

# AGM

MIZIWE BIIK  
2018



## ACKNOWLEDGMENTS

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ALFDC  
Service Canada  
Human Resources and Social Development Canada  
Ministry of Advanced Education and Skills Development  
Employment Ontario  
Ontario Trillium Foundation  
City of Toronto

## MIZIWE BIIK BOARD OF DIRECTORS

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## MIZIWE BIIK STAFF

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*Project Officer*  
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*Project Officer*  
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*Project Officer Assistant*  
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### PRE-APPRENTICESHIPS & SKILLED TRADES

*Program Coordinator*  
Vickie Labranche

### NGINDAASMIN ACADEMIC UPGRADING

*Program Coordinator*  
Carol White  
*Marketing & Communications*  
Savanna Chiblow  
*Administrative Assistant*  
Justin Neegan

## Our Vision

Miziwe Biik is committed to assisting all persons of Aboriginal ancestry to attain a better quality of life. We believe that community needs and aspirations are paramount. We are committed to strengthening the community through partnerships that promote equality and self reliance. We will provide training and employment opportunities in a supportive environment in which people can affirm their Aboriginal identities and develop to their fullest potential. We are committed to the belief that it is through traditional and cultural values, practices and resources that we will reclaim our destiny.

## Our Mission

Our mission is to provide services to the Aboriginal peoples in the Greater Toronto Area; to work with employers to secure employment opportunities; to deliver federal and provincial programs; and, promote Aboriginal entrepreneurship and the development of our economies. We will work with individuals, other agencies and groups to provide these services and achieve our mission.



*Jim Windigo, a respected Ojibway Elder gave us our name. Miziwe Biik is like a body of water where a ripple effect has been created; it is the ability to reach out and make positive change in the lives of the Aboriginal peoples across the Greater Toronto Area*

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Registered Charity No. 863056719RR0001

### COVER

One of our featured success stories, Jordan Cheverie, Central Paid Duty Office, Toronto Police Service

Art Direction/Graphic Design & Photography

David Sherry, 2davoonline@gmail.com



**KRYSTAL  
ABOTOSSAWAY**  
President



**NANCY MARTIN**  
Executive Director

Aanii Community members!

It's an honour and a pleasure to take on this new role as President of Miziwe Biik Aboriginal Employment and Training. Having been on the Board of Directors for almost four years as a youth member and having accessed the client services while pursuing my undergrad, I am very familiar with the important work that the Miziwe Biik does on behalf of the community. It has really come full circle for me.

My education is in human resource management. I attained a degree from York University in 2012 and now have a career in the financial industry working in talent acquisition. I believe my true passion lies with Indigenous employment and how organizations can hire and tap into our market more effectively. Our community's increasing youth population, which is growing four times faster than the rest of the country, is a real advantage in a market where change happens swiftly and training can be geared towards market trends. Alongside these emerging and growing markets, we will always maintain services for our entrepreneurs and artists who follow their skills, passions and cultural traditions.

I've had the opportunity to connect with most of the staff at Miziwe Biik and I look forward to representing this dedicated group of individuals who work with our members on a daily basis. I am also excited to work with and learn from our Executive Director, Nancy Martin, who has played an important role in maintaining the organization's positive profile since 1998. An exceptional achievement!

As we look into the future of Miziwe Biik, I see many opportunities to grow and develop our brand in the greater Toronto Area. As mentioned, youth are a key market in our planning to fill gaps in education and training. We are in a position now to benefit from social and economic trends and develop programs that rely on our cultural resilience.

Finally, I would like to acknowledge our partnerships at all levels — government, education sector, private industry and community. Our associations have never been stronger and we continue to build momentum in all our good relations.

Thanks

Krystal Abotossaway

Miziwe Biik continues to generate positive energy from its employment and training activities. It is inspiring to see people achieve successes in their work towards their goals and dreams. Everyone defines success differently, for some it is passing grade 12 math, and for others it is receiving their First Aid certificate or first job.

Job satisfaction is a priority for Indigenous people living in the GTA. Opportunities to become successful in areas of business and trades are sought, but, in particular, our members want jobs in fields that are creative or that assist other community members.

Whether in a volunteer capacity or in a paid work position, Indigenous people are caring, motivated and inclined to perform functions for the greater good of the community. This compassionate drive is an embodiment of the Indigenous principles of harmony, unity and equality. All my Relations.

A lot of planning goes into the programs that are offered at Miziwe Biik. Our Youth Skills program, which includes academic upgrading, career exploration and cultural programming, is an example of a well developed and comprehensive endeavour. Funded by Ontario Trillium Foundation, it has been positively received by its youth demographic.

To ensure that it is providing the "skills of the future," Miziwe Biik entered into a partnership with PLATO Limited to deliver a software testing training program. A commitment to exploring technology and other trending fields will encourage new partnerships in cutting edge programming.

