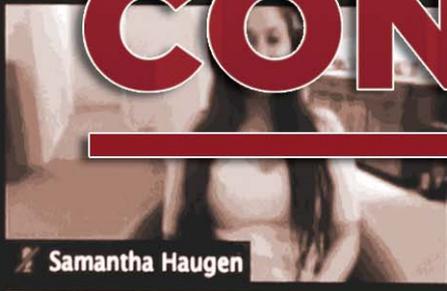


# CONNECT *magazine*

*Moving Indigenous Economies Forward*



Samantha Haugen



eduardo & alabama



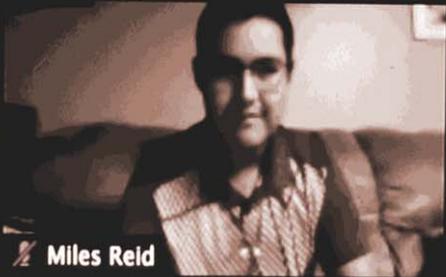
hannahcater



Brianna



Denée Ryle



Miles Reid



Danielle Stanley



Megan



sakamoose



Shawna Morning Bull



Dustin

## 2020 Cando (Virtual) Conference Preview & Agenda



Kyle White



Marshal Kraus



Bridgette Hill



carmelle

## 2020 NIEEF Scholarship Recipients



Anna Paul



Jordan



Desiree

## Economic Development (Virtual) Youth Summit

# 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:

**NOVEMBER 1**  
November 1

[indspirefunding.ca/cando](http://indspirefunding.ca/cando)



Cover image: COVID-19 has changed our world. It has changed how we work, how we meet and how we travel. The Cando Youth Summit was modified to a virtual format and was held in August. Despite the modifications it was very successful with outstanding learning outcomes and final group presentations. Please see coverage on pages 32 to 36.

Image: Paul Macedo

*Cando Connect* Magazine is produced by Cando under the direction of Paul Macedo, Communications Officer.

If you have any story ideas and/or suggestions for improving *Cando Connect* please contact Paul directly at:  
 e: paul.macedo@edo.ca  
 tf: 1-800-463-9300 ext 236  
 p: 780-990-0303 ext 236  
 f: 780-429-7487

## Inside Connect:

<b>27th Annual Cando Conference Pre-Event Coverage</b> .....	pages 06 - 26
<b>Women In Business Panel</b> .....	pages 14 - 17
<b>National Youth Panel</b> .....	pages 18 - 21
<b>Cooperatives First Supports Business Development</b> .....	pages 28 - 30
<b>CEDI - Program Updates</b> .....	pages 32 - 34
<b>Cando (Virtual) Youth Summit</b> .....	pages 38 - 42
<b>NIEEF Scholarship Recipients for 2020</b> .....	pages 44 - 48
<b>Indigenous Business COVID-19 Response Taskforce</b> .....	pages 50 - 53

SHARING KNOWLEDGE  
PREPARING LEADERS

*Start your business  
career with NVIT's  
Administrative  
Studies program.  
Apply today!*



**NVIT**

**NICOLA VALLEY  
INSTITUTE OF  
TECHNOLOGY**

**WEBSITE:** [nvit.ca](http://nvit.ca)

**TOLL FREE:** 1.877.682.3300



# 27th Cando Conference (Virtual)

We at Cando hope that everyone reading this, along with their loved ones, continues to be safe and healthy. As the COVID-19 pandemic continues, Cando is closely monitoring the situation and is taking precautions to prioritize the health of our employees while ensuring business continuity and maintaining member services.

Cando continues to maintain all of our member services and program commitments despite most of our staff working remotely from their homes. Training and skills development will continue via a webinar series every Wednesday that is free to Cando members and supporters. This will continue throughout the rest of 2020 and until March 2021.

The pandemic has meant changes to a few of Cando's signature events:

- The 3rd Annual Economic Development Youth Summit was held virtually from August 10-13 and was a huge success. The experience was very positive and energizing despite youth delegates attending remotely via computer and video camera from the safety of their homes and their communities. The quality of the the Final Group Presentations was outstanding. Hopefully, the usual format for the Youth Summit will return for 2021 with some virtual components added. Please see coverage on pages [38-42](#).
- 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 [6-26](#).

Cando is pleased to showcase the four recipients of the **2020 NIEEF Scholarships**. Cando is delighted to award \$2,000 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 most recent NIEEF Scholarship recipients on pages [44-48](#).

Cando is also pleased to showcase the **2020 CIBC NIEEF Scholarships**. Cando is delighted to be partnered with **CIBC** to develop this scholarship program that awards \$44,000 annually to Indigenous students studying in a two-year diploma or four-year degree program in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or Community Economic Development. In association with **Indspire's Building Brighter Futures Scholarship Program**, the **CIBC NIEEF Scholarships** will be awarded each year for the next three years. **Please note the next Indspire application deadline is November 1, 2020.**

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. The taskforce, supported by Indigenous Services Canada, includes: Cando, Canadian Council for Aboriginal Business (CCAB), National Aboriginal Capital Corporations Association (NACCA), Assembly of First Nations (AFN), Indigenous Tourism Association of Canada (ITAC), Inuit Tapiriit Kanatami (ITK), and Pauktuutit Inuit Women of Canada. Please turn to our coverage of the Taskforce on pages [50-53](#).

Looking forward to seeing you soon!

---

---

## Platinum Level Sponsors



Indigenous Services  
Canada

Services aux  
Autochtones Canada

[www.canada.ca/en/indigenous-services-canada](http://www.canada.ca/en/indigenous-services-canada)



[cpr.ca](http://cpr.ca)



[edc.ca](http://edc.ca)



[fcc-fac.ca](http://fcc-fac.ca)

---

---

## Gold Level Sponsors



[nvit.ca](http://nvit.ca)



[cooperativesfirst.com](http://cooperativesfirst.com)



Public Services and  
Procurement Canada

Services publics et  
Approvisionnement Canada

[buyandsell.gc.ca](http://buyandsell.gc.ca)



Natural Resources  
Canada

Ressources naturelles  
Canada

[www.nrcan.gc.ca](http://www.nrcan.gc.ca)



**CESOSACO**  
STRONGER ECONOMIES. BETTER LIVES.

[ceso-saco.com](http://ceso-saco.com)



[www.bmo.com](http://www.bmo.com)



First Nations Market  
Housing Fund.ca



Imagine it.  
Delivered.

[aecom.com](http://aecom.com)

# 2020 (Virtual) Cando Conference Partners & Sponsors

**Thank you for sharing Cando's vision and for your continued support of Indigenous economic development.**

---

---

## Silver Level Sponsors



[futurpreneur.ca](http://futurpreneur.ca)

---

---

## Bronze Level Sponsors



[riotinto.com/canada](http://riotinto.com/canada)



*Connecting People. Powering Communities.*

[valard.com](http://valard.com)

**INNERGEX**

Renewable Energy.  
Sustainable Development.

[www.innergex.com](http://www.innergex.com)



[www.bdc.ca](http://www.bdc.ca)

# CANDO CONFERENCE AGENDA

Tuesday, October 20

---

TIME	SESSION
10:00 AM-11:00 AM	<p><b>Opening Ceremonies</b></p> <p>Speakers: Stan Wesley, Elder Rick Lightning, Kiya Bruno</p> <p>Master of Ceremonies - Stan Wesley Opening Prayer &amp;</p>
11:00 AM-12:00 PM	<p><b>Entrepreneurship in the Time of Covid</b></p> <p>Speaker: Dr. Ernesto Sirolli</p> <p>In a time of global pandemic, everybody has to shift ways to go to market. It's an extraordinary opportunity for indigenous enterprises to discover and access markets hungry for arti...</p>
12:00 PM-1:00 PM	<p><b>Lunch</b></p>
1:00 PM-2:00 PM	<p><b>Workshop A - Is there a Business Case for Energy Efficiency? Absolutely</b></p> <p>Speaker: Chief Patrick Michell</p> <p>Chief Patrick will be speaking virtually on "Is there a Business Case for Energy Management" and sharing Kanaka's 5 approaches to energy management and elaborating on both the tangible and intangible benefits...</p>
1:00 PM-2:00 PM	<p><b>Workshop B - Financial Management for First Nations</b></p>
2:00 PM-2:30 PM	<p><b>Break &amp; Networking</b></p>
2:30 PM-3:30 PM	<p><b>Workshop A - Navigate Learn Build Thrive: Trends in Indigenous Tourism, Small Business and Economic Development</b></p> <p>Speaker: Rachel Davis</p> <p>In 2020, CESO pivoted its service delivery model to provide virtual projects and reach communities across Canada. We've seen firsthand how people in communities ar...</p>
2:30 PM-3:30 PM	<p><b>Workshop B - Indigenous Community-Based Tourism Planning</b></p> <p>Speakers: Tara Wright Many Chief, Casey Vanden Heuvel</p> <p>Indigenous tourism is an opportunity for communities to diversify their economic development while representing their culture in a respectful and authentic way with visitors. As tourism recovers, Indigenous .</p>
2:30 PM-3:30 PM	<p><b>Workshop C - The Co-operative Model: A Pathway to Partnerships</b></p> <p>Speaker: Trista Pewapisconias</p> <p>First Nations partnering with each other is not a new concept. Historically, partnerships between communities have taken many forms. Tribal councils and limited partners...</p>

**Thunder Farms**  
Thunderchild First Nation,  
Saskatchewan



# You're behind Canadian agriculture and we're behind you

We're FCC, the only lender 100% invested in Canadian agriculture and food. That means we're invested in you, with financing and knowledge to help you achieve your dreams.

