

	<b>MONDAY MAY 6 HALF DAY</b>	<b>TUESDAY MAY 7</b>	<b>WEDNESDAY MAY 8</b>	<b>THURSDAY MAY 9</b>	<b>FRIDAY MAY 10 HALF DAY</b>
7:00-9:00		BREAKFAST catered in Ponderosa	BREAKFAST catered in Ponderosa	BREAKFAST catered in Ponderosa	BREAKFAST catered in Ponderosa
7:30-9:00		<i>OPTIONAL Wellness session</i>			<i>OPTIONAL Wellness session</i>
9:00-9:30		BREAK	BREAK	BREAK	BREAK
9:15-11:30		<p><i>Facilitator: Julie</i> <b>Morning check in</b></p> <p><b>Programs Panel (9:30-10:30):</b> North, NMFCCC, BC, Sask, Innoweave</p> <p><b>Program Deeper Dives (10:30-11:30):</b> Join a program team for a follow up deeper conversation</p>	<p><i>Facilitator: Erin</i> <b>Morning check in</b></p> <p><b>Session:</b> <b>JEDI conversation</b></p>	<p><i>Facilitator Todd</i></p> <p><b>Morning check in</b></p> <p><b>Session:</b> <b>The BIG PICTURE:</b></p>	<p><i>Facilitator: Erin + Sally</i> <b>Morning check in</b></p> <p><b>Final wrap up session:</b> What are the Conversations to have? Use Open Space Methodology</p> <p><b>Reflection time &amp; Closing:</b></p>
11:30-12:00	ARRIVE AT UBC!	WELLNESS - participants can sign up for options	WELLNESS	WELLNESS	DEPARTURES
12:00-1:00	LUNCH in conference room (catered)	LUNCH on your own with NEST card	LUNCH on your own with NEST card	LUNCH on your own with NEST card	LUNCH on your own with NEST card
1:00-2:00	<p><i>Facilitator: Joanna</i></p> <p><b>Welcome</b></p> <p><b>Welcome by</b> Elder Larry Grant - the elder in residence for UBC</p>	<p><i>Facilitator: Norah</i></p> <p><b>Time outside on the land – full afternoon</b></p>	<p><i>Facilitator: Lizzie</i></p> <p><b>Session: Shared Platform Projects!</b></p>	<p><i>Facilitator: Joanna</i></p> <p><b>Session: External Trends</b> Understanding the volatility and</p>	

	<p><i>Facilitator: Sally + Lizzie</i>  <b>Round of introductions – who is in the room!</b></p>	<p>This is also the dedicated afternoon for the <b>Indigenous Employees Network</b> to come together</p>			
2:00-2:30	BREAK		BREAK + projects arrive	BREAK	
2:30-4:30	<p><i>Facilitator: Joanna</i>  <b>OUR JOURNEY</b></p> <p><b>Denise Williams, Board Chair</b></p> <p><i>Facilitator: Ali</i>  <b>Timeline exercise: collective storytelling on our path to today as an organization</b></p>	<p><b>CONTINUED</b>  <b>Time outside on the land</b></p> <p><b>Or</b></p> <p><b>Indigenous Employee Network Gathering</b></p>	<p><i>Facilitator: Lizzie +</i></p> <p><b>Three mini-panels with project reps</b></p>	<p><i>Facilitator: Ali +</i></p> <p><b>Concurrent Convos:</b> In each of these teams work, what do you want your colleagues to know more about? What are you learning? Celebrating</p> <ol style="list-style-type: none"> <li>1. Finance &amp; Gov &amp; Compliance</li> <li>2. PEL</li> <li>3. Impact Investing &amp; Philanthropic Advisory Services</li> <li>4. Comms</li> <li>5. Policy and Research</li> <li>6. Tech transformation/IS</li> </ol>	
4:30-5:00	<p><b>Team check in:</b>  Purposeful time back in your regular team to connect. Share learnings, just connect on the day and reflect.</p>	<p><b>Team check in</b>  Combo teams – Program teams together +  <i>Other teams in new combo</i></p>	<p><b>Casual hang with project teams</b></p>	<p><b>Team check in</b>  Combo teams – Program teams together +  <i>Other teams in new combo</i></p>	
5:00-6:00	TEAM	FREE TIME (Dinner on your own)	<b>5:30pm head to office</b> for dinner & party	DINNER TOGETHER at UBC (catered)	

