

Effective January 26, 2026, AERIC Inc./Signal49 Research discontinued use of 'The Conference Board of Canada' name, logo and branding, which had been used by AERIC Inc./Signal49 Research under license from The Conference Board, Inc. The Conference Board, Inc. and its licensees, which are not affiliated with Signal49 Research, own all right, title and interest in THE CONFERENCE BOARD name and trademarks in Canada and have the exclusive right to their use in Canada since January 26, 2026.

# Human Resources Toolkit: Approaches for Skills Inclusion in Inuit Nunangat

## Bibliography

Abdul Latif Jameel Poverty Action Lab. "Unintended Effects of Anonymous Resumes." Abdul Latif Jameel Poverty Action Lab (J-PAL), 2018. <https://www.povertyactionlab.org/case-study/unintended-effects-anonymous-resumes>.

Action Canada. *Inclusive Futures: Indigenous Engagement in Canada's Workforce*. Ottawa: Action Canada, March 2020. <https://ppforum.ca/wp-content/uploads/2020/03/AC-Inclusive-Futures-Indigenous-ENG-WEB.pdf>.

Aglu Consulting and Training Inc. *Agnico Kivalliq Projects: 2019 Socio-economic Monitoring Program Report*. Rankin Inlet, NU: Aglu Consulting and Training Inc, March 2020. [https://www.miningnorth.com/\\_rsc/site-content/library/publications/2020-03-31\\_Agnico-Eagle-Kivalliq-Projects-2019-Socio-Economic-Monitoring-Report\\_FINAL.pdf](https://www.miningnorth.com/_rsc/site-content/library/publications/2020-03-31_Agnico-Eagle-Kivalliq-Projects-2019-Socio-Economic-Monitoring-Report_FINAL.pdf).

Aglu Consulting and Training Inc., Stratos Inc., and Impact Economics. *Appendix 41: Kivalliq Labour Market Analysis*. Aglu Consulting and Training Inc., Stratos Inc., and Impact Economics, January 22, 2021. [https://www.nirb.ca/portal/dms/script/dms\\_download.php?fileid=334395](https://www.nirb.ca/portal/dms/script/dms_download.php?fileid=334395).

–. *Appendix 64: 2020 Kivalliq Labour Market Analysis*. Aglu Consulting and Training Inc., Stratos Inc., and Impact Economics, January 22, 2021. [https://www.nirb.ca/portal/dms/script/dms\\_download.php?fileid=334865&applicationid=125418&sessionid=mhc5vm9khaforcimn0s2vpr7vo77](https://www.nirb.ca/portal/dms/script/dms_download.php?fileid=334865&applicationid=125418&sessionid=mhc5vm9khaforcimn0s2vpr7vo77).

Agnico Eagle Mines and Kivalliq Inuit Association. *Appendix 40: 2021 Kivalliq Labour Market Analysis Report*. Agnico Eagle Mines and Kivalliq Inuit Association, November 5, 2021. [https://www.nirb.ca/portal/dms/script/dms\\_download.php?fileid=338905&applicationid=125515&sessionid=chgc8jbn877q2vmpaqc8u64ro7](https://www.nirb.ca/portal/dms/script/dms_download.php?fileid=338905&applicationid=125515&sessionid=chgc8jbn877q2vmpaqc8u64ro7).

Alianait Inuit-Specific Mental Wellness Task Group. *Alianait Inuit Mental Wellness: Action Plan*. Ottawa: Inuit Tapiriit Kanatami, May 2007. <https://www.itk.ca/wp-content/uploads/2009/12/Alianait-Inuit-Mental-Wellness-Action-Plan-2009.pdf>.

Anderson, Thomas. "The Social Determinants of Higher Mental Distress Among Inuit." Statistics Canada, last modified November 30, 2015. <https://www150.statcan.gc.ca/n1/pub/89-653-x/89-653-x2015007-eng.htm>.

Arriagada, Paula, and Amanda Bleakney. *Inuit Participation in the Wage and Land-Based Economies in Inuit Nunangat*. Statistics Canada, June 13, 2019. <https://www150.statcan.gc.ca/n1/pub/89-653-x/89-653-x2019003-eng.htm>.

