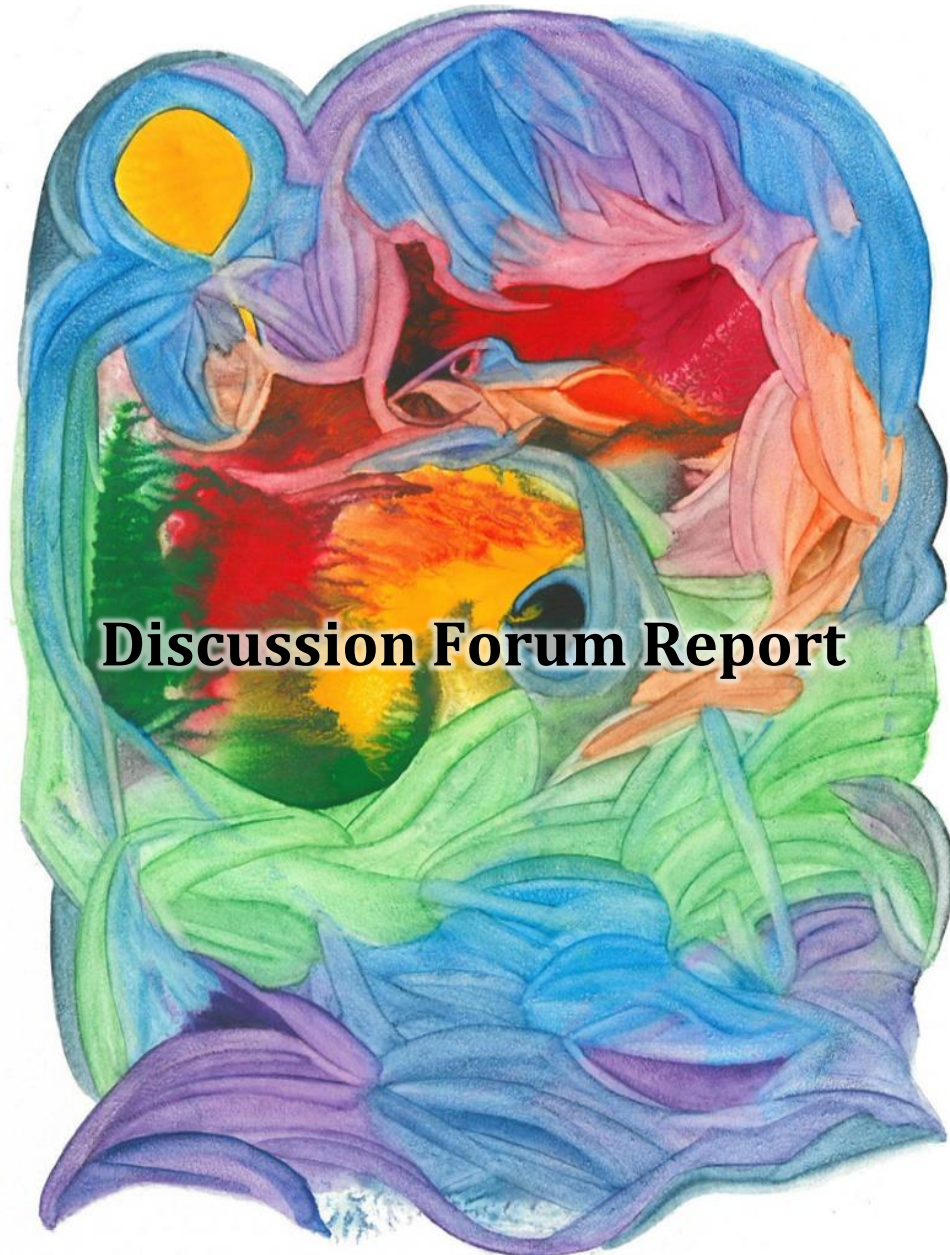


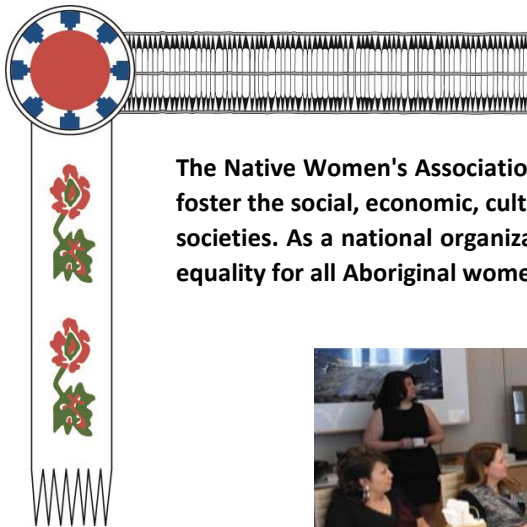
# **Bridging the Gap: Aboriginal Women and Resource Development**



