

# Informed Consent Form

**STUDY TITLE: Leadership Development For Indigenous Communities**

**STUDY NUMBER: 001**

<b>INVESTIGATOR:</b> Workforce Warriors	<b>CONTACT PHONE:</b> 506.206.2168	<b>SPONSOR</b> Future Skills Centre
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## INTRODUCTION

Workforce Warriors are developing a national leadership program for Indigenous of all ages that will build future Indigenous leaders, connect them together across the country, and expand their zone of influence, to drive positive change forward. Our leadership model will also provide mentorship and connection to elders/experienced members of the community to enable them to take on a greater leadership role while preserving culture & language.

## PURPOSE OF THE STUDY

You are invited to participate in a confidential web-based online survey on the development of a unique National Indigenous Leadership Program.

**Your opinion Matters to US!!** The purpose of this survey research is to seek opinions and feedback from, and provide a voice to, Indigenous Canadians in the development of that unique Indigenous leadership program.

This research project, funded by the Future Skills Centre, is being conducted by Workforce Warriors, a national Indigenous not-for-profit here in Canada. The survey should take approximately 20 minutes to complete.

A total of 1500 Indigenous Canadians will be invited to participate in our survey, with the goal of acquiring the opinions of 275 Indigenous Canadians, above the age of 18, from three participating provinces (Saskatchewan, Ontario, and New Brunswick) will be invited to take part in the opinion survey.

This survey mark the beginnings of a National Leadership Program for Indigenous, by Indigenous.

## PROCEDURES

You are invited to participate in a confidential web-based online survey of your opinion on Indigenous Leadership Program development. This is a research project being conducted by Workforce Warriors, a national Indigenous not-for-profit here in Canada. It should take approximately 20 minutes to complete.

## **PARTICIPATION AND TERMINATION**

Your participation in this survey is voluntary.

You may refuse to participate, and leave the survey at any time, with the option to exit with every question. If you choose to participate, you can change your mind at any time and withdraw from the survey. Refusal to participate or withdrawal from the survey will not result in anyone contacting you further.

## **RISKS**

This survey has been developed with risk mitigation in mind. As a result, there are limited to no foreseeable risks or discomforts involved in participating in this study other than those encountered in day-to-day life.

There is the risk that you may find some of the questions to be sensitive. Some of the questions may cause emotional discomfort: for instance, some of the survey questions ask about when you were a developing leader and may be distressing to you as you think about your experiences.

As mentioned above, if at any time you do not feel like continuing in the survey, an option to withdraw will be given with each question.

## **BENEFITS**

You can, if you so choose at the end of the survey, to sign up for our gift of education; which is a 6 month subscription to Workforce Warriors Skills, where you can access more than 3000 virtual training courses and assessment tools. Besides the benefit of building your skills, there is also the benefit of knowing that your responses will help us learn more about what people would like to see in a unique leadership program specifically for Indigenous Peoples.

## **YOUR RESPONSIBILITIES**

If you agree to take part in our survey, your only responsibility, is to give your honest opinion.

## **COSTS AND COMPENSATION**

You are not responsible for any costs for the survey.

You can, if you so choose at the end of the survey, to sign up for our gift of education; which is a 6 month subscription to Workforce Warriors Skills, where you can access more than 3000 virtual training courses and assessment tools. Besides the benefit of building your skills, there is also the benefit of knowing that your responses will help us learn more about what people would like to see in a leadership program specifically for Indigenous Peoples.

If you withdraw from the study, your Workforce Warriors Skills Membership will be prorated for the questions you have completed.

### **INVESTIGATOR PAYMENT**

Workforce Warriors Leadership Development for Indigenous Communities project is funded by the Government of Canada's Future Skills Centre.

### **CONFIDENTIALITY**

Your survey answers will be sent to a link at Workforce Warriors Survey Platform where data will be stored in a password protected, and encrypted, electronic format. Workforce Warriors does not collect identifying information such as your name, email address, or IP address, as part of the survey. Therefore, your responses will remain anonymous. No one will be able to identify you or your answers, and no one will know whether or not you participated in the study.

At the end of the survey you will be asked if you are interested in participating in virtual training on Workforce Warriors Skills (your personal virtual learning space). If choosing to accept the incentive subscription to Workforce Warriors Skills (an online learning platform with more than 4000 virtual courses, assessment tools, etc.); participants will be directed to a separate platform to sign-up and register online, if you so choose. There will be no electronic tie between Workforce Warriors Survey Platform and the Workforce Warriors Skills Platform; therefore creating no electronic link between the data collected to your individual survey responses.

No names or identifying information will be included in any data set, publication or presentation, and your responses to this survey will remain confidential. By signing this document, you consent to Workforce Warriors tabulate, summarize and present survey results.

### **CONTACT**

This survey has been reviewed and approved by the Veritas Independent Review Board (IRB). If you have any questions about your rights as a research participant or the Investigator's responsibilities, you may contact Veritas IRB 24 hours per day and 7 days per week at 514-337-0442 or toll-free at 1-866-384-4221. An Independent Review Board (IRB) is a group of scientific and non-scientific individuals who perform the initial and ongoing ethical review of the research study with the participant's rights and welfare in mind. If you have any study-related comments, complaints or concerns, you should first contact the study investigator. Please call the IRB if you need to speak to a person independent from the Investigator and the research staff, and/or if the Investigator and the research staff could not be reached.

### **CONSENT**

By signing this you are indicating that you have read the above text regarding the nature and the purpose of the survey in which you have been asked to take part. The explanations you have been given have mentioned both the possible risks and benefits of the survey. You are free to withdraw from the survey at any time without impacts. By signing below you voluntarily consent to participate in this survey.