

cando

CONNECT

JULY/AUG 2020 | Vol. 7 No. 2

magazine

→ *Moving Indigenous Economies Forward*

**Indigenous Business
COVID-19
Response Taskforce**

building brighter futures

Bursaries, Scholarships, and Awards



CIBC NIEEF Scholarships

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

CIBC NIEEF Scholarships

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

CIBC NIEEF Scholarships

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



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

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

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

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

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

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

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

One Award: \$4,000 for one year

Application Deadlines:

AUGUST 1

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Cover image: COVID-19 has been everyone's priority for many months and has forced people throughout the world to change their lifestyles and ways of thinking. One of the positives, however, has been the creation of the Indigenous Business COVID-19 Response Taskforce. Please see coverage on pages 6 to 9.

Image: Paul Macedo

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

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Opening Up - Making Changes - Staying Safe

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

Cando offices are now open on a limited basis for those staff capable of working from the office. Cando continues to maintain all of our member services and program commitments despite our staff working remotely from their homes. The training and skills development is also continuing via a webinar series every Wednesday that is free to Cando members and supporters. This will continue throughout the fall.

Cando has also played a leading role in developing a national Indigenous Business COVID-19 Taskforce to work with the federal government to ensure Indigenous business and Indigenous community priorities and requirements were fully considered and impacted government decision-making. Besides Cando, the taskforce, supported by Indigenous Services Canada, includes seven other organizations. They are the Canadian Council for Aboriginal Business (CCAB), National Aboriginal Capital Corporations Association (NACCA), Assembly of First Nations, Indigenous Tourism Association of Canada, Inuit Tapiriit Kanatami, National Indigenous Economic Development Board and Pauktuutit Inuit Women of Canada.

Please turn to our coverage of the Taskforce on pages 6-9.

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

- The 3rd Annual Economic Development Youth Summit will now be held virtually from August 10-13. We are confident that the experience will be positive and energizing despite youth delegates attending remotely via computer and video camera from the safety of their homes and their communities. The usual format for the Youth Summit will return in 2021.

- The 27th Annual Cando Conference and AGM will also be held virtually - with a comprehensive series of workshops, panels and skills training being developed for delivery in October. The Cando Conference planned for Whitecap Dakota, Saskatchewan will now be postponed until October 2021. More details on the Virtual Cando Conference will be shared soon.

Cando will continue to monitor this situation and follow the advice and recommendations of provincial and federal health authorities. As jurisdictions begin to ease stay-at-home restrictions, **please use every precaution, including wearing masks, and practice physical distancing to stay safe.**

Cando is pleased to showcase the recipients of the **2020 CIBC NIEEF Scholarships**. Cando is delighted to be partnered with **CIBC** to develop this scholarship program that awards \$44,000 annually to Indigenous students studying in a two-year diploma or four-year degree program in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or Community Economic Development. In association with **Indspire's Building Brighter Futures Scholarship Program**, the **CIBC NIEEF Scholarships** will be awarded each year for the next four years. Please read the profiles of the most recent CIBC NIEEF Scholarship recipients on pages 14-22.

Please note the next Indspire application deadline is August 1, 2020.

Looking forward to seeing you soon!

Cando kickstarts pandemic taskforce unifying Indigenous organizations

By Sam Laskaris
Cando Contributor

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

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

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

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

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

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

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

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



Above: Keith Matthew, Cando Board President.



Above: Ray Wanuch, Cando Executive Director



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

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

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

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

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

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

Matthew would also welcome future collaborations.

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

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

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

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

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



Shannin Metatawabin, NAACA CEO



Tabatha Bull, CCAB President and CEO

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

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

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

COVID-19 Indigenous Business Survey

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

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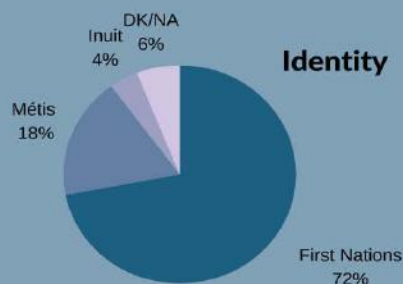


On March 11, 2020, the World Health Organization declared COVID-19 a global pandemic, leading countries and communities around the world to adopt strict health and safety measures, including commercial shutdowns and restrictions to mitigate the spread of the virus. Early on, First Nations, Inuit, and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

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

Respondent Characteristics

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



Top Five Industries:

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



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

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

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



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

Impacts of COVID-19 to Indigenous Businesses in Canada

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

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

30% reported a shutdown of offices and facilities.

