

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.

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.

–. *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.

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.

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.
- 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.
- . *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.
- 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.
- 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.
- . "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.
- 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.

–. "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.

–. "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.

–. "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.

–. *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.

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/>.

Iliasaqivik. "Health and Wellness Centre." Iliasaqivik, n.d. <https://iliasaqivik.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.

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.

- 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.
- . *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.
- 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. "Isumaqtigingniq: 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>.
- Omoth, 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.
- 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.
- . "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.

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.

—. *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.

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/.

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.

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

Canada



The Conference
Board of Canada

Blueprint

