

cando 

# CONNECT

MAY/JUNE 2020 | Vol. 7 No. 1  
*magazine*

→ *Moving Indigenous Economies Forward*

**CIBC NIEEF  
Scholarship  
Recipients**

**Indigenous  
Homes  
Innovation  
Initiative**

**CEDI  
Graduating  
Communities**

# WIN \$2,000

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

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

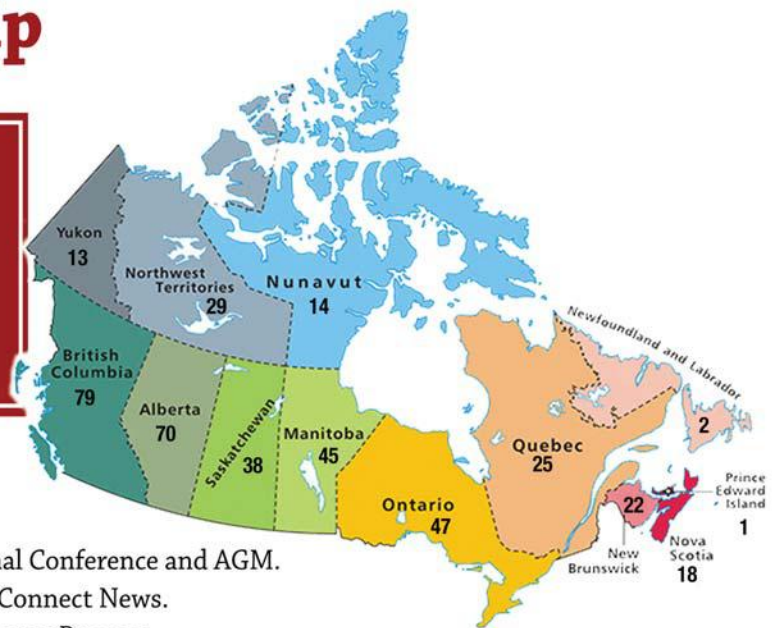
## Cando Membership

Full Individual Membership - \$105

Associate Membership - \$89.25

Student Membership - \$26.25

Organization Membership - \$315



### Cando Membership Benefits:

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

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

cando  
Inspiring Success

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



Cover image: A table is set up with some medicines to provide strength to participants during the Accelerator Launch phase of the Indigenous Homes Innovation Initiative held in Nanaimo in January 2020 - before COVID-19. The COVID-19 crisis is teaching us the value of home - as a place of safety, healing and sanctuary. More coverage on pages 24 to 28.

Photo: Paul Macedo

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

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## Nominate your Role Model for the National Youth Panel!

Each year Cando selects six Indigenous youth participants to form the National Youth Panel, a signature event at the annual national conference that will be held this year in Saskatoon, SK in October 2020. The selections for the National Youth Panel are based on their strengths, initiatives, accomplishments, entrepreneurial spirit, and participation within their communities. Do you know of a role model deserving of special recognition? Nominate them today!

### Award recipients will enjoy:

- Recognition for their achievements
- Networking with Indigenous leaders and peers
- Free trip to Saskatoon, SK - plus complimentary conference registration and accommodations

### Eligibility:

- Must not have been part of the youth panel previously
- Must be between 18-30 years of age
- Must be of Indigenous descent (First Nation, Métis, Inuit)



*Be sure to visit our website to learn more and nominate today!*  
**Deadline for nominations is July 31, 2020**

# Venturing out – staying diligent

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

Cando has worked hard to maintain all of our member services, webinars and program commitments with our office staff working remotely from their homes. Cando has developed a webinar series every Wednesday since March 11th. This will continue throughout the summer. Cando has also been instrumental 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.

Unfortunately, the COVID-19 crisis has meant that one of Cando's signature events - the 3rd Annual Economic Development Youth Summit has been cancelled for 2020. It will return in 2021.

On June 1st, Cando offices will be open on a limited basis for those staff wishing to work from the office.

Cando will continue to monitor this situation and follow the advice and recommendations of provincial and federal health authorities. Cando will also continue to keep its members and partners informed via email, e-newsletter and social media on any new developments including event changes.

