



cando

CONNECT

JAN/FEB 2022 | Vol. 8 No. 5

magazine

→ Moving Indigenous Economies Forward

**2021-22
CIBC - NIEEF
Scholarship
Recipients**

**CEDI
Phase 3**

**2022 Cando
Conference
Host Community**

CANDO 28TH ANNUAL NATIONAL CONFERENCE & AGM

May 16–19, 2022 | Whitecap Dakota First Nation, Saskatchewan



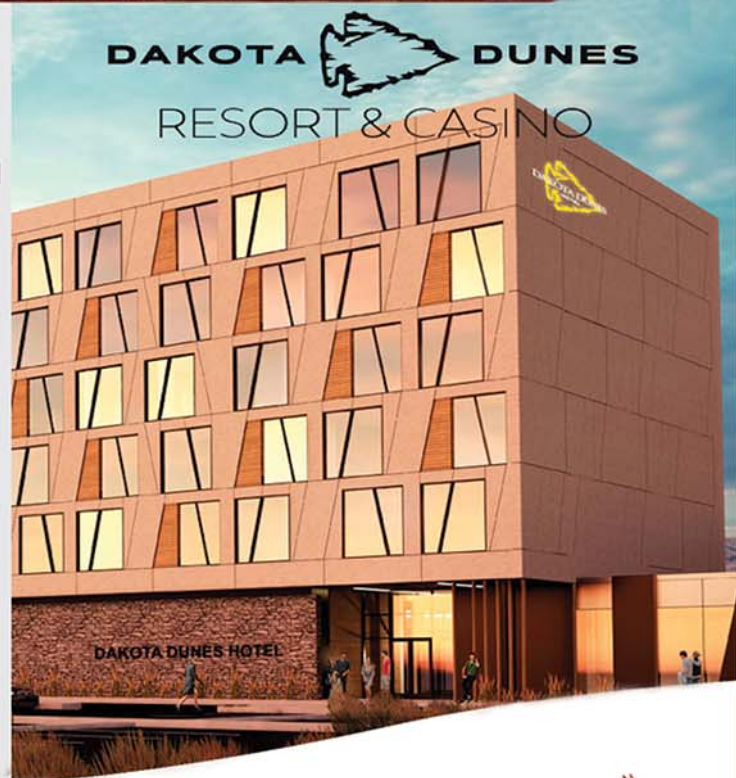
May 16–19, 2022

**Dakota Dunes Resort
Whitecap Dakota First Nation, Saskatchewan
(Near Saskatoon, Saskatchewan)**

- Professional Development Workshop
- Economic Developer of the Year Awards
- Trade Show & Artisan Show & Sale
- Annual National Youth Panel
- Women in Business Panel
- Community Cultural Tour
- Keynote Presentations
- President's Reception, Dinner & Dance

Please visit the Cando website to register and for more information

www.edo.ca/conference



DAKOTA  DUNES
RESORT & CASINO

DAKOTA DUNES HOTEL



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Cover image:

A sweet Christmas construction project

Photo by: Paul Macedo

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

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ECONOMIC DEVELOPER OF THE YEAR AWARD

2022 Award will showcase the outstanding work and achievements of Cando's Certified EDOs!

Know an outstanding Economic Development Officer creating impact in their community?

Nominate an outstanding Cando Certified EDO today!

All nominators will be entered into a draw for an Apple Watch!

- **Individual EDO**
 - small community
 - large community
- **Indigenous Business Category**
- **Community Category**

2021 Award will showcase the outstanding work and achievements of Cando's Certified EDOs - with \$20,000 in total prizes!



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.

The 2022 ED of the Year Award will showcase the outstanding work and achievements of Cando's Certified EDOs!

The nomination deadline is March 11th, 2022 at www.edo.ca/ec-dev-awards

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

Looking forward towards spring

As COVID restrictions are being relaxed, staff, management and board at Cando hope that everyone reading this continues to stay safe and healthy and exercise precautions. Let us be hopeful, but let us remain vigilant and continue to look after one another - especially the most vulnerable in our communities.

The **28th annual Cando National Conference and AGM** will be an in-person event to be hosted by the Whitecap Dakota First Nation at their new Dakota Dunes Hotel (south of Saskatoon, Sask.) and has been rescheduled for May 16-19, 2022. Read more on the host facility - the Dakota Dunes Resort and Hotel on pages **6-7** and on the host First Nation, Whitecap Dakota on pages **10-11**.

For more details on the 2022 Cando Conference please visit www.edo.ca/conference/2022

Cando is proud to announce the eight (8) recipients of the **2022 CIBC-NIEEF Scholarships**. Read about their educational journeys and how the NIEEF scholarships will assist them to reach their career goals. For more please turn to pages **14-21**.

In addition, the student profiles of the four (4) recipients of the 2021 NIEEF Scholarships are on pages **24-27**

The **First Nation – Municipal Community Economic Development Initiative (CEDI)** has received confirmation of funding support from Indigenous Services Canada to continue with a CEDI Phase III (2021 – 2025). CEDI Phase III has now selected a new cohort of eight (8) First Nation-municipal partnerships from across Canada to participate in the program. For full coverage of CEDI Phase III, please turn to pages **28-30**.

For updated information, please visit: www.edo.ca/cedi/phase-3-intake

The **Links to Learning Webinar Series** will continue through the spring and summer. Cando will continue to deliver skills development opportunities for its members via this weekly series. The Links to Learning Series delivers content every Tuesday. In addition, a weekly Innovate BC Wednesday Webinar series will be delivered for the balance of 2021. These webinars continue to be free to Cando members, thanks to a generous support from CIBC & Innovate BC.

Please visit the www.edo.ca/links-to-learning for a full schedule of upcoming webinars.

Looking forward to seeing you in person in May!



The Dakota Dunes Resort will be hosting this year's Cando Conference.

Photos: Courtesy Dakota Dunes Resort.

By Sam Laskaris
Cando Writer

It seems only fitting one of the country's top Indigenous economic development conferences will be staged at one of the premier Indigenous resorts in Canada.

The 2022 Cando Conference is scheduled to be held May 16-19 at the Dakota Dunes Resort, located on the Whitecap Dakota First Nation in Saskatchewan.

Cando is the national organization that promotes Indigenous economic development across Canada.

This year will mark the 28th annual Cando Conference. The majority of those conferences have been held in person. But because of the pandemic, the last in-person conference was held in October of 2019 in Gatineau, Que.

Cando organized a virtual conference in October of 2020.

Cando officials were hoping to hold the 2021 event this past fall at the Dakota Dunes Resort. But because of the ongoing pandemic, that event was push back until this May, in the hopes a full in-person conference experience can be had.

The Dakota Dunes Resort, which opened in October of 2020, has been earning rave reviews from its visitors.

"We really try to make sure that everyone in our hotel leaves with a sense of awe and is treated with an unforgettable authentic Indigenous experience," said Alex Fleischhacker, Dakota Dunes Resort's area director for sales and marketing.

The seven-story facility offers 155 guest rooms. All rooms have floor-to-ceiling windows.

“They have a beautiful view of the Dakota Dunes Golf Links course and you get to see the sprawling hills of the dunes,” Fleischhacker said. “Or you get the river valley view. If you look, you can actually see the South Saskatchewan River valley from your room.”

All guest rooms feature a stunning headdress image of Whitecap Dakota First Nation Chief Darcy Bear, who was appointed to the Order of Canada in 2020.

The Dakota Dunes Resort is billed as an ideal location to stage conferences or meetings. The facility can also be enjoyed by those wishing to visit the adjacent casino, which opened in 2007, three years after the First Nation’s golf course started welcoming visitors.

Guests have also been flocking to the Dakota Dunes Resort to take part in one of its Indigenous adventures, including Dakota culture and history, or simply to have a relaxing getaway.

“I don’t think there is a resort experience that you can go to presently in Saskatchewan which will give you the same experience,” Fleischhacker said. “You kind of get to pick your path a little bit. I think there’s something there for everybody.”

Elements key to Indigenous spirituality are prevalent throughout the Dakota Dunes Resort.

“When you walk into our doors, you’ll see that a lot of those elements throughout the hotel,” Fleischhacker said. “So, we have a lot of earth, a lot of fire, a lot of air. And they all kind of meet together in our hotel.”

Fleischhacker added resort officials were keen to have guests feel welcome immediately.

