



# MAMOWENCHIGE

'WORKING TOGETHER'

October 22-25, 2019



**Nokiiwin**  
TRIBAL COUNCIL



# Boozhoo

Welcome to the Mamowenchige “Working Together” Conference.

This conference has been developed through the G’minoomaadozimin initiative. G’minoomaadozimin means We are Living Well. It is a Health and Safety program that envisions communities where all people are safe whether they are at home, in the workplace or in the community.

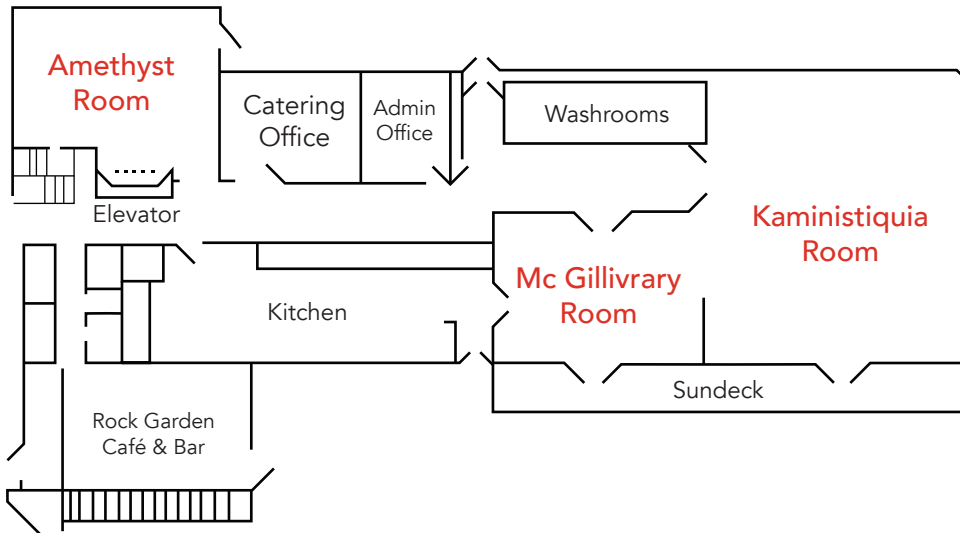
Over the next four days we will be discussing ideas that improve the health, safety and wellness within our communities. For the first two days, conference presenters will speak on how communities can address lateral violence and harassment as well as the importance of cultural safety at work and for the overall safety for our community members. The final two days will be training for Spirit Builders. Our Spirit Builder Training has become a positive force of traditional values and teachings, knowledge exchange and has brought an awareness forward that can only be described as a healthy and honest conversation. We pride ourselves on the content of the Our Journey Away from Lateral Violence Training Program and look forward to sharing this inspiring knowledge with as many people as possible.

Through the Mamowenchige “Working Together” Conference, Nokiiwin hopes to bring forward ideas and best practices from across Canada from an Indigenous perspective that will help everyone to live well in their own way. Thank you for taking the next four days to learn and to share this journey with us.