## **Discussion Forum Report**

**Prepared by:**

**The Native Women's Association of Canada  
March 2015**



## Native Women's Association of Canada

The Native Women's Association of Canada (NWAC) is founded on the collective goal to enhance, promote, and foster the social, economic, cultural and political well-being of First Nations, Métis, and Inuit women in Canadian societies. As a national organization representing Aboriginal women since 1974, NWAC's mandate is to achieve equality for all Aboriginal women in Canada.



The Native Women's Association of Canada would like to acknowledge the participants who attended this discussion forum.

The Native Women's Association of Canada would also like to acknowledge contributions from Aboriginal Affairs and Northern Development Canada (AANDC) and Employment and Social Development Canada (ESDC) for this project.

# Canada

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## Table of Contents

|  |    |
|--|----|
| Introduction .....                                   | 1  |
| Summary of Discussions .....                         | 2  |
| Conclusion.....                                      | 7  |
| Recommendations .....                                | 8  |
| Development of a National or Regional Data Base..... | 8  |
| Facilitating Information Sharing.....                | 9  |
| Assisting with Job Readiness.....                    | 10 |
| Overcoming Barriers .....                            | 11 |
| Advocacy .....                                       | 13 |
| Appendix A: Participants.....                        | 15 |
| Appendix B: Discussion Forum Agenda .....            | 17 |
| Appendix C: Examples of Job Information .....        | 18 |

## Introduction



Elize Hartley  
NWAC Executive Elder

In September of 2014, the Native Women's Association of Canada (NWAC) received funding from Aboriginal Affairs and Northern Development Canada (AANDC) to identify the barriers and opportunities in the resource development sector from two different perspectives. The first perspective dealt with resource development corporations and sought to understand what these corporations knew about Aboriginal women. The second perspective was from Aboriginal women and how they viewed the resource development sector with regards to economic development and employment opportunities.

As a result of this research a discussion forum was held in Ottawa, Ontario at the Museum of Nature on March 6, 2015. Entitled ***Bridging the Gap: Aboriginal Women and Resource Development***, this forum was attended by Aboriginal women leaders and representatives from the resource development sector. A list of participants can be found in Appendix A.

The intent of the engagement/discussion session was to initiate a constructive dialogue amongst the participants with the overall goal of:

- increasing the labour market participation of Aboriginal women in the resource development sector;
- ensuring Aboriginal women's voice is heard in the development of these projects;
- sharing of information on the industry; and
- discussing the various opportunities and barriers facing Aboriginal women who wish to work in the industry.



Verna Polson  
QC Native Women's Association

Claudette Dumont-Smith  
NWAC



## Summary of Discussions

The day began with an opening prayer by Elder Elize Hartley and an opening “Meegetch” song by Elder Marilyn Capreol. A copy of the agenda can be found in Appendix B.

In order to lay the groundwork for the discussion, NWAC staff began the session by providing:

- an overview of NWAC;
- a description of Aboriginal women; and
- an overview of the findings of the **Barriers and Opportunities in the Resource Development Sector** (BORDS) studies.

It was noted during this presentation that one of the various initiatives that NWAC has been involved in is the Aboriginal Skills and Employment Strategy (ASETS). Funded by Employment and Social Development Canada (ESDC), NWAC has been delivering the \$2 million per year employment and training program for five years, and recently, they were renewed for another year of delivery. NWAC’s ASETS program focuses primarily on Aboriginal women and provides funds for education and training, job supports, and targeted wage subsidies (TWS) to assist employers in hiring Aboriginal women.



Grant Goddard  
NewGold Rainy River Project

An overview of Aboriginal women was given with the intent of pointing out that the term Aboriginal covers First Nations, Metis and Inuit. Coupled with the terminology, there is a significant lack of understanding about where Aboriginal women are located in Canada. Although fifty two percent (52%) of the Aboriginal population in Canada is women, much of the attention focuses upon Aboriginal women who live on First Nations reserves. There is, however, a significant portion of the population who reside in urban centres.

