



Government  
of Canada

Gouvernement  
du Canada

# Power of the Past — Force of the Future

2020/21  
Calendar



By the BC Committee for the  
Advancement of Native Employment  
and the Pacific Aboriginal Network

HUGGING THE WORLD by Robert Davidson (Haida)  
in the collection of Vancouver Airport Authority, 1999

Canada

# Message from BC CANE and PAN



The Executives of the BC Committee for the Advancement of Native Employment (CANE) and the Pacific Aboriginal Network (PAN) are pleased to present the ninth edition of the BC CANE calendar. We are especially proud to collaborate on the calendar and promote this year's theme, *Power of the Past – Force of the Future*. Under this banner, we are continuing to support the recruitment, retention and advancement of Indigenous students and employees in the federal public service, and to raise awareness of the history and culture of Indigenous peoples in Canada.

Both of our networks continue to play active roles in improving the quality of workplaces in BC Region's federal government offices. Each group meets regularly with their collective memberships to discuss opportunities for meaningful change in our workplaces; to share best practices and to identify areas of common interest where we can work together and move forward. We organize and participate in several cultural and employment-related activities within the federal department family such as National Indigenous History Month, post-secondary recruitment sessions, and Aboriginal Awareness 101 workshops. We invite you to read more about them in the calendar.

We would like to take this opportunity to express our sincerest appreciation and thanks for the hard work and dedication to the many people involved in the production of the calendar, especially the Communications Team at Indigenous Services Canada – BC Region.

Whether you volunteered at various BC CANE and PAN events, were on a committee, or helped out in any other capacity over the past year, we hold up our hands to you! THANK YOU! You help us reach our goal of removing barriers for the designated groups, achieving a representative workforce and making the public service an employer of choice by all communities.

## COMMITTEE FOR THE ADVANCEMENT OF NATIVE EMPLOYMENT

The purpose of CANE is to examine, explore and recommend ways to increase the number of Indigenous persons employed within Indigenous Services Canada and Crown-Indigenous Relations and Northern Affairs Canada, seek ways to retain these employees and improve the quality of their employment experience. To this end, CANE works co-operatively with senior management to recommend and facilitate change to Indigenous employment policies and programs within the Departments, and to address concerns raised by Indigenous employees. CANE also plays an important role in raising awareness about Indigenous peoples through workshops, cultural activities, guest speakers, and other means. CANE's work to raise awareness supports the Departments' efforts to increase the understanding and respect for the culture and history of Indigenous peoples in Canada.

## PACIFIC ABORIGINAL NETWORK

The Pacific Aboriginal Network – or PAN, was established as an interdepartmental resource for Indigenous employees in the BC Region in 2006. It now has a membership representing more than 19 different federal departments and agencies.

PAN aims to provide an inclusive environment where Indigenous employees are valued, respected and supported through the sharing of resources, ideas, information and guidance. The committee also seeks to connect and work with departmental committees, such as BC CANE, in an effort to strengthen and collaborate on common issues and initiatives.

PAN is a Standing Committee of the BC Federal Council (BCFC) and works collaboratively with the BCFC on initiatives that support Indigenous federal public servants in BC, as well as line departments in their efforts to recruit and retain Indigenous employees.

## Message from BC CANE Champion

This edition's theme, *Power of the Past – Force of the Future*, reminds me that in order to go forward in a good way, we must reflect on the past to properly inform our future. In the context of recruitment to the public service it is becoming increasingly apparent that in order to compete with the rapid growth in Indigenous governments and private sector, we must become an employer of choice. One of the best ways we can do that is by remembering that the people in our organizations are one of our most valuable resources.

Going forward, we must collectively work to strengthen the linkages between our long-term employees and the young bright individuals who are our future. Emerging networks such as the Western Indigenous Student Engagement Network (WISEN), represent avenues and opportunities for the public service to both strengthen our Indigenous recruitment efforts and pass down knowledge so that lessons learned are not lost.

Our willingness to engage with students and new employees to truly understand their aspirations, needs and the support they require, as well as our willingness to mentor and be mentored, will be critical to our recruitment and retention success. In becoming more reflective of the people and communities we provide service to, we will over time alter the lens through which our policies and program decisions are made.

I congratulate all the employees appearing in this edition of the calendar and urge everyone to make the time to assist our collective effort to attract, develop and retain new Indigenous talent to renew our organizations going forward.



**Bill Guerin**

BC CANE Champion • Associate Regional Director General, Indigenous Services Canada, BC Region • BC Federal Council Executive Champion for the Western Indigenous Student Engagement Network (WISEN)

The BC Committee for the Advancement of Native Employment (CANE) issued its first calendar in 2006. Over the years, the calendars have featured the stories, aspirations and advice of more than 100 Indigenous employees. The calendars have also included: messages from Indigenous leaders, recruitment and retention resources, cultural awareness information, and a list of key historical events.

The calendars have been distributed to all First Nations in British Columbia, at libraries, educational institutions, federal and provincial offices, as well as at events such as career fairs, National Indigenous Peoples Day, and Joint Gathering with First Nations leadership and government officials.

In this edition, BC CANE continues its collaboration with PAN to produce the calendar for use as a recruitment tool. The partnership has provided the opportunity to feature the stories of new and longtime Indigenous employees from various departments, with the aim of inspiring others to join the public service.



# Messages from ISC and CIRNAC Senior Management

It has been said that change is the only constant. That is certainly reflective of the public service of today and certainly the departments in which we work.

Over the past two years, our Departments have been on a transformational journey. On July 15, 2019, legislation dissolving Indigenous and Northern Affairs Canada and formally establishing the mandates of two new Departments, Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) and Indigenous Services Canada (ISC), came into effect. While we are two distinct departments, our *raison d'être* is the same – to work in partnership with Indigenous peoples to renew the relationship based on recognition of rights, respect, cooperation and partnership.

We are very pleased to be part of the ninth edition of the BC Committee for the Advancement of Native Employment's calendar. The theme of this year's calendar, *Power of the Past – Force of the Future*, is very timely. We hope that prospective employees will see themselves in these pages and consider us in their career choices.

Congratulations to the BC Committee for the Advancement of Native Employment and Pacific Aboriginal Network for publishing another impressive calendar and thank you to all our Indigenous employees. Your cultural knowledge and expertise enhances our ability to provide better service and support the vision Indigenous peoples and communities across Canada have for their future.



**Jean-François Tremblay**  
*Deputy Minister,  
Indigenous  
Services Canada*



**Daniel Watson**  
*Deputy Minister,  
Crown-Indigenous  
Relations and Northern  
Affairs Canada*

It is with great enthusiasm that I introduce the 2020-21 BC Committee for the Advancement of Native Employment (CANE) calendar featuring Indigenous employees who have generously shared their insights, advice and aspirations.

Since 2005, BC CANE has worked tirelessly to highlight the talents, diversity and successes of Indigenous employees. As you flip through the pages of this calendar and read the stories, you will find a common thread that reflects the desire of those featured to make a difference in the lives of Indigenous people in British Columbia.

This year's theme, *Power of the Past – Force of the Future*, reflects the major transformation Indigenous Services Canada is undergoing as it breaks with the past and changes old ways of thinking.

On a personal level, the theme means practicing cultural humility, self-reflection and listening with empathy. Each and every one of us benefit from learning from the past and appreciating the lasting impact the past has on people today and building a better path for the future. It is also about acknowledging the traditional lands on which we live, work and play in a meaningful way. Professionally, it's about how we work alongside our Indigenous partners to ensure our day-to-day business and services are culturally appropriate, of the highest possible standard and done in true and respectful partnership. Mandatory training of staff on cultural humility and safety is integral in our journey towards reconciliation, and embodies our commitment.

I wish to offer my congratulations to BC CANE, PAN and all those involved in the making of this beautiful, informative and inspiring calendar.



**Catherine Lappe**  
*Regional Director General,  
Indigenous Services Canada,  
BC Region*

## Gina Wilson, Deputy Minister of Public Safety Canada and Deputy Minister Champion for Indigenous Federal Employees of the Public Service

I wish to express my sincere thanks to the BC Committee for the Advancement of Native Employment (CANE) for the invitation to be featured in the 2020-21 edition of your calendar.