Baynton, Mary Ann. "Psychological Health and Safety Statistics." Workplace Strategies for Mental Health, last modified October 31, 2022. <https://www.workplacestrategiesformentalhealth.com/resources/psychological-health-and-safety-statistics>.

Benefits Canada. "Sanofi Survey Finds Age a Factor in Levels of Workplace Stress." *Benefits Canada*, June 25, 2020. <https://www.benefitscanada.com/benefits/health-wellness/sanofi-survey-finds-age-a-factor-in-levels-of-workplace-stress/>.

–. "What Are the Top Chronic Diseases in the Workplace?" *Benefits Canada*, June 14, 2019. <https://www.benefitscanada.com/news/bencan/what-are-the-top-chronic-diseases-in-the-workplace/>.

Bitting, Hubertus, and Silke Giesler. "Diversity in the Workplace: How Promotion of Diversity Influences Employee Satisfaction – a Study Across Europe." Recorded webinar. New York: Statista, December 9, 2021. <https://www.statista.com/webinar/details/61961f75c3ab4e09ac29fae8>.

- Brooker, Anya L. "Counselling Within Inuit Systems in Canada's North." *Canadian Journal of Counselling and Psychotherapy* 52, no. 1 (2018): 1–15. <https://cjc-rcc.ucalgary.ca/article/download/61182/pdf>.
- Canadian Centre on Substance Use and Addiction. *Substance Use, Mental Health and Suicide Among Inuit in Canada*. Ottawa: Canadian Centre on Substance Use and Addiction, 2021. [https://www.ccsa.ca/sites/default/files/2021-10/CCSA-Substance-Use-Mental-Health-Suicide-among-Inuit-Report-Summary-2021-en\\_2.pdf](https://www.ccsa.ca/sites/default/files/2021-10/CCSA-Substance-Use-Mental-Health-Suicide-among-Inuit-Report-Summary-2021-en_2.pdf).
- Canadian Council on Learning. "Inuit Holistic Lifelong Learning Model." Canadian Council on Learning, last modified September 24, 2007. [https://firstnationspedagogy.ca/CCL\\_Inuit\\_Holistic\\_Learning\\_Model\\_EN.pdf](https://firstnationspedagogy.ca/CCL_Inuit_Holistic_Learning_Model_EN.pdf).
- . *Redefining How Success Is Measured in First Nations, Inuit and Métis Learning*. Ottawa: Canadian Council on Learning, November 2007. [https://www.afn.ca/uploads/files/education/5\\_2007\\_redefining\\_how\\_success\\_is\\_measured\\_en.pdf](https://www.afn.ca/uploads/files/education/5_2007_redefining_how_success_is_measured_en.pdf).
- Canadian Institute of Mining, Metallurgy and Petroleum. "Glencore's Raglan Mine, Community Engagement Excellence." Canadian Institute of Mining, Metallurgy and Petroleum, 2019. <https://www.cim.org/past-award-winners/glencores-raglan-mine-community-engagement-excellence/>.
- Catalyst. "Why Diversity and Inclusion Matter (Quick Take)." Catalyst, June 24, 2020. <https://www.catalyst.org/research/why-diversity-and-inclusion-matter/>.
- Centre for Addiction and Mental Health. "Addiction." Centre for Addiction and Mental Health. Accessed February 19, 2023. <https://www.camh.ca/en/health-info/mental-illness-and-addiction-index/addiction>.
- . *CAMH's Workplace Mental Health Playbook for Business Leaders*. Toronto: Centre for Addiction and Mental Health, n.d. [https://give.camh.ca/site/SPageNavigator/Components/Pages/EmailLanding\\_WorkplaceMentalHealth\\_2020.html](https://give.camh.ca/site/SPageNavigator/Components/Pages/EmailLanding_WorkplaceMentalHealth_2020.html).
- Centre for Innovation in Campus Mental Health. "4. Understanding Substance Use Disorders and Problematic Substance Use." In *Reducing Cannabis Harms: A Guide for Ontario Campuses*. Toronto: Government of Ontario, 2018. <https://campusmentalhealth.ca/toolkits/cannabis/cannabis-substance-use/understanding-disorders-problematic/>.
