

Indigenous Inclusion Competitive Edge:
Expanding Indigenous Inclusion Professional Competencies

CPHR
British Columbia
& Yukon



**We are
CPHR BC & Yukon**



Who is **CPHR BC & Yukon**

As Chartered
Professionals in
Human Resources
we are People
Leading Business.



Membership

Founded in 1942, we have 8,000+ members across BC and Yukon and 1,200+ student members.



Designation

We are the grantor of the CPHR designation. Over 70% of our membership are CPHR Candidates or hold the CPHR designation.



Advocacy

We are the HR industry association for BC and Yukon; we are the “Voice of the Profession”, and we advocate on behalf of members.



Member Benefits

We deliver a wide range of member benefits such as research, professional development, networking, and more.



Accreditation

We have 15 post-secondary institutions within BC & Yukon who have accredited post-secondary programs with us.

Strategic Plan Focus 2022-2025

In 2022, we sat down to look at the next phase of our organization's evolution and this is the roadmap we chose.



Advance

Advance the value of the HR Profession and the recognition of the CPHR designation.



Influence

Influence and impact the HR profession, and communities at large, by embedding Diversity, Equity, Inclusion and Reconciliation throughout our work.



Enhance

Enhance the value proposition for members and the broader business community.



Serve

Serve the profession and the public as leaders in the future of HR and the future of work.

Member Demographics

All CPHR BC & Yukon members are committed to continuous learning and moving HR forward.



Economic Impact

The annual impact of the human resources and benefits administration industry in BC & the Yukon, is approximately \$1.4 billion in revenue.



Built by Community

More than 2,850 companies are represented by our members in both the private sector and in government, and in industries such as non-profit, health care, legal and finance.



Gender Diversity

77.5% of members are women; 22% are men; and less than 0.5% are non-binary.



Healthy Growth

Total membership in CPHR BC & Yukon has grown from 3,508 in 2006, to 8,000 and counting in 2023 – a 228% increase.

The Inclusion Continuum HR Needs on Indigenous engagement

Importance of Indigenous Engagement

- Why Indigenous engagement is critical for HR professionals.
- The impact on organizational culture and performance.