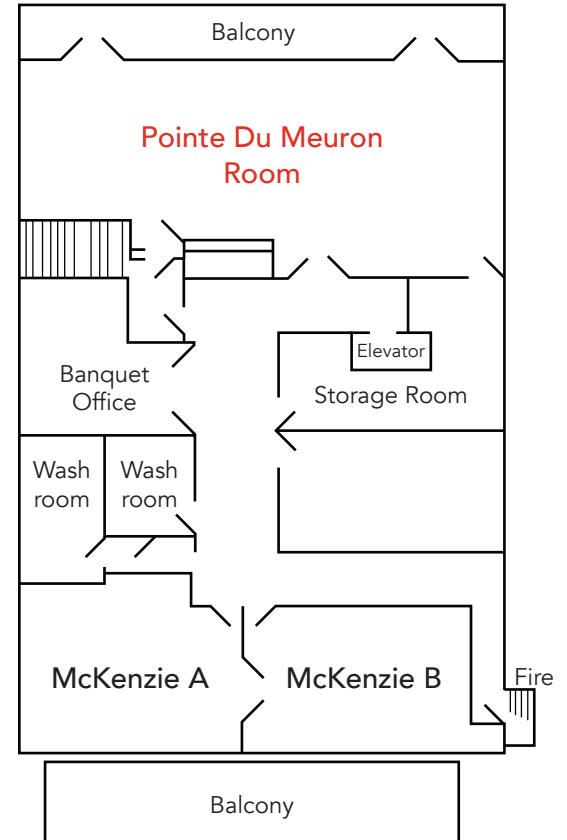
# Floor Map

## Event Rooms

### First Floor



### Second Floor



# Day 1

October 22, 2019

	<b>Kamanistiquia Room</b>	<b>Amethyst Room</b>	<b>Pointe Du Meuron</b>
7:30 a.m. - 8:30 a.m.	<b>Breakfast</b>		
8:30 a.m. - 10:30 a.m.	Opening <b>Keynote - Chief Susan James &amp; Florence Jack</b> Reconciliation to Heal the Community - Bridge River Recovery		
10:30 a.m. - 10:45 a.m.	<b>Break - Network</b>		
10:45 a.m. - 12:00 p.m.	<b>Ken Ogima</b> Violence and Harassment as a Supervisor	<b>Denise Findlay</b> Lateral Kindness	<b>Alice Cullingford</b> Resilient First Nations: Emergency Preparedness via Inclusive Participatory Processes
12:00 p.m. - 1:00 p.m.	<b>Lunch</b>		
1:00 p.m. - 2:15 p.m.	<b>Asha Rampersad</b> A Dialogue on How Leadership can Transform Toxic Cultures	<b>Lisa Isaac</b> Making the Way you Work, Work for You: A Look at Organizational Culture and Workplace Health	<b>IFMO - Kynan O'Rourke</b> Prevention before Suppression
2:15 p.m. - 2:45 p.m.	<b>Break - Network</b>		
2:45 p.m. - 4:00 p.m.	<b>Marisha Roman</b> Restoring the Workplace Workshop	<b>Rebecca Thomas</b> Two Ways I Talk, Both Ways I Say: Legislated and Cultural Identity	<b>Mary Spencer</b>

# Day 2

October 23, 2019

	<b>Kamanistiquia Room</b>	<b>Amethyst Room</b>	<b>Pointe Du Meuron</b>
7:30 a.m. - 8:30 a.m.	<b>Breakfast</b>		
8:30 a.m. - 9:00 a.m.	<b>Opening</b> MC - What was Heard		
9:00 a.m. - 10:15 a.m.	<b>Keynote - Respectful Community/Toolkit</b> Nokiiwin Tribal Council - Share the Path Forward		
10:15 a.m. - 10:45 a.m.	<b>Break - Network</b>		
10:45 a.m. - 12:00 p.m.	<b>Susan Freeman</b> Being a Supervisor	<b>Keestin O'Dell</b> Lessons of Okicitawak (Worthy Man)	<b>Regina Jacobs</b> Domestic Violence & Emergency Management (Public Safety During a Community Emergency)
12:00 p.m. - 1:00 p.m.	<b>Lunch</b>		
1:00 p.m. - 2:15 p.m.	<b>Vicki Kristman &amp; Robyn O'Loughlin</b> Understanding First Nation Labour Force Participation	<b>Elton Beardy</b> Youth Engagement Using Culture	<b>Michael Hardy &amp; Jeremiah Thompson</b> Success Stories of Community
2:15 p.m. - 2:45 p.m.	<b>Break - Network</b>		
2:45 p.m. - 4:00 p.m.	<b>Closing Keynote - Anthony Johnson</b>		

# Day 3 & 4

October 24 - 25, 2019

## Spirit Builder Training

Our Spirit Builders have become integral members of their communities by transmitting traditional values and teachings and being stewards of knowledge exchange. This training installs an awareness of individual power and encourages participants to be active pillars in their communities.

At Nokiiwin, we pride ourselves on the content of “Our Journey Away from Lateral Violence Training Program” and look forward to sharing this knowledge with as many people as possible.