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

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

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

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

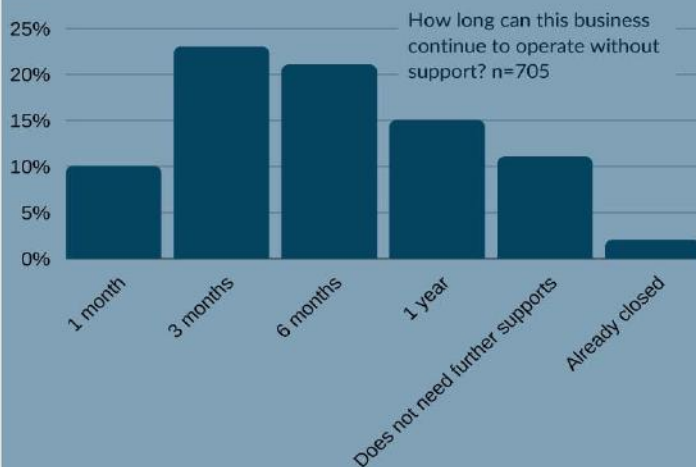
Some impacts are felt more intensely among different groups

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

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

Business Survival

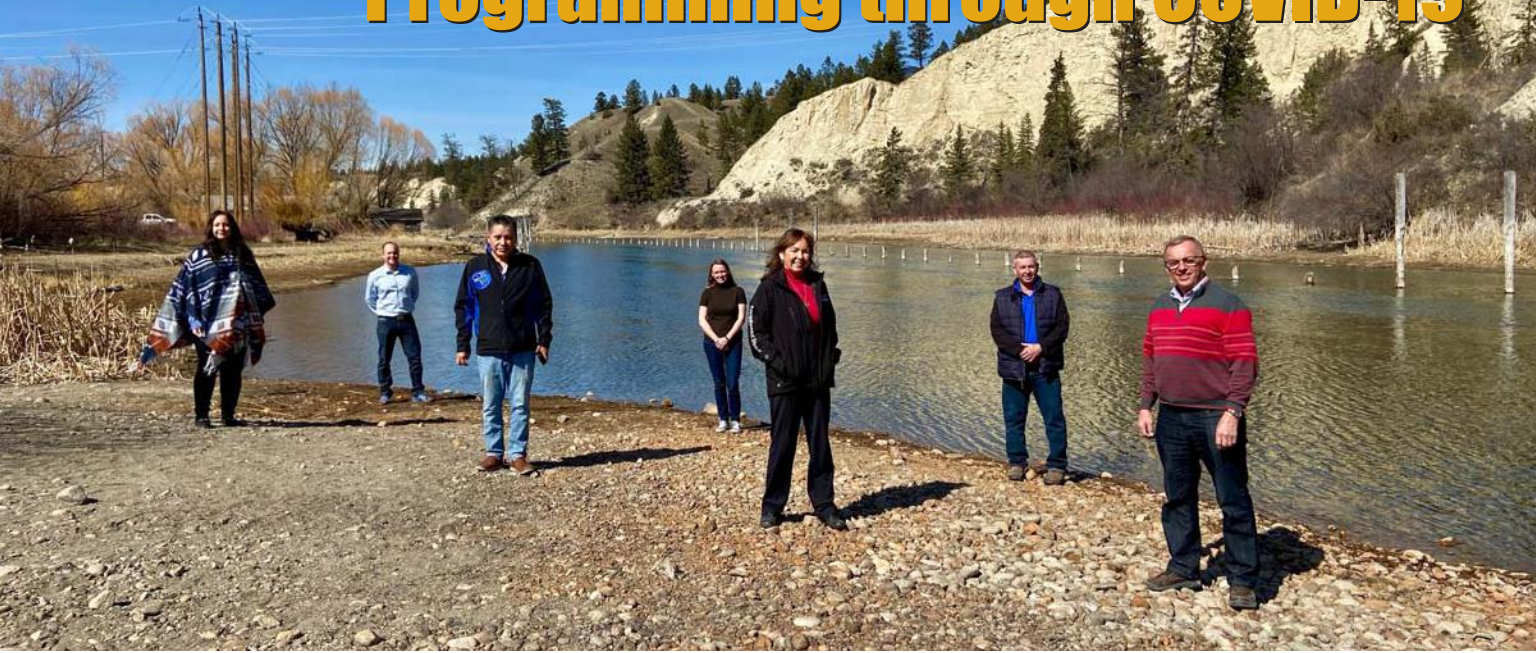
When asked how long their business could continue to operate if no further supports were made available, just under half (44%) of Indigenous businesses indicated that, without support, they are likely to fail after 3-6 months. While 10% of businesses predicted operations could not last more than a month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



Calls to action

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

CEDI Program Update: Advancing Partnerships and Adapting Programming through COVID-19



Shuswap Indian Band and District of Invermere Working Group members stand for a socially-distant photo at the shore of the Columbia River

As with so many others around the world, the COVID-19 pandemic has had a direct and significant impact on First Nations and local governments across the country. CEDI has adapted its program offering in several ways to continue to support the active partnerships and more broadly, to share tools and resources with our membership and communities.

Even for pre-existing and experienced partnerships, substantial adaptations to partnership building and joint planning efforts had to be made. The CEDI team responded immediately and engaged all active partnerships focusing on listening and responding to their needs and gathering information on their local responses to the pandemic. While several in-person activities were cancelled or postponed, the communities have shown steadfast commitment to continuing their collaborative work. Monthly Working Group meetings have continued throughout the crisis, focusing on collaborative local emergency response, experimenting with new ways to continue their work, and beginning to plan for economic recovery in the months to

come. Three examples of this resilience and innovation are highlighted below.

