

MAY 2026

Weaving Values HR Toolkit

Operationalizing Métis Distinctions-Based Wellness



Prepared by:



EDIFIEDPROJECTS

The *Weaving Values HR Toolkit* is intended to provide general information only. Every effort has been made to ensure the accuracy of the information.

Individuals are encouraged to print and share this document. We ask that you acknowledge the source of these materials when you use them as follows:

Edified Projects Inc. (2026). *Weaving values HR toolkit: Operationalizing Métis distinctions-based wellness*. <https://edifiedprojects.com/weavingvalues/toolkit>

For more information about this research, please visit our website at <https://edifiedprojects.com/weavingvalues/> or contact us by email at alicia@edifiedprojects.com.

Copyright © 2026, Alicia Hibbert, Edified Projects Inc.

Table of Contents

Introduction	01
Relational Standard Operating Procedure	06
Keeoukaywin Cache (Relational Fund)	07
Consensus Template	09
Dashboard: Relational KPIs	12
Policy: Kinship and Community Leave	15
Cultural Expenses Financial Model	17
Indigenous Procurement Scripts & Clauses	19
Trauma-Informed Exit Interview Script	21
Steps to Help a Colleague in Distress	23
Sample Interview Questions	26
Honouring Key Métis Dates	29

Introduction

The Vision: Beyond Standard HR

Most workplace policies use a one-size-fits-all model that prioritizes individual output and corporate timelines. For Métis-led firms, this often creates a friction between professional demands and cultural identity. Grounded in data from the Weaving Values Survey and the foundational context of the [Weaving Values: Métis Perspectives on Business & Leadership report](#), this toolkit is our permission slip to do things differently. It moves us from a deficit-based model to a strengths-based model in service of wahkohtowin (interconnectedness).

In a relational economy, business success is tied to functioning as a community helper. Leadership is a mechanism for fulfilling intergenerational responsibilities and securing collective well-being. The principles of wahkohtowin and otipemisiwak (those who govern themselves) provide the scaffolding for Métis leaders navigating western institutions:

- Wellness is collective: If one of us is burning out, the entire team's impact is diminished.
- Visiting is work: "Just chatting" is a relational tool that keeps our organization healthy.
- Reciprocity is a requirement: Being a good relative to our staff and community is a legitimate cost of doing business, not a personal sacrifice.

How to Use This Toolkit

- For Leaders: Use these tools to lead with confidence, knowing your relational approach is backed by formal policy.
- For Staff: Use these tools to claim the space you need for wellness and connection.
- For Clients: Use these tools to understand the unique, high-value social impact that comes from partnering with a Métis-led firm.

By adopting these tools, we are choosing to grow in a way that honours our ancestors and protects our future. We are proving that in the Métis way of doing business, our relationships are our greatest asset.



By Edified Projects Inc.

To access the full suite of resources, visit edifiedprojects.com/weavingvalues

Tool Overview

1. Relational Standard Operating Procedure (RSOP)

This procedure provides administrative grounding for leaders to prioritize relationships by explicitly listing unscheduled connection and informal visiting as essential professional duties. It leverages relational check-ins to identify potential burnout before it escalates.

- **Data Point:** By legitimizing "informal visiting" as an essential professional task, the RSOP ensures that the 45% of Business Owners currently reporting "Burnout and Relational Fatigue" have the structural permission to slow down and reconnect before reaching a crisis point.

2. Keeoukaywin Cache (Relational Fund)

This relational fund removes administrative friction by providing pre-approved monthly budgets for relational items like coffee, tea, or kinship gifts. It empowers leaders to practice the visiting way (keeuokaywin) and reclassifies these expenses as cultural necessities.

- **Data Point:** Cultural "visiting" capacity – the foundation of Métis trust – drops by 34.2% as organizations scale beyond 500 employees, requiring intentional relational infrastructure to survive.

3. Consensus Template

A one-page tool designed to move a team toward collective agreement through circular accountability, shifting power dynamics away from top-down models. It uses a Threads of Agreement Scale to gauge support and document modifications needed to resolve concerns.

- **Data Point:** Traditional corporate structures often mirror colonial governance. To counter this, 50% of surveyed Métis Business Owners actively utilize consensus-based decision-making as a primary strategy to decolonize their operations and empower their teams.

4. Dashboard: Relational KPIs

This framework flips the script by showing that relational investment is high-value, tracking metrics like kinship reinvestment and reciprocity ratios instead of just hours and dollars. It



measures team identity and safety, and maps how project contracts directly support Métis kinship and community stewardship.

- **Data Point:** As most respondents prioritize community event attendance and starting meetings in relational ways, this dashboard justifies these investments by translating “visiting” from a perceived operational cost into a core metric of organizational stability.