*DREAM. GROW. THRIVE.*

[fcc.ca](http://fcc.ca)

# CANDO CONFERENCE AGENDA

Wednesday, October 21

---

TIME	SESSION
9:00 AM-9:30 AM	<p><b>Opening Remarks - Chief Harvey McLeod, British Columbia Assembly of First Nations</b></p> <p>Speaker: Chief Harvey McLeod</p>
9:30 AM-10:30 AM	<p><b>Women in Business Panel sponsored by AECOM</b></p> <p>Speakers: Joella Hogan, Cezin Nottaway, Beverley O'Neil</p> <p>The 7th annual Women in Business Panel will highlight and recognize the significant impact that Indigenous women entrepreneurs have on the Canadian economy. We invited alumni panelist...</p>
10:30 AM-11:00 AM	<p><b>Break &amp; Networking</b></p>
11:00 AM-12:00 PM	<p><b>Government Support for Indigenous Entrepreneurs Panel sponsored by Export Development Canada</b></p> <p>Speakers: Ryan McLean, Joanne Norris, Todd Evans</p>
12:00 PM-1:00 PM	<p><b>Lunch</b></p>
1:00 PM-1:30 PM	<p><b>Cultural Presentation</b></p>
1:30 PM-2:30 PM	<p><b>Workshop A - NRCan's Indigenous Engagement in Natural Resource Development</b></p> <p>Speakers: Carmen Rupp-eke, Consuelo van Beek, Robert LeBlanc, Michelle Vello</p>
1:30 PM-2:30 PM	<p><b>Workshop B - Applying a First Nations Climate Lens to Canada's post-COVID Economic Recovery</b></p> <p>Speakers: Chief Kluane Adamek, Graeme Reed</p> <p>Regional Chief Kluane Adamek and Graeme Reed, will co-deliver a session focused on exploring and applying a First Nations Climate Lens in Canada's post-COVID economic recovery. Kluane Adamek is the AFN Yukon Regional Chief and h..</p>
1:30 PM-2:30 PM	<p><b>Workshop C - Indigenous Homes Innovation Initiative: Planning for Indigenous Impact</b></p> <p>Speakers: Olive Crane, Chris Jadis, Bethany Knockwood, Danielle Stanley</p> <p>The Indigenous Homes Innovation Initiative is designed to support innovative approaches that help address housing needs in Indigenous communities. Indigenous Services Canada partnered with Cando and MASS Design Group to develop practical tools to guide 24 select...</p>

#BUSINESSAS **UNUSUAL**



# DEALING WITH BUSINESS AS **UNUSUAL**?

Throughout these unusual times, the way Canadian businesses have adapted has shown us hope. At Export Development Canada, we've expanded our focus from helping companies go global to simply helping them keep going — no matter their size.

Visit **EDC.ca** for resources like:

- Expanded access to loans and cash flow for businesses of all sizes
- Protection against the risk of non-payment
- Trusted expertise and tools to help you navigate these unusual times

If your business needs help, **visit EDC.ca** for financial solutions and expert advice.

# CANDO CONFERENCE AGENDA

Monday, October 26

---

## TIME

9:00 AM-3:00 PM

## SESSION

**ACED 220 - First Nations Law and Community Economic Development (Competency 1 - Aboriginal Law & Policies)**

Speaker: Koren Lightning-Earle

Cando Accredited Training (Extra cost applies)

### Course Details

Competency 1 – Aboriginal Law & Policies

3 credits - 45 hours (includes face-to-...

Tuesday, October 27

---

## TIME

9:00 AM-9:30 AM

## SESSION

**Opening Remarks**

9:30 AM-11:00 AM

**16th Annual National Youth Panel sponsored by CP Rail**

Speakers: Erica Daniels, Michael Peters, Jay Odjick

The National Youth Panel is an inspiring showcase of the achievements of highly motivated Indigenous youth from across Canada who have been nominated by their peers and recognized as natio...

11:00 AM-11:30 AM

**Cultural Presentation**

11:30 AM-12:30 PM

**Lunch**

12:30 PM-1:30 PM

**Agriculture & Food Security Panel sponsored by Farm Credit Canada**

Speakers: Shaun Soonias, Marty Seymour, Kallie Wood, John Wozniak

2:00 PM-3:00 PM

**Workshop A - Navigating the Risks of Fraud and Being 'Cyber-safe'**

Speaker: Katrik Gupta

The session intends to provide a high level introduction to Fraud, control procedures to mitigate fraud risks and procedural guidelines to tackle fraud. It will highlight som...

2:00 PM-3:00 PM

**Workshop B - State of Indigenous Tourism in Canada - COVID-19 Impacts and the Future**

Speaker: Keith Henry

The session will focus on the impacts of COVID-19 to Indigenous tourism in Canada and steps to rebuild into the future. The session will provide key metrics about impacts and how the Indigenous tourism sector in Canada p...

2:00 PM-3:00 PM

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

Speaker: Marissa Lawrence

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 gover...

# CANDO CONFERENCE AGENDA

Wednesday, October 28

---

TIME	SESSION
9:00 AM-9:30 AM	Opening Remarks
9:30 AM-10:30 AM	<b>First Nation - Municipal CEDI Panel</b> Many First Nations, municipalities and/or regional organizations would like to collaborate on joint community economic development initiatives but often aren't sure where to start. In part, this is because the... <a href="#">Read More</a>
10:30 AM-11:00 AM	Break & Networking
11:00 AM-12:30 PM	<b>Indigenous Procurement Panel</b> Panelists will share their experiences, successes, challenges and best practices related to the Indigenous Procurement.
12:30 PM-1:30 PM	Lunch
1:00 PM-1:00 PM	<b>Workshop A - Navigating the Opportunities and Challenges in One of Canada's Biggest Industries</b> Speaker: Jesse Robson
1:30 PM-2:30 PM	Workshop B - Adapting to Virtual World
1:30 PM-2:30 PM	<b>Workshop C - Effective Development Corporations &amp; Economic Resiliency</b> Speakers: Laara Yaghujaanas, Mark F. Salter This workshop will introduce participants to the concepts of what effective governing institutions (FN DC's) are, what strategic directions must be built into the DNA of a DC, what good corporate governance is, and what economic resiliency is. This i... <a href="#">Read More</a>
2:30 PM-3:00 PM	<b>Closing Ceremonies</b> Closing Prayer - Elder Rick Lightning, Ermineskin Cree Nation, AB

## 27th Annual Virtual Cando Conference, we're here for you.

The bank for Canadian entrepreneurs is proud to sponsor this event and contribute to it's success.

Indigenous Banking Unit  
[bdc.ca](http://bdc.ca) | 1-888-INFO-BDC



# 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 22.**

**Women in Business Panel**

**Cando Connect**

**14**

**September/October 2020**

# 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.



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**

**Continues on page 22.**

# 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**

**16**

**September/October 2020**

# CESO Advisory and Mentoring Services

“

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



**CESOSACO**  
STRONGER ECONOMIES FOR BETTER LIVES

x x x x x x x x x  
x x x x x x x x  
x x x x x x x

# 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 23.**

**National Youth Panel**

**Cando Connect**

**18**

**September/October 2020**

# 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 23.**

# 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 23.**

# We're your Indigenous Banking team.

Talk to us today!



**Stephen P. Fay**  
Head  
Indigenous Banking  
North America  
Mobile: 416-570-7219  
stephen.fay@bmo.com



**Mark Shadeed**  
Vice President  
Indigenous Banking  
North America  
Quebec & Atlantic  
Mobile: 514-409-6503  
mark.shadeed@bmo.com



**Dan Adams**  
Vice President  
Indigenous Banking  
North America  
Ontario  
Mobile: 807-631-1115  
dan.adams@bmo.com



**Jeffrey A. McAulay**  
Vice President  
Indigenous Banking  
North America  
Manitoba & Saskatchewan  
Mobile: 204-396-6568  
jeffrey.mcaulay@bmo.com



**Cloyd Bathan**  
Vice President  
Indigenous Banking  
North America  
Alberta & Northwest Territories  
Mobile: 403-835-1252  
cloyd.bathan@bmo.com



**D. K. (Doug) Bourque**  
Vice President  
Indigenous Banking  
North America  
British Columbia & Yukon  
Mobile: 250-616-0590  
doug.bourque@bmo.com



Working together for the economic self-sufficiency  
of Indigenous communities across Canada.  
We are in your communities. A business partnership  
with us creates better options and outcomes.

# Beverley O'Neil

Continued from page 14.

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 15.

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 16.

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

SUPPORTING STRONG FINANCIAL MANAGEMENT, GOOD GOVERNANCE, COMMUNITY COMMITMENT

*"Cowessiss First Nation will continue to achieve economic self-sustainability, political sovereignty, and cultural rejuvenation. It is laws which are going to help Cowessiss First Nation succeed and with the First Nations Market Housing Fund, success is possible."*

– Chief Cadmus De lorme

Contact us to find out how the Fund can partner with your community to:

- Develop or expand market-based housing options on reserve, settlement lands or lands set aside
- Attract private financing for easier access to home ownership, rental or renovation loans and support economic development
- Access capacity development supports for a variety of services, including training, focused on creating and sustaining market-based housing

## Jay Odjick

Continued from page 19.

