



Giwwedinong Miikwedom

Let's engineer a better
Northern Ontario.

State of the North, Giwednong Aakomenjigewin Teg
Kaella-Marie Earle, Azhiinikwe Newatchegiizhik

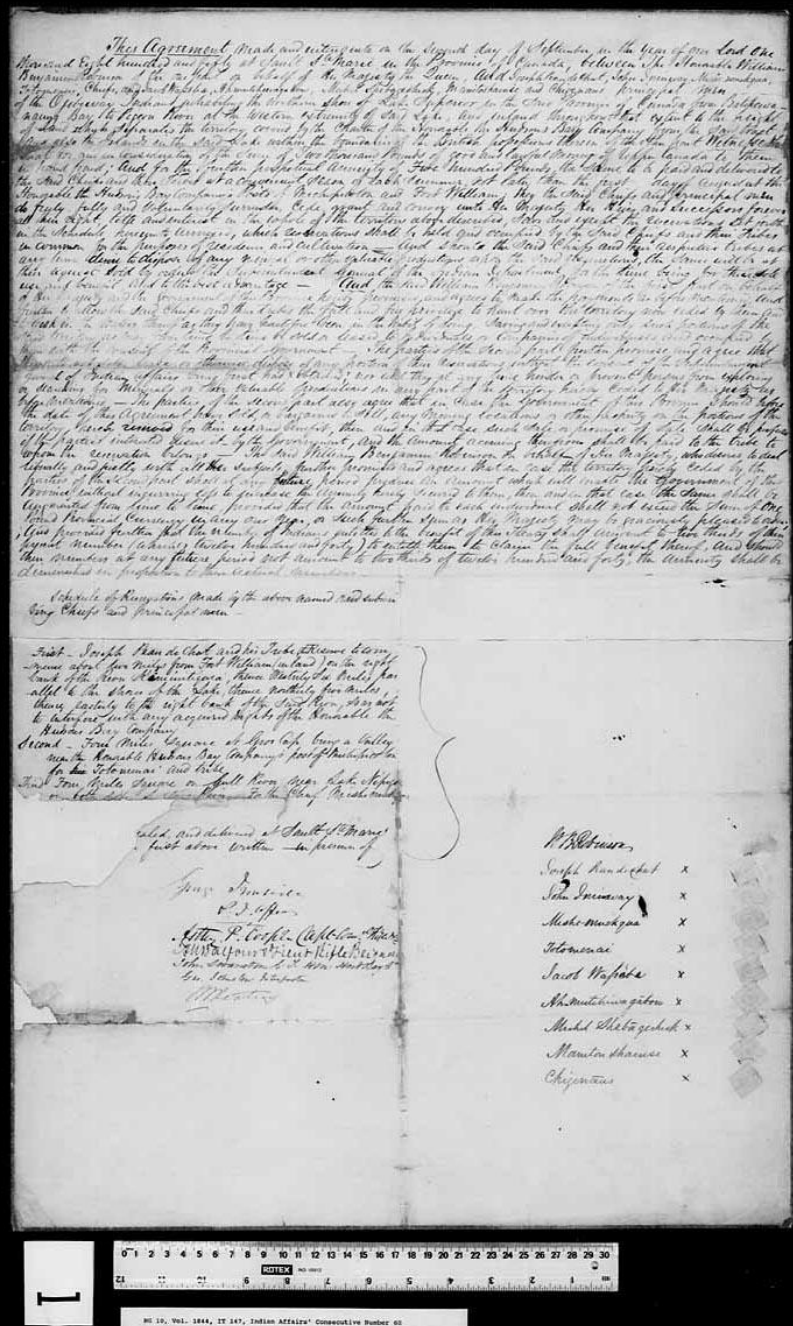
September 2019

Safety moment

- A **pow wow** is a gathering for celebratory and ceremonial purposes
 - Comes from the word *opwaagan*, pipe, a very sacred item
 - Includes dance in regalia (not a costume), food, art, music
 - Often take place in locations considered sacred to the community
 - Often accommodate hundreds or even thousands of people
- A **spirit animal** is a very important and sacred element of Indigenous identity
 - Involves beliefs about Anishinaabe interactions with spirit and animal beings
 - Typically the spirit animal is given in ceremony, can be from an elder or another ceremony like praying in a sweatlodge
 - Not the same as a clan animal which is a family identifier
- **Using these terms incorrectly is a form of racism**

On where w

- Baawatigong/Ba
- Treaty 61, Robins
- Traditional territo
- at least 10,000 ye
- Cultural contributi
- First Nation, Gard
- Traditional langua



ied this area for
Batchewana

On reconciliation

- Land acknowledgements
- Reconciliation
 - Not the same as diversity and inclusion, which it is often mistaken for
- Cultural safety and awareness, especially in the workplace and in academia
- Language revitalization is a critical piece
- Improvement of Indigenous jurisdiction in their respective territories
- Recognition of Indigenous ways of knowing/being as valid
- Availability of accessible, culturally relevant healthcare, education and childcare
 - All are chronically underfunded

On reconciliation - honesty

Gwaayakwaadiziwin



Correct way of doing something, in accordance with

White, light

Heart

A way of living

Not just speaking the truth, but a state of living your life in accordance with the light of creation.