This two-day Spirit Builder Training Session will focus on participants committing to help address lateral violence in the workplace and in the community. Participants will better understand what lateral violence is, the historic roots of lateral violence and strategies that can be used to address lateral violence in the workplace and in the community.



# Speakers



**Chief Susan James**

Susan is the Chief of the Bridge River Indian Band, also known as Xwisten. Her community is located in the southern Interior of British Columbia.

Susan has worked as an Administrator for Aboriginal organizations for 40 years. She has been on Council with Xwisten for 35 years, eight years as Chief. She has for many years served as a Board Member with the Lillooet Friendship Centre Society and the Upper St'atimc Language, Education and Cultural Society. Her passion is in Education and Training. In her free time Susan loves to travel, play golf and curl.

## Ken Ogima

Ken is the Working Chief Executive Officer at Fort William First Nation. He has been exposed to violence and harassment from a variety of perspectives. Ken will share his lived experiences and how violence and harassment can permeate into our daily lives.



**Florence Jack, CPA, CGA, CAFM, BBA**

Florence is a member of Xwisten (Bridge River Indian Band). Florence is a Certified Professional Accountant

(CPA) and has been working for her community as the Finance Manager/Assistant Administrator since 2004.

She also is a Trustee for the St'atimc PC (2011) Trust and teaches accounting on contract with Thompson Rivers University. She has an 11 year old daughter and together they love to travel, golf, curl, and read.

# Speakers



**Denise Findlay, M.Ed., CPCC, ACC**  
Educator, Facilitator and Consultant  
Owner of Kweykway Consulting

Denise is a seasoned and dynamic professional with a passion for supporting people to fulfill their potential. Denise has worked in over 120 First Nations communities and organizations throughout Canada, including her own community The Squamish Nation. Although most well known for her pioneering work in the area of Lateral Violence, Denise's focus is on facilitating personal and community empowerment, development and wellness.

Denise specializes in contemplative education, consulting and coaching. She works closely with First Nations' Health, Child and Family Services, Education, & Leaders and is gifted at facilitating community processes and is currently immersed in understanding Indigenous Healing Rituals as Emotional Playgrounds.

Denise holds Master's Degree in Education from Simon Fraser University focusing on Contemplative Inquiry and Approaches in Education and is a Faculty Intern with The Neufeld Institute specializing in Developmental Attachment Psychology, Trauma and Resilience. Denise holds a BC Provincial Instructors Diploma from VCC and is a Certified Professional Coach with advanced training in systems coaching. Denise has spent over 6 years studying Process Psychology with Dr. Stephen Schuiteveorder as her mentor. Most importantly, Denise is a truth seeker dedicated to meditation and visualization following and sharing the teachings of Mr. Tulshi Sen, International Speaker, Teacher and Author of Ancient Secrets of Success.



# Speakers



**Alice Cullingford**

Alice has been a career firefighter since 2001 and holds the position of Captain.

She also works as a consultant specializing in hegemonic human relations issues, diversity, and employee engagement, attraction, and retention for both public and private sector organizations.

Alice Cullingford is a Doctor of Business Administration and holds a Master of Arts in disaster and emergency management.



**Asha Rampersad**

Lawyer & Human Resource Advisor  
Bernardi Human Resource Law LLP.

Asha joined Bernardi Human Resource Law LLP in 2015 and her main areas of practice include human rights litigation

and accommodation issues as well as workplace investigations.

Equipped with several years of teaching experience at the university level and conducting numerous training sessions for human resource professionals, Asha has significant expertise in delivering training to both employers and employees on all facets of employment and labor law, including collective agreement interpretation. Asha has been quoted in the Law Times regarding her employer's duty to investigate and has been published in an Accessibility magazine regarding employers' AODA obligations.

Asha has conducted numerous complex investigations including sexual assault, sexual harassment and workplace bullying. She is very sensitive to the needs of all parties in the investigation process.

# Speakers



Lisa Isaac, CHRL, CHRP

Lisa is a certified HR leader and professional (CHRL and CHRP), passionate about helping leaders with their people. Through partnership, she teaches others how to find the HR resources they need, encourages them to think about people in the decision-making process and helps to make difficult conversations a little easier.

