

cando

hows it going

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CONNECT

NOV/DEC 2020 | Vol. 7 No. 4

magazine

→ Moving Indigenous Economies Forward

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**2020 Cando
(Virtual) Conference**

**Economic
Development
(Virtual)
Youth Summit**

**2020 NIEEF
Scholarship
Recipients**

hows it going

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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.

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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.



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Level of Study: Entering first year of a four-year degree program

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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

FEBRUARY 1

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Cover image: The 27th Cando Conference was held virtually in October. In addition to all the learning and information-sharing there was also lots of fun for delegates. Stan Wesley was Conference MC and conducted several mini surveys along with his 'pan-deadly gameshow'. One of the interactive survey questions was "how to say 'hello' in your own language". The cover image is a snapshot of the responses.

Image: Paul Macedo

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

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27th Cando Conference (Virtual)

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. There appear to be hopeful signs that vaccines may be on the way as early as spring of 2021, but we must all remain vigilant and look after one another.

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. The taskforce, supported by Indigenous Services Canada has developed an Indigenous Supplier Database of COVID-19 related PPE, products and services. There have been several significant government contracts awarded to Indigenous suppliers as a result of them being registered on the database. Please turn to our coverage of the Indigenous Business Taskforce and Indigenous Supplier Database on pages [06-09](#).

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

- 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 over four days in October (Oct. 20-21 & 27-28). Check out the Conference Agenda, Women in Business Panelists, National Youth Panelists and much more in this issue on pages [10-44](#).
- The 3rd Annual Economic Development Youth Summit was held virtually from August 10-13 and was a huge success. The experience was very positive and energizing despite youth delegates attending remotely via computer and video camera from the safety of their homes and their communities. The quality of the the Final Group Presentations was outstanding. Hopefully, the usual format for the Youth Summit will return for 2021 with some virtual components added. Please see coverage on pages [52-56](#).
- Links to Learning Webinar Series - Cando continues to develop and deliver accredited training and provide continuous skills development for its member EDOs via several weely webinar series. The Links to Learning Series delivers to Alberta and British Columbia every Tuesday and to Manitoba and Saskatchewan every Thursday. In addition, a national Free Wednesday Webinar Series is being offered. All of these webinars are free to Cando members. These webinars started delivery in October and will continue at least until March 2021. Please visit the www.edo.ca/links-to-learning for a full schedule of upcoming webinars.

Finally, Cando is pleased to showcase the four recipients of the **2020 NIEEF Scholarships**. Cando is delighted to award \$2,000 to Indigenous students studying 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 NIEEF Scholarship recipients on pages [58-62](#).

Looking forward to seeing you soon!

Cando among Indigenous organizations that partnered to create successful taskforce



George Morrison, the principal of the First Peoples Group of Enterprises.

**By Sam Laskaris
Cando Contributor**

There's no denying the COVID-19 pandemic has had devastating effects on businesses throughout the world in 2020.

But numerous positive stories have also emerged during this challenging year.

For example, a handful of organizations, including the Council for the Advancement of Native Development Officers (Cando), joined forces to create the Indigenous Business Taskforce, in response to federal government's call to companies to increase their production of personal protection equipment (PPE).

The Indigenous Tourism Association of Canada, Inuit Tapiriit Kanatami and Pauktuutit Inuit Women of Canada are the other organizations currently part of the taskforce.

These organizations then collectively hooked up with Indigenous Services Canada and Acosys Consulting Firm, an Indigenous consulting firm, to launch a database of Indigenous businesses.

The goal was to have some of those Indigenous businesses in the database step up and offer to respond to the country's massive demands for PPE supplies, including masks and sanitizers, to deal with the pandemic.

One of the companies that has been successful with its procurement bids via the federal government is the First Peoples Group of Enterprises. This company, which has offices in British Columbia and Ontario, offers diverse services, including the development of housing and commercial projects.

But one of its other ventures is manufacturing skin products, including sanitizers.

"Before COVID we probably couldn't give the stuff away," said George Morrison, the principal of the company's First Nations consulting team. "After COVID it was like gold."

Indigenous Business COVID-19 Response Taskforce

Cando Connect

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Indigenous Business Taskforce

The First Peoples Group of Enterprises has successfully landed about a half dozen contracts to supply sanitizers. Orders have ranged between 300 to 3,000 bottles.

“We’re in the system and bidding for larger orders too,” Morrison said.

Although his company does have more lucrative ventures with its housing and commercial projects, Morrison is pleased it is also having some success in landing federal deals to provide sanitizers during the pandemic.

“Obviously we have something to prove with this procurement,” he said. “We want to seize the opportunity. We’re not the only company in Canada doing this. But I don’t see too many Indigenous companies doing this.”

Cando president Keith Matthew is among those who are ecstatic to see that plenty of positives have already emerged from the establishment of the Indigenous database.

Matthew is pleased some contracts have already been awarded to Indigenous companies and he’s hoping considerably more will follow.

“This is good news,” he said. “The more the merrier. I’m very happy that our Indigenous businesses are getting these opportunities from the federal government. That’s why we started this database.”

David Acco, the president of Acosys Consulting Services, was confident the Indigenous database would provide success stories.

“I always knew it would be successful,” he said. “We have the capacity, we have the products and we have the people. But the visibility was not there.”

Acco is confident many more Indigenous businesses will benefit in the near future.

“As the economy evolves from the pandemic to a new normal, I am sure the taskforce will work with the government, other organizations, national and regional, and procurement to drive opportunities for Indigenous suppliers to transact and grow their businesses,” he said.

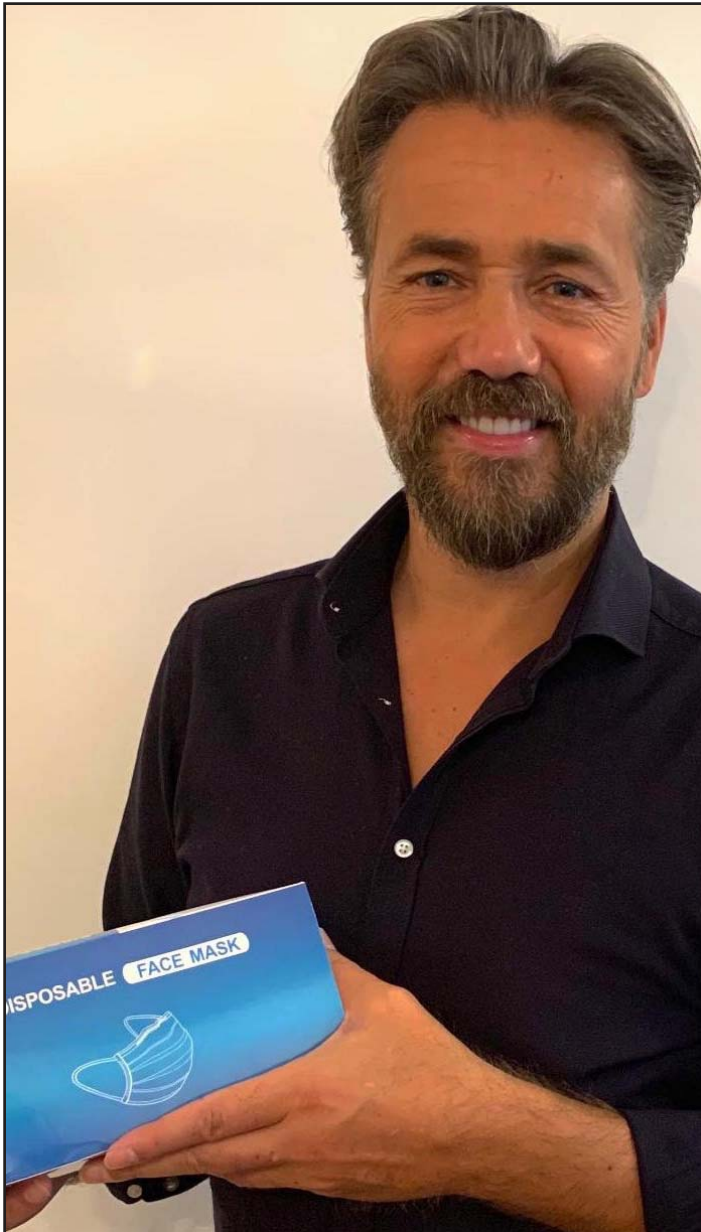


David Acco, the president of Acosys Consulting Services.



Keith Matthew, President of the Cando's Board of Directors.

Creation of Indigenous Business Taskforce netting results for various companies



Edgar Davis, the executive director of AMI Medical Supply.

Teamwork can often produce considerably better results than individual efforts.

That has certainly proven to be true with the creation of the Indigenous Business Taskforce.

Early on during the COVID-19 pandemic, the Canadian government called on businesses to increase production of personal protection equipment (PPE), in order to better deal with its response to the widespread illness.

As a result, a number of national Indigenous organizations teamed up to create the Indigenous Business Taskforce. The goal with this venture was to assist Indigenous businesses so they could hopefully land some federal contracts by providing much-needed supplies.

