



CAHRMA

Canadian Aboriginal Human Resource Management Association

HUMAN RESOURCES IN AN ERA OF RECONCILIATION AND DECOLONIZATION

ANNUAL CONFERENCE
May 8-10, 2024

Canad Inns Destination Centre
Club Regent Event Centre
1415 Regent Avenue West
Winnipeg, Manitoba R2C 3B2

AGENDA





WEDNESDAY MAY 8, 2024

8:00am – 8:45am	Registration and Breakfast Location: Grand Ambassador		
8:45am – 9:00am	Conference Opening and Welcome Opening Prayer and Lighting of the Qulliq: Elder Martha Peet Mistress of Ceremony: Jennifer Moore Rattray, Southern Chiefs' Organization		
9:00am – 10:45am	Leadership Panel: Clarifying Employment Law: Jurisdiction, Impact, and the Path Toward Indigenous-Centered Solutions Panelists: Jonathan Morin, HR Consultant-Red Buffalo HR Consulting Chief Vincent Tacan, Sioux Valley Dakota Nation Seneca Longclaws, Beddome and Longclaws Law Corporation Evan Duffy, Bailey Wadden & Duffy LLP Moderator: Travis DeLaronde, Saunders DeLaronde Law		
10:45am – 11:00am	Nutrition Break and Exhibits		
11:00am – 12:00pm	Plenary Presentation: Excelling at Communication 101 Presenter: Lis Kingsly, Tla-o-qui-Aht First Nation		
12:00pm – 1:00pm	Lunch and Exhibits		
1:00pm – 2:00pm	Plenary Presentation: Human Resources from an Indigenous Community Based Perspective Presenters: Tammy Christensen, Ma Mawi Wi Chi Itata Centre Margaret MacKinnon, Ma Mawi Wi Chi Itata Centre		
2:00pm – 2:15pm	Nutrition Break and Exhibits		
2:15pm – 3:30pm	Workshops – “A”		
	A1– Witapihta, to Sit with Something we have Experienced Presenter: Jonathan Morin, Red Buffalo HR Consulting Location: Ambassador E	A2 - How and When to Conduct Investigations Presenter: Dylan Hill, Hill Advisory Services Inc. Location: Ambassador Main	A3 - Mental Health in the Workplace Post- Covid Presenter: Orianne Doing-Harder, Canadian Mental Health Association Location: Ambassador F
3:30pm – 4:15pm	Plenary Presentation: Truth, Reconciliation and Decolonization: What does it Mean and How to Apply It Presenter: Sandra Bender, National Centre for Truth and Reconciliation		

THURSDAY MAY 9, 2024

8:00am – 8:45am	Registration and Breakfast Location: Grand Ambassador		
8:45am – 9:00am	Conference Opening Day 2 Mistress of Ceremony: Jennifer Moore Rattray, Southern Chiefs' Organization		
9:00am – 10:00am	Plenary Presentation: The Importance of HR in our Communities and Organizations Panelists: Kelvin Lynxleg, Manitoba Keewatinowi Okimakanak Grand Chief Scott Harper, Anisininew Okimawin Nastania Mullin, Manitoba Inuit Association Moderator: Jennifer Moore Rattray, Southern Chiefs' Organization		
10:00am – 10:15am	Nutrition Break and Exhibits		
10:15am – 11:30am	Workshops – “B”		
	B1 - Utilizing Artificial Intelligence (AI) in the Workplace Presenter: Sandra DeLaronde, Northern Sage Consulting Location: Ambassador E	B2 – HR and Career Development Presenters: Trina Maher, Bridging Concepts Sareena Hopkins, Canadian Career Development Foundation Corporation Location: Ambassador Main	B3 – Psychological Safety in the Workplace Presenter: Tracy Spencer, Morris Interactive Location: Ambassador F
11:30am – 12:30pm	Lunch and Exhibits		
12:30pm – 1:30pm	Plenary Presentation: HR and the Link Between Education and Reconciliation Presenters: Ken Sanderson, Teach for Canada Nichola Batzel, Manitoba Inuit Association Moderator: Lyn Blackburde, Assembly of Manitoba Chiefs		
1:30pm – 2:45pm	Workshops – “C”		
	C1 – Succession – Not the TV Version Presenter: Diana Wiesenthal Location: Ambassador E	C2 - Drug and Alcohol Policies – Are We Doing Enough? Presenter: Joel Gervais, CBI Health Location: Ambassador Main	C3 - Creating Engaging Training Presenter: Andrea Canada, Canada Consulting & Training Location: Ambassador F
2:45pm – 3:00pm	Nutritional Break		
3:00pm – 4:00pm	Plenary Presentation: New Human Resources Roles within New Relationships through Canada's Indigenous Family Law Act Presenters: Dr. Mary Anne Clarke, Island Lake Anisininew Nation		
4:00pm – 4:15pm	Conference Wrap Up Day 2		



FRIDAY MAY 10, 2024

8:15am – 9:00am	Breakfast Location: Grand Ambassador
9:00am – 9:15am	Conference Opening Day 3 Mistress of Ceremony: Jennifer Moore Rattray, Southern Chiefs' Organization
9:15am – 9:30am	CAHRMA: Who We Are and What We Do! Presenters: Robbyn Rempel Diane Carriere
9:30am - 10:15am	Plenary Presentation: Energizing our Athlete of Awesome: Looking Back, Looking Present & Looking to the Future Presenter: Trina Maher, Bridging Concepts
10:15am – 10:30am	Nutrition Break
10:30am - 11:30am	Plenary Presentation: Laughter is Medicine – Using Laughter Yoga as an Approach to Wellness Presenter: Sandra DeLaronde, Northern Sage Consulting
11:30am – 11:45am	Conference Closing

