



candō

CONNECT

MAR/APR 2019 | Vol. 5 No. 6

magazine

→ *Moving Indigenous Economies Forward*

**Get
Certified!**

**Vancouver
Small Business
Expo**

**Arctic
Indigenous
Investment
Conference**

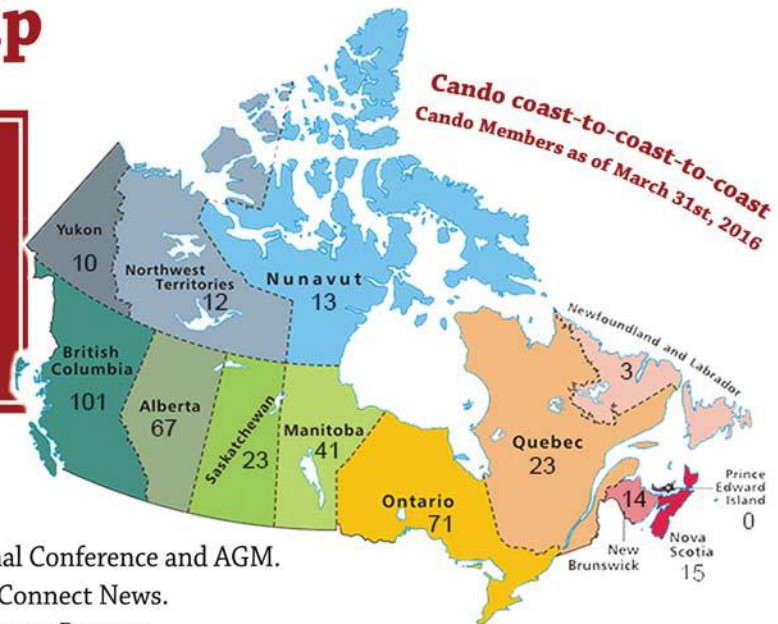
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Associate Membership - \$89.25
Student Membership - \$26.25
Organization Membership - \$315



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- 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


cando
Inspiring Success

This draw will be made in October 2019 and the winner will be announced at the Cando conference.



8

10

12

Inside Connect:

Cover image: The S.S. Klondike is illuminated on a cool and clear February evening in Whitehorse, Yukon. Cando was invited to participate in the 2019 Arctic Indigenous Investment Conference from Feb. 12-14, 2019.

Photo: Paul Macedo

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

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Cando's New National Student Director



Desiree Bagnall
– Cando's National Student Director

Introducing Cando's newest Board Member: Desiree Bagnall is the National Student Director. Desiree is a beneficiary of the Inuvialuit Regional Corporation of the Western Arctic. Desiree is Cree/Dene and Inuvialuit and was raised in Edmonton, Alberta by a single mother who incorporated strong and traditional Swampy Cree roots and ceremony into her upbringing. Desiree is extremely proud of her culture and heritage and wishes to be able to represent her people in a positive and contemporary way. Desiree is currently in the second year of a Master's Degree in the field of Tourism Management at Royal Roads University. She has a true passion for the tourism industry

as she believes that it is an industry that can sustainably and respectfully advance the circumstance of Indigenous people by reconnecting to their culture and by sharing it with the world. Showcasing Indigenous cultures through tourism is a true passion for Desiree and she believes that it can promote economic diversification in a way that is respectful, sustainable and authentic. Indigenous tourism has the potential to drive economic independence and prosperity, and she is proud to advocate on behalf of Indigenous tourism as an opportunity for community economic diversification.

Continued on page 7.

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.

This year, NIEEF will be granting three scholarships each worth \$2,000. **The deadline to apply for a NIEEF scholarship is on June 30, 2019.**



Rosemarie Hill

2018
NIEEF
SCHOLARSHIP
RECIPIENTS



Courtney Bear

2018
NIEEF
SCHOLARSHIP
RECIPIENTS



Taylor Wilson

National Youth Panel

The National Youth Panel is an inspiring showcase of the achievements of six highly motivated Indigenous youth from across Canada who have been nominated by their peers and recognized as national role models. All selected panelists are invited to the Annual National Cando Conference & AGM where they will share their inspiring stories to a National audience.

Do you know someone who should be on the Youth Panel? Cando is now accepting nominations until June 30, 2019.

SPRING IS HERE (FINALLY)

Can we all agree that spring can't come soon enough after such a long and cold winter? Cando and its members were very busy in the fall and winter of 2018 - it's hard to imagine that it could get any busier - but the start of 2019 continues at the same rapid pace.

Cando was invited by the Office of Small and Medium Enterprises - with Public Works Canada to participate in the Vancouver Small Business Expo on February 7. Please see our photos from the event on pages 8-9 in this issue.

Cando also participated in the Arctic Indigenous Investment in Whitehorse from February 12-14. Please see our photos from the event on pages 10-11. During this event Natural Resources Canada Minister Amarjeet Sohi was on hand to formally announce the Indigenous Off-diesel Initiative. Please see photos on pages 12-13.

