



Aboriginal National Network Initiative (ANNI)

“Launching Our Future—Aboriginal Federal Government Employees”

Forum Report
December 5–6, 2005 – Ottawa Marriott Hotel

Canada 

Table of Contents

1. Executive Summary	1
2. Acknowledgements	2
3. Introduction	3
Background.....	4
Chronology of ANNI Activities	5
Update	6
4. Plenary Session Presentations.....	7
5. Workshops.....	9
5.1 Day 1	10
5.2 Day 2	13
6. Departmental Aboriginal Employee Networks Presentations.....	19
1) Defence Aboriginal Advisory Group (DAAG)—National Defence Network Ottawa, Ontario.....	19
2) Aboriginal Employee Network (AEN), Edmonton, Alberta.....	19
3) Advisory Committee for Aboriginal Peoples (ACAP), Ottawa, Ontario	20
4) Aboriginal Working Group (AWG), Ottawa, Ontario.....	20
5) Health Canada Aboriginal Employees Network (AEN), Ottawa, Ontario	20
6) Natural Resources Canada Aboriginal Employee Network (AEN), Ottawa, Ontario	21
7) Environment Canada, Ottawa, Ontario	21
7. Next Steps	23
ANNI's Program Officer, Greg Cheverie, gave a brief presentation on post-forum next steps:	23
Question and Answer Period with Raymond Crête	23
Appendix: Evaluation Results	24
Overall Ratings.....	24
Assessment of The Plenary Presentations	25
Assessment of Administrative and Logistics Factors	25
Facilities	25
Bilingual issues.....	26
Other issues.....	26



1. Executive Summary

On December 5–6, 2005, over 200 Aboriginal employees from across Canada, representing 32 federal government departments, met in Ottawa to attend the inaugural forum of the Aboriginal National Network Initiative (ANNI).

Aboriginal employees in the federal Public Service have been without a united voice. They have not had the processes or the resources needed to support the recruitment, retention, and advancement of First Nations, Métis, and Inuit at all career levels. The ANNI forum gave Aboriginal federal government employees an opportunity to prioritize a number of needs and start the process of establishing their own Aboriginal national committee or council within the federal Public Service. A draft ANNI Terms of Reference document had been worked on for the past three years and was brought to the forum for participants' input and support. The forum also gave Aboriginal employees a chance to identify employment-related priorities that will guide ANNI in its work.



This report summarizes the forum's two days of plenary sessions and workshops where delegates gathered to discuss the adoption of the draft Terms of Reference and key employment issues and priorities, as well as share work experiences in a variety of fields.

Following an opening prayer by First Nations Elder Gordon Williams, delegates were welcomed by Gina Wilson, Director General, Aboriginal Affairs Secretariat, Privy Council Office, and given an overview of the forum agenda, guest speakers, and a brief introduction to the history of ANNI.

The forum brought together supporters, champions, and colleagues to share challenges and histories. Their presentations set the stage for the workshops and networking, and their continued support and dialogue will be most helpful in the establishment of ANNI.

The forum was shaped around two key themes: 1) ANNI and, in particular, its draft Terms of Reference; and 2) Aboriginal employment issues and priorities. Day 1 saw all delegates attend two workshops on the two themes. Through a unique electronic voting system, delegates selected their top four priorities that would serve as the four workshop topics for the second day. Delegates also voted on whether or not to accept the draft Terms of Reference. It received overwhelming positive support, along with recommendations for changes to be implemented in 2006. In fact, 95 per cent of the delegates voted to accept the Terms of Reference as an interim, living document.

The forum concluded with plenary sessions focusing on departmental Aboriginal employee networks, the importance of building linkages, and discussions around next steps.

2. Acknowledgements

Thanks to the work and support of many dedicated people, departments, and agencies, the inaugural ANNI forum was an unqualified success. In this regard, the ANNI Working Group respectfully offers the following words of gratitude.

Two Elders guided our work. To First Nation Elder Gordon Williams and Métis Elder Senator Reta Gordon, we thank you for your prayers, love, and advice so willingly shared over the two days we gathered together.



Ruth Dantzer, our ANNI Champion, we thank you not only for your kind words at the forum but also for all your hard work leading up to the forum. Thank you as well for sharing your strong support of our goals with your colleagues.

Without the support of the following departments and agencies, the forum would have remained only a dream: the Canada School of Public Service, the Public Service Human Resources Management Agency Canada, Indian and Northern Affairs Canada, Human Resources and Skills Development Canada, Industry Canada, Public Works and Government Services Canada, Canadian Heritage, and Western Economic Diversification.

The years of hard work by ANNI volunteers have not gone unnoticed. Their unwavering commitment to the dreams and aspirations of First Nations, Métis, and Inuit within the federal Public Service has resulted in a strong foundation for the next generation of First Nations, Métis, and Inuit from coast to coast to coast.

We also offer our thanks to the ANNI Steering Committee, the Canada School of Public Service, and the ANNI Program Officer for their amazing work in designing and developing the forum agenda in such a short period of time. To the presenters, speakers, special guests, support staff, and team of facilitators from Nation Media's First Peoples Group, we offer our gratitude. To Fred Cattroll of Cattroll Photo Associates, thank you for your great work, which was on display for delegates throughout the two days. A special thank you is extended to our outstanding Master of Ceremonies, Gina Wilson.

Chi meegwetch.

ANNI Working Group

3. Introduction

ANNI's 2005 forum was unique in that it brought together over 200 First Nations, Métis, and Inuit public servants for the first time since ANNI's initial beginnings in Edmonton in 2001. It was also unique in the sense that delegates were there not only to decide whether to accept the draft Terms of Reference that would bring ANNI into existence as a recognized national body (which they did accept almost unanimously), but also to decide on issues and priorities that would help guide ANNI in its work over the next year and beyond.

Aptly named "Launching Our Future—Aboriginal Federal Government Employees," the forum was a long time in coming. Beginning with the initial Edmonton meeting in June 2001, much work was done by individuals and various ANNI working groups over the following four years to garner support for ANNI. The newly hired program officer created the latest ANNI working group following a call for volunteers in May 2005, and their hard work was critical to the development of ANNI and the establishment of a national forum to launch ANNI's future. The design and development of the forum was guided by a comprehensive business plan that outlined its goals and objectives. Discussions at a September 2005 retreat by the ANNI Working Group and a consultant helped restructure the Working Group for the purpose of developing the forum's structure and organizing its activities.



The Canada School of Public Service was a key partner in the 2005 ANNI forum in two major ways. Ruth Dantzer, President and CEO of the Canada School of Public Service, who was appointed ANNI Champion in 2004, opened the forum with a commitment to continue to promote ANNI among her colleagues. In addition, led by Jennifer Calegoure, the School personnel impressively handled the forum's logistics. Over 200 Aboriginal employees of the federal Public Service registered for the forum and many others had to be told that registration was full.

Both days were filled with positive energy and passionate debate about representation, advancement, a bias-free workplace, and support for the goals and aspirations of ANNI. "This is an extremely important event with dedicated and forward-thinking participants. The circle is wider and stronger and the direction is bright," said one ANNI delegate. Right from the start, delegates assumed ownership of the process, actively participating in workshops, and recording and presenting the views of their fellow colleagues at plenary sessions. Clearly, more time was needed for workshops and networking sessions, as delegates had much to say and more to share.

