



cando

CONNECT

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magazine

→ *Moving Indigenous Economies Forward*

**2020 Cando
(Virtual)
Conference**

**NIEEF CIBC
Scholarship
Recipients**

**COVID-19
Indigenous
Business
Taskforce**

building brighter futures

Bursaries, Scholarships, and Awards



CIBC NIEEF Scholarships

This award will be distributed annually to a first-year Indigenous student who is studying in a four-year degree program studying in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or Community Economic Development.

CIBC NIEEF Scholarships

This award will be distributed annually to Indigenous students who are studying in a two-year diploma program studying in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED.

CIBC NIEEF Scholarships

This award will be distributed annually to an Indigenous student who is studying in any year of a two-year diploma or four-year degree program studying in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED. This student will receive the CANDO funds and the matched funds and the successful candidate will only be eligible for this specific award once.



Program of Study: Business Administration/Economics, Business Finance, Business Management, Natural Resources or Community Economic Development
Level of Study: Entering first year of a four-year degree program

Two Awards: \$10,000 per year for up to 4 years per student

Program of Study: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED

Level of Study: Two-year or four-year program.

Four Awards: \$5,000 per year for up to 2 years per student

Program of Study: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED

Level of Study: Any year of a two-year or four-year program.

One Award: \$4,000 for one year

Application Deadlines: February 1
August 1
November 1

FEBRUARY 1

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Hope Springs Eternal

We at Cando hope that everyone reading this, along with their loved ones, continues to be safe and healthy. As progress is being made with vaccine development and distribution, we optimistically look forward to the near future where we are post-pandemic. Let us be hopeful, but let us remain vigilant and continue to look after one another - especially the most vulnerable in our communities.

Cando is pleased to showcase the four recipients of the **2021 NIEEF CIBC Scholarships**. Cando is delighted to award \$44,000 to Indigenous students studying in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or Community Economic Development. Please read the profiles of the eight most recent NIEEF CIBC Scholarship recipients on pages **06-13**.

Cando has also played a leading role in developing a national Indigenous Business COVID-19 Taskforce to work with the federal government to ensure Indigenous business and Indigenous community priorities and requirements were fully considered and impacted government decision-making. There have been several significant government contracts awarded to Indigenous suppliers as a result of them being registered on the database. Please turn to our coverage of the Indigenous Business Taskforce and Indigenous Supplier Database on pages **14-17**.

The continuing pandemic has meant changes to one of Cando's signature events, the 27th Annual Cando Conference and AGM will also be held virtually - with a comprehensive series of workshops, panels and skills training being developed for delivery over four days in October (Oct. 20-21 & 27-28). Check out the Conference Agenda, Women in Business Panelists, National Youth Panelists and much more in this issue on pages **18-49**.

Links to Learning Webinar Series - Cando continues to develop and deliver accredited training and provide continuous skills development for its member EDOs via several weekly webinar series. The Links to Learning Series delivers to Alberta and British Columbia every Tuesday and to Manitoba and Saskatchewan every Thursday. In addition, a national Free Wednesday Webinar Series is being offered. All of these webinars are free to Cando members. These webinars started delivery in October and will continue at least until March 2021.

Please visit the www.edo.ca/links-to-learning for a full schedule of upcoming webinars.

Looking forward to seeing you soon!

Student hopes of earning university degree after getting diploma



Alexis Duke is in her second and final year of the business administration program at the Saskatchewan Indian Institute of Technologies

I'd rather be taking classes in person. It helps me focus better. At home I have a four-year-old that continually wants my attention.

**By Sam Laskaris
Cando Contributor**

Alexis Duke is facing numerous challenges.

But Duke, a 26-year-old member of Little Pine First Nation in Saskatchewan, continues to move forward with her education.

Duke is in her second and final year of the business administration program at the Saskatchewan Indian Institute of Technologies, located in Regina.

Besides being in the home stretch of earning her diploma, Duke also received some welcome news recently.

It was announced that she is one of the eight recipients this year of the Indigenous Scholarship Program, offered through Indspire.

A total of \$44,000 was available through the Indigenous Scholarship Program this year. Funding for the scholarship program was made available through a partnership between the CIBC and Cando's charitable organization, the National Indigenous Economic Education Fund.

Duke was awarded \$2,000.

"It helps a lot because I'm a single mom," she said.

Duke was pleased to hear she was a scholarship recipient, adding any financial assistance is welcome.

"I have car payments and I have other payments," she said. "And I don't have a lot of support."

Duke is forging ahead with her post-secondary career during the COVID-19 pandemic, which has created additional obstacles.

Unlike the majority of other post-secondary schools which have only offered virtual classes during the 2020-

21 year, the Saskatchewan Indian Institute of Technologies remained open and offered in-person classes during September and portions of October.

After that, however, Duke and other students at the school have been forced to continue their courses online.

"I'd rather be taking classes in person," Duke said. "It helps me focus better. At home I have a four-year-old that continually wants my attention."

Duke added she has to manage her time effectively, such as doing parts of her schoolwork when her son is napping.

Duke said she was waiting to hear the news from an announcement that was expected in late January on whether her school would be reopening for the rest of the semester.

Her preference would be to sit in a classroom while learning as opposed to doing so at home.

"I'm hoping I do get to go back," she said.

Duke is also planning to return to school in the fall. She would continue to live in her hometown though as she is hoping to attend the University of Regina to continue her business administration studies.

If she does get accepted into the university program, Duke would require two more years of education in order to earn a business administration degree.

Duke is not quite sure what type of job her schooling will lead to.

But she is especially enjoying her accounting and human resources courses as well as her marketing class.

Duke added if she does enroll at the University of Regina, she could potentially decide to major in accounting.

CIBC NIEEF SCHOLARSHIPS

Student to become first family member to earn university degree

Janine Chowace is well on her way to a major accomplishment.

Chowace, a 31-year-old member of Sturgeon Lake Cree Nation in Alberta, is more than halfway done the requirements necessary to earn her university degree.

Chowace is in her third year of studies of the four-year business management program at the Northern Alberta Institute of Technology (NAIT).

"It's a pretty big deal," Chowace said. "I'll be the first one in my family to get a university degree."

Chowace's mother had seven children.

What is also a big deal is the fact Chowace is one of eight recipients of this year's Indigenous Scholarship Program.

The program is delivered through Indspire with funds provided through a partnership between the CIBC and Cando's charitable organization, the National Indigenous Economic Education Fund.

Chowace's scholarship was worth \$5,000.

"It's a big relief for sure," she said. "I feel pretty thankful."

Chowace wasn't quite sure how exactly her scholarship money would be spent but it would in all likelihood help pay off some of her debts.

Chowace added being awarded a sizable amount of money to help continue her education proved to her she is on the right path.

"It is really comforting," she said. "I work really hard. And this shows me this hard work has paid off."

Chowace had dropped out of high school while she was 16 and in Grade 10.

"That was a goal to go back and finish high school," she said.

Before she did decide to return to school, Chowace worked at various jobs, including providing childcare, doing manual labour and being employed in the food industry.

After earning her high school equivalency diploma, Chowace enrolled in NAIT's business administration program.

Chowace, who lives in the municipality of Spathnow, did not have to move to Edmonton to attend NAIT. That's because thanks to a collaboration her program is also offered through Portage College in Cold Lake, about an hour's drive from her home.

Because of the COVID-19 pandemic, however, Chowace is now taking her classes remotely.

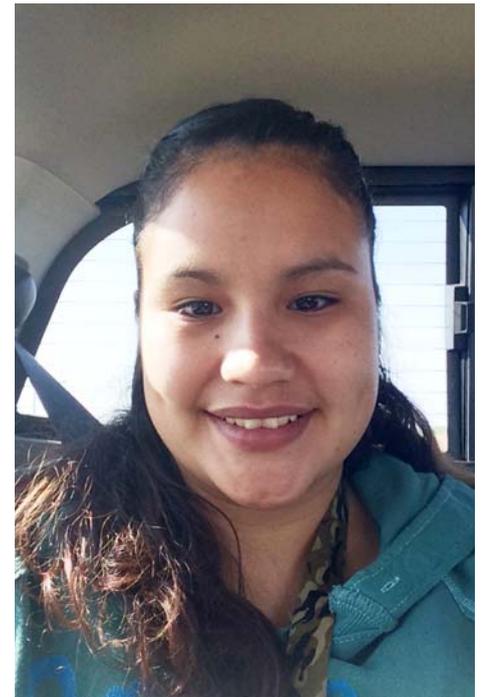
She admitted she does like the fact she doesn't have to drive to school every day now.

"I think being at home presents different challenges though," she said. "The (school) environment is missing. And it's a lot more distracting being at home with the family."

Chowace, a single parent, has an 11-year-old son and a 10-year-old daughter. Both of them are also taking virtual classes now at home.

Though she has about a year and a half remaining before she completes her degree, Chowace is not sure how she will put her education to use.

"I haven't really figured that out yet," she said. "Business management is a broad thing. I'm not sure yet what I want to do."



Janine Chowace, a 31-year-old member of Sturgeon Lake Cree Nation in Alberta, is more than halfway done the requirements necessary to earn her university degree.

**It's a pretty big deal.
I'll be the first one in
my family to get a
university degree.**

**By Sam Laskaris
Cando Contributor**

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Karen MacDonald proving it's never too late to further one's education



Karen MacDonald is fulfilling a long-standing desire - she is in her second and final year of studies working towards her Master's degree in business administration from the University of Calgary.

What I want to do is assist other Indigenous students achieve their business goals.

**By Sam Laskaris
Cando Contributor**

Karen MacDonald is fulfilling a long-standing desire.

The 56-year-old is in her second and final year of studies working towards her Master's degree in business administration from the University of Calgary.

MacDonald believes it's better late than never to return to school in order to further one's education.

"I missed the opportunity to do it earlier in my career," said MacDonald, a member of Thunderchild First Nation in Saskatchewan. "A lot of people encouraged me but I had this self-doubt."