During the 2017/18 fiscal year, the dedication of the Miziwe Biik staff and support from our Board of Directors resulted in 487 clients getting jobs. There were also 560 clients who returned to school to continue pursuing their training and employment goals. These results reflect well on the programs funded by the Government of Ontario and the Government of Canada.

The Aboriginal Skills Employment and Strategy (ASETS) program is being revised in order to be more responsive to the employment and training needs of Indigenous communities. Starting in 2019, it will be renamed Indigenous Skills Employment and Training (ISET). With its introduction, Miziwe Biik expects a new 10 year agreement with the Aboriginal Labour Force Development Circle (ALFDC) to manage the urban ISET program.

I would like to thank the Board of Directors for their ongoing leadership and direction. Also, on behalf of myself and the Miziwe Biik staff, I would like to welcome Krystal Abotossaway as our new President. We welcome her new and youthful outlook.

Miigwetch

Nancy Martin

# PROGRAMS AND SERVICES

## Career and Employment Counselling Services

- Resume/Cover Letter Writing
- Interviewing Skills
- Hidden Job Market
- Personality Dimensions
- Self Assessment Tool

## Employment Resource Centre Services

- Computers/Internet
- Photocopier/Facsimile
- Telephones/Postage / Mailing
- Toronto Labour Market Information
- Local, National and Native Newspapers
- Local Community Information Resources
- Educational Information/Calendars

## Employment Placement Services

- Job Board
- Local Native Organization Postings
- National Native Employment Opportunities Newsletter
- Referrals to Employment Opportunities
- Summer Career Placements

## Funding Services

- Service Canada/Employment Ontario
- Employment Insurance Funding for Clients
- Client Driven Training Projects
- Community Project Training Available
- Advocacy for Employment, Education, Housing
- Ontario Works

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# EMPLOYMENT RESOURCE CENTRE SERVICES ERC



We are pleased to say that 2017-18 was a busy year in the Employment Resource Centre (ERC), with an increase in Aboriginal people seeking employment, skills based training or assistance returning to post-secondary studies. As our community continues to grow, enhancing our programs and services to meet the diverse needs of our clients remains a top priority.

In 2017, the ERC staff assisted 8,027 job seekers. To facilitate their searches we updated our technology resources, adding 20 new workstations to the client area. This provided better access to webinars, online workshops and skype interviews. These resources enhance the service provided by our team of Employment Counselors who deliver Assisted Services to clients under the Employment Ontario Program. Assisted Services include individualized career/employment counseling; assessment services, and access to in-demand workshops, as well as skills based training programs in a variety of sectors.

As our clients continue to seek meaningful employment, the demand for in-depth career assessments continues to grow. To address this need we are now able to administer, score and interpret a variety of tools, including the Myers-Briggs Type Indicator (MBTI), on an individual basis. The Career Cruising program is a popular choice amongst youth and adults just starting their journey to employment.

Our clients are in-demand and our Job Developer has been busier than ever leveraging relationships with employers and coordinating information sessions. Our quarterly job fairs continue to be a popular draw for employers and job seekers. These events give recruiters and clients the opportunity to network face to face on-site in our updated conference space. Several of clients have been able to secure employment directly through one of the job fairs. In 2017-18 we held four job fairs with a total of 170 job seekers attending.

The Canada Ontario Job Grant is an employer driven program offered by Employment Ontario. Through this cost-share program, we have assisted eight employers in a variety of sectors to improve the skills of their existing staff. As skills are acquired, people advance in their current jobs, creating the positive ripple effect which is synonymous with the meaning of Miziwe Biik.

The Employment Ontario Employment Placement Program allowed us to work with several employers to create eight paid job placements for clients of varied ages in a number of sectors, including retail, judicial and administration. These clients were able to gain valuable work experience, enhance their skills and establish important professional contacts.

In closing, we could not have achieved the success we had in 2017-18 without the staff in the Employment Resource Centre. Each member of the ERC team is passionate about the work they do to help our community members achieve their employment, training and academic goals. Our clients return generation after generation because we care. Community members know when they enter Miziwe Biik they will be treated with dignity and respect as they move through their journey to meaningful and sustainable employment.

**Photo (left to right):** Brenna Lafrance, Sarah Belisle, Denise Davad, Jessica Tabak, Shaylyn McLeod.  
Absent: Valerie Jacko, Stephanie Hill.

# NGINDAASMIN

## Academic Upgrading Program



### DEVELOPMENT (GED)

The Ngindaasmin Academic Upgrading program is continuing its General Education Development (GED) program. In support of this basic grade 12 diploma program, we provide school supplies, the GED manual and TTC tokens if needed. This program has proven to be a success for Aboriginal people who have enrolled in it. Earning your diploma leads to opportunities in post-secondary programs, training and job opportunities.