Most participants (89 per cent) felt that the conference was well organized and managed. Of the more than 200 people that attended the conference, 141 (71 per cent) completed an evaluation



questionnaire. The Appendix contains a memorandum outlining the overall evaluation results and detailed ratings for all elements of the forum.

While much work remains to be done, there was tremendous energy and support not only from delegates but also from PSHRMAC to continue the work that ANNI had started. Delegates were sent home with closing prayers from Métis Elder Rita Gordon and First Nations Elder Gordon Williams.

It is clear that First Nations, Métis, and Inuit employees of the federal Public Service want to make the workplace a more comfortable environment for the younger generation that will follow.

Background

The need for a national group similar to the National Council for Visible Minorities (NCVM) has always been clearly identified as a priority for Aboriginal federal government employees. In 2001, the Aboriginal National Network Initiative had its first meeting in Edmonton, Alberta. Then, on March 28, 2003, ANNI organized a discussion meeting on Parliament Hill in Ottawa to:

- ▶ determine whether there was a need for a national body for Aboriginal employees within the federal Public Service; and
- ▶ if so, decide on a plan of action and next steps.

There was an impressive turnout, including via teleconference, of representatives from over 40 federal government departments and five regions (the National Capital Region, Manitoba, Alberta, Quebec, and Ontario). Participants strongly voiced their opinion that there was a need for a national body for Aboriginal federal government employees. All senior government officials in attendance expressed their support for ANNI. Among these were Scott Serson, President of the Public Service Commission of Canada (PSC), Amelita Armit, Visiting ADM, Leadership Network (PSC), and Senator Thelma Chalifoux.

In addition, Jeff Moore of Aboriginal Business Canada volunteered to donate \$10,000 towards the start-up of ANNI. A decision was made to initiate a working group for ANNI to establish the following:

- ▶ a Terms of Reference committee;
- ▶ a communications plan; and
- ▶ a mission statement, a vision statement, and priorities.

Participants interested in volunteering to help develop ANNI were asked to contact Gail Gallagher at Indian and Northern Affairs Canada (INAC).



The following is a chronology of events that have taken place since the March 28, 2003, meeting on Parliament Hill in Ottawa.

Chronology of ANNI Activities

Key Dates	Key Activities
June 2001	The initial ANNI meeting was held in Edmonton, Alberta.
Summer 2003	The draft ANNI Terms of Reference (TOR) was completed by the Terms of Reference Committee. Discussions focussed on: communications needs, the logo, government department engagement, governance structure, the Employment Equity (EE) Champion, and future strategies. The draft ANNI TOR was distributed to the ANNI membership list via email.
October 23, 2003	The ANNI meeting was held at the Government Conference Centre, Ottawa. Co-chairs Jeff Moore (Aboriginal Business Canada) and Gail Gallagher (INAC) provided an update on ANNI. The four main discussion items were 1) ANNI TOR; 2) the symposium/forum (conference committee members); 3) review of the action plan and next steps/strategy; and 4) governance structure and organizational models.
February 23, 2004	Guy Freedman of Nation Media and Design was contracted to design the ANNI logo.
February 2004	A request for proposals was sent out for a work contract. Three tasks were identified: 1) research similar organizations; 2) canvass Aboriginal government employees nationally; and 3) revise the TOR and other governing documents.
2004	The Clerk of Privy Council appointed Ruth Dantzer, Associate Secretary, Treasury Board of Canada Secretariat, as the ANNI Champion.
April 2005	The Program Officer hired by the Treasury Board of Canada Secretariat and the ANNI Champion were to co-ordinate ANNI. The Program Officer held a meeting on March 5, 2005, to start the process of organizing a forum in 2005 and establish a long-term secretariat post-March 2006. At this first meeting with the program officer, a need was identified to create ad hoc committees to assist in addressing the work necessary to bring



Key Dates

Key Activities

	ANNI into existence.
June 27, 2005	ANNI held a general meeting to provide an update on its developments for Aboriginal employees. There was a low turnout due to lack of funds available for regional representation. The general consensus was that there was a great deal of work yet to do, but there was also a positive, enthusiastic response from participants at this meeting.
July 27, 2005	ANNI working group members met with the ANNI Champion and discussed various issues such as developing a business plan, finding a banker, and developing a relationship with the Champion. Out of this meeting came a proposal for a two-day retreat for ANNI members to establish closer working relationships with each other and develop a business plan.
September 7, 8, and 9, 2005	A retreat, with regional representation, was held with the costs covered by PSHRMAC. With 17 participants present, ANNI members introduced a new structure involving the interim Steering Committee and six subcommittees that included new working group members attending the retreat, in the hope that the new structure would enable all ANNI volunteers to expedite the work still needed to hold a fall forum.

Update

In September 2005, post-retreat, the ANNI Working Group consisted of 19 members. These members make up the national interim Steering Committee and six subcommittees.

The subcommittee themes are:

- ▶ communications;
- ▶ fall forum;
- ▶ governance;
- ▶ the election process;
- ▶ constituency; and
- ▶ the business plan and long-term strategy.



The subcommittees are not decision-making bodies. These committees meet to discuss issues and bring ideas and recommendations to the interim Steering Committee for final review and decision.

ANNI has identified two main objectives to date:

1. organize a forum for December 5 and 6, 2005; and
2. set up a secretariat (long-term goal).

The ANNI Working Group will look for support from constituents to continue working on long-term goals, as directed by participants at the December 2005 forum. The Program Officer will continue setting up long-term goals with the 2006 Steering Committee and subcommittees, in preparation for the conference in 2006.

4. Plenary Session Presentations

Day 1 of the forum consisted of presentations by ANNI colleagues, supporters, friends, and stakeholders.

Gina Wilson, Director General, Aboriginal Affairs Secretariat, Privy Council Office, reiterated her passionate support for ANNI and served as MC over the two days of the forum.

Opening remarks by ANNI Champion Ruth Dantzer, President and CEO of the Canada School of Public Service, reassured delegates of the strong support that ANNI enjoys at the highest levels of government.

Presentations by Jacqueline Edwards of the National Council for Visible Minorities, and Carole Th  berge and Louise Normand of the National Committee for Federal Public Servants with Disabilities gave delegates insight into the many challenges facing these two employment equity groups in addressing career issues and concerns.

Errol Mendes' keynote speech gave inspiration to those attending the forum and helped set a tone to convince delegates that something could and would come out of the work of many with a firm vision. Mendes is currently the Senior Advisor Responsible for Diversity and Special Projects in the Privy Council Office.

A wide range of statistical information presented by Glen Bailey, Vice President of PSHRMAC, gave delegates much-needed insight into current data.



