



Aboriginal Human Resource Council

connections - partnerships - solutions



Aboriginal Inclusion

Kelly J Lendsay, CEO



Leadership in Indigenous Workplace Inclusion



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Aboriginal Human Resource Council

- Leaders in Indigenous inclusion.
- Public-private social enterprise
- ISO certified
- Innovations in workplace learning
- Supply/demand orientation



Leadership in Indigenous Workplace Inclusion



INCLUSION

Inclusion is fully embraced as the cultural norm

INTEGRATION

Inclusion as a catalyst for growth

INCUBATION

Inclusion nurtured as a core competency

INITIATION

Inclusion as a business imperative

IMAGE

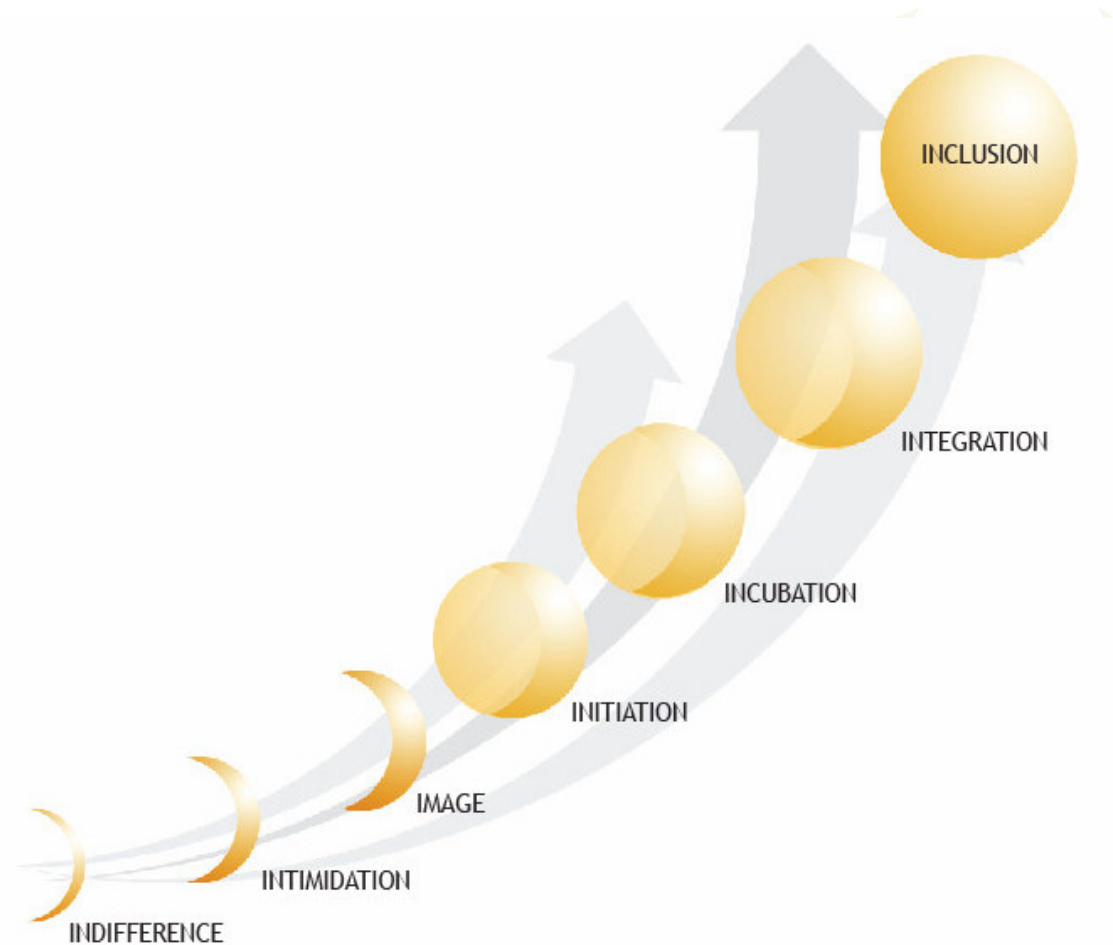
Inclusion as public relations

INTIMIDATION

Inclusion as forced compliance

INDIFFERENCE

Inclusion is not on the radar screen





Rockefeller Center, 1932



Enterprise-wide Approach

From an Employer of Choice
to a
Company of Choice





Workplace Realms





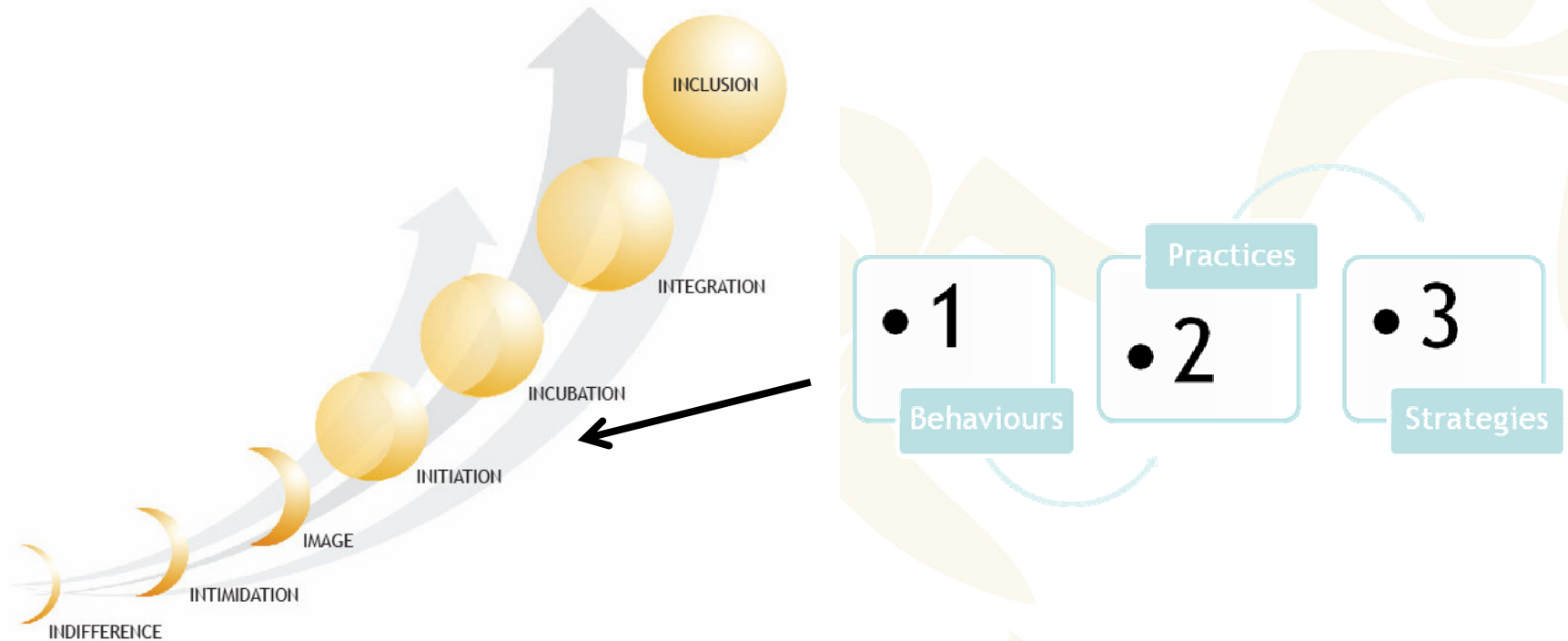
Inclusion Realms

- **Communications/Marketing** – spreading the word about Aboriginal inclusion and your principles, strategies and commitment to inclusion on an internal and external basis
- **Corporate Social Responsibility/Leadership** – nurturing leaders that understand the imperatives and the ROI of being a good corporate citizen
- **Human Resources** – increasing the recruitment, retention and advancement of Aboriginal employees
- **Procurement** – encouraging business partnerships and support for the capacity of Aboriginal businesses to become your partner/supplier





Your company's position on the Inclusion continuum...





Value of the Assessment...

- *ROI of practices, strategies, behaviors (p-s-b);*
- *Comprehensive measurement framework;*
- *Define data collections systems & kpi's;*
- *Inform on investments, targets & outcomes;*
- *Link p-s-b to performance measures;*
- *Align workplace insights to organizational objectives.*





Workplace Inclusion Enterprise Wide



Other Innovations





How do we build a workforce?