“When you walk through the lobby, there’s lots of windows with lots of great natural light,” she said. “We have our

fireplaces in the lobby to make that warm and cozy feeling. And then you’re going to see lots of natural types of elements throughout the hotel.”

Some of the symbolic elements are prevalent throughout the facility. For example, angular designs, which represent tipis, are a common sight.

“We walk through the corridor and there’s river rock to symbolize Whitecap Dakota First Nation building their First Nation alongside the river valley,” Fleischhacker added.

The resort also features a suspended, handcrafted canoe that was shipped in from Montreal.

“It’s a beautiful centerpiece to a hallway,” Fleischhacker said.

As for dining experiences, the Dakota Dunes Resort includes its own restaurant, the Moose Woods Home Fire Grill.

“We really try to have that farm to table feel,” Fleischhacker said. “There’s a lot of local producers that we source from. We go to the farmers produce every weekend and get fresh produce. And we source local venison, local beef, local bison, lots of different local foods are sourced here.”

Darrell Balkwill, the CEO of Whitecap Development Corporation, the First Nation’s economic arm, said the resort was the latest part of a 20-year master development plan.

Balkwill said that master plan was developed a decade ago, in 2012.

“We continue to try to pick off some of these projects, one by one,” said Balkwill, who first joined the Whitecap Dakota First Nation to serve as its director of economic development in 2003.

Future facilities that are being planned include a thermal spa and an arena featuring two ice pads.



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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

What is the cost?

It depends on an applicant's education background, however there is no cost to apply, and Cando will not charge any fees until your application is approved for certification.

What if I don't have any prior education?

We recommend you apply to one of our accredited programs, provided by institutions across the country, where you could graduate with a TAED certification and a university/college degree/diploma.

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



Whitecap Dakota First Nation continuing business expansion

By Sam Laskaris, Cando Writer

The Dakota Dunes Resort is just one of the ventures of the Whitecap Development Corporation, the economic arm of Whitecap Dakota First Nation.

Photo: Dakota Dunes Resort

Officials with the Whitecap Dakota First Nation are certainly not resting on their laurels.

Representatives from the First Nation, based in Saskatchewan, are constantly working to better and further develop several initiatives which will provide numerous benefits to its members.

Back in the spring of 2004, Whitecap Dakota was thrust into the spotlight when it opened its spectacular Dakota Dunes Golf Links course to the public.

The course earned rave reviews from its inception and continues to do so.

In fact, one of the sport's most respected magazines, Golf Digest, selected Dakota Dunes as the best new Canadian course for 2005. That accomplishment signified the first time any course in Saskatchewan had been recognized with any sort of award from Golf Digest.

The course continues to be included on various lists which compile the top golf facilities across the country.

The Whitecap Dakota First Nation has also been applauded in various circles for its casino which opened in 2007 as well as its Dakota Dunes Resort, which opened its doors to the public in the fall of 2020.

Darrell Balkwill is currently serving as the chief executive officer of the Whitecap Development Corporation, which is the economic arm of the Whitecap Dakota First Nation.

Balkwill said several new initiatives are being planned for the First Nation.

"There was a tourism master plan developed back in 2012," Balkwill said.

That plan included various initiatives Whitecap Dakota officials were hoping would come to fruition during the next 20 years.

"We continue to try to pick off some of these projects, one by one," Balkwill said.

The Dakota Dunes resort, a seven-story facility which includes 155 guest rooms, was one of the ventures in the First Nation's master plan.

Balkwill added Whitecap Dakota representatives have now turned their attention to constructing a thermal spa, patterned after Scandinavian spas, on its lands.

"We are in the design phase right now," Balkwill said. "And then we will start construction in 2023."

Balkwill is hoping the First Nation's spa will be completed and ready to start welcoming visitors by some point in 2024 or the following year.

"It's a fairly large investment," Balkwill said, estimating it will cost about \$40 million to build the spa. "There is nothing really like it in Saskatchewan."

Balkwill added Quebec currently has several thermal spas. But they are rare in western Canada.

"There are a couple in B.C., one in Alberta and one in Manitoba," he said.

Balkwill said an arena, featuring two ice pads, is also being planned by the Whitecap Development Corporation.

"It can also double as a larger entertainment centre," Balkwill said of the rink, which could potentially see construction begin as early as 2024.

The facility would include seating for 1,500-2,000 spectators, which would allow First Nation reps to host some even larger concerts than it currently is able to.

Other future plans include adding retail opportunities on the First Nation as well as a residential development, which would feature approximately 300 units, including condos, townhouses and single-family homes.

Balkwill said corporation officials are constantly focused on having profitable and sustainable developments.

"We're trying to create revenue streams," he said. "And we're trying to create employment opportunities for our community members."

Balkwill added Whitecap Dakota has become a regional employer because the First Nation, which has about 600 members, does not have enough residents to fill all of the positions required at its current ventures.

Balkwill praised the First Nation's leadership team, led by Chief Darcy Bear. He has served as the Whitecap Dakota chief since 1993.

"He's very driven," Balkwill said. "Once he gets the mandate from the community, we try to be fairly aggressive with our projects and developments."

Besides having its own businesses, including its golf course, casino and resort, the Whitecap Dakota First Nation is also a partner in several other ventures.

For example, the Whitecap Development Corporation owns 50 per cent of Whitecap Commercial Real Estate. The other half of this venture is owned by those in construction, engineering and electrical sectors within Saskatchewan.

The Whitecap corporation also has a division called Whitecap Industrial Services, providing assets to resource, oil and gas, utilities and pipeline sectors. The First Nation has various partners involved in this venture.

The Whitecap Dakota is also one of the seven First Nations which comprise the Saskatoon Tribal Council (STC). As a result, it has been part of various STC partnership initiatives, including real estate holdings.

RENEW YOUR MEMBERSHIP

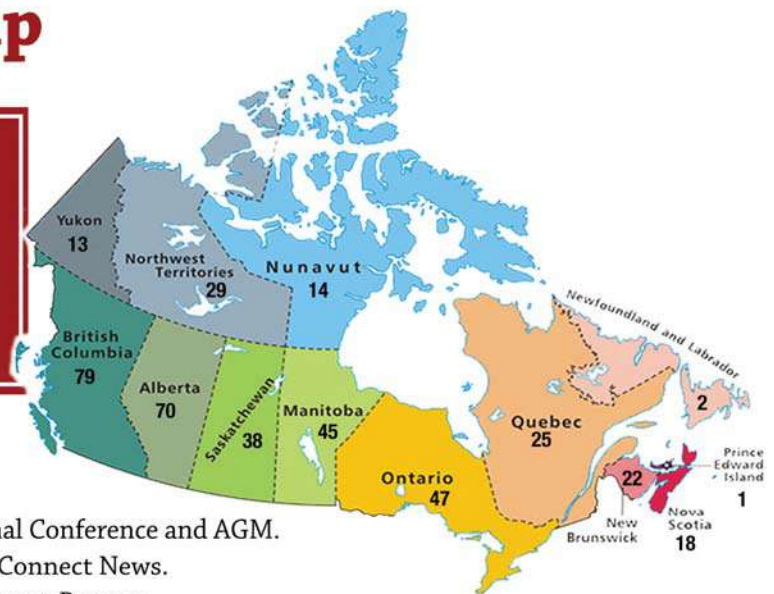
Cando Membership

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

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Bursaries, Scholarships, and Awards



CIBC NIEEF Scholarships

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

CIBC NIEEF Scholarships

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

CIBC NIEEF Scholarships

This award will be distributed annually to an Indigenous student who is studying in any year of a two-year diploma or four-year degree program studying in the fields of: Business Administration/Economics, Business

Finance, Business Management, Natural Resources or CED. This student will receive the CANDO funds and the matched funds and the successful candidate will only be eligible for this specific award once.



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

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

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

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

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

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

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

One Award: \$4,000 for one year

Application Deadlines: February 1
August 1
November 1

AUGUST 1

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Brandi Delaine returns to post-secondary studies following pause



Brandi Delaine, who is Métis, once again finds herself in school pursuing her university degree.

(The CIBC-NIEEF Scholarship) helped me tremendously. It meant I didn't have to look for a full-time job while going to school.

By Sam Laskaris
Cando Contributor

A decade after beginning her post-secondary career, Brandi Delaine once again finds herself in school pursuing her university degree.

Delaine, who is Métis, had commenced business administration classes at the University of Winnipeg back in 2011.

But after one year of studies, Delaine did not have the financial needs necessary to continue with her program.

