



CAREER TREK STRATEGIC PLAN 2022-2024



LAND ACKNOWLEDGEMENT

Treaty 1 Territory and the Homeland of the Metis Nation: Winnipeg Regional Office

We take time to acknowledge and honour Treaty 1 Territory and the Peoples and the lands that make up Turtle Island. Lands which are home to the Anishinabek, Inninewak, Anishininwag, Dakota, Lakota and Dene peoples who, prior to contact with Europeans, created and maintained important trade routes, belonged to the land and respected non-human species, and thrived in a culture that was celebrated through language, ceremony, tradition and a sustainable economy. Also important is the recognition that Treaty 1 Territory is the homeland of the Metis Nation; a nation that came to be in the late 18th, early 19th century. A nation of people of mixed Indigenous and European ancestry with its own distinct culture, language and history. As we gather in Treaty 1 Territory it is important to recognize and honour Treaty 3 Territory, in particular Shoal Lake 40 First Nation, the source of Winnipeg's clean drinking water. To honour the gift of water, Career Trek recognizes that in September of 2021, community members were finally able to drink clean water from their taps, ending a 24-year boil water advisory. We further recognize the importance and impact of the all-weather road that opened June 2019.

Treaty 2 Territory: West Regional Office - Brandon, MB

Career Trek acknowledges, respects and has the honour of working on lands in Treaty 2 Territory, a treaty that was negotiated and entered into in 1871 at Manitoba House. It is important to recognize that the land on which we're gathered is the home of the Dakota, Anishinabe, Inninewak, Anishininwag, Dene and Metis peoples. It is on these lands, that prior to European contact, Indigenous peoples established and maintained important trade routes, connected with and lived off the land, and thrived in a culture of language, ceremony, tradition and a sustainable livelihood.

Treaty 5 Territory: North Regional Office - The Pas, MB

Career Trek acknowledges, respects and has the honour of working on lands in Treaty 5 Territory, a treaty that was first negotiated and entered into in 1875 in Berens River. Treaty 5 Territory is home to the Inninewak and Dene Peoples of the North who, prior to contact with Europeans, established and maintained important trade routes, connected with and lived off the land, and thrived in a culture that was celebrated through language, ceremony, tradition and a sustainable livelihood.

Today we are witness to the reawakening and revitalization of Indigenous languages, ceremony, tradition and connection to the land. This return to traditional ways of knowing is re-establishing the connection, place, livelihood and belonging for Indigenous Peoples who have inhabited Turtle Island since time immemorial.

As we think about and acknowledge Treaty 1, Treaty 2, Treaty 3, and Treaty 5 Territory, and the Homeland of the Métis Nation, and as we move along the path of reconciliation it will be important to remember that we are on a journey of reconciliation because of a history, that until recently, hadn't been told - the true history, a dark history of Canada's relationship with Indigenous peoples.

In the era of truth and reconciliation it will be important to ensure there is a dedicated commitment from individuals and institutions to the 94 Calls to Action outlined by the Truth and Reconciliation Commission, the 46 articles of the United Nations Declaration on the Rights of Indigenous Peoples and the 231 Calls for Justice that came from the National Inquiry into Missing and Murdered Indigenous Women, Girls and Two-Spirit people.

Taken from the Truth and Reconciliation Commission's principles of reconciliation:

"Together, Canadians must do more than just talk about reconciliation; we must learn how to practice reconciliation in our everyday lives - within ourselves and our families, and in our communities, governments, places of worship, schools, and workplaces. To do so constructively, Canadians must remain committed to the ongoing work of establishing and maintaining respectful relationships."

(Truth and Reconciliation (2015) Final Report. National Center for Truth and Reconciliation, University of Manitoba: Winnipeg, MB. P. 16)

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The development of Career Treks new Strategic Plan was generously funded through an organizational capacity grant.



