

ACADEMIC DEVELOPMENT

would like to invite you to join our Reconciliation Speaker Series via zoom!!!

September 26, 2022

12:00pm – 1:00pm

Zoom Link:

<https://ucn-ca.zoom.us/j/94824548645?pwd=UXhOazMzZlJHRVNUZnYzTUJUcUt2UT09>

Meeting ID: **948 2454 8645**

Passcode: **T&R2022**

Deconstructing Colonial Practices in the Federal Public Service

Description: Reconciliation, decolonization, and the use of Indigenous knowledges in the Public Service are explored. The focus is on how Executives, deemed to be positional leaders in the Public Service, can deconstruct colonial practices and take meaningful action toward Reconciliation. Based on the research and data collected from Federal public servants, barriers were identified and recommendations that Executives can implement to become Reconciliation leaders in the Public Service. The research indicates that far too many public servants remain ignorant of Indigenous Peoples' reality despite Canada's commitment to implement the Truth and Reconciliation Commission's Calls to Action. Executives ignorant of these realities can create barriers that hinder Reconciliation efforts. Further, the Public Service system and its culture also hinder Reconciliation. These factors make for a challenging work environment for Indigenous public servants and negatively impact relationships with Indigenous Peoples. It was concluded that Reconciliation has become politicized, decentering Indigenous Peoples from the narrative. However, there is opportunity to realign this work in the Public Service which the recommendations are intended to accomplish if Public Service leaders are up for the challenge.

Thesis: [Microsoft Word - 910846_pdfconv_83999d4b-63ee-4798-a55d-a79fd6a78ac7.docx \(viurrspace.ca\)](#)



Bio: Jolene is a member of the Opaskwayak Cree Nation in northern Manitoba. She spent the bulk of her public service career in various positions within ISC/CIRNAC mainly in the areas of land, resources and environment. Most notably, she was the lead Director on the pre-inquiry engagement for the creation of the Missing and Murdered Indigenous Women and Girls Inquiry. Currently she is the Special Analyst on Reconciliation and Indigenous Engagement at Public Services and Procurement Canada (PSPC). She has recently completed her Masters of Arts in Leadership with Royal Roads University with her thesis entitled, Deconstructing Colonial Practices in the Public Service.

Her research was conducted through the methodology of wâkôtowin, utilizing Indigenous methods to gather data. The research allowed all niwâkomâkanak (my relatives) to share their truths about working in and against a colonial system while also offering recommendations on addressing the systemic barriers in the Public Service system. She successfully defended her thesis on May 26, 2022 and we have invited her to present and discuss some of her findings. This dialogue will help us set the stage for a wider discussion on innovation leadership as part of our efforts to build an innovation culture at ISC.