



## FOURTH INTERIM ACTIVITY REPORT

**Advancing Indigenous Women in Construction Trades:**  
*With Focus on Those in Remote Manitoba Communities Who  
Have Little to No Access to Technical Training*

Hilton Winnipeg Airport Suites  
Winnipeg, MB  
September 14<sup>th</sup>, 2017

#206-1075 Portage Avenue  
Winnipeg, Manitoba, Canada R3G 0R8  
P. 204.940.1700 F. 204.940.1719  
info@ildii.ca • www.ildii.ca

*building capacity*

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## EXECUTIVE SUMMARY

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### Introduction

In April 2015, the Indigenous Leadership Development Institute initiated the project **Advancing Indigenous Women in Construction Trades** with funding from Status of Women Canada. The project is governed by the belief that working together in partnership, a shared perspective can be an important ingredient by which subsequent work can be undertaken to facilitate durable and meaningful opportunities for Indigenous women in remote Manitoba communities.

### Background

The *Advancing Indigenous Women in Construction Trades* is a major initiative that brings together **champions and leaders** from key sectors and industry namely Indigenous communities, Corporate, Training, Education, Employment, Government, and not for profit.

### Purpose of this Document

The purpose of this document is to report on our fourth meeting held in Winnipeg, MB at the Hilton Winnipeg Airport Suites on September 14, 2017. This report identifies the participants and an activity summary of our progress towards working together through multi-sectoral engagement with indigenous people and industry to identify priorities and implement strategies to advance Indigenous women in construction trades, with focus on those in remote Manitoba communities who have little to no access to technical training.

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## INTERIM ACTIVITIES

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Ten (10) participants from First Nation communities, Training Institutions, Education, Government, and Indigenous women in the Industry met to implement a pilot project, to advance Indigenous women in construction trades, with focus on those in remote Manitoba communities who have little to no access to technical training.

The 1-Day Agenda provided the following:

- Discuss the priorities established from session #3 in March 2017;
- Develop a communication plan;
- Follow-up on implementation.

Marlene Head from Opaskwayak Cree Nation provided an opening prayer. Facilitator Debbie Burka, Peguis First Nation provided a welcoming address and facilitated a roundtable of introductions. Melanie Dean, Indigenous Leadership Development Institute provided a review of the work completed to date and expectations of the strategic planning meeting.

## **STRATEGIC PLANNING**

Participants were separated into (2) groups of (5) people in each to create a plan that is realistic with support from the resources in the room with focus on the top (4) priorities selected from previous meetings. Each group was given two priorities and each group identified a leader to facilitate the discussion.

The following is an outline of the recommended planned activities provided by the working group:

### Priority 1

Bring resources to program (or have embedded in program); funding timelines, lack of programs with wrap around support and awareness of funding that is out there.

### Suggested Planned Action Items

Funding Timelines and lack of awareness:

1. Identify Indigenous women who are interested in entering the trades
2. Provide support for application processes
3. Assist in meeting entrance requirements
4. Collaborate with funders provincially, provide awareness of funding supports, make funding timeframes known and well-advertised and flexible where possible
5. Funders strategic approach to awareness campaign
6. A forum for all funders
7. Funders need communication between each other on a provincial level
8. Federal Government to Provincial (ongoing collaborations)
9. Ongoing collaboration of funders
10. Promotion from other Indigenous women who are in the trades
11. Funders to take a strategic approach to advertising and awareness of their services.
12. Social media awareness strategy
13. Social media funding campaigns
14. Promote program at career fairs
15. Make training institutions aware of funding (i.e. referral from institution to funders)
16. Institutions need to be educated on funding applications

Lack of programs with wrap around support:

1. Identify best practices
2. Collaborate
3. Promote: posters in school
4. Continue the discussion

Bring resources to program:

1. Identify available funds for specific services/criteria (or in-kind), for example, rental space
2. Collaborate

### Priority 2

Lack of Role Models

#### Suggested Planned Action Items

1. Promotion through high school presentations
2. Indigenous women in trades serve as role models
3. Posters “Hear Her Story”
4. MAYSAC Tweets
5. Social Media

### Priority 3

Transition from program to employment (lack of jobs), transition to the city, culture shock, transition to the workforce meeting expectations.

