

# **Aboriginal Workforce Participation Initiative**

## **AWPI Employer Toolkit**

### **Regional Supplement**

#### **Manitoba Region**

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**Making Aboriginal Employment Work for You!**

## *AWPI Employer Toolkit, Regional Supplement – Manitoba Region*

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ment régional – région du Manitoba*

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## **\*Important Notice for Users\***

Your regional toolkit is designed to expand upon material found in the national version of the *AWPI Employer Toolkit*. For that reason, the *AWPI Employer Toolkit, Regional Supplement – Manitoba Region* contains only regional information. For example, while you'll find portions of Chapters 3, 5 and 6 in the regional versions, the Overview, Glossary and Chapters 1, 2 and 4 appear only in the national version. To obtain the national version of the *AWPI Employer Toolkit*, please contact the AWPI Regional Coordinator in your area (see Section 6.2).

While the word Métis can be spelled with or without an accent, AWPI has arbitrarily elected to use an accent in all versions of the *AWPI Employer Toolkit*.

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# A MESSAGE TO OUR PARTNERS

“The huge number of young Aboriginal peoples entering the workforce becomes a very critical issue when you consider the lack of progress that society has reached in putting our people to work. We must address this problem now and the lead must come from the Business and the Corporate Community.”

—Ojibway Elder Frank Wesley, Cat Lake, Ontario

“The Métis population is a young group of enthusiastic workers with potentials not being fully realized. As a Métis person, I have worked all my life and work has given me the ability to provide well for my family. This idea of working together with the Métis people will benefit the communities as a whole.”

—Métis Elder Gifford Sanderson, Duck Bay, Manitoba

“Employment today, no matter what race you are or where you are located, is important. It is especially important for Aboriginal peoples in Canada because of their high unemployment rates. The key issue for success is for corporations, organizations and governments to join together in their efforts of providing encouragement and communication geared to employment of Aboriginal peoples and thereby creating an environment where Aboriginal peoples are more competitive in the labour force.”

—Inuit Elder Leah Idlout-Poulsen, Pond Inlet, Northwest Territories

The mandate of the Aboriginal Workforce Participation Initiative (AWPI) is to increase the participation of Aboriginal peoples in the labour market. AWPI’s work is based on the principles of partnerships—between Aboriginal and non-Aboriginal peoples—founded on mutual respect, innovation and the pursuit of excellence.

This Employer Toolkit is for our partners. It is designed to help you:

- become more knowledgeable about Aboriginal employment issues;
- find models, tools and resources to enhance your skills as an employer of Aboriginal peoples;
- get in touch with people and organizations who can help you make a difference in Aboriginal workforce participation.

Small, medium-sized and large employers, human resource professionals, line managers and others will find information to use and learn from. To appropriately address the demographic and economic diversity of Aboriginal peoples across Canada, the toolkit has been designed to depict national and regionally-specific information in eleven books (one national and ten regional). It does not require a cover-to-cover reading. Simply identify which parts in the toolkit you need most and go straight to them!

You should not think of the Employer Toolkit as prescribing a single solution. Rather, see it as an aid as you develop your own approach to Aboriginal employment—one that matches your situation and that can work for you.

AWPI is here to help. Its Regional Coordinators are working across the country. Find their numbers in Section 6.2 and give them a call. They’ll point you in the right direction and assist you in achieving a goal everyone will benefit from—putting the skills of Aboriginal peoples to work for you!

“The commitment to create and support partnerships between Aboriginal, non-Aboriginal peoples and the business community in creating jobs and economic growth together is one of the most exciting opportunities we have in Canada today. What a success story it will be! The real payback will be for our next generation. It will guarantee a future for many young people from both cultures who today aren’t sure what the future holds. Let’s leave them a legacy that will make a difference for everyone in Canada.”

—Kerry Hawkins, President, Cargill Limited

“We at Royal Bank believe it is a sound business strategy to respond to Aboriginal employment needs in a collaborative manner in partnership for change. The numbers of Aboriginal peoples entering the workforce represent a growing pool of talented employees and potential clients. We want to build lasting relationships, with long-term benefits to be gained by both the Aboriginal community and the bank. Investment in Aboriginal peoples today will pay those dividends tomorrow.”

—Dennice M. Leahey, Senior Vice-President and General Manager, Royal Bank of Canada

# ACKNOWLEDGMENTS

The Aboriginal Workforce Participation Initiative (AWPI) wishes to express its sincere thanks to all who helped in preparing the *AWPI Employer Toolkit, Regional Supplement – Manitoba Region*. Without their many valuable contributions, this publication would not have been possible. AWPI also expresses its gratitude to the following Aboriginal organizations, businesses and government agency:

## Aboriginal Organizations

Anishinaabe Owayishi	Elders Council, Assembly of Manitoba
Assembly of Manitoba Chiefs	Chiefs
Centre for Aboriginal Human Resource	Manitoba Métis Federation
Development	Partners for Careers
Elders, Manitoba Métis Federation	

Note: Special Miigwetch to Jolene Mercer, University Summer Student working with Roberta Hewson, Partners for Careers.

## Corporate Community

Arnold Bros. Transportation	Manitoba Hydro
Assiniboine Credit Union	Manitoba Public Insurance
Construction Association Rural	Romanow, Bear & Associates
Manitoba Inc.	Royal Bank
Great West Life	Safeway Canada Ltd.
Interim Management Services Inc.	Winnipeg Police Service
Manitoba Aerospace	

## Government Agency

Canada Food Inspection Agency	Manitoba Native Education Directorate
Canadian Grain Commission	TransCanada
Manitoba Civil Service Commission	Public Service Commission
Manitoba Department of Justice	

In addition, AWPI Manitoba region wishes to recognize the many other Aboriginal organizations, businesses and government departments that have shared their experiences with AWPI. Each, in its own way, has contributed to the success of the *AWPI Employer Toolkit, Regional Supplement – Manitoba Region*.

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## CHAPTER 5: Aboriginal Awareness

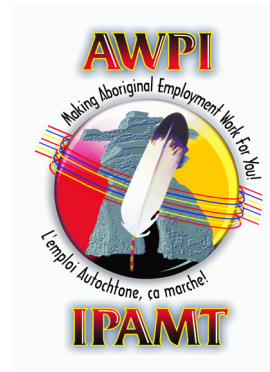
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## CHAPTER 3

### The Business Environment for Aboriginal Employment



The employment of Aboriginal peoples is directly related to many other business issues, including long-term strategic issues and day-to-day operating considerations. In this chapter, you will find information that can help your organization understand what its business considerations might be.

A summary of this chapter is found in Section 3.1. **Section 3.2 can be found in the national version of the AWPI Employer Toolkit.** Demographic and statistical information will assist employers in defining their own business reasons for Aboriginal employment. This information can be found in Section 3.3. Section 3.4 is designed to educate employers about Aboriginal employment rights, through various legislative policies and acts.

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Note: AWPI thanks all of the organizations referenced here for sharing their perspectives and practices with us. This is another example of their commitment to Aboriginal employment and AWPI.



## 3.1 Summary of this Chapter

### 3.3

#### **Demographic And Statistical Information (page 3-3)**

This section presents demographic and statistical information (graphs and charts) to enhance an employer's understanding of the company's business case for Aboriginal workforce participation. The charts in this section support the examples given in Section 3.2 in the national version of the *AWPI Employer Toolkit*.

A wide range of regional information is included, such as demographic profiles and projections, labour market data, educational levels, as well as information about the Aboriginal business sector. Similar non-Aboriginal information is provided as a comparison of Aboriginal peoples and Canadians.

Employers can use this information to assist in preparing their business case, as well as to develop realistic strategies and action plans to increase Aboriginal employment.

### 3.4

#### **Legislation And Policies Affecting Aboriginal Employment (page 3-18)**

This section provides brief information on laws and policies that can impact the business environment for Aboriginal workforce participation.

Information is included about employment-related legislation, such as provincial human rights statutes. The Aboriginal employment dimension of other types of legislation, such as environmental assessment, is referenced and should be particularly valuable to employers in the resource sectors.

Employers can use this information to heighten their understanding of the business considerations related to Aboriginal employment as well as increasing awareness of contemporary Aboriginal issues.



## 3.3 Demographic And Statistical Information

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For more information, you can contact Statistical Enquiries – Information Quality and Research Directorate (part of the Department of Indian Affairs and Northern Development) via E-mail at [instat@inac.gc.ca](mailto:instat@inac.gc.ca) or by telephone at (819) 953-9999.

**Note:** AWPI would like to re-emphasize the intention of the section. **The statistics have been strategically identified to support development of the business case for Aboriginal employment.** While numbers may change over time, the trends and projections highlighted will remain relatively static. These charts are presented with an eye on the overall picture as it relates to Aboriginal employment and how it affects the corporate bottom line. See the descriptions under each chart for clarification.

### Defining the Aboriginal Population

**Aboriginal Ancestry Population** includes any Census respondent indicating they had Aboriginal origins or ethnicity (in whole or in part).

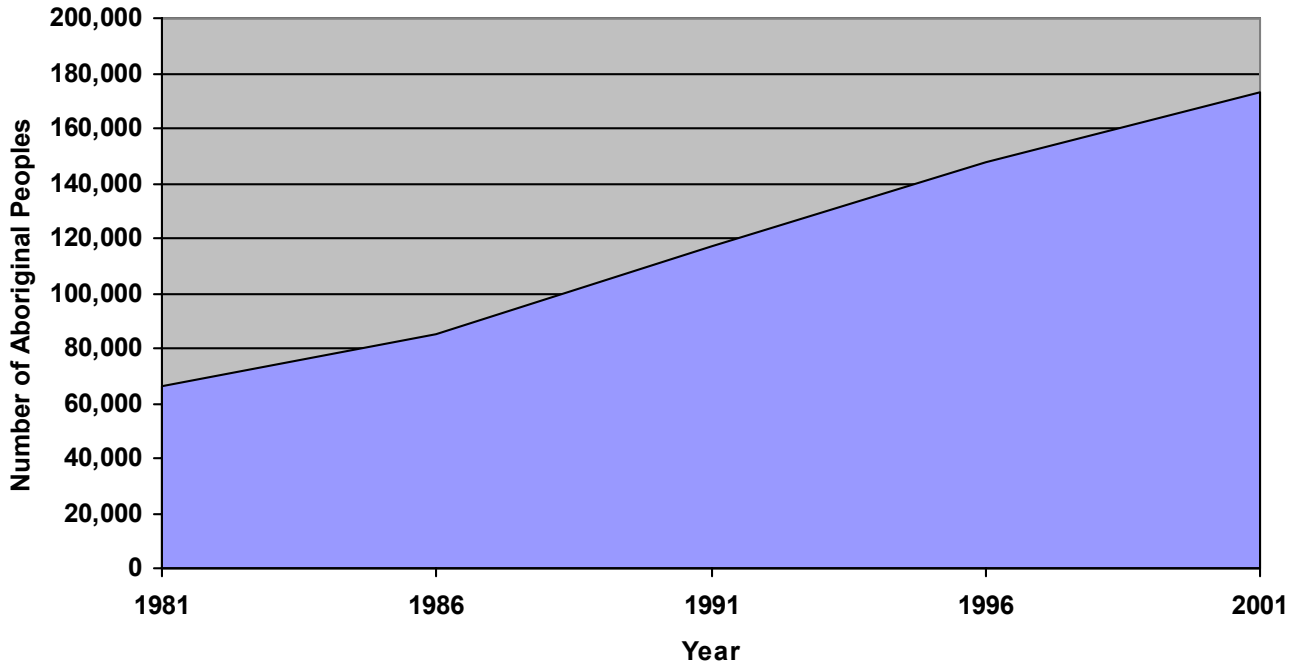
**Aboriginal Identity Population** includes only those people who identified themselves as belonging to one of the three Aboriginal groups recognized by the Canadian Constitution, namely North American Indians, Métis or Inuit.

**Most of the graphs and charts in this section are based on statistics for the *Aboriginal Ancestry* population. In a few cases, the chart is based on *Aboriginal Identity* data and this is noted explicitly in the chart title.**



## 1. Population

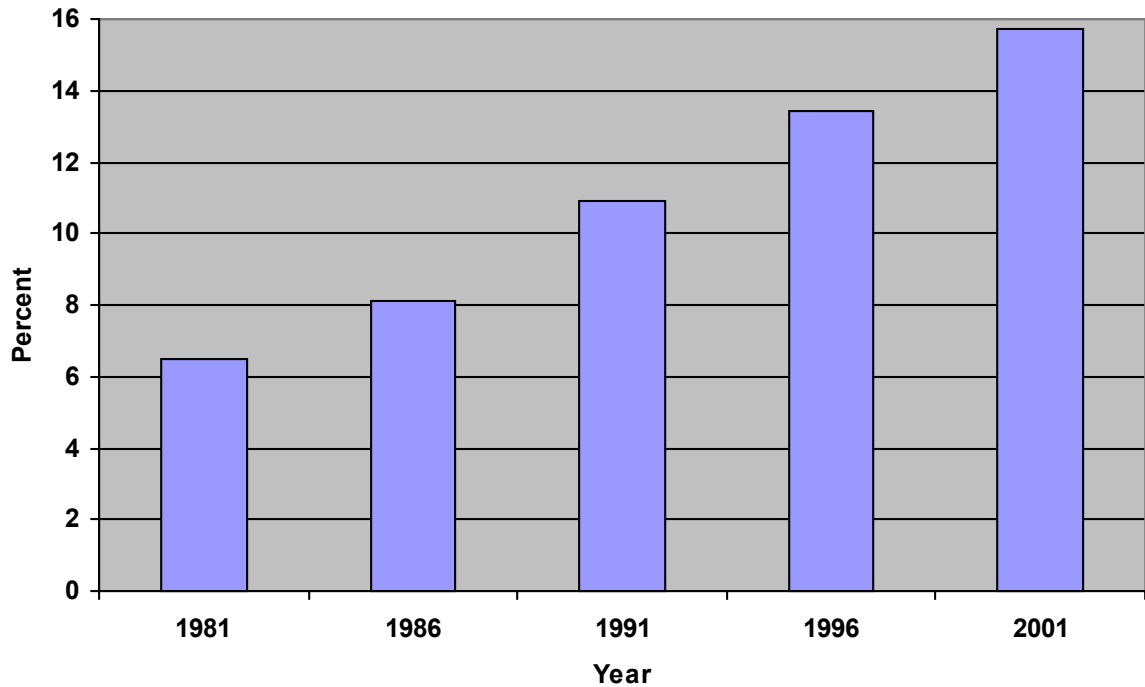
**FIGURE 1: Growth of the Aboriginal Population in Manitoba (1981-2001)**



Sources: Statistics Canada: DIAND Core Census Tabulations, 1996, 2001; Census 1986: Aboriginal Peoples Output Program; Census 1991: Profile of Canada's Aboriginal Population; Manitoba Aboriginal Affairs Secretariat: Aboriginal People in Manitoba 2000.

In 2001, 173,000 Aboriginal people lived in Manitoba, accounting for more than 15% of the total population of the province. Proportionally, Manitoba has one of the highest percentages of Aboriginal people among all provinces. Almost one in eight Canadian Aboriginal people resides in Manitoba.



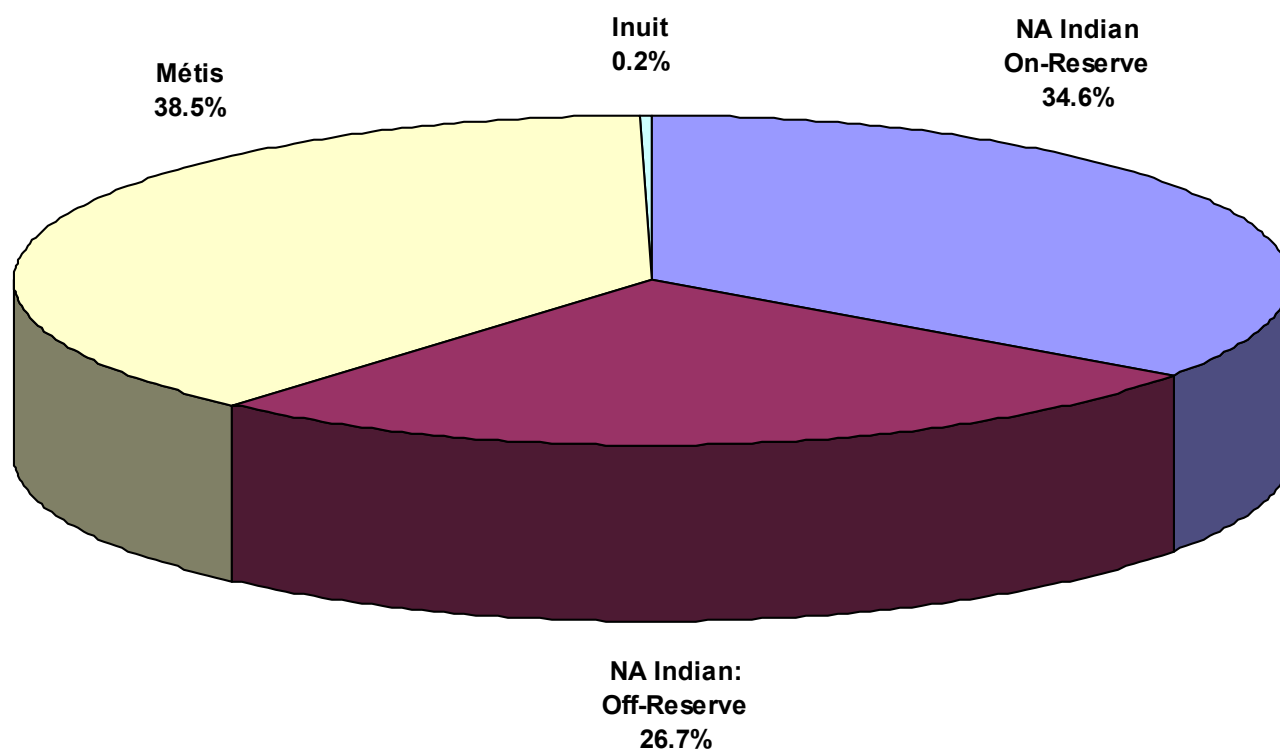
**FIGURE 2: Aboriginal Share of the Manitoba Population (1981-2001)**

Sources: Statistics Canada: DIAND Core Census Tabulations, 1996, 2001; Census 1986: Aboriginal Peoples Output Program; Census 1991: Profile of Canada's Aboriginal Population; Manitoba Aboriginal Affairs Secretariat: Aboriginal People in Manitoba 2000.

The Aboriginal proportion of the population has been increasing rapidly over the past 20 years, due, in part, to a higher birth rate than the non-Aboriginal population. Other factors in the increase in the enumerated population are a greater willingness to declare Aboriginal origins, the effects of Bill C-31, improved Census coverage of remote and urban populations, and more diligent Indian Act registration of young children.



**FIGURE 3: Composition of the Aboriginal Identity Population in Manitoba (2001)**



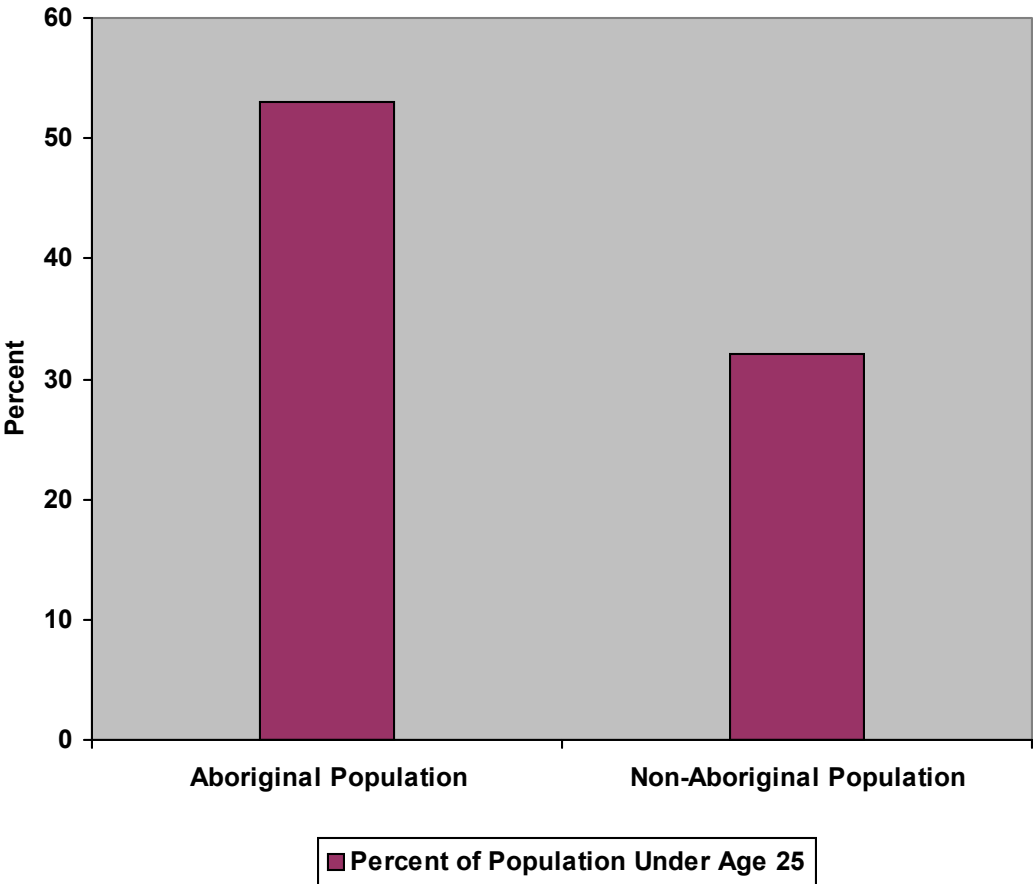
Source: Statistics Canada: Census 2001

North American Indians account for 61% of the total Aboriginal population, Métis people 39%, and Inuit less than 1%.