CONFERENCE CONTACT

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CAHRMA

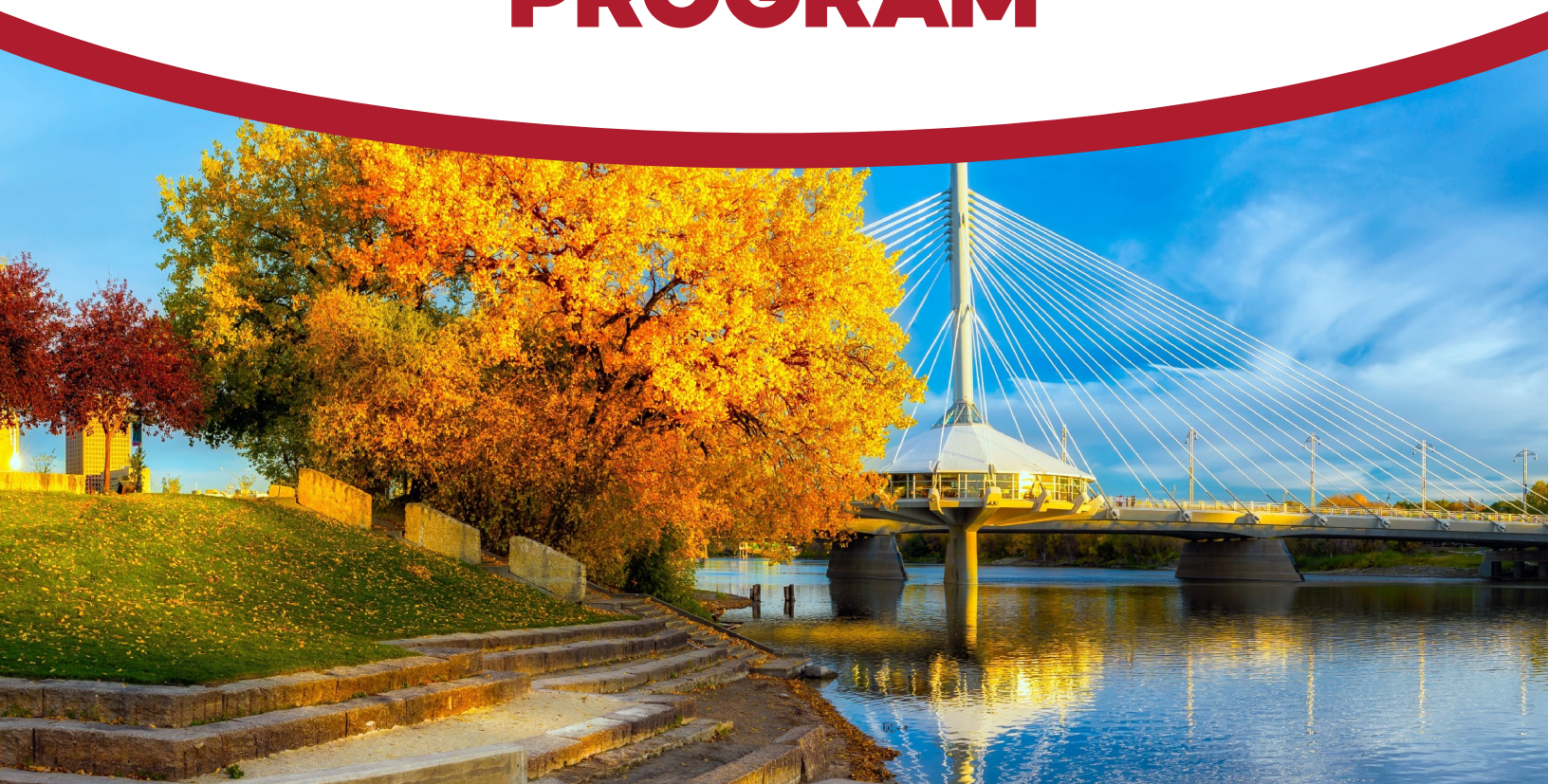
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PROGRAM



MISTRESS OF CEREMONIES

JENNIFER MOORE RATTRAY, CHIEF OPERATING OFFICER, SOUTHERN CHIEFS' ORGANIZATION

Jennifer Moore Rattray is a proud citizen of Peepeekisis Cree Nation and Chief Operating Officer at Southern Chiefs' Organization, which represents 34 Anishinaabe and Dakota Nations and more than 87,000 citizens in what is now southern Manitoba.

In early 2023, Jennifer was honoured to take on an additional responsibility when she was appointed Ministerial Special Representative, providing recommendations and advice to Canada's Minister of Crown-Indigenous Relations on Call for Justice 1.7 and the creation of a National Indigenous and Human Rights Ombudsperson. Jennifer was Executive Director of the historic National Inquiry into Missing and Murdered Indigenous Women and Girls from 2018 until the conclusion of its mandate in 2019.



Previously, Jennifer was an Assistant Deputy Minister with the Province of Manitoba, and before that she spent a decade at the University of Winnipeg, working to close the graduation gap as the university's first Associate Vice-President, Indigenous, Government, and Community Affairs. She began her career as an award-winning television journalist in Canada and the United States and is one of the first Indigenous women to anchor the news.

Jennifer serves as a director on four national boards and is a member of the Institute of Corporate Directors and the International Women's Forum. Jennifer was awarded the Queen Elizabeth II Platinum and Diamond Jubilee Medals for her contributions.

OPENING PRAYER AND LIGHTING OF THE QULLIQ

ELDER MARTHA PEET (TOOKANACHEAK)

Martha Peet only had one name while growing up, Tookanacheak was her only name. In them days, there were no family names, just one name is given to a child at birth. Most often, it is a name of one of the grandparents of the child or an admired hunter or after an admired seamstress and a food preparer.

When the missionaries arrived, the name Tookanacheak was too hard for them to pronounce, therefore, they shortened her name to Toka. The missionaries told the Inuit that everyone must have an English name, her father chose the name Martha for her. Later, in years, the Inuit were told they had to have a family name (last name). Literally, the traditional the Inuit naming system was discarded.



Martha was born and raised in the community of Taloyoak, Nunavut. There were only about 4 families living in the community as it was a newly established Hudson's Bay Company post. Prior to 1949, the Inuit in the area lived in the coastal areas of the ocean where there was an abundance of seals, several kinds of fishes and polar bears. On the land, there were caribou, rabbits, ptarmigan, wolves, and wolverine. During the summer, there were also an abundance of ducks and geese.

The population of Taloyoak presently around one thousand Inuit.

Martha has lived in various places in Canada throughout her life, in the major cities from British Columbia to Ontario. Also, Iqaluit, Rankin Inlet, Yellowknife, and Fort Smith. She has been established living in Winnipeg, Manitoba for the past thirty-one years.