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 20.

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,"

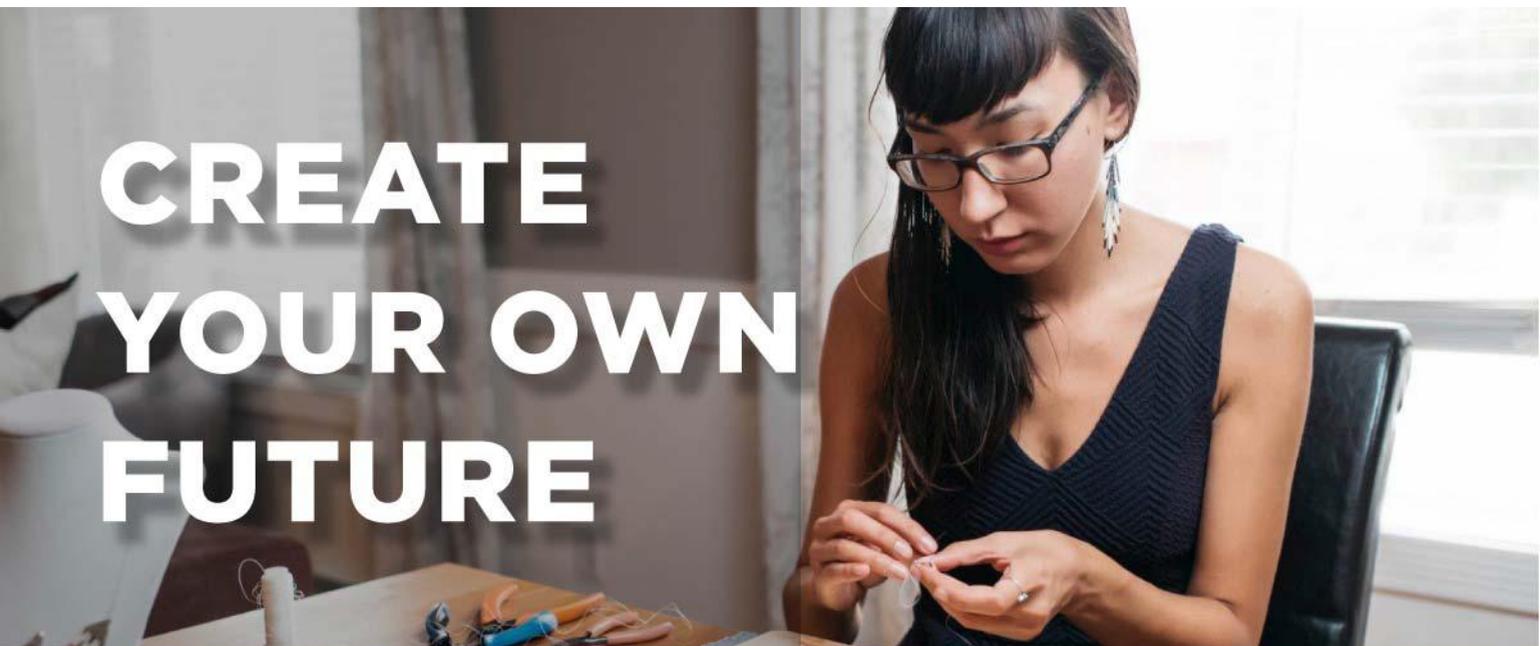
Peters said. "I'm trying to take advantage of that."

## Erica Daniels

Continued from page 18.

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.



**CREATE  
YOUR OWN  
FUTURE**

At Futurpreneur Canada, we support Indigenous entrepreneurs aged 18-39, working with them to turn great ideas into successful main street businesses that contribute to the vitality of communities across Canada.

**FINANCING. MENTORING. RESOURCES.**

[futurpreneur.ca/indigenous](http://futurpreneur.ca/indigenous)  
1.800.464.2923

futurpreneur  
canada™



**CP**

**Strengthening Relationships  
Developing Opportunities**

[cpr.ca](http://cpr.ca)

## Proud Sponsor of Cando's 27th Annual Conference

AECOM extends a warm congratulations to CANDO for 27 years of hard work and passion; inspiring and encouraging success with EDO's, economies and communities. We share in your unbounded optimism and excitement for the future.

~ AECOM's Indigenous Engagement Team

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

AECOM's integrated Engagement services support a full range of environmental engineering, and construction services including:

- Community consultation and facilitation
- Mediation and conflict resolution
- Preparation of permit applications
- Traditional knowledge collection and interpretation
- Capacity building
- Land use and community planning
- Governance advice and support
- Community infrastructure (water supply, solid waste, wastewater, roads)
- Environmental assessment training and process advice
- Federal, provincial and territorial environmental assessments
- Risk assessment and due diligence
- Human health and ecological risk assessment
- Strategic planning
- Project management
- Environmental performance monitoring
- Contaminated site assessment and remediation
- Surface water and groundwater resources management
- Cumulative effects assessment
- Alternatives assessment
- Maintenance and turn arounds
- Social responsibility and alignment with ISO 2600

## Cando Board of Directors

**Keith Matthew**  
President  
Director -  
Southern B.C.

**Trevor Acoose**  
Vice President  
Director -  
Saskatchewan

**Stanley Barnaby**  
Secretary  
Treasurer  
Director - New  
Brunswick & PEI

**More information  
on Cando's  
board:  
[www.edo.ca/  
about-cando/  
board](http://www.edo.ca/about-cando/board)**

**Elaine Chambers**  
Director - Yukon

**Ed Collins**  
Director - Ontario

**Tim Daniels**  
Director - Manitoba

**Student Director**  
**Aubrey-Anne**  
**Laliberte Pewapiconias**

**Amy Lizotte**  
Director - Northwest Territories

**Tracy Menge**  
Director - Nova Scotia,  
Newfoundland & Labrador

**Bertram Mercer**  
Director - Northern BC

**Shawna Morning Bull**  
Director - Alberta

**Mickel Robertson**  
Director - Québec

**Bill Williams**  
Director - Nunavut

Connecting People.  
*Powering Communities.*



With Canada's largest workforce of power linemen, 40 years of experience and extensive bonding capacity, Valard has the power to match any electrical project.

[valard.com](http://valard.com)

**INNERGEX**

Renewable Energy.  
Sustainable Development.





# RELEVANT CERTIFIED

PROFESSIONAL AFFORDABLE  
INDIGENOUS  
INNOVATIVE ACCESSIBLE  
TECHNICIAN FLEXIBLE

## Who are certified Indigenous Economic Development Officers?

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](mailto:carmelle.nepoose@edo.ca)

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

**More information: [www.edo.ca/certification](http://www.edo.ca/certification)**

# Co-operatives First offers assistance for varying ventures

By Sam Laskaris  
Cando Writer

Officials with Co-operatives First pride themselves on doing things a little bit differently.

But as its track record indicates, Co-operatives First, which supports and promotes business development in Indigenous and rural communities throughout western Canada, has a proven way of getting things done.

Just ask those associated with The Food Forest and Learning Centre Co-operative in Viscount, Sask.

Or those with the Indigenous Technical Services Co-operative, headquartered in Regina.

Or the Nehiyawaskiy Indigenous Peoples Art Co-op, based in Lac La Biche, Alta.

All three of these groups have benefitted immensely in recent years by working alongside representatives of Saskatoon-based Co-operatives First.

The Food Forest and Learning Centre Co-operative was founded by six women from two families. One of its leaders is Maggie Bluewaters, a Sixties Scoop survivor.

“She was trying to reclaim her culture and her heritage,” Trista Pewapisconias, Co-operatives First’s Indigenous Relations Lead said of Bluewaters. “Maggie purchased some land for the co-op to use which has food, berries and traditional medicines on it now.”

Co-operatives First assisted Bluewaters’ non-profit co-op with its incorporation.

“We work with each group through incorporation documents,” Pewapisconias said. “We translate the legislation and we help them with their decision making and we answer their questions on terminology.”

Pewapisconias said Co-operatives First is unlike most others. That’s because some groups simply hire lawyers or consultants to deal with their incorporation issues.

But Co-operatives First reps prefer to work directly with groups and welcome their participation and involvement.

“We empower them and get the businesses involved,” said Pewapisconias, who was hired as Co-operatives First’s

Business Development lead in January of 2018 but switched to her current job last year. “We actually go through each section (of incorporation documents) and talk them through it.”

The Food Forest and Learning Centre Co-operative was the first project Co-operatives First completed in 2017.

“It’s a non-profit and volunteer based,” Pewapisconias said. “They are still in operation now. And they host things like gardening workshops.”

Meanwhile, the Indigenous Technical Services Co-operative, which includes First Nations and tribal councils throughout Saskatchewan, was already incorporated when it approached Co-operatives First.



Maggie Bluewaters helped launch the Food Forest and Learning Centre Co-operative in Viscount, Sask.

Continues on page 18.

# GOOD GOVERNANCE

*MATTERS*

An online governance course for community leaders.