Officials from the Council for the Advancement of Native Development Officers (Cando) spearheaded the establishment of the taskforce.

Other organizations currently involved with the taskforce are the Indigenous Tourism Association of Canada, Inuit Tapiriit Kanatami and Pauktuutit Inuit Women of Canada.

Others who offered support to the creation of the taskforce were Indigenous Services Canada and Acosys Consulting Services, an Indigenous consulting firm.

“We anticipated the initial wave and I’m not sure we’re done with the first wave but we’re definitely entering the second wave of the pandemic,” said Cando president Keith Matthew. “I would say there’s an even greater need now for PPE.”

Matthew is pleased to see some Indigenous businesses have landed contracts with the federal government to provide PPE. And he believes Indigenous businesses are capable of landing many more deals in the future.

By Sam Laskaris
Cando Contributor

Indigenous Business COVID-19 Response Taskforce

Cando Connect

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November/December 2020

Indigenous Business Taskforce

“Once they get their foot in the door, it’s easier to navigate federal government purchasing,” he said.

Two Indigenous-owned companies that have already successfully landed procurement deals to supply masks to the federal government are Dreamline Canada and AMI Medical Supply.

Dreamline Canada was asked to supply one million masks while AMI Medical Supply was approved to provide two million masks.

“I knew there would be a lot of companies out there that would be bidding on this,” Todd Pruden, the owner of Dreamline Canada said of the government’s request for companies to submit applications to provide masks. “We got a little piece of it. Any work these days though is good.”

Pruden said his company, which was established in 2002 and is based in Fort McMurray, Alta., had probably submitted 10-15 other bids during the past 15 years in its efforts to land contracts from the federal government.

But none of those previous bid applications had been successful.

“It was nice to break the ice,” Pruden said.

Now that his company landed a deal as well from the federal government to provide some PPE, Edgar Davis, the executive director of AMI Medical Supply, is pleased perseverance paid off.

“There was a lot going on and a lot you had to complete to keep going forward,” Davis said, adding securing a business procurement number was just one of the items required to keep a company’s bid alive.

Davis though was pleased to receive support from those within the Indigenous Business Taskforce.

“There was a lot of encouragement to keep going,” he said.

David Acco, the president of Acosys Consulting Services, is pleased to see the teamwork between various national Indigenous organizations and companies paying off.

“The taskforce gave the opportunities for Indigenous businesses, established ones and new ones, to enter the medical market,” he said.



Todd Pruden, the owner of Dreamline Canada.



David Acco, the president of Acosys Consulting Services.

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Thunderchild First Nation,
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27th Annual Cando Conference - Day 1



Stan Wesley appears to be directing airport traffic in addition to his Cando Conference hosting duties. Always so much fun and so much energy from Stan! Thank you!



Elder Rick Lightning, Ermineskin Cree Nation, Alberta was on hand to start the Cando Conference in a good way. Elder Rick wished all delegates and speakers a productive and engaging conference and reminded delegates of the importance of their work in economic development.



The Keynote Presenter for Day 1 was Dr. Ernesto Sirolli. Dr. Sirolli spoke enthusiastically about the opportunities that abound for those working to build Indigenous community economic development. Dr. Sirolli has extensive experience working with Indigenous communities around the world.

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27th Annual Cando Conference - Day 2



Stan Wesley put on a fantastic new hat for Day 2 of the Cando Conference! Stan's hat game is fantastic!

Cultural presentation



27th Annual Cando Conference - Day 2

Panel: Government Support for Indigenous Entrepreneurs



Todd Evans, Export Development Canada



Lauran Hoschka, Global Affairs Canada



Joanne Norris, Futurpreneur Canada



Ryan McLean, Business Development Bank of Canada

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27th Annual Cando Conference - Day 2

7th Annual Women in Business Panel

The 7th annual Women in Business Panel recognized and showcased the significant impact that Indigenous women entrepreneurs have on the Indigenous and Canadian economies. For 2020 Cando invited alumni panelists to come back and share their most recent experiences of the challenges and opportunities they have encountered as women in business. The 2020 Panelists included: Cezin Nottaway, Wawatay Catering, Ontario; Joella Hogan, The Essential Soap Bar Company, Yukon; and Beverley O'Neil, O'Neil Marketing & Consulting and Numa Communications Ltd., British Columbia.



Cezin Nottaway, Wawatay Catering, Ontario.



Joella Hogan, The Essential Soap Bar Company, Yukon.



Beverley O'Neil, O'Neil Marketing & Consulting and Numa Communications Ltd., British Columbia.



27th Annual Cando Conference - Day 2

Panel: Indigenous Engagement in Natural Resource Development

The presentation highlights NRCan's Green Jobs and the Science and Technology Internship Program; the Surveyor General's Survey Capacity Development Program. The Panel also provided updates on the Canadian Minerals and Metals Plan and the Indigenous Forestry Initiative.

Michelle Vello, Natural Resources Canada.

Michelle Vello, Natural Resources Canada.

Carmen Rupp-Eke, Natural Resources Canada.

Carmen Rupp-Eke, Natural Resources Canada.

Rob Leblanc, Natural Resources Canada.

Andrew Ashkwe, Natural Resources Canada.

27th Annual Cando Conference - Day 3



Did we mention that Stan Wesley likes his hats? Well, he does!



Did we also mention that Stan is probably extremely good at 'Sharades'?



Above: Musician 'Uncle Joe' (Joseph McDonald), Enoch Cree Nation provided music entertainment for Conference delegates.

Below: Musicians Vanessa Beaudry (left) , Mosquito First Nation, SK and Tammy Lamouche (right), Gift Lake Settlement, AB also provided entertainment for Conference delegates.



Stanley Barnaby, Cando Director and Secretary Treasurer.



Todd Evans, Export Development Canada welcomes delegates.

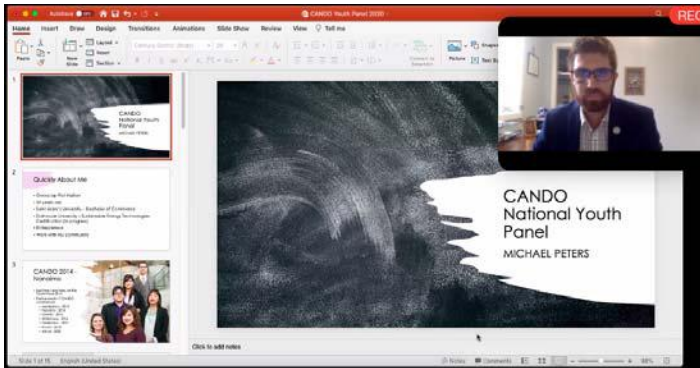
27th Annual Cando Conference - Day 3

16th Annual National Youth Panel

The 16th annual National Youth Panel is an inspiring showcase of the achievements of highly motivated Indigenous youth from across Canada. Each has been recognized by their peers and community as role models. For 2020 Cando invited alumni youth panelists to return to the Cando Conference to share their inspiring stories and provide updates on their life's journey.



Above: Moderator Marcel Pelletier, AECOM



Above: Michael Peters, Glooscap First Nation, Nova Scotia



Above: Erica Daniels, Peguis First Nation, Manitoba



Below: Jay Odjick, Kitigan Zibi Anishnabeg, QC



27th Annual Cando Conference - Day 3

Question 1 of 10



Stan Wesley was the host of his very own 'Pan-Deadly Gameshow' that had Cando Conference delegates answering trivia questions - as quickly as possible - to receive maximum points. The delegates with the most points were awarded some fabulous prizes donated by sponsors and friends of Cando! So much fun was had!

Panel: Agriculture & Food Security

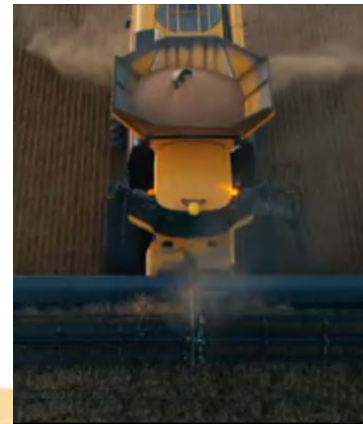


Above: Shaun Soonias, Director of Indigenous Relations, FCC.

Below: Marty Seymour, Director of Industry Relations, FCC.

During this Panel delegates heard from John Wozniak, Manager of Thunder Farms as he shared lessons from his experience in helping Thunderchild First Nation return to agriculture. As well, Farm Credit Canada (FCC) Director of Indigenous Relations, Shaun Soonias, discussed how FCC is supporting Indigenous agriculture while making industry and key stakeholder connections. Marty Seymour, FCC Director of Industry Relations, talked about the business opportunities COVID-19 has created for small to medium-sized businesses in agriculture and food.

Below: John Wozniak, Manager, Thunder Farms, Saskatchewan.