With the interaction between the Aboriginal communities and resource development industries primarily focused on reserves, there may be a significant portion of the Aboriginal female population that is not being considered for employment and/or economic opportunities. For example, when impact benefit agreements (IBAs) are completed, they tend to be locally focused and may not consider Aboriginal women that do not reside in the community or Aboriginal individuals who are not members of the particular community.

Finally, NWAC staff provided the participants with an overview of the BORDS research findings which was used to frame the rest of the discussions throughout the day. From the Aboriginal women’s perspective it was interesting to note that Aboriginal women’s opinions on the

resource development sector were varied and divergent. There are some Aboriginal women who are for the industry and there are some Aboriginal women who are against the industry. Many who are against the sector sometimes perceived it to be counter to the traditional role of women as water-keepers and caretakers of Mother Earth. However, the research found that there were a significant percentage of Aboriginal women who were ambivalent towards the industry.

The challenges impacting an Aboriginal women's ability to enter the natural resource industries include:

- Many Aboriginal women are not aware of the opportunities available.
- In order to be ready to enter the workforce, they may not have reached the required level of education, or the right courses have not been studied.
- The fact that, generally, pre-employment training and familiarization of the work environment has not been afforded to them.
- If Aboriginal women are able to obtain training, it may be difficult to get a job with no relevant experience.
- The fact that many women are single mothers and the sole family caregiver means that they are faced with additional work/life conflicts. Shift schedules that call for two weeks at a remote site can make it difficult to access reliable daycare and elder care. As a result, they may require extra support for and from the family while at work.
- The start of a new job in a strange and sometimes hostile environment can be very intimidating and difficult.
- Some women believe that the work setting is unsafe and feel threatened in a male dominated workplace.
- Structural barriers - for example, in order to hire a licensed class "AZ" truck driver, insurance companies require at least three years of experience, so it is difficult or impossible to hire newly trained female operators with no experience.



**Karina Kesserwan**  
Kesserwan (Law – Strategy – Solutions)

*'A point from an ethical perspective. Of course women do care about salaries and good working conditions, but a lot of studies also show they also care about how they contribute to society and their community.'*

**Karina Kesserwan**

On the corporate side, many companies identified that there is a lack of Aboriginal workers with proper qualifications, skills and education. In addition, many were not aware of the employment and training programs available to assist them in the hiring of Aboriginal women. This problem is exacerbated by the lack of real human resource engagement systems to match Aboriginal women and employers.

After the NWAC presentation, the forum began an open dialogue. The following represents the discussion between the Aboriginal women and company representatives.

Many of the industry representatives identified the challenges they face with filling the impending labour shortages and the difficulties in determining the industry needs in a fluctuating marketplace. As Nancy Veal stated, 'We are all from a corporate perspective bound by budgets and you don't know with the elimination of the 65 mandatory retirement, you don't know when exactly people are going. Very few people would say, March 31, 2017 is my last day.' Coupled with the skills shortages many industries face; there is also the issue of identifying Aboriginal people who can fit the needs of the industry. In many instances, there is not a solid engagement strategy for the Aboriginal communities that the industry is trying to work with, which creates hiring difficulties.



Louise Reid-Schloen  
Hydro Ottawa

Discussion ensued about the need for a database to connect the industry and Aboriginal people. There was also the need to utilize this database as a resource for employers to find and share best practices on what works at job sites for Aboriginal women and how Aboriginal women can voice their safety concerns on job sites. There also needs to be systems in place to



Pamela Eyles  
BC NWA

Rachel Pineault  
Detour Gold

Noreen McAteer  
Alberta Aboriginal  
Women's Society

assist Aboriginal women in dealing with the stress of working in remote projects which sometimes cause an individual to flee from a work site. As Jamie Saulnier stated, 'Quite often what we see in construction is people quit. The reality is when somebody comes to a new job site and they are faced with some of these challenges. If they don't have somebody to talk to, the easiest thing is to leave.'

Recognizing some of these challenges, many of the industry representatives identified programs they have in place. In some cases, some companies have created on-site staff positions that have the express purpose

of liaising with Aboriginal employees to assist with any work issues that may emerge, including harassment and safety issues. Some sites also have healing circles for Aboriginal employees where they can discuss their concerns in a supportive environment. Some companies offer on-site orientation for potential employees to try working on a remote site before making a final decision to take or not take a job offer.

