



***Banking on the Future***  
**A Discussion About Indigenous Employment in the Banking and Financial Sector**  
**Presented by: Indigenous Works**  
**With participation of the Canadian Human Rights Commission**

**Join us for a presentation and dialogue about Indigenous employment and workplace inclusion strategies in the banking and financial sector!**

The future of banking needs to be inclusive with Indigenous people forming a vital part of the industry's workforce. Join us in two webinars and dialogues as we look at the opportunities for Indigenous recruitment, advancement and retention in an industry that will be experiencing more competition for Indigenous talent in the future. During these webinars we will discuss the pressure points that companies and industry organizations are facing in their efforts to develop compelling attraction and recruitment strategies for Indigenous talent. The banking and financial sector is an important industry to Indigenous people and communities and for Indigenous goals for nation-building. That is why it is critical to co-design strategies that address the barriers to Indigenous entry to the industry. Learn about the 2020 Canadian Human Rights Commission's horizontal audit of the banking and financial sector. Top barriers identified include the need for more effective recruitment selection processes, Indigenous role models and mentorship. The audit also uncovered promising practices that employers can use to attract or retain Indigenous employees.

These webinars will be of interest to companies in the banking and financial sector, Indigenous organizations, and post-secondary institutions.

**Virtual Session - Tuesday, May 3, 2022 - 1pm to 2pm Eastern**  
*Indigenous Talent Sourcing in the Banking and Financial Sector*  
[Click here](#) to register for the session on May 3.

**Virtual Session - Tuesday, May 10, 2022 - 1pm to 2pm Eastern**  
*Creating Better Access to the Indigenous Talent Pipeline for the Banking and Financial Sector*  
[Click here](#) to register for the session on May 10.

Join the dialogues! No matter the size of your organization, we encourage your participation in these sessions. Our primary goal is to facilitate a creative conversation leading to the development of a platform and plan for companies to gain better access to Indigenous talent pools and for Indigenous people to gain stronger entry to those careers.

*In brief... Challenges and Opportunities.*

- With just over 2,700 Indigenous people employed in the banking sector there is a current Canada-wide shortfall of approximately 3,650 Indigenous workers, just to attain minimum representation levels.
- Exchange ideas and learn from peers.
- Let's talk about the ways we can work together to co-develop a strategy to grow the Indigenous talent pipeline for the industry.

**Register today for one or both sessions using the links provided above.** For more information, please email [Micheline Bélanger](mailto:Micheline.Belanger@indigenousworks.ca).