It is an honour to be included in this beautiful publication alongside new and longtime Indigenous employees who have taken the time to share their stories, experiences and wisdom about life in the public service.

As a proud Algonquin woman, my leadership in the public service is guided by the teachings I have grown up with – the values of listening, engaging, and reciprocating – as well as the importance of community and family.

Over the years, I have led several initiatives focused on helping us better understand the challenges and barriers Indigenous peoples face in furthering their careers, and placed emphasis on acknowledging and celebrating the important contributions of Indigenous employees of the federal public service. One such initiative was the launching of Interdepartmental Circles on Indigenous representation as a platform

for action, in September 2016, which led to the *Many Voices, One Mind: A Pathway to Reconciliation (MVOM)* report in December 2018. The report captured the sentiments of current and past Indigenous employees on how to improve the workplace and achieve a federal public service that welcomes, respects, supports and acts to fully include Indigenous peoples seeking and living a public service career.

As Deputy Minister and Champion of federal Indigenous employees, I have been working with many of you to transform the public service into a modern, culturally appropriate and healthy workplace, where Indigenous peoples have opportunities to contribute and achieve results to the best of their abilities.

It is my hope that the MVOM report will serve as a whole-of-government strategy to reduce and remove barriers to public service employment encountered by Indigenous peoples, as well as outline a strategic and coordinated approach to embrace and capitalize on the rich resources intrinsic to the diversity of Indigenous peoples. MVOM offers a starting point, and an early outcome is the establishment of the Knowledge Circle for Indigenous Inclusion,

in June 2019, which will act as a focal point and serve as a safe space for liaising with public service managers and Indigenous employees to support the transformational change required within the public service for Indigenous Inclusion.

When I see our young people advancing, when I see them succeeding, when I see them acquiring the positions in the world that they should, that would be real reconciliation for me.

It is with great pleasure that I offer my congratulations to BC CANE, the Pacific Aboriginal Network, and all those associated with this remarkable work.

### Gina Wilson

*Deputy Minister of Public Safety Canada  
and Deputy Minister Champion for Indigenous employees  
of the federal public service*

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*We have managers in many parts of the public service who are finding innovative, creative ways to bring in our talent – the talented young Indigenous peoples across the country. People are trying different things and initiating programs to bring in Indigenous peoples. I think we can do a lot more on the retention side. I think we still have a ways to go in terms of keeping Indigenous peoples in the public service.”*



# Recruitment and Retention

## PROGRAMS FOR STUDENTS

The Government of Canada offers programs specifically for students. This includes high school and post-secondary students who have a desire to work for the public service throughout their studies or during their summer break. Students benefit from a diverse and inclusive workplace, and a work environment that supports student learning and development within the public service.

The **Federal Student Work Experience Program (FSWEP)** provides students with the opportunity to gain valuable work experience with the Federal Public Service and features a six-minute online application. It offers students full or part-time opportunities in a wide variety of fields including sciences, trades, administration, information technology, and many more, with no previous work experience required!

The **Indigenous Student Employment Opportunity (ISEO)** offers Indigenous students' meaningful summer employment opportunities within departments across the public service.

The **Employment Opportunity for Students with Disabilities (EOSD)** offers Students with a Disability the opportunity to be paired with engaging career opportunities that suit their interests all across Canada.

You can also kick start a career within the public service by joining a **CO-OP or Internship Program**. Students gain hands-on work experience with federal organizations in their field of study as part of their academic institutions' CO-OP/ Internship educational curriculum.

Are you interested in research? The **Research Affiliate Program (RAP)** seeks students in post-secondary programs to conduct innovative research, develop specific knowledge and gain skills in their field of study.

For more information on our student programs, please visit [canada.ca/en/public-service-commission/jobs/services/recruitment/students.html](https://canada.ca/en/public-service-commission/jobs/services/recruitment/students.html).

## PROGRAMS FOR GRADUATES

The **Post-Secondary Recruitment Program (PSR)** is a government-wide annual campaign for graduates with degrees and diplomas to apply for positions in the public service. This program provides an opportunity for qualified individuals to start or grow their career with government employers.

The **Recruitment of Policy Leaders (RPL)** targets exceptional applicants with diverse achievements and experience for mid- and senior-level policy positions in the

## REGIONAL RECRUITMENT INITIATIVES

The **Aboriginal Centre of Expertise** establishes partnerships, raises awareness, and provides guidance and support to Indigenous employees within the public service.

A **Memorandum of Understanding signed by the BC Federal Council and the First Nations Public Service Secretariat** marks a beginning of collaboration and capacity-building to bring awareness, expertise and mentorship to Indigenous and non-Indigenous public servants.

The **Western Indigenous Student Engagement Network (WISEN)** is an initiative for Indigenous students built by Indigenous students. It is a safe space for Indigenous students to collaborate and connect across various departments and disciplines. The network promotes inclusivity and provides a supportive community, welcoming meaningful conversations and innovating with impactful contributions to the federal government. WISEN enhances the experience of students working in the public service, increases retention, as well as assists students on how to find permanent employment after graduation.

## TOP 10 REASONS TO JOIN CANADA'S PUBLIC SERVICE

### 1. A career to match your passion

Social justice issues? International development? Healthy living? Marine science? Emergency management? Whatever your passion or interest, the public service may have what you're looking for. Visit GC Jobs: [canada.ca/en/services/jobs/opportunities/government.html](https://canada.ca/en/services/jobs/opportunities/government.html).

### 2. Make a difference

Working in the public service has real meaning and impact on the lives of Canadians. What we do matters, whether it's pushing the boundaries of science to save lives or contributing to global security. Learn more about working in the public service at our Proudly Serving Canadians web page: [canada.ca/en/treasury-board-secretariat/site/proudly-serving.html](https://canada.ca/en/treasury-board-secretariat/site/proudly-serving.html).

federal public service. It is designed to recruit professionals and graduates who want to influence and help shape the future of Canada's public policy landscape.

More information on graduate recruitment can be found at [canada.ca/en/public-service-commission/jobs/services/recruitment/graduates.html](https://canada.ca/en/public-service-commission/jobs/services/recruitment/graduates.html).

## MORE EMPLOYMENT OPPORTUNITIES

Many federal government departments and agencies offer **Specialized Recruitment** programs for both students and graduates. Learn more about these programs on our website: [canada.ca/en/public-service-commission/jobs/services/recruitment/specialized-recruitment-programs.html](https://canada.ca/en/public-service-commission/jobs/services/recruitment/specialized-recruitment-programs.html).

Use **GC Jobs** ([canada.ca/en/services/jobs/opportunities/government.html](https://canada.ca/en/services/jobs/opportunities/government.html)) to find federal job opportunities. You can tailor your job search in a number of ways including preferred work locations, salary, and types of job postings.

## 50 PER CENT ABORIGINAL HIRING STRATEGY

The 50 Per Cent Aboriginal Hiring Strategy is the result of a Letter of Understanding between the Department — then known as the Department of Indian Affairs and Northern Development — and the Assembly of Manitoba Chiefs in 1996. The Letter of Understanding sets out the commitment to achieve a majority Aboriginal representation, equitably distributed throughout all groups and levels, including executive level in the Department. The strategy was addressed as follows:

*"In view of its unique mandate and its special relationship with First Nations, the Department of Indian Affairs and Northern Development (DIAND) has a long-term objective of having a majority of DIAND employees with Aboriginal ancestry. The Department will make every reasonable effort to reach an objective of a 50 per cent hiring share for Aboriginal peoples until the Department meets its objective. The Department undertakes to make every effort to ensure that Aboriginals are equitably represented across all occupational groups and levels in the Department, including management positions."*

In December 2016, Indigenous and Northern Affairs Canada (now ISC and CIRNAC) adopted a new Indigenous Recruitment and Retention Framework that focusses on three major themes: measures to promote Indigenous hiring, increasing outreach activities and measures to retain Indigenous employees. This framework supports departmental commitments to establish a workforce that is culturally sensitive and is representative of Indigenous communities.

## 3. People and diversity matter

Our strength is the diversity of our people and the ideas they generate. Our core values include treating all people with respect, dignity and fairness, with engagement and inclusion being the building blocks of a healthy workplace.

## 4. Your ideas are needed

The public service is undergoing major change to build a culture that encourages more innovation, new ideas and approaches, better collaboration and engagement. Be part of shaping this modern public service.