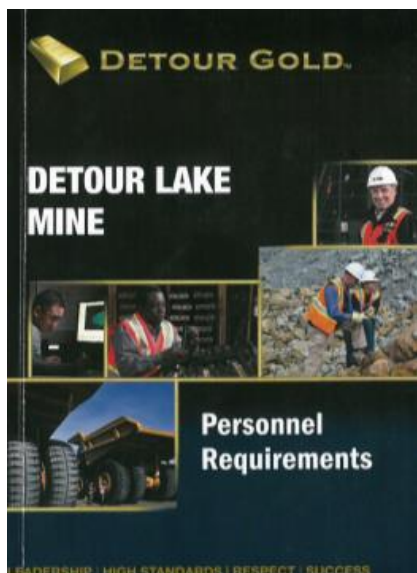
'Detour is running a six week job readiness program at the site...We do information sessions in the community and we are bringing these potential employees to the mine site...They can see the environment, the equipment, the job site, what the requirements are,' said Rachel Pineault. In this way, employees have a much better idea of what they are signing up for. Cross-cultural awareness training is also starting to become an industry norm where there are Aboriginal employees. This training explains First Nations history, culture and values for the non-First Nations employees in hopes that they will better understand their co-workers.



Merv McLeod  
McLeod-Wood Associates Inc.

There was considerable discussion about the need to work with students and ensure that they are taking the courses that will support them in their career endeavors. Equally important, as Elder Elize Hartley pointed out, '...there is a need for the students to feel they belonged. If they don't feel they belong they scatter about and don't care.' Pamela Eyles further emphasized the

importance of experiencing different types of trades and described a local high school, which encouraged young students to try different aspects of a trade.



Detour Gold's Personnel Requirements  
Handbook

Conversation circled back to the need for an inventory to match prospective employers and employees. There was also discussion about the problems of job identification. Job seekers have no idea what is out there and companies do not necessarily market the jobs. As Nancy Veal said, 'One of the challenges I found is that people in some communities don't even know what jobs we have. So, maybe tied with the inventory, companies need to do a better job up front saying long-term, past the construction phase, these are the jobs we have and this is what you need.'

To overcome the job requirements, Detour Gold Mines has created a handbook for individuals which provided overviews



of the various jobs associated with company. Examples of job descriptions can be found in Appendix C.

Other points that were raised with regards to skills inventory dealt with the need to look beyond the academic background. As Grant Goddard stated, 'What is most important to us is their character and behavior and personality. Do they have the passion, the drive? Do they want to work as part of a team? I would take that over skills...Skills inventory is good but more importantly what type of person are you?'

Industry proponents also noted that even in a proactive sense, industry does not know how to easily identify Aboriginal people to make them aware of potential employment opportunities.



Nancy Veal  
Resolute Forestry

In many cases, the industry relies on the First Nations and Métis communities to make their members aware of the jobs available. It was also made clear that there is a substantial difference between project developers/operators and a project's construction phase.

In the natural resource sector, industry can be divided into two main segments or phases: construction and operations. The construction phase of a project generally involves various contractors and subcontractors working to finish a finite project, and the drivers are time and budget. The operations phase is often much longer; proponents are more concerned about the long-term

viability of their project and are more inclined to take a much longer-term view in regard to meeting their staffing requirements. Proponents may have entered into Impact Benefit Agreements with local communities, in which there are generally employment and training targets that must be met. They may be more interested in initiatives such as apprenticeships and other training programs, as they have a vested interest in developing and maintaining a skilled and qualified workforce over time.

As previously mentioned, many communities have developed databases of their community members and their skills and education, which may not include off-reserve members who live out of the area. This is largely related to the lack of funds available to track down off-reserve community members and maintain a skills



Detour Gold's "Our Commitment" video.

database over time once the Impact Benefit Agreement funds are no longer available. In addition, there is the problem of communicating information. Although the majority of



Christopher Lefebvre  
Aramark Inc.

Kate Rafter  
ESDC

communities have websites, there are still difficulties in reaching community members and letting them know what jobs are available. The need to showcase success stories was also emphasized.

The discussion turned to the perceptions of the industry and the impacts on the environment. At this point, a video entitled, **Our Commitment** was projected for participants to watch. Discussions

ensued about the changes in the regulations of the various industries in Canada over the last fifty years. Nancy Veal pointed out that 'Ontario has the strictest regulations in the world about harvesting-that is all regulated, you have to put the land back. If the company folds up tomorrow the money is already there to look after the land.'

