

Building Trust with Indigenous Employees: The Indigenous Workways Toolkit

BUILDING TRUST WITH INDIGENOUS EMPLOYEES: THE INDIGENOUS WORKWAYS TOOLKIT

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Ashlyne O'Neil

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- [Pressbooks](#)
- [H5P](#)

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- All content can be navigated using a keyboard
- Links, headings, and tables are formatted to work with screen readers
 - Use your screen reader's list headings feature to navigate through the headings within the content of a page
 - Use the Previous and Next links found at the bottom of each page to navigate through the sequence of pages in the site. To access these links most easily, use your screen reader's landmarks list to navigate to the content info region, then press Shift+Tab to go back up to the Next links
- Links to other pages of this Pressbook will always open in the current window
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- Depending on the operating system and browser being used, font size can be adjusted by pressing a key combination including the plus (+) and minus (-) keys. On Windows systems, the key combination is typically "Ctrl+" and on Mac it is "Command+"
- Alternative text has been provided for images that convey information
- Colour is not used to convey information unless an alternative means to do so has also been provided (e.g., bold)
- H5P activities were built using accessible formats
- All text is left-justified

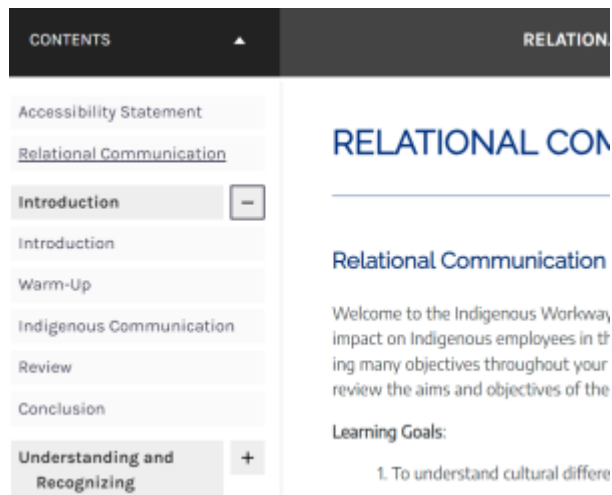
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Screenshot of Navigation Buttons in Pressbooks

You may alternatively choose to navigate using the table of contents option, which is located at the top left of your screen, beside the book title.



A screenshot shows the table of contents dropdown menu, where clicking on the + button will expand a given sections contents, and each heading is clickable.

Other File Formats Available

In addition to the web version, this module is available in a number of file formats including PDF, ePUB (for Readers), and various editable files from the [homepage](#); look for the “Download this Book” drop-down menu to select the file type you want.

This module also contains links to a number of external websites. For those using a print copy of this resource, the link text is underlined, and you can find the web addresses for all links in the back matter of the book.

Known Accessibility Issues

While we have attempted to make all elements of this resource conform with international accessibility guidelines, we must acknowledge a few accessibility issues. This table will be updated as new issues arise or are identified.

Location of issue	Need for improvement	Timeline	Workaround
“Top Five Tips” Youtube videos from each module	Videos do not contain described video.	N/A	The video transcripts are able to be read by a screen reader.
YouTube video on “The First Day of School”	Video does not contain described video.	N/A	The general messages are still able to be conveyed through the video audio.

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 - e.g., PC laptop, Windows 10, Google Chrome (Version 65.0.3325.181), NVDA screen reader

This accessibility statement has been adapted from the following resources:

- [BCcampus Open Education Accessibility Toolkit — 2nd Edition](#)
- [Understanding Document Accessibility: A Reference for Creating Accessible Office Documents](#)

This statement was last updated on April 3, 2025

INTRODUCTION

Catherine T. Kwantes; Wendi L. Adair; Leanne Gosse; and Russell Nahdee



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Adair, W. L. (2025, May 5). *Intro Video – Trust with Indigenous Employees: The Indigenous Workways Toolkit* [Video]. University of Windsor Yuja. <https://uwindsor.yuja.com/v/IWintro>.

[Intro Video – Building Trust with Indigenous Employees: The Indigenous Workways Toolkit](#) by Wendi L. Adair is licensed under a [Creative Commons Attribution-NonCommercial-ShareAlike 4.0 International License](#).

Intro Video URL Direct Link

<https://uwindsor.yuja.com/v/IWintro>

Intro Video Embed Code:

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PART I

EMPLOYEE TRAINING MODULES

1.

INTRODUCTION TO INDIGENOUS WORLDVIEWS

Zoe Heritage-Green

Go to [Introduction to Indigenous Worldviews](#) by Zoe Heritage-Green

Recommended Citation & Attribution

Heritage-Green, Z. (2025). Introduction to Indigenous worldviews. In C. T. Kwantes, W. L. Adair, L. Gosse, & Nahdee, R. (Eds.). *Building trust with Indigenous employees: The Indigenous workways toolkit*. University of Windsor. <https://ecampusontario.pressbooks.pub/indigenousworkways/>

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RELATIONAL COMMUNICATION

Sebastian Josef Balmer and Wendi L. Adair

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Adair, W. L., & Balmer, S. J. (2025). Relational communication. In C. T. Kwantes, W. L. Adair, L. Gosse, and Nahdee, R. (Eds.). *Building trust with Indigenous employees: The Indigenous workways toolkit*. University of Windsor. <https://ecampusontario.pressbooks.pub/indigenouworkways/>

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3.