Her mother was a seamstress for the R.C.M.P. mostly and for the Hudson's Bay Company staff members. Sewing clothes for them to travel by dog teams from community to community. These clothes were made of sealskin, polar bear skin and caribou skin. Her father was a traditional hunter, and he did that throughout his life, travelling by small boat during the summers and by dog team during the winters. Martha has two brothers and have three sisters.

When at home nowadays, she is out on the land most of the time. She does a lot of fishing, making dry fish for her family's winter food. She also hunts for caribou. Out of the caribou meat, she makes dry meat, dried outdoors, also for winter food to be eaten during the winter when the caribou have migrated to the north for the winter. She is alone most times except her nieces, nephews, grandchildren always make sure that she is never left alone out on the land for more than a day. They are taught to take care of their grandparents, aunts, and uncles. When out on the land, she walks for many miles, retracing the places where my mother and father had taken us while we were young.

PLENARY PRESENTATIONS

WEDNESDAY MAY 8, 2024

Clarifying Employment Law: Jurisdiction, Impact, and the Path Toward Indigenous-Centered Solutions.

Is there (still) uncertainty as to which legislation - federal or provincial - applies to First Nation employers and their organizations? What impact does such legislation have on our communities & organizations? Is it time for Indigenous-based HR solutions?

PRESENTERS:

- Jonathan Morin, HR Consultant - Red Buffalo HR Consulting
- Chief Vincent Tacan, Sioux Valley Dakota Nation
- Seneca Longclaws, Beddome and Longclaws Law Corporation
- Evan Duffy, Bailey Wadden & Dufft LLP
- Moderator: Travis DeLaronde, Saunders DeLaronde Law



Travis DeLaronde, Partner, Saunders DeLaronde Law

Travis is proud to be a member of Skownan First Nation. He was called to the Manitoba bar in 2017 and has experience in many areas of law. Currently, Travis' focus is on employment, child protection, and child & family wellness law. Most of his practice involves advising First Nations and Indigenous led groups/organizations.

Travis holds three degrees from the University of Manitoba (BPE, BEd, and JD). Prior to joining the legal profession, he was a high school teacher at Ashern, MB, and in Winnipeg, MB (Children of the Earth High School).



Jonathan Morin, Red Buffalo HR Consulting

It was our ancestors who told our people we need to understand our way and the western way to be able to survive as First Nations people. I am a Human Resources Professional with 13 plus years working on-reserve directly in Human Resources. I hold a Diploma in Human Resources Management and am a board member of CAHRMA - Canadian Aboriginal Human Resources Management Association. I have overseen several operational reviews, policy reviews and development, and am familiar with how the changing political landscape affects these systems. I am also walking my own journey of reconnecting with our traditional ways of being and doing. I understand the unique challenges First Nations face and the experience of working in balance between western ways and traditional ways. I continue to try to find ways of de-colonizing our systems to include wahkotowin.



Chief Vincent Tacan, Sioux Valley Dakota Nation

Vince has been elected 7 times as chief and was instrumental in the triparty self-government agreement in 2014. He has been involved in change management exercises each time he assumed the role of chief. His background is Justice through his work as a Police Officer, Probation Officer, Corrections Officer and Court Worker. More recently he has been contracted by a well-known company as a senior self-government consultant. He recently resigned his seat as part of the Clean Environment Commission for the Province of Manitoba to commit full time to his position as an elected leader. In addition, he raise horses and looks after the SVDN bison herd.



Seneca Longclaws, Beddome and Longclaws Law Corporation

Seneca Longclaws is the President and Senior Lawyer of Beddome and Longclaws Law Corporation. She graduated from the Faculty of Law at the University of Manitoba in 2008 and received her Call to the Bar in 2009. Seneca's practice has included working for not-for-profit organizations, solo practices, mid-size firms and for over 7 years now, as partner in a law corporation. She is a member of Waywayseecappo First Nation and is a mother of two.

Seneca's practice areas are focused on serving First Nation governments, Indigenous organizations, Indigenous businesses and Indigenous families and individuals. She has extensive experience in a broad variety of areas of law, including corporate law, business and organizational development, not-for-profit law, employment law, Aboriginal law, Indigenous law, residential abuse claims, and wills and estates. She has taught youth, legal assistants and law and social work students. She also has worked in human resources for the federal government.



Evan Duffy, Partner, Bailey Wadden & Duffy LLP

Evan is an experienced lawyer that works exclusively with First Nations on complex litigation and negotiations. He has represented First Nations in a wide range of litigation matters, including breach of fiduciary duty claims, breach of treaty claims, employment and labour litigation, and complex governance matters.

Evan holds an Honours Bachelor of Arts degree from the University of Toronto and a Juris Doctor degree from the University of British Columbia. He was first admitted to the bar in 2011. Evan started his career as legal counsel to the Federal Department of Justice where he articulated and acted as counsel before moving to private practice in 2014. For the past 10 years, Evan has focused almost exclusively on representing First Nations on a range of different proceedings.

Evan is based in Edmonton but has acted for clients across the prairies, British Columbia, and northern Canada. Through negotiation and/or litigation, Evan has successfully obtained substantial settlements or judgments for First Nations on historic breaches by Canada.

Evan has expertise representing First Nations in labour and employment matters, including assisting First Nations in responding to Canada Labour Code proceedings, wrongful dismissal claims, and human rights complaints.

Evan is a frequent speaker at professional seminars for lawyers and representatives of First Nations dealing with issues facing First Nations. Evan is also the vice-chair of the Canadian Bar Association's Aboriginal Law section (Alberta – North) where he attends and organizes professional development sessions for lawyers.

Excelling at Communication 101

This presentation emphasizes the importance of effective communication in the workplace, focusing on the harmful effects of gossip and rumours. It emphasizes the need for skills development to foster a conducive working environment, improve communication between supervisors and direct reports, and reduce internal workplace harms, promoting employee development and empowerment.