**LEARN**  
BEST PRACTICES  
FOR RUNNING AN  
ORGANIZATION

**CUSTOMIZE**  
YOUR OWN  
PATHWAY THROUGH  
THE COURSE

**REWARD**  
YOURSELF WITH  
A BADGE OR  
CERTIFICATE OF  
COMPLETION

**REGISTER NOW**

GAIN THE TOOLS YOU NEED TO  
MAKE AN IMPACT. LEARN MORE AT  
**[CooperativesFirst.com/Governance](https://CooperativesFirst.com/Governance)**

 **co-operatives first**



**JOHNSON SHOYAMA**  
Canadian Centre for the  
Study of Co-operatives  
UREGINA ▼ USASK



The Nehiyawaskiy Indigenous Peoples Art Co-op, based in Lac La Biche, Alta., includes various artists who promote and sell their goods.

**Continued from page 16.**

“We helped them revise their by-laws in 2018,” Pewapisconias said.

Co-operatives First officials also assisted the co-op after it hired an executive director.

“We also helped them with governance training and setting up their first AGM,” Pewapisconias said.

Pewapisconias added Co-operatives First employees do monitor the activities afterwards of those they have assisted on various projects.

“We do follow up with them,” she said. “All the groups we finish working with we follow up to see if there’s any other work that needs completing.”

Pewapisconias said the work done with the Nehiyawaskiy Indigenous Peoples Art Co-op was also a bit different.

“We helped them with incorporation and by-laws,” she said. “And we also had a governance workshop.”

But work with this Lac La Biche co-op deviated from the norm as it involved a multi-stakeholder co-op.

“It’s one of the few multi-stakeholder ones we’ve worked with,” Pewapisconias said.

This co-op, located in a small northern Alberta town, features artists who established the co-op in part to sell their works.

Cree, Dene and Metis artists from the province are involved with the co-op. Its partners include the local Friendship Centre as well as Metis Crossing, a Metis cultural interpretive centre in Smoky Lake, Alta.

As of the end of 2019, Co-operatives First had managed 91 projects. Besides Saskatchewan, they also work with groups in British Columbia, Alberta and Manitoba.

They had also assisted 23 co-ops with their incorporation. Plus, they had trained about 2,000 people through online courses and workshops.

# 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:

**NOVEMBER 1**  
November 1

[indspirefunding.ca/cando](http://indspirefunding.ca/cando)

# CEDI Partnership Profiles

As the CEDI Program enters into the final months of CEDI Phase II (phase ends on March 31, 2021), we are taking a moment to reflect on and celebrate our Phase II (2016 – 2021) partnerships. September through November, Cando will highlight each of the nine partnerships through the Cando Connect Newsletter and social media channels.

The partnerships that we are sharing in this edition have all graduated from the CEDI program and in various ways, are continuing to meet with one another and advance the joint community economic development initiatives started during their time in the CEDI program, as well as new and additional shared priorities.

If you are interested in learning more about any of the partnerships, their areas of collaboration or accomplishments highlighted below, please feel free to reach out to Marissa Lawrence, CEDI Senior Program Officer, Cando.

---

## Enoch Cree Nation – City of Edmonton

### Unique Features of this Partnership

Edmonton is Canada's fifth largest city with a population of 972,223, and Enoch Cree Nation with a membership of 2,566. Enoch Cree Nation – City of Edmonton partnership represents the first CEDI partnership in a large urban context (in CEDI Phase I, the largest municipality was Ville d'Edmundston with a population of approximately 20,000). Together, this partnership has established a Collaborative Working Group, which takes an incubator-approach, co-chaired by staff champions from each community. Enoch Cree Nation and the City of Edmonton participated in CEDI 2016 – 2019.

### Areas of Collaboration – Joint CED Themes

- Boundary Interface Protocols and Strategies (BIPS) to coordinate planning on the shared border between Parkland County, Enoch Cree Nation and the City of Edmonton
- Cultural tourism and conservation through the proposed Woodbend – Big Island Provincial Park Proposal
- Harmonizing planning for sports and recreation facilities
- Transit Connection between City of Edmonton and Enoch Cree Nation
- Permanent Supportive Housing Collaboration

### Accomplishments

- Boundary Interface Protocols and Strategies (BIPS) to coordinate planning on the shared border between Parkland County, Enoch Cree Nation and the City of Edmonton
- Cultural tourism and conservation through the proposed Big Island Provincial Park in southwest Edmonton
- Exploring a transit connection between Enoch Cree Nation and City of Edmonton and Enoch Cree Nation inclusion on Regional Transit Services Commission
- Harmonizing planning for sports and recreation facilities
- Exploring collaboration on Affordable Housing
- Community Educational Videos on History, Present and Future of Enoch Cree Nation – City of Edmonton Partnership

### Next Steps

This partnership has graduated from the CEDI program. Enoch Cree Nation and City of Edmonton continue to prioritize the joint community economic development initiatives identified during their participation in CEDI. In addition, they are collaborating in innovative ways; in fall 2019, Mayor Don Iveson and Chief Billy Morin co-hosted the first ever Northern Alberta Mayors and Reeves Caucus with Treaty 6 & 8 Chiefs at Enoch Cree Nation. This gathering included an Alberta-based CEDI Phase I partnership, and invited regional participants to identify immediate steps that they could take with neighbouring communities to establish relationships, and work towards greater collaboration.

---

## Battlefords Agency Tribal Chiefs – City of North Battleford

### Unique Features of this Partnership

As the first Tribal Council – municipal partnership to participate in the CEDI program, Battlefords Agency Tribal Chiefs (BATC) and the City of North Battleford have offered many lessons to First Nation – municipal collaboration, namely on multi-Nation representation, governance and jurisdiction. Given their differing jurisdictions, this partnership identified shared learning opportunities, specifically on representative Indigenous employment and urban reserve development. BATC and the City of North Battleford participated in CEDI 2016 – 2019.

### Areas of Collaboration – Joint CED Themes

- Indigenous Employment and Representative Workforce at City of North Battleford

[www.edo.ca/cedi](http://www.edo.ca/cedi)

# CEDI Partnership Profiles

- Identification of Regional Economic Development Opportunities
- Creation of Urban Reserve Guidelines: Benefits and Considerations for Urban Reserves in Saskatchewan

## **Accomplishments**

- Established Working Group Terms of Reference
- Joint Workshop to explore collaboration on Indigenous employment in the Battlefords region (October 2017)
- Drafted a Memorandum of Understanding (MOU) for the Joint Indigenous Employment Strategy (December 2017)
- Finalized the Joint Indigenous Employment Strategy (JIES) (February 2018)
- Completed JIES Phase 1: Work Experience Initiative: 8 six-week work experience positions for BATC labour force at the City of North Battleford (April – May 2018).
- Offered the 8 from JIES Phase 1, with opportunity to participate in Phase 2: Representative Seasonal Hiring: City of North Battleford seasonal employment opportunities (May – September 2018).
- Received 2018 Affinity Credit Union Economic Partnership Award at the Saskatchewan Economic Development Association/ Saskatchewan First Nations Economic Development Network Conference in Saskatoon
- Joint Workshop to explore regional economic development opportunities, including but not limited to employment, tourism and TLE lands (November 2018)
- Joint-issued RFP for creation of Regional Economic Development Agreement (January 2019)
- Co-hosted Joint Workshop to discuss a first draft of a Joint Regional Economic Development Agreement (JREDA) and other options for further collaboration (June 2019)
- Jointly developed Urban Reserve Guidelines (November 2019)
- Co-hosted final CEDI Working Group Meeting and approved the Moving Forward Together: Final CEDI Reflections summary report (November 2019)

## **Next Steps**

This partnership has graduated from the CEDI program. BATC and City of North Battleford have expressed a continued interest in promoting regional economic development and growth in the Battlefords region, and both sides recognize the importance of the other in achieving that. Moving forward, they have expressed interest in administrative-level and political-level meetings in order to share information about some of the

initiatives and developments in their communities and organizations.

## **Fort William First Nation – City of Thunder Bay**

### **Unique Features of this Partnership**

This partnership is unique as it involves the Fort William First Nation and City of Thunder Bay councils, along with each community's economic development corporation. These partners will participate in CEDI between 2016-2020.

### **Areas of Collaboration – Joint CED Themes**

- Collaborating on Economic Development and Land Use Planning; with a focus on preparing and designing Fort William First Nation industrial lands for new tenants
- Leveraging partnership as investor attraction in joint applications and bids
- Strengthening the partnership building on a 2011 Declaration of Commitment

### **Accomplishments**

- Successfully engaged federal and provincial funders for support in developing Fort William First Nation's Industrial Land and have received over \$260,000 in funding to support the design and marketing for the Fort William's industrial lands. Half of the funding was awarded by Indigenous Services Canada and half from the Northern Ontario Heritage Fund Corporation. This is a great example of four levels of government collaborating, with federal and provincial governments supporting joint economic development between First Nations and municipalities.
- Submitted a joint bid for Noront ferrochrome smelter
- Submitted joint application to the Smart Cities Challenge
- Co-presented at the 25th Annual Cando Conference in Enoch, AB in 2018
- Co-Presented at the ISC's "Ontario Gathering", Toronto

### **Next Steps**

This partnership graduated from the CEDI program and plan to continue to work collaboratively to develop and implement their identified joint economic development initiatives. Their areas of interest for the coming year, include:

- Following an RFP process ending May 15th, FWFN will award a contract to an engineering firm with the goal of creating an engineering/design layout plan (including all related required

# CEDI Partnership Profiles

infrastructure) of industrial lots for the Fort William First Nation's Industrial Land. Three options would be produced by the consulting group, all keeping with the theme of maximizing land use options and investment return for FWFN.