### YOUTH SKILLS

The Youth Skills program introduces students to a wide variety of post-secondary programs, businesses opportunities, certified training and success planning. What makes this program unique is that Indigenous studies are incorporated throughout the program. Upon completion of the program, the students can pursue academic upgrading, post-secondary programs, additional training or job placements that meet their needs and aspirations.

### INTRODUCTION TO BUSINESS

In partnership with George Brown College (GBC), Miziwe Biik delivers an Introduction to the Business program. Delivered by George Brown College, the program introduces the students to the different forms of business. They learn about Indigenous business, traits of an entrepreneur, urban and rural business models, and identifying

the unique qualities of Indigenous business. Upon completion of the Introduction to Business, the student can then decide on whether to continue their studies or explore their own business ventures.

### LEE AWARDS

The Lee Awards took place in May 2018 and 18 Aboriginal high school students received their Certificates of Achievement and bursary cheques. The recipients embodied the ideals of a good education and strong character; academic achievement, community volunteerism and a wide variety of career goals. The Lee family congratulated them and acknowledged the students' achievements. Miziwe Biik has been working with the Lee family since 2011, to recognize the achievements of Indigenous high school students.



The Miziwe Biik website will have information in December regarding the 2019 Lee Awards. Please visit the site now to see some of our past winners.

**Photo:** (Top left) Carol White, Justin Neegan and Savanna Chiblow.

(Bottom right) Pearl Ortiz posing with her mother, after accepting a Lee Award.

# CARPENTRY PRE-APPRENTICESHIP AND SKILLED TRADES PROGRAM



### BUILDING A SMALL STRUCTURE PROGRAM

In partnership with George Brown College, Miziwe Biik offered a 15-week Building a Small Structure Program. This program gave clients the ability to develop ideas and design and build small structures, while applying architectural and industrial design principles. The program emphasized that the design and build process is about research first, and then design and fabrication. Clients in the program built the following: a hand tool, a bird habitat, a bicycle cart, and a small structure. We had five clients complete this program.

### CARPENTRY PROGRAM

The Carpentry Pre-Apprenticeship and Skilled Trades Program is offered in partnership with George Brown College and the Ministry of Advanced Education and Skills Development. The program prepares Aboriginal people for long-term employment while addressing an industry shortage of skilled Carpenters in the GTA. As part of their program, trainees first complete academic upgrading and job readiness training, including certification in health and safety (First Aid/CPR and WHMIS), and Working at Heights. Clients then move on to George Brown College for their Level 1 General Carpentry Pre-Apprenticeship training, which consists of ten weeks of carpentry and two

weeks of drywalling. The final part of the program is an eight-week work placement.

This year we had 20 clients start the program, and there are seven clients completing their eight-week work placement.

### CONSTRUCTION CRAFTWORKER PROGRAM

In partnership with LIUNA Local 183 Training Centre, Miziwe Biik offered an eight-week program. The Construction Craft Worker (CCW) program is an extremely versatile program that offers the trainee the capacity to work in a variety of sectors and construction fields. The program covers a broad base of skills, including form setting, scaffolding and concrete placement. Some of the tasks completed by CCW trainees included: erecting and dismantling concrete forms, scaffolding, ramps, catwalks, shoring and barricades, all of which are present on small and large construction sites. This year we had six clients complete the program.



**Photo:** (Top left: Vickie Labranche).

(Bottom right) 2017-2018 Carpentry Pre-Apprenticeship and Skilled Trades Program students.

# MIZIWE BIIK ADMINISTRATION



The administrative department functions internally at Miziwe Biik as a support to the Employment Resource Centre, the Projects department, Academic Upgrading Program, and Carpentry Pre-Apprenticeship and Skilled Trades Program.

Its primary responsibilities include:

- maintaining and fostering positive, productive and respectful working relationships within Miziwe Biik.
- supporting and promoting the goals set out by the mission and vision statement.
- ensuring that the goals and objectives of the organization are followed.
- ensuring the growth and success of Miziwe Biik.

**Executive Director.** The Executive Director manages the overall operation of Miziwe Biik. Under the direction of the Board of Directors, the ED manages the operations in a manner that promotes positive relations within the organization.

**Human Resources.** The Human Resources Manager is responsible for providing support in the various human resources functions,

which include recruitment, staffing, training and development, wellness, safety and performance monitoring. The Human Resources Manager oversees all aspects of the human resources practices and processes that contribute to the efficient operation of Miziwe Biik.

**Finance.** The Finance Manager ensures that the financial health and well-being of the organization is maintained. The Finance Manager administers the organization's annual budget and ensures compliance with spending guidelines by all staff. She is responsible for overall financial planning and cash flow and financial management of the organization. The Finance Manager prepares all financial documentation for the Annual Audit, and Annual General Meeting.