## 5. Location, location, location

Public service jobs are not just located in Ottawa. In fact, the majority are outside the National Capital Region. There are jobs in every province and territory, and even around the world. You can work on land, at sea, or in the air.

## 6. Advance your career

You have the opportunity to build a career in the public service by tapping into networks, on-the-job training, mentoring programs, job mobility, and other career development tools. We support life-long learning—we even have our own Canada School of Public Service to help you develop throughout your career.

## 7. Good salaries and benefits

We offer competitive salaries and benefits, such as supplemental health insurance, dental care, and vacation allowances.

## 8. Work/life balance

The public service offers flexible work arrangements, volunteer days, family-related leave, and options such as leave with income averaging and self-funded leave.

## 9. Be part of a world-class institution

Canada's professional, non-partisan public service is among the best in the world. To maintain this reputation, we need new people who are talented, skilled and passionate about their work.

## 10. You can try it out

There are a number of ways to discover whether the public service is for you. We are the country's largest employer, and last year we hired over 11,000 students. Build your résumé through programs such as the Federal Student Work Experience Program, the Post-Secondary CO-OP/Internship Program or the other recruitment programs.

# Showcase: Indigenous Employees in the Government of Canada

**Leanne Edenshaw** began working at Indigenous Services Canada in February 2019, after completing her practicum through the Native Education College. While she didn't have a game plan in mind, she knew that her path involved exploring what was out there. She values her work experience with the Lands and Economic Development directorate, as well as her relationships with colleagues. When asked about advice she would like to share with people entering the public service Leanne says, "anything is possible. You are making a difference, even though you don't see it right away."

- » Haida Nation (BC)
- » Program Assistant (Lands and Economic Development) at *Indigenous Services Canada*



**Kihci Têpakohp Iskotêw Iskwêw (Emily Jane Henry)** received several awards of excellence for her work in the criminal justice field. She has worked with Correctional Services Canada (CSC) for 20 years and developed two streams of Intervention programs specifically for Indigenous male offenders. Emily is currently the Chair of Indigenous employees for CSC across Canada. She believes it is important for Indigenous employees to keep focused on making a positive difference for the next seven generations. In her spare time, she delivers healing workshops in communities and writes a blog about traditional culture.

- » Ochapowace Cree Nation (Saskatchewan)
- » Senior Project Officer at *Correctional Services Canada*



**Sabrina Tibbet** joined Service Canada three years ago and works as a Program Officer assessing applications in relation to the Labour Market. She is a single mother of two daughters and has a small dog named Olivia. When asked about the theme of the calendar, Sabrina says, "*Power of the Past – Force of the Future*, means our ancestors went through and survived or died for what we have today. We need to embrace their power and wisdom to keep us strong for the future. If we as people can learn from what happened in the past, then the next generation and generations to come will create a better future for us all."

- » Kaska Dena Nation (BC) and Tahltan Nation (BC)
- » Program Officer at *Service Canada*



**Jamie-Lynn Dennis** began working with Indigenous Services Canada in April 2018, after completing her practicum through the Native Education College. She believes that her Indigenous heritage helps her empathize and better serve First Nations clients. She appreciates a workplace that supports cultural diversity and feels safe and comfortable at ISC because of it. Outside work, she strives to be the best role model possible for her seven-year-old son. When asked to reflect on the theme of the calendar, she says, "do not let your past hold you back. Instead, let it motivate you to become the best possible person you can be for yourself to create a better future."

- » Huu-ay-aht First Nation (BC) and Ojibway (Ontario)
- » Classification & Research Specialist at *Indigenous Services Canada*



Federal public servants who self-identify as Indigenous come from all regions of Canada. Nearly 10,000 Indigenous peoples of diverse backgrounds are employed throughout the federal public service.



# Contributing to a Positive and Respectful Relationship

Although Indigenous peoples are forming a growing segment of the Canadian population, and are playing an increasingly important role in Canada's social and economic development, many Canadians are not very familiar with Indigenous issues.

BC CANE and PAN play an important role in helping raise awareness about Indigenous issues, culture and history in the public service.

**In particular, many BC CANE and PAN members facilitate Aboriginal Awareness 101 workshops for their colleagues.** The workshop facilitators encourage participants to engage in continuous learning about Indigenous peoples in Canada by sharing their knowledge of the history, values, customs, aspirations, beliefs and diversity of the First Nations in BC, as well as the issues facing them today. Resources are provided to public servants to help them communicate and work effectively with Indigenous communities, and to increase the respect for, and understanding of, Indigenous cultures and values.

Since its inception in 2005, the workshop has been delivered to employees at many federal government departments, students and educators at post-secondary institutions and non-profit agencies.

The following pages show examples of the information we share with our colleagues.

## QUICK FACTS

- 270,585 individuals in BC indicated Aboriginal identity
- 5.9% of BC population identifies as Aboriginal
- 2.8% of BC population is Status Indian
- 40.1% of Status Indians in BC live on reserve

(Source of population statistics: Census 2016)

- BC has more than 50% of Canada's First Nations languages
- BC has 34 First Nations languages representing seven of Canada's 11 distinct, unrelated language families
- Languages Indigenous to other parts of Canada are also spoken in BC

## ETIQUETTE AND PROTOCOL TIPS

- Acknowledge the people and if needed their territory at the start of a new relationship and on an ongoing basis.
- Observe Indigenous peoples at the start of a new relationship and you will notice a very common question, "Where are you from?" When the question is asked it does not mean where you are living now. It means what is your kinship connection. You may want to include something about who you are and where you come from.
- Individuals can be uncomfortable if asked to make decisions for the group. Some communities operate under collective decision making or with permission.
- In traditional Indigenous cultures, being patient and avoiding criticism and direct confrontation are highly valued to preserve personal and group honour and dignity.
- Be prepared to work in and experience highly emotional environments when working with Indigenous peoples. Meetings can sometimes be very emotional due to ongoing historical grievances. It is important to not brush it off, but to instead listen to understand what they are saying.
- What should I call you? Indian? First Nation? Aboriginal? Indigenous? Status? Treaty Indian? In most cases it all depends on the person, and is an individual preference.
- Regalia? Can I touch it? Each Indigenous culture will have different traditions regarding their regalia. These items (which may be garments, masks or other items) are not costumes; they carry cultural value and meaning. Some cultures may have rules that only certain people can touch (or even see) objects that are considered sacred. The best practice is to ask respectfully if you may touch the regalia.
- Ask permission before taking a photograph.
- Let people finish what they are saying. Don't feel that you have to respond to every point as it arises. Note, there can be some really long pauses.

## SELECTION OF KEY HISTORICAL EVENTS

1763

**October 7:** Royal Proclamation on Indian Rights; sometimes called the Indian Magna Carta. This was the first time a government recognized that Indigenous people had certain rights to the land because they were the first ones to live on it.

1844

**October 21:** Louis Riel, future Métis leader, was born.

1850

**April 29:** Douglas Treaty No. 1 was signed with the Teechamitsa (Songhees).

**April 30:** Douglas Treaties No. 2-6 were signed with the Kosampson (Esquimalt), Swengwhung (Songhees), Chilcowitch (Songhees), Whyomilth (Songhees) and Chekonein (Songhees).

**May 1:** Douglas Treaties No. 7-9 were signed with the Soke (Sooke), Kakyakaan (Beecher Bay) and Chewhaytsum (Beecher Bay).

1851

**February 8:** Douglas Treaties No. 10-11 were signed with the Queachkar (Kwakiutl) and Quakeolth (Kwakiutl).

1852

**February 7:** Douglas Treaty No. 12 was signed with the South Saanich (Malahat).

**February 11:** Douglas Treaty No. 13 was signed with the North Saanich (Tsawout, Pauquachin, Tsecum, Tsartlip).

1854

**December 23:** Douglas Treaty No. 14 was signed with the Saalequun (Nanaimo, Nanoose).

1867

**July 1:** Canada became a nation.

1876

**April 11:** The *Indian Act* was passed to regulate Indians and their lands.

1885

**January 1:** The Potlatch Law declared anyone engaging or assisting in a potlatch ceremony was guilty of a misdemeanour.