"I didn't qualify for funding or student aid," she said.

As a result, Delaine entered the workforce. Up until 2017 she was employed working with special needs adults.

But an incident in which she was run over by a truck that year forced her into a lengthy rehabilitation process.

During the COVID-19 pandemic, when trying to determine what exactly she wanted to do with her life, Delaine made the decision to return to school.

Since she was in a position to afford to do so, she started taking business administration classes again in January of 2021. And she is now scheduled to graduate from her three-year program in April of 2023.

Besides enjoying her return to school, Delaine is also ecstatic that she is one of the eight recent recipients of the Indigenous Scholarship Program.

The CIBC and the National Indigenous Economic Education Fund, Cando's charitable organization, teamed up to provide the scholarship program from 2019 through 2022. A total of \$44,000 in scholarship money is available each year through this initiative.

Delaine received a \$5,000 scholarship.

"That helped me tremendously," she said. "It meant I didn't have to look for a full-time job while going to school."

Delaine does currently have a casual job, however, working eight hours per week, at a Winnipeg warming shelter. She works with homeless people, connecting them with various resources they can take advantage of.

Recipients of the Indigenous Scholarship Program are eligible to receive funding over multiple years. Five of the recent recipients had also received the scholarship a year ago.

Delaine though is a first-time recipient. Not only speaking for herself, but the 28-year-old said all scholarships received by post-secondary students are beneficial.

"It means you can focus on your education and ensuring you can put your best effort forth," she said.

Though she still has more than a year remaining before she earns her university degree, Delaine knows what she wants to do upon her graduation.

Ideally, she wants to help one of her friends, Dr. Samantha Bray, who is a veterinarian, open her own clinic.

"I would run more of the business side of things," Delaine said. "I want to do all the behind-the-scenes work. That's my biggest aspiration."

Like Delaine, Bray is also Indigenous as she's a member of Stellat'en First Nation in British Columbia.

Delaine said the duo would ideally like to open a veterinary in Winnipeg that would cater to Indigenous people and their pets.

"That's the goal I have right now," Delaine said.

2022 CIBC - NIEEF SCHOLARSHIPS

Indigenous finance student garners scholarship for second consecutive year

For the second straight year Kineisha Eagle Bear received a significant financial boost to assist her while she pursues her university degree.

Eagle Bear, a member of Kainai Nation in Alberta, is in her final year of finance studies at the University of Lethbridge.

The 26-year-old single mother, who has a six-year-old daughter named Nova, had originally hoped that she would graduate from the university in December of 2021.

“Because of the pandemic, they didn’t offer as many classes,” she said of her school. “Some classes weren’t offered in the summer. So, the requirements I needed by December didn’t pan out.”

Eagle Bear is now hoping to complete all of her degree requirements on time this April. But another obstacle arose for her in February.

That’s because University of Lethbridge faculty went on strike on Feb. 10 since they have been without a collective agreement for almost 600 days.

“We got cut off from all of our teachers,” Eagle Bear said. “There’s not much I can do at the moment.”

She’s obviously hoping for a quick resolution.

“There’s no classes whatsoever,” she added. “They’re trying to settle things so it doesn’t affect (students).”

One thing that Eagle Bear was thrilled about, however, during this school year was the fact she found out she was once again a recipient of the Indigenous Scholarship Program.

Cando’s charitable organization, the National Indigenous Economic Education Fund, and the CIBC joined forces to provide the scholarship for four years, from 2019 through 2022.

The program has eight recipients each year share a total of \$44,000 in scholarship money. Winners receive between \$2,000 to \$10,000.

For the second straight year Eagle was one of the two \$10,000 recipients.

“I was pretty shocked and I was happy about it,” Eagle Bear said of the fact she was a scholarship winner once again.

Eagle Bear is fortunate that her First Nation does cover a substantial amount of her educational expenses, paying for her tuition and all of her required textbooks.

Money received through the Indigenous Scholarship Program, however, was a welcome boost.

“I used it to cover living expenses of course,” she said. “And I put a little bit into savings.”

Now that she’s close to obtaining her university degree, Eagle Bear is already seeking out possible job opportunities.

“I’m currently looking to see what’s out there for entry-level positions,” Eagle Bear said in mid-February.

Eagle Bear’s post-secondary career started when she enrolled in a First Nations transition program offered through the University of Lethbridge. In order to be accepted into the university’s accounting program she first needed to upgrade some of her courses.

Eagle Bear, however, withdrew from that program following a challenging pregnancy.

Once she decided to return to school she enrolled in Lethbridge College’s business program where she earned a diploma after two years.

And now, with a couple more years of further studies, she’s on the verge of obtaining her university degree.



Kineisha Eagle Bear received a significant financial boost to assist her while she pursues her university degree, for a second year.

I was pretty shocked and I was happy about (receiving the CIBC-NIEEF scholarship). I used it to cover living expenses of course...and I put a little bit into savings.

**By Sam Laskaris
Cando Contributor**

2022 CIBC - NIEEF SCHOLARSHIPS

January/February 2022

15

edo.ca

Scholarship recipient recommends students apply for all opportunities —



Joshua Peepeetch is a member of Zagime Anishinabek First Nation.

I recommend every single student apply for (scholarships), especially if you're low income.

**By Sam Laskaris
Cando Contributor**

Joshua Peepeetch has some advice he'd like to pass on to fellow post-secondary students. Especially Indigenous ones.

When it comes to scholarship opportunities, Peepeetch, a member of Zagime Anishinabek First Nation in Saskatchewan, is recommending to apply whenever possible.

"I recommend every single student apply for them, especially if you're low income," said Peepeetch, a 26-year-old who is a third-year business administration student at the University of Regina.

Peepeetch heeded his own advice and applied for the Indigenous Scholarship Program. He ended up being one of eight recent scholarship recipients.

The Indigenous Scholarship Program is a joint venture between the CIBC and the National Indigenous Economic Education Fund, the charitable organization of Cando.

The four-year program launched in 2019 and continues until 2022. A total of \$44,000 is available each year, which will be divided up between scholarship recipients.

Winners will be awarded between \$2,000 to \$10,000 each. Peepeetch was one of the \$2,000 recipients.

He welcomed the amount with open arms.

"It helped a lot," Peepeetch said of his portion of the scholarship program. "I was struggling a bit. I took out student loans. And I was kind of drowning in debt."

Peepeetch credited an Indigenous counsellor at the University of Regina for convincing him to apply for various scholarships.

Peepeetch said that is advice that is often not followed by many he knows.

"I have a lot of friends that don't apply for them," he said. "They forget about them. Or they just don't do it."

Peepeetch, however, added it's worthwhile to apply for scholarships as he is proof students can indeed benefit from them.

"It helps with bills and it helps relieve some of the pressure," he said.

For the first year and a half of his post-secondary career, Peepeetch attended in-person classes at the University of Regina.

Though he's still a student at the school, for the past year and a half he's been living in Vancouver and taking all of his courses remotely.

"I want to go back to campus," he said. "But I'm not sure if I should transfer to a university here (in B.C.)."

Peepeetch, who aspires to work in some business role in the music industry, said he will wait until the end of his current semester and the conclusion of the 2021-22 academic year before deciding where he should continue his schooling.

He said he could potentially transfer to Simon Fraser University (SFU) in Burnaby, a city in B.C. that is adjacent to Vancouver. But he would only do so if he was permitted to have the university credits he's already earned thus far go towards the requirements of earning a degree from SFU.

Peepeetch has been able to continue with his education this school year even though he's also been working a part-time job, sometimes putting in full-time hours (as many as 35 per week).

"You've got to have a balance," he said of how he juggles work and school. "It's just a matter of managing your time. At the end of the day, I get it done."

2022 CIBC - NIEEF SCHOLARSHIPS

Janine Gladue on verge of obtaining a major educational achievement

She's almost there.

Janine Gladue, a 32-year-old member of Sturgeon Lake Cree Nation in Alberta, is close to finishing off all the requirements necessary to earn her university degree.

Gladue is in her final year of studies of the four-year business management program at the Northern Alberta Institute of Technology (NAIT). She's expected to graduate in May of this year.

"It's a pretty big deal," said Gladue, one of seven children that her mother had. "I'll be the first one in my family to get a university degree."

And for the second year in a row, Gladue is part of another prestigious group. She's one of eight recipients of the Indigenous Scholarship Program.

The program is a joint initiative between the CIBC and the National Indigenous Economic Education Fund, which is Cando's charitable organization.