**Maintenance.** The Building Manager oversees all maintenance and janitorial functions to keep the services and structure of Miziwe Biik operating efficiently and safely. The Building Manager verifies payments for maintenance and cleaning contractors. She oversees catering duties, and catering payments.

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**Photo (left to right):** Lillian Wesley, Carol Barker.

## Miziwe Biik SUCCESS STORIES

### 2018

## 2018 ABORIGINAL YOUTH LEADERSHIP EXPERIENCE

Aboriginal youth, ages 16–20, received training in the National Coach Certification Program. The course included Fundamental Movement Skills, Basketball, Soccer and Lacrosse, as well as training in Aboriginal Leadership, First Aid and High Five Principles of Healthy Child Development.

Participants worked as camp leaders and visited camps across the city to demonstrate and facilitate participation in traditional Aboriginal sports and games to an estimated 8,000 children. They received certifications and training to qualify for employment as Recreation Workers with the City of Toronto as well as other recreation service providers.



## SOFTWARE TESTING PROGRAM

In partnership with PLATO (Professional Aboriginal Testing Organization), Miziwe Biik offers a 15-week training program that trains clients to become professional Software Testers. Upon completion, clients will either be placed into a job placement or become employed as a Software Tester.



## SUCCESS STORIES

# JASON

## Native Men's Residence

**JASON STAATS** is from Six Nations. He grew up in Brantford, Ontario, then later moved to Barrie to attend Georgian College. There he studied in a number of programs in the areas of health, culture and well-being (Pre-Health Science certificate, one year towards a Bachelor of Nursing, and Shki-Miikan Indigenous Studies certificate). Following graduation, one of his instructors referred him to Miziwe Biik where there was a job posting that caught his interest. Working with the staff at Miziwe Biik he succeeded in obtaining a position at the Native Men's Residence (Na-Me-Res).

Moving to Toronto wasn't the easiest of transitions. While being employed, Jason couch surfed at the homes of friends and family. The irony didn't escape him. "I became homeless in order to work for the homeless." Jason's compassion and empathy for his clients also come from shared life experiences. He has four proud years of sobriety, deals successfully with mental health issues and is reconnecting with his culture.

Jason started at Na-Me-Res as a Client Care Worker trainee in May 2017, but quickly took on the role of Team Lead. In his new role he was able to increase communications within the organization in order to establish consistent care for clients transitioning through all of the programs (outreach, shelter, Mino Kaanjigoowin's dual diagnosis mental health + addictions team, and Sagatay transitional housing). Aware of the importance of building teams and sharing responsibilities, Jason relies heavily on his co-workers. He describes the Client Care Workers as the "Day to Day Heroes." All of the team works with the bigger issues that face the community but they are also adept at managing the little things that keep clients comfortable and happy in a healthy and culturally supportive environment.

In the next couple months Jason is moving into a Case Manager role, giving him a better opportunity to develop care plans for clients. These plans address long term needs and how to move individuals forward. Jason is excited at the opportunity to continue his professional growth while addressing systemic barriers within the shelter system.

**Photo:** Na-Me-Res Exterior Wall Murals.





## SUCCESS STORIES

# KASSIE & CHEVAUN

Toronto Zoo

Turtle Island Conservation

Kassie McKeown (left) & Chevaun Toulouse (right), work for Turtle Island Conservation (TIC) at the Toronto Zoo. The TIC program has a goal to partner with First Nation communities to preserve community knowledge and significant natural and cultural landscapes.

**KASSIE MCKEOWN** is from Alderville First Nation and has been an active member of her community, sitting on the Alderville Community Trust as a Youth Trustee and Vice Treasurer. Finding employment at the Toronto Zoo through Miziwe Biik helped her realize a passion that had already been ignited close to home. Kassie worked as a summer student at the Alderville Black Oak Savanna, a restoration, research and education project located south of Rice Lake, working to preserve and restore the rare tall grass prairie and oak savanna habitat, the largest single remaining parcel of its kind in east central Ontario.

At TIC, Kassie is a Lead Field Technician for radio tracking species at risk (turtles) in the Rouge National Urban Park. She is jointly responsible for supervising and training the new Miziwe Biik trainees, as well as incorporating First Nations culture into their field work. Importantly, she is practicing conservation in her traditional territory while teaching other Indigenous youth different ways to contribute to conservation. When not outside doing field work, Kassie and other TIC employees travel to different First Nations communities in Ontario to help them implement their own conservation efforts. Being able to work at the Toronto Zoo with TIC has allowed Kassie to realize what it is she wishes to do in the future and in what direction she wants to take in her life. After Kassie graduates from Carleton University in Ottawa this November, she will continue her education with a focus on Environmental and Indigenous Studies.