- Early in the pandemic with health and safety in mind, Shuswap Indian Band and District of Invermere decided to postpone all upcoming in-person sessions and instead, prioritize several shared objectives through virtual engagement. One shared objective was the creation of a Friendship Agreement. With the Working Group, the CEDI delivery team adapted the Friendship Agreement drafting session, with full council participation, and facilitated it via Zoom. They engaged their communities in an art submission for their Friendship Agreement, and are currently discussing physically-distant signing and celebration options. Over the past few months, this partnership continued to advance their joint community economic development initiative, a *Joint Active Transportation Network Plan*, by finalizing a joint work plan and timeline with consultant Urban Systems, created shared communication materials for the announcement of the *Joint Active*

www.edo.ca/cedi

Transportation Network Plan, and are adapting standard community engagement practices to ensure both communities are engaged in safe and meaningful ways.

- Having the shared experience of wildfire evacuation in spring 2019, Dene Tha' First Nation and Town of High Level responded quickly to the pandemic by meeting to discuss their respective emergency response measures and to determine how best to collaborate to support the most vulnerable in both communities. These communities learned a lot together during the 2019 wildfire evacuations, which ultimately influenced the selection of their joint community economic development initiatives: Fieldhouse/Multi-use Centre, a *Joint Regional Emergency Plan* and waterline connection between Bushe River and the Town of High Level. They have continued with monthly Working Group meetings, completed a partnership check-in meeting and revised their Terms of Reference, they have identified an innovative approach to create joint communication materials to reach all four communities (Dene Tha' has three communities) and provide community members with a Dene Tha' – High Level partnership progress update, and are continuing to strategize to position their joint initiatives to take advantage of any provincial or federal stimulus funding made available in the coming months.

- Only one year into their formal CEDI partnership, Yellowknives Dene First Nation and City of Yellowknife have shown a high degree of commitment and resilience over the past few months. They have continued with monthly Working Group meetings to share information on their respective COVID-19 response and community safety and recovery measures and to maintain progress on their joint community economic development initiative. Just prior to the pandemic,

this partnership hired MDB Insight and Dillon Consulting to create a *Joint Economic Development Strategy* for their communities. Fortunately, both communities and consultants have been highly adaptive and have co-created some unique community and business engagement strategies to ensure health and safety for all. Currently working towards an in-person, physically distanced Workshop in September, this partnership will review the progress on the joint strategy and short list several shared economic priorities. The CEDI and MDB teams will co-design and facilitate this Workshop virtually.

The adaptations to CEDI program delivery are far from over, with many lessons still to be learned, however by focusing on collaboration despite the circumstances, these partnerships may well be in an ideal position to capitalize on future recovery stimulus funding opportunities together. Rather than see their partnerships stall or wither, the CEDI communities are demonstrating resolve by continuing to build their relationships and grow their joint planning capacity.

While learning with and from our partnerships, the CEDI team identified a gap in resources for the unique needs of First Nation – Municipal partnerships, particularly collaborative best practices for joint response to emergency management and economic recovery and resiliency strategies. In response, the CEDI Program has created a *Guide for First Nation-Municipal Collaboration on Economic Recovery and Resilience* built upon seven years of supporting First Nation – Municipal collaboration and informed by interviews conducted between May and June 2020 with elected officials and senior staff from First Nations and municipalities, as well as thought leaders and subject matter experts from across Canada. The CEDI team is excited to release this guide in early September 2020.

Below: Dene Tha' First Nation and the Town of High Level Working Group virtual Partnership Check-in Meeting.



**3rd
Annual**

(Virtual) Economic Development Youth Summit

**August 10-13, 2020
Virtually online via ZOOM**



**CANDO
ECONOMIC DEVELOPMENT
YOUTH SUMMIT**

Summit Topics Include:

- Cultural showcase
- Economic Development Workshops
- Land Management / Land Use
- Entrepreneurship / Financing
- Mentorship Opportunities
- Team presentations / competition for \$7,200 in PRIZES!

Group Presentations



Building Trust and Forming Relationships



2020 VIRTUAL YOUTH SUMMIT EVENT DETAILS:

- Up to 60 delegates (First Nation, Métis, Inuit) and Non-Indigenous Youth ages 18-30 across Canada - will be invited to participate. Delegates will be organized into 10 teams of 6.
- Promote economic development as a career choice for youth and showcase the positive impact Indigenous EDOs can have on communities.
- Youth delegates will listen to panels, participate in workshops and work with their team to develop a comprehensive 5 year economic development plan for a fictional Indigenous community.
- \$7200 in PRIZES! Teams will compete for \$9600 in prize-money! First team: \$600 each; Second team: \$400 each; Third team: \$200 each.
- Each delegate will be eligible to receive academic accreditation for their participation in the Youth Summit from NVIT (Nicola Valley Institute of Technology). Get credits towards your Economic Development Officer Certification!
- Two delegates (a "mover & shaker" and "outstanding delegate") will each be awarded a post-event mentorship opportunity via CESO (valued at \$1750).
- Top ten delegates will also be invited to (physically) participate in the 2021 Economic Development Youth Summit to be held at the Westin Calgary Airport, Calgary, Alberta in July 2021.

**For more information
or to submit your application, please contact:
Danielle Stanley: Danielle.Stanley@edo.ca
1-800-463-9300 ext. 229**

www.edo.ca/youth/economic-development-youth-summit-2020

2020 Virtual Economic Development Youth Summit

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

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NIEEF | National Indigenous Economic
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YOUTH OPPORTUNITIES

National Indigenous Economic Education Fund (NIEEF) Scholarships

NIEEF is Cando's charitable organization which grants annual scholarships to Indigenous students studying in a field related to economic development. To be eligible, students must be attending or currently enrolled in a program at a post-secondary institution, and must be a Cando student member.

