



Guidelines. Canada Field Operations

The strategy TeamMx follows is to engage the world's peoples in assuming responsibility for their collective destiny, a strategy based in the conscious reality of the oneness of the human race.

TeamMx operations are guided by the Field Advisory Board who work in tandem with Regional Coordination (coordinators) to administer Field Unit activities within assigned geographic regions and localities, all in The Americas; i.e., North America, Canada, Central America, South America, close-in Caribbean island nations, designated territories, significant others and/or those having a non-specific classification.

Provided below is a brief outline of each geographic region. It's expected that the TeamMx members of the advisory, regional coordinators, and those assigned to field units will avail themselves of all opportunities to become thoroughly familiar with their respective assigned areas in order to better perform their responsibilities.

These geographic regions are highlighted with greater detail in the guidance given for Regional Coordination and their respective Field Units.

CANADA

Principal ethnic groups

Canada contains a mixture of diverse national and cultural groups. At the time of Canada's first census, in 1871, about half the population was British and nearly one-third was French. Since that time the proportion of Canadians of British and French ancestry has dropped to about one-fourth each, as fewer people have immigrated from the United Kingdom and France and considerably more have arrived from other countries in Europe, Southeast Asia, and Latin America.

Because immigrant groups have tended to settle in particular locales, they generally have retained their cultural identity. For example, Ukrainians largely migrated to the Prairie Provinces, where the land and climate were similar to their homeland, and many Dutch settled on the flat, fertile farmland of southwestern Ontario, where they practiced fruit and vegetable growing as they had done in the Netherlands. Many Chinese, Portuguese, Greeks, and Italians have settled in specific sections of large cities, particularly Toronto, Montreal, and Vancouver.

The mix of ethnic groups differs greatly from province to province. The proportion of people claiming ancestry from the British Isles ranges from about two-thirds in Newfoundland and Labrador to less than 5 percent in Quebec; the proportion of people of French descent ranges from a majority in Quebec to less than 2 percent in Alberta, British Columbia, Newfoundland and Labrador, the Northwest Territories, and Saskatchewan. More than one-third of Canadians identify themselves as being of mixed, or "multiple," origins.

U.S. immigration

Historically, Canada received many immigrants from the United States, particularly during and after the American Revolution (1775–83), when colonists who remained loyal to the British crown (known as Tories in the United States and United Empire Loyalists in Canada) moved to what are now the Maritime Provinces and southern Quebec and Ontario. By 1790 about one-sixth of British North America's total population was from territory that had become the United States. The American immigrants had been exposed to the



Leadership, law, and governance are unified as a trilateral operative to foster sustainable achievements through justice and sacrificial endeavours.

ideas of representative government that had evolved along the Atlantic seaboard, and their ideas of governmental institutions were blended in Canada with those of people who came directly from Britain. There was some migration from the United States to Canada during the mid-19th century that increased in the late 19th and 20th centuries, but immigration to the United States from Canada was significantly higher.

Native peoples

An estimated 200,000 Indians (First Nations) and Inuit were living in what is now Canada when Europeans began to settle there in the 16th century. For the next 200 years the native population declined, largely as a result of European territorial encroachment and the diseases that the settlers brought.

However, the native population increased dramatically after 1950, with high birth rates and access to improved medical care. Some one million people in Canada now identify themselves as Indian, Métis (of mixed European and Indian ancestry), or Inuit; of this number, more than three-fifths are Indian, nearly one-third Métis, and most of the remainder Inuit.

Together they comprise less than 5 percent of Canada's total population, though aboriginal peoples constitute half of the population of the Northwest Territories and a considerably greater proportion of Nunavut. The largest of the Indian groups is the Cree, which includes some 120,000 people.

In Canada the word Indian has a legal definition given in the Indian Act of 1876. People legally defined as Indians are known as status Indians. Indians who have chosen to give up their status rights or who have lost them through intermarriage with those of European ancestry are called nonstatus Indians. (Beginning in 1985, Canadian law has allowed those who lost their status through intermarriage to reclaim it, and marriage no longer triggers an automatic loss of status.)

Through treaties with the Canadian government, more than 600 status Indian bands occupy more than 2,250 reserves. The resources of these reserves are quite limited, and the majority of status Indians have a standard of living below the Canadian average. The treaties and agreements about reserves apply to only a portion of the Indian people. Large tracts of land were never taken from the Indians by treaty, and various groups are still negotiating land claims and self-government with the

federal and provincial governments. These negotiations made significant progress, and in 1996 the Royal Commission on Aboriginal Peoples concluded that Canada needed to protect the distinctive values and lifestyles of its aboriginal peoples.