MacDonald, who is married and has two children of her own who are also attending the University of Calgary now, decided there was no point in waiting any longer and returned to school herself.

"What I want to do is assist other Indigenous students achieve their business goals," she said.

Besides being a student again, MacDonald is also a member of the university's staff. She's the manager of the Writing Symbols Lodge, the school's Indigenous student centre.

MacDonald was also recently announced as one of eight recipients of the Indigenous Scholarship Program, delivered by Indspire.

Funding for the Indigenous Scholarship Program was made available thanks to a partnership between Cando's charitable organization, the National Indigenous Economic Education Fund, and CIBC.

Applicants for the Indigenous Scholarship Program were applying for a total of \$44,000 in funding this year.

MacDonald was one of four scholarship winners that received \$5,000.

She was understandably pleased with this news as it helped cover some of her university expenses.

"The tuition is just sky high," she said. "Every dollar helps."

"Any scholarship helps," MacDonald added. "A scholarship always helps you towards your educational goals."

MacDonald had earned her Bachelor of Commerce degree from the University of Saskatchewan in the late 1980s.

But now she said juggling her work and family life as well as her academics is rather challenging.

"It's very tough," she said.

MacDonald puts in a full work day for her job. Because of the COVID-19 pandemic, however, she has been working remotely from home.

Though her workday is done on weekdays during the afternoon, MacDonald is not able to simply relax.

That's because she estimates that she's doing her own schoolwork from about 7 p.m. until midnight, six nights each week.

"The workload is heavy," she said.

MacDonald began working towards her Master's degree in January of 2020. She is expected to complete the program requirements this December and then have her graduation ceremony in April of 2022.

MacDonald is hoping to put her Master's degree to good use after she earns it.

"Maybe I will teach some classes," she said.

And also provide some inspiration for others.

"I want to be a role model for Indigenous students," she said.

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Scholarship enables student to pay bills and save for her future

Perfect timing.

That would undoubtedly be the best way Kineisha Eagle Bear would describe the recent news that she won a \$10,000 scholarship.

Eagle Bear, a member of Kainai Nation in Alberta, is in her final year of finance studies at the University of Lethbridge.

But things were not looking too rosy this past fall for Eagle Bear, a 25-year-old single mother, who has a five-year-old daughter named Nova.

She already had some bills which needed some attention. And her expenses increased as it was necessary to get some vehicle repair work done since she was involved in a car accident this past November.

Plus, her computer which she required for her school work, seemed to be on its last legs and needed to be replaced soon.

Eagle Bear's fortunes then improved considerably in late November when she heard she was a recipient of the Indigenous Scholarship Program.

Funding for the Indigenous Scholarship Program, which featured a total of \$44,000 this year, was split among eight recipients.

Eagle Bear was one of two winners who received the largest amount of scholarship money, \$10,000 each.

Funding was available via a partnership between Cando's charitable organization, called the National Indigenous Economic Education Fund, and the CIBC.

"Receiving the scholarship has allowed me to cover these extra costs, without having to worry about the financial impact," Eagle Bear said. "With the scholarship I was also able to pay off all my bills, and I saved 50% for future investment plans."

Eagle Bear was also able to lend a helping hand with a portion of her scholarship money.

"Sharing was also important to me," she said. "Being in the position to give, I donated five per cent of my scholarship towards those in need over the holiday season."

Upon finishing high school, Eagle Bear had enrolled in a First Nations transition program offered through the University of Lethbridge.

She needed to upgrade some courses in order to be accepted into the university's accounting program.

A challenging pregnancy, however, forced Eagle Bear to withdraw from that program after one year.

Once she decided to continue her education, Eagle Bear enrolled in Lethbridge College's two-year business program where she earned a diploma.

She then moved on to two additional years of studies at Lethbridge University, where she will earn a degree.

Eagle Bear admits she has had her share of challenges during her post-secondary schooling.

"Being a full-time student can be financially difficult, especially being a single parent where time and money is tight," she said. "Over the years we had made sacrifices to make things work out for us. It's all trial and error. I have taught myself how to manage my time and how to manage my finances efficiently."

Because of the COVID-19 pandemic, all of Eagle Bear's classes right now are conducted virtually.

"I find it difficult because our teachers are also just getting used to online teaching," she said. "It's a challenge for everybody, not only students but the professors as well."



Kineisha Eagle Bear is a member of Kainai Nation in Alberta and is in her final year of finance studies at the University of Lethbridge.

Receiving the scholarship has allowed me to cover these extra costs, without having to worry about the financial impact.

**By Sam Laskaris
Cando Contributor**

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Scholarship allows student to focus solely on his academics



Nikia Pratt is now in his second and final year of business administration studies at the Regina campus of the Saskatchewan Indian Institute of Technologies.

Having the scholarship my stress levels are completely down. And I can focus on my studies and academics.

**By Sam Laskaris
Cando Contributor**

Nikia Pratt had to perform quite the juggling act when he returned to school.

After a 16-year career managing various McDonald's and Kentucky Fried Chicken (KFC) outlets in Regina, Pratt decided to become a student once again.

The 34-year-old is now in his second and final year of business administration studies at the Regina campus of the Saskatchewan Indian Institute of Technologies.

Pratt, a member of George Gordon First Nation in Saskatchewan, is also thrilled that he was a recent recipient of \$10,000, part of the Indigenous Scholarship Program, delivered by Inspire.

Funding for the scholarship program was available via a partnership between the CIBC and the National Indigenous Economic Education Fund, Cando's charitable organization.

A total of \$44,000 in funding was available this year. Money was split among eight recipients.

Pratt was one of two individuals that received \$10,000 each.

"It's a huge stress reliever," Pratt said of his scholarship. "When I first started school last year, I was still working 40-50 hours a week."

Pratt maintained his full-time job at KFC in his first year back to school. But his scholarship money has allowed him to concentrate on his schooling now and not having to worry about working as well in order to pay his bills.

"Having the scholarship my stress levels are completely down," he said.

"And I can focus on my studies and academics."

Should he choose to do so, Pratt said he can return to work while continuing his education.

"I'm still on KFC's roster," he said. "I can go back in any position and work some hours if I wanted to. But I'm just focusing on school now."

Pratt said he was keen to explore other career options and that is why he opted to go back to school.

"I don't want to go back into restaurant management," he said, adding he is hoping to land with some sort of job in accounting or human resources.

Pratt added it has not been that difficult of a transition to be a student once again. He had not previously pursued any post-secondary schooling after graduating from high school in his late teens.

But Pratt did have plenty of learning opportunities in the years he worked for McDonald's.

"I had gone to a lot of HR programs and leadership programs and accounting programs," he said. "They invest a lot in your development."

Though he is expected to graduate with a diploma this May from his current school, Pratt is also planning to continue his education.

He has applied to the First Nations University of Canada where he is hoping to further his business administration studies this coming September. He would need two additional years of studies at this school, also located in Regina, to earn a Bachelor's degree.

CIBC NIEEF SCHOLARSHIPS

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Student thrilled with scholarship but disappointed about online learning

Quintin Helm is having some mixed reactions about his first year of university life.

The 18-year-old, who lives in the Alberta town of Okotoks, is studying finance at the University of Calgary.

But because of the COVID-19 pandemic, Helm, a member of the Metis Nation of Alberta, is forced to take all of his classes virtually for now.

“You hear about how different and fun university can be and I’m just not experiencing that with online classes,” he said.

Though he is not getting the full experience of university life by studying remotely, Helm does like his post-secondary program.

“I am enjoying the classes that I am taking and I somewhat take joy from getting one year closer to starting the rest of my life,” he said.

Helm is also pleased that he is one of the eight recipients this year of the Indigenous Scholarship Program.

A total of \$44,000 was offered through the Indigenous Scholarship Program this year. Helm’s share was \$2,000.

Funding for the scholarship is via a partnership between Cando’s charitable organization, the National Indigenous Economic Education Fund, and the CIBC.

“This scholarship really meant a lot because it would take more than two months working my minimum wage, part-time job at a carwash to make that much to put towards my education,” Helm said.

He added he did indeed put his scholarship funds towards his schooling.

“I used this money to help pay tuition for my second semester,” he said.

Though he would prefer to be taking classes in person, Helm said there is a small blessing in learning remotely.

“I was planning on staying at home for this first year and that hasn’t changed with online,” he said. “If anything online has saved me a lot of money on transportation to and from the university every day.”

Okotoks is about 50 kilometres south of Calgary.

Helm said it was only natural for him to enroll in the university’s finance program.

“I am taking finance because all my life I have been very good with numbers,” he said. “Math and science have always been my strong suits but I also like the social aspect and reliability of money.”

Helm also believes earning a degree in his program will prove to be beneficial in his adult life.

“I don’t think that I will have a problem finding a job after school and that is a major part of why I chose finance,” he said.

Helm has an inkling of what direction he wants his life to take.

“I am looking for a career as a financial analyst but I haven’t decided if I want to do personal finance or corporate,” he said.

He’s also hoping to land an internship, or possibly even a full-time position in the industry, as early as this summer.

Until then, he’ll continue to seek other opportunities of garnering some financial support.

“I am always hoping for more scholarships and I want my grades to depict that so I am working hard on my studies,” he said.



Quintin Helm lives in the Alberta town of Okotoks and is studying finance at the University of Calgary.

I don’t think that I will have a problem finding a job after school and that is a major part of why I chose finance.

**By Sam Laskaris
Cando Contributor**

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Scholarship was perfect timing for student



Remmy Dillon, 21, is a second-year student in the environmental resources program at the Nicola Valley Institute of Technology, located in Merritt, B.C.

Now I'm able to do schooling at home [First Nation community of Lillooet]. It's making things a whole new world for me.

**By Sam Laskaris
Cando Contributor**

For Remmy Dillon the fact she won a scholarship couldn't have come at a better time.

Dillon, 21, is a second-year student in the environmental resources program at the Nicola Valley Institute of Technology, located in Merritt, B.C.

