



**NOKIIWIN**  
TRIBAL COUNCIL

## OUR RESPECTFUL COMMUNITY

### An Inside Job - Solutions From Within

**Wed. April 24 - Thurs. April 25, 2019**

**Best Western Nor'Wester | 2080 Hwy 61 | Thunder Bay, ON**



## "We Are Living Well" G'MINOOMAADOZIMIN



Safe Workplaces



Safer Families



Safer Communities



Strong Nation

**April 24, 2019**

## **Conference Agenda**

**MC: Deborah Kimmitt**

7:30 a.m. – 8:30 a.m. Registration and Breakfast

8:30 a.m. – 9:15 a.m.

**Opening Remarks**

Chief Peter Collins

**Opening Prayer**

Elder Marlene Pierre & Elder James Mishquart

9:15 a.m. – 11:45 a.m.

**G'Minoomaadozimin and Beyond: Healing our Workplaces,  
Healing Ourselves**

Nicole Richmond

11:45 a.m. – 12:00 a.m.

Energizer

12:00 p.m. – 1:00 p.m.

LUNCH

1:00 p.m. – 3:30 p.m.

**Transforming Toxic Teams & Workplace Restoration  
following an Investigation:**

Asha Rampersad

3:30 p.m. – 4:30 p.m.

Workshop



**April 25, 2019**

## **Conference Agenda**

**MC: Deborah Kimmett**



7:30 a.m. – 8:30 a.m.	Registration and Breakfast
8:30 a.m. – 9:00 a.m.	Opening / Review
9:00 a.m. – 9:30 a.m.	<b>Client / Community Member Code of Conduct</b> Kathy Bombay
9:30 a.m. – 11:00 a.m.	<b>The Meaning of “Workplace” in Workplace Harassment</b> Brad Smith
11:00 a.m. – 12:00 p.m.	<b>G'minoomaadozimin Journey</b> Present Draft Toolkit
12:00 p.m. – 1:00 p.m.	LUNCH
1:00 p.m. – 3:00 p.m.	<b>Group Participation:</b> Feedback on Toolkit
3:00 p.m. – 3:30 p.m.	<b>Take Away Exercise</b> - Practical Application practice
3:30 p.m. – 4:30 p.m.	Closing Ceremonies

## Keynote: **Nicole Richmond**



**Nicole Richmond brings a depth of experience in First Nations governance, politics and relationship-building to her law practice.** As a university and law student, Nicole was very active in student governance and was awarded prominent, university-wide leadership awards from both McMaster University and the University of Toronto upon graduation. Nicole articulated with a civil litigation boutique in Toronto and upon her call to the bar in 2007, she practiced for seven years, focussing on civil litigation and First Nations legal matters, including governance and Aboriginal Treaty rights. From 2014-2018, Nicole worked in management roles in the education and First Nations political sectors, providing advice and support on matters including reconciliation and capacity building.

Nicole also worked in a provincial First Nation political organization on legal and policy matters impacting First Nations justice issues. She has a special interest in First Nation self-governance, asserting jurisdiction, and customary law.

Nicole joins Weiler Maloney Nelson to build a practice dedicated to assisting clients in creating and running healthy and well-governed institutions and organizations. She is an experienced civil litigator and is committed to negotiating resolution of difficult matters when possible. Nicole has a special interest in alternative dispute resolution and Anishnabe legal principles, and is a certified trainer in restorative practices.

Nicole is a member of Biitigong Nishnabeg (Pic River First Nation) and lives in Thunder Bay with her husband Korie Crowe. Nicole is a jingle dress dancer and in her part time, she sews and beads for dancers across North America. She enjoys hiking, swimming and teaching guided meditation.

## MC: **Deborah Kimmitt**



**Deborah Kimmitt believes humour can heal hearts and minds.** This funny lady is a 30 year veteran of the Second City and appears regularly on the Winnipeg Comedy Festival, and CBC's The Debaters.