Preference will be given to students enrolled in one of Cando's Accredited Institutions.

In 2020 NIEEF will be awarding four scholarships each worth \$2,000.

This includes the new 'Plains Midstream Canada - NIEEF Scholarship' to be awarded to one successful applicant based in Alberta.



Kiera Kowalski

**2019
NIEEF
SCHOLARSHIP
RECIPIENTS**



Patrick Twinn

**2019
NIEEF
SCHOLARSHIP
RECIPIENTS**



Taylor Wilson

The deadline to apply for a NIEEF Scholarship is July 31, 2020.

More information: www.edo.ca/youth/nieef-scholarships

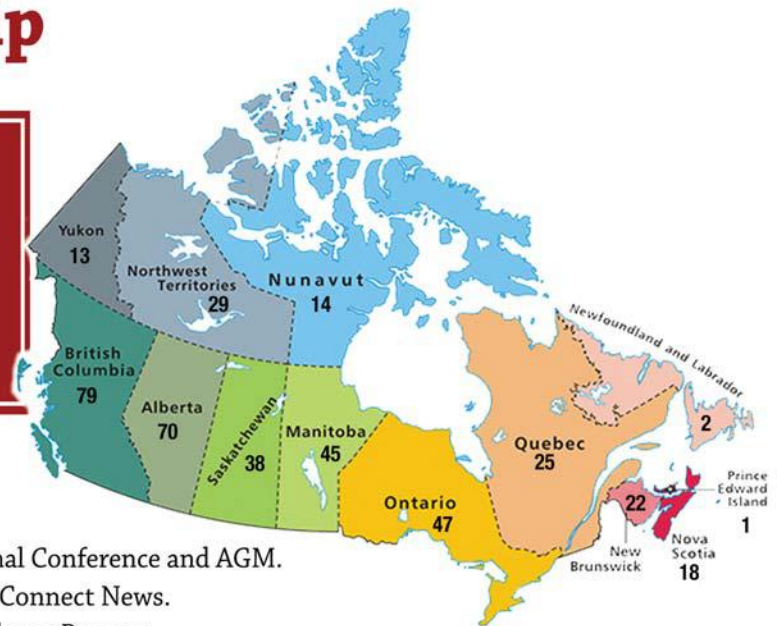
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- Be a paid Cando member by May 1, 2020 to win \$2,000.
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Cando Membership

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



Cando Membership Benefits:

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

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

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


Inspiring Success

Co-operatives First organization supports business development

**By Sam Laskaris
Cando Contributor**

As its name suggests, Co-operatives First continues to be a rather co-operative organization.

The Saskatoon-based organization, now in its third year of existence, provides information for all those who are considering the co-op model.

“A large part of our mandate is education and support,” said Dan Matthews, who is Co-operatives First’s manager of strategy and communications.

The organization’s priority is to increase economic development through promoting and supporting co-op business development in Indigenous communities and rural areas across the country’s four western provinces; British Columbia, Alberta, Saskatchewan and Manitoba.

But Co-operatives First’s online resources and services are available to those in other parts of the country.

Co-operatives First is funded by the Co-operative Retailing System and Federated Co-operatives Limited.

Co-operatives First works in partnership with various businesses and organizations that are starting up. While officials from these businesses and groups generally have a good grasp of how things work, Co-operatives First representatives are available to provide guidance and various resource tools to assist with any start-up decisions.

Co-operatives First can also provide a relationship manager to focus solely on a group or business that explores the co-op model. After all, starting up a co-op can be an arduous challenge with some confusing processes, which can obviously be made easier with the assistance of those in the know.

Co-operatives First employees are also available to assist with feasibility studies and business plans.

“We are really hoping to help leverage economic developers and business consultants,” Matthews said.

Co-operatives First has also offered a number of courses and workshops available to all in the past.

This includes a Good Governance Matters course.

Workshops offered include the Exploring Opportunity one, which allows community leaders and builders a chance to establish goals and set some clarity on prospective projects. Half-day and full-day workshops on Board Governance area also available

In the fall Co-operatives First will also be offering a free Co-ops 101 course in partnership with the University of Saskatchewan’s Centre for the Study of Co-operatives.

“It’s an online course you can work on at your own pace,” Matthews said. “The goal is to help raise awareness of co-ops and how they work.”

In the past people from around the world have enrolled in Co-operatives First courses.