Like the majority of other post-secondary students across the country, Dillon, a member of the Cayoose Creek First Nation in B.C., has been forced to take her classes online because of the COVID-19 pandemic.

Dillon, however, was having her share of frustrations this past fall, primarily because she had an older computer.

"Word wasn't updating," she said. "And (Microsoft) Excel wasn't updating. And it kept crashing on me. It was coming to a boiling point. I couldn't do many of my assignments."

In late November, however, Dillon was notified she would be receiving \$5,000 through the Indigenous Scholarship Program. This program is delivered by Indspire.

Funding for the Indigenous Scholarship Program, which totaled \$44,000 this year, was available through a partnership between the CIBC and Cando's charitable organization called the National Indigenous Economic Education Fund.

Dillon was one of eight scholarship recipients through the program.

With the money she received Dillon was able to purchase a new computer as well as a new printer, which includes a scanner.

"Now I'm able to do schooling at home," said Dillon, who lives in her First Nation community of Lillooet. "It's making things a whole new world for me."

Dillon, however, would prefer if she was taking her post-secondary classes in person. That's because she's not a big fan of virtual learning.

"It's been a lot harder," she said. "It's hard to stay focused."

Dillon is expected to graduate this April with a diploma from her program. But she's already making plans to continue her education.

She has applied to Thompson River University (TRU), where she is keen to continue her environmental resources studies.

If she is accepted into TRU, she would study at its campus located in Williams Lake, B.C.

After graduating from her current program, Dillon would still need two years of university education in order to earn a degree.

If Dillon is indeed accepted by TRU, it wouldn't be the first time she has attended the school.

Before beginning her studies at the Nicola Valley Institute of Technology, she had completed one year of the human resources program at TRU.

But she was not interested in continuing in that field of study.

"I want to work outside, with nature and animals," she said. "That's what I realized."

At this point, Dillon added she is not entirely sure the exact career path she wishes to pursue.

But she's excited by the fact her current program is providing her with some flexibility to make her decision down the line.

"I want to keep things open right now," she said, adding she would be interested in a job working in fisheries or plants or possibly biology or wildlife biology fields.

CIBC NIEEF SCHOLARSHIPS

Former surveyor much happier with his return to school

Almost a year after taking the plunge and opting for a career change, Wyatt Draycott still finds his decision to be a nerve-wracking one.

Draycott, who lives in Cold Lake, Alta., had spent 20 years working as an industrial surveyor, including the last five years owning his own company.

But in February of 2020, Draycott, a 46-year-old member of the Metis Nation of Alberta, called it quits in order to go back to school.

He's now a first-year student in the Natural Resources Technology Program at Portage College in Lac La Biche, located about a 90-minute drive from his home.

Though he was making a six-figure salary, Draycott was not happy with his previous career.

"I wasn't enjoying it anymore," he said. "Things were getting too monotonous."

Fortunately for Draycott, he is receiving some financial assistance now that he's a student again.

It was recently announced he is one of eight winners of the Indigenous Scholarship Program delivered by Indspire.

The scholarship program offered a total of \$44,000 this year. Draycott's share was \$5,000.

The program was funded through a partnership between the CIBC and Cando's charitable organization called the National Indigenous Economic Education Fund.

"Every bit helps," Draycott said of his scholarship.

Draycott said he has used the money he received to help cover his tuition and books, which amounts to almost \$2,200 per semester.

His expenses also include living in a dorm when he is at school and also his gas bills, travelling to school and back home. He also paid a portion of his mortgage with the funds.

Because of the COVID-19 pandemic, Draycott alternates between taking two weeks of remote classes and then one week of in-person labs at the college.

"Personally, I love it," he said of his virtual sessions. "I'd love to do it all online. But there's a lot of stuff we learn onsite that you need to be there for."

Though he's much happier now than in later years of his previous job, Draycott finds he continues questioning his decision to return to school.

"I still have a lot of butterflies," he said. "I know I will take a big financial hit for the rest of my career."

Draycott doubts he'll have a six-figure salary again, estimating at best he'll earn \$70,000-\$80,000 annually once he finds another job.

He's hoping he'll utilize his environmental studies and perhaps secure a job in land management or the fisheries industry.

"There's a lot of avenues I can go into," he said. "It will open up a lot of doors."

Before quitting his job, Draycott had been thinking of doing so for a couple of years. In order to apply for college, it took him two years to earn his high school equivalency diploma as he had dropped out of school at age 14, while in Grade 10.

Draycott said he never envisioned being a scholarship recipient.

"Of course not," he said. "I never win anything. Everything is always hard work for me."



Wyatt Draycott, who lives in Cold Lake, Alta., had spent 20 years working as an industrial surveyor, including the last five years owning his own company.

Personally, I love [virtual sessions]. I'd love to do it all online. But there's a lot of stuff we learn onsite that you need to be there for.

**By Sam Laskaris
Cando Contributor**

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Cando among Indigenous organizations that partnered to create successful taskforce



George Morrison, the principal of the First Peoples Group of Enterprises.

**By Sam Laskaris
Cando Contributor**

There's no denying the COVID-19 pandemic has had devastating effects on businesses throughout the world in 2020.

But numerous positive stories have also emerged during this challenging year.

For example, a handful of organizations, including the Council for the Advancement of Native Development Officers (Cando), joined forces to create the Indigenous Business Taskforce, in response to federal government's call to companies to increase their production of personal protection equipment (PPE).

The Indigenous Tourism Association of Canada, Inuit Tapiriit Kanatami and Pauktuutit Inuit Women of Canada are the other organizations currently part of the taskforce.

These organizations then collectively hooked up with Indigenous Services Canada and Acosys Consulting Firm, an Indigenous consulting firm, to launch a database of Indigenous businesses.

The goal was to have some of those Indigenous businesses in the database step up and offer to respond to the country's massive demands for PPE supplies, including masks and sanitizers, to deal with the pandemic.

One of the companies that has been successful with its procurement bids via the federal government is the First Peoples Group of Enterprises. This company, which has offices in British Columbia and Ontario, offers diverse services, including the development of housing and commercial projects.

But one of its other ventures is manufacturing skin products, including sanitizers.

"Before COVID we probably couldn't give the stuff away," said George Morrison, the principal of the company's First Nations consulting team. "After COVID it was like gold."

Indigenous Business COVID-19 Response Taskforce

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Indigenous Business Taskforce

The First Peoples Group of Enterprises has successfully landed about a half dozen contracts to supply sanitizers. Orders have ranged between 300 to 3,000 bottles.

“We’re in the system and bidding for larger orders too,” Morrison said.

Although his company does have more lucrative ventures with its housing and commercial projects, Morrison is pleased it is also having some success in landing federal deals to provide sanitizers during the pandemic.

“Obviously we have something to prove with this procurement,” he said. “We want to seize the opportunity. We’re not the only company in Canada doing this. But I don’t see too many Indigenous companies doing this.”

Cando president Keith Matthew is among those who are ecstatic to see that plenty of positives have already emerged from the establishment of the Indigenous database.

Matthew is pleased some contracts have already been awarded to Indigenous companies and he’s hoping considerably more will follow.

“This is good news,” he said. “The more the merrier. I’m very happy that our Indigenous businesses are getting these opportunities from the federal government. That’s why we started this database.”

David Acco, the president of Acosys Consulting Services, was confident the Indigenous database would provide success stories.

“I always knew it would be successful,” he said. “We have the capacity, we have the products and we have the people. But the visibility was not there.”

Acco is confident many more Indigenous businesses will benefit in the near future.

“As the economy evolves from the pandemic to a new normal, I am sure the taskforce will work with the government, other organizations, national and regional, and procurement to drive opportunities for Indigenous suppliers to transact and grow their businesses,” he said.



David Acco, the president of Acosys Consulting Services.



Keith Matthew, President of the Cando's Board of Directors.

Creation of Indigenous Business Taskforce netting results for various companies



Edgar Davis, the executive director of AMI Medical Supply.

Teamwork can often produce considerably better results than individual efforts.

That has certainly proven to be true with the creation of the Indigenous Business Taskforce.

Early on during the COVID-19 pandemic, the Canadian government called on businesses to increase production of personal protection equipment (PPE), in order to better deal with its response to the widespread illness.

As a result, a number of national Indigenous organizations teamed up to create the Indigenous Business Taskforce. The goal with this venture was to assist Indigenous businesses so they could hopefully land some federal contracts by providing much-needed supplies.

Officials from the Council for the Advancement of Native Development Officers (Cando) spearheaded the establishment of the taskforce.

Other organizations currently involved with the taskforce are the Indigenous Tourism Association of Canada, Inuit Tapiriit Kanatami and Pauktuutit Inuit Women of Canada.

Others who offered support to the creation of the taskforce were Indigenous Services Canada and Acosys Consulting Services, an Indigenous consulting firm.

“We anticipated the initial wave and I’m not sure we’re done with the first wave but we’re definitely entering the second wave of the pandemic,” said Cando president Keith Matthew. “I would say there’s an even greater need now for PPE.”

Matthew is pleased to see some Indigenous businesses have landed contracts with the federal government to provide PPE. And he believes Indigenous businesses are capable of landing many more deals in the future.

By Sam Laskaris
Cando Contributor

Indigenous Business COVID-19 Response Taskforce

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Indigenous Business Taskforce

“Once they get their foot in the door, it’s easier to navigate federal government purchasing,” he said.

Two Indigenous-owned companies that have already successfully landed procurement deals to supply masks to the federal government are Dreamline Canada and AMI Medical Supply.

Dreamline Canada was asked to supply one million masks while AMI Medical Supply was approved to provide two million masks.

“I knew there would be a lot of companies out there that would be bidding on this,” Todd Pruden, the owner of Dreamline Canada said of the government’s request for companies to submit applications to provide masks. “We got a little piece of it. Any work these days though is good.”