**FIGURE 4: Youth Share of the Aboriginal and Non-Aboriginal Populations in Manitoba (2001)**



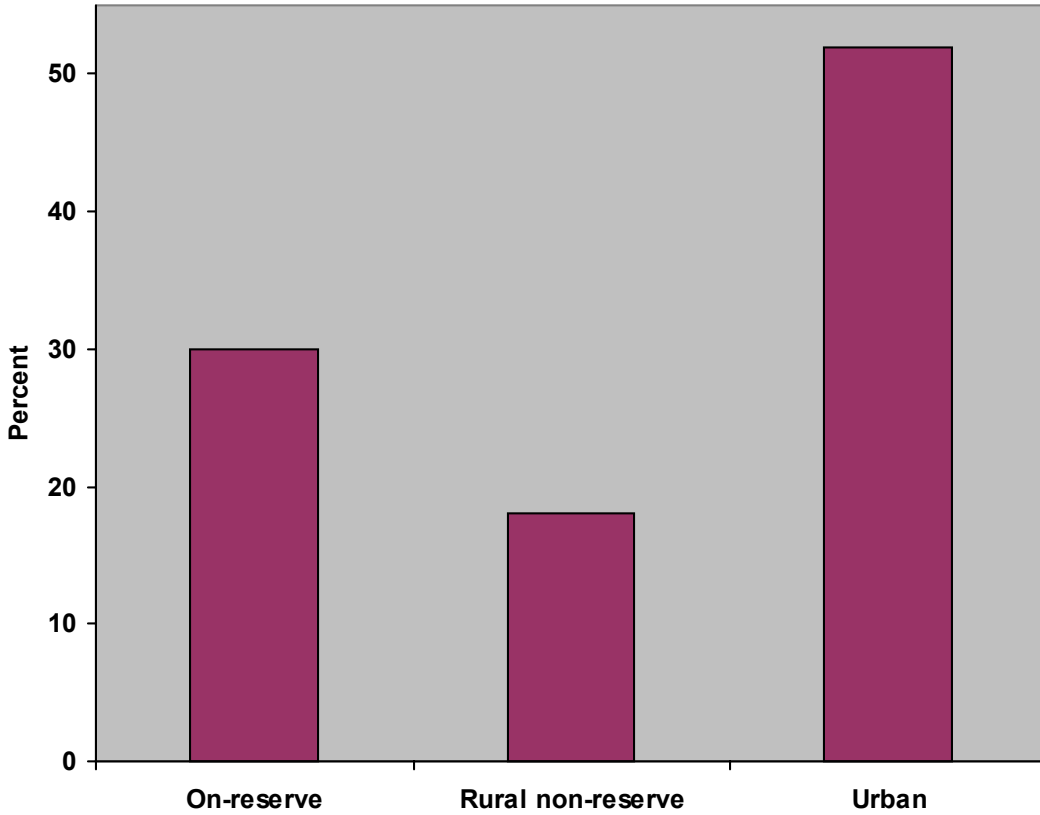
Source: Statistics Canada: DIAND Core Census Tabulations, 2001

The Aboriginal population is much younger than the non-Aboriginal population. In 2001, 53% of the Aboriginal population in Manitoba was under 25 years of age, compared with 32% for the non-Aboriginal population.



## 2. Location

**FIGURE 5: Manitoba's Aboriginal Identity Population by Area of Residence (2001)**

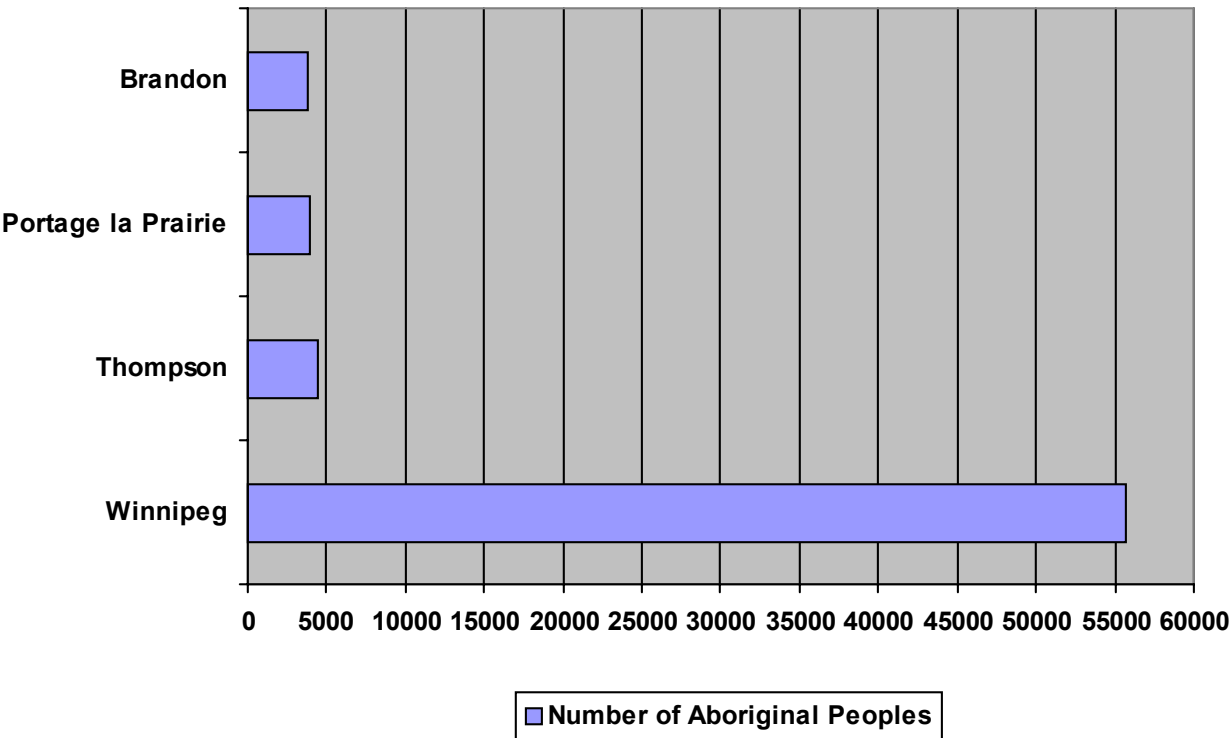


Source: Statistics Canada: DIAND Core Census Tabulations, 2001

Over half (52%) of Manitoba's Aboriginal population now lives in urban centres. Another 30% lives on reserve in 62 First Nations throughout the province. The remaining 18% of the Aboriginal population lives in rural areas, Métis communities or Crown land. The shift to larger urban centres is a continuation of a trend that has been observed since 1981.



**FIGURE 6: Aboriginal Identity Population in Manitoba’s Urban Centres (2001)**

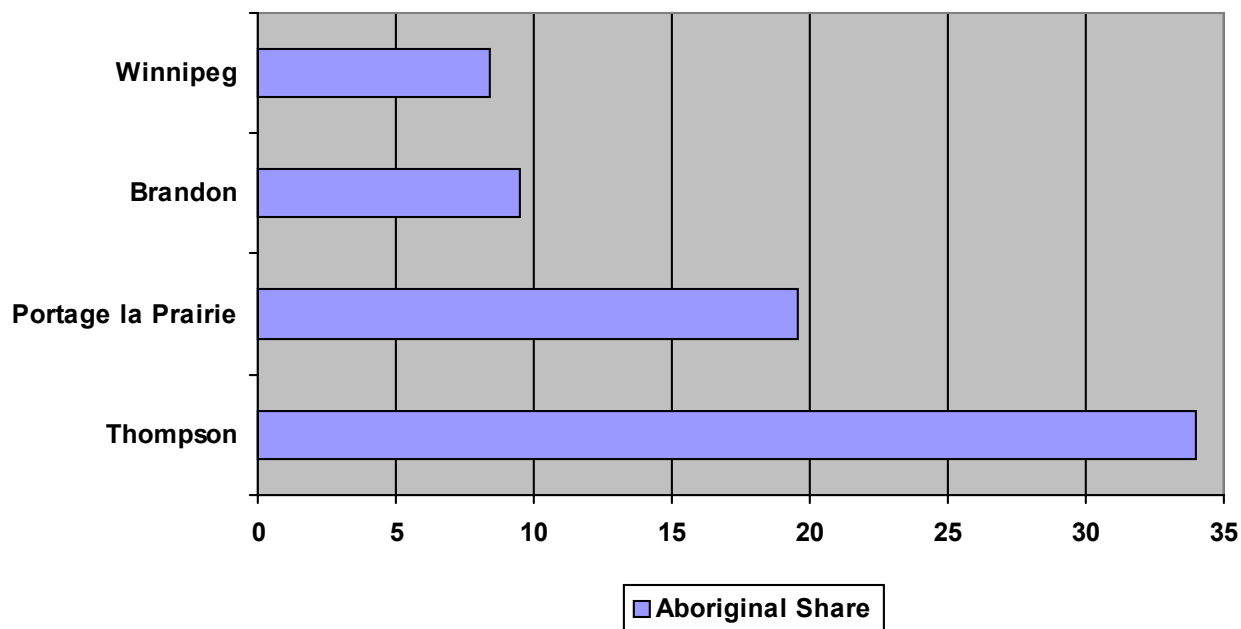


Source: Statistics Canada: Census 2001

55,000 Aboriginal people lived in Winnipeg in 2001. More Aboriginal people live in Winnipeg than in the Yukon, Nunavut and the Northwest Territories combined. Other Manitoba cities with significant Aboriginal populations include Thompson, Portage la Prairie and Brandon.



**FIGURE 7: Share of Aboriginal Identity Population in Manitoba's Urban Centres (2001)**



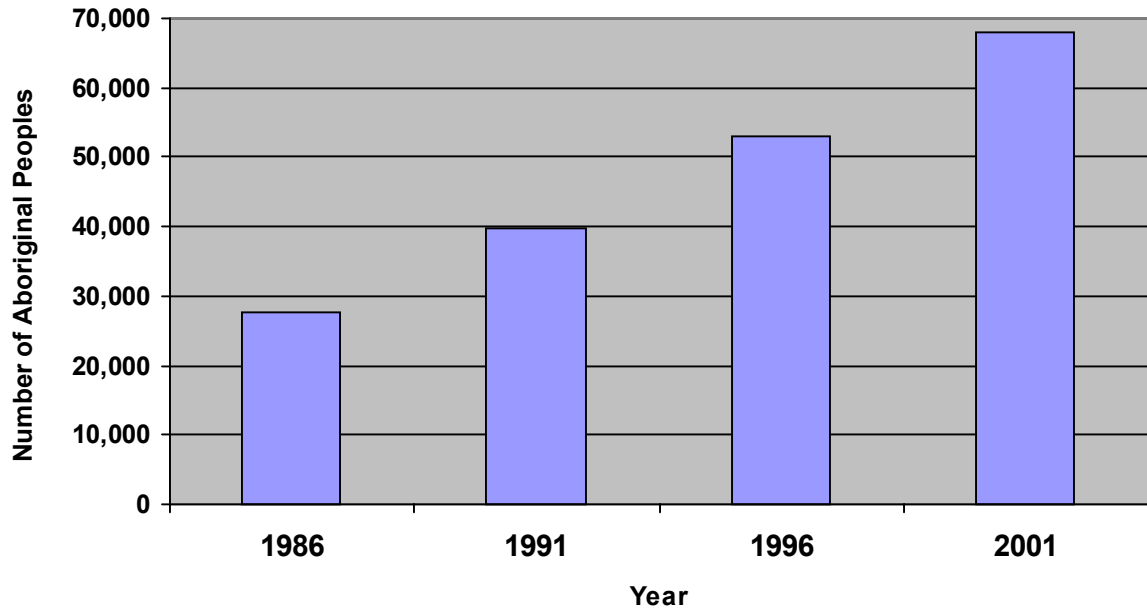
Source: Statistics Canada: Census 2001

The Manitoba municipalities where Aboriginal people accounted for a significant share of the population in 2001 were Thompson (34%), Portage la Prairie (20%), Brandon (9.5%) and Winnipeg (8%).



### 3. Labour Force

**FIGURE 8: Growth of the Aboriginal Labour Force in Manitoba (1986-2001)**

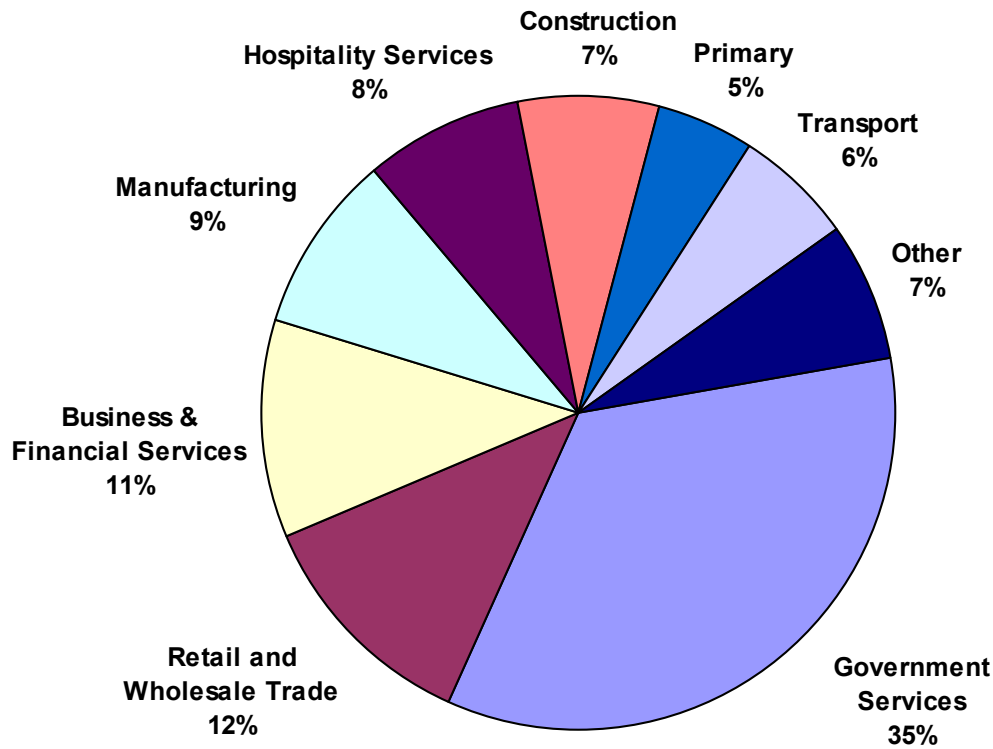


Sources: Statistics Canada: DIAND Core Census Tabulations, 1996, 2001; Census 1986: Aboriginal Peoples Output Program; Census 1991: Profile of Canada's Aboriginal Population.

There were over 67,000 Aboriginal people in the Manitoba labour force in 2001. This has increased steadily from 28,000 in 1986. Aboriginal people account for a growing share of the Manitoba labour force. Over the past fifteen years, the Aboriginal share of the labour force has more than doubled from 5.1% in 1986 to 11.5% in 2001.



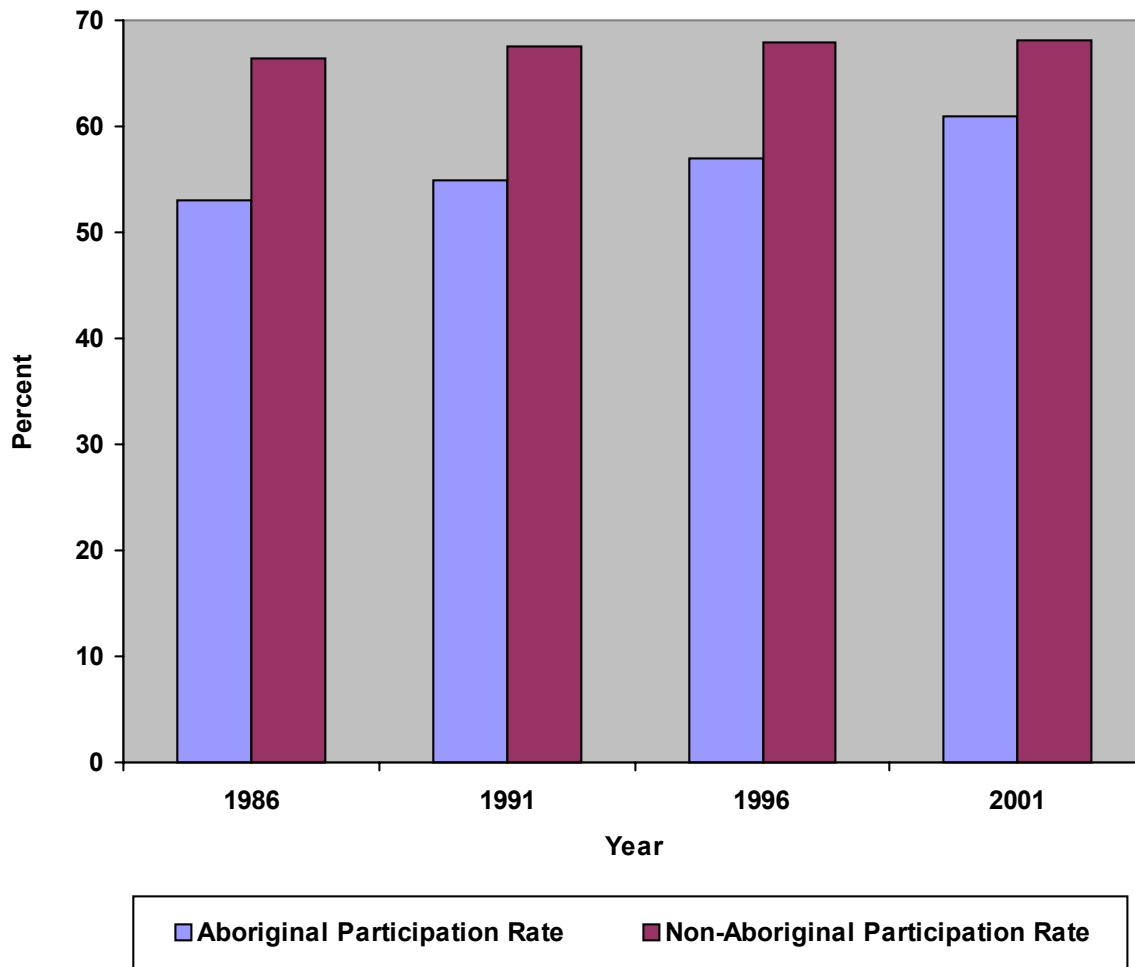
**FIGURE 9: Distribution of the Aboriginal Labour Force in Manitoba by Economic Sector (2001)**



Source: Statistics Canada: Census 2001

Aboriginal peoples in Manitoba work in a wide variety of occupations in all sectors of the economy. The distribution of Aboriginal employment is similar to that for non-Aboriginal inhabitants of the province. Over one third of Aboriginal people in the labour force are employed in government service sectors, such as health, education and public administration. Other significant sectors include retail trade, business and financial services, manufacturing, food and accommodation, and construction.



**FIGURE 10: Aboriginal and Non-Aboriginal Participation Rates in Manitoba (1986-2001)**

Sources: Statistics Canada: DIAND Core Census Tabulations, 1996, 2001; Census 1986: Aboriginal Peoples Output Program; Census 1991: Profile of Canada's Aboriginal Population.