□As jurisdictions begin to ease stay-at-home restrictions **please use every precaution, including wearing masks, and practice physical distancing to stay safe.**

The Community Economic Development Initiative announces its Newest Graduates: Curve Lake First Nation, Hiawatha First Nation, the Township of Selwyn, Peterborough Economic Development, County of Peterborough, and Township of Otonabee South Monaghan (ON).

Over the course of three years, the Treaty 20 – Peterborough County CEDI partnership consisting of six partners: two First Nations, two townships, a County, and an economic development corporation has accomplished a lot together. Since this partnership has recently graduated, the CEDI team celebrates their accomplishments together and is pleased to share more information on one of their joint community economic development initiatives, an online GIS consultation tool. Please turn to our coverage on pages [6-9](#).

Cando is assisting the **Indigenous Homes Innovation Initiative (the IHII)** by managing the flow of funding from Indigenous Services Canada (ISC) to approved projects. □

The Indigenous Homes Innovation Initiative is based on a simple yet powerful idea: that the best solutions come from those who live the problem every day. Residents of Indigenous communities understand the housing-related challenges they face. The Initiative aims to tap into this understanding and inspire Indigenous peoples to propose and develop effective solutions. We believe that your ideas can and will make a difference. Please turn to our coverage on pages [24-28](#).

Cando is pleased to announce that it has partnered with **CIBC** to develop the **CIBC NIEEF Scholarships**. In association with **Indspire's Building Brighter Futures Scholarship Program**, the **CIBC NIEEF Scholarships** will award \$44,000 each year for the next four years. This award will be distributed 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. Please read the profiles of the most recent CIBC NIEEF Scholarship recipients on pages [12-20](#). **Please note the next Indspire application deadline is August 1, 2020.**



## CEDI's Newest Graduates

All photos: Paul Macedo

### **CEDI's Newest Graduates: Curve Lake First Nation, Hiawatha First Nation, the Township of Selwyn, Peterborough Economic Development, County of Peterborough, and Township of Otonabee South Monaghan (ON)**

Over the course of three years, the Treaty 20 – Peterborough County CEDI partnership consisting of six partners: two First Nations, two townships, a County, and an economic development corporation has accomplished a lot together. Since this partnership has recently graduated, the CEDI team celebrates their accomplishments together and is pleased to share more information on one of their joint community economic development initiatives, an online GIS consultation tool.

Through a collaborative approach, this partnership's Planning and Consultation Working Group, composed of staff from Township of Otonabee-South Monaghan, Hiawatha First Nation, Township of Selwyn, Curve Lake First Nation and the County of Peterborough, developed an idea for an online GIS consultation tool to assist local planners in determining consultation triggers for Curve Lake and Hiawatha First Nations.

The goal of the tool is not only to heighten and clearly demonstrate when consultation is required for Planning Act applications, but also assist with the review capacity of staff of Curve Lake and Hiawatha First Nations by vetting those applications that do not require consultation.

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

The need for change in the consultation process was first identified by Julie Kapyrka, Consultation Liaison at Curve Lake First Nation. She shared grievances at the first CEDI Joint Workshop about how the First Nations were not on the County's Official Plan Technical Advisory Committee and that the Planning Act stated that First Nations were to be consulted only if development was within 1 km of a First Nation. The First Nations wanted to be consulted and engaged on all development within the Treaty 20 area, as all the community partners are within the boundaries of Treaty 20.

The County has since formally extended invitations to Curve Lake and Hiawatha First Nations to join the County's Official Plan Technical Advisory Committee and has embraced open discussion on relationship building and development with the CEDI partners.

"The relationship with the County was a little bit granular. That's why the CEDI organizers thought it would be a good idea to bring the County into this process. And since then our relationship has flourished. We are on a first names basis. I can pick up the phone and call the Planners at the County

anytime. The County and other municipalities that we are working with are stepping outside of the boundaries of The Planning Act and going beyond the bare minimum of what that document requires. It has completely transformed the relationship that Consultation (Curve Lake Department) has with the various townships in this area."

- **Julie Kapyrka, Consultation Liaison, Curve Lake First Nation**

The GIS consultation tool was developed by Geocortex, an organization that specializes in designing and developing targeted GIS mapping applications. The tool itself is a web-based GIS application that resides in the County's GIS system. All local Township Planning staff have access to the tool, and only planners have access to the tool as it holds confidential data that can't be shared.