PRESENTER:

Lis Kingsly, Tla-o-qui-Aht First Nation

Lis is a Human Resource and Administrative Manager working with the Tla-o-qui-aht First Nation in beautiful Tofino, BC. With a Law Clerk and Paralegal diploma, she worked for 6 years in criminal law as part of the defence team for indigenous youth. Lis has a BA in Justice and a Master of Justice in Humanitarian Studies from Royal Roads University, focusing on employee rights, Indigenous perspectives, advocacy, and dispute resolution. With over 18 years in Human Resources, and Administration, she aims to build employee empowerment and development through effective communication. She also helps develop succession planning for First Nation operations, promoting indigenous focus and education.

Human Resources from an Indigenous Community Based Perspective

The content of the presentation will focus on how the Ma Mawi Wi Chi Itata Centre as an Indigenous led organization, supports over 200 Indigenous employees. We will speak to how acknowledging and incorporating Indigenous values, traditions and ways of being can foster a more inclusive and supportive work environment.

PRESENTERS:



Tammy Christensen, Ma Mawi Wi Chi Itata Centre

Tammy Christensen is an Indigenous woman of Swampy Cree, British, and Irish ancestry with roots in Norway House First Nation within Treaty 5 territory in Northern Manitoba.

Tammy has spent the whole of her professional career working to meet the needs of the Indigenous community in Winnipeg. She has been involved with the Ma Mawi Wi Chi Itata Centre for more than twenty-five years first as an employee for fourteen years and then as a Board member. She returned to the Ma Mawi Wi Chi Itata Centre in 2020 as the Program Support Manager and took on the role of Executive Director in 2023.

Previously, Tammy was the Executive Director of Ndinawemaaganag Endaawaad Inc., a youth-serving organization that provides a holistic continuum of services to improve social, economic, cultural, and personal outcomes for Indigenous youth in Winnipeg. She is most proud of opening the first, 24/7 Indigenous youth drop-in in the North End of Winnipeg following consultations with the community, partner organizations and youth.

Tammy is actively involved in the North End community through several leadership committees and working groups to collaboratively address the challenges faced by the Urban Indigenous community.

Tammy is also a wife and proud mother.

Margaret MacKinnon, Ma Mawi Wi Chi Itata Centre

Meet Margaret, a steadfast presence at the Ma Mawi Wi Chi Itata (Ma Mawi) Centre in Winnipeg, Manitoba for an impressive 34 years. At Ma Mawi, which translates from Ojibway to "we all work together to help one another," Margaret embodies the essence of community-based, Indigenous-driven care. She stands as a beacon of strength, leading with the wisdom of Indigenous values, culture, and traditions.

Margaret champions the belief that strength resides within individuals, igniting the spark that fosters strong families and vibrant communities. As a proud member of the Skownan First Nation, Margaret carries the esteemed name of White Turtle Women (Wabashkay Mikanak Ikwe), symbolizing resilience and wisdom passed down through generations. Her ancestral roots in the Metis Community of Duck Bay and Cross Lake, Manitoba, ground her in a rich tapestry of heritage and history.

With unwavering dedication, Margaret exemplifies the power of unity and collaboration in nurturing thriving families and uplifting communities. Her enduring commitment to Ma Mawi and its mission embodies the transformative potential of collective empowerment and cultural resurgence. Margaret's journey is not just one of longevity, but of profound impact and unwavering dedication to the well-being of those she serves.

Truth, Reconciliation and Decolonization: What does it Mean and How to Apply It

The presentation will examine the concept of reconciliation and how to apply it, by looking at Indigenous legal rights including the United Nations Declaration on the Rights of Indigenous Peoples, treaty rights, and the TRC's 94 Calls to Action. We will then look specifically at Call to Action 92 on business & reconciliation.

Next, we will look at some of the existing barriers to reconciliation, examine the concept of decolonization, and finally discuss how to take meaningful action toward reconciliation.

PRESENTER:



Sandra Bender, National Centre for Truth and Reconciliation

Sandra Bender (she/her) is a lifelong human rights advocate and brings her passion for public education to her work. As a second generation Canadian of grandparents who came to this land as adult immigrants and refugees, she is a staunch Indigenous ally and strives to use her position of privilege to further understanding and reconciliation through outreach and education. Sandra is a proud member of the 2SLGBTQIA+ community, feminist, and neurodivergent, and believes in bringing an intersectional lens to every aspect of her life. Past work has included Indigenous land claims advocacy, work with the unhoused communities in Winnipeg and Atlanta, work with newly-arrived refugees, and projects with the local 2SLGBTQIA+ community. Sandra holds several undergrad degrees and a masters, is an ex-opera singer, fitness & hiking enthusiast, and runs the music program at a downtown church in Winnipeg.

PLENARY PRESENTATIONS

THURSDAY MAY 9, 2024

The Importance of HR in our Communities and Organizations

HR is slowly growing in our communities and organizations, and as CAHRMA is the only Indigenous HR Association in Canada we want to provide the supports necessary to grow HR and ensure our Indigenous communities/organizations have trained HR employees and develop HR departments.

PRESENTER:



Nastania Mullin, Manitoba Inuit Association

Nastania is a proud Inuk father and is originally from Resolute Bay, where his family was relocated from Northern Quebec for Canadian Sovereignty.

Nastania went to college in Kingston, Ontario and did his last semester in Queretaro, Mexico where he obtained a diploma in Business Administration. He later went to university at Griffith University in Australia and did his final semester in Paris, France, where he obtained a Bachelor of Business - Major in Marketing. Most recently, Nastania obtained his Juris Doctor of Law with the Nunavut Law Program, where he served as the first President for the Nunavut law students.

Nastania has an extensive work history as well. He was a part of the first cohort of the Inuit Learning Development Project (ILDLP) where Inuit worked for the Federal Government, Nunavut Tunngavik Inc. and the Government of Nunavut. He later held the position as Sustainability Coordinator where he travelled to every Nunavut community to better understand their short, medium, and long-term infrastructure needs. Afterwards he held the title as Project Manager for the Devolution secretariat for the Nunavut Government, he worked a summer at the Federal Prosecutions as a law student and a summer as Director of Policy at Community Government Services. After he completed law school, he did his articles at Nunavut Tunngavik Inc. and at a private law firm that specializes in corporate and commercial law.