**November 16:** Louis Riel was hanged in Regina for treason. He was later exonerated of this charge and officially recognized as a founder of the province of Manitoba. November 16 is widely regarded as Louis Riel Day in the Métis Nation.

1888

**November 26:** The *Fisheries Act* was passed – Indian commercial fishing was outlawed.

1899

**June 21:** The original Treaty No. 8 was signed at Lesser Slave Lake with the Cree.

1949

**March 24:** Indians were granted the right to vote in provincial elections.

**June 15:** Nisga'a Chief Frank Calder was elected to the BC legislature.

1951

**June 20:** The *Indian Act* was amended for the first time to allow First Nations to organize for a land claim and be admitted to university without being enfranchised (losing status rights).

1958

**January 31:** James Gladstone, a member of the Blood Tribe in Alberta, was appointed to the Canadian Senate. He is Canada's first Indigenous Senator.

1960

**March 31:** Indians were granted the right to vote in federal elections.

1966

**June 16:** Department of Indian Affairs was formed by Act of Parliament.

1971

**October 19:** A federal court decided that Status Indian women who married Non-status Indians would no longer lose their status and rights as Indians.

1973

**February 22:** The Calder Decision: the Supreme Court of Canada ruled that the Nisga'a held Aboriginal title before settlers came but the judges were split evenly on land title.

1977

**April 10:** Willie Adams of Rankin Inlet was appointed Senator for the Northwest Territories and became the first Inuit to sit in the Senate.

1981

**April 26:** The World Council of Indigenous Peoples declared the International Covenant on the Rights of Indigenous Peoples.

1985

**June 28:** Parliament passed Bill C-31 – it removed sections of the *Indian Act* that treated First Nations women unfairly; the change allowed thousands of First Nations people to regain their Indian status.

1989

**September 12:** Nisga'a Framework Agreement was signed with the federal government.

1990

**May 31:** Sparrow Case affirmed Aboriginal fishing rights.

**October 3:** The Province of British Columbia entered tripartite negotiations with the Nisga'a and the Government of Canada.

1992

**September 21:** Agreement establishing the BC Treaty Commission was signed by Prime Minister Brian Mulroney, and Premier Mike Harcourt, and First Nations Summit representatives.

1994

**June 8:** National Aboriginal Veterans Day was first observed on this day to honour the contributions and sacrifices of those serving in military and peace operations at home and abroad.

1995

**December 6:** The late Elijah Harper, a Cree Member of Canada's Parliament from Manitoba, organized the first Sacred Assembly. This was a gathering for Indigenous and non-Indigenous spiritual leaders in Canada.

1996

**June 13:** The Governor General of Canada proclaimed June 21 to be National Aboriginal Day: a time for all Canadians to recognize the diverse cultures and outstanding contributions of First Nations, Inuit and Métis peoples.

**November 21:** The final Report of the Royal Commission on Aboriginal Peoples was released. Its 440 recommendations called for sweeping changes to the relationship between Aboriginal and non-Aboriginal people and governments in Canada.

1997

**December 11:** Delgamuuxw Supreme Court decision.

1999

**April 1:** Canada formally created the territory Nunavut.

2000

**April 13:** Nisga'a treaty was officially ratified.

2007

**September 19:** The Indian Residential Schools Settlement Agreement, which included the Independent Assessment Process (IAP), was implemented. The IAP is a claimant-centred, non-adversarial, out-of-court process for the resolution of claims of sexual abuse, serious physical abuse, and other wrongful acts suffered at Indian Residential Schools.

2008

**June 11:** The Government of Canada made a statement of apology to the former students of the Indian Residential Schools system.

2009

**April 3:** Tsawwassen First Nation treaty took effect as the first modern treaty negotiated under the British Columbia Treaty Commission process.

2010

**June 16, 2010 to March 30, 2014:** The Truth and Reconciliation Commission held seven national events across Canada. These events educated and engaged the public in dialogue on the history of the Indian Residential Schools system, the experiences of former students and their families, and the ongoing legacy of the institutions within communities.

2011

**April 1:** Maa-nulth First Nations treaty took effect as the second modern treaty negotiated under the BC Treaty Commission process.

## 2013

**June 20:** The City of Vancouver in British Columbia became the first Canadian municipality to proclaim June 21, 2013 to June 20, 2014 as the Year of Reconciliation.

**September 16 to 22:** Reconciliation Week took place in British Columbia. Organized by Reconciliation Canada, the week of activities bookended the Truth and Reconciliation Commission's BC National Event. With events such as the All Nations Canoe Gathering and the Walk for Reconciliation, event organizers aimed to unite all cultures in BC in discussions about reconciliation.

**October 1:** The British Columbia First Nations Health Authority (FNHA), the first of its kind in Canada, assumed control of the programs, services, and responsibilities previously handled by Health Canada's First Nations Inuit Health Branch (FNIHB) – Pacific Region.

## 2014

**June 25:** The Supreme Court of Canada granted declaration of Aboriginal title to more than 1,700 square kilometres of land in British Columbia to the Tsilhqot'in First Nation.

**October 24:** BC Premier Christy Clark apologized for the wrongful hanging of six Tsilhqot'in Chiefs in 1864–1865 and confirmed that the Chiefs were fully exonerated for any crime or wrongdoing.

## 2015

**June 2:** The Truth and Reconciliation released its report, titled "Truth and Reconciliation Commission of Canada: Calls to Action," containing 94 recommendations for redressing the legacy of residential schools and advancing the process of Canadian reconciliation.

**November 4:** Jody Wilson-Raybould sworn in as the Minister of Justice and Attorney General of Canada, becoming the first Indigenous person to hold that position.

## 2016

**April 5:** Tla'amin Treaty took effect.

**May 10:** Canada becomes a full supporter, without qualification, of the United Nations Declaration on the Rights of Indigenous Peoples.

## 2017

**June 21:** National Aboriginal Day was officially renamed to National Indigenous Peoples Day.

**July 14:** The Government of Canada released a set of Principles Respecting the Government of Canada's Relationship with Indigenous Peoples that will guide the review of laws, policies and operational practices and form a foundation for transforming how the federal government partners with and supports Indigenous peoples and governments.

**August 28:** The Government of Canada announced plans to dissolve INAC and replace it with two new departments as part of its commitment to a renewed, nation-to-nation relationship with Indigenous peoples.

**December 4:** The Government of Canada announced the creation of the Department of Indigenous Services Canada.

## 2018

**November 2:** Prime Minister Justin Trudeau apologized to the Tsilhqot'in people for the hanging of six Chiefs more than 150 years ago.

## 2019

**June 3:** The National Inquiry into Missing and Murdered Indigenous Women and Girls released its final report, *Reclaiming Power and Place*, on June 3, 2019.

**June 21:** *Bill C-92: An Act respecting First Nations, Inuit and Métis children, youth and families* received Royal Assent.

**June 21:** The *Indigenous Languages Act*, intended to support the reclamation, revitalization, maintenance and strengthening of Indigenous languages in Canada received Royal Assent.

**July 15:** The *Department of Indigenous Services Act* and the *Department of Crown-Indigenous Relations and Northern Affairs Act* received Royal Assent.

## GLOSSARY

### Aboriginal Peoples (Native)

The descendants of the original inhabitants of North America. The 1982 Canadian Constitution recognizes three groups of Aboriginal peoples: Indians, Inuit, and Métis. These separate groups have unique heritages, languages, cultural practices, and spiritual beliefs. "Native" is another general term used to describe people of Aboriginal ancestry.

### Aboriginal Rights

The rights that Aboriginal peoples in Canada hold are a result of their ancestors' long-standing use and occupancy of the land. The rights of certain Aboriginal peoples to hunt, trap and fish on ancestral lands are examples of Aboriginal rights accorded either through treaties or formal agreements. Aboriginal rights vary from group to group depending on the customs, practices and traditions that form part of the group's distinctive culture.

### Band

A group of First Nations people for whom lands have been set apart and money is held by the Crown. Each band has its own governing band council, usually consisting of one or more Chiefs and several councillors. Community members choose the Chief and councillors either by election, or through traditional custom. The members of a band generally share common values, traditions and practices rooted in their language and ancestral heritage. Today, many bands prefer to be known as First Nations.