5. Policy: Kinship and Community Leave

This policy redefines standard family leave by broadening the definition of family to include extended kin, chosen family, and community Elders. Operating on a trust-based no-proof policy, it ensures employees can fulfil cultural obligations – such as community caretaking or ceremonial participation – without sacrificing professional advancement.

- **Data Point:** Because 67% of Métis People Leaders are struggling with time, community responsibilities like visiting or attending community events are often forced into the leader's personal time.

6. Cultural Expenses Financial Model

This tool moves reciprocity from a personal charitable act to a legitimate cost of doing business by categorizing community stewardship as a standard line item in project quotes. It uses a cultural multiplier to account for relational buffers and passes the costs of cultural protocols directly to the client to protect business sustainability.

- **Data Point:** As 60% of Métis Business Owners are currently self-funding community reciprocity like honoraria and community feasting out of personal profit margins, this financial model protects business sustainability by categorizing these obligations as standard, billable project costs rather than personal charitable acts.

7. Indigenous Procurement Scripts & Clauses

Providing identity advocacy language for the bidding phase, these scripts include boilerplate contractual language for team replenishment pauses. They also feature a kincentric timeline clause to allow for adjustments due to unexpected community obligations and help shift client focus on social impact.



- **Data Point:** Finding Métis partners is the #1 reported barrier to embedding values in business, cited by 70% of MBO's respondents as a primary operational hurdle.

9. Trauma-Informed Exit Interview Script

Moving beyond standard offboarding, this script creates a safe space for departing Métis employees to share authentic experiences regarding workplace culture. It asks direct questions to uncover instances of identity gatekeeping or lateral violence and evaluates if institutional supports felt protected or burdensome.

- **Data point:** As identity gatekeeping from clients and colleagues' ties as the #1 source of workplace harm and 71% of People Leaders lack a reciprocal offboarding process, this script helps prevent further loss of Métis talent by uncovering the hidden cultural friction that standard administrative offboarding misses.

10. Steps to Help a Colleague in Distress with Métis-Specific Crisis Lines

This culturally grounded framework helps leaders support team members facing mental health challenges by connecting them with distinctions-based resources, Elders, and Knowledge Carriers. It outlines a four-step intervention process alongside a comprehensive directory of Indigenous-specific crisis supports across Canada.

- **Data Point:** Providing immediate Métis-specific crisis support is a critical safety net for the 1 in 4 respondents experiencing workplace harm.

11. Sample Interview Questions Incorporating Métis Values

This tool embeds Métis values into the recruitment process by translating land-based skills and community roles into professional competencies. It uses scripted preambles to encourage candidates to share experiences from the land and demonstrates how community involvement fulfills technical requirements like project management.

- **Data Point:** 43% of People Leaders are hitting a wall because they don't have a "Standard Operating Procedure" or a validated question set to make storytelling practices in hiring consistent.



12. Honouring Key Métis Dates

A commemorative resource that helps organizations acknowledge significant historical, legal, and cultural milestones specific to the Métis Nation. It tracks major rights-based milestones, recognizes days of cultural pride, and aligns workplace rhythms with the land through the recognition of solstices and equinoxes.

- **Data Point:** Supporting the "Loud and Proud" identity score of 3.90/5 found in smaller Métis-led firms requires an intentional commitment to honouring the specific dates that define Métis history and cultural continuity.

Found these tools useful?

Email Alicia at alicia@edifiedprojects.com with feedback or to let me know where this research should go next. Please tag [@Edified-Projects](#) on LinkedIn with your biggest 'Aha!' moment.



By Edified Projects Inc.

To access the full suite of resources, visit edifiedprojects.com/weavingvalues

Relational Standard Operating Procedure (RSOP)

1. Purpose

To formally recognize that wellness is a collective experience tied to kinship and community. This procedure ensures that people leaders have the support to invest time in building relational connections to maintain organizational health.

2. High-Value Professional Activities

The following activities are explicitly categorized as essential professional duties under this RSOP:

- **Unscheduled connection:** Intentional time spent engaging with team members without a formal agenda.
- **Relational check-ins:** Using informal conversations (“just chatting”) as a diagnostic tool to identify potential burnout, team misalignments, or personal stressors before they escalate into formal HR issues.
- **Reciprocity and gifting:** Engaging in small acts of kindness, such as sharing coffee or tea, to strengthen the relational fabric of the team.

3. Operational Integration

To ensure this policy is active and supported at all levels of the firm:

- **Leadership agendas:** *Relational Health* will be included as a standing item for all executive leadership meeting agendas.
- **Relational budgets:** Leaders are encouraged to utilize pre-approved relational budgets to facilitate these connections without the friction of seeking individual approvals.
- **Performance metrics:** Success is measured not only by output but by the strength of the collective and the maintenance of Métis relational values. See tool “Dashboard: Relational KPIs” for examples.