Brian Beaver of the ANNI Working Group described ANNI as a positive initiative that will have a significant impact on Aboriginal employment within the federal Public Service. He expressed gratitude to Jeff Moore, Aboriginal Business Canada, Industry Canada; Gail Gallagher, INAC/Assembly of First Nations; and Greg Cheverie, ANNI Program Officer, for their contribution to the development of ANNI. Thanks were also conveyed to the staff of the Canada

School of Public Service for their co-ordination and administration of the forum, to the staff of PSHRMAC for their ongoing assistance in the development of ANNI, and to ANNI Champion Ruth Dantzer.

Brian discussed ANNI's vision and objectives, as well as the draft TOR that explains how ANNI will operate, particularly in relation to departments and their Aboriginal advisory committees. While innovative and creative work is already being done by departments, much work remains to be done. Areas in need of attention are term appointments (and subsequent appointments to indeterminate positions); clustering in lower-level and Aboriginal policy-type positions (Aboriginal employees should be given a choice); lack of Aboriginal employees in senior and policy-influencing positions; retention problems (revolving door); misconceptions and lack of understanding of Aboriginal peoples and their cultures by many people in government; language training and the use of imperative staffing; increasing education qualifications (while not recognizing Aboriginal management experience); voluntary self-identification; and lack of priority given to Aboriginal employment. Change is needed, and history shows that, where Aboriginal people are involved, initiatives are more successful.

Brian described ANNI's current interim governing structure: the Chair of the Steering Committee and the Steering Committee, composed of the chairs of the six subcommittees (focussing on TOR/governance, long-term strategy, constituents, elections, forum, and communications). Next steps for ANNI include the development of a long-term strategy, including an Aboriginal-managed and -staffed secretariat with ANNI operating roles, principles, objectives, and bylaws and an Aboriginal employees' conference in October 2006 to finalize the TOR and choose a governing body.

Participants at the forum were asked to identify four areas of priority for Aboriginal employment issues that ANNI volunteers will work on and report on at the conference in 2006.



Michel Smith, Executive Director of the Association of Professional Executives of the Public Service of Canada (APEX), was the guest speaker at dinner on December 5, 2005. Michel is a member of the Abenaki First Nation and the first Aboriginal Executive Director of APEX.

Michel spoke of his vision of an inclusive public service where Aboriginal peoples could be found in every department and at every level. He spoke about the Aboriginal world view and how that world view has been and will continue to be the source of many innovations within the Public Service. Michel encouraged participants to seek out mentors, both Aboriginal and non-Aboriginal.

5. Workshops

The topics for the forum workshops were chosen in part by the delegates themselves. There were two overall themes for the forum: the ANNI TOR and Aboriginal employment issues and priorities.

To help shape the debate and discussion, all delegates attended the Day 1 workshops on those two themes:

- 1) ANNI Terms of Reference; and
- 2) Aboriginal Employment—Issues/Priorities.

In the second workshop of Day 1, delegates decided the nature and topic of the Day 2 workshops.

Both Day 1 and Day 2 workshops were guided by questions that helped focus discussion on relevant areas. Day 1 plenary sessions and discussion around the TOR generated many ideas. When it came time for delegates to choose their top four workshop priorities, ANNI and, in particular, its TOR were voted to be a workshop on their own. The following is the complete list of Day 2 workshops selected:

- 1) ANNI—TOR, Governance, Constituency (membership), and Representation;
- 2) Communications—Promoting and Marketing ANNI (Government, Aboriginal Employees, and Aboriginal Communities);
- 3) Barriers—Language/Bilingualism, Education versus Experience, Racism and Discrimination; and
- 4) Career Issues—Recruitment (including Youth) and Retention, and Career Development, Training, and Promotion.

5.1 Day 1

1) ANNI Terms of Reference

The first workshop that delegates attended was meant to serve as both a primer and, for some, an introduction to the ANNI TOR. While much work had gone into developing the TOR, it was made clear to forum participants that the document was in fact still a draft and a living document, and that they would indeed have input and a say. The following key points were raised:

Mandate

- ▶ vision, goals, and mandate need to be more related; fine-tuning, clarification is required
- ▶ add the notion of “respect” to ANNI’s vision and mission

- ▶ ANNI needs to be separate and distinct from other groups like NCVM
- ▶ ANNI's TOR needs to be linked to the new HR and business planning process
- ▶ too large a document
- ▶ ANNI's authority needs to be reviewed
- ▶ how is membership defined?
- ▶ lack of mandatory training (add "career development" to mandate)
- ▶ add "promotion" to the mandate
- ▶ add "retention" to the vision
- ▶ many concerns around bilingualism and self-identification
- ▶ ANNI should foster increased awareness, not be responsible for increasing awareness
- ▶ in the mandate, change the wording to "recruitment/outreach" and "retention/development"
- ▶ "conflict resolution" should be in the mandate
- ▶ lessons learned from other TORs; experiences
- ▶ a communications plan is necessary

Governance

- ▶ five regional representatives are not enough; where does the NCR fit?
- ▶ clarify the roles of the steering committee
- ▶ there needs to be feedback from regional representatives
- ▶ there should be elected co-chairs; the question of election versus selection was raised
- ▶ ANNI requires a secretariat and resources to provide full-time support
- ▶ ANNI should be promoted through its Champion
- ▶ what, if any, authority would ANNI have?
- ▶ the term "constituency" needs to be defined and clarified
- ▶ whom does the organization include; what does "associate" mean; how is membership defined?
- ▶ networking with and support from other committees
- ▶ identify governing structures, organize how they function, and raise the profile of ANNI

Other

- ▶ identify partners: other organizations, unions, national Aboriginal organizations
- ▶ get internal and external buy-in



- ▶ ongoing, committed leadership is required
- ▶ define accountability
- ▶ establish some timelines
- ▶ develop a Web site to post information
- ▶ promote ANNI throughout the entire Public Service
- ▶ ensure that the promotion of Aboriginal cultures, beliefs, and values goes beyond one week

2) **Aboriginal Employment—Issues/Priorities**

As stated earlier, the purpose of this Day 1 workshop was to allow ANNI delegates to come up with a list of issues and priorities from which they would choose four topics for the workshops on Day 2. ANNI itself was seen as an issue, and 14 other issues/priorities were identified, as follows:

- Retention and promotion—career development/recruitment/youth
- Dollars for Aboriginal programs—dollars, government support for ANNI
- Training/management/mentoring
- Communications—marketing and promoting ANNI
- ANNI's role—advocate, structure, membership/secretariat—sustaining momentum, credibility
- Discrimination—addressing racism; managers
- Hiring barriers—screening tools; education
- Supportive work environment
- Language requirements—bilingualism
- Self-identification
- Cultural awareness
- Public Service Modernization Act
- Influence on central agencies
- Why employees leave
- Term employment

Debate and voting on the list resulted in the following four workshops being offered on Day 2. In some cases, workshops represented an amalgamation of several related issues and priorities.