Indigenous Works Inclusion Continuum

1 - **INDIFFERENCE**

Inclusion is not on the radar

2 - **INTIMIDATION**

Inclusion as forced compliance

3 - **IMAGE**

Inclusion as public relations



6 - **INTEGRATION**

Inclusion as a catalyst for growth

5 - **INCUBATION**

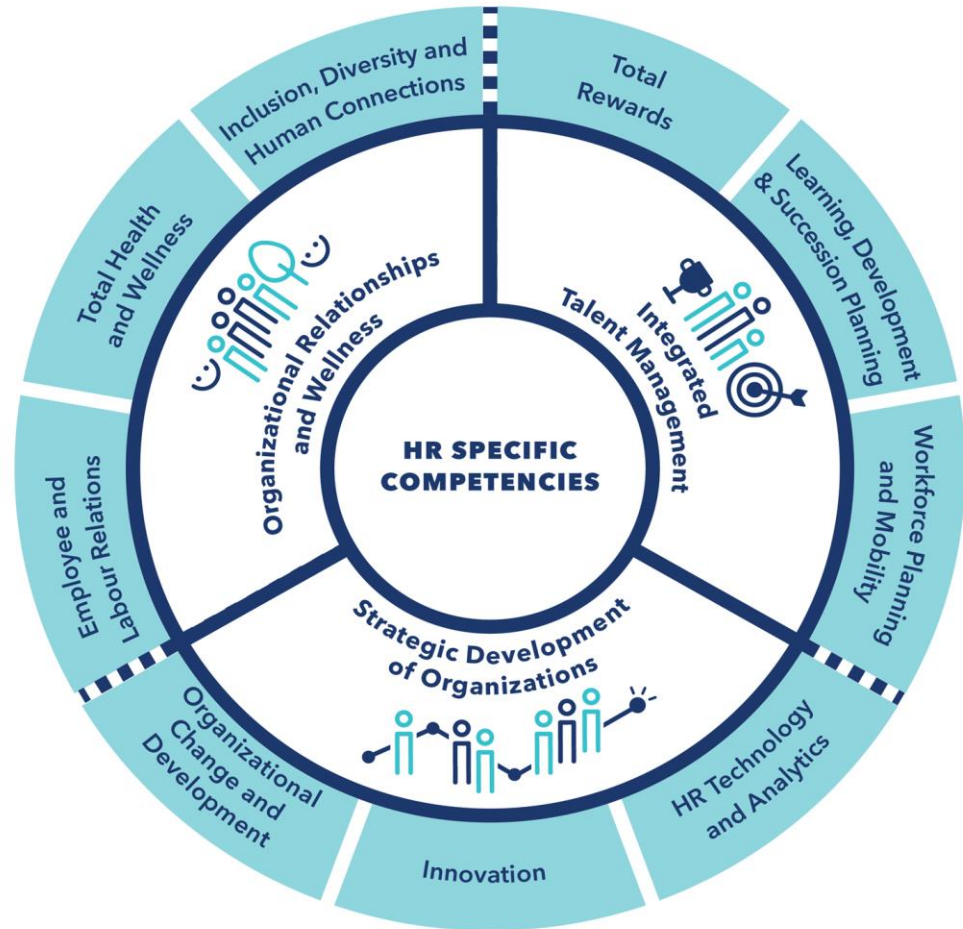
Inclusion nurtured as a core competency

4 - **INITIATION**

Inclusion as a business imperative

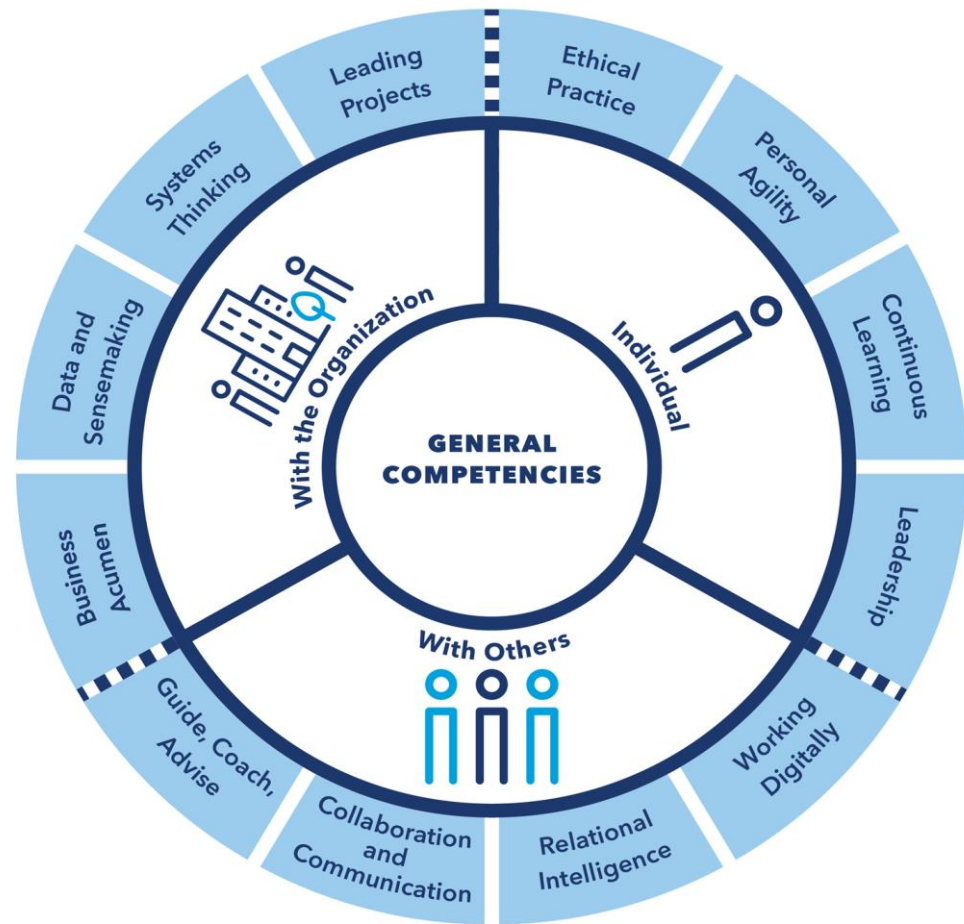
HR Specific Competencies

The HR Specific Competencies are capabilities that define an HR professional



General Competencies

The General Competencies include capabilities that an HR professional should possess to operate successfully in their professional practice, and are not specific to the HR profession



