

Annual Report 2020-2021~ Our Year in Review

Increasing
Indigenous
Engagement
in the Canadian
Economy



June 29 2021

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Introduction

Despite a Challenging Business Environment in the Wake of the Global Pandemic, Indigenous Works Achieved Solid Successes in Fiscal 2020-21 with Increases in its Indigenous Employment, workplace inclusion and Research related Activities.

- Launch of Indigenous Works' Employer of Choice Certification Program and Strengthening of our Advisory Services and Membership Offer.
- Launch of Luminary and Numerous Research Projects.



New Membership Program Released 'Leadership Circle for Indigenous Inclusion'.

- Improved pricing structure.
- Free trial period provided.
membership bump.
- Increased marketing to education sector.
- Stronger fulfillment program including monthly learning webinars.



Leadership Circle Members

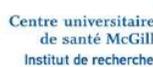


Leadership Circle
for Indigenous Inclusion

BUILDING PROSPEROUS PARTNERSHIPS WITH OUR LEADERSHIP CIRCLE MEMBERS



C H A M P I O N S

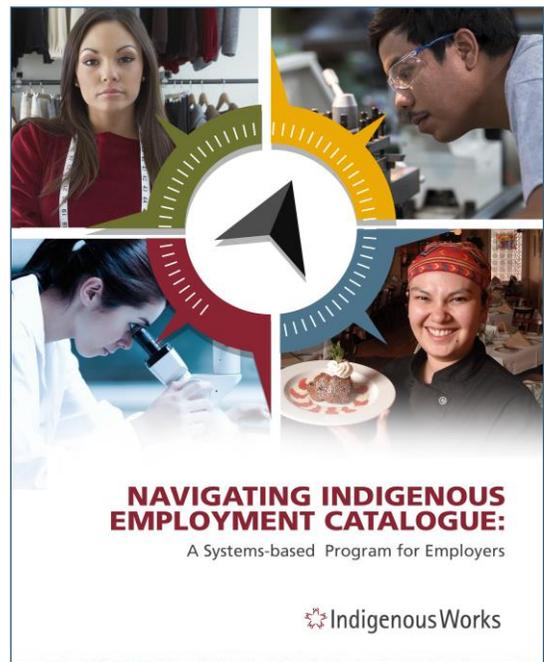


C A T E G O R Y 1 M E M B E R S

Indigenous Works launched its Navigating Indigenous Employment Guide and Completed Projects in Advisory Services

Some of Our Clients in 2020/2021

- Natural Sciences and Engineering Research Council
- National Research Council
- British Columbia Utilities Commission
- Summit Hydrovac Services
- Kids Help Phone
- Actua
- Canadian Human Rights Commission
- Ryerson University
- Natural Resources Canada



‘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.

Exploring Opportunities for ‘Work Integrated Learning’ with Ryerson University

Work Integrated Learning is experiencing a strong push from the federal government’s Employment and Social Development Canada. In 2020/21 Indigenous Works completed a pilot project with Ryerson University which researched the market opportunity of Indigenous Development Corporations to hire students for work integrated learning experiences.

Indigenous Works concluded that there was the potential to grow this opportunity but there were design and development considerations which first need to be addressed. New digital platforms and student networks need to be developed to improve employers’ access to Indigenous student talent.

Building Stronger Workplaces,
Employment Strategies and
Partnerships

There will be more project opportunities in work integrated learning. In 2020/2021 Indigenous Works established relationships with two companies that were developing new platforms which could improve student access, improve skills training, and other ways of helping youth achieve work integrated learning experiences.

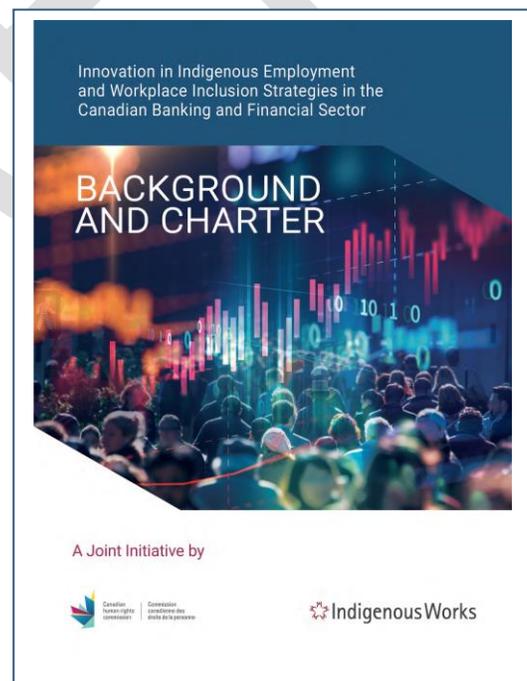
Indigenous Works' Employer of Choice Certification Program was launched.

