



DECEMBER 6-15, 2021

CPC3 MASTERCLASS SERIES 2021

Extending professional development

Individual Class Fee \$86.00

Group Rate for all 6 Classes \$434.00

Day 1

Practices of Good Engagement, with Dr. Maureen Reed and Dr. Katherine Stewart, December 6, 2021 from 9:00am-12:00pm

Day 2

Resolving Moral Dilemmas as a Professional, with Nils Peterson, December 7, 2021 from 9:00am-12:00pm

Day 3

Developing Cultural Competencies, with Shafana Mitha, December 8, 2021 from 9:00am-12:00pm

Day 4

Diversity and Inclusion in the Workplace, with Shafana Mitha, December 9, 2021 from 9:00am-12:00pm

Day 5

Assessing Impacts to Indigenous and Treaty Rights & Weaponizing Traditional Land Use with Tracy Campbell, December 14, 2021 from 9:00am-12:00pm

Day 6

Walking in the Truth with Indigenous Peoples and Communities with Jessica Vandenberghe, December 15, 2021 from 9:00am-12:00pm



PRACTICES OF GOOD ENGAGEMENT,
WITH DR. MAUREEN REED AND DR. KATHERINE STEWART

DR. MAUREEN REED

Distinguished Professor and Chair

SCHOOL OF ENVIRONMENT AND SUSTAINABILITY, UNIVERSITY OF
SASKATCHEWAN

DR. KATHERINE STEWART

Associate Professor

DEPARTMENT OF SOIL SCIENCE, UNIVERSITY OF SASKATCHEWAN

December 6, 2021

9:00am - 12:00pm (3hrs)

Abstract

Ethical and effective engagement with Indigenous and rural peoples is about respecting rights and honouring the insights and lived experience that these peoples bring to resource and environmental decision-making and management. Successful engagement requires a long-term vision that relies on key foundational principles. Many academics and practitioners have identified and articulated these foundational principles; however, translating these principles into practice remains a major challenge for professionals working with Indigenous and rural communities. To translate the principles into practice, professionals must understand the context in which they might be applied, develop an engagement design that considers potential barriers and addresses local circumstances, employ strategies to work with diverse groups, assess and learn from both failures and successes, and celebrate successful engagements and partnerships. This master class helps participants move from principles to specific practices with interactive activities that use scenarios and case studies from a range of resource management contexts. We underscore the importance of formative and summative evaluation so that participants can appropriately assess engagement efforts and change course, if necessary. To establish respectful and effective long-term partnerships with Indigenous and local peoples, engagement cannot merely be envisioned as a series of activities; but must embed good engagement practices within a long-term vision for relationship building.

Learning outcomes

By the end of this masterclass, participants should be able to:

- Articulate 5 fundamental principles when working with Indigenous and rural peoples
- Translate principles into practices that can be adapted according to local circumstances
- Ascertain key attributes of an effective engagement design strategy, given the specific context
- Select and employ effective strategies to build partnerships and work with diverse stakeholders and rights holders
- Appropriately assess engagement efforts to learn and adapt from both successes and failures

Audience

Any who seek inspiration and practical tools for building durable, constructive, and respectful relationship with Indigenous and rural communities



RESOLVING MORAL DILEMMAS AS A PROFESSIONAL, WITH NILS PETERSEN

NILS PETERSEN

Professor Emeritus

DEPARTMENT OF CHEMISTRY, UNIVERSITY OF ALBERTA

December 7, 2021

9:00am - 12:00pm (3hrs)

Abstract

This workshop will address how to use an ethical framework to make better decisions when you encounter a moral dilemma in your professional environment.

The workshop will include:

1. A brief discussion of the value systems you should refer to when you make decisions as a professional, including the role of the Professional Code of Conduct or Code of Ethics set by your professional association.
 2. The ethical frameworks available to guide you in your decision-making process.
 3. A process that allows for careful analysis of your moral dilemma to arrive at the best decision.
- The process of decision-making will be applied to two case studies that will first be discussed among the workshop participants in breakout groups and then by the whole group.

NB: The workshop repeats material covered in the ACPA course on Professional Ethics for Chemists, so individuals who have taken that course will find this material redundant.

Learning outcomes:

This workshop will provide participants with

- An ethical reference framework for making decisions and
- A tool to help them find the best possible action when facing a moral dilemma.

Audience:

This workshop is aimed at individuals who frequently face difficult decisions in their professional work environment and who would like to find tools to help them make the best possible decisions.



DEVELOPING CULTURAL COMPETENCIES, WITH SHAFANA MITHA

SHAFANA MITHA, CPA-CMA, CCIP

Principal, aKollage Consulting Inc.
FOUNDATION OF ADMINISTRATIVE JUSTICE

December 8, 2021
9:00am - 12:00pm (3hrs)

Brought to you by the Foundation of Administrative Justice

Abstract The Developing Cultural Competency masterclass is designed to provide a deeper understanding of two cultural competency frameworks and how to apply these frameworks into daily use with practical and tangible tools. Cultural competency focuses on understanding multiple dimensions of cultural diversity including, cross-cultural communications, importance of building Indigenous cultural knowledge, understanding multiculturalism, and building skills, knowledge and tools to support positive relationships within the workplace.

