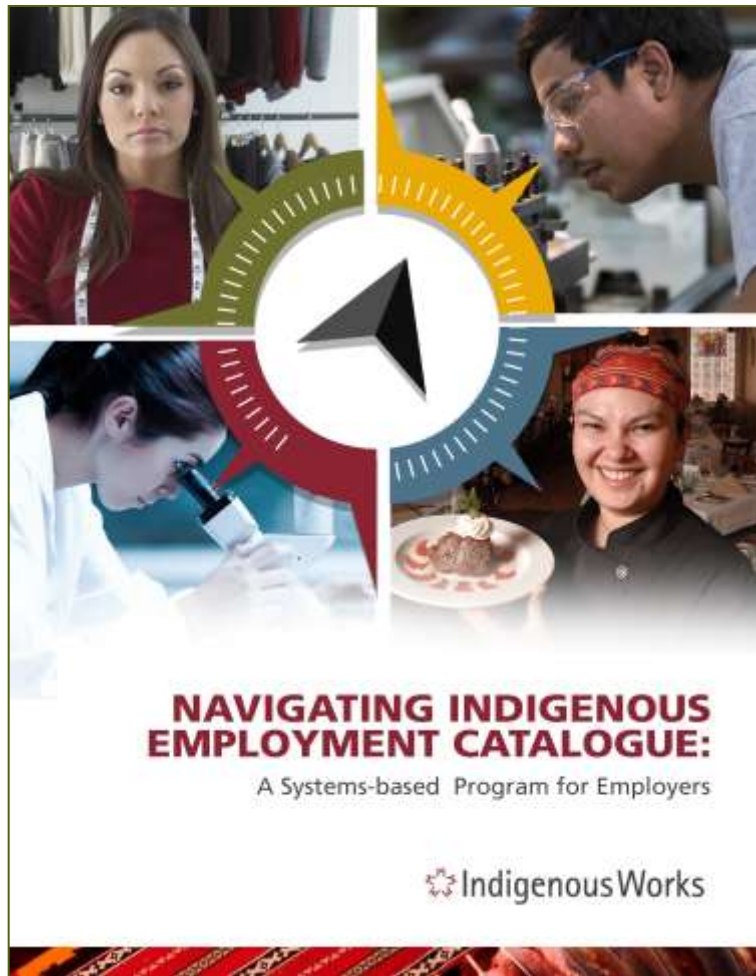


# Leadership Circle for Indigenous Inclusion Thought Leadership Webinar Learning Program



December 10, 2020



**Navigating Indigenous  
Employment Program:**

**Examining the First  
Foundational Program Pillar ~  
'Reciprocal Values'**

**Presentation by:  
Kelly J. Lendsay &  
Craig Hall**

# Today's Presentation

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 IndigenousWorks

1. Introduction
2. Program Architecture
  - i. Leadership Circle for Indigenous Inclusion
  - ii. Indigenous Employer of Choice Certification
  - iii. Navigating Indigenous Employment Program
3. Navigating Indigenous Employment ~ Reciprocal Values
4. Discussion and Questions