- Produced the Employers' Orientation and Training Instructional Kit for Certification.
- Partnered with Anishinabek Employment and Training Services to develop and pilot a Learning Program and Guides for Auditor training to conduct employer reviews and administer the certification testing procedures. A nine-module learning program was developed and delivered over 12 weeks.
- Additional testing and the potential to develop on-line delivery capability is on the horizon to increase program scalability, client reach, and ease of administration.



Strategic Initiative Established in the Canadian Banking and Financial Sector.

- Following their June 2020 completion of the Horizontal Audit of the Banking and Financial Sector, Indigenous Works approached the Canadian Human Rights Commission to provide seed funding and partner with us in a strategic initiative ‘Innovation in Indigenous Employment and Workplace Inclusion in the Banking and Financial Sector’.
- We approached and received 122K funding from Employment and Social Development Canada - Labour Division for project delivery in 2021/2022 consisting of dialogues, systems pilots, and research needed to develop ‘next generation’ Indigenous recruitment programs.
- Secured 25K grant with Carleton University from Social Sciences and Humanities Research Council to conduct preliminary research which will be laddered into a larger grant proposal next year.



Luminary

Innovation Can Transform Indigenous Economies, Employment, and Wellbeing

- ‘Luminary’ is the name that Indigenous Works has given its new six-year initiative to design and implement an Indigenous Innovation Strategy and Plan leading to economic transformation, employment, and wellbeing. Luminary is developing strategies to advance Indigenous-led research collaborations and innovations.



From This



to This...



140+ partners engaged in the Luminary Dialogue, launched March 2021. Eight discussion themes which explore the building blocks of the Indigenous research and innovation ecosystem.

- Increasing Innovation Awareness, Education and Skills
- Growing Research Collaborations
- Creating Knowledge Transfer & Mobilization Strategies
- Identifying and Supporting Indigenous Business Innovation Needs, Priorities and Clusters
- Growing Indigenous Research Talent
- Building Indigenous Leadership and Institutional Capacity for Research and Innovation
- Indigenous Curriculum, Knowledge and Student Support
- Economic Transformation, Employment and Well-being: Evaluation and Measurement

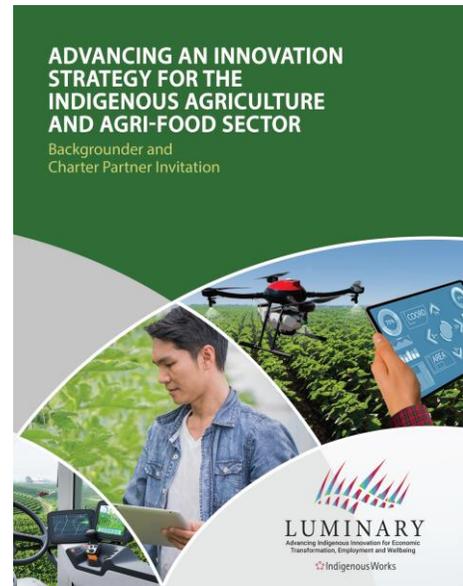
A 5-Year Strategy and Business Plan to advance Indigenous Innovation will be co-designed by end of 2021.

The long-term goal is to improve the performance of the ecosystem and increase Indigenous-led research collaborations and research funding and creating more opportunities for Indigenous business innovation through improved access to research knowledge.

Two Luminary Projects Got Underway

1. Advancing an Innovation Strategy in the Indigenous Agriculture and Agri-food Sector.

- We will map the current state of the Indigenous Agriculture/ Agrifoods Sector and create a new Profile Document which offers a truer and more robust description about Indigenous engagement in the sector, both now and how it could look in the future. Our Luminary Agriculture Dialogue will identify ways of increasing:
 - Collaborations between post-secondary researchers and Indigenous businesses.
 - Research knowledge mobilizations and new Agriculture/Agrifoods product/service innovations.
 - Employment and business development.



Luminary Innovation Strategy Presented by Nutrien

With funding from Protein Industries Canada, Agriculture and Agrifood Canada and Farm Credit Canada.

2. Advancing Indigenous Research Talent

Building a student network and providing student research opportunities.



