



**INDIGENOUS
LEADERSHIP
DEVELOPMENT
INSTITUTE^{INC.}**

THIRD INTERIM ACTIVITY REPORT

Advancing Indigenous Women in Construction Trades:
*With Focus on Those in Remote Manitoba Communities Who
Have Little to No Access to Technical Training*

Holiday Inn Airport Polo Park
Winnipeg, MB
March 28, 2017

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building capacity

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EXECUTIVE SUMMARY

Introduction

In April 2015, the Indigenous Leadership Development Institute initiated the project **Advancing Indigenous Women in Construction Trades** with funding from Status of Women Canada. The project is governed by the belief that working together in partnership, a shared perspective can be an important ingredient by which subsequent work can be undertaken to facilitate durable and meaningful opportunities for Indigenous women in remote Manitoba communities.

Background

The *Advancing Indigenous Women in Construction Trades* is a major initiative that brings together **champions and leaders** from key sectors and industry namely Indigenous communities, Corporate, Training, Education, Employment, Government, and not for profit.

Purpose of this Document

The purpose of this document is to report on our third meeting held in Winnipeg, MB at the Holiday Inn Airport Polo Park on March 28, 2017. This report identifies the participants and an activity summary of our progress towards working together through multi-sectoral engagement with indigenous people and industry to identify priorities and implement strategies to advance Indigenous women in construction trades, with focus on those in remote Manitoba communities who have little to no access to technical training.

INTERIM ACTIVITIES

Thirty Three (33) Participants from First Nation communities, Corporate, Training Institutions, Education, Government, not for Profit, and Indigenous women in the Industry met to build a Community Action Plan, to advance Indigenous women in construction trades, with focus on those in remote Manitoba communities who have little to no access to technical training.

The 2-Day Agenda provided the following:

- Present the results of the second meeting that took place July 19-20, 2016;

- Follow up to the developed “Community Action Plan” and focus on Implementation. Create a workplan with timeframes and select a priority to implement;
- Establishment of a Provincial Network;
- Discuss next steps: Implementation and follow up.

Elder Ernest Hunt from Mathias Colomb Cree Nation provided an opening prayer. Facilitators Leona McIntyre from the Metis Nation and Rhonda Kirkness from Fisher River Cree Nation provided a welcoming address and facilitated a roundtable of introductions. Melanie Dean, Director, Executive Training, Indigenous Leadership Development Institute, Inc. provided a review of the Second Interim Report from the July 19-20, 2016 meeting as well the draft Community Action Plan and the selected priority.

Guest Speaker:

Rhonda Genaille, Owner & Operator of Network Renovations, Cormorant, Manitoba

I met my husband Charles Genaille while living in Cormorant, Manitoba. Together with our newborn daughter we made the decision to move the construction business to Winnipeg, Manitoba. Finding it hard to find work in Winnipeg, we still managed to make a life while living on one income. After meeting two brothers who owned a renovation company in Winnipeg, we saw a growth in business as the brothers would send steady contract work our way. Through word of mouth, the contract work continued to flow long after the brothers closed down. To this day, all advertising of Network Renovations is done this way – through word of mouth. Network Renovations continues to be a successful small business with a lot of assets (tools and equipment). We raised 5 children together and are now working toward passing our knowledge of the construction trades to the youth.

Guest Speaker:

**Marie Roulette, Heavy Equipment Operator
Sandy Bay Ojibway First Nation, Manitoba**

I successfully completed the Heavy Equipment Operator Certified Training two years ago. I endured a rough beginning as the only female in the program. I would love to work for my home community of Sandy Bay but it’s been hard to find employment. I am unsure of the reason why but feel it might be because she is a woman. She knows of another young woman in her community, who has also completed her training, and who is also facing the same barriers. Fortunately I was able to find employment in Winnipeg, with the help of a friend. On the day of graduation, I found out half the guys bet she was not going to finish the program. She felt proud to be attending her graduation and proud of her accomplishments.

Q & A

Q: *“Women go where the jobs are. Did someone talk to you about the environment in that particular trade? Was that a consideration when you decided to take the training? I recommend connecting with a company that bids. Talk to Ron Castel, MB Construction Sector Council regarding employment”.*

A: *“Yes, I was interested in the trades and just wanted to see where it would go”.*

Q: *“Was your training delivered right in your community? By who”?*

A: *“Yes it was delivered by training Manitoba through the ASETS program. A barrier in our community is finding employment for our people”.*

Q: *“Are you registered and have your resume on the Construction Association of Rural Manitoba or Roofing Contractors Association Manitoba website”?*

A: *“No, I don’t want to leave the community because I have five kids”.*

Comment: *“Registering can help you with getting access to jobs. “Let them know where you stand and who you are” - Annette Head*

Exercise

The purpose of this group exercise is to make sure everyone in the room has a voice – to understand where everyone is coming from by exploring ways to deepen learning and commitment to the overall goal of advancing Indigenous women in the construction trades.