27th Annual Cando Conference - Day 4

Panel: First Nation - Municipal CEDI

Delivered in partnership by the Council for the Advancement of Native Development Officers (Cando) and the Federation of Canadian Municipalities (FCM), the CEDI program supports First Nations and adjacent municipalities to develop and implement joint community economic development or land use initiatives while building a resilient, sustainable partnership.

For the CEDI Panel, Working Group Champions from current CEDI partnerships shared their experiences and lessons learned gained through collaborating with their neighbours on joint community economic development.



Marissa Lawrence, Senior Program Officer CEDI, Cando



CEDI is a joint program delivered by FCM and Cando.



Jason Snaggs, Yellowknives Dene First Nation



Sheila Bassi-Kellett, City Administrator, City of Yellowknife



Mayor Al Miller, District of Invermere



Chief Barb Cote, Shuswap Indian Band

27th Annual Cando Conference - Day 4

Panel: Indigenous Procurement

In these challenging times, Indigenous businesses are pivoting to new markets and building capacity. Indigenous participation in formalized procurement processes has increased with businesses positioning themselves to sell more goods and services to all levels of government and corporate Canada. This panel included procurement experts and also Indigenous businesses that have navigated through government processes to find success. □□



John Johnstone, Office of Small & Medium Enterprises - Pacific.



Edgar Davis, AML Medical Supply & Animal Marketing.



Leigh Garrod, Public Service & Procurement Canada



Louis-Martin Parent, Office of Small & Medium Enterprises NCR.



George Morrison, First Peoples Group of Enterprises Inc.



David Acco, Acosys and Moderator.

Navigating Opportunities and Challenges in Agriculture

First Nations businesses and communities are positioned to become leaders in agriculture and food. Attendees learned how to navigate some of the opportunities – and how to mitigate some unique barriers – facing First Nations in one of Canada's biggest industries.



Jesse Robson, Strategist Indigenous Relations, FCC.



Jesse Robson's presentation featured a tribute to Elder Joseph Jimmy, Thunderchild First Nation, Saskatchewan.

Goodbye - see you in 2021 at Dakota Dunes!



This year's Cando Conference was originally planned to be hosted by Whitecap Dakota First Nation at their new Dakota Dunes Resort. Unfortunately due to the COVID-19 pandemic the event had to be postponed. Darrell Balkwill, CEO Whitecap Development, was once again on-hand to invite 2020 Cando Conference delegates to travel to Saskatchewan for the 2021 Cando Conference! Hope to see you all there in October 2021!



Stan Wesley - ever the optimist - was sure that the Cando family would gather together in person for the 2021 Commference at Whitecap Dakota First Nation! It is sure to happen because he even crossed his fingers for good luck!



Ray Wanuch, Cando Executive Director thanked delegates and presenters for making the 2020 Cando Conference such a wonderful event despite it being virtual.



Elder Rick Lightning, Ermineskin Cree Nation, Alberta was last to speak to close the 2020 Cando Conference. Elder Rick thanked all delegates and speakers for their contributions to such a productive and engaging event and wished everyone good health.

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Indigenous business owner has sense of responsibility to give back



Beverley O'Neill, a member of Ktunaxa Nation, owns a pair of businesses.

There's a sense of responsibility to give back and to fulfill your role in the community. It's a fulfillment of your obligation.

**By Sam Laskaris
Cando Contributor**

Beverley O'Neill continues to work towards improving the lives of other Indigenous people.

O'Neill, a member of Ktunaxa Nation in British Columbia, previously worked as the director of community economic development for her First Nation's tribal council.

But she switched careers in 1994 when she started her own company, O'Neill Marketing and Consulting.

"It was sort of like the natural next step was to become self-employed," O'Neill said. "I think at the time it was time to move on. I had done what I could do (working for the tribal council)."

About a year after launching her own company, O'Neill started a second one, Numa Communications.

She continues to operate both now. "My accountant said you don't need two companies," O'Neill said. "It's really just me (wanting that). It was really just about structuring things based on the type of work you're doing."

O'Neill will also be making her second appearance on the Women In Business Panel, which will be held on Oct. 21, at this year's virtual Cando Conference.

Because of the pandemic, the entire conference, which will be spread out over four days, will be staged online. Conference dates are Oct. 20-21 and Oct. 27-28.

O'Neill, who lives in Vancouver, had also participated on the Women In Business Panel at the 2014 Cando Conference, which was held in Nanaimo, B.C.

Both of the companies owned by O'Neill employ various professionals who work on certain projects that they land.

"I have done some international projects," O'Neill said. "But most of my bigger projects is stuff done provincially."

For example, in early October, O'Neill was working on a project with Indigenous Tourism BC.

Though O'Neill does work on projects with non-Indigenous groups or individuals, the majority of her work is for First Nations or Indigenous businesses or groups.

"There's a sense of responsibility to give back and to fulfill your role in the community," she said of her work which has Indigenous connections. "It's a fulfillment of your obligation."

Through her marketing and consulting company, O'Neill has assisted numerous First Nations, communities and individuals in various fields including economic development, tourism, community planning, agriculture, governance, capacity development and film production.

O'Neill has also assisted others with media relations and with their design and communications needs.

O'Neill is also a sought-after guest speaker. Besides Canada, she has spoken to groups in Australia, New Zealand, Thailand and the United States on topics including Indigenous cultural tourism, partnerships, cross-culture, economic development and business.

Continues on page 22.

Women in Business Panel

Cando Connect

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November/December 2020

Indigenous chef humbled by another appearance on Women In Business panel

Whatever the occasion, Cezin Nottaway is ready, willing and able to feed people.

For the past nine years, Nottaway, who is Algonquin, has been operating her business, Wawatay Catering. The company specializes in Anishinaabe cuisine, inspired by recipes from Nottaway's kokoms (grandmothers).

Nottaway also wanted to honour her ancestors in the naming of her business. Wawatay is the Algonquin word for the Northern Lights or Aurora Borealis.

Nottaway, who is from Rapid Lake, a First Nation in Quebec's Outaouais region, is now living on another First Nation in Quebec, Kitigan Zibi Anishinabeg.

Prior to the pandemic, the majority of Nottaway's business was in Ottawa, about a 90-minute drive from her residence.

"I've been doing everything from my house and then delivering it," said Nottaway, who is 41.

But there are some exceptions. For example, if a kitchen is available to work out of, Nottaway will travel to her clients and prepare meals onsite.

Nottaway had graduated from Ottawa's Algonquin College with a diploma in chef training and culinary management in 2005.

Depending on how big an order is, Nottaway occasionally does hire some individuals to assist her. Sometimes she'll need a helping hand from just one or two individuals. But she's also had as many as 25 people help out at times.

"I'll hire students or anyone who is available," she said. "I hire people willing to work hard and have some fun."

For the second time in her career, Nottaway will be a member of the Women In Business panel at the Cando Conference.

This year's conference, which will be held entirely online because of the pandemic, will be held on Oct. 20-21 and Oct. 27-28.

Presentations for the Women In Business panel will be held Oct. 21.

Nottaway had first been a member of the Women In Business panel at Cando's 2015 conference, which was staged in Toronto.

She's thrilled she's been asked to once again be a conference panelist.

"It's super," said Nottaway, who is fluent in English, French and Algonquin. "It's an honour and I'm humbled. I'm happy for people to see the hard work I've put into the business."

Wawatay Catering provides meals for most occasions, including office parties, corporate meetings, birthday parties, anniversaries and wedding receptions.

The company offers three separate packages. The first one provides meals for 15-20 people. Another one serves 20-25 people. And a third one has enough food to feed 30-36 people.

Wawatay Catering is also able to accommodate both smaller and larger groups.



Cezin Nottaway, who owns Wawatay Catering, will be one of the presenters on the Women's In Business panel at this year's Cando Conference.

I'll hire students or anyone who is available. I hire people willing to work hard and have some fun.

**By Sam Laskaris
Cando Contributor**

Continues on page 22.

Yukon soap maker among those featured on Cando's Women In Business panel



Joella Hogan, a member of Na-Cho Nyak Dun First Nation, owns The Yukon Soaps Company.

I guess I had been wanting some sort of private business for a while. And it was important for me to be something that matched my lifestyle and values.

**By Sam Laskaris
Cando Contributor**

Joella Hogan felt it was just too good an opportunity to pass up.

Even though she was already happily employed as the manager of heritage and culture for her Na-Cho Nyak Dun First Nation in Mayo, Yukon, Hogan decided in 2012 to buy an established soap company.

"I guess I had been wanting some sort of private business for a while," Hogan said. "And it was important for me to be something that matched my lifestyle and values."

Hogan said it only made sense that she would buy the company, previously called The Essential Soap Bar.

"This opportunity came up," she said. "It was a family friend that owned it before. It was a natural for me. I already knew the product."

Now eight years later, Hogan continues to oversee the business, which continues to thrive.

There is one major difference, however. The name of the business.

Hogan switched the name to The Yukon Soaps Company in 2015.

"I debated whether to change the name," she said. "More importantly though, I just wanted to give the business a different feel and look."