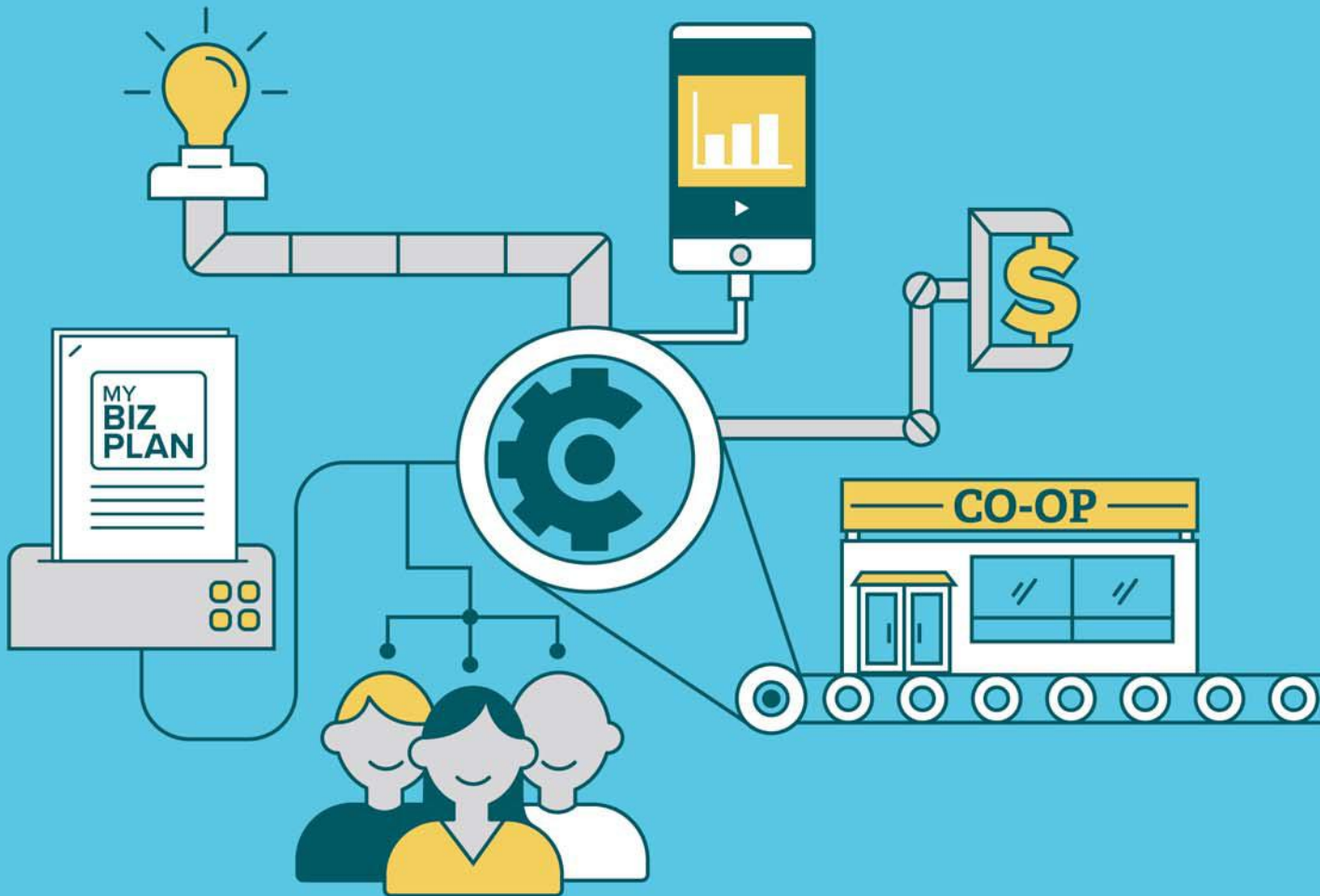
The upcoming course will especially appeal to those involved in a co-op, including volunteers, staff and board members. That’s because it’s important to understand how the co-op model varies from other business models.

Co-ops 101 will provide information on topics such as how decisions are made within a co-op and its connections to shareholders (members).



Co-operatives First representatives are available to meet with those considering the co-op model such as this community engagement event in Pelican Narrows, Saskatchewan.

CREATING A CO-OP IS NOW EASIER



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Métis student/athlete receives lucrative university scholarship



Elise McCormack is hoping to continue both her academic and hockey careers at Bishop's University this fall.

It helps out a lot. If I had to get a job while in school I don't think I'd be able to play hockey.

**By Sam Laskaris
Cando Contributor**

Elise McCormack still has some positive moments from her first year of university even though the ending was not ideal.

McCormack, who hails from Wyevale, a community in Tiny Township in central Ontario, attended Bishop's University, located in Lennoxville, Que., during the 2019-20 academic year.

Besides taking Business Administration classes, the 18-year-old also suited up for the women's varsity hockey squad, dubbed the Bishop's Gaiters, in her freshman year.

No doubt one of the highlights of McCormack's year was finding out she was one of seven recipients of the new Indigenous Scholarship Program. Those with Indigenous ancestry at post-secondary schools across Canada were eligible for the scholarships.

McCormack could apply as her mother Catherine is Metis. Meanwhile, her father Mason is British.

Scholarship amounts ranged from \$2,000 to \$10,000. McCormack was one of two recipients that received \$10,000 each, an amount which can be renewable annually for up to four years.

"It really meant a lot," McCormack said of the scholarships, delivered by Indspire, the national charitable organization which raises funds and delivers programs for Indigenous people.

The scholarships were also made possible because of a new partnership between CIBC and the National

Indigenous Economic Education Foundation (NIEEF), the charitable organization of Cando, which promotes economic development in Indigenous communities through Canada.

McCormack is obviously pleased this scholarship can now potentially cover more than half of her school expenses each year. She also won't have to take on a part-time job to help pay bills.

"It helps out a lot," she said. "If I had to get a job while in school I don't think I'd be able to play hockey."

Like all other students across the country, McCormack's school year was thrown into limbo in mid-March when COVID-19 started spreading and pandemic restrictions were put into place. Schools closed their doors and classes were moved online.