The Indigenous Scholarship Program is a four-year venture, which was launched in 2019 and continues until 2022.

Each year Indigenous post-secondary students from across Canada are invited to apply for the scholarship money. A total of \$44,000 is awarded each year.

Eight recipients split a share of the funding available, being awarded scholarships ranging from \$2,000 to \$10,000.

For the second straight year, the amount that Gladue was awarded was \$5,000.

"I was shocked and felt overwhelmed by the generosity I received," she said.

The fact she will soon be a university graduate proves just how far Gladue has come in recent years.

She had dropped out of high school when she was 16. At the time she was in Grade 10.

After she left school Gladue worked in the food industry and also held down other jobs such as providing childcare and doing manual labour.

But she was looking for a change. And that change involved upgrading her education by returning to the classroom.

"That was a goal to go back and finish high school," she said.

After completing the requirements to earn her high school equivalency program, Gladue was then able to seek admittance into NAIT's business administration program.

Gladue lives in the municipality of Spathnow. But she didn't have to move to Edmonton, about 260 kilometres away, in order to attend NAIT.

That's because her NAIT business administration program was offered through the Portage College campus in Cold Lake, which is located about an hour's drive from her home.

During the COVID-19 pandemic, however, there were moments when Gladue was taking her courses remotely.

"I prefer in-person classes because I don't spend much time online interacting with people and I struggle with picking up on social cues that are often missed in online classes," she said. "I found that I misunderstood people and certain situations. It's easier to understand my classmates when we are face to face. There's more personal interaction and I can be easily distracted at home."

Gladue is planning to continue being a student after earning her university degree this year.

"I'm interested in pursuing my education further by obtaining a diploma in Business Administration Accounting," she said.



Janine Gladue, a member of Sturgeon Lake Cree Nation in Alberta, selected as a CIBC NIEEF scholarship recipient for a second year.

I'm interested in pursuing my education further by obtaining a diploma in Business Administration Accounting

**By Sam Laskaris
Cando Contributor**

Aspiring executive director returns to college to further education

A desire to secure some more lucrative jobs led to Deanna Cunningham becoming a student again.

Cunningham, a 34-year-old Metis woman, had graduated from her high school studies in High Prairie, Alta., when she was 18.

She was able to find some steady employment over the years.

"I've done a lot of administrative work," she said. "But I felt I was getting passed up for jobs because I didn't have that diploma."

In order to try and secure herself a better future and have an opportunity to land better positions, Cunningham opted to return to school.

She's now a first-year student in the business administration program at NorQuest College in Edmonton, the Alberta capital which she has called home now for the past 14 years.

Besides taking pride in furthering her education now, Cunningham can also beam over the fact she is one of the eight recent recipients of the Indigenous Scholarship Program.

The National Indigenous Economic Education Fund, Cando's charitable organization, teamed up with CIBC to provide the scholarship program for four years, from 2019 through 2022.

A total of \$44,000 in scholarship money is available each year. Eight post-secondary students are scholarship recipients each year, being awarded funds ranging from \$2,000 to \$10,000.

Cunningham was one of two \$10,000 recipients this year.

"It helps out so much," she said. "If I didn't have any scholarships, I wouldn't be able to attend."

Cunningham has already put the money that she received to good use.

"I paid off my tuition and I paid off my daughter's braces," she said.

Cunningham, who estimates her first-semester tuition and textbooks cost about \$7,000, has a

16-year-old daughter. Plus, she also helped raise her younger brother, who is now 20.

Cunningham found out a couple of weeks before December that she was a scholarship recipient.

"I was really shocked when I opened my email," she said. "I thought I could really use this right now. It was really helpful. It was awesome."

Before being accepted into NorQuest's business administration program, Cunningham first had to complete a Pathway to Business course at the college, since she didn't have all the necessary requirements from her high school credits.

Cunningham's current program last two years. But she's already made up her mind that she wants to further her schooling after that as well.

She is keen to obtain a Bachelor's degree in business administration and human resources from the Northern Alberta Institute of Technology, also located in Edmonton.

Cunningham had worked as a trust examination officer for the Canada Revenue Agency (CRA) last summer.

She's also hoping she can work for the CRA this coming summer. If she does indeed land a CRA job again this year, she would prefer to work in one of the agency's other departments.

As for a long-term goal, once she completes all of her education, she's hoping to secure an executive director position with an Indigenous non-profit organization.

I was really shocked when I opened my email. I thought I could really use this right now. It was really helpful. It was awesome.

**By Sam Laskaris
Cando Contributor**

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Quintin Helm a repeat recipient of the Indigenous Scholarship Program

Though he's now in his second year of post-secondary studies, Quintin Helm has only really been experiencing the full university life for the first time during the 2021-22 academic year.

Helm, a 19-year-old member of the Métis Nation of Alberta, is a finance student at the University of Calgary.

But during his first year of university studies, Helm remained in his hometown of Okotoks, located about 50 kilometres south of Calgary.

That's because Helm's courses were only offered online, instead of in-person, because of the COVID-19 pandemic.

His second year of university life has been much more enjoyable now that he has moved to Calgary for his studies.

"Being in person has helped me have a social life," Helm said.

The teen is living in a rented apartment with his girlfriend, who is a student at Mount Royal University, also located in Calgary.

One thing, however, that is the same for Helm is that he's a repeat recipient of the Indigenous Scholarship Program.

Cando's charitable organization, the National Indigenous Economic Education Fund, and the CIBC joined forces to launch this program.

From 2019 through 2022, a total of \$44,000 each year is available to Indigenous post-secondary students across Canada.

There are eight recipients of the scholarship each year and they are awarded funds ranging from \$2,000 to \$10,000.

Helm was awarded \$2,000 for the second consecutive year.

"I didn't know it was renewable," Helm said of the scholarship program.

He did, however, have to apply again in order to be considered as a potential recipient a second time.

And once again, when he discovered he indeed was a repeat scholarship recipient, he welcomed the funds he received.

"Moving out helped me to look at expenses in a whole new light," he said. "I have bills to pay now."

Helm added the majority of post-secondary students would like to receive some scholarship funds to be put towards their education.

"It's always nice," he said. "There's less to worry about when you have 5-6 courses each semester and are trying to cope."

Helm added now that he does have additional expenses since he's no longer living at home, he is seeking for a way to earn some additional money.

"I'm looking for a part-time job, just for supplemental income," he said.

Though he's not even halfway through the requirements needed to obtain his finance degree, Helm, who is now also minoring in math, has a future goal in mind as well.

"Right after I get my Bachelor's degree, I think I'm going to get my MBA," he said.

And then after that, he'd obviously be looking to put his degree to good use.

"I'm not opposed to moving internationally," he said. "But I wouldn't be opposed to staying in Calgary either."



Quintin Helm, a 19-year-old member of the Métis Nation of Alberta, is a finance student at the University of Calgary.

Right after I get my Bachelor's degree, I think I'm going to get my MBA. I'm not opposed to moving internationally.

**By Sam Laskaris
Cando Contributor**

Karen MacDonald is proving it's never too late to further one's education



Karen MacDonald is a member of Thunderchild First Nation in Saskatchewan.

I missed the opportunity to do it earlier in my career. A lot of people encouraged me but I had this self-doubt.

By Sam Laskaris
Cando Contributor

It's never too late to fulfill one's wishes.

Just ask Karen MacDonald.

Though she is 57, MacDonald was in recent months finishing up her requirements to obtain her Master's degree in business administration from the University of Calgary.

MacDonald, a member of Thunderchild First Nation in Saskatchewan, believes it's better late than never to return to school in order to further one's education.

And it's not as if she didn't want to do it before now.

"I missed the opportunity to do it earlier in my career," MacDonald said. "A lot of people encouraged me but I had this self-doubt."

MacDonald decided there was no point in waiting any longer and made the decision to return to school. And not just to help herself.

"What I want to do is assist other Indigenous students achieve their business goals," she said.

Besides being a student herself the past couple of years again, MacDonald is also a member of the university's staff. She's the manager of the Writing Symbols Lodge, the school's Indigenous student centre.

The centre provides both academic and cultural support to Indigenous students. And it works with other groups throughout the University of Calgary campus to provide information, advice, cultural activities, Indigenous student access programs and training.

Before becoming the manager of the centre in early 2020, MacDonald had spent five months working as its

Indigenous student access program co-ordinator. And before that she had worked eight months as the centre's Indigenous relations training program assistant.

