



Indigenous Services  
Canada

Services aux  
Autochtones Canada

# Journey Towards Reconciliation: Empowering Voices in the Workplace

## 2024/25 Calendar

by the BC Committee for the  
Advancement of Native Employment



niijaang.uu (portrait mask), 1970 by Bill Reid  
Courtesy of the Museum of Anthropology,  
The University of British Columbia, Vancouver,  
Canada, Walter C. Koerner Collection, A2617

Canada

# Message from BC CANE Executives

Wayne  
Roberts

Amberlyn  
Taylor

Leanne  
Newman

Allyson  
Rowe

Denise  
Johnson



Petula Maxwell



Elide Thatcher



Monte Honeyman

On behalf of the BC Committee for the Advancement of Native Employment (BC CANE), we are delighted to introduce the tenth edition of the BC CANE Calendar. We proudly present a calendar that focuses on the theme of "Journey Towards Reconciliation: Empowering Voices in the Workplace."

CANE's core mission is to examine, explore, and recommend strategies that promote the inclusion and employment of First Nations, Inuit and Métis peoples within ISC and CIRNAC. Through our collaborative efforts, we strive to foster an environment where Indigenous voices are amplified, celebrated, and empowered within the Public Service, the federal Government of Canada.

The BC CANE Calendar is a powerful tool to inspire those who wish to have a career in the public service. Each month showcases an Indigenous individual whose personal journey towards reconciliation and empowerment has made significant impacts in their professional and personal lives. Their stories aim to ignite conversation, dismantle barriers, and pave the way for more Indigenous representation in the public service.

CANE would like to invite us all to reflect on our own roles in the Truth and Reconciliation process. It is important for everyone to create spaces that embrace diversity, promote cultural understanding, and foster a sense of belonging and respect for every individual working in the public service.

As we turn the pages of this calendar, let us commit ourselves to reconciliation and empowerment. May this calendar serve as a source of inspiration and a representation of the communities we serve. Together we can create lasting change and strive towards a future where Indigenous Peoples flourish within the workplace.

We extend our sincere gratitude to all those who contributed to the creation of this calendar. Their dedication and passion have allowed us to bring these stories to life and share them widely.

Thank you for your unwavering support and commitment!

## CANE CELEBRATED 35 YEARS

In 2023, CANE marked its 35th anniversary. Founded by Indigenous employees in headquarters, Manitoba and BC Region, CANE was created with a clear vision to attract, develop and advance Indigenous talent within the federal public service. In addition to being a strong advocate for Indigenous employees, CANE has played a pivotal role in transforming the culture at ISC and CIRNAC. On this milestone, BC CANE proudly celebrated its achievements including: the creation of the BC CANE calendar, Aboriginal Awareness 101 workshops, the Drum Circle, Leylum boardroom, territorial acknowledgement plaque, and the Indigenous Garden.



## Message from BC CANE Champion

First, I would like to extend our heartfelt congratulations to those individuals who have been featured in this calendar. Your inspiring presence will serve as a reminder of the incredible work being done by Indigenous employees across the public service.

I would also like to express our sincere gratitude to everyone who contributed their time, expertise, and support in bringing this calendar to life. Your dedication to the principles of reconciliation and commitment to Indigenous representation and empowerment within the public service is truly commendable.

The theme of our calendar "Journey Towards Reconciliation: Empowering Voices in the Workplace" encapsulates the ongoing commitment of the public service to create an environment where Indigenous individuals can thrive, empowering voices that have long been silenced. It serves as a symbol of our collective efforts towards increased Indigenous recruitment and retention, and our aspirations of bringing unique perspectives, cultural knowledge, and diverse skills into today's evolving workplace.

When we turn the pages of this calendar, let us be reminded of the progress we have made and the work that still lies ahead. I am deeply committed to engaging with new employees and students to understand their goals, aspirations and needs with the intention of providing adequate support. While recruiting First Nations, Inuit and Métis peoples is vital, it is equally important to foster an environment where the knowledge and experience of new and existing employees is shared, heard and passed on. This culture of open communication and inclusivity will ensure all Indigenous employees succeed in the public service.

I wish you all a productive and inspiring year as we embark on this transformative journey together. Together we can create an awareness on how rewarding it is to work in public service and how proudly we stand with the Indigenous peoples, governments and communities we serve.

With warm regards,

**Allyson Rowe**

*BC CANE Champion • Regional Director General,  
Indigenous Services Canada, BC Region*

The BC CANE issued its first calendar in 2006. Over the years, the calendars have featured the stories, aspirations and advice of more than 100 Indigenous employees. The calendars have also included: messages from Indigenous leaders, recruitment and retention resources, cultural awareness information, and a list of key historical events.

The calendars have been distributed to all First Nations in British Columbia, at libraries, educational institutions, federal and provincial offices, as well as at events such as career fairs, National Indigenous Peoples Day, and Our Gathering with First Nations leadership and government officials.

In this 10th edition, BC CANE continues to produce the calendar for use as a recruitment tool. The calendar provides the opportunity to feature the stories of new and longtime Indigenous employees, with the aim of inspiring others to join the public service.

## HISTORY OF THE CALENDAR



# Messages from ISC Senior Management

Congratulations to the BC Committee for the Advancement of Native Employment (BC CANE) on the publication of yet another impressive calendar. Since 2006, BC CANE has showcased the talent, diversity and accomplishments of Indigenous employees in the federal public service, and I am delighted that this tradition continues in this inspiring tenth edition.

This year's theme, Journey Toward Reconciliation: Empowering Voice in the Workplace, is timely and resonates with my experiences as an Algonquin woman and a public servant. Over the years, I've worked with many of you to highlight the barriers that Indigenous employees face in the federal public service, to create successful career opportunities and to proudly celebrate their accomplishments.

While much remains to be done, I am encouraged by the steps we are taking to advance reconciliation and create an environment that is reflective of the people and communities we serve. At ISC, we strive to be an employer of choice and are fortunate to have organizations such as BC CANE that channel their efforts to attract, develop and retain Indigenous talent. My hope is that we transform the federal public service into a modern, inclusive, and healthy workplace where prospective employees see themselves.