There has been a steady increase in the participation of Aboriginal people in the Manitoba labour force since 1986. In 2001 the Aboriginal participation rate was 61%, up from 53% in 1986. However, Aboriginal participation still falls well short of the 68% participation rate for the non-Aboriginal population in the province.



**FIGURE 11: Aboriginal and Non-Aboriginal Unemployment Rates in Manitoba (1986-2001)**



Sources: Statistics Canada: DIAND Core Census Tabulations, 1996, 2001; Census 1986: Aboriginal Peoples Output Program; Census 1991: Profile of Canada's Aboriginal Population.

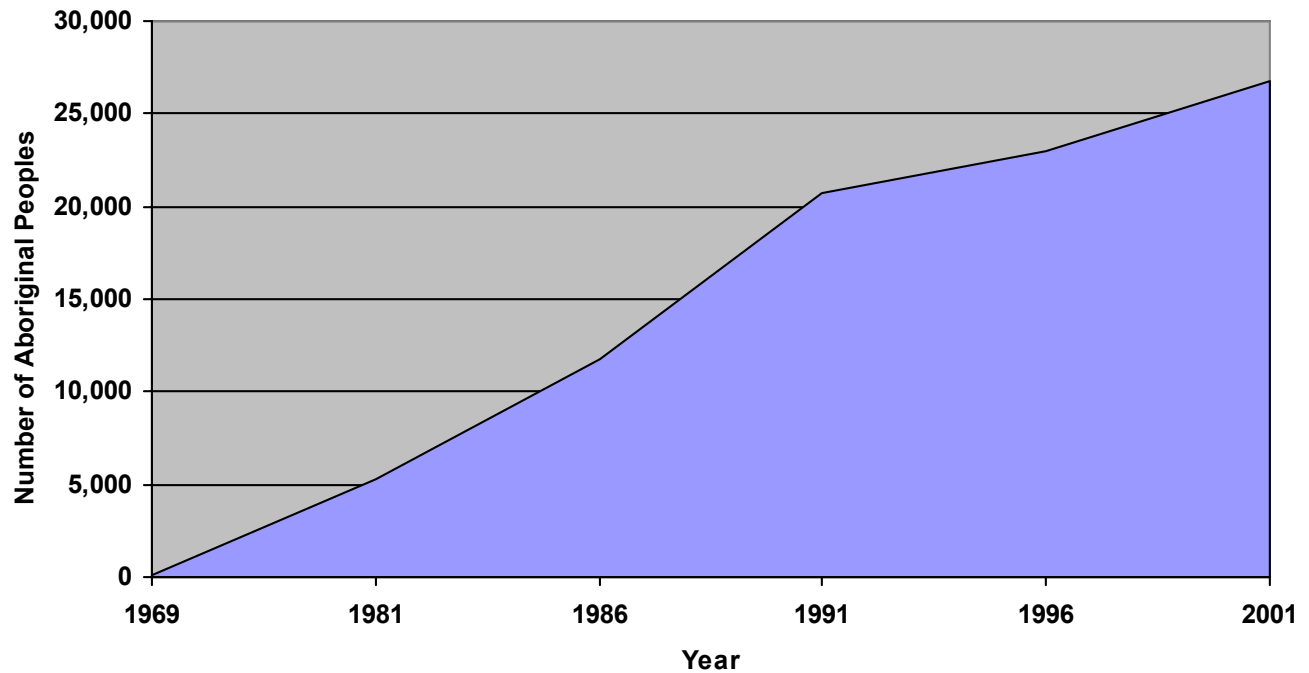
Although the unemployment rate for Aboriginal people has been trending down since 1986, it remains almost three times higher (17%) than that for non-Aboriginal people in the Manitoba labour force (4.6%).





## 4. Education

**FIGURE 12: Growth of the Aboriginal Population in Manitoba with Post-Secondary Education (1969-2001)**

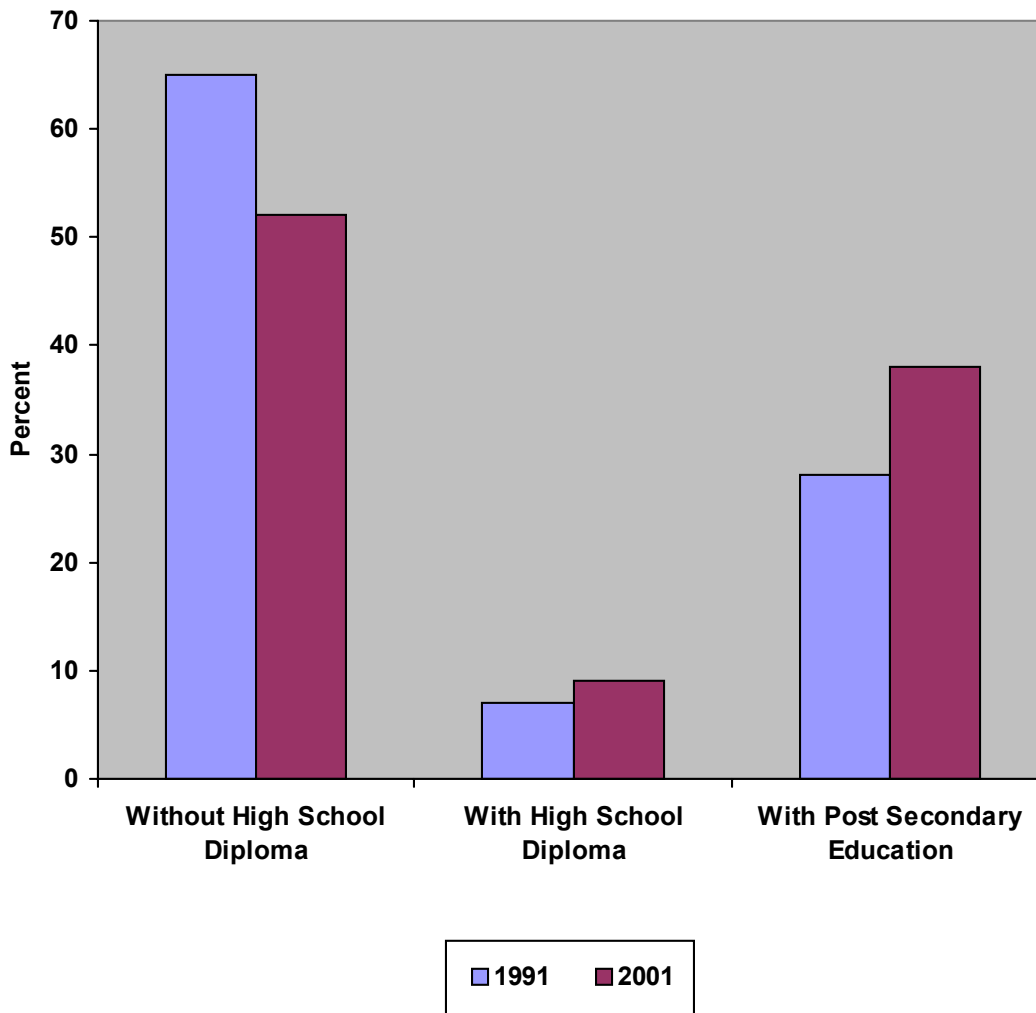


Sources: Statistics Canada: DIAND Core Census Tabulations, 1996, 2001; Census 1986: Aboriginal Peoples Output Program; Census 1991: Profile of Canada's Aboriginal Population.

The number of Aboriginal people in Manitoba who have post-secondary education has increased dramatically over the past three decades. In 2001, over 41,000 Aboriginal people in the province had a post-secondary education, up from fewer than 100 in 1969. Aboriginal people are now as likely as non-Aboriginal people to have trades training, but are still less likely to have a university education.



**FIGURE 13: Manitoba's Aboriginal Workforce by Level of Educational Attainment (1991 and 2001)**



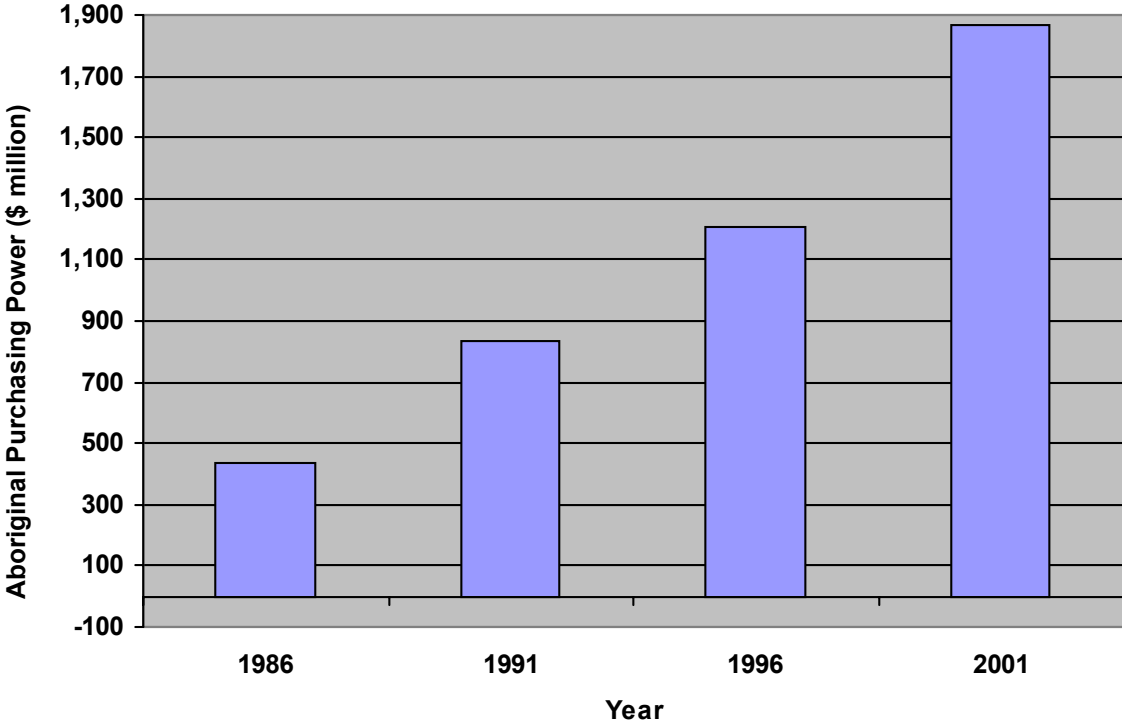
Source: Statistics Canada: DIAND Core Census Tabulations, 1991, 2001.

The percentage of Aboriginal people who are leaving school without a high school diploma has declined significantly over the past decade. In addition the percentage of Aboriginal people in the province who have some post secondary education has increased significantly from 26% to 38%.



## 5. Purchasing Power

FIGURE 14: Growth of the Aboriginal Market in Manitoba (1986-2001)



Sources: Statistics Canada: DIAND Core Census Tabulations, 1996, 2001; Census 1986: Aboriginal Peoples Output Program; Census 1991: Profile of Canada's Aboriginal Population.

The Aboriginal population in Manitoba represents a large and growing market for goods and services in the province. The total purchasing power of Aboriginal peoples increased from \$437 million in 1986 to \$1.9 billion in 2001.



## 3.4 Legislation And Policies Affecting Aboriginal Employment

☆ **Also See** Section 6.8: Off-the-Shelf Resource Materials ..... 6-47

**Note:** Where summaries of legislation are reproduced in the *AWPI Employer Toolkit, Regional Supplement – AWPI Employer Toolkit, Manitoba Region*, the Department of Indian Affairs and Northern Development assumes no responsibility for any discrepancies that may have been transmitted. This information has been prepared for convenience of reference only and has no official sanction.

### Employment Related Laws and Initiatives

#### The Manitoba Human Rights Code

The Universal Declaration of Human Rights declares that: “All human beings are born free and equal in dignity and rights.” In Manitoba, this ideal has been translated into law by The Human Rights Code, a provincial statute which prohibits discrimination on the basis of ancestry, nationality, religion, sex, age, disability, or other group stereotypes.

The Manitoba Human Rights Code prohibits unreasonable discrimination in areas such as employment, housing, accommodation, the provision of services or contracts, and signs and notices. Human rights legislation has paramount status in Manitoba. This means that where there is a conflict with other provincial legislation, The Human Rights Code prevails.

Discrimination is differential treatment of an individual based on generalizations about a group to which they belong or are perceived to belong, rather than on their personal merit. There are many groups against whom generalizations can be made and against whom discrimination can be practiced.

The Manitoba Human Rights Code expressly mentions some characteristics on which unreasonable discrimination is prohibited:

- ANCESTRY: includes COLOUR and perceived RACE.
- NATIONALITY or NATIONAL ORIGIN.
- ETHNIC BACKGROUND or ORIGIN.
- RELIGION or CREED, or RELIGIOUS BELIEF, RELIGIOUS ASSOCIATION or RELIGIOUS ACTIVITY.
- AGE.



- SEX: includes PREGNANCY, the possibility of pregnancy or circumstances related to pregnancy.
- GENDER-DETERMINED CHARACTERISTICS not included above.
- SEXUAL ORIENTATION: this includes heterosexual, homosexual or bisexual orientation.
- MARITAL or FAMILY STATUS: examples include the status of being single, married, separated, divorced, remarried, common-law or widowed. Also included are the status of being a parent, having children or dependents, and the manner of becoming a parent. Family relationships based on blood or marriage ties are also covered.
- SOURCE OF INCOME: examples include such sources of income as employment earnings, social assistance, pension, alimony, child support, unemployment insurance, student loans, grants and scholarships.
- POLITICAL BELIEF, POLITICAL ASSOCIATION or POLITICAL ACTIVITY.
- PHYSICAL or MENTAL DISABILITY: or related characteristics or circumstances, including reliance on a guide dog or other animal assistant, a wheelchair, or any other remedial appliance or device. Disabilities covered can include mental, psychological or intellectual conditions and illnesses.

Discrimination also includes the failure to reasonably accommodate the special needs of an individual or group whose special needs are based on any of the above characteristics.

The Manitoba Human Rights Commission is the agency responsible for carrying out the provisions of The Human Rights Code. The Commission is authorized by The Code to accept and investigate complaints of discrimination and to attempt to settle substantiated complaints; to carry out educational activities, and to issue binding advisory opinions. Through these activities, the Commission attempts to reduce discrimination and promote social change leading to equal opportunity for all.

The jurisdiction of the Human Rights Commission is restricted to matters within the constitutional authority of the provincial legislature. Most activities carried on in the province fall within provincial jurisdiction; however complaints against certain federally regulated enterprises, such as airlines, railways and the federal civil service, should be filed with the Canadian Human Rights Commission.

### **Employment Equity**

The Government of Manitoba's Employment Equity Policy requires that the civil service have a representative workforce that includes the four designated groups: women, persons with disabilities, Aboriginal people, and visible minorities.



As of March 1998, approximately 7 percent of the Manitoba Civil Service was comprised of Aboriginal employees. The long-range goal is to attain 10 percent Aboriginal representation. As part of its commitment to employment equity, the Civil Service Commission undertook to train and develop approximately 200 Aboriginal employees in Recruitment and Selection, (Job) Classification, Career Planning and Pathing, and Training for Trainers.

The Manitoba Civil Service Commission has also initiated new programs such as the Aboriginal Management Development Program and the Aboriginal Public Administration Program. Both programs will provide enhanced opportunities for Aboriginal people to work in government.

The Manitoba Civil Service Commission offers ongoing education and training on equity and in managing diversity in the workplace. Some of the course offerings are "Walk a Mile in My Moccasins" and "Interviewing Aboriginal People and Undoing Racism."

The Manitoba Civil Service Commission continues to build the Aboriginal support system. The Aboriginal Advisory Council was established in 1990 and is comprised of Aboriginal government employees representing all regions of Manitoba. It acts as an advisory body and makes recommendations in a variety of areas, including how to improve Aboriginal representation in government and how to eliminate systemic barriers to Aboriginal participation. The Council has facilitated Aboriginal Awareness workshops and made presentations to government departments and agencies on Aboriginal issues.

All civil servants of the provincial government have and are encouraged to participate in staff development and training opportunities that have included such programs as:

- Valuing Diversity
- Respectful Workplace
- Multicultural Communication
- Cross-Cultural and Native Awareness
- Anti-Racism Staff Awareness Events

### **AMC's Corporate and Workplace Strategies Initiative**

The demographics of the next decade forecast that the Aboriginal (First Nation, Métis, Inuit) working age population will grow three to five times as fast as its non-Aboriginal counterpart. Aboriginal communities and the public and private sectors will have to implement creative solutions to meet this challenge.

In response to this demographic challenge, the Assembly of Manitoba Chiefs introduced its Corporate and Workplace Strategies (CWS) initiative to promote



Aboriginal employment initiatives to the public and private sector, with specific focus on First Nation's initiatives. In 2000, CWS began developing relationships with key Manitoba businesses with a view to increasing First Nation participation within their respective workforces. This is the on-going focus of CWS going forward.

New partnerships have been created that will result in a more representative workforce, inclusive of First Nations of Manitoba. They include:

- A Partnership Agreement was signed with Manitoba Hydro in 2000. The agreement involves the formation of an Employment Working Group consisting of representatives of AMC and Hydro and First Nation groups. Hydro has hired an Aboriginal Employment Relations Consultant to assist in implementing its Aboriginal employment strategy.
- A Partnership Agreement was signed with Manitoba Public Insurance in 2001. A CWS Advisor has attended a number of meetings of the MPI Aboriginal Focus Group to assist in the implementation of its Aboriginal employment strategy.
- A Partnership Agreement was signed with Winnipeg Regional Health Authority (WRHA) in 2001. The WRHA initiated its Aboriginal Employment Strategy in early 2000 with the formation of an Aboriginal Stakeholder Circle which includes many Aboriginal and non-Aboriginal groups, including CWS. A CWS advisor continues to assist in the implementation of WRHA's strategy. WHRA has appointed a Director to spearhead its Aboriginal Human Resources Initiative.
- Other corporations are being approached to discuss similar partnerships.
- A joint Staffing Review Committee was established through a Letter of Understanding (LOU) between AMC and DIAND's Manitoba Region. Under the federal Employment Equity Act there are four designated groups: women, Aboriginal peoples (Indian, Métis, Inuit), persons with disabilities and visible minorities. The Terms of Reference developed to operationalize the LOU states in part "...AMC and DIAND designated representatives can review and consult on all proposed staffing actions. This consultative process will assist in facilitating DIAND's commitment to increase the recruitment, retention and promotional opportunities for Aboriginal employees". In 2001, the percentage of Aboriginal employees in DIAND's Manitoba Region was at 48.2% or 105 of a total staff complement of 218. This percentage includes all indeterminate, casual, term, and interchange positions.
- The AMC network, established as a result of the employment equity agreements, advises over 60 urban and rural Aboriginal organizations, plus all the First Nations of Manitoba, of job postings, training opportunities, workshops, and conferences related to employment.



- The AMC/Air Canada recruitment of Aboriginal candidates for the Manitoba Region for Customer Service Agents, Flight Attendants, Maintenance, Ground Equipment and Facilities, and Administrative and Technical Support occurred on January 2001 in Winnipeg. Unfortunately, due to the amalgamation of Air Canada and Canadian Airlines, Air Canada has called for a hiring freeze and no hiring has taken place, even though a number of Aboriginal candidates have gone through the second interview stage.
- AMC signed an MOU with Statistics Canada to assist in recruiting status First Nations to manage the 2001 Census. The First Nations team assisted in collecting the Census data in all First Nation's communities in Manitoba.

## Other Relevant Initiatives

### Education and Training

Manitoba Education and Training has identified Aboriginal education and training as a priority and is taking steps to ensure that its policy of inclusion is being applied to Aboriginal education and training in all areas of the Department, which includes Kindergarten to Senior 4, training and post-secondary education. The goals of the Aboriginal Education and Training Strategy are to strengthen partnerships with the Aboriginal community and other stakeholders; to increase the graduation rate of Aboriginal students; *and to increase the labour market participation of Aboriginal people.*

Employment and Training Services Branch (ETS) provides a large number of programs and services to meet the diverse needs of its clients, such as:

- several programs designed to assist Aboriginal people to achieve sustainable employment;
- program elements that include language training, academic upgrading, technical skills upgrading, workplace experience, on-the-job training, counseling services and assistance with direct placement with specific employers.

### The Manitoba Environment Act

The Environment Act has been the mainstay of Manitoba's environmental protection legislation since 1988.

