRAM AND THE INCLUSION CHAMPIONS PROGRAM

## Category 1 - General Membership Program Benefits

### Complimentary Membership Benefits

#### 1. Brand recognition & visual identity

- ✓ Your Logo on IW's website (home page)
- ✓ Link to your webpage from our membership page
- ✓ IW's Logo on your website and promotional materials
- ✓ Promotion on IW's social media: Facebook, LinkedIn and Twitter
- ✓ Membership Certificate

#### 2. Resources & tools

- ✓ Handbook on Indigenous Retention: Discover 16 Dimensions of Retention
- ✓ Guide for Aboriginal Partnerships in Major Projects: (Stages and lifecycle of Indigenous/Non- Indigenous Partnerships)
- ✓ Partnership Framework Workbook & Video
- ✓ Other Tools and Webinars

#### 3. Thought leadership & learning

- ✓ Quarterly Webinars exclusively for members covering various topics and best practices on Indigenous Workplace Inclusion, Indigenous employment, Partnerships, Workforce Planning, Talent Sourcing, New Research and new developments.

### Membership Discounts

#### 4. Indigenous Works employer certification program

- We assess and certify your Indigenous employment and workplace strategies. Use the program logo in your Indigenous recruitment advertising, promotional materials and website to communicate your certification status and improve your ability to

attract and recruit Indigenous candidates. See our Indigenous Works Certification Booklet for details.

#### 5. Navigating Indigenous Employer Program

- Your comprehensive systems-based, resource in 15 modules done entirely through web-conferencing. Discounts ranging from 10-15%. See the Navigating Indigenous Employment Program Brochure

### Pricing for our General Membership is Based on the Size of Your Company or Organization

<input checked="" type="checkbox"/> Check Your Revenue Level	ANNUAL REVENUE \$M (million)	ANNUAL MEMBERSHIP FEES
<b>CORPORATE</b>		
<input type="checkbox"/> Company Size A	< 5.0 M	\$1,000
<input type="checkbox"/> Company Size B	< 10.0 M	\$2,500
<input type="checkbox"/> Company Size C	< 25.0 M	\$5,000
<input type="checkbox"/> Company Size D	> 25.0 M	\$7,500
<b>INDIGENOUS &amp; CHARITABLE ORG's</b>		
<input type="checkbox"/> Organization Size E	< 5.0 M	\$500
<input type="checkbox"/> Organization Size F	> 5.0 M	\$750
<b>ACADEMIC INSTITUTIONS</b>		
<input type="checkbox"/> Organization Size G	<25 M	\$2,000
<input type="checkbox"/> Organization Size H	>25 M	\$3,750

## Category 2 - Inclusion Champions Program and Membership Benefits

You receive all of the benefits and discounts listed above in Category one, PLUS, you receive recognition as an Inclusion Champion for one of the programs below. We can also work with you to design new customized program or service.

Your Company is recognized as an official Inclusion Champion, partner and sponsor of a unique program initiative. For example:

1. Champions' Event: Your company is featured as a partner and host.
2. Your company supports Kocihta Charity and a Guiding Circles Youth Career Awareness Training Program for 20 practitioners anywhere in Canada.
3. Inclusion Innovation and Research Programs and Opportunities: Your company supports applied research projects.

Your Inclusion Champions Membership Fee includes all the benefits and discount listed above plus your company's customized Inclusion Champions program.

	ANNUAL MEMBERSHIP FEES
<b>CONNECTION CHAMPION</b>	\$10,000
<b>ENGAGEMENT CHAMPION</b>	\$15,000
<b>NETWORK CHAMPION</b>	\$25,000

## THE WHY:

We are committed to increasing Indigenous engagement in the Canadian economy by helping you achieve stellar workplace inclusion performance.

## THE WHAT:

Leveraging innovation, knowledge know-how and research producing new tools, services and programs to achieve your Indigenous Inclusion goals and strategies.

## WHO:

Employers, Indigenous Economic Development Corporations and businesses, Indigenous employment organizations, Education Institutions and Industry Associations.

## THE HOW:

An array of knowledge based tools, programs and consulting services to help you benchmark and build strong Indigenous Inclusion strategies.