With the Support of Kocihta

Luminary Will Continue to Grow in 2021/22

As Luminary works through its deliverables in 2021/2022 it will advance new project extensions and leverage its partner contacts in a variety of ways. Once strategies and business plans are completed, Indigenous Works will seek sustaining revenues and project funds to carry out activities which support its goals to increase Indigenous research collaborations and innovations. Four examples are referenced here though there are many others.

1. The MOU signed between Luminary and Fulbright Canada provides opportunities for joint project applications to conduct deeper work to develop Indigenous research talent.
2. Current funding partners Agriculture and Agri-food Canada and Protein Industries Canada offer opportunities for supplementary project applications for phase 2 activities.
3. Indigenous Works entered an arrangement with Natural Sciences and Engineering Research Council (NSERC) to co-hire a Liaison Officer who can advance Indigenous research collaborations. There could be future roles for Indigenous Works which are built into these research initiatives.
4. The curriculum which Indigenous Works will be building as part of its Luminary initiative can be monetized for sale to research institutions and other stakeholders.

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

Collaborations with Researchers

Indigenous Works has pursued an array of research projects with researchers in different universities. We are playing different roles in these projects as a co-investigators, collaborators, and partner organizations. Five of these projects we have brought forward to researchers while other projects engaged us. All these projects have successfully pursued research funds some of which have been leveraged by Indigenous Works and contribute to our revenue.

Eight research projects got underway in the course of 2020/2021 including the following.

With Carleton University

- Walking in Two Worlds: Co-creating a Two-Eyed Seeing Approach to Research Training.
- Indigenous Perspectives on Creating a Better System to Support and Encourage Indigenous Employment in the Canadian Banking Sector.
- Indigenous Works and Sprott School of Business: Reconciliation Partnership in Action.
- Developing a Typology of Indigenous Economic Development Corporations (IEDC) and Preliminary Analysis of Select Annual IEDC Financial Reports.

- Two-Eyed Seeing, Grand Challenges and Wicked Problems: Indigenous-led Responses to the Neoliberal Restructuring of Cities and Urban Centres.

With Ryerson University

- Understanding Indigenous Graduate Students and Their Motivations to Pursue a Career in Research.

With University of Regina

- Understanding the Career Paths of Indigenous Researchers in University Settings.

With University of Saskatchewan

- Benchmarking Indigenous/Non-Indigenous Employment, Business and Social Development Partnership Capacities in Major Resource Projects.

Carleton University's new Innovation Hub is opening in 2022. As part of its MOU and approved SSHRC grant, Indigenous Works will collaborate with Carleton on outreach initiatives to engage Indigenous businesses and communities and explore opportunities for innovation.



Speaking Engagements, Promotional Activities, and Media

Indigenous Works gets many requests to deliver keynote addresses and speaking engagements which help promote our mission and services. Some examples this past year.

Speaking Engagements

- 2021 - ‘The Power of Indigenous Inclusion and Innovation in Navigating a Future Imperfect’, Canadian Association of Science Centers, 2021.
- 2021- ‘How to Shape Canada’s Future Workforce - Enabling Indigenous Skills Development and Participation in the Tech Workforce’, National Conference Panel, Technation Canada.
- 2021- ‘Increasing Indigenous Innovation, Engagement and Inclusion in Canada’, Governor General’s Leadership Conference Alumni Presentation.
- 2021 - ‘Going Forward Together: Business Reconciliation through the Pandemic and into Recovery’, Canadian Chamber of Commerce.
- 2021 - ‘International Indigenous Business Panel Presentation and Exchange’, Canadian Council for Aboriginal Business (CCAB).
- 2021 - ‘Let’s Talk Diversity’, BDC Legal Education Series

- 2020 - ‘Growing Indigenous Inclusion Strategies’, BC Legal Aid Society
- 2020 - ‘Indigenous Workplace Inclusion & Innovation’, Governor General’s Leadership Conference 2021 Delegates
- 2020 - ‘Indigenous Inclusion’, CCAB Business Recovery Forum.

Promotional Activities

As stated earlier in this report, as part of its re-launch of the Leadership Circle membership program Indigenous Works has increased the number of webinars it has been holding. This is part of program fulfillment but also effective promotion for the organization and its product/ service menu. Examples of Indigenous Works webinars held in 2020/2021 which focused on different foundational pillars of our Navigating Indigenous Employment Program included the following.

