



Indigenous Leadership Program

Office of the Vice-Rector,
Global Engagement and First Peoples

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Indigenous Leadership Program

- The Indigenous Leadership Program is currently funded by to the **McConnell Foundation**
- This initiative targets **Indigenous graduates of postsecondary programs.**
- Initiated by the Vancouver Island University in British Columbia
- Within the Province of Quebec, the program was implemented by the University of Montreal, in consultation with **the AFNQL**
- The program is also offered in Alberta via the Southern Alberta Institute of Technology



Objectives of the program

Breaking down employment barriers for Indigenous graduates.

Increasing Indigenous workforce in communities and in general.

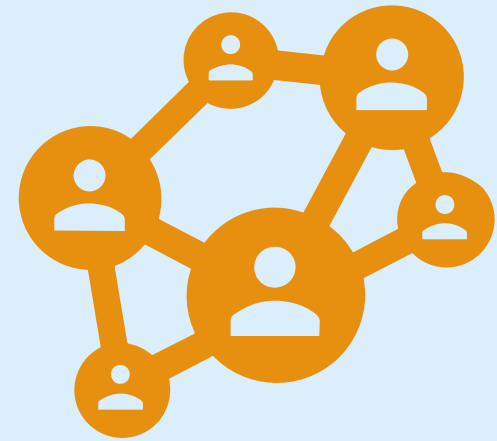
Facilitating the induction and retention of Indigenous workforce while prioritizing cultural safety.

Requirements - Participants

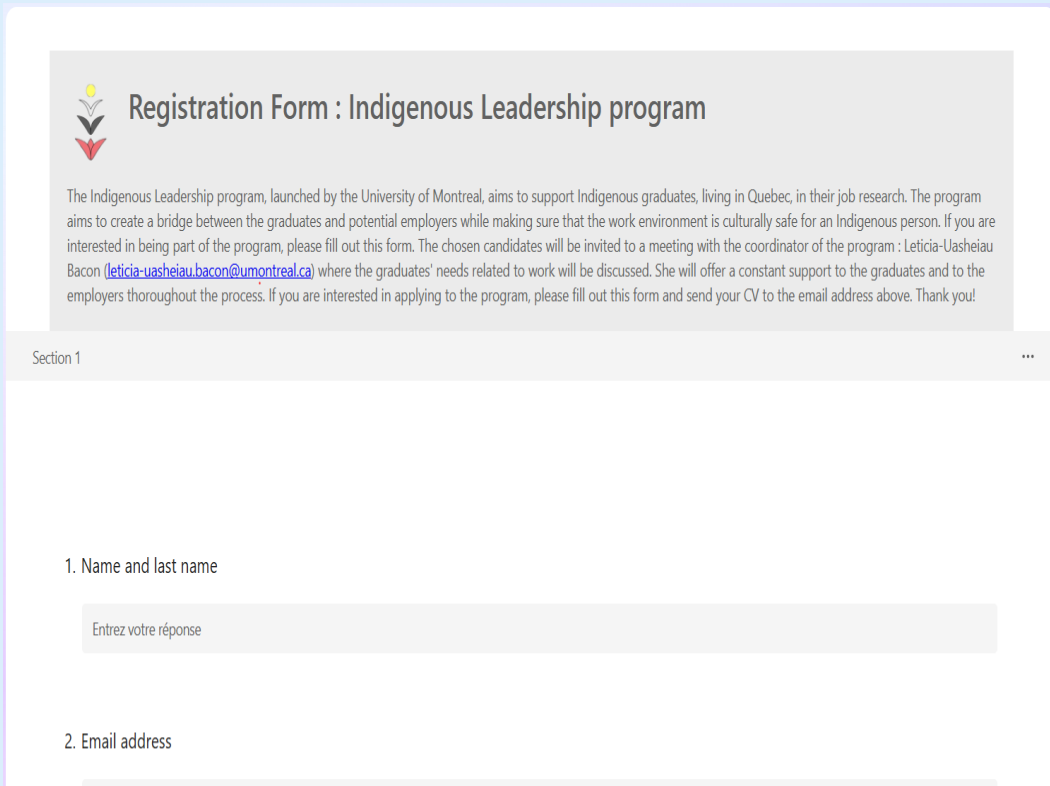
- The program is designed for Indigenous people of Canada (First Nations, Inuit or Metis) with a valid Social Security Number (SSN).
- Candidates must reside in the province of Quebec.
- There is a possibility of job opportunities outside the province depending on the participant's needs.
- The candidate obtained or will obtain a terminal degree.

The process

1. Graduates fill out a registration form and send their CV via email
2. The program's coordinator meets the candidate
3. The coordinator reaches out to potential employers
4. The employer receives training before the job interview
5. The potential employer meets the candidate for an interview
6. The coordinator works with the employer to make sure that the work environment is culturally safe.
7. Follow-ups



1. Registration form



The screenshot shows a web form titled "Registration Form : Indigenous Leadership program". It includes a logo of a stylized plant with a yellow flower. The text describes the program's goal to support Indigenous graduates in Quebec and provides contact information for Leticia-Uasheiau Bacon. The form is divided into sections, with "Section 1" visible. The first question is "1. Name and last name" with a text input field labeled "Entrez votre réponse". The second question is "2. Email address" with a text input field.