### Elder

A man or a woman whose wisdom about spirituality, culture and life is recognized. Not all elders are old. The Indigenous community and individuals will, normally, seek the advice and assistance of Elders regarding traditional, as well as contemporary issues.

### First Nation

The term First Nation came into usage in the 1970s to replace the word "Indian," which many find offensive. Although the term "First Nation" is widely used, no legal definition exists. The term "First Nation" has also been adopted to replace the word "band" in the name of communities.

### Indian

Indian peoples are one of three groups of peoples recognized as Aboriginal in the *Constitution Act, 1982*. Preference is now to use the term "First Nations", while "Indian" remains the legal term. There are three categories of First Nations people in Canada: Status Indians, Non-Status Indians and Treaty Indians.

### Indigenous

While an official definition of "Indigenous" has not been adopted by any UN-system body, the modern understanding of this term is based on the following:

- Those who self-identify as Indigenous peoples and are accepted by the community as their member; have historical continuity with pre-colonial and/or pre-settler societies; have a strong link to territories and surrounding natural resources; have a distinct social, economic or political systems; have a distinct language, culture and beliefs; form non-dominant groups of society; and, resolve to maintain and reproduce their ancestral environments and systems as distinctive peoples and communities.

### Inuit

Until recently Inuit were formerly known as "Eskimos." This term was later replaced with the word "Inuit" meaning "the People." Inuit in Canada are located from the Labrador coast to the Western Arctic in the Northwest Territories. Inuit are in four circumpolar countries, living in Canada, United States (Alaska), Greenland and Northern Russia (Chukotka). There are approximately 150,000 Inuit in the world today.

### Métis

People of mixed First Nation and European ancestry who identify themselves as Métis, as distinct from First Nations people, Inuit or non-Indigenous people. The Métis have a unique culture that draws on their diverse ancestral origins, such as Scottish, French, Ojibway and Cree.

### Reserve

Land set aside by the federal government through the *Indian Act* or through treaties for the use of a specific band or First Nation. The band council has "exclusive user rights" to the land, but the land is "owned" by the Crown. The *Indian Act* states that this land can't be owned by individual band members.

### Status Indians

A person who is registered as an Indian under the *Indian Act*. Status Indians, also known as registered Indians, may be eligible for a range of benefits, rights, programs and services offered by the federal and provincial or territorial governments.

### Non-Status Indians

People who consider themselves Indians or members of a First Nation but whom the Government of Canada does not recognize as Indians under the *Indian Act*, either because they are unable to prove their status or have lost their status rights. Many Indian people in Canada, especially women, lost their Indian status through discriminatory practices in the past. Non-Status Indians are not entitled to the same rights and benefits available to Status Indians.

### Treaty Indian

A Status Indian who belongs to a First Nation that signed a treaty with the Crown.

### Tribal Council

A grouping of First Nations with common interests who have voluntarily joined together to provide services to member First Nations.



In 2018, Yvonne Starr began her career at Indigenous Services Canada while completing her certificate in Office Administration at the Native Education College in Vancouver. At the same time, she was pursuing her passion for art and was awarded a scholarship which enabled her to create a wood carving of an owl and a boy, inspired by a story told by her late grandmother. It is displayed at the Vancouver International Airport (and here on the left).

Along with the responsibilities of being the Information Centre Coordinator, Yvonne is also a member of the regional Art Committee. "I love art! I'm glad I found a way to share my creativity at work." As part of a larger initiative to make ISC's office space more welcoming and culturally appropriate, Yvonne helped create a map that features Indigenous greetings used across Canada. That map is part of the welcoming area at the Status Card service counter area.

Growing up in Vancouver, Yvonne's artistry helps her connect with her Gitxsan and Heiltsuk culture. The theme for this year's calendar issue, *Power of the Past - Force of the Future*, struck a chord with her. "To me, it means breaking the cycle of intergenerational trauma. A journey towards healing is specific to each individual. My art is how I connect and heal."

**Yvonne Starr**

**Gitxsan / Heiltsuk (BC)**  
Information Centre Coordinator  
at Indigenous Services Canada

DECEMBER 2019

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SUN	MON	TUE	WED	THU	FRI	SAT
			1 ● New Year's Day	2	3	4
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# JANUARY 2020

SUN MON TUE WED THU FRI SAT

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2 ● Ground Hog Day	3	4	5	6	7	8
9	10	11	12	13	14 ● Valentine's Day	15
16	17 ● Family Day (AB, BC, NB, ON, SK) ● Louis Riel Day (MB)	18	19	20	21	22
23	24 ● Moose Hide Campaign Day (BC)	25	26 ● Pink Shirt Day	27	28	29

# FEBRUARY

MARCH

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KING SALMON HOUSEFRONT by Roy Henry Vickers (Tsimshian, Haida and Heiltsuk)  
in the collection of Vancouver Airport Authority, 1990



As an executive for the BC Committee for the Advancement of Native Employment, Jonathan is very passionate about increasing Indigenous recruitment and retention within Indigenous Services Canada.

"Indigenous people, especially youth, looking to join the Public Service can make a difference, said Jonathan. "They can get involved and not be afraid to share their thoughts and ideas – together, we will achieve the change we are striving for."

Ten years ago, he joined ISC through the Federal Student Work Experience Program, and has had the opportunity to work in many different areas of the Department. Today, he works as a Senior Capital Advisor with Community Infrastructure.

Growing up off reserve, Jonathan feels he is still learning about his culture and was fortunate to have his mother and grandmother share their experiences and knowledge with him. This is what has helped him empathize with clients and inspires him to work hard to do what he can to assist First Nations.

When asked about the theme of the calendar, *Power of the Past – Force of the Future*, Jonathan felt, "it is important to remember the past, learn from it and recognize the youth today are the ones to continue to make a difference for Indigenous people, they have a voice and need to be heard."

**Jonathan Neuert**

**Six Nations (Ontario)**  
Senior Capital Advisor / BC CANE Executive  
at Indigenous Services Canada



FEBRUARY

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SUN	MON	TUE	WED	THU	FRI	SAT
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8 ● International Women's Day ● Daylight Saving Time Begins	9	10	11	12	13	14
15	16	17 ● St. Patrick's Day	18	19	20 ● Spring Equinox	21
22	23	24	25	26	27	28
29	30	31 ● National Aboriginal Languages Day				

MARCH  
2020

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4
5	6	7 ● World Health Day	8 ● International Day of Pink	9	10 ● Good Friday	11
12 ● Easter Sunday	13 ● Easter Monday	14	15	16	17	18
19	20	21	22 ● Earth Day	23	24	25
26	27	28	29	30		

APRIL

MAY

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RECONCILIATION POLE AND WELCOME FIGURES by Eric Dan (Musqueam), William Dan (Musqueam), James Harry (Squamish), Rick Harry (Squamish), Chris Sparrow (Musqueam) and Chrystal Sparrow (Musqueam), 2019



When Rochelle Willier joined Indigenous Services Canada in May 2016, she was on a mission. Inspired by her mother and her studies at McGill University, she followed – and continues to follow – her philosophy to strive to create a better place for Indigenous people in Canada.

“Every day I draw upon life experience and that motivational driver of making a difference. That’s why I love ISC’s transformation initiatives, it’s nice to be part of this positive change!”

As Senior Advisor, Rochelle is responsible for ensuring that the leadership in the Region are well supported for their meetings with First Nations, partners, and staff. She oversees regional reporting and tasking, and acts as a liaison with headquarters.

“I’ve been incredibly supported at ISC. Senior management and colleagues have empowered me to launch many initiatives such as the Feather Project, the Listen to what has been Shared campaign and the creation of our Indigenous garden.”

For those beginning their career, Rochelle recommends establishing a network of peers and mentors, “ask for advice, what they wish they’d done when they were starting out, as taking account of that wisdom and guidance at the beginning of your career will be sure to create a solid foundation for your future.”