The tool itself allows the user to identify a property or a point on the landscape and run buffers around prescribed features that Curve Lake and Hiawatha First Nations have identified as having cultural/environmental significance.

**Continues on page 8.**



Continued from page 7.

These include known archaeological sites, wetlands, lakes and rivers, to name a few.

If a buffer from one of the features is within a prescribed distance of the selected property or point on the landscape a “decision tree” document is then utilized to further assess and determine if consultation is required. At this point in time the decision tree is in a second draft and the Working Group is looking towards developing what will hopefully be the third and final draft of that document.

“In regard to economic development, I'd like to see more partnerships. We are in a beautiful area and I believe we can partner on quite a few items and make that successful for the First Nation and the townships. Those partnerships would be beneficial to everyone. It also creates the opportunity of knowing First Nations aren't against development; what we are against is coming in and being told what is happening or just coming through our territory with no engagement process. When you work with First Nations it is about *Free Prior and Informed Consent and Permissions*. And that needs to happen. And that relationship needs to happen.”

- Chief Laurie Carr, Hiawatha First Nation

This work (the GIS tool and decision-tree) has been recognized by a larger audience, including the Association of Municipalities of Ontario (AMO), the Ontario Professional Planners Institute (OPPI), and the Shared Path Initiative (SPI). The partnership is now being asked to share this innovative approach and best practices across Ontario. The timing of this work was also advantageous, as the Province of Ontario recently released a Provincial Policy Statement (PPS) for planners that makes municipal consultation with First Nations mandatory rather than recommended. Having worked collaboratively on consultation over the last three years, these partners are well positioned to play a leadership role in supporting others in this field.

On March 3<sup>rd</sup> this regional partnership gathered with the CEDI Team at Lang Pioneer Village in Keene, Ontario to celebrate their graduation from the Program. The afternoon was spent reflecting on their work together over the past three years and validating their plans for joint community economic development, tourism (specifically supporting entrepreneurship across their region) and expanding their partnership. Working Group members shared reflections: “the impact of our work together is better awareness of First Nation rights and the protection of those rights and willingness of





# CEDI's Newest Graduates

municipalities to work together”, and, “to ensure our partnership is successful in the long-term, we need to stay committed, dedicate the resources required, plan collectively for the future and ensure it remains a collaborative effort, knowing that people and priorities will change over time”

The evening celebration started with a presentation of a Wampum Belt created for the partnership, with Jack Hoggarth sharing cultural learnings and protocols for how the partnership can take care of the Belt that will honour and represent their commitments to one another. This amazing joint learning event was followed by a ‘world premiere’ of four videos that tell the story of their partnership. The evening was topped off by sharing food and music by Gary Williams (past Chief and Council member at Curve Lake First Nation and CEDI Champion) and well known musician Missy Knott.

This partnership is well launched and will be “rocking it” well into the future!

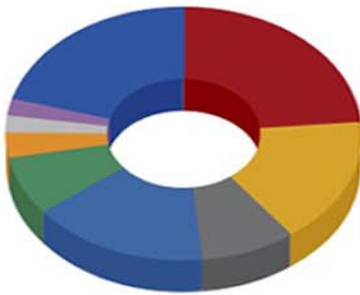
“We now involve First Nation members in the County and Township planning, application and decision. We seek their input and we should have been doing this all along. Better late than never. I certainly see it [CEDI program] as laying the path for the future. If we can continue in the spirit of co-operation, understanding and mutual respect, it will bode well for decisions which will need to be made in the future.”

- **Mayor Joe Taylor, Township of Otonabee South Monaghan**



An annual technical training forum launched in 2013 that provides a range of skills development and learning opportunities for Indigenous Lands Management Officers & Economic Development Officers from throughout British Columbia.

The BC Links to Learning event draws a broad range of attendees from Indigenous communities throughout British Columbia.

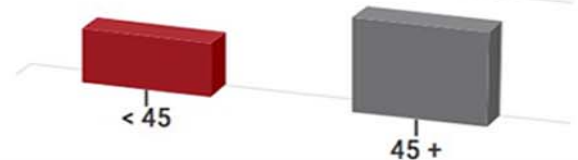


- Lands Manager
- EDO
- Both EDO & Lands Manager
- Band Executive
- Lands Employee
- Housing Personnel
- Consultant
- Government Personnel
- Other

66% of the attendees identify as female.



