

THE 4th LUMINARY NATIONAL GATHERING

July 28, 2022 – 1pm to 3pm EDT

Implementing the Luminary Strategy



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Agenda - 1:00-3:00 pm EDT

- 1:00 -1:15 Welcome & Review of Meeting Objectives
- 1:15 -1:20 Review of the Luminary Strategy
- 1:20 -1:30 Current Projects, Funding, and Partnerships
- 1:30 -1:45 The Indigenous Research Talent Agenda
- 1:45 -2:00 The Strategic Science Fund (SSF) Application
- 2:00 -2:15 The New 2023 Luminary Membership Program
- 2:15 -2:30 Governance Opportunities
- 2:30 -3:00 Summary, Polling Questions, Next Steps and Discussion

Dr. Marie Delorme
Craig Hall
Kelly Lendsay
Michael Mihalicz

LUMINARY PARTNERS:

“Where we need your help with the Strategic Science Fund Application”

- 1. SUPPORT LETTERS**
- 2. GOVERNANCE**
- 3. MEMBERSHIP COMMITMENT**

Three polling questions at the end.



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Today's Meeting Objectives

Update and Requests for Partners

- Luminary is at various stages of organizational development and start-up: Formalizing its structures and programs.
- Resource acquisition is a priority (core and program funding).
- Partnership growth is ongoing.
- Continued networking and research.
- Programs and pilot start-ups.
- Today we are making three 'asks' to partners.





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Review of the Luminary Strategy Co-created in 2021





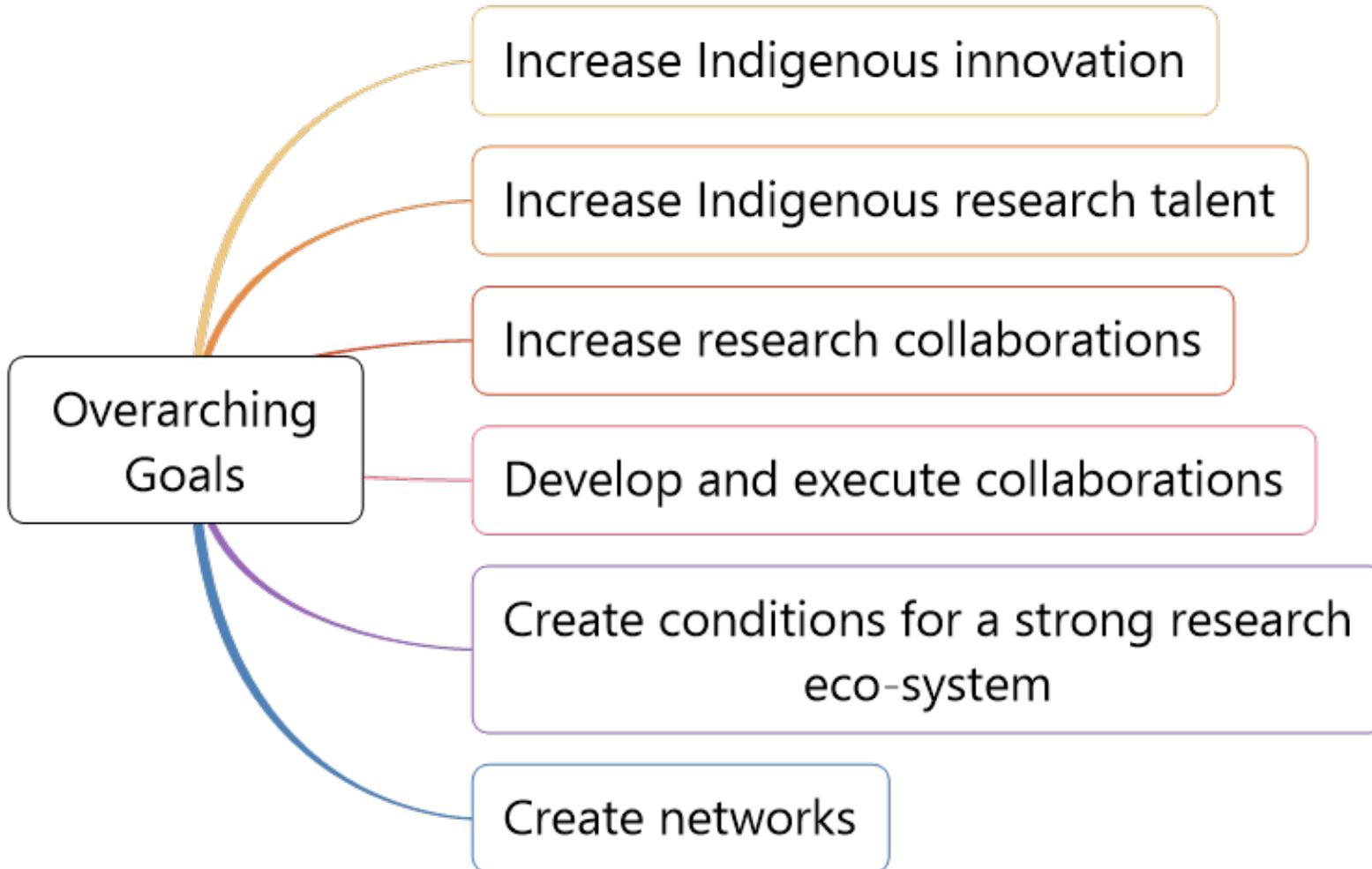
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Mind Mapping A Strategic Approach To What We Heard