Participants were separated into eight (8) groups of three to four people and were instructed to sit in a circle with knees almost touching one another. The facilitators asked participants to “Trust the Process”, “Focus on the positive”, and “Keep an open mind, heart, and imagination”. The groups were then given the following questions to answer:

1. Why does this matter to you?
2. How valuable is this day to you?

The following section summarizes the responses from each group:

Group 1 - *“We spoke about woman empowerment, gender roles, and implementing good resources for use by both women and men”.*

Group 2 - *“A pathway for females to construction and how we can keep spending money towards these efforts”.*

Group 3 - *“How do we get women interested in trades in high school? How do we get women to see the construction trades as a viable career choice”?*

Group 4 - *“Building a network that will be all inclusive to women. There is interest in bringing training programs to home communities, as past experience with such programs didn’t work well because they were based in the city and not at home. The mindset of young people who believe they don’t need to work to get paid needs to be changed. There was an incident where the younger people in the program began calling down a woman in the training program because she was older. It was acknowledged that there had to be a break-down of arrogance and ignorance in young people. This can be remedied by calling in elders to come teach the younger generation in learning to never underestimate the older people as they are the ones who know the most”.*

Group 5 - *“Bringing training into the community has been successful for many First Nation communities”.*

Group 6 - *“The strength of women and the barrier issues for women, hats off to you ladies”.*

Group 7 - *“We need to learn from each other; Brokenhead, Sagkeeng, and Long Plain have been successful, we should focus on those successes. We brainstormed on ways to see women successful”.*

Group 8 - *“The barriers women face, the social aspect without support from their spouse will dictate their success rate”.*

Question: Were there any surprises in your conversations?

“I have a secret ambition to be a heavy equipment operator”.

“(Anonymous) was not supported by his organization to come here today.”

“I come here to learn and share from a perspective of a Non-Indigenous person.”

Lunchtime presentation by Manitoba Construction Sector Council

We are working on developing a program recognized by Apprenticeship MB for students who are 16 years of age to take 8 weeks of framing training to see if that is what they want to do; we’re hoping to build interest in trades and careers. Research shows that the average age of someone

beginning an apprenticeship is 27. Well what are they doing before then? The purpose is to identify where the gaps are in the construction trades and what we can do to meet those needs. How can we help them get to the next step? We want this program to be a step towards something else. There is a need for people to know how apprenticeship works. Bringing in a speaker from Apprenticeship MB to speak to everyone is how we can meet that. There will be specific training programs tailored to Northern communities. When speaking at high schools we'd like to engage young women by presenting a list of trades to show the vast amount of opportunity there is for employment in trade careers. We'd like to hold summer camps for young women to learn in a safe environment.

Q&A

Q: "Are their women that come with you to speak to schools?"

A: "Not right now, I've been trying to get in contact with women who would be able to come".

Exercise

Participants were separated into three larger groups.

Question 1: Picture yourself in 2020; what is happening in advancing Indigenous women in the construction trades? What movement has taken place? What are you seeing?

Group 1 – *"Percentage of Indigenous women in the trades is very low – to see an increase we feel more supports are needed - have training brought to the women allowing easy accessibility – having female representation increased on job sites".*

Group 2 - *"Ideally 50% women in construction programs with reserved seats for women – develop and implement and "Indigenous Women in Trades (IWIT)" program – Indigenous awareness training, women instructors common place, women in the workforce, Indigenous women in leadership positions, women in best practices - trades related subjects offered beginning in grade 4 – make children aware that anyone can become a tradesperson."*

Group 3 - *"In 2020 – every employer required to have 50% women representation – the number of women increased over all trades – workplaces become more accepting of women, more awareness in the grades K-12 system - "Women can do anything they choose to do – trades is one of those." – Grade 7 too early – showing no interest in career paths – Grades K-12 more interactive – a focus on trades, exposing more women to actual training (Example: Building walls, framing)".*

Question 2: It is still the year 2020, what is the relationship amongst you all in Advancing Indigenous Women in construction and trades? How are you and others working together? What are the supports in the community for these initiatives? How has the community changed as a result of working together to put these initiatives in place?