Pruden said his company, which was established in 2002 and is based in Fort McMurray, Alta., had probably submitted 10-15 other bids during the past 15 years in its efforts to land contracts from the federal government.

But none of those previous bid applications had been successful.

“It was nice to break the ice,” Pruden said.

Now that his company landed a deal as well from the federal government to provide some PPE, Edgar Davis, the executive director of AMI Medical Supply, is pleased perseverance paid off.

“There was a lot going on and a lot you had to complete to keep going forward,” Davis said, adding securing a business procurement number was just one of the items required to keep a company’s bid alive.

Davis though was pleased to receive support from those within the Indigenous Business Taskforce.

“There was a lot of encouragement to keep going,” he said.

David Acco, the president of Acosys Consulting Services, is pleased to see the teamwork between various national Indigenous organizations and companies paying off.

“The taskforce gave the opportunities for Indigenous businesses, established ones and new ones, to enter the medical market,” he said.



Todd Pruden, the owner of Dreamline Canada.



David Acco, the president of Acosys Consulting Services.

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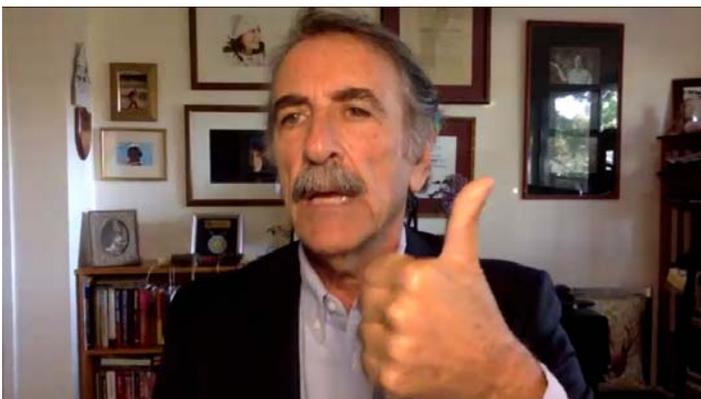
27th Annual Cando Conference - Day 1



Stan Wesley appears to be directing airport traffic in addition to his Cando Conference hosting duties. Always so much fun and so much energy from Stan! Thank you!



Elder Rick Lightning, Ermineskin Cree Nation, Alberta was on hand to start the Cando Conference in a good way. Elder Rick wished all delegates and speakers a productive and engaging conference and reminded delegates of the importance of their work in economic development.



The Keynote Presenter for Day 1 was Dr. Ernesto Sirolli. Dr. Sirolli spoke enthusiastically about the opportunities that abound for those working to build Indigenous community economic development. Dr. Sirolli has extensive experience working with Indigenous communities around the world.

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27th Annual Cando Conference - Day 2



Stan Wesley put on a fantastic new hat for Day 2 of the Cando Conference! Stan's hat game is fantastic!

Cultural presentation



27th Annual Cando Conference - Day 2

Panel: Government Support for Indigenous Entrepreneurs



Todd Evans, Export Development Canada



Lauran Hoschka, Global Affairs Canada



Joanne Norris, Futurpreneur Canada



Ryan McLean, Business Development Bank of Canada

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27th Annual Cando Conference - Day 2

7th Annual Women in Business Panel

The 7th annual Women in Business Panel recognized and showcased the significant impact that Indigenous women entrepreneurs have on the Indigenous and Canadian economies. For 2020 Cando invited alumni panelists to come back and share their most recent experiences of the challenges and opportunities they have encountered as women in business. The 2020 Panelists included: Cezin Nottaway, Wawatay Catering, Ontario; Joella Hogan, The Essential Soap Bar Company, Yukon; and Beverley O'Neil, O'Neil Marketing & Consulting and Numa Communications Ltd., British Columbia.



Cezin Nottaway, Wawatay Catering, Ontario.



Joella Hogan, The Essential Soap Bar Company, Yukon.



Beverley O'Neil, O'Neil Marketing & Consulting and Numa Communications Ltd., British Columbia.



27th Annual Cando Conference - Day 2

Panel: Indigenous Engagement in Natural Resource Development

The presentation highlights NRCan's Green Jobs and the Science and Technology Internship Program; the Surveyor General's Survey Capacity Development Program. The Panel also provided updates on the Canadian Minerals and Metals Plan and the Indigenous Forestry Initiative.

Michelle Vello, Natural Resources Canada.

Michelle Vello, Natural Resources Canada.

Carmen Rupp-Eke, Natural Resources Canada.

Carmen Rupp-Eke, Natural Resources Canada.

Rob Leblanc, Natural Resources Canada.

| Year | Participation Level |
|---------|---------------------|
| 2018-19 | 6.03 |
| 2019-20 | 11.93 |
| 2020-21 | 22.76 |

Andrew Ashkwe, Natural Resources Canada.

27th Annual Cando Conference - Day 3



Did we mention that Stan Wesley likes his hats? Well, he does!



Did we also mention that Stan is probably extremely good at 'Sharades'?



Above: Musician 'Uncle Joe' (Joseph McDonald), Enoch Cree Nation provided music entertainment for Conference delegates.

Below: Musicians Vanessa Beaudry (left) , Mosquito First Nation, SK and Tammy Lamouche (right), Gift Lake Settlement, AB also provided entertainment for Conference delegates.



Stanley Barnaby, Cando Director and Secretary Treasurer.



Todd Evans, Export Development Canada welcomes delegates.

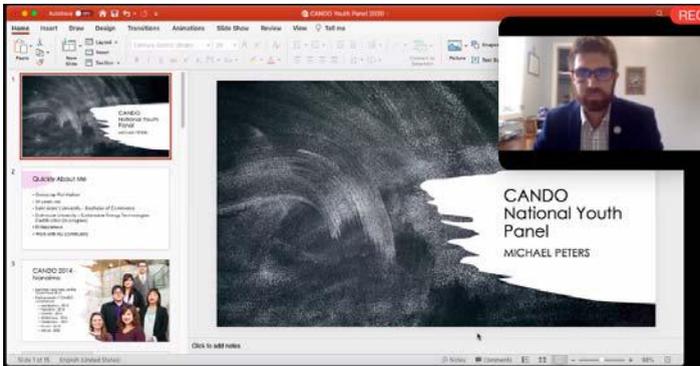
27th Annual Cando Conference - Day 3

16th Annual National Youth Panel

The 16th annual National Youth Panel is an inspiring showcase of the achievements of highly motivated Indigenous youth from across Canada. Each has been recognized by their peers and community as role models. For 2020 Cando invited alumni youth panelists to return to the Cando Conference to share their inspiring stories and provide updates on their life's journey.



Above: Moderator Marcel Pelletier, AECOM



Above: Michael Peters, Glooscap First Nation, Nova Scotia



Above: Erica Daniels, Peguis First Nation, Manitoba



Below: Jay Odjick, Kitigan Zibi Anishnabeg, QC



27th Annual Cando Conference - Day 3

Question 1 of 10



Stan Wesley was the host of his very own 'Pan-Deadly Gameshow' that had Cando Conference delegates answering trivia questions - as quickly as possible - to receive maximum points. The delegates with the most points were awarded some fabulous prizes donated by sponsors and friends of Cando! So much fun was had!

Panel: Agriculture & Food Security



Above: Shaun Soonias, Director of Indigenous Relations, FCC.

Below: Marty Seymour, Director of Industry Relations, FCC.

During this Panel delegates heard from John Wozniak, Manager of Thunder Farms as he shared lessons from his experience in helping Thunderchild First Nation return to agriculture. As well, Farm Credit Canada (FCC) Director of Indigenous Relations, Shaun Soonias, discussed how FCC is supporting Indigenous agriculture while making industry and key stakeholder connections. Marty Seymour, FCC Director of Industry Relations, talked about the business opportunities COVID-19 has created for small to medium-sized businesses in agriculture and food.

Below: John Wozniak, Manager, Thunder Farms, Saskatchewan.



27th Annual Cando Conference - Day 4

Panel: First Nation - Municipal CEDI

Delivered in partnership by the Council for the Advancement of Native Development Officers (Cando) and the Federation of Canadian Municipalities (FCM), the CEDI program supports First Nations and adjacent municipalities to develop and implement joint community economic development or land use initiatives while building a resilient, sustainable partnership.

For the CEDI Panel, Working Group Champions from current CEDI partnerships shared their experiences and lessons learned gained through collaborating with their neighbours on joint community economic development.



Marissa Lawrence, Senior Program Officer CEDI, Cando



CEDI is a joint program delivered by FCM and Cando.



Jason Snaggs, Yellowknives Dene First Nation



Sheila Bassi-Kellett, City Administrator, City of Yellowknife



Mayor Al Miller, District of Invermere



Chief Barb Cote, Shuswap Indian Band

27th Annual Cando Conference - Day 4

Panel: Indigenous Procurement

In these challenging times, Indigenous businesses are pivoting to new markets and building capacity. Indigenous participation in formalized procurement processes has increased with businesses positioning themselves to sell more goods and services to all levels of government and corporate Canada. This panel included procurement experts and also Indigenous businesses that have navigated through government processes to find success. □□



John Johnstone, Office of Small & Medium Enterprises - Pacific.



Edgar Davis, AML Medical Supply & Animal Marketing.



Leigh Garrod, Public Service & Procurement Canada



Louis-Martin Parent, Office of Small & Medium Enterprises NCR.



George Morrison, First Peoples Group of Enterprises Inc.



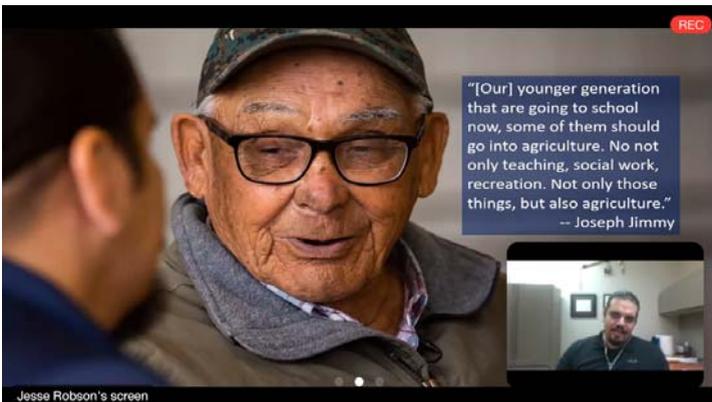
David Acco, Acosys and Moderator.

