

# Progressive Aboriginal RELATIONS

Canadian Council for  
Aboriginal Business 

What is the Role of Cultural Awareness trainer in the Progressive Aboriginal Relations program?

PAR Committed level companies build out a framework over a three-year timeline in order to integrate a reset in their organizational thinking and approach to working with, and impacting in First Nation, Metis and Inuit communities. Cultural Awareness training is a PAR program requirement in the three-year building process for companies integrating this framework. Trainers will deliver training in a three phased process within a three-year timeline. Trainers offer various types of training, but are required to deliver on the following themes: history, protocol, etiquette and approach.

PAR Cultural Awareness trainers are required to be Certified Aboriginal Businesses and are required to be trained in the PAR Framework and criteria to understand the intent and to further support the PAR focus of any PAR organization. Trainers come from a variety of backgrounds in the First Nation, Metis and Inuit communities and understand the importance of training the organization in the first three years of their participation in PAR.

The Canadian Council for Aboriginal Business would like to 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.

## **Nisto Consulting – AB – Add a photo**

**Holly Fortier**

**Email:** [holly.fortier@shaw.ca](mailto:holly.fortier@shaw.ca)

**Phone:** 403)710-3323

**Website:** <http://www.nistoconsulting.com/>

**Online Training Available:** Yes

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. Online training is available.

## **Indigenous Insight-BC – Add a photo**

**Maynard Harry**

**Email:** [maynard@indigenouinsight.ca](mailto:maynard@indigenouinsight.ca)

**Phone:** Cell: (604) 223-7462

Qwastånayå (or Leon Maynard Harry), Founder & Principal Indigenous Analyst

Indigenous Insight (Aboriginal-owned company operating on ʔamún (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**

**Email:** [jcarter@bearstandingtall.com](mailto:jcarter@bearstandingtall.com)

**Phone:** (416) 806 4659

**Online Training Available: Yes**

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**

**Kirsitne Baccar**

**Email:** [kbaccar@superior-strategies.ca](mailto:kbaccar@superior-strategies.ca)

**Phone:** (807) 621 5726

**Online Training Available:** Can deliver Instructor Led training and presentation through *Zoom*

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

**Email:** [larry.robinson@makhosinc.com](mailto:larry.robinson@makhosinc.com)

**Phone:** (519) 386 4117

**Online Training Available:** Can deliver Instructor Led training and presentation through *Zoom*

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**

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

**Trish Meekins**

**Email:** [nikaanagananaa@gmail.com](mailto:nikaanagananaa@gmail.com)

**Phone:** 519-376-8628 office

**Online Training Available: Coming Soon...**

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.

**More about Trish...**

Trish is a Bodawadomi/Mohawk woman who is a member of the Chippewas of Nawash Unceded First Nation in beautiful Neyaashiinigmiing .

Trish is Snapping Turtle Clan and carries the spirit name Evening Hummingbird Woman (Nakshii Nanooskaas Kwe). Trish is a mother of four young men and lives and works in her home territory of the Saugeen Ojibway Nation Territory (Grey and Bruce Counties).

She is a granddaughter of Wilmer and Lucie Nadjiwon and daughter to John Meekins and Anita Nadjiwon. Her family, community, nation, roots and culture are of utmost importance to her and she believes she is doing the work Creator has set out for her.

**LDC Solutions Inc.**

**Lionel Drouin**

**Email:** [lionel@ldcsolutions.ca](mailto:lionel@ldcsolutions.ca)

**Phone:** 514-461-0843

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**

**Email: [leah.horzempa@gmail.com](mailto:leah.horzempa@gmail.com)**

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**

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**Online Training Available: Yes**

**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](http://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](mailto: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.

**Inspired Connections Consulting- AB**

**Melanie Lizotte**

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**Phone: 780 964 5957**

**Online Training Available: yes**

The Indigenous relations/cultural awareness training provided by *Inspired Connections Consulting* (a CCAB Certified Aboriginal Business) allows participants to gain a deeper understanding of the history and experiences of Indigenous people in Canada and how these underlying factors continue to impact the current socio-economic reality of Indigenous people. It is important for all Canadians to gain a deeper level of intercultural competency by seeking to understand the history, worldviews and traditions of the fastest growing segment of Canada's population. Historically, Indigenous people have been marginalized or excluded from many facets of Canadian society. Participants will gain comprehensive knowledge regarding the deeply rooted systemic barriers and opportunity gaps which are embedded in the current social and economic landscape. Participants will also gain an understanding of the intergenerational trauma faced by Indigenous people in Canada and how this continues to impact outcomes for Indigenous people including labor force participation rates and educational achievement.

By participating in this this training, companies/organizations are demonstrating a commitment to obtaining the necessary foundational knowledge to engage with Indigenous communities in a more holistic, comprehensive and effective manner. This training will provide a foundation upon which to create common ground and ethical space to work more collaboratively and successfully with Indigenous individuals, communities, employees and businesses. Undoubtedly, participation in this Indigenous relations/cultural competency training program will create a starting place for on-going, inclusive relationships based on ally ship in terms of supporting Indigenous participation in the economy through employment, procurement, capacity building, education, training and community investment.