## Conclusion

The natural resource sector is able to provide extremely well paying, challenging and interesting employment with excellent benefits. Unfortunately, for a number of reasons, the number of Aboriginal women employed in the sector is very small. There are stereotypes associated with natural resource industries that imply that the industries are male dominated, where sexism, wage gaps, environmentally damaging, violent and unsafe working environments abound. There are also negative perceptions about women working in non-traditional jobs, who may be seen as unfeminine and unappealing or taking away jobs from males who need them more. To further complicate matters, the mining, oil and gas, and forestry industries all sell commodities on the world market, and are impacted by cyclical demands and world prices. When the industries are doing well, jobs abound, but employment can be impacted when the industries are in a downturn.



Barrick Boardroom at the Canadian Museum of Nature.

## Recommendations

Based on the discussions, the following represent possible courses of action which could be implemented by NWAC.

### Development of a National or Regional Data Base

The industry participants reported that they have difficulty finding information about how to access a potential workforce that would be beneficial to the proponent and to Aboriginal women. Aboriginal women indicated that they have difficulty in determining what opportunities are out there, and how to apply for them.

Even when a proponent is provided with information regarding the workforce, it is generally specific to the local community, and in many cases, this information will only identify members who have identified themselves to the database caretaker. This database is usually funded by an Impact Benefit Agreement.

Unfortunately, the lifespan of such a database is commonly related to funding from the project agreement, and Aboriginal communities do not have sufficient funding to keep the databases

current and accurate once the project is completed. Industry representatives working in the construction phase suggested that this would be quite important because many requests for proposals (RFP) that are received from natural resource companies include Aboriginal hiring requirements. There is often a very short turnaround to complete a RFP, so accurate and timely information is critical.

It is recommended that NWAC work to develop a national or regional database of Aboriginal women seeking employment. This could be done in partnership with the private sector and should include urban and rural women that are interested in working or training in the sector. The information should contain up-to-date information about their location, their training, skills, and experience. It was noted that the Saskatchewan First Nations Natural Resource Centre of Excellence in Saskatoon is launching a similar kind of database with the goal of connecting the industry to the First Nations market of trained, ready-to-work employees. In addition, Jamie Saulnier of Running Deer Resources is currently in the midst of launching a database in Ontario and Manitoba.



Jamie Saulnier  
Running Deer Resources

## Facilitating Information Sharing

***‘When I came here I wasn’t sure what I was walking into because I’m against mining. That’s my own outlook. You almost have me convinced there. I’ve got a brother who works in mining and we are always clashing. But I really enjoyed today, the information. I’m happy to see the mining company, the people that knows more about it gives us more, gave me a clearer picture of what is going on now.’***

**—Verna Polson**

The second recommendation proposes that NWAC take a more proactive role vis-a-vis the dissemination of information to Aboriginal women regarding the natural resource sector. This information could contain industry information about regulations and jobs and training Aboriginal women could pursue.

Natural resource developments can be a culturally sensitive issue that needs to be well explained so that all Aboriginal women will have an accurate understanding of the resource industries. At the session, it was evident that many of the participants have significant concerns about promoting natural resource development due to their belief that the industries are not compatible with First Nations values.

The change in federal and provincial policy and regulatory direction, combined with the duty to consult, has resulted in significantly improved land management regimes.



**Stacey Jack**  
**NewGold Rainy River Project**

Although there are some unfortunate environmental legacies, such as; clear-cut areas, tailings ponds that have failed, and abandoned mines and hydro dams from decades passed, the



**Tori-Lynn Wanotch**  
**Saskatchewan Aboriginal Women’s Circle**

situation has changed considerably. These industries are very highly regulated in Canada, and the planning for any mining project must include closure plans, which determine how the site will be closed and remediated once the project ends. The funds to undertake the closure plan must be set aside prior to opening a development (in the form of a financial assurance held by government) so that there is no longer a history of sites where the owner has walked away, leaving an environmental disaster.