64% of the attendees are 45 years or older.



Measuring the impact of BC Links to Learning event:

**\$3.17**

million in changes  
in annual revenues

**50**

jobs created  
in the communities

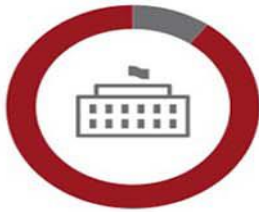
**\$10.05**

million contributed to  
GDP of British Columbia

**ROI = 1:6.7**

\$10.05 million added to GDP yields a return on investment (ROI) of 6.7, or \$6.70 for every \$1 invested in BC Links to Learning from 2013 through 2018

Analysis based on survey responses from 176 conference attendees for a response rate of 34%.



**90%**

of attendees improved their knowledge of government programs & services



**87%**

of attendees improved their knowledge of the Indigenous context in Canada



**87%**

of attendees improved their knowledge of economic development practices



**78%**

of attendees improved their ability to engage with their community



**74%**

of attendees improved their ability to influence the advancement of their community's development



**65%**

of attendees improved their ability to assist their community with the generation of revenues

**ROI = 1:6.7**

for every \$1 invested in the event \$6.7 in revenues was generated for the communities

**86%**

of attendees are satisfied with the BC Links to Learning Forum

Impact Assessment by:



**The  
Evidence  
Network**

Analysis based on survey responses from 176 conference attendees for a response rate of 34%.  
More information: [www.edo.ca/news](http://www.edo.ca/news)

# 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](http://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](http://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

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More information: [www.edo.ca/youth/nieef-scholarships](http://www.edo.ca/youth/nieef-scholarships)

## Nominate your Role Model for the National Youth Panel!

Each year Cando selects six Indigenous youth participants to form the National Youth Panel, a signature event at the annual national conference that will be held this year in Saskatoon, SK in October 2020. The selections for the National Youth Panel are based on their strengths, initiatives, accomplishments, entrepreneurial spirit, and participation within their communities. Do you know of a role model deserving of special recognition? Nominate them today!

### Award recipients will enjoy:

- Recognition for their achievements
- Networking with Indigenous leaders and peers
- Free trip to Saskatoon, SK - plus complimentary conference registration and accommodations

### Eligibility:

- Must not have been part of the youth panel previously
- Must be between 18-30 years of age
- Must be of Indigenous descent (First Nation, Métis, Inuit)



*Be sure to visit our website to learn more and nominate today!*  
**Deadline for nominations is July 31, 2020**