The Manitoba Environment Act outlines an environmental assessment and licencing process for those developments that may have potential for significant environmental effects. The assessment and licencing process is an important step in the planning of a development to ensure protection of the environment. *The process encourages early consultation, allows for full public participation and ensures that economic development occurs in an environmentally responsible manner.*





The process causes the review and assessment of the environmental impacts of the proposed development and culminates in the granting (or refusing) of an environmental licence, *setting out the terms and conditions within which the development may proceed.*

*The environmental assessment process is limited in scope to environmental effects and the social and economic impacts associated with environmental impacts.*

Some developments may require both provincial and federal environmental approval prior to proceeding. In an effort to minimize duplication, delay and confusion, Manitoba has entered into an agreement with Canada respecting environmental assessment. Under the agreement, Manitoba and Canada agree to cooperate and coordinate respective environmental assessment processes, in order to promote an effective and consistent environmental assessment process in Manitoba. Early consultation with Manitoba Conservation will help determine whether both federal and provincial environmental approvals are required.

### **The Northern Development Strategy (NDS)**

There are many challenges for northern development in Manitoba.

The Northern Development Strategy (NDS) is a long term plan that identifies opportunities to develop the human and natural resources in the North – changes which will benefit the people of the region by improving the quality of life for northern Manitobans, expanding educational and employment opportunities, and increasing economic opportunities.

The strategy reflects considerable northern input. This has included a senior government officials meeting in The Pas, the Northern Mayors and Chiefs Forum (January, 2000), Northern Health Workshop (October 2000), the Northern Housing Forum, and the Climate Change Task Force 2001). These consultations and meetings have laid the foundation for the NDS.

The approach of the Government of Manitoba is to work with northern and Aboriginal communities, non-government organizations and the private sector to build on existing strengths and to address the distinctive needs and priorities of northern people.

The NDS identifies the following priority areas:

- Housing – partnerships to improve housing
- Health – improved health services and information
- Transportation – improved roads and airports
- Employment and Training – improved opportunities for education and training



- Economic Development – public and private partnerships

As part of the NDS, the Manitoba Government has also introduced specific partnership initiatives designed to benefit Manitoba’s Aboriginal community including:

- Hydro development agreements between Manitoba Hydro and Manitoba First Nations
- Employment agreements with the Winnipeg Regional Health Authority and Manitoba Hydro
- Aboriginal Child Welfare Initiative with the Assembly of Manitoba Chiefs, Manitoba Métis Federation and Southern Chiefs Organization
- Establishment of the Aboriginal Resource Council
- TEAM micro enterprise support under the Development Fund for 13 communities in the North, with plans for an additional 27 communities in two years

### **Aboriginal Affairs Initiatives**

Aboriginal and Northern Affairs continues to work toward resolution of provincial obligations through the negotiation and implementation of Treaty Land Entitlement, the Northern Flood Agreement and other agreements related to land or adverse effects of hydro-electric development.

Other goals include:

- To assist northern and Aboriginal communities in the development of community based governance
- To improve social development of northern and Aboriginal communities
- To foster sustainable economic opportunities for northern and Aboriginal communities
- To promote the development of Aboriginal self-government

The Aboriginal Affairs Secretariat continues to provide leadership within the provincial government in establishing programs and policies that will lead to positive change for Aboriginal Manitobans. A priority for the Secretariat is skill development and employment, particularly to promote and facilitate policies that promote increased Aboriginal employment in the private and public sectors. Activities include:

- Participation in the drafting of the National Aboriginal Youth Strategy designed to improve Aboriginal participation in the economy.



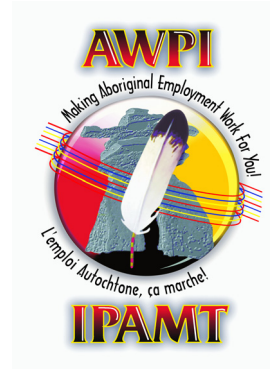
- Successfully filling more than 900 positions with Aboriginal graduates through the Partners for Careers program and signing an agreement with the Manitoba Association of Friendship Centres which expands the Partners for Careers Program to achieve placements for an additional 400 Aboriginal graduates through the program delivery network of ten Friendship Centres.
- Coordinating with the private sector to draft the innovative Wardrop Mentornet Pilot Project, targeting grades 7 and 8 in Frontier Schools across northern Manitoba using the internet as a resource to provide interactive connection for students to communicate with Aboriginal role models in science, technology and business fields.
- Participating in the tripartite process with the federal government and the Aboriginal Council of Winnipeg to develop innovative initiatives to address the priorities of Aboriginal people living in Winnipeg. Progress was made in a range of projects such as labour market training, partnership development with the Industrial Training Centre, Aboriginal Community Campus, Circle of Life Thunderbird House, Neeginan Development Corporation's project the Thunderbird Plaza, Aboriginal Ganootamaage Justice Service, Aboriginal Health and Wellness Centre, and Inner City Housing Coalition.
- Participating in tripartite discussions with the Manitoba Métis Federation and the federal government to consider matters of priority to the Métis. Progress was made in a number of sectors such as education and training, child and family services, housing, economic development, and data and research.
- Participating as a member of the Aboriginal Human Resource Development Council of Canada to identify and develop Aboriginal human resource strategies for corporations/businesses in Canada. In partnership with the Winnipeg Chamber of Commerce, the Manitoba Business Council, the Department of Education and Training and the Aboriginal Human Resource Development Council of Canada, the PACES Coordinator position within the Winnipeg Chamber of Commerce was established to identify and develop Aboriginal human resource strategies for corporations/businesses operating in Manitoba.
- Assisting in the development of the Aboriginal Public Administration Program, a program to enable northern and Aboriginal people to participate in training leading to job opportunities. Six persons have been recruited into two-year internship positions within the provincial government.
- Distributing *Profile of Manitoba's Aboriginal Population* and *Manitoba's Aboriginal Population Projected 1991-2016*, which are two publications designed to increase awareness of Aboriginal people in Manitoba.





## CHAPTER 5

### Aboriginal Awareness



The foundation for constructive relationships – those based on trust and mutual respect – is knowledge and understanding. Many attitudinal barriers to Aboriginal employment are the result of misconceptions and lack of information.

Most of the information for this chapter is contained in the national version of the *AWPI Employer Toolkit*. Section 5.8, which is included in this supplement, provides regional information – including maps and population profiles – on Aboriginal communities and languages.

#### **Contents of CHAPTER 5:**

5.1	Summary of this Chapter .....	5-2
5.8	Aboriginal Linguistic and Community Groups .....	5-3



## 5.1 Summary of this Chapter

### 5.8

#### **Aboriginal Linguistic and Community Groups (page 5-3)**

This section provides detailed information on Aboriginal peoples and communities in Manitoba.

The diversity of Aboriginal peoples in Manitoba is highlighted in a brief profile. It outlines several demographic and cultural characteristics including: number of Aboriginal peoples, location, language, number of communities, etc. A map of Aboriginal communities in Manitoba is also included.



## 5.8 Aboriginal Linguistic and Community Groups

Several demographic and cultural characteristics highlight the diversity of Aboriginal peoples in Manitoba. These include the number of Aboriginal peoples, location, languages and number of communities. A map in this section illustrates First Nations and Inuit communities in Manitoba.

To clarify the information found in this section, please consult the following note:

1. **Status Indians** are registered under the *Indian Act*. Consequently, we are able to determine place of residence. Source: Indian Register, Department of Indian Affairs and Northern Development (December 31, 1996).

☆ **Also See**

Section 6.8 Off-the-Shelf Resource Materials; the resource listing on page 6-47.



## Aboriginal population

In 2001, 173,000 Aboriginal people lived in Manitoba, accounting for more than 15% of the total population of the province. Proportionally, Manitoba has one of the highest percentages of Aboriginal people among all provinces. Almost one in eight Canadian Aboriginal people resides in Manitoba.

North American Indians account for 61% of the total Aboriginal population, Métis people 29%, and Inuit less than 1%.

Almost half (49%) of Manitoba's Aboriginal population lives in urban centres. Another 35% lives on reserve in 62 First Nations throughout the province. The remaining 16% of the Aboriginal population lives in rural areas, Métis communities or Crown land. The shift to larger urban centres is a continuation of a trend that has been observed since 1981.

The Aboriginal proportion of the population has been increasing rapidly over the past 20 years, due, in part, to a higher birth rate than the non-Aboriginal population. Other factors are a greater willingness to declare Aboriginal origins, the effects of Bill C-31, improved Census coverage of remote and urban populations, and more diligent Indian Act registration of young children.

### First Nations

Manitoba is home to 93,000 Status Indians (i.e. persons registered under the Indian Act) who account for 61% of Manitoba's total Aboriginal population. Just over 63% of Status Indians live on-reserve in 62 First Nation communities; the other 37% live off-reserve, mainly in Winnipeg and other urban centres.

First Nation groups indigenous to Manitoba include Ojibway, Cree, Sioux and Dene. Aboriginal dialects spoken in the province are Cree, Ojibway, Dene, Dakota, Oji-Cree, and the Island Lake dialect.

### Métis

Manitoba's population includes a larger percentage of Métis people than the Canadian average. There are 44,000 Métis people in Manitoba. They comprise 29% of Manitoba's Aboriginal population. More than half of all Métis people now live in Winnipeg; 15% live in eight other larger urban settings, and 33% live in smaller communities. Unlike Alberta, there are no lands in Manitoba set aside for Métis settlements.

### Non-Status Indians

Non-status Indians are Indian-identity people who are not registered under the Indian Act. They account for 9% of the Aboriginal population and live mainly in urban centres.



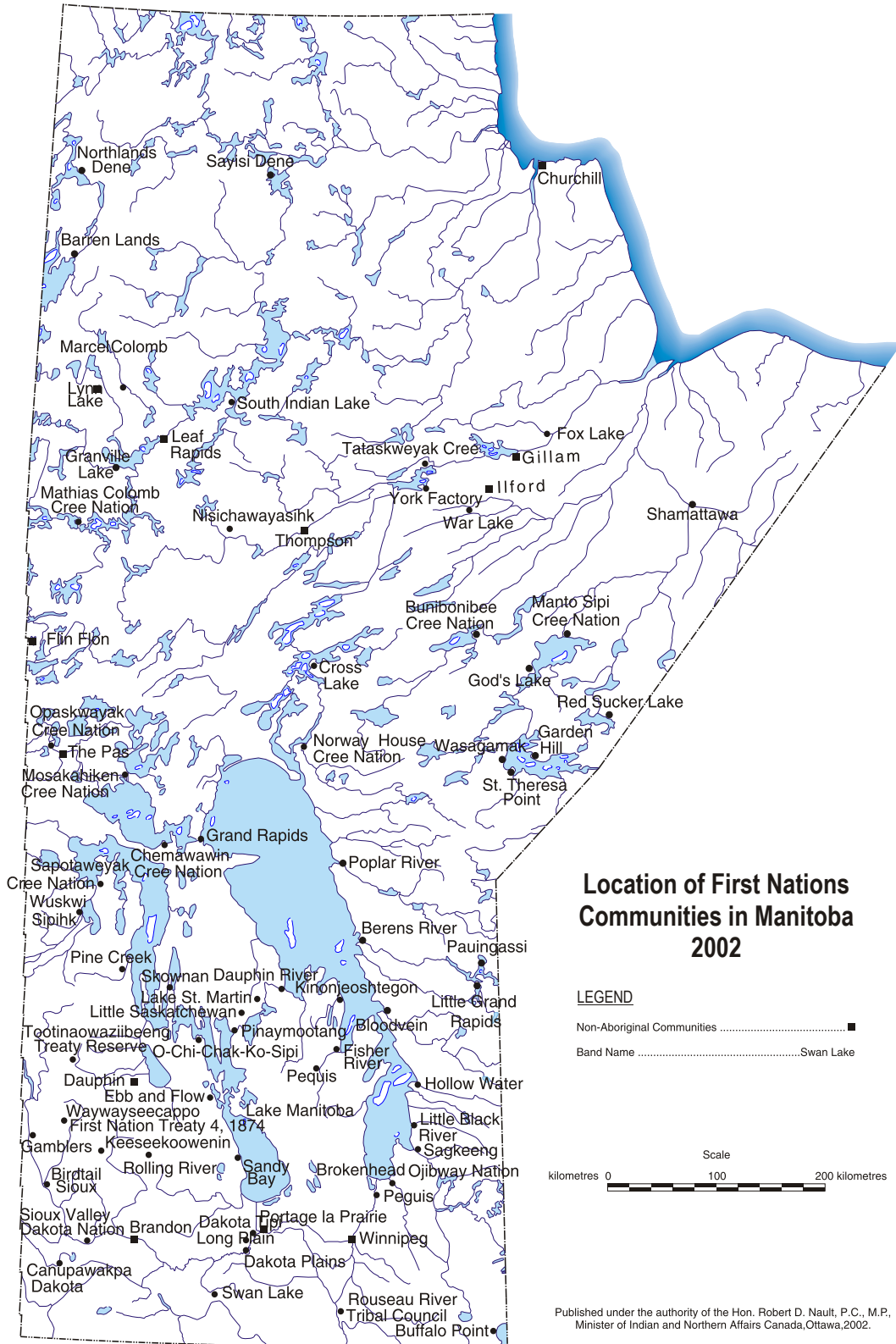


## Inuit

There are fewer than 1,000 Inuit people living in Manitoba. They account for less than 1% of the Aboriginal population.



**FIGURE 15: Manitoba Aboriginal Communities (2002)**



5



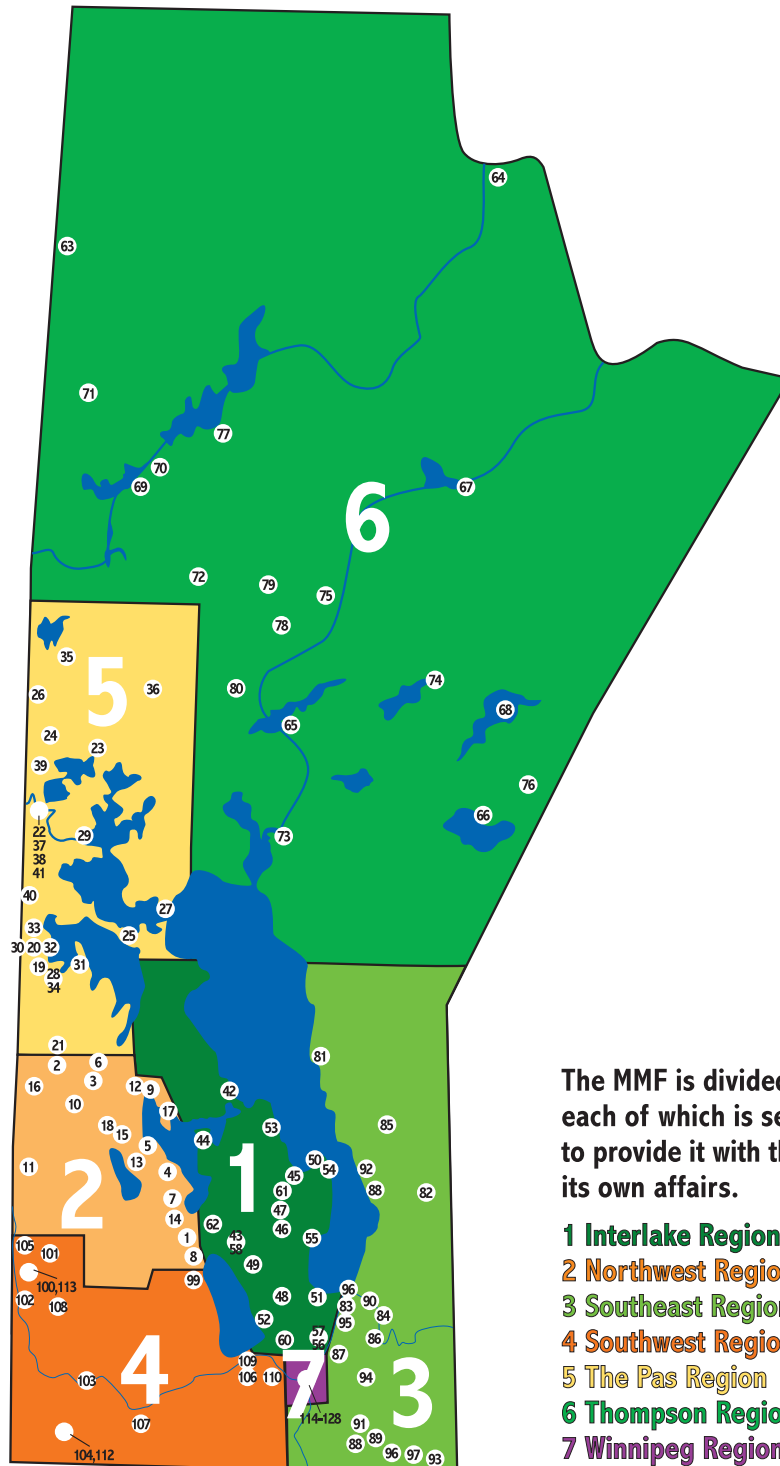
**FIGURE 16: Indian and Inuit Populations of Manitoba (2003)**

Nations	Total	On-Reserve	Off-res.	Crown Land	Nations	Total	On-Reserve	Off-res.	Crown Land
<b>Dakota Ojibway Tribal Council</b>					<b>South East Tribal Council</b>				
Birdtail Sioux	659	488	171	0	Berens River	2,409	1,473	936	0
Canupawakpa Dakota First Nation	569	324	245	0	Bloodvein	1,277	793	484	0
Dakota Plains	260	178	82	0	Brokenhead Ojibway	1,476	440	1,036	0
Long Plain	3,143	1,788	1,355	0	Buffalo Point First Nation	104	43	61	0
Roseau River Anishinabe First Nation Government	1,987	1,052	935	0	Hollow Water	1,402	831	571	0
Sandy Bay	4,844	3,073	1,771	0	Little Black River	843	599	244	0
Sioux Valley Dakota Nation	2,046	1,141	904	1	Little Grand Rapids	1,270	989	281	0
Swan Lake	1,128	528	600	0	Pauingassi First Nation	529	499	30	0
<b>Total</b>	<b>14,636</b>	<b>8,572</b>	<b>6,063</b>	<b>1</b>	Poplar River First Nation	1,264	1,006	258	0
<b>Interlake Reserves Tribal Council</b>					<b>Total</b>	<b>10,574</b>	<b>6,673</b>	<b>3,901</b>	<b>0</b>
Dauphin River	256	138	118	0	<b>Swampy Cree Tribal Council</b>				
Lake Manitoba	1,590	838	752	0	Chemawawin Cree Nation	1,422	1,165	257	0
Lake St. Martin	1,968	1,300	666	2	Grand Rapids First Nation	1,335	811	518	6
Little Saskatchewan	955	567	388	0	Marcel Colomb First Nation	290	0	28	262
Peguis	7,539	3,149	4,388	2	Mathias Colomb	2,977	2,043	833	101
Pinaymootang First Nation	2,418	1,235	1,183	0	Mosakahiken Cree Nation	1,502	1,191	305	6
<b>Total</b>	<b>14,726</b>	<b>7,227</b>	<b>7,495</b>	<b>4</b>	Opaskwayak Cree Nation	4,588	2,821	1,767	0
<b>Island Lake Tribal Council</b>					Sapotawayak Cree Nation	1,769	859	875	35
Garden Hill First Nations	3,533	3,198	335	0	Wuskwi Sipihk First Nation	551	165	385	1
Red Sucker Lake	814	759	55	0	<b>Total</b>	<b>14,434</b>	<b>9,055</b>	<b>4,968</b>	<b>411</b>
St. Theresa Point	3,019	2,828	191	0	<b>West Region Tribal Council</b>				
Wasagamack First Nation	1,423	1,312	111	0	Ebb and Flow	2,065	1,146	919	0
<b>Total</b>	<b>8,789</b>	<b>8,097</b>	<b>692</b>	<b>0</b>	Gamblers	139	53	86	0
<b>Keewatin Tribal Council</b>					Keeseekoowenin	938	681	254	3
Barren Lands	878	422	405	51	O-Chi-Chak-Ko-Sipi First Nation	769	458	311	0
Bunibonibee Cree Nation	2,325	2,003	322	0	Pine Creek	2,390	1,144	1,246	0
Fox Lake	968	158	706	104	Rolling River	865	456	409	0
God's Lake First Nation	2,170	1,300	804	66	Skownan First Nation	1,117	633	484	0
Manto Sipi Cree Nation	620	553	67	0	<b>Total</b>	<b>8,283</b>	<b>4,571</b>	<b>3,709</b>	<b>3</b>
Northlands	895	753	142	0	<b>Unaffiliated</b>				
Sayisi Dene First Nation	671	329	342	0	Cross Lake First Nation	6,132	4,455	1,671	6
Shamattawa First Nation	1,172	1,155	16	1	Dakota Tipi	240	123	117	0
Tataskweyak Cree Nation	2,785	1,980	805	0	Fisher River	2,959	1,640	1,319	0
War Lake First Nation	232	81	110	41	Fort Alexander	6,242	2,986	3,255	1
York Factory First Nation	998	463	535	0	Kinonjeoshtegon First Nation	618	307	311	0
<b>Total</b>	<b>13,714</b>	<b>9,197</b>	<b>4,254</b>	<b>263</b>	Nisichawayasihk Cree Nation	4,869	2,426	1,437	1,006
					Norway House Cree Nation	5,828	4,321	1,507	0
					Tootinaowaziibeeng				
					Treaty Reserve	1,180	577	603	0
					Waywayseecappo First Nation	2,107	1,505	602	0
					General List/Manitoba	8	0	8	0
					<b>Total</b>	<b>30,183</b>	<b>18,340</b>	<b>10,830</b>	<b>1,013</b>
					<b>Grand Total</b>	<b>115,339</b>	<b>71,732</b>	<b>41,912</b>	<b>1,695</b>

Source: DIAND (2003)



**FIGURE 17: Manitoba Métis Federation Regions**



The MMF is divided into seven regions, each of which is separately incorporated to provide it with the autonomy to manage its own affairs.