Learning outcomes

- Outcome 1: To understand the importance of cultural competency development through an analysis of cultural competency frameworks
- Outcome 2: To apply skills, knowledge and attitudes related to effective cultural communications
- Outcome 3: To provide practical tools to help individuals to build their cultural competencies with toolkits to use on a daily basis.

Who should attend: anyone at all levels of the organization is welcome to attend as this session applies to anyone interested in continuing to foster an inclusive environment.

CULTIVATING
PROFESSIONAL
COMMUNITIES



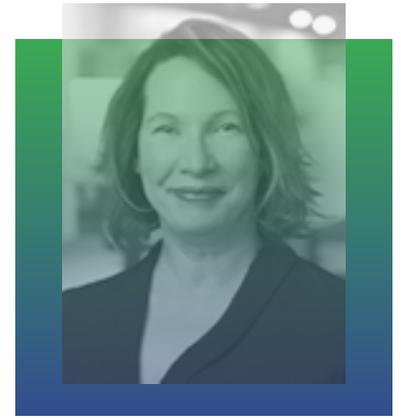
DIVERSITY AND INCLUSION IN THE WORKPLACE, WITH SHAFANA MITHA

SHAFANA MITHA, CPA-CMA, CCIP

Principal, aKollage Consulting Inc.
FOUNDATION OF ADMINISTRATIVE JUSTICE

December 9, 2021
9:00am - 12:00pm (3hrs)

Brought to you by the Foundation of Administrative Justice



ASSESSING IMPACTS TO INDIGENOUS AND TREATY RIGHTS & WEAPONIZING TRADITIONAL LAND USE, WITH TRACY CAMPBELL

TRACY CAMPBELL M.A., B.A

Principal CALLIOU GROUP

December 14, 2021
9:00am - 12:00pm (3hrs)

Pre-requisite (included in cost of course)

The pre-requisite to this class is Calliou Group's online course: Understanding Indigenous and Treaty Rights. In advance of the masterclass, online course participants are requested to provide specific questions that they would like covered in the Masterclass. There will also be sufficient time allocated for in class Q&A.

Abstract

The Masterclass will provide an in-depth exploration into Understanding Indigenous and Treaty Rights with a specific focus on how the current environmental assessment process for natural resource development is not designed to assess impacts to Indigenous rights. With enhanced and more stringent requirements around assessing potential impacts on the rights of Indigenous peoples in the federal environmental assessment processes (E.g., Impact Agency of Canada, Canada Energy Regulator) and more broadly to meet Canada's reconciliation goals, this course aims to help Environmental Impact Assessment practitioners better understand the unique requirements and considerations of assessing impacts to Indigenous and Treaty Rights.

Participants will gain a deeper level understanding of Four Key concepts:

1. Indigenous peoples are nations
2. Canada has a treaty relationship with Indigenous peoples
3. Assimilation policies distorted this treaty relationship
4. Indigenous and treaty rights are constitutionally protected

Learning outcomes

Participants will gain a deeper level understanding of the complexities involved in assessing impacts to Indigenous and Treaty Rights in the environmental impact assessment process.

Who it's for?/who should attend?

Biophysical and Environmental Impact Assessment professionals



STARTING A TRUTH AND RECONCILIATION JOURNEY TO UNDERSTAND WORLDVIEW DIFFERENCES

JESSICA VANDENBERGHE, P.ENG., M.SC.

Indigenous Community Consultant
GUIDING STAR CONSULTING

December 15, 2021
9:00am - 12:00pm (3hrs)

Pre-requisites (included in cost of course)

Starting a Truth and Reconciliation Journey to Understand Worldview Differences, Jessica Vandenberghe

Abstract

The Masterclass will start with foundational Truth of the oppressive history of Indigenous Peoples in Canada, taking the time to process what we learned in a Reconciliation Circle. Afterwards we will discuss how to build trusted and lasting relationships with Indigenous Peoples and Communities, including understanding Elder / Knowledge Keeper Protocol and how to answer the Calls to Action every day.

Learning outcomes:

- Articulate Canada's historic oppression towards First Nations and be able to explain these without anger, sadness, shame, blame, guilt or negative feelings
- Understand the impact of historic traumatic events on both individuals as well as Indigenous communities
- Understand the basic worldview differences between Canada Indigenous Peoples and Eurocentric thinking
- Build confidence to be able to respectfully and appropriately engage an Elder or Knowledge keeper
- Understand a respectful, compassionate approach to working with Indigenous communities in order to build a long-lasting trusted relationship