"I was just sad I was missing out on the last few weeks and taking online classes," McCormack said.

McCormack returned home to Wyevale and had to spend the last four weeks of her school year writing some essays and then her final exams online.

"The profs did a pretty good job," she said. "They restructured things and gave us more time to do them."

McCormack took general Business Administration courses in her first year at Bishop's. But she'll start to specialize now.

"I'm going to go into finance and accounting and get a double major maybe," she said.

Continues on page 18.

2020 CIBC NIEEF Scholarship Recipients

Scholarship winner hoping for eventual return to her First Nation

Loni Vicaire yearns for a return to her home community.

But for now, Vicaire, a member of Listuguj Mi'gmaq First Nation in Quebec, is not only honing her work skills but also continuing her education in Nova Scotia.

Vicaire, 34, has been working as a policy analyst for the Nova Scotia government in its Office of Aboriginal Affairs for almost four years. Her work focusses on Treaty Education.

Since last summer, however, Vicaire has also been working towards her Master's of Business Administration degree, which has a focus on community economic development, through Cape Breton University.

Vicaire estimates it will take 4-5 years of part-time studies to earn her Master's degree.

Ideally, after that she would move back to her home province.

"I would love to move home and take all the work I'm learning in school and with the skills I'm applying to my job (and get a position there)," she said.

But some further education, after earning a Master's degree, could also be in the cards for Vicaire. Several years ago she had thought of pursuing a Law degree. Those thoughts have been rekindled recently, especially with her line of work now.

"Treaty education is something I'm really passionate about," she said.

Vicaire had moved to Halifax in 2012 to attend St. Mary's University. She

earned her Bachelor of Arts degree in 2016.

Vicaire received some positive news earlier this year as she was informed she was one of seven recipients of the new Indigenous Scholarship Program.

The scholarships were delivered by Indspire, the national charitable organization which raises funds and delivers programs for Indigenous people in Canada.

The seven scholarships this year totaled \$44,000. They ranged in amounts from \$2,000 to \$10,000 this year.

Vicaire was one of the two winners who received the most, \$10,000 each.

"I submitted my application in August," Vicaire said, adding she was notified she was one of the scholarship recipients in late January. "But I didn't think I'd receive anything."

Scholarship funds were available because of a new partnership between the CIBC and the National Indigenous Economic Education Foundation, the charitable organization of Cando, which promotes economic development in Indigenous communities through Canada.

Scholarship recipients were not told why they were selected. Like the other winners, Vicaire can only speculate why she was.

"I think it was because of what I'm doing workwise and with what I'm studying," she said.



Loni Vicaire is juggling job and family commitments while also working towards a Master's degree from Cape Breton University.

Our instructors are in meetings right now. They're trying to see if they can deliver the course online.

**By Sam Laskaris
Cando Contributor**

Continues on page 19.

2020 CIBC NIEEF Scholarship Recipients

Scholarship winner aiming for accounting career



Katelyn Saultier will be returning to the University College of the North this fall in her quest to earn a Business Administration degree

We were able to finish all of the courses online. It's a lot more difficult in terms of learning. But I was able to keep up my high marks.

**By Sam Laskaris
Cando Contributor**

Katelyn Saultier is determined to achieve her goal of becoming an accountant.

Even if it means she has to take a chunk of her courses online.

Saultier, a member of O-Pipon-Na-Piwin Cree Nation in Manitoba, is finishing off her two-year Business Administration program at the University College of the North.

The school is located in The Pas, Man., an eight-hour drive from Saultier's community.

Saultier is finishing off her program now by taking a spring course, which ends in mid-June.

Earlier this year Saultier received some other good news as she chosen to be one of seven recipients of the new Indigenous Scholarship Program.

These scholarships, ranging from \$2,000 to \$10,000, were available to post-secondary Indigenous students across Canada. Saultier's scholarship was worth \$5,000.

Scholarship funds were also available because of a new partnership between the CIBC and the National Indigenous Economic Education Foundation (NIEEF), the charitable organization of Cando, which promotes economic development in Indigenous communities through Canada

And the scholarships were delivered via Indspire, a national charitable organization which delivers programs and raises funds for Indigenous people living in Canada.

Saultier, 21, was obviously happy to be one of the scholarship winners.

"I was able to get some additional books that weren't on my book list," she said, adding she purchased about a half dozen books that were not mandatory but assisted in her studies. "And I was able to cover a little bit of my living expenses."

Besides going towards her rent, Saultier said her scholarship funds helped pay off some of her credit card expenses she had incurred from Christmas shopping. Also, her phone and Internet costs increased in the new year.

Saultier is receiving some additional support in her studies.

"I do have some band support but it's fairly little in amount," she said. "And I was getting some family support but not too much."

Saultier had a full course load (five courses) during the winter semester. But her in-class sessions ended abruptly in mid-March when schools across the country started closing their doors because of COVID-19 restrictions.

"We were able to finish all of the courses online," Saultier said. "It's a lot more difficult in terms of learning. But I was able to keep up my high marks."

Saultier is continuing to take her final program course online now. And she will be continuing her education online this September.

That's because Saultier will be entering her school's Bachelor of Business Administration program. With two more years of studies she will earn her university degree.

Continues on page 18.