And for the second year in a row MacDonald was also recently announced as one of the eight winners of the Indigenous Scholarship Program.

This four-year program is an initiative between the CIBC and the National Indigenous Economic Education Fund, Cando's charitable organization.

From 2019 through 2022, the Indigenous Scholarship Program provided a total of \$44,000 to worthy recipients across the country.

Winners were awarded between \$2,000 to \$10,000 each.

MacDonald was one of the four scholarship winners that was awarded \$5,000 in each of the past two years.

Receiving some financial assistance towards her educational pursuits was obviously welcomed as it is no secret post-secondary expenses quickly add up.

"The tuition is just sky high," MacDonald said. "Every dollar helps."

MacDonald had earned her first university degree back in the late 1980s. She obtained her Bachelor of Commerce degree from the University of Saskatchewan.

Along with her husband she raised two children.

Juggling a family life and her work was already hectic enough. And then throwing in all the school responsibilities while working towards another degree took the juggling act to a whole other level.

"It's very tough," MacDonald said of performing all of her duties.

And undoubtedly, it's always a bonus when other recognize efforts and are willing to assist others financially in their academic pursuits.

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Wyatt Draycott on verge of completing college course following career change

Now more than ever Wyatt Draycott is feeling content with a major life decision he made.

Draycott, who lives in Cold Lake, Alta., had spent 20 years working as an industrial surveyor. He was even in charge of his own company during the last five years in that field.

But Draycott, a 47-year-old member of the Métis Nation of Alberta, gave up his career in February of 2020 in order to return to school.

Draycott is now in the final months of being a student in the two-year Natural Resources Technology Program, offered at Portage College in Lac La Biche.

The school is about a 90-minute drive from his home. He's spent a good chunk of his second year living in a dorm at the school and returning home on weekends.

"I'm comfortable with what I'm doing," Draycott said. "I've gained a lot of knowledge."

Draycott is also grateful that for the second straight year he's a recipient of the Indigenous Scholarship Program.

This initiative was launched after officials from the CIBC and the National Indigenous Economic Education Fund, Cando's charitable organization, teamed up to provide the scholarship program.

For four years, from 2019 until 2022, the program is offering a total of \$44,000 each year to eight scholarship winners. They will share between \$2,000 to \$10,000 each.

Draycott's share for the second straight year was \$5,000.

As was the case when he first found out he was a scholarship recipient, Draycott was equally amazed to be told he would benefit once again.

"I never win anything," he said.

Though he left his surveying career behind in early 2020, Draycott had been thinking of doing so for a number of years before that.

Since he had dropped out of school when he was 14 and in Grade 10, he had to first earn his high school equivalency diploma before he was able to apply to college. That process took him a couple of years.

Draycott had been making a six-figure salary from his previous career working as a surveyor.

But he was not happy with the work he was doing.

"I'm happier now," he said. "A change is just as good as a rest."

And now that he is almost finished his college program, Draycott has started to think about what type of work he'll be able to land.

Last summer he had worked in the Alberta village of Marwayne. He was the supervisor of wellsite decommissioning and eventual reclamation project.

Draycott might explore the possibilities of returning to that company.

But ideally, he would love to gain employment working as a bear technician with the government agency Alberta Parks.

He'd love to work outdoors in this position, tracking bear movements and interacting with the public to keep them safe and aware of bears' presence.

"I really hope to get a call back on that job," Draycott said.



Wyatt Draycott, a 47-year-old member of the Métis Nation of Alberta, gave up his career in 2020 in order to return to school.

I'm comfortable with what I'm doing. I've gained a lot of knowledge.

By Sam Laskaris
Cando Contributor

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5 things Indigenous entrepreneurs should know about exporting

Indigenous small- and medium-sized enterprises (SMEs) are one of the fastest-growing business segments in Canada. They create jobs and increase wealth in their communities while contributing to the broader Canadian economy. Indigenous nations were traders long before the arrival of the first European settlers, and this natural, entrepreneurial trading spirit is just as strong today.

Exporting is a proven means to sustained growth, but it can be daunting. Indigenous entrepreneurs often face significant barriers in securing financing and accessing working capital, and navigating government policy, trade rules and logistics.

Export Development Canada (EDC) is committed to helping Indigenous businesses overcome these barriers. As international risk experts, we equip you with the tools—trade knowledge, financial solutions, equity, insurance, and connections—to grow your business with confidence.

To get you started, here are five things you should know about exporting and how EDC helps.

1. Exporting isn't just for large companies.

You may associate exporting with large, multinational companies. But even micro businesses can be exporters if they sell goods and services to customers outside Canada. All it takes is one sale to the United States.

Before you dip your toe into international waters, you should research your business's global potential and learn more about exporting. Sign up for a free **MyEDC** account at edc.ca to get access to expert-led webinars, articles, and other helpful information about growing your business internationally.

2. Companies that export outperform those that don't.

Exporting can be an effective strategy to build a sustainable business. As



Todd Evans, National Lead - Indigenous Exporters, Export Development Canada

Canada represents less than 2% of the global market, it makes sense that exporting companies have higher potential than domestic-only businesses. By expanding beyond Canadian borders, you can increase your customer base and generate higher revenues—an average of 121% more than non-exporting companies.

3. You can insure your sales to reduce risk.

Every time you send a shipment or provide a service, you take the risk that you won't get paid. With **EDC Select Credit Insurance**, we can mitigate that risk: If your customer doesn't pay, we will. We work with businesses of all sizes to insure a single contract as low as \$5,000 or multiple contracts worth up to \$500,000 each. Until the end of 2021, EDC Select Credit Insurance is available to all Canadian businesses, whether your customer is in Canada or abroad. Most financial institutions will also extend

credit against your insured receivables, providing you an additional source of business funding.

4. International trade agreements provide tremendous benefits for exporters.

The Canada-United States-Mexico Agreement (CUSMA) encourages the three countries to increase commercial opportunities for SMEs owned by under-represented groups, including Indigenous Peoples. For smaller companies, the CUSMA includes a provision that makes handcrafted Indigenous textiles and apparel duty-free. The Canada-European Union Comprehensive Economic and Trade Agreement (CETA) gives Canadian exporters preferential access to one of the world's largest economies.

Want to learn more about putting these agreements to work for your business? EDC's trade advisors can provide free customized answers to your trade-related questions.

5. EDC is here to support you.

If you're interested in exporting, you don't have to go it alone. We'll partner with you to help your business grow through global trade.

We work closely with the Canadian Council for Aboriginal Business (CCAB), the Business Development Bank of Canada (BDC), Global Affairs Trade Commissioner Service (TCS) and other partners to deliver programs and solutions to help you manage the risks of selling outside Canada.

For more information on how we can support your exporting journey, call a trade advisor at 1-800-229-0575, or visit edc.ca/indigenous-business.

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Kelly Fiddler considering teaching option after obtaining Master's degree



Kelly Fiddler has gathered plenty of work experience during the past couple of decades.

I wanted to push myself to learn new things. I always had an interest in going back (to school). But I also always wanted to have some work experience, too.

**By Sam Laskaris
Cando Contributor**

Kelly Fiddler has gathered plenty of work experience during the past couple of decades.

Yet Fiddler, a member of Waterhen Lake First Nation in Saskatchewan, continues to improve himself.

The 45-year-old is currently working part-time as the executive director for the Muskoday Economic Development Authority, the business arm of the Muskoday First Nation.

Fiddler is also enrolled in the Masters in Business Administration program offered through Cape Breton University. He's able to take his classes, however, through the Warman campus of Great Plains College in Warman, Sask.

"I wanted to push myself to learn new things," Fiddler said, explaining his desire to pursue his Master's degree in his 40s. "I always had an interest in going back (to school). But I also always wanted to have some work experience, too."

He had previously earned an Arts & Science degree as well as his Bachelor of Commerce degree through the University of Saskatchewan.

Fiddler recently found out he'd be getting some financial assistance in pursuit of his Master's degree.

That's because he's one of four recipients this year of National Indigenous Economic Education Fund (NIEEF) scholarships.

These awards are made possible through a charitable foundation via Cando.

The NIEEF scholarship winners receive \$2,000 each.

"It means a lot to me because I feel obviously education is pretty expensive," he said. "So, I'm thankful for that support."

Fiddler said he will accumulate about \$32,000 in expenses while he pursues his

Master's degree. He's expected to graduate from his two-year program in the fall of 2022.