**Rochelle Willier**

**Sucker Creek First Nation (Alberta)**  
Senior Advisor  
*at Indigenous Services Canada*

APRIL

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3 ● Emergency Preparedness Week (3-9)	4	5	6	7	8	9
10 ● Mother's Day	11	12	13	14	15	16
17	18 ● Victoria Day	19 ● Indigenous Awareness Week (19-22)	20	21	22	23
24/31	25	26	27	28	29	30



MAY  
2020

SUN	MON	TUE	WED	THU	FRI	SAT
	1 ● National Indigenous History Month (1-30)	2	3	4	5	6
7	8	9	10	11	12	13
14 ● National Public Service Week (14-20)	15	16	17	18	19	20 ● Summer Solstice
21 ● National Indigenous Peoples Day ● Father's Day	22	23 ● United Nations Public Service Day	24 ● Saint-Jean-Baptiste Day (QC)	25	26	27 ● Canadian Multiculturalism Day
28	29	30				



JUNE

JULY

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Natallia Gagné is inspired to develop strategies that assist Indigenous peoples in achieving educational, employment and career goals.

In 2018, Natallia was hired through the Indigenous Student Employment Opportunity (ISEO) which led to continuous student employment prospects within the federal government and the co-development of a networking program for Indigenous students called Western Indigenous Student Engagement Network (WISEN).

Through WISEN, Indigenous students collaborate with each other and connect interdepartmentally as well as receive information on federal job opportunities so that they have a more complete picture on how to become employed full-time after their studies.

"The public service is a great opportunity to experience many fields and support your career endeavors," said Natallia. "There are many departments to choose from to help you achieve your goal. I feel that I benefitted from the broader perspective that I gained through my experience as a student within the public service."

Natallia is studying Sociology and Indigenous Studies at the University of Victoria and would like to continue to integrate what she has learned in the future.

For Indigenous students looking to the public service, Natallia said that they can bring their personal perspective and values, "to help achieve mutual understanding of cultural balance within the workplace."

**Natallia Gagné**

**Métis (Alberta)**  
Administrative Assistant  
at National Defence

JUNE

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SUN	MON	TUE	WED	THU	FRI	SAT
			1 ● Canada Day	2	3	4
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

# JULY 2020

SUN	MON	TUE	WED	THU	FRI	SAT
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2	3 ● BC Day	4	5	6	7	8
9 ● International Day of the World's Indigenous Peoples	10	11	12 ● International Youth Day	13	14	15
16	17	18	19	20	21	22
23/30	24/31	25	26	27	28	29

# AUGUST

SEPTEMBER

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Larry Shuter works as a Data and Reporting Analyst at Service Canada and is making a difference by helping to support diversity in his workplace. Through his work, Larry has helped improve Indigenous retention, recruitment and advancement by changing regional employment equity goals for his Department.

Having a public service with greater Indigenous representation is important to Larry. "Diversity is a strength and staff need to be representative of the clients they serve. With greater diversity, we are able to develop better solutions to complex problems."

For Larry, the public service is a rewarding place to work. When starting out his career as a Citizen Service Officer, he was able to see how his work changed the lives of clients. "You get to help them with their problems. Whether it was helping someone apply for Employment Insurance or listening to them speak about a loved one when they applied for death benefits, you could really feel the impact you were making on people."

For those considering joining the public service, Larry thinks it's a good option. "I think more than ever the Government is not only listening to, but actively looking for Indigenous voices. That helps us be a part of the conversation from the start and that's exciting."

**Larry Shuter**

**Lower Nicola Indian Band (BC)**  
Data and Reporting Analyst  
*at Service Canada*

AUGUST

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SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7 ● Labour Day	8	9	10 ● World Suicide Prevention Day	11	12
13	14	15	16	17	18	19
20	21	22 ● Fall Equinox	23	24	25	26
27	28	29	30 ● Orange Shirt Day			

# SEPTEMBER 2020

SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4 ● Fire Prevention Week (4-10)	5	6	7	8	9	10 ● World Mental Health Day
11	12 ● Thanksgiving Day	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31 ● Halloween

# OCTOBER

NOVEMBER

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Arden D'Hont says being born and raised in the north has given her a different approach to situations – whether at work, life or school. Arden is in her last year of a Bachelor of Business Administration – Business Management degree at Langara College. Through the Federal Student Work Experience Program she was hired at Crown-Indigenous Relations and Northern Affairs Canada which she describes as a perfect fit.

"I love that I am constantly learning as well as looking at the future and the involvement of Indigenous peoples in government through recruitment."

Arden is working as a Human Resources Assistant and an Outreach Coordinator. She is also the chair of the Western Indigenous Student Engagement Network (WISSEN). "I get to go to different schools, institutions, communities and gatherings for outreach sessions. Also, I have met some pretty cool people and made some great connections."

Arden says the theme of this year's calendar, *Power of the Past – Force of the Future*, reflects the link between history and the future; the old and the new, elders and the youth, and work for the federal government.

"The sky is the limit! There is a lot of opportunity to be innovative, creative, and collaborative in the public service – so don't be afraid to get involved."

**Arden D'Hont**

**Métis (NWT)**

Human Resources Assistant / Outreach Coordinator  
at Crown-Indigenous Relations and Northern Affairs Canada



OCTOBER

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SUN	MON	TUE	WED	THU	FRI	SAT
1 ● Day Light Saving Time Ends	2	3	4	5	6	7
8 ● Aboriginal Veterans Day	9	10	11 ● Remembrance Day	12	13	14 ● World Diabetes Day
15	16	17	18	19	20 ● National Child Day	21
22	23	24	25 ● International Day for the Elimination of Violence Against Women	26	27	28
29	30					

NOVEMBER  
2020

SUN MON TUE WED THU FRI SAT

		1	2	3	4	5
6 ● National Day of Remembrance and Action on Violence Against Women	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21 ● Winter Solstice	22	23	24 ● Christmas Eve	25 ● Christmas Day	26 ● Boxing Day
27	28	29	30	31 ● New Year's Eve		

DECEMBER

JANUARY 2021

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Angela Preissl is excited to begin a career in a field she is extremely passionate about. Working at Natural Resources Canada, she is able to apply her knowledge gained from her Bachelor of Environment at Simon Fraser University. Joining the Department through the Federal Student Work Experience Program, she was fortunate to have the flexibility needed to gain this valuable experience and complete her studies.

"I chose to work at Natural Resources Canada because I am passionate about contributing to positive changes in environmental stewardship in partnership with Indigenous Nations," Angela said. "We need to work together, be empathetic and open-minded, and willing to let go of old, detrimental practices to achieve social and environmental justice together."

When asked about the calendar's theme, *Power of the Past – Force of the Future*, Angela said, "To me, this means that we must understand all perspectives of history to learn from it and truly change for the better – to stop making the mistakes that characterize Canada's past. To do better now and in the future, we must understand our histories...together."

For those thinking about joining the public service, Angela advises to, "bring your voice and don't be afraid to use it. Be bold for the change you want to see."



# Angela Preissl

Leq'á:mel First Nation (BC)  
Junior Policy Analyst  
at Natural Resources Canada

DECEMBER 2020

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SUN	MON	TUE	WED	THU	FRI	SAT
					1 ● New Year's Day	2
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24/31	25	26	27	28	29	30



SUN	MON	TUE	WED	THU	FRI	SAT
	1	2 ● Ground Hog Day	3	4	5	6
7	8	9	10	11	12	13
14 ● Valentine's Day	15 ● Family Day (AB, BC, NB, ON, SK) ● Louis Riel Day (MB)	16	17	18	19	20
21	22	23	24 ● Pink Shirt Day	25	26	27
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MARCH

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Duncan Stephen is passionate about his work. A proud Métis citizen whose family is from the Red River Valley, Duncan has been with the Government of Canada for 15 years, four of which have been at Indigenous Services Canada.

Duncan is the manager of Emergency Management where no two days are the same. "The issues we deal with (natural disaster and recovery) are critical to individuals, families and communities so our work is both exciting and rewarding," said Duncan.

He likes that the Department is looking to advance Indigenous authority and jurisdiction in areas that are important to First Nations. "It's all about their aspirations," he said, "so it's great to work in a Department where we want to transfer control out, and especially exciting to consider what emergency management could look under truly Indigenous models versus conventional Emergency Management approaches."

He sees a bright future of potential and personal growth. "While I am aware of my own cultural background and experiences, I try not to make assumptions of others. It is so critical in our work to approach people with cultural humility and openness – that is where the real learning opportunities lie."