Nastania also has a lot of board experience where he served as a Board of Director for the Qulliq Power Corporation, where he was also the chair for the Governance Committee and serves as a Board of Director for the Nunavut Business Credit Corporation



Grand Chief Scott Harper, Anisininew Okimawin

Scott Harper is the Grand Chief of the Anisininew Okimawin, representing 4 Island Lake Anisininew communities in Northern Manitoba since elected in August 2021. Grand Chief Scott Harper is a proud member of Red Sucker Lake Anisininew Nation. He is married to Marilyn McDougall with 4 children.

Before elected Anisininew Okimawin Grand Chief in August 2021, Scott was the Executive Director for Red Sucker Lake First Nation Band Office. Prior to joining First Nation Band Office, Scott was a Social Worker/ Unit Supervisor for Island Lake First Nations Family Services. Also, was a Board member for Lamp ministries.

He believes and is confident that the experiences and knowledge of our people while serving our community that he can lead and more importantly serve our community as the Grand Chief of the Island Lake Anisiniw Nation. Also believes in hard work and efficiency, good leadership, honesty, integrity, resilience and trustworthy.

Kelvin Lynxleg, Manitoba Keewatinowi Okimakanak

Kelvin is originally from the Tootinaowaziibeeng First Nation in Southern Manitoba but grew up in northern Manitoba. Kelvin has familial roots with with Pimicikamak Cree Nation. Kelvin has a background in Political Science through the Saskatchewan Indian Federated College in cooperation with the University of Regina. She also has a background of Business Administration with Keewatin Community College and the Bachelor of Arts with the University of Manitoba.

Kelvin started her career with MKO in 2009 when she became the Program Manager for the LPN program. She moved into the Thompson Urban Aboriginal Strategy program as a Manager before accepting the Interim Executive Director position in 2014, she later became the Executive Director, a position she still holds to this day.

Before relocating to Thompson, in 2009 Kelvin worked with the Centre for Aboriginal Human Resource Development Inc. (CAHRD) in Winnipeg. While there she was the Student Support Liaison for the Adult Learning Centre and a Program Coordinator for Youth in Community Services.

The staff at MKO see Kelvin as a great leader who is innovative, compassionate and creative. Kelvin sees the potential in all her staff and strives to ensure the staff are treated equally with respect and awarded so when merited.

In 2023 Kelvin received the Queen's Jubilee medal for her dedication and commitment to the betterment of First Nation people in Northern Manitoba by directing work in all MKO programs that strengthen, enhance, and defend the interests and rights of the MKO First Nations Communities and people.

HR and the Link between Education and Reconciliation

Addressing education and what needs to be done to ensure we are meeting the needs of our communities.

Panelists

- Ken Sanderson, Teach for Canada
- Nichola Batzel, Manitoba Inuit Association
- Moderator: Lyn Blackburne, Assembly of Manitoba Chiefs



Ken Sanderson, Teach for Canada

Ken Sanderson is Anishinaabe, and a member of Pinaymootang First Nation. He has dedicated his career to enhancing opportunities for Indigenous communities. Ken brings 20 years of experience in executive leadership, organizational development, and growth management to Teach For Canada. He has worked with the Aboriginal Chamber of Commerce, Manitoba Aboriginal and Northern Affairs, and most recently, Broadband Communications North.



Nichola Batzel, Manitoba Inuit Association

Nichola (Nickie) Batzel, joined Manitoba Inuit Association as the new Director of Education.

Nickie is an Inuk individual whose birth family currently resides in Whale Cove, Nu. As a child, Nickie was adopted, grew up in Winnipeg and reconnected with birth family in her early adult years. Nickie began her career in Education in 1989 when she became an Educational Assistant. Since then, she has taught in various positions including the Justice Department, and the Winnipeg School Division. Some of the positions she has held are a Classroom Teacher, Indigenous Education Consultant, Vice-Principal, and Principal. Throughout her career, Nickie has worked successfully with many diverse communities throughout Manitoba. Nickie was also a founding member of Manitoba Inuit Association. She was instrumental in getting the Inuit Community to gather informally prior to the Manitoba Inuit Association becoming incorporated. Once incorporated, Nickie's passion for the organization got her involved even further as President of the organization for several years. Nickie has returned to the Manitoba Inuit Association as the Director of Education and is very excited and proud to be involved with providing educational opportunities for Inuit Individuals from community.



Lyn Blackburde, Director of Education for the Assembly of Manitoba Chiefs

Lyn Blackburde is from Treaty 3 Manitou Rapids Rainy River First Nation. Lyn is currently the Director of Education for the Assembly of Manitoba Chiefs. Lyn sits on the Gakino'amaage: Teach for Canada Board of Directors and is a member of the Manitoba Education Council. Lyn was formally the Education Director and Principal in Big Grassy River First Nation, a Teach For Canada community partner. Lyn taught as an instructor for the Native Classroom Assistant Diploma Program through Nipissing University teaching in Kenora, ON serving Treaty 3 territory students.

Lyn graduated from the University of North Dakota with a BS and MS in Education. She has been an educator and school leader across Manitoba, Ontario and North Dakota for 35 years.

New Human Resources Roles within New Relationships through Canada's Indigenous Family Law Act

Canada's 2020 Act respecting First Nations, Inuit and Métis children, youth and families, has opened up possibilities for Indigenous laws and services to be enabled within legal and political self-determination and the opportunity to reverse the generations of genocidal losses of Indigenous children to non-Indigenous placements and provincial guardianship. To fully use the opportunities within the Act, the Indigenous laws and service delivery models need to be rooted within each Indigenous Nation's traditional worldviews and practices. This requires a re-imagining of mainstream services including their structures and the roles of their employees and members.

The question is, how can HR support the traditional laws and practices of Indigenous Nations in ensuring the safety, health, and well-being of their children and families? Standardized HR expectations will not be able to be transferred into Indigenous laws and services for families and therefore, HR will need to prepare to provide strong staffing arrangements and protections for workers that are rooted within the Indigenous Nation's unique realities. HR's roles within each Indigenous Nation's services for their families can be a pivotal contribution to the reclamation of traditional childcare and family systems, which will add to the development of new relationships between Indigenous Peoples and Canada.

