

Progressive Aboriginal RELATIONS

Canadian Council for
Aboriginal Business 

The Canadian Council for Aboriginal Business would like to welcome and acknowledge the following Certified Aboriginal businesses that support the PAR Program by providing Cultural Awareness training to organizations that have made a commitment to the Progressive Aboriginal Relations program.

For more information or to connect with our PAR Cultural Awareness Trainers, please contact: Brenda Thwaites, PAR Program Coordinator, bthwaites@ccab.com 416 961 8663 x248

Nisto Consulting – AB Holly Fortier

HOLLY FORTIER, a Cree/Dene from Ft. McKay First Nation, Alberta, was born in Treaty 7 Territory and was fortunate to be raised by cultural leaders, academics, and activists. She owns a business that specializes in the development and delivery of Indigenous Awareness Trainings. Since being in business in October 2007, thousands of people across Canada have participated in her training sessions. Some of Holly's clients include government agencies, non-profit organizations, schools, banks, police and fire, industry councils and corporations.

Indigenous Insight-BC Maynard Harry

Qwastānayā (or Leon Maynard Harry), Founder & Principal Indigenous Analyst Indigenous Insight (Aboriginal-owned company operating on ʔaʔamun (Tla'amin) Nation lands near Powell River, British Columbia) Maynard is a member of the *Tla'amin Nation* and Founder of *Indigenous Insight*. Maynard's intergovernmental work was recognized at the regional level by the City of Powell River with a '*Freedom of the Municipality*' in 2008 and by the *Governor-General of Canada* with a *Queen's Diamond Jubilee Medal* in 2013. *Indigenous Insight* provides advisory services to First Nations, provincial and federal government ministries, departments (and their agencies), associations and corporate third-party interests. These services include:

- Indigenous and Stakeholder Relations;
- Cultural awareness training/orientation;
- Aboriginal economic and business development;
- Aboriginal governance, leadership and decision-making; and
- Aboriginal rights and title (including strength of claim modeling, archaeological lobbying).

Bear Standing Tall & Associates – Toronto, Ontario**Jason Carter**

Bear Standing Tall & Associates provide Consulting & Corporate Training. We are a Certified Aboriginal Business with CCAB. Our Indigenous Cultural Sensitivity Training is designed for corporations progressing toward certification that confirms corporate performance in Aboriginal relations. Indigenous Cultural Sensitivity Training is designed to help your organization complete the training required for the phase 1 of the PAR process.

Superior Strategies – Thunder Bay, Ontario**Jason Thompson**

Superior Strategies is a First Nation owned firm that provides Cultural Awareness Training sessions for individuals, teams, and organizations via face to face, e-learning, or virtual delivery of their services looking to increase dialogue, engagement and inclusion with First Nation communities. By providing a historical context and overview and tools that will create an appreciation of the communities of interest. Superior Strategies aims to assist organizations gain a better understanding of cultural challenges in a multicultural workplace, and provides customized training that prepares any organization to work with, in and for First Nation communities.

Makhos Consulting-Ontario**Name:** Larry Robinson

Makhos Staffing Solutions Inc. (**Makhos**) is a specialized consulting, staffing and training company specifically designed to support Indigenous Peoples gain meaningful employment within industry. Our proven program, called Bridge the Gap, offers cultural awareness education and training to employers, ensuring vital awareness all around. Our skilled program team has successfully connected talented candidates with meaningful, long-term employment over the past five years, while ensuring the work environments are truly inclusive. The key strength of Makhos lies within its passionate team of industry and community professionals sharing the same vision of inclusivity and reconciliation and creating an empowered future for Indigenous Peoples. The combination provides a powerful recipe for success.

Sakatay Global-Halifax, NS**Shannon Monk Payne**

Indigenous Education Specialist with 35+ years' experience, and creator of the Indigenous Circle Approach to Cultural Confidence™ Sakatay Global Inc. is a **CCAB Certified Aboriginal Business**, and offers a variety of training options to help you discover how to create your own culturally appropriate plan for building vibrant and meaningful relationships with Indigenous colleagues, customers, communities, and partners.