Navigating Opportunities and Challenges in Agriculture

First Nations businesses and communities are positioned to become leaders in agriculture and food. Attendees learned how to navigate some of the opportunities – and how to mitigate some unique barriers – facing First Nations in one of Canada's biggest industries.



Jesse Robson, Strategist Indigenous Relations, FCC.



Jesse Robson's presentation featured a tribute to Elder Joseph Jimmy, Thunderchild First Nation, Saskatchewan.

Goodbye - see you in 2021 at Dakota Dunes!



This year's Cando Conference was originally planned to be hosted by Whitecap Dakota First Nation at their new Dakota Dunes Resort. Unfortunately due to the COVID-19 pandemic the event had to be postponed. Darrell Balkwill, CEO Whitecap Development, was once again on-hand to invite 2020 Cando Conference delegates to travel to Saskatchewan for the 2021 Cando Conference! Hope to see you all there in October 2021!



Stan Wesley - ever the optimist - was sure that the Cando family would gather together in person for the 2021 Commference at Whitecap Dakota First Nation! It is sure to happen because he even crossed his fingers for good luck!



Ray Wanuch, Cando Executive Director thanked delegates and presenters for making the 2020 Cando Conference such a wonderful event despite it being virtual.



Elder Rick Lightning, Ermineskin Cree Nation, Alberta was last to speak to close the 2020 Cando Conference. Elder Rick thanked all delegates and speakers for their contributions to such a productive and engaging event and wished everyone good health.

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Indigenous business owner has sense of responsibility to give back



Beverley O'Neill, a member of Ktunaxa Nation, owns a pair of businesses.

There's a sense of responsibility to give back and to fulfill your role in the community. It's a fulfillment of your obligation.

**By Sam Laskaris
Cando Contributor**

Beverley O'Neill continues to work towards improving the lives of other Indigenous people.

O'Neill, a member of Ktunaxa Nation in British Columbia, previously worked as the director of community economic development for her First Nation's tribal council.

But she switched careers in 1994 when she started her own company, O'Neill Marketing and Consulting.

"It was sort of like the natural next step was to become self-employed," O'Neill said. "I think at the time it was time to move on. I had done what I could do (working for the tribal council)."

About a year after launching her own company, O'Neill started a second one, Numa Communications.

She continues to operate both now. "My accountant said you don't need two companies," O'Neill said. "It's really just me (wanting that). It was really just about structuring things based on the type of work you're doing."

O'Neill will also be making her second appearance on the Women In Business Panel, which will be held on Oct. 21, at this year's virtual Cando Conference.

Because of the pandemic, the entire conference, which will be spread out over four days, will be staged online. Conference dates are Oct. 20-21 and Oct. 27-28.

O'Neill, who lives in Vancouver, had also participated on the Women In Business Panel at the 2014 Cando Conference, which was held in Nanaimo, B.C.

Both of the companies owned by O'Neill employ various professionals who work on certain projects that they land.

"I have done some international projects," O'Neill said. "But most of my bigger projects is stuff done provincially."

For example, in early October, O'Neill was working on a project with Indigenous Tourism BC.

Though O'Neill does work on projects with non-Indigenous groups or individuals, the majority of her work is for First Nations or Indigenous businesses or groups.

"There's a sense of responsibility to give back and to fulfill your role in the community," she said of her work which has Indigenous connections. "It's a fulfillment of your obligation."

Through her marketing and consulting company, O'Neill has assisted numerous First Nations, communities and individuals in various fields including economic development, tourism, community planning, agriculture, governance, capacity development and film production.

O'Neill has also assisted others with media relations and with their design and communications needs.

O'Neill is also a sought-after guest speaker. Besides Canada, she has spoken to groups in Australia, New Zealand, Thailand and the United States on topics including Indigenous cultural tourism, partnerships, cross-culture, economic development and business.

Continues on page 42.

Women in Business Panel

Cando Connect

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Indigenous chef humbled by another appearance on Women In Business panel

Whatever the occasion, Cezin Nottaway is ready, willing and able to feed people.

For the past nine years, Nottaway, who is Algonquin, has been operating her business, Wawatay Catering. The company specializes in Anishinaabe cuisine, inspired by recipes from Nottaway's kokoms (grandmothers).

Nottaway also wanted to honour her ancestors in the naming of her business. Wawatay is the Algonquin word for the Northern Lights or Aurora Borealis.

Nottaway, who is from Rapid Lake, a First Nation in Quebec's Outaouais region, is now living on another First Nation in Quebec, Kitigan Zibi Anishinabeg.

Prior to the pandemic, the majority of Nottaway's business was in Ottawa, about a 90-minute drive from her residence.

"I've been doing everything from my house and then delivering it," said Nottaway, who is 41.

But there are some exceptions. For example, if a kitchen is available to work out of, Nottaway will travel to her clients and prepare meals onsite.

Nottaway had graduated from Ottawa's Algonquin College with a diploma in chef training and culinary management in 2005.

Depending on how big an order is, Nottaway occasionally does hire some individuals to assist her. Sometimes she'll need a helping hand from just one or two individuals. But she's also had as many as 25 people help out at times.

"I'll hire students or anyone who is available," she said. "I hire people willing to work hard and have some fun."

For the second time in her career, Nottaway will be a member of the Women In Business panel at the Cando Conference.

This year's conference, which will be held entirely online because of the pandemic, will be held on Oct. 20-21 and Oct. 27-28.

Presentations for the Women In Business panel will be held Oct. 21.

Nottaway had first been a member of the Women In Business panel at Cando's 2015 conference, which was staged in Toronto.

She's thrilled she's been asked to once again be a conference panelist.

"It's super," said Nottaway, who is fluent in English, French and Algonquin. "It's an honour and I'm humbled. I'm happy for people to see the hard work I've put into the business."

Wawatay Catering provides meals for most occasions, including office parties, corporate meetings, birthday parties, anniversaries and wedding receptions.

The company offers three separate packages. The first one provides meals for 15-20 people. Another one serves 20-25 people. And a third one has enough food to feed 30-36 people.

Wawatay Catering is also able to accommodate both smaller and larger groups.

Continues on page 42.



Cezin Nottaway, who owns Wawatay Catering, will be one of the presenters on the Women's In Business panel at this year's Cando Conference.

I'll hire students or anyone who is available. I hire people willing to work hard and have some fun.

**By Sam Laskaris
Cando Contributor**

Yukon soap maker among those featured on Cando's Women In Business panel



Joella Hogan, a member of Na-Cho Nyak Dun First Nation, owns The Yukon Soaps Company.

I guess I had been wanting some sort of private business for a while. And it was important for me to be something that matched my lifestyle and values.

By Sam Laskaris
Cando Contributor

Joella Hogan felt it was just too good an opportunity to pass up.

Even though she was already happily employed as the manager of heritage and culture for her Na-Cho Nyak Dun First Nation in Mayo, Yukon, Hogan decided in 2012 to buy an established soap company.

"I guess I had been wanting some sort of private business for a while," Hogan said. "And it was important for me to be something that matched my lifestyle and values."

Hogan said it only made sense that she would buy the company, previously called The Essential Soap Bar.

"This opportunity came up," she said. "It was a family friend that owned it before. It was a natural for me. I already knew the product."

Now eight years later, Hogan continues to oversee the business, which continues to thrive.

There is one major difference, however. The name of the business.

Hogan switched the name to The Yukon Soaps Company in 2015.

"I debated whether to change the name," she said. "More importantly though, I just wanted to give the business a different feel and look."

The following year, in 2016, Hogan was on the Women In Business panel at the Cando Conference. She didn't have to leave her territory to attend that event since it was held in the Yukon capital of Whitehorse.

Hogan has once again been asked to be on the Women In Business panel at this year's Cando Conference.

Because of the pandemic, this entire conference will be a virtual one. Dates for this year's event are Oct. 20-21 and Oct. 27-28.

Those on the Women In Business panel will be making their presentations about their companies on Oct. 21.

"It's a pretty amazing event," Hogan said of the Cando Conference, adding she revels in the fact so many Indigenous people from across the country are interested in seeing and hearing what their Indigenous peers are up to.

The Yukon Soaps Company makes products including hand-crafted soaps, shampoo bars and essential oil blends.

The soaps include wild rose petals and juniper berries from her community. She even employs local youth and elders to help gather some of the wild botanicals.

Before the pandemic hit earlier this year, the majority of Hogan's sales were to fellow Yukoners.

"Pre-COVID I really prided myself on having soaps Yukoners use," she said. "It was a household name."

And the majority of her sales were within her own territory.

"My products were in a lot of tourism shops," she said. "But with the pandemic, things have definitely changed. Most of those retailers were forced to close."

Continues on page 22.

Women in Business Panel

Cando Connect

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January/February 2021

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There wasn't anything we set out to accomplish that we weren't able to accomplish. I felt proud of what we were able to achieve



After the mentoring was completed, I was able to put together funding proposals under culture and heritage programs and came back with successful results.

”

Marissa Mercurio
Community Economic Development
Manager



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Teen multimedia program leads to successful career for Daniels



Erica Daniels, who owns Kejic Productions, will be one of presenters on the National Youth Panel at this year's Cando Conference.

The path I was going down at the time was a negative one. Just TV is what saved my life. They're very much a family to me.

**By Sam Laskaris
Cando Contributor**

Erica Daniels's life-changing moment occurred when she was 16.

Daniels, a member of Peguis First Nation in Manitoba, immediately fell in love with Just TV, a multimedia program offered to at-risk youth in Winnipeg.