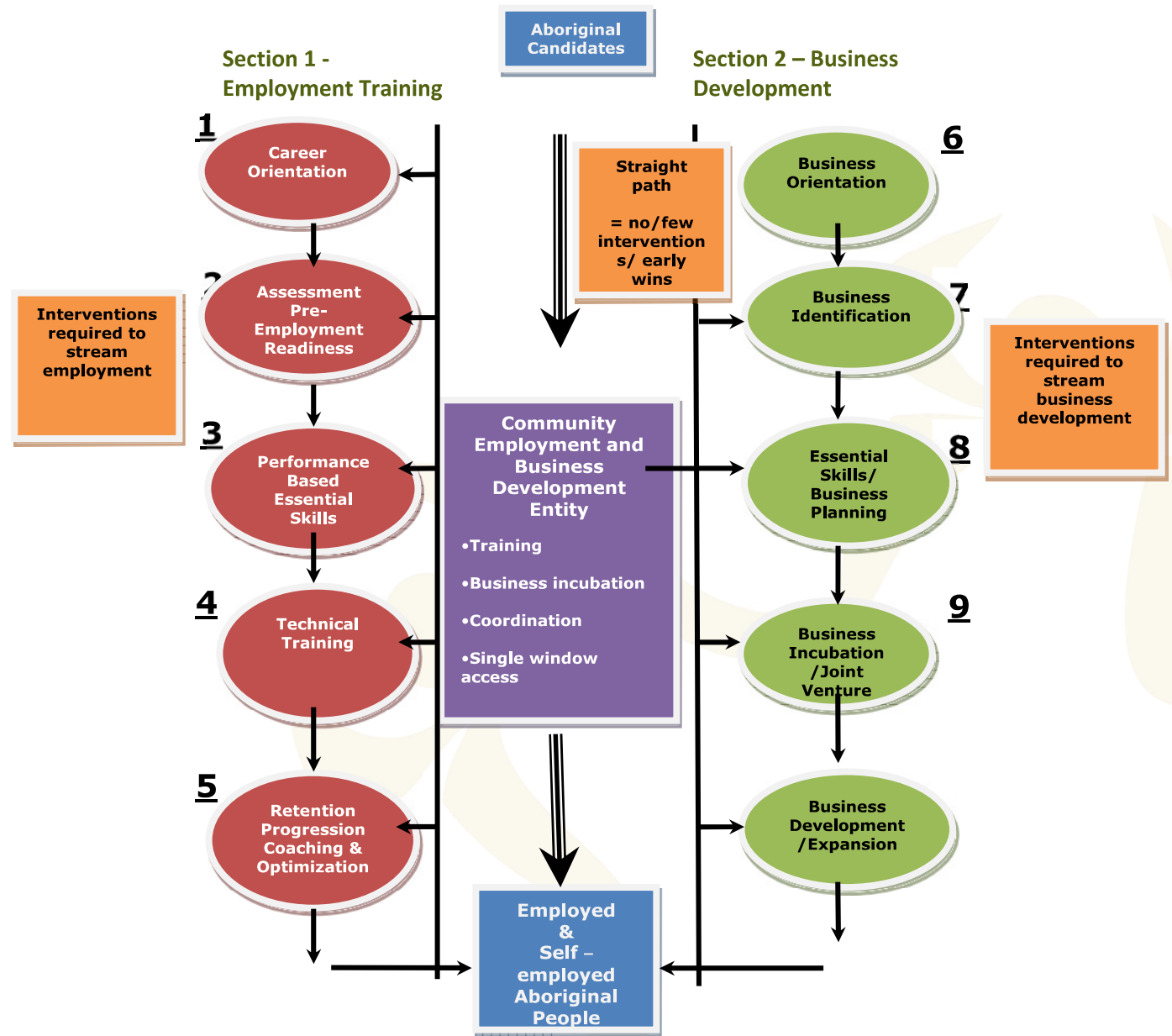
How do we develop and grow the future business owners?

What's the plan to ensure that communities benefit from economic development opportunities?





Training Elements Diagram Overview





Solutions & Ideas

- The Inclusion Classroom;
- Peer Networks;
- Community partners;

- ✓ Targets
- ✓ Addressing real needs
- ✓ Creating social and economic inclusion





Resources

- o [Getting Started](#)
- o [Promising Practices](#)
- o [Success Stories](#)
- o [Articles & Reports](#)
- o [Newsletter Archives](#)
- o [Aboriginal Employment Centres](#)
- o [Career Resources](#)
- o [Inclusion Tips](#)
- o [National Aboriginal Leadership Groups and Organizations](#)



Resource Centre

GETTING STARTED

Shaw Media Sponsored Public Service Announcement: Aboriginal Inclusion - **Recruit a Skilled Workforce**

A quick primer on Aboriginal workforce issues. [More »](#)

Reason to Believe (musical intro to Aboriginal employment in Canada)

PROMISING PRACTICES

Companies across Canada are making great strides towards Aboriginal inclusion. Learn how they're doing it. [More »](#)

SUCCESS STORIES

Aboriginal people are making their mark and achieving great



KellyjLendsay The World Polytechnic-College conference in Halifax brought indigenous issues to the forefront - an honour to be part of the keynote panel.
15 days ago · reply · retweet · favorite

KellyjLendsay An amazing day yesterday with Barrick Gold and their international team focused on advancing international indigenous inclusion.
24 days ago · reply · retweet · favorite

[InclusionWorks Imperial Oil](#)





AHRC Website Tools & Resources

- **Tip Sheets**
- [The Job Interview: Cross-Cultural Communication](#)
- [Expanding Recruitment Strategies to Reach Aboriginal Job Seekers](#)
- [Do's and Don'ts in Aboriginal Recruitment](#)
- [Myths About Aboriginal People](#)
- [A Synopsis of Cultural Differences](#)
- [Useful Terms and Definitions for Employers](#)
- [Five Guides to Recruiting Aboriginal Talent Online](#)
- [Five Methods for Improving Self-Identification](#)
- [Ten Proven Methods for Increasing Aboriginal Retention](#)
- [Five Steps in Committing Leadership](#)
- [Seven Guidelines to Recruiting Aboriginal Talent](#)
- [Seven Skill sets for Partnering](#)





Framework for Social Responsibility

- Encourage non-Aboriginal companies' investment in community wellness

- ✓ Targeted expenditures
- ✓ Addressing real needs
- ✓ Focus on community benefit

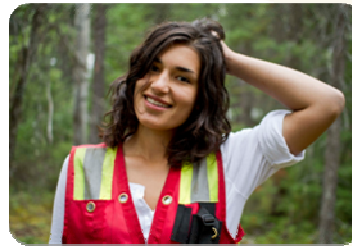




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Questions & Discussion



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