# 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.

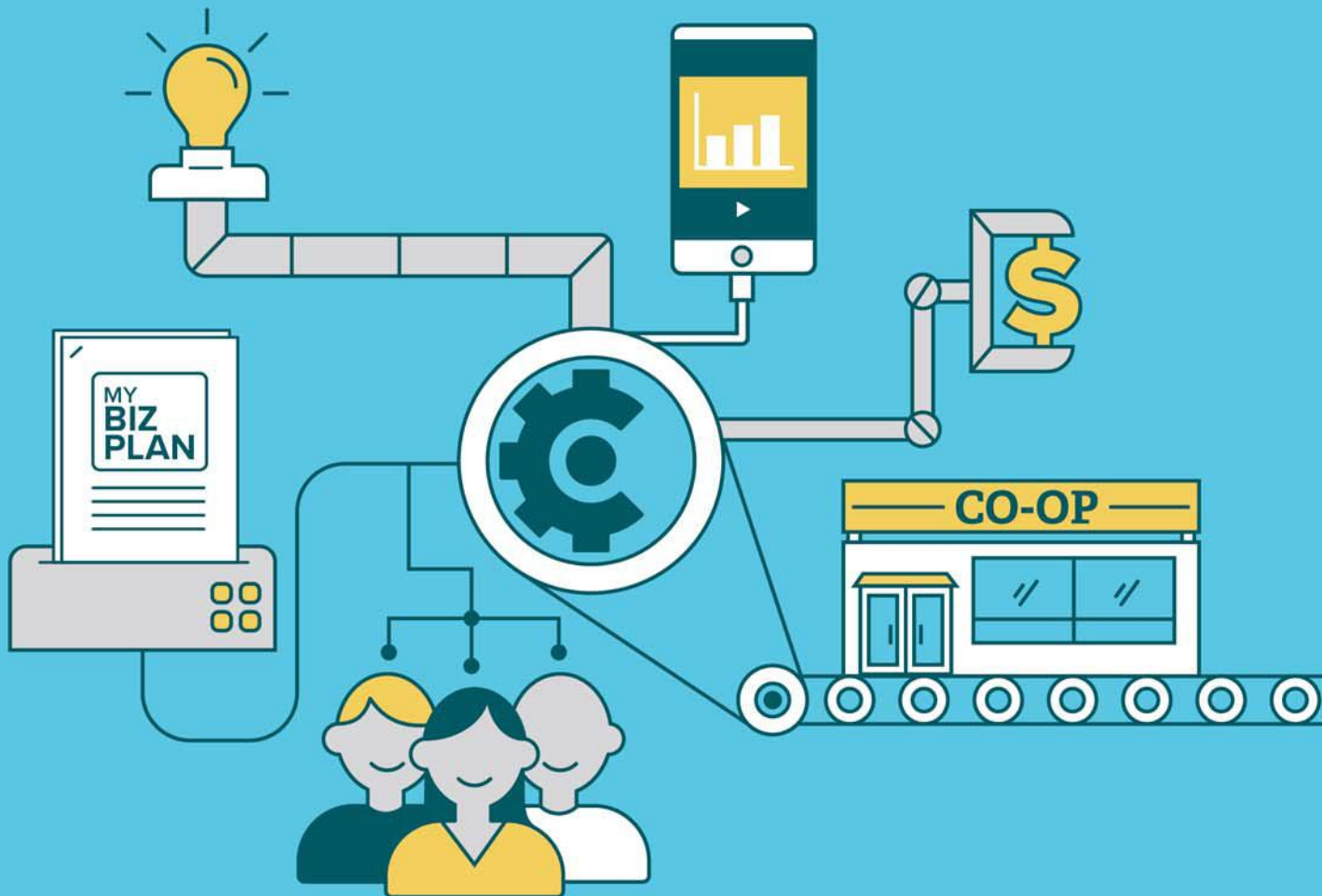
The upcoming course will especially appeal to those involved in a co-op, including volunteers, staff and board members. That’s because it’s important to understand how the co-op model varies from other business models.

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



Thinking about starting a co-op? There's a lot to consider. Bylaws, business plans and incorporation. Not to mention governance and cashflow. Co-op Creator is the most straightforward resource to get your idea up and running. And it's free. From our unique business plan generator to an online governance course, everything is covered.

Visit [coopcreator.ca](http://coopcreator.ca) to get started.



# Indigenous Homes Innovation Initiative



Indigenous Steering Committee: (left to right) Sean Willy, Will Goodon, Pamela Glode-Desrochers, Marcel Lawson-Swain, Dawn Madahbee Leach. Terry Audla is not pictured.



**INDIGENOUS  
HOMES INNOVATION  
INITIATIVE**

[impact.canada.ca](http://impact.canada.ca)



Indigenous Services Canada / Services aux Autochtones Canada

Canada

Elders Jim Bob and Ann Bob welcomed participants of the Indigenous Homes Innovation Initiative 'Accelerator' event to traditional Snaw-naw-as First Nation Territory, at Tigh-Na-Mara Conference Centre in Parksville, British Columbia.

## Indigenous Homes Innovation Initiative



# Indigenous Homes Innovation Initiative



The Honourable Marc Miller, Minister of Indigenous Services, congratulated 24 Indigenous innovators on moving forward in developing their ideas under the Indigenous Homes Innovation Initiative on January 20, 2020.

The 24 innovators come from all regions of Canada and their ideas cover a range of new ways to respond to Indigenous social and housing needs.

The selected innovators are now taking part in the 'Accelerator' period, which took place from Jan. 20-23 at the Tigh-Na-Mara Conference Centre in Parksville, British Columbia. The Accelerator will provide the innovators with mentoring support from Indigenous architects and other professionals to refine their ideas into implementable projects.