**CHEVAUN TOULOUSE** is from Sagamok Anishnawbek, where she spent her youth in the wetlands, observing



snakes and turtles. This led her to pursue a career in the environmental field, graduating from Sault College as a Fish and Wildlife Conservation Technician. Chevaun has been part of numerous outreach, education and mentorship initiatives, including Sagamok Youth Council and First Peoples of New Zealand exchange. She has previously worked as a Lands, Resources and Environment Technician on Sagamok, where she was responsible for promoting environmental protection, data collection,

developing outreach materials and monitoring for Species at Risk. In the fall of 2016 she began working for TIC at the Toronto Zoo as a First Nation Conservation Technician. In addition to her outreach and education work, she is a Project Lead, involved in the reintroduction of the Blanding's turtle and the Eastern Milk Snake to the Rouge Urban National Park. Chevaun was a presenter/speaker at the Biodiversity without Boundaries event in

Ottawa, where she presented on "Conservation as Tradition: Protecting Biodiversity in First Nations Communities".

Why Chevaun works in conservation: "My reverence for nature, the opportunity to observe and help wildlife in any way I can, helping to preserve species at risk on First Nations, for future generations."

**Photo:** Tracking turtles in the Rouge National Urban Park.



## SUCCESS STORIES

# JORDAN

## Toronto Police Service

**JORDAN CHEVERIE** was born in Souris, Prince Edward Island, but Jordan's Indigenous heritage is derived from the Saulteaux and Peepeekisis First Nations in Saskatchewan. As a result of his father's career though, most of his youth was spent more centrally in Ontario, moving from North Bay and then London.

When Jordan was 18, he decided that he wanted to pursue a career in Law Enforcement. He methodically began to build career experience by working with various security companies, and, at the age of 20, applied to the Durham College Police Foundations program. Jordan received First Nation government funding, which assisted with his two years of initial studies. After completing this program, he was accepted into a bridge program which allowed him to pursue additional education at the University of Ontario Institute of Technology (UOIT). There he completed a Bachelor of Arts program in Criminology and Justice with a Minor in Forensic Psychology.

During his final semester at UOIT, Jordan was looking to become involved in the Indigenous community throughout Toronto. He discovered the Toronto Police Service (TPS) Aboriginal Peacekeeping Unit (APU) and reached out to them to inquire about future volunteer opportunities. After speaking to a member of the TPS, he was advised that there was an initiative between the TPS and Miziwe Biik. Luckily, there happened to be an active job posting available through the initiative. Jordan applied through an employment counselor at Miziwe Biik and was placed in the TPS Employment Unit on a one-year contract.

While working with the TPS Recruitment team Jordan was able to gain useful work experience. He was granted the opportunity to attend various community events alongside TPS Police Constables and he gained valuable knowledge from experienced Officers.

After one year, Jordan was transferred from the TPS Employment Unit to the TPS Central Paid Duty Office. There, he assists with the process of scheduling off duty Police Constables to conduct community paid duties. In this unit, he has obtained a full time permanent position as a Clerk and continues to pursue his life long career plan to become a Constable.

**Photo:** Metropolitan Toronto Police Headquarters and the Museum and Discovery Centre.





## SUCCESS STORIES

# SHAYLYN

## Miziwe Biik

**SHAYLYN MCLEOD** is Cree/Dene from British Columbia. Shaylyn spent her childhood in Fort Nelson, British Columbia, which lies east of the northern Rocky Mountains in the Peace River region along the Alaska Highway at mile 300. After completing high school in Fort Nelson, British Columbia, Shaylyn's parents suggested she attend post-secondary studies in Toronto, where there is a larger urban environment and more opportunities.

Shaylyn took her parents' advice and enrolled in the Dental Assistant program at George Brown College. That was when she heard about the supports that Miziwe Biik provides to Post-Secondary students. Shaylyn contacted Miziwe Biik and began her journey. Little did she know that first appointment with her Employment Counselor would eventually lead her right back here as an employee.

She was a natural student who loved the learning experience at George Brown College so much that she enrolled in an Office Administration Program through Native Child and Family Services in Toronto. That was when things really started to move for Shaylyn.

When she completed her Office Administration program, she was accepted for an Employment Ontario Job Placement at an Aboriginal agency in Toronto. The Employment Ontario Job Placement program provides 12 weeks of practical work experience to youth and adults who are transitioning into the workforce. Through the job placement, Shaylyn further developed her office administration skills, giving her the confidence to begin an active job search.

Shaylyn had been working with an Employment Counselor, receiving regular e-blasts when the receptionist position at Mizwe Biik came across her computer screen. Shaylyn decided to apply for the position and was hired after one interview. Shaylyn is now the friendly face community members see when they come through the doors at Miziwe Biik.