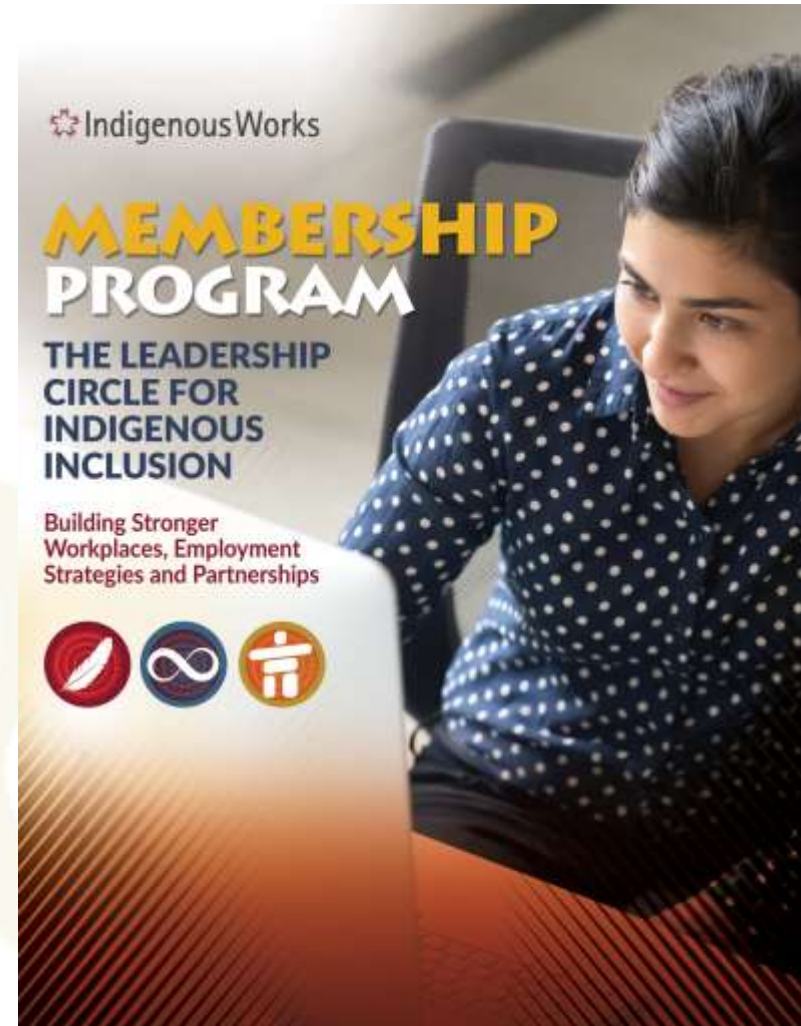
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**Indigenous Works**  
**Est. 1998**  
**150 certified**  
**Increasing Indigenous**  
**Engagement in the**  
**Canadian Economy**



# Indigenous Works Leadership Circle for Inclusion Program

- Community of Practice on Indigenous Employment and Workplace Inclusion
- Thought Leadership and Learning Programs
- Members Pricing on Products and Services
- A Partnership That Builds Your Brand



# History and Exclusion:

## Canada's vision was...



**Duncan Campbell Scott,  
Head, Dept. of Indian  
Affairs 1913-1939**



THOMAS MOORE, AS HE APPEARED WHEN ADMITTED TO THE REGINA INDIAN INDUSTRIAL SCHOOL.



THOMAS MOORE, AFTER TUITION AT THE REGINA INDIAN INDUSTRIAL SCHOOL.

# So How do We Get From This...



To This?





## The Lasting Impacts of Exclusion

The effects of Canada's exclusionary policies have had a negative impact on Indigenous people.

One of the lasting effects is the gap between employers and Indigenous job seekers.

You know its difficult. Are you looking for a competitive advantage in your effort to attract and hire Indigenous talent?

## Indigenous Works Employer of Choice Certification

# Indigenous Works Employer of Choice Certification Program

Certification in 7 steps  
gives you the  
competitive edge to  
attract and hire  
Indigenous talent.





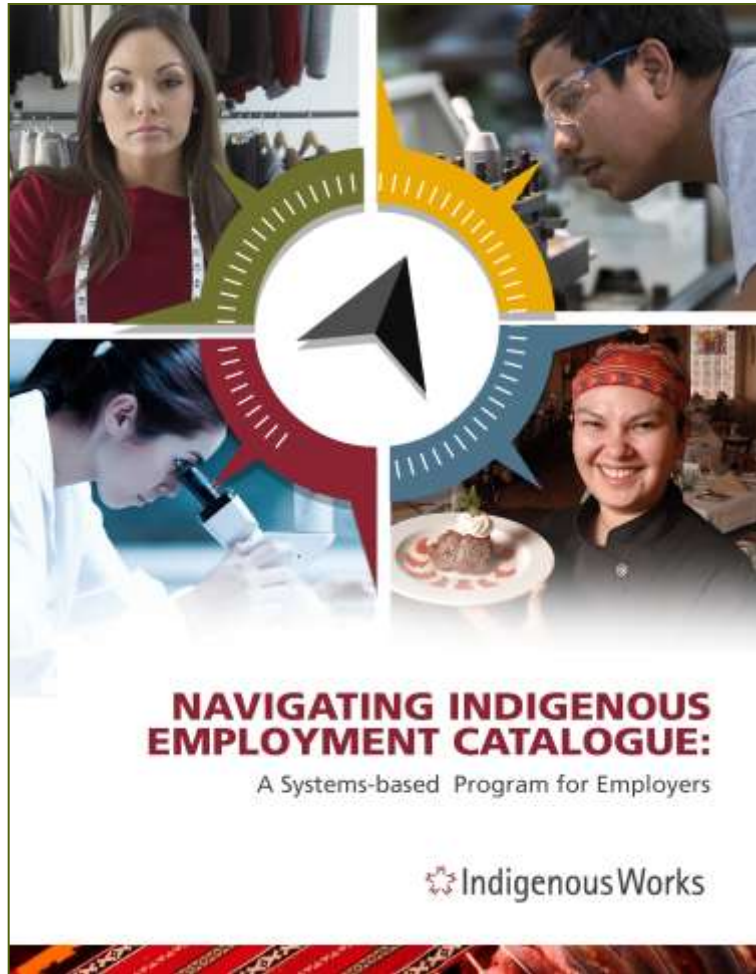
# Why Pursue Certification?