The Innovation Initiative's Indigenous Steering Committee, comprising First Nations, Inuit and Métis Nation experts in infrastructure and housing, selected the 24 innovators out of the 342 who had submitted ideas to the Initiative.

Innovators will spend up to 18 months working with experts during the Accelerator period. Innovators that complete the Accelerator period and successfully demonstrate that their proposal is ready for implementation will receive implementation funding. Lessons learned from the Accelerator will also provide useful information for Indigenous communities toward addressing their housing needs.

The Indigenous Homes Innovation Initiative aims to support the voices and ideas of Indigenous peoples directly, and complement the Government of Canada's investments to improve housing conditions in Indigenous communities. Supporting creative approaches and bringing forward new ideas from Indigenous people will help spark changes that can lead to better housing and social conditions.

## QUICK FACTS

- The Indigenous Homes Innovation Initiative is a partnership between Indigenous Services Canada, Infrastructure Canada, and the Privy Council Office's Impact and Innovation Unit.
  - In April 2019, the Government of Canada launched the Indigenous Homes Innovation Initiative to support innovative Indigenous-led housing ideas. Of 342 applicants, 24 were selected by the Initiative's Indigenous Steering Committee to enter the Accelerator period of the Innovation Initiative.
  - The Accelerator is administered by the Council for the Advancement of Native Development Officers (CANDO), along with the Indigenous Steering Committee and the applicants themselves.
  - Accelerator partners include the Indigenous Task Force of the Royal Architectural Institute of Canada, Vancouver Island University, McEwen School of Architecture (Laurentian University), MASS Design Group, Ecotrust Canada, Indigenous Clean Energy Network and the Aboriginal Savings Corporation of Canada.
  - \$6 million is available to support the 24 innovators during the Accelerator process. This will be followed by \$30 million for the implementation of projects that meet the second selection process requirements.
- This \$36 million is in addition to the Government's more than \$2.5 billion in housing investments in Indigenous communities since 2016 to support tens of thousands of new builds and renovations, as well as capacity building projects.

## Indigenous Homes Innovation Initiative

# Community Tour: Nanaimo Passive House



The participants of the Accelerator Program were taken on a tour of several innovative housing projects in Nanaimo tailored to Indigenous residents.

One stop on the tour included the Nanaimo Passive House - a culturally responsive build environment for an Indigenous community - built and operated by the non-profit Nanaimo Aboriginal Centre. The 24 unit complex featured shared meeting spaces and common areas with smaller units for youth in transition and elders and larger units for young families.

The Nanaimo Passive House is less than 8 months old and was built on under-utilized parcel of land donated by the City of Nanaimo. The design allows for greater energy efficiencies and reduced monthly utility costs and also pays homage to the traditional long house structures of Coast Salish peoples.



Photos: Paul Macedo

## Indigenous Homes Innovation Initiative



Photos: Paul Macedo



## Indigenous Homes Innovation Initiative



A group photo of the 24 Indigenous Innovators at Tigh-Na-Mara in Parksville, British Columbia on January 23, 2020.



A photo of the Indigenous Innovators along with mentors and partners at Tigh-Na-Mara in Parksville, British Columbia on January 23, 2020.

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

## ECONOMIC DEVELOPER OF THE YEAR AWARD



**Katie Young-Haddlesey, ON**  
**Curve Lake First Nation**  
**Individual Economic Developer of the Year**



**Simp cw First Nation, BC**  
**Paul Donald of Simp cw Resources Group**  
**Community Economic Developer of the Year**



**Buck's Auto Parts, QC**  
**Frank Buckshot**  
**Indigenous Private Sector Business**

2019 Economic Developer of the Year Award Winners - Gatineau, QC



### Recognize! Celebrate! Honour!

Sharing our stories and celebrating our successes will ensure that economic development initiatives continue to grow. In 1995, the Cando Economic Developer of the Year was created to recognize and promote recent or long-standing Indigenous economic development initiatives throughout Canada.

**Each year, Cando awards three categories:**

- Individual EDO
- Community
- Indigenous Private Sector Business

**The nomination deadline is June 30th, 2020**

*Please visit the Cando website to nominate, and for more information.*



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