In this issue you will also find more of the Get Certified! Cando member profiles. These profiles feature members that have received their TAED or PAED certification and focus on how the certification has helped them with their careers and allowed them to better serve their communities/employers. We have two new profiles on pages 28-29.

Cando and its members are always seeking opportunities to grow and learn. Check out these confirmed events for 2019!

- **Alberta Links to Learning: will be incorporated as part of the Economic Developers Association of Alberta Conference at the Banff Centre in Banff, Alberta from April 2-5. Alberta Links to Learning will return as a stand-alone event for 2020**
- **Yukon Links to Learning will be held June 17-19 at Kwanlin Dün Cultural Centre in Whitehorse. This is a new event for 2019.**
- **The 2nd Annual Economic Development Youth Summit will be held July 21-24 at River Cree Resort in Enoch, Alberta.**
- **The 26th Annual Cando Conference and AGM to be held from October 27-30 at Hilton Lac-Leamy in Gatineau, Quebec (just across the river from Ottawa).**
- **BC Links to Learning will be held at the end of November at the Westin Bayshore in Vancouver.**
- **Cando is also working hard to finalize a few more exciting Links to Learning events for 2019. We will be making announcements as soon as we can.**

All of these additional learning/training opportunities and initiatives are designed to meet the growing needs of Cando members in the 13 regions we serve. Your Cando membership enables Cando to continue to provide accredited training, workshops, certification and network opportunities to assist EDOs advance in their careers and advance economic development in their communities.

We hope to see you at one of the many regional events we have planned for 2019!



Economic Development Youth Summit

July 21-24, 2019
River Cree Resort – Enoch, AB

2nd

Summit Includes:

- Blanket Exercise
- Cultural showcase
- Lands Panel- Land Use, ATR, Environment
- Group Challenge
- Entertainment
- Gala Dinner / Awards

Open to Indigenous (First Nation, Métis, Inuit) and Non-Indigenous Youth ages 18-30 across Canada.

Promote economic development as a career choice for youth and showcase the positive impact Indigenous EDOs can have on communities.

Travel and accommodations will be covered for selected applicants! Limited space available.

2019

Group Presentations



MC Stan Wesley

For more information or to submit your application, please contact:

Carmelle Nepoose
Carmelle.Nepoose@edo.ca

Building Trust



www.edo.ca/youth/economic-development-youth-summit-2019

Desiree Bagnall – Cando's National Student Director

Continued from page 4.

For her future, Desiree wishes to work in the public sector, potentially in a managerial or other leadership role. Desiree believes this experience will be invaluable for serving her people and advocating on behalf of Indigenous tourism as a sustainable economic driver for Indigenous communities. Eventually, she would also love

to be her own boss and run an Indigenous tourism operation that focuses on sharing Indigenous worldviews, perspectives, and traditions that can foster respectful cross-cultural sharing. Desiree is dedicated to learning and would love to continue her academic learning journey for as long as she can.

Save the Date

Economic Development

**YOUTH
SUMMIT**

Registration Open Soon
Open to youth ages 18-30
Event Sponsorship available for selected delegates

July 21-24, 2019
River Cree Resort - Enoch, AB

www.edo.ca/youth presented by **cando**



Small Business
Information Expo

Salon d'information pour
les petites entreprises

VANCOUVER SBIE 2019



Public Services and
Procurement Canada

Services publics et
Approvisionnement Canada

The 2019 Vancouver Small Business Information Expo was held on February 6th at the Roundhouse Community Arts & Recreation Centre in Vancouver, BC.

Hundreds of people attended the day-long free event to meet and engage with many subject matter experts from more than 50 government support programs and non-profit service providers, including Cando, that were on hand to help small business owners 'Build their Business'.

There were also presentations on a number of interesting topics throughout the day including: Innovation; Selling to Government; Access to Financing; and a Bid Evaluation Master Class.

The event was organized and hosted by the Office of Small and Medium Enterprises (Pacific Region) - Public Works and Government Services Canada.







Welcome message from John Streicker, Minister of Community Services – Government of Yukon.

All Photos: Paul Macedo

The 3rd annual Arctic Indigenous Investment Conference (AIIC) took place Feb 12-14 at the Yukon Convention Centre and Coast High Country Inn in Whitehorse, Yukon. AIIC is the largest, multi-sector conference hosted North of 60 and provides an opportunity to share successes and build relationships with the goal of helping to build economies across the North. Cando was pleased to participate in this outstanding event.





All Photos: Paul Macedo



(Above) Yukon First Nations Arts set up a tremendous showcase for a diverse offering of arts and crafts hand-made by Yukon artists, much to the delight of many conference delegates.



(Above) Wolf's Den Panel – Celebrating Cultural Entrepreneurship: featured four Indigenous entrepreneurs that successfully were inspired by their culture and incorporated it in their product offerings.



