

**Mastering Aboriginal Inclusion:  
From Exclusion to Inclusion**

**50 minutes**

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<p>Intro</p> <p>SLOW</p> <p>CRISP</p> <p>FLOW</p>	<p>The passage of the Declaration on the Rights of Indigenous Peoples on September 13, 2007, marked a milestone for the world's indigenous peoples and for the United Nations".</p> <p>However, "Aboriginal people continue to be denied the protection from discrimination that other citizens take for granted — <u>this</u> is an unacceptable situation in a free and democratic society that values fundamental human rights."</p> <p>The Canadian Human Rights Act gives each of us an equal opportunity to work and live without being hindered by discriminatory practices. Yet, today, Aboriginal people continue to be discriminated against as is evidenced by the number of human rights complaints in every province.</p> <p>Let's look at an example as recent as six days ago. The council engaged in media relations to help promote IW and the fact that we were bringing in 100 First Nation, Métis and Inuit students and grads to meet with some of Canada's leading companies.</p> <p>The Edmonton Journal ran a story of a student having the opportunity to attend our event. A comment was posted that suggested an Aboriginal person with an education should be able to get a job on his or her own merits, without using the "aboriginal</p>
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	card". <u>Obviously</u> the reader, like many non-Aboriginal Canadians, was not informed about the historical exclusion of aboriginal people and the systemic issues that we are working so hard to rectify.
Transition	<p><u>These</u> are the reasons why we have created our program Mastering Aboriginal Inclusion. The program consists of five learning modules supplemented with two-day corporate training. The modules cover</p> <ol style="list-style-type: none"> <li>1. The Business Case for Aboriginal Inclusion</li> <li>2. History</li> <li>3. Cross Cultural Communication</li> <li>4. RRA</li> <li>5. Partnerships and Alliances</li> </ol> <p>The training brings together public and private employers as well as the Aboriginal communities and organizations.</p>
How does MAI help?	<ul style="list-style-type: none"> <li>• Increasing managers/employees understanding</li> <li>• Developing competencies in workplace inclusion</li> <li>• Assisting in the development of an Aboriginal employment strategy</li> <li>• Improving relations with Aboriginal employees, customers, communities</li> <li>• And most importantly in the area of recruitment, retention and advancement</li> </ul>
How do we define Aboriginal Inclusion?	<ul style="list-style-type: none"> <li>• It is the "culture" of a workplace that <u>attracts, engages, retains</u> and <u>advances</u> Aboriginal talent.</li> <li>• It is policies, practices and training that are <u>combined with positive human behaviour.</u></li> </ul>
Transition	How will we know when our workplace <u>is</u> inclusive of Aboriginal people?
The Inclusion Continuum	The Inclusion Continuum is the council's roadmap to Inclusion. The Continuum outlines the seven stages that most organizations pass



<p>questions</p> <p>Paper at tables?</p>	<p>joking.</p> <p>1. Can you see how this company falls into Stage 1 of the Inclusion Continuum? They are unaware that they even have a problem.</p> <p>I'm going to put you to work now at your tables. But first lets split the room into four quadrants with the podium being the divider and the aisle in the middle of the room being the other divider.</p> <p>Quadrant 1 - you are going to discuss at your table question 1, Quadrant 2 - question 2, Quadrant 3 - question 3 and Q4 Q4. You will discuss the question for about 6 minutes and have one person write the answers, I will pick a table from each quadrant and ask volunteer to stand and report to group (mic will be brought to table) you will then have 60 seconds to provide your answers.</p> <p>1. Managers/supervisors/foremen need to be aware that their employees may not bring human-rights related complaints to their attention. What are some of the reasons this employee did not bring the human rights related complaint to the attention of his foreman?</p> <ul style="list-style-type: none"><li>a. Fear retaliation by those in a position of power or their co-workers,</li><li>b. Hope that the problem will go away,</li><li>c. Because nothing will happen if they do,</li><li>d. Easier just to quit.</li></ul> <p>2. Aside from a formal complaint or a grievance being lodged in this situation, how else could a human rights complaint or issue have come to the attention of management?</p>
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- a. **Workplace observation:** A co-worker saw that something inappropriate was occurring in the workplace and knows it needs to be acted on
- b. **Indirect complaint:** An indirect comment could have come up by the employee by disclosing he is having trouble focusing because of comments from co-workers. He is not formally complaining about discrimination but offering what he is encountering as an explanation for poor performance.
- c. **Reports by other foremen or supervisors:** Other foremen could be aware of the situation and report in to management or human resources.
- d. **External concerns raised:** A human rights-related concern can be brought to a workplace's attention from a customer, vendor, client, etc.
- e. **Anonymous complaints:** Someone in your workplace could choose to complain without identifying themselves by leaving an anonymous note or an anonymous phone message.
- f. **When employee leaves:** When leaving a workplace, for example, in an exit interview, the employee could indicate he is leaving because of harassing comments.