The forestry industry is required to develop management plans

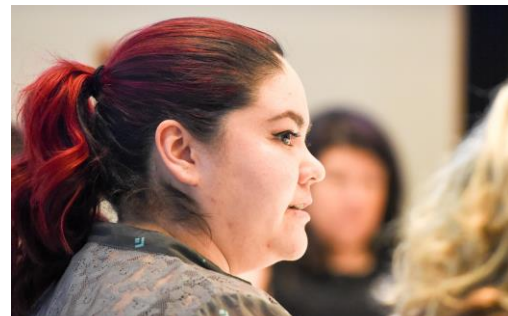


that detail how the forests will be managed during the harvest, how will it be managed between cuts, and how it will be reforested. The days of clear cutting in Canada are long over, and the industry is required to provide the funds to ensure that the land is properly managed.

Since industry is always seeking information about Aboriginal culture, values, and how to contact the appropriate persons, NWAC could serve as an information conduit to industry associations such as: mining, Unions, construction, forestry, as well as the oil and gas industry. All have a need to be informed in order to make appropriate program decisions or take action based on the provided information. In addition, this would ensure that Aboriginal women's voices are heard.

NWAC could play a role along with the industry associations in making sure that Aboriginal women are aware of the positive steps that the industries have taken to improve their environmental legacies, and also to improve awareness of career opportunities.

Industry representatives indicated that they seek readily available information about First Nations - who to contact, what to say, and how to speak to the communities. They can be intimidated with respect to their overall lack of knowledge about Aboriginal culture and values. In the session, industry representatives noted that as the relationship between themselves and the Aboriginal communities improves, communities are able to access more benefits, including assistance in career development.



Siobhan Dooley  
Hatch Engineering

In hosting future information-sharing sessions with Aboriginal women and industry, NWAC can play a strong role in improving awareness and could provide assistance with cross cultural awareness. It is suggested that these information sessions take place on a regional basis.

### Assisting with Job Readiness

In order to fully participate in the industries, Aboriginal women require various kinds of information depending on the kind of decisions they will be required to make at different stages of life.

As was noted in the session, NWAC could have a role in the guidance and provision of information to prepare Aboriginal women to make decisions about choosing a career in the



Mireille Pilotte  
New Millennium Iron

natural resource sector. This could include advice about the types of secondary and post-secondary courses that could be pursued in order to improve their career choices and options. The provision of the information about careers in the natural resource industry needs to be presented at all educational levels. Unless Aboriginal women know what jobs are out there, they can't prepare themselves for these career opportunities. To supplement this information, organized site visits for Aboriginal female leaders and

students to a variety of resource development projects would also improve the understanding of jobs in this market. Additionally, NWAC could also work with the Unions to ensure that they are not adding to the barriers faced by Aboriginal women.

The representative from Detour Gold spoke of a document that they produced, which outlines the various jobs available, what the duties would be, the qualifications, and the experience required to be able to successfully apply for the position. Through partnerships with the industry, NWAC could build on this document, producing summaries for the mining, forestry, energy and oil and gas industries. (See Appendix C for an example).

Apprenticeships are a longer-term commitment, and there is a looming shortage of skilled workers in Canada. As many of the existing workforce retires over the next twenty years, Aboriginal women could successfully fill many of these positions, but they need to know what education is required and how to apply. Industry is interested in hiring women, but don't know

how to find them or how to contact them. NWAC could assist with this, and in doing so, ensure that both urban and rural Aboriginal women have equal access to opportunities.

*'To have programs in place at these workplaces where these women can go in confidence if they are facing racism or sexism. I faced it myself. People say, "You only got your job because you are an Aboriginal person or you are a woman." Facing that at work as well it would be great to have programs in place so people can look up to someone. Women going into the workforce that is mostly males they don't have that senior person they can go to connect.'*

**Siobhan Dooley**

## Overcoming Barriers

Aboriginal women in the resource development sector workforce are faced with a number of barriers that must be overcome in order to successfully increase employment numbers and economic opportunities in this vital sector. These barriers include; lack of family support at

home, in their community, on the job hostility--real and perceived, lack of work orientation, lack of necessary skills, and lack of job opportunity awareness.

The discussion about potential barriers was wide-ranging and diverse. Generally, the barriers can be divided into two classes:

- Day-to-day barriers: a lack of support which includes a lack of daycare facilities in communities and at the work site, a lack of community understanding toward the reasons a woman would seek employment in resource development, and in some cases, hostility toward forcing the sharing of family care and becoming the main economic provider in a family unit;
- Work barriers: lack of work experience, insufficient education, difficulty in entering a new, male-dominated work environment, fear of one's safety while on a work site, and the lack of appropriate skills, training, and education to enter this workforce.