2020 CIBC NIEEF Scholarship Recipients

Matheson hoping for a return to classes this fall

Like countless others, Britney Matheson is hoping for a speedy return to normalcy.

Matheson, a member of Mathias Colomb First Nation in Manitoba, is enrolled in the Natural Resources Management and Technology program at the University College of the North.

Matheson is hoping she will be able to travel to her second-year classes this September at the school located in The Pas, Man.

But because of the pandemic and COVID-19 concerns, many schools in North America had already announced in the spring that they would be offering online only courses this fall.

“Our instructors are in meetings right now,” Matheson said about her school in mid-May. “They’re trying to see if they can deliver the course online.”

Since Matheson’s program is a hands-on course, this might not be possible, especially since there is a fall field practicum.

“They show us how to collect proper data,” Matheson said. “You have to go to a camp for three and a half weeks. We’re waiting on word to see how that could be done.”

Once COVID-19 started spreading in Canada in March, schools across the country began shutting their doors and moving their classes online.

For Matheson that meant several weeks of online learning to complete her first year. It wasn’t a process she necessarily enjoyed.

“I’m a hands-on learner,” she said. “It’s quite difficult for me to read a

textbook and give (all the information) back to them.”

Matheson, however, was quite pleased earlier this year. That’s because she was one of seven winners of the new Indigenous Scholarship Program, delivered by Indspire,

the national charitable organization which raises funds and delivers programs for Indigenous people in Canada.

Funding for the scholarships - \$44,000 this year – was also available because of a partnership between the CIBC and the National Indigenous Economic Education Foundation (NIEEF), the charitable organization of Cando, which promotes economic development in Indigenous communities through Canada.

Matheson’s scholarship was worth \$5,000.

“The extra funds from that scholarship helped me,” said Matheson, who travels one hour each way from her community of Cranberry Portage to her school in The Pas.

Though it is a two-year program, students are offered the opportunity to complete it over the course of four years. Matheson is planning to finish all of the program requirements in three years.

“It’s a very hard course,” she said. “We have very heavy courses.”

Matheson said she began the program with about two dozen others. By the end of the first year, just 14 of those students were still around.

Continues on page 19.



Britney Matheson is hoping her hands-on course will continue to be offered during the pandemic.

Our instructors are in meetings right now. They’re trying to see if they can deliver the course online.

**By Sam Laskaris
Cando Contributor**



building brighter futures

Bursaries, Scholarships, and Awards



CIBC NIEEF Scholarships

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

CIBC NIEEF Scholarships

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

CIBC NIEEF Scholarships

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



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

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

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

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

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

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

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

One Award: \$4,000 for one year

Application Deadlines: February 1
August 1
November 1

indspirefunding.ca/cando

Indigenous scholarship recipient returned to studies mere weeks after childbirth

Fredelle Deneyoua would have had a pretty good excuse had she decided to put her schooling on hold this past year.

Deneyoua, a member of Liidiii Kue First Nation in the Northwest Territories, gave birth to her second child, daughter Haley, this past August.

Less than a month later, however, Deneyoua was back in the classroom, for her second year of Business Administration studies at Aurora College, located in the Northwest Territories town of Fort Smith.

Deneyoua ended up completing all of her requirements to earn her diploma from the college in April.

The 32-year-old also received some good news midway through her academic year as she found out she was one of seven recipients of the new Indigenous Scholarship Program available to students across the country.

Deneyoua's portion of the new scholarships was \$2,000.

The scholarships, for varying amounts, totaled \$44,000 this year and were delivered by Indspire, the national charitable organization which raises funds and delivers programs for Indigenous people in Canada.

Scholarship funds were also available because of a new partnership between the CIBC and the National Indigenous Economic Education Foundation (NIEEF), the charitable organization of Cando, which promotes economic development in Indigenous communities through Canada.

Deneyoua believes her commitment to her education, solidified by her decision to return to school mere weeks after giving birth, perhaps contributed to her selection as a scholarship recipient.

"I went right back to it," she said. "Maybe because I was so dedicated, maybe that's why I was chosen."

Deneyoua was grateful to receive the scholarship and funds that came with it.

"It meant a world of difference," she said. "It meant I was able to pursue my education."

Besides her daughter, Deneyoua's family also includes her four-year-old son Memphis and her partner Jonathan, who works in the Ekati Diamond Mines.

Deneyoua had also worked as a miner for five years and that's where she met Jonathan. But she was forced to give up that job when her son was born as miners are required to be away for stints of two weeks at a time.

Deneyoua added the scholarship money she received was rather welcome and came at an opportune time.

"We were limited on funds," she said. "We had bills. And some days were hard. Getting the scholarship meant I could be a little more financially secure."

Deneyoua had worked with the territorial government as part of a summer student program in 2018.

Ideally, she would have liked to land another government position now that she has earned her college diploma.



Fredelle Deneyoua returned to her studies mere weeks after giving birth this past August.

Scholarships help out a ton. Not only is tuition expensive but going to school takes up a lot of time. It basically is a full-time job.

By Sam Laskaris
Cando Contributor

Continues on page 20.

Elise McCormack

Continued from page 12.

McCormack believes she might eventually decide to get into commercial real estate.

“I’m not sure of that yet,” said McCormack, who graduated from

Ecole secondaire Le Caron, a French-speaking high school in Penetanguishene, Ont.

