
Wednesday, September 6

Pre-Conference Workshop:

Wise Indigenous Human Resources Practices & Ways

Sabine Bell and Nievelina Carmona, The Jouta Performance Group

9:00am-
4:00pm

The Wise Indigenous Human Resources Practices & Ways Training Program (WIHR) is designed to provide participants with a solid foundation of Human Resources Practices and Ways with an intentional Indigenous focus.

This training program incorporates Indigenous perspectives and values while covering essential topics such as workforce planning and organizational growth, recruitment, selection, and hiring, onboarding and orientation, recognition, appreciation and performance management. The workshop is a dynamic and interactive learning experience!

Conference Day 1 Thursday, September 7

8:00 am Registration/Full Breakfast/Exhibits

8:45 am **Opening Comments:** Barbara Joe, President, AFOA BC
Traditional Welcome: Bob Baker, Squamish Nation

9:00 am **The Inherent Right to Self-Government**
Herb George

10:15 am **Refreshment Break & Exhibitor Intros**

10:45 am **Employment Equity**
Amal Issa, Policy Analyst, and Emily Chan, Engagement Advisor, with BC's Office of the Human Rights Commissioner

12:00 pm **Lunch and Band Admin Award**
Sponsored by The Jouta Performance Group

1:00 pm **The Process to Self-Governance**
Howard Grant, Executive Director FNPSS

2:15 pm **Refreshment Break**

2:30 pm **Group Benefit Trends and Mental Health, Addictions and Employee & Family Assistance Programs**
Leanne MacKinnon, Account Manager, Group Benefits, Eagle Bay Financial Services and Mary Wilhelm, Clinical Manager, Homewood Health Inc.

3:30 pm **The Retention of Indigenous Executives in Indigenous Organizations**
Mason Ducharme, Owner, Nation First Consulting

4:00 pm **Conference Adjournment**

**4:00 pm -
6:00 pm** **President's Reception**

Conference Day 2 Friday, September 8

8:00 am **Registration/Full Breakfast/Exhibits**

8:50 am	Opening Comments: Wendy Ham, Executive Director, AFOA BC
	Human Resources and Governance Structure
9:00am	Brittany Smith Human Resources Consulting Services and Jenn Schofield Partner, Indigenous Services, MNP
10:15am	Refreshments & Exhibitors
	Wellness in the Workplace
10:30am	Carrie Lamb, Founder, Gratefully Said Coaching
	Cohort Certificate Programs Update
11:30 am	Pamela Quart-McNabb, Vice President Education and Training, AFOA Canada & AFOA BC
12:00 pm	Lunch and Networking/Exhibitor Draws
	Salary Surveys & Compensation
	Cori Maedel, Founder & CEO, Jouta Performance Group
1:00 pm	In this interactive presentation, Jouta will discuss compensation packages as a whole, the benefits of participating in the First Nation Salary Survey, and how to use the data collected from the survey to strengthen your own organization.
	Roadmap
1:45 pm	Delanie Bulldog, Indigenous Relations Manager, Strategic Opportunities, First Nations Financial Management Board
3:00pm	Closing remarks, AFOA BC Draw Prizes, Conference Adjournment