Thank you to all the Indigenous employees who generously shared their stories and to all those who helped make this calendar a reality.



**Gina Wilson**  
*Deputy Minister  
Indigenous Services Canada*

At Indigenous Services Canada (ISC), we value increased Indigenous representation at all levels of the public service of Canada. We are committed to listening to the voices of Indigenous employees, and acting on their advice, as we build renewed partnerships with Indigenous peoples that lead to enhanced opportunity and prosperity for all.

This year's calendar theme, "Journey Toward Reconciliation: Empowering Voice in the Workplace" provides a unique space for Indigenous employees to share their voices, about who they are and why they work at ISC. Through this critical sharing of knowledge, managers can better understand how to reflect the vision of Indigenous public servants and continue to create meaningful career opportunities and experiences across the Government of Canada, while ensuring that lessons learned are not lost but rather integrated into a stronger workforce and more respectful workplace.

As their former proud champion, I want to thank the BC Committee for the Advancement of Native Employment for this calendar and for their continued support of recruitment, retention and advancement of Indigenous students and employees. By respecting and educating ourselves and one another on the important cultures and histories of Indigenous peoples, let us all renew our commitment to making the public service an employer of choice for our most important partners.



**Joanne Wilkinson**  
*Senior Assistant Deputy Minister,  
Regional Operations  
Indigenous Services Canada*

# Recruitment and Retention

## PROGRAMS FOR STUDENTS

The Government of Canada offers programs specifically for students. This includes high school and post-secondary students who have a desire to work for the public service throughout their studies or during their summer break. Students benefit from a diverse and inclusive workplace, and a work environment that supports student learning and development within the public service.

The **Federal Student Work Experience Program (FSWEP)** provides students with the opportunity to gain valuable work experience with the federal public service and features a six-minute online application. It offers students full or part-time opportunities in a wide variety of fields including sciences, trades, administration, information technology, communications, and many more, with no previous work experience required!

The **Indigenous Student Employment Opportunity (ISEO)** offers Indigenous students' meaningful summer employment opportunities within departments across the public service.

The **Employment Opportunity for Students with Disabilities (EOSD)** offers Students with a Disability the opportunity to be paired with engaging career opportunities that suit their interests all across Canada.

You can also kick start a career within the public service by joining a **CO-OP or Internship Program**. Students gain hands-on work experience with federal organizations in their field of study as part of their academic institutions' CO-OP/Internship educational curriculum.

Are you interested in research? The **Research Affiliate Program (RAP)** seeks students in post-secondary programs to conduct innovative research, develop specific knowledge and gain skills in their field of study.

For more information on our student programs, please visit [canada.ca/en/public-service-commission/jobs/services/recruitment/students.html](https://canada.ca/en/public-service-commission/jobs/services/recruitment/students.html).

## PROGRAMS FOR GRADUATES

The **Post-Secondary Recruitment Program (PSR)** is a government-wide annual campaign for graduates with degrees and diplomas to apply for positions in the public service. This program provides an opportunity for qualified individuals to start or grow their career with government employers.

The **Recruitment of Policy Leaders (RPL)** targets exceptional applicants with diverse achievements and experience for mid- and senior-level policy positions in the federal public service.

It is designed to recruit professionals and graduates who want to influence and help shape the future of Canada's public policy landscape.

More information on graduate recruitment can be found at [canada.ca/en/public-service-commission/jobs/services/recruitment/graduates.html](https://canada.ca/en/public-service-commission/jobs/services/recruitment/graduates.html).

## MORE EMPLOYMENT OPPORTUNITIES

Many federal government departments and agencies offer **Specialized Recruitment** programs for both students and graduates. Learn more about these programs on our website: [canada.ca/en/public-service-commission/jobs/services/recruitment/specialized-recruitment-programs.html](https://canada.ca/en/public-service-commission/jobs/services/recruitment/specialized-recruitment-programs.html).

Use **GC Jobs** ([canada.ca/en/services/jobs/opportunities/government.html](https://canada.ca/en/services/jobs/opportunities/government.html)) to find federal job opportunities. You can tailor your job search in a number of ways including preferred work locations, salary, and types of job postings.

## REGIONAL RECRUITMENT INITIATIVES

The **Aboriginal Centre of Expertise** establishes partnerships, raises awareness, and provides guidance and support to Indigenous employees within the public service.

A **Memorandum of Understanding signed by the BC Federal Council and the First Nations Public Service Secretariat** marks a beginning of collaboration and capacity-building to bring awareness, expertise and mentorship to Indigenous and non-Indigenous public servants.

The **Indigenous Intern Leadership Program (IILP)** was created through a collaboration between the BC Assembly of First Nations, the Business Council of BC, and Vancouver Island University (VIU). The IILP matches employers in BC with recent graduates, who self-identify as Indigenous. VIU administers the two-year paid work placement allowing for a rich experience that builds professional capacity and networks, and increases skills and knowledge for all. For more information, please visit: [indigenous.viu.ca/indigenous-intern-leadership](https://indigenous.viu.ca/indigenous-intern-leadership).

# Contributing to a Positive and Respectful Relationship

Although Indigenous peoples are forming a growing segment of the Canadian population, and are playing an increasingly important role in Canada's social and economic development, many Canadians are not very familiar with Indigenous issues.

BC CANE plays an important role in helping raise awareness about Indigenous issues, culture and history in the public service.

**In particular, many BC CANE members facilitate Aboriginal Awareness 101 workshops for their colleagues.**

The workshop facilitators encourage participants to engage in continuous learning about Indigenous peoples in Canada by sharing their knowledge of the history, values, customs, aspirations, beliefs and diversity of the First Nations in BC, as well as the issues facing them today. Resources are provided to public servants to help them communicate and work effectively with Indigenous communities, and to increase the respect for, and understanding of, Indigenous cultures and values.