"The path I was going down at the time was a negative one," Daniels said. "Just TV is what saved my life. They're very much a family to me."

Daniels, who was contemplating dropping out of high school, was convinced by a teacher to check out the Just TV program.

After seeing other Indigenous youth performing live on stage, she decided that was a venture worth pursuing and to continue her education.

While at the Just TV program, Daniels learned a variety of multimedia skills, including camera operation, production, lighting, audio, editing, public speaking and interviewing.

After discovering some of these nuances of the multimedia industry, Daniels went on to graduate from a pair of programs offered through the National Screen Institute – the New Indigenous Voices Program and the IndigiDocs Program.

She also worked at CBC for about 18 months.

But for the past three years, Daniels, 29, has owned her own company, Kejic Productions, a business that provides video production, photography and graphic design services.

"I was able to travel a lot and document Indigenous stories," said Daniels, whose family members are primarily Cree but she does also have some Ojibwe ancestry. "And I was able to build connections across Canada."

Some of the projects Daniels has worked on have also been in the United States.

Also, for the second time in her career, Daniels has been selected to be on the National Youth Panel for the Cando Conference.

This year's conference, which will be held online because of the pandemic, runs Oct. 20-21 and Oct. 27-28. Presentations for the national youth panelists are scheduled for Oct. 27.

Daniels was first a member of the Cando's National Youth Panel in 2014, at its conference staged in Nanaimo, B.C.

"When I went the first time it was a really amazing experience," Daniels said. "They've invited me back now to give an update on my career. I know it's going to be a lot different this time around (since it will be online). But I'm still grateful for the opportunity to share my story."

Daniels' story began at Just TV, where she was a participant for four years. She later served as a mentor for the program, which is run out of the Broadway Neighbourhood Centre.

She's also worked as a Just TV technical assistant. And when her time permits she goes back and volunteers for the program.

Continues on page 43.

National Youth Panel

Cando Connect

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Multi-talented Odjick makes second appearance on Cando Conference panel

It will certainly be a different experience this time around for Jay Odjick as he once again participates on the National Youth Panel at the Cando Conference.

Odjick, a member of Kitigan Zibi Anishinabeg, a First Nation in Quebec, was on the inaugural youth panel held at the 2005 Cando Conference, staged in Sault Ste. Marie, Ont.

As for this year, all of those on the panel are previous participants. They have been invited back to talk about how their careers have progressed since their last appearance at the conference.

Because of the pandemic, however, this year's conference will be a virtual one. For starters, there will be a two-day segment on Oct. 20-21. And it will then continue again Oct. 27-28.

The alumni youth panelists will make their presentations on Oct. 27.

Odjick, who is now a writer, artist and television producer, has fond memories of his first Cando Conference.

"It was pretty awesome," he said. "At the time it was something new to me and business was new to me."

Odjick recalls that back in 2005 he had already self-published three issues of a comic book series. Attending the Cando Conference and hearing various other Indigenous people talk about their ventures inspired him to keep at his craft of writing and drawing comics.

But Odjick said he wasn't necessarily interested in all of the advice that was being thrown his way when he was a young entrepreneur.

"I had grown so tired of non-Indigenous people say go for some grant money because there's all this Indigenous grant money," he said. "That kind of offended me."

Odjick did end up applying for a grant but one that was open to everybody, not just those who are Indigenous. And he also secured a small business loan.

As a result, he was able to launch his business, Darkwing Productions, which produced comic books called The Raven and featuring the character KAGAGI.

Odjick then took his character to Arcana Comics, which managed to get his works into comic books stores throughout North America.

Then, KAGAGI: The Raven, a graphic novel came out a few years later. But the character wasn't done then as Odjick founded a production company and was the executive producer for KAGAGI, an animated series which ran in Canada on the Aboriginal Peoples Television Network for three seasons.

The series was also shown on stations in the United States and Australia.

Odjick also branched out in recent years. For example, he taught a comics and graphic novels course at the University of Ottawa. And he also worked as a freelance writer and had his articles published in the Ottawa Citizen.



Jay Odjick will be one of the youth alumni panelists at this year's Cando Conference.

A lot is going on in my life right now. This is going to help me with childcare. I'm in the process of trying to find a nanny right now.

**By Sam Laskaris
Cando Contributor**

Continues on page 43.

Former youth entrepreneur now VP of corporate development for his First Nation



Michael Peters, who began his business career while still in high school, is now the VP of corporate development for the Glooscap First Nation.

(Cando Conference) is not going to be quite the same this year. But the whole world is different now.

**By Sam Laskaris
Cando Contributor**

If there was a Most Likely To Succeed In Business award at his high school, chances are that Michael Peters would have been the recipient.

That's because even from his teen years, Peters, a member of Glooscap First Nation in Nova Scotia, has been rather business savvy.

When he was in Grade 11, Peters joined the Junior Achievement group at his high school. The group creates different businesses for students to be involved with.

One of the group's ventures was making and then selling buttons and pins.

"The pins were the big revenue generator at the time," said Peters, a 29-year-old, who is now working as the vice-president of corporate development for his First Nation.

But he wasn't content to just be involved with the groups' various businesses. When he was 16, Peters started his own business, selling bagged ice to local stores and campgrounds.

After purchasing a \$400 ice-making machine, Peters, with some help from his father, managed to sell 1,000 bags of ice in his first year of operations.

The business, called Mi'kmaq Ice, took off and after buying more and more machines to make ice, Peters' business became the second largest ice supplier in Nova Scotia, selling more than 100,000 bags in five years.

In his final year of high school Peters became the president of his school's Junior Achievement group.

That same year he founded Peters Beverages, a company which serviced more than 100 vending machines in Nova Scotia. The company's products included soft drinks, snacks and its own line of bottled water, Mi'kmaq Water.

Peters will discuss his business career at this year's Cando Conference, as he has been selected to be on the National Youth Panel, featuring successful Indigenous people under the age of 30.

This year's Cando Conference, scheduled for Oct. 20-21 and Oct. 27-28, will be a virtual one because of the pandemic. The youth panelists will be featured on Oct. 27.

Peters had also been named to Cando's National Youth Panel for its 2014 conference in Nanaimo, B.C.

"It's not going to be quite the same this year," Peters said of the conference which will be online. "But the whole world is different now."

After his successful business ventures launched while in high school, Peters attended Nova Scotia Community College, graduating in 2014 with an advance diploma in international business and a diploma in business administration.

The following year he became his First Nation's community economic development officer. He was promoted to be Glooscap's VP of corporate development last year and now oversees all economic development in the First Nation, except for projects related to fisheries.

Continues on page 43.

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Beverley O'Neil

Continued from page 34.

Beverley O'Neil's also keen to once again have the opportunity to be a part of the Women In Business Panel for the Cando Conference.

"It's a strong sense of responsibility (to be a part of events like this)," O'Neil said.

For the past seven years O'Neil has also been part of an organization called the Kumtuks Group, which is comprised of a handful of consultants with Indigenous ancestry.

Group members self-monitor each other to ensure the projects they're involved with contribute positively to the well-being of First Nations and Indigenous people.

Cezin Nottaway

Continued from page 35.

Besides providing breakfast, lunch and dinner options, the company can also offer hors d'oeuvres, buffets, platters, salads and desserts.

Cezin Nottaway is also a board member of the newly established Indigenous Culinary of Associated Nations, a non-profit organization.

"I want to be able to give back in the field, be a mentor and do workshops," she said.

Joella Hogan

Continued from page 36.

Joella Hogan, however, has managed to successfully pivot her business, to the point now where the majority of her sales are online. This switch in operations has vastly expanded her target markets.

"Now with the pandemic, sales are around the world," she said.



First Nations Market Housing Fund

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Jay Odjick

Continued from page 39.

Odjick has also received rave reviews for working on a pair of books with renowned children's author Robert Munsch.

For starters, Odjick illustrated the Munsch book titled *Blackflies*, which came out in 2017. The pair teamed up again and in 2019 released another book called *Bear for Breakfast*.

Both books are set in a First Nation community. But that location is purposely not mentioned in either book.

"The idea is we wanted everybody to feel represented by it," Odjick said. "We didn't want others to feel left out if we mentioned one community."

Michael Peters

Continued from page 40.

Michael Peters also graduated from Saint Mary's University in 2018 with a Bachelor of Commerce degree.

And he continues to further his education.

He began the sustainable energy technologies program being offered online through Dalhousie University in September. He is expected to complete the program next May.