- Ceridian. *HR and Talent Management Benchmarking Report 2019*. Ceridian, 2019. <https://www.ceridian.com/ca/resources/hr-talent-management-benchmark-report-2019>.
- Challinor, Ashley. *Working Towards Mental Health: A Toolkit for Employers*. Ontario Chamber of Commerce, 2017. <https://occ.ca/mentalhealth/>.
- Chapman, Sarah, Ariel Kangasniemi, Laura Maxwell, and Marie Sereneo. *The ROI in Workplace Mental Health Programs: Good for People, Good for Business*. Toronto: Deloitte, 2019. <https://www2.deloitte.com/content/dam/Deloitte/ca/Documents/about-deloitte/ca-en-about-blueprint-for-workplace-mental-health-final-aoda.pdf>.
- Colbourne, Rick, Peter Moroz, Craig Hall, Kelly Lendsay, and Robert B. Anderson. "Indigenous Works and Two Eyed Seeing: Mapping the Case for Indigenous-Led Research." *Qualitative Research in Organizations and Management* 15, no. 1 (2020): 68–86. <https://doi.org/10.1108/QR0M-04-2019-1754>.
- Conference Board, Inc., The. *C-Suite Outlook 2022: Reset and Reimagine*. New York: The Conference Board, Inc., 2022. <https://www.conference-board.org/pdfdownload.cfm?masterProductID=38504>.
- Conference Board of Canada, The. *Future-Proofing Investments in Workplace Mental Health: Meeting Employees' Evolving Needs*. Ottawa: The Conference Board of Canada, 2022. <https://www.conferenceboard.ca/product/future-proofing-investments-in-workplace-mental-health-meeting-employees-evolving-needs/>.
- Cooper, Jane, and Shannon Jackson. *Workforce Planning Practices in Canada: Human Resources Trends and Metrics, Fourth Edition*. Ottawa: The Conference Board of Canada, 2017. <https://www.conferenceboard.ca/product/workforce-planning-practices-in-canada-human-resources-trends-and-metrics-fourth-edition/>.
- Crown-Indigenous Relations and Northern Affairs Canada. *Inuit Nunangat Housing Strategy*. Ottawa: Crown-Indigenous Relations and Northern Affairs, April 2019. [http://publications.gc.ca/collections/collection\\_2019/rcaanc-cirnac/R5-737-2019-eng.pdf](http://publications.gc.ca/collections/collection_2019/rcaanc-cirnac/R5-737-2019-eng.pdf).
- . "2019 Inuit Nunangat Housing Strategy." Government of Canada, last modified July 24, 2019. <https://www.rcaanc-cirnac.gc.ca/eng/1554820296529/1554820324561>.
- Edmondson, Amy C., and Zhike Lei. "Psychological Safety: The History, Renaissance, and Future of an Interpersonal Construct." *Annual Review of Organizational Psychology and Organizational Behavior*, no. 1 (March 2014): 23–43. <https://doi.org/10.1146/annurev-orgpsych-031413-091305>.
- Employment and Social Development Canada. *Nunavut Inuit Labour Force Analysis Report: Executive Summary*. Ottawa: Government of Canada, 2018. [http://publications.gc.ca/collections/collection\\_2018/edsc-esdc/Em16-15-1-2018-eng.pdf](http://publications.gc.ca/collections/collection_2018/edsc-esdc/Em16-15-1-2018-eng.pdf).
- Fiser, Adam, Cameron MacLaine, and Melissa Lalonde. *Working Together: Indigenous Recruitment and Retention in Remote Canada*. Ottawa: The Conference Board of Canada, 2019. <https://www.conferenceboard.ca/product/working-together-indigenous-recruitment-and-retention-in-remote-canada/>.

Fiser, Adam, Kiefer Van Mulligen, and Oana Spinu. *Made in Nunavut: Building Inuit Skills for Northern Offshore Fisheries and Beyond*. Ottawa: The Conference Board of Canada, December 14, 2021. <https://www.conferenceboard.ca/product/made-in-nunavut-building-inuit-skills-for-northern-offshore-fisheries-and-beyond/>.

Florko, Lauren. "Canadian HR Benchmarking: Diversity." The Conference Board of Canada, February 2022. <https://www.conferenceboard.ca/product/canadian-human-resources-benchmarking-diversity/>.