From the session held June 23rd, 2021

OVERARCHING GOALS



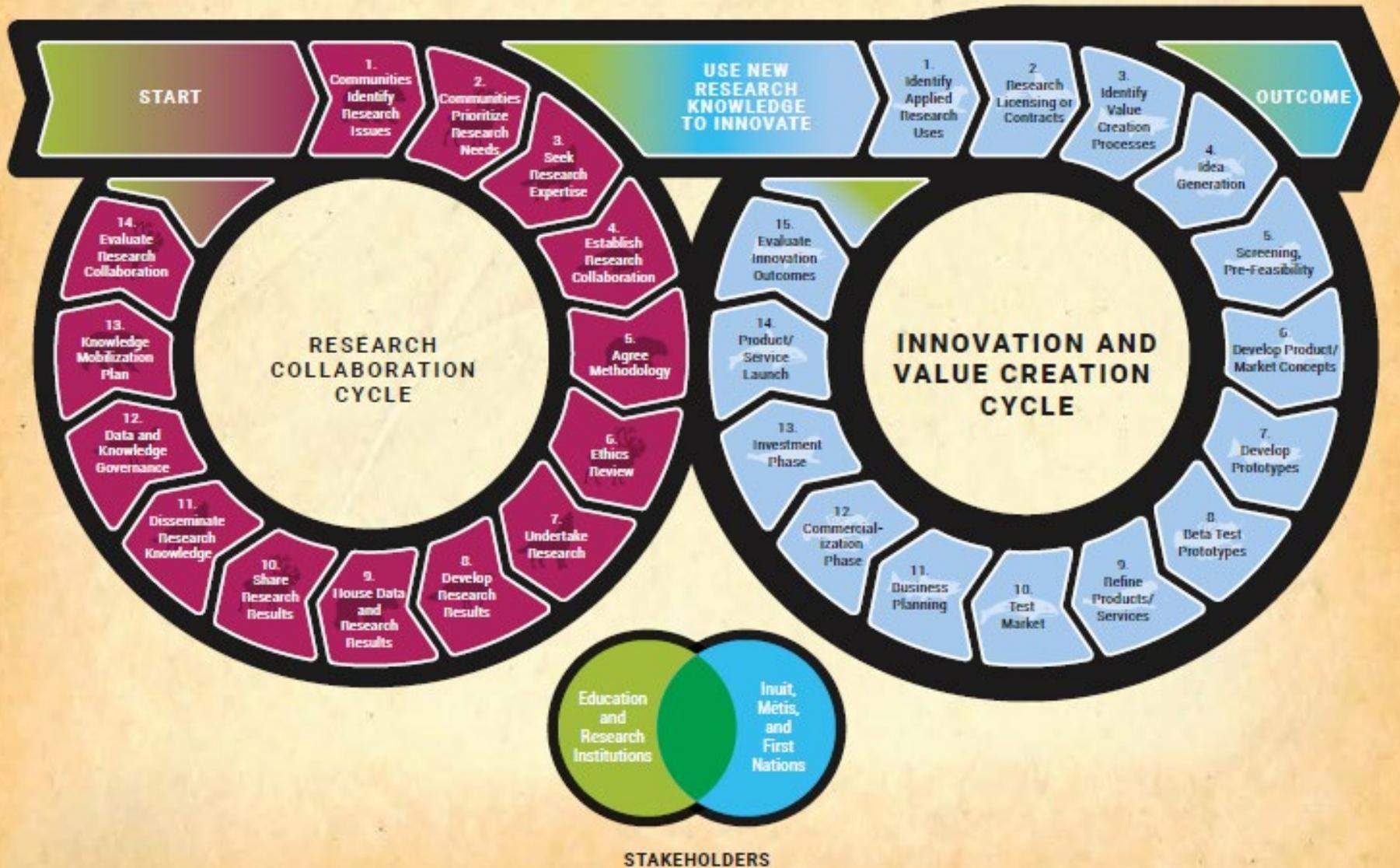
LUMINARY ROLES



Luminary Program & Services Platform: (Pg. 26)

1. Growing indigenous research talent.
2. Indigenous curriculum, knowledge, and student support.
3. Growing research collaborations.
4. Increasing innovation awareness, education, and skills.
5. Building indigenous leadership and institutional capacity for research and innovation.
6. Creating knowledge transfer & mobilization strategies.
7. Identifying and supporting Indigenous business innovation needs, priorities, and clusters.
8. Economic transformation, employment, and wellbeing: evaluation and measurement.

Research Collaboration Cycle & Innovation and Value Creation Cycle



Luminary's Unique Value Proposition

- Unique & Relevant
- Voice & Advocacy
- Talent & Pedagogy
- Facilitator & Connector
- Knowledge Mobilization & Sharing
- Leveraging Resources
- Reconciliation in Action...