By staying alert to the fact that human rights complaints can come to your attention in a whole host of ways, your organization will be better equipped to address problems early on before they infect the workplace

3. What could have been done to prevent this situation?

- a. Foreman could have told guys immediately to “knock it off”
- b. Other employees could have done the same
- c. Oil and Gas company could have provided or insisted on

	<p>awareness and harassment training conducted prior to hiring of diverse candidates</p> <p>4. What are some steps this company can take to move itself up the Inclusion Continuum?</p> <p>a. Management training - human rights (understanding your legal responsibility), harassment, conflict resolution, respectful workplace.</p> <p>b. Employee training - know your rights, harassment procedures, conflict resolution</p> <p>c. Develop and implement policies on harassment or respectful workplace</p>
Transition	Let's get back to the Continuum...
At Stage 2 Intimidation	<p>Attitude: "I'm not happy about having to deal with these complainers!"</p> <ul style="list-style-type: none"> <li>• They are begrudging</li> <li>• More interested in containing discrimination rather than encouraging diversity</li> <li>• And of keeping human rights complaints at bay</li> </ul>
At Stage 3 Image	<p>Attitude: "Come see our Aboriginal employee in the mailroom."</p> <ul style="list-style-type: none"> <li>• "Token" Aboriginal employee(s)</li> <li>• Great Aboriginal artwork</li> <li>• Inclusion efforts are an extension of corporate PR rather than corporate HR</li> </ul>
Example of Tokenism WHAT CAN PIC BE THAT	<p>Who here has started a new job and had to stop and wonder....</p> <p>"Hmmm.....was I hired for my skills and abilities..or was I hired because I'm Aboriginal?" This has been a question many Aboriginal people have asked. I've heard stories across the country, when we</p>

<p>ISNT BELITTLING TO SOMEONE</p>	<p>talk about this stage, one person said: “Yes, that’s exactly what happened to me, I was hired to make a quota...because there was no real meaningful work for me to do and I was always introduced as the “aboriginal employee”.</p>
<p>At Stage 4 Initiation</p>	<p>Attitude: “We have a strong advocate for Aboriginal relations who is going to help us understand this community.”</p> <ul style="list-style-type: none"> <li>• Organization is awakening to the prospect of true Inclusion</li> <li>• Managers are motivated to learn what is needed to effect change</li> <li>• A perfect example of a Change Agent is Charlie Coffey</li> </ul>
<p>At Stage 5 Incubation</p>	<p>Attitude: “We believe Aboriginal people have a lot to contribute to our organization.”</p> <ul style="list-style-type: none"> <li>• Inclusion is a core competency</li> <li>• Managers are held accountable for their handling of diversity issues</li> <li>• Aboriginal Inclusion is a strategic path to organizational growth.</li> </ul>
<p>At Stage 6 Integration</p>	<p>Attitude: “We need Aboriginal employees at all levels of the organization.”</p> <ul style="list-style-type: none"> <li>• Diversity is linked to strategic plans</li> <li>• Aboriginal people are selected for succession planning initiatives</li> <li>• Managers are measured by their handling of diversity issues</li> </ul>
<p>At Stage 7 Inclusion</p>	<p>Attitude: “Inclusion is a cultural norm within our organization.”</p> <ul style="list-style-type: none"> <li>• Employees are engaged at all levels of the company</li> <li>• High employee morale</li> <li>• Greater retention</li> <li>• Commitment to continuous improvement</li> </ul>
<p>Transition</p>	<p>Let me give you an example:</p>
<p>Best Practice</p>	<p><b>Northern Transportation Company Limited (NTCL)</b> is Canada’s largest tug and barge company. The company transports</p>