- 1 Interlake Region**
- 2 Northwest Region/Dauphin Region**
- 3 Southeast Region**
- 4 Southwest Region**
- 5 The Pas Region**
- 6 Thompson Region**
- 7 Winnipeg Region**



**FIGURE 18: Manitoba Métis Federation Structure**

Number/Location by Region	Number/Location by Region	Number/Location by Region
<b>DAUPHIN REGION</b>	43. Eriksdale	86. Longbody Creek
1. Bacon Ridge	44. Fairford	87. Loon Straits
2. Birch River	45. Fisher Bay	88. Manigotagan
3. Camperville	46. Fisher Branch	89. Marchland
4. Cayer	47. Hodgson	90. Powerview
5. Crane River	48. Inwood	91. Richer
6. Duck Bay	49. Lundar	92. Seymourville
7. Eddystone	50. Matheson Island	93. Sprague
8. Kinosota	51. Matlock	94. St. Rita
9. Mallard	52. Oak Point	95. Stoney Point
10. Pine River	53. Pebble Beach	96. Traverse Bay
11. Roblin	54. Pine Duck	97. Vassar
12. Rock Ridge	55. Riverton	98. Woodridge
13. Rorketon	56. Scotch Bay	<b>SOUTHWEST REGION</b>
14. Shergrove	57. Selkirk	99. Amaranth
15. Spence Lake	58. St. Laurent	100. Binscarth
16. Swan River	59. St. Peters	101. Birdtail
17. Winterhen	60. Stonewall	102. Fort Ellice
18. Winnipegosis	61. Sunny Valley	103. Grand Valley
<b>THE PAS REGION</b>	62. Vogar	104. Peace Garden
19. Baden	<b>THOMPSON REGION</b>	105. Pelly Trail
20. Barrows	63. Brochet	106. Portage
21. Belisite	64. Churchill	107. Rock Lake
22. Big Eddy	65. Cross Lake	108. Snake Creek
23. Cormorant	66. Garden Hill	109. St. Ambroise
24. Cranberry Portage	67. Gillam	110. St. Eustache
25. Easterville	68. God's Lake	111. St. Marks
26. Flin Flon	69. Granville Lake	112. Turtle Mountain
27. Grand Rapids	70. Leaf Rapids	113. Valleyview
28. Mateking	71. Lynn Lake	<b>WINNIPEG REGION</b>
29. Moose Lake	72. Nelson House	114. Blueberry
30. National Mills	73. Norway House	115. Bosca
31. Pelican Rapids	74. Oxford House	116. Dumont
32. Powell	75. Pikwitonai	117. Fort Rouge
33. Red Deer Lake	76. Red Sucker Lake	118. Fort Rouge West
34. Red Deer River	77. South Indian Lake	119. Keenley Side
35. Sherridon	78. Thicket Portage	120. Kinew
36. Snow Lake	79. Thompson	121. Liberty
37. The Pas	80. Wabowden	122. Red River
38. Umpherville	<b>SOUTHEAST REGION</b>	123. Seven Oaks
39. Wanless	81. Berens River	124. St. Vital
40. Westgate	82. Bisset	125. St. Vital
41. Young's Point	83. Grand Marais	126. Winnipeg Local #1
<b>INTERLAKE REGION</b>	84. Great Falls	127. Winnipeg North
42. Dauphin River	85. Lac Du Bonnet	128. Winnipeg West Central





## CHAPTER 6

### Resources Available to Employers



Employers can access a wide range of resources to facilitate their employment of Aboriginal peoples. This chapter is designed to help you find the resources that fit your needs.

Section 6.1 offers an overview of the contents in this chapter. A short biography of the Manitoba AWPI Regional Coordinator can be found in Section 6.2. **The information for Section 6.3 is provided in the national version of the AWPI Employer Toolkit.** Section 6.4 contains a contact list for the major Aboriginal organizations in Manitoba. Employers may be able to find Aboriginal employees through the help of Section 6.5, services to recruit. Companies interested in Aboriginal awareness training can consult Section 6.6. Employers who want to make important investments in their Aboriginal employees can do so by taking advantage of the education and training programs found under Section 6.7. Employers can further increase their own awareness and understanding of issues related to the employment of Aboriginal peoples by referring to the resource materials presented in Section 6.8. Section 6.9 lists bookmarks to facilitate your search on the Internet.

#### **Contents of CHAPTER 6:**

6.1	Summary of this Chapter .....	6-2
6.2	AWPI Regional Coordinator.....	6-4
6.4	Aboriginal Organizations.....	6-5
6.5	Services to Recruit Aboriginal Employees.....	6-22
6.6	Sources of Aboriginal Awareness Training.....	6-33
6.7	Programs Geared to Aboriginal Employment .....	6-40
6.8	Off-the-Shelf Resource Materials .....	6-47
6.9	Web Sites.....	6-55



## 6.1 Summary of this Chapter

### 6.2

#### **AWPI Regional Coordinator (page 6-4)**

This section offers a short biography of the AWPI Regional Coordinator highlighting work experience and areas of expertise. If you need more information about the AWPI Employer Toolkit or about Aboriginal employment, the AWPI Regional Coordinators are a resource always available to you!

### 6.4

#### **Aboriginal Organizations (page 6-5)**

Many Aboriginal organizations are dedicated to advancing the political, social, economic and cultural well-being of Aboriginal peoples in Manitoba. Information in this section describes the aims of Aboriginal organizations and how to contact them. The list is in alphabetical order.

### 6.5

#### **Services to Recruit Aboriginal Employees (page 6-22)**

Services that help to recruit Aboriginal employees – such as in inventories of Aboriginal job applicants, educational institutions, recruitment and placement agencies – may be particularly valuable to employers. A list of regional contacts is provided.

### 6.6

#### **Sources of Aboriginal Awareness Training (page 6-33)**

This section contains information about specific sources of Aboriginal awareness education and training courses in your region.

### 6.7

#### **Programs Geared to Aboriginal Employment (page 6-40)**

This section contains information about programs geared to the training and employment of Aboriginal peoples. Employers who wish to participate in job-oriented pre-employment training initiatives should find this particularly useful.





**6.8****Off-the-Shelf Resource Materials (page 6-47)**

Off-the-shelf materials can further increase awareness and understanding of issues related to the employment of Aboriginal peoples. In this section, you will find a bibliography of relevant books and articles. If available, videos and CD-ROMs, which can be used within the workplace, are also listed.

**6.9****Web Sites (page 6-55)**

The number of Web sites that provide information relevant to the Aboriginal environment is increasing. A list of Web bookmarks is provided to add to your collection.

**Note:** The information in the *AWPI Employer Toolkit, Regional Supplement—AWPI Employer Toolkit, Manitoba Region* has been compiled from a variety of sources, many external to the Department of Indian Affairs and Northern Development (DIAND). DIAND therefore assumes no responsibility for the accuracy or reliability of the information, nor does DIAND assume any responsibility for the quality of the products or services listed or described in Sections 6.4 to 6.9. Users should be aware that information obtained from sources external to DIAND is available only in the language in which it was provided.



## 6.2 AWPI Regional Coordinator

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### Manitoba

**CLEO HOLNESS**  
AWPI Regional Coordinator  
365 Hargrave Street, Room 200  
Winnipeg (MB) R3B 3A3  
**Tel.: (204) 984-0965**  
**Fax: (204) 983-3629**  
**E-mail: HolnessC@inac.gc.ca**

*Cleo Holness*

- Cleo Holness is Nakoda (Assiniboine) from the Ocean Man First Nation in Saskatchewan. Cleo has completed her formal education in Management Development Certificate from the University of Manitoba and a Business Administration Diploma from Red River College. She plans to continue studying in Administrative Studies at the University of Winnipeg. She describes her education as being from both formal academic training and informal learning from life experiences. She has over twenty years of work experience, seven of which are in the social development field. She brings a genuine empathy, relevant experience, formal training, and cultural sensitivity that offers a unique insight into facilitating.



## 6.4 Aboriginal Organizations

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Many Aboriginal organizations are dedicated to advancing the political, social, economic and cultural well-being of Aboriginal peoples in Manitoba. You will find the major Aboriginal organizations that represent each of the three Aboriginal groups – First Nations, Inuit and Métis – as well as other general organizations. This section describes the aims of these Aboriginal organizations and how to contact them. Offices are listed in alphabetical order.



**Aboriginal Capital Corporations (ACCs)**

<b>Organization</b>	
<b>Description</b>	
<p>Aboriginal Capital Corporations (ACCs) are Aboriginal-owned and controlled lending institutions. ACCs provide Aboriginal entrepreneurs with business loans for the acquisition, implementation, or expansion of any Aboriginal-owned or controlled businesses, as well as advice on business planning and other programs available to them. At present there are three Aboriginal Capital Corporations and one Community Futures Development Corporation in Manitoba.</p>	

ACC offices in Manitoba:

Anishinabe Mazaska Capital Corporation  
 811-294 Portage Avenue  
 Winnipeg (MB) R3C 0B9

Tel.: (204) 957-0045  
 Fax: (204) 940-5003  
 Toll-free: 1-800-665-8935  
 Web site: [www.amcc.mb.ca](http://www.amcc.mb.ca)

Lous Riel Capital Corporation  
 340-150 Henry Avenue  
 Winnipeg (MB) R3B 0J7

Tel.: (204) 589-0772  
 Fax: (204) 589-0791  
 Toll-free: 1-800-387-6004  
 Web site: [www.lrcc.mb.ca](http://www.lrcc.mb.ca)

Tribal Wi-Chi-Way-Win Capital Corporation  
 203-400 St. Mary Avenue  
 Winnipeg (MB) R3C 4K5

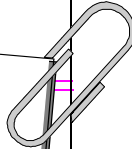
Tel.: (204) 943-0888  
 Fax: (204) 946-5318  
 Toll-free: 1-800-568-8488  
 Web site: [www.twcww.mb.ca](http://www.twcww.mb.ca)

Cedar Lake Community Futures Development Corporation  
 P. O. Box 569  
 314 Edwards Avenue  
 The Pas (MB) R9A 1K6

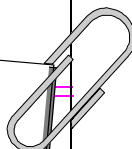
Tel.: (204) 627-5450  
 Fax: (204) 627-5460  
 Toll-free: 1-888-498-4175  
 Web site: [www.cedarlake-cfdc.com](http://www.cedarlake-cfdc.com)  
 E-mail: [cl\\_cfdc@mb.sympatico.ca](mailto:cl_cfdc@mb.sympatico.ca)



### Aboriginal Council of Winnipeg Inc.


<b>Organization</b>	 <p><b>Aboriginal Council of Winnipeg Inc.</b></p> <p>112-181 Higgins Avenue Winnipeg (MB) R3B 3G1</p>
<b>Description</b>	<p>Tel.: (204) 989-6380 Fax: (204) 942-5795 Web site: <a href="http://www.abcouncilofwinnipeg.net">www.abcouncilofwinnipeg.net</a></p>
<p>Established in 1990, the Council has a mandate to represent the interests of the Aboriginal community of Winnipeg. The Council seeks to acknowledge and affirm the unique diversity in the Aboriginal community and address the needs of the Aboriginal community in Winnipeg to include all aspects of living in an urban environment, such as housing, education, race relations, and social services.</p>	

### Aboriginal Languages of Manitoba (ALM)

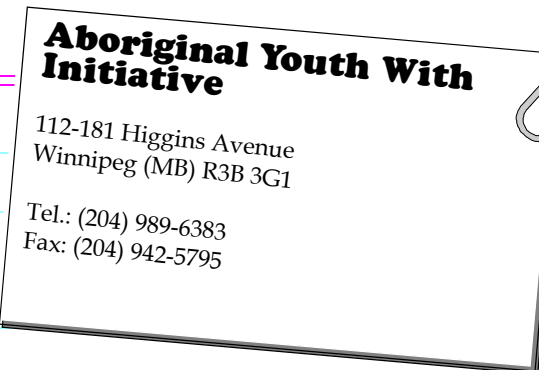
<b>Organization</b>	 <p><b>ALM</b></p> <p>119 Sutherland Avenue Winnipeg (MB) R2W 3C9</p>
<b>Description</b>	<p>Tel.: (204) 989-6392 Fax: (204) 989-6396 Toll free: 1-866-429-0606 E-mail: <a href="mailto:alm@mts.net">alm@mts.net</a></p>
<p>Aboriginal Languages of Manitoba (ALM) was incorporated in 1985 to promote the retention of Manitoba's Native Languages. The association was established in response to Aboriginal language preservation issues and is under the guidance of a Council of Elders.</p>	



### Aboriginal Leadership Institute Inc.


<b>Organization</b>	
<b>Description</b>	
<p>The Aboriginal Leadership Institute Inc. works closely with educational institutes, governments and the private sector. Through partnerships and cooperative alliances, they provide rich and varied educational opportunities for their clients.</p>	

### Aboriginal Youth With Initiative


<b>Organization</b>	
<b>Description</b>	
<p>Aboriginal Youth With Initiative is a non-profit community development youth organization. Its primary focus is on youth empowerment and leadership development. It currently has implemented a Community Strategy in Winnipeg, which seeks to rebuild Aboriginal identity and pride by teaching and participating in Aboriginal culture and tradition.</p>	



**ACCESS North - The Pas**

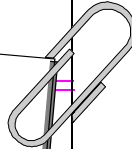
<b>Organization</b>	 <p><b>ACCESS North - The Pas</b>                  Keewatin Community College                  P. O. Box 3000                  The Pas (MB) R9A 1M7                  Tel.: (204)627-8517                  Fax: (204) 627-8514                  Toll-free: 1-866-627-8500                  Web site: www.keewatincc.mb.ca</p>
<b>Description</b>	
<p>Funded by the Province of Manitoba, this program provides access to all programs available through Keewatin Community College in The Pas.</p>	

**Assembly of Manitoba Chiefs (AMC)**

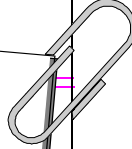
<b>Organization</b>	 <p><b>AMC</b>                  2nd floor - 260 St. Mary Avenue                  Winnipeg (MB) R3C 0M6                  Tel.: (204) 956-0610                  Fax: (204) 956-2109                  Toll-free: 1-888-324-5483                  Web site: www.manitobachiefs.com</p>
<b>Description</b>	
<p>The First Nations of Manitoba created the Assembly of Manitoba Chiefs (AMC) in 1988 in order to coordinate political action and technical work on common issues, for which the Grand Chief, elected by the Chiefs-in-Assembly, is mandated as the principle spokesperson. The AMC functions under the direction of the Grand Chief, Executive Council of Chiefs and several Standing Chiefs Committees. The AMC functions to build consensus on issues and priorities and to present a common front in pursuing these issues.</p>	



### Council for the Advancement of Native Development Officers (CANDO)

<b>Organization</b>	 <b>CANDO</b> CANDO Regional Board of Directors - Manitoba Member Robert Campbell Aboriginal Business Information Services 18-515 Thompson Drive Winnipeg (MB) R3J 3W5 Tel.: (204) 896-3336 Fax: (204) 896-0555
<b>Description</b>	
<p>CANDO is a professional development association of economic development officers working in native communities or organizations. It is a registered, non-profit society that is Aboriginal-controlled, community-based and membership-driven.</p>	

### First Nations Disabilities Association (FNDA)

<b>Organization</b>	 <b>FNDA</b> 305B-260 St. Mary Avenue Winnipeg (MB) R3C 0M6 Tel.: (204) 953-0310 Fax: (204) 953-0318 Toll-free: 1-866-370-9875
<b>Description</b>	
<p>The First Nations Disabilities Association was established through the Aboriginal Human Resource Development Strategy (AHRDS). The organization is currently involved in a community needs assessment for employment and training of First Nations members with disabilities.</p>	





## First Nations Tribal Councils

<b>Organization</b>	
<b>Description</b>	
<p>The seven Tribal Councils work in partnership with the Department of Indian and Northern Affairs Canada to assist Bands in administration and financial management of local governments on reserves as well as aiding the transfer of responsibility and accountability. Most Tribal Councils offer a variety of services; for a complete list please consult your local office.</p>	

For more information:

<p>Dakota Ojibway Tribal Council (DOTC) 702 Douglas Street Brandon (MB) R7A 7B2</p> <p>Tel.: (204) 729-3682 Fax: (204) 726-5966 Winnipeg office: (204) 988-5370 Web site: <a href="http://www.dotc.mb.ca">www.dotc.mb.ca</a></p>	<p>Interlake Reserves Tribal Council (IRTC) General Delivery Fairford (MB) R0C 0X0</p> <p>Tel.: (204) 659-4465 Fax: (204) 659-2147 Winnipeg office: (204) 956-7413 Web site: <a href="http://www.mts.net/~irtc/">www.mts.net/~irtc/</a></p>
<p>Island Lake Tribal Council (ILTC) General Delivery St. Theresa Point (MB) R0B 1J0</p> <p>Tel.: (204) 462-2351 Fax: (204) 462-2538 Winnipeg office: (204) 982-3300</p>	<p>Keewatin Tribal Council (KTC) 102-83 Churchill Drive Thompson (MB) R8N 0L6</p> <p>Tel.: (204) 677-2341 Fax: (204) 677-3963 Toll-free: 1-800-665-6212 Winnipeg office: (204) 949-4014</p>



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**Section 6.4: Aboriginal Organizations**

Southeast Resource Development Council  
(SRDC)  
360 Broadway Avenue  
Winnipeg (MB) R3C 0T6

Tel.: (204) 956-7500  
Fax: (204) 956-7382

Swampy Cree Tribal Council (SCTC)  
P.O. Box 150  
The Pas (MB) R9A 1K3

Tel.: (204) 623-3423  
Fax: (204) 623-2882  
Toll-free: 1-800-442-0459  
E-mail: [krichards@swampycree.com](mailto:krichards@swampycree.com)

West Region Tribal Council (WRTC)  
21-4th Avenue NW  
Dauphin (MB) R7N 1H9

Tel.: (204) 638-8225  
Fax: (204) 638-8062  
Toll-free: 1-888-358-7340  
E-mail: [wrtc01@mts.net](mailto:wrtc01@mts.net)

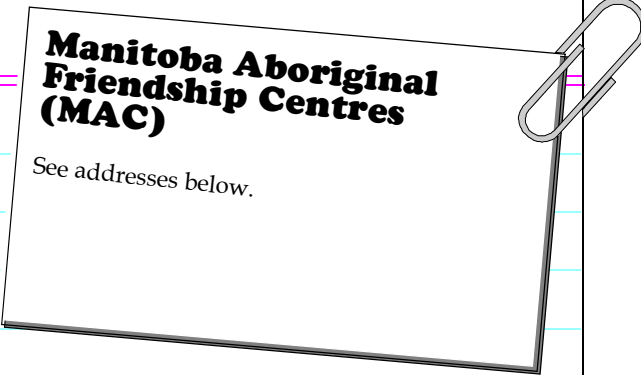


**Indian Council of First Nations of Manitoba Inc. (ICFNM)**

<b>Organization</b>	<b>ICFNM</b>
	P.O. Box 10299 The Pas (MB) R0B 2J0
<b>Description</b>	Tel.: (204) 623-7227 Fax: (204) 623-4041 E-mail: icfnmpas@mts.net
<p>The Indian Council of First Nations of Manitoba is a provincial advocacy organization designed to serve and protect the interests of non-status and off-reserve Indians in Manitoba. ICFNM claims to represent approximately 5,000 people. It is affiliated with the Congress of Aboriginal People.</p>	



