

Panel 1 – Using Diversity, Equity, Inclusion and Indigenous Inclusion to address recruitment challenges

Trish Kelly – Open Door Group - Moderator

Trish Kelly (pronouns she/her) is an Inclusion, Diversity, Equity and Accessibility (IDEA) Consultant living in the Sea to Sky region on the unceded territory of the Squamish Nation. Trish works with organizations to operationalize inclusion for their employees, customers, and clients.

Most recently, she led the development of the Disability Inclusive Employer Self-Assessment, a free online tool for Canadian employers that provides them with resources and guidance on creative truly inclusive workplaces.

Trish is a member of the LGBTQ2S+ community and a citizen of the Métis Nation of BC with family ties back to the Prince Albert and Red River communities.

Spencer Toth - Canada's LGBT+ Chamber of Commerce (CGLCC)

Spencer Toth (he/him) is the Manager of Tourism and Accreditation Programs at Canada's LGBT+ Chamber of Commerce (CGLCC). Spencer has a diverse background in tourism management, management consulting, economic development, business support and sales. In his role at the CGLCC, Spencer works on the organization's various tourism initiatives, training programs, and the Rainbow Registered LGBT+ safe space accreditation program. Previously he was an Associate Consultant at O'Leary & Associates, a management consulting firm focused on economic development and Indigenous relations, working on innovative projects that received recognition from the BC Economic Development Association and the Economic Developers Association of Canada, among others. He also spent time working as a Business Development Associate for BC & Yukon at Futurpreneur Canada, along with work in visitor services for Tourism Kamloops and partnership development for Vancouver media powerhouse BBTV. Spencer has a BBA Honours in Human Resource Management and Entrepreneurship & Innovation from Simon Fraser University's Beedie School of Business and a joint MSc in Tourism Management from the University of Southern Denmark, University of Ljubljana and University of Girona. He has published research on rural gay tourism in British Columbia in the Journal of Rural & Community Development, with a follow-up book chapter slated for publication in early 2023. Spencer resides in Kamloops, British Columbia, on the traditional and unceded lands of the Tk'emlúps te Secwépemc, within the Secwépemc Nation's wider ancestral territory of Secwepemcúl'ecw.

Jordann Hazelwood - Stk'emlupsemc te Secwepemc Nation - SSN

Employment & Training Coordinator, Stk'emlupsemc te Secwepemc Nation - SSN

Jordann Hazelwood is a member of Tk'emlúps te Secwepemc and the Employment & Training Coordinator for Stk'emlupsemc te Secwepemc Nation (SSN). Her work is focused on supporting SSN

members' transition to employment and training, including New Gold Inc. New Afton Mine, Teck Highland Valley Copper Mine, BC Hydro, Arrow Transport and many other Partners.

Jordann has dedicated her career to creating space for Indigenous people in Industry and access to opportunities that enhance essential and employability skills, as well as networking connections to some of the top employers in the Kamloops region. Reducing and removing a variety of barriers Indigenous people face is where her passion originates and is a direct result for her vision of working towards the increase of Indigenous employability, integral in building healthy and strong workplaces and communities.

Jordann is a Bachelor of Business Administration graduate from the University of the Fraser Valley, sits on Minerva BC's Kamloops Committee and recently obtained her Project Management Professional (PMP) designation.

Paolo Bigit – Kamloops Immigrant Services

Paolo Bigit was born and raised in El Salvador, Central America where he lived for 20 years. Prior to his arrival in Canada, Paolo worked as a volunteer with the Salvadorean Scout Association for more than 8 years with community-driven projects. In his last few years in El Salvador, he ran a successful leadership program for vulnerable youth in High School who faced extreme poverty, focusing on employment, education, and community services. Paolo now lives in Kamloops, on the traditional unceded territory of the Tk'emlups te Secwepemc people. Since he arrived in Canada, he completed a Bachelor of Arts, majoring in Communications and minoring in New Media Studies at Thompson Rivers University. He worked as a freelance multimedia content creator for different non-profit organizations across BC and worked as a Master Control Operator with CFJC-TV.