4. Strategic Relevance

By formalizing these interactions, the RSOP protects business sustainability and ensures that Métis values – such as *wahkohtowin* and reciprocity – are not compromised by extractive deadlines or perceived productivity pressures.



Keeoukaywin Cache (Relational Fund)

Definition: *Keeoukaywin* (the Visiting Way) is a central Métis value. This fund ensures that "visiting" is supported by the resources needed to make people feel welcome, seen, and valued.

1. Purpose

To remove administrative barriers to reciprocity. Leaders should not have to ask for permission to buy a tea for a stressed colleague or a small gift for a team member's milestone. This fund transforms spending into investing in the relational fabric.

2. Pre-approved Use Cases

No prior approval is required for the following (up to the monthly limit):

- Kitchen table connection: Coffee, tea, or small snacks for unscheduled relational check-ins (checking in on staff).
- Gifting and honoraria: Small tokens of appreciation (e.g., a book, a plant, or local Indigenous-made goods) for a team member who went above and beyond.
- Kinship support: A meal or flowers for an employee experiencing a life event (birth, loss, or family transition).
- Community stewardship: Small contributions to a community event or cause that aligns with the firm's values.

3. Spending Guidelines

- Monthly limit: \$ _____ per people leader [e.g., \$200 per People Leader].
- Receipts: For items under \$ _____, a simple log entry is sufficient if a receipt is unavailable. [e.g., \$15.00].
- Reporting: At the end of the month, the leader simply notes the relational outcome (e.g., *supported a team member during a kinship transition*).

4. Administrative "Weave"

Finance and accounting will categorize these expenses under Relational and Cultural Expenses rather than travel and entertainment. This validates the spend as a core business necessity.



Implementation Script for Staff:

"We know that our strength comes from our relationships. To make it easier for you to show up for each other, every people leader now has a Relational Fund. This is a pre-approved fund for coffee, small gifts, and kinship support. You don't need to ask for permission to be a good relative – it's now part of how we do business."



By Edified Projects Inc.

To access the full suite of resources, visit
edifiedprojects.com/weavingvalues

Consensus Template

Instructions: Prepare sections 1 and 2 in advance and distribute to your team in advance of a meeting.

1. Proposal

Write a clear, plain-language description of the proposed change or decision (e.g., Shifting to a 4-day work week or Updating the Kinship Leave Policy).

2. Strategic & Cultural Relevance (the “Why”)

Write about how this decision links back to our core Métis values (e.g., Reciprocity, wahkohtowin, or Community Stewardship).



By Edified Projects Inc.

To access the full suite of resources, visit edifiedprojects.com/weavingvalues

How to Hold the Meeting:

1. **Present:** The lead presents the proposal and the "why."
2. **Clarify:** Take 5 minutes for factual questions only (no opinions yet).
3. **Poll:** See Threads of Agreement Scale below. Everyone shows their fist-to-five simultaneously.
4. **Refine:** If there are fists, 1s or 2s, the group asks: *"What would it take to move you to a 3?"* Record these as modifications.
5. **Re-poll:** Once the modifications are agreed upon, poll again.
6. **Commit:** Assign lead and close the meeting.

Threads of Agreement Scale

Every team member shows a hand signal to indicate their level of support. Record the tally below.

Signal	Meaning	Tally
5 Fingers	Tight weave (Lead): I am fully committed and will lead the way.	
4 Fingers	Strong thread: I agree and am ready to support.	
3 Fingers	Holding the pattern: I can live with this and will support the group.	
2 Fingers	Loose thread: I have some reservations; we should talk more.	
1 Finger	Frayed edge: I am not comfortable moving ahead and have concerns that need to be addressed.	
Fist	Tangle (block): I cannot support this. It violates our core values or safety. We need to stop and rework the weave.	



3. Modifications

If anyone holds up a fist, 1 or 2 fingers, use this space to document the specific changes or tweaks needed to move those members to a 3 or higher.

4. Lead Assignment

Once consensus is reached (no fists remaining), who is the lead responsible for implementation?

Lead: _____



Dashboard: Relational KPIs

1. Purpose

To quantify and qualify the social impact and community well-being generated by the firm. This dashboard proves that relational investment and cultural expenses are risk-mitigation tools that foster a sustainable and productive workforce.

