



Leadership Circle

for Indigenous Inclusion

 Indigenous Works





WELCOME TO THE LEADERSHIP CIRCLE

At Indigenous Works, we know that Indigenous inclusion is not a checklist or a quick fix. It is a relationship journey - one that asks employers to walk with purpose, humility, and commitment. Along the way, we are guided by teachings of reciprocity, balance, and respect.

This is our invitation to walk in kinship with you. As a member of the Leadership Circle, you gain exclusive access to valuable member benefits like, the Leadership Learning Lodge, national forums, and diverse networks. You become part of a living community of practice. Here, relationships, tools, and guidance come together to help you grow your inclusion path in a good way - rooted in respect, responsibility, and shared prosperity.

WHY THIS MATTERS

Indigenous peoples continue to represent one of the fastest growing populations in Canada, with skills, creativity, and leadership across every sector. Yet too many workplaces miss the opportunity to create spaces where Indigenous talent can truly thrive.

Our program helps you move beyond “good intentions” into lasting impact – building cultural knowledge, strategies, and systems that support meaningful inclusion! This year we have added some program features and benefits which differentiate our offer.



WHAT MAKES THE PROGRAM UNIQUE

INITIAL/ANNUAL DIAGNOSTIC & INCLUSION REPORT

An Inclusion Diagnostic health check and summary report. This is a reflective tool to assist as you begin your inclusion journey! Each year you renew your membership, you will receive an updated Diagnostic & Inclusion Report!

LEADERSHIP LEARNING LODGE

A guided learning space where employers can reflect, grow, and deepen their Indigenous workplace inclusion practices. Your entire workforce will have access to a living library of tools, webinars, models, research, and practical HR solutions.

LEADERSHIP CIRCLE FORUMS

Regular gatherings bringing employers together for shared learning, dialogue, and solutions.

PROGRESS & SERVICE UPDATES

Focused time with Indigenous Works Advisors to keep your organization inclusion journey moving forward.

SPECIALIZED SERVICES FOR INDIGENOUS ORGANIZATIONS & COMMUNITIES

Services to support the unique needs of Indigenous organizations & communities to improve their human resource development strategies and knowledge.



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MEMBERSHIP BENEFITS AT A GLANCE

- Preliminary Diagnostic Assessment & customized inclusion report
- Monthly bulletins on trends, ideas, and practices
- Monthly webinars and learning opportunities open to your entire workforce
- Exclusive access to the Leadership Learning Lodge with living library of tools, models, research, and practical HR solutions
- Regular Leadership Circle Member Forums
- Progress and Service Updates with your organization
- Eligibility for Indigenous Works Employer of Choice Certification
- Brand visibility through social media and newsletters

MORE WAYS TO GROW WITH US

As a Leadership Circle partner, you benefit from exclusive member savings to Indigenous Works specialized advisory services. Our tailored supports include:

- Workplace Barometer & Cultural Inclusion Inventories – discover where you are today and chart your path forward.
- Talent and Recruitment Strategies and Systems reviews – attract and welcome Indigenous talent in meaningful ways.
- Retention & Advancement Reports – keep your best people growing, engaged, and thriving.
- Truth & Reconciliation Action Plans – turn commitments into action with clear, practical steps.
- ESG & Indigenous Inclusion Alignment – strengthen your impact and meet evolving expectations.
- Leadership & Board Indigenous Inclusion Development – build inclusive leaders and boards ready for tomorrow.

WALKING THE PATH WITH YOU

Every organization's journey looks different. Some are just beginning, others already have experience, and many are somewhere in between. Wherever you start as a Leadership Circle member, our role is to meet you where you are and guide you forward. Through a diagnostic assessment, we learn about your organization's current strengths and priorities. From there, we co-create a path that may include foundational learning, cultural competency training, advisory support, or advanced strategies.

This is not a one-time intervention - it is a three-year relationship pathway toward Indigenous workplace excellence and certification as an Employer of Choice.

WHO SHOULD JOIN?