1.1 | Inclusion, Diversity and Human Connections

Develop and implement practices that create connection, collaboration and work culture that is healthy, inclusive and embraces diversity.

Competency expected to achieve the CPHR designation

- 1.3.1** Promote engagement, commitment, and motivation of employees by developing, implementing, and evaluating effective strategies to enhance productivity, morale and culture.

- 1.3.2** Support the development of initiatives through which leaders align culture, values, and work groups to increase productivity and engagement of employees.

- 1.3.3** Implement practices and processes that encourage collaboration and maintenance of a healthy, inclusive and diverse working environment.

- 1.3.4** Provide support to individuals, teams and organizations to identify and achieve shared objectives.

- 1.3.5** Demonstrate the value of employee engagement using appropriate measures to encourage productivity, continuous improvement and innovation and strengthen attraction and retention of diverse employees.

- 1.3.6** Partner with appropriate leadership to communicate with employees, the union, and organizational stakeholders on organizational challenges and developments to create understanding and enhance affiliation with the organization.

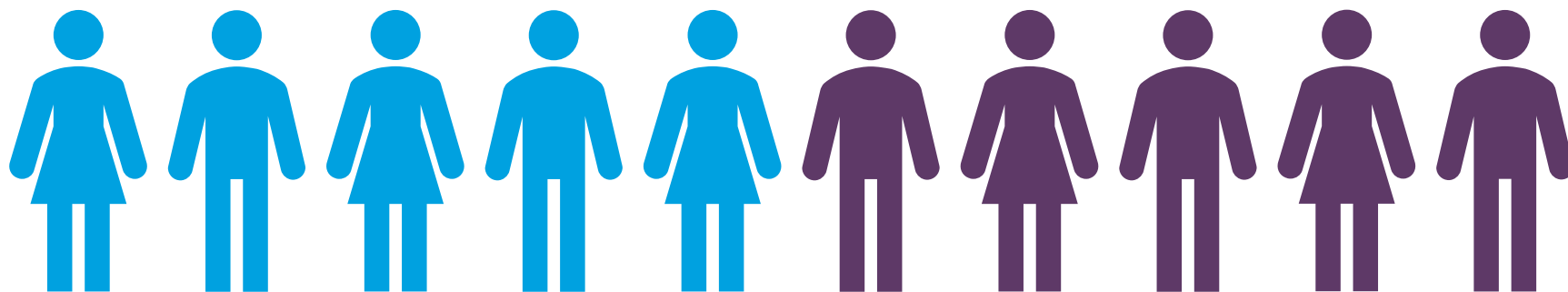
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Where to from here?
Findings from a recent
CPHR BC & Yukon survey
on Reconciliation
Training

SURVEY RESULTS



The average rating for where people saw their organization on their reconciliation journey was 5 out of 10.



We have made no progress.

We have made great progress across the organization.

List up to three things your organization has done to advance reconciliation.

The **top three** themes to emerge from these responses were:



Implementing and utilizing land acknowledgements (220 responses).