- Navigating Indigenous Employment Program
- Reciprocal values
- Navigating Indigenous Employment Program: Two-Eyed Seeing
- An Examination of Indigenous Employment Policies

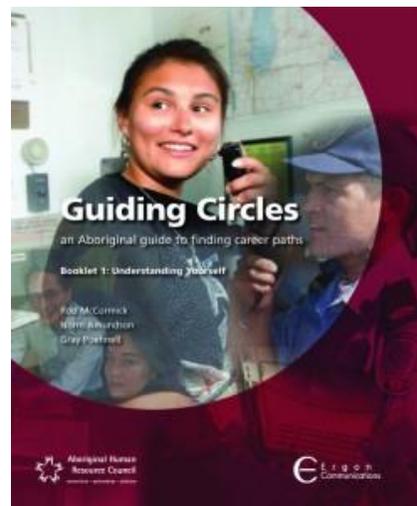
Other Media

Indigenous Works periodically produces materials which help promote its various initiatives. One example is that of a video we produced during the fiscal year about Luminary. This nineteen-minute video consisted of vignettes of Indigenous and academic leaders talking about issues and opportunities to enhance the performance of the Indigenous research and innovation ecosystem. The collection of voices and interviews brought together themes using a ‘Two-Eyed Seeing’ lens.

Guiding Circles

Indigenous Works continued to deliver the popular Guiding Circles Training. We delivered the training virtually during the past year.

- Our virtual pilots were successful. We believe that the program is more effective as a live event delivered in the community, but the virtual delivery is also compelling, providing a cost-effective approach and good feedback from audiences. We will continue to offer both delivery methods in the future even after Covid is contained.



Other Achievements During 2021/22

Continued Excellence While Navigating Covid

- Effective board of directors' performance and governance
- Strong financial stewardship and orderly financial audit
- Annual ISO re-certification approved.
- Continued Promotion
 - LinkedIn: 36,819 Connections
 - Facebook: 8,199 followers
 - Twitter: 885 followers
 - You Tube : 3,120 views



Concluding Commentary

Indigenous Works will begin 2021/2022 with strong funding support and projects in progress which will carry it to the end of the year. The challenge ahead is to leverage the foundational work it has been developing to explore new opportunities which enable it to deepen its work in Indigenous employment and inclusion while continuing to grow its work with the Luminary Initiative.

- Leveraging its strategic partnerships with organizations such as Fulbright Canada and Carleton University's Sprott School of Business.
- Strategic partnership with the Canadian Council for Diversity and Inclusion (CCDI) which will increase reach and promotion for our Indigenous employment and workplace inclusion products and services.
- Pursuing greenfield opportunities in these two areas where it has established a leadership position.

Board Members

During Fiscal 2019-2020 the following served on Indigenous Works' Board of Directors

- Pat Baxter (Co-chair, Consultant)
- Stephen Lindley (Co-chair), Consultant
- Andrea Allen, Director Indigenous Relations, New Brunswick Power
- Maynard Angus, Manager Indigenous Relations, Prince Rupert Port Authority
- Ken Bell, Vice president, Strategic Planning, Syncrude
- Carolann Brewer, Commissioner, BC Utilities Commission
- Trevor Gladue, Director, Indigenous Strategic Initiatives, Civeo
- Trevor Ives, CEO, Peter Ballantyne Group of Companies
- Jonathan Davey, National Director Aboriginal Financial Services, Scotiabank
- Kelly Lendsay, President & CEO, Indigenous Works
- Amy Rose, Aboriginal Relationship Manager, Canfor
- Grant Simons, President, RBC Automotive Finance, RBC Financial Group

Indigenous Works Welcomed CarolAnn Brewer, Jonathan Davey, and Trevor Gladue to the Board of Directors.

A sincere expression of gratitude to Grant Simons who gave notice to resign from Indigenous Works' Board after 8 years of service including dedicated membership on the Executive Committee.

Thank you as well to Maynard Angus for serving on our Board of Directors.

Staff Members

Subash Biswal - Chief Financial and Business Development Officer

Craig Hall - Chief Operating Officer

Kelly Lendsay - President and CEO

Adam Poitras - Web and IT Manager

Paula Sawyer - Administration Coordinator

Rudy Rehn - Project Accountant

Thank you to Yvonne Marshall who retired in 2020 after working for Indigenous Works for more than 15 years in various capacities. In her last position she was Indigenous Works' Office Manager & Communications Officer.



Indigenous Works

Indigenous Works
#2-2510 Jasper Avenue,
Saskatoon, Saskatchewan
S7J 2K2

www.indigenousworks.ca
1.306.956.5360