

Indigenous education, Canada's future. L'éducation des autochtones. L'avenir du Canada.

ANNUAL REPORT 2018–2019





Enriching Canada through Indigenous education and by inspiring achievement.



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MESSAGE FROM THE PRESIDENT AND CEO

Roberta L. Jamieson



hank you for believing in Indspire and continuing to champion Indigenous education and support of First Nations, Inuit and Métis students across Canada who are realizing their dreams and graduating from post-secondary institutions; many of these students are the first person in their families to do so. We truly appreciate our private and public funders who continue to invest in our social impact across the country. Through our programs this past year, we reached some 7,856 students. When we add the CBC reach, we are connecting with more than 630,000 Canadians!

Senator Murray Sinclair, former chair of the Truth and Reconciliation Commission, has said that education provides one of the greatest hopes for repairing cultural attitudes, redressing the legacy of Indian Residential Schools, and advancing the process of reconciliation. Through its support of thousands of students each year, Indspire is contributing to the success of First Nations, Inuit and Métis learners, the process of reconciliation and ultimately realizing its purpose that within a generation, every Indigenous student will graduate.

We currently meet 22 per cent of student applicants' needs. We know we have to do better and believe that together we can achieve this. Indeed, we have had a record year, disbursing more than \$16 million in 5,553 bursaries and scholarships — a year of unprecedented impact for Indigenous students and one we intend to pursue in our growth strategy over the coming year.

We have set ourselves the ambitious challenges of increasing our bursary and scholarship applications by 25 per cent and increasing funding for students by more than 40 per cent. In the coming year, we will make a huge investment in technology to better serve and support our students. As we do that, we are monitoring their success through our National Education Survey to be conducted again in 2020.

On behalf of the board, I would like to thank our leader, Roberta Jamieson, and her dedicated staff. Thank you for your continued support. Together, we are making a difference for thousands of First Nations, Inuit and Métis students across this country.

David Tuccaro

Chair, Board of Directors

Click here to see our audited statements.



ke:no. I'm Roberta Jamieson, President and CEO of Indspire. We're excited to share with you the stories and highlights of this past year.

Each year, I have the opportunity to meet First Nations, Inuit and Métis students across Canada. With every student that I meet, and through the stories that they tell about their educational journey, the more I believe that Indspire can fulfil its purpose — that within a generation, every Indigenous student will graduate.

Some of their stories came out in a survey we conducted of First Nations, Inuit and Métis students across the country in 2018. I encourage you to read the full report at indspire.ca to hear, in their voices, what students are experiencing on campuses across the country.

I am so pleased that the federal government chose to significantly increase its investment in the education of First Nations, Inuit and Métis students in its 2019 budget. For Indspire, this meant an additional \$9 million over three years — one further step towards increasing Indigenous student success and closing the gap between Indigenous and non-Indigenous learners.

This past year, Indspire awarded a record \$16.3 million through 5,553 scholarships and bursaries to First Nations, Inuit and Métis students across Canada. On average, 90 per cent of Indspire-supported students graduate. While these numbers are impressive, what is truly inspiring are the stories behind these numbers, some of which we've shared in this report. They demonstrate how we can truly impact the lives of Indigenous people.

I also speak with many of our donors, who are committed to providing their support so that Indigenous students can achieve their highest potential. They know that investing in the education of First Nations, Inuit and Métis people will not only benefit these individuals, their families and communities, but Canada as a whole.

Once again, Indspire received a four-star rating from Charity Intelligence, and named us a Top 10 Canadian Impact Charity. Indspire was also recognized by Maclean's magazine in 2019 as a top-rated charity for Canadians to support.

To the dedicated and hard-working staff, to David Tuccaro, the chair of our board, and all the board directors, to governments, to corporations and individual Canadians who support Indspire and make our work possible, I thank you in the language of my people: *Nia: wen!*

Roberta L. Jamieson

President & CEO

More than \$115,000,000 provided to students since 2004

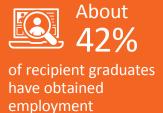




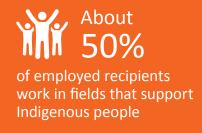




post-secondary credential







Indigenous Education is Canada's Future Growth

In an increasingly interconnected world, Canada is in a global race for talent. Fortunately, Canada has a ready supply of labour, energy and enterprise right here at home.