*"My experience living in Toronto for two years, has been an amazing journey"*

*"I job searched for a few months, applied for the position at Miziwe Biik and now I am working full-time as a receptionist! I am forever grateful working here with such wonderful staff and working at Miziwe Biik I have gained so much work experience."*

**Photo:** Miziwe Biik Reception area and in front of the Dr. Oronhyatehka Mural.





## SUCCESS STORIES

# DOUGLAS

## Aboriginal Legal Services (ALS)

**DOUGLAS VARETTE** moved from Ottawa to Toronto in 2002 to study Film and Television production at Humber College. He graduated in 2006 and worked at a number of film/television jobs. During that time he experienced some personal problems and stopped working in the industry. He spent the next few years moving from place to place and working at odd jobs, barely able to make enough to pay for food or rent.

Around 2011, he decided that things had to change and he went back to school, taking up Political Science at York University. For the next three years, Douglas worked a full time job at a call centre while doing full-time studies. In 2014, he graduated with honours in the Bachelor of Political Science program. In his final year he spent a lot of time trying to figure out what he wanted to do with his degree, ultimately deciding that he was interested in working in law because he would get the opportunity to work with clients and make a positive impact on their lives.

Douglas started law school at the University of Toronto in 2014, just a few months after graduating from York University. Coincidentally, during the summer in between graduating and starting law school, he had a landlord and tenant issue arise. The issue started as a small problem with paperwork between himself and the landlord. This ended up escalating into an action at the Superior Court of Justice. He knew he was in over his head and needed help. He went to a local community legal clinic that helped him throughout the process. As Douglas describes it, "it was one of the most important experiences of my life." He couldn't describe how much stress and anxiety was lifted away by the work of his lawyer and the legal clinic. He knew then and there that he wanted to work in a legal clinic because he would be able to help people in the same way that he was helped.

After his first year of law school he got the opportunity to work for Aboriginal Legal Services (ALS) for the first time. Douglas spent the summer as a Callwood Fellow working on research projects and learning about the services ALS provides and how they manage their clinic. While he was

there he got to meet the Miziwe Biik articling student. The student explained what Miziwe Biik was and how they supported him while he was articling. When Douglas left that summer he knew that he wanted to return to ALS in the future and in his third year of law school he did just that. As a part of one of his courses he was able to volunteer there once a week.

During his third year Douglas went to Miziwe Biik to discuss the programs and services that were available. He explained that he wanted to apply to ALS for their yearly articling position. In order to become a licensed lawyer in Ontario you need to complete a Juris Doctor degree at a law school, write two day-long exams, and complete 10 months of experiential training (or articling). The staff at Miziwe Biik helped Douglas register and complete all of the necessary paperwork for his articling position and facilitated his engagement with ALS.

After graduating from the University of Toronto in 2017, ALS took Douglas on as their articling student and he was supported by the Miziwe Biik trainee program. For the next 10 months he worked under the supervision of a staff lawyer. He took on client files and advocated for community members in various administrative tribunals like the Landlord and Tenant Board and the Social Benefits Tribunal. Douglas was able to shadow and learn from ALS' lawyers as they worked in a variety of different courts and tribunals. He attended a Coroner's Act Inquest and went to Ottawa when ALS argued at the Supreme Court of Canada. He was able to work on cases at the Court of Appeal and the Superior Court of Justice of Ontario. ALS also provided Douglas with the opportunity and pleasure of working with many of the Aboriginal agencies in Toronto, and meeting many of its community members.

On June 26th, 2018, Douglas was called to the Bar in Ontario. Following years of perseverance and after this great achievement, he counts himself as fortunate that he was asked to stay on at ALS as a staff lawyer.

**Photo:** Entrance Lobby and Legal Library/Conference Room at ALS.





## SUCCESS STORIES

# JANET

## Native Canadian Centre of Toronto

**JANET CLOSE** is from the Tr'ondëk Hwëch'in First Nation, based in Dawson City, Yukon. She moved to Toronto in 1994. Janet is part of the diverse Toronto urban Aboriginal population with home communities across Canada. Being a resident here for the past 24 years, Janet occasionally muses about returning home to a more traditional life in a small community of 1,100 residents.

Janet explained how in her home community, skills that support the well-being of the First Nation are very important. Individual training is often geared towards current needs or programs to maintain infrastructure. With her newly acquired carpentry skills she would be an asset in the area of housing.

When Janet first approached Miziwe Biik, she had been out of work for a while and was looking to improve and expand her employment opportunities. Miziwe Biik offers a variety of programs for individuals entering or reentering the workforce. Clients benefit from training, education and job search services that offer new advantages and a new outlook.

Janet began by completing the Employment Essentials program. This is a six-week program that provides the tools and skills to break through job search barriers. Following that program she identified the need to look at additional training in an area that suited her hands-on skills and strong work ethic. Janet enrolled in the Carpentry Pre-Apprenticeship Program.

The Carpentry program has been very successful at Miziwe Biik. Delivered in partnership with George Brown College, the program has a number of individuals who have gone into construction, carpentry, home building and entrepreneurial ventures. With her perfect attendance during the program, Janet leveraged her training experience into full-time employment. As a part of her Carpentry program, Janet completed a work placement at the Native Canadian Centre of Toronto and, subsequently, she was hired as the Centre's full-time Maintenance person.