Group 3 - *“With employers: recognition of the economies of scale, working together to accomplish more”.*

Group 2 - *“What is working well? We had federal, provincial, First Nation, Metis, and self-employed representation in this group – how do we make all these people work? We continue to strive to work together, breaking down barriers around programs and the federal and provincial policies. Programs should have wrap around support – community based, wrap around support, lively work experience, connections with local employers - which will hopefully lead to long term employment or a strategy to transition women into employment. Community based training is not a fit for everywhere as most times employment opportunities don’t exist at home and the women still have to leave the community to find employment – that’s the issue with home community training”.*

Group 1 - *“Networking would be increased by keeping in contact with others. The best types of training programs would be offered with better awareness and support. Once people are trained, they may have to relocate. Creating smaller projects within communities can create employment and business opportunities for the community. Offering diversity in trades training with better supports offered in all training”.*

Question 3: What is the single most important step you had to take in 2016 to get started on the path to where you are now?

Group 2 - *“The woman who came before us were not recognized. We need to recognize that women are under-represented in the trades and that there is no reason why we cannot increase their representation with awareness, interactive programming, and support. Recognize Indigenous women so that their stories do not go untold”.*

Group 1 - *“Having strong leadership is important. Strong women to share experiences and challenges of how they overcame set-backs and obstacles, to come, learn and share. Community based training will better the community as it encompasses easier access to transportation and accommodation”.*

Group 3 - *“Successful recruitment of women in programming/training and ensuring proactive approach to respectful workplace education”.*

Exercise

Participants were given 4 colored dot stickers. The facilitators posted a list of barriers identified from the individual Needs Assessments and reported in the Second Interim Report from July 2016. Participants were instructed to place their colored dots next to the barrier that they consider to be the most important barrier to overcome. This exercise was to clarify the focus of the priority and strategic action plan.

The following Barriers outlined below are in order of priority as identified by participants:

- A. Transitioning from program to employment
 - Transition to the city, culture shock
 - Transition from program to employment (lack of jobs)
 - *The majority of the working group identified (A) as the highest priority with 25 dots***

- B. Bring resources to program (or have embedded in program)
 - Funding timelines
 - Lack of programs with wrap around support
 - Lack of awareness of funding
 - *(B) received 15 dots***

- C. Childcare:
 - Waiting lists are long
 - Onsite child care
 - Partnerships with ECE programs
 - Funding for Child Care
 - Flexible hours 8am-5pm
 - Age restrictions
 - *(C) received 10 dots***

- D. Lack of Role Models
 - *(D) received 8 dots***

- E. Leaving family back home, provide holistic support (in all areas)
 - Self-Confidence, lack of work experience opportunities (locally)
 - *(E) received 6 dots***

- F. Transportation
 - *(F) received 5 dots***

- G. Lack of parental support regarding Career Development journey
 - *(I) received 1 dot***

Summarized Statements

The following statements were approved by the working group in terms of the identified priorities:

1. Bring resources to program using a holistic approach by knowing types of funding and their timelines. For example:
 - Keep an eye out for strategic partnership fund call for proposals by ESDC – multi-year, multi-million dollar funding;
 - Do an environment scan of best practices across Canada
 - Look for a sector partner such as construction companies, sector councils

2. Transition from program to employment (lack of jobs); transition to city/culture shock
 - There needs to be an analysis of the labour market to the identify/determine the need/requirements for training;
 - Manage expectations
 - There needs to be employer engagement

3. Lack of Role Models:
 - MAYCAC Booklet or something similar
 - Social Media

The Provincial Network achieved consensus on moving forward with developing a strategy for overcoming the barriers of transitioning and resources

Final Comments:

“The solution isn’t throwing money at the project”

“Employees need to be engaged”.

“Seek out what existing organizations there are for advancing Indigenous women in the trades and establish a partnership with other organizations and tailor it to Manitoba”.

“There is a similar organization in Newfoundland offering supports and employer engagement to women in trades”.

NEXT STEP: What is this going to look like?

CONCLUSION

The following section describes the next steps to support continued progression towards the project objectives:

- A follow-up meeting with a select group of invited participants to focus on the implementation of a pilot project
- Identify resources and realistic action items to implement within the next 12 months;
- Present the results of the 3rd meeting that took place March 28, 2017 in Winnipeg, MB;
- Increase the Provincial Network with key people that add value to the initiative;

This Interim Report will be posted on the ILDI, Inc. website:

WWW.ILDIL.CA

APPENDIX A

AGENDA

March 28th, 2017
Holiday Inn Airport Polo Park
Winnipeg, Manitoba

Advancing Indigenous Women in Construction Trades

- 8:30 am** Registration opens and Continental Breakfast is served
- 9:00 am** Opening Prayer: Elder Ernest Hunt
Facilitators:
Leona McIntyre - Metis Nation, MB
Rhonda Kirkness – Fisher River Cree Nation, MB
- Round table of Introductions
Ice Breaker
- Summary of Results from July 19 - 20, 2016
Melanie Dean, ILDI, Inc.
- 9:45am** Guest Speaker: Rhonda Genaille, Owner of Network Renovations, Cormorant MB
- Q & A
- 10:30am** Guest Speaker:
Marie Roulette, Sandy Bay Ojibway First Nation
- Q & A
- 11:00am** Working Group: Workplan with timeframes
- 12:00pm** Lunch
- 1:00pm** Continue workplan with timeframes
- 3:00pm** Recap:
- Should anything be added?
 - Should anything be changed?
 - Do we need more resources?
- 4:30pm** Evaluation / End of Day

APPENDIX B

List of Participants:

Elder Ernest Hunt
Mathias Colomb Cree Nation

Lori French
Post-Secondary Programs
Swan Lake First Nation

Tony Scribe
Manager
Norway House Cree Nation Employment & Training

Christy Spencer
Recruitment/HR Specialist
AMIK

Geraldine Thunderbird Sky
Long Plain First Nation

Neil Armstrong
Apprenticeship Manitoba

Lorraine Daniels
Program Manager
Long Plain Employment and Training

Joyce Partridge
Client Intake Worker
Opaskwayak Cree Nation

Annette Head
Carpentry Instructor/ Red Seal/ Voc. Ed.
Manitoba Institute of Trades and Technology

Monika Franz-Lien
Senior Policy Analyst
Manitoba Status of Women

Ethel Anderson
Employment and Training Coordinator
Pinaymootang First Nation

Chief Lance Roulette
Sandy Bay Ojibway First Nation

Magnus Mousseau
Manager
Sandy Bay Ojibway First Nation

Randi-May O'Laney
Carpentry Level 1
Fort Alexander

Flora Bighetty
Employment and Training
Mathias Colomb Cree Nation

Rhonda Genaille
Owner/Operator
Network Renovations Inc.

Charles Genaille
Supervisor
Network Renovations Inc.

Joanne McKinney
Employment & Training Coordinator
Swan Lake First Nation

Marie Roulette
Heavy Equipment Operator
Sandy Bay Ojibway Nation

Vincent Paul
Employment & Training Coordinator
Lake Manitoba First Nation

Lisa Paul - O'Meara
Employment & Training / Finance
Lake Manitoba First Nation

Lauren Reeves
Program and Policy Development Consultant
Apprenticeship Manitoba

Sheila Templeman
Program Officer FNIYES
INAC

Troy Mercer
Career Development Consultant
Province of Manitoba

James Murphy
Manitoba Construction Sector Council

Stacey Patrick
Level 1 Carpentry
Roseau River Anishinaabe First Nation

Tayla Thompson
Level Carpentry
Fairford, MB

Maegan Courchene
Volunteer
AMIK, Inc.

Carol Paul
Executive Director
Manitoba Construction Sector Council

Melanie Dean
Director, Executive Training
Indigenous Leadership Development Institute, Inc.

Monica French
Project Coordinator
Indigenous Leadership Development Institute, Inc.

Monica French
Financial Project Coordinator
Indigenous Leadership Development Institute, Inc.

Leona McIntyre
Metis Nation
Facilitator - ILDI, Inc.

Rhonda Kirkness
Fisher River Cree Nation
Facilitator – ILDI, Inc.

INDIGENOUS LEADERSHIP DEVELOPMENT INSTITUTE INC.

The Indigenous Leadership Development Institute, Inc. is a non-profit organization established to build leadership capacity in Indigenous people. We are run by Indigenous people and directed by a volunteer board reflecting the diversity of the Indigenous community.

VISION

Indigenous Professionals... Building Leadership Capacity for Tomorrow... Today.

MISSION

By actively promoting good governance...by identifying needed training... and by providing unique educational and capacity building opportunities... we prepare Indigenous people for the challenges of the 21st century.



The Indigenous Leadership Development Institute, Inc. works closely with educational institutes, governments and the private sector. Through partnerships and cooperative alliances, we provide rich and varied educational opportunities for our clients. For example, we may provide courses in self-governance... or effective negotiation skills... or legislative protocol. Through our customized training communities will become stronger and govern more effectively, in topics such as:

- Government relations
- Financial management and accountability
- Media training
- Negotiation and dispute resolution
- Board Governance

Our training is cutting edge and provided by Indigenous Accredited Facilitators who have reputations for delivering world-renowned governance programs. Our commitment is to leaders – typically Band Chiefs, Band Councilors, elected Métis leaders, Senior Management, Executives, leaders of Indigenous and non-Indigenous organizations, Administrators, Youth, Women and Elders who have identified specific training requirements.