- Formalizing their joint economic development working group for the long term through a term of reference passed by their respective councils

---

## **Paqtnkek Mi'kmaw Nation – Municipality of the County of Antigonish**

### **Unique Features of this Partnership**

In 2016, just as Paqtnkek Mi'kmaw Nation and County of Antigonish began to explore a formal partnership, Paqtnkek received approval for a major economic development opportunity with the highway Interchange project, a development that is bringing positive impacts to the entire region. While this partnership continues to explore collaboration on energy efficiency initiatives, it is their commitment to one another, their communities and to sharing the benefits of First Nation – municipal partnership with other Nations and municipalities across Nova Scotia that makes them unique. Paqtnkek Mi'kmaw Nation and County of Antigonish participated in CEDI between 2016 – 2019

### **Areas of Collaboration – Joint CED Themes**

- Collaborating on energy efficiency initiatives and developing capacity for renewable energy
- Convening First Nations and municipalities from the region and across Nova Scotia to explore the benefits of joint community economic development
- Sharing services and land-use planning

### **Accomplishments**

- Joint Workshop to explore traditional and current day land-use, governance and jurisdiction (November 2017)
- Developed and signed an Anku'kamkewey (Friendship Accord). Organized a public signing ceremony including local dignitaries and community members (May 2018)
- Joint Workshop to learn from Indigenous Clean Energy and other provincial energy experts about energy efficiency and renewable opportunities (May 2018)
- Joint Workshop to plan for joint community economic development initiatives and to revise annual work plan (November 2018)

- Hosted first joint council-to-council meeting, chaired by Chief PJ Prosper in County of Antigonish Chambers (November 2018)

- Hosted Anku'kamkewey: Regional Economic Development Forum (in May 2019), bringing Mi'kmaw and municipal leadership from across Nova Scotia to explore regional collaboration on economic development.

- Established a Joint Steering Committee and Terms of Reference (June 2019)

- Worked in collaboration on several joint submissions for projects and programs, including SmartCities Challenge and Low Carbon Communities.

- Worked collaboratively to develop new Active Living Plans, and recreational programming to ensure inclusion, including Nitap program (a Mi'kmaw word for friend). This program, being modelled elsewhere, brought community members together to share traditional skills and artistry, develop self-awareness, and explore traditional health.

- Presented on partnership at the 2017 Cando National Annual Conference and 2018 FCM Annual Conference

- Awarded grant funding from the Low Carbon Communities program for a joint solar energy feasibility study (February 2020).

### **Next Steps**

This partnership has graduated from the CEDI program. Through their Joint Steering Committee, elected officials and senior staff meet to forward the joint solar energy feasibility study, energy efficiency initiatives and other regional opportunities. Together, Paqtnkek Mi'kmaw Nation and the County of Antigonish lead the way by actively encouraging and supporting other communities in Nova Scotia to pursue their own First Nation – municipal partnerships.



[www.edo.ca/cedi](http://www.edo.ca/cedi)

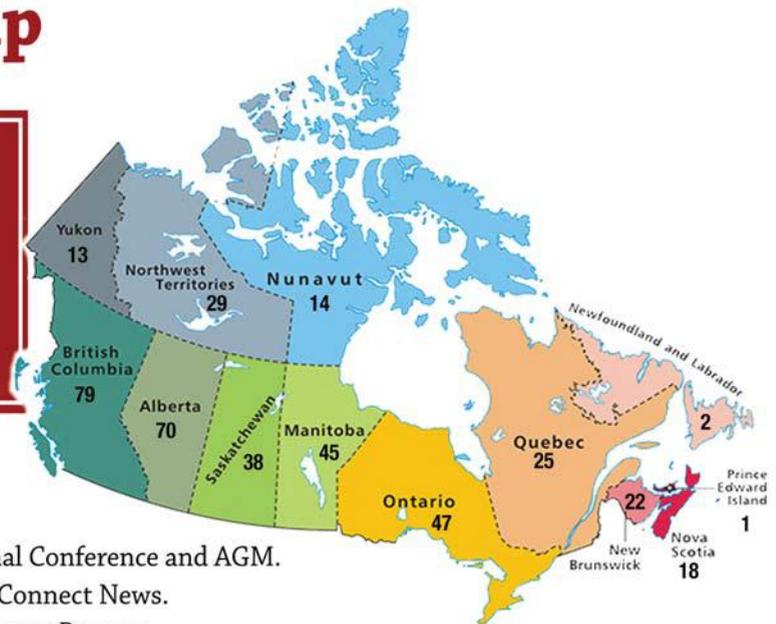
# WIN \$2,000

**The sooner you become a Cando Member the more you can win!**

- Be a paid Cando member by May 1, 2020 to win \$2,000.
- Be a paid Cando member by Aug. 1, 2020 to win \$1,500.
- Be a paid Cando Member by Oct. 1, 2020 to win \$1,000.

## Cando Membership

Full Individual Membership - \$105  
Associate Membership - \$89.25  
Student Membership - \$26.25  
Organization Membership - \$315



### Cando Membership Benefits:

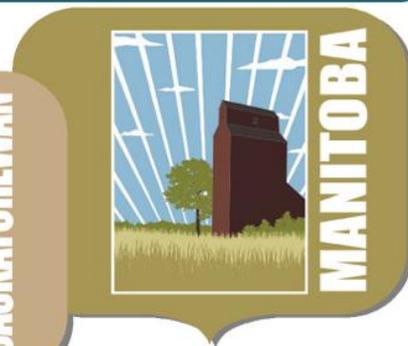
- Discount registration at the Cando Annual National Conference and AGM.
- Subscription to Cando Connect Magazine and (e) Connect News.
- Access to the Certified Aboriginal Economic Developer Process.
- Discount subscription to Cando's Journal of Aboriginal Economic Development, the only journal of its kind in Canada.
- Opportunity to advertise events and services through Cando's nation-wide network.
- Voting privileges at Cando's national and regional meetings (Full Members only).
- Access to Cando's bookstore and resources.

To learn more about becoming a member OR to join visit:  
[www.edo.ca/about-cando/membership](http://www.edo.ca/about-cando/membership)

  
Inspiring Success

**This draw will be made in October 2020 - the winner will be announced at the 2020 Cando conference.**

# Links to Learning Webinar Series



## TOPICS/SUBJECT MATTER

- **Entrepreneurship Resources and Funding Sources**
- **Good Governance**
- **Disaster Readiness & Recovery**
- **Virtual Business Development**
- **Tourism**
- **Lands Management**
- **Agriculture and Agri Foods**
- **Aquaculture**
- **Natural Resources Development Opportunities**
- **Clean Energy**
- **Climate Change**
- **Finance – Capital Acquisition**
- **Export Development**
- **Government Procurement (dedicated content stream)**

**More details:**  
[www.edo.ca/links-to-learning](http://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](mailto:danielle.stanley@edo.ca)  
or phone: 780-990-0303 ext. 239

  
**cando**  
Inspiring Success

# Join the Indigenous Homes Innovation Initiative (IHII) Circle

A community of practice for those addressing the housing needs of Indigenous people in Canada.

- Monthly learning webinars
- Helpful resources
- Discussion forums

HOME  
IS WHERE  
THE ♥ IS

<https://icenet.work/spaces/25/ihii-circle/home>

# 2020 Virtual Youth Summit



MacBook Pro



The 2020 Economic Development Youth Summit was held from August 10 to 13. The event was a 'bit different' than previous years due to the COVID19 pandemic. To keep everyone safe, the event was held virtually via webcam and computer. All youth participated without having to leave their communities.

To be eligible to participate, youth must have been between 18 and 30 years of age and completed the application form plus submit an essay demonstrating the skills and unique perspective they would bring to the event. They were also to include their expected potential take-aways from the experience.

The hi-energy event was co-hosted by Michelle Nieviadomy and Aubrey-Anne Laliberte-Pewapisconias. There was also a guest appearance by Stan Wesley and his Pan-Deadly Gameshow!

The event included cultural performances from several singers and dancers including Vanessa Beaudry and Tammy Lamouche (Left, Top).

## 2020 Economic Development Youth Summit

# 2020 Virtual Youth Summit



Above (top left): Aubrey-Anne Laliberte Pewapiconias introduces the 2020 Youth Summit Judging Panel. The judges had the difficult task of determining which of the 6 groups was the most effective at developing and communicating their 5-year Strategic Plan to develop the economy of a fictional Alberta First Nation community given the community strengths, weaknesses, opportunities and threats. All the judges were very impressed by the quality of the Plans presented which only made the final decisions that much more difficult. Thank you judges!