Since its inception in 2005, the workshop has been delivered to employees at many federal government departments, students and educators at post-secondary institutions and non-profit agencies.

The following pages show examples of the information we share with our colleagues.

## QUICK FACTS

- 5.9% of BC population (290,210 individuals) identifies as Indigenous
- 39% of First Nations people with Registered or Treaty Indian status in BC live on reserve
- BC has more than 50% of Canada's First Nations languages
- BC has 34 First Nations languages representing seven of Canada's 11 distinct, unrelated language families
- Languages Indigenous to other parts of Canada are also spoken in BC

## SELECTION OF KEY HISTORICAL EVENTS

*Some of these historical events may be upsetting or triggering. For support, Indigenous peoples can access the Hope for Wellness Help Line at 1-855-242-3310 or connect to the online chat at <https://www.hopeforwellness.ca/>.*

**1763** .....

**October 7:** Royal Proclamation on Indian Rights; sometimes called the Indian Magna Carta. This was the first time a government recognized that Indigenous people had certain rights to the land because they were the first ones to live on it.

**1844** .....

**October 21:** Louis Riel, future Métis leader, was born.

**1850 to 1854** .....

The following historical treaties in British Columbia were signed:

**April 29, 1850:** Douglas Treaty No. 1 was signed with the Teechamitsa (Songhees).

**April 30, 1850:** Douglas Treaties No. 2-6 were signed with the Kosampson (Esquimalt), Swengwhung (Songhees), Chilcowitch (Songhees), Whyomilth (Songhees) and Chekonein (Songhees).

**May 1, 1850:** Douglas Treaties No. 7-9 were signed with the Soke (Sooke), Kakyakaan (Beecher Bay) and Chewhaytsun (Beecher Bay).

**February 8, 1851:** Douglas Treaties No. 10-11 were signed with the Queachkar (Kwakiutl) and Quakeolth (Kwakiutl).

**February 7, 1852:** Douglas Treaty No. 12 was signed with the South Saanich (Malahat).

**February 11, 1852:** Douglas Treaty No. 13 was signed with the North Saanich (Tsawout, Pauquachin, Tseycum, Tsartlip).

**December 23, 1854:** Douglas Treaty No. 14 was signed with the Saalequun (Nanaimo, Nanoose).



**1867** .....

**July 1:** Canada became a nation.

**1876** .....

**April 11:** The *Indian Act* was passed to regulate Indians and their lands.

**1885** .....

**January 1:** The Potlatch Law declared anyone engaging or assisting in a potlatch ceremony was guilty of a misdemeanour.

**November 16:** Louis Riel was hanged in Regina for treason. He was later exonerated of this charge and officially recognized as a founder of the province of Manitoba. November 16 is widely regarded as Louis Riel Day in the Métis Nation.

**1899** .....

**June 21:** The original Treaty No. 8 was signed at Lesser Slave Lake with the Cree.

**1949** .....

**March 24:** Indians were granted the right to vote in provincial elections.

**June 15:** Nisga'a Chief Frank Calder was elected to the BC legislature.

**1951** .....

**June 20:** The *Indian Act* was amended for the first time to allow First Nations to organize for a land claim and be admitted to university without being enfranchised (losing status rights).

**1958** .....

**January 31:** James Gladstone, a member of the Blood Tribe in Alberta, was appointed to the Canadian Senate. He is Canada's first Indigenous Senator.

**1960** .....

**March 31:** Indians were granted the right to vote in federal elections.

**1966** .....

**June 16:** Department of Indian Affairs was formed by Act of Parliament.

**1971** .....

**October 19:** A federal court decided that Status Indian women who married Non-status Indians would no longer lose their status and rights as Indians.

**1973** .....

**February 22:** The Calder Decision: the Supreme Court of Canada ruled that the Nisga'a held Aboriginal title before settlers came but the judges were split evenly on land title.

**1977** .....

**April 10:** Willie Adams of Rankin Inlet was appointed Senator for the Northwest Territories and became the first Inuit to sit in the Senate.

**1981** .....

**April 26:** The World Council of Indigenous Peoples declared the International Covenant on the Rights of Indigenous Peoples.

**1985** .....

**June 28:** Parliament passed Bill C-31 – it removed sections of the *Indian Act* that treated First Nations women unfairly; the change allowed thousands of First Nations people to regain their Indian status.

**1990** .....

**May 31:** Sparrow Case affirmed Aboriginal fishing rights.

**1992** .....

**September 21:** Agreement establishing the BC Treaty Commission was signed by Prime Minister Brian Mulroney, and Premier Mike Harcourt, and First Nations Summit representatives.

**1994** .....

**June 8:** National Aboriginal Veterans Day was first observed on this day to honour the contributions and sacrifices of those serving in military and peace operations at home and abroad.

**1996** .....

**June 13:** The Governor General of Canada proclaimed June 21 to be National Aboriginal Day: a time for all Canadians to recognize the diverse cultures and outstanding contributions of First Nations, Inuit and Métis peoples.

**November 21:** The final Report of the Royal Commission on Aboriginal Peoples was released. Its 440 recommendations called for sweeping changes to the relationship between Aboriginal and non-Aboriginal people and governments in Canada.

1997

**December 11:** Delgamuuxw Supreme Court decision.

1999

**April 1:** Canada formally created the territory Nunavut.

2000

**April 13:** Nisga'a treaty was officially ratified.

2007

**September 19:** The Indian Residential Schools Settlement Agreement, which included the Independent Assessment Process (IAP), was implemented. The IAP is a claimant-centred, non-adversarial, out-of-court process for the resolution of claims of sexual abuse, serious physical abuse, and other wrongful acts suffered at Indian Residential Schools.

2008

**June 11:** The Government of Canada made a statement of apology to the former students of the Indian Residential Schools system.

2009

**April 3:** Tsawwassen First Nation treaty took effect as the first modern treaty negotiated under the British Columbia Treaty Commission process.