"Even with COVID, the education system, including universities and colleges, have adapted their ways of learning,"

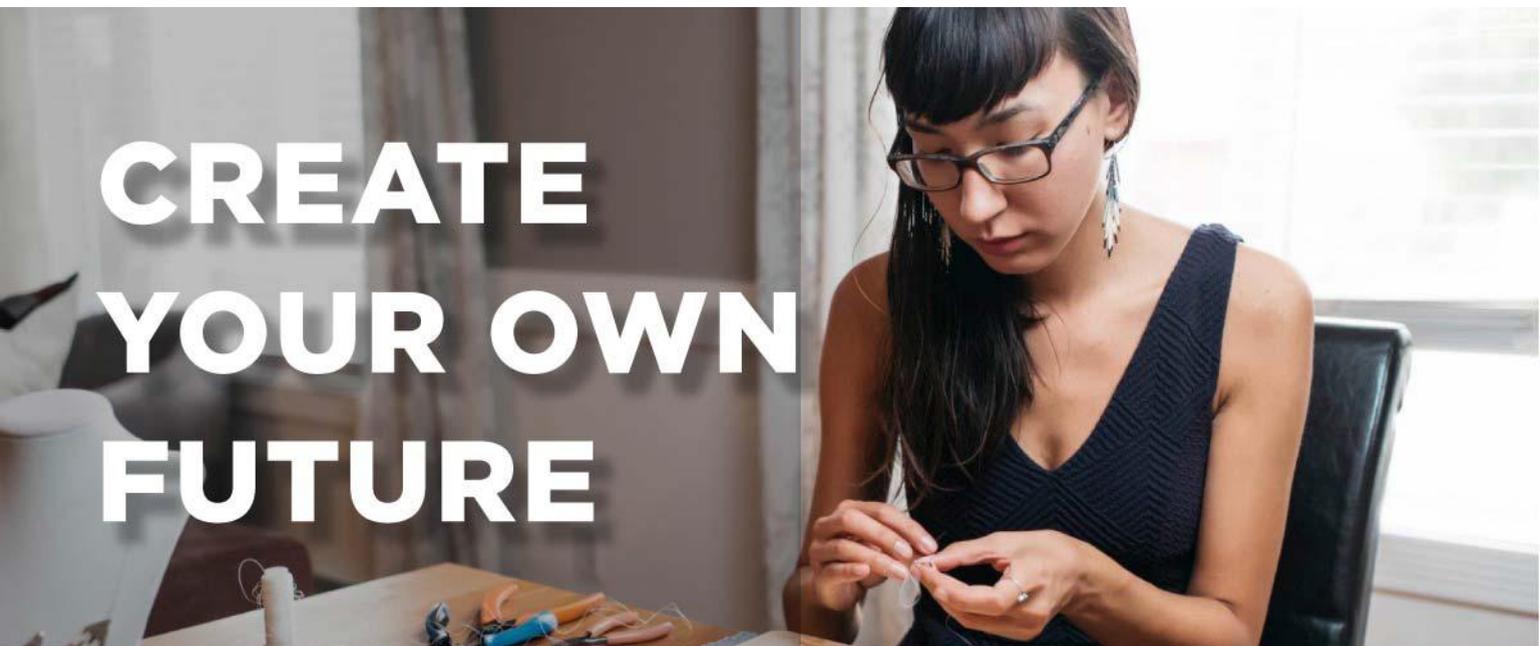
Peters said. "I'm trying to take advantage of that."

Erica Daniels

Continued from page 38.

Though she has enjoyed success with her own company, Daniels is hoping it will continue to grow and that it will be a venture that will be beneficial for many others as well.

"I really hoping to expand Kejic Productions and be able to provide employment and training for First Nations storytellers," she said.



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~ AECOM's Indigenous Engagement Team

AECOM hopes all communities stay safe during this unprecedented time due to COVID-19.

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Cando's Certified Indigenous EDOs are key agents of change in their communities, they are working professionals who are committed to demonstrating best practices in Indigenous economic development that result in wealth creation, employment and other beneficial opportunities for their communities.

How do I start?

At Cando, we recognize and value education in its forms, the best way to begin is to contact a Certification Coordinator.

If you are living in or west of Manitoba, please contact Carmelle Nepoose – carmelle.nepoose@edo.ca

If you are living in or east of Ontario, please contact Anita Boyle – anita.boyle@edo.ca

What is the cost?

It depends on an applicant's education background, however there is no cost to apply, and Cando will not charge any fees until your application is approved for certification.

What if I don't have any prior education?

We recommend you apply to one of our accredited programs, provided by institutions across the country, where you could graduate with a TAED certification and a university/college degree/diploma.

If you're unsure how to apply to an accredited program, a Certification Coordinator can help you with that process as well.

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- > la publicité en ligne, y compris l'optimisation des moteurs de recherche
- > la participation à des foires et à des événements commerciaux virtuels
- > les conseils juridiques, la certification et la protection de la propriété intellectuelle

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- > les technologies propres
- > les sciences de la vie
- > les technologies de l'information et des communications (TIC)

Pour obtenir des renseignements et des ressources qui vous aideront à commencer à percer de nouveaux marchés, consultez le site deleguescommerciaux.gc.ca. Vous pouvez également vous inscrire à [MonSDC](#) pour recevoir des mises à jour sur le financement, les programmes de soutien et les outils du SDC, ainsi que les prochains événements commerciaux et les webinaires qui pourraient vous intéresser.





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- > online advertising including search engine optimization
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CanExport Innovation: Canadian SMEs, academic institutions and non-government research centres can apply for funding up to \$75,000 to develop R&D collaborations and commercialize new technologies through partnerships in foreign markets.

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Visit the [Trade Commissioner Service](#) for information and resources to help you start tapping into new markets. You can also register for [MyTCS](#) to receive updates on TCS funding, support programs and tools, as well as upcoming trade events and webinars that match your interests.



Co-operatives First preparing to launch campaign in March

By Sam Laskaris
Cando Writer

Officials with Co-operatives First are gearing up for the start of a major campaign in early March.

Co-operatives First, an organization which promotes and supports business development in rural and Indigenous communities throughout provinces in western Canada, will launch its campaign titled '*Your Way, Together*' on March 2.

"Through this campaign, we hope to inspire Indigenous peoples and communities to explore the cooperative model and how it might benefit them," said Audra Krueger, who is Co-operatives First executive director. "Our goal is to spark a conversation - a conversation with us, perhaps, but more importantly, one by and for Indigenous people."

The goal of the campaign is to boost awareness and further promote the use within Indigenous communities in western Canada of the co-op model.

But as the name of the campaign suggests, it won't be the Co-operatives First officials simply dictating how things should be done.

"Co-operation is nothing new to Indigenous peoples, and we see a natural fit between the co-operative model and development opportunities for Indigenous people and communities," Krueger said.

Opportunities vary throughout different provinces.

"*Your Way, Together* aims to inspire Indigenous people to explore the model in whatever way makes sense for their communities," Krueger said.

The campaign will include the release of a guidebook, which will include detailed information on the various opportunities and challenges that will in all likelihood be met while starting a business in Indigenous communities.

"*The Your Way, Together* guidebook provides a pathway around common barriers, and for the questions it doesn't answer, we offer suggestions and point to supports along the way," said Trista Pewapisconias, the Indigenous Engagement Lead for Co-operatives First.



Trista Pewapisconias, the Indigenous Engagement Lead for Co-operatives First.

Continues on page 52.

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JOHNSON SHOYAMA
Canadian Centre for the
Study of Co-operatives
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Your Way, Together

A Guide to Indigenous Co-operative Development

Continued from page 50.

The guidebook attempts to answer questions to many different situations. That alone is a challenging task since First Nations tend to have their own set of rules, bylaws and policies.

For Pewapisconias, who was hired three years ago, preparing information that will be in the guidebook has been one of her main tasks.

“I’ve always kept the information that I gathered and the inquiries I had,” said Pewapisconias, a member of Little Pine First Nation in Saskatchewan. “This (guidebook) is a combination of three years’ worth of work.”

Pewapisconias said she has some mixed emotions about the fact one of her major projects has been completed and is about to be released to the public.

“I’m excited and nervous at the same time,” she said. “And I’m relieved too. The more people that are aware of this information, hopefully they’ll be inspired to create their co-op.”

The Your Way, Together guidebook will be available in a digital format and in a print form.

Pewapisconias anticipates early on in the campaign that the majority of guidebooks will be downloaded digitally.

She added she is not sure how many printed copies will eventually become available.

“We will have physical copies,” she said. “But due to the pandemic, it will be an ongoing thing. Hopefully when things get back to normal we’ll be able to mail them out to communities.”

Pewapisconias is hoping the guidebook will be well received.

“I hope it will be useful as a resource guide,” she said.

Though she prepared the majority of the information that will be in the guidebook, Pewapisconias said she can’t take credit for its title, one she loves but a moniker she did not think up herself.

“Your Way, Together came from the idea of being inclusive,” she said. “We help and assist people to create their co-operative. We are not dictating how the new entity should be run.”

building brighter futures

Bursaries, Scholarships, and Awards



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This award will be distributed annually to a first-year Indigenous student who is studying in a four-year degree program studying in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or Community Economic Development.

CIBC NIEEF Scholarships

This award will be distributed annually to Indigenous students who are studying in a two-year diploma program studying in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED.

CIBC NIEEF Scholarships

This award will be distributed annually to an Indigenous student who is studying in any year of a two-year diploma or four-year degree program studying in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED. This student will receive the CANDO funds and the matched funds and the successful candidate will only be eligible for this specific award once.



Program of Study: Business Administration/Economics, Business Finance, Business Management, Natural Resources or Community Economic Development
Level of Study: Entering first year of a four-year degree program

Two Awards: \$10,000 per year for up to 4 years per student

Program of Study: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED

Level of Study: Two-year or four-year program.

Four Awards: \$5,000 per year for up to 2 years per student

Program of Study: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED

Level of Study: Any year of a two-year or four-year program.

One Award: \$4,000 for one year

Application Deadlines: February 1
August 1
November 1

FEBRUARY 1

indspirefunding.ca/cando

CEDI Newest Graduates: Okanagan Indian Band and City of Vernon



In 2017, the Okanagan Indian Band (OKIB) and City of Vernon (CoV) were selected to participate in the First Nation – Municipal Community Economic Development Initiative (CEDI). Prior to CEDI, OKIB and CoV councils met once a year to discuss regional issues of shared concern. While this annual event brought the two councils together to maintain some level of connection, their partnership and shared interests weren't advancing.

Eager to grow and advance this relationship, Okanagan Indian Band and City of Vernon established a shared table, a Working Group. The Working Group members include elected officials, senior staff and administrative support from both communities. They address complex regionally-significant issues and engage their respective councils and staff as required. They meet monthly and are guided by Terms of Reference. Mid-way through the CEDI program,

a Working Group elected official shared: *we have worked on some of these initiatives for the past eleven years, and then we began participating in CEDI and we have made more progress together in the past year and a half, than in the eleven years before.*

Together, this partnership has had many shared accomplishments over the past three years, including but not limited to:

- **Joint Workshops:** Beginning in December 2017, OKIB and CoV councils and senior staff gathered twice annually for one-day facilitated workshops. The objectives of these workshops were as follows: to engage in collaborative learning and build a shared understanding of one another's culture, history, governance models and jurisdictions; to share land-use and community plans and

www.edo.ca/cedi

economic development strategies; to explore joint tourism and cultural, historical educational initiatives and identify short-term priorities; to discuss the implementation of the Relationship Accord; to identify and create a Joint Strategic Plan, complete with a shared vision, values and objectives. These day-long events created space for elected officials and staff to learn from one another and collaborate in a new way. On behalf of the OKIB – CoV partnership, the Working Group supported in the preparation and actioned the outcomes of the joint workshops.