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LUMINARY ~ ADVANCING INDIGENOUS INNOVATION
FOR ECONOMIC TRANSFORMATION, EMPLOYMENT
AND WELLBEING

CO-CREATING A STRATEGY AND PLAN

About the Charter Planning Process





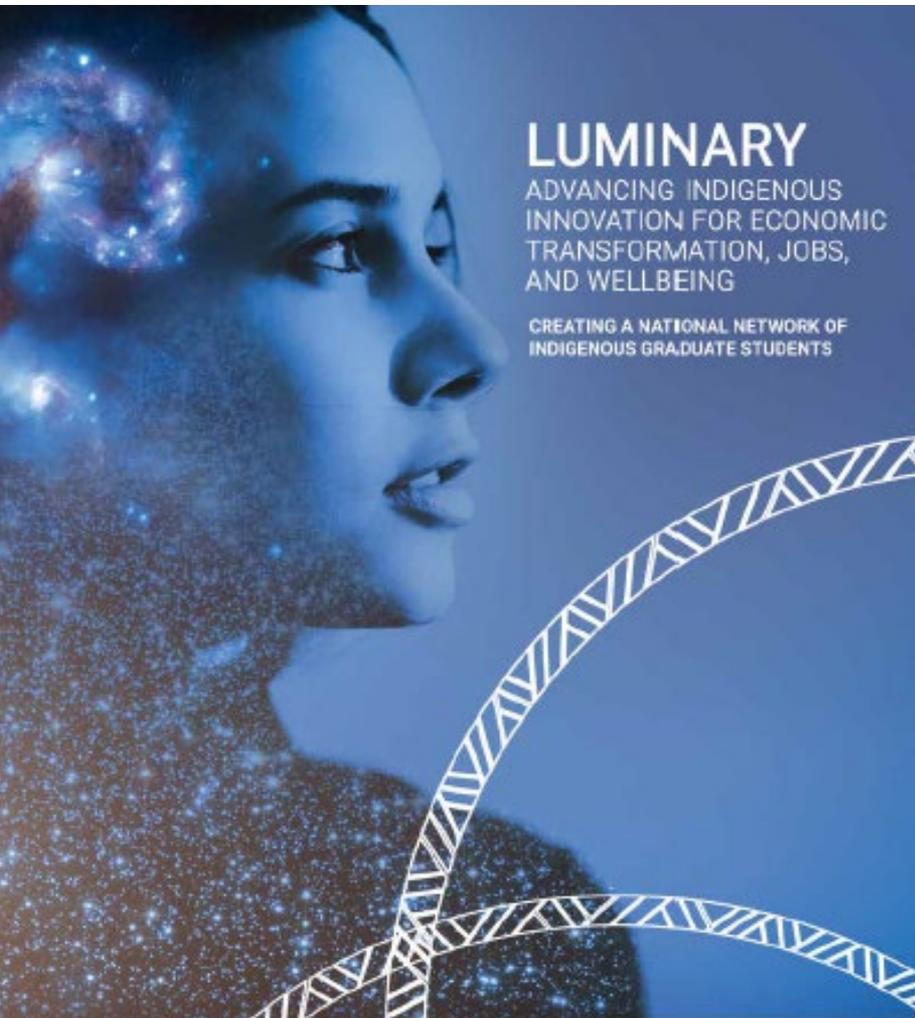
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Current Projects, Funding, and Activities



Luminary - Growing Indigenous Research Talent



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AND WELLBEING

CREATING A NATIONAL NETWORK OF
INDIGENOUS GRADUATE STUDENTS

With Fulbright Canada ~ A National Network of Indigenous Graduate Students

- Understanding Challenges and Opportunities for Indigenous Graduate Students
- Advocacy
- Professional Development
- Networking
- 300K support from INTACT Insurance
- Advancing other proposals fall 2022

- Using the Luminary platform to develop policy innovations
- 7 policy papers co-developed with Indigenous and other organizations for Indigenous Services Canada
- 22/23 funding from Indigenous Services Canada - 788K

LUMINARY DIALOGUE ON FIRST NATIONS HOUSING AND RELATED INFRASTRUCTURE:

Convening Perspectives on the
Co-Design of Legislation, Policy,
and Program Innovations



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IndigenousWorks



SUCCESS AND INNOVATION IN THE INDIGENOUS AGRICULTURE AND AGRI-FOOD SECTOR



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IndigenousWorks

- Convened seven group presentations and discussions
- New quantitative and qualitative research - U of Regina, Saskatchewan and others
- New profile and opportunities document - late summer 2022
- Continued 22/23 support from Agriculture and Agri-Food Canada, Protein Industries Canada and Nutrien Ltd.