Because of the COVID-19 pandemic, the majority of Fiddler's classes have been online.

"It's a lot easier for me (learning from home) because I have a disability," said Fiddler, who has mobility issues and uses a scooter.

Fiddler began experiencing muscle degeneration in his 30s and has been diagnosed with Kennedy's disease, a rare neuromuscular disorder.

Fiddler is hoping his higher education will lead to something else.

"I'll be looking to get full-time employment," he said. "I've been doing some consulting part-time. But that's feast or famine."

Fiddler had various jobs during the past couple of decades. About half of those were working with the provincial government while the other half were with various Indigenous organizations.

One of his positions was serving as the band manager for his own First Nation for two years.

Teaching is another option he might explore in the future.

"I realize I have a lot to share in terms of Indigenous economic development," he said adding he possibly might look at becoming a professor. "We have so many opportunities and we need to mentor our youth to get into economic development."

Fiddler is no stranger to Cando. He's worked with the organization over the years and has helped run numerous events.

Recently he received his Cando certification, becoming a Professional Aboriginal Economic Developer.

2021 NIEEF SCHOLARSHIPS

Delilah Mah felt timing was finally ideal to pursue Master's degree

Now that she's well established in her work career, Delilah Mah figured the timing was right for her to pursue another educational goal.

Mah, a 45-year-old member of Keeseekoosie First Nation in Saskatchewan, is expecting to earn her Master of Business Administration in Community Economic Development in August of 2022.

Mah's program is offered through Cape Breton University. But because of the COVID-19 pandemic, she's taking her classes online through the Northern Alberta Institute of Technology in Edmonton.

Mah is also one of four recipients this year of National Indigenous Economic Education Fund (NIEEF) scholarships.

Funding for the scholarships is made available through a foundation, which is the charitable organization of Cando.

All of the NIEEF scholarships winners received \$2,000 each.

"I find it kind of funny," Mah said. "I feel like it's a full circle moment of life."

That's because Mah used to work for Cando, from 2003 to 2013. She held various positions over the years after starting off as a summer student receptionist. Her duties later on included serving as a conference assistant and being Cando's education and research manager.

Mah, who lives in Edmonton, had earned her Bachelor of Education degree from the University of Alberta in 2008.

But at the time, and for several years afterwards, she was not considering continuing on with her education.

"Taking a Master's program wasn't on my mind," she said. "Now I felt I had the pieces in place to do it."

Besides being a student again, Mah is also operating a pair of businesses.

She launched Mah Art & Photography in 2016. And then the following year she started an agency called BravHer Consulting.

For the art component of her first business, Mah creates authentic Indigenous art products. She launched the photography side of the company in part because of her desire to capture the beauty of Indigenous women through photography.

In addition to her photography, she's now also working with professional makeup artists and also doing customized backdrops for various events.

Meanwhile, services offered through BravHer Consulting include program development, event planning, business plans as well as branding services and board development services.

Mah has praise for those who provide financial assistance through various scholarships to those who are studying at post-secondary levels.

"It just gives that incentive for students to apply for that kind of help and to be recognized for the work that goes into being a student," she said.

Mah added she's pleased her former employer is among those that do provide financial help via scholarships.

"It's reassuring Cando is out there on a national level being mindful and supportive," she said.

Mah has also been involved in her share of volunteer efforts over the years.

In 2019 she founded the Indigenous Women's Business Panel. The purpose of this group was to have meetings where Indigenous women entrepreneurs could meet in a space to bring themselves closer together, by sharing stories and practices.



Delilah Mah, a 45-year-old member of Keeseekoosie First Nation in Saskatchewan, is expecting to earn her Master of Business Administration.

It's reassuring Cando is out there on a national level being mindful and supportive.

**By Sam Laskaris
Cando Contributor**

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Katherine Rempel aspires to teach Indigenous Studies at university level



Katherine Rempel is hoping to eventually become a professor.

I want to teach in the field of Indigenous studies at the university level. I think I would enjoy spending my time sharing my knowledge with other students.

**By Sam Laskaris
Cando Contributor**

Katherine Rempel is hoping to eventually become a professor.

“I want to teach in the field of Indigenous studies at the university level,” said Rempel, a 34-year-old Metis woman who lives in Winnipeg. “I think I would enjoy spending my time sharing my knowledge with other students.”

For now, Rempel is content with being a first-year student in the Masters of Development Practice (MDP) in Indigenous Development at the University of Winnipeg.

Rempel is also one of the four recipients this year of the National Indigenous Economic Education Fund (NIEEF) scholarships. The winners received \$2,000 each.

The scholarships are made available through Cando.

Rempel was thrilled to be one of this year’s scholarship winners.

“It actually meant being able to concentrate on my studies and being able to put groceries on the table,” said Rempel, who is also a single mother of a six-year-old daughter.

Rempel, who began her current program in August, said she was seeking various odd jobs she could do at the university to help pay some of her bills when she received word of her scholarship.

Rempel’s young child is one of the main reasons she decided to further her education. The highest level of education she had previously completed was high school.

“I realized I needed to get more education to provide for her,” she said.

For starters, Rempel enrolled at Winnipeg’s Red River College. She graduated with a diploma in Community

Economic Development from the college’s School of Indigenous Education in 2020.

Rempel not only graduated with honours but she also captured the gold medal for academic excellence and the Lieutenant Governor’s award.

Though an undergrad degree is usually required to pursue a Master’s degree, Rempel was accepted into her current MDP by completing a qualifying year of graduate courses through the University of Winnipeg.

Rempel was keen to enroll in her current program in order to boost her understanding of sustainable development as well as gender and human rights, not only from an international but also Indigenous approach.

Rempel admits it is challenging being a single mother while also pursuing her university education.

“It’s tough but I’ve built a support network for myself,” she said, adding she receives help when needed from family members and friends.

Rempel added university officials have also been extremely supportive. As proof she mentions the fact when she was unable to secure babysitting at the start of the school year, she was allowed to bring her daughter to the university and have her sit with her during her classes.

Rempel is also involved as a volunteer in various community initiatives.

For example, she is the chair of the River Heights/Fort Rouge Parent-Child Coalition, a group she has been involved with since 2016.

The coalition consists of community members dedicated to seeking funding for organizations and groups that assist those in their early years of development.

2021 NIEEF SCHOLARSHIPS

Nathan Crow hoping for career as Indigenous relations manager in O&G

Though he was making a decent living, Nathan Crow decided it was time for a change.

The 29-year-old Blackfoot, a member of Kainai Nation in Alberta, now finds himself back in school furthering his education.

Crow is a second-year student in the Indigenous Governance and Business Management program at the University of Lethbridge.

He's also one of the four National Indigenous Economic Education Fund (NIEEF) scholarship winners this year.

NIEEF funding is provided through a charitable foundation set up by Cando, the national organization that promotes economic development in Indigenous communities throughout Canada.

The four NIEEF scholarship winners received \$2,000 each.

"It helps with lightening my financial load," Crow said of the money he received through the scholarship. "I'm going to be using it for living expenses for this semester and next semester."

While Crow was officially one of the four NIEEF scholarship recipients this year, he was presented with the Plains Midstream Canada award as he was the winning Alberta-based applicant.

Crow had been in the workforce for almost a decade before he decided to continue his education.

From 2012-18 he worked for a powerline company, which took him away from his Lethbridge home to various remote communities in the province.

"It was really good money because I was a foreman for the company," he said. "But it was a feast or famine lifestyle."

Crow said there would be periods when he would be laid off work for 3-4 months at a time.

That convinced him to try to eventually find an alternate career with steadier, year-round employment.

While he did enjoy his work with the powerline company, Crow also felt he should seek a job that he'll be able to do for a long time.

"I know my mind will take me a lot further than my body will," he said.

Since he had graduated high school in 2011, Crow decided he needed to ease back into the lifestyle of a student.

That's why in September of 2019 he enrolled in the First Nations transition program offered through the University of Lethbridge. He completed a pair of semesters in this program before starting his current course work.

This past summer Crow worked as an intern in the Indigenous field sector for a Calgary-based oil and gas company.

He now aspires to do similar work on a full-time basis.

"Currently my plan is to be an Indigenous relations manager for the oil and gas industry," he said.

Crow is excelling in his current school program. He's been on the Dean's Honours list each semester.

He's been able to maintain his high marks even though he is currently working three part-time jobs at the school.