Indigenous peoples are the fastest growing demographic cohort, and they are younger than the Canadian average. More than 130,000 Indigenous people aged 17-51 will be eligible to attend post-secondary university by 2023. They are a key piece of Canada's economic engine. In fact, the Centre for the Study of Living Standards estimates that if we close the education and labour market gaps for Indigenous people in Canada by 2031, Canada's GDP could gain \$36 billion.

Indspire is an Indigenous national charity that invests in the education of First Nations, Inuit and Métis people for the long-term benefit of these individuals, their families and communities, and Canada. With the support of its funding partners, Indspire provides financial awards, delivers programs and shares resources so that First Nations, Inuit, and Métis students will achieve their highest potential.

Indspire provides hundreds of scholarships, bursaries and awards to thousands of Indigenous students every year through its *Building Brighter Futures* Program. Since 2004, Indspire has provided over \$115 million in financial support to more than 37,500 First Nations, Inuit and Métis students. Ninety per cent of students who have received funding have graduated from a post-secondary institution. Fifty per cent of graduates continue toward another post-secondary credential, and most importantly, 50 per cent of employed recipients work in fields that support Indigenous people.

As a society and a country, we have the responsibility to ensure all our students have what they need to follow their dreams and make the most of future opportunities. Not only is this vital to advancing reconciliation, but it will also make our country stronger, more innovative and more inclusive. It will make us all better able to thrive in a changing world and a shifting global economy.







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Indspire's K–12 Institute: Promoting Indigenous Education

RESOURCES AND PROGRAMS

Successful Practices: Showcasing Strategies that Work

Successful Practices include documented research, frameworks, models, and educational strategies that have worked to enhance kindergarten to Grade 12 student success. Indspire evaluates and shares these proven practices on the Indspire website, through webinars and at Indspire's National Gathering, for the benefit of Indigenous education stakeholders nationwide. Practices are evaluated using seven principles, which were founded in consultation with national Indigenous scholars. The principles honour Indigenous ways of knowing and values.

SUCCESSFUL PRACTICES SPOTLIGHT

Spirit Bear and Children Make History: Spirit Bear Book Learning Guide

Spirit Bear and Children Make History is written by First Nations educators (Dr. Cindy Blackstock and Eddy Robinson) and illustrated by a First Nations artist (Amanda Strong). Produced by a national charitable organization, the Caring Society works to ensure the safety and well-being of First Nations youth and their families.

Spirit Bear and Children Make History was written to engage a younger audience in learning about the child-welfare case, and to demonstrate and affirm the powerful role of young people in the reconciliation movement.



Peer Support: Educator Mentorship

Peer Support is a mentorship and coaching program for educators of Indigenous students. Indspire pairs educators across Canada based on their professional learning goals and provides support online to this learning community through webinars, and other professional development tools.

The top five goals for the 2018–2019 Peer Support program were:

- 1. Infusing Indigenous ways/teachings/culture into classrooms;
- 2. Building and increasing knowledge of Indigenous culture;
- 3. Sharing resources;
- 4. Classroom management;
- 5. Lesson planning.

For the 2018–2019 school year, there were 351 active participants in the program.

Nurturing Capacity: Documenting Community Success

Indspire supports communities to document and evaluate their successful practices. The community-led process is supported by an Indigenous researcher, who works with the community from identifying what data to collect to completion of the evaluation.

NURTURING CAPACITY SPOTLIGHT

Seven Oaks School Division, Winnipeg, MB, Researcher: Dr. Niigaan Sinclair

The Ojibwe Bilingual Program at Riverbend Community School is a community-based elementary-level initiative. located in Seven Oaks School Division in Winnipeg, Canada. Opened in September 2016, it is a dual-track program where students receive 50 per cent of their school day instruction in the Ojibwe language and 50 per cent of the day in English. A large percentage of students in this program are children in the child-welfare system and, as a result of attending the school, report experiences of personal and cultural empowerment, feelings of community and finding an identity. The program personnel also develop their own curriculum and train language educators to become teachers. The program is open specifically to students in the Seven Oaks School Division, Indigenous and non-Indigenous, as well as students living throughout the city of Winnipeg.



