



NOKIIWIN
TRIBAL COUNCIL

OUR RESPECTFUL COMMUNITY

An Inside Job - Solutions From Within

Tues. March 19 - Wed. March 20, 2019

Chelsea Hotel Toronto | 33 Gerrard Street West | Toronto, ON



"We Are Living Well" G'MINOOMAADOZIMIN



Safe Workplaces



Safer Families



Safer Communities



Strong Nation

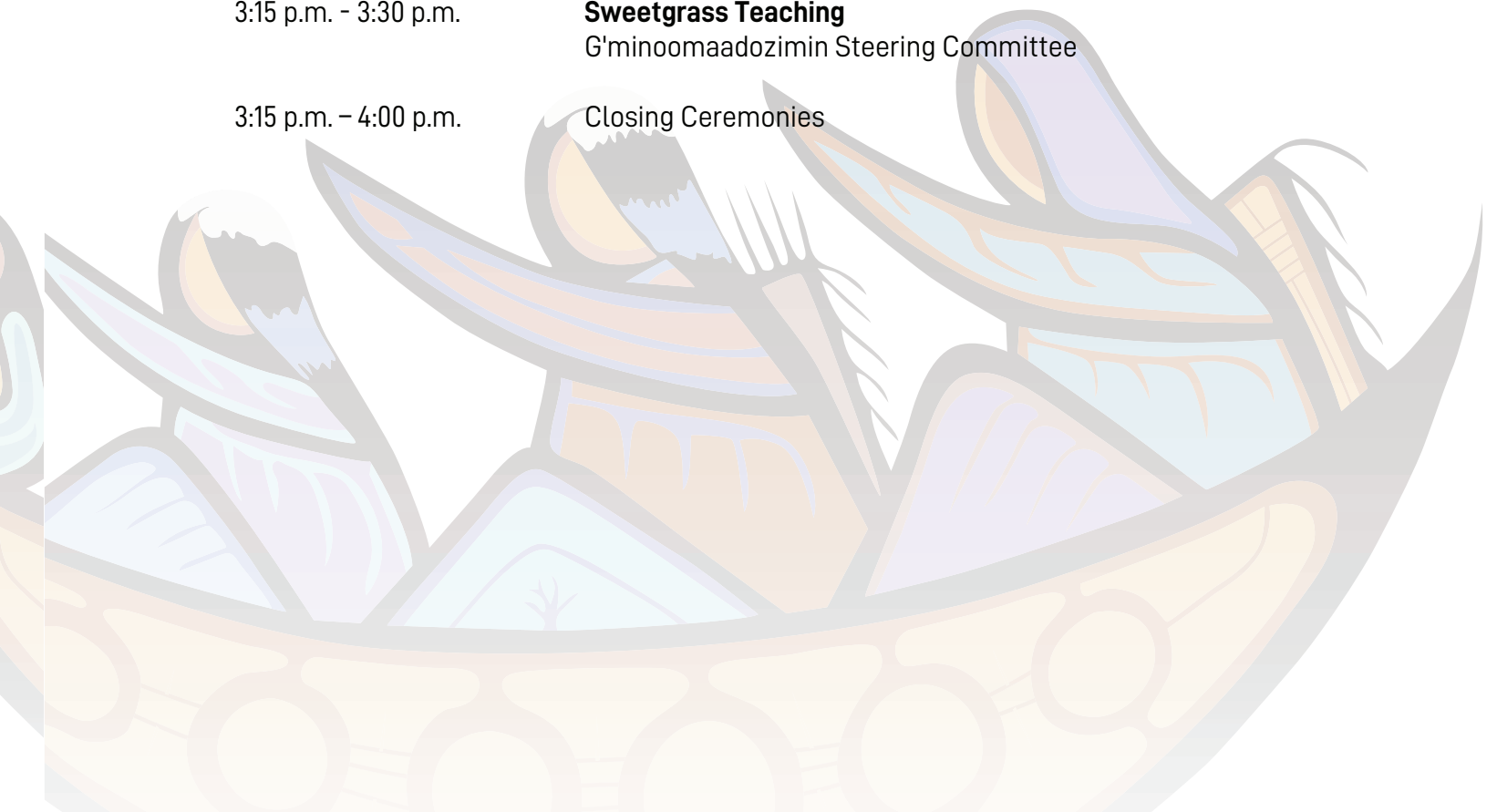
March 19, 2019 Conference Agenda

7:30 a.m. – 8:30 a.m.	Registration and Breakfast
8:30 a.m. – 9:15 a.m.	Opening Ceremony & Opening Remarks Opening Prayer – Elder Marlene Pierre Welcome: Ian Bannon, Nokiiwin Tribal Council President
9:15 a.m. – 10:45 a.m.	KeyNote Address - Maya Chacaby Moving Forward: This is the beginning of understanding how to make impactful change and implement Indigenous trauma-informed practice so history will not repeat itself.
10:45 a.m. – 11:00 a.m.	Networking Break
11:00 a.m. – 12:00 p.m.	Our Journey to "Our Respectful Community" Audrey Gilbeau, Executive Director, Nokiiwin Tribal Council
12:00 p.m. – 1:00 p.m.	LUNCH
1:00 p.m. – 2:30 p.m.	Understanding Bill C-65: Amendment to Canada Labour Code to Include Violence and Harassment in the Workplace - Q & A Nicole Richmond, Weiler, Maloney, Nelson
2:30 p.m. – 2:45 p.m.	Networking Break
2:45 p.m. – 3:45 p.m.	First Nation Management Realities In addressing Lateral Violence in the Workplace Ken Ogima, CEO Fort William First Nation
3:45 p.m. – 4:00 p.m.	Reflection



March 20, 2019 Conference Agenda

7:30 a.m. – 8:30 a.m.	Registration and Breakfast
9:00 a.m. – 9:30 a.m.	Reflection on Day 1
9:30 a.m. – 10:30 a.m.	How Is Domestic Violence a Workplace Issue? Jeanine George Aboriginal Shelters of Ontario Coordinator
10:30 a.m. – 10:45 a.m.	Networking Break
11:00 a.m. – 12:00 p.m.	Conversation on First Nation Health & Safety Network
12:00 p.m. – 1:00 p.m.	LUNCH
1:00 p.m. – 3:00 p.m.	Harassment in the Workplace: How to Identify, Prevent and Take Action Against It Asha Rampersad, Bernardi Human Resource Law LLP
3:00 p.m. – 3:15 p.m.	Networking Break