Francis, Jonathan, Lauren Florko, and Tabatha Thibault. *Talent Trends: Languishing and the Great Attrition*. Ottawa: The Conference Board of Canada, 2022. <https://www.conferenceboard.ca/product/talent-trends-languishing-and-the-great-attrition/>.

GenerationOne. *Everybody's Business: A Handbook for Indigenous Employment*. Australia: GenerationOne, Reconciliation Australia, and Social Ventures Australia, 2013. <https://www.socialventures.com.au/assets/A-Handbook-for-Indigenous-Employment.pdf>.

Government of Canada. "Indigenous Guardians." Government of Canada, 2022. <https://www.canada.ca/en/environment-climate-change/services/environmental-funding/indigenous-guardians.html>.

Government of Nunavut. "Collective Agreement Between the Nunavut Employees Union and the Minister Responsible for the *Nunavut Public Service Act*." Expires September 30, 2024. <https://www.neu.ca/download/file/fid/900>.

–. "Collective Agreement Between the Nunavut Teachers' Association and the Minister Responsible for the *Nunavut Public Service Act*." Expires June 30, 2021. [https://www.gov.nu.ca/sites/default/files/nta\\_collective\\_agreement\\_expiring\\_june\\_30\\_2021\\_-\\_english.pdf](https://www.gov.nu.ca/sites/default/files/nta_collective_agreement_expiring_june_30_2021_-_english.pdf).

–. "Cultural Immersion Day." In *Human Resource Manual*, section 319. Iqaluit: Government of Nunavut, January 17, 2013. [https://gov.nu.ca/sites/default/files/hrm319\\_cultural\\_immersion\\_day\\_0.pdf](https://gov.nu.ca/sites/default/files/hrm319_cultural_immersion_day_0.pdf).

–. "Job Share Employees." In *Human Resource Manual*, section 904. Iqaluit: Government of Nunavut, August 9, 2006. [https://gov.nu.ca/sites/default/files/hrm904\\_job\\_share\\_employees\\_0.pdf](https://gov.nu.ca/sites/default/files/hrm904_job_share_employees_0.pdf).

–. "Public Service Leave." In *Human Resource Manual*, section 1310. Iqaluit: Government of Nunavut, June 21, 2017. [https://gov.nu.ca/sites/default/files/hrm1310\\_public\\_service\\_leave\\_with\\_appendix\\_290617.pdf](https://gov.nu.ca/sites/default/files/hrm1310_public_service_leave_with_appendix_290617.pdf).

–. *Public Service Annual Report 2020–21*. Iqaluit: Government of Nunavut, 2022. <https://www.gov.nu.ca/human-resources/documents/2020-21-public-service-annual-report>.

–. "Return to Work Policy." Government of Nunavut, January 21, 2016. [https://www.gov.nu.ca/sites/default/files/files/Finance/Policies/new\\_return\\_to\\_work\\_policy.pdf](https://www.gov.nu.ca/sites/default/files/files/Finance/Policies/new_return_to_work_policy.pdf).

Hall, Colin, and Simon Cotsman. *Learning and Development Outlook, 13th Edition*. Ottawa: The Conference Board of Canada, 2015. <https://www.conferenceboard.ca/product/learning-and-development-outlook-13th-edition/>.

Iliqaqivik. "Health and Wellness Centre." Iliqaqivik, n.d. <https://iliqaqivik.ca/en/our-pillars/health-and-wellness-centre/>.

Inuit Circumpolar Council Alaska. *Food Sovereignty and Self-Governance: Inuit Role in Managing Arctic Marine Resources*. Anchorage, AK: Inuit Circumpolar Council Alaska. <https://iccalaska.org/wp-icc/wp-content/uploads/2021/08/FSSG-Summary-and-Recommendations-report.pdf>.

Inuit Tapirit Kanatami. *Arctic and Northern Policy Framework: Inuit Nunangat*. Ottawa: Inuit Tapirit Kanatami, 2019. <https://www.itk.ca/wp-content/uploads/2019/09/20190907-arctic-and-northern-policy-framework-inuit-nunangat-final-en.pdf>.

–. *Inuit Nunangat Food Security Strategy*. Ottawa: Inuit Tapirit Kanatami: July 2021. [https://www.itk.ca/wp-content/uploads/2021/07/ITK\\_Food-Security-Strategy-Report\\_English-PDF-Version.pdf](https://www.itk.ca/wp-content/uploads/2021/07/ITK_Food-Security-Strategy-Report_English-PDF-Version.pdf).