Prior to founding Lisa Isaac HR Professional Services, she worked in the manufacturing, energy and banking industries in Alberta, Nunavut, and Ontario and in her home community, Moose Deer Point First Nation. Her team of HR professionals strives to be the trusted HR partner based on honesty and innovation.

Lisa is an active volunteer with the HR regulatory body, the Human Resources Professional Association (HRPA) and the entrepreneurial community. Lisa has recently been featured on the Lambton Shield podcast and print magazine and was a panelist in the International Women's Day "Meet the Entrepreneur" event. She values sharing knowledge and continuous learning, finding creative solutions and helping others succeed. When she's not finding solutions, you can often find Lisa with her dog and her kayak checking out beautiful lakes and rivers.

# Speakers



**Kynan O'Rourke**

Kynan, a proud husband, father and grandfather currently resides in West Kelowna, British Columbia. He is Coastal Salish and a member of Tsawwassen First Nation in British Columbia. Kynan began in the fire fighting industry over 13 years ago as a paid on-call firefighter in his community. He currently works for West Kelowna Fire Rescue, City of Vernon Fire, Justice Institute of British Columbia (JIBC), BC Wildfire and this year opened his own company, Newbello Contracting. His company contracts to organizations that specialize in fire services

for First Nations. He recently retired from his full-time position with First Nation Emergency Services Society (FNESS) where he was the Fire Services manager and training officer for First Nation communities in BC. At FNESS he trained many First Nation fire departments in the province beginning with Penticton Indian Band in 2016, who were the first to take and complete the Exterior Firefighter Program. Working one on one with First Nation communities has grown to be something he is passionate about and has made many great friends from each community.

Kynan moved on from FNESS to broaden his scope of work with First Nation peoples and their communities with a focus on creating trained First Nation firefighters and helping to establish safer communities in the province through fire prevention. His personal moto is to turn young fire fighters into old fire fighters through proper training, models and safety standards.

# Speakers

Marisha Roman, LL.B., B.A.

Marisha brings analytical skills, curiosity and perseverance—as well as respect and empathy—to her role at Rubin Thomlinson. She excels at interviewing, analyzing the evidence and reaching a conclusion supported by the facts while ensuring the process, which is understandably difficult for everyone, is respectful. Marisha focuses on the issues as well as the people in the investigation. She appreciates the opportunity to support the people involved in resolving conflicts. And, she understands that a thorough, timely and fair investigative process will lead to a sound decision. For Marisha, the foundation for a sound investigation is asking effective questions. She says, “asking questions that will support the process requires that you pay close attention to the person in front of you. You need patience to pick the right question, preparedness to ask the questions that are needed and compassion when listening to the answers.”

Before joining Rubin Thomlinson, Marisha investigated complaints in post-secondary institutions, including those involving sexual violence; Indigenous workplaces; and amateur sport bodies. As a member of the First Nation community (Wiikwemkoong Unceded Territory), Marisha applies this lens to her investigative work, most particularly in the Indigenous workplace and amateur sport environments, which tend to be small communities where there are longstanding relationships outside of the workplace or association. She recognizes the importance of working thoroughly and quickly, while educating everyone about the importance of confidentiality and creating a process and report with the understanding that the parties are likely to remain in the same community.

- Certificate Holder, Association of Workplace Investigators (AWI) Institute
- Year of Call: Ontario 1996
- LL.B., University of Toronto
- B.A., University of Toronto

# Speakers



Rebecca Thomas

Rebecca is a Mi'kmaw poet and activist who does not want to be a poet or activist. She just happens to be good enough at poetry and persuasion to get people to listen, but her ultimate goal is to make Canada a better place for her

Indigenous community, as so many people tend to forget they were here first.

She has accidentally found herself as the former Poet Laureate of Halifax. She has performed with a Tribe Called Red and has spoken and lectured at conferences and coffee houses from coast to coast. She writes children's books about growing up as the child of a residential school survivor. She has written for the CBC and Washington Post but has yet to make a chapbook. She pays her bills by working as the Indigenous Supports Advisor for the Nova Scotia Community College, but is currently on secondment to the Government of Nova Scotia where she works as Senior Consultant for Diversity and Inclusion.