She is the author of two non fiction books (Reality is Over-Rated and That Which Doesn't Kill You Makes You Funnier), as well as one novel (Outrunning Crazy). Her plays have been produced for in Canada and the U.S. Her play Miracle Mother was a finalist for the Governor General Award.

She helps organizations say yes to move forward and believes if people own their stories they can begin to heal. Her stand up show Downward Facing Broad comedy special, will air on CBC radio on May 20th.

**Presenter: Asha Rampersad**



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 labour law,

including collective agreement interpretation. Asha has been quoted in the Law Times regarding the 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 to the investigation process.

**Presenter: Brad Smith**



Brad is a lawyer who practices in the areas of labour relations (management side), employment law and civil litigation.

Born in Manitoba, Brad is a status member of Peguis First Nation in Manitoba and lived in Northern Ontario his entire working life.

Brad has volunteered with several organizations including Workplace Safety & Prevention Services, IAPA, Thunder Bay Regional Hospital Ethics Team, Beendigen (an Aboriginal organization that provides non-profit and crisis housing for

Aboriginal women) and Shelter House. Most recently Brad is the sessional instructor for Labour and Employment Law at the Bora Laskin Faculty of Law.

Brad attended high school in Kenora, received a B.Sc., Chemistry, from the University of Western Ontario and then his law degree from the University of Toronto.

Brad initially joined Weilers as a student in 1991, was called to the Bar in 1993 and has been a partner since 1999.

**Presentation:** [Asha Rampersad](#)

## **Transforming Toxic Teams & Workplace Restoration following an Investigation**

- Requirements under Bill C-65 & the duty to investigate
- Causes and symptoms of team dysfunction
- Consequences of team dysfunction
- Barriers to resolution
- Repairing Strained Relationships: the case for a resolution toolkit

**Presentation:** [Brad Smith](#)

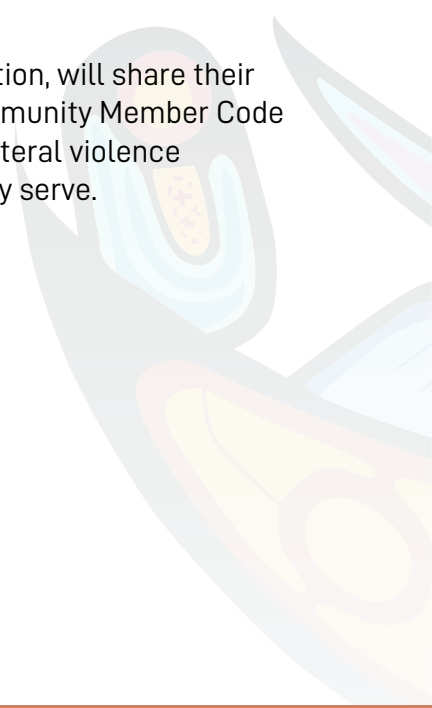
## **The Meaning of “Workplace” in Workplace Harassment**

The workplace is not limited to the traditional physical location or the standard hours of work. Established jurisprudence indicates that interaction after hours or outside the confines of the business establishment can be the subject of a complaint. More recent jurisprudence extends the workplace into social media where employers may have duties to protect its employees and employees may be disciplined for their on-line behaviour.

**Presentation:** [Kathy Bombay](#)

## **Client / Community Member Code of Conduct.**

Kathy Bombay, as a representative from the First Nation Council of Rainy River First Nation, will share their experiences that resulted in the development and implementation of the “ Client / Community Member Code of Conduct.” Kathy will share some examples of individual’s experiences dealing with lateral violence directed at the Band Administration including Chief and Council from the members they serve.



## Notes:

A faint, stylized illustration of a butterfly with orange, black, and white wings, positioned in the bottom right corner of the page. The butterfly is depicted in a side profile, facing left. Its wings are spread, showing a pattern of orange, black, and white. The illustration is semi-transparent, allowing the lined paper background to be visible through it.

# NOKIIWIN

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## TRIBAL COUNCIL



Fort William  
First Nation

