

New Advances in Informatics, Analytics, Measurement and Reporting

October 9, 2024



**INCLUSION
WORKS '24**

 Indigenous Works



Moderator

Craig Hall

**SVP Strategy and Innovation,
Indigenous Works**

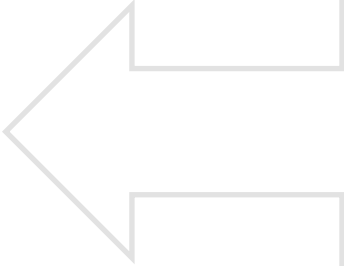
Michael Mihalicz

**Assistant Professor, Entrepreneurship & Strategy, and
Indigenous Advisor, Office of the Dean, Ted Rogers School of
Management, Toronto Metropolitan Museum**

Framing Today's Discussion

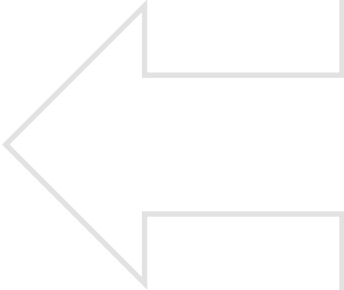
Craig

**Corporate
Indigenous
Employment and
Workplace
Inclusion
Focus**



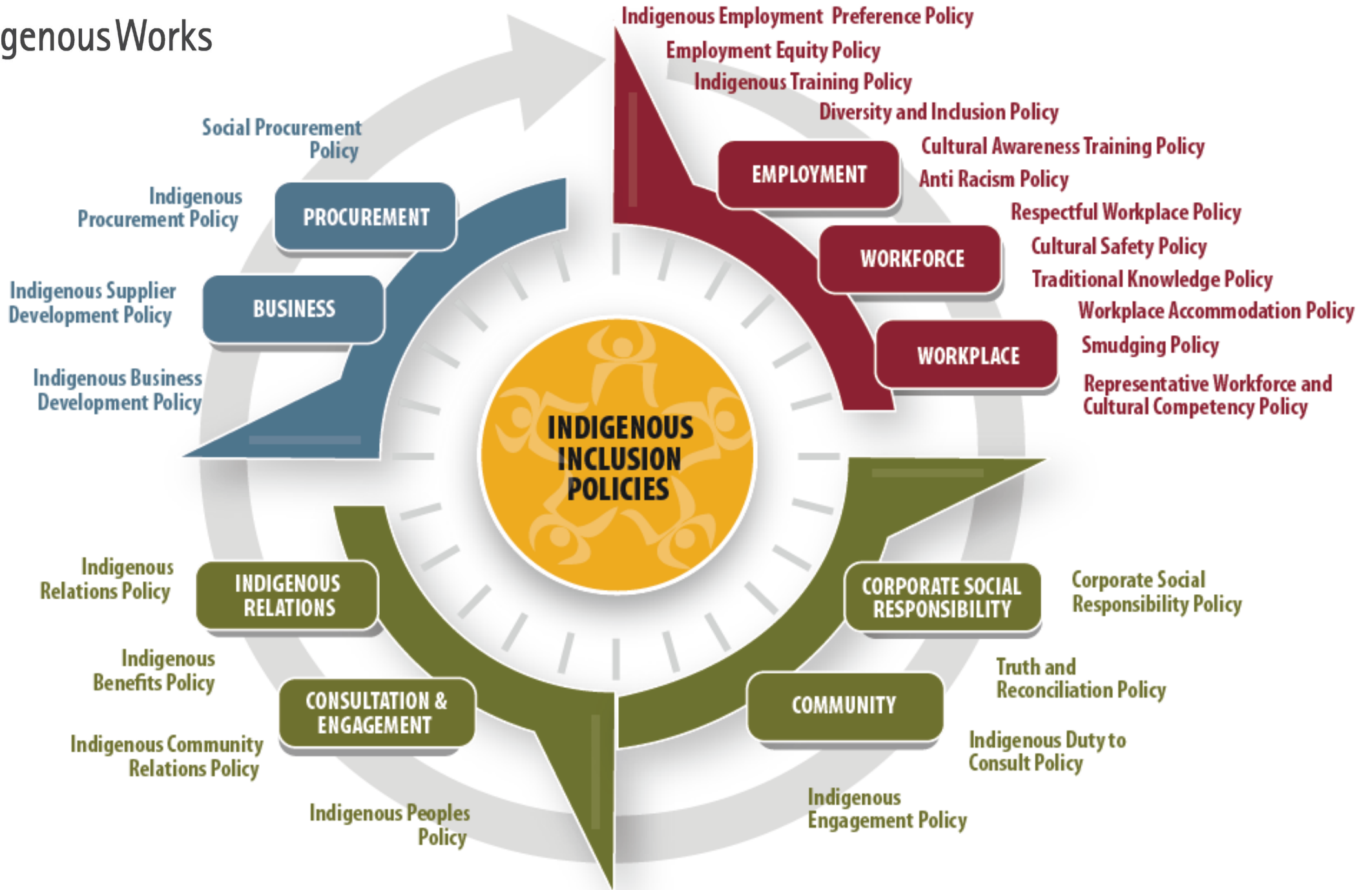
Michael

**Post-Secondary
Focus**

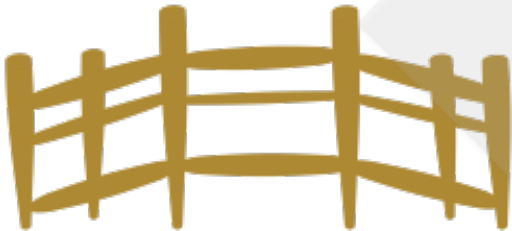


Corporate Context

1. Policy Focus
2. Framework
3. What are some of the ways that companies are trying to measure their Indigenous employment and workplace inclusion outcomes?



Indigenous Works uses these filters to examine the factors that are contributing to effective organizational design for Indigenous employment



