

Economic Reconciliation

Senator Murray Sinclair

Royal Bank of Canada (1997):

- **“The statistics leave no doubt as to the very sad state of aboriginal economic and social development today. If one is not moved by these statistics, one might instead be moved by the high and rising cost of the status quo. Failure to improve the situation will extract a large and rising charge on the public purse.”**
- **“Aboriginal issues are a matter of concern for all Canadians and Aboriginal economic development can have a significant impact on the country as a whole**

Economic gaps

- From largest to smallest, the 2011 component gaps between First Nations and non-Aboriginal communities are as follows: income (25 points), housing (23 points), education (17 points), and labour force activity (16 points)
- Along with other Aboriginal groups, First Nations lag behind non-Aboriginal Canadians on many socio-economic indicators, including education, income and employment
- Improvements in labour force activity that occurred in Aboriginal communities during the 1990s have not developed into a long-term trend.
- The labour force activity gaps between Aboriginal and non-Aboriginal communities were not much different in 2011 than they were in 1981

Economic Gaps

- **Despite some improvements for Indigenous Peoples, they continue to lag behind the non-Indigenous population in Canada**
- **The gaps – income, education, housing and labour force activity – are largest for First Nations Peoples living on reserves**
- **Whatever signs there are of the relative improvement of Indigenous Peoples, the rates of improvement have been small, suggesting that it will take several generations before the gaps disappear**
- **The results for the CWB are much more pessimistic, with almost no improvements during the past 30 years**

Economic Gaps

- **Despite the massive expenditures by both the federal and provincial governments on various programs to assist Indigenous Peoples, Indigenous Peoples continue to lag far behind the non-Indigenous population**
- **Income gaps have widened in absolute terms, producing an annual loss of at least \$11 billion for all Indigenous peoples, with First Nations peoples suffering an annual loss of about \$8 billion**
- **It is obvious that not only is more needed, but perhaps different policies and approaches if Indigenous peoples are to truly share in the wealth and potential of Canada**
- **The Royal Bank's observations are just as valid today**

Room for change

- **Indigenous small businesses are one of the fastest growing economic areas in Canada**
- **Indigenous Land Claims settlements have created multi million dollar investment funds**
- **More and more Indigenous students in post secondary institutions**
- **Education is changing – a tool for reconciliation**
- **Drop out rates for Indigenous students is still high but dropping**
- **Funding for Indigenous schools will be more**

Changing the workplace

- **Knowing why things are the way they are**
- **Knowing who and what you're dealing with**
- **New approaches to the way you do business**
- **Overcoming your own assumptions**
- **Developing plans around cultural safety and diversity as well as training to support it.**
- **Understand what the United Nations Declaration on the Rights of Indigenous Peoples says**

Indigenous People and the Workplace

- **Cultural awareness**
- **Cultural sensitivity**
- **Cultural competence**
- **Cultural humility**
- **Cultural respect**
- **Assess the level of the lack of cultural awareness in your workplace**
- **Develop a plan for effective, thorough and sustained cross-cultural competency training**

Recruitment and Hiring

- **Hiring to meet the needs of consumers and users**
- **Affirmative action and systemic racism**
- **Creating and sustaining a diverse workforce**
 - **A changing population**
 - **Awareness of the needs and wishes of consumers/users**
 - **Protocols of partnerships**
 - **Respect for competitors**
 - **Social obligations generally (Society's needs)**

Recruitment and Hiring

- **Freedom From A Toxic Environment**
 - **Affirmative action and systemic racism**
- **Freedom from Harassment**
 - **Individual**
 - **Collective**