(Above) Wolf's Den panelists: (left) Heather Dickson - Dickson Designs and (right) Brenda Dragon - Aurora Heat speak about their challenges and successes as entrepreneurs based in the North.



(Above and Left) The Trade Show provided opportunities to gather information and build relationships between suppliers and customers.

Generating New Opportunities: Indigenous Off-diesel Initiative



On February 13, 2019 at the Arctic Indigenous Investment Conference held in Whitehorse, YT the Honourable Amarjeet Sohi, Canada's Minister of Natural Resources, today announced a \$20-million initiative aimed at reducing diesel reliance in remote Indigenous communities. Developed in collaboration with Indigenous Clean Energy Social Enterprise (ICE SE) and the Pembina Institute, the *Generating New Opportunities: Indigenous Off-diesel Initiative* will help communities move away from using diesel by developing cleaner community-led energy projects.



“Moving away from diesel means less pollution, cleaner air, lower energy costs, and local job opportunities. We are proud to partner with Indigenous communities as they develop innovative clean energy projects that will have benefits for generations to come.”

**– The Honourable Amarjeet Sohi
Minister of Natural Resources**



Hon. Amarjeet Sohi - Minister of Natural Resources

Canada is home to hundreds of rural and remote Indigenous communities. As we build a cleaner energy future, we are helping communities across Canada reduce their reliance on diesel and move toward renewable sources of energy. By working together, we can cut pollution, clean our air and create local jobs in Indigenous communities.

A distinguished, all-Indigenous panel of jurors will select up to fifteen communities to receive hands-on support and up to \$1.3 million in funding to develop their community-driven energy plan over the next three years. At the end, leading communities will receive an additional two years of funding (total of up to \$9 million available to support several community projects) from Natural Resources Canada's Clean Energy for Rural and Remote Communities (CERRC) program to move their clean energy project forward.

This initiative builds on over \$700 million already committed to help rural and remote communities get off diesel.

For more details on how to become a clean energy champion for your community, please visit: <https://impact.canada.ca/en/challenges/off-diesel>.



Hon. Larry Bagnell - Member of Parliament - Yukon



Indigenous Mineral Development TAED Certification



Photo: Paul Macedo

(Left to right) John Chenoweth – Nicola Valley Institute of Technology; Dave Lefebure – Lefebure GeoLogic; Ray Wanuch – Executive Director of Cando; Megan Arcand – Certification Coordinator Cando; Catherine Peltier Mavin - Indigenous Policy Advisor, Lands and Minerals Sector, Natural Resources Canada; Jean Louis Causse – Geological and Mining Consultant; Stacey Vincent Cress – Waubetek Business Development Corp; Warren Weir – Vancouver Island University; and Hans Matthews – Canadian Aboriginal Minerals Association.

Cando has been exploring specialization of its Technician in Aboriginal Economic Development (TAED) certification, specifically in the sector of mineral development. On March 28th, Cando gathered experts in the field of mineral development, as well as members of Cando's Standing Committee on Education and Research together to discuss what this certification

specialization could look like. The day-long session was held at the River Cree Resort in Enoch. Subjects discussed included possible courses, case studies and the core competencies associated with Indigenous mineral development in Canada. Cando is excited to share more information as discussions and course development continues!



All Photos: Paul Macedo

Why Grieg Seafood BC is growing its Indigenous workforce



Tim Johnson, Aquaculture Technician, carries nets along one of Grieg Seafood BC's Nootka Sound farms in traditional Mowachaht Muchalaht territory off the west coast of Vancouver Island.

Strengthening coastal communities on northern Vancouver Island is a priority for Grieg Seafood BC. As a growing salmon farming company, increasing their Indigenous workforce is one of the most sustainable ways of supporting nearby Nations while filling vital positions in the region.

Grieg BC has a hatchery, head office, and 22 salmon farms which employ roughly 150 people. Of that number ten per cent are Indigenous persons, a percentage Grieg hopes to grow.

“Employing more Indigenous persons benefits everyone,” says Marilyn Hutchinson, Grieg BC’s Director of Indigenous and Community Relations. “It supports families and communities in often remote regions and

supplies Grieg with hard-working people who truly care about the impact our industry has on the environment.”

“Our Indigenous employees often request to work on sites within their traditional territories, which is important to them in so many ways, so it’s important we honour this wherever possible.”

Chief John Smith of the Tlowitsis Nation, whose traditional territory is located off the northeast coast of Vancouver Island, has seen his people directly benefit from Grieg BC’s operations through employment and an economic partnership.

“Like many First Nations in British Columbia, the Tlowitsis are eager to grow our community and develop a lasting economy from our traditional territory,” Chief John



(Left) Larry Visda, (left, Aquaculture Technician) and Marvin Antoniuk (Robotic Net-Washing Technician) shown docking a boat at Grieg Seafood BC's Noo-la salmon farm located in the Tlowitsis Nation's traditional territory off the east coast of Vancouver Island.