The Leadership Circle is for organizations ready to walk this path with intention. Large and mid-sized employers who are committed to building workplaces where Indigenous talent, knowledge, and leadership can thrive. Our members come from across sectors – finance, trades, education, public service, non-profit, and infrastructure – each bringing their own priorities and experiences.



What unites them is a shared purpose: finding respectful, actionable ways to move beyond intentions and statements, toward measurable and lasting change. Whether your organization is taking its first steps or strengthening years of work, Indigenous Works meets you where you are. We walk beside you every step of the way.

The Leadership Circle is more than a program; it is a relationship grounded in reciprocity, respect, and shared purpose.

**Together, we can shape workplaces where Indigenous inclusion flourishes.
Workplaces where reconciliation lives in everyday practice.**



MEMBERSHIP BENEFITS

Learn & Grow ~ Build Knowledge & Strengthen Your Practice

Learning is the foundation for meaningful inclusion. This phase equips your workforce with the knowledge, tools, and frameworks to embed Indigenous inclusion into everyday practice.



Leadership Learning Lodge

Access our growing library of resources, including research, tip sheets, and HR models. Designed for your whole workforce, these materials provide actionable strategies to strengthen inclusion across every level of your organization.



Monthly Webinars

Join live thought-leadership sessions on topics ranging from recruitment to cultural awareness. Learn about our Inclusion 2.0 – New information series focused on advancing and retaining your Indigenous employees! Missed a session? Recordings are available anytime, ensuring your team can learn at their own pace.



Monthly Learning Bulletins

Receive updates on emerging ideas, success stories, and best practices to spark reflection and dialogue within your organization.

Connect & Collaborate ~ Learn through relationships and collaboration

Connection is where learning becomes lived practice. By engaging with peers and experts, your organization gains perspective, inspiration, and guidance to move forward together.

Leadership Circle Forums



Participate in forums with other members. Exchange experiences, explore challenges, and learn from peers who are also implementing inclusion strategies.

Progress & Service Updates



Stay guided by Indigenous Works experts with periodic check-ins, updates, and tailored recommendations that ensure your initiatives are impactful and on track.

Visibility & Recognition



Celebrate your efforts by sharing your progress through Indigenous Works' networks, community communications, and authorized use of the Leadership Circle logo. Recognition motivates teams and highlights your organization as a leader in Indigenous inclusion.



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MORE BENEFITS

Lead & Recognize ~ Deepen your impact and create lasting change

This part of the journey helps organizations turn knowledge and connection into action. Leadership and recognition amplify inclusion and ensure it becomes part of your organizational culture.



Employer of Choice Certification

Move toward recognition as a workplace of choice for Indigenous talent. Certification highlights your commitment and progress, strengthening your organization's reputation.



Specialized Advisory Support

Receive tailored guidance on workplace culture, talent strategies, governance, and reconciliation initiatives. These services help integrate inclusion into your systems and decision-making.



Retention, Advancement & Alignment

Support Indigenous employees to thrive at all levels, align inclusion with ESG and corporate strategy, and equip leaders and boards with tools to champion inclusion for years to come.



Strengthening the Circle

All offerings together help organizations move from awareness to sustained, systemic change. By participating fully, you cultivate workplaces where Indigenous inclusion flourishes, reconciliation becomes actionable, and shared prosperity is realized.

Take the Next Step in Your Inclusion Journey Move from intention to impact!

By stepping into the Circle, your organization shows that inclusion is not a statement but a sustained practice woven into your culture, systems, and relationships.

Lead by Example ~ Show your commitment to reconciliation in action. Your organization becomes a model for how inclusion and prosperity grow together through respect and relationship.

Access the Tools to Grow ~ Membership gives you exclusive access to Indigenous Works' tools, resources, and expert guidance — helping you assess your progress, plan strategically, and strengthen Indigenous inclusion across your organization.

Walk in Kinship ~ Join a network of peers and advisors on the same journey. Through shared learning and connection, you'll gain support, inspiration, and new paths forward.