Seaweed Pilot – Indigenous Research and Industry Development

- Employment and Social Development Canada (ESDC) application with 14 Indigenous, industry, business and academic partners submitted May 2022 \$21.3 million project (employment and industry development focus)
- Advancing proposal to McConnell Foundation in August 2022
- Advancing Proposal for NSERC Research Pilot in September 2022
- Others





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The Indigenous Research Talent Agenda



Guest Speaker

Luminary Research Update on Indigenous Student Researchers

- **Michael Mihalicz**, Assistant Professor, Entrepreneurship & Strategy and Indigenous Advisor, Office of the Dean, Ted Rogers School of Management, Toronto Metropolitan University (Recently renamed)



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Understanding Indigenous Graduate Students & Their Motivations to Pursue a Career in Research

Michael Mihalicz | Faith Julien | Andre Laplume

Michael.Mihalicz@ryerson.ca | FJulien@ryerson.ca | ALaplume@ryerson.ca

Kelly Lendsay | Craig Hall | Cordelia Sheppard

KLendsay@indigenousworks.ca | CHall@indigenousworks.ca | CSheppard@ryerson.ca

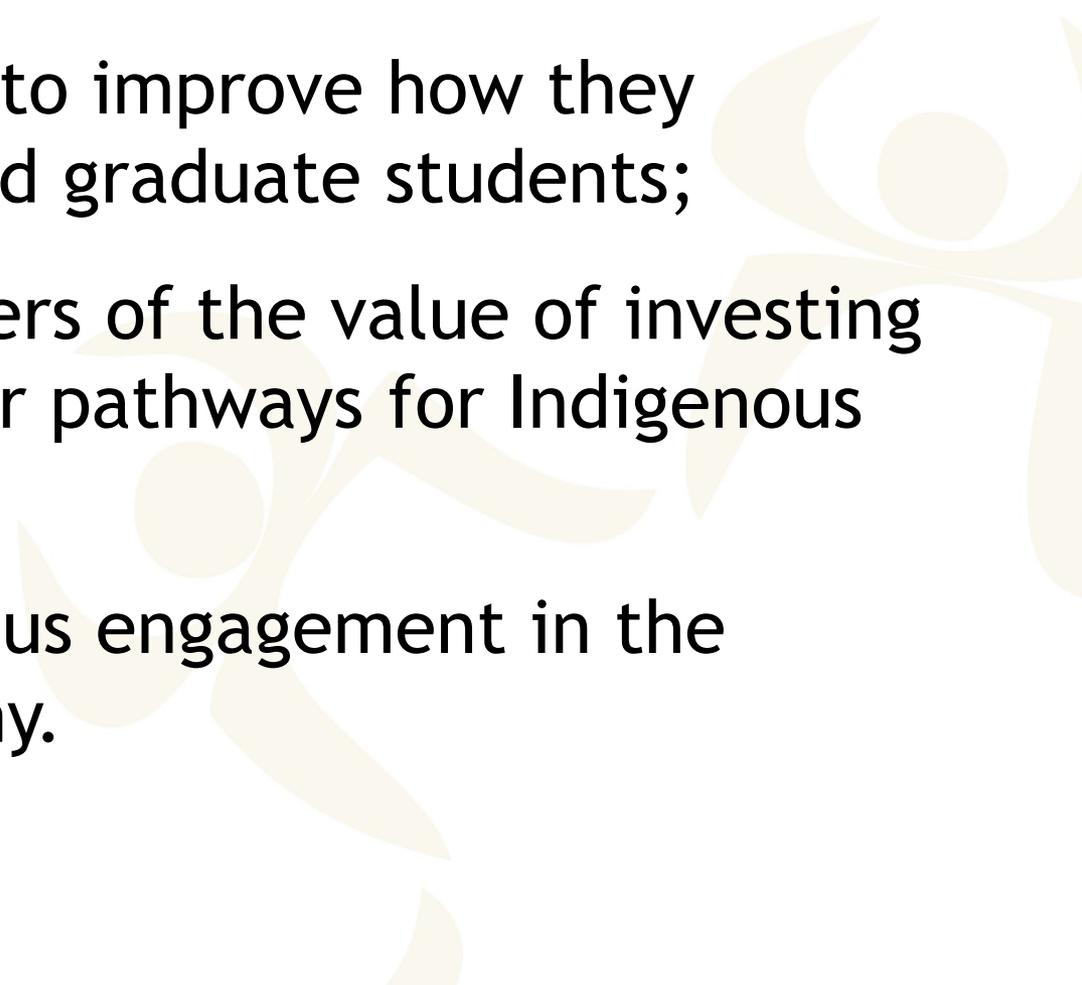
and Robert Anderson

Robert.Anderson@uregina.ca

Toronto
Metropolitan
University

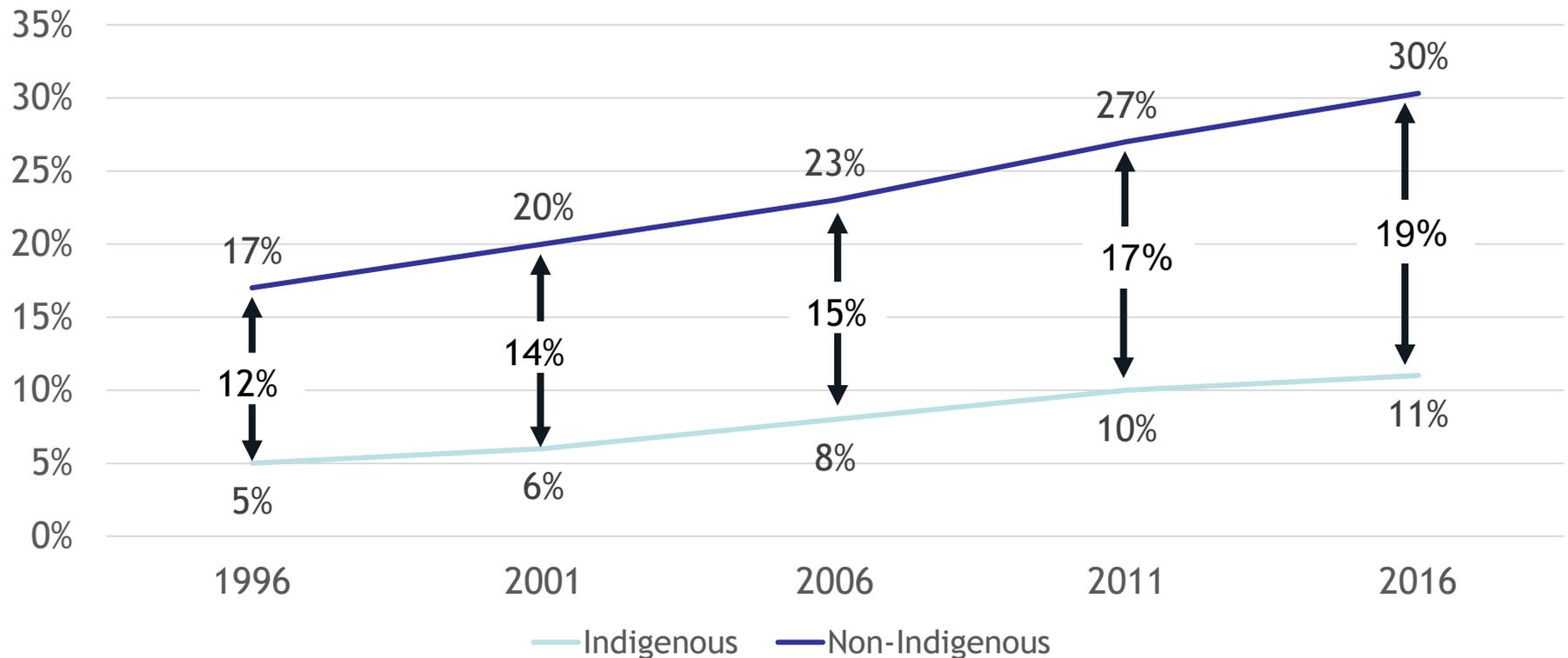
TED
ROGERS
SCHOOL
OF MANAGEMENT

Expected Outcomes & Benefit

- The current state of Indigenous engagement in research-based career paths in Canada;
 - Help universities to improve how they recruit, retain and graduate students;
 - Inform stakeholders of the value of investing in research career pathways for Indigenous people;
 - Increase Indigenous engagement in the Canadian economy.
- 

Engagement and Education Gap

- Engagement Gap - refers to the lack of engagement between Indigenous businesses and post-secondary institutions
- Education gap in university attainment rates



Factors Affecting Decisions to Pursue PSE

	Access	Preferences
