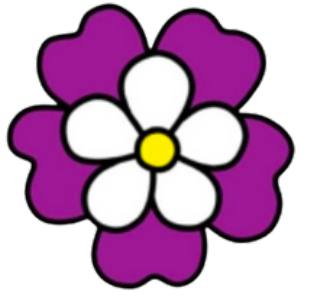




# Indigenous Workways: Making Space for Indigenous Employees



# FOUNDATIONS OF THIS WORK

1

2016-17: Knowledge-sharing conference at VIU's Cowichan campus

2

2016-2018: Conversations at the Council for the Advancement of Native Development Officers annual meetings

3

Leadership team completed UBC's Reconciliation in Education MOOC and OCAP's on-line training courses

4

Indigenous Student Centres and Advisors are collaborators

5

Research is guided by Indigenous voices to benefit current and future Indigenous post-secondary students' career pathways and employment experiences



Lori Campbell, AVP Indigenous Engagement,  
U Regina, 2-Spirit nēhiyaw āpihtākosisān iskwew from  
Treaty 6 territory in kīwētinohk kisiskāciwan,



Indigenous Knowledge Keeper Myeengun Henry,  
U Waterloo, formerly Chief of the Chippewas of  
the Thames First Nation; Hill & Coleman, 2018;  
Wilson, 2008; Kovach, 2010

## The Two Row Wampum-Covenant Chain Tradition as a Guide for Indigenous-University Research Partnerships (Hill & Coleman, 2019)



# GUIDING PRINCIPLES

1

We focus on trust, moving beyond mandated cultural competency training that increases awareness but can also cause resentment and divisiveness.

2

We bring Indigenous voices to lead organizations in adapting existing systems to make space for Indigenous employee well-being and success.

3

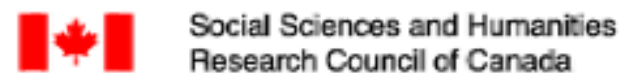
We emphasize changing organization systems to support Indigenous employees, complementing cultural training efforts aimed at shifting majority group employee attitudes.

4

We work to build trust: respectful relationships, cultural safety, and networks of trust. Employee trust increases engagement, job satisfaction, performance, & commitment.



# OUR PARTNERS





## Organizational Tools

- Cultural safety scale and manual
- Mentorship framework manual
- Indigenous youth career camp/day documents

## Employee Training Modules

- Indigenous worldviews
- Relational communication
- Microaggressions in the workplace
- Stereotype threat
- Holistic conflict management
- Psychological safety and cultural safety in the workplace