2010

**June 16, 2010 to March 30, 2014:**

The Truth and Reconciliation Commission held seven national events across Canada. These events educated and engaged the public in dialogue on the history of the Indian Residential Schools system, the experiences of former students and their families, and the ongoing legacy of the institutions within communities.

2011

**April 1:** Maa-nulth First Nations treaty took effect as the second modern treaty negotiated under the BC Treaty Commission process.

2013

**October 1:** The British Columbia First Nations Health Authority (FNHA), the first of its kind in Canada, assumed control of the programs, services, and responsibilities previously handled by Health Canada's First Nations Inuit Health Branch (FNIHB) – Pacific Region.

2014

**June 25:** The Supreme Court of Canada granted declaration of Aboriginal title to more than 1,700 square kilometres of land in British Columbia to the Tsilhqot'in First Nation.

**October 24:** BC Premier Christy Clark apologized for the wrongful hanging of six Tsilhqot'in Chiefs in 1864–1865 and confirmed that the Chiefs were fully exonerated for any crime or wrongdoing.

2015

**June 2:** The Truth and Reconciliation released its report, titled "Truth and Reconciliation Commission of Canada: Calls to Action," containing 94 recommendations for redressing the legacy of residential schools and advancing the process of Canadian reconciliation.

2016

**April 5:** Tla'amin Treaty took effect.

**May 10:** Canada becomes a full supporter, without qualification, of the United Nations Declaration on the Rights of Indigenous Peoples.

2017

**June 21:** National Aboriginal Day was officially renamed to National Indigenous Peoples Day.

**July 14:** The Government of Canada released a set of Principles Respecting the Government of Canada's Relationship with Indigenous Peoples that will guide the review of laws, policies and operational practices and form a foundation for transforming how the federal government partners with and supports Indigenous peoples and governments.

2018

**November 2:** Prime Minister Justin Trudeau apologized to the Tsilhqot'in people for the hanging of six Chiefs more than 150 years ago.



## 2019

**June 3:** The National Inquiry into Missing and Murdered Indigenous Women and Girls released its final report, *Reclaiming Power and Place*, on June 3, 2019.

**June 21:** *Bill C-92: An Act respecting First Nations, Inuit and Métis children, youth and families* received Royal Assent.

**June 21:** The *Indigenous Languages Act*, intended to support the reclamation, revitalization, maintenance and strengthening of Indigenous languages in Canada received Royal Assent.

**July 15:** The *Department of Indigenous Services Act* and the *Department of Crown-Indigenous Relations and Northern Affairs Act* received Royal Assent.

**November 28:** *The Declaration on the Rights of Indigenous Peoples Act* became law in British Columbia.

## 2021

**May 27:** Tk'emlúps te Secwepemc announced the discovery of 215 potential unmarked graves of children at the site of the former Kamloops Indian Residential School.

**June 21:** *The United Nations Declaration on the Rights of Indigenous Peoples Act* received Royal Assent.

**September 30:** The Government of Canada passed Bill C-5 creating a federal statutory day, observed as the National Day for Truth and Reconciliation.

## 2022

**April 1:** Pope Francis apologized for the Catholic Church's role in Canada's residential school system and for the abuses that took place.

## 2023

**January 4:** The first National Ribbon Skirt Day in Canada was inspired by Isabella Kulak, an Indigenous girl, who wore a ribbon skirt to school and was told it did not meet the standard of formal dress.

Disclaimer: This list does not present a comprehensive list of BC Indigenous historical events, but rather an eclectic collection of dates and events contributed by departmental employees.



# Robert Dennis

Huu-ay-aht First Nation  
and Kwakiutl First Nation  
*Agreement Administrator*



Luck played a part in bringing Robert James Dennis to ISC in 2018.

Prior to ISC, Robert attended the Native Education College in Vancouver achieving his Adult Dogwood Diploma in Office Administration and Employment Training and completing a practicum at the department, which led to a permanent position.

Now, Robert works as an Agreement Administrator with the Funding Services directorate, reviewing reports on assisted living, income assistance, community infrastructure and housing to name a few. As well, he provides support and advice to Band Social Development Workers, which gives him a sense of pride.

Robert, whose mother is from Huu-ay-aht First Nation and father is from Kwakiutl First Nation, says his culture allows him to relate to the Band Social Development Workers creating a comfortable space for their interactions, alleviating their concerns and making the work feel effortless.

When asked about the theme of the calendar, Journey Toward Reconciliation: Empowering Voice in the Workplace, Robert says: "It is everyone existing amongst each other without a prejudiced view of one another; judging each other based on one's individual character and not having biased views of people from different cultures."

DECEMBER 2023

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JANUARY  
2024

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FEBRUARY

				1	2 ● Groundhog Day	3
4	5	6	7	8	9	10
11	12	13	14 ● Valentine's Day	15	16	17
18	19 ● Family Day (AB, BC, NB, ON, SK) ● Louis Riel Day (MB)	20	21	22	23	24
25	26	27	28 ● Pink Shirt Day	29		

MARCH

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# Wayne Roberts

(Raven Clan) Haida, Gitga'at  
and Squamish Nations

*Communications Officer*

Art Credit

The Children Have to Hear  
Another Story: Alanis Obomsawin,  
Vancouver Art Gallery



In 2019, Wayne Roberts joined ISC and says he enjoys the family-like atmosphere. Although the work is challenging at times, he says the satisfaction of working for Indigenous communities is immeasurable. Prior to ISC, Wayne was a Video Journalist with the Aboriginal Peoples Television Network and a Producer at CTV First Story. With a journalism background, he was a perfect fit within the BC Region Communications team.

"ISC has not only allowed my diverse background in film and television to flourish, but it has also provided me with the opportunity to harness my creative skills alongside extremely talented colleagues, resulting in the unexpected yet delightful chance to utilize these skills to create meaningful work."

As an executive with BC CANE, Wayne is passionate about increasing Indigenous talent within the public service. "Rest assured there is a multitude of diverse and fulfilling opportunities available to meet your career aspirations."