In industry, there is an understanding that the workforce is slowly changing, however, when observing the existing workforce in the natural resource industries; it still is mainly comprised



Susanne Forth  
Shawanaga First Nation

of males. Industry representatives indicated that they have difficulty recruiting Aboriginal women, and there are various structural barriers, such as the insurance requirements for highway truck drivers, which is a minimum of 3 years of experience. However, even when there are no structural barriers, there is a significant lack of relevant experience. Many Aboriginal women are just learning about the opportunities and what it takes to successfully apply for these jobs. In addition, there are very few role models or mentorship programs to assist

Aboriginal women in transitioning in these non-traditional careers.

It was also stated very clearly that when industry, government, and Aboriginal governments consider Aboriginal women recruitment in the resource sector, the focus seems to be mainly on Aboriginal women who reside in First Nation and Métis communities. This approach presents a number of barriers:

- A significant percentage of Aboriginal women in Canada do not live in First Nation or Métis communities;
- The Aboriginal leadership is often not aware of their own community members who may be qualified for jobs or may be interested in a career in the sector. Without this knowledge, they



Marian Horne  
Yukon Aboriginal Women's Council

cannot advocate on their behalf;

- Urban-based Aboriginal women who would like to work in the remote natural resource sector will have the extra burden of getting to the work site, and also trying to find a place to live in the community. This is a major concern, especially where living accommodations are already in short supply. This point also raises safety and security issues which need to be addressed.

NWAC could continue to raise awareness of the needs of urban Aboriginal women. They could also continue to assist with pre-employment readiness, which includes working to identify potential employees and setting up job specific training to prepare them to work in the sector. Pre-employment readiness can range from ensuring that potential employees will pass a criminal check (in some cases, work to apply for a pardon for pardonable convictions), life skills training (how to apply for a job, employers expectations, etc.), to setting up classes to offer community members the opportunity to achieve their grade 12 high school diploma, and identifying additional training or apprenticeship opportunities.

NWAC can also provide a voice to those Aboriginal women who are the sole family caregiver, discussing with industry the need for such things as daycare and elder care at work sites. NWAC could partner with the industry to design pilot projects that address flexible work schedules that support family needs and deal with the concerns that many Aboriginal women may have around sexual harassment and violence at the work site.

## Advocacy

Advocacy can be defined as a process through which an individual or group aims to influence decisions within political, economic, and social systems and institutions. On its website, NWAC states that the Native Women's Association of Canada (NWAC) works to advance the well-being of Aboriginal women and girls, as well as their families and communities through activism, policy analysis and advocacy.

NWAC's promotion of Aboriginal women in this industrial sector can make a significant difference in increasing the opportunities and providing the information that would make resource development industries a real career choice. Building on the work readiness



Left to right: Claudette Dumont-Smith, Sydney Ducharme, Dan Peters and Beverly Blanchard, NWAC staff.



programming in place and the labour market data sets that have been collected, NWAC is in a unique position to act as a conduit of information between Aboriginal women of all ages and the industrial sector.

This initial information sharing session, while only the first, has identified communication weaknesses that could be met and improved by NWAC. Building on this model, NWAC may want to consider geographic specific engagement sessions to bring together industry and Aboriginal women leaders and interested third parties. These sessions could open the door for discussions on how to improve and take action to increase Aboriginal women participation in this sector of the economy.

NWAC could also become involved with the Unions and the various industry organizations (Mining Association of Canada, other regional mining associations<sup>1</sup>, the Canadian Forestry Association, other regional forestry associations<sup>2</sup>, Canadian Construction Association, Canadian Association of Petroleum Producers and other regional oil and gas associations.) As indicated, there is a lack of awareness within the industries about Aboriginal culture and beliefs, and NWAC is in a good position to improve cross-cultural awareness as well as awareness about the needs of Aboriginal women.



NWAC could seek to present or participate in meetings with various intergovernmental working groups (IGWG) associated with specific resource development sectors. These IGWG meetings happen once or twice per year and are sector specific. They are forums at which the territorial, provincial and federal governments share information that could impact their policies and regulation.

