

# NWAC LMD Information Bulletin

*In this edition of the LMD Information Bulletin we give you:*

- Details about the Aboriginal women and the resource development discussion forum held on March 6<sup>th</sup>;
- Overviews of three of the companies that attended the session;
- A profile of an Aboriginal woman engineer;
- A few interesting nuggets about the resource development sector you may never had known; and
- More labour market tidbits.



Participants at the March 6<sup>th</sup> Bridging the Gap: Aboriginal Women and the Resource Development Sector Discussion Forum.

In our BORDS research study, Aboriginal women survey participants identified the following as top barriers to employment in the resource development sector:

- Lack of job supports such as childcare, housing support, training and experience;
- Stereotypes involving sexism, wage gaps and unfriendliness or violence in the workplace;
- Work/life conflicts such as being the primary caregiver and lack of support from family and partners; and
- Unappealing, unsafe or male-dominated work environments.

Did you know? Canada has stringent forestry regulations and laws and is considered a world leader in certification. Certification means that companies follow progressive social and environmental forest management practices. This includes prompt regeneration of the forest land, sustainable harvest levels, Aboriginal engagement and protection of biodiversity and wildlife habitats.

## Barriers and Opportunities in the Resource Development Sector (BORDS) Project

### Project Overview

In September of 2014, 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 the resource development sector and focused on understanding what these corporations knew about Aboriginal women. During this phase of the research, we identified that the lack of skilled workers in the Aboriginal labour pool is a hurdle impeding Aboriginal people from participating in the industry. In addition, cultural values regarding the environment and land also created impediments for resource sector companies.

The second perspective was from Aboriginal women and how they viewed the resource development sector with regards to economic development and employment. The results of this research suggested that Aboriginal women were unaware of the benefits and opportunities in this sector. Additionally, although many of the Aboriginal women who participated in the research lived near resource development projects, they were not participating in the projects.

The result of the research was used to frame an engagement session which would bring together Aboriginal women leaders and resource development representatives in a forum to discuss how Aboriginal women can participate in these opportunities.

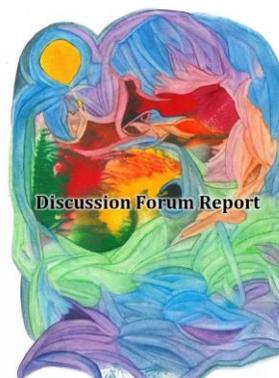
### Bridging the Gap-Discussion Forum

Held on March 6<sup>th</sup> at the Museum of Nature in Ottawa, this dynamic gathering brought together Aboriginal women and company representatives from the resource development sector. Entitled ***Bridging the Gap: Aboriginal Women and Resource Development***, the intent of this one day 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.

The discussion forum was an incredible success and many of the participants indicated that they were interested in future sessions.

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



Discussion Forum Report

Prepared by:

The Native Women's Association of Canada  
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## Company Overviews

Here is a brief look at three of the companies who attended NWAC's March 6<sup>th</sup> Engagement Session.

### Detour Gold Corporation

A Canadian gold producer operating the Detour Lake mine in Northern Ontario, Detour Gold is the second largest gold producing mine in Canada. It is a company that is committed to responsible mining and partnerships. As an inclusive company, Detour ensures that they work with the surrounding First Nations partners and local communities. They have an overall Aboriginal employment rate of approximately 25% and Aboriginal employees work in nearly every operational area. Interested in learning about the types of careers available at Detour Gold? Check out their video at:

<http://www.detourgold.com/Careers/careers-overview/default.aspx>



### New Gold - Rainy River

Located approximately 65 kilometres northwest of Fort Frances in Ontario, the Rainy River project is still in development. Once in full operation, it is anticipated that it will create 600 permanent jobs and Rainy River is committed to utilizing the local workforce. The Rainy River project is an inclusive company and throughout its development has been working with various Aboriginal communities and groups to develop progressive and positive relationships. If you are interested in finding more about the Rainy River project, check out:

<https://www.youtube.com/watch?v=SYb6hW9vRjA>



### Resolute Forest Products

A global leader in the forest products industry, Resolute owns or operates approximately 40 pulp and paper mills and wood products facilities in the US, Canada, and South Korea. It also has a network of 14 company owned hydroelectric and cogeneration facilities. Resolute employs close to 8000 individuals and has a work environment that encourages teamwork and cross-functional collaboration. If you are looking for an online resource about career opportunities in the forestry sector, then check out:

<http://thegreeneetworkforce.ca/index.php/en/>.