When asked about the calendar theme, Wayne says, "reconciliation is about challenging stereotypes, storytelling and working with First Nations while supporting the government's commitment to implementing the United Nations Declaration of the Rights of Indigenous Peoples."

Outside of work, Wayne has many interests and pursuits. But his main pride and joy are his family and his son, River T'aanuu.



FEBRUARY

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MARCH  
2024

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3	4	5	6	7	8 ● International Women's Day	9
10 ● Daylight Saving Time Begins	11	12	13	14	15	16
17 ● St. Patrick's Day	18	19 ● Spring Equinox	20	21	22	23
24 / 31 ● Easter Sunday (31) ● National Indigenous Languages Day (31)	25	26	27	28	29 ● Good Friday	30


SUN MON TUE WED THU FRI SAT

APRIL

	1 ● Easter Monday	2	3	4	5	6
7 ● World Health Day	8	9	10 ● International Day of Pink	11	12	13
14	15	16	17	18	19	20
21	22 ● Earth Day	23	24	25	26	27
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MAY

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# Vanessa Schols

Skownan First Nation  
*Economic Development Officer*

— Art Credit —  
The Children Have to  
Hear Another Story:  
Alanis Obomsawin,  
Vancouver Art Gallery

Vanessa Schols holds the position of Economic Development Officer at ISC in the BC Region. Having been with the Department since 2008, Vanessa wanted to join ISC to work with Indigenous communities and get out to visit them.

"Working with communities impacted by natural disasters is important. I see there's a real need in many communities, especially in recent years".

Vanessa encourages newcomers to the public service to take advantage of internal training. "There's lots of training available through the Canada School of Public Service that is really resourceful". She also encourages youth to explore jobs within the public service and work with their

managers to develop a training plan that will help them take the steps needed to achieve their goals.

Outside of work, Vanessa enjoys reading, biking and travelling to warm places. She's travelled much of North America and plans to travel more of Europe in the future.

For Vanessa, the word reconciliation means taking accountability for past wrongs and looking to make things right. "Things need to change. It's important to re-establish relationships in communities, and listen to what's being said." Vanessa encourages more Indigenous people to join the Department to be part of developing and delivering programming.

# APRIL

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● Emergency Preparedness Week (5-11)						
12	13	14	15	16	17	18
● Mother's Day						
19	20	21	22	23	24	25
	● Victoria Day					
26	27	28	29	30	31	

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# JUNE

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						● National Indigenous History Month (1-30)
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● National Public Service Week (9-15)						
16	17	18	19	20	21	22
● Father's Day				● Summer Solstice	● National Indigenous Peoples Day	
23 / 30	24	25	26	27	28	29
● United Nations Public Service Day (23)	● Saint-Jean-Baptiste Day (QC)			● Canadian Multiculturalism Day		

# JULY

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# Elide Thatcher

(Beaver Clan) Dakelh Nation  
*Program Assistant*

Art Credit

The Children Have to  
Hear Another Story:  
Alanis Obomsawin,  
Vancouver Art Gallery

Before joining ISC, Elide Thatcher spent time exploring her options and obtaining a higher education in various fields. Her decision to work in the public service was influenced by her practicum experience and opportunity to work for Indigenous communities at ISC.

"My dad instilled in me and my brothers, a strong work ethic, through responsibilities. This background has helped me excel at my job."

Cultural diversity is important to Elide. She advises newcomers to the public service to ask questions and never stop learning. Recognize the significance of cultural diversity and bring their own culture to the workplace. "Supporting all cultures in the workplace fosters a sense of pride and belonging."

Elide deeply values the flexibility and work/life balance provided in the public service, especially the option to work from home a few days a week.

"What truly lights my fire about my work is the people I have the privilege of collaborating with daily. Their dedication and passion inspire me to give my best every day."

Her desire to continuously contribute to the vision of reconciliation stems from a belief in breaking down stereotypes and understanding the influence of history on present-day-society.



JUNE

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	1 ● Canada Day	2	3	4	5	6
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■ SUN — ■ MON — ■ TUE — ■ WED — ■ THU — ■ FRI — ■ SAT

AUGUST

				1	2	3
4	5 ● BC Day	6	7	8	9 ● International Day of the World's Indigenous Peoples	10
11	12 ● International Youth Day	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

SEPTEMBER

1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
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29	30					



# Marie Urdiga

Treaty 6 Cree & Métis  
*Education Advisor*

— Art Credit —

The Children Have to  
Hear Another Story:  
Alanis Obomsawin,  
Vancouver Art Gallery

Before joining ISC, Marie Urdiga worked in various positions at the University of British Columbia. The most impactful was working at the front desk and teaching computer classes at the UBC Learning Exchange, which was located in Vancouver's Downtown Eastside. "Working on the frontlines of the Downtown Eastside, I witnessed firsthand how Indigenous people were failed by existing support systems. I saw working at ISC as an opportunity to support those who have been overlooked by the system."

As an Education Advisor, Marie builds relationships with First Nations and assists them in navigating policies related to education funding and programs. "I think the biggest achievement for me was when I was working with a BC First Nation and one of the staff remarked that I was 'the least government person they'd worked with!'"

Marie values the support of her partner, Nick, and they share a black cat named Ellie. Outside of work, Marie enjoys the arts scene in Vancouver. She also appreciates many outdoor activities. She expresses deep gratitude for both her parents for their unwavering support and showing the importance of education and heritage.

Marie's journey towards reconciliation and empowering voices in the workplace is driven by her commitment to enacting change, promoting cultural diversity, and supporting the educational success of First Nations students. She sees the importance of accountability and meaningful engagement in the process of reconciliation.

