



Mastering Aboriginal Inclusion

The five self-study modules...

Module One

The Business Case for Aboriginal Inclusion

This module explains why organizations need to reorient development around the business case for Aboriginal inclusion. In three compelling arguments, this case can be examined using the Aboriginal baby boom as an antidote to Canada's growing labour shortages; the innate value of Aboriginal diversity to any organization and the value of inclusion in an age of expanding corporate social responsibility.

Module Two

History's Pendulum: From Exclusion to Inclusion

Almost all special needs groups in Canada have a visible or easily understood reason for their special consideration; for example, skin colour, gender or sexual orientation. Unfortunately, Aboriginal people are profoundly unique in that the reasons behind their need for inclusion lie in a 150-year history of exclusion. Today, the surest way to promote corporate Aboriginal inclusion is by creating distance from a previously despairing history of exclusion.

Module Three

Communicating Across Cultures

This module discusses the workplace competencies and skill sets required to mitigate any sources of cultural conflict – whether specific racist or discriminatory behaviours or more subtle conflicts known as micro-inequities. In this study module, managers are also provided with guides to the competencies that enable people of different cultures to communicate fluently and overcome cultural conflicts.

Module Four

Recruitment, Retention, Advancement

Drawn from cutting-edge practices from companies across Canada, this module is dedicated to overcoming the abundant hurdles that obstruct Aboriginal recruitment and retention. The module also tracks a wide variety of measures for improving attraction and it explores Aboriginal networks, buddy systems, coaching, elder visits and a variety of other techniques shown to improve retention. It also showcases the best available programs for Aboriginal advancement.

Module Five

Partnerships and Alliances

The previous modules have focused on corporate Aboriginal relations internally while this module discusses corporate Aboriginal relations as they are conducted externally, whether with Aboriginal communities or Aboriginal businesses and organizations. This module also shows how and why partnering is such an invaluable route to improved recruitment, retention and advancement.