2. Key Performance Indicators (KPIs)

Instead of tracking only hours and dollars, this dashboard monitors the health of the relational ecosystem through these adapted metrics:

- **Kinship reinvestment:** Tracks the number of hours or dollars redirected toward community support, ceremonies, or kinship leave.
- **Reciprocity ratio:** Measures the percentage of project costs spent within the Métis ecosystem, including sourcing from other Métis business owners, local gifting, honoraria. This can be adapted to other goals, e.g., Indigenous procurement more broadly.
- **Relational health score:** A quarterly team pulse check conducted using the Consensus Template to monitor internal trust and burnout levels.
- **Identity safety index:** Measures the “loud and proud” score of the team, tracking how safe employees feel to express their Métis identity without fear of gatekeeping or lateral pressure.
- **Community alignment:** Documentation of community validation or support for specific project milestones.
- **Scaling resilience:** Monitoring the maintenance of “visiting” capacity (keeoukaywin) to protect the cultural trust and identity in smaller Métis-led enterprises.



3. Dashboard Template

Metric Category	What We Track	The Value Story (ROI)
Community Stewardship	Total Keeoukaywin Cache (petty cash fund) spent on community causes.	Builds long-term trust and brand reputation within the Métis nation. This transitions “visiting” from a perceived operational cost into a core metric of organizational stability.
Resilience & Retention	Usage of Kinship and Community Leave compared to standard burnout and turnover rates. (see Kinship and Community Leave Policy)	Reduces recruitment and training costs by keeping talent healthy and connected. This addresses the lack of offboarding mechanisms usually needed to identify gatekeeping.
Ecosystem Impact	Total dollars spent with other Indigenous or specifically Métis-led firms.	Strengthens the collective market power of Métis-led firms.
Consensus Integrity	Number of project decisions reached using the Consensus Template.	Ensures high-quality buy-in, leading to fewer project errors and reduced redo work. This shifts power dynamics from colonial top-down models toward circular accountability.
Relational Capacity	The balance of billable hours versus unscheduled connection and relational pauses.	Protects the collective wellness and social impact of the team from being diminished by burnout.
Reciprocal Surplus	The amount of cultural overhead (honoraria, community feasting) moved from personal profit margins to standard billable project costs.	Protects financial sustainability by ensuring cultural obligations are treated as a core business necessity rather than a personal charitable act.



4. How to Present this to Clients

When delivering a final project report, include a Social Impact summary to demonstrate value to clients:

"In addition to the deliverables provided, this project generated the following social impact: ___ hours [e.g., 80 hours] of community stewardship, ___% [e.g., 15%] reinvestment into the Indigenous supply chain, and zero burnout incidents due to our relational investment. By hiring us, you have actively contributed to the sustainability of the Métis business ecosystem."

5. Internal Use

Review this dashboard during executive leadership meetings under the standing agenda item Relational Health. If high social impact scores indicate that the firm is successfully operationalizing kinship and protecting the cultural integrity of the team. This alignment proves that relational investment is being treated as a strategic risk-mitigation tool rather than an operational cost.

If social impact scores are low, it serves as a leading indicator that the firm may be drifting toward an extractive, non-distinctions-based model that prioritizes output over people.

To ramp these metrics to the next level, leadership should ask:

- Are we allowing extractive deadlines to squeeze out our scheduled relational pauses?
- How can we shift reciprocity costs from personal profit margins into standard project budgets?
- Is our keeoukaywin cache being used effectively to remove the administrative friction of caring for each other
- Do our current project timelines accurately reflect the kinship and community obligations of our staff?
- Are we recognizing non-billable visiting time as a high-value professional activity?



Policy: Kinship and Community Leave

1. Policy Intent

To ensure no employee is forced to choose between their professional responsibilities and their cultural or communal obligations. This policy recognizes that *family* includes extended kinship, chosen family, and community Elders, and that *wellness* often requires active participation in community care and caregiving.

2. Redefining *Family* Through Kinship

Unlike standard policies that limit leave to immediate family, this policy defines eligible kinship to include:

- Extended kin: Grandparents, aunts, uncles, cousins, namesake relatives, and nieces or nephews.
- Chosen kin: Individuals who hold a significant familial role but may not be related by blood (e.g., godparents, close community friends, or mentors).
- Elders & Knowledge Carriers: Individuals to whom the employee has a communal responsibility of care or support.

3. Eligible Leave Categories

Employees may access Kinship and Community Leave for the following:

- Community caretaking: Providing support for an Elder or a community member during illness or transition.
- Cultural and ceremonial obligations: Participation in seasonal harvests, community gatherings, or traditional ceremonies that require time away from work.
- Kinship bereavement: Honouring the passing of any individual defined in the Kinship Clause (section 2), recognizing that grief and funeral protocols often extend beyond the standard 3 days of most organizations.
- Community stewardship: Volunteering for Métis-specific governance, youth mentorship, or land-based initiatives.



4. Entitlement and Flexibility

- Allotted days: _____ days, [e.g., 5-10 days] of paid Kinship and Community Leave per year, in addition to allotments for personal sick leave or standard vacation.
- Relational pause: For significant community events (e.g., a community loss), the firm or whole teams may enact a Relational Pause, allowing the entire team to adjust deadlines to support those affected.
- No-proof policy: In alignment with a trust-based culture, employees are not required to provide proof of relation (such as birth or death certificates) for kinship leave. A simple conversation with their People Leader regarding the communal need is sufficient.