<p>Map of arctic w/routes</p>	<p>more than 100,000 tonnes a year to communities and businesses along the Mackenzie and throughout the Arctic - everything from rubber boots to snowmobiles and bulldozers.</p> <p>NTCL is at a Stage 7 on the Inclusion Continuum because of their commitment to grow, develop and retain Aboriginal employees.</p> <p>NTCL executed a new business strategy that, when combined with the exploration boom of the north, meant new jobs. Since 2002, NTCL increased its workforce by 67 per cent, 22% being Inuvialuit and Inuit beneficiaries. This new business strategy included a substantial budget to increase their Aboriginal content; not only in new hires but in retention and advancement of Aboriginal workers.</p> <p>Retention was a huge issue for this company because of its seasonal nature because when they laid employees off in the summer, they didn't always come back, making it difficult to grow an Aboriginal workforce. Over a 7 year period, they increased the retention of Aboriginal employees by 41% with Aboriginal employees are at every level of the organization, from administration to trades to management.</p> <p>During the 6 month winter layoff, Inuit and Inuvialuit employees pursue the education required to be a marine officer. <u>NTCL pays for it all: transportation, rent, tuition, books, living expenses with one trip home to visit with family.</u></p> <p>Employees can get three to four hours a week of schooling (math, science, English) with pay, to upgrade their education levels.</p>
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	<p>Each year, at least <u>25 Aboriginal employees get approval for company-financed training worth \$1-million</u>, taking courses that vary in length from five months to four years.</p> <p><b>There are Support Systems</b>  Onboarding of new employees  an informal <u>buddy system</u>  <u>coach employees</u>  to name a few...</p> <p>There are many other initiatives underway, but these are the most significant ones that aide in the RRA of Aboriginal peoples.</p>
<p>Best Practice Slides:   Signing ceremony   Building Machine Products   Health centre children</p>	<p>Another company that we feel is well on their way up the Inclusion Continuum Husky Injection Molding Systems Limited in their vision and partnering in the creation of Niigon Technologies, an Aboriginal owned company.</p> <p>Niigon is located within the community of the Moose Deer Point First Nation two hours north of Toronto. Robert Schad, president of Husky Injection Molding Systems Limited, would drive to his cottage through the Moose Deer Point First Nations Reserve. Conditions at Moose Deer Point were no different from those of most reserves across Canada; lack of electricity and running water, isolation, and few employment opportunities.</p> <p>This was a grave concern for Robert Schad and he decided to make a difference. He entered into consultations with Chief Williams and the residents to develop a community project that would create employment and improve the economic future of the community.</p> <p>Niigon Technologies Ltd. Is a multi-million dollar injection molding plant,</p>

	<p>100% owned by the community, 70% of its employees are from Moose Deer Point, and all dividends are reinvested in social, environmental, wellness, and infrastructure projects.</p>
<p>Transition</p>	<p>What I've showed you is an overview of the Inclusion Continuum, and what companies may look like at the various stages. I encourage you to contemplate where on the continuum your organization falls and to consider what you can do to help it progress up the continuum.</p> <p>What I've given you is an overview - important, detailed information is available in our workshops and our MAI set of five books. (hold up books).</p>
<p>Closing</p>	<p>I'd like to leave you with a challenge:</p> <p>Have you heard of One Million Acts of Kindness? This is a global initiative to promote random acts of kindness and service.</p> <p>How about One Million Acts of Green? This is a Canadian initiative to promote green initiatives that positively impact the environment.</p> <p>How about One Million Acts of Inclusion? This is the council's initiative to promote the inclusion of all peoples. These would be acts that make people feel included; in the workplace, on the street, in the supermarket, and on the sports field. This is for all people; no matter what they do, where they are, how they look, that they feel included.</p> <p>You can register your Act of Inclusion on our Facebook page which can be found at _____</p> <p>I look forward to reading your act of inclusion on our website.</p>
	<p>Thank you very much.</p>