## 2020 Economic Development Youth Summit

September/October 2020

39

edo.ca

# 2020 Virtual Youth Summit Results



Band Councillor,  
Bradley  
Mianscum



Energy Officer, Nikita  
Glonet



EDO, Mackenzie  
Roop

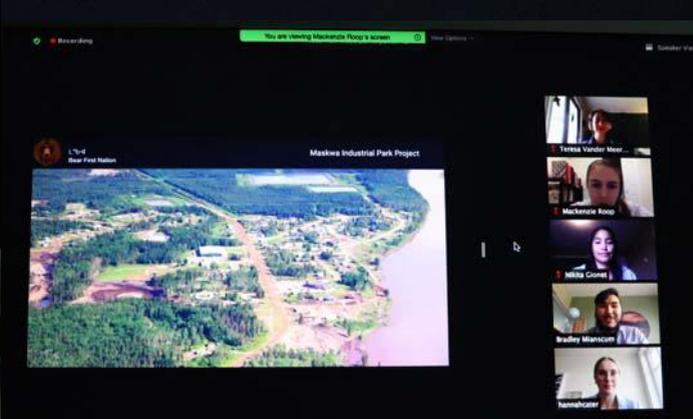


Land  
Inclusiveness  
Officer  
Hannah Cater



Economic Development  
Officer, Teresa Vander  
Meer-Chasse

ᐱᐱᐱᐱ (Aiyhay) ᐱᐱᐱᐱᐱᐱᐱᐱ (Kinaasakomitiin) ᐱᐱᐱᐱᐱᐱ (Mikwëc)



## First Place : Muskwa Productions

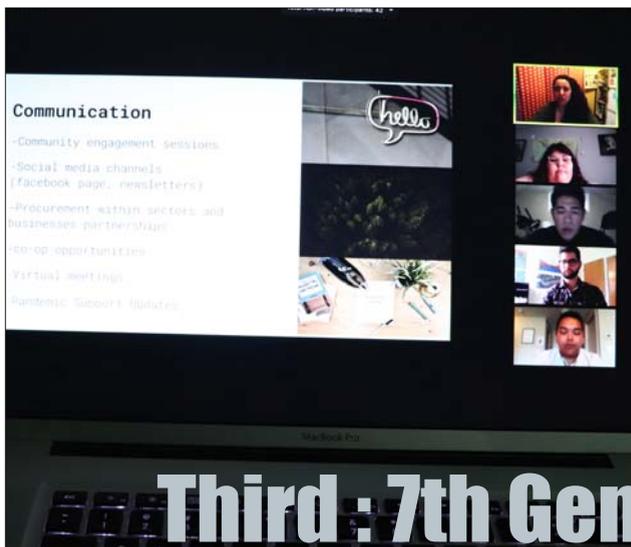
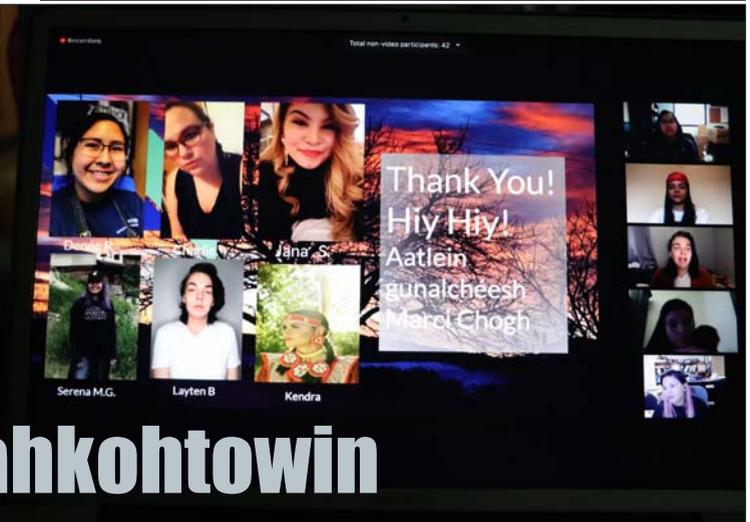




## Second : Beyond Energy Solutions



## Third : Wahkohtowin



## Third : 7th Generation Consulting

# 2020 Virtual Economic Development Youth Summit

In Partnership with:



Western Economic  
Diversification Canada

Diversification de l'économie  
de l'Ouest Canada

Canada

Platinum



**CESOSACO**

STRONGER ECONOMIES. BETTER LIVES.

Gold



co-operatives first



Public Services and  
Procurement Canada

Services publics et  
Approvisionnement Canada



Silver



Friend



Thank you to our partners and sponsors for sharing Cando's vision  
and for supporting Indigenous economic development.



# RELEVANT CERTIFIED

PROFESSIONAL AFFORDABLE  
INDIGENOUS  
INNOVATIVE ACCESSIBLE  
TECHNICIAN FLEXIBLE

## Who are certified Indigenous Economic Development Officers?

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](mailto:carmelle.nepoose@edo.ca)

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

**More information: [www.edo.ca/certification](http://www.edo.ca/certification)**

# Soosay's scholarship to help fund his master's degree in accounting



Chase Soosay, a member of Samson Cree Nation in Alberta, is in his fourth year of commerce studies at Edmonton's MacEwan University.

**Any support helps. It was perfect timing since I was accepted into the master's of accounting program two months ago.**

**By Sam Laskaris  
Cando Contributor**

Like countless other post-secondary students, Chase Soosay is now working on completely his undergrad degree remotely.

Because of the pandemic, Soosay, a member of Samson Cree Nation in Alberta, is taking all of his classes in his Bachelor of Commerce program at Edmonton's MacEwan University online.

The majority of universities across the country kicked off their 2020-21 academic years by offer online classes only, following health authority safety suggestions and government restrictions in their region.

Soosay, 28, is in his fourth and final year of studies in the program.

But he admits he is not thrilled with the fact he cannot visit the campus and takes his courses in person.

"I'm now in more advanced classes," he said. "I'm finding it a little more difficult just because there's more information and new material."

Soosay said MacEwan University announced its fall semester would commence with online classes.

Soosay said he opted to stay in Edmonton, instead of returning to his home in his First Nation, located in Maskwacis, Alta., about an hour's drive away, just in case the school was able to return to classes on campus.

Soosay added he will leave the city if MacEwan's winter semester is also only presented remotely.

"There's no point in me staying (in Edmonton) if it's just all going to be online," he said.

Soosay said he did seriously consider taking the entire school off and then return to his studies when classes resumed in person.

"I love in-class learning," said Soosay, who is majoring in Accounting. "It's the best way I love to learn."

But he decided to forge ahead with his online courses this semester since he is eager to complete all of his program requirements this school year in order to graduate, as scheduled, next April. That's because he's already been accepted in the master's of accounting program through the University of Alberta.

That two-year program is scheduled to commence next May.

"It's going to be another big financial venture," Soosay said.

And that's why he was thrilled to receive recent news that he is one of the recipients of a \$2,000 National Indigenous Economic Education Foundation (NIEFF) scholarship for 2020.

NIEFF is the charitable organization of Cando, which promotes economic development in Indigenous communities across Canada.

While his NIEFF scholarship will cover just a portion of his schooling expenses while he works towards his master's degree, Soosay said the amount is still appreciated.

**Continues on page 48.**

**2020 NIEFF - Plains Midstream Scholarship Recipient**

# Sasakamoose shares scholarship money with others in need

Talk about giving back.

During the past few years Jana Sasakamoose, a Business Administration student at the Regina campus of First Nations University of Canada, has received about a dozen different scholarships.

And each time Sasakamoose, a member of Ahtahkakoop Cree Nation in Saskatchewan, has decided to give a portion of her scholarship money to others.

“It’s a way of giving hope back to the community,”

Sasakamoose said. “I’m a single mother myself. I see what other peoples’ struggles are.”

Besides furthering her education, Sasakamoose, 26, is also raising four children. Her sons Rocky and Tony are five and three, respectively. And she also has a one-year-old daughter named Gracie and another daughter, June, who is three months old.

University officials have been supportive of the fact Sasakamoose is also raising a young family during her studies. For instance, as a nursing mother, Sasakamoose was able to bring her infant daughter to an exam.

Sasakamoose’s latest scholarship, worth \$2,000, is via the National Indigenous Economic Education Foundation (NIEEF), the charitable organization of Cando, which promotes economic development in Indigenous communities across Canada.

Sasakamoose gave away \$400 of her latest scholarship. The amounts of

her scholarships over the years have varied. And there is no set percentage that she distributes to others.

“Every time I get a scholarship I give back,” she said. “It just depends on what’s needed for my family. We make sure our bills are covered and then we give some away.”

Sasakamoose is expected to complete her final semester in her Business Administration program this December.

Because of the pandemic, her schoolwork now is all being done online. She also finished off her spring semester and took her summer classes remotely this year.

Since she is also busy raising her children, Sasakamoose said she doesn’t mind the fact she’s completing her program remotely.

“Online is a little more convenient for me,” she said.

Though she is expected to earn her Business Administration degree in a few months, Sasakamoose is also keen to continue her education.

“I think I might pursue a second degree,” she said, adding she is waiting to hear back from school officials on the requirements necessary to have a double major.

To go along with her business degree, she’s also interested in earning a Bachelor of Arts in Indigenous Studies.



Jana Sasakamoose, a Business Administration student at the Regina campus of First Nations University of Canada

**Every time I get a scholarship I give back... We make sure our bills are covered and then we give some away.**

**By Sam Laskaris  
Cando Contributor**

**Continues on page 48.**

**2020 NIEEF Scholarship Recipient**

# Brooks juggling motherhood, work and PhD studies



Tasha Brooks, a member of Cowichan Tribes, is one of the National Indigenous Economic Education Foundation scholarship winners for 2020.

**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**

Tasha Brooks is once again furthering her education in the hopes of landing her dream job.

Brooks, a member of Cowichan Tribes in British Columbia, has been working as an Indigenous education navigator at Vancouver Island University (VIU) since 2017.

Brooks, 36, is on maternity leave, however, until this coming April, following the birth of her first child, son Hunter, earlier this year.