'This little feather represents our children. And the decisions women leaders need to make here. We need to keep in mind our children...So the decisions that you are going to make, you have to look that far. Maybe it is not things that we like. But we have to look that far. What is going to take care of our children?' --**Marilyn Capreol, Shawanaga First Nation**

<sup>1</sup> <http://www.infomine.com/library/links/254/canada/associations.aspx>

<sup>2</sup> [http://www.canadian-forests.com/industry\\_associations.html](http://www.canadian-forests.com/industry_associations.html)

## Appendix A: Participants

|                        |  |
|------------------------|--|
| Siobhan Dooley         | Hatch Engineering                                  |
| Grant Goddard          | New Gold Inc. (Rainy River Project)                |
| Karina Kesserwan       | Kesserwan (Law – Strategy – Solutions)             |
| Stacey Jack            | New Gold Inc. (Rainy River Project)                |
| Christopher Lefebvre   | Aramark Canada                                     |
| Mireille Pilotte       | New Millennium Iron                                |
| Rachel Pineault        | Detour Gold Corporation                            |
| Kate Rafter            | Employment and Social Development Canada           |
| Louise Reid-Schloen    | Hydro Ottawa                                       |
| Jamie Saulnier         | Running Deer Resources                             |
| Nancy Veal             | Resolute Forest Products                           |
| Marilyn Capreol        | Shawanaga First Nation                             |
| Pamela Eyles           | BC Native Women's Association                      |
| Susan Forth            | Shawanaga First Nation                             |
| Elize Hartley          | Ontario Native Women's Association                 |
| Marian Horne           | Yukon Aboriginal Women's Council                   |
| Noreen McAteer         | Alberta Aboriginal Women's Society                 |
| Verna Polson           | Quebec Native Women Inc.                           |
| Tori-Lynn Wanotch      | Saskatchewan Aboriginal Women's Circle Corporation |
| Beverly Blanchard      | Native Women's Association of Canada               |
| Sydney Ducharme        | Native Women's Association of Canada               |
| Claudette Dumont-Smith | Native Women's Association of Canada               |
| Dan Peters             | Native Women's Association of Canada               |
| Merv McLeod            | McLeod-Wood Associates Inc.                        |
| Nancy Wood             | McLeod-Wood Associates Inc.                        |
| Recorder:              | Heather Sterling                                   |
| Photographer:          | Fred Cattroll                                      |



## Appendix B: Discussion Forum Agenda

**9:00 AM**—Opening Prayer and Opening Song

**9:15 AM**—Welcoming from NWAC: Claudette Dumont-Smith, Executive Director

**9:20 AM**— Introductions

**9:30 AM**—Presentation—Summary of the Findings: Beverly Blanchard

**10:15 AM**—Health Break

**10:30 AM**—Open Forum:

- Corporate Social Responsibility
- Drawing Connections

**12:00 PM**—Lunch Break

**1:00 PM**—Discussion:

- Connecting Aboriginal women to resource development companies
- Brokering partnerships

**2:30 PM**—Health Break

**2:45 PM**—Discussion:

- Next steps
- Where to go from here

**3:45 PM**—Final remarks: Roundtable

**4:00 PM**—Closing Prayer and Closing Song



## Appendix C: Examples of Job Information

### 130 Supply Chain

#### Purchasing Clerk

**Number Required:** 2    **Location:** Cochrane Office

**Rotation:** 5 days on, 2 days off

##### Responsibilities

- Communicating orders to vendors
- Checking all deliveries and ensuring appropriate distribution of materials
- Confirming order quantity, pricing and availability of supplies/goods
- Organizing storage and cataloguing supplies and equipment in accordance with department policies

##### Requirements

- High school diploma and a Certified Professional Purchaser (CPP) designation or equivalent combination of post-secondary education and purchasing experience
- 2+ years related working experience within the mining industry, preferably open pit operation
- Knowledge of contract negotiations, contract management, contract laws affecting procurement practices, competitive bidding process and the development of bid documents

### 82 Mine Operations

#### Haul Truck Operator

**Number Required:** 4    **Location:** Mine Site

**Rotation:** 1 week in, 1 week out

##### Responsibilities

- Performing daily pre/post trip inspections with appropriate documentation in compliance with company policies
- Obeying applicable laws and following dispatch instructions
- Loading and unloading equipment or materials, may be required to unload contents by hand or shovel
- Performing minor servicing of equipment
- Keeping truck in a clean orderly condition
- Assisting in training less-experienced employees

##### Requirements

- High school diploma or equivalent
- Common Core for Surface Mining Wearing personal protective equipment in designated areas
- Wearing personal protective equipment in designated areas
- Maintaining current driver's license that meets provincial requirements