**Manitoba Aboriginal Friendship Centres (MAC)**

<b>Organization</b>	
<b>Description</b>	
<p>MAC is a political lobbying and public relations organization that represents the eleven Aboriginal and Métis Friendship Centres in the province. The FCs are non-political autonomous social agencies that offer programs that meet the needs of Aboriginal people. They can provide a range of services, from counseling and referrals to literacy programs and employment services. In addition they provide social, cultural and recreational activities.</p>	

**Note:** Links to all of these centres are found on the main MAC Web site at [www.mac.mb.ca](http://www.mac.mb.ca). For more information:

<p>Brandon Friendship Centre Inc. 836 Lorne Avenue Brandon (MB) R7A 0T8</p> <p>Tel.: (204) 727-1407 Fax: (204) 726-0902 E-mail: <a href="mailto:bfcinc@mts.net">bfcinc@mts.net</a></p>	<p>Dauphin Friendship Centre Inc. 210-1st Avenue NE Dauphin (MB) R7N 1A7</p> <p>Tel.: (204) 638-5707 Fax: (204) 638-4799 Web site: <a href="http://www.dauphinfriendshipcentre.com">www.dauphinfriendshipcentre.com</a></p>
<p>Flin Flon Indian-Métis Friendship Centre Inc. 57 Church Street Flin Flon (MB) R8A 1K8</p> <p>Tel.: (204) 687-3900 Fax: (204) 687-5328 E-mail: <a href="mailto:ffimfa@mb.sympatico.ca">ffimfa@mb.sympatico.ca</a></p>	<p>Indian-Métis Friendship Centre of Winnipeg Inc. 45 Robinson Street Winnipeg (MB) R2W 5H5</p> <p>Tel.: (204) 586-8441 Fax: (204) 582-8261 E-mail: <a href="mailto:friendship.centre@imfc.net">friendship.centre@imfc.net</a></p>

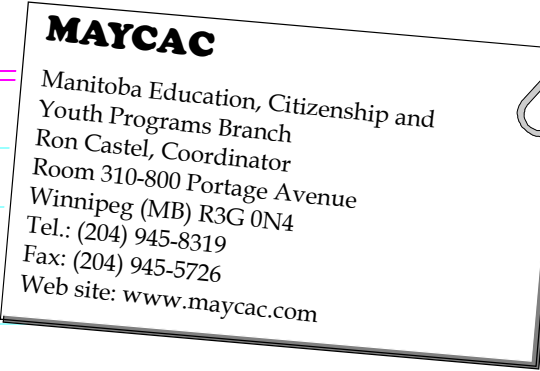


**Note: Links to all of these centres are found on the main MAC Web site at [www.mac.mb.ca](http://www.mac.mb.ca).**


<p>Lynn Lake Friendship Centre Inc. P.O. Box 460 625 Gordon Avenue Lynn Lake (MB) R0B 0W0</p> <p>Tel.: (204) 356-2407 Fax: (204) 356-8223 E-mail: <a href="mailto:mbhunt@sundancecommunications.ca">mbhunt@sundancecommunications.ca</a></p>	<p>Ma-Mow-We-Tak Friendship Centre Inc. 122 Hemlock Crescent Thompson (MB) R8N 0R6</p> <p>Tel.: (204) 677-0950 Fax: (204) 677-0970 Web site: <a href="http://www.mamowwetak.mb.ca/">www.mamowwetak.mb.ca/</a></p>
<p>Portage Friendship Centre Inc. 20-3rd Street N.E. Portage la Prairie (MB) R1N 1N4</p> <p>Tel.: (204) 239-6333 Fax: (204) 856-2470 E-mail: <a href="mailto:j_mousseau@portagefriendshipcentre.org">j_mousseau@portagefriendshipcentre.org</a></p>	<p>Riverton and District Friendship Centre Inc. P.O. Box 359 Riverton (MB) R0C 2R0</p> <p>Tel.: (204) 378-2927 Fax: (204) 378-5705 Toll-free: 1-888-414-0606 Web site: <a href="http://www.rivertonfriendshipcentre.com">www.rivertonfriendshipcentre.com</a></p>
<p>Selkirk Friendship Centre 425 Eveline Street Selkirk (MB) R1A 2J5</p> <p>Tel.: (204) 482- 7525 Fax: (204) 785-8124 E-mail: <a href="mailto:ssc@mts.net">ssc@mts.net</a></p>	<p>Swan River Indian &amp; Métis Friendship Centre Inc. 1413 Main Street East Swan River (MB) R0L 1Z0</p> <p>Tel.: (204) 734-9301 Fax: (204) 734-3090 E-mail: <a href="mailto:srfc@mts.net">srfc@mts.net</a></p>
<p>The Pas Friendship Centre Inc. 81 Edwards Avenue <b>and</b> 103 Edwards Avenue P.O. Box 2638 The Pas (MB) R9A 1M3</p> <p>Tel: (204) 627-7500 Fax: (204) 623-4268 E-mail: <a href="mailto:tpfc@mts.net">tpfc@mts.net</a></p>	



### Manitoba Aboriginal Youth Career Awareness Committee (MAYCAC)

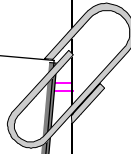
<b>Organization</b>	 <p><b>MAYCAC</b> Manitoba Education, Citizenship and Youth Programs Branch Ron Castel, Coordinator Room 310-800 Portage Avenue Winnipeg (MB) R3G 0N4 Tel.: (204) 945-8319 Fax: (204) 945-5726 Web site: www.maycac.com</p>
<b>Description</b>	
<p>The committee was formed in 1987 by a group of concerned and dedicated individuals who have an active interest in career planning and development for Aboriginal peoples in Manitoba. MAYCAC is an urban-based committee that will work with other organizations to promote Aboriginal youth.</p>	

### Manitoba First Nations Education Resource Centre (MFNERC)

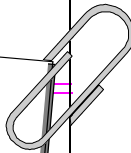
<b>Organization</b>	 <p><b>MFNERC</b> 1214 Fife Street Winnipeg (MB) R2X 2N6 Tel.: (204) 940-7020 Fax: (204) 942-2490 Toll-free: 1-877-247-7020 Web site: www.mfnrec.com</p>
<b>Description</b>	
<p>The MFNERC exists to assist First Nations Schools improve the quality and standards of education for Aboriginal students. It provides a variety of services in areas of Community Education, Research and Development, In-School Programs, and Special Education. Within these departments twenty-seven specialists are assigned to provide service to First Nation Schools. This service is accessed via service request letter addressed to one of the unit coordinators in the organization and they will coordinate the Specialist to come into your school and provide the service.</p>	



**Manitoba Indian Education Association Inc. (MIEA)**

<b>Organization</b>	 <p><b>MIEA</b> 305 - 352 Donald Street Winnipeg (MB) R3B 2H8</p>
<b>Description</b>	<p>Tel.: (204) 947-0421 Fax: (204) 942-3067 E-mail: miea@miea.ca</p>
<p>The MIEA is a student services centre for Band-sponsored students enrolled in Winnipeg Education institutions. Here students can receive academic, social and financial counseling, as well as attend orientation sessions and receive referrals.</p>	

**Manitoba Keewatinowi Okimakanak (MKO)**

<b>Organization</b>	 <p><b>MKO</b> 200-701 Thompson Drive Thompson (MB) R8N 2A3</p>
<b>Description</b>	<p>Tel.: (204) 677-1600 Fax : (204) 778-7655</p>
<p>MKO is the regional chiefs organization covering most First Nations in northern Manitoba. The objectives of MKO are to defend the interests and rights of First Nation people within its jurisdiction and develop and secure an acceptable standard of life for its member First Nations.</p>	



**Manitoba Métis Federation Inc. (MMF)**

<b>Organization</b>	
<b>Description</b>	
<p>The MMF seeks to promote the history, culture, pride and interests of the Métis people, and to increase awareness among the Métis community with respect to legal, political, social, and other Aboriginal rights. The MMF also sets out to promote the participation of the Métis people in all levels of government and organizations.</p>	

**Note:** Links to all of these centres are found on the main Web site at [www.mmf.mb.ca](http://www.mmf.mb.ca).  
For more information:

<p>Interlake Region P.O. Box 390 St. Laurent (MB) R0C 2S0</p> <p>Tel.: (204) 646-2706 Fax: (204) 646-4171 Toll-free: 1-866-317-3347 Web site: <a href="http://www.mmf.mb.ca">www.mmf.mb.ca</a></p>	<p>Northwest Region 40-1st avenue NW Dauphin (MB) R7N 1G7</p> <p>Tel.: (204) 638-9485 Fax: (204) 638-3878 Web site: <a href="http://www.mmf.mb.ca">www.mmf.mb.ca</a></p>
<p>Southwest Region 656- 6th Street Brandon (MB) R7A 3P1</p> <p>Tel.: (204) 725-7520 Fax: (204) 728-9085 Web site: <a href="http://www.mmf.mb.ca">www.mmf.mb.ca</a> E-mail: <a href="mailto:swmmf@mts.net">swmmf@mts.net</a></p>	<p>Southeast Region P.O. Box 13 Grand Marais (MB) R0E 0T0</p> <p>Tel.: (204) 754-2721 Fax: (204) 754-2687 Toll-free: 1-888-304-2383 Web site: <a href="http://www.mmf.mb.ca">www.mmf.mb.ca</a> E-mail: <a href="mailto:sermetis@granite.ca">sermetis@granite.ca</a></p>





The Pas Region  
P.O. Box 2467  
The Pas (MB) R9A 1M2  
  
Tel.: (204) 623-5701  
Fax: (204) 623-2825  
Web site: [www.mmfthepas.com](http://www.mmfthepas.com)

Thompson Region  
44A Copper Road  
Thompson (MB) R8N 0V6  
  
Tel.: (204) 677-1430  
Fax: (204) 677-2240  
E-mail: [ljmckay@mmfthompson.mb.ca](mailto:ljmckay@mmfthompson.mb.ca)

Winnipeg Region  
3rd floor, 150 Henry Avenue  
Winnipeg (MB) R3B 0J7  
  
Tel.: (204) 586-8474  
Fax: (204) 947-1816  
Toll-free: 1-800-665-8474  
E-mail: [fax@mmf.mb.ca](mailto:fax@mmf.mb.ca)



**Mother of Red Nations Women's Council of Manitoba (MORN)**

<b>Organization</b>	<b>MORN</b> 26 Edmonton Street Winnipeg (MB) R3C 1P7
<b>Description</b>	Tel.: (204) 942-6676 Fax: (204) 942-7639 Toll-free: 1-866-258-6726 Web site: morn.cimnet.ca E-mail: morn@morn.ca
<p>The mission of MORN is to promote, protect and support the spiritual, emotional, physical and mental well being of all Aboriginal women and children in Manitoba; and to provide voice, representation and advocacy for Aboriginal women through spiritual, cultural, social, economic, political, educational and recreational development.</p>	

**Northern Association of Community Councils INC. (NACC)**

<b>Organization</b>	<b>NACC</b> 750-331 Smith Street Winnipeg (MB) R3B 2G9
<b>Description</b>	Tel.: (204) 947-2227 Fax: (204) 947-9446 Toll-free: 1-888-947-6222 E-mail: nacc@mb.sympatico.ca
<p>NACC works with northern urban centres and First Nations to address issues common to all northern residents. It works to improve conditions and legislation for member communities.</p>	



## Southern Chiefs Organization (SCO)

<b>Organization</b>	<b>SCO</b>
	200-286 Smith Street Winnipeg (MB) R3C 1K4
<b>Description</b>	Tel.: (204) 946-1869 Fax: (204) 946-1871 Web site: <a href="http://www.scoinc.mb.ca">www.scoinc.mb.ca</a>
<p>The SCO is a political organization representing the Southern First Nations of Manitoba. The mandate of SCO is to protect, preserve, promote, and enhance First Nations peoples' inherent rights, languages, customs, and traditions through the application and implementation of the spirit and intent of the Treaty process.</p>	



## 6.5 Services to Recruit Aboriginal Employees

Services to help recruit Aboriginal employees will be particularly valuable to employers seeking to increase Aboriginal employment.

This section provides names and contact numbers of organizations and programs that operate regionally. These organizations can either be recruitment agencies, data banks, referral offices or others. They are presented in alphabetical order, in two categories:

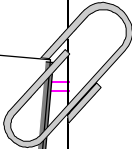
1. Services                                      Employment and recruitment, data banks and referral offices, others.
2. Educational Institutions                      While these organizations do not offer direct recruitment services of Aboriginal employees, some have employment centres and organize career days.

☆ <b>Also See</b>	<b>Section 6.4:</b> Aboriginal Organizations ..... 6-5
	<b>Section 6.8:</b> Off-the-Shelf Resource Materials ..... 6-47



## 1. Services

### Aboriginal Single Window Initiative

<b>Organization</b>	 <p><b>Aboriginal Single Window Initiative</b></p> <p>100-181 Higgins Avenue Winnipeg (MB) R3B 3G1</p> <p>Tel.: (204) 984-1414/1415 Fax: (204) 984-1424 Web site: <a href="http://www.mb.hrdc-drhc.gc.ca/~asw/">www.mb.hrdc-drhc.gc.ca/~asw/</a></p>
<b>Description</b>	
<p>The Aboriginal Single Window Initiative is a joint undertaking between the Government of Manitoba, the Province of Manitoba and the City of Winnipeg. Staff from various departments are co-located in a single office that provide a point of contact between Aboriginal clients and a number of Federal, Provincial and City of Winnipeg government departments. The office provides the following types of assistance: technical advice, referral and business counselling.</p>	



### Aboriginal Employment Initiative (AEI)

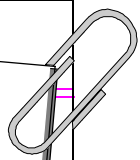
<b>Organization</b>	<b>AEI</b> Aboriginal Employment Initiative (AEI) The Winnipeg Chamber of Commerce 100-259 Portage Avenue Winnipeg (MB) R3B 2A9
<b>Description</b>	Tel.: (204) 942-3011 Ext. 206 Fax: (204) 944-8492 Web site: <a href="http://www.winnipeg-chamber.com">www.winnipeg-chamber.com</a> E-mail: <a href="mailto:claborero@winnipeg-chamber.com">claborero@winnipeg-chamber.com</a>
<p>AEI works for members of The Winnipeg Chamber of Commerce and the Business Council of Manitoba. The AEI was made to meet the needs of the Winnipeg and Manitoba business environment. Sponsors of this initiative are: The Winnipeg Chamber of Commerce, Manitoba Education and Training, Business Council of Manitoba, Aboriginal Human Resource Development Council of Canada, and Western Economic Diversification Canada. The AEI aims to facilitate and promote employment of Aboriginal people in the province.</p>	

### Anokiiwin Employment Solutions Inc.

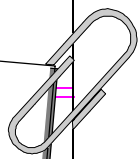
<b>Organization</b>	<b>Anokiiwin Employment Solutions Inc.</b> 105-260 St. Mary Avenue Winnipeg (MB) R3C 0M6
<b>Description</b>	Tel.: (204) 925-2790 Fax: (204) 943-0023 Web site: <a href="http://www.anokiiwin.com/work">www.anokiiwin.com/work</a> E-mail: <a href="mailto:work@anokiiwin.com">work@anokiiwin.com</a>
<p>Anokiiwin Employment Solutions Inc. is a private employment placement agency which recruits Aboriginal job-candidates to match available job openings in the market place.</p>	



## Centre for Aboriginal Human Resource Development (CAHRD)

<b>Organization</b>	 <p><b>CAHRD</b> 304-181 Higgins Avenue Winnipeg (MB) R3B 3G1</p>
<b>Description</b>	<p>Tel.: (204) 989-7110 Fax: (204) 989-7113 Web site: <a href="http://www.cahrd.org">www.cahrd.org</a></p> <p>The Centre for Aboriginal Human Resource Development is a non-profit, community-driven organization that provides education, training and employment services for Winnipeg's Aboriginal community. The CAHRD maintains a client database that provides employers with links to Aboriginal Human Resources, provides pre-screening for needs and requirements, and handles requests and referrals of workers to employers. These services are provided through its Central Employment Service, Staffing Solutions program and Special Services program.</p>

## Indian and Northern Affairs Aboriginal Inventory

<b>Organization</b>	 <p><b>Indian and Northern Affairs Aboriginal Inventory</b> DIAND - Manitoba Region 200-365 Hargrave Street, Room 200 Winnipeg (MB) R3B 3A3</p>
<b>Description</b>	<p>Tel.: (204) 983-0880 Please call for fax number Web site: <a href="http://www.inac.gc.ca">www.inac.gc.ca</a></p> <p>Indian and Northern Affairs has an Aboriginal Inventory that is used to refer Aboriginal clients to employers. The Aboriginal people looking for employment can register in the inventory by filling in a self-identification form and sending in a resume. Employers can access the inventory by forwarding their posting to the address or E-mailing or faxing their job posting.</p>



### Interprovincial Association On Native Employment Inc. (IANE)

<b>Organization</b>	<b>IANE</b>
	Manitoba Chapter 600-155 Cavelton Street Winnipeg (MB) R3C 3H8
<b>Description</b>	Tel.: (204) 945-2741 Fax: (204) 948-3382 E-mail: dhighway@gov.mb.ca
<p>The Interprovincial Association of Native Employment Inc. (IANE) is a network of Native organizations, governments, industries, and unions that works together to promote native employment that reflects the needs and wants of Native peoples regarding employment. The IANE shares information on native educational, training, and employment programs and also encourages the development and innovation of others.</p>	

### Keewatin First Nations Employment & Training Inc. (KFNET)

<b>Organization</b>	<b>KFNET</b>
	P.O. Box 10222 The Pas (MB) R0B 2J0
<b>Description</b>	Tel.: (204) 627-2333 Fax: (204) 623-4891 E-mail: lsinclair@kfnet-inc.com
<p>Keewatin First Nations Employment And Training Inc. represents the employment and training interests of Manitoba Northern First Nations people and is comprised of seven Local Area Management Boards (LAMBS). The KFNET serves as a liaison between funding institutions and the Northern bands, as the procured funds go toward establishing such programs as employment training, job searches and job creation, among others.</p>	





**Partners for Careers**

<p><b>Organization</b></p>	<p><b>Partners for Careers</b>                  309 Balmoral Street                  Winnipeg (MB) R3C 4A8</p>
	<p>Tel.: (204) 945-0447                  Fax: (204) 948-2714</p>
<p><b>Description</b></p>	<p>Toll-free: 1-800-883-0398                  Web site: <a href="http://www.partnersforcareers.mb.ca">www.partnersforcareers.mb.ca</a>                  E-mail: <a href="mailto:rhwson@gov.mb.ca">rhwson@gov.mb.ca</a></p>
<p>Partners for Careers is a joint initiative of the Manitoba government (Manitoba Education and Training and the Aboriginal Affairs Secretariat) and Human Resources Development Canada. The program works to connect qualified Aboriginal graduates with Manitoba employers. The program maintains profiles of graduates and matches their skills with employer needs. Individualized recruitment services include pre-screening to meet specific employer needs. Partners for Careers delivers its programs in Winnipeg through the Centre for Aboriginal Human Resource Development. In rural and northern Manitoba, the Manitoba Association of Friendship Centres delivers the job placement services.</p>	



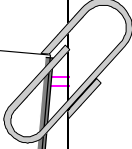
## 2. Educational Institutions

### Aboriginal Education Program: Red River College (RRC)

<b>Organization</b>	<b>RRC</b> Aboriginal Education Program Red River College 115-2055 Notre Dame Avenue Winnipeg, (MB) R3H 0J9
<b>Description</b>	Tel.: (204) 632-2567 Fax: (204) 697-9081 Web site: <a href="http://www.rrc.mb.ca/support/index.htm">www.rrc.mb.ca/support/index.htm</a>
<p>Red River College is the largest and most comprehensive institute of applied learning in Manitoba. It provides the highest quality education and training for 32,000 full and part-time enrolments each year.</p>	