The following year, in 2016, Hogan was on the Women In Business panel at the Cando Conference. She didn't have to leave her territory to attend that event since it was held in the Yukon capital of Whitehorse.

Hogan has once again been asked to be on the Women In Business panel at this year's Cando Conference.

Because of the pandemic, this entire conference will be a virtual one. Dates for this year's event are Oct. 20-21 and Oct. 27-28.

Those on the Women In Business panel will be making their presentations about their companies on Oct. 21.

"It's a pretty amazing event," Hogan said of the Cando Conference, adding she revels in the fact so many Indigenous people from across the country are interested in seeing and hearing what their Indigenous peers are up to.

The Yukon Soaps Company makes products including hand-crafted soaps, shampoo bars and essential oil blends.

The soaps include wild rose petals and juniper berries from her community. She even employs local youth and elders to help gather some of the wild botanicals.

Before the pandemic hit earlier this year, the majority of Hogan's sales were to fellow Yukoners.

"Pre-COVID I really prided myself on having soaps Yukoners use," she said. "It was a household name."

And the majority of her sales were within her own territory.

"My products were in a lot of tourism shops," she said. "But with the pandemic, things have definitely changed. Most of those retailers were forced to close."

Continues on page 22.

Women in Business Panel

Cando Connect

28

November/December 2020

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“

There wasn't anything we set out to accomplish that we weren't able to accomplish. I felt proud of what we were able to achieve



After the mentoring was completed, I was able to put together funding proposals under culture and heritage programs and came back with successful results.

”

Marissa Mercurio
Community Economic Development
Manager



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Teen multimedia program leads to successful career for Daniels



Erica Daniels, who owns Kejic Productions, will be one of presenters on the National Youth Panel at this year's Cando Conference.

The path I was going down at the time was a negative one. Just TV is what saved my life. They're very much a family to me.

**By Sam Laskaris
Cando Contributor**

Erica Daniels's life-changing moment occurred when she was 16.

Daniels, a member of Peguis First Nation in Manitoba, immediately fell in love with Just TV, a multimedia program offered to at-risk youth in Winnipeg.

"The path I was going down at the time was a negative one," Daniels said. "Just TV is what saved my life. They're very much a family to me."

Daniels, who was contemplating dropping out of high school, was convinced by a teacher to check out the Just TV program.

After seeing other Indigenous youth performing live on stage, she decided that was a venture worth pursuing and to continue her education.

While at the Just TV program, Daniels learned a variety of multimedia skills, including camera operation, production, lighting, audio, editing, public speaking and interviewing.

After discovering some of these nuances of the multimedia industry, Daniels went on to graduate from a pair of programs offered through the National Screen Institute – the New Indigenous Voices Program and the IndigiDocs Program.

She also worked at CBC for about 18 months.

But for the past three years, Daniels, 29, has owned her own company, Kejic Productions, a business that provides video production, photography and graphic design services.

"I was able to travel a lot and document Indigenous stories," said Daniels, whose family members are primarily Cree but she does also have some Ojibwe ancestry. "And I was able to build connections across Canada."

Some of the projects Daniels has worked on have also been in the United States.

Also, for the second time in her career, Daniels has been selected to be on the National Youth Panel for the Cando Conference.

This year's conference, which will be held online because of the pandemic, runs Oct. 20-21 and Oct. 27-28. Presentations for the national youth panelists are scheduled for Oct. 27.

Daniels was first a member of the Cando's National Youth Panel in 2014, at its conference staged in Nanaimo, B.C.

"When I went the first time it was a really amazing experience," Daniels said. "They've invited me back now to give an update on my career. I know it's going to be a lot different this time around (since it will be online). But I'm still grateful for the opportunity to share my story."

Daniels' story began at Just TV, where she was a participant for four years. She later served as a mentor for the program, which is run out of the Broadway Neighbourhood Centre.

She's also worked as a Just TV technical assistant. And when her time permits she goes back and volunteers for the program.

Continues on page 23.

National Youth Panel

Cando Connect

30

November/December 2020

Multi-talented Odjick makes second appearance on Cando Conference panel

It will certainly be a different experience this time around for Jay Odjick as he once again participates on the National Youth Panel at the Cando Conference.

Odjick, a member of Kitigan Zibi Anishinabeg, a First Nation in Quebec, was on the inaugural youth panel held at the 2005 Cando Conference, staged in Sault Ste. Marie, Ont.

As for this year, all of those on the panel are previous participants. They have been invited back to talk about how their careers have progressed since their last appearance at the conference.

Because of the pandemic, however, this year's conference will be a virtual one. For starters, there will be a two-day segment on Oct. 20-21. And it will then continue again Oct. 27-28.

The alumni youth panelists will make their presentations on Oct. 27.

Odjick, who is now a writer, artist and television producer, has fond memories of his first Cando Conference.

"It was pretty awesome," he said. "At the time it was something new to me and business was new to me."

Odjick recalls that back in 2005 he had already self-published three issues of a comic book series. Attending the Cando Conference and hearing various other Indigenous people talk about their ventures inspired him to keep at his craft of writing and drawing comics.

But Odjick said he wasn't necessarily interested in all of the advice that was being thrown his way when he was a young entrepreneur.

"I had grown so tired of non-Indigenous people say go for some grant money because there's all this Indigenous grant money," he said. "That kind of offended me."

Odjick did end up applying for a grant but one that was open to everybody, not just those who are Indigenous. And he also secured a small business loan.

As a result, he was able to launch his business, Darkwing Productions, which produced comic books called The Raven and featuring the character KAGAGI.

Odjick then took his character to Arcana Comics, which managed to get his works into comic book stores throughout North America.

Then, KAGAGI: The Raven, a graphic novel came out a few years later. But the character wasn't done then as Odjick founded a production company and was the executive producer for KAGAGI, an animated series which ran in Canada on the Aboriginal Peoples Television Network for three seasons.

The series was also shown on stations in the United States and Australia.

Odjick also branched out in recent years. For example, he taught a comics and graphic novels course at the University of Ottawa. And he also worked as a freelance writer and had his articles published in the Ottawa Citizen.



Jay Odjick will be one of the youth alumni panelists at this year's Cando Conference.

A lot is going on in my life right now. This is going to help me with childcare. I'm in the process of trying to find a nanny right now.

**By Sam Laskaris
Cando Contributor**

Continues on page 23.

Former youth entrepreneur now VP of corporate development for his First Nation



Michael Peters, who began his business career while still in high school, is now the VP of corporate development for the Glooscap First Nation.

(Cando Conference) is not going to be quite the same this year. But the whole world is different now.

**By Sam Laskaris
Cando Contributor**

If there was a Most Likely To Succeed In Business award at his high school, chances are that Michael Peters would have been the recipient.

That's because even from his teen years, Peters, a member of Glooscap First Nation in Nova Scotia, has been rather business savvy.

When he was in Grade 11, Peters joined the Junior Achievement group at his high school. The group creates different businesses for students to be involved with.

One of the group's ventures was making and then selling buttons and pins.

"The pins were the big revenue generator at the time," said Peters, a 29-year-old, who is now working as the vice-president of corporate development for his First Nation.

But he wasn't content to just be involved with the groups' various businesses. When he was 16, Peters started his own business, selling bagged ice to local stores and campgrounds.

After purchasing a \$400 ice-making machine, Peters, with some help from his father, managed to sell 1,000 bags of ice in his first year of operations.

The business, called Mi'kmaq Ice, took off and after buying more and more machines to make ice, Peters' business became the second largest ice supplier in Nova Scotia, selling more than 100,000 bags in five years.

In his final year of high school Peters became the president of his school's Junior Achievement group.

That same year he founded Peters Beverages, a company which serviced more than 100 vending machines in Nova Scotia. The company's products included soft drinks, snacks and its own line of bottled water, Mi'kmaq Water.

Peters will discuss his business career at this year's Cando Conference, as he has been selected to be on the National Youth Panel, featuring successful Indigenous people under the age of 30.

This year's Cando Conference, scheduled for Oct. 20-21 and Oct. 27-28, will be a virtual one because of the pandemic. The youth panelists will be featured on Oct. 27.

Peters had also been named to Cando's National Youth Panel for its 2014 conference in Nanaimo, B.C.

"It's not going to be quite the same this year," Peters said of the conference which will be online. "But the whole world is different now."

After his successful business ventures launched while in high school, Peters attended Nova Scotia Community College, graduating in 2014 with an advance diploma in international business and a diploma in business administration.

The following year he became his First Nation's community economic development officer. He was promoted to be Glooscap's VP of corporate development last year and now oversees all economic development in the First Nation, except for projects related to fisheries.

Continues on page 23.

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Beverley O'Neil

Continued from page 14.

Beverley O'Neil's also keen to once again have the opportunity to be a part of the Women In Business Panel for the Cando Conference.

"It's a strong sense of responsibility (to be a part of events like this)," O'Neil said.

For the past seven years O'Neil has also been part of an organization called the Kumtuks Group, which is comprised of a handful of consultants with Indigenous ancestry.