AUGUST

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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

SEPTEMBER  
2024

1	2 ● Labour Day	3	4	5	6	7
8	9	10 ● World Suicide Prevention Day	11	12	13	14
15	16	17	18	19	20	21
22 ● Fall Equinox	23	24	25	26	27	28
29	30 ● National Day for Truth and Reconciliation ● Orange Shirt Day					

SUN MON TUE WED THU FRI SAT

OCTOBER

		1	2	3	4	5
6 ● Fire Prevention Week (6-12)	7	8	9	10 ● World Mental Health Day	11	12
13	14 ● Thanksgiving Day	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31 ● Halloween		

NOVEMBER

					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30



# Amberlyn Taylor

Tsimshian and Haisla Nation  
*Senior Capital Advisor*



— Art Credit —

The Children Have to  
Hear Another Story:  
Alanis Obomsawin,  
Vancouver Art Gallery

From accounting at a country club to marketing at technology firms and working for three First Nations, Amberlyn Taylor has had a riveting and diverse career path to government.

She says the 2008 financial crisis had a profound impact on shifting her focus to serving community. A decade later when an opportunity came up to join ISC, Amberlyn jumped at the chance to work closely with First Nations in BC. She channeled her life and work experiences to facilitate First Nations interactions when seeking departmental services.

Today, Amberlyn is a Senior Capital Advisor with Community Infrastructure, working alongside Capital Management Officers and Engineers to support

First Nations with school projects in planning, design, construction and renovation projects.

Immensely proud of her heritage, Amberlyn says she learned *adaawx* (true stories) and *ayaawx* (laws and protocols) from her Tsimshian family, and *nuyem* (way of life and laws) from her Haisla *gúk'elut* (fellow villagers). These principles guide her work and interactions with colleagues, communities and others.

As a member of BC CANE, Amberlyn can often be found hosting, promoting or participating in cultural events. To her, cultural diversity is a crucial part of the Department's success because every person brings his or her own lived experiences and life lessons with them.



OCTOBER

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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

NOVEMBER  
2024

					1	2
3 ● Daylight Saving Time Ends	4	5	6	7	8 ● Aboriginal Veterans Day	9
10	11 ● Remembrance Day	12	13	14 ● World Diabetes Day	15	16
17	18	19	20 ● National Child Day	21	22	23
24	25 ● International Day for the Elimination of Violence Against Women	26	27	28	29	30


SUN MON TUE WED THU FRI SAT

DECEMBER

1	2	3	4	5	6 ● National Day of Remembrance and Action on Violence Against Women	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21 ● Winter Solstice
22	23	24 ● Christmas Eve	25 ● Christmas Day	26 ● Boxing Day	27	28
29	30	31 ● New Year's Eve				

JANUARY 2025

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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	



# Tamia Edgar

Ditidaht and Hesquiaht First Nations  
*Program Assistant*

— Art Credit —

The Children Have to Hear  
Another Story: Alanis Obomsawin,  
Vancouver Art Gallery

Tamia Edgar has been working with ISC since 2021. Her journey into the professional world began at Safeway, where she worked as a cashier. However, she really wanted to work with Indigenous communities and peoples. She decided to pursue a higher education and attended the Native Education College, enrolling in their Office Administration Employment Program. After successfully completing the program, she was offered a practicum at ISC. Tamia showcased her skills, work ethic, and was offered a full-time position as a Program Assistant.

Beyond her professional achievements, Tamia has been playing competitive basketball for over a decade. She actively continues to participate in

community leagues, tournaments, including the prestigious All Native Basketball Tournament in Prince Rupert, BC. Tamia attributes her passion of the sport to her family. "My mom and my late grandfather had a positive impact on me playing basketball. They encouraged me to follow all my goals in life, both on and off the court."

To those pursuing a career in the public service, Tamia offered this to say.

"Never be discouraged by the challenges, for every obstacle is an opportunity for growth and making a positive impact in the lives of others."

DECEMBER 2024

1 2 3 4 5 6 7  
8 9 10 11 12 13 14  
15 16 17 18 19 20 21  
22 23 24 25 26 27 28  
29 30 31

			1 ● New Year's Day	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

SUN MON TUE WED THU FRI SAT

FEBRUARY

						1
2 ● Groundhog Day	3	4	5	6	7	8
9	10	11	12	13	14 ● Valentine's Day	15
16	17 ● Family Day (AB, BC, NB, ON, SK) ● Louis Riel Day (MB)	18	19	20	21	22
23	24	25	26 ● Pink Shirt Day	27	28	

MARCH

1  
2 3 4 5 6 7 8  
9 10 11 12 13 14 15  
16 17 18 19 20 21 22  
23 24 25 26 27 28 29  
30 31

A woman with long brown hair, wearing a light blue V-neck shirt and a necklace made of white bone-like pieces, stands in front of a large wooden sculpture of a face with a large eye. The sculpture is made of wood and has a large, stylized eye with a blue and green iris. The woman is looking directly at the camera with a slight smile.

# Denise Johnson

Ditidaht and Tseshaht First Nation  
*Program Officer*

— Art Credit —  
Lawrence Paul Yuxweluptun,  
Cowichan and Syilx First Nations

Denise Johnson has worked for ISC for the past 11 years. As a Program Officer, her work allows her to connect with First Nations in BC, specifically with Band Social Development Workers, explaining to them ISC policies and answering questions about on-reserve income assistance.

Denise's background with non-profit organizations, such as the Vancouver Aboriginal Friendship Centre (VAFC) and the Aboriginal Shelter, has shown her one side of how to support First Nations in BC.

At ISC, she sees how government funding to organizations such as VAFC can improve the quality of life and economic prospects for First Nations

individuals and communities. Although the work is challenging, Denise is proud of her efforts with Band Social Development Workers creating a safe and open environment for them to ask questions.

Looking forward, Denise says, "reconciliation is a nuanced topic." However, she believes that if we all approach it with "caution, care, and kindness," reconciliation may be possible in the future. When she isn't busy helping First Nations communities, Denise is a hockey mom who enjoys attending concerts, all while relishing the work/life balance that being a Program Officer offers her.