On reconciliation - truth

Debwewin

Heart

Speaking, physical act

A way of living

A way of living where you are speaking from the heart, you only speak to what you understand. The understanding that everyone has their own personal truth. “Speaking my truth”.

On climate change

- Climate change is not a science problem, it is a cultural problem
- Indigenous people can provide a culture to solve this problem
- Inclusion of culture in scientific principles, such as Anishinaabe virtue ethics as opposed to Western duty ethics alone
- Environmental stewardship led by Indigenous people

Code of Ethics

77. The following is the Code of Ethics of the Association:

Professional Engineer's Act, Regulation 941, Section 77

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1. It is the duty of a practitioner to the public, to the practitioner's employer, to the practitioner's clients, to other members of the practitioner's profession, and to the practitioner to act at all times with,

i. fairness and loyalty to the practitioner's associates, employer, clients, subordinates and employees,

ii. fidelity to public needs,



iii. devotion to high ideals of personal honour and professional integrity,



iv. knowledge of developments in the area of professional engineering relevant to any services that are undertaken, and

v. competence in the performance of any professional engineering services that are undertaken.

2. A practitioner shall,

i. regard the practitioner's duty to public welfare as paramount,



ii. endeavour at all times to enhance the public regard for the practitioner's profession by extending the public knowledge thereof and discouraging untrue, unfair or exaggerated statements with respect to professional engineering,

iii. not express publicly, or while the practitioner is serving as a witness before a court, commission or other tribunal, opinions on professional engineering matters that are not founded on adequate knowledge and honest conviction,

iv. endeavour to keep the practitioner's licence, temporary licence, provisional licence, limited licence or certificate of authorization, as the case may be, permanently displayed in the practitioner's place of business.

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On climate change & engineering - wisdom

Niibwaakaawin

A way of seeing

White/light

Something in abundance,
a lot of it

A way of living

A way of living and seeing the light in everything. Living in an enlightened way.

On economy

- Indigenous business development, capacity building
- Inclusion at all levels of operation, especially on extraction/process of natural resources and energy generation and distribution
- Relationship building is not only beneficial, it's the basis of business with Indigenous peoples
- Recruitment and retention strategies need to accommodate Indigenous peoples
 - Mentorship, apprenticeship style of training
 - Approaching communities and accommodating as needed
 - Indigenous psychological safety

On economy - respect

Minaaji'idiwin



Cherish one another, take care of people, to give things or time

Reciprocity, give back what you take, mutual benefit

A way of living

A way of living where you are cherishing/benefitting one another in a reciprocal way. Cannot be earned, only exists mutually.

On who we are in Northern Ontario

- Canada's dark history, genocide of Indigenous peoples
- Commemoration of that history needs to occur
- Addressing of anti-Indigenous racism and bias
- Recognition of the past is temporarily uncomfortable for non-Indigenous people, but has been uncomfortable for Indigenous peoples their entire lives

On who we are in Northern Ontario - humility

Dabadendiziwin

Going down towards the earth, lowering, grounding ourselves

Thinking/thought

Something that exists naturally. A state or condition. Existential (I think therefore I am)

A way of living

Heart is not in this word because it's a mental word. It is about the head and not the heart. A state of living where you have a grounded sense of self. The understanding that you are nothing without creation.

What we can do, a conclusion

- Making an effort to understand the different ethical worldviews on science and engineering will benefit everyone
- Recognition of the validity of Indigenous ways of knowing, being – including contributions to science, healthcare, and engineering
- Relationship building is not only a positive attribute of project management, but rather a *basis* for business with Indigenous peoples
 - This should instigate the requirement for companies to be more involved with face-to-face Indigenous community outreach and reciprocity
- Anishinaabe language inclusion is ***vital***
- Address the chronic underfunding of Indigenous healthcare, childcare, education
- Support of Indigenous initiatives in operations, within STEM professions and governing bodies (i.e. PEO)



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MINAAN, MOVING FORWARD TOGETHER TO BE STRONGER