#### Suggested Planned Action Items

1. Post-secondary, Workplace Education Manitoba (WEM), Manitoba Institute of Trades and Technology implement a “job finder” and “Elders in residence”
2. INAC (Post-secondary Curriculum Development)
3. Modify existing tools to Indigenous women in the trades from remote MB communities
4. Conduct a scan of construction trades opportunities (Construction Association)
5. Conduct a scan of graduates from the construction trades who are Indigenous women from remote MB communities
6. Facilitate a “Liaison/Mentor Role” with company embedded in project
7. Assiniboine College, facilitate an experiential day/week in sector
8. Offer trades career awareness in High Schools
9. Stakeholders, Apprenticeship Manitoba, Federal Government Urban Aboriginal Strategy (Thompson, Brandon, Winnipeg)

Priority 4

Child Care: Waiting lists are long and the age restriction.

Suggested Planned Action Items

1. Project specific
2. Information awareness:
  - ASETS \$20/day
  - IA \$20/day
  - On reserve
3. Participating Nations
4. Off reserve:
  - Daycare scan
  - Best plan to facilitate success within the project
5. In house Daycare
  - Institution
  - Place of employment
  - Add to Scan opportunities companies

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**CONCLUSION**

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The following section describes the next steps to support continued progression towards the project objectives:

- ILDI implements a pilot project based on the existing budget;
- Present the results to the Provincial Network and key people with a vested interest in the results/outcomes.

This Interim Report will be posted on the ILDI, Inc. website:

[WWW.ILDII.CA](http://WWW.ILDII.CA)

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## APPENDIX A

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### AGENDA

September 14<sup>th</sup>, 2017

Hilton Winnipeg Airport Suites

1800 Wellington Avenue, Winnipeg MB

### Advancing Indigenous Women in Construction Trades

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- 8:30 am** Continental Breakfast is served
- 9:00 am** Opening Prayer
- Facilitators:  
Debbie Burka – Peguis First Nation, MB
- Round table of Introductions
- Recap of last two sessions, a summary  
Melanie Dean, ILDI, Inc.
- 9:45 am** Priorities established from session 3  
Discussion
- 10:15 am** 15min. Health Break
- 10:30 am** Breakout into groups  
Work on priorities
- 11:30 am** Group Presentations of work
- 12:00 pm** Lunch is served
- 1:00 pm** Review as a large group  
What's realistic?  
What resources?
- 2:15 pm** 15 min. Health Break
- 2:30 pm** Communication Plan
- 3:00 pm** Roundtable
- 4:00 pm** Evaluation / End of Day

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## APPENDIX B

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### List of Participants:

Tony Scribe  
Manager  
Norway House Cree Nation Employment & Training

Neil Armstrong  
Apprenticeship Manitoba

Sara Usman  
Policy and Program Development Consultant  
Apprenticeship Manitoba

Lindsay Hourie  
Projects and Initiatives Coordinator  
City of Winnipeg

Marlene Head  
Post-Secondary Supervisor  
Opaskwayak Educational Authority Inc.

Joyce Partridge  
Client Intake Worker  
Opaskwayak Cree Nation

Annette Head  
Carpentry Instructor/ Red Seal/ Voc. Ed.  
Manitoba Institute of Trades and Technology

Monika Franz-Lien  
Senior Policy Analyst  
Manitoba Status of Women

Sherry Beardy, Social Development Operational Specialist  
INAC

Sheila Templeman, Program Officer FNIYES  
INAC

Troy Mercer, Career Development Consultant  
Province of Manitoba

Melanie Dean, Director, Executive Training  
Indigenous Leadership Development Institute, Inc.

Debbie Burka  
Peguis First Nation  
Facilitator - ILDI, Inc.



# INDIGENOUS LEADERSHIP DEVELOPMENT INSTITUTE INC.

The Indigenous Leadership Development Institute, Inc. is a non-profit organization established to build leadership capacity in Indigenous people. We are run by Indigenous people and directed by a volunteer board reflecting the diversity of the Indigenous community.

## VISION

Indigenous Professionals... Building Leadership Capacity for Tomorrow... Today.

## MISSION

By actively promoting good governance...by identifying needed training... and by providing unique educational and capacity building opportunities... we prepare Indigenous people for the challenges of the 21<sup>st</sup> century.



The Indigenous Leadership Development Institute, Inc. works closely with educational institutes, governments and the private sector. Through partnerships and cooperative alliances, we provide rich and varied educational opportunities for our clients. For example, we may provide courses in self-governance... or effective negotiation skills... or legislative protocol. Through our customized training communities will become stronger and govern more effectively, in topics such as:

- Government relations
- Financial management and accountability
- Media training
- Negotiation and dispute resolution
- Board Governance

Our training is cutting edge and provided by Indigenous Accredited Facilitators who have reputations for delivering world-renowned governance programs. Our commitment is to leaders – typically Band Chiefs, Band Councilors, elected Métis leaders, Senior Management, Executives, leaders of Indigenous and non-Indigenous organizations, Administrators, Youth, Women and Elders who have identified specific training requirements.