# FEBRUARY

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16	17	18	19	20	21	22	
23	24	25	26	27	28		

# MARCH

# 2025

							1
2	3	4	5	6	7		8 ● International Women's Day
9 ● Daylight Saving Time Begins	10	11	12	13	14		15
16	17 ● St. Patrick's Day	18	19	20 ● Spring Equinox	21		22
23 / 30	24 / 31 ● National Indigenous Languages Day (31)	25	26	27	28		29

SUN
MON
TUE
WED
THU
FRI
SAT

# APRIL

		1	2	3	4	5
6	7 ● World Health Day	8	9 ● International Day of Pink	10	11	12
13	14	15	16	17	18 ● Good Friday	19
20 ● Easter Sunday	21 ● Easter Monday	22 ● Earth Day	23	24	25	26
27	28	29	30			

# MAY

				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

# Melanie Wesley

Obishikokaang – Lac Seul First Nation  
*Capital Management Officer*



## Art Credit

The Children Have to Hear  
Another Story: Alanis Obomsawin,  
Vancouver Art Gallery

Melanie Wesley is a Capital Management Officer at ISC in British Columbia. She's made positive impacts throughout her 30-year career in the public service. "As an Indigenous public servant, I've always wanted to make a difference in the support my people received. I take pride in my role as program support."

"I'm an intergenerational survivor of the Indian Residential School system. Working as program support has helped in my healing journey. I get to be involved in a lot of amazing projects and work with the Nations' executive staff. At the end of the day, it's about strengthening those relationships."

Melanie enjoys spending time with loved ones, being outdoors, taking road trips, and attending powwows. "I began to reconnect with my roots."

I signed up for an Ojibwe language class. Learning about our medicines and culture is a huge passion of mine, so I find activities that'll help me get there."

Melanie encourages newcomers to ISC to take the time to understand the work and the communities they serve. She adds, "It's important to understand the culture and daily nuances that make working here unique. Learn the ropes, build relationships, deliver results, and participate. Find a committee to join like BC CANE and get involved. You'll meet some amazing people along the way."

# APRIL

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27	28	29	30			

				1	2	3
4	5	6	7	8	9	10
● Emergency Preparedness Week (4-10)						
11	12	13	14	15	16	17
● Mother's Day						
18	19	20	21	22	23	24
	● Victoria Day					
25	26	27	27	29	30	31

SUN

MON

TUE

WED

THU

FRI

SAT

# JUNE

1	2	3	4	5	6	7
● National Indigenous History Month (1-30)						
8	9	10	11	12	13	14
15	16	17	18	19	20	21
● Father's Day					● Summer Solstice	● National Indigenous Peoples Day
● National Public Service Week (15-21)						
22	23	24	25	26	27	28
	● United Nations Public Service Day	● Saint-Jean-Baptiste Day (QC)			● Canadian Multiculturalism Day	
29	30					

# JULY

		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Art Credit  
The Children Have to Hear  
Another Story: Alanis Obomsawin,  
Vancouver Art Gallery



# Nicole McIntosh

Hesquiaht and  
Mowachaht First Nations  
*Executive Assistant*



Nicole McIntosh started working for ISC in 2019. Prior to joining ISC, she worked at the Vancouver Friendship Centre and dedicated her career to not-for-profit women's organizations in Vancouver's Downtown Eastside. Nicole's desire to work in the public service seemed like a natural fit for her.

"I wanted to broaden my work experience and knowing that ISC BC Region works with First Nations, I wanted to be part of representing within our own community resources."

As an advocate for lifelong learning, Nicole encourages individuals entering the public service to remain open to continuous growth and development. She also values the opportunity to make a difference in the lives of Indigenous peoples through her work at ISC.

"In the workplace, cultural diversity is of utmost importance to me. As it not only supports the inclusion of Indigenous peoples of BC, but also enriches the work environment by fostering a diverse range of talents, skills and perspectives."

Nicole believes reconciliation is about honouring, healing and strengthening the relationship with Canada's First Nations peoples. "It's about acknowledging the truth and educating oneself about residential schools, identifying the ongoing ripple effects and respecting those who are native to this land of Turtle Island."



JUNE

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22	23	24	25	26	27	28
29	30					

		1 ● Canada Day	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

SUN MON TUE WED THU FRI SAT

AUGUST

					1	2
3	4 ● BC Day	5	6	7	8	9 ● International Day of the World's Indigenous Peoples
10	11	12 ● International Youth Day	13	14	15	16
17	18	19	20	21	22	23
24 / 31	25	26	27	28	29	30

SEPTEMBER

1	2	3	4	5	6
7	8	9	10	11	12
13	14	15	16	17	18
19	20	21	22	23	24
25	26	27	28	29	30



# Alison Olney

Gitga'at First Nation  
*Manager, Education Programs*

— Art Credit —

Feast Bowl  
Chris Sparrow, Musqueam

Alison Olney is the great-granddaughter of Lucille Clifton, who was recognized for her traditional knowledge and designation as the Laxsgiik matriarch of Hartley Bay. Her family has connections with the Gitga'at and Gitxaala Nations. Alison has a keen interest in BC First Nations jewelry, which connects her to her culture.

Before joining ISC, Alison started her public service journey with Employment and Social Development Canada, now known as Service Canada. Interacting with and supporting First Nations is what she likes most about her job.

"Working at Indigenous Services Canada, was not initially on my radar, given the impact of the Department on First Nations. Being part of implementing more positive change is what drew me to work here."

Alison believes supporting cultural diversity is crucial for her job. "Treating everyone with respect, regardless of their origin, beliefs or relationships is essential."

As for advice for those entering the public service, "I suggest simplifying communication by using plain language instead of jargon. Follow through on commitments and when unsure, seek out the correct person rather than giving the public the run around."