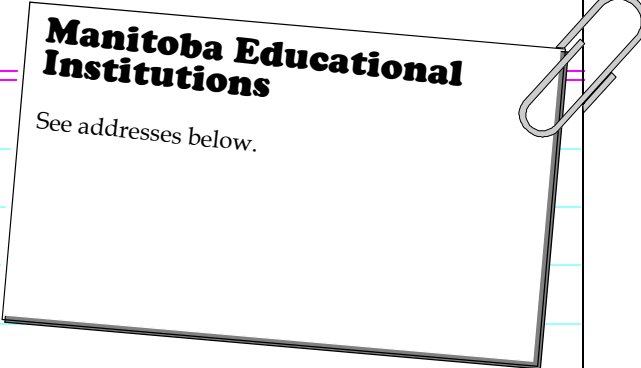


**Aboriginal Focus Programs**

<p><b>Organization</b></p>	 <p><b>Aboriginal Focus Programs</b>                  University of Manitoba                  188 CE Complex, Winnipeg (MB) R3T 2N2                  Tel.: (204) 474-8039 or 474-7175                  Fax: (204) 474-7660                  Toll-free: 1-888-216-7011 ext. 8039 or 7175                  Web site: <a href="http://www.umanitoba.ca/academic/faculties/ConEd/afp/">www.umanitoba.ca/academic/faculties/ConEd/afp/</a>                  E-mail: <a href="mailto:ce_info@umanitoba.ca">ce_info@umanitoba.ca</a></p>
<p><b>Description</b></p>	
<p>Aboriginal Focus Programs develop and offer off-campus post-secondary certificate and degree credit education programs for students from Aboriginal and First Nations communities and organizations. Aboriginal Focus Programs offer post-secondary education opportunities designed to expand the capacity of Aboriginal communities to achieve self-governance development goals.</p>	



**Manitoba Educational Institutions**

<b>Organization</b>	 <p><b>Manitoba Educational Institutions</b> See addresses below.</p>
<b>Description</b>	
<p>The following list of educational institutions provide services to a large percentage of Aboriginal peoples. They may be useful sources for recruitment drives and educational/awareness information (i.e. reports, studies, events, papers). Most also have an Aboriginal Unit, section or specific program.</p>	

For more information:

Assiniboine Community College  
1430 Victoria Avenue East  
Brandon (MB) R7A 2A9

Tel.: (204) 725-8700  
Fax: (204) 726-6753  
Toll-free: 1-800-862-6307  
Web site: [www.assiniboine.net](http://www.assiniboine.net)

Brandon University  
270 18th Street  
Brandon (MB) R7A 6A9

Tel.: (204) 727-7371, 727-9663  
Fax: (204) 729-9161  
Web site: [www.brandonu.ca](http://www.brandonu.ca)  
E-mail: [pent@brandonu.ca](mailto:pent@brandonu.ca)

Keewatin Community College  
P. O. Box 3000  
The Pas (MB) R9A 1M7

Tel.: (204) 627-8553  
Fax: (204) 627-8514  
Toll-free: 1-866-627-8500 (connects to all of the regional centres)  
Web site: [www.keewatincc.mb.ca](http://www.keewatincc.mb.ca)

Keewatin Community College - Churchill  
Regional Centre  
P. O. Box 1000  
18 Franklin Street  
Churchill (MB) R0B 0E0

Tel.: (204) 675-2975  
Fax: (204) 675-2971  
Web site: [www.keewatincc.mb.ca](http://www.keewatincc.mb.ca)  
E-mail: [dlundie@keewatincc.mb.ca](mailto:dlundie@keewatincc.mb.ca)



<p>Keewatin Community College - Flin Flon Regional Centre 100 Highway 10A Flin Flon (MB) R8A 0C6</p> <p>Tel.: (204) 687-1560 Fax: (204) 687-8558 Web site: <a href="http://www.keewatincc.mb.ca">www.keewatincc.mb.ca</a> E-mail: <a href="mailto:cbest@keewatincc.mb.ca">cbest@keewatincc.mb.ca</a></p>	<p>Keewatin Community College - Thompson Campus 504 Princeton Drive Thompson (MB) R8N 0A5</p> <p>Tel.: (204) 677-6450 Fax: (204) 677-6439 Toll-free: 1-866-677-6450 Web site: <a href="http://www.keewatincc.mb.ca">www.keewatincc.mb.ca</a> E-mail: <a href="mailto:admissions@keewatincc.mb.ca">admissions@keewatincc.mb.ca</a></p>
<p>Red River College D102, 2055 Notre Dame Avenue Winnipeg (MB) R3H 0J9</p> <p>Tel.: (204) 632-2264 Fax: (204) 632-7834 Web site: <a href="http://www.rrc.mb.ca">www.rrc.mb.ca</a> E-mail: <a href="mailto:jlukie@rrc.mb.ca">jlukie@rrc.mb.ca</a></p>	<p>University of Manitoba Aboriginal Business Education Program 350 Drake Centre Winnipeg (MB) R3T 5V4</p> <p>Tel.: (204) 474- 7401 Fax: (204) 474-7544 Toll-free: 1-800-432-1960 ext. 7401 Web site: <a href="http://www.umanitoba.ca/management">www.umanitoba.ca/management</a></p>
<p>University of Manitoba Aboriginal Focus Programs, Continuing Education 188 CE Complex Winnipeg (MB) R3T 2N2</p> <p>Tel.: (204) 474-8039 or 474-7175 Fax: (204) 474-7660 Toll-free: 1-888-216-7011 ext. 8039 or 7175 Web site: <a href="http://www.umanitoba.ca/academic/faculties/ConEd/afp/">www.umanitoba.ca/academic/faculties/ConEd/afp/</a> E-mail: <a href="mailto:ce_info@umanitoba.ca">ce_info@umanitoba.ca</a></p>	<p>University of Manitoba Academic Support Program Faculty of Law Robson Hall - 3rd floor Winnipeg (MB) R3T 2N2</p> <p>Tel.: (204) 474-6448 Fax: (204) 474-7580 Toll-free: 1-800-432-1960 ext. 6448 E-mail: <a href="mailto:wendy_whitecloud@umanitoba.ca">wendy_whitecloud@umanitoba.ca</a></p> <p>(Information on this department can be found on the main University of Manitoba Web site.)</p>
<p>University of Manitoba Access Program (UMAP) Room 505 University Centre Winnipeg (MB) R3T 2N2</p> <p>Tel.: (204) 474-8000 Fax: (204) 275-6489 Toll-free: 1-800-432-1960 Web site: <a href="http://www.umanitoba.ca/coned/access">www.umanitoba.ca/coned/access</a></p>	<p>University of Manitoba Engineering Access Program (ENGAP) 314 Engineering Building Winnipeg (MB) R3T 5V6</p> <p>Tel.: (204) 474-9872 Fax: (204) 474-7518 Toll-free: 1-800-432-1960, ext. 9872 Web site: <a href="http://www.engap.com">www.engap.com</a> E-mail: <a href="mailto:hran@ms.umanitoba.ca">hran@ms.umanitoba.ca</a></p>



**Section 6.5: Services to Recruit Aboriginal Employees**

<p>University of Manitoba Native Studies Department 533 Fletcher Argue Bldg. Winnipeg (MB) R3T 5V5</p> <p>Tel.: (204) 474-9266 Fax: (204) 474-7657 Web site: <a href="http://www.umanitoba.ca/faculties/arts/native_studies/">www.umanitoba.ca/faculties/arts/native_studies/</a> E-mail: <a href="mailto:native@ms.umanitoba.ca">native@ms.umanitoba.ca</a></p>	<p>University of Manitoba Special Pre-Medical Studies Program Professional Health Program Room 505 University Centre Winnipeg (MB) R3T 2N2</p> <p>Tel.: (204) 474-8000 Fax: (204) 275-6489 Toll-free: 1-800-432-1960 ext. 8000 Web site: <a href="http://www.umanitoba.ca/coned/access">www.umanitoba.ca/coned/access</a></p>
<p>University of Manitoba Winnipeg Education Centre 15 Chester Street Winnipeg (MB) R2L 1W6</p> <p>Tel.: (204) 668-8160 Fax: (204) 663-8857</p> <p>(Information on, and E-mail links for this department can be found on the main University of Manitoba Web site.)</p>	<p>University of Winnipeg 515 Portage Avenue Winnipeg (MB) R3B 2E9</p> <p>Tel.: (204) 786-9400 Fax: (204) 774-2935 Web site: <a href="http://www.uwinnipeg.ca">www.uwinnipeg.ca</a></p> <p>The Web site contains E-mail links.</p>
<p>University of Winnipeg Division of Continuing Education Massey Building 294 William Avenue Winnipeg (MB) R3B 0R1</p> <p>Tel.: (204) 982-6633 Fax: (204) 944-0115 Web site: <a href="http://www.dce.uwinnipeg.ca">www.dce.uwinnipeg.ca</a> E-mail: <a href="mailto:infoquire@dce.uwinnipeg.ca">infoquire@dce.uwinnipeg.ca</a></p>	<p>Yellowquill College P.O. Box 1599 Portage la Prairie (MB) R1N 3P1</p> <p>Tel.: (204) 953-2800 Fax: (204) 953-2810 Web site: <a href="http://www.yellowquillcollege.mb.ca/homepage.html">www.yellowquillcollege.mb.ca/homepage.html</a></p>



## 6.6 Sources of Aboriginal Awareness Training

**Note:** While AWPI makes every effort to ensure that Aboriginal awareness providers are reputable and reliable, we strongly urge toolkit users to conduct their own research. An excellent place to begin is at the cultural centres located in most Aboriginal communities. While the centres may not provide education and training services directly, they will generally be able to recommend quality services in the area. You should also consult the checklists in the national version of the *AWPI Employer Toolkit* (section 6.10) for suggestions on what to look for in an Aboriginal awareness training provider.


This section outlines specific sources of Aboriginal awareness education and training courses in your region. Contacts are listed in alphabetical order.

AWPI Regional Coordinators will be attending as many Aboriginal awareness sessions as possible, in order to be in a position to determine the courses' strengths. The current listing simply includes contacts that were brought to AWPI's attention.

<b>☆ Also See</b>	<b>Section 6.4:</b> Aboriginal Organizations.....6-5
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### Blue Sky Event Planners and Consultants

<b>Organization</b>	
<b>Description</b>	
Blue Sky is an Aboriginal owned and operated business that provides assessments, research, training and curriculum development. Their mission is to provide the highest level quality and service to clients and their communities.	

For more information:

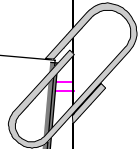
Head Office  
P.O. Box 10354  
Opaskwayak (MB) R0B 2J0  
  
Tel.: (204) 623-2583  
Toll-free: 1-866-371-6848

Winnipeg Branch Office  
780-70 Arthur Street  
Winnipeg (MB) R3B 1G7  
  
Tel.: (204) 942-7726  
Fax: (204) 774-0215  
Toll-free: 1-866-851-6708  
Web site: [www.blueskyplanners.com](http://www.blueskyplanners.com)  
E-mail: [info@blueskyplanners.com](mailto:info@blueskyplanners.com)

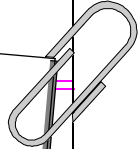




**Brokenhead Ojibway Nation Historic Village**


<b>Organization</b>	 <b>Brokenhead Ojibway Nation Historic Village</b> Carl Smith, coordinator P.O. Box 180 Scanterbury (MB) R0E 1W0
<b>Description</b>	
<p>The mission of the Brokenhead Ojibway Nation Historic Village is to promote cross-cultural awareness throughout Canadian society. It aims to develop more accurate information about Aboriginal heritage, and to increase the opportunity for the general public to become knowledgeable about and sensitive to the historical and current role of Aboriginal people in Canada.</p>	

**Clan Mothers Turtle Lodge Inc.**


<b>Organization</b>	 <b>Clan Mothers Turtle Lodge Inc.</b> P. O. Box 1 St. Laurent (MB) R0C 2S0
<b>Description</b>	
<p>Specializing in women’s medicine, Clan Mothers Turtle Lodge Inc. is directed by elder Mae Louise Campbell and provides traditional healing, teachings, wisdom, ceremonies and gatherings for women.</p>	



### Dr. Jessie Saulteaux Resource Centre

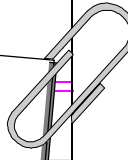
<b>Organization</b>	 <p><b>Dr. Jessie Saulteaux Resource Centre</b> Administrative Office P.O. Box 210 Beausejour (MB) R0E 0C0 Tel.: (204) 268-3913 Fax: (204) 268-4463 Web site: <a href="http://www.mts.net/~drjessie">www.mts.net/~drjessie</a> E-mail: <a href="mailto:drjessie@mts.net">drjessie@mts.net</a></p>
<b>Description</b>	
<p>Founded in 1984 by the Aboriginal community, the Resource Centre has become accredited and is the newest Theological College in the United Church of Canada. The centre has an all-Aboriginal Board of Directors which has ecumenical representation. The Resource Centre offers programs in cross cultural learning as well as opportunities for spiritual development.</p>	

### Interim Management Services Inc.

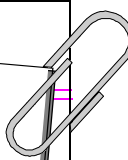
<b>Organization</b>	 <p><b>Interim Management Services Inc.</b> 18 Acadia Bay Winnipeg (MB) R3T 3H9 Tel.: (204) 269-7209 E-mail: <a href="mailto:alvin-chartrand@shaw.ca">alvin-chartrand@shaw.ca</a></p>
<b>Description</b>	
<p>Interim Management Services Inc. provides design and development of cultural awareness training and facilitation services. Meeting employer's unique needs while focussing on participant learning styles to guide the development and design process.</p>	



## Kumik - Council of Elders

<b>Organization</b>	 <p><b>Kumik - Council of Elders</b> 10 Wellington Street Room 102 Hull (QC) K1A 0H4</p>
<b>Description</b>	
<p>Through the Department of Indian Affairs and Northern Development (DIAND), the Kumik was established to provide a better understanding of cultural differences and help people appreciate and accept the differences of others. It allows Native and Non-Native participants to benefit from the knowledge and teaching of Elders, their traditional and cultural counseling ways in dealing with life and work problems which may occur as a result of cultural differences. Elders come from across North America.</p>	

## Louis Riel Institute

<b>Organization</b>	 <p><b>Louis Riel Institute</b> 150 Henry Avenue Winnipeg (MB) R3B 0J7</p>
<b>Description</b>	
<p>The Louis Riel Institute is a non-profit organization that promotes the educational and cultural advancement of Métis people. The institute is also responsible for promoting awareness of the values, culture, heritage and history of the Métis people in Manitoba.</p>	



### Manitoba Indian Cultural Education Centre Inc.

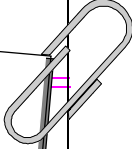
<b>Organization</b>	<b>Manitoba Indian Cultural Education Centre Inc.</b>
	119 Sutherland Avenue Winnipeg (MB) R2W 3C9
<b>Description</b>	Tel.: (204) 942-0228 Fax: (204) 947-6564 E-mail: vchalmers@mts.net
<p>The Manitoba Indian Cultural Education Centre Inc. is a non-profit educational organization whose goal is to promote awareness and understanding of First Nations culture among individuals and groups within Manitoba. It does this through its library, Community School Liaison services and its Audio-Visual Production services.</p>	

### Métis Culture and Heritage Resource Centre

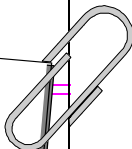
<b>Organization</b>	<b>Métis Culture and Heritage Resource Centre</b>
	506-63 Albert Street Winnipeg (MB) R3B 1G4
<b>Description</b>	Tel.: (204) 956-7767 Fax: (204) 956-7765 E-mail: metisrc@mb.sympatico.ca
<p>The Métis Culture and Resource Resource Centre is mandated to preserve and share the culture and history of the Métis people. The Centre provides lectures and workshops as well as reference and cultural materials.</p>	



**New Directions for Children, Youth, Adults and Families**

<b>Organization</b>	 <p><b>New Directions for Children, Youth, Adults and Families</b></p> <p>400-491 Portage Avenue Winnipeg (MB) R3B 2E4</p>
<b>Description</b>	
<p>Tel.: (204) 786-7051 Fax: (204) 774-6468 TTY: (204) 774-8541</p>	
<p>New Directions offers several kinds of services to adults and children, including life skills, job training and job search, work incentives and vocational training, among others. Their actions and services are all defined according to their operating principles that are based on the values of integrity, honour, holism and respect.</p>	

**Red Willow Lodge**

<b>Organization</b>	 <p><b>Red Willow Lodge</b></p> <p>P.O. Box 26, Grp 11 Anola (MB) R0E 0A0</p>
<b>Description</b>	
<p>Tel.: (204) 866-2430 Fax: (204) 866-2432 Web site: <a href="http://rwl.mb.ca">http://rwl.mb.ca</a> E-mail: <a href="mailto:redwillow@rwl.mb.ca">redwillow@rwl.mb.ca</a></p>	
<p>Provides cross cultural training as well as traditional teachings for interested individuals and groups. Traditional healing facilities are also available.</p>	

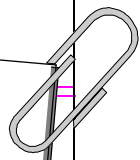


## 6.7 Programs Geared to Aboriginal Employment

Programs geared to Aboriginal employment include: federal programs, provincial/territorial/regional programs and private sector programs. Each has its own target group and requirements. This section provides a sample of programs, listed alphabetically by name of organization/program.


☆ **Also See** Section 6.8: Off-the-Shelf Resource Materials ..... 6-47

### Aboriginal Education for Health and Human Services INC. (AEHHS)

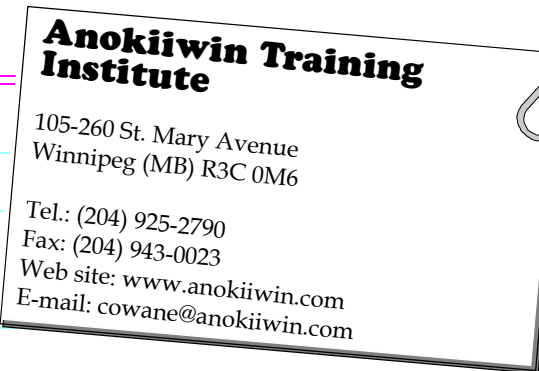
<b>Organization</b>	 <p><b>AEHHS</b>                  38 Broadway Avenue - 6th floor                  200-701 Thompson Drive South                  Winnipeg (MB) R3C 0T2</p>
<b>Description</b>	<p>Tel.: (204) 927-7500                  Fax: (204) 927-7509                  Toll-free: 1-800-442-0488                  E-mail: mpalmer@mkonorth.com</p> <p>As the coordinating group, AEHHS was mandated to develop and implement an accredited training program for community-based health and human services workers. It currently offers the Community Health and Human Services Workers Diploma Program, which incorporates a holistic approach to learning involving Aboriginal spirituality, healing methods, and culturally appropriate materials relevant to First Nations peoples and communities.</p>



**Anishnaabe Oway-Ishi Inc.**

<b>Organization</b>	 <p><b>Anishnaabe Oway-Ishi Inc.</b> 317-181 Higgins Avenue Winnipeg (MB) R3B 3G1 Tel.: (204) 957-7930 Fax: (204) 942-7958 E-mail: admin@owayishi.com</p>
<b>Description</b>	
<p>This program assists Aboriginal youth who have had difficulty making the transition to or participating in the labour market. Participants are provided with counseling, pre-training and follow-up services to enable them to gain employment or pursue continuing education or further work-related training.</p>	

**Anokiiwin Training Institute**

<b>Organization</b>	 <p><b>Anokiiwin Training Institute</b> 105-260 St. Mary Avenue Winnipeg (MB) R3C 0M6 Tel.: (204) 925-2790 Fax: (204) 943-0023 Web site: www.anokiiwin.com E-mail: cowane@anokiiwin.com</p>
<b>Description</b>	
<p>The centre offers a complete range of training programs and services including needs and skills assessments, course and curriculum design and project management. The Institute enhances traditional training practices through innovative measures like sharing circles, Aboriginal instructors and a sensitivity to Aboriginal values. Individual courses and training activities are designed on a case by case basis to give participants the knowledge and support they need to succeed in today's job market.</p>	




**Assembly of Manitoba Chiefs First Nations Human Resource Development Strategy (AMCFNHRDS)**

<b>Organization</b>	<b>AMCFNHRDS</b> 305A-260 St. Mary Avenue Winnipeg (MB) R3C 0M6
<b>Description</b>	Tel.: (204) 987-9570 Fax: (204) 987-9589 Toll-free: 1-866-987-9570 Web site: <a href="http://www.manitobachiefs.com">www.manitobachiefs.com</a> E-mail: <a href="mailto:dwilson@manitobachiefs.com">dwilson@manitobachiefs.com</a>
<p>The Assembly of Manitoba Chiefs First Nations Human Resource Development Strategy represents the employment and training interests of Manitoba Southern First Nations people and is comprised of twenty-one Local Area Management Boards (LAMBS). The mandate of the AMCFNHRDS is to support the principle of grassroots and local decision-making processes while at the same time promoting, advocating and addressing the needs of Manitoba Southern First Nations LAMBS.</p>	