**Duncan Stephen**

**Métis (Manitoba)**  
Manager, Emergency Management  
*at Indigenous Services Canada*

FEBRUARY

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MARCH  
 2021

SUN	MON	TUE	WED	THU	FRI	SAT
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7	8 ● International Women's Day	9	10	11	12	13
14 ● Daylight Saving Time Begins	15	16	17 ● St. Patrick's Day	18	19	20 ● Spring Equinox
21	22	23	24	25	26	27
28	29	30	31 ● National Aboriginal Languages Day			

SUN MON TUE WED THU FRI SAT

				1	2 ● Good Friday	3
4 ● Easter Sunday	5 ● Easter Monday	6	7 ● World Health Day	8	9	10
11	12	13	14 ● International Day of Pink	15	16	17
18	19	20	21	22 ● Earth Day	23	24
25	26	27	28	29	30	



APRIL

MAY

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Michelle Casavant works as a Legal Counsel with the Department of Justice, where she does civil litigation, as well as advises Indigenous Services Canada on matters of land and economic development, governance and funding issues.

Working in the public service has allowed Michelle to explore various roles to help define her passions. "With many departments, there are a lot of opportunities to move around and get some interesting and diverse work experience." Michelle also enjoys the flexibility of the public service. With two young children, flexible work hours and the ability to occasionally work from home is important.

Michelle recently took assignments with ISC and CIRNAC to gain new skills and knowledge. "Working for those Departments was rewarding," said Michelle. "I had a chance to do a lot of Indigenous engagement and front line work." Michelle also enjoyed the opportunity to affect change from within the Departments, whether it be sharing her culture with colleagues or providing her perspective to shape policies.

Michelle's advice for Indigenous employees, "seek out mentorship and challenge yourself. You will get out of your experience what you put into it." Michelle feels it's important to have that guidance and support. "Seek out a mentor to make the learning curve easier and to get insight into departmental culture and expectations."



**Michelle Casavant**

**Métis (Saskatchewan)**  
Legal Counsel  
*at Department of Justice*

APRIL

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SUN	MON	TUE	WED	THU	FRI	SAT
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2 ● Emergency Preparedness Week (2-8)	3	4	5	6	7	8
9 ● Mother's Day	10	11	12	13	14	15
16	17	18	19	20	21	22
23/30	24/31 ● Victoria Day (24)	25 ● Indigenous Awareness Week (25-28)	26	27	28	29

MAY  
2021

SUN	MON	TUE	WED	THU	FRI	SAT
		1 ● National Indigenous History Month (1-30)	2	3	4	5
6	7	8	9	10	11	12
13 ● National Public Service Week (13-19)	14	15	16	17	18	19
20 ● Father's Day	21 ● National Indigenous Peoples Day ● Summer Solstice	22	23 ● United Nations Public Service Day	24 ● Saint-Jean-Baptiste Day (QC)	25	26
27 ● Canadian Multiculturalism Day	28	29	30			

JUNE

JULY

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Excellent client service is the backbone of a thriving business. For Kelly Malon, this philosophy holds just as true for the public service as the private sector. Prior to joining Indigenous Services Canada as a student in 2011, Kelly worked in customer service for a number of years at the popular Tseshah Market in Port Alberni, British Columbia.

In Corporate Services where he now works, there is a noticeable focus on client service that Kelly appreciates. "As a First Nation person, working for an Indigenous-focused organization felt like the right thing to do." He says the Department's focus on reconciliation is a way to give back to the Indigenous community.

Growing up, Kelly was raised by his grandparents and they would often take him to volunteer for the Christmas soup kitchen. It was those interactions where he learned the importance of treating others with respect and dignity.

"These are experiences and teachings that you can keep close to your heart and bring into your life today, both in and out of the workplace."

Kelly advises those entering the public service to always be willing to learn. "It's important to work hard and equally with an open heart. The public service is a very diverse place to work, and there is always room to flourish."

**Kelly Malon**

**Ka:'yu:'k't'h'/Che:k:tles7et'h' First Nations (BC)**  
Administrative Services Specialist  
*at Indigenous Services Canada*



JUNE

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SUN	MON	TUE	WED	THU	FRI	SAT
				1 ● Canada Day	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31



SUN	MON	TUE	WED	THU	FRI	SAT
1	2 ● BC Day	3	4	5	6	7
8	9 ● International Day of the World's Indigenous Peoples	10	11	12 ● International Youth Day	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				



SEPTEMBER

			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

FLIGHT (SPINDLE WHORL) by Susan Point (Musqueam) in the collection of Vancouver Airport Authority, 1995



With a Bachelor of Business Administration and an interest in helping people, Sonia Bear's career path led her to Indigenous Services Canada.

Sonia began her career at ISC in 2017, when the Department formally began to transform its relationship with Indigenous peoples. In Funding Services, she is part of a team supporting First Nations transition to a new fiscal relationship with government, by introducing 10-year grants that aim to provide sustainable funding and build capacity.

Despite the difficult chapters of Canada's history, Sonia is encouraged by the government's efforts to advance reconciliation through initiatives that support the self-determination of Indigenous peoples. "It's important to briefly reflect on the past to appreciate the progress made to the present, and to move forward empowered and motivated toward future goals, opportunities, and successes."

Sonia has found it rewarding to work on special projects, such as planning Joint Gathering, an annual event with First Nations leadership and government officials. She has also helped Human Resources with the Indigenous recruitment and retention strategy.

For those thinking of joining the public service, Sonia recommends they take initiative in their career development. "Be open to learning, build intercultural competency, take training offered, create healthy working relationships and network."

**Sonia Bear**

**Syilx / Okanagan Nation (BC) / Irish**  
Allocation Officer  
*at Indigenous Services Canada*

AUGUST

1 2 3 4 5 6 7  
 8 9 10 11 12 13 14  
 15 16 17 18 19 20 21  
 22 23 24 25 26 27 28  
 29 30 31

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4
5	6 ● Labour Day	7	8	9	10 ● World Suicide Prevention Day	11
12	13	14	15	16	17	18
19	20	21	22 ● Fall Equinox	23	24	25
26	27	28	29	30 ● Orange Shirt Day		

SEPTEMBER  
2021

SUN MON TUE WED THU FRI SAT

					1	2
3 ● Fire Prevention Week (3-9)	4	5	6	7	8	9
10 ● World Mental Health Day	11 ● Thanksgiving Day	12	13	14	15	16
17	18	19	20	21	22	23
24/31 ● Halloween (31)	25	26	27	28	29	30

OCTOBER

NOVEMBER

1 2 3 4 5 6  
 7 8 9 10 11 12 13  
 14 15 16 17 18 19 20  
 21 22 23 24 25 26 27  
 28 29 30

THUNDERBIRD AND KILLER WHALE, Richard Hunt (Kwakwaka'wakw) in the collection of Vancouver Airport Authority, 1999



With an MBA in Indigenous Business and Leadership from Simon Fraser University and 19 years working in Indigenous communities, Andrew Bak brought a wealth of experience and knowledge when he joined Transport Canada in 2017.

There, he supports partnerships between the Government of Canada and Indigenous communities along the North and Central Coasts of BC to enable Indigenous participation in the Oceans Protection Plan (OPP). "I carry teachings from my community with me, and share them with my colleagues. It is my hope that these teachings, perspectives and values will be reflected in programming that benefits Indigenous and non-Indigenous Canadians, and the environment that we all depend on."

Through the OPP, Transport Canada and several Indigenous communities led the development of the Reconciliation Framework Agreement for Bioregional Oceans Protection and Management (RFA). The RFA brings a high level of collaboration to managing the oceans. That commitment to collaborative governance reflects Canada's commitment, and Andrew's own, to reconciliation.

Andrew encourages Indigenous people to join the public service, and to raise their voices within it. "Be a part of creating a way forward for everyone who shares the lands. Canada as a nation can become stronger, more caring, more empathetic. We, as Indigenous people, can inspire and shape that change."

