



Council on Corporate Aboriginal Relations

MEETING AGENDA

November 4th and 5th, 2009
Toronto, ON

The Old Mill Inn & Spa
21 Old Mill Road
Toronto ON M8X 1G5
Tel: 416-236-2641 / Fax: 416-236-2749
Web: www.oldmilltoronto.com

Meeting Objectives and Themes

- Learn from President and Chief Executive Officer of the Aboriginal Human Resource Council, Kelly Lendsay, about what is happening in Canada with respect to Aboriginal inclusion, what has changed, and what remains or has emerged as major challenges.
- Be the first to from Vice-President of Public Affairs, Sonya Kunkle, on her experience conducting research for Environics' groundbreaking national research study on urban Aboriginal peoples in Canada.
- Hear from Aboriginal employees first-hand about how they define Aboriginal inclusion in the work environment.
- Gain an understanding of the linkages between Aboriginal inclusion and consultation.
- Discuss issues surrounding Aboriginal consultation with power transmission projects in Ontario.
- Receive a legal update on important court decisions, and industry impacts, in Aboriginal relations.

Wednesday, November 4th, 2009

Joint Meeting from 8:00 a.m. to 2:30 p.m. with the Conference Board of Canada's

Council on Corporate Aboriginal Relations (CCAR) and the
Council on Inclusive Work Environments (CIWE) members

Meeting Location: Guildhall A&B (located on the 3rd floor)

8:00 a.m. Registration and Breakfast

8:30 a.m. Welcoming/Opening Prayer

JoAnn Kakekayash
Elder and Grandmother
Chippewa Nations and Toronto Native Community
Dodem Kanonhsa'

8:40 a.m. Welcoming Remarks

Kathryn Zettel Senior Manager Executive Networks The Conference Board of Canada	Ashley Sisco Research Associate The Conference Board of Canada
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8:50 a.m. Introductions

Introductory question for table group discussion on Aboriginal inclusion.

9:15 a.m. Aboriginal Inclusion 101

Kelly Lendsay
President and Chief Executive Officer
Aboriginal Human Resource Council

Mr. Lendsay will provide an overview of what is happening in Canada with respect to aboriginal inclusion, what has changed, and what remains or has emerged as major challenges. He will also speak to the current state of the Aboriginal labour force, based on Stats Canada's recent release.

10:15 a.m. Break

10:30 a.m. Rethinking Relationships with Urban Aboriginal Peoples for more Inclusive Work Environments

Sonya Kunkel
Vice-President, Public Affairs
Environics Research Group

In this session, we will hear from Ms. Kunkel on her experience conducting research for Environics' groundbreaking national research study on urban Aboriginal peoples in Canada. Ms. Kunkle will relate the need for greater Aboriginal inclusion in research to the need for greater Aboriginal inclusion in the workplace. She will provide insights into how

best to frame engagements with urban Aboriginal peoples to build an inclusive work environment.

The Environics Urban Aboriginal Study focuses on the experience of Aboriginal peoples in urban Canada (in contrast to objective demographic indicators), and is organized around four topics: experience, identity, values and aspirations/expectations. Final results of the study will be released early in 2010.

11:15 a.m. Building Aboriginal Inclusion in the Urban Settings - Case Studies

Mike Kroening
Manager, Office of Diversity and
Inclusion
City of Edmonton

Bob Monkman
Manager, Community Relations
Manitoba Hydro

Establishing relationships and partnerships with Aboriginal peoples and their communities is key to successful engagement, recruitment and retention. However, in an urban setting, it poses some unique challenges. In this session, you will hear from two organizations that have made significant efforts in building relations with the urban Aboriginal peoples, dealing with barriers to participation and working with the Aboriginal community to build Aboriginal interest and ongoing engagement with non-Aboriginal organizations.

Meeting Location: Balmoral Room (located on the 3rd floor)

12:00 p.m. Networking Lunch

Meeting Location: Guildhall A&B (located on the 3rd floor)

1:30 p.m. Voices of Experience - Aboriginal Employees Speak

Joseph A. Bastien
Program Coordinator, National
Aboriginal Business Mentorship
Canadian Council for Aboriginal
Business

Shawn Courriere
Collection Services Account
Portfolio Manager
Xerox Canada Inc.

Harry Willmot
Chair, National
Leadership Committee
of the RBC Royal Eagles

Our panelists will share their perspectives on what constitutes an inclusive work environment. Based on their experiences with employers, they will discuss what recruitment and engagement practices contribute to their success at work and what practices hinder it. They will share lessons learned as employees and together we will explore smart and effective practices to build inclusive workplaces.

2:15 p.m. Break

After the break, we ask all CCAR members to join us in the Victoria room for the remainder of the day; **the Joint Meeting is now adjourned.**

Meeting Location: Victoria Room (located on the 2nd floor)

2:45 p.m. From Inclusion to Consultation

Wendy Gregg
Human Resources Manager
Aquatera Utilities Inc.

Ms. Gregg will present on the comprehensive and forward-looking approach Aquatera is taking to Aboriginal inclusion. Drawing on her experience with Aquatera, she will show how Aboriginal inclusion is important to community consultation. Specifically, she will discuss some of the challenges Aquatera has faced related to community consultation and how a more broad based engagement, beginning with youth, has led to a more effective consultation process.

3:30 p.m. Roundtable Discussion

4:30 p.m. Adjournment

Meeting Location: Garden Room (located on the 3rd floor)

6:00 p.m. Reception

6:30 p.m. Networking Dinner

Thursday, November 5th, 2009

Meeting Location: Victoria Room (located on the 2nd floor)

8:30 a.m. Breakfast

9:15 a.m. Consultation in the Energy Sector - Focus on Transmission

Ed Chilton Secretary-Treasurer and Project Coordinator Five Nations Energy Inc.	Joe Heil Advisor, Aboriginal Relations Ontario Power Generation Inc.	Brian Hay Director, Legal, Aboriginal and Regulatory Affairs Ontario Power Authority
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Panelists will discuss barriers and strategies to effective Aboriginal consultation with power transmission in Ontario.

10:30 a.m. Break

10:45 a.m. Legal Update

Sandra Gogal
Partner
Miller Thomson LLP

Sandra will provide the regular update of the legal issues surrounding the duty to consult, impacts and benefits agreements and partnerships by discussing current court case decisions that are shaping the future of Aboriginal relations in Canada.

11:45 a.m. Closing Remarks

Meeting Location: Dining Room (located on the 1st floor)

12:00 p.m. Networking Lunch

Next CCAR meeting on May 26th and 27th, 2010 in Québec City