5. Administrative Integration

- Payroll coding: This leave shall be coded as Kinship and Community to track the firm's investment in the social fabric of its employees' lives.
- Strategic benefit: By supporting these obligations, the firm reduces long-term burnout and increases employee loyalty and social licence within the Métis community.

Internal Communication Note:

"We recognize that your life doesn't happen in a vacuum. Your responsibilities to your aunts, your Elders, and your community are what make you a whole person. Our Kinship and Community Leave Policy is here to make sure you have the time to show up where you are needed most, without worrying about your standing at work."



Cultural Expenses Financial Model

1. Purpose

This tool classifies community support, gifting, and extended engagement as strategic overhead, ensuring they are priced into contracts, so the business remains profitable while staying true to its values.

2. Reclassifying Cost as Investment

In this model, the following activities are added to the project estimate:

- **Relational engagement:** Time spent in community building trust before a project begins.
- **Reciprocity and gifting:** The cost of tobacco, tea, or honoraria for Elders and community members.
- **Replenishment time:** The relational pause needed between intense project phases to prevent team burnout.
- **Stewardship contribution:** A percentage of the project fee dedicated to local community causes or land-based initiatives.

3. Budgeting Template

When building a quote or project budget, consider using the following cultural multiplier, or adapting to your needs:

Item	Calculation	Justification for Client
Direct labour	Standard hourly rate	Execution of deliverables.
Relational buffer	+10% of total hours	Ensures social licence and community alignment.
Reciprocity line item	Flat fee per phase	Procurement of cultural protocols and gifts.
Stewardship contribution	2-3% of the total contract	Direct investment in local Métis community sustainability.



By Edified Projects Inc.

To access the full suite of resources, visit edifiedprojects.com/weavingvalues

4. Identity Advocacy in Negotiations

When a client asks why your overhead or admin fees are higher than a non-Indigenous firm, use this script:

"Our pricing reflects a distinctions-based approach. We include a cultural overhead because we don't just deliver a product; we manage the relationships and community reciprocity required to make that product sustainable. This ensures you are receiving a service that has a high social Impact and is fully supported by the community."

5. Financial Reporting

- **Social impact report:** At the end of the year, show how much cultural overhead was reinvested into the community. This turns a cost into a powerful marketing and impact story for future clients.



By Edified Projects Inc.

To access the full suite of resources, visit
edifiedprojects.com/weavingvalues

Indigenous Procurement Scripts & Clauses

1. Relational Pause Clause

- Purpose: To prevent burnout and ensure the team has time to replenish between high-intensity project phases, which is a key component of collective wellness.
- Contract language: *"The consultant operates under a distinctions-based wellness framework. To ensure the highest quality of service and project sustainability, a relational pause of [e.g., 3-5 business days] will be integrated between major project milestones. This period is dedicated to team replenishment and community engagement, ensuring that the team assigned to this project remains resilient and effective."*

2. Reciprocity and Protocol Fee Script

- Purpose: To validate the inclusion of costs for tobacco, tea, honoraria, or community visiting that are often questioned by standard procurement departments.
- Negotiation Script: *"Our fee structure includes a line item for community reciprocity and protocol. In Métis-led business practice, our social licence to operate is maintained through active reciprocity. This fee covers the necessary cultural protocols – such as honorariums for Knowledge Carriers or community engagement costs – that ensure this project is viewed as a benefit to the community rather than an extraction from it."*

3. Kincentric Timeline Clause

- Purpose: To build flexibility into deadlines for unexpected community or kinship obligations (e.g., a community loss or a seasonal harvest).
- Contract Language: *"Project timelines are developed with a kincentric approach. While the consultant is committed to the agreed-upon delivery dates, the client acknowledges that the consultant's staff hold significant communal and kinship obligations. In the event of a significant community-wide event or kinship emergency, the consultant reserves the right to request a timeline adjustment of up*



to [X] days without penalty, prioritizing the long-term health of the project's relational ecosystem."