Job Accommodation Network. *Workplace Accommodations: Low Cost, High Impact*. Office of Disability Employment Policy, 2015. <https://www.shrm.org/hr-today/news/hr-magazine/documents/lowcosthighimpact.pdf>.

Johnson, Stefanie K., and Jessica F. Kirk. "Research: To Reduce Gender Bias, Anonymize Job Applications." *Harvard Business Review*, March 5, 2020. <https://hbr.org/2020/03/research-to-reduce-gender-bias-anonymize-job-applications>

Kativik Iisarniliriniq. "Directive on Leave of Absence for Search and Rescue." Kativik Iisarniliriniq, October 31, 2007. <https://www.kativik.qc.ca/wp-content/uploads/2021/09/HR-07-Leave-of-Absence-for-Search-and-Rescue-E.pdf>.

Kirmayer, Laurence J., Christopher Fletcher, Ellen Corin, and Lucy Boothroyd. *Inuit Concepts of Mental Health and Illness: An Ethnographic Study*. Montréal: Jewish General Hospital and McGill University, January 1997. <https://www.mcgill.ca/tcpsych/files/tcpsych/Report4.pdf>.

Kivalliq Inuit Association and Agnico Eagle Mines Limited. "Meliadine Project: Inuit Impact & Benefit Agreement." February 17, 2017. <http://kivalliqinuit.ca/wp-content/uploads/2019/02/Meliadine-IIBA-2017-03-01.pdf>.

Lochead, David. "New Contract Gives Nunavut Teachers 7% Raise Over 4 Years." *Nunatsiaq News*, January 19, 2022. <https://nunatsiaq.com/stories/article/new-contract-gives-nunavut-teachers-7-per-cent-raise-over-four-years/>.

Lindsay, Kelly J. "Navigating Indigenous Employment: 'Two-Eyed Seeing.'" *Indigenous Works*, May 27, 2021. [https://indigenousworks.ca/sites/default/files/attachments/Two-Eyed\\_Seeing\\_Webinar\\_May\\_27\\_2021.pdf](https://indigenousworks.ca/sites/default/files/attachments/Two-Eyed_Seeing_Webinar_May_27_2021.pdf).