Positive	Enablers <ul style="list-style-type: none">• Funding programs• Admissions policies & streams• Bridging programs• Partnerships with community institutions	Motivators <ul style="list-style-type: none">• Post-graduation earnings• Post-graduation employment• Develop autonomy and self-reliance• Improve community wellbeing• Peer and faculty mentoring programs
Negative	Barriers <ul style="list-style-type: none">• Tracking to trades schools/colleges• Geographic dispersion• Ongoing familial responsibilities• Ongoing community responsibilities• Access to capital• Underfunding of on-reserve schooling	De-motivators <ul style="list-style-type: none">• Colonialism and racism• Incompatible worldview and epistemology• Intergenerational trauma - residential schools• Parental influence• Self-efficacy, self-esteem• Over/under-estimation of costs/benefits

Design

Mixed Method
Concurrent Triangulation Design



Quantitative Data

- 2017 Aboriginal Peoples Survey

Qualitative Data

- Sharing circles & interviews

Results are compared,
integrated & interpreted

Highest Level of Educational Attainment of Indigenous Peoples in Canada by Major Field of Study

	Apprenticeship or trades certificate	Some postsecondary, or certificate below bachelor	Bachelor's degree	Master's degree	Earned doctorate
Humanities	0.1%	1.3%	1.7%	0.5%	0.2%
Social & behavioural sciences, & law	0.5%	5.0%	4.2%	0.9%	
Business, management & public admin.	2.7%	14.5%	3.2%	1.1%	0.1%
Physical & life sciences & technologies	0.1%	0.6%	1.3%	0.2%	
Architecture, eng., & related technologies	13.8%	6.2%	0.8%	0.1%	
Health & related fields	2.2%	9.8%	1.9%	0.5%	
Education	0.1%	1.7%	3.0%	0.9%	0.1%
Agriculture, natural resources & conservation	0.8%	1.2%	0.5%	0.1%	
Personal, protective & transportation services	6.5%	4.3%	0.2%	0.2%	
Other	0.3%	0.5%	0.1%		
Visual & perf. arts, & comm. Technologies	0.3%	1.7%	0.5%		
Mathematics, computer & information sciences	0.5%	1.7%	0.6%		0.0%
Total	27.9%	48.7%	17.8%	4.4%	0.6%