**Photo:** NCCT Youth Cedar Basket Gift Shop and Auditorium Mural.





SUCCESS STORIES

# AWARDS

## POST SECONDARY and APPRENTICESHIP BURSARIES

2017 - 2018



SUCCESS STORIES

# AWARDS

LEE AWARDS 2017-2018

Indigenous Secondary School Students



# BURSARIES AND AWARDS

## POST SECONDARY / APPRENTICESHIP BURSARIES



Carol White (left) presents a Post Secondary Bursary Award to a student.



Jimmy Dick, Board Member/Elder opens the event with a prayer and drumming.



Former Board President Steve Teekens (left) delivers Post Secondary Bursary.



Krystal Abotossaway (right), Board President presents a Post Secondary Bursary Award.

## LEE AWARDS – SECONDARY SCHOOL



Mr and Mrs Lee with their two granddaughters attending the awards event.



Carol White (left) presents a Lee Award to a return honoree.

# PROJECT DEPARTMENT



There is one Project Officer who is responsible for individual requests such as Employment Assistance Support Measures (EASM) and Purchase of Training (POT). Through individual requests clients are supported in education, skills development and employment. Additionally, there are three Project Officers designated to building relationships with organizations located within the GTA. In partnership with these organizations, Miziwe Biik is able to support employment opportunities for clients through Miziwe Biik programs (Target Wages Subsidy, Self-Employment Assistance and Local Labour Market Partnerships). It is through working together as a community that Miziwe Biik is able to fulfill our vision and prepare clients for their journey into the workforce.

Aanii! The 2017/2018 fiscal year has brought forward many accomplishments for the Projects Department with clients completing training programs, workshops and securing employment. The department consists of four devoted Project Officers who work diligently as a team to ensure client needs are consistently met and ongoing budgets are continuously maintained.

**Photo (left to right):** Ashley Boakye, Amanda Andrews, Pearce Wastaken and Nicole Hare.  
Absent: Ashley Labelle.

## Organizations Served Fiscal Year 2017 – 2018

- Toronto Zoo
- Clay and Paper
- Toronto Green Community
- imagineNATIVE
- Anishnawbe Health Toronto
- Aboriginal Legal Services
- Native Child Family Services
- Royal Ontario Museum
- Habitat for Humanity
- Harbourfront Centre
- Tea n Bannock
- Nishnawbe Homes Inc.
- FoodShare Toronto
- Native Men's Residence
- The Peer Project
- Toronto Police Service
- Anduhyaun Inc.
- Native Canadian Centre of Toronto
- The Stop
- Indspire
- Canadian Council for Aboriginal Business
- Canada Roots Exchange
- Evergreen Brickworks
- Centre for Indigenous Theatre
- MGW Homes
- Aboriginal Professional Association of Canada
- George Brown College
- Canadian Dance Assembly
- Fife House
- Well Living House St. Michael Hospital
- West End Food Co-op
- Daily Bread Food Bank
- Right to Play Canada

# ANNUAL ASETS FUNDING

Miziwe Biik is funded through the Aboriginal Labour Force Development Circle (ALFDC) to provide employment and training services through two funding streams: Employment Insurance (E.I) and the Consolidated Revenue Fund (C.R.F).

There are six community driven priorities which guide the funding.

## Priority One – Demand Driven Skilled Trades and Construction

During the period of April 01, 2017–March 31, 2018 Miziwe Biik provided clients with skilled trade services, including training in areas such as apprenticeships in heavy equipment operation, carpentry, general labour, and horticulture. Some of our clients secured employment while a number returned to full time studies in related fields.  
\$307,872.34

## Priority Two – Community Service and Private Sector Organizations

Working with community agencies in the GTA, Miziwe Biik was successful in providing clients with opportunities in sectors such as health, law, culture and finance.  
\$1,174,938.28

## Priority Three – Youth Employment and Leadership

Miziwe Biik is committed to providing supports to youth in an effort to secure employment or, if they decide to return to school, to enhance their skills and education. They do this through a number of areas, including their Youth Employment and Leadership Activities. Miziwe Biik provided clients opportunities that build on their skills, and provide employment and training options. A large number of our clients returned to school full-time.  
\$912,537.66

## Priority Four – Community Capacity Building - Management Training

This priority includes activities that facilitate access to management training for individuals, assistance to community organizations for succession planning and preparation of Aboriginal people for management positions in government and the private sector. Miziwe Biik’s Employment Centre performs an assessment and recommends appropriate training. The community capacity – management training prioritizes Aboriginal clients with skills development in areas such as Office Administration and Management Training. Thirty per cent of those completing their training have secured employment.  
\$58,495.70