RELATIONSHIPS & TRUST



RESPONSIBILITY & ACCOUNTABILITY



ORGANIZATIONAL CULTURE



LEADERSHIP & GOVERNANCE



EMPLOYEE ENGAGEMENT



POSITIONING



SOCIAL IMPACT



INVESTMENT & RESOURCES

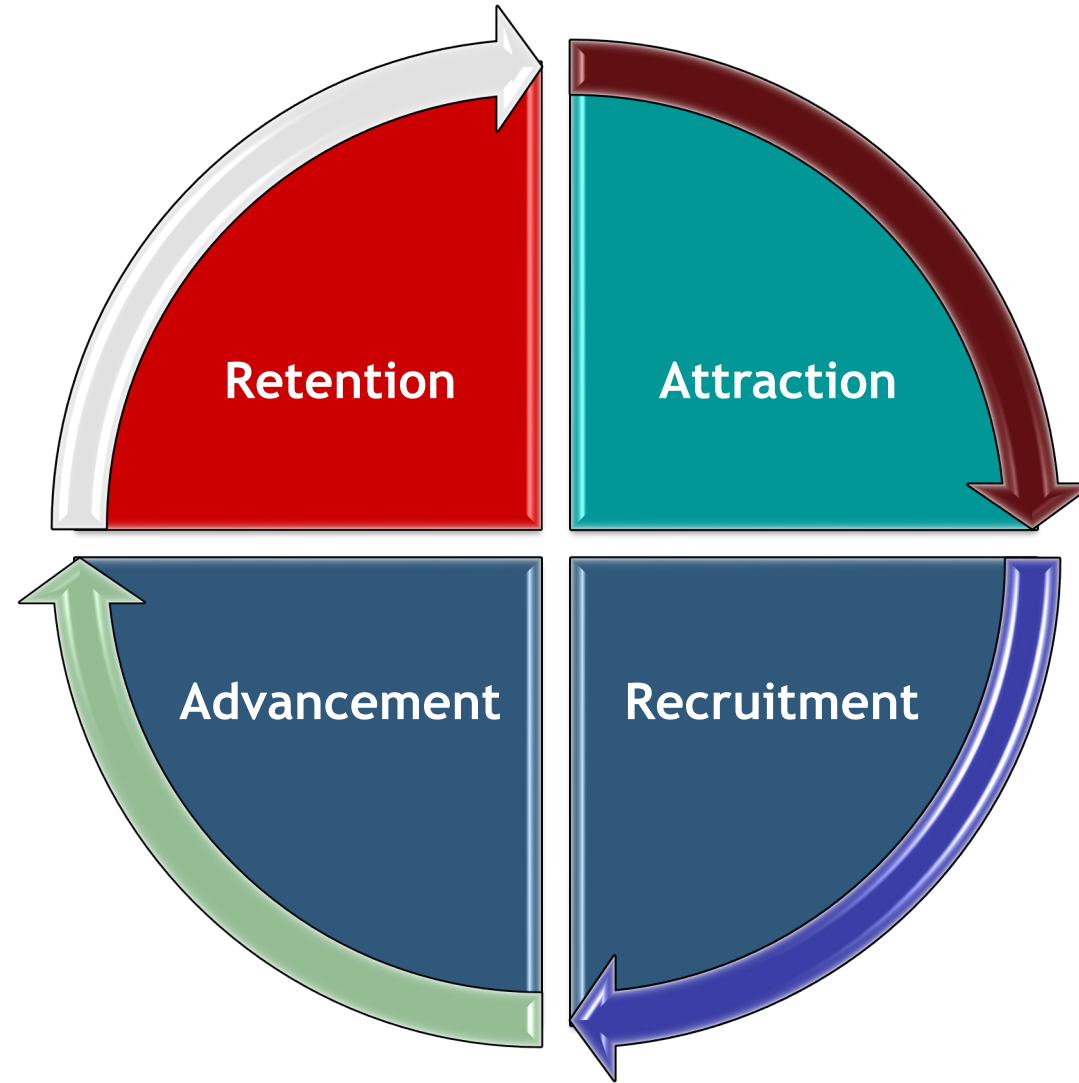


RELATIONSHIPS & TRUST



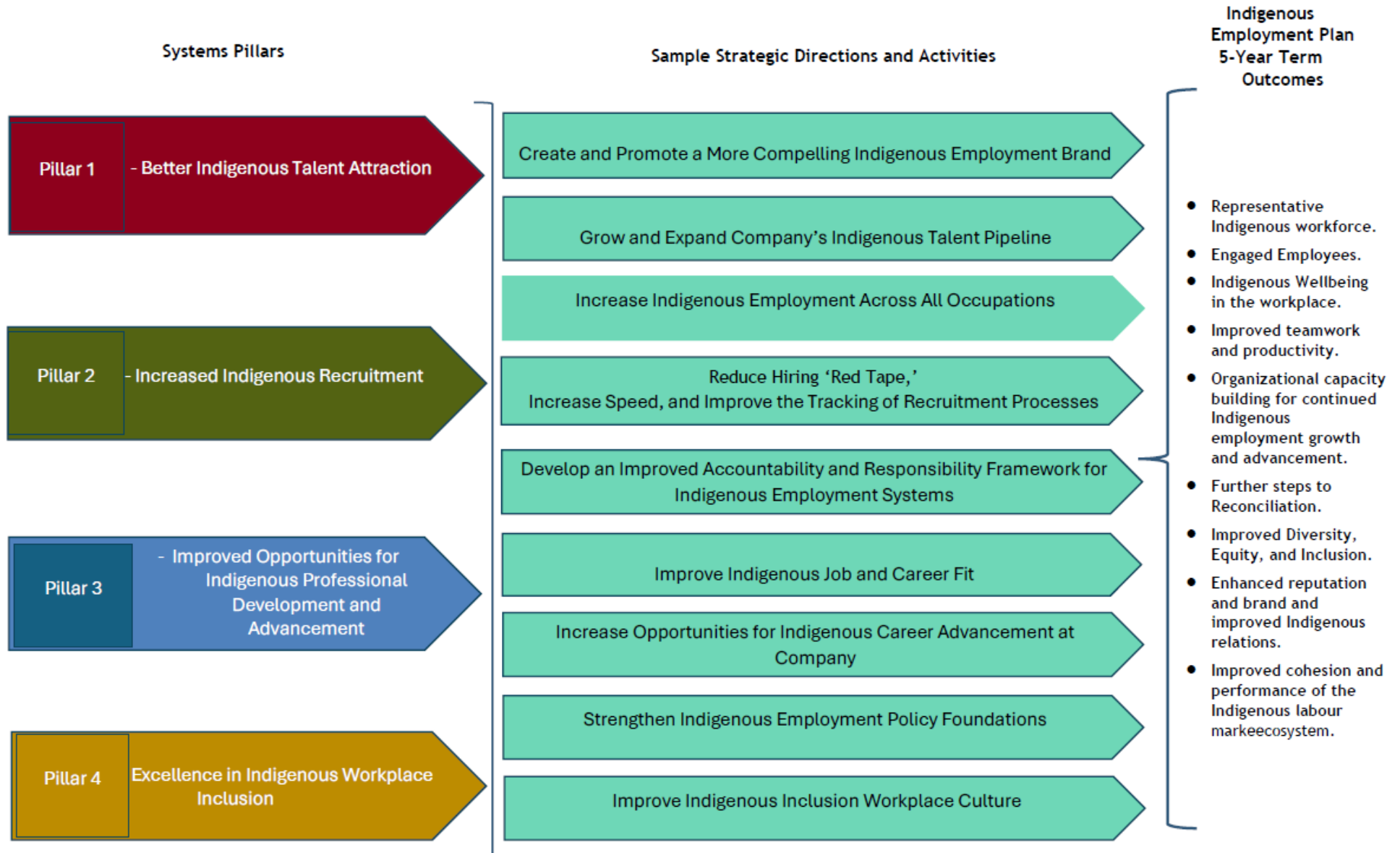
VALUE & VALIDATION

Employment Systems Analysis



Logic Model Schematics

Company's Indigenous Employment Plan Will Address Systems Barriers and Introduce Systems innovations to Achieve Improved Indigenous Employment Outcomes



Indicators – Primary KPIs and Secondary Tier

- Number of Indigenous hires.
- Any data on community of origin of Indigenous hires or post-secondary channel you may have used? i.e., institutional name or type (college, university etc.)?
- Average salary levels of Indigenous employee's vs non-Indigenous counterparts (like for like), (also comparison of salary level increases).
- Number of Indigenous people who have exited from company in the past 3 years (retirement, chose to leave/asked to leave?). Attrition rates the same as for non-Indigenous.
- Post secondary institutional partnerships? Where do you recruit...number of institutions where you recruit Indigenous graduates?
- Any work in secondary or primary schools...may not be job related but maybe in areas such as financial literacy?

The Value Of Annual/regular Reporting

- Transparency
- Accountability
- Cohesive reporting on results
- Quantitative and qualitative
- Process reporting (work in progress)
- Testimonies from partners

Summary – what’s important for this topic

- Alignment and coherency of policy, strategy and tactical goals/objectives.
- The value of policy - the right type of policy
- The value of frameworks to guide measurement and data collection.
- The adoption of a causal model
 - “if you do X then y should happen”
 - in this work allow lots of time for short, medium and long-term outcomes
- The right basket of kpi’s and metrics
- Transparent regular reporting