Group members self-monitor each other to ensure the projects they're involved with contribute positively to the well-being of First Nations and Indigenous people.

Cezin Nottaway

Continued from page 15.

Besides providing breakfast, lunch and dinner options, the company can also offer hors d'oeuvres, buffets, platters, salads and desserts.

Cezin Nottaway is also a board member of the newly established Indigenous Culinary of Associated Nations, a non-profit organization.

"I want to be able to give back in the field, be a mentor and do workshops," she said.

Joella Hogan

Continued from page 16.

Joella Hogan, however, has managed to successfully pivot her business, to the point now where the majority of her sales are online. This switch in operations has vastly expanded her target markets.

"Now with the pandemic, sales are around the world," she said.



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Jay Odjick

Continued from page 19.

Odjick has also received rave reviews for working on a pair of books with renowned children's author Robert Munsch.

For starters, Odjick illustrated the Munsch book titled *Blackflies*, which came out in 2017. The pair teamed up again and in 2019 released another book called *Bear for Breakfast*.

Both books are set in a First Nation community. But that location is purposely not mentioned in either book.

"The idea is we wanted everybody to feel represented by it," Odjick said. "We didn't want others to feel left out if we mentioned one community."

Michael Peters

Continued from page 20.

Michael Peters also graduated from Saint Mary's University in 2018 with a Bachelor of Commerce degree.

And he continues to further his education.

He began the sustainable energy technologies program being offered online through Dalhousie University in September. He is expected to complete the program next May.

"Even with COVID, the education system, including universities and colleges, have adapted their ways of learning,"

Peters said. "I'm trying to take advantage of that."

Erica Daniels

Continued from page 18.

Though she has enjoyed success with her own company, Daniels is hoping it will continue to grow and that it will be a venture that will be beneficial for many others as well.

"I really hoping to expand Kejic Productions and be able to provide employment and training for First Nations storytellers," she said.



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If you are living in or west of Manitoba, please contact Carmelle Nepoose – carmelle.nepoose@edo.ca

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More information: www.edo.ca/certification



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Co-operatives First offers assistance for varying ventures

By Sam Laskaris
Cando Writer

Officials with Co-operatives First pride themselves on doing things a little bit differently.

But as its track record indicates, Co-operatives First, which supports and promotes business development in Indigenous and rural communities throughout western Canada, has a proven way of getting things done.

Just ask those associated with The Food Forest and Learning Centre Co-operative in Viscount, Sask.

Or those with the Indigenous Technical Services Co-operative, headquartered in Regina.

Or the Nehiyawaskiy Indigenous Peoples Art Co-op, based in Lac La Biche, Alta.

All three of these groups have benefitted immensely in recent years by working alongside representatives of Saskatoon-based Co-operatives First.

The Food Forest and Learning Centre Co-operative was founded by six women from two families. One of its leaders is Maggie Bluewaters, a Sixties Scoop survivor.

“She was trying to reclaim her culture and her heritage,” Trista Pewapisconias, Co-operatives First’s Indigenous Relations Lead said of Bluewaters. “Maggie purchased some land for the co-op to use which has food, berries and traditional medicines on it now.”

Co-operatives First assisted Bluewaters’ non-profit co-op with its incorporation.

“We work with each group through incorporation documents,” Pewapisconias said. “We translate the legislation and we help them with their decision making and we answer their questions on terminology.”

Pewapisconias said Co-operatives First is unlike most others. That’s because some groups simply hire lawyers or consultants to deal with their incorporation issues.

But Co-operatives First reps prefer to work directly with groups and welcome their participation and involvement.

“We empower them and get the businesses involved,” said Pewapisconias, who was hired as Co-operatives First’s

Business Development lead in January of 2018 but switched to her current job last year. “We actually go through each section (of incorporation documents) and talk them through it.”

The Food Forest and Learning Centre Co-operative was the first project Co-operatives First completed in 2017.

“It’s a non-profit and volunteer based,” Pewapisconias said. “They are still in operation now. And they host things like gardening workshops.”

Meanwhile, the Indigenous Technical Services Co-operative, which includes First Nations and tribal councils throughout Saskatchewan, was already incorporated when it approached Co-operatives First.



Maggie Bluewaters helped launch the Food Forest and Learning Centre Co-operative in Viscount, Sask.

Continues on page 18.

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The Nehiyawaskiy Indigenous Peoples Art Co-op, based in Lac La Biche, Alta., includes various artists who promote and sell their goods.

Continued from page 16.

“We helped them revise their by-laws in 2018,” Pewapisconias said.

Co-operatives First officials also assisted the co-op after it hired an executive director.

“We also helped them with governance training and setting up their first AGM,” Pewapisconias said.

Pewapisconias added Co-operatives First employees do monitor the activities afterwards of those they have assisted on various projects.

“We do follow up with them,” she said. “All the groups we finish working with we follow up to see if there’s any other work that needs completing.”

Pewapisconias said the work done with the Nehiyawaskiy Indigenous Peoples Art Co-op was also a bit different.

“We helped them with incorporation and by-laws,” she said. “And we also had a governance workshop.”

But work with this Lac La Biche co-op deviated from the norm as it involved a multi-stakeholder co-op.

“It’s one of the few multi-stakeholder ones we’ve worked with,” Pewapisconias said.

This co-op, located in a small northern Alberta town, features artists who established the co-op in part to sell their works.

Cree, Dene and Metis artists from the province are involved with the co-op. Its partners include the local Friendship Centre as well as Metis Crossing, a Metis cultural interpretive centre in Smoky Lake, Alta.

As of the end of 2019, Co-operatives First had managed 91 projects. Besides Saskatchewan, they also work with groups in British Columbia, Alberta and Manitoba.

They had also assisted 23 co-ops with their incorporation. Plus, they had trained about 2,000 people through online courses and workshops.

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CEDI Partnership Highlight:



Since beginning with CEDI in 2018, Shuswap Indian Band (SIB) and the District of Invermere (DOI) have shown incredible enthusiasm to work together. Elected officials and senior staff from SIB and DOI, and the Columbia Valley Community Economic Development Officer create a small yet dedicated Working Group. For decades, a community to community relationship was non-existent and now, these communities have created an enthusiastic partnership committed to the social, cultural, environmental, and economic benefits of First Nation – municipal collaboration. They have prioritized learning about one another’s history and culture, specifically making Indigenous cultural learning a core element of their emerging relationship.

Following a thorough project selection process, this partnership chose to explore community connectivity through a Joint Active Transportation Network Plan, symbolically and physically connecting their communities over the Columbia River. After applying for, and receiving a grant from the Province of BC, leveraging their CED Capacity Building Grant, this partnership jointly selected and hired a consultant to complete the joint plan. In addition, they have formalized their shared vision through a joint strategic plan for the Joint Active Transportation Network Plan.

Even amidst COVID-19 barriers, the Shuswap Indian Band and District of Invermere gathered their Working Group, Councils and senior staff over Zoom to prioritize the design of their Friendship Agreement. Together, over the course of

a two-hour online session, they created a clear outline and preferences of what to include in their own agreement, and had discussed a few options for how the agreement could be signed and celebrated while ensuring the health and safety of community members. In order to engage their communities in this process, the Working Group made a call for artists to submit their interest and artwork to accompany the written aspect of this Friendship Agreement. In August, the Working Group selected an art submission using co-designed selection criteria; the winning artist received a cash prize and assigned copyright to Shuswap Indian Band and District of Invermere. In September, this artwork was integrated into the Friendship Agreement design and ‘Friendship Agreement’ was translated into Secwepemctsin. Both Councils passed the agreement in resolution, and together they drafted and released shared communication materials for the announcement of the Friendship Agreement signing.

On October 13th, 2020, the Shuswap Indian Band Chief and Council and District of Invermere Mayor and Council gathered to sign their Friendship Agreement on the bank of the Columbia River. Since they couldn’t bring their two communities together to celebrate, due to COVID-19 health and safety concerns, the signing ceremony was livestreamed and recorded so that community members and regional partners could witness this milestone. SIB and DOI are hopeful to host a community celebration in the spring/summer of 2021.

www.edo.ca/cedi

Shuswap Indian Band – District of Invermere



"The Friendship Agreement between Shuswap Indian Band and District of Invermere is what a friendship is, that is, built on trust, respect and recognition. We have certainly achieved that. Working together on this initiative of the active transportation route is only the beginning of a long term partnership that can only make, not only our two communities, but the valley at large become more accessible for locals and visitors. We as a community are very proud to be working alongside the District of Invermere and look forward to leaving a legacy that our children, Grandchildren and those unborn can enjoy for many years to come."

– Chief Barb Cote

"In 2019 the Shuswap Indian Band and the District of Invermere started down a path of relationship building and shared education. We were enabled with the help of a federally-funded program, the Community Economic Development Initiative, which we were one of nine partnerships selected across Canada. With this help we have gained a greater understanding, appreciation and respect of each other. We are neighbours working hard at creating a project that will connect our communities together with an active transportation route and more importantly a Friendship Agreement that will serve us well into the future. I am proud to be signing this agreement alongside Chief Barb Cote for the future of our communities."