3:15 p.m. – 3:30 p.m.	Sweetgrass Teaching G'minoomaadozimin Steering Committee
3:15 p.m. – 4:00 p.m.	Closing Ceremonies



Keynote #1: **Maya Chacaby**



Participants actively engage in a journey of experiential learning, self-exploration, and awareness-development as they investigate to truly understand intergenerational trauma. Maya has a unique approach to move participants from their heads to their hearts, awakening spirit strength and motivation to unite and take action. Foundational teachings from Indigenous knowledge are shared to enhance individual and organizational practices fostering trusting and mutually respectful relationships based on shared values.

Maya Chacaby is Anishinaabe, from Kaministiquia near Thunder Bay. To fulfill her responsibilities as Beaver Clan, Maya works to change social environments as an educator, researcher and consultant. Maya holds a BA (Soc.), an MA (Adult

Ed. & Community Dev.) and is completing her PhD (Social Justice Ed. at U of T. She also teaches linguistics (Anishinaabemowin) and sociology at York U.

Maya has delivered Indigenous-specific workshops to over 10,000 professionals across Ontario and she has worked with national, provincial and community organizations on many issues including Indigenous human trafficking, housing, education, MMIW, community-driven research and strategic planning.

Presenter: **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.

Presenter: **Audrey Gilbeau**

Our Journey to “Our Respectful Community”



Audrey will provide an overview of the Journey of “G'minoomaadozimin – We Are Living Well, Health and Safety Initiative,” that 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 reach to vulnerable workers, families and communities, shifting attitudes and behaviour, and creating a First Nation centric health and safety culture.

Presenter: **Asha Bampersad**

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.

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