4. Social Impact Value Proposition

- Purpose: To shift the client's focus from low cost to high value during the bidding process.
- Proposal Script: *"By partnering with _____ [Firm name], the client is investing in more than a set of deliverables. You are supporting a business model that generates a high social impact. Our processes ensure that project spending is recycled through Métis kinship networks and community stewardship initiatives, providing the client with a robust story of social impact and ethical procurement that exceeds standard corporate social responsibility (CSR) benchmarks."*

5. Shortlisted Interview Honorarium Script

- Purpose: To ensure the time, energy, and relational investment required to prepare for and participate in competitive interview phases are respected and compensated.
- Negotiation script: *"As part of our distinctions-based procurement approach, we require an honorarium of \$_____, [e.g., \$500] for participation in shortlisted interview phase. This ensures the intensive time and relational energy our team invests in the selection process are reciprocated, aligning with our core values of mutual respect and equitable partnership."*

How to use these tools:

- Standard Contracts: Include the Relational Pause and Kincentric Timeline clauses in your standard terms and conditions.
- RFP Responses: Use the Social Impact Value Proposition and the Reciprocity and Protocol Fee scripts in the executive summary or value-added services sections of your proposals.



Trauma-Informed Exit Interview Script

Goal: To move beyond standard administrative offboarding and create a safe space for departing Métis employees to share their authentic experiences of workplace culture, identity safety, and kinship.

I. Opening: Setting the Safe Space Intent

"As part of our commitment to *wahkohtowin* (interrelatedness) and creating an psychologically safe environment, we want to ensure your departure is handled with reciprocity.

The goal of this conversation is not just administrative; it is to help us understand how we can better support the cultural safety and 'loud and proud' identity of the Métis staff who remain.

You have the right to skip any question. This feedback will be used to improve our structural supports and will not impact your future references."

II. Questions: Identity, Safety, & Lateral Violence

- On cultural safety: "On a scale of 1–5, how safe did you feel to express your Métis identity here without fear of judgment or gatekeeping?"
- On identity friction: "In our research, we've found that identity gatekeeping – having one's 'Métis-ness' questioned – can be a significant source of harm. Did you experience any instances where you felt pressured to prove your heritage or where your cultural contributions were dismissed by colleagues or clients?"
- On lateral violence: "Were there times when you felt lateral pressure from other Indigenous colleagues that impacted your well-being or your ability to lead projects aligned with your vision?"

III. Questions: Institutional Support & Gaps

- On ERG structures: "If you participated in an Indigenous Employee Resource Group (ERG), did you feel it was a protected space with a clear mandate, or did it feel like an additional administrative burden?"



- On neuro-inclusion: "Did you find our policies flexible enough to support your personal context, including any neurodivergent needs or family-first responsibilities?"
- On reciprocity: "Do you feel the organization recognizes the 'non-billable' time you spent on relationship-building and community 'visiting'?"

IV. Closing: The Learning Commitment

"We value your honesty. Your insights will directly inform our harm mitigation training and how we structure our Intersectional Safety protocols moving forward.

Maarsii (thank you) for helping us build a more authentically inclusive environment for our future Métis kin."



By Edified Projects Inc.

To access the full suite of resources, visit
edifiedprojects.com/weavingvalues

Steps to Help a Colleague in Distress with Métis-Specific Crisis Lines

Four Steps to Help a Colleague in Distress

1. **Recognize the signs:** Notice shifts in a team member's normal habits, like increased absence, visible frustration, or pulling away from the group.
2. **Prepare for the conversation:** Think through how you will approach sensitive topics and ensure you have a private, safe environment ready for the chat. Keep local mental health or crisis resources on hand in case they are needed. Remember, they might not share everything right away, and that is okay.
3. **Start the conversation:** Bring them to a quiet, private area and share your genuine concern. Mention the behavioural shifts you have noticed without diagnosing or assuming the cause. Practice active listening and validate their feelings without rushing to offer unsolicited advice.
4. **Provide support and resources:** Talk about the type of help they actually want, rather than what you think they should do. Offer the tools from this toolkit or connect them with cultural supports like Elders or Knowledge Carriers. If their physical safety is at risk, follow emergency protocols immediately.

Key Terms

- **Elders:** Highly respected community members who guide cultural continuity and act as mentors, healers, and teachers.
- **Knowledge Carriers:** Individuals recognized within the community for holding and sharing specific cultural knowledge.



Crisis and Mental Wellness Support for Métis People

Many resources exist to help individuals navigate difficult situations that impact their mental wellness. Below is a list of supports tailored for Métis people and the broader community across Canada.

Emergency: Call 9-1-1 for help right away.

National Suicide Crisis Helpline: 9-8-8 (call or text) from anywhere in Canada

Canada-wide Supports:

Hope for Wellness Help Line for First Nations, Métis, and Inuit: 1-855-242-3310

NWAC Elder Support Line for First Nations, Métis, and Inuit: 1-888-664-7808

Missing and Murdered Indigenous Women, Girls and 2SLGBTQI+ people (MMIWG) Crisis Line: 1-844-413-6649

Talk 4 Healing: 1-855-554-4325

Provincial Supports:

Province	Available Resource
British Columbia:	Métis-specific crisis line: 1-833-638-4722 Kuu-us Indigenous crisis line: 1-800-588-8717
Alberta	Indigenous support line: 1-844-944-4744
Saskatchewan	24/7 mental health and addictions support: 8-1-1
Manitoba	Suicide prevention and support line: 1-877-435-7170 Crisis services: 204-940-1781 Youth 24-hour crisis service Winnipeg: 204-949-4777
Quebec	Canadian Mental Health Association telephone crisis line: 418-529-1979



By Edified Projects Inc.