5.2 Day 2

1. ANNI—TOR, Governance, Constituency (membership), and Representation

Delegates attending this workshop provided a good deal of direction. In general, there was strong support for the TOR and, overall, it was felt that the Steering Committee had done an excellent job on the draft. It was recommended that the document be edited on the basis of suggestions from the workshops. There were suggestions to add such areas as recruitment advancement and retention to the ANNI mission and mandate. In the area of governance, there was debate on regional representation and the overall size and operation of ANNI. In addition, it was felt that more work and debate was required in the area of membership. Key points raised were the following:

Mandate

- ▶ create a sense of identity
- ▶ be inclusive in language by stating “First Nations, Métis, and Inuit” throughout the TOR
- ▶ include stronger wording around the role of advocacy
- ▶ include promotion
- ▶ need for an ombudsman; stress accountability
- ▶ election versus selection; election is fair
- ▶ ANNI should become a leader and driver for integrating the ANNI vision into the Public Service’s organizational culture
- ▶ ANNI should be a participant in HR strategic planning



Constituency (membership)

- ▶ all members must be Aboriginal
- ▶ some felt casuals and students should not be eligible for membership
- ▶ there should be two types of membership: full (current members of the Public Service); and associate (former and/or retired members of the Public Service)
- ▶ should be a role for Elders
- ▶ should be a male-female balance on all committees



Governance and Representation

- ▶ some delegates suggested that regions be grouped; others felt that representation should be by province or territory
- ▶ election is the preferred method for selecting ANNI representatives
- ▶ ANNI should ensure that First Nations, Métis, and Inuit are represented
- ▶ ANNI needs a home department

2. Communications—Promoting and Marketing ANNI (Government, Aboriginal Employees, and Aboriginal Communities)

Discussion in this workshop started off with an assessment of the name “ANNI” and its logo. Participants felt that, before the marketing and promotion of ANNI begins, a decision must be made to either adopt the current name and identifier (logo) or change them. A wide range of ideas were suggested for communicating ANNI’s work within the government, among Aboriginal employees, and in outside Aboriginal communities.

ANNI Name and Identifier (Logo)

- ▶ concern that the name sounded temporary because of the word “initiative”
- ▶ options suggested included “circle” or “council”
- ▶ the acronym should be catchy and mean something; suggestions included CAFE/CFEA, NAE/ENA, [N]APSEA/[N]APSEO, NICE, NCAF/CNEA
- ▶ while most delegates liked the logo, there was a concern that it might be too stereotypical

Promoting/Marketing ANNI Within Government

- ▶ through ANNI Champion Ruth Dantzer, deputy ministers’ breakfasts, senior management, unions
- ▶ federal/provincial/territorial representatives
- ▶ Aboriginal Awareness Week
- ▶ federal councils
- ▶ work with HR departments across government
- ▶ organize ANNI seminars and workshops
- ▶ Steering Committee members should get an authorization letter from management
- ▶ make ANNI promotion a part of EX performance agreements
- ▶ Web site

Promoting/Marketing ANNI Among Aboriginal Employees

- ▶ develop an orientation package (pamphlet, fact sheet, DVD, or CD-ROM)



- ▶ Web site
- ▶ emails to all employees; electronic communication is most effective
- ▶ have union and management send out information
- ▶ departmental newsletters/broadcast news
- ▶ word of mouth
- ▶ links to Aboriginal portals, EE groups
- ▶ insert ANNI bookmark in pay stubs
- ▶ use events such as Aboriginal Awareness Week and National Aboriginal Day

Promoting/Marketing ANNI in Aboriginal Communities

- ▶ get the word out to communities about opportunities in the federal Public Service
- ▶ provide information to educational partners (guidance counsellors, teachers)
- ▶ career fairs, job fairs, National Aboriginal Achievement Foundation Blueprint for the Future
- ▶ APTN, native newspapers, local radio stations
- ▶ Aboriginal liaison with communities, chiefs, and councils

3. Barriers—Language/Bilingualism, Education versus Experience, Racism and Discrimination

Debate on the issue of barriers elicited passionate opinions on the three topics suggested in the workshop title (above). The following are key points:

Language/Bilingualism

- ▶ not always a good cultural fit for a people whose second (or first) language may be Aboriginal
- ▶ make the Official Languages Act more relevant to the needs of Aboriginal people regionally
- ▶ requirement for two official languages must be based on real needs of the position
- ▶ examine imperative CBC for EX feeder groups as a systemic barrier for advancement; for most Aboriginal people, English or French is often a third language
- ▶ change the definition of bilingualism to take into account Aboriginal languages

Education versus Experience

- ▶ there should be equivalency testing for those without a degree (why should someone who is not Aboriginal but has a degree in music earned 20 years ago be considered to be competent when an Aboriginal person with equivalent experience but no degree has no chance of being considered?)
- ▶ indigenous ways should be valued
- ▶ interviews are often culturally imbalanced
- ▶ create a specialized training program to encourage youth to enter the Public Service (career promotion training program, mentoring program, writing skills courses)
- ▶ ANNI should help create tools to assess and credit experience
- ▶ take advantage of term appointments and other staffing actions to provide opportunities and experience
- ▶ the selection process is too subjective



Racism and Discrimination

- ▶ one delegate mentioned an EE co-ordinator who had no intention of forwarding the ANNI information to Aboriginal employees because that department had no desire for Aboriginal employees to organize and become empowered; this was one example where following the federal government's lines of communication does not work for Aboriginal employees
- ▶ there should be compulsory central training on diversity/racism, with managers accountable through performance appraisals
- ▶ ANNI should develop an Aboriginal outreach program with staff relations officers, training on rights for Aboriginal employees, a hot line, and various other resources
- ▶ currently there is a stigma attached to Aboriginal programs and Aboriginal employees
- ▶ develop sharing circles and other cultural sensitivity training
- ▶ offer Aboriginal awareness courses to all employees; immerse employees in Aboriginal environment (e.g. pow wows)
- ▶ respect for individual differences includes everybody
- ▶ there should be Aboriginal participation in all employment competition panels
- ▶ employee assistance programs should have access to Elders and local contacts that can be accessed immediately

- ▶ managers need to lead by example

4. Career Issues—Recruitment (including youth) and Retention, and Career Development, Training, and Promotion

This workshop represented an amalgamation of several related priorities and issues. Career issues proved to be a key topic of interest among forum participants. From the debate, it is clear that ANNI has a key role to play in helping to raise awareness and develop programs and processes within the Public Service in this area. Aboriginal employees have a lot to say about making the Public Service more appealing and more worthwhile not only for themselves but also for those who will follow.