Crow is a student assistant at the university library and also a student mentor with enrolment services.

He was also recently elected to the paid position of being the Indigenous student representative with the university's student union council.



Nathan Crow, is a 29-year-old Blackfoot, and a member of Kainai Nation in Alberta.

I know my mind will take me a lot further than my body will.

**By Sam Laskaris
Cando Contributor**

CEDI Phase III Update: Partnership Selection



CEDI Phase II Graduating Partnership: Yellowknives Dene First Nation and City of Yellowknife participate in a rounddance in 2020.

On behalf of Cando and the Federation of Canadian Municipalities we would like to thank all First Nation-municipal applicants to CEDI Phase III. With “resources to support only eight First Nation-municipal partnerships, the CEDI program was overwhelmed with twenty-eight joint applications from 34 First Nations (including 1 Tribal Administration) and 34 local governments (including municipalities, counties, and regional districts) from across Canada. We continue to work hard to identify sufficient funding mechanisms to meet this overwhelming demand for support from First Nation-municipal partnerships.

We have selected 8 diverse First Nation-municipal partnerships from across the country to participate in CEDI Phase III, including 2 in British Columbia, 1 in Alberta, 1 in Saskatchewan, 1 in Manitoba, 1 in Ontario, 1 in Quebec and 1 in New Brunswick.

Rather than sharing the community names of the selected partnerships, we respect that each partnership will make their own shared announcement when it best suits their communities. We expect to make this announcement at the Cando Conference in May.

CEDI Tools and Resources for First Nation – Municipal Partnerships

There are many ways to advance your First Nation-municipal partnership outside of the CEDI program, including the tools and resources that we have listed below:

Stronger Together Toolkit:

The Stronger Together approach and toolkit was developed in collaboration with First Nation and municipal partners to establish positive and respectful ways of working together on long-term joint community economic development plans and initiatives. This comprehensive toolkit includes tools and resources that can be accessed by a facilitator who is supporting your partnership, or, perhaps your elected officials and staff may find it helpful to see examples of past CEDI partnerships outlined in the toolkit. Feel free to reach out to the CEDI team with any questions about the Stronger Together toolkit.

CEDI Knowledge Products and Tools

Informed by several past CEDI partnerships, we have created several knowledge products and tools to support with First Nation-municipal partnership learning and collaboration. The following knowledge products and tools are available for download through the following hyperlinks.

www.edo.ca/cedi

Tool: Creating a Joint Working Group for First Nation – Municipal Partnerships

Creating a consistent meeting structure to explore relationship development and to collaborate on joint community economic development priorities has proven to be a best practice for First Nations and municipalities. This tool provides guidance for creating an effective joint Working Group and includes three associated template documents to support in the implementation. Find the templates: <https://www.edo.ca/downloads/cedi-joint-working-group-en.pdf>

Tool: First Nation – Municipal Land Use Planning Tool

Collaborative First Nation-Municipal land use planning is about working together to create a seamless and sustainable strategy for managing human use of the local landscape. This tool provides an overview of how to develop a sustainable land use plan through sharing and cooperation, mutual respect for and recognition of Indigenous and municipal rights and obligations, and mutual responsibilities to each other, the land, and future generations. Find it at: <https://fcm.ca/en/resources/cedi/first-nation-municipal-land-use-planning-tool>

Knowledge Product: First Nation and Municipal Economic Development Organizations

First Nations and municipalities across Canada are mandated to attract, retain, and expand new and existing businesses. This guide explains the different types of economic development structures commonly used by First Nations and municipalities, and shares tips on how your First Nation or municipality can collaborate across these structures on exciting new economic development initiatives. Find it at: <https://www.edo.ca/downloads/cedi-guide-for-collaboration.pdf>

Knowledge Product: Economic Recovery and Resilience: A Guide for First Nation – Municipal Collaboration

Across borders and jurisdictions, natural disasters and economic impacts of COVID-19 have thrust emergency preparedness and economic recovery onto government radars. This document explores the unique jurisdictions and different relationships and responsibilities that First Nations and municipalities have to their membership or citizens, while identifying areas to be stronger together since both often lack the fiscal and human capacity for effective preparedness, response, and recovery.

CEDI 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. <https://www.edo.ca/downloads/cedi-guide-economic-recovery.pdf>

Financial Resources for First Nation-Municipal Collaboration

CEDI has created a list of financial resources available for First Nations and municipalities involved in community economic development. We encourage you to identify funding to source a facilitator who could use the Stronger Together process to support your partnership development. Find it at: <https://www.edo.ca/cedi/financial-resources-table>

CEDI has also created a list of COVID-19 specific financial resources and economic relief measures available for businesses, Indigenous and non-Indigenous communities. This list is here: <https://www.edo.ca/cedi/financial-resources-table/financial-resources-covid-19>

As well, be sure to stay connected with the CEDI program to learn about upcoming learning or intake opportunities and new tools and resources to support your partnership. You can do this in several ways.

Cando and FCM Newsletters: sign up for our organizational newsletters , for the FCM newsletter please subscribe here: <https://fcm.ca/en/resources/sign-up-fcm-connect>

For the Cando newsletter, please subscribe here: <https://myemail.constantcontact.com/Cando-Newsletter.html>

Facebook Community of Practice: Search ‘First Nation – Municipal Collaboration Network’ on Facebook to join the CEDI Facebook Group.

The group provides a platform where organizations and individuals interested in collaborative First Nation-municipal community economic development can share successes, challenges, experiences and best practices, ask questions, share tools and resources, and build their networks to promote strong intergovernmental and cross-cultural relationships. We invite you to join the group and introduce yourself, your organization, and how you have been involved in community economic development.

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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A photograph of two people, a man and a woman, standing in a field. The man, on the left, is wearing a black beanie and a dark blue long-sleeved shirt with a yellow safety vest over it. The woman, on the right, is wearing a brown baseball cap and a blue denim jacket. They are both leaning on a metal fence and looking towards the right side of the frame. The background is a blurred outdoor setting, likely a farm or agricultural field.

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CESO gratefully acknowledges financial support from Indigenous Services Canada.



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Top 5 Benefits of An Accelerator Program



Did you know that startups graduating from accelerator programs have a 23% higher survival rate than their counterparts? Mentoring and coaching are foundational to accelerator programs. Entrepreneurs benefit from ‘been there-done that’ expertise which translates into success.

It doesn't matter what stage your startup is at, whether you're searching for product-market-fit, launching your product or landing your first customer, we're willing to bet you'd love to reach your goals as soon as possible. And that's exactly what an accelerator program helps you do: fast-track progress.

In this article, we'll cover the top 5 benefits of accelerator programs:

1. Speed up your progress
2. Grow your network
3. Gain clout and investor attention
4. Decreased costs and exclusive perks
5. Avoid costly mistakes

Accelerator Types

Accelerator programs can be fixed-term, cohort-based programs that support early-stage, growth-driven companies through education, mentorship, and financing. But not all accelerator programs are the same. There are three main types of accelerator programs:

- **Open Innovation Programs** invite startups to set up shop at a large corporation. Through this partnership, startups receive financial resources and guidance.

- **External Corporate Accelerator Programs** partner companies with third-party accelerators for the purpose of getting funding. Integration opportunities and collaboration are generally provided in return.

- **Innovation Outposts** are a dedicated physical office staffed by innovation professionals. Their primary job is to do market analysis and identify new trends, and based on this research, they create innovation programs.

At Innovate BC, our accelerator program falls into the external corporate accelerator programs.

And good news – you can access the program from anywhere in BC. Our program—the Venture Acceleration Program—is delivered throughout the province of BC by delivery partners in different regions. If this sounds like something you might be interested in, keep reading to uncover the top 5 ways joining an accelerator program will benefit your startup.

Learn more about the Venture Accelerator Program:
<https://www.innovatebc.ca/programs/mentorship/>

Continued on page 22.

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Benefits of An Accelerator Program

Continued from page 20.

Benefit #1: Speed up your progress

You'll have an expert work with you on your business plan, prototyping, marketing, etc. to set you up for success.

Since you've got a coach guiding you through the process of starting and growing your business, you're cutting out the time it would take to learn these things on your own. Not to mention the cost associated with countless phases of trial and error. You'll learn where and how to best allocate resources and have your business turning a profit much sooner than if you were to go it alone.

