

Hello, bonjour, kway,

Je suis Abénaki. Ma communauté est Odanak, QC, mais je vis dans la région d'Ottawa. J'apprends à connaître ma culture et autres cultures traditionnelles avec des aînés de plusieurs communautés et organisations autochtones.

In my most recent role with Actua as the Director of a National Indigenous Youth in STEM, a non-profit organization youth in Science, Technology, Math and Science (STEM) across Canada, this work enabled me to connect with Indigenous communities, industry partners and post-secondary institutions nationwide to support, to be a voice, and to empower Indigenous youth in both education and life skills. My role was to lead all Indigenous initiatives, liaise with Indigenous communities, and build and support relationships between institutions STEM divisions with Indigenous communities, school boards and other Indigenous organizations to increase Indigenous high school participation and graduation rates.

I have experience in working with First Nations, Inuit and Métis communities and organizations across Canada. I have worked with many education offices, economic development offices, and area management offices. The work I do is for all Indigenous Peoples. Having that knowledge, that way of knowing, way of working, helps me balance "Corporate" and "Indigenous" in finding ways to work together respectfully.

Algonquin College has recently contracted my consulting services to work closely with Indigenous communities, students and organizations for the College's new Academic Plan. They wanted to engage all stakeholders in ensuring the plan will support Indigenous learners and communities.

Previously, I was working at Algonquin College in Ottawa as Director of Indigenous Initiatives. My role was to collaborate with Indigenous communities to better understand community and students' needs to support them in their post-secondary pathway. My responsibilities were to embed Indigenous ways of knowing throughout the fabric of the institution and implement strategic initiatives that supported various college stakeholders and Indigenous community partners. Over the years, I have collected a significant amount of data on Indigenous student academic performance. This data helped to improve student recruitment and retention, to better understand why students are withdrawing, and low graduation rates. My scope of work included, but not limited to, managing the staff in the Indigenous Student Centre and the Truth and Reconciliation Indigenization office; develop and implement strategic and business plans in both areas; lead and support Indigenous meetings, events and lead Indigenous presentations to the College Leadership Team; promote high-demand programs to Indigenous youth; develop Indigenous empowerment programming; develop Indigenous entrepreneurship training; lead Indigenous initiatives in the college, engage with Government representatives at Federal and Provincial levels, and develop relationships with external partners. This work allowed me to be part of, and to serve on so many committees, including the Indigenous Peoples Education Circle whom represents all 24 colleges in Ontario including the Ministry of Colleges and Universities and Colleges Ontario. I was also a Governor on the College's Board of Governors from 2020 to 2022.

- National Leadership InSTEM
- Lead Truth and Reconciliation - Calls to Action
- Focused on Equity, Diversity and Inclusion

It was an honour to serve, support and lead Algonquin College as part of the team tasked with the renovation and addition to the main campus Library. This project is now known as the DARE District (Discovery, Applied Research, and Entrepreneurship). The renovation and addition resulted in a 100,000 sf facility deemed the first of its kind for a college campus in Ontario, DARE features facilities for testing and development, simulations, competitions, collaborative project development, as well as entrepreneurial support in the growing field of cyber security. It was also designed in consultation with Indigenous communities to create an Institute for Indigenous Innovation and Entrepreneurship based on Indigenous business principles. The new facility features an Indigenous student commons and related support spaces (Nawapon, The Lodge, Iskodewan, Pidaban and Kejeyàdizidjigwogamig). Our office, Truth, Reconciliation and Indigenization, worked closely with lead architects and Indigenous Design consultants in the creation of the Indigenous Commons and courtyard, and in weaving Indigenous spaces and themes throughout the spaces of the DARE District. These spaces are meaningfully designed in a way that reflects engagement with local Indigenous communities as well as staff and students. The College and Indigenous partners valued my consultative approach and ability to build trust through an interactive and engaged design process. We worked closely with staff, faculty, student stakeholder groups, and local communities to define space needs, cultural ideas and narratives, which the team then expressed through design.

For over 10 years, I have worked on multiple initiatives at Algonquin College to engage Indigenous youth in the construction and technical trades and high-demand programs. I served on many external steering committees to help break down the barriers that prevent them from entering post-secondary programs. I also work closely with academics across the province, Ministry of Labour, Government of Canada (Public Services - Procurement), non-profit employment agencies, employers and organizations who are invested in working with Indigenous communities and their youth. I have also developed an International Award Winning program to help Indigenous learners gain job skills by aligning mentorship and employer coaching. This program was designed to coach the employer on how to engage and work with Indigenous employees.

I am looking for opportunities that will push me to the next level to supporting people, institutions and organizations to succeed in a good way.