In his new role as Diversity Outreach Coordinator, Paolo aims to educate the community on anti-racism practices, equitable work environments, inclusive work teams, and the importance of diverse global talent through workshops, public engagement, and by creating concrete partnerships with important stakeholders across the city and region.

Feel free to contact Paolo to make your ideas heard or to collaborate with him. You can find him at our offices located on 448 Tranquille Road during regular business hours or through his work phone (Text and Calls) 778-538-0078.

Devon Mah - Open Door Group

Devon was born in Kamloops and graduated from Thompson Rivers University with a Business Degree majoring in Marketing.

Devon brings a wealth of experience in working with employers seeking to hire more diversely. He has worked with employers across the province from small businesses to large employers, social enterprises and public private partnerships. Currently, he is a coordinator with Opportunities Fund assisting persons with disabilities to prepare for, obtain and maintain employment while at the same time conducting

employer awareness initiatives to encourage and support employers in hiring persons with disabilities. He also brings experience from working within both provincial and federal employment programs.

Terri Mindel - Tk'emlups te Secwepemc

Terri Mindel works with Tk'emlups te Secwepemc (Ttes) as the Trades and Training Coordinator. She also sits on an Industry Training and Employment Committee at TteS, to place community members in employment opportunities with employers in the Secwepemc Nation. She is married to a Metis man and has 6 children and 6 grandchildren and lives in Chase, BC. For fun she likes to travel, play golf and is a lifelong learner.

PANEL 2 – Local Resources and programs to support your recruitment efforts

Shawn Read - Career & Experiential Learning Department of Thompson Rivers University

As a Senior Tenured faculty member in the Career & Experiential Learning Department of Thompson Rivers University in Kamloops, British Columbia and past President of the Canadian Association of Career Educators and Employers (CACEE), Shawn has over 25 years of experience working in the Work Integrated Learning and Experiential Education field. At the national level as CACEE President and Director, Shawn worked with post-secondary institutions and governments to support the expansion of student development in career education and planning. Shawn has worked with students and organizations across the country to facilitate the transition from academics to the world of work and continues to advocate on behalf of the Career Education | Experiential and Work Integrated Learning field that supports student recruitment and employers search for talent.

In addition to his work experience, Shawn holds a MA in Learning and Technology from Royal Road University, a Bachelor of Arts Degree from St. Thomas University and Certificate in Public Administration from Dalhousie University.

Vongai Mundiya - Kamloops Immigrant Services

Vongai Mundiya has been working with Kamloops Immigrant Services as the employment counsellor for the past year, supporting newcomers in Kamloops to get past common barriers and find sustainable jobs. After spending her early years migrating between Zimbabwe, South Africa, and Botswana, she felt compelled to come to Canada do her post-secondary education in social sciences. Vongai has worked on presenting and educating the public on her knowledge of inclusivity since college. Her journey of working for people and the community started in the mental health industry with The Kamloops Canadian Mental Health Association, which gave her an inside view on barriers that can affect various individuals with gaining or keeping employment.

Vongai's role with a high-profile talent acquisition company, Audghem Recruitment, enabled her to do research and understand the trends of employment within the Canadian community. This knowledge is

what she aims to pass on to her clients to help them successfully navigate the job market along with supporting clients from her firsthand experiences when she worked in entry level jobs during college. Vongai's goal is to continue using her role at Kamloops Immigrant Services as a support to newcomers and vulnerable people in Kamloops with the available resources within her community.

Feel free to contact Vongai at employment@kcris.ca or 778-470-6101 ext. 109 to share ideas and support those who can receive help from us working together.

Juanita Soles - SNTC - ASETS Aboriginal Training & Employment Centre

I'm Juanita Soles, from T'it'q'et St'át'imc Nation. I embarked on my professional career counselling when I completed my Career Development Practitioner Certificate through Douglas College in 2013. My career path has led me to the SNTC - ASETS Aboriginal Training & Employment Centre in Kamloops BC where I became Communications and Employment Outreach Facilitator. My focus in my current position is deeply influenced by my studies in Career Development and working with our Indigenous people to provide Employment and training opportunities. Taking steps to support clients, communities and businesses with employment, and training opportunities that result in the labour market connections for individuals to obtain full-time employment outcomes.