"Together, my mentee and I inspire each other to learn, share, seek, and develop transformational resources to build capacity for colleagues and students."

PEER SUPPORT MENTOR, BILLIE-JO GRANT, ST. ALBERT, ALTA.



"I was inspired with new ideas, met new contacts and learned new strategies from my mentee."

PEER SUPPORT MENTOR, SHELBY MCNISH, WINNIPEG

Indspire's K–12 Institute: Promoting Indigenous Education



"The opportunities are endless for Indigenous students in Canada, so as a mentor I find great fulfillment in sharing my story and helping others pursue their dreams and goals as well."

ALEX THOMAS,
RIVERS TO SUCCESS MENTOR



Attending the *Rivers to Success* Gathering are Jocelyn Plouffe, B.Sc., University of Manitoba (left) with her mentee Brianna Jonnie, a Grade 12 high-school student who also plans to attend university to study science.

Rivers to Success: Mentoring Indigenous Students

Rivers to Success is a national mentorship program with two streams of mentorship. The post-secondary stream matches Indigenous students with career professionals to assist students transitioning into the workplace or with further education. The second stream of mentorship connects Indigenous high-school students with post-secondary students to encourage successful high-school completions and to support smooth transitions to post-secondary education.

This past year, there were 371 active participants in *Rivers to Success* from 32 post-secondary institutions across the country. These students were matched with both first-year students who are Indspire-funded recipients from their school and high-school students who are considering attending their institution.

"My name is Alex Thomas and I am a proud member of Snuneymuxw First Nation in Nanaimo, B.C. I am currently enrolled in my second year of medical school at McMaster University and I am mentor with the Rivers to Success mentorship program. Throughout high-school, my undergraduate degree and now medical school. I have received a tremendous amount of advice and support from mentors and peers, so I am always looking for ways to do the same for others. The opportunities are endless for Indigenous students in Canada, so as a mentor I find great fulfillment in sharing my story and helping others pursue their dreams and goals as well."

ALEX THOMAS,
RIVERS TO SUCCESS MENTOR

Rivers to Success Gathering

On February 22, 2019, 60 *Rivers* participants attended a luncheon in Calgary that took place during Indspire's *Soaring Youth Empowerment Gathering* and *Indspire Awards*. While enjoying lunch, participants were encouraged by post-secondary mentors through words of advice and strategies for success that have guided their journeys.



EVENTS

Guiding the Journey: Indigenous Educator Awards

Guiding the Journey recognizes and celebrates outstanding educators for their achievement and innovation in Indigenous education.

These educators work hard to transform Indigenous education across Canada by advocating for updated resources and more cultural teachings in the curriculum; having innovative teaching practices; and helping Indigenous students reach their full potential. Nine educators and one organization were honoured at the *National Gathering* in Edmonton on November 8, 2018.









Soaring: Indigenous Youth Empowerment Gathering



At *Soaring*, high-school students learn about a myriad of career and post-secondary education options. Students participate in career workshops, learn about financial support, and meet Canada's top employers.

Held annually, *Soaring* continues to be widely appreciated by the students, educators, sponsors and trade show vendors.

Surveys completed by student participants provide insight into their thoughts about post-secondary education. The following is a snapshot of what youth shared:

"The way the people speak, it's like they know what you fear & give advice related to that."

"Cuz it motivates youth to work hard and you tell us that we have potential and that we can make it and be more, and some of us haven't been told that."

"I believe that these conferences help to show/ inspire people to follow their dreams and to know that they will have support and options."

"It is important because it helps not only young students find where they want to go in their future, but it also helps them feel connected to their culture."