Create Measurable Change ~ Transform intentions into tangible results. Leadership Circle members embed inclusion in policies, leadership, and workplace culture — creating environments where Indigenous talent, knowledge, and innovation thrive.

OUR SERVICES & MEMBER BENEFITS AT PREFERRED RATES

Preferred access to our Fee-For-Service Consulting and Advisory Division. We offer a wide variety of customized consulting services:

- Workplace Barometer
- Talent Strategies
- Employer Brand Audit
- Growing Your Indigenous Employment and Engagement Partnerships
- Indigenizing Your Recruitment Strategies
- Workplace and DEI strategies
- Workplace Inclusion Design and Measurement
- Employment Systems Review and Employment Equity Plan
- Truth and Reconciliation Action Plans
- Land Acknowledgements
- Indigenous Inclusion Strategy for Senior Management and Boards
- Assessing Indigenous Inclusion in Your ESG Strategy
- Developing Indigenous Employment and Inclusion Policy

PREFERRED ACCESS TO MEMBER DISCOUNTS FOR OTHER PRODUCTS & SERVICES

Consult our suite of **Training Programs** designed to improve your organization's cultural competencies and other cross-cultural training. **Preferred Pricing on Instructor-led Training Sessions!** We have expanded our session offering and tailored them to meet the unique needs of your organization.

Foundational training topics:

- Introduction to Indigenous History & Impacts of Colonization for All Staff
- Truth and Reconciliation for All Staff

Additional topics:

- Cultural Competency for People Leaders and Managers
- Masterclass(es) for Senior Leadership
- Land Acknowledgements
- New - Indigenous Socio-Economics and Demographics
- New - Building your Indigenous Attraction and Recruitment Strategy
- New - Indigenizing and Decolonizing Your Workplace
- New - Indigenous Inclusion and your ERG
- New - Indigenous Strengths-Based Reporting
- Pursue our Employer of Choice Certification to gain a more in-depth analysis of your position and strategy for Indigenous workplace inclusion.

Post Jobs and Career Opportunities on our Job Board. Indigenous Careers is a tool to connect Indigenous jobseekers and inclusive employers. With increasing numbers of employers engaging in Indigenous inclusion and the business case to advance First Nations, Métis and Inuit employees, the Indigenous Careers platform is a growing online community for employers to connect with Canada's future workforce. Members receive discounted rates for posting jobs



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MEMBERSHIP FEES

Tier	Number of Employees	Annual Fee
1	1 - 49	\$1,500
2	50 - 999	\$3,500
3	1,000 - 4,999	\$5,500
4	5,000 - 9,999	\$7,500
5	10,000 - 24,999	\$10,000
6	25,000+	\$15,000

Joining the Leadership Circle is an investment in lasting impact. Fees are scaled to your organization's size, based on the number of employees, so every organization can access the tools, guidance, and community needed to advance Indigenous inclusion. Guided by our commitment to reciprocity and reconciliation, Indigenous-owned businesses and organizations receive a 50% reduced rate. Please indicate at registration.



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A MESSAGE FROM OUR EXECUTIVE DIRECTOR

I am pleased to invite you to join our Leadership Circle – a network of employers committed to building authentic, enduring relationships with Indigenous rights holders and advancing inclusion in practical, measurable ways.


Our approach is relational: we learn, act, and are accountable together. Through the Leadership Circle, your organization will access expert guidance, peer connections, practical tools to strengthen recruitment, retention, and advancement, and a trusted community where progress is shared and outcomes are measured with care.


This work is about restoring balance—creating workplaces where Indigenous people thrive and organizations benefit from the insight, innovation, and resilience Indigenous knowledge brings. It is also about shared prosperity: strong careers, strong businesses, and strong communities.


If your organization is ready to deepen its journey, I invite you to step into the Circle! Together, we can weave relationships that are ethical, reciprocal, and future-focused.

In the spirit of inclusion,

Kathleen Sawdo, CIHRP, THRP
Executive Director, Indigenous Works HRD

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Join us on social media

[indigenousworks](https://www.indigenousworks.org)

