



**JOINT
ECONOMIC
DEVELOPMENT
INITIATIVE**



DEI Symposium

Indigenous Inclusion in New
Brunswick

*Nisa Kennedy, Provincial Indigenous
Employment Coordinator*



I would like to acknowledge that we are located in the traditional unceded territory of the Wolastoqiyik People. This territory, and all of New Brunswick, are covered by the “Treaties of Peace and Friendship” which Wolastoqiyik, Mi’kmaq and Passamaquoddy Peoples first signed with the British crown in 1725.

The treaties did not deal with surrender of lands and resources but in fact recognized Wolastoqiyik, Mi’kmaq and Passamaquoddy title and established the rules for what was to be an ongoing relationship between nations.



Joint Economic Development Initiative

The Joint Economic Development Initiative (JEDI) is an Indigenous organization dedicated to supporting Indigenous participation in New Brunswick's economy. JEDI began in 1995 as a tripartite partnership between Indigenous communities in New Brunswick, the Government of Canada, and the Government of New Brunswick. In 2009, JEDI was incorporated as an independent, non-profit organization and over the years JEDI has grown into an Indigenous organization focused on working closely with its partners from Indigenous communities, organizations, government, and the private sector to foster Indigenous economic development in New Brunswick.



Workforce Programs

- *Indigenous Trades Programs*
- *Cyber Security/ICT Training*
- *FabLab*
- *Indigenous Adult Learning & Literacy*
- *Indigenous Internship Program*
- *Indigenous Reconciliation Awareness Module*
- *Indigenous Reconciliation Employer Action Plan*




JEDI'S INDIGENOUS INTERNSHIP PROGRAM (IIP)

JEDI partners with organizations to provide job placements to recent Indigenous post-secondary graduates.

We are seeking organizations interested in being a host for JEDI's Indigenous Internship Program!
Interested in hosting an intern? Submit a letter of interest, orientation plan and work plan for the intern position to Nisa Kennedy.

For questions regarding the program please contact Nisa Kennedy

NISA.KENNEDY@JEDINB.CA

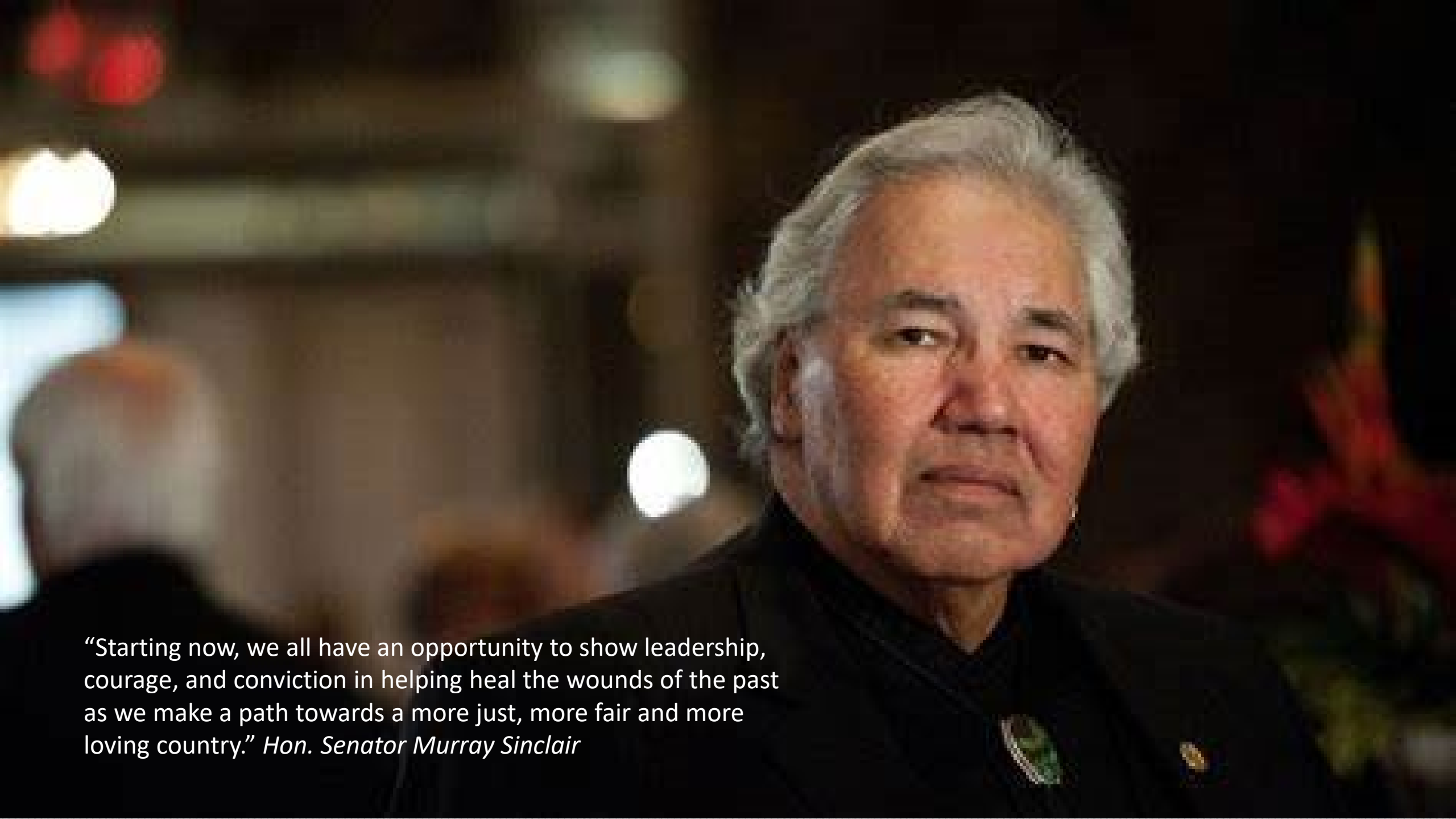
 www.jedinb.ca/indigenous-internship-program-iip