It is a site that Resolute is a part of. Or check out Resolute's website at: <http://www.resolutefp.com/Careers/>



Mining enriches our lives in more ways than we can imagine. Farmers and gardeners treat their soil with lime, peat, and fertilizers. Radioactive cobalt and iridium are used in cancer treatments. More than 30 minerals and metals are used to produce computers, televisions, stereo systems and kitchen appliances. Minerals have also opened our world to travel.

## Meet Siobhan Dooley - An Aboriginal Engineer



Siobhan Dooley at the March 6<sup>th</sup> Bridging the Gap: Discussion Forum.

After the engagement session, we asked Siobhan Dooley of Hatch Engineering to answer a few questions about her education and career path. As an engineer in training, we thought she may have some useful insights for other Aboriginal women seeking the engineering path or employment in the resource sector.

### Where did you attend school? Which program did you take?

I went to Queen's University in Kingston, Ontario. I graduated in 2012 from the Chemical Engineering program.

### Why did you want to become an engineer?

When I first thought about going to university I wasn't exactly sure what I wanted to take. What I did know is that I really enjoyed problem solving and applying those skills to mathematical problems in high school. A few people told me I should look into engineering after I had shared my interests with them, including my older sister who was already at university. After being accepted into the engineering program at Queen's University, I loved my program from the beginning and knew being an engineer was something I wanted to become.

### How did you find employment after graduation?

During my final year at Queen's in 2011-2012, I had started applying for positions in October, which is fairly standard for graduating engineering students. Around this time, I had met a professor in the Civil Engineering department through the Aboriginal Access to Engineering Program at Queen's. This program had just started at Queen's University a few months before. He suggested that I apply to an opening at a company called Hatch. So, I followed through and applied.

A short time later I heard back from Hatch and went through two rounds of interviews which resulted in a job offer that was contingent on completing my engineering degree. I graduated at the end of the year and by the summer of 2012 I started my employment with Hatch in the Sudbury office.

### What advice do you have for someone interested in engineering?

For those who may be interested in engineering, the first thing I would do is advise them to do some research on the different programs that are out there. There are a lot of choices at different institutions and with an engineering degree you can be employed in a variety of industries. Another thing about pursuing a career in engineering is that you will be expected to put in a lot of effort into your work. Having a drive to succeed and persevere will prove to be extremely beneficial.

### If you had to do it all over again, would you take the same program?

I would definitely take the same program all over again. Though I actually started with the Engineering Chemistry program (more concentration on theoretical chemistry), I realized I was young and had the chance to think about the program I had chosen. I then switched to Chemical Engineering just before my 4th year and even though I ended in another program from where I started, I wouldn't change the path I took to get where I am because every challenge I've faced has made me stronger as a person.

## Aboriginal Women Aged 25 to 65 by Educational Attainment in 2011

According to Statistics Canada, the total Aboriginal female working age population in 2011 was approximately 356,000. The majority were employed in healthcare and social assistance, public administration, retail and educational services. In the sectors that include trades occupations, the majority of women worked in food and accommodation, followed by manufacturing. Fewer Aboriginal women worked in the transportation, construction, or mining sectors.

Level of Educational Attainment	First Nation	Métis	Inuit
Post-secondary qualification	47.3%	57.1%	35.6%
Trade certificate	8.5%	10.8%	7.5%
College diploma	23.1%	28.2%	19.0%
University certificate below bachelor	4.5%	4.2%	2.3%
University degree	11.1%	13.9%	6.8%

### A Growing Aboriginal Population

Between 2006 and 2011, the Aboriginal population increased by 232,385 people (over 20%). In comparison, the non-Aboriginal population only increased by 5.2%. Below is a chart showing the increase in population by Aboriginal identity.

Aboriginal Identity	Increase from 2006 to 2011
First Nations	22.9%
Inuit	18.1%
Metis	16.3%

Watch for the next issue of the NWAC LMD Information Bulletin, where we are hoping to provide you with information on:

- Aboriginal women and apprenticeships;
- Future engagement sessions;
- Profiles of resource sector companies; and
- How Aboriginal youth can find employment.

**Canada** 

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