Recruitment

- ▶ departments or ANNI should promote the Public Service at career fairs
- ▶ “workforce availability” misunderstood/misinterpreted/out of date
- ▶ promote education and share hiring requirements with youth
- ▶ Federal Student Work Experience Program
- ▶ recognize the achievements of Aboriginal colleagues who could serve as role models
- ▶ include Aboriginal people on hiring boards
- ▶ draw up a best practices list (environmental scan)
- ▶ lack of cultural awareness in recruitment marketing
- ▶ bridging program for summer students
- ▶ government is no longer an employer of choice
- ▶ Web site

Retention

- ▶ in-house mentors
- ▶ promote telework
- ▶ remove geographical barriers (include nearby reserves)
- ▶ create scholarships
- ▶ better marketing of what is out there
- ▶ set up an Aboriginal Elder program

Career Development, Training, and Promotion

- ▶ hold appreciation days/focus days to improve morale
- ▶ develop personal learning plans



- ▶ take courses from the Canada School of Public Service (CSPS)
- ▶ ANNI to partner with CSPS to design/offer courses
- ▶ get accurate data (on terms/indeterminates/levels)
- ▶ designate/create an Aboriginal EX development program with language training
- ▶ mentoring
- ▶ more career counsellors
- ▶ time off to write a thesis
- ▶ apprenticeship programs
- ▶ make CAP Aboriginal-friendly
- ▶ allocate adequate resources for training (particularly in regions) with direct links to promotion
- ▶ improve participation in and resourcing of French-language training
- ▶ offer courses like “Ottawa and Me” or “How Ottawa Works” targeted at Aboriginal employees
- ▶ promote ANNI itself
- ▶ do a better job of advertising open positions
- ▶ establish email networks

6. Departmental Aboriginal Employee Networks Presentations

Seven of the 11 departmental Aboriginal employee networks invited were able to attend the forum, and each presented for 10 to 15 minutes. Listed below are the seven networks and a summary of their comments. A majority of the Aboriginal employee networks expressed a willingness to work with ANNI in order to make the workplace a better place for all Aboriginal employees.



1) Defence Aboriginal Advisory Group (DAAG)—National Defence Network Ottawa, Ontario

- ▶ two co-chairs per region and are usually a Civilian and Military person
- ▶ DAAG provides leadership and advice to Senior management and provides input into federal government policy that affects Aboriginal employees
- ▶ currently has associate members who are non-Aboriginal
- ▶ traditional uniform—DAAG successfully incorporated traditional Métis sash and First Nation braid into the military uniform

2) Aboriginal Employee Network (AEN), Edmonton, Alberta

- ▶ unique in that it is the only interdepartmental Aboriginal employee network in the province of Alberta
- ▶ originally their meetings were held off the work site, but later the group received management support to hold their meetings in the workplace during working hours; AEN has the support of their Champion, Victor Houle, highlighting the importance of champions to the success of Aboriginal employee networks
- ▶ keeps record of all minutes
- ▶ TOR is a living document
- ▶ 11 departments are represented
- ▶ current work plan includes a strategic plan to chart a course over the next year
- ▶ four goals: encourage recruitment (supportive environment); work on common issues (e.g. with visible minority regional networks); improve skills and training (includes networking); build a strong network (communication is key)
- ▶ celebrates Aboriginal Awareness Week



- ▶ learning events with a focus on professional development
- ▶ volunteers; has little or no funding
- ▶ collaborates with other networks to hold the annual Joint Learning Day

3) Advisory Committee for Aboriginal Peoples (ACAP), Ottawa, Ontario

- ▶ completed an Aboriginal cultural audit
- ▶ 40 per cent participation rate; held interviews and focus groups with Aboriginal employees and managers
- ▶ two-month project on how to deal with subtle discrimination
- ▶ perceived biases; learned that there was a distrust of Aboriginal employees among non-Aboriginal employees and vice versa
- ▶ some Aboriginal employees commented that they felt they were being watched
- ▶ tokenism
- ▶ currently, there is a departmental working group meeting regarding the Aboriginal cultural audit
- ▶ this group meets every six to eight months
- ▶ biannual presentations to the Senior Management Board
- ▶ ACAP wants to work with ANNI to share best practices and success stories
- ▶ ACAP would like ANNI to discuss ACAP issues

4) Aboriginal Working Group (AWG), Ottawa, Ontario

- ▶ AWG wants to work with ANNI to build a stronger voice
- ▶ mentoring program
- ▶ succession planning includes filling vacant positions with Aboriginal employees
- ▶ AWG has a number of portfolios: career development; cultural awareness training; Aboriginal recruitment and retention; relationship building and engaging the Aboriginal community; changing corporate culture (exit interviews); raising visibility of AWG (new employee orientation, speakers' forum, buddy system)

5) Health Canada Aboriginal Employees Network (AEN), Ottawa, Ontario

- ▶ gathered management support (TOR document)
- ▶ action plan (governance structure, communication strategy, and HR priorities)

- ▶ best practices, work collaboratively
- ▶ wants to work with ANNI to influence change

6) Natural Resources Canada Aboriginal Employee Network (AEN), Ottawa, Ontario

- ▶ Aboriginal Lodge—Circle of Nations, which is separate from the Aboriginal file
- ▶ informal conflict resolution
- ▶ AEN advocates on behalf of Aboriginal employees to ensure meaningful participation
- ▶ Aboriginal cultural teaching every Friday
- ▶ AEN supports ANNI



7) Environment Canada, Ottawa, Ontario

- ▶ 30 out of 130 Aboriginal employees are involved
- ▶ three components: cultural awareness; training for managers (cultural awareness); and capacity building
- ▶ Aboriginal employees involved with cultural diversity training
- ▶ Aboriginal Awareness Week and National Aboriginal Day

Building Linkages and Partnerships—Gail Gallagher

Gail began her presentation by saying that the forum had been a long time in coming and she thanked Brenda Nicolas for reminding us of the importance of Aboriginal employee networks in the workplace. Aboriginal employee networks serve an important role in the workplace, especially for Aboriginal federal government employees.

Gail talked about her first experience with the federal government in 1999 and about how, as an Aboriginal person, she experienced culture shock because she felt the federal government was a cold, sterile environment offering little or no support. There was no support from senior management for training or mentoring opportunities, for example. In Edmonton, Alberta, a group of concerned Aboriginal federal government employees got together and started an Aboriginal employee network, which held its first meeting in June 2001. NCVM indicated in their presentation that their group also first started out as a grassroots initiative.

Gail mentioned that ANNI needs to work in concert with other Aboriginal employee networks. As was stated at ANNI's forum workshops the day before, ANNI needs to work with the two

national networks, namely NCVM and the National Committee of Federal Public Servants with Disabilities. ANNI needs to link with these other organizations because they both have a wealth of experience and knowledge that ANNI can tap into. At this point, ANNI cannot go out and consult because, at this point, it is not yet formally established. Gail highlighted that this was the purpose of the forum—to get guidance and input into the development of ANNI. ANNI does not want to take away other Aboriginal networks’ funding or replace those networks. It wants to build positive, healthy, professional communications, both externally and internally. Gail stressed the following points:

- ▶ ANNI is an Aboriginal organization that needs to function within government guidelines/protocols and is subject to the financial restrictions of its funders. In a post-Gomery environment, the Canadian public has become increasingly aware of government dollars and more critical of government spending.
- ▶ Networking is key. Four years ago when Gail first moved to Ottawa, she called and emailed everyone she could, in order to drum up support for ANNI.
- ▶ ANNI cannot impose itself on other Aboriginal networks. It must encourage existing Aboriginal employee networks (where possible) to invite ANNI to work with them.
- ▶ “No man is an island.” This means establishing a national council or network from coast to coast that will assist Aboriginal employees in every department in the federal Public Service. We all need to work together collaboratively.
- ▶ Every federal government department should have an Aboriginal employee network in place.
- ▶ Success stories—the Department of Justice Canada’s cultural audit that tested the cultural environment of the workplace is perhaps something ANNI can do.