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“Starting now, we all have an opportunity to show leadership, courage, and conviction in helping heal the wounds of the past as we make a path towards a more just, more fair and more loving country.” *Hon. Senator Murray Sinclair*



What is Reconciliation

Reconciliation is the process by which individuals or communities attempt to arrive at a place of mutual understanding and acceptance. There is no one approach to achieving reconciliation but building trust by examining painful shared histories, acknowledging each other's truths, and a common vision are essential to the process.

(Legacy of Hope, 2011)

Indigenous Reconciliation Employer Action Plan

Through the knowledge gathering from Perspective Holders' key barriers were identified, however, this did not come as a surprise considering the current literature and information on the topic:

- Complicated application and interview process
- Lack of internet
- Mental Health
- Racism and Prejudices in the Workplace
- Geographical locations of Indigenous communities
- Transportation
- Formal Education vs Transferrable Skills
- Childcare costs
- Family and community obligations

1) Understanding Trauma and Violence:

The question employers must ask themselves is:

Does this business or organization have any developed organizational structures, policies, and processes that foster a culture built on an understanding on how trauma and violence affect peoples' lives?



2) Create Culturally and Physically Safe Environments:

The question that employers must ask themselves is:

Does this business or organization have knowledge on what it means to be a culturally safe workplace, and what is the action plan to ensure that all employees feel that their psychological and physical safety is a priority?



3) Foster Opportunities for Choice, Collaboration, and Connection

The questions that employers must ask themselves are:

Has the importance of critical self-reflection on power differences between non-Indigenous and Indigenous employees been offered to staff?

How might experiences of racism, discrimination, and violence influence how an employee engages with employers and colleagues?



4) Strength-based and Capacity Building Approaches to Support Coping and Resilience:

The question that employers must ask themselves is:

Has there been expectations set, creation of opportunities and provision of time and space for collaborative relationships to be formed?

Does this business or organization foster an environment that uplifts and motivates Indigenous employees to lean into their individual skillsets and strengths that will assist working within a team?



What is Cultural Safety?

“...It is an outcome based on respectful engagement that recognizes and strives to address power imbalances inherent in the healthcare system. It results in an environment free of racism and discrimination, where people feel safe when receiving health care.” *Public Health Agency of Canada, 2023*



Continuum of Cultural Safety

Public Health Agency of Canada, 2023





Cultural Awareness

The acknowledgment of difference. It is the first step in understanding cultural differences and involves observing those differences. Cultural awareness focuses on the 'other' and the 'other culture'. Cultural awareness does not consider political or socio-economic influences on cultural difference, nor does it require an individual to reflect on his/her own cultural perspectives.



Cultural Sensitivity

Recognizing the need to respect the cultural differences. Cultural sensitivity involves exhibiting “behaviors that are considered polite and respectful by the [person of the other culture]”. Similar to cultural awareness, cultural sensitivity focuses on the ‘other’ and the ‘other culture’. Cultural sensitivity also does not require an individual to reflect on his/her own culture.



Cultural Competency

The ability to self-reflect on one's own cultural values and how these impact the way one provides care, as well as continually learning to gain a deeper understanding of another's culture. It includes ... the ability to assess and respect the values, attitudes, and beliefs of persons from other cultures and responding appropriately.

What is Two-Eyed Seeing?

Etuaptmumk – Mi'kmaq Elder Albert Marshall, Eskasoni First Nation

“ Learning to see from your one eye with the best or the strengths of the Indigenous knowledges and ways of knowing... and learning to see from your other eye with the best or the strengths in the mainstream (Western or Eurocentric) knowledges and ways of knowing.. But most importantly, learning to see with both these eyes together, for the benefit of all”



A Guiding Principle for Cultural Collaboration



Co-learning requires learning together, with and from each other, on an ongoing basis.

A “weaving back and forth” between knowledges.



Why Two-Eyed Seeing?



Two-Eyed Seeing allows for multiple opposing paradigms to co-exist with one another in harmony.



What does it all mean?



Indigenous Reconciliation Employer Action Plan

New Trainings:

- Unconscious Bias
- Anti-Racism
- Two-Eyed Seeing

Tools & Resources:

- Employer Toolkit
- Developing Best Practices - Reconciliation In The Workplace



**" THE ROAD WE TRAVEL IS EQUAL
IN IMPORTANCE TO THE
DESTINATION WE SEEK.
THERE ARE NO SHORTCUTS.
WHEN IT COMES TO TRUTH AND
RECONCILIATION
WE ARE FORCED TO GO
THE DISTANCE."**

**- JUSTICE MURRAY SINCLAIR
TRUTH AND RECONCILIATION
COMMISSION OF CANADA.**

Nisa Kennedy, Provincial Indigenous Employment Coordinator

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Q & A?





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**WOLIWON, WELA'LIN
MERCI, THANK YOU**