(All photos supplied)

Smith said. "Developing salmon farms in Clio Channel is a cornerstone for our Nation, and I wish this partnership happened earlier."

Smith says salmon farming has become an important economic driver for his members, creating jobs and economic activity. This has allowed them to purchase land for their new community Nenagwas ("a place to come home to") near Campbell River and to establish a post-secondary education scholarship fund for their youth.

Grieg BC is also actively strengthening Indigenous communities through corporate giving. Since 2012, Grieg has donated over \$200,000 to support Indigenous organizations and activities on and around northern Vancouver Island, mainly in youth sports and education.

Grieg Seafood BC is committed to the participation and advancement of Indigenous peoples.

For more information, visit:
www.griegseafoodcanada.com

or email:
community.relations@griegseafood.com.

(Right) Rudy Dick, an Aquaculture Technician for Grieg Seafood BC, seen working on a salmon farm in the traditional Mowachaht Muchalaht territory in Nootka Sound.





STRONGER TOGETHER

**A Toolkit for
First Nations-Municipal Community
Economic Development Partnerships**

www.edo.ca/cedi



Hello from the CEDI team! As many of you are aware, we recently had a callout for applications for a new First Nation- municipal partnership to fill an opening from April 2019 - March 2021 and we want to THANK YOU for the incredible response! In total, the application was downloaded 481 times: 405 times in English and 76 times in French! As of the deadline, March 15th at midnight MST, the team received 44 joint applications from First Nation – municipal communities across Canada. This amazing response speaks to the need in Canada for programming that promotes government to government partnerships and joint community economic development between First Nations and municipalities. It is our hope that as we start to plan for the next iteration of CEDI, beyond 2021, that there will be more calls for applications with several openings for First Nation and municipal neighbours to come together.

In the meantime, we want to share our knowledge, tools, and resources and encourage you and your neighbour to learn from them and develop innovative solutions that can assist in building a partnership that leads to joint community economic development.

One of CEDI's most utilized resources is the Stronger Together Toolkit. Developed based on best practices, lessons learned, challenges and successes of past CEDI partnerships, the toolkit provides step-by-step processes and a set of tools to promote relationship building and developing joint community economic development

initiatives. All the tools can be customized and are free to use!

Another great resource is CEDI's list of compiled funding opportunities for First Nations and/or municipalities. The list contains provincial and federal funding opportunities for all provinces and territories. In the spirit of collaboration and cost savings, many of our CEDI partners have successfully leveraged funding together to advance their plans for community economic development initiatives.

Additionally, we have a *Community-of-Practice* group, the First Nation – Municipal Collaboration Network, on Facebook. The group is a unique platform to facilitate collaboration between First Nation and municipal governments and communities. The platform is a space for peer-to-peer mentoring, support and advice on joint community economic development, land-use planning, and relationship building between First Nation and municipal elected officials and staff, as well as other individuals and organizations interested in First Nation Municipal collaboration. Please join the group to share your knowledge and to learn from others!

The CEDI team will continue to share stories from our partners in our weekly newsletters and future Connect articles.

Thank you for your continued interest and support in the CEDI program!

**Written by CEDI team members:
Marissa Lawrence and Tanya Tourangeau**

www.edo.ca/cedi

BC Links to Learning Nov. 19-21, 2018 – Vancouver, BC



Syexwaliya Ann Whonnock, Squamish Knowledge Keeper and Elder shared her words of welcome and blessings each day of the event.



Paul Donald, BC Links to Learning MC, welcomes delegates and outlines the agenda and schedule for the first day.



Day 1 - BC Links to Learning began - unofficially - with a morning session of accredited training - ENRT 110 - Introduction to Natural Resources - with instructor, Darrell Eustache, from NVIT. Participants then had the option to continue with their course in the afternoon and then complete the final course requirements online to receive credits towards Cando's Technician in Aboriginal Economic Development certification program.



www.links-to-learning.ca



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A part of
coastal
communities

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Questions? email us at community.relations@griegseafood.com

Syexwaliya Ann Whonnock



Syexwaliya Ann Whonnock, Squamish Knowledge Keeper and Elder, was present to welcome delegates and provide blessings each day of the event. Syexwaliya thanked delegates for the valuable work they do for their communities. Keith Matthew, President of Cando (above) thanked Syexwaliya for her blessings, for sharing her songs and for encouraging everyone to continue to strive to do good work.

www.links-to-learning.ca



Cultural Evening

A networking and cultural event was held for Links to Learning delegates and presenters on Tuesday evening. The cultural event was graciously sponsored by Vancity.

(Above) The evening featured cultural performances by the Coastal Wolf Pack - a family group comprised of members from several Indigenous communities located along the west coast.

(Right) Stewart Anderson, Manager Indigenous Partnerships with Vancity is acknowledge and thanked by Keith Matthew, President of Cando.