PRESENTER:



Dr. Mary Anne Clarke, Island Lake Anishinew Nation

Mary Anne Clarke is a mother, grandmother, and Celtic-Canadian woman whose family and professional lives have been rooted within First Nations in Manitoba, Alberta, and BC. For over four decades, she has worked in many areas of First Nations CFS and experienced the system personally, which led her to further her post-graduate education in Peace and Conflict Studies. Her Master's research, "Autoethnographic Examination of the Structural Violence of Colonialism in the Current Child and Family Services System in Northern Manitoba First Nations," was a self-examination of her personal and professional roles within FNCFS that articulated her concern that in the name of protecting children, that the CFS system was (and is) causing genocidal violence against First Nations children. Her PhD research, "Keeping Children Safe in Anishinew Ways: St. Theresa Point First Nations Okimimaak Grandmothers' Wisdom in Response to the Colonial Violence and Genocide Against Their Children and Families," identified the wisdom of women who know what their families need to counter the systems that have removed their children and disrupted their families, communities, and Nations. Mary Anne currently is the CFS Transition Coordinator with Island Lake Anishinew Nation Okimawin and is looking forward to her new role in July 2024 as a professor with the University of Manitoba's Faculty of Social Work.

PLENARY PRESENTATIONS

FRIDAY MAY 10, 2024

CAHRMA: Who We Are and What We Do!

PRESENTERS:



Diane Carriere, President and CEO

Diane Carriere, CPHR THRP A member of Norway House First Nation in Manitoba, Diane has a Bachelor of Arts Undergraduate Degree from the University of Winnipeg and a Certificate in Human Resources from the University of Manitoba. Diane is certified human resources professional both in her region and in tribal areas in United States of America, she is the only Canadian to hold both designations. Diane holds a certification in Mediation and Investigations, conducting Investigations in the workplace. Diane has worked in Human Resources for over 25 years in the corporate sector, provincially as well as the Indigenous communities. Diane has her own HR Consulting company working across Canada with Indigenous communities, providing professional HR services. Diane has presented at national and international events and has been the recipient of numerous awards. She has always been a trailblazer; however, her passion is to build capacity within the Indigenous communities in the area of HR and enable our communities to grow and be empowered. This passion led to the creation of a national Human Resource Association called the Canadian Aboriginal Human Resource Management Association (CAHRMA). This association is dedicated to the development of human resources for Indigenous communities, Diane is the founder and President of CAHRMA.

Robbyn Rempel

Robbyn graduated from Red River College in 2002, with a human resources management certificate, and in 2003, with a certificate in management principles. Robbyn completed the associate business continuity management certificate from the Northern Alberta Institute of Technology, and a business continuity auditor certificate from the Disaster Recovery Institute. Robbyn is a Certified Human Resources Professional (CHRP) and an Associate Business Continuity Planner (ABCP).

Robbyn has more than twelve years of experience in human resources. Robbyn started with the Metis Child and Family Services Authority as the human resources officer in 2007 and was promoted to chief administration officer in 2010. In this role, Robbyn is responsible for the overall planning, coordination and continuous development of the Metis and Inuit Child and Family Services system of Manitoba with regard to its Human Resources, Business Continuity, Communications, Governance and Administration sectors.

Prior to working with the Metis Authority, Robbyn worked within the human resources department of the Manitoba Metis Federation, as well as spent time in the private sector, providing human resources

Energizing our Athlete of Awesome: Looking Back, Looking Present & Looking to the Future

Where have I been? Where am I now? Where do I want to go? Let's explore ideas to create the future we each envision for our personal and professional success. Career is a journey and we need to be mentally, spiritually, emotionally and physically ready to support our 'Athlete of Awesome' towards the rise to our next best self. Trina will have puzzles, practices, dancing and discussions that will offer concepts for daily success. Trina has been a follower and facilitator of personal and professional leadership programs and will offer some of her insights and experience in this interactive session. So stick around and attend this closing workshop and let's have some fun as we wrap up CAHRMA Conference 2024!

PRESENTER:



Trina Maher, Bridging Concepts

Trina is a member of the Ojibwe community of Mattagami First Nation. She is an Adult Educator, who also holds an international designation of Classroom Technical Trainer by CompTIA, is a practitioner of the International Association of Public Participation and a master level facilitator of a variety of personal development programs. Trina has 20+ years of working across Canada to 'help people and ideas connect' for Indigenous workplace inclusion and community organizational development. She has worked with corporations across many sectors advancing reconciliation through customized training conversations for managers to effectively plan and carry out human resource and community engagement efforts that supports the vision to see Indigenous peoples enjoy meaningful careers in Canadian workplaces. She compliments this work with her dedication to supporting Indigenous Nation building by providing professional development workshops in which she combines contemporary organizational and leadership concepts with Indigenous worldview for learning and doing. Trina has been an advisory member for a number of committees and initiatives, most recently helping to guide the development and launch of the Canadian Career Development Practitioner Centre.

Laughter is Medicine – Using Laughter Yoga as an approach to Wellness

Sandra skillfully merges laughter yoga with the profound realms of addressing historical, generational, and personal trauma, all while embracing the fascinating science of epigenetics. Her resulting methodology, deeply rooted in Indigenous wisdom, has become a powerful beacon of support for healing and wellness.

Participants will practise different types of laughter and will in most cases leave with a heightened sense of well-being. Following the laughter exercises the sessions will conclude with a grounding exercise.

PRESENTER:



Sandra DeLaronde, Northern Sage Consulting

Sandra is an advocate, matriarch in training, grandmother, teacher and learner. She is a sessional lecturer in the Masters in Development Practise at University of Winnipeg, adjunct professor at the Centre for Human Rights Research. Her consulting business is Northern Sage and her heart work is with Giganaawenimaanaanig – (we all take care of them) – the 231 Call to Justice Implementation Committee.

Sandra holds her Master of Arts degree in Leadership and Training from Royal Roads University and was awarded a Doctors in Laws by the University of Winnipeg for her lifelong advocacy for Indigenous Women and Girls.

Sandra is with us this week, merging the work the head, through her presentation on using AI in the Workplace and the work of the heart, Laughter Yoga as medicine.