Benefit #2: Grow your network

Accelerator programs are hot spots for up-and-coming tech companies. By being a part of one you'll also be part of a community of entrepreneurs and founders. Entrepreneurs need to find partners, customers, employees and other players to help them build their businesses. Getting the chance to talk to peers who have faced similar challenges and learn how they overcame them is crucial to success. According to Co-Founder and CEO of Techstars, David Brown, companies emerge from accelerator programs and do truly amazing things when their founders have been able to leverage the value of the associated network.

Benefit #3: Gain clout and investor attention

Investors are drawn to accelerators in the hopes of discovering the next, big innovation. And many attend the demo days. This is where you showcase your company for an audience. From the investor's point of view, they're more

likely to see a return on their investment when a startup has benefited from the expertise of someone who has successfully launched their own company. A recent article from the Harvard Business Review cited a comparison between graduates of top accelerators with similar startups who instead raised angel funding. What they found was that the accelerator graduates were more likely to receive their next round of financing significantly sooner.

Benefit #4: Decreased costs and exclusive perks

Did you know that a lot of accelerators include office space as part of their program? If you need a workspace but don't have the funds to rent an office, this is an excellent benefit of accelerator programs. This will often look like a coworking space with boardrooms available for booking. But there are also private offices and labs available at some of these tech and innovation hubs. This is one example of how you can decrease overhead costs. You can also access services the accelerator offers at volume rates and access equipment or hardware by sharing instead of buying.

Also, many large service providers partner with accelerators to help them offer programs that are tailored for small businesses. We're talking about programs like Microsoft for Business and HubSpot for Entrepreneurs. Program participants are given access to their suite of software, business and marketing tools at a significantly discounted rate.

Benefit #5: Avoid costly mistakes

We've come full circle, and it bears repeating, the foundational component

of accelerators is 'been there – done that' experience. There's a reason why startups who graduate from accelerator programs have a 23% higher survival rate than their counterparts.

The ability to lean on resources that have been through it before to gives you:

1. Line of sight
2. A safe space to talk about what keeps you up at night
3. An outlet to clear up mental space and reduce anxieties
4. Time and energy saved by not having to grind through problems on your own

But most of all, working with an expert helps you avoid costly mistakes. Imagine reducing the amount of trial and error while starting your business or launching your new product. That's a significant cost savings. Instead, you'll get advice from someone who can tell you how to do it right from the get-go. Don't forget about the revenue you'll gain by being able to get to market sooner.

What's Next?

Did you know that there's a network of tech accelerators in BC? The BC Acceleration Network offers all of the above benefits to your tech startup and can be accessed from almost anywhere in the province.

Innovate BC oversees the BC Acceleration Network and the delivery of the accelerator program. We want to ensure all entrepreneurs and innovators across the province have access to this resource so together we can continue to grow strong businesses and a prominent BC innovation economy.

Learn more about the BC Acceleration Network and apply today: <https://www.innovatebc.ca/programs/mentorship/>

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CIBC NIEEF Scholarships

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

CIBC NIEEF Scholarships

This award will be distributed annually to an Indigenous student who is studying in any year of a two-year diploma or four-year degree program studying in the fields of: Business Administration/Economics, Business

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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.

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Co-operatives First organizes new webinar series

**By Sam Laskaris
Cando Writer**

Officials with Co-operatives First have come up with a new way to further their mission.

The Saskatoon-based organization promotes and supports business development in rural and Indigenous communities, primarily throughout the four western Canadian provinces.

One of the latest ways Co-operatives First officials plan to get their message out is via the Regional Synergies Webinar Series.

Throughout this series those who tune in for the free online webinars will hear about business and community leaders that have forged regional partnerships.

Co-operatives First hosted the first event in this series on Dec. 8. That event featured representatives from the South Island Prosperity Partnership (SIPP).

“The group we had was super engaged,” said Heather Hallgrimson, who is Co-operatives First’s business development lead. “People had such great questions that they were asking.”

In fact, Hallgrimson said organizers had to scrap the prepared questions they had for the hosts since webinar participants had plenty of their own asks.

SIPP is an alliance of more than 70 public and private sector partners in Greater Victoria. Partners include nine First Nations, 11 local governments, three post-secondary schools, nine industry associations and non-profits and more than 30 employers.

SIPP representatives who spoke at December’s webinar were Elysia Glover and Kear Porttris. Glover is SIPP’s manager of strategic partnerships while Porttris is a SIPP board director and the director of Indigenous relations from QM Environmental.

Co-operatives First’s webinar series will continue to explore rural and Indigenous partnerships throughout western Canada.

Continues on page 32.



Trista Pewapisconias, the Indigenous Engagement Lead for Co-operatives First.



Heather Hallgrimson, Co-operatives First's business development lead.

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Co-operatives First organizes webinar series

Continued from page 30.

The goal will be to learn how members of communities and their neighbours join forces to share resources and knowledge. The plan of these partnerships is to have an entire region benefit as opposed to just one community.

Hallgrimson is teaming up with her colleague, Trista Pewapisconias, who is Co-operatives First's Indigenous relations lead, to organize the webinar series.

"It went really well," Pewapisconias said of December's webinar. "And we want this to be an ongoing conversation. We just want to promote both Indigenous and municipal partnerships."

Despite its moniker, Pewapisconias, a member of Little Pine First Nation in Saskatchewan, said discussions in the series do not have to be focused on co-ops.

"They don't have to be a co-op model, just a partnership within your region," she said.

Pewapisconias said Co-operatives First officials are still trying to finalize dates and speakers for upcoming events in the series.

She added the next event will in all likelihood be at some point in March. And then the plan is to stage one another event later on in 2022.

"The need for these webinars came about based upon feedback from groups we had dealt with," Pewapisconias said.

She added since she focuses her work on Indigenous groups and Hallgrimson's efforts concentrate on non-Indigenous organizations, it made sense to merge the two.

"We just said let's create a space so that other people can come and talk together," Pewapisconias said.

A couple of dozen participants took part in December's webinar. Besides municipal representatives, also attending were individuals in various economic development positions.

Following presentations from the two SIPP reps, the inaugural webinar in the series allowed for discussions in various breakout rooms.

"We were able to group people together based on where they're at (with their partnership ventures)," Pewapisconias said. "It was really positive being able to create those breakout sessions. We had a lot of positive feedback."

NIEEF | National Indigenous Economic Education Fund

YOUTH OPPORTUNITIES

National Indigenous Economic Education Fund (NIEEF) Scholarships

NIEEF is Cando's charitable organization, which grants annual scholarships to Indigenous students studying in a field related to economic development.

To be eligible, students must be attending or currently enrolled in a program at a post-secondary institution, and must be a Cando student member.

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

This year, NIEEF will be granting four scholarships each worth \$2,000.

The deadline to apply for a 2022 NIEEF Scholarship is October 31, 2022.

Info.: www.edo.ca/youth/nieef-scholarships

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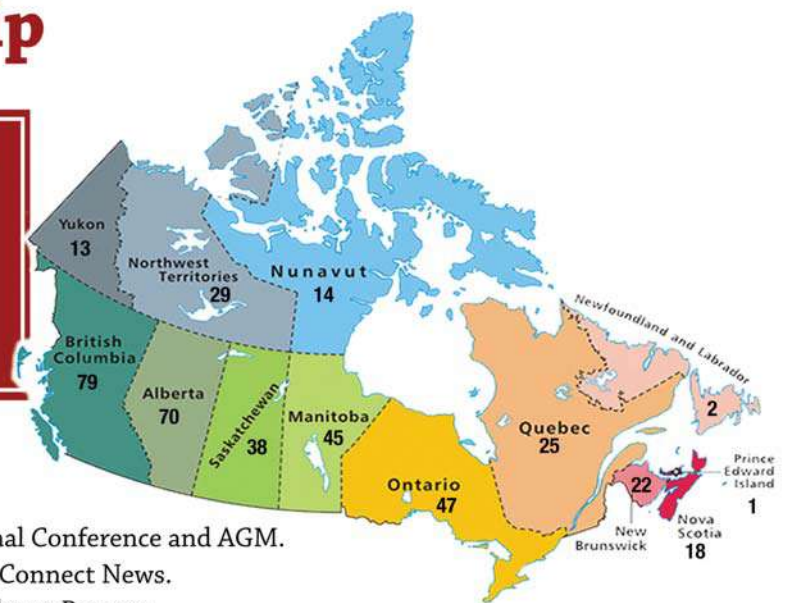
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- Opportunity to advertise events and services through Cando's nation-wide network.
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