By working with Sakatay Global, you will learn:

- What cultural confidence is and how to create a work environment that's ready to explore the TRC Calls to Action

- The secrets and lies that have kept Canadians from knowing the truth about Canada's history from the Indigenous perspective
- Culturally appropriate approaches that will improve your organization's capacity to recruit and retain Indigenous customers and partners and increase business
- A framework for understanding and acknowledging the past and moving towards a solution-focused future to improve the lives of Indigenous peoples and all Canadians

**Nikaanagananaa -Saugeen Ojibway Nation Territory
(Grey and Bruce Counties)
Trish Meekins**

Trish provides cultural sensitivity and awareness training to companies and organizations, to assist them in their understanding of the relational history of First Nations peoples in Canada with the crown/government. It is important for all Canadians to know and understand this history, so that we may better service our Indigenous peoples as well as to begin to bridge the gap in services and infrastructure that exists today. Many of us have been taught to work and believe in ways that continue a systemic racism without realizing we are doing so. Trish helps to debunk some of the myths and stereotypes that have been longstanding within our Canadian history. Through the ongoing colonization and oppression experienced by the First Nations peoples throughout Canada, you will learn how to use an approach that facilitates a respectful and trusting relationship. Unfortunately, many Indigenous peoples continue to be marginalized. With the recent recommendations by Chief Justice Murray Sinclair through the Truth and Reconciliation, there is evidence that this topic needs to be explored. If this is something that you feel would be useful to your organization, Trish will meet and consult with you about the kind of information that would assist you in developing your business and community relations.

**LDC Solutions Inc. – Ottawa, ON
Lionel Drouin**

Founded in 2011 and is now headquartered in the Nation's Capital, LDC Solutions Inc. is an Indigenous owned firm specializing in the provision of Recruitment and Consulting services to aid with Indigenous Inclusion Programs and Indigenous Cultural Awareness Programs. LDC Solutions Inc. was established to provide services to various Industries, both Public and Private, including Federal Government, Aerospace, Pharma, Automotive, Mining and Exploration, Oil & Gas, Software Development and I.T, and to First Nations, Inuit and Métis communities. As an Indigenous owned company, LDC Solutions Inc. prides itself on working in a meaningful way with communities and clients.

Social and Economic Reconciliation is a prime objective that has fostered the creation of Indigenous Cultural Awareness & Sensitivity Training for Organizations as well as Career Training programs for the Indigenous Communities to help build bridges and sustainable relationships.

LDC Solutions holds Indigenous values and concepts at its core. We respect the unique cultures and histories of Indigenous communities and employ Indigenous approaches in all of our work.

LDC Solutions vision is to provide Corporate, First Nation's, and Government clients with cost effective solutions guided by Indigenous principles to provide business solutions for today that will grow greater vision for tomorrow.

Sister Circle Consulting – Ontario

Leah Horzempa

Leah Horzempa, J.D. is Métis from near Penetanguishene, Ontario. She was raised in a rural area, closely with her Metis Grandmother and her Irish Poppa. She is the founder and principal researcher, educator, facilitator, and reconciliation consultant at Sister Circle Consulting, as well as a lawyer trained at Osgoode Hall Law School. Leah provides education and training, group facilitation, consultation on reconciliation strategies, and implementation support to a variety of clients.

Leah tailors her approach to cultural training to her client's specific domain of work, existing knowledge, and reconciliation needs. All her training and education sessions are based on contemporary Indigenous research in combination with Leah's existing knowledges and experiences as an Indigenous woman, to highlight and share relevant histories and the diverse, contemporary realities and perspectives of First Peoples. Leah brings knowledge across many domains to her education and training sessions, including:

- Indigenous knowledge systems and governance,
- Indigenous research and evaluation methods,
- Natural and Indigenous customary legal systems,
- Community governance and economic development,
- Restorative justice,
- Gender issues and feminism,
- Diversity and inclusion in the workplace,
- Relationship building across cultures, and
- Reconciliation to achieve nation-to-nation relationships.

Leah uses diverse modalities in her teaching and facilitation, including circle work, graphic facilitation, design-thinking, and most importantly, humour!

NVision Insight Group Inc.- ON and NU

Jennifer David

Jennifer David, Cree, is a senior consultant and facilitator with an Indigenous company, NVision Insight Group. NVision has developed courses in Indigenous cultural awareness called ***The Path-Your Journey Through Indigenous Canada***. www.nvisiongroup.ca/the-path The course is available online (5 modules) and in-person (half-day or full-day).

These courses meet the TRC's Calls to Action for Canadians to receive cultural competency training and learn about "*the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal– Crown relations.*" If your company would like to view the online modules, contact thepath@nvisiongroup.ca to ask for free, limited access to ***The Path*** (indicate you are registered in the PAR program).

Dozens of organizations and businesses have taken ***The Path*** including construction companies, mining companies, forestry organizations, law firms, municipalities and diplomats.