

# Treaties 101<sup>©</sup>

## Executive Education Seminars

First Nations Corporate Relations Education  
for

Large Corporations and SME's

Presented by the OTC

[www.otc.ca](http://www.otc.ca)

We Are All Treaty People

 Office of the  
Treaty Commissioner

# The Why

- Saskatchewan's demographic shift will result in changes to social-economic-political policy;
- Most non-First Nations workplaces are not prepared for the change;
- Most non-First Nations employers and companies are not knowledgeable about the treaties and First Nations culture;
- It has become more competitive to attract, hire and retain top labour;
- Recent court decisions and claims to traditional lands is resulting in a requirement for increased engagement by the corporate world;
- Relations between aboriginal and non-aboriginal people is fragmented and needs to be improved and strengthened.

# Leadership and Navigation

*“Anyone can steer a ship, but it takes a leader to chart the course”*

– John C. Maxwell

*“A leader is one who sees more than others see, who sees farther than others see, and who sees before others do.”*

- Leroy Eims

# The Challenge

- Most companies do not have a First Nations relations policy necessary for success;
- A lack of leadership from the top;
- A lack of diversity management competencies, and;
- Diversity can lead to stress and conflict if not managed effectively;
- Misconceptions and ignorance lead to stereotyping & barriers;
- Systemic barriers are often not identified and go unchallenged;
- Bridging the socio-economic gap;
- Building trust;
- Rebuilding the original intent of the treaty relationship based on mutual respect and sharing.

# A Solution

- Owners, corporate executives, boards of directors, and senior managers lead the org's vision, mission and objectives;
- Leaders develop and drive a culture in an organization;
- Business leaders, with the right information about First Nations history, culture and policy, can enhance the imperative to improve the treaty relationship and livelihood of First Nations people in a sustainable and profitable framework;
- Executive education seminars help fill the knowledge gap and provide essential information necessary to managing a First Nations relations policy effectively;
- Minimize risk and potential costs in litigation, negative image, loss of profit and gain a *Competitive Advantage!*

# The Benefits

- Create a culture of respect based on universal values;
- Improve diversity management competencies;
- Enhance ‘credibility’ & ‘trust’;
- Minimize the risk for conflict, litigation, & negative media coverage;
- Contributing to the well-being, livelihood and economic independence of Saskatchewan’s First Nations people will benefit all of society;
- Lower the taxpayers burden: crime, food banks, homelessness, healthcare & other ‘band-aid’ programs.

# Sample Seminar

## CONTENT:

- Livelihood before contact
- Contributions & innovations
- The intent of the Treaty relationship
- What went wrong – laws and policy
- Key court decisions
- Change and trends
- Nation-building promising practices
- Cross cultural communications
- Strategy for success
- Leadership principles
- Resources for ongoing learning
- Community tour/experience on the land

**Time Commitment:** 1-2 days+



# Who Should Attend?

- Owner/founder
- CEO
- President
- Vice President
- Board of Directors
- Executive Director
- Human Resources Sr. Manager
- Aboriginal Relations Advisor
- Consultant
- Union leadership



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# Participating Orgs to Date



- Athabasca Potash Inc.
- BHP Billiton
- Carry The Kettle First Nation
- Greater Saskatoon Catholic Schools
- INAC – National Capital Region
- Indigenous Visions Inc. - BEAHR
- Innovation Place
- One Earth Farms Corp.
- Refresh Inc.
- Saskatchewan Economic Developers Association
- SaskPower AEN
- Saskatchewan Research Council
- U of S Faculty of Engineering
- Westcap Mgt. Ltd.

\* Over 500 leaders have attended the seminar

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# What they are saying

- *“Milton’s presentation was very engaging and educational. His delivery was professional and was presented in an objective manner.”*  
-Larry Ruud, C.E.O., One Earth Farm Corporation
- *“If you plan to work with or work for First Nation people in Saskatchewan you must understand Treaties, the OTC Treaties 101 is an excellent presentation and resource!”*  
- Carol Crowe, Land and Environmentalist Consultant, Indigenous Visions Inc.
- *“The OTC has played an integral role in the proper interpretations of the Treaties to First Nations and non-First Nations alike, an even more integral role for the OTC moving forward will be the facilitation of sustainable relationships not defined within the Treaty agreements. This will be the key to establishing harmonious relations and an economic foundation for the future.”*  
– Bob Merasty, Saskatchewan Research Council
- *“In many ways, you opened our eyes to some things for which we have a generally poor understanding and you gave us ideas as to how we can all participate in making tomorrow a better day.”*  
- Jim Kells, P.Eng, PhD., Head of Dep’t of Civil and Geological Engineering, U of S

# For more information & bookings contact:

Milton Tootoosis, BA, PAED

Director of Livelihood and Economic Independence

Office of the Treaty Commissioner

#215 – 2553 Grasswood Rd. E.

Saskatoon, SK S7T 1C8

Treaty No. 6 Territory

D: (306) 667-5658 M: (306) 341-1876

E: [mtootoosis@otc.ca](mailto:mtootoosis@otc.ca)

[www.otc.ca](http://www.otc.ca)



@MiltTootoosis

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