## Grow your Indigenous Employment Brand

1. Increase your opportunities to attract Indigenous talent.
2. Develop more rigorous employment strategies, practices and system.
3. Communicate your commitment to continuous improvement in Indigenous employment.



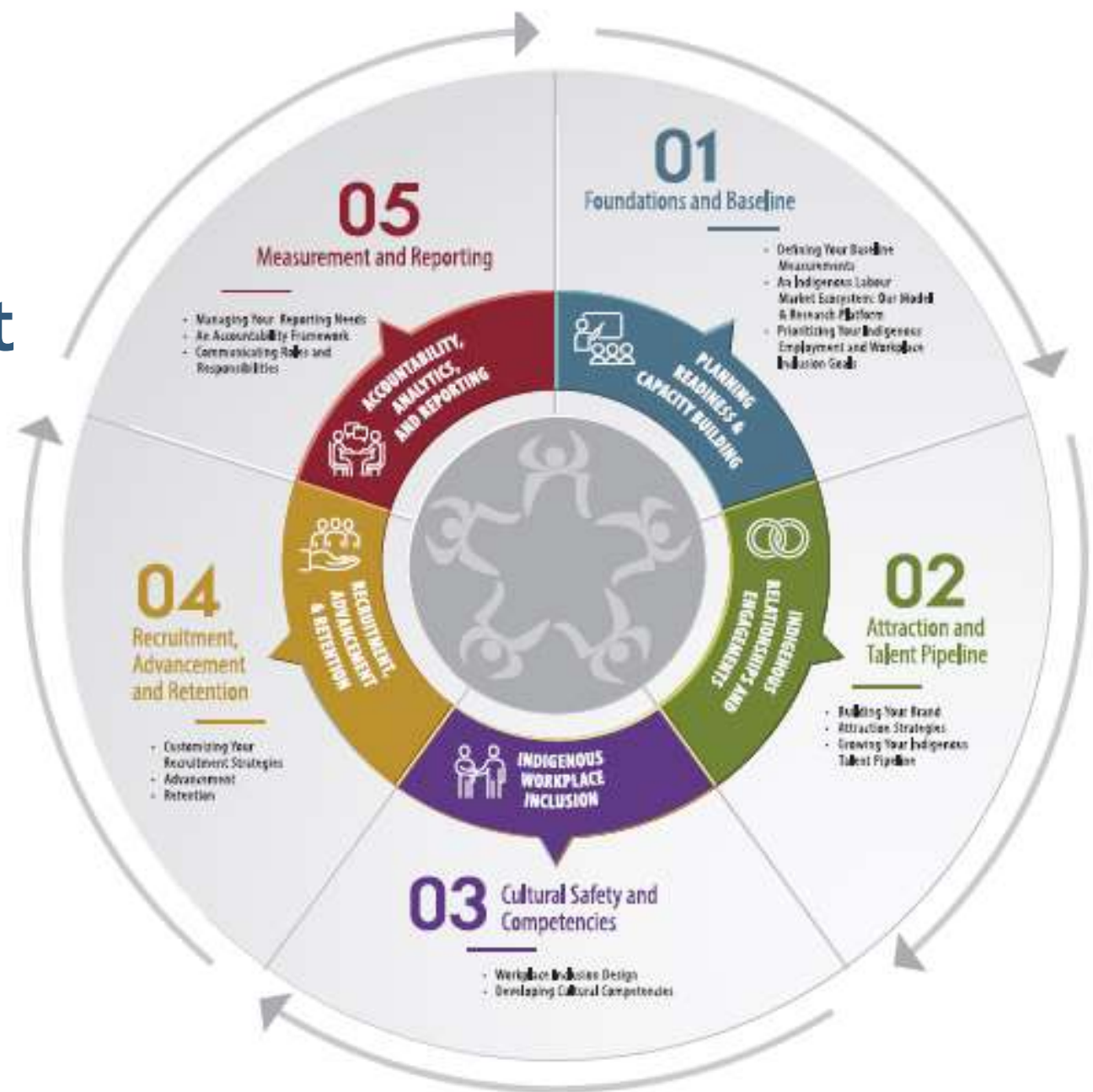
# Navigating Indigenous Employment Program