	DINNER (teams to arrange their own plans)		DINNER ready for 6:00 at office		
6:00	FREE TIME	FREE TIME	STAFF PARTY at MakeWay offices 163 West Hastings – yes karaoke will be on offer!	FREE TIME	

## Further Programming BreakDown:

### MONDAY

**1pm Official Welcome** – Joanna – territory acknowledgement (**10 minutes**)

Joanna introduce Musqueam Elder Grant to welcome us - **2 minutes**

Welcome by Elder Grant **15 minutes**

Joanna thanks, then welcomes Logistics Team! – housekeeping & agenda review – Erin & Vero & Sharon – 10 minute

Introduction round – 40 minutes led by Lizzie and Sally

#### **215pm BREAK**

#### **2:30 OUR JOURNEY**

Joanna introduces Denise

Denise Williams Board Chair

20 minutes of Denise talking – 15 minutes of Q&A with her

#### **3:20 – 4:30 Timeline exercise –**

facilitated conversation on where we've come from and where we are now - facilitated by Ali -

## **Team Debriefs**

4:30-5:30

Facilitator: Gayle

## **Tuesday**

### **Program Panel & Breakout sessions:**

**Facilitator: Julie**

**Format:** 9:30-10:30 Programs Panel. *Listen, learn, and engage with members of the programs team as they share about and reflect on their work across various programs.*

Conversation will cover – origin stories, focus of different programs, 'what is community-led', lessons learned, and opportunities for collaboration.

**Hosted** by Kristy Anderson.

**Panel Participants:** Cheryl & Tasha (NMFCCC); Killulark & Ashely (Northern Program); Lindsay & Shannon (BC); Taylar & Julie (SK Program), Natalie & Veronique (Innoweave).

**Format:** 10:40 – 11:30 Break out program conversations. *Participants can visit 2 different program breakouts to learn more and engage directly with programs staff. Self-select into the breakout spaces of your choice.*

*2 x 20 min breakout sessions.*

*Break out options include: Innoweave, SK Program, NMFCCC, Northern Program, BC.*

## **Time on the land:**

**Facilitators:** Norah

**Concurrently: Indigenous Employee Network Gathering**

**1:00pm – 2:00pm: Free Time!**

**2:15pm – Meet in front of [Museum of Anthropology](#) (13 minute walk from Walter Gage Residences). Tours begin at 2:30.**

**2:30 – 4:00 – Talking Trees Tour**

**Breakdown:** Guides from Talaysay Tours (<https://www.talaysay.com/>) will provide a guided walking tour. Tours will take place from 2:30pm-4:00pm (90 minutes) and will take us through woodlands around UBC. Bring comfortable walking shoes and rain gear in case it is wet!

**Overview of Talking Trees tour:**

Each plant, each tree has its own special story. On this nature walking tour you will hear the stories of how shíshálh (Sechelt) Coast Salish & Sk̓wx̓wú7mesh (Squamish) People have been utilizing the land for food, medicine and technology for thousands of years. Your Talaysay cultural ambassador guide will share our ecological practices, ancient and contemporary history, stories, legends and Indigenous ways of living (knowing) with you.

**About the Guides**

**Seraphine Lewis**

**Lead Guide, Artist, Trainer, Curriculum Developer – Talaysay Tours – Love The Land**

Seraphine, ancestral name Qwee Gay Eywans, is a proud member of the Squamish and Haida people. Sera grew up in Squamish with her mother, brother and sister and was raised with strong teachings and protocols. From a young age she has represented her family and people as a cultural ambassador and dancer. Sera has a Fine Arts degree with a focus on Liberal Studies from Langara College. She has worked with Talaysay Tours since 2018 and is our lead guide, ambassador, artist,

graphic designer, screen printer and weaver. Sera develops the curriculum for Talaysay Tours to train guides and cultural ambassadors for Talaysay Tours

## **Candace Campo**

### **Owner / Operator/ Educator – Talaysay Tours – Love The Land**

Candace, ancestral name xets'emits'a, is a Shíshálh (Sechelt) member born and raised on the Sunshine Coast, BC, Canada. Talaysay Tours was founded in 2002 by Candace and her spouse Larry, and continues to provide indigenous, art, cultural and outdoor experiences and events to international--- and local guests, community organizations, corporations and schools. Today, their daughter Talaysay manages and leads the business. Candace's, anthropologist and school teacher, has centred her life's work on training younger Indigenous members to successfully participate in a small business as culture and land ambassadors promoting stewardship and a meaningful relationship and to community and land. At present, Candace is working and enjoying being an indigenous content editor of a historical fiction novel written by Richard Till, working title Woven Deep. She can wait for it to be published.