The teen is also not quite sure what her second year at Bishop’s will look like because of the pandemic. By mid-May most Quebec-based universities had announced they would move all their classes online for the fall semester.

“My school hasn’t decided anything yet,” she said. “I assume it will be the same as the others.”

McCormack is not thrilled of the possibility of taking all of her fall classes online.

“It’s not ideal,” she said. “I would just do some classes. Not as many (as a full load) but I would still go there.”

McCormack said she would be able to take less courses this coming semester and not fall behind as she had signed up for a spring class and was also contemplating taking another one during the summer months.

McCormack added she could conceivably remain home and take her fall classes from Wyevale if the school does proceed with just online sessions. But it’s likely she will go to Lennoxville.

“I’d prefer to go there,” she said. “I’m already paying for the apartment building I’ll be in and a bunch of my friends will be there.”

McCormack is also hoping restrictions are lifted and there will be a return to sports. She plays defence for the Bishop’s squad, which is joining the Reseau du sport etudiant du Quebec (RSEQ) for the 2020-21 season. This Quebec-based league will feature 10 entrants this coming season.

“We’ve been in contact,” McCormack said of talks with the Gaiters’ coaching staff. “But they don’t know anything yet about the season.”

During her first year at Bishop’s, the squad was not in a league only competed in exhibition games against various teams from Canada and the United States this past season.

Loni Vicaire

Continued from page 13.

Vicaire began her courses towards her Master’s degree last July. She was required to attend classes at Cape Breton University, located in Sydney, a five-hour drive from her home in Halifax.

She would return home on weekends as she is also raising her own family with her partner Jacob. Vicaire has a 13-year-old son, Orios, and a daughter, Scarlett, who was turning five in late May.

Vicaire said her lucrative scholarship came in handy.

“It’s definitely going to help offset a lot of the costs,” she said.

Vicaire said her costs were adding up since she had to travel back and forth from Halifax to Sydney last summer.

“It was like a double expense, having two places,” she said, adding she rented a room when she was in Sydney.

Because of COVID-19 restrictions, Cape Breton University will not be offering in-class sessions this summer. But Vicaire will continue to take courses online.

“I will be missing out with face-to-face interactions and meeting new people,” she said.

But she’s also trying to think of the positives.

“I feel like working remotely will be easier on me with my family,” she said.

Vicaire added her current employer has been very supportive of her educational pursuits.

“My work has been fully supportive of me taking time off,” she said.

Vicaire also said time management is something that she has been forced to learn to handle. By all indications, she’s faring well.

“I found it to be the most challenging thing – working, trying to go to school and juggling your family,” she said.

After finishing high school Vicaire had enrolled in the Office Administration program at Ottawa’s Algonquin College.

Upon completing that program she landed a job as a receptionist working for the Assembly of First Nations (AFN) in Ottawa. During her couple of years working with the AFN, the Truth and Reconciliation Commission of Canada was active.

“I got to hear everybody’s story,” she said. “It gave me some ambition to get more involved.”

2020 CIBC NIEEF Scholarship Recipients

Britney Matheson

Continued from page 15.

Matheson said she was intrigued by her current program and it was suggested to her by her mother, who works as a career co-ordinator.

"I've always wanted to work out in nature or out in the field," said Matheson, who aspires to be a wildlife technician.

Should she successfully complete her current program, Matheson is already eyeing some further education.

If she has a decent GPA, she said she would consider applying for the Environmental Science program at the University of Manitoba. Completing a two-year program would allow her to earn a university degree.

"I'm also looking at a career in water resources and oceans and fisheries," she said.

Fredelle Deneyoua

Continued from page 17.

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

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

But she is also trying to plan for her future.

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

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

NIEEF | National Indigenous Economic
Education Fund

YOUTH OPPORTUNITIES

National Indigenous Economic Education Fund (NIEEF) Scholarships

NIEEF is Cando's charitable organization which grants annual scholarships to Indigenous students studying in a field related to economic development. To be eligible, students must be attending or currently enrolled in a program at a post-secondary institution, and must be a Cando student member.

Preference will be given to students enrolled in one of Cando's Accredited Institutions.

In 2020 NIEEF will be awarding four scholarships each worth \$2,000.

This includes the new 'Plains Midstream Canada - NIEEF Scholarship' to be awarded to one successful applicant based in Alberta.



Kiera Kowalski

2019
NIEEF
SCHOLARSHIP
RECIPIENTS



Patrick Twinn

2019
NIEEF
SCHOLARSHIP
RECIPIENTS



Taylor Wilson

The deadline to apply for a NIEEF Scholarship is July 31, 2020.

More information: www.edo.ca/youth/nieef-scholarships

Katelyn Saultier

Continued from page 14.

And she's already thinking past that as well as she hopes to become a chartered professional accountant with three and a half more years of online learning after that.

Following the lead of many other Canadian post-secondary schools, the University College of the North announced in May its fall sessions would commence online due to the pandemic.

Saultier believes she will remain in The Pas to continue her studies. But she isn't certain if she will return to her community before that.

Last summer she had worked as a junior accountant in The Pas. But she said jobs in the Manitoba town are scarce right now.

"I might look at going home and see if there's any work there," she said.

NIEEF | National Indigenous Economic Education Fund

YOUTH OPPORTUNITIES

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