

INCLUSIVE FUTURES: INDIGENOUS ENGAGEMENT IN CANADA'S WORKFORCE



THE CALL

**TRUTH AND RECONCILIATION COMMISSION OF CANADA
CALL TO ACTION #7:** “to eliminate educational and employment gaps between **Aboriginal and non-Aboriginal Canadians**”

As the **FASTEST GROWING POPULATION** in Canada, Indigenous peoples and their participation in the workforce will have a **positive influence** on the future of work.



GOAL OF REPORT

EXAMINE FACTORS that contribute to the **INCLUSION** of **Indigenous peoples in the Canadian labour force** and provide a framework to develop a tool for organizations to **measure the inclusivity** of their workplace for Indigenous peoples.

***INCLUSION** as an organizational state that is embraced as a cultural norm, with enterprise-wide workplace strategies as well as a culture which invites the full participation of Indigenous peoples into all aspects of business operations.

– INDIGENOUS WORKS

CHALLENGES TO INDIGENOUS WORKFORCE ENGAGEMENT



DISPARITIES IN LABOUR MARKET OUTCOMES

limit Indigenous potential today

In 2019, the unemployment rate for Indigenous people was 10.1% versus 5.5% for non-Indigenous people

– STATSCAN



THE SKILLS & EXPERIENCE GAP

22% of the Indigenous workforce have less than high school graduation, which is twice that of the non-Indigenous workforce

– 2016 EMPLOYMENT EQUITY DATA REPORT,
GOVERNMENT OF CANADA



HISTORIC AND SYSTEMIC DISCRIMINATION

towards Indigenous peoples

53% of Indigenous people have personally experienced discrimination due to race or ethnicity from time to time if not regularly

– RACE RELATIONS IN CANADA 2019 SURVEY,
ENVIRONICS INSTITUTE



BARRIERS FOR INDIGENOUS WORKERS WILL CONTINUE, UNLESS ACTION IS TAKEN

Survey of over 500 Canadian medium and large businesses found that only 1 in 4 companies had a strategy in place to engage Indigenous communities

– R.A. MALATEST & ASSOCIATES LTD, 2017



1.67M

people in Canada identify themselves as an Indigenous person



42.5%↑

Indigenous population growth between 2006 and 2016



METHODOLOGY

1
2
3

MULTI-METHOD APPROACH TO DATA COLLECTION AND ANALYSIS

on the current state of Indigenous recruitment and retention practices in the Canadian workforce



LITERATURE REVIEW OF BEST PRACTICES

for Indigenous inclusion in workplaces and tools for assessing inclusive workplaces



INTERVIEWS WITH STAKEHOLDERS

identified as having best practices for inclusion in the workplace

WHAT WE HEARD



WITHOUT FUNDED STRATEGIES

linked to **changing internal policies and procedures**, organizations will not change



INDIGENOUS EMPLOYEES

appear to be **primary targets during restructuring** in times of economic downturn.



WORKPLACE VALUES AND CULTURE MATTER

Indigenous and non-Indigenous value systems may not always align and this can create a difficult environment to work in



ORGANIZATIONS THAT COMMIT TO ENGAGING in Indigenous cultural competency training

are more likely to be exposed to Indigenous peoples' worldviews and experiences of colonialism, which may lead to more inclusive workplaces



44%

The Indigenous population is one of the *youngest*. About 44% were under the age of 25 in 2016.

RECOMMENDATIONS

FOR FEDERAL, PROVINCIAL & TERRITORIAL GOVERNMENTS:



DEVELOP INTENTIONAL AND MEANINGFUL PARTNERSHIPS

with Indigenous-led organizations to increase Indigenous participation in labour market discussions



INCREASE SUPPORT AND AWARENESS

of resources and tools for Indigenous entrepreneurs

FOR INDUSTRY:

DEVELOP AND USE AN *INDIGENOUS INCLUSION TOOL* TO OBJECTIVELY MEASURE HOW ORGANIZATIONS INCORPORATE THE FOLLOWING KEY FACTORS:

1



**NUMBER OF INDIGENOUS PEOPLES
EMPLOYED BY THE ORGANIZATION**

– Recruiting and retaining Indigenous talent is an important indicator of an organization's inclusivity

3



**OPPORTUNITIES FOR INDIGENOUS EMPLOYEES
TO ENGAGE IN TRAINING AND UPSKILLING**

– Willingness of an organization to invest in the training and education of Indigenous employees

2



**AVAILABILITY OF INDIGENOUS CULTURAL COMPETENCY
PROGRAMS AND SPACES FOR CULTURAL PRACTICES**

– Implementation of Indigenous cultural competency training and providing physical spaces for cultural practices (e.g. smudging)

4



**CHAMPIONS OF INDIGENOUS CULTURE
WITHIN AN ORGANIZATION**

– Senior leadership support Indigenous employees by creating structured programs and organizational policies, and taking visible actions

CONCLUSION

**“INDIGENOUS IDEOLOGY MUST BE A PART OF RECONCILIATION MOVING FORWARD.
[CREATING] CULTURALLY INCLUSIVE WORKSPACES IS ALL [OF] OUR RESPONSIBILITY
[IN ORDER TO HAVE] TRUE PARTNERSHIPS.”**

– CHIEF CADMUS DELORME, COWESSESS FIRST NATION.