## OUR APPROACH

We begin by understanding your workplace, employment and Inclusion goals, assessing your needs and customizing programs and consulting solutions.

## WHO SHOULD JOIN

Presidents, Vice Presidents, Directors and Managers, of:

- ▶ Indigenous/Aboriginal Strategies
- ▶ Diversity and Inclusion Strategies (D & I)
- ▶ Community-owned Economic Development Corporations
- ▶ Indigenous Businesses (SME's)
- ▶ Employment Equity Programs
- ▶ Indigenous/Aboriginal Affairs
- ▶ Indigenous Partnership Development
- ▶ Colleges, Universities and Polytechnics
- ▶ Charities and Non-Profits



*Indigenous Works is helping companies and communities advance engagement strategies, partnerships and relationships to improve workplace and partnership performance.*

Sean Willy, President, Des Nedhe Development

*We like IW's leadership commitment to grow Indigenous innovation which will grow the Canadian and Indigenous economies.*

Rick Connors, CEO, Gitxsan Economic Development Authority

*Syncrude is proud to be a founding member of Indigenous Works since 1998 supporting the mandate to increase Indigenous engagement in the economy. We serve on the board of directors and are pleased to support IW's new research efforts, new program developments and inclusion innovations that are making an impact for employers and Indigenous people in Canada and abroad.*

Ken Bell, Vice President, Syncrude



## ABOUT

# Indigenous Works

Indigenous Works, formerly the Aboriginal Human Resource Council, is a national social enterprise that is ISO 9001 certified (quality management system). We were founded as a non-profit national organization in 1998 as a recommendation from the 1996 Report on the Royal Commission on Aboriginal Peoples with a mandate to increase Indigenous engagement in the Canadian economy.

Indigenous Works is an Indigenous organization with over 51% of the Directors coming from the Indigenous communities. We do not receive core government funding - our Indigenous non-profit business is supported by companies/organizations that access memberships, services and products to improve performance and partnership results. We leverage public and private sector funding to advance research and special projects to advance our common mandate.

For over 20 years, we have worked with companies and organizations to strengthen their performance and results in Indigenous employment, workplace engagement and inclusion. Partnerships are key to developing the right relationships and generating better results. Indigenous Works is addressing relationship building and responding to the growing need for stronger partnership development between Indigenous-owned enterprises and corporate Canada. This is timely given calls by the Truth and Reconciliation

Commission and Government of Canada to renew relationships with Indigenous peoples for the betterment of Canadian society and our economy.

We have always been recognized nationally for our leadership in workplace inclusion and facilitating stronger Indigenous inclusion strategies in Canadian corporations.

Through our online inclusion training, advisory services, workplace inclusion diagnostics and various other services and products, we help members develop their partnership skills and strategies to forge effective and productive relationships. Our Inclusion Continuum, is a seven-stage road map that helps organizations become an employer-of-choice and partner-of-choice. Our partnership and workplace inclusion tools help companies benchmark and implement partnership strategies, practices and behaviours.

We have engaged hundreds of employers, including our group of Leadership Circle members, with proven employment and workplace solutions. We save organizations time and resources by helping them create timely opportunities as we travel together to increase Indigenous engagement in the economy.

## MANDATE

To increase Indigenous engagement in the economy.

**“ The workplace inclusion assessment provided us with insights on what is working well and where we need to change -- a impactful organizational development systems approach. ”**

Dr. Jacqueline Ottmann PhD, Vice-Provost Indigenous Engagement Professor, University of Saskatchewan





*Indigenous Works develops new systems, tools and its organizational development models are helping grow Indigenous Inclusion in educational institutions and workplaces.*

Larry Rosia  
President and CEO,  
Saskatchewan Polytechnic

*We were the first company to undertake IW's workplace inclusion assessment back in 2011 and today we are proud of our workplace, employment and partnership practices.*

Trevor Gladue, MBA,  
Director, Indigenous Strategic Initiatives  
Civeo Canada Ltd

## BECOME A MEMBER

To join the membership program please click on this hyperlink

<https://indigenousworks.ca/en/content/become-member>

or for more information, please email:

[contact.us@indigenousworks.ca](mailto:contact.us@indigenousworks.ca) or

call **306.956.5362**