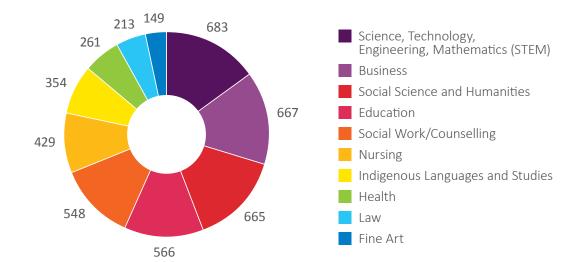
INDIGENOUS EDUCATOR



Building Brighter Futures: Bursaries, Scholarships and Awards

Indspire provides financial support for Indigenous students across Canada to assist them in completing their post-secondary education. In 2018–2019, Indspire awarded more than \$16.3 million through 5,553 financial bursaries, scholarships and awards.

A snapshot of what the students that we support are studying — top 10 fields of studies.



"... The amazing contribution that you have given me towards my education adds up to a lot of stress taken off my shoulders. Thank you for making it possible for me to continue my studies."











"... Due to your award, I can focus my time at university on schoolwork and community engagement, instead of struggling with finances. I will forever be grateful for that. Thank you for your generosity and support. I covenant to work very hard and eventually give something back to others, both as an architect and as an active member of my community."

The 2017 federal budget allocated \$25 million to Indspire's Building Brighter Futures: Bursaries, Scholarships and Awards program over five years beginning in 2017–2018, and contributions from non-federal sources will be matched by the federal government up to March 31, 2022.

In its March 2019 budget, the federal government made an additional investment of \$9 million over three years to enable Indspire to support many more Indigenous students to achieve their potential through education.



"I am overjoyed to be the recipient of your bursary, and I am deeply appreciative of your support ..."

2019 Indspire Awards

The *Indspire Awards* recognize Indigenous professionals and youth who demonstrate outstanding achievement and serve as invaluable role models for Indigenous youth. Each year, recipients are selected by a national jury of past laureates.



2019 Indspire Awards

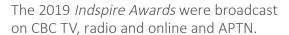


The *Indspire Awards* were established in 1993 in conjunction with the *United Nations' International Decade of the World's Indigenous Peoples*, and after 25 years, we have honoured 362 outstanding First Nations, Inuit and Métis individuals. These positive role models are a source of inspiration for Indigenous youth.

The 2019 *Indspire Awards* were held on February 22, 2019, at the Southern Alberta Jubilee Auditorium in Calgary.

2019 INDSPIRE AWARDS RECIPIENTS

Award	Recipient	Community
Lifetime Achievement	Atuat Akittirq	Aggu, Nunavut
Arts	Barbara Todd Hager	St. Paul Des Métis Settlement, Alta.
Business & Commerce	Ron Derrickson	Westbank First Nation, B.C.
Culture, Heritage & Spirituality	Jijuu Mary Snowshoe	Gwich'in Nation, N.W.T.
Education	Dr. Vianne Timmons	Mi'kmaq, N.S.
Health	Dr. Marlyn Cook	Misipawistik Cree Nation, Man.
Law & Justice	Dianne Corbiere	M'Chegeeng First Nation, Ont.
Public Service	Peter Dinsdale	Curve Lake First Nation, Ont.
Sports	Brigette Lacquette	Mallard, MB & Cote First Nation, Sask.
Youth — First Nations	Billy-Ray Belcourt	Driftpile Cree Nation, Alta.
Youth — Inuit	Kelly Fraser	Sanikiluaq, Nunavut
Youth — Métis	James Lavallée	Métis Homeland (St. Vital, St. Boniface, Bissett), Man.



Board of Directors and President & CEO

BOARD OF DIRECTORS

David Gabriel Tuccaro (Chair) Jean Teillet (Vice Chair) Darrell Beaulieu Nicole Bourque Bouchier Michael Dan Clint Davis James Dekker Joseph Dion Len Flett Aditya Jha Fauna Kingdon

Yvan Guy Larocque Jean LaRose Peter Lukasiewicz Dr. Gerald McMaster Maatalii Okalik Hilary Pearson **Gordon Peeling** William (Bill) Shead Paul Tsaparis Donald E. Worme

HONORARY CHAIR

Her Excellency the Right Honourable, Julie Payette C.C., C.M.M., C.O.M. Governor General of Canada