- **Shared Agreements:** The Working Group is guided by Terms of Reference, which is a living document reviewed and updated twice annually. It defines membership, roles and responsibilities and meeting procedures. Over the long-term, this document will support this partnership to maintain a shared table through elections and staff turn-over.

Following two years of formal collaboration, this partnership created a five-year Joint Strategic Plan built on three areas of shared interest and opportunity. It was approved by both councils in January 2020. It includes the following objectives: *strengthen long-term relationship and formalize joint planning processes between Okanagan Indian Band and City of Vernon; celebrate and respect our ancestors and environment through joint cultural, historical and educational initiatives; and strengthen long-term collaboration on 'Waterfront Area' development between Okanagan Indian Band and City of Vernon.* Each objective includes several actions that are reviewed and evaluated for progress annually.

In 2018, the two communities gathered to sign their Relationship Accord on the shores of Okanagan Lake with both OKIB and CoV elected councils, Elders, regional dignitaries, and community members. The ceremonial signing of the Relationship Accord recognized the social, cultural and economic ties that exist between the communities and included the planting of a red oak tree, gifting between elected councils and a round dance. OKIB and CoV elected officials acknowledge this anniversary each year, and the Working Group is guided by the Relationship Accord, referenced in Terms of Reference.

- **Regional and Community Engagement:** Whenever possible, this partnership shared updates and engagement

opportunities with their communities and regional partners, including several joint media releases in order to share the progress of the partnership. As part of a joint workshop, regional partners from the regional district government and other regional committees were invited to attend to learn about the partnership and explore inclusive regional collaboration.

- **Shared Lessons Learned at National and Provincial Scale:** Elected officials and senior staff participated at several regional, provincial and national conferences to share their experiences of First Nation – municipal collaboration and lessons learned. Not only did this contribute to the greater field of practice, but it strengthened the relationship between the OKIB – CoV representatives.

2020 was a trying year for most, and for many reasons First Nations and municipalities experienced the effects of the pandemic differently. Most importantly, this partnership continued to convene their shared table, and in partnership, found the way forward. Guided by the Working Group, the Okanagan Indian Band and City of Vernon partnership has shown sincere commitment to their shared vision: *we share our collective knowledge to build a better future for our children and generations to follow; two communities committed to trusting, celebrating and respecting each other, our ancestors and our environment.*

Due to COVID-19 health and safety restrictions, Okanagan Indian Band and City of Vernon haven't yet been able to gather their councils, staff and community members for the celebration and signage unveiling that they envision (originally planned for April 2020). However, this work is ongoing and there is a long-term commitment to this partnership between Okanagan Indian Band and City of Vernon.

The CEDI team congratulates Okanagan Indian Band and City of Vernon for their commitment to First Nation – municipal collaboration. We are confident that the committed relationship that these two communities have created will provide a strong foundation for collaboration and continued development of an equitable and respectful partnership for many years to come!

By Marissa Lawrence
Senior Program Officer, CEDI

www.edo.ca/cedi

Economic Recovery and Resilience: A Guide for First Nation-Municipal Collaboration

Disasters have increased in frequency and intensity in recent years. Across borders and jurisdictions, natural disasters and economic impacts of COVID-19 have thrust emergency preparedness and economic recovery onto government radars. First Nation and municipal governments have unique jurisdictions and different relationships and responsibilities to their membership or citizens; although, similarly they often lack the fiscal and human capacity for effective preparedness, response, and recovery.

The First Nation – Municipal Community Economic Development Initiative (CEDI) has created this guide with the

intention to support First Nations and municipalities to collaborate on preparing for, responding to, and recovering from disasters of any kind. It establishes a framework, bolstered by best practices, for communities who want to begin or strengthen emergency management partnerships.

Our sincere gratitude to the peer reviewers, case study communities and subject-matter experts (please find these individuals listed on p. 15 of the Guide) who generously shared their knowledge and experiences with us. A special thank you to our contract writer, Josh Regnier.

Find this Guide here: <http://www.edo.ca/downloads/cedi-guide-economic-recovery.pdf>



Economic Recovery and Resilience: A Guide for First Nation-Municipal Collaboration

This guide is a framework for elected officials and staff of First Nations and municipalities who want to enhance their emergency preparedness and economic resilience. Use it alongside ***Stronger Together: A Toolkit for First Nations-Municipal Community Economic Development Partnerships*** and other resources listed at the end of this guide.



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Cando's Certified Indigenous EDOs are key agents of change in their communities, they are working professionals who are committed to demonstrating best practices in Indigenous economic development that result in wealth creation, employment and other beneficial opportunities for their communities.

How do I start?

At Cando, we recognize and value education in its forms, the best way to begin is to contact a Certification Coordinator.

If you are living in or west of Manitoba, please contact Carmelle Nepoose – carmelle.nepoose@edo.ca

If you are living in or east of Ontario, please contact Anita Boyle – anita.boyle@edo.ca

What is the cost?

It depends on an applicant's education background, however there is no cost to apply, and Cando will not charge any fees until your application is approved for certification.

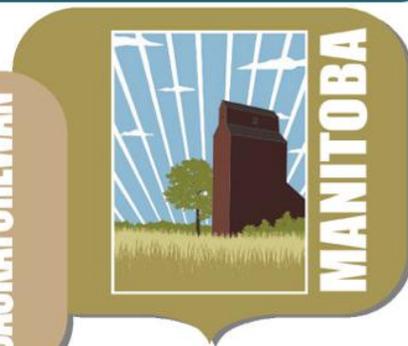
What if I don't have any prior education?

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Links to Learning Webinar Series



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More details:
www.edo.ca/links-to-learning

Links to Learning Webinar Series Overview

Successful land management and economic development initiatives are key to building healthy, thriving Indigenous communities. Links to Learning (L2L) is developing a virtual training series that provides a wide range of learning opportunities for Economic Development Officers (EDOs) and Lands Management Officers (LMOs).

Building on its established model from many years of hosting and refining the physical Links to Learning forums held in BC, Alberta, Saskatchewan and Manitoba since 2013, Cando has created the L2L Webinar Series to continue the work of building capacity for EDOs and the Indigenous communities they serve.

The goal of Links to Learning has always been to deliver a dynamic technical training forum for EDOs and LMOs to enhance their ability to undertake successful lands and economic development ventures for Indigenous communities. The L2L Webinar Series will focus on knowledge sharing and skills enhancement among practitioners at the community level. Please see list of topics and subject matter to be delivered during the L2L Webinar Series.

The L2L Webinar Series will include weekly scheduled delivery of virtual workshops, presentations and panels led by experts in a range of Indigenous economic and land development related disciplines unique to the region. Each of the four (4) streams will be customized to address issues and learning relevant to the region.

In addition, the L2L Webinar Series will deliver Accredited Training that can be used to earn course credits towards Cando's TAED Certification or PAED re-Certification. Plus there will be opportunities for dialogue and networking.

L2L Webinar Series Launches October 2020



BC Links to Learning
Tuesdays
1:00pm PT; 2:00pm MT
3:00pm CT; 4:00pm ET



AB Links to Learning
Tuesdays
9:00am PT; 10:00am MT
11:00am CT; 12:00pm ET



SK Links to Learning
Thursdays
1:00pm PT; 2:00pm MT
3:00pm CT; 4:00pm ET



MB Links to Learning
Thursdays
8:00am PT; 9:00am MT
10:00am CT; 11:00am ET

For more information about the L2L Webinar Series, please contact:

Danielle Stanley: danielle.stanley@edo.ca
or phone: 780-990-0303 ext. 239


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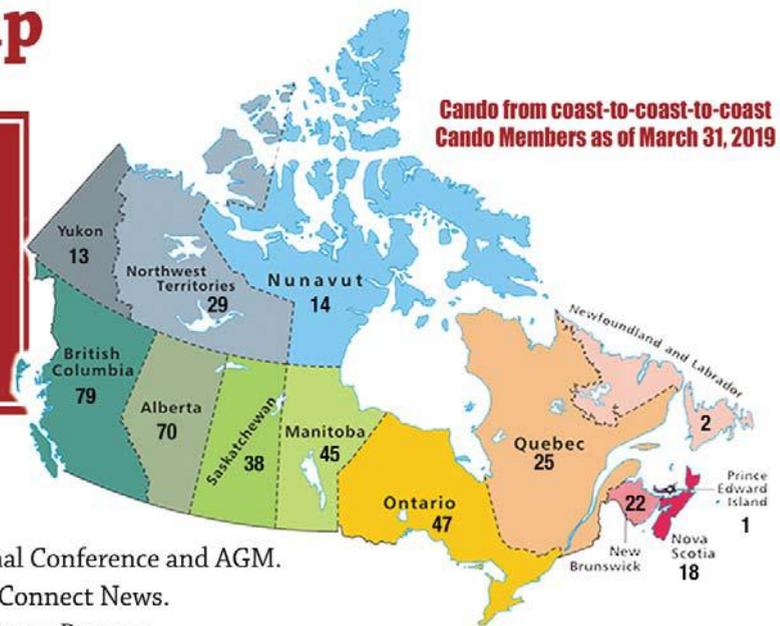
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- Subscription to Cando Connect Magazine and (e) Connect News.
- Access to the Certified Aboriginal Economic Developer Process.
- Discount subscription to Cando's Journal of Aboriginal Economic Development, the only journal of its kind in Canada.
- Opportunity to advertise events and services through Cando's nation-wide network.
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