Mary Spencer

Mary is a member of the Chippewas of Nawash First Nation and boxed on the Canadian Boxing Team from 2004-2016.

While part of the Canadian Boxing Team, Spencer won three World Championship titles (2005, 2008, 2010), a Pan Am gold medal and in 2012 became the first woman in Canada to box in the Olympic Games.

She also won seven Continental Championships and fifteen International Tournaments. Spencer was named Boxing Canada's "Boxer of The Year" six times and continues to train for the 2020 Olympics.

# Speakers



**Audrey Gilbeau**

Audrey will provide an overview of the Journey of “G'minoomaadozimin – We Are Living Well, Health and Safety Initiative”.

The initiative speaks to the duties of First Nation workplaces as specified by legislation at both the provincial and federal levels of government that prioritize the elimination of workplace harassment and workplace violence.

The approach is community driven and based on the traditional teachings of the medicine wheel and the 7 Grandfather Teachings and includes the recently approved “Our Respectful Community” Program.

Learn more about this initiative aimed at enhancing health and safety reaching vulnerable workers, families and communities, shifting attitudes and behaviour and creating a First Nation centric health and safety culture.

**Susan Freeman, MSc Marketing**  
Program Manager, Communications Services

Sue is a Program Manager at the Canadian Centre for Occupational Health and Safety (CCOHS) within the Communications group. She is responsible for delivering workplace mental health facilitated workshops, supporting business development activities, managing projects plus the CCOHS Speakers Bureau Program.

With research interests centering on Positive Workplaces, Sue uses her background in experiential psychotherapy, emotional intelligence and positive psychology to help promote workplace issues. Sue is also one of two appointed Mental Health Champions at CCOHS.

Sue has a Masters of Science-Marketing from the London School of Business and Finance (LSBF) and the University of Wales, Cardiff. Her thesis focused on how social marketing campaigns help promote both community and workplace health and safety.

# Speakers

## Keestin O'Dell

Keestin is from Puskiakwenin/Unipouheous (Frog Lake First Nations #121 & #122), Alberta and is of both nêhiyaw (Plains Cree) and Irish descent. Keestin grew up in Frog Lake learning various Indigenous ceremonies, the Cree culture and spent time assisting elders in their ceremonies and culture. Keestin has spent much of his youth on the land, learning history, hunting and gaining a respect for the earth.

Keestin graduated from MacEwan University in 2016 with a Bachelor of Arts Degree in Sociology and has been working at kihêw waciston, the Indigenous centre at MacEwan University as the Student Engagement Advisor ever since. Keestin has travelled across Alberta, Saskatchewan, Yukon, Northwest Territories and Nunavut to provide presentations, information and support Indigenous students in their transition to University.

Keestin uses his academic and traditional knowledge to support students from across western Canada as well as provides presentations to Universities, high schools and conferences on topics such as Indigenous masculinity, Indigenous sustainability and traditional Cree teachings.

Throughout his degree, Keestin drew from both his traditional knowledge and formal post-secondary training, working on many undergraduate projects focused on identity, media, families and masculinity. In January 2019 Keestin spoke at TEDxMacEwan on his journey to find out what being a warrior, an Okicitaw, meant.

# Speakers

## Regina Jacobs

Ms. Jacobs is a registered First Nation member of the Mohawk Council of Akwesasne (MCA – Canada) & the St. Regis Mohawk Tribe (SRMT- Unites States). The Mohawks of Akwesasne are part of the Iroquois Confederacy, the community lies on the border of both Canada (Quebec & Ontario) and the United States (New York State).

Ms. Jacobs began her career in Emergency Management in 2004 as a hobby and it bloomed into a career. She is the former chairperson the Akwesasne & Local Emergency Planning Committee (ALEPC) and the Akwesasne Mohawk Police Commission. She is also a former member of the International Association of Emergency Managers (IAEM) Standards and Practices committee – representing First Nations. She was also a co-researcher / consultant for the Applied Research in Environmental Sciences Non-Profit, Inc. (ARIES) which is organized and operated for charitable, scientific, and educational purposes. ARIES is a research association in which multidisciplinary / interdisciplinary projects such as USC Center for Risk and Economic Analysis of Terrorism Events (CREATE) whose mission is to improve the Nation's security through the development of advanced models and tools for the evaluation of the risks, costs and consequences of terrorism and to guide economically viable investments in Homeland Security. She is also a former emergency management instructor for the Ontario First Nations Technical Services Corporation (OFNTSC).