Above left - Paul Donald, CEO - All Nations Trust and Links to Learning MC; Ken Tourand, President - NVIT; and Ray Wanuch, Executive Director - Cando.



Ken Tourand (left), President of Nicola Valley Institute Technology with Ray Wanuch (right), Executive Director of Cando.



Trade Show and Sponsors



2018 Gold Sponsors



nvit.ca



ceso-seco.com



griegseafoodcanada.com



vancity.com



fortisbc.com



bdo.ca



2018 Silver Sponsors



cooperativesfirst.com



tpsgc-pwgsc.gc.ca



allteck.ca



slegg.com



thefirelightgroup.com

2018 Bronze Sponsors



c3alliancecorp.ca

2018 Trade Show Exhibitors



atco.com



www.antco.bc.ca



bcibic.ca



www.links-to-learning.ca

25 Years of Inspiring Success
 25
 Empowering EDOs, Economies & Communities
 Enoch, AB

2018 TAED & PAED Certification Presentation

to Cando's 25th Annual National Conference & AGM
 October 22-25, 2018 | Enoch, AB
 We thank Enoch, AB for hosting this year's event.



All Photos: Trevor Boller
 There were 10 graduates on the Cando Certified Aboriginal Economic Developer Program present at the Cando Conference for the Recognition Ceremony held on Thursday, October 25, 2018. In total there were 29 Technician Aboriginal Economic Developer (TAED) graduates and 4 people renewed their Professional Aboriginal Economic Developer (PAED).



(Left) Cando's Certification Coordinators were on-hand for the Recognition Ceremony (left) Anita Boyle, Certification Coordinator (East) and Megan Arcand, Certification Coordinator (West).

www.edo.ca/certification

Cando Certified Aboriginal Economic Developer Process Recognition Ceremony On Thursday, October 25, 2018, Cando will hold a recognition ceremony for 29 Technician Aboriginal Economic Developer (TAED).

Congratulations to this year's group of Economic Developers who worked hard to earn their designation!



Professional Aboriginal Economic Developer Level Renewals

- **Borys Kruk, MB**
- **Milton Tootosis, SK**
- **Michael Pealow, YK**
- **Derek Rice, ON**



Photo: Trevor Boller

(Above) Shawna Morning Bull (left), Cando's Director for Alberta and Keith Matthew (right), Cando's President and Director for southern British Columbia were on-hand to congratulate the graduates and provide them with their certificates.



Technician in Aboriginal Economic Developer:

- **Aliraza Alidina, MB**
- **Esther Awotwe, MB**
- **Jeanette Bear, NB**
- **Kali Burnell, ON**
- **Andrew Coon, QC**
- **Ghislaine Cottle, ON**
- **Dayna Cox, NU**
- **Frankie Dick, QC**
- **Alison Everitt, MB**
- **Winifred Frias, MB**
- **Hsar Kae, ON**
- **Loren Kaludjak, NU**
- **Andrews Kwaw, ON**
- **Beth Lafay, ON**
- **Hollie Larocque, QC**
- **Zachary Low, ON**
- **Gerald Marcoux, SK**
- **Kara Martin, NB**
- **Nathan McCorrister, MB**
- **Delphine Metallic, QC**
- **Kim Nash-McKinley, NB**
- **Oluwabusola Olaniyan, MB**
- **Stephan Penner, MB**
- **Charina Sappier, NB**
- **Titus Shecapio, NU**
- **Alejandro Suberie, Mexico**
- **Sandi Vincent, NU**
- **Jennifer Wabano, ON**
- **Jordan Wettleaufer, ON**

O'Leary working as regional EDO for Manitoba and Saskatchewan communities

By Sam Laskaris
Cando Contributor

Eve O'Leary was looking for some new challenges when she moved from her native Ireland to Canada back in 2014.

The 30-year-old has certainly landed a job that keeps her rather busy these days.

O'Leary had worked in customer service and information technology fields in her home country.

After moving to Canada, O'Leary's first job was working as a master data project analyst. But less than a year into that position she landed a new job, working as the executive director for the downtown business association in Nipawin, Sask.

Then in early 2018 she took on another position. She's now juggling several responsibilities all at once as she's the regional economic development officer for a commission, with partners in Saskatchewan and Manitoba.

The commission includes the city of Flin Flon, which is primarily in Manitoba but which also has parts that do extend into Saskatchewan. Also included is the Saskatchewan town of Creighton, whose borders do spill into Manitoba and the Saskatchewan village of Denare Beach.

"It's a very different model," O'Leary said of the regional commission she is employed by. "We have three municipalities in two provinces."

The commission was created in 2017 in the hopes of creating a more diverse and active economy.

"It's given us a lot of opportunities to be more co-operative," O'Leary said.

It is still the only municipal economic development commission in the country with partners in different provinces.

The nine-member commission has equal representation and is governed by three mayors, three councilors and three administrative officers.