7. Next Steps

ANNI's Program Officer, Greg Cheverie, gave a brief presentation on post-forum next steps:

- ▶ Greg was impressed with the determination of participants to stay focussed on all aspects of the forum. This was further indication of the need for ANNI.
- ▶ He cautioned participants who signed up for committee work over the next year to ensure they have the support of their managers. There is a certain amount of work involved and it does take time.
- ▶ He outlined briefly some of the expectations of each subcommittee and pointed out that the chairs of the subcommittees will make up the Steering Committee, ANNI's decision-making body. The Steering Committee will elect a chair from among their members to sit as interim ANNI spokesperson/chair, until the conference in 2006.
- ▶ In follow-up to the forum, Greg will be calling a meeting of all committee members, new and old, to begin setting up the process of organizing the various committees and assigning them the work recommended by the forum.

Question and Answer Period with Raymond Crête

Questions were directed to PSHRMAC and fielded by Director General Raymond Crête.

- ▶ One question was related to ANNI's funding and how long it would take before ANNI received its long-term funding. PSHRMAC agreed to work collaboratively with ANNI and committed to ensuring long-term sustainability and assistance with developing a business case. PSHRMAC will be following up on and supporting ANNI's forum objectives.
- ▶ Another comment was that Greg Cheverie needs support, perhaps clerical support. PSHRMAC committed to providing this.



Appendix: Evaluation Results¹

Date: December 14, 2005
To: Jennifer Calegoure
From: Cécile Normand – Evaluation and Quality Assurance
Subject: Aboriginal National Network Initiative (ANNI) – December 5-6, 2005

Attached is the statistical report and transcript of comments for the Aboriginal National Network Initiative (ANNI) Forum held at the Ottawa Marriott Hotel on December 5-6, 2005.

The conference was attended by 200 people. The number of evaluation questionnaires completed was 141 (71%) completed an evaluation questionnaire.

Overall Ratings

Most of all the participants felt that the conference was well organized and managed. This question was rated at 89%.

The following table shows that conference was highly rated on especially the most important factors (items 16 to 19).

16	I was satisfied with this conference	4.32
17	This event was a productive use of my time	4.33
18	This event was well organized and managed	4.30
19	The moderator was professional and effective	4.46
	Grand mean	4.35

1=Strongly Disagree; 5=Strongly Agree

The following samples of testimonies provide further proof of the great success of this conference:

- ▶ I commend all the work that went into organizing the forum and look forward to the next gathering in the fall of 2006.
- ▶ Wonderful job! Congrats to the organizers! For the first forum – great job!
- ▶ I really liked the way the forum was organized – very well put together. Thank you.

1. This Appendix reproduces the memorandum sent by Cécile Normand without any editorial changes.



Assessment of The Plenary Presentations

The overall rating (grand means) for the plenary presentations was 3.97 on a 5-point scale. The following are the five (5) presentations that were the highest rated, in descending order.

Presentations

Welcoming & Introductions – Gina Wilson	4.36
National Council for Visible Minorities – Jacqueline Edwards	4.30
Closing Ceremonies – Elders	4.22
Keynote Speaker – Errol Menders	4.20
Opening Remark – Ruth Dantzer	4.13

1=Very Poor; 5=Excellent

Assessment of Administrative and Logistics Factors

All were highly rated. Registrations: Knowledge and helpfulness of staff was the highest rated and the lowest was the time allowed to network.

Registration: Knowledge and helpfulness of staff	4.34
Location of the meeting facility	4.33
Signage	4.26
Quality of meals	4.33
Timetable and flow of activities	4.04
Time allowed to network	3.76
Grand Mean	4.18

1=Very poor; 5=Excellent

Facilities

There are numerous comments regarding the size of the forum room and the workshops, they were too crowded. There were also several comments about doing a plenary report during lunch.

Please find below a few comments from participants

- ▶ I felt the room could have been larger to accommodate the size of the group, too many people at a table, etc.
- ▶ Plenary room cramped. Workshop rooms cramped and very cramped.
- ▶ Attendance should have been capped so that there were 8 people per table. Ballroom and workshops were too crowded.
- ▶ Timing plenary reports during meal time were unfortunate – couldn't hear the speaker and some tables were carrying on their own conversations.



- ▶ Have found that plenary reporting during lunch is a poor choice – people are here to network too and lunch is the time that they can.
- ▶ Try not to have presentations during the lunch hour. Very hard to hear what is being said over people talking among themselves.

Bilingual issues

There was only one comment about the bilingualism during the forum which was the following:

- ▶ Il aurait été approprié de mettre la traduction dans les salles ou encore de regrouper les francophones.

Other issues

Some felt that the conference should have been better advertised in advance and should have been sent to all self identified aboriginals working within the Public Service.

Again, congratulations on an excellent conference and well done to all those who contributed to its success.

We welcome any suggestions you and your team may have to further improve how we collect information from such events (e.g. questionnaire content and format) and on how we report the results so that they meet your needs. Do not hesitate to call me at 992-5683, if needed.

Cécile Normand

Evaluation and Quality Assurance
Knowledge Management and Advanced Education Cluster

Aboriginal National Network Initiative Forum - Dec. 5-6/05- Presentation Ratings

Count	Questions	Mean	1	2	3	4	5	VPr%	Avg%	Exc%	Rank
132	1. Welcoming & Introductions / Mot de bienvenue et présentation Gina Wilson - Master of Ceremonies / Animatrice - Director General Aboriginal Affairs Secretariat, Privy Council Office / Directrice générale, Secrétariat des affaires autochtones, Bureau du Conseil privé	4.36						0.0	6.1	93.9	1
130	2. Opening Remarks / Mot d'ouverture Ruth Danizer - President and Chief Executive Officer, Canada School of Public Service, ANNI Champion / Présidente et chef de direction, École de la fonction publique du Canada, championne de l'IRNA	4.13						0.0	13.8	86.2	5
135	3. ANNI Backgrounder / Séance d'information sur l'IRNA Brian Beaver - ANNI Steering Committee Chair / Président, Comité directeur de l'IRNA	4.01						3.7	17.8	78.5	6
135	4. National Council for Visible Minorities / Conseil national des minorités visibles Jacqueline Edwards	4.30						0.7	11.1	88.1	2
131	5. National Committee of Federal Public Servants with Disabilities / Comité national des employés handicapés de la fonction publique fédérale - Carole Théberge et Louise Normand	3.85						0.8	29.0	70.2	13
133	6. Public Service Human Resources Management Agency Canada (PSHRMAC) and ANNI - Report on Aboriginal Employment / Agence de gestion des ressources humaines de la fonction publique du Canada et l'IRNA - Rapport sur l'emploi des Autochtones Glen Bailey - Vice President PSHRMAC / Vice-présidente, AGRHFPC	3.86						7.5	20.3	72.2	12
132	7. Keynote Speaker / Conférencier principal Emol Mendes - Senior Advisor Responsible for Diversity and Special Projects, Privy Council Office / Conseiller supérieur pour la diversité et les projets spéciaux, Bureau du Conseil privé	4.20						2.3	9.8	87.9	4
136	8. Workshop Session I / Atelier - Séance 1 - ANNI Terms of Reference - Aboriginal Employees Issues - ANNI Priorities / Mandate de l'IRNA - questions touchant les employés autochtones - priorités de l'IRNA	3.89						4.4	25.7	69.9	10
132	9. Plenary Reports / Rapports en plénière	3.49						9.1	40.2	50.8	14
102	10. Dinner Guest / Conférencier invité Dîner	3.89						5.9	26.5	67.6	11
134	11. Workshop Sessions A and B / Séances en ateliers A et B	4.00						0.7	24.6	74.6	7
134	12. Plenary Reports / Rapports en plénière	3.40						17.2	34.3	48.5	15
121	13. Aboriginal Employee Networks - Introductions / Réseau des employés autochtones	3.96						2.5	22.3	75.2	9