WORKSHOP SESSIONS WEDNESDAY MAY 8, 2024

Wednesday, May 8, 2024
2:15pm – 3:30pm

A1 – Witapihta, to Sit with Something we have Experienced

PRESENTER:



Jonathan Morin,

It was our ancestors who told our people we need to understand our way and the western way to be able to survive as First Nations people. I am a Human Resources Professional with 13 plus years working on-reserve directly in Human Resources. I hold a Diploma in Human Resources Management and am a board member of CAHRMA - Canadian Aboriginal Human Resources Management Association. I have overseen several operational reviews, policy reviews and development, and am familiar with how the changing political landscape affects these systems. I am also walking my own journey of reconnecting with our traditional ways of being and doing. I understand the unique challenges First Nations face and the experience of working in balance between western ways and traditional ways. I continue to try to find ways of de-colonizing our systems to include wahkotowin.

A2 – How and When to Conduct an Investigation

Investigations are increasingly complex, fraught with tension and liability. In order to conduct investigations that position yourself and your organization in the best place, we must evolve our investigation practice. Hill Advisory Services Inc has been a leader in evolving our practice since our founding in 1990.

All investigators and management deserve to be provided a practical, no nonsense, reasoned approach to investigation work. Join us in this interactive session to discuss How and When to Conduct Investigations. Topics include: the ramifications of poor work; Roles and Responsibilities for investigators; What Investigators require; Maintaining objectivity, clarifying the issues and more!

PRESENTER:

Dylan Hill, Hill Advisory Services Inc.

Dylan Hill is the sole instructor for our Harassment Investigation Workshops and our lead investigator. Dylan has over 25 years of experience in the subject area and has been investigating cases of harassment, workplace violence, sexual harassment, discrimination, and wrong-doing incidents for clients across Canada. Dylan graduated with honors from the Red River College HR Management program and is current CPHR Candidate. He is considered an expert in the subject area and

frequently advises clients on best practices.

A3 - Mental Health in the Workplace Post - COVID 19

This session will discuss concepts around mental health and mental illness, stigma, and disclosure. Strategies for maintaining wellness and avoiding burn out will be discussed, as well as navigating the workplace post-pandemic and returning to the office or hybrid work.

PRESENTER:

Orianne Donig-Harder, Canadian Mental Health Association, Manitoba and Winnipeg

Orianne Donig-Harder is Manager of Employment and Workplace Solutions at the Canadian Mental Health Association Manitoba and Winnipeg. This includes overseeing Employment with Supports and Rise, programs that provide assistance to job seekers and entrepreneurs that have mental health or substance use disorders. She also provides outreach to employers in Manitoba to develop plans to increase the mental health of their organizations and employees. Orianne has worked in mental health and supported employment since 2014 and is passionate about the role that employment plays in recovery. Orianne's goal is to promote psychologically healthy workplaces that include diversity and accessibility for everyone.

WORKSHOP SESSIONS THURSDAY MAY 9, 2024

Thursday, May 9, 2024
10:15am – 11:30am

B1 - Utilizing Artificial Intelligence (AI) in the Workplace

Participants are encouraged to bring laptops to practice and become familiar with AI tools that support greater workplace efficiency.

PRESENTERS:



Sandra DeLaronde, Northern Sage Consulting

Sandra is an advocate, matriarch in training, grandmother, teacher and learner. She is a sessional lecturer in the Masters in Development Practise at University of Winnipeg, adjunct professor at the Centre for Human Rights Research. Her consulting business is Northern Sage and her heart work is with Giganawaawenimaanaanig –(we all take care of them) – the 231 Call to Justice Implementation Committee.

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Sandra is with us this week, merging the work the head, through her presentation on using AI in the Workplace and the work of the heart, Laughter Yoga as medicine.

B2 – HR and Career Development

Career development is the lifelong process of managing learning (formal and informal) and work (paid and unpaid). This session will explore the connections between HR and career development. We'll unpack what we mean by career development and how it can support healthier, happier, and more productive people and workplaces. Together, we'll explore how you may consider working with career development professionals in your role within HR and/or have opportunities to carry out career development activities with your team. Bringing this session full circle back to your own journey of work and life, we will reflect on how career development shows up in your own career as HR practitioners.

PRESENTERS:



Trina Maher, Bridging Concepts

Trina is a member of the Ojibwe community of Mattagami First Nation. She is an Adult Educator, who also holds an international designation of Classroom Technical Trainer by CompTIA, is a practitioner of the International Association of Public Participation and a master level facilitator of a variety of personal development programs. Trina has 20+ years of working across Canada to 'help people and ideas connect' for Indigenous workplace inclusion and community organizational development. She has worked with corporations across many sectors advancing reconciliation through customized training conversations for managers to effectively plan and carry out human resource and community engagement efforts that supports the vision to see Indigenous peoples enjoy meaningful careers in Canadian workplaces. She compliments this work with her dedication to supporting Indigenous Nation building by providing professional development workshops in which she combines contemporary organizational and leadership concepts with Indigenous worldview for learning and doing. Trina has been an advisory member for a number of committees and initiatives, most recently helping to guide the development and launch of the Canadian Career Development Practitioner Centre.



Sareena Hopkins, Canadian Career Development Foundation

As Executive Director of the Canadian Career Development Foundation (CCDF), Sareena works in Canada and internationally to strengthen the reach and impact of career development. With her team at CCDF, she moves from ideas to action in areas of public policy, research and development, capacity building and advocacy. CCDF's current work includes research testing a new approach to promoting thriving workplaces, the launch of national certification for Career Development Professionals and the Career Development Professional Centre as a hub to support the sector, scaling a new approach to working with those most distant from the labour market, and finding better metrics to tell the full story of the impact of services. Sareena chairs the International Centre for Career Development and Public Policy, is an International NICEC Fellow and was awarded the International Gold Medal for Leadership in Career Development. She lives in Ottawa with her partner and a poorly behaved cat, and works part-time in Halifax where her daughter is living and growing as an artist.

B3 - Psychological Safety in the Workplace

Psychological safety in the workplace fosters a sense of trust and openness among team members, it enables employees to express their ideas, concerns, and feedback without fear of retribution or judgement. It is foundational in creating healthy teams that collaborate and innovate. Additionally, safe workplaces have a direct role in reducing stress and burnout and leads to improved job satisfaction and productivity.

