

Workshop: The Practice of Indigenous Inclusion in Research and Project Resource Management

PRESENTERS

Dale Booth



Dale Booth is a Senior Executive and Subject Matter Expert who specializes in the field of business, community, infrastructure and economic development. With more than 25 years of experience working with Indigenous people, all levels of governments and in the infrastructure development industry, he is known as a visionary leader with special and tested talents for shaping productive working environments, developing innovative Indigenous inclusion initiatives with a firm understanding of Infrastructure and development

practices.

Dale is the President of Innovation Seven and specializes in the provision of advisory services to public sector clients and First Nations communities related to infrastructure development using alternative procurement solutions such as P3, ASD, and AFP. In addition, Dale has held senior positions within the Department of Indian Affairs and Northern Development, and the Assembly of First Nations as the Chief Executive Officer and Director of Economic Development. He has demonstrated keen abilities in the areas of effective strategic planning, operational management, and financial management.

Dale recently gained considerable information and understanding of the potential for the community of Pikwakanagan as their Band Manager (Executive Director of Operations) for the year 2020 to 2021. This experience allowed Dale to fully understand the realities of a First Nations government administration and the specific challenges and opportunities that face them.

Karen Dolan

Karen provides Human Resources services to both Innovation 7 and its clients. She maintains the Certified Human Resources Professional (CHRP) designation and holds a BA Psychology from Carleton University. Karen obtained her Human Resources Management Certificate, Honours, from Algonquin College in September 2010. She has completed the Workplace Diversity and Human Rights Certificate and Comprehensive Project Management Certificate Program through the HRP. This has uniquely positioned her to develop and implement HR strategies aligned with Indigenous values in a project management setting.

Karen is deeply knowledgeable about the employment and human resource challenges that Canada's Indigenous populations face. She applies an Indigenous framework to all Human Resources projects and hiring initiatives. She develops, implements HR strategies and initiatives that are aligned with business strategies and Indigenous core values for Innovation 7 and clients.

Dr. Catherine N. Mulligan



Dr Mulligan obtained her B.Eng. and M. Eng. in chemical engineering and PhD in geoenvironmental engineering from McGill University. She worked for the Biotechnology Research Institute of the National Research Council of Canada and SNC Research Corp. Of SNC Lavalin before joining Concordia University in 1999. She held a Concordia Research Chair in Geoenvironmental Sustainability (Tier I) and is a full professor in the Dept. of Bldg., Civil and Environmental Engineering. She has authored more than 120 refereed papers in various journals, co-authored or edited 8 books, holds 3 patents and has supervised to completion more than 70 graduate students. She is the founder and director of the Concordia Institute of Water, Energy and Sustainable Systems. The Institute trains students in sustainable development practices and performs research in new systems, technologies and solutions for sustainability. Her research is on the treatment of contaminated soils, water, sediment, and mining residues with biosurfactants and other treatment techniques, in addition to energy production via anaerobic treatment and pressure-reduced osmosis. She is a Fellow of the Canadian Society for Civil Engineering (CSCE) and its current Past President. She is also a Fellow of the Engineering Institute of Canada (EIC) and the Canadian Academy of

Engineering (CAE) and was a winner of the John B. Sterling Medal of the EIC.

FIRM PROFILE



Innovation for Seven Generations

Innovation Seven helps organizations across the private, public, and social sectors create the impact that matters most to Indigenous peoples. We are an independent, 100% Indigenous-owned company located in the Algonquins of Pikwakanagan First Nation community and have worked side by side with Indigenous communities on projects that make an impact that matters.

50%+

of our team members
are Indigenous

57%

of professionals in our
organization are women

9+ years

In management consulting

Our unique impact on Indigenous communities and organizations

In 2013, seeing the systemic problems facing Indigenous peoples and communities and recognizing opportunities for solutions-based approaches to reconciliation, Innovation Seven opened its doors. Our focus is on servicing complex infrastructure initiatives that strengthen the economic security, health, and vitality of Indigenous communities. Since its inception, Innovation Seven’s team has grown to include former high ranking First Nation officials, executives, as well as infrastructure, and procurement experts. With growth came new expertise and an added prong to the organization’s mandate - helping both public and private organizations build longstanding, prosperous relationships with Indigenous communities and organizations.

Our path towards reconciliation

Innovation Seven plays a unique role in the path towards reconciliation by bridging the values gap between Government, business, and Indigenous communities, to solve complex problems, strengthen consultation and improve project outcomes. Through bridging infrastructure, skills, and capacity gaps in Indigenous communities, we are focused on helping both public and private organizations to build longstanding, prosperous relationships with Indigenous communities and organizations. Innovation Seven understands the critical importance and immediate

impact of positive economic activity that considers the cultural effects within each individual community.

Website: <https://www.innovation7.ca>

THE WORKSHOP OVERVIEW

Since 2015, Indigenous communities have become more and more involved in major infrastructure and development initiatives, program redesign and research projects. This has been driven primarily by the Federal and provincial governments embracing reconciliation with Indigenous peoples and creating new inclusion policies and frameworks that promote it. The Truth and Reconciliation report and the calls to action have also had a cascading effect for private sector firms and educational institutions throughout Canada, the calls to action give concrete instructions on how to create positive and long-lasting relationships with Indigenous peoples so that the horrors of the past are not repeated. The increased calls for inclusion have led Indigenous communities to develop outward facing engagement and consultation protocols and actually create new departments within their administrations to review and participate in projects in their traditional territories. The communities are now “inundated” with engagement and meeting requests to participate in projects and positioning yours to gain their attention will be crucial.

Communities are now quite savvy when it comes to how they want to be included in initiatives that take place in their traditional territories, this includes research projects too. This workshop will provide an overview of engagement techniques currently being used in Indigenous communities and a methodology on how to approach them in a culturally relevant and appropriate manner. There will be an opportunity for attendees to participate in actually creating a baseline scan and approach to the communities through developing an action plan to respond to a specific real-life scenarios. We want to provide a space for discussion and Q&A so that you leave with your questions answered.

Human resources and recruiting Indigenous peoples into infrastructure and research projects can be challenging and is not straight forward. The second half of the workshop will explore the realities to recruiting Indigenous members onto projects and some of the lessons learned we have experienced as an Indigenous firm. Positioning and communicating your research project to get community attention

and buy in is crucial in many cases to getting consent to perform research activities in their territories. We will provide ideas and approaches that can assist you for future projects.

LEARNING OUTCOMES

We want this workshop to provide tools and approaches that make your research projects successful when involving Indigenous communities. The workshop will provide insights into how to organize your methodology and align it with the current expectations of the Indigenous communities. Having an approach that is based on traditional territory concepts and one that is culturally appropriate will get more uptake and interest in your project.

The opportunity for Universities and Higher learning institutes to partner and collaborate with Indigenous communities on research projects is at an all time high. Communities now expect to be engaged and if your research project can be positioned in a positive manner; it will contribute to a win-win for everyone.

Agenda

Day 1, Tuesday, August 23, 2022
10:30 am - 5:15 pm Atlantic Daylight Time (ADT)

Time	Topic	Presenters/Facilitators
10:30	Welcome and Introductions	Dale, Catherine, Karen
10:40	Traditional Territory acknowledgement	Dale
10:50	Indigenous Engagement on Projects	Dale, Catherine
12:00	Lunch	
1:30	Indigenous engagement scenarios	Dale, Catherine, Jamey, Audrey
2:45	Break	
3:05	Indigenous inclusion and Human Resources planning	Karen, Dale
4:15	Facilitated Questions and Answer session	Dale, Jamey
5:15	Closing	Dale