- MacLaine, C., Lalonde M., Fiser, A. *Working Together: Indigenous Recruitment and Retention in Remote Canada*. Ottawa: The Conference Board of Canada, 2019. <https://www.conferenceboard.ca/product/working-together-indigenous-recruitment-and-retention-in-remote-canada/>.
- Marsh, Teresa Naseba, Diana Coholic, Sheila Cote-Meek, and Lisa M. Najavits. "Blending Aboriginal and Western Healing Methods to Treat Intergenerational Trauma With Substance Use Disorder in Aboriginal Peoples Who Live in Northeastern Ontario, Canada." *Harm Reduction Journal* 12 (2015). <https://doi.org/10.1186/s12954-015-0046-1>.
- Mehdi, Tahsin, and René Morissette. *Working From Home for an Employer Located in Another Province or Territory*. Statistics Canada, February 23, 2022. <https://www150.statcan.gc.ca/n1/pub/36-28-0001/2022002/article/00001-eng.htm>.
- Mendonca, Clementino. "About Self-Organizing Teams." Scrum.org, March 3, 2016. <https://www.scrum.org/resources/blog/about-self-organizing-teams>.
- MoEdu-SAIL. "Feedback in Practice: Evaluative and Descriptive." MoEdu-SAIL, n.d. <https://www.moedu-sail.org/lessons/evaluative-descriptive-feedback/>.
- National Collaborating Centre for Indigenous Health. "Welcome to the NCCIH." National Collaborating Centre for Indigenous Health, n.d. <http://www.nccah-cnsa.ca/en/>.
- Nunatsiavut Civil Service. *Employees Division Regulations (2017)*. Nunatsiavut Civil Service, 2017. <https://www.nunatsiavut.com/wp-content/uploads/2019/07/CSL-E-3-25-04-2019-Employees-Division-Regulations-2017.pdf>.
- Nunavut Department of Education. *Ilitaunnikiliriniq: Foundation for Dynamic Assessment as Learning in Nunavut Schools*. Iqaluit: Government of Nunavut, 2008. <https://www.gov.nu.ca/sites/default/files/files/Ilitaunnikiliriniq-DynamicAssessment.pdf>.
- . *Inuglugijaittuq: Foundation for Inclusive Education in Nunavut Schools*. Iqaluit: Government of Nunavut, 2008. [https://gov.nu.ca/sites/default/files/inuglugijaittuq\\_eng.pdf](https://gov.nu.ca/sites/default/files/inuglugijaittuq_eng.pdf).
- . *Inuit Qaujimagatuqangit Education Framework for Nunavut Curriculum*. Iqaluit: Government of Nunavut, 2007. <https://www.gov.nu.ca/sites/default/files/files/Inuit%20Qaujimagatuqangit%20ENG.pdf>.
- Nunavut Tunngavik Inc. *Human Resources Manual (Also Known as Personnel Policy Manual)*. Nunavut Tunngavik Inc., March 2022. <https://www.tunngavik.com/documents/staffdocs/01%20-%20Human%20Resources%20Manual.pdf>.
- NVision Insight Group Inc. *Executive Summary: Addictions and Trauma Treatment in Nunavut*. Ottawa: NVision Insight Group Inc., August 2018. [https://www.gov.nu.ca/sites/default/files/gn\\_att\\_executive\\_summary\\_summary\\_report\\_-\\_final\\_-\\_english.pdf](https://www.gov.nu.ca/sites/default/files/gn_att_executive_summary_summary_report_-_final_-_english.pdf).
- NVision Insight Group Inc. *Kivalliq Labour Market Needs Foundational Assessment (Phase 1): Terms of Reference*. NVision Insight Group Inc., March 9, 2020. <https://www.sakkuinvestments.ca/wp-content/uploads/2020/09/Final-Rep-KLMNFA-Phase-1-TOR-for-Sakku-website-1-.pdf>.
- Nweeia, Martin T., and Pamela Peeters. "Isumaqtiginiq: Building a Transformational Science Education Model to Engage the Next Generation of Inuit and Western Scientific Investigators." *Arctic* 74, no. 5 (2021): 15–22. <https://doi.org/10.14430/arctic73779>.
- Omooth, Tyler. "How to Answer the Most Common Google Interview Questions (With Sample Answers)." TopInterview, n.d. <https://www.topinterview.com/interview-advice/google-interview-questions-and-answers>.
- Palesch, Nico. "Creating Opportunity in Inuit Nunangat: The Crisis in Inuit Education and Labour Market Outcomes." Ottawa: Centre for the Study of Living Standards, July 2016. <http://www.csls.ca/reports/csls2016-12.pdf>.
- Pauktuutit Inuit Women of Canada. *The Inuit Way: A Guide to Inuit Culture*. Ottawa: Pauktuutit Inuit Women of Canada, 2006. [https://www.relations-inuit.chaire.ulaval.ca/sites/relations-inuit.chaire.ulaval.ca/files/InuitWay\\_e.pdf](https://www.relations-inuit.chaire.ulaval.ca/sites/relations-inuit.chaire.ulaval.ca/files/InuitWay_e.pdf).
- QPR Institute. "Question. Persuade. Refer." QPR Institute. Accessed February 19, 2023, <http://www.qprinstitute.com>.
- Rundell, Sarah. "Investors Eye Indigenous Rights in Canada's Mining Sector." *Top1000funds.com*, October 5, 2021. <https://www.top1000funds.com/2021/10/investors-eye-indigenous-rights-in-canadas-mining-sector/>.
- Sanofi Canada. "Sanofi Canada Healthcare Survey, 2020 Results." Sanofi Canada, July 13, 2020. <https://www.peoplecorporation.com/information-centre/all-articles/sanofi-canada-healthcare-survey-2020-results>.
- Sitel Group. *Future of Work and Employee Learning*. Sitel Group, n.d. <https://www.sitel.com/report/future-of-work-and-employee-learning/>.
- Statistics Canada. "Enrollment Under an Inuit Land Claims Agreement of Person." Statistics Canada, June 22, 2021. <https://www23.statcan.gc.ca/imdb/p3Var.pl?Function=DEC&Id=1224719>.
- . *Labour Market Experiences of Inuit: Key Findings From the 2017 Aboriginal Peoples Survey*. Statistics Canada, 2018. [http://publications.gc.ca/collections/collection\\_2018/statcan/89-653-x/89-653-x2018004-eng.pdf](http://publications.gc.ca/collections/collection_2018/statcan/89-653-x/89-653-x2018004-eng.pdf).
- . "Study: Unmet Health Care Needs During the Pandemic and Resulting Impacts Among First Nations People Living off Reserve, Métis and Inuit, March 2020 to May 2021." Statistics Canada, August 30, 2022. <https://www150.statcan.gc.ca/n1/daily-quotidien/220830/dq220830c-eng.htm>