**Systems Approach to  
Increasing Indigenous  
Employment and  
Workplace Inclusion**

# Navigating Indigenous Employment Program

## Product and Service Module Categories 1-5



# Example - Product and Service Module 1 - Foundations & Baseline

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## The Importance of Baseline Measurement

**Baseline 1 - What is Your Position on the Inclusion Continuum?**

### 01 Foundations & Baseline

1. Defining Your Baseline Measurements
2. An Indigenous Labour Market Ecosystem: Our Model & Research Platform
3. Prioritizing Indigenous Employment and Workplace Inclusion Goals



# Navigating Indigenous Employment Program

## 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*

What is Your Position on the Inclusion Continuum?

# What is Your Position on the Inclusion Continuum?

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## Two Lessons We Have Learned from Doing Hundreds of Baselines

1. Indigenous people tend to give employers less generous scores, suggesting a very different set of experiences in the workplace.
2. Indigenous employees generally have higher expectations of employers to introduce more rigorous Inclusion strategies and practices.

A numeric score and Narrative which Identifies your organization's position on the Inclusion Continuum

# Navigating Indigenous Employment Program

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## Foundational Pillars for the Program



1. Reciprocal Values
2. Systems Process Thinking
3. Two-Eyed Seeing
4. A Complex Landscape
5. Truth and Reconciliation
6. Accessibility

# Navigating Indigenous Employment Program



## *‘Reciprocal Values’ Exploring the Dimensions and the Implications for Your Workplace*



# Learning Together

**What the employer needs and what Indigenous employees are looking for from the employer.**

- Employers need skilled, and engaged employees that share the values and mission of the organization.
- Indigenous employees are looking for a place of employment that respects inclusion and diversity as an asset. They want respect, not just as individuals, but also more fundamentally, as a people.

**Reciprocal  
Values**



# Indigeneity

## How Indigenous people define their identity

- Place of origin.
- Culture, traditions, stories, and beliefs.
- Genealogy/ kinship lines
- Valuing traditional knowledge. Understanding that the sharing of knowledge is integral to the continuity of Indigenous culture and beliefs.

## Reciprocal Values



# Communicating Your Values

## What and How you Communicate is Important

- How do you communicate your organizational values to your employees, and stakeholders?
- How do you communicate that you value your Indigenous employees for who they are in terms of their culture and history i.e. their Indigeneity?
- How do you communicate that your organization is responding to Reconciliation and the principles of UNDRIP?

## Reciprocal Values



# Implications

Indigenous employees have high expectations of employers

Reciprocal  
Values

- What processes or systems have you developed by which Indigeneity can be expressed in the organization.
- How does your organization communicate Indigenous values?



# Summary

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- Indigenous Works has three interlocking programs to help you with Indigenous employment and workplace Inclusion.
- A challenging area for employers.
- The Navigating Indigenous Employment Program is premised on 6 foundational pillars.
- Today's webinar examined 'reciprocal values' as one of these pillars.



# Thank You, Miigwech, Hai Hai



*Further questions or Comments?*