AUGUST

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3	4	5	6	7	8	9	
10	11	12	13	14	15	16	
17	18	19	20	21	22	23	
24	25	26	27	28	29	30	
31							

SEPTEMBER  
2025

	1 ● Labour Day	2	3	4	5	6
7	8	9	10 ● World Suicide Prevention Day	11	12	13
14	15	16	17	18	19	20
21	22 ● Fall Equinox	23	24	25	26	27
28	29	30 ● National Day for Truth and Reconciliation ● Orange Shirt Day				

SUN MON TUE WED THU FRI SAT

OCTOBER

			1	2	3	4
5 ● Fire Prevention Week (5-11)	6	7	8	9	10 ● World Mental Health Day	11
12	13 ● Thanksgiving Day	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31 ● Halloween	

NOVEMBER

						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
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# Holly Crowell

Lake Babine Nation  
*Policy and Program Officer*

— Art Credit —

The Children Have to  
Hear Another Story:  
Alanis Obomsawin,  
Vancouver Art Gallery



Holly Crowell holds the position of Policy and Program Officer at ISC. Having earned a Bachelor's Degree in Political Science with a minor in Anthropology, she brings a wealth of experience with her.

Holly's decision to work at ISC was driven by her desire to actively contribute to positive change and be part of an organization whose policies have a direct impact on Indigenous communities. She primarily focuses on Tribal Council, Band Support Funding, Employee Benefits, and New Band/ Band Amalgamation policies.

Holly's advice to others entering the public service is to "embrace change, take on challenges, be curious about diverse Indigenous cultures by understanding their histories, and engage with the Indigenous partners you

assist within the public service." She emphasizes the importance of building trust and understanding with Indigenous communities through respect for individual difference and cultural diversity.

Outside of work, Holly finds joy in practicing and educating others on First Nations protocols and ceremonies. She is an avid drummer and takes pleasure in creating traditional button blankets. Reconciliation to her represents a thorough re-examination of the Canadian political and legal order. She believes in acknowledging historical and current wrongs and empowering Indigenous self-determination to foster a renewed relationship between Indigenous and non-Indigenous peoples.



OCTOBER

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5	6	7	8	9	10	11	
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19	20	21	22	23	24	25	
26	27	28	29	30	31		

NOVEMBER  
2025

						1
2 ● Daylight Saving Time Ends	3	4	5	6	7	8 ● Aboriginal Veterans Day
9	10	11 ● Remembrance Day	12	13	14 ● World Diabetes Day	15
16	17	18	19	20 ● National Child Day	21	22
23 / 30	24	25 ● International Day for the Elimination of Violence Against Women	26	27	28	29

SUN MON TUE WED THU FRI SAT

DECEMBER

	1	2	3	4	5	6 ● National Day of Remembrance and Action on Violence Against Women
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21 ● Winter Solstice	22	23	24 ● Christmas Eve	25 ● Christmas Day	26 ● Boxing Day	27
28	29	30	31 ● New Year's Eve			

JANUARY 2026

				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

## Special Thanks

The BC CANE Calendar Production Team would like to extend our heartfelt thanks to the Vancouver Art Gallery for granting us the permission to use the gallery and Alanis Obomsawin's extraordinary art exhibit as the backdrop for the BC CANE Calendar photoshoot. This collaboration has brought a captivating and meaningful dimension to our calendar, allowing us to showcase the beauty and cultural significance of Ms. Obomsawin's career and artwork. We are truly grateful for your support and contribution to our project.

We would like to express our deepest gratitude to Alanis Obomsawin for allowing us to showcase her remarkable works in the pages of our calendar. We are truly honoured to highlight your creations.

We also like to extend our warmest gratitude to all the participants and featured guests who shared their stories, experiences and reflections on working in the public service. Your narratives have not only enriched our calendar, you have inspired and reminded us of the incredible dedication and passion that drives individuals who are employed in the public service.

Lastly, thank you to our talented photographer, editor, designer, and contributing writers for their exceptional work in bringing the CANE calendar to life. Your dedication and creativity have truly made this project shine, we are forever grateful for your contributions.

## ABOUT VANCOUVER ART GALLERY

Founded in 1931, the Vancouver Art Gallery is recognized as one of North America's most innovative visual arts institutions. The Gallery's celebrated exhibitions, extensive public programs and emphasis on advancing scholarship focus on historical and contemporary art from British Columbia and around the world. Special attention is given to the accomplishments of Indigenous artists, as well as to those of the Asia Pacific region—through the Institute of Asian Art founded in 2014. The Gallery's exhibitions also explore the impact of images in the larger sphere of visual culture, design and architecture.

The Vancouver Art Gallery Is a charitable not-for-profit organization supported by its members, individual donors, corporate funders, foundations, the City of Vancouver, the Province of British Columbia through the BC Arts Council and the Canada Council for the Arts.

The Vancouver Art Gallery is situated on the ancestral and unceded territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səliłwətał (Tsleil-Waututh) Nations, and is respectful of the Indigenous stewards of the land it occupies, whose rich cultures are fundamental to artistic life in Vancouver and to the work of the Gallery.

[Vanartgallery.bc.ca](http://Vanartgallery.bc.ca)

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**BC Committee for the Advancement of Native Employment**

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ONA (MOHAWK) • GIAXSIXA (HEILTSUK) • QUYANAMIIK (INUKTITUT) • HI HI (CREE) • EMOTE (SLIAMMON) • KUK'CHEM (SHUSWAP) • MEDU (TAHLTAN)  
KUKS-CHUM (NLAKA'PAMUX) • WOLIWON (MALISEET) • MEEGWECH (OJIBWE) • TABI MUSSI (ATHAPASCAN) • GIYANACA'CI (WUIKINUXV)  
MERCİ (FRENCH) • T'OYAXSUT 'NÜÜN (TSIMSHIAN) • KLECO (NUU-CHAH-NULTH) • 'TOYAXSII'NIISIM! (GITXSAN) • HAY CH Q'A' (HUL'Q'UMI'NUM')





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 de travail*  
*Calendrier 2024-2025 Comité pour l'avancement de l'emploi  
 autochtone de la Colombie-Britannique*

## The Raven

This BC Northwest Coast representation of the raven is the symbol of the BC Committee for the Advancement of Native Employment (BC CANE).

Raven is one of the most important beings in northwest coast mythology. The original trickster, transformer, teacher, catalyst and chief spirit, Raven has the power to transform both himself and other beings.