Key Findings from the 2017 APS

- Fewer graduates in the prairie provinces and territories.
- Higher percentage of masters & doctors in Ontario.
- Fewer in the territories and in Quebec pursue health and related fields.
- Status FN and Inuit have consistently lower levels of educational attainment.
- Mismatch between education and jobs.
- Significant retention issues in postsecondary institutions.
- More masters & doctors feel a stronger sense of belonging to Canada than they do to their culture/community.

Virtual Sharing Circles & Individual Interviews

- Adopts a narrative inquiry approach to better understand Indigenous student experiences of postsecondary programs
- **Recruitment** - Snowball sampling method
- **Sample Selection** - Participants are Indigenous graduate students currently enrolled in a research-based university program in Canada
- **Data Collection** - Sharing circles followed by semi-structured interviews
- Questions are selected from a question bank containing 36 questions

Semi-Structured Questions

- Based on Critical Incidents Methodology
- Questions focus on factors and theories related to decisions to pursue postsecondary education:
 - Transformational moments in their educational journey,
 - Availability and effectiveness of support services,
 - Influence of mentors and allies,
 - Perceived costs and barriers, and
 - Motivators and personal preferences.

Preliminary Findings

	Access	Preferences
Positive	Enablers <ul style="list-style-type: none">• Culture• Two-eyed seeing• Cultivating community• Advocacy• Indigenous role models• Non-Indigenous support• Ally-ship	Motivators <ul style="list-style-type: none">• Purpose and hope• Indigenous resurgence• Breaking barriers• Indigenous narrative• Decolonize• Language revitalization
Negative	Barriers <ul style="list-style-type: none">• Unsafe environment• Lack of support• Access to funding• Housing/transportation• Racism• Institutional racism• Community responsibility• First-generation	De-motivators <ul style="list-style-type: none">• Self-efficacy• Imposter syndrome• Perception of academic education• Colonialism and racism• Intergenerational trauma• Incompatible worldview• Microaggression and bias (e.g Unconscious statement or action regarded as discrimination)