Swider, Brian, Brad Harris, and Murray Barrick. "Should You Chat Informally Before an Interview?" *Harvard Business Review*, September 14, 2016. <https://hbr.org/2016/09/should-you-chat-informally-before-an-interview>.

Tagalik, Shirley. *Inuit Qaujimagatuqangit: The Role of Indigenous Knowledge in Supporting Wellness in Inuit Communities in Nunavut*. National Collaborating Centre for Indigenous Health, January 2012. <https://www.ccnca-nccah.ca/docs/health/FS-InuitQaujimagatuqangitWellnessNunavut-Tagalik-EN.pdf>.

Tam, Benita Y., Leanne C. Findlay, and D. Kohen. "Conceptualization of Family: Complexities of Defining an Indigenous Family." *Indigenous Policy Journal* 28, no. 1 (Summer 2017). [https://www.researchgate.net/publication/324703084\\_Conceptualization\\_of\\_family\\_complexities\\_of\\_defining\\_an\\_Indigenous\\_family](https://www.researchgate.net/publication/324703084_Conceptualization_of_family_complexities_of_defining_an_Indigenous_family).

Truth and Reconciliation Commission of Canada. *Truth and Reconciliation Commission of Canada: Calls to Action*. Ottawa: Truth and Reconciliation Commission of Canada, 2015. [https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/indigenous-people/aboriginal-peoples-documents/calls\\_to\\_action\\_english2.pdf](https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/indigenous-people/aboriginal-peoples-documents/calls_to_action_english2.pdf).

—. *Honouring the Truth, Reconciling for the Future: Summary of the Final Report of the Truth and Reconciliation Commission of Canada*. Ottawa: Truth and Reconciliation Commission of Canada, 2015. [https://irsi.ubc.ca/sites/default/files/inline-files/Executive\\_Summary\\_English\\_Web.pdf](https://irsi.ubc.ca/sites/default/files/inline-files/Executive_Summary_English_Web.pdf).

Turner, Tana. "Bias-Free Hiring: Interview Questions Not to Ask." CharityVillage, May 21, 2014. [https://charityvillage.com/bias\\_free\\_hiring\\_interview\\_questions\\_not\\_to\\_ask/](https://charityvillage.com/bias_free_hiring_interview_questions_not_to_ask/).

UBC Human Resources. "Performance Conversations." University of British Columbia, n.d. <https://hr.ubc.ca/career-development/performance-conversations>.

United Nations General Assembly. Resolution 61/295, "United Nations Declaration on the Rights of Indigenous Peoples." September 13, 2007. [https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP\\_E\\_web.pdf](https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP_E_web.pdf).

Venn, David. "GN Closing In on Draft Policy for Remote Work, HR Minister Says." *Nunatsiaq News*, March 17, 2022. <https://nunatsiaq.com/stories/article/gn-closing-in-on-draft-policy-for-remote-work-hr-minister-says/>.

Wallace, Susan. "Inuit Health: Selected Findings From the 2012 Aboriginal Peoples Survey." Statistics Canada, last modified November 30, 2015. <https://www150.statcan.gc.ca/n1/pub/89-653-x/89-653-x2014003-eng.htm>.

Waters, Shonna. "Here's How to Build a Sense of Belonging in the Workplace." *Better Up* (blog), May 11, 2021. <https://www.betterup.com/blog/belonging>.

FSC Partners

Funded by the  
Government of Canada's  
Future Skills Program



The Conference  
Board of Canada

Blueprint