Christine Buchanan

Regional Director of Employment and Training

WorkBC Kamloops - Thompson

Christine Buchanan has over 15 years of experience in Employment Counselling & Vocational Rehabilitation. With over six years of experience in direct vocational rehabilitation, she assisted persons with disabilities in finding and maintaining employment. Christine has developed and provided training on working with persons with disabilities for over ten years. She creates service delivery models to improve services to job seekers and employers, along with developing partnerships with community services, associations, training institutions, and employers to serve the local labour market needs best. In 2016 she received the Career Practitioner of the Year award from the BC Career Development Association for her positive impact on the profession.

Dwayne Geiger

TRU Trades - Partnership Transitions Coordinator

Education and community leader who values the importance of empowering people to meet their full potential. This has led me to rewarding opportunities in Health and Safety stewardship, Education in Elementary, Secondary and Post-secondary environments, Vocational Rehabilitation (Mental Health, Addictions and Disabilities) and Environmental Stewardship. Each of these opportunities has been rewarding and has strengthened my resolve to continue to build healthier workplaces and communities.

PANEL 3 – International programs and opportunities to support your business

Darcy Bromley - Immigration, Refugees and Citizenship Canada

Darcy Bromley joined Immigration, Refugees and Citizenship Canada in 2002 and currently works as an Outreach officer in BC. In her current position she helps Canadian employers and other stakeholders learn how Canada's economic immigration programs can be used to support their hiring needs and help drive economic growth.

Natalie Durham - British Columbia Construction Association

Natalie is currently employed by the British Columbia Construction Association. She started work with the association 7 years ago initially with the Skilled Trades Employment program as an Employment Liaison Specialist. She then transitioned into the Integrating Newcomers' Program as Employment Liaison Specialist. The Integrated Newcomers program is a government-funded, pre arrival, free, nationwide employment coaching service for skilled immigrants looking to transition careers to the construction industry in Canada. The program serves a variety of professionals including tradespeople, engineers (in any discipline), architects, technicians, technologists, and all business support specialists such as project managers, estimators, business developers, IT, marketing, human resources, accounting, and health & safety professionals.

Natalie was educated in the UK prior to moving to Canada in 2005. Her work experience is varied from an Outreach Worker, working on a research pilot project, funded through the UK government to research the link of minimal numeracy and literacy skills and the effects on unemployment and criminal activity. Program Manager delivering services to youth at risk, Case Manager with WorkBC, Project Coordinator delivering employment services for persons with learning and physical disabilities.

Aireen Luney, Manager, Program Development and Promotion

Immigration Programs Branch, BC Provincial Nominee Program (BC PNP)

Ministry of Municipal Affairs

Aireen Luney is the Manager, Program Development and Promotion for the British Columbia Provincial Nominee Program (BC PNP). In her role, Aireen is responsible for managing strategic initiatives for the BC PNP, including developing program policies/pilots/categories, marketing and communications, and building strategic alliances with program stakeholders.

Eduardo Bananal

Eduardo is the Employer Relations Coordinator of the Immigrant Employment Council of BC (IEC-BC) whose role entails connecting with employers across our province to learn about their workforce

challenges and help identify what available IEC-BC solutions/initiatives which can best address their needs.

Eduardo comes from the Philippines where he has more than nine years of experience in Pharmaceutical and Medical Supplies sales. In addition, he had worked in the fast-moving consumer goods industry as a Business Development Officer. Eduardo holds a bachelor's degree in Industrial Engineering from the University of Santo Tomas Manila. Beyond work, he was involved as a volunteer for a disaster management organization (part of logistics team for Typhoon Haiyan victims) and a volunteer editor for a non-profit, spiritual community organization.