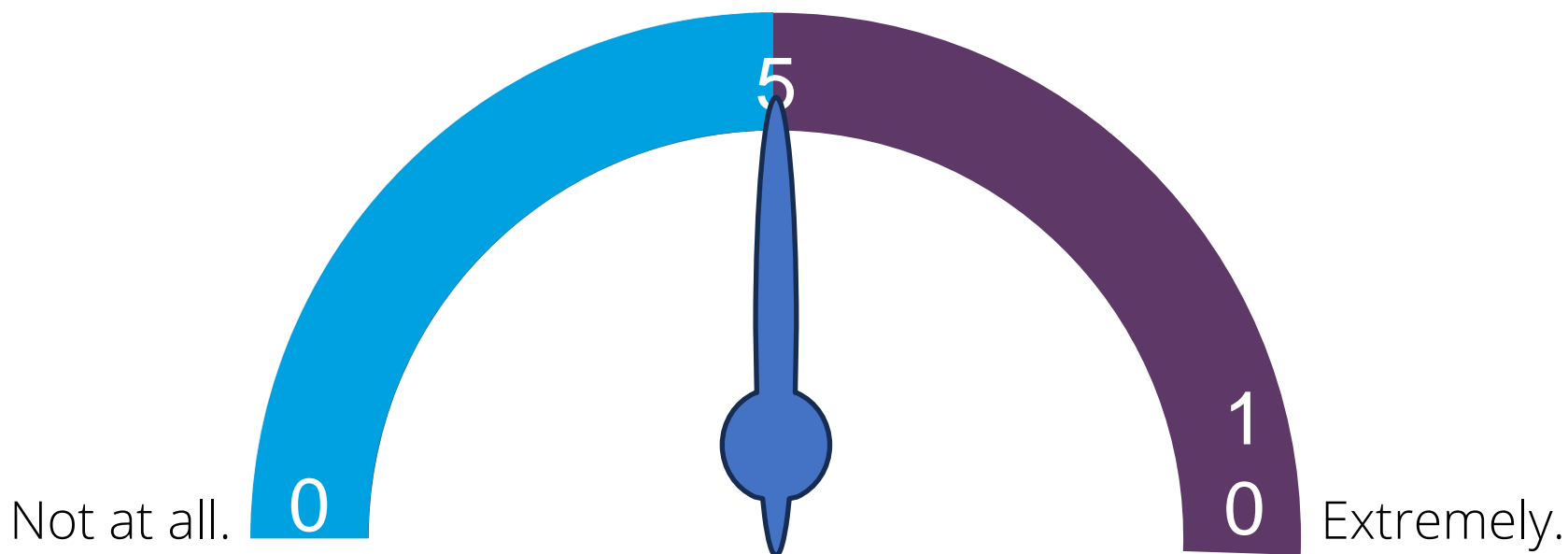


Training opportunities focused on the history of Indigenous people in Canada, reconciliation, and the Truth and Reconciliation Commission (220 responses).



Organizations building and maintaining relationships and partnerships with Indigenous organizations (149 responses).

The average rating for respondents' understanding of the 94 Calls to Action from the Truth and Reconciliation Commission (TRC) in relation to their organization was 5 out of 10.



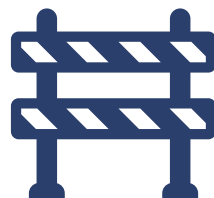
What barriers, if any, do you feel exist within your organization that may be limiting the implementation of reconciliation training?

The **top five** themes to emerge from these responses were:

CONSTRAINTS



LIMITATIONS



PRIORITIES



COSTS



LACK OF
UNDERSTANDING



OTHER CONSIDERATIONS

How can CPHR BC & Yukon enhance its support for you, as a member and HR professional, in the area of reconciliation?

The **top three** themes to emerge from these responses were:

PROVIDE MORE
TRAINING



FOCUS ON
RESOURCES



REGULARLY
SHARE BEST
PRACTICES



Is there anything else you would like us to consider in building reconciliation training?

Indigenous Involvement:

Involve Indigenous people in training development, sharing stories, and all related information and practices.

Practical Examples:

Continue to provide relevant "HOW TO" examples, not just theoretical resources.

Language Inclusion:

Begin incorporating Indigenous languages.



The logo for CPHR, consisting of the letters 'CPHR' in a bold, white, sans-serif font.

CPHR

British Columbia
& Yukon

The text 'Thank You' in a large, bold, white, sans-serif font. The word 'Thank' is white and 'You' is light blue. The text is overlaid on a dark blue circular graphic that is partially visible at the bottom left of the page.

Thank You

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