**Andrew Bak**

**Tsawwassen First Nation (BC)**  
Senior Program Officer  
*at Transport Canada*

OCTOBER

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10	11	12	13	14	15	16	
17	18	19	20	21	22	23	
24	25	26	27	28	29	30	
31							

NOVEMBER  
2021

SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7 ● Day Light Saving Time Ends	8 ● Aboriginal Veterans Day	9	10	11 ● Remembrance Day	12	13
14 ● World Diabetes Day	15	16	17	18	19	20 ● National Child Day
21	22	23	24	25 ● International Day for the Elimination of Violence Against Women	26	27
28	29	30				

SUN MON TUE WED THU FRI SAT

			1	2	3	4
5	6 ● National Day of Remembrance and Action on Violence Against Women	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21 ● Winter Solstice	22	23	24 ● Christmas Eve	25 ● Christmas Day
26 ● Boxing Day	27	28	29	30	31 ● New Year's Eve	

DECEMBER

JANUARY 2022

							1
2	3	4	5	6	7	8	
9	10	11	12	13	14	15	
16	17	18	19	20	21	22	
23	24	25	26	27	28	29	
30	31						

# Special Thanks

The BC CANE Calendar Production Team wishes to express our sincere thanks to the Vancouver Airport Authority for opening its doors and allowing us to showcase the amazing Indigenous art works in the airport's collection.

We were thrilled with the photoshoot and choice of venues. We want to recognize as well that photos were taken at the Olympic Village and the Vancouver School Board's Reconciliation Pole and Welcome Figures.

Thank you to all the featured artists for allowing us to highlight their works in these pages. We would also like to thank this year's calendar participants and featured guest for sharing their stories, experiences and reflections on life in the public service. Your stories were inspirational.

Last but not least, a big thank you to our wonderful editors, photographers and contributing writers who brought the calendar pages to life. Your ideas, creativity and support were greatly appreciated.

*Jasmine, Leslie, Tanya and Terry*  
*BC CANE Calendar Production Team*

For many visitors, the **Vancouver International Airport (YVR)** provides the first and last impression of British Columbia with art and architecture reflective of the province's diverse landscape and people. YVR is home to one of the largest publicly-displayed, privately-held collections of Pacific Northwest Coast Indigenous art. Vancouver Airport Authority (Airport Authority), the community-based, not-for-profit organization that manages the airport, is proud of the artists whose work contributes directly to an exceptional passenger experience. They are also dedicated to supporting emerging Indigenous artists through the YVR Art Foundation.

The Airport Authority honours its relationship with Indigenous peoples and this goes beyond the art collection. On June 21, 2017, *The Musqueam Indian Band - YVR Airport Sustainability & Friendship Agreement* was signed. The first of its kind, this 30-year agreement recognizes that, being located on Musqueam traditional territory, the Airport Authority has a responsibility to work with Musqueam to achieve a sustainable and mutually beneficial future. The agreement includes a number of benefits including scholarships, new jobs, revenue sharing, identification and protection of archeological resources and support for ongoing operations and long-term development at YVR. This momentous agreement sets a strong precedent for how the Airport Authority and Musqueam will work together to manage the airport for the benefit of everyone.

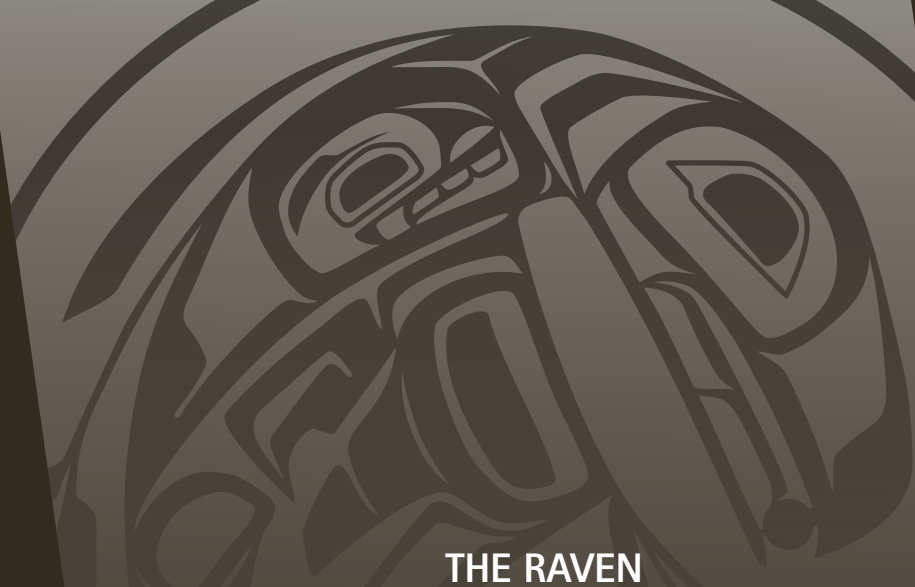
YVR is Canada's second busiest airport and served 25.9 million passengers in 2018. YVR has been voted the best airport in North America for 10 consecutive years by the Skytrax World Airport Awards. The Airport Authority is committed to creating an airport that British Columbia can be proud of: a premier global gateway, local economic generator and community contributor.





MEMBERS OF THE  
**BC Committee for the Advancement of Native Employment and Pacific Aboriginal Network**

HAY CHXW Q'U (SALISH) • MARSEE (MICHIF) • MUSSI (CARRIER) • GILAKAS'LA (KWAKWALA) • HOW'AA (HAIDA) • THANK YOU (ENGLISH)  
ONA (MOHAWK) • GIAXSIXA (HEILTSUK) • QUYANAMIHK (INUKTITUT) • HI HI (CREE) • EMOTE (SLIAMMON) • KUK'CHEM (SHUSWAP) • MEDU (TAHLTAN)  
KUKS-CHUM (NLAKA'PAMUX) • WOLIWON (MALISEET) • MEEGWECHE (OJIBWE) • TABI MUSSI (ATHAPASCAN) • GIYANACA'CI (WUJINUXV)  
MERCY (FRENCH) • T'OYAXSUT 'NÜÜN (TSIMSHIAN) • KLECO (NUU-CHAH-NULTH) • 'TOYAXSII'NIISIM! (GITXSAN) • HAY CH Q'A' (HUL'Q'UMI'NUM')

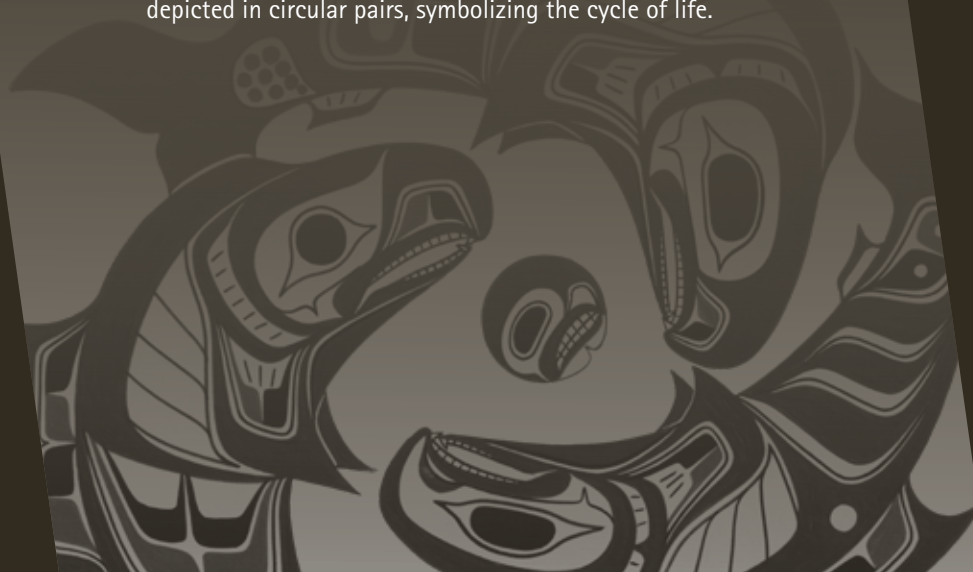


## THE RAVEN

This BC Northwest Coast representation of the raven is the symbol of the BC Committee for the Advancement of Native Employment (CANE). Raven is one of the most important beings in northwest coast mythology. The original trickster, transformer, teacher, catalyst and chief spirit, Raven has the power to transform both himself and other beings.

## THE SALMON

This West Coast Native design of salmon by artist, Richard Shorty, is the symbol of the Pacific Aboriginal Network (PAN). The Life Source, the Salmon is the provider of food for all animals and humans and represents abundance, fertility, prosperity and renewal. Salmon are often depicted in circular pairs, symbolizing the cycle of life.



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