

# Transport Canada

## Indigenous Career Navigator's Program and Territorial Acknowledgement



Transport  
Canada

Transports  
Canada

Canada



# Reconciliation In Transport Canada

Before we delve into the intricacies of the Indigenous Career Navigator program here at Transport Canada, I would like to take a moment to acknowledge the traditional territory on which we stand today. I acknowledge that I am located on the First Nations lands of the Anishinaabeg, Cree, Ojibwe-Cree, Dakota and Dene People and that Manitou Ahbee became the homeland of the Red River Métis Nation.

The Indigenous Career Navigator program represents a significant step forward in our commitment to reconciliation and support for Indigenous employees within Transport Canada. It serves as a vital tool in a growing toolkit aimed at fostering a more inclusive and equitable workplace environment.

As we discuss the role of the Indigenous Career Navigator and its integration into our department's initiatives, it is crucial to understand the broader context of reconciliation. Our Navigator relies not only on our collective dedication but also on the active involvement of Transport Canada's hiring managers to promote its services and effect meaningful change.

# TC's Indigenous Career Navigator



Indigenous Career Navigators (ICN) are Indigenous employees who are passionate about supporting others by offering advice and guidance to their Indigenous colleagues and helping navigate their careers by establishing spaces based on Sharing Circle principles.

# Objectives

- Established in response to the Many Voices, One Mind: A Pathway to Reconciliation Action Plan to support Indigenous public servants across the country.
- Support Indigenous employees through the recruitment process.
- Create a workplace that is supportive, respectful and inclusive.
- Promote learning, development and mentorship opportunities.
- Provide advice and guidance to assist in navigating careers with a focus professional development and career advancement.



# Indigenous Employee Recruitment

Navigators aid Indigenous non-public servants seeking careers within the government.

Identifying opportunities in the public service

Assisting applying for opportunities in the public service

Providing better explanations of what to expect when being recruited



# Indigenous Employee Support

## **Your Navigator provides Indigenous employee support for:**

- career advice and guidance.
- mapping out career paths and learning plans
- clarity on how staffing processes work and advice on how to participate on a specific process
- drafting resumes, cover letters, and preparing for interviews and exams
- providing information on Indigenous developmental and learning programs that exist in the federal government as well as any professional services such as mentoring programs

# Support for Hiring Managers



Find Indigenous candidates that are the right fit by maintaining an inventory of potential candidates as well as working with central agencies who also maintain such lists.

Assist managers seeking guidance on how to support their Indigenous employees with their career paths.

Participating in workgroups, committees, to promote qualified Indigenous job seeker recruitment.

Any other challenges and innovations hiring managers' request.

## PNR CIVIL AVIATION HIRING PROCESS - PILOT



- SMT Staffing Plan Approval
- SMT informs hiring managers of staffing action
- Hiring Managers reach out to Indigenous Career Navigator with their Statement of Merit Criteria or a general e-mail with essential criteria qualifications.
- With a cc to Business Management HR/Training Supervisor
- BM Supervisor will update Staffing Plan to show ICN has been contacted
- ICN will reply with a list of potential candidates
- Hiring Managers are to incorporate the consideration of candidates provided by ICN at the beginning stages of their assessment. This includes all processes.

Please note: if candidate provided by ICN is qualified, they are to be priority and hired under Employment Equity Act.

# Changes in the representation of Indigenous Peoples at TC

## 2020 to 2021

- Although Indigenous Peoples have a consistent representation above the WFA, TC has a gap in the Executive and Operational category.
- The department needs to look at strategies to recruit in the Executive and Operational occupational categories to remain above the WFA.

Occupational Category	WFA (%)	March 31, 2020		March 31, 2021	
		Representation (%)	Gap	Representation (%)	Gap
<b>Executive</b>	5.3	2.0	-3.3	2.6	-2.7
<b>Sctf. &amp; Professional</b>	1.4	2.0	0.6	1.8	0.4
<b>Admin &amp; F. Service</b>	2.8	3.6	0.8	3.4	0.6
<b>Technical</b>	3.3	3.7	0.4	3.8	0.5
<b>Administr. Support</b>	4.4	5.9	1.5	5.9	1.5
<b>Operational</b>	10.8	5.3	-5.5	3.4	-7.4
<b>Total</b>	3.0	3.4	0.4	3.3	0.3



# How We Got Here

Indigenous applicants and staff are affected by Canada's chronically underfunded schooling.

Canada's investment in on reserve Indigenous schooling is approximately 70 cents for ever \$1 for non reserve schooling.

Transport Canada must acknowledge this gap exists and pro-actively seek investing in its Indigenous employee's education.

## Promote

The provision of language (E/F/I), competency, and technical training.

- Even if current TC roles do not require it.
- Investment in its Indigenous employee education
- Ensure Indigenous career advancement opportunities happen.