VISION STATEMENT

**Inspiring life-long learning today,
for a just and equitable tomorrow.**

MISSION STATEMENT

**Career Trek works collaboratively to
remove barriers to education,
employment, and life-long learning
through hands-on career exploration,
mentorship, and workshops.**





Core Values

Respect

Truth

Reconciliation

Balance

Wellness

Equity

Inclusion

Belonging

Caring

Equity, Inclusion & Belonging

We honour, acknowledge and welcome all peoples and their individuality, knowledge, voice, perspective and lived experience. We create an environment that is culturally safe and minimizes power imbalances.

Respect

We follow the 4 R's:

- Respect yourself
- Respect others
- Respect the environment
- Take Responsibility for your actions

We practice integrity, trust, and honesty. We collaborate with organizations and individuals in an open, honest and accountable manner.

Balance & Wellness

We value a healthy work-life balance and support the physical, mental and emotional health of Career Trek staff, board, volunteers, participants and partners.

Truth & Reconciliation

We acknowledge that the broader community has created unjust relationships with Indigenous peoples and that the impacts of these injustices remains today. We build relationships based on trust, authenticity and mutual respect. We work to change systems that perpetuate inequities and to meet our commitments to the :

- Calls to Action outlined by the Truth and Reconciliation Commission,
- Calls for Justice identified by the National Inquiry into Missing and Murdered Indigenous Women, Girls & 2-Spirit Peoples', and
- Articles defined in the United Nations Declaration on the Rights of Indigenous Peoples.

Caring

We are passionate about the work we do to create a just and equitable future. We care about the people and communities we work with, our partners, and those who benefit from our work.

A background image showing two young women with dark hair in braids, wearing white lab coats and white gloves. They are working at a table covered with a newspaper. One woman is holding a small yellow frog-like object over a metal tray. The other woman is looking down at the object. The newspaper has various advertisements, including one for a 'SALE ON NOW'.

Career Trek Strategic Goals & Objectives

Goal 1: Being Good Relatives

Goal 2: Increasing Impact

Goal 3: Inspiring Youth

Goal 4: Celebrating People and Culture



Goal 1: Being Good Relatives

Objectives: Remove the inherent systemic barriers and power imbalances within education and employment systems by:

- Providing culturally inclusive career exploration and education programming
- Working with Indigenous partners to co-create programming that is reflective of community interests, opportunities and aspirations
- Continually reviewing and updating Career Trek programs and practices through both an anti-racism and reconciliation lens
- Addressing the impacts of colonization by taking action on specified: Calls to Action outlined by the Truth and Reconciliation Commission (TRC); Calls for Justice identified by the National Inquiry into Missing and Murdered Indigenous Women, Girls & 2-Spirit Peoples (MMIWG); and Articles defined in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) (see summary table below)
- Making education and employment systems more equitable



Goal 2: Increasing Impact

Objectives: Strengthen programming and diversify revenues so that Career Trek supports more people who experience barriers to education and employment through:

- Raising awareness of Career Trek and its impacts
- Identifying, evaluating, documenting and promoting Career Trek impacts
- Securing diverse funding to ensure organizational sustainability and growth
- Increasing partnerships with community-based organizations, rural, remote and Indigenous communities
- Strengthening Career Treks current programming
- Strengthen relations with existing funding partners





Goal 3: Inspiring Youth

Objectives: Walking alongside youth as they discover their passion for life-long learning, education and careers by sharing opportunities and future possibilities through:

- Career and education exploration
- Mentorship
- Industry connections
- Workshops, networking events and training





Goal 4: Celebrating People and Culture

Objectives: Recognize, value, and celebrate Career Trek staff, participants, volunteers, alumni and partners by:

- Providing ongoing support to all involved in order to maintain an inclusive and respectful environment
- Promoting a culture where ongoing innovation and evolution is encouraged
- Improving talent acquisition and retention with a specific focus on diversity
- Offering staff, board, and volunteers additional training, personal and career development opportunities
- Promoting successes



Acknowledgments

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- External Stakeholders & Friends
- Career Trek Board Members
- Career Trek Staff

References & Resources

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Photos from:

Core Value Tree image from Adobe stock photos

Road image from Adobe stock photos

All other photographs courtesy of Career Trek (some images predate Covid and subsequent restrictions/requirements)