To access the full suite of resources, visit
edifiedprojects.com/weavingvalues

	Crisis intervention: 8-1-1
Ontario	Talk 4 healing: 1-855-554-HEAL (4325)
New Brunswick	Tele-Care: 8-1-1 Addiction and mental health helpline: 1-866-355-5550 Crossroads for Women 24/7 crisis line: 1-844-853-0811
Nova Scotia	Provincial mental health & addictions crisis line: 1-888-429-8167
Prince Edward Island	Mental health and addictions access line: 1-833-553-6983
Newfoundland	Mental health and addictions crisis line: 8-1-1
Yukon	Reach out support line (ROSL): 1-844-533-3030
Northwest Territories	Mental wellness and addictions support: 8-1-1 NWT help line: 1-800-661-0844
Nunavut	Kamatsiaqtut help line: 1-800-265-3333 Youthspace.ca: 1-833-456-4566



Sample Interview Questions Incorporating Métis Values

You can deeply embed Métis values throughout the interview process by considering the values and skills most likely to relate to Métis candidates. For example, when hiring for a heavy equipment operator role in a rural area, candidates are likely to have experience as hunters/harvesters or parents. As a recruiter, you should consider how to translate the important skills and knowledge from these roles to the workplace. The transition requires adjusting both interview questions and the rubric used to assess who has the best qualifications.

The following sections demonstrate how to align the three core Métis values we have introduced with standard categories, corresponding candidate experiences, and sample interview questions.

Métis Values Interview Framework

1. Kaatipaimshoyaahk (We own, govern, or lead ourselves)

Rubric categories:

- Innovation
- Taking Initiative
- Conflict Management
- Project Management

Example Métis Candidate Experience

- Hunter and harvester Skills:
 - Navigating the land safety across all seasons and weather conditions.
 - Ability to plan and execute necessary mitigation and rescue operations during emergencies.
- Parent or caregiver skills:
 - Openness to piloting new ways of doing things or relearning skills to support a team (e.g., relearning to help with homework, sports, or technology).
 - Managing competing priorities for a variety of stakeholders, including extended family, community, immediate family, and self.



Sample Interview Questions

- Preamble: *Sometimes we encounter challenges, but there are times when we learn a lot about how to do things in a new way.*
- Question:
 - *Can you tell us about a time you came up against a challenge and needed to change what you were doing or adapt? What did you learn?*

2. Wahkohtowin (Kinship)

Kinship among family, extended family, and relationships that are built and extend to natural and spiritual worlds, human and non-human, living and not living worlds.

Rubric categories:

- Supportive Team Member
- Conflict Management

Example Métis Candidate Experience

- Hunter and harvester skills:
 - Mentoring more novice community members.
 - Ability to collaborate with others to plan and execute necessary mitigation and rescue operations in cases of emergency.
- Parent or caregiver skills:
 - Working with multiple stakeholders (e.g., family members) to get buy-in and focus efforts on common goals.
 - Managing complex family calendars and ensuring resources are available when needed.
 - Supporting others, including family, friends, community members, and Elders.
 - Managing conflict within the family, with neighbours, or when relating to institutions.

Sample Interview Questions

- Preamble: *Often in life we need to work respectfully with a group of other people to get things done. Sometimes we encounter challenges, too.*
- Questions:
 - *Can you tell us about a time you needed to work in a team – what was the goal, and how did you bring your skills and knowledge to that group?*
 - *Can you tell us about a time you needed to work through a decision within a team, family, or group of people?*



- *Can you tell us about a time you came up against a challenge and needed to make a new plan, manage resources, or respond to the situation?*

3. Maachi Kashkitow Mamawii (learning together)

Rubric categories:

- Education
- Ongoing Learning
- Leadership

Example Métis Candidate Experience

- Hunter and harvester Skills:
 - Training over their lifetime with experienced mentors, including certification in firearms and safety, bear guard training, survival skills, vehicle and equipment maintenance.
 - Managing equipment procurement and maintenance, and budgeting for supplies based on the length of time on the land.
 - Navigating the land safety across all seasons and weather conditions.
- Parent or caregiver skills:
 - Applying leadership skills within the family, such as delegating tasks.