(Back row L-R) Clint Davis, Michael Dan, David Gabriel Tuccaro (Chair), James Dekker, Paul Tsaparis, Gordon Peeling (Front row L-R) Hilary Pearson, William (Bill) Shead, Jean Teillet, Donald E Worme, Roberta L. Jamieson (President and CEO, Indspire), Yvan Guy Larocque, Fauna Kingdon, Darrell Beaulieu, Joseph Dion Not pictured: Len Flett, Aditya Jha, Dr. Gerald McMaster



Indspire Staff

FULL-TIME EMPLOYEES (AS AT MARCH 31, 2019)

Office of the CEO

Roberta L. Jamieson

President and CEO. Indspire Executive Producer, Indspire Awards

Julie Monture

Senior Executive Assistant to the President and CEO

Fiona Crean

Chief Operating Officer

Lauren Hollywood

Executive Assistant to the Chief **Operating Officer**

Chelsea Fennell

Administrative Assistant

Communications & Marketing

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Sierra Barber

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Michael Brown

Corporate Sales Associate

Rose Goulais

Development Coordinator

Ailis Hamilton

Development Officer. Corporate Partnerships

Amanda Leibow

Development Services Coordinator

Wendy Quick

Senior Development Officer

Marisa Robins

Development Officer, Individual Giving

Education

Michelle Bomberry Director, Post-Secondary

Education Program

Tammy Martin

Director, K–12 Institute

Trista Bomberry

Bursary & Scholarship Support Officer

Suzanne Bradley

Bursary & Scholarship Officer

Mike Hager

Teach for Tomorrow Lead Information Manager

Rachel Hill

Program Coordinator, Peer Support

Valerie Hill

Administrative Support

Hillary Martin

Bursary & Scholarship Support Officer

Kim Radbourne

Rivers to Success **Program Coordinator**

Terry Ramirez

Nurturing Capacity Coordinator

Jamie Ricci

Research Advisor

Felicia White

Data Entry Clerk

Finance & Administration

Tom Darnay

Chief Financial Officer

Tabitha McNaughton

Manager, Finance

Arlene Williams

Accounts Receivable & Finance Officer

Corry Williams

Accounting Support Clerk

Shyla Williams

Human Resources, Payroll & Benefits Administrator

Carol Sherry

Finance & Administrative Support

Government Relations

Yancy Craig

Director, Government Relations

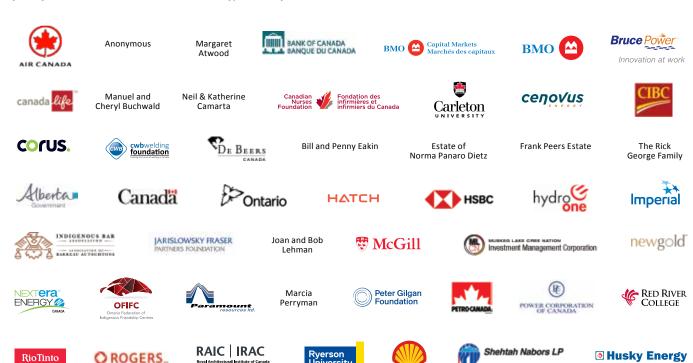
Leah Akiwenzie

Government Relations Assistant

Sponsors and Donors (\$100K+)

Indspire thanks the following organizations and individuals for their generous support in 2018–2019.

(ALL) SPONSORS & PARTNERS (\$100K+)





University of Victoria

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Weeneebayko Area

THE UNIVERSITY OF WINNIPEG

Symcor

DUNB



Syncrude

Financial Statements

Indspire's financial statements for the year ending March 31, 2019 were audited by Deloitte and can be found here https://indspire.ca/wp-content/uploads/2019/07/Indspire-English-Audited-Financial-Statements-FY2019-signed.pdf

To learn more about our impact, visit https://indspire.ca/programs/impact-research/impact/

Indspire's K-12 Institute

FOUNDING PARTNERS

CIBC

Government of Canada Government of Manitoba Government of Ontario Suncor Energy Foundation Tachane Foundation Inc. The J.W. McConnell Family Foundation Winnipeg Foundation

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Indigenous and Northern Affairs Canada

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RIVERS TO SUCCESS: MENTORING INDIGENOUS YOUTH

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2018 National Gathering for Indigenous Education

