
What we've been up to and where we're heading:

Organizational Resilience

- Our leadership team has established **Guiding Priorities for the next 1-3 years** that include strengthening Indigenous-led governance, refining programming streams, and exploring alternative business models to diversify income and increase equitable access to programming.
- We have **conducted a pay equity audit** to build pay grids that ensure our staff are compensated inline with national standards and able to thrive/reinvest in their communities.
- We have an established **Human Resources Manual** with robust policies, procedures, as well as concrete ways in which we action our organizational values and learning principles.
- We have implemented an impressive suite of **digital infrastructure** (Salesforce Customer Relationship Management (CRM), Digital Asset Manager, Google Suite, Asana, Slack etc.) that allows for efficient project management, transfer of organizational knowledge, as well as sustainable growth.

Staff & Leadership

- Our staff team actively works with our **Mission, Vision & Values** every day, embodying the “inPath magic” in the continued design, delivery and implementation of Arts Programs that reach across the country.
- We have spent the last 7 years working to ensure that our **participant-facing roles are filled by Indigenous artists and staff**.
- With 78% Indigenous Artist Roster, 80% Indigenous Program Team, 75% Indigenous Board of Directors and soon to be 57% Indigenous Leadership Team, **we continue to be committed to prioritizing Indigenous candidates for future hiring**.

Creative Economies

- We are committed to circulating our financial resources within Indigenous economies: **we prioritize hiring Indigenous** consultants and artists, and procuring goods and services from Indigenous owned and led businesses across Canada.

Youth-Driven Programming

- By working with **Indigenous Learning Designers** we continue to focus on iterative program design by and alongside the youth we serve.
- **Participants are asking for community and network connections**, and we are looking ahead to leverage and expand future programming to respond to these needs. Some of the incredible collaborators and workshop facilitators we're working with are: [Tr1be Music](#), [Decolonial Clothing](#), [Christine M'Lot](#), [Tasha Spillett](#), [Brianna Oversby](#), [Larissa States](#), [ind.genuity Chartered Professional Accountants](#), and more.

Projects on the Horizon

- We have applied for additional funding through ESDC's Skills for Success program in order to **expand our programming** to include ongoing training, peer-to-peer mentorship and skill development for artists who are in the later stages of career development.
- We are excited and hopeful about our consideration for a Canada Council of the Arts Grow Grant (Phase 2) that would help us **scale our digital transformation with the creation of an Indigenous specific learning platform** designed in collaboration with tech company Animikii, the inPath team, and a number of valued contributors.
- We are incredibly excited to **continue to build and grow our reciprocal relationships** with our partners and collaborators: [Cree School Board](#), [Canada Council for the Arts](#), [Employment & Social Development Canada](#), [Canadian Roots Exchange \(CRE\)](#), [Taking IT Global](#), [CARFAC](#), [Animikii](#), [First Nations Child and Family Caring Society](#), [Warner Bros. Discovery Access Canada](#), [Canadian Music Week](#), [Technology Helps](#), and so many more incredible independent Indigenous artists, learning designers and consultants.