Sample Interview Questions:

- Preamble: *In this first question, we will be asking you to bring in anything you have experienced or learned – including, for example, experience on the land or learning a language from an Elder – that relates to this position.*

Questions:

- *Some of the main tasks in this position include [insert tasks]. Taking a few minutes, can you tell us about how your work or community experience relates to this position?*
- *Can you tell us about a mentor or leader who inspires you?*



Honouring Key Métis Dates

January 4: Ribbon Skirt Day

People wear ribbon skirts to honour and embrace Indigenous traditions, identity, and resilience. Note: not all Métis people follow this practice, so check in with your teams or advisors.

February 14: Women's Memorial March

Annual event held to honour the lives of missing and murdered Indigenous women, girls, and Two-Spirit people. Originating in Vancouver, it serves as a day of remembrance, grieving, and a call for justice across the country.

February 24: Indigenous Storytelling Day

A day dedicated to honouring the oral traditions of Indigenous Peoples, recognizing winter storytelling as a vital method for passing down knowledge, history, and culture.

March 20: Spring Equinox

Marks the beginning of spring and represents a time of renewal, rebirth, and balance for many Indigenous Peoples, often recognized through ceremonies and community gatherings.

March 31: National Indigenous Languages Day

Indigenous and non-Indigenous peoples in Canada can recognize and celebrate the rich and diverse heritage of Indigenous languages.

April 10: Indigenous Nurses Day

Recognizes the vital contributions of Indigenous nurses and honours the legacy of Edith Monture, the first Indigenous registered nurse in Canada.

April 14: Daniels Day

Marks the landmark 2016 Supreme Court of Canada decision that affirmed Métis and non-status Indians fall under federal jurisdiction, a major step forward for Métis rights.

May 5: Red Dress Day

Honours the memories of missing and murdered Indigenous women, girls, and Two-Spirit across Canada.

May 14: Moose Hide Campaign Day

Join together to take a stand against violence toward women and children and take practical steps for our collective journey of reconciliation.



June: National Indigenous History Month

Month-long celebration recognizes the rich heritage, contributions, and history of Indigenous Peoples.

June 20: Summer Solstice

Marks the longest day of the year and holds deep spiritual significance for many Indigenous Peoples as a time for community gatherings, ceremonies, and celebrating the changing of the seasons.

June 21: National Indigenous Peoples Day

Celebration of the diverse cultures, traditions, and contributions of Indigenous Peoples across the country.

July: Back to Batoche

Annual cultural festival held in Saskatchewan that brings people together to celebrate Métis heritage and honour the 1885 North-West Resistance.

September 19: Powley Day

Marks the 2003 Supreme Court of Canada decision that affirmed Métis harvesting rights and formally recognized the Métis as a distinct Indigenous people.

September 22: Fall Equinox

Marks the transition to autumn and is traditionally recognized by many Indigenous Peoples as a time of gratitude, harvesting, and preparation for the winter months.

September 30: National Day for Truth & Reconciliation

Established in 2021 to honour and remember the legacy of residential schools and promote reconciliation with Indigenous Peoples.

September 30: Orange Shirt Day

Grassroots campaign that honours the children who survived residential schools and remembers those who did not. People wear orange to raise awareness of the intergenerational impacts of the residential school system and promote the message that every child matters.

October 4: Sisters in Spirit Day

This day honours the memories of the more than 1,500 missing and murdered Indigenous women, girls, and Two-Spirit across Canada.

November 1: Proclamation Day

Commemorative event that marks the historic declaration of the Métis nation's rights and self-governance.

November 8: Indigenous Veterans Day

A day of remembrance in honour of the contributions of Indigenous veterans in World War I, World War II, and the Korean War.

November 15: Rock Your Mocs

Annual week-long campaign starting November 14 that promotes cultural pride by encouraging Indigenous Peoples to wear moccasins all week long.

November 16: Louis Riel Day and Métis Week

The day that Louis Riel was executed in 1885 for leading the Northwest Resistance in defence of Métis rights. The Métis Nation of Alberta also declared the week surrounding November 16 as "Métis Week" to honour the dedication and sacrifices of Louis Riel for the Métis Nation.

November 22:

Métis Betterment Act Anniversary recognizes the passage of the 1938 Métis Betterment Act in Alberta, which originally established the land bases that would eventually become the eight contemporary Métis Settlements.

December 21: Winter Solstice

Marks the shortest day of the year and holds deep cultural significance as a time for winter storytelling, rest, community gathering, and honouring the return of the sun.



**How to cite this document
(APA style):**

Edified Projects Inc. (2026).
*Weaving values HR toolkit:
Operationalizing Métis
distinctions-based wellness.*
[https://edifiedprojects.com/
weavingvalues/toolkit](https://edifiedprojects.com/weavingvalues/toolkit)

**Primary Contact:
Alicia Hibbert
Edified Projects Inc.**

(604) 913-5429
alicia@edifiedprojects.com