Besides going back to work in 2021, Brooks has also returned to school. She has transferred to Royal Roads University in Victoria to complete her Doctorate of Business Administration.

Brooks had completed the necessary course work for her PhD remotely, from Minnesota's Walden University in 2018.

But she opted to write her thesis, focusing on Indigenous entrepreneurship and business development, through Royal Roads University.

Besides her son's birth, Brooks was given yet another reason to celebrate recently.

She discovered she is one of the recipients this year of a \$2,000 National Indigenous Economic Education Foundation (NIEEF) scholarship.

NIEEF is the charitable organization of Cando, which promotes economic development in Indigenous communities throughout Canada.

Brooks, who is also a member of VIU's alumni board of directors,

welcomed the news that she was a scholarship recipient.

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

Brooks added funding via scholarships is always vital.

"Without scholarships I don't think I'd be able to spend the time and focus just on my schooling," said Brooks, a former national student director for Cando.

Brooks is hoping to complete her thesis by 2024.

"I would love to be a professor, hopefully in a faculty of management," she said of one of her future goals.

Brooks added she's also be interested in helping to design the curriculum of Indigenous themed courses at various universities.

Brooks, who lives in Duncan, B.C., also has some other academic achievements of her own. This list includes earning a Business Administration degree, a master's in Business Administration and a Master of Science in International Management degree from VIU.

She graduated with her Business Administration degree in 2011. Brooks spent three semesters of her undergrad degree on an exchange program overseas, at a university in the French city of Dijon.

Upon graduating Brooks was hired as a post-secondary advisor by Cowichan Tribes.

**Continues on page 48.**

**2020 NIEEF Scholarship Recipient**

# Indigenous scholarship recipient furthering education to better assist her First Nation

Michelle Francis-Denny already has a decent job and plenty of education.

But the member of Pictou Landing First Nation in Nova Scotia continues to further herself as she believes it will also benefit her community.

Francis-Denny has been working as her First Nation's community liaison coordinator for the Boat Harbour Remediation Project since 2016.

Boat Harbour was a natural tidal estuary before 1967, connected to the Northumberland Strait by a small passage just east of Pictou Landing First Nation.

Since then, however, it has been receiving wastewater from various industries, which has led to a number of contaminants in the harbour's sediment.

Francis-Denny and Boat Harbour Remediation Project officials from her community are working with federal and provincial regulators, technical advisors and scientists as well as local residents to develop a cleanup plan.

The cleanup project could commence in 2021 or possibly in 2022, after the environmental process is complete.

Francis-Denny believes she can improve her involvement on the project with some more schooling.

As a result, the 42-year-old is now taking her MBA in Indigenous Business Leadership through Simon Fraser University (SFU) in British Columbia.

"I feel I could do better," Francis-Denny said of her decision to start working towards another degree. "I

could do more and bring more to my community if I could develop myself more."

Francis-Denny is also one of this year's recipients of a \$2,000 National Indigenous Economic Education Foundation (NIEEF) scholarship.

NIEEF is the charitable organization of Cando, which promoted economic development in Indigenous communities throughout Canada.

Francis-Denny welcomed the financial assistance of the NIEEF scholarship.

"My full tuition (for the MBA program) wasn't covered by my tribal council," she said.

So, she'll put her recent scholarship money towards her education.

"That is definitely where I expect the money to go," she said.

Francis-Denny said her expenses to obtain her master's degree will quickly add up. She is expected to make several trips to B.C. so she can attend modules in person.

She anticipates it will cost \$3,000 to take part in two-week modules and about \$4,500 each time she travels west for four-week modules.

Her two-year program consists of eight semesters.

Ideally, she would have been in B.C. at the start of September to begin her program. But because of the pandemic, SFU officials are offering classes for her program remotely this semester.



Michelle Francis-Denny, a member of Pictou Landing First Nation in Nova Scotia, is pursuing her MBA through British Columbia's Simon Fraser University.

**I could do more and bring more to my community if I could develop myself more.**

**By Sam Laskaris  
Cando Contributor**

**Continues on page 48.**

**2020 NIEEF Scholarship Recipient**

**September/October 2020**

**47**

**edo.ca**

## Chase Soosay

Continued from page 44.

“Any support helps,” he said. “It was perfect timing since I was accepted into the master’s of accounting program two months ago.”

If Soosay does indeed earn his master’s degree, his plan afterwards is to write the Common Final Examination. Success with this exam will enable him to earn his Chartered Professional Accountant (CPA) designation.

He’s then hoping his CPA status will lead to bigger and better things.

“My vision is to work within a corporate setting, to have the ability to work with a variety of clientele, and to have the opportunity of working internationally,” he said.

This 2020 NIEEF Award for an Alberta Indigenous Student is funded by Plains Midstream Canada, in partnership with Cando.

## Jana Sasakamoose

Continued from page 45.

Plus, she’s also finishing up her last course towards her Economic Development certificate. After that she also needs just one final class to also complete her Reconciliation certificate.

Sasakamoose eventually wants to become an economic development officer, perhaps even for her own First Nation.

She said her latest ambition was inspired by the fact she attended Cando’s annual youth summit in August. This event was held virtually this year because of the pandemic.

“I kind of want to make a change,” said Sasakamoose, who grandfather Fred played 11 games in the National Hockey League with the Chicago Blackhawks during the 1953-54 season. “The only way I see at making change is through economic development.”

## Michelle Francis-Denny

Continued from page 47.

“If things are clear enough (with the pandemic), I should be on campus in the spring,” Francis-Denny said.

Francis-Denny is also one of those featured in a 75-minute documentary, which includes details about the Boat Harbour Remediation Project. The film was co-directed and produced by Canadian actress Ellen Page.

The film, which premiered at the Toronto International Film Festival in 2019, is titled There’s Something In The Water.

Francis-Denny’s previous academic background includes earning a development leadership diploma through the Coady International Institute at St. Francis Xavier University, a Masters certificate in project management through Saint Mary’s University and a Bachelor of Community Science degree through Cape Breton University.

## Tasha Brooks

Continued from page 46..

But during the COVID-19 pandemic has not been the best time to be looking for a new job.

“Nobody is really hiring around here right now,” Deneyoua said in mid-May. “So I am being a mom and staying home.”

But she is also trying to plan for her future.

“I might open up a business of some sort,” she said.

And if that doesn’t pan out, Deneyoua said she would consider another return to school. If she follows through with that decision it would necessitate moving as she has contemplated seeking a Business degree from the University of Alberta or the Northern Alberta Institute of Technology.

2020 NIEEF Scholarship Recipients

**49**  
**NORTH**  
**LUBRICANTS**

# HAND SANITIZER



49 NORTH HAND SANITIZER was developed using the World Health Organization recommended handrub formulation. Our alcohol-based handrub rapidly and effectively inactivate a wide array of potentially harmful microorganisms on hands. Our hand sanitizer is licensed by Health Canada and meets all requirements under the Natural Health Products Regulations (NHPR).

## FAQ

What percentage of alcohol is your hand sanitizer?

75% Isopropyl Alcohol

Is your hand sanitizer liquid or gel?

Liquid

## Package Sizes

12 x 250 mL Case, 3.78L Jug, 10L Jug, 18.9L Pail, 205L Drum, 1041L Tote  
12 x 500 mL pump-top bottles available late May 2020

**ORDER NOW**

Please order by email at

**connor@edo.ca**

**780-932-8112**

Due to high demand we may be delayed in answering your phone call, for quicker service please email.

Reseller discounts available please contact us for more information.

# Cando kickstarts pandemic taskforce unifying Indigenous organizations

**By Sam Laskaris**  
**Cando Contributor**

There's no denying the pandemic has forced people throughout the world to change their lifestyles and ways of thinking.

One of the positives, however, has been the creation of the Indigenous Business COVID-19 Response Taskforce.

This initiative was brought forth by officials from the Council for the Advancement of Native Development Officers (CANDO), the organization that promotes economic development in Indigenous communities throughout Canada.

Besides Cando, the taskforce, supported by Indigenous Services Canada, includes seven other organizations. They are the Canadian Council for Aboriginal Business (CCAB), National Aboriginal Capital Corporations Association (NACCA), Assembly of First Nations, Indigenous Tourism Association of Canada, Inuit Tapiriit Kanatami, National Indigenous Economic Development Board and Pauktuutit Inuit Women of Canada.

The purpose of the taskforce is to bring together First Nations, Métis and Inuit organizations to provide the federal government with one Indigenous business voice during the pandemic.

And its goals include providing analysis on Indigenous businesses and communities so the government can assist with proper support as well as assembling the Indigenous supply chain to take part in calls for manufacturing and distribution of medical equipment and supplies.

"It's historic that these organizations are working together," said Cando president Keith Matthew said. "In my mind that's very notable."

Some of the organizations in the taskforce had talked about working together dating back to early 2019. The thinking then was to combine forces and collectively seek federal funding, instead of doing so individually.



Above: Keith Matthew, Cando Board President.



Above: Ray Wanuch, Cando Executive Director



The pandemic and its ensuing impacts heightened the need for some sort of Indigenous taskforce involving various organizations.

“We saw an opportunity to work together and we reached out to the feds,” Matthew said. “We said (Cando would) be happy to act as the catalyst.”

Ray Wanuch, Cando’s executive director, said a couple of things were quickly discovered once the eight groups agreed to join forces and form the taskforce.