# Ally and Provide Significant Cultural Supports

- Incorporate balancing training technical courses with cultural teachings. Ensure equal importance to both.
- Technical training packages need to incorporate and acknowledge Indigenous worldviews.
- Two Eyed Seeing training provided and supported to the workplace.
- Acknowledge the shared trauma of Indigenous co-workers and how conflicted we feel working under Canada and its policies. Policy was created and enforced by civil servants at the Canadian Federal government that took away their families, friends, and culture.
- Accept more risk when it comes to Indigenous hiring.
- Approve justifications for Indigenous non-advertised processes / appointments.
- Champion and promote innovative ideas.
- Challenge and promote change to colonial processes and practices that harm Indigenous employment.



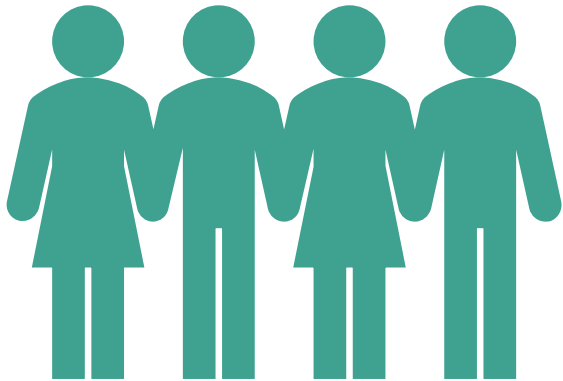
# Moving Forward with Reconciliation at Transport Canada

- The Indigenous Career Navigator program is one tool in what is becoming a larger toolkit to support Transport Canada's Indigenous employees.
- Your Navigator needs the help of Transport Canada's hiring managers in promoting and using my services, making change, and doing our part moving forward with the department's reconciliation efforts.
- Involve and incorporate the ICN into your meetings, briefings, processes, and workflow whenever possible. Let's discover additional ways I can help.
- I am here to support the department in reaching its Indigenous hiring goals.
- Together lets make Transport Canada an Indigenous employer of choice.



# Questions?

**A vital initiative of  
Transport Canada's  
commitment  
towards the TRC's  
calls to action is  
Territorial  
acknowledgements**



4/19/2024

# Acknowledgment of Traditional Territory



- The significance of acknowledging the traditional territory.
- Sets the tone for meaningful dialogue and partnerships.
- Establishes a foundation for respectful relationships.
- Reflects the commitment to reconciliation in daily practices.

# Territorial Acknowledgments

I am from Peguis First Nation, a Treaty One signatory with Canada. I am living and working in Winnipeg, Manitoba.

Anishinaabe call this land Manitou Ahbee, the place where the Creator resides.

I acknowledge that I am located on the First Nations lands of the Anishinaabeg, Cree, Ojibwe-Cree, Dakota and Dene People and that Manitou Ahbee became the homeland of the Red River Métis Nation.

When visiting a territory, I usually research where its Indigenous Peoples were sent to school. The nearest Residential School to me was the Assiniboia Residential School.

My family were forced to attend this Residential School by Canada and the churches along with students from 86 communities.

I acknowledge the Residential School system and the harms and

I am proud to share that I live/play/work in the city/town of Winnipeg. I would like to affirm and acknowledge that I am speaking from the traditional territory [redacted] and the people of the [redacted] Nation. (Add something that would be interesting to know about the territory that is general).

I would like to share the following [redacted] about this [redacted] territory, who have made it their home. Recognizing that Winnipeg (town/city) [redacted] (something educational that you have learned about your research).

From the displacement of [redacted] people(s), from the wars of upper Canada or assimilation/systematic racism/colonialism of Indigenous peoples, I would like to personally commit to reconciliation in the form of the following - [redacted]

I encourage you to learn more about Indigenous peoples and acknowledge the impact of those people whose land you work, live, visit and play on.

We are committed to actively promote and advance reconciliation between Canada and its original inhabitants, the Indigenous Peoples of Turtle Island. Together we accept responsibility to champion for Indigenous cultural activities and education whenever we see opportunities. ...And if there isn't a visible opportunity? Creating them

## Indigenous Career Navigator 's

## Possibly yours

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My family were forced to attend this Residential School by Canada and the churches along with students from 86 communities.

I acknowledge the Residential School system and the harms and mistakes of the past.

**Standard** – name of your city/school

I am proud to share that I live/play/work in the city/town of Winnipeg. I would like to affirm and acknowledge that I am speaking from the traditional territory \_\_\_\_\_ and the people of the \_\_\_\_\_ Nation. (Add something that would be interesting to know about the territory that is general).

**Reflective** – Identify yourself and what is your connection with the land

I would like to share the following \_\_\_\_\_ about this \_\_\_\_\_ territory, who have made it their home. Recognizing that \_\_\_\_\_ (town/city) \_\_\_\_\_ (something educational that you have learned about your research).

**Transformative** – Speak from your heart.

From the displacement of \_\_\_\_\_ people(s), from the wars of upper Canada or assimilation/systematic racism/colonialism of Indigenous peoples, I would like to personally commit to reconciliation in the form of the following -

\_\_\_\_\_.

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**For further information, please  
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