Aboriginal National Network Initiative Forum - Dec. 5-6/05- Presentation Ratings

Count	Questions	Mean	1	2	3	4	5	VPr%	Avg%	Exc%	Rank
98	14. Building Linkages / Établissement de liens Gail Gallagher - ANNI Steering Committee / Comité directeur de l'IRNA	3.98						1.0	23.5	75.5	8
85	15. Closing Ceremonies / Cérémonies de clôture Elders / Aînés	4.22						2.4	10.6	87.1	3
124.7	Grand Mean	3.97						3.9	21.0	75.1	

Note:

Number of participants: 200

Number of evaluation questionnaires completed: 141

71% of participants completed an evaluation questionnaire

Title: Aboriginal National Network Initiative (ANNI) Forum

Date: December 5-6, 2005

Location: Ottawa Marriott Hotel

Abbreviation of Rating Scale

Exc = Excellent to Good (5-4)

Avg = Average (3)

VPr = Poor to Very Poor (2-1)

Aboriginal National Network Initiative Forum - Dec. 5-6/05- Presentation Ratings

1. Welcoming & Introductions / Mot de bienvenue et présentation Gina Wilson - Master of Ceremonies / Animatrice - Director General Aboriginal Affairs Secretariat, Privy Council Office / Directrice générale, Secrétariat des affaires autochtones, Bureau du Conseil privé

Response	Count	Percent	0	20	40	60	80	100
Very Poor - Très Pauvre	0	0.0%						
Poor - Pauvre	0	0.0%						
Average - Moyen	8	6.1%		8				
Good - Bon	69	52.3%			69			
Excellent - Excellent	55	41.7%				55		

2. Opening Remarks / Mot d'ouverture Ruth Dantzer - President and Chief Executive Officer, Canada School of Public Service, ANNI Champion / Présidente et chef de direction, École de la fonction publique du Canada, championne de l'IRNA

Response	Count	Percent	0	20	40	60	80	100
Very Poor - Très Pauvre	0	0.0%						
Poor - Pauvre	0	0.0%						
Average - Moyen	18	13.6%		18				
Good - Bon	77	59.2%			77			
Excellent - Excellent	35	26.9%				35		

3. ANNI Backgrounder / Séance d'information sur l'IRNA Brian Beaver - ANNI Steering Committee Chair / Président, Comité directeur de l'IRNA

Response	Count	Percent	0	20	40	60	80	100
Very Poor - Très Pauvre	0	0.0%						
Poor - Pauvre	5	3.7%		5				
Average - Moyen	24	17.8%		24				
Good - Bon	71	52.6%			71			
Excellent - Excellent	35	25.9%				35		

4. National Council for Visible Minorities / Conseil national des minorités visibles Jacqueline Edwards

Response	Count	Percent	0	20	40	60	80	100
Very Poor - Très Pauvre	0	0.0%						
Poor - Pauvre	1	0.7%		1				
Average - Moyen	15	11.1%		15				
Good - Bon	61	45.2%			61			
Excellent - Excellent	58	43.0%				58		

5. National Committee of Federal Public Servants with Disabilities / Comité national des employés handicapés de la fonction publique fédérale - Carole Théberge et Louise Normand

Response	Count	Percent	0	20	40	60	80	100
Very Poor - Très Pauvre	0	0.0%						
Poor - Pauvre	1	0.6%		1				
Average - Moyen	38	29.0%		38				
Good - Bon	71	54.2%			71			
Excellent - Excellent	21	16.0%				21		

6. Public Service Human Resources Management Agency Canada (PSHRMAC) and ANNI - Report on Aboriginal Employment / Agence de gestion des ressources humaines de la fonction publique du Canada et IRNA - Rapport sur l'emploi des Autochtones Glen Bailey - Vice President PSHRMAC / Vice-présidente, AGRHFPC

Response	Count	Percent	0	20	40	60	80	100
Very Poor - Très Pauvre	2	1.5%						
Poor - Pauvre	8	6.0%						
Average - Moyen	27	20.3%						
Good - Bon	65	48.9%						
Excellent - Excellent	31	23.3%						

7. Keynote Speaker / Conférencier principal Errol Mendes - Senior Advisor Responsible for Diversity and Special Projects, Privy Council Office / Conseiller supérieur pour la diversité et les projets spéciaux, Bureau du Conseil privé

Response	Count	Percent	0	20	40	60	80	100
Very Poor - Très Pauvre	1	0.8%						
Poor - Pauvre	2	1.5%						
Average - Moyen	13	9.8%						
Good - Bon	60	52.3%						
Excellent - Excellent	47	35.6%						

8. Workshop Session I / Atelier - Séance 1 - ANNI Terms of Reference - Aboriginal Employees Issues - ANNI Priorities / Mandate de l'IRNA - questions touchant les employés autochtones - priorités de l'IRNA

Response	Count	Percent	0	20	40	60	80	100
Very Poor - Très Pauvre	1	0.7%						
Poor - Pauvre	5	3.7%						
Average - Moyen	35	25.7%						
Good - Bon	62	45.6%						
Excellent - Excellent	33	24.3%						

9. Plenary Reports / Rapports en plénière

Response	Count	Percent	0	20	40	60	80	100
Very Poor - Très Pauvre	2	1.5%						
Poor - Pauvre	10	7.6%						
Average - Moyen	53	40.2%						
Good - Bon	55	41.7%						
Excellent - Excellent	12	9.1%						

10. Dinner Guest / Conférencier invitée Dîner

Response	Count	Percent	0	20	40	60	80	100
Very Poor - Très Pauvre	2	2.0%						
Poor - Pauvre	4	3.9%						
Average - Moyen	27	26.5%						
Good - Bon	39	38.2%						
Excellent - Excellent	30	29.4%						

11. Workshop Sessions A and B / Séances en ateliers A et B

Response	Count	Percent	0	20	40	60	80	100	
Very Poor - Très Pauvre	1	0.7%							
Poor - Pauvre	0	0.0%							
Average - Moyen	33	24.6%							
Good - Bon	64	47.8%							
Excellent - Excellent	36	26.9%							

12. Plenary Reports / Rapports en plénière

Response	Count	Percent	0	20	40	60	80	100	
Very Poor - Très Pauvre	2	1.5%							
Poor - Pauvre	21	15.7%							
Average - Moyen	46	34.3%							
Good - Bon	52	38.8%							
Excellent - Excellent	13	9.7%							