- Understand the concept of psychological safety and its importance in fostering a positive work environment.
- The impact on employees, teams and organizations when there is little to no psychological safety.
- The impact a psychologically safe environment has on employee's wellbeing.
- Identify some strategies people leaders can implement within the workplace to promote psychological safety.
- Why training programs like psychological safety, mental health in the workplace, mental health first aid, lateral violence to lateral kindness, and conflict resolution play a pivotal role in fostering healthy spaces for employees.



PRESENTER:

Tracy Spencer, BHJ, BSW, RSW, M.Ed., CLC, Morris Interactive

Tracy Spencer is a third-generation settler with French and German ancestry. She was born and raised in Saskatoon, Saskatchewan, Treaty 6 Territory and the Homeland of the Metis. She is registered social worker with over 23 years of social work experience. For the last 12 years, Tracy has focused much of her time promoting the mental health and resilience of adults in the post-secondary environment.

In terms of leadership and contributions, in addition to leading a team of social workers, she was a contributor to a institutional Wellness Strategy and was the strategic lead for a Suicide Prevention, Intervention, and Postvention strategy and toolkit which launched in 2022. Additionally, she leads the initiatives related to sexual violence prevention and response.

Some of Tracy's work with Morris Interactive as a consultant and senior facilitator include the creation and facilitation of Mental Health in the workplace workshop, Psychological Safety, and Mental Health First Aid. Additionally, she has created and facilitated a mental health curriculum for Morris Interactive's work within mining. An additional project that is proud of includes her work along side Ahtahkakoop Cree Nation community members in the creation of their Mental Health Strategy.

Tracy is a certified Mental Health First Aid trainer, safeTALK: suicide prevention trainer, Friends Resilience trainer, a certified DiSC trainer, Leading Across Generations trainer, and recently completed her life coaching certification.

Tracy is a daughter, sister, aunt, wife and mom of two boys (and two dogs). She enjoys

listening to books (allows for multitasking), crafting, thrifting, watching her boys play hockey, and hanging out with her family, friends, and dogs.

As a mental health professional and educator, she has facilitated over 275 workshops and trainings focused on mental health and wellness. She is passionate about mental health and wellness as it is the foundation which allows us to be the best person that we can be.

WORKSHOP SESSIONS THURSDAY MAY 9, 2024

Thursday, May 9, 2024
1:30pm – 2:45pm

C1 - SUCCESSION – Not the TV Version

Explore the core components of organizational succession planning to create a learning environment that ensures leadership continuity and the ongoing development and engagement of people.

Examine:

- What is succession planning?
- How do you create a learning environment?
- Understanding the environmental workplace scan.
- Examples of succession plans.
- How to create a right-sized plan.
- Key success factors.
- Group Discussion, Question & Answer

PRESENTER:



Diana Wiesenthal, FCPHR, CPHR (Retired)

Diana had an esteemed career as a recognized expert in strategic and innovative human resource, organizational development, and governance. She created and led a company called Corporate People Responsibility®, (CPRinc®) Ltd. Prior to this she was an executive leader for the Canadian Wheat Board (CWB) as Vice President, People & Organizational Services. She is the past President of the North American Human Resource Association (NAHRMA) for Mexico, USA and Canada, the Canadian Council of Human Resources Associations (CCHRA), and the HR Association for Manitoba. Based on her international leadership experience, Diana was selected by the United States People to People Ambassadors organization to lead international HR delegations around the world. There she studied HR in various parts of Asia, the Middle East, and South America. She has won numerous awards within her profession, was the recipient of the 2015 Women Entrepreneur of the Year Award and was named as one of Canada's Top 25 HR Professionals for 2017. Diana has an extensive volunteer background most recently serving in the role of Chairperson of the Immigrant Centre and the Downtown Winnipeg BIZ. She was a governance advisor to CAHRMA at its inception.

C2 - Drug and Alcohol Policies – Are We Doing Enough?

This session will:

- Review of key components of comprehensive D&A policy
- Keeping your policy up to date and legal.
- The role drug testing plays in a comprehensive policy.
- Tips in applying your policy in a consistently.
- Identifying supports that help.
- Future issues that could affect your policy.

PRESENTER:



Joel Gervais, CBI Health

Joel Gervais has worked in the private and public sector in the area of mental health and addictions for over 25 years. His experience includes 15 years with the Addictions Foundation of Manitoba (AFM) where he worked as both a Rehabilitation Counsellor and as a Prevention and Education Consultant. Joel's last 10 years of specialization at AFM were in the area of Workplace Services. In that time, Joel provided consultation and training to private and public workplaces in the area of substance abuse and workplace intervention. Joel has also worked on several National substance abuse initiatives including 4 years with the Canadian Centre of Substance Abuse (CCSA) where he provided consultation and support to the Canada's National Alcohol and Drug Strategy.

Joel is currently an Addictions and Training Specialist with CBI Health's Mental Health and Addictions division, providing mental health and addictions assessments and supportive counselling to a wide variety of insurers and employers. Additionally, he provides management services, consultation, and training to large and small organizations across Canada. Joel also works with many First Nations in Canada and has been the lead Addictions Consultant for the last seven years with Manitoba Hydro's Keeyask and Keewatinohk Dam projects in northern Manitoba.

C3 - Creating Engaging Training

The intent of this workshop is to consider the elements that create relevant, engaging training that has a lasting impact on adult learners. Following the session, participants will be able to:

- Develop concrete learning outcomes.
- Demonstrate effective public speaking skills.
- Create visual aids to support learning.
- Explore ways to increase engagement such as discussions, case studies and other activation activities.

PRESENTER:



Andrea Canada, Canada Consulting and Training

Andrea is proud Metis woman from the north end of Winnipeg. She is a graduate of the University of Winnipeg, holding a Bachelor of Arts Degree with a major in Political Science. She is a Certified Life Coach and has completed a Certificate in Mediation.

With her passion for education and training Andrea is an instructor with Red River College and MITT. She also provides essential skills and workplace training with Workplace Education Manitoba and works as a training consultant with the Manitoba Construction Sector Council and Manitoba Customer Contact Association.

Employed by Manitoba Hydro for 26 years, Andrea was recognized as a leading expert in the recruitment and retention of Indigenous employees in the trades and other Hydro careers.