O'Leary, who lives in the Saskatchewan part of Flin Flon, finds herself working with three communities that have significant Indigenous populations.

"I have always been intrigued about Indigenous culture since I moved to Canada," she said.

O'Leary also finds herself increasingly involved with Cando, the organization that promotes Indigenous economic development across Canada.

For starters she had a rather enjoyable experience at an Indigenous economic development youth summit, for those under the age of 30, that Cando hosted this past July in Edmonton.

"There were 60 delegates there," O'Leary said. "And we had to write a letter why we should be chosen for the summit."

As it turned out, O'Leary also ended up being part of a nine-person team that won a case study presentation at the summit. Each member of the winning squad was presented with a \$500 Visa gift card.

O'Leary has also agreed to help with some of the planning for the 2019 summit, which will also be held in Edmonton.

"They kind of just invited me to do that which is awesome," O'Leary said.

Her connection to Cando was enhanced this past fall as she fulfilled all the requirements necessary and obtained her Technician Aboriginal Economic Developer (TAED) certification through the organization.



Eve O'Leary

Photo: Supplied

**I have always been intrigued
about Indigenous culture
since I moved to Canada.**

www.edo.ca/certification

Rice heaps praise on Cando Conference

By Sam Laskaris
Cando Contributor

As the national lead for economic development for BDO Canada, Derek Rice spends a good chunk of his life on the road.

When he is not visiting client sites, Rice splits his time between his home in Sault Ste. Marie, Ont., where he grew up, and BDO Canada's office in Ottawa.

Rice was also able to attend a number of conferences and economic development related events in 2018. He travelled to several provincial and national conferences.

"I was able to go to a lot of events," he said. "By far the Cando event was the best. It was superbly done."

The 2018 Cando Conference was staged this past October in Enoch, Alta.

For Rice, it was the first time he had attended the conference run Cando, the organization that promotes Indigenous economic development across Canada.

"It was actually the best conference I've ever been at," Rice added. "It was so well organized. I enjoyed all of the presentations and all of the sessions."

Rice's involvement with Cando, however, does go back a number of years. He received his Technician Aboriginal Economic Developer (TAED) certification back in 2006.

He also obtained his Professional Aboriginal Economic Developer (PAED) certification in 2010 and maintained that until 2015. He received his PAED recertification this past year.

"I think that certification really means a lot to me," Rice said. "It expresses the fact I am qualified to work in that area."

Rice's extensive education, which

includes a BA in mathematics, is further proof of his abilities.

He earned a Bachelor of Arts degree in community economic and social development in 2006 through Algoma University in Sault Ste. Marie, Ont.

Then in 2010 he obtained his Master of Science degree from Georgia Southern University.

And just this past year he completed his PhD in economics through the University of Ottawa. His fields and thesis research focused on natural resource economics and development.

Rice's current job responsibilities include a focus on servicing First Nations and governments, as well as working with tribal councils and on political treaties.

"I see economic development as really a key part of reconciliation," he said.

Rice's Indigenous ancestry, however, is somewhat complicated. His father was a member of the Mohawks of Kahnawake in Quebec.

Though he is not recognized by the First Nation since he does not live there, the federal government does consider him Indigenous as he does have a status card.

During his professional career Rice is especially fond of a 26-week Aboriginal entrepreneurship program that was staged on the Batchewana First Nation in northern Ontario.

The program, which was held in 2009-10 for those aged 18 and over, attracted 20 participants.

"It was such a great program," Rice said. "I'd work on individuals who wanted to start businesses and with a variety of businesses."



Photo: Supplied

Derek Rice

**I was able to go to a lot of events.
By far the Cando event was the
best. It was superbly done.**

www.edo.ca/certification

March/April 2019

29

edo.ca

Impact Assessment of Economic Development Officers

Cando is a national Aboriginal organization involved in community economic development. Cando strengthens Aboriginal economies by providing programs and services to Economic Development Officers.

The Certification Program is a competency-based program delivered through accredited institutions across Canada to Aboriginal Economic Development Officers.

In a baseline assessment survey conducted in 2015, participating Economic Development Officers reported the following:

IMPACT OF CANDO ON CAPABILITIES

83% of Cando respondents attribute positive impact on **improvements to their Network linkages**



79% of Cando respondents attribute positive impact on **improvements to their Aboriginal knowledge**



73% of Cando respondents attribute positive impact on **improvements to their Strategic capabilities**



IMPACT OF THE CERTIFICATION PROGRAM ON CAPABILITIES

89% of the Certification Program respondents attribute positive impact on **improvements to their Network linkages**

88% of the Certification Program respondents attribute positive impact on **improvements to their Aboriginal knowledge**

88% of the Certification Program respondents attribute positive impact on **improvements to their Strategic capabilities**

IMPACT OF CANDO ON PERFORMANCE

83% of Cando respondents that experienced an improvement in their **ability to Engage their community** attribute positive impact to Cando on their ability to do so