13. Aboriginal Employee Networks - Introductions / Réseau des employés autochtones

Response	Count	Percent	0	20	40	60	80	100	
Very Poor - Très Pauvre	0	0.0%							
Poor - Pauvre	3	2.5%							
Average - Moyen	27	22.3%							
Good - Bon	63	52.1%							
Excellent - Excellent	28	23.1%							

14. Building Linkages / Établissement de liens *Gail Gallagher - ANNI Steering Committee / Comité directeur de l'IRNA*

Response	Count	Percent	0	20	40	60	80	100	
Very Poor - Très Pauvre	0	0.0%							
Poor - Pauvre	1	1.0%							
Average - Moyen	23	23.5%							
Good - Bon	51	52.0%							
Excellent - Excellent	23	23.5%							

15. Closing Ceremonies / Cérémonies de clôture *Elders / Aînés*

Response	Count	Percent	0	20	40	60	80	100	
Very Poor - Très Pauvre	0	0.0%							
Poor - Pauvre	2	2.4%							
Average - Moyen	9	10.0%							
Good - Bon	42	49.4%							
Excellent - Excellent	32	37.6%							

Aboriginal National Network Initiative Forum- Dec. 5-6/05 - Overall Ratings

Count	Questions	Mean	1	2	3	4	5	Dis%	Neu%	AGr%	Rank
138	16. I was satisfied with this event. / Je suis satisfaite) de cette activité.	4.32						0.7	7.2	92.0	3
139	17. This event was a productive use of my time. / Cette activité a été un bon investissement de mon temps.	4.33						1.4	7.2	91.4	2
138	18. This event was well organized and managed. / Cette activité a été bien organisée et gérée.	4.30						2.2	8.7	89.1	4
139	19. The moderator was professional and effective. / L'animateur était professionnel et efficace.	4.46						1.4	2.9	95.7	1
138.5	Grand Mean	4.35						1.4	6.5	92.1	

Note:

Abbreviation of Rating Scale

Agr = Strongly Agree to Agree (5-4)

Neu = Neutral (3)

Dis = Disagree to Strongly Disagree (2-1)

Aboriginal National Network Initiative Forum- Dec. 5-6/05 - Overall Ratings

16. I was satisfied with this event. / Je suis satisfait(e) de cette activité.

Response	Count	Percent	0	20	40	60	80	100
Strongly disagree - Fortement en désaccord	0	0.0%						
Disagree - En désaccord	1	0.7%						
Neutral - Neutre	10	7.2%						
Agree - En accord	71	51.4%						
Strongly agree - Fortement en accord	56	40.6%						

17. This event was a productive use of my time. / Cette activité a été un bon investissement de mon temps.

Response	Count	Percent	0	20	40	60	80	100
Strongly disagree - Fortement en désaccord	0	0.0%						
Disagree - En désaccord	2	1.4%						
Neutral - Neutre	10	7.2%						
Agree - En accord	67	48.2%						
Strongly agree - Fortement en accord	60	43.2%						

18. This event was well organized and managed. / Cette activité a été bien organisée et gérée.

Response	Count	Percent	0	20	40	60	80	100
Strongly disagree - Fortement en désaccord	1	0.7%						
Disagree - En désaccord	2	1.4%						
Neutral - Neutre	12	8.7%						
Agree - En accord	62	44.9%						
Strongly agree - Fortement en accord	61	44.2%						

19. The moderator was professional and effective. / L'animateur était professionnel et efficace.

Response	Count	Percent	0	20	40	60	80	100
Strongly disagree - Fortement en désaccord	0	0.0%						
Disagree - En désaccord	2	1.4%						
Neutral - Neutre	4	2.9%						
Agree - En accord	61	43.9%						
Strongly agree - Fortement en accord	72	51.8%						



Aboriginal National Network Initiative Forum- Dec. 5-6/05 - Logistics Ratings

Count	Questions	Mean	1	2	3	4	5	VPr%	Avg%	Exc%	Rank	
137	20. Registration: Knowledge and helpfulness of staff. / Inscription : Connaissances et courtoisie du personnel.	4.34							1.5	10.2	88.3	1
138	21. Location of the meeting facility. / Lieu et aménagement.	4.33							5.1	7.2	87.7	2
136	22. Signage. / Affichage.	4.26							2.2	13.2	84.6	4
138	23. Quality of meals. / Qualité des repas.	4.33							0.7	14.5	84.8	3
138	24. Timetable and flow of activities. / Horaire et déroulement des activités.	4.04							2.2	21.0	76.8	5
139	25. Time allowed to network. / Temps alloué au réseautage.	3.76							11.5	28.1	60.4	6
137.7	Grand Mean	4.18							3.9	15.7	80.4	

Note:
 Abbreviation of Rating Scale
 Exc = Excellent to Good (5-4)
 Avg = Average (3)
 VPr = Poor to Very Poor (2-1)

Aboriginal National Network Initiative Forum- Dec. 5-6/05 - Logistics Ratings

20. Registration: Knowledge and helpfulness of staff. / Inscription : Connaissances et courtoisie du personnel.

Response	Count	Percent	0	20	40	60	80	100
Very Poor - Très Pauvre	0	0.0%						
Poor - Pauvre	2	1.5%						
Average - Moyen	14	10.2%						
Good - Bon	57	41.6%						
Excellent - Excellent	64	46.7%						

21. Location of the meeting facility. / Lieu et aménagement.

Response	Count	Percent	0	20	40	60	80	100
Very Poor - Très Pauvre	0	0.0%						
Poor - Pauvre	7	5.1%						
Average - Moyen	10	7.2%						
Good - Bon	52	37.7%						
Excellent - Excellent	69	50.0%						

22. Signage. / Affichage.

Response	Count	Percent	0	20	40	60	80	100
Very Poor - Très Pauvre	0	0.0%						
Poor - Pauvre	3	2.2%						
Average - Moyen	18	13.2%						
Good - Bon	56	41.2%						
Excellent - Excellent	59	43.4%						

23. Quality of meals. / Qualité des repas.

Response	Count	Percent	0	20	40	60	80	100
Very Poor - Très Pauvre	1	0.7%						
Poor - Pauvre	0	0.0%						
Average - Moyen	20	14.5%						
Good - Bon	49	35.5%						
Excellent - Excellent	68	49.3%						

24. Timetable and flow of activities. / Horaire et déroulement des activités.

Response	Count	Percent	0	20	40	60	80	100
Very Poor - Très Pauvre	1	0.7%						
Poor - Pauvre	2	1.4%						
Average - Moyen	29	21.0%						
Good - Bon	65	47.1%						
Excellent - Excellent	41	29.7%						

25. Time allowed to network. / Temps alloué au réseutage.

Response	Count	Percent	0	20	40	60	80	100
Very Poor - Très Pauvre	0	0.0%						
Poor - Pauvre	16	11.5%		■				
Average - Moyen	39	28.1%		■	■			
Good - Bon	46	33.1%		■	■	■		
Excellent - Excellent	38	27.3%		■	■	■	■	