

Learn for Empowerment Program

Launching September 2021

Presented by:



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Ryerson's Commitment to Reconciliation

- One of the TRC's 94 Calls to Action asks employers to eliminate the employment gaps which exist for Indigenous Peoples.
- Ryerson's Community Consultation Summary Report on the TRC states that the university's goal is to increase the number of Indigenous staff.

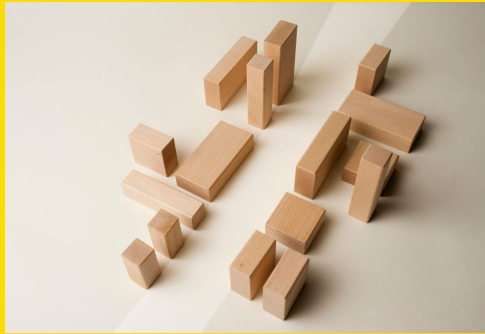


Primary Objective



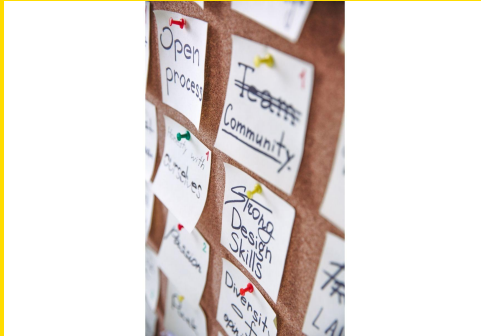
The Learn for Empowerment program is a trauma-informed, community-based program with the goal of providing a cohort of Indigenous participants with a collaborative, culturally-safe, strength-based learning and work experience to assist them in finding work at Ryerson or elsewhere.

The Numbers



- According to Canada's 2016 Census Metropolitan Area statistics, the Indigenous population in Toronto went from 36,995 to 46,315, an increase of 25 per cent. [Source](#)
- Less than 1% of Ryerson's employees are Indigenous. [Source](#)
- The Learn for Empowerment Program was developed with the goal of increasing the representation and retention of Indigenous staff at Ryerson University.

Priorities of the Program



- ***Mino-bimaaduziwin*** (Good Life) for participants and future generations.
- Contribute to economic/income equality.
- Address under-representation of Indigenous employees at Ryerson.
- Establish a culturally-safe environment and advancing work culture towards inclusion.
- Continued learning for Ryerson Leaders and staff and the Ryerson community.

Outcomes for Participants

- Participants can apply transferable skills, Indigenous knowledges, or lived experiences to gain hands-on experience within the education sector.
- Build skills through coaching and mentoring.
- Engage in meaningful work combined with their uniqueness, diverse identities and backgrounds.
- Participants will be well-positioned to compete for employment opportunities at Ryerson or elsewhere.



Longer-term Impact



- Over 3 years, 15-20 Indigenous people will each have a 12-month paid work placement with benefits that will provide them with increased valuable work experience, mentoring, training, career counselling, and so on.
- Increase the hiring of Indigenous staff across the university.
- Integrate into Ryerson's HR strategy and hiring practices.

Longer-term Impact



- Ryerson will be enriched by hiring Indigenous people.
- Current employees will be attuned to the unique and valuable skills that participants will bring from their culture, traditions and lived experiences.

What We've Done So Far



- Hired Indigenous Program Coordinator (Nov. '20)
 - Project management
 - Community Outreach/ Relationship Building
 - Recruitment/ Selection
 - Indigenous Research and Data Collection
 - Support Indigenous HR Lead
- Name Change from RAWE to LFE
 - Spirit Name in Cree (Kis kee noh ha mah so dah - Chee nah kee kah keh - Weh nee dah maan)
- Committed Work Group and Advisory Circle

Best Practices



HR Working Group

- Curriculum Development
- Communications (website, marketing, branding)
- Onboarding & Learning

Advisory Circle

- Advise, Champion, and provide Guidance & Support
- Evaluation Design & Input
- Seek Funding Opportunities

Learning and Development

- Department Leaders and their Staff (Indigenous & non-Indigenous) and HR Department
- Indigenous perspective that is trauma-informed and culturally-safe for participants.

Why Are We Here Today?



- Introduce the Learn for Empowerment (LFE) Program
- Promote the LFE Program within the GTA
- Recruitment of Participants for the LFE Program
- Build Stronger Relationships with Indigenous Organizations
- Prepare for and Attain Career Opportunities at the University
- Creating Pathways for Indigenous Peoples to Work and Learn at the University for generations to come

Question & Answer

Miigwetch, Thank you!



Contact Information



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