**Centre for Aboriginal Human Resource Development Inc. (CAHRD)**

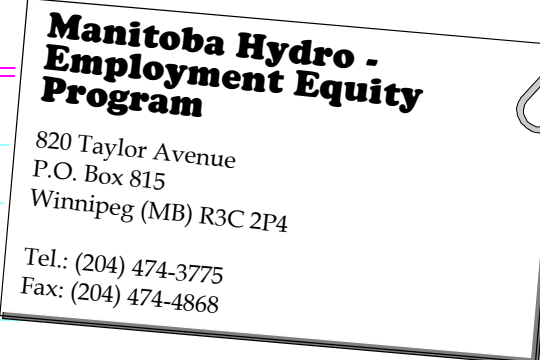
<b>Organization</b>	 <p><b>CAHRD</b> 304-181 Higgins Avenue Winnipeg (MB) R3B 3G1 Tel.: (204) 989-7110 Fax: (204) 989-7113 Web site: www.cahrdc.org</p>
<b>Description</b>	
<p>The centre offers training and employment services to Aboriginal people in Winnipeg. It provides assistance with identification of employment goals, job preparation, assistance with job search and recruitment and placement services for recent graduates through the Staffing Solutions Program. You will find E-mail links to us on our Web site.</p>	

**Centre for Indigenous Environmental Resources (CIER)**

<b>Organization</b>	 <p><b>CIER</b> 310 Johnson Terminal 25 Forks Market Road Winnipeg (MB) R3C 4S8 Tel.: (204) 956-0660 Fax: (204) 956-1895 E-mail: earth@cier.mb.ca</p>
<b>Description</b>	
<p>CIER is an off campus non-profit organization, created and directed by First Nation Leaders from across Canada designed to provide Aboriginal students with skills and knowledge that support and advocate holistic solutions and strategies to deal with environmental issues facing First Nations.</p>	



### Manitoba Hydro - Employment Equity Program

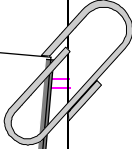
<b>Organization</b>	 <p><b>Manitoba Hydro - Employment Equity Program</b> 820 Taylor Avenue P.O. Box 815 Winnipeg (MB) R3C 2P4 Tel.: (204) 474-3775 Fax: (204) 474-4868</p>
<b>Description</b>	
<p>This program targets under-represented groups, Aboriginal people, women, persons with disabilities, and members of visible minority groups for employment and career advancement opportunities in Manitoba Hydro. The types of assistance include consultation services in the areas of employment preparation and opportunities; and financial assistance for post-secondary students.</p>	

### Manitoba Métis Federation — Employability Improvement Initiatives

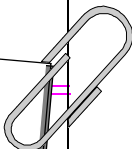
<b>Organization</b>	 <p><b>MMFEII</b> Manitoba Métis Federation 150 Henry Avenue-3rd floor Winnipeg (MB) R3B 0J7 Tel.: (204) 586-8474 Fax: (204) 947-1816 Toll-free: 1-800-665-8474 Web site: <a href="http://www.mmf.mb.ca">www.mmf.mb.ca</a> E-mail: <a href="mailto:mmf@mmf.mb.ca">mmf@mmf.mb.ca</a></p>
<b>Description</b>	
<p>The Manitoba Métis Federation Inc. has established seven Local Management Boards (LMBs) which are responsible for the Employability Improvement Initiatives in each the various regions. Each LMB develops and implements labour market programs, services, and projects to the Métis people to prepare for, obtain, and maintain employment.</p>	



**MB4Youth**

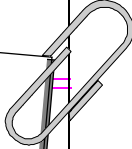
<b>Organization</b>	 <p><b>MB4Youth</b> 310-800 Portage Avenue Winnipeg (MB) R3G 0N4</p>
<b>Description</b>	<p>Tel.: (204) 945-3556 Fax: (204) 945-5726 Toll-free: 1-800-282-8069 Web site: <a href="http://www.edu.gov.mb.ca/mb4youthdivision">www.edu.gov.mb.ca/mb4youthdivision</a></p>
<p>MB4Youth offers a variety of employment, training, career development and leadership programs and services for Manitoba youth. Employers who hire students through the CareerFocus, Manitoba Mentorship, Urban Green Team and Home Town Green Team programs are eligible for wage subsidies and/or grants.</p>	

**Native Affairs Secretariat**

<b>Organization</b>	 <p><b>Native Affairs Secretariat</b> 200-500 Portage Avenue Winnipeg (MB) R3C 3X1</p>
<b>Description</b>	<p>Tel.: (204) 945-0572 Fax: (204) 945-3689 Toll-free: 1-800-282-8069</p>
<p>The Native Affairs Secretariat serves as the staff resource to the Minister responsible for Native Affairs. The Secretariat assumes a co-ordination and liaison role within all government departments in the development of policy concerning Native issues. In addition, Secretariat staff work in co-operation with Native organizations in researching and analysing various Aboriginal issues.</p>	

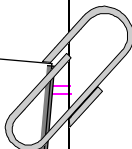


**Taking Charge!**

<b>Organization</b>	 <p><b>Taking Charge!</b>                  100-290 Vaughan Street                  Winnipeg (MB) R3B 2N8</p>
<b>Description</b>	
<p>Taking Charge! is a pilot project designed to deliver services that will assist single parents on employment and income assistance to become self-sufficient. Services are directed to assist and prepare clients for employment and are categorized under training (computer training, upgrading and various workshops), literacy and academic, pre-employment, job placement and skills training.</p>	

**Taking Charge!**  
 100-290 Vaughan Street  
 Winnipeg (MB) R3B 2N8  
 Tel.: (204) 925-1100  
 Fax: (204) 925-1105  
 Web site: [www.takingcharge.com](http://www.takingcharge.com)

**Urban Circle Training Centre Inc.**

<b>Organization</b>	 <p><b>Urban Circle Training Centre Inc.</b>                  519 Selkirk Avenue                  Winnipeg (MB) R2W 2M6</p>
<b>Description</b>	
<p>Utilizing the philosophy of the Medicine Wheel, the centre is a community based organization whose mission is to provide First Nations/Aboriginal People with skill-specific training targeted to job-market demands. Upon completion of the program individuals are then placed with a Host employer as part of their training. The following programs are currently being offered at the Centre: Academic Upgrading Program, Health Care Aide/Unit Clerk Training Program, Computer Network Support Technician Program.</p>	

**Urban Circle Training Centre Inc.**  
 519 Selkirk Avenue  
 Winnipeg (MB) R2W 2M6  
 Tel.: (204) 589-4433  
 Fax: (204) 582-6439  
 Web site: [www.webspawner.com/users/urbancircle/index.html](http://www.webspawner.com/users/urbancircle/index.html)



## 6.8 Off-the-Shelf Resource Materials

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Off-the-shelf materials can further increase awareness and understanding of issues related to the employment of Aboriginal peoples.

In this section, you will find a bibliography of relevant books and articles. There is also a list of videos and CD ROMs which can be used within the workplace.

Where possible, we have indicated where these materials can be obtained. If you have questions, or need more information, contact your AWPI Regional Coordinator.

Resource materials are listed under: Books and Articles, CD-ROMs, Media and Videos. Sections of the toolkit the resource materials relate to are identified in the left margin. As the toolkit is updated, AWPI hopes to identify resource materials for all sections.

Sources of information in the Manitoba region:

### **Booksellers**

#### **Winnipeg**

McNally Robinson Booksellers Ltd.  
McNally Robinson at Grant Park  
1120 Grant Avenue  
Winnipeg (MB) R3M 2A6  
Tel.: (204) 475-0483  
Fax: (204) 475-0325  
Toll-free: 1-800-561-1833  
Web site: [www.mcnallyrobinson.com](http://www.mcnallyrobinson.com)  
E-mail: [info@grant.mcnallyrobinson.com](mailto:info@grant.mcnallyrobinson.com)

Pemmican Publications Inc.  
150 Henry Avenue  
Winnipeg (MB) R3B 0J7  
Tel.: (204) 589-6346  
Fax: (204) 589-2063  
E-mail: [pemmicanpublications@hotmail.com](mailto:pemmicanpublications@hotmail.com)

Prairie Sky Books  
871 Westminister Avenue  
Winnipeg (MB) R3G 1B3  
Tel.: (204) 774-6152  
Fax: (204) 775-3534  
E-mail: [skybooks@mts.net](mailto:skybooks@mts.net)



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**Section 6.8: Off-the-Shelf Resource Materials**

Pendragon Games & Hobbies  
516 Portage Avenue  
Winnipeg (MB) R3C 0G2  
Tel.: (204) 772-5415  
Fax: (204) 772-5458  
E-mail: pgh@mts.net

Radiance Books & Treasures  
7-875 Corydon Avenue  
Winnipeg (MB) R3M 0W7  
Tel.: (204) 284-4231  
Fax: (204) 284-4231

University of Manitoba Bookstore  
Fort Garry Book Store  
140 University Centre, University of Manitoba  
Winnipeg (MB) R3T 2N2  
Tel.: (204) 474-8321  
Fax: (204) 474-7555  
Web site: [www.umanitoba.ca/campus/bookstore/](http://www.umanitoba.ca/campus/bookstore/)  
E-mail: [tergesn@ms.umanitoba.ca](mailto:tergesn@ms.umanitoba.ca)

University of Winnipeg Bookstore  
Health Sciences Book Store  
727 McDermot Avenue, University of Manitoba  
Winnipeg (MB) R3E 3P5  
Tel: (204) 789-3601  
Fax: (204) 789-3901  
Web site: [www.umanitoba.ca/campus/bookstore/](http://www.umanitoba.ca/campus/bookstore/)

**Altona**

Friesens Stationery & Books  
67 2nd St. NE  
Altona (MB) R0G 0B0  
Tel.: (204) 324-6431  
Fax: (204) 324-8917  
Web site: [www.friesens.com](http://www.friesens.com)  
E-mail: [louiseb@friesens.com](mailto:louiseb@friesens.com)



## **Brandon**

Brandon University Campus Books  
270 18th St.  
Brandon (MB) R7A 6A9  
Tel.: (204) 727-9732  
Fax: (204) 726-8205  
Web site: [www.brandonu.ca](http://www.brandonu.ca)  
E-mail: [books@brandonu.ca](mailto:books@brandonu.ca)

## **Portage La Prairie**

Just Books  
2450 Saskatchewan Avenue W  
Portage La Prairie (MB) R1N 3N8  
Tel.: (204) 857-2861

## **St. Boniface**

Librairie à la Page  
200, boul. Provencher  
St. Boniface (MB) R2H 0G3  
Tel.: (204) 233-7223  
Fax: (204) 231-1136  
E-mail: [alapage@mts.net](mailto:alapage@mts.net)

## **St. Malo**

Judith's Books  
23 Lakeshore Rd.  
St. Malo (MB) R0A 1T0  
Tel.: (204) 347-5014  
Fax: (204) 347-5014

## **Newspapers**

### **Winnipeg**

Grassroots News  
734 Polson Avenue  
Winnipeg (MB) R2Y 1M2  
Tel.: (204) 589-7495  
Fax: (204) 589-7540



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**Section 6.8: Off-the-Shelf Resource Materials**

Manitoba Association of Native Languages Newsletter  
119 Sutherland Avenue  
Winnipeg (MB) R2W 3C9  
Tel.: (204) 943-3707  
Fax: (204) 947-6564

Taiga Communications  
First Perspective/Dakota Ojibway Drum  
209-65 Dewdney Avenue  
Winnipeg (MB) R3B 0E1  
Tel.: (204) 988-9407  
Fax: (204) 988-9400

The Council Fire  
2nd floor-200 St. Mary Avenue  
Winnipeg (MB) R3C 0M6  
Tel.: (204) 956-0610  
Fax: (204) 956-2109

Weetamah  
205A-70 Arthur Street  
Winnipeg (MB) R3B 1G7  
Tel.: (204) 944-9517

**The Pas**

Natatowin News  
c/o The Pas First Nation  
P. O. Box 297 or P. O. Box 4000  
The Pas (MB) R9A 1K4  
Tel.: (204) 623-5483  
Fax: (204) 623-5263

**Pukatawagan**

Mississippi Native Communications  
General Delivery  
Pukatawagan (MB) R0B 1G0  
Tel.: (204) 553-2181  
Fax: (204) 553-2419





## Books & Articles

- Aboriginal Awareness Committee. *Aboriginal Organizations in Manitoba 1999-2001 Millennium Edition*. Native Education Directorate, 1998.
- Aboriginal Employment Equity Consultation Group. *Best Practices Case Studies*. Government of Canada, 1992.
- Agocs et al. *Employment Equity: Cooperative Strategies for Organizational Change*. Prentice Hall, 1992.
- Benimadhu, P. and Wright, R. *Implementing Employment Equity: A Canadian Experience*. The Conference Board of Canada, 1992.
- Bevan, Lynne. *The Employment Equity Manual: Implementing Employment Equity in Canada*. Toronto: Carswell, 1992.
- Campbell, Elaine. *Employment Equity in Canada*. Current Issue Paper No.146. Toronto: Legislature Research Service, 1993.
- Canadian Bankers Association. *Banking on Employment Equity, A Casebook*. The Association, 1994.
- Consultation Group on Employment Equity for Persons with Disabilities. *Case Studies on Effective Practices in the Employment of Persons with Disabilities*. Government of Canada, 1994.
- Erasmus, Peter. *A Practical Framework for Community Liaison Work in Native Communities*. Alberta, 1991. (Available via Wayne Erasmus in Edmonton for \$15.00, tel.: (403) 420-7123 or fax: (403) 420-8985.
- Gentile, M. ed. *Differences that Work: Organizational Excellence through Diversity*. Harvard Business Review Book., 1993.
- IANE Brandon Sub-Committee. *Recruitment and Retention of Aboriginal Employees*. IANE, 1997.
- Lewis, Mike and Hatton, William. *Aboriginal Joint Ventures - Negotiating Successful Partnerships*. Centre for Community Enterprise Publications, 1991.
- Manitoba Aboriginal Advisory Committee on Affirmative Action. *Civil Service Aboriginal Needs Assessment Survey Report*. Winnipeg: The Committee, 1991.



- **Manitoba Bureau of Statistics. Manitoba's Aboriginal Populations Projected 1991-2016. Manitoba: Bureau of Statistics, 1997.**
- **Manitoba Civil Service Commission. Putting Equity to Work: An Affirmative Action Handbook for Managers. Manitoba Civil Service Commission, 1997.**
- **Manitoba Industry, Trade and Tourism. Ota-Miska 1999-2000. Manitoba: Department of Industry, Trade and Tourism, 1999.**
- **Manitoba Native Affairs Secretariat. Profile of Manitoba's Aboriginal Population. Winnipeg: Manitoba Northern Affairs, 1995.**
- **Minors, Arnold et al. *Employment Equity for Racially Visible & Aboriginal Peoples: Laying the Groundwork for Change*. Canadian School Boards Association, 1995.**
- **R.R. Thomas. *Beyond Race and Gender: Unleashing the Power of Your Total Workforce by Managing Diversity*. AMACOM, 1991.**
- **Statistics Canada. *Bibliographic Employment Equity Database*. Ottawa: Family, Housing and Social Statistics Division, 1995.**

## **Media**

### **Television**

- **Aboriginal Peoples Television Network (APTN)**

APTN began broadcasting Aboriginal programming in 1999. It offers a wide range of Aboriginal news, culture and entertainment programming. For more information, write to APTN at 339 Portage Avenue, Winnipeg (MB) R3B 2C3, Tel.: (204) 947-9331, Fax: (204) 947-9307, Toll free: 1-888-278-8862, Web site: [www.aptn.ca](http://www.aptn.ca).

### **Radio**

- **Native Communications Inc. (NCI)**

NCI offers Aboriginal radio programming which includes news, current affairs, culture and entertainment and is available across the province of Manitoba. For more details, contact NCI at 1507 Inkster Boulevard, Winnipeg (MB) R2X 1R2, Tel.: (204) 772-8255, Fax: (204) 779-5628, Toll free: 1-877-624-8255, Web site: [www.ncifm.com](http://www.ncifm.com).



## Video Resources

The following videos are available for loan from the Manitoba Civil Service Commission. To arrange for a video loan, tel.: (204) 945-2332.

➤ **Changing the Climate (120 minutes)**

Manitoba Employment Equity conference.

➤ **Completing the circle: the story of Native Languages in Manitoba (52 minutes)** [Winnipeg: Manitoba Association for Native Languages, 1995]. Videocassette.

The link between culture and language is stressed in this video which looks at the Manitoba Association of Native Languages Programs to promote, retain and revitalize the six language groups residing in that province.

➤ **Different Approach (30 minutes)**

Illustrates in a humorous but hard hitting way, how people often fail to recognize the human potential of persons with disabilities.

➤ **Equity Works (12 minutes)**

Making employment equity work in the Manitoba workplace.

➤ **Given the Chance**

Examines the issues of employment equity as it applies to Aboriginals in the work force.

➤ **Making the Differences Work (28 minutes)**

The video examines diversity in action throughout Manitoba.

➤ **One to One (10 minutes)**

Explores the problems and realities associated with hearing impairment.

➤ **Opportunity for All (28 minutes)**

Helps managers and supervisors avoid discrimination complaints and employment practices as they apply to race, sex, age, handicap and level of education.

➤ **Racism and Employment Equity (35 minutes)**

Explores the problems of racism as it applies to employment equity in the Manitoba work place.



➤ **So Like You (22 minutes)**

Fictional drama about an accusation of sexual harassment in the workplace.

➤ **The People Outside the Circle (30 minutes)**

Comments on high incidences of disability among Manitoba's Aboriginal population.



## 6.9 Web Sites

The Internet has a wealth of information available on all subjects. Employers can access the Internet for information on Aboriginal issues, including cultural and community information, as well as information on Aboriginal employment.

The following Web sites have been provided to give an example of what is available via the Internet and are in alphabetical order by organization / site name.

**Note:** This section does not repeat those Web sites listed in Sections 6.4 to 6.8.

### Web Sites on Aboriginal Issues

#### Aboriginal Workforce Participation Initiative

This Web site describes the AWPI's mission and contains links to several publications, including this and other AWPI Employer Toolkits.

Web site: [www.ainc-inac.gc.ca/ai/awpi/index\\_e.html](http://www.ainc-inac.gc.ca/ai/awpi/index_e.html)

#### Aboriginal and Northern Affairs

This Web site contains links to:

- The Department's Annual Report
- Northern Flood Agreement
- Treaty Land Entitlement
- Northern Development Strategy
- Aboriginal People in Manitoba
- Aboriginal Population Projections

Web site: [www.gov.mb.ca/ana](http://www.gov.mb.ca/ana)

#### First Nation Profiles

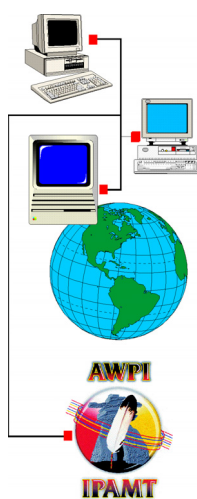
This Web site contains links to profiles on 62 Manitoba First Nations communities provided by DIAND and First Nations statistical data provided by Statistics Canada. It also provides links to First Nations Web sites.

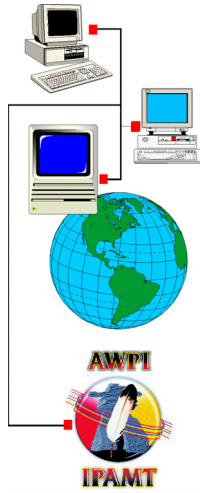
Web site: [www.communityprofiles.mb.ca/first\\_nations](http://www.communityprofiles.mb.ca/first_nations)

#### Government of Manitoba

This Web site contains links to all government department and agencies (and their programs) in Manitoba.

Web site: [www.gov.mb.ca/index](http://www.gov.mb.ca/index)





### **Instructional Resources Unit: Manitoba Education, Training and Youth Library**

This Web site contains an extensive bibliography of print and audio-visual materials relating to Aboriginal Peoples.

Web site:

[www.edu.gov.mb.ca/ks4/iru](http://www.edu.gov.mb.ca/ks4/iru)

### **Manitoba Human Rights Commission**

This Web site contains a number of useful tools such as sample company policies, for example:

- An anti-discrimination policy
- A racial harassment policy
- A special needs policy
- A sexual harassment policy

It also sets out guidelines for handling pre-employment enquiries.

Web site:

[www.gov.mb.ca/hrc](http://www.gov.mb.ca/hrc)

### **Training and Continuing Education**

This Web site contains extensive links to:

- Career Information and Services in Manitoba, including: Apprenticeship Programs; Youth initiatives; Job search Skills; and Occupations and Career Information
- Education and training opportunities
- Resources for Business

Web site:

[www.edu.gov.mb.ca/tce](http://www.edu.gov.mb.ca/tce)