– Mayor Al Miller

With their enthusiasm, strong Working Group, and clear area of focus, these two communities are on track for a long-term partnership with tangible economic development outcomes.

The Chief and council of the Shuswap Indian Band and the Mayor and council of the District of Invermere recognize that we live together on the shared traditional territories of the Secwepemc and Ktunaxa Nations. Shuswap Indian Band and District of Invermere share a common vision of developing a collaborative working partnership, based on principles of trust and friendship, for the benefit of our communities.

PARTNERS

This Friendship Agreement is comprised of the following partners, through Council resolutions, namely:

- Shuswap Indian Band
- District of Invermere

While the current collaborative work will take place within the boundaries of the two communities of the Shuswap Indian Band and District of Invermere Municipality, we are hopeful that over the coming years there will be opportunities to engage other neighbouring First Nations and local governments in the Columbia Valley.

GUIDING PRINCIPLES

The Partners:

- Acknowledge our past and histories but are not restricted by them;
- Respect each other's customs, traditions, and beliefs; share values and culture in spirit and practice;
- Respect the knowledge and experience of the Elders of both communities;
- Respect the skills, governance authorities and respective community governance practice and jurisdiction of the other partner;
- Strengthen the cooperative and supportive bond between governing bodies to promote the wellbeing of all community members;
- Invest in the next generations by providing accessible wellness, cultural, recreational, educational and professional opportunities.

PURPOSE

The purpose of this Agreement is to:

- Provide the framework upon which the partners, including their respective governments and community members, will collaborate with one another;
- Strengthen the partners' mutual intentions to pursue a lasting friendship based on mutual respect, honour and recognition;
- Develop mutual protocols and activities that engage transparent communications, trust, inclusion, belonging and community betterment;
- Collaborate on community economic and social development, including but not limited to the following outcomes:
 - o Strengthened community to community relationship and awareness, and increased collaboration amongst the two communities;
 - o Safe and accessible all-season Active Transportation Corridor connecting the Shuswap Indian Band and District of Invermere;
 - o Secwepemc and Columbia Valley cultural and historical information represented on the Active Transportation Corridor;
 - o Increased access to environmental and wildlife education displayed on the Active Transportation Corridor;
 - o Connected Shuswap Indian Band and District of Invermere economic centres;
 - o Local Active Transportation Corridor linked with Regional Active Transportation Infrastructure.

VISION

As neighbouring communities, we commit to share our wisdom to build a better future for our children and generations to follow; two communities committed to building a friendship through trust, celebration and respect for one another, our ancestors and our environment.

PROCESS

The Partners:

- Will regard this Friendship Agreement as a "living document" intended to evolve as the partners' friendship and partnership evolves;
- Will recognize that this Friendship Agreement is not mandated, but is a choice of the current elected leadership representing both communities;
- Will establish protocols to foster transparent communication with each other, and our communities;
- Will build on our Joint Strategic Plan for Joint Active Transportation Network Plan, and will set and review our shared goals and objectives with measurable outcomes, annually;
- Will maintain a Working Group to work on identified common priorities, governed by Terms of Reference;
- Will establish an annual celebration of the Friendship Agreement in order to engage community members from both Shuswap Indian Band and District of Invermere and our partners throughout the Columbia Valley;
- Will establish an annual joint council meeting, in review of our friendship and partnership and in consultation on issues of joint interest of both communities. The joint council meeting will occur once annually.

For the Shuswap Indian Band

Barb Cote
Chief Barb Cote

For the District of Invermere

Al Miller
Date: Oct 13, 2020 Mayor Al Miller Date: Oct 13, 2020

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November/December 2020

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Economic Recovery and Resilience: A Guide for First Nation-Municipal Collaboration

Disasters have increased in frequency and intensity in recent years. Across borders and jurisdictions, natural disasters and economic impacts of COVID-19 have thrust emergency preparedness and economic recovery onto government radars. First Nation and municipal governments have unique jurisdictions and different relationships and responsibilities to their membership or citizens; although, similarly they often lack the fiscal and human capacity for effective preparedness, response, and recovery.

The First Nation – Municipal Community Economic Development Initiative (CEDI) has created this guide with the

intention to support First Nations and municipalities to collaborate on preparing for, responding to, and recovering from disasters of any kind. It establishes a framework, bolstered by best practices, for communities who want to begin or strengthen emergency management partnerships.

Our sincere gratitude to the peer reviewers, case study communities and subject-matter experts (please find these individuals listed on p. 15 of the Guide) who generously shared their knowledge and experiences with us. A special thank you to our contract writer, Josh Regnier.

Find this Guide here: <http://www.edo.ca/downloads/cedi-guide-economic-recovery.pdf>



Economic Recovery and Resilience: A Guide for First Nation-Municipal Collaboration

This guide is a framework for elected officials and staff of First Nations and municipalities who want to enhance their emergency preparedness and economic resilience. Use it alongside ***Stronger Together: A Toolkit for First Nations-Municipal Community Economic Development Partnerships*** and other resources listed at the end of this guide.



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Who are certified Indigenous Economic Development Officers?

Cando's Certified Indigenous EDOs are key agents of change in their communities, they are working professionals who are committed to demonstrating best practices in Indigenous economic development that result in wealth creation, employment and other beneficial opportunities for their communities.

How do I start?

At Cando, we recognize and value education in its forms, the best way to begin is to contact a Certification Coordinator.

If you are living in or west of Manitoba, please contact Carmelle Nepoose – carmelle.nepoose@edo.ca

If you are living in or east of Ontario, please contact Anita Boyle – anita.boyle@edo.ca

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If you're unsure how to apply to an accredited program, a Certification Coordinator can help you with that process as well.

More information: www.edo.ca/certification

Links to Learning Webinar Series



TOPICS/SUBJECT MATTER

- **Entrepreneurship Resources and Funding Sources**
- **Good Governance**
- **Disaster Readiness & Recovery**
- **Virtual Business Development**
- **Tourism**
- **Lands Management**
- **Agriculture and Agri Foods**
- **Aquaculture**
- **Natural Resources Development Opportunities**
- **Clean Energy**
- **Climate Change**
- **Finance – Capital Acquisition**
- **Export Development**
- **Government Procurement (dedicated content stream)**

More details:
www.edo.ca/links-to-learning

Links to Learning Webinar Series Overview

Successful land management and economic development initiatives are key to building healthy, thriving Indigenous communities. Links to Learning (L2L) is developing a virtual training series that provides a wide range of learning opportunities for Economic Development Officers (EDOs) and Lands Management Officers (LMOs).

Building on its established model from many years of hosting and refining the physical Links to Learning forums held in BC, Alberta, Saskatchewan and Manitoba since 2013, Cando has created the L2L Webinar Series to continue the work of building capacity for EDOs and the Indigenous communities they serve.

The goal of Links to Learning has always been to deliver a dynamic technical training forum for EDOs and LMOs to enhance their ability to undertake successful lands and economic development ventures for Indigenous communities. The L2L Webinar Series will focus on knowledge sharing and skills enhancement among practitioners at the community level. Please see list of topics and subject matter to be delivered during the L2L Webinar Series.

The L2L Webinar Series will include weekly scheduled delivery of virtual workshops, presentations and panels led by experts in a range of Indigenous economic and land development related disciplines unique to the region. Each of the four (4) streams will be customized to address issues and learning relevant to the region.

In addition, the L2L Webinar Series will deliver Accredited Training that can be used to earn course credits towards Cando's TAED Certification or PAED re-Certification. Plus there will be opportunities for dialogue and networking.

L2L Webinar Series Launches October 2020



BC Links to Learning
Tuesdays
1:00pm PT; 2:00pm MT
3:00pm CT; 4:00pm ET



AB Links to Learning
Tuesdays
9:00am PT; 10:00am MT
11:00am CT; 12:00pm ET



SK Links to Learning
Thursdays
1:00pm PT; 2:00pm MT
3:00pm CT; 4:00pm ET



MB Links to Learning
Thursdays
8:00am PT; 9:00am MT
10:00am CT; 11:00am ET

For more information about the L2L Webinar Series, please contact:

Danielle Stanley: danielle.stanley@edo.ca
or phone: 780-990-0303 ext. 239


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<https://icenet.work/spaces/25/ihii-circle/home>

2020 Virtual Youth Summit



MacBook Pro



The 2020 Economic Development Youth Summit was held from August 10 to 13. The event was a 'bit different' than previous years due to the COVID19 pandemic. To keep everyone safe, the event was held virtually via webcam and computer. All youth participated without having to leave their communities.

To be eligible to participate, youth must have been between 18 and 30 years of age and completed the application form plus submit an essay demonstrating the skills and unique perspective they would bring to the event. They were also to include their expected potential take-aways from the experience.

The hi-energy event was co-hosted by Michelle Nieviadomy and Aubrey-Anne Laliberte-Pewapisconias. There was also a guest appearance by Stan Wesley and his Pan-Deadly Gameshow!