“The need for a national database populated with Indigenous companies became evident right away,” Wanuch said. “The other thing that became evident right away was a need for a national Indigenous skills inventory. That will be built in time.”

Wanuch believes the eight organizations that comprise the taskforce could potentially work together on post-pandemic ventures as well.

“I would like to think that would be the case,” he said. “There are some politics involved. But that would be the hope.”

Matthew would also welcome future collaborations.

“We’ll have to see,” he said. “It’s not up to any one organization. It’s all voluntary. But I’m hopeful we can do some other things together.”

Tabatha Bull, CCAB’s president and CEO, said it only made sense to have the taskforce participants work together.

“From the outset, we believed joining together as one voice focused on the Indigenous business economy would provide the government of Canada with the informed information they required to ensure the appropriate support measures for Indigenous business were put in place,” she said.

Bull also believes it has been encouraging to see organizations, previously devoted to their own missions, working side by side with others towards a collective goal.

“If there has been a silver lining to this crisis, it has been



Shannin Metatawabin, NAACA  
CEO



Tabatha Bull, CCAB President  
and CEO

the coming together of communities, business and organizations,” she said. “We will need to continue to work and advocate collaboratively to make positive progress for Indigenous business and communities.”

Shannin Metatawabin, NAACA’s CEO, said the taskforce was launched in response to the pandemic. But he also believes working together with other Indigenous organizations in the future could also prove to be beneficial.

“The taskforce is a COVID-19 targeted scope to maximize Indigenous participation in procurement,” he said. “If we continue it will be under the scope of improving economic development outcomes. Prosperity is the goal.”

# COVID-19 Indigenous Business Survey

The Indigenous Business COVID-19 Response Taskforce reveals findings of their recent Indigenous Business Survey. The results highlight the unique impacts of the COVID-19 pandemic on Indigenous businesses, current barriers to accessing government relief programs, and capabilities of these businesses to supply PPE to the federal government.

Supported by:



Indigenous Services  
Canada

Services aux  
Autochtones Canada

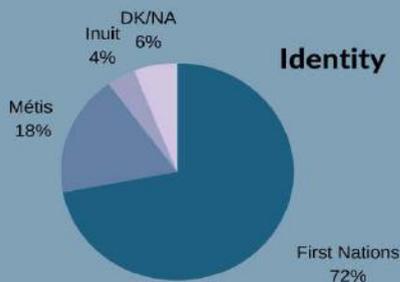


On March 11, 2020, the World Health Organization declared COVID-19 a global pandemic, leading countries and communities around the world to adopt strict health and safety measures, including commercial shutdowns and restrictions to mitigate the spread of the virus. Early on, First Nations, Inuit, and Métis communities were identified as particularly vulnerable to the impacts of the pandemic, given the lack of access to potable water, substandard housing on reserves, and ongoing inequality in healthcare services.

Indigenous businesses, both urban and rural, provide essential services and economic opportunities for their communities. Ensuring adequate financial support to maintain operations can help Indigenous businesses continue to deliver essential services and functions, such as fundamental food items and personal protective equipment (PPE), retain Indigenous employees, and continue to grow the Indigenous economy for the betterment of all Canadians.

## Respondent Characteristics

*This report presents the results of a self-selected online survey conducted with 838 Indigenous business professionals between April 29, 2020 and May 22, 2020 and promoted through the Taskforce's business networks.*



### Top Five Industries:

1. Professional, scientific, and technical services (13%)
2. Construction (11%)
3. Retail trade (9%)
4. Agriculture, forestry, fishing, and hunting (7%)
5. Other services (18%)



The majority (58%) of businesses surveyed are owned by men.

### Most businesses are small, privately owned, and come from Ontario, BC, or Québec.

- 60% have 1-19 employees and another 25% are sole proprietorships.
- 76% are privately owned businesses, 10% are community owned, and 7% are Aboriginal Economic Development Corporations.
- Respondents are located across Canada and mostly concentrated in Ontario, British Columbia and Québec.



Equal proportions of businesses are located inside and outside Indigenous communities.

# Impacts of COVID-19 to Indigenous Businesses in Canada

**91%** of Indigenous businesses experienced a negative impact from COVID-19.

**50%** or more experienced a decrease in revenues (76%); decrease in demand for products or services (65%); and cancellation of meetings, gatherings, or events (59%).

**30%** reported a shutdown of offices and facilities.

**67%** have seen a decrease in revenues from January to March 2020, when compared to revenues earned from the same time period in 2019. Of those businesses, 38% reported a decrease in revenues of 40% or more.

**47%** plan to or have applied for government financial assistance in response to the COVID-19 pandemic. Nearly half of these will require over \$50,000 in financial assistance to maintain normal business operations.

**68%** have seen an impact to staffing during this time. Most notably, 11% of respondents report that none of the firm's employees are able to work normally during the pandemic.

**12%** provide supplies or equipment to meet Canada's medical needs or can rapidly scale up/pivot production to provide PPE (8%).

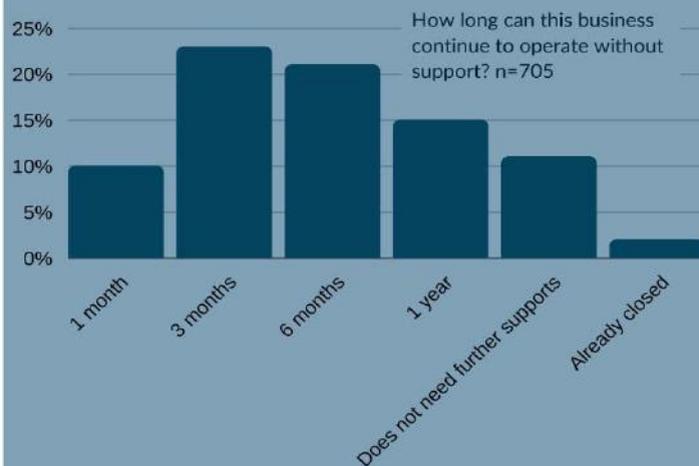
Some impacts are felt more intensely among different groups

61% of women-owned businesses report a "very negative" impact compared to 53% of men-owned businesses.

38% of Inuit-owned businesses experienced a revenue drop of 50% or more, compared to 27% of Métis and 31% of First Nations-owned businesses.

## Business Survival

When asked how long their business could continue to operate if no further supports were made available, just under half (44%) of Indigenous businesses indicated that, without support, they are likely to fail after 3-6 months. While 10% of businesses predicted operations could not last more than a month without support, and 2% indicated that the business has already closed.



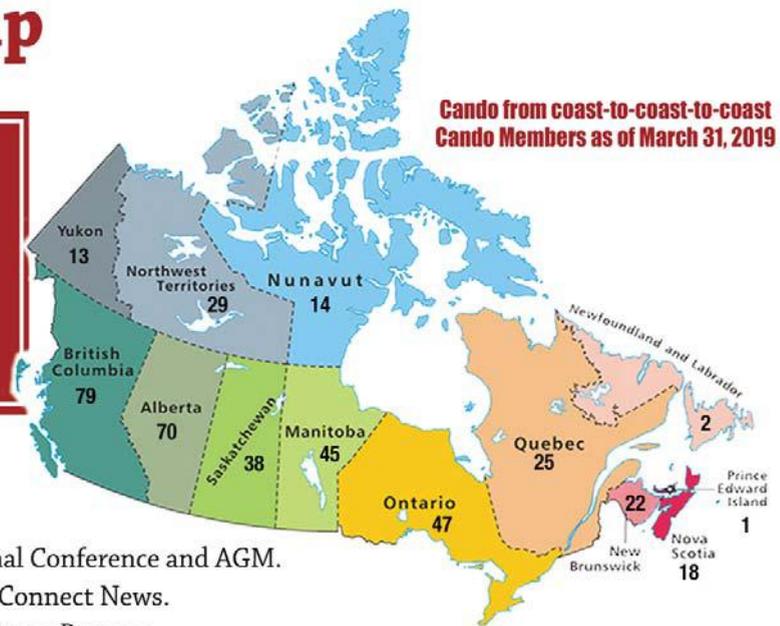
## Calls to action

1. Develop and implement policies, programming and other supports that address barriers facing Indigenous businesses as well as the additional effects of gender, identity, and location of business.
2. Provide additional funding and supports to Indigenous businesses who have indicated they are likely to close in the immediate future.
3. Develop and implement a proactive procurement strategy for Government of Canada to directly engage Indigenous businesses that can supply or pivot to supply PPE.
4. Conduct further research to understand the impacts and needs of Indigenous businesses as they continue to evolve throughout the COVID-19 pandemic and into the recovery period.

# RENEW YOUR MEMBERSHIP

## Cando Membership

Full Individual Membership - \$105  
Associate Membership - \$89.25  
Student Membership - \$26.25  
Organization Membership - \$315



### Cando Membership Benefits:

- Discount registration at the Cando Annual National Conference and AGM.
- 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.
- Voting privileges at Cando's national and regional meetings (Full Members only).
- Access to Cando's bookstore and resources.

9635 - 45 Avenue NW  
Edmonton, AB T6E 5 Z8  
1.800.463.9300

[www.edo.ca](http://www.edo.ca)

twitter: @candoEDO

facebook: /candoEDO

To learn more about becoming a member OR to join visit:  
[www.edo.ca/about-cando/membership](http://www.edo.ca/about-cando/membership)

  
cando  
Inspiring Success