## Priority Five – Economic Development and Self-Employment Assistance

Many urban Aboriginal people lack the skills and resources to succeed economically and to realize their dream of self-sufficiency by establishing and operating a viable business. We assisted a number of clients with their economic development and self-employment goals through business plan assistance and access to workshops.  
\$12,529.55

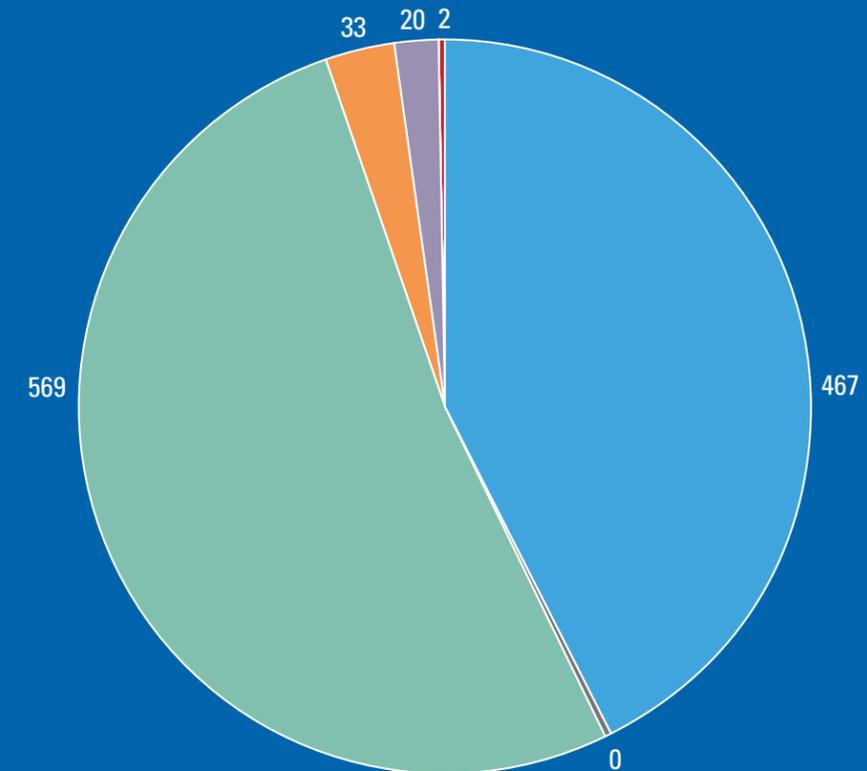
## Priority Six – Literacy, Numeracy and Basic Skills

This final priority is aimed at increasing the community’s skills in Literacy, Numeracy and Basic Skills training. Miziwe Biik funds Literacy and essentials skills programming for those who do not have a Grade 12 education and/or those who are seeking general upgrading to make them job-ready. This priority is also used to meet Labour market demands.  
\$1,225,453.28

# ASETS RESULTS REPORT

## Miziwe Biik Aboriginal Employment and Training

April 2017 to March 2018



Results	Clients
Employed	467
No Longer in Workforce	0
Returned to School	569
Self-Employed	33
Unemployed	20
Unknown	2

# ROOM RENTALS

Miziwe Biik Presentation / Workshop Space



**ROOM RENTAL:** Suited to workshops, classes, presentations and small community awards events, the lower level conference space at Miziwe Biik is available for weekday, evening and weekend rentals. Approximately 1200sq ft. the space is able to accommodate a number of table and chair arrangements to suit your function. Included is a small hallway area outside the room for breaks, food and beverage service or event sign-ins. For pricing and to plan your next event, please contact us at: (416) 591-2310

**SEATING:** 60 people seated in chairs (no tables), 48 people using six round tables with 8 people at each table.

**CATERING:** Light snacks, coffee and meals are available through our in-house catering. Clients also have access to a full kitchen for meal preparation and outside catering.

## Miziwe Biik and the Aboriginal Labour Force Development Circle ALFDC

Miziwe Biik is a member of the Aboriginal Labour Force Development Circle (ALFDC).

The ALFDC is an umbrella organization for member First Nations and urban boards.

The ALFDC is the Aboriginal Human Resources Development Agreement holder between the First Nations and the Federal Government.

The ALFDC administers the funding, reports to Human Resources Development Canada, develops programs, policies and procedures for members, and lobbies for funding. The Board of Directors of the ALFDC is made up of representatives of the member First Nations and urban boards. Membership of the ALFDC is comprised of twelve First Nations and two urban boards. The ALFDC is chaired by Steve Williams.

Individual training is eligible to be taken at any recognized training institution/organization or delivered by an employer with on-the-job experience.

The type of programs and services offered are able to be adjusted to local situations and requirements, yet they must relate to both, a) the skills development interest of the individuals and b) current labour market needs.





Miziwe Biik  
Aboriginal Employment and Training