Wliwni (Thank you),



- TOP 40 UNDER FORTY - Recognized for Business and Volunteer
- Board of Governors and Board of Directors Experience
- Lead for strategic Indigenous initiatives

## LEADERSHIP AND ADMINISTRATIVE EXPERIENCE

### Actua

#### Director of National Indigenous Youth STEM Program

Aril 2022

Incorporate current research and commonly accepted practices in educational pedagogy and Indigenous approaches to education and community engagement. Each year, Actua engages over 35,000 First Nations, Inuit and Métis (FNIM) youth in over 200 communities nationwide through school workshops (K-12), summer camp programs for grades 5-8 and for-credit land camps (9-12).

### Algonquin College of Applied Arts and Technology

#### Board Member of the Algonquin College Board of Directors

2020-2022

Administrative Staff Representative

#### Director of Indigenous Initiatives

April 2019 - April 2022

#### Manager of Indigenous Initiatives

July 2016 to April 2019

#### Manager of Mamidosewin Centre

July 2016 to 2018

#### Aboriginal Portfolio Manager

September 2013 to July 2016

#### Marketing Coordinator for Work Place Development

April 2013 to September 2013

My critical role is facilitating Algonquin College's responsibility to improve outcomes for Indigenous learners, address the Truth and Reconciliation Commission's Calls to Action and work closely with the Indigenous Education Council and First Nation communities. Through collaborative processes, I engage with the Algonquin College Executive Team and Leadership Team to embed Indigenous Knowledge and values throughout the fabric of the College. I am responsible for planning, developing and leading of the Indigenous Strategic Framework, the Indigenous Innovation and Entrepreneurship in the Discovery, Applied Research and Entrepreneurship District (DARE), facilitating a sense of space and place for Indigenous learners within the College community, increasing Indigenous outreach, access and engagement with Indigenous communities, enhancing the Indigenous student journey (i.e., transition, progression, graduation and advancement, and re-engagement). I work with College's areas to embed goals of the Office of Truth, Reconciliation and Indigenization in respective Business Plans, Learner Driven Plan, Algonquin College Lean Process, and supporting initiatives to provide critical learning opportunities for external organization and partners towards TRC and other Indigenous teachings.

- Oversee annual budget of \$5,000,000 and prepare final reports for funders and the College's Finance Department
- Oversee, manage and report on the Ministry of Colleges and Universities Indigenous Student Success Fund - \$330K
- Develop and sustain meaningful relationships and partnerships across Algonquin College Leadership Team areas and departments with a focus on coordinating and/or co-constructing strategic initiatives and operations for enhanced quality outcomes to all learners
- Serve as project lead to ensure that Indigenous initiatives are prioritized, embedded in respective Area's Business Plans, delivered, and repPart of the orted on for accountability purposes. Oversee deliverables to ensure all levels of the institution are engaged and delivering on commitments in a coordinated, connected, and accountable manner



- Fully bilingual in English and French
- Algonquin College Leadership Team
- 23 years of entrepreneurial experience

- Lead Indigenous Innovation and Entrepreneurship within the DARE District. Engage with external Indigenous and non-Indigenous entrepreneurs to help encourage learners to start thinking entrepreneurial. Implement the Innovation and Entrepreneurship Mindset Framework to embed an innovative and entrepreneurial mindset in Algonquin's family of learners, enhanced by Indigenous Knowledge
- Develop strong partnerships with post-secondary institutions to develop strategic initiatives, training programs and academic programs for Indigenous learners (ie. Partnership with University of Victoria regarding and Entrepreneurship Program focused in Indigenous ways of knowing)
- Develop strong relationships with external partners (ie. Invest Ottawa) to help support Indigenous start-ups and scale-ups
- Develop initiatives to engage Indigenous youth in the construction and technical trades
- Serve on external steering committees for Indigenous in the trades
- Develop a strategy to coordinate engagement with First Nation communities, recognizing that all team members serve as important point of contact and voice of Algonquin College with communities
- Provide leadership and support for the College's Learner Driven Plan, Lean Process, DARE District, and Indigenous Education Council
- Work closely with faculty (academic and co-curricular areas) on how to effectively integrate Indigenous ways of knowing, knowledge, and the impact of historical legacies in curriculum through inclusive education
- Lead Indigenous projects funded by government agencies and private funders

**Duties as Manager of the Mamidosewin Centre and Aboriginal Portfolio Manager:**

- Oversee support staff including Indigenous Counselor, Event Coordinator, Pathfinder, student support workers and part-time project coordinators for various projects
- Employee performance management and evaluations, leading teams through strategic priorities
- Develop work plans, strategies and action plans and review Indigenous project proposals
- Manage the budget of excess of \$600,000
- Create and develop new project initiatives to support Indigenous learners transitioning to post-secondary
- Build strong internal and external relationships with Indigenous communities, government agencies and organizations
- Develop partnerships with external employers
- Attend government meetings and provincial committees
- Promote and coordinate marketing initiatives to support the College's under-represented groups; Indigenous, Newcomers, First Generation Students, Non-Traditional Career and Experienced Worker Centre
- Internal partnerships with college's staff, project coordinators, chairs, directors and deans
- Interact with community organizations and companies