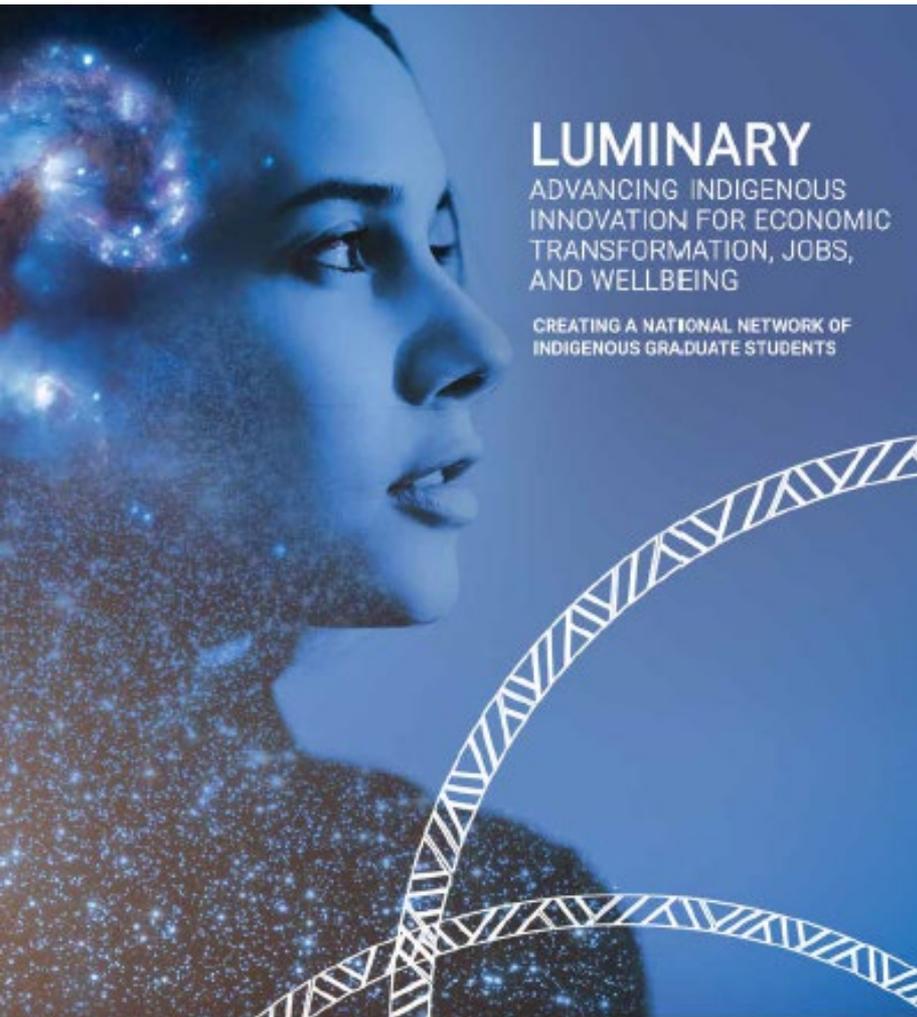
Supporting Statements

- “I was also blown away by how it was written by two Indigenous people in a conversational style using plain language and how they would talk. And that was in a journal article. And I feel like that was a really innovative piece. But it also gives me hope for academics to become more accessible”.
- “What I think the future of all academia is, Etuaptmumk. Two-eyed Seeing, I feel like there is a missing approach there. I think that the approach could be an Etuaptmumk approach”.

Supporting Statements

- “I’m in my master's program...which is environmental science and applied management. I, as an Indigenous researcher have had some difficulty with that program because of bias of Indigenous knowledge not being as important as Western science. I’m being told often that that isn't science, and I've actually been questioned of where my place is within the program. Because of that, I'm in my third year of the program, it's really sent me back an entire year. But during that time, I've been following Indigenous methodologies of becoming the best researcher I can be before heading out into my own research”.

Luminary - Growing Indigenous Research Talent



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CREATING A NATIONAL NETWORK OF
INDIGENOUS GRADUATE STUDENTS

With Fulbright Canada ~ A National Network of Indigenous Graduate Students

- Understanding Challenges and Opportunities for Indigenous Graduate Students
- Advocacy
- Professional Development
- Networking

[Link to Study](https://indigenousworks.ca/en/luminary/sharing-circles/sharing-circle-toronto-metropolitan-university)

<https://indigenousworks.ca/en/luminary/sharing-circles/sharing-circle-toronto-metropolitan-university>



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Application to Innovation, Science and Economic Development Canada's (ISED) Strategic Science Fund - September 2022



LUMINARY PARTNER ACTIONS – “Where we need your help”

1. SUPPORT LETTERS
2. GOVERNANCE
3. MEMBERSHIP COMMITMENT



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Innovation, Science and Economic Development Canada: New Strategic Science Fund

The Strategic Science Fund is a new approach to improve the effectiveness of federal investments in supporting third-party science and research organizations.



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Luminary SSF Application Working Group

Thank you to our volunteers

Carleton University, Sprott School of Business

Dalhousie University

Saskatchewan Polytechnic

University of Saskatchewan, Edwards School of Business

Luminary: Successful Letter Of Intent and SSF Full Application

- Luminary was one of 35 organizations invited to the full application stage;
- The only national Indigenous organization;
- A strong and robust network of Luminary partners;
- Luminary aligns and supports Canada's innovation agenda per the Canada Research Coordinating Committee.



Luminary's Strategic Value Section: Strong Alignment with Federal Priorities

- Ensuring all Canadian/Indigenous people participate fully in the economy;
- Supporting new models for Indigenous research and research training
- Building relationships with First Nations, Inuit and Métis peoples
- Championing Indigenous leadership, self-determination and capacity building
- Adding value to federal science, technology and innovation
- Presence at the national level



Luminary is well-positioned to support its Partners, the Canada Research Coordinating Committee (CRCC), and ISED to achieve stated objectives:

1. Enabling researchers to develop mutually respectful research relationships with Indigenous peoples;
2. Promoting capacity building and development of research communication networks with First Nation, Métis and Inuit communities;
3. Creating research partnerships between Indigenous communities, granting agencies, and the broader research community.



LUMINARY SSF Application

4 IMPACT AREAS



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CAPACITY-BUILDING
FOR INSTITUTIONS AND TALENT

ENGAGEMENT
WITH INDIGENOUS ORGANIZATIONS

WELLBEING
INDIGENOUS-CENTERED
INDICATORS

CO-DESIGN
AN INDIGENOUS INNOVATION &
RESEARCH AGENDA

Alignment of 8 Luminary Program Streams with the 4 IMPACT AREAS

CAPACITY-BUILDING

- S1 Growing Indigenous research talent
- S2 Supporting Indigenous curriculum, knowledge and students

ENGAGEMENT

- S3 Growing Research Collaborations
- S4 Increasing Innovation Awareness, Education and Skills

CO-DESIGN R&I AGENDA

- S5 Building Indigenous leadership and institutional capacity
- S6 Knowledge Transfer and Mobilization

WELLBEING

- S7 Identifying and supporting Indigenous business innovation needs and priorities
- S8 Facilitate and measure economic transformation, employment and wellbeing



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New Membership Program for Luminary – 2023/2024



The New 2023-2024 Luminary Membership Program

Thank you to the Luminary membership working group for your help in the design and development of the membership program.