The event included cultural performances from several singers and dancers including Vanessa Beaudry and Tammy Lamouche (Left, Top).

2020 Economic Development Youth Summit

2020 Virtual Youth Summit



Above (top left): Aubrey-Anne Laliberte Pewapiconias introduces the 2020 Youth Summit Judging Panel. The judges had the difficult task of determining which of the 6 groups was the most effective at developing and communicating their 5-year Strategic Plan to develop the economy of a fictional Alberta First Nation community given the community strengths, weaknesses, opportunities and threats. All the judges were very impressed by the quality of the Plans presented which only made the final decisions that much more difficult. Thank you judges!

2020 Economic Development Youth Summit

November/December 2020

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2020 Virtual Youth Summit Results



Band Councillor,
Bradley
Mianscum



Energy Officer, Nikita
Glonet



EDO, Mackenzie
Roop

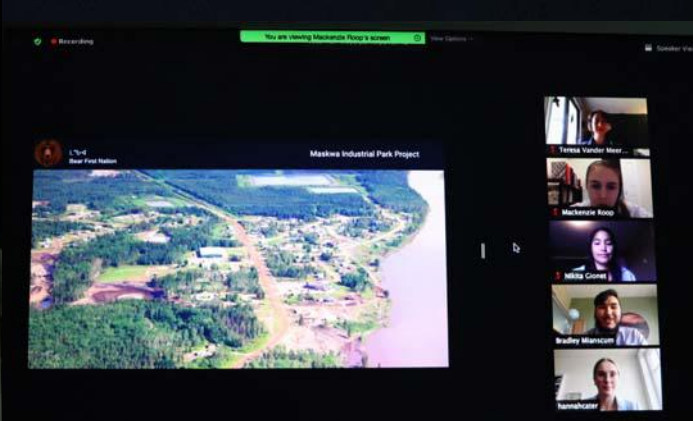


Land
Inclusiveness
Officer
Hannah Cater



Economic Development
Officer, Teresa Vander
Meer-Chasse

ᐱᐱᐱᐱ (Aiyhay) ᐱᐱᐱᐱᐱᐱᐱᐱ (Kinnasakomittin) ᐱᐱᐱᐱᐱᐱ (Mikwëc)



First Place : Muskwa Productions

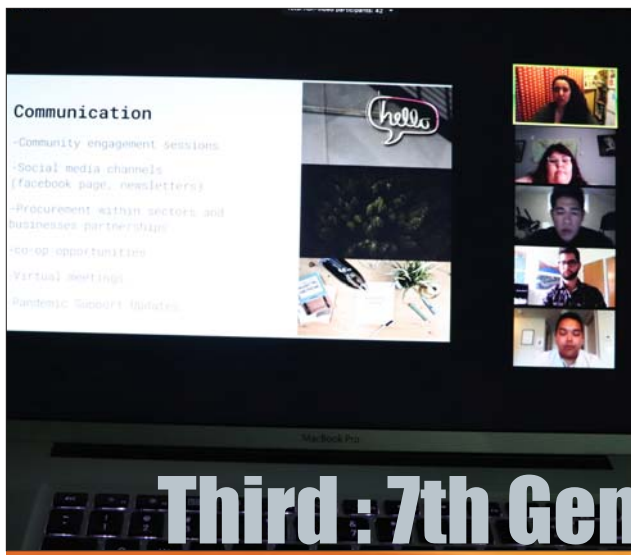
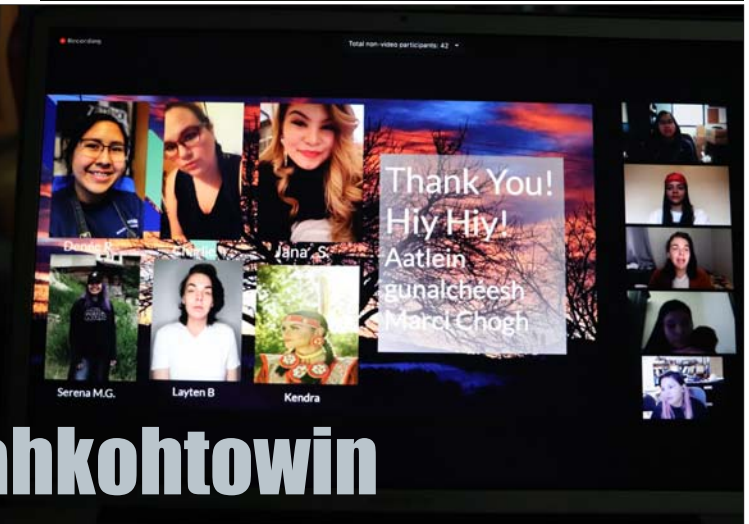




Second : Beyond Energy Solutions



Third : Wahkohtowin



Third : 7th Generation Consulting

2020 Virtual Economic Development Youth Summit

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More information: www.edo.ca/certification

Soosay's scholarship to help fund his master's degree in accounting



Chase Soosay, a member of Samson Cree Nation in Alberta, is in his fourth year of commerce studies at Edmonton's MacEwan University.

Any support helps. It was perfect timing since I was accepted into the master's of accounting program two months ago.

**By Sam Laskaris
Cando Contributor**

Like countless other post-secondary students, Chase Soosay is now working on completely his undergrad degree remotely.

Because of the pandemic, Soosay, a member of Samson Cree Nation in Alberta, is taking all of his classes in his Bachelor of Commerce program at Edmonton's MacEwan University online.

The majority of universities across the country kicked off their 2020-21 academic years by offer online classes only, following health authority safety suggestions and government restrictions in their region.

Soosay, 28, is in his fourth and final year of studies in the program.

But he admits he is not thrilled with the fact he cannot visit the campus and takes his courses in person.

"I'm now in more advanced classes," he said. "I'm finding it a little more difficult just because there's more information and new material."

Soosay said MacEwan University announced its fall semester would commence with online classes.

Soosay said he opted to stay in Edmonton, instead of returning to his home in his First Nation, located in Maskwacis, Alta., about an hour's drive away, just in case the school was able to return to classes on campus.

Soosay added he will leave the city if MacEwan's winter semester is also only presented remotely.

"There's no point in me staying (in Edmonton) if it's just all going to be online," he said.

Soosay said he did seriously consider taking the entire school off and then return to his studies when classes resumed in person.

"I love in-class learning," said Soosay, who is majoring in Accounting. "It's the best way I love to learn."

But he decided to forge ahead with his online courses this semester since he is eager to complete all of his program requirements this school year in order to graduate, as scheduled, next April. That's because he's already been accepted in the master's of accounting program through the University of Alberta.

That two-year program is scheduled to commence next May.

"It's going to be another big financial venture," Soosay said.

And that's why he was thrilled to receive recent news that he is one of the recipients of a \$2,000 National Indigenous Economic Education Foundation (NIEFF) scholarship for 2020.

NIEFF is the charitable organization of Cando, which promotes economic development in Indigenous communities across Canada.

While his NIEFF scholarship will cover just a portion of his schooling expenses while he works towards his master's degree, Soosay said the amount is still appreciated.

Continues on page 48.

2020 NIEFF - Plains Midstream Scholarship Recipient

Sasakamoose shares scholarship money with others in need

Talk about giving back.

During the past few years Jana Sasakamoose, a Business Administration student at the Regina campus of First Nations University of Canada, has received about a dozen different scholarships.

And each time Sasakamoose, a member of Ahtahkakoop Cree Nation in Saskatchewan, has decided to give a portion of her scholarship money to others.

“It’s a way of giving hope back to the community,”

Sasakamoose said. “I’m a single mother myself. I see what other peoples’ struggles are.”

Besides furthering her education, Sasakamoose, 26, is also raising four children. Her sons Rocky and Tony are five and three, respectively. And she also has a one-year-old daughter named Gracie and another daughter, June, who is three months old.

University officials have been supportive of the fact Sasakamoose is also raising a young family during her studies. For instance, as a nursing mother, Sasakamoose was able to bring her infant daughter to an exam.

Sasakamoose’s latest scholarship, worth \$2,000, is via the National Indigenous Economic Education Foundation (NIEEF), the charitable organization of Cando, which promotes economic development in Indigenous communities across Canada.

Sasakamoose gave away \$400 of her latest scholarship. The amounts of

her scholarships over the years have varied. And there is no set percentage that she distributes to others.

“Every time I get a scholarship I give back,” she said. “It just depends on what’s needed for my family. We make sure our bills are covered and then we give some away.”

Sasakamoose is expected to complete her final semester in her Business Administration program this December.

Because of the pandemic, her schoolwork now is all being done online. She also finished off her spring semester and took her summer classes remotely this year.

Since she is also busy raising her children, Sasakamoose said she doesn’t mind the fact she’s completing her program remotely.

“Online is a little more convenient for me,” she said.

Though she is expected to earn her Business Administration degree in a few months, Sasakamoose is also keen to continue her education.

“I think I might pursue a second degree,” she said, adding she is waiting to hear back from school officials on the requirements necessary to have a double major.