IMPACT OF THE CERTIFICATION PROGRAM ON PERFORMANCE

98% of the Certification Program respondents that experienced an improvement in their **ability to Engage their community** attribute positive impact to the Certification Program on their ability to do so

RESPONDENT INFORMATION

70% of Cando respondents indicated improvement in their **ability to Engage their community** since their first engagement with Cando



84% of the Certification Program respondents indicated improvement in their **ability to Engage their community** since their first participation in the Certification Program



65% of all respondents **are in, or beyond, the Strategic Stage** of community development*

*Based on the Community Development Matrix



79% of all respondents reported that they **used the Networking opportunities provided by Cando**



72% of all respondents indicated **it would be difficult to acquire similar services or assistance** from another provider.

Cando is fulfilling its mission to build capacity by serving Economic Development Officers.

Analysis of survey responses from 223 individuals that engaged with Cando and 79 individuals that participated in the Certification Program

Impact Assessment by:



**The
Evidence
Network**

www.theevidencenetwork.com

National Youth Panel 2018



All Photos: Trevor Boller



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 Gatineau, Québec from October 27–30, 2019. 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 Gatineau, QC - plus complimentary conference registration and accommodations
- The opportunity to have one year of intensive mentorship by CESO's experienced and highly skilled Volunteer Advisors

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 June 30, 2019

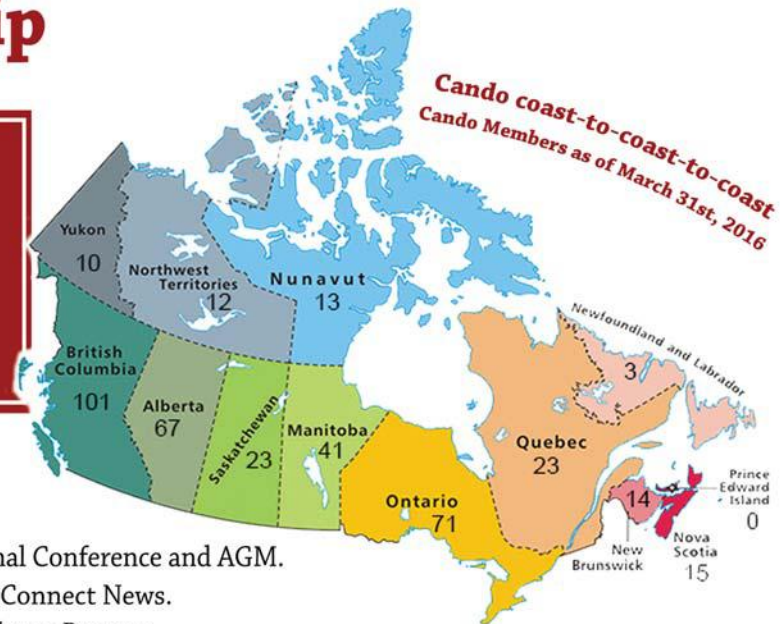
WIN \$2,000

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

- Be a paid Cando member by May 1, 2019 to win \$2,000.
- Be a paid Cando member by Aug. 1, 2019 to win \$1,500.
- Be a paid Cando Member by Oct. 1, 2019 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


cando
Inspiring Success

This draw will be made in October 2019 and the winner will be announced at the Cando conference.

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More board information:
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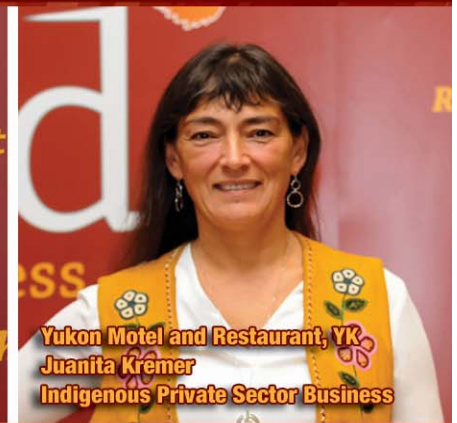
ECONOMIC DEVELOPER OF THE YEAR AWARD



Tom Many Heads, AB
Siksika Resource Development Ltd.
Individual Economic Developer of the Year



Madawaska Maliseet First Nation, NB
Chief Patricia Bernard
Community Economic Developer of the Year



Yukon Motel and Restaurant, YK
Juanita Kremer
Indigenous Private Sector Business

2018 Economic Developer of the Year Award Winners - Enoch, AB



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, 2019

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



Tom Many Heads



Tom Many Heads



Jason Rasevych



Juanita Kremer



Juanita Kremer



Melrene Savoy-Eaglespeaker



Melrene Savoy-Eaglespeaker



Chief Patricia Bernard



Jason Rasevych



Andrew Coon



Andrew Coon



Chief Patricia Bernard

2018 CANDO EC DEV AWARDS

We thank En... Nation for



(Above) Tom Many Heads, CEO of the Siksika Resource Development Ltd. (SRDL) receives the Cando Award for Individual Economic Developer of the Year - sponsored by TD Bank.