- Dana Brown, Dean, Sprott School of Business, Carleton University
- Tim Daus, Executive Director, Business Schools Association of Canada
- Jim Dewald, Dean, Haskayne School of Business, University of Calgary
- Gary Evans, Dean, Business School, University of Prince Edward Island
- Mike Henry, Dean, School of Business School and Economics, Thompson Rivers University
- Larry Rosia, President, Saskatchewan Polytechnic
- Keith Willoughby, Dean, Edwards School of Business, University of Saskatchewan

Eleven Luminary Membership Benefits

1. A voice growing Indigenous research talent
2. Developing and growing Canadian business schools' pedagogy
3. Growing institutional leadership and capacity building
4. Indigenous Innovation Insights Series (2/yr)
5. The Annual National Luminary Gathering



Eleven Luminary Membership Benefits

6. Knowledge Keepers online
7. Academic program profile
8. Shaping policy platforms
9. Leveraging new program funding
10. Luminary member discounts
11. Reconciliation in action



Leveraging Funding + Partnerships has an Innovation Multiplier Effect

Luminary Membership Leverage



■ Luminary Membership Funding

■ SSF Federal Funding

■ Matching-Leveraged funding



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Luminary Membership Fee Structure

- Two Membership Categories

A. Institutional Membership

- Covers the entire institution, all faculties including business-management schools

B. Business-Management Schools / Individual Faculties

- Individual faculties, business schools, law schools, public administration, governance, Indigenous affairs, etc



Luminary Academic Membership Fee Structure 2023

Note:
complimentary
membership to
March 31st, 2023



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INSTITUTIONAL MEMBERSHIP		
		Annual Membership Fee
FTE Student Enrolment		
<1,000		\$1,000
1001-2499		\$2,500
2,501-7,499		\$5,000
7,500-24,999		\$15,000
25,000+		\$25,000
BUSINESS/MANAGEMENT SCHOOLS		
		Annual Membership Fee
Full-Time Faculty		
>100 Faculty		\$7,500
60-99 Faculty		\$5,000
30-59 Faculty		\$3,000
<30 Faculty		\$1,500

Luminary Membership Invoicing



- The annual paid 2023 membership begins April 1st, 2023-March 30, 2024;
- Your invoicing in 2023 can be adjusted to fit your budget cycle;
- Complimentary membership in 2022;
- Membership commitment by August 31st *this will be reflected in the SSF Application;
- We continue to recognize the valuable contribution of the Luminary Charter Partners in the design and co-creation of the 2021 Luminary Strategy.

Membership Recognition



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- Your Luminary membership scroll
- Your public profile on Luminary website
- Recognition in public events, forums, presentation and reports
- Position your membership as a key pillar of your reconciliation strategy
- Membership commitment in 2022; Invoicing in 2023



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Governance Opportunities



Luminary Governance

1. The Presidents National Academic Leadership Council

- A cohort of Presidents from academic institutions across Canada will meet annually to provide direction and strategic oversight to Luminary.

2. Deans and Directors of Business/Management Schools Advisory Council

- Comprised of academic deans of business and management schools who will meet twice a year to provide guidance and advice on issues relating to policy, advocacy and program development.

Luminary Governance

3. Luminary Program Committees (8 program stream committees)

- Comprised of directors, coordinators, managers, the program committees will meet twice a year to review and advise on program strategies. *8 streams outlined in Luminary Strategy.

4. Indigenous Economic Development Corporations (EDC)/Indigenous Business Advisory Council

- Presidents, Vice Presidents, and Directors will convene twice a year to provide direction and guidance on the research and innovation strategy for Indigenous business and EDCs.

LUMINARY PROGRAM GOVERNANCE: SSF APPLICATION

Indigenous Economic Development Corporation (EDC)/Indigenous Business Advisory Council

Dawn Madahbee Leach

Chair, National Indigenous Economic Development Board
General Manager, Waubetek Business Development Corporation



Miles Richardson O.C.

Chair, HaiCo
President - Haida Nation (1984-96)





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Summary and Next Steps



LUMINARY PARTNER ACTIONS – “Where we need your help”

- 1. SUPPORT LETTERS**
- 2. GOVERNANCE**
- 3. MEMBERSHIP COMMITMENT**



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Building support for the SSF Application



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Three Polling Questions:

1. Strongly Agree 2. Agree 3. Slightly Agree 4. Disagree 5. Unsure

A. Our organization can provide a letter of support.

B. Our organization would like to participate in one or more Governance committee(s).

B1. Our organization's President would likely consider joining the Academic Presidents Council.

C. Our academic institution, business school or faculty would likely commit to the 2023 Luminary Membership Program (complimentary in 2022).

Summary of Today's Presentation and Update

- Luminary has made inroads with its organizational development and start-up activities; formalizing its structures and programs.
- Resource acquisition continues as a matter of priority for both core and program funding.
- Partnership growth is ongoing.
- Continued networking and research.
- Programs and pilots are in start-up.
- Today we are making three 'asks' to partners.



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Follow-up Actions and Materials

We will send you an information package and request that you provide the following information by August 31st, 2022:

- a. Sample letter of support that you can place on your letterhead;**
- b. Areas of governance - Provide a name and title;**
- c. Membership commitment: We will send you the newly designed Membership Program and ask you to confirm your participation.**

The 4th Luminary National Gathering

Thank You

Miigwech

Maarsii

Hai Hai



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