## **Trent Maynard**

### **Settler Guide, Ecologist, Filmmaker and Our Friend**

Trent has been connected to our community, Shíshálh and Skwxwú7mesh, for many years supporting our events, capturing our stories and history through his art form - film making.

Trent and Candace work a lot together making a film on the Sunshine Coast. Trent with his extensive background in ethnobotany and ethnoecology supports our Talaysay Team with large group tours, bridging Western science with our Indigenous Ways of Knowing, and training youth ambassadors.

## **Team Debriefs**

4:30-5:30

Facilitator: Gayle

## Wednesday

### **JEDI conversation**

**Facilitators:** (Erin + PEL + SC + Travis/Amanda, + Norah)

#### **Breakdown:**

Our JEDI History, what other orgs/external expertise, others are saying; [what the next steps are in our journey](#)

Break out circles:

What did you hear?

What do you want to learn more about?

What else would you like to see?

### **Shared Platform Program**

**First Session: Shared Platform 101!** Introduction to the shared platform model, the team and our priorities for FY25. Includes interactive “Shared Platform Trivia!” *Facilitators: Allie, Wole, Chris, Travis*

**Second Session: Fair Earth Living + Climate Action Panel** featuring four local shared platform projects: Urban Climate Leadership, Resilient Waters, Share Reuse Repair Initiative and EcoAnalytics. *Facilitator: Joanna + Dorine*

## Thursday

### **The Big Picture**

**Facilitators:** Todd

**Breakdown: First Segment:** Todd presents Background on organization strategy development and brief update on plans for the ‘next strategy’

**Second Segment:** The Six Priorities for the Year: Various team members deliver short presentations on each of the Six Priorities. Questions welcomed after each mini-presentation.

- Stabilize and deepen existing place-based grantmaking and project partnerships, with demonstrable impact in BC, Saskatchewan, Manitoba, Yukon, Northwest Territories, Inuit Nunangat, as well as urban neighbourhoods. Presented by Steve, Lori(?), and Bridgitte
- Implement capacity strengthening programming and new supports for shared platform projects including supports for independent Indigenous NGOs. Presented by Erin and Lizzie
- Influence the philanthropic and charitable sector to be working better for people and planet through increased thought leadership events, published stories and blogs, public policy influence and key research. Presented by Norah
- Lay a strong foundation, through discovery, planning, and culture shifting, for upcoming technology transformation projects that will see MakeWay better fit for purpose and significantly improve efficiencies. Presented by Liz
- Pilot a collectively shared Delta strategy towards a sustainable revenue model, including deeper investments in Philanthropic Services. Presented by Lee and Gayle
- Create safer spaces and ways of working that support more diverse leadership to thrive at MakeWay, informed by practices of equity and justice. Presented by Ali and Steve

**Third Segment:** Culture chats. Surfacing topics/questions/ideas from staff, gather in small groups to discuss how we work together, how people are feeling about working remotely/hybrid, other culture-related subjects. Groups can report back if they want.

## **External Trends – 1 hour**

Facilitator: Joanna

Breakdown: We know that change is the only constant, and the world around us becoming more volatile. In this one-hour interactive panel, we will hear from three voices thinking about external trends, including

- Aaron Freeman who is a long-time political strategist on the upcoming changing political winds and what they might mean
- MakeWay's Omar Elsharkawy on some of his insights on the future of food
- Ann Elizabeth Sampson who has been working with the McMaster University 2080 Future of Canada project bringing together leading changemakers on what possibilities are next



## **Concurrent Convos: WORLD CAFE**

**Facilitator:** TBD

**Breakdown:** In each of these teams work, what do you want your colleagues to know more about? What are you learning? Celebrating (World Café style – staff go to each table; approx 20 minutes in each, after 20 minutes, bell rings and folks move on to another table. Each table has one or two anchor representatives from that team.

1. Finance & Gov & Compliance
2. PEL
3. Impact Investing & Philanthropic Advisory Services
4. Comms
5. Policy and Research

### **Team Debriefs**

4:30-5:30

Facilitator: Gayle

## **Friday**

### **9:15- 11:00 Final wrap up session:**

Facilitator: Erin + Sally

What are the Conversations to have?

Use Open Space Methodology for the first 45 mins

### **Reflection time:**

What have we learned? What are the key themes that have come out of this week? What are we taking with us into our work

**11:00- 11:30**

**Brief Closing activity (warm fuzzies)**

| **Thank yous** and farewell (Joanna)