(Above) Melrene Savoy-Eaglespeaker owner of Native Diva Creations accepts her Cando Award as finalist in the Aboriginal Private Sector Business of the Year - sponsored by SNC - Lavalin



(Right) Patricia Bernard, Chief of Madawaska Maliseet First Nation accepts the Cando Award for Community Economic Developer of the Year - sponsored by ESS Support Services Worldwide

(Below) Juanita Kremer, owner operator of Yukon Motel & restaurant accepts the Cando Award for Aboriginal Private Sector Business of the Year - sponsored by SNC - Lavalin



(Below) Cree Nation of Mistissini accepts their Cando Award as finalist for the Community Economic Developer of the Year - sponsored by ESS Support Services Worldwide



Nominate your Role Model for the National Youth Panel!

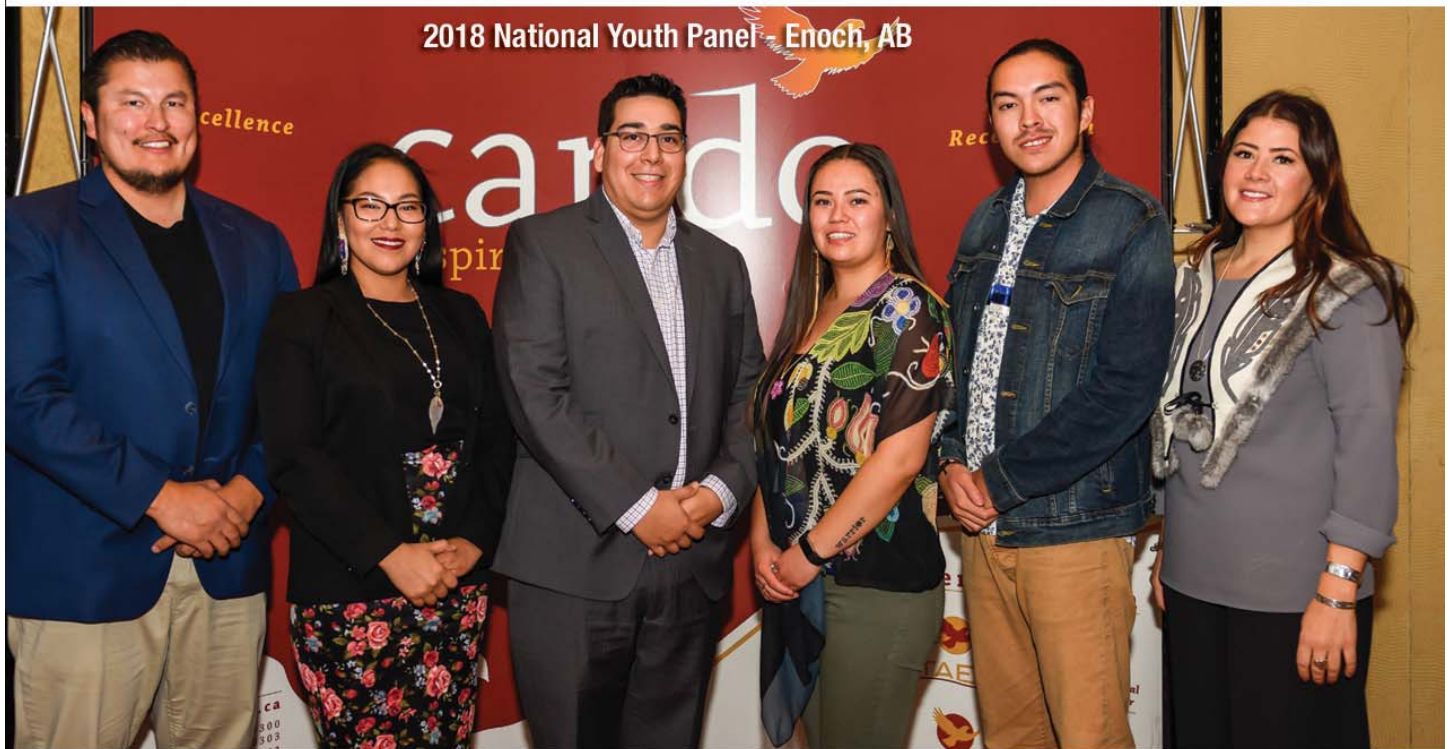
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Be sure to visit our website to learn more and nominate today!

Deadline for nominations is June 30, 2019



Save the Date

Economic Development

YOUTH SUMMIT

Registration Open Soon

Open to youth ages 18-30

Event Sponsorship available for selected delegates

July 21-24, 2019

River Cree Resort - Enoch, AB

www.edo.ca/youth

presented by

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