Registration Form : Indigenous Leadership program

The Indigenous Leadership program, launched by the University of Montreal, aims to support Indigenous graduates, living in Quebec, in their job research. The program aims to create a bridge between the graduates and potential employers while making sure that the work environment is culturally safe for an Indigenous person. If you are interested in being part of the program, please fill out this form. The chosen candidates will be invited to a meeting with the coordinator of the program : Leticia-Uasheiau Bacon (leticia-uasheiau.bacon@umontreal.ca) where the graduates' needs related to work will be discussed. She will offer a constant support to the graduates and to the employers throughout the process. If you are interested in applying to the program, please fill out this form and send your CV to the email address above. Thank you!

Section 1

1. Name and last name

Entrez votre réponse

2. Email address

Basic information about the candidate:

- Personal information
- Degree and qualifications
- Their objectives related to employment
- Their expectations related to cultural safety

[Link to the form](#)

2. Meetings between the coordinator and the candidate

1. A first meeting is planned to get to know the participant and talk about their needs related to employment.
2. The second meeting aims to explore job opportunities based on their profile and what they envision for work.
3. Eventually, other meetings will be scheduled based on the participant's needs.

The meetings can be done in person, virtually or by phone.

3. Reaching out to potential employers

- The coordinator reaches out to employers that are already partners.
- The coordinator can also contact new potential employers in some cases.
- The goal is to find a job that is the closest to the participant's needs and aspirations.



4. The employer receives training before the job interview

- Discussions on the measures already put in place to ensure cultural safety on the workplace.
- Mutual understanding of the employer's expectations and the program's.
- Formation Place aux Premiers Peuples : Free online course on Indigenous realities and on cultural safety. Only available in French.
- Continuous support in cultural safety.

The screenshot shows the course page for 'Place aux Premiers Peuples' on the Université de Montréal website. The page is in French and includes the following elements:

- Navigation:** 'Cours', 'Institutions', 'Séries' tabs at the top.
- Breadcrumbs:** 'Vous êtes ici : Accueil > Cours > Place aux Premiers Peuples'.
- Course Details:**
 - Logos for 'Stadium fc', 'Sciences sociales et humaines', and 'Attestation gratuite'.
 - Course title: 'Place aux Premiers Peuples'.
 - Reference: 'Réf. PPP'.
 - Duration: 'Durée : 4 heures'.
 - Rhythm: 'Rythme : À votre rythme'.
 - Description: 'Cette formation vise à vous informer et vous outiller afin de mieux comprendre qui sont les Premières Nations, les Inuit et les Métis, quelles sont leurs réalités et comment contribuer positivement au processus de réconciliation et de décolonisation en milieux éducatifs comme ailleurs.'
- University Logo:** 'Université de Montréal' with social media icons (Facebook, Twitter, LinkedIn, YouTube).
- Registration Info:**
 - 'Inscription Du 2 avril 2024 au ...'
 - 'Cours Du 2 avril 2024 au ...'
 - 'Langues Français'
 - 'S'inscrire maintenant' button.
- Video Teaser:** A video player titled 'Place aux Premiers Peuples - Teaser' showing a stylized Indigenous logo and the text 'Place aux Premiers Peuples'.

5. The potential employer meets the candidate for an interview

When the pairing between a participant and an employer is made, a job interview is scheduled.

The coordinator can be present during the interview according to the participant's wish.

6. The coordinator works with the employer to ensure a culturally safe work environnement.

When the employer decides to hire the participant, a more personalized support in cultural safety is offered.

The navigator and the employer work together, through discussions and advices, to ensure a more culturally safe work environment before the arrival of the employee.



7. Follow-ups

Follow-ups are guaranteed with the participants to make sure that they are adapting well to the environnement. It is also a moment to share personal victories and challenges.

Follow-ups are also conducted with the employers to make sure that the participant has well integrated the team and adapt to their work smoothly.

The follow-ups could take the form of group meetings including the employer and the participant, or a group meeting with the program's participants.

- Follow-ups can be in person, online, by phone or by email.

Participation benefits

For the graduate



☐ Personnalized support

☐ Mentoring

☐ Networking

For the employer



☐ Representativeness

☐ Inclusion

☐ Raising awareness

Collaborators

Our partners:

- Vancouver Island University
- Southern Alberta Institute of Technology
- McConnell Foundation
- Assembly of First Nations in Quebec and Labrador
- Partnerships with universities and colleges in Quebec

La fondation
McConnell
Foundation



Université du Québec
à Trois-Rivières

Our partnerships - employers

Rio Tinto

CNESST

CBC/Radio-Canada

Institut Ashukan

Conseil W8banaki

Énergir

Deloitte

And many more!

RioTinto



Deloitte.

Université  de Montréal et du monde.

You wish to collaborate as an employer? You have any questions?

You can contact the coordinator through this email:

leticia-uasheiau.bacon@umontreal.ca

All information on the program is available on our website in [French](#) and in [English](#)



Discussion period

Many thanks to our partners!

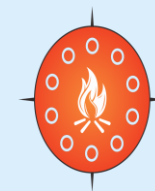


VANCOUVER ISLAND
UNIVERSITY



La fondation

McConnell
Foundation



APNQL
ASSEMBLÉE DES PREMIÈRES NATIONS
— QUEBEC-LABRADOR —

Université 
de Montréal et du monde.