To go along with her business degree, she’s also interested in earning a Bachelor of Arts in Indigenous Studies.



Jana Sasakamoose, a Business Administration student at the Regina campus of First Nations University of Canada

Every time I get a scholarship I give back... We make sure our bills are covered and then we give some away.

By Sam Laskaris
Cando Contributor

Continues on page 48.

2020 NIEEF Scholarship Recipient

Brooks juggling motherhood, work and PhD studies



Tasha Brooks, a member of Cowichan Tribes, is one of the National Indigenous Economic Education Foundation scholarship winners for 2020.

A lot is going on in my life right now. This is going to help me with childcare. I'm in the process of trying to find a nanny right now.

**By Sam Laskaris
Cando Contributor**

Tasha Brooks is once again furthering her education in the hopes of landing her dream job.

Brooks, a member of Cowichan Tribes in British Columbia, has been working as an Indigenous education navigator at Vancouver Island University (VIU) since 2017.

Brooks, 36, is on maternity leave, however, until this coming April, following the birth of her first child, son Hunter, earlier this year.

Besides going back to work in 2021, Brooks has also returned to school. She has transferred to Royal Roads University in Victoria to complete her Doctorate of Business Administration.

Brooks had completed the necessary course work for her PhD remotely, from Minnesota's Walden University in 2018.

But she opted to write her thesis, focusing on Indigenous entrepreneurship and business development, through Royal Roads University.

Besides her son's birth, Brooks was given yet another reason to celebrate recently.

She discovered she is one of the recipients this year of a \$2,000 National Indigenous Economic Education Foundation (NIEEF) scholarship.

NIEEF is the charitable organization of Cando, which promotes economic development in Indigenous communities throughout Canada.

Brooks, who is also a member of VIU's alumni board of directors,

welcomed the news that she was a scholarship recipient.

"A lot is going on in my life right now," she said. "This is going to help me with childcare. I'm in the process of trying to find a nanny right now."

Brooks added funding via scholarships is always vital.

"Without scholarships I don't think I'd be able to spend the time and focus just on my schooling," said Brooks, a former national student director for Cando.

Brooks is hoping to complete her thesis by 2024.

"I would love to be a professor, hopefully in a faculty of management," she said of one of her future goals.

Brooks added she's also be interested in helping to design the curriculum of Indigenous themed courses at various universities.

Brooks, who lives in Duncan, B.C., also has some other academic achievements of her own. This list includes earning a Business Administration degree, a master's in Business Administration and a Master of Science in International Management degree from VIU.

She graduated with her Business Administration degree in 2011. Brooks spent three semesters of her undergrad degree on an exchange program overseas, at a university in the French city of Dijon.

Upon graduating Brooks was hired as a post-secondary advisor by Cowichan Tribes.

Continues on page 48.

2020 NIEEF Scholarship Recipient

Indigenous scholarship recipient furthering education to better assist her First Nation

Michelle Francis-Denny already has a decent job and plenty of education.

But the member of Pictou Landing First Nation in Nova Scotia continues to further herself as she believes it will also benefit her community.

Francis-Denny has been working as her First Nation's community liaison coordinator for the Boat Harbour Remediation Project since 2016.

Boat Harbour was a natural tidal estuary before 1967, connected to the Northumberland Strait by a small passage just east of Pictou Landing First Nation.

Since then, however, it has been receiving wastewater from various industries, which has led to a number of contaminants in the harbour's sediment.

Francis-Denny and Boat Harbour Remediation Project officials from her community are working with federal and provincial regulators, technical advisors and scientists as well as local residents to develop a cleanup plan.

The cleanup project could commence in 2021 or possibly in 2022, after the environmental process is complete.

Francis-Denny believes she can improve her involvement on the project with some more schooling.

As a result, the 42-year-old is now taking her MBA in Indigenous Business Leadership through Simon Fraser University (SFU) in British Columbia.

"I feel I could do better," Francis-Denny said of her decision to start working towards another degree. "I

could do more and bring more to my community if I could develop myself more."

Francis-Denny is also one of this year's recipients of a \$2,000 National Indigenous Economic Education Foundation (NIEEF) scholarship.

NIEEF is the charitable organization of Cando, which promoted economic development in Indigenous communities throughout Canada.

Francis-Denny welcomed the financial assistance of the NIEEF scholarship.

"My full tuition (for the MBA program) wasn't covered by my tribal council," she said.

So, she'll put her recent scholarship money towards her education.

"That is definitely where I expect the money to go," she said.

Francis-Denny said her expenses to obtain her master's degree will quickly add up. She is expected to make several trips to B.C. so she can attend modules in person.

She anticipates it will cost \$3,000 to take part in two-week modules and about \$4,500 each time she travels west for four-week modules.

Her two-year program consists of eight semesters.

Ideally, she would have been in B.C. at the start of September to begin her program. But because of the pandemic, SFU officials are offering classes for her program remotely this semester.



Michelle Francis-Denny, a member of Pictou Landing First Nation in Nova Scotia, is pursuing her MBA through British Columbia's Simon Fraser University.

I could do more and bring more to my community if I could develop myself more.

**By Sam Laskaris
Cando Contributor**

Continues on page 48.

2020 NIEEF Scholarship Recipient

November/December 2020

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Chase Soosay

Continued from page 44.

“Any support helps,” he said. “It was perfect timing since I was accepted into the master’s of accounting program two months ago.”

If Soosay does indeed earn his master’s degree, his plan afterwards is to write the Common Final Examination. Success with this exam will enable him to earn his Chartered Professional Accountant (CPA) designation.

He’s then hoping his CPA status will lead to bigger and better things.

“My vision is to work within a corporate setting, to have the ability to work with a variety of clientele, and to have the opportunity of working internationally,” he said.

This 2020 NIEEF Award for an Alberta Indigenous Student is funded by Plains Midstream Canada, in partnership with Cando.

Jana Sasakamoose

Continued from page 45.

Plus, she’s also finishing up her last course towards her Economic Development certificate. After that she also needs just one final class to also complete her Reconciliation certificate.

Sasakamoose eventually wants to become an economic development officer, perhaps even for her own First Nation.

She said her latest ambition was inspired by the fact she attended Cando’s annual youth summit in August. This event was held virtually this year because of the pandemic.

“I kind of want to make a change,” said Sasakamoose, who grandfather Fred played 11 games in the National Hockey League with the Chicago Blackhawks during the 1953-54 season. “The only way I see at making change is through economic development.”

Michelle Francis-Denny

Continued from page 47.

“If things are clear enough (with the pandemic), I should be on campus in the spring,” Francis-Denny said.

Francis-Denny is also one of those featured in a 75-minute documentary, which includes details about the Boat Harbour Remediation Project. The film was co-directed and produced by Canadian actress Ellen Page.

The film, which premiered at the Toronto International Film Festival in 2019, is titled There’s Something In The Water.

Francis-Denny’s previous academic background includes earning a development leadership diploma through the Coady International Institute at St. Francis Xavier University, a Masters certificate in project management through Saint Mary’s University and a Bachelor of Community Science degree through Cape Breton University.

Tasha Brooks

Continued from page 46..

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.

2020 NIEEF Scholarship Recipients

49
NORTH
LUBRICANTS

HAND SANITIZER



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FAQ

What percentage of alcohol is your hand sanitizer?

75% Isopropyl Alcohol

Is your hand sanitizer liquid or gel?

Liquid

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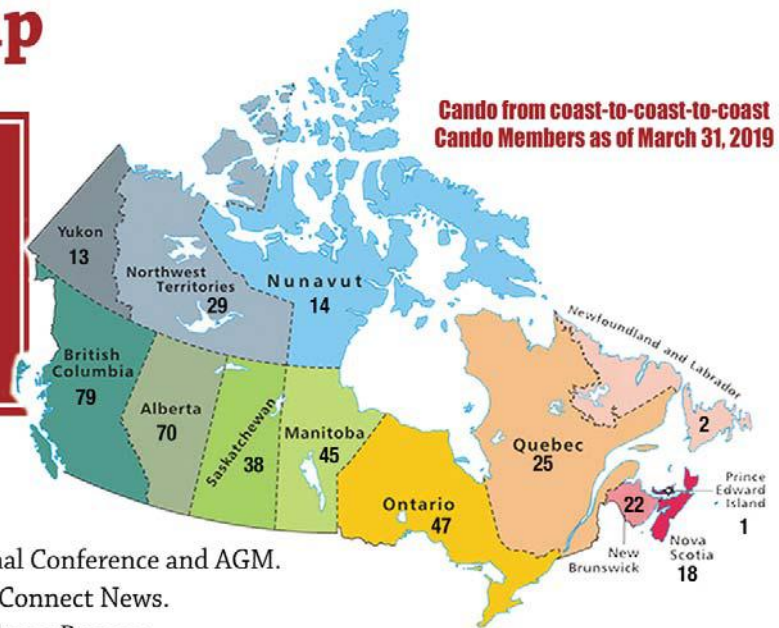
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