However, she shares all of her success with the MCA's Chief and Council who are strong supporters of Emergency Management in Akwesasne as it addresses the various obstacles with being a multi-jurisdictional community.



# Speakers



**Dr. Vicki L Kristman, PhD**

Dr. Kristman is an Associate Professor in the Department of Health Sciences at Lakehead University and the Inaugural Director for a new Research Institute at Lakehead

University: EPID@Work – Enhancing the Prevention of Injury and Disability @ Work.

She also holds appointments in the Northern Ontario School of Medicine, and the Institute for Work & Health in Toronto. She holds a doctoral degree in epidemiology from the University of Toronto and completed the CIHR Work Disability Prevention strategic training program as a postdoctoral fellow at the University Health Network in Toronto.

In 2014, Dr. Kristman was awarded a prestigious CIHR New Investigator Award for her program of research on “Preventing Work Disability through Accommodation”.



**Robyn A O'Loughlin**

Robyn is a PhD Candidate in law and legal Studies at Carleton University in Ottawa, Ontario. Her dissertation research focuses on Ontario’s anti-bullying framework and its potential impact on Indigenous students who move off reserve to attend high school in northern Ontario. She is also a Research Associate with EPID@Work - Enhancing the Prevention of Injury and Disability @ Work Research Institute at Lakehead University in Thunder Bay, Ontario.



**Elton Beardy**

Elton is Anishinini from Kitchenuhmaykoosib Inninuwug. He is a cultural educator, storyteller, and comic book aficionado. Based in Thunder Bay, he currently serves on the Board of Directors for Feathers of Hope and works as a Youth Outreach Worker for the Biwaase’aa program. He also provides cultural rehabilitative services at the Forensic Mental Health Unit of Thunder Bay Regional Hospital, and in his spare time enjoys eating way too much pizza.

# Speakers



Anthony Johnson

Growing up in a First Nation community in the United States, Anthony faced similar challenges that many First Nation communities in Canada face. As a Two-Spirit, highly energetic and honest young person, Anthony was faced with many difficult situations and he struggled to find personal value and social acceptance. He found himself alienated by social forces and structures which reinforced his feelings of inferiority that resulted in him turning to drugs which then led to mental health issues. When he came to terms with his addictions and mental health issues, he found his strength by reconnecting with his mother, his culture, his community and to his Navajo roots.

The next chapter of his life was focused on personal development and his community. He received his B.A of Economics & Social Anthropology from Harvard University, while being committed to many extra-curricular activities at Harvard.

He currently works with Teysha, a social impact organization that blends heritage with innovation. He married his husband, medical doctor James Makokis, during the 2017 BMO Harris Vancouver Marathon. The couple then represented the LGBTQ2 community as the first Two-Spirit Team on Amazing Race Canada and were crowned the winners for season 7.

Anthony's story is one of hope, overcoming adversity and activism. He represents the unfortunate realities of race and gender segregation and can offer insight to individuals, families and friends to learn how to treat others with love and respect. He is passionate in bringing awareness to the importance of the abolishment of social constructions and systematic segregation and to replace it with equality. Anthony is regularly involved with activism, community engagement and is passionate about teaching others and promoting wellness and resilience. His story, education and his work is an inspiration to all he interacts with.

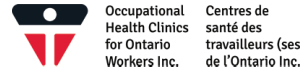
# Closing Note

Thank you for attending the Mamowenchige Health and Safety Conference.

Nookiiwin is proud to have had this opportunity to share the path forward with you. The lessons and stories presented here at the conference were to give you hope and acknowledge that we are all together on this path. When we learn to take care of ourselves and work together, our communities, our homes and our offices will all become safer and healthier places.



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