MICROAGGRESSIONS IN THE WORKPLACE

Mahshid Soleimani and Catherine T. Kwantes

Go to [Microaggressions in the Workplace](#) by Mahshid Soleimani and Catherine T. Kwantes

Recommended Citation & Attribution

Soleimani, M., & Kwantes, C. T. (2025). Microaggressions in the workplace. In C. T. Kwantes, W. L. Adair, L. Gosse, & R. Nahdee (Eds.). *Building trust with Indigenous employees: The Indigenous workways toolkit*. University of Windsor. <https://ecampusontario.pressbooks.pub/indigenouworkways/>

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4.

UNDERSTANDING STEREOTYPE THREAT

Roya Amini and Catherine T. Kwantes

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Amini, R., & Kwantes, C. T. (2025). Understanding stereotype threat. In C. T. Kwantes, W. L. Adair, L. Gosse, & R. Nahdee (Eds.). *Building trust with Indigenous employees: The Indigenous workways toolkit*. University of Windsor. <https://ecampusontario.pressbooks.pub/indigenouworkways/>

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5.

HOLISTIC CONFLICT MANAGEMENT

Narjes Azizi and Wendi L. Adair

Go to [Holistic Conflict Management](#) by Narjes Azizi and Wendi L. Adair

Recommended Citation & Attribution

Azizi, N., & Adair, W. L. (2025). Holistic conflict Management. In C. T. Kwantes, W. L. Adair, L. Gosse, & R. Nahdee (Eds.). *Building trust with Indigenous employees: The Indigenous Workways Toolkit*. University of Windsor. <https://ecampusontario.pressbooks.pub/indigenouworkways>

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6.

PSYCHOLOGICAL SAFETY AND CULTURAL SAFETY IN THE WORKPLACE

Saba Ghadiri and Catherine T. Kwantes

Go to [Psychological Safety and Cultural Safety in the Workplace](#) by Saba Ghadiri and Catherine T. Kwantes.

Recommended Citation & Attribution

Ghadiri, S., & Kwantes, C. T. (2025). Psychological safety and cultural safety in the workplace. In C. T. Kwantes, W. L. Adair, L. Gosse, and R. Nahdee (Eds.). *Building trust with Indigenous employees: The Indigenous workways toolkit*. University of Windsor. <https://ecampusontario.pressbooks.pub/indigenousworkways>

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PART II

ORGANIZATIONAL TOOLS

7.

CULTURAL SAFETY SCALE AND MANUAL

Catherine T. Kwantes; Saba Ghadiri; and Jacob Livingstone



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[IWCSS_Manual_Final.pdf](#)

[IWCSS_Scale_Final.pdf](#)

Recommended Citations & Attributions

Cultural Safety Scale and Manual

Kwantes, C. T., Ghadiri, S., & Livingstone, J. (2025). Cultural Safety Scale Manual. In C. T. Kwantes, W. L. Adair, L. Gosse, & Nahdee, R. (Eds.). *Building trust with Indigenous employees: The Indigenous workways toolkit*. University of Windsor. <https://ecampusontario.pressbooks.pub/indigenousworkways>

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Cultural Safety Scale

Kwantes, C. T., Ghadiri, S., & Livingstone, J. (2025). Cultural Safety Scale. In C. T. Kwantes, W. L. Adair, L. Gosse, & Nahdee, R. (Eds.). *Building trust with Indigenous employees: The Indigenous workways Toolkit*. University of Windsor. <https://ecampusontario.pressbooks.pub/indigenousworkways>

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MENTORSHIP FRAMEWORK MANUAL

Leanne Gosse and Zoe Heritage-Green



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[Indigenous Workways – Mentorship Framework for organizations_FINAL](#)

Recommended Citation & Attribution

Gosse, L., & Heritage-Green, Z. (2025). iSmudge Mentorship Framework. In C. T. Kwantes, W. L. Adair, L. Gosse, & Nahdee, R. (Eds.). *Building trust with Indigenous employees: The Indigenous workways Toolkit*. University of Windsor. <https://ecampusontario.pressbooks.pub/indigenousworkways/>

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INDIGENOUS YOUTH CAREER CAMP/DAY DOCUMENTS

Zoe Heritage-Green and Leanne Gosse



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[Indigenous Workways – Mentorship Day Final for organizations](#)

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Heritage-Green, Z., & Gosse, L. (2025). Indigenous youth career camp/day documents. In C. T. Kwantes, W. L. Adair, L. Gosse, & Nahdee, R. (Eds.). *Building trust with Indigenous employees: The Indigenous workways toolkit*. University of Windsor. <https://ecampusontario.pressbooks.pub/indigenousworkways/>

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LINK TO THE NEW INDIGENOUS WORKWAYS WEBSITE

The content from the Indigenous Workways website is currently being transferred to another hosting site, <https://uwindsor.icampus21.com/wordpress/indigenousworkways/>

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She also completed a Social Sciences and Humanities Research Council of Canada post-doctoral research fellowship at the University of Waterloo in industrial-organizational psychology, with an emphasis on organizational justice. Leanne's role on the project is to support the "interpersonal trust" research theme with her knowledge of organizational justice, as well as the "networks of trust" research theme by supporting the development of the alumni database at Conestoga College and the development and administration of the alumni survey.



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communities, including the need to provide the transfer of skills and intellectual development to members of the First Nations communities and the sharing of information and research data with them.