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2019 Soaring: Indigenous Youth Empowerment Gathering

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John Kroeker
Mark Kuhn
Nancy Lever
Kent MacIntyre
Chuck Magro
Andy Mah
Ken McCagherty
Drew McIntyre

Margaret McKenzie

Barry McNamara

2019 Soaring: Indigenous Youth Empowerment Gathering

Bart Melek Monty Meloche Greg Moore **NOVA Chemicals** Corporation Andrew Phillips Alan Polak Marty Proctor Robbie Pryde Matthew Rachiele Stephen Reynish Brian Robinson Tim Saxman Patrick Scace Secure Energy Services Jackie Sheppard Rob Sica **Edward Sims** David Skurka David Smith Ellen Smith Steven Spaulding D. Michael Stewart Clark Terriff Michael & Renae Tims

Shaun Toivanen

Drew Tumbach &

Kevin Turchanski

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Queen's University

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Concordia University
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Humber College
Let's Talk Science
Manasc Isaac
McGill University
National Film Board
Parks Canada
Portage College
Public Service
Commission of Canada



"... My future career goal is to find my place within my community where I can make a positive difference for future generations whether it is in a coordinator capacity or a role in advocacy for my Quw'utsun mustimuhw."





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Building Brighter Futures (BBF) Supporters \$1,000+ and Other Donors to BBF

\$5 MILLION+

Government of Canada

\$2 MILLION -\$4,999,999

NextEra Energy Canada Rio Tinto The Slaight Family Foundation

\$1 MILLION -\$1,999,999

Bill and Penny Eakin Estate of Norma Panaro Dietz Red River College Ryerson University Syncrude

\$500,000 - \$999,999

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Friendship Centres
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New Brunswick

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'Weeneebayko Area

Health Authority

Winnipeg Foundation/

Anonymous

Insurance

Faculty of Medicine

Tachane Foundation Inc.

Professionals

Rogers

Sodexo

Symcor

Viterra

BMO Capital Markets
CIBC
HSBC Bank Canada
Husky
Muskeg Lake Investment
Management
Corporation
Suncor Energy Foundation
University of Winnipeg
University of Victoria
Via Rail

\$100,000 - \$249,999

Air Canada Anonymous Bank of Canada **BMO Financial Group** Bruce Power Manuel and Cheryl Buchwald Neil & Katherine Camarta Canadian Nurses Foundation Carleton University Corus Entertainment DeBeers Hatch **Imperial** Indigenous Bar Association Jarislowsky Fraser Partners Foundation

\$1,000 - \$99,999 AFOA Canada Potash Alta Link Anonymous (3) Arthur and Audrey Cutten Foundation The Asper Foundation Aspire Change Foundation Athabasca University Audrey Hellyer Charitable Foundation Betty Averbach Foundation BASF The Ralph M. Barford Foundation The Max Bell Foundation Mel Benson Bluelime Enterprises Claudine and Stephen Bronfman Family Foundation Burns Memorial Fund Canada Malting Canadian Association of Gift Planners Canadian Press Carthy Foundation Casino Rama

CGOV Foundation

Church of St. Clement

Building Brighter Futures (BBF) Supporters \$1,000+ and Other Donors to BBF

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Hudbay Minerals Humber Valley United Church Ingenium **Investors Group** The Ivey Foundation Denise Jaqcues Jazz Aviation The Jade Fund – Sue Sherwin and Rich Campbell Roberta Jamieson Kaatza Foundation KBF Canada Foundation John and Catherine Kelly KPMG Laidlaw Foundation Learning Disabilities Association of Canada Legacy Bowes

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Pratt & Whitney Canada
Rozas Foundation
Seven Oaks School Division
South Dundas Wind Farm
Trottier Family Foundation
Unit E Investments
University of PEI
Dan Vetter
Wells Fargo
Wesley M. Nicol
Foundation
White Buffalo
Women of Halton
Action Movement
WSP Canada

Apprenticeship, Skilled Trades and Technology Bursaries

Imperial
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This would mean that Indspire would be contributing an increased number of Indigenous youth graduating, entering the workforce, and contributing to the economy, and have the tools to measure and report out on their impact.





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