**Queen's University - Smith School of Business**

**Advisor and Coach**

**August 2020 - 2022**

**for Master of Management Innovation and Entrepreneurship**

One-on-one coaching for post-graduate students in this progressive 12 month Masters of Innovation and Entrepreneurship program

## ANDRÉ O'BONSAWIN, MMIE

- **The 2018 Chris Warburton Award of Excellence**  
In recognition of outstanding contribution to student life
- **Indigenous Education Excellence Award**  
Colleges and Institutions Canada recognition award for multiple strategic initiatives supporting Indigenous learners and communities

### **Algonquin College, Facilitator, Indigenous Tourism Entrepreneurship**

**Fall 2020 - 2021**

- Develop Training Modules
- Deliver the 10-week entrepreneurship training to Indigenous people

### **Canadore College, Part-time Instructor – Graphic Design, 2nd year students Canadore College, Part-time Instructor – Graphic Design 110, Visual Elements**

**Winter 2005  
Fall 2012**

- Curriculum development
- Introduction to graphic design using the principles and elements of design
- Introduction to creative thinking using principles and elements of design
- Visual persuasion and social function of graphic communications; emphasis on the perception and composition of visual elements

## **BUSINESS AND ENTREPRENEURIAL EXPERIENCE**

### **Studio Eleven17, CEO**

**Jan 2011 - Present**

Studio Eleven17 is a specialized design firm catering to corporate companies, Indigenous organizations, researchers and consultants. We work with limited client list to offer them highly personalized service and focus on the creative aspects of their brand and marketing materials. We are highly selective about the types of jobs we take on to give our attention and dedication.

- Manage all client accounts including the Mining Industry, various Economic Development, Tourism and Education
- Work closely with consultants to help them with their clients' marketing collateral needs
- Creative design, brand development and marketing strategies for new and existing clients
- Develop digital strategies, social media, Google ad-word campaigns, and email campaigns
- Develop project time-lines, budgets and work plans
- Direct a team of freelancers in web development, design layout and writing
- Prepare quotes and presentations in response to RFPs/RFQs

### **Sofa Communications, Founding Partner Penney & Company Inc., Graphic Designer TWG Communications, Graphic Designer Bond Printing & Graphics, Graphic Designer**

**Jun 2005 - Dec 2010  
Oct 1999 - Jun 2005  
Aug 1997 - Oct 1999  
May 1995 - Aug 1997**

- Branding, design logos and marketing materials
- Develop marketing strategies and websites
- Build strong client relationships
- Networking events
- Prepare all files for printing – traditional and digital printing
- Liaison for all media outlets

## EDUCATION

### Master of Management Innovation and Entrepreneurship

**MMIE Graduate 2019**

Smith School of Business, Queen's University, Kingston, ON

The program is specifically for those who will start, grow or drive new ventures whether in a startup or inside a corporation. Development of special skills, strategies and strengths that are needed to turn an idea into a viable and thriving business. Agile Lean Processes, Innovation and Corporate Law.

- Entrepreneurs looking to commercialize an innovative product or service idea or to scale up to the next stage of success
- Corporate Innovators and Intrapreneurs working in new venture or innovation roles within an enterprise
- Adventurers whose passion is to join a startup or scale-up venture and help drive acceleration
- Social Innovators seeking to solve community challenges through a new initiative or solution
- Prepare you for presenting and pitching your ideas, products or services to investors or partners

### Algonquin College Leadership Program Level I & Level II

**2017**

Algonquin College, Ottawa, ON

In support of the College's commitment to provide an opportunity for all employees to develop and grow their leadership capabilities, the Algonquin Leadership in Education Institute focuses on the knowledge and skills related to leadership in higher education and provides opportunities for their application.

### Diploma in Graphic Communications Program

**1993 - 1995**

Canadore College, North Bay, ON

- Corporate identity, branding and advertising

## COMMITTEE EXPERIENCE

### Current:

Education Quality and Accountability Office (EQAO): First Nations Collaborative Council

### While Working at Algonquin College:

Board of Governors

Algonquin College Leadership Team

Strategic Exercise to Restore Financial Sustainability

Deans, Directors and Chairs Council

College Budget Committee

Forward Planning Marketing Committee

Indigenous Education Council (IEC), Algonquin College

Indigenous Peoples Education Circle (IPEC)

### External Committees representing the College:

Indigenous Employment Leadership Table

Public Services and Procurement Canada - Indigenous Benefits Plan

CICan - Programs and services that help advance NEET Indigenous and Newcomer Youth

### Past Committees:

Caisse Populaire North Bay, Board of Director

Algonquin College: Chair - Innovation and Entrepreneurship Steering Committee

Algonquin College: Young Professionals Committee, Founding Committee Member

North Bay and District Chamber of Commerce, Board of Director

Rotary Club of North Bay-Nipissing, Board of Director, Public Relations

Youth Justice Committee, Community Volunteer - North Bay