The Inuit who inhabit the far north do not have any reserves and are not protected by any treaties. Many of them—a number estimated to be more than 40,000—still live in scattered camps and settlements of 25 to 500 people, although larger towns such as Iqaluit in Nunavut are growing rapidly.

Since the latter part of the 20th century, mining, oil exploration and pipeline construction, and mammoth hydroelectric developments have greatly affected their traditional way of living off the land. The worldwide decline in demand for furs greatly diminished their income, and the Inuit came to depend increasingly on government social and welfare programs. Education and training programs were instituted to enable them to compete for employment. Perhaps the most decisive step, however, was the creation in 1999 of the territory of Nunavut—carved out of the eastern section of the Northwest Territories—with a largely Inuit population and an advanced form of self-government.

Languages

Canada's constitution established both English and French as official languages. However, English is dominant throughout most of the country; only one province, New Brunswick, is officially bilingual, and French is the official provincial language only in Quebec, where French is the first language of four-fifths of the population. About three-fifths of Canadians speak

English as their first language, while less than one-fourth identify French as their primary tongue. The mother tongue of nearly one-fifth of Canadians is a language other than English or French; most speak another European language (notably Italian and German), but the largest immigrant group speaks Chinese, reflecting the growth in Chinese immigration since the 1980s. Inuktitut, the language of the Inuit, has a number of variations. Cree is the most common of the native languages.

Religion

About four-fifths of Canada's population claim affiliation in some degree with an organized religious faith. Most are either Roman Catholic or Protestant; the major Protestant churches

are the United Church of Canada, the Anglican Church of Canada, and the Lutheran church. Roman Catholics constitute the largest single religious group, accounting for more than two-fifths of the population. Protestants, the second largest group, make up about three-tenths of the population.

Religious affiliation (Quebec)

In Quebec more than four-fifths of the population is at least nominally Roman Catholic, and New Brunswick also has a Roman Catholic majority. Canada's religious composition reflects the most recent immigration trends; in the last two decades of the 20th century, the numbers of Muslims, Hindus, Sikhs, and Buddhists rose sharply. The numbers of Jews and adherents of the Eastern Orthodox faith also has risen. About one-fifth of Canadians classify themselves as nonreligious.

Reference: Encyclopædia Britannica, Inc.

Noteworthy. *It's worth noting that each region, locality, and community has its own individually unique challenges to face. These need to be resolved within their respective social-economic situation and condition. One size does not fit all.*

These regions have contributed their own distinct "flavors" that saw the infusion of a plethora of unique "ingredients" that now make for a diverse people and culture groupings not only in the northern regions but also throughout the entire Americas; thereby, engendering a varying degree of genetic admixture now expressed through myriad social, ethnic, and cultural heritage. These groups remain impacted, to a degree, by being still stuck in a social and economic quagmire due to centuries of warfare, slavery, colonialism, and associated imperial adventurism by former European colonial powers.

However, today these geographic areas are ripe with human resources from which to fuel the rise of sustainable communities based on inclusion, humanity's oneness, and principles of justice.

Time and persistent efforts will continue to lessen the challenges people face due to the lingering effects of divisive acts perpetuated by former colonial powers; but who now must confront the disastrous effects of a more recent insidious scourge: a deeply engrained crass materialism forcefully influencing human populations, and led by powerful and callous market forces endemic to and perfected in this 'northern geographic region'.

Fieldwork

TeamMx field unit members are involved in building a culture of concern to address local community needs and achieve social and economic viability. Their efforts are guided by the agency's core philosophy, work ethic, principles of justice, and its overall intent as a foremost consultancy in the arena of sustainable development.

It's advisable that team members reside in their assigned areas. In this way they are then better able to provide assistance to stakeholders and stakeholder communities in ways that support their efforts to plan strategically, collaborate to make quality decisions, and undertake decisive action to create and implement those policies and procedures deemed necessary to achieve local community sustainability.

Conditions

This process will uncover not previously expected *'deep unknowns'*, conditions of a negative nature. It will require willingness for objective analysis coupled with penetrating insight into the human condition to bring forth *'new knowledge'* needed to create and place into effect lasting solutions. Therefore, the following guidelines are not all inclusive but are revised and updated periodically to reflect *'lessons learned'* and *'best practices'* gained while working under unique and challenging circumstances.

GUIDELINES-CANADA

TeamMx operates with support provided by the Field Advisory Board, and who also administers the Global Reach Initiative at the field level. TeamMx is composed of field units whose members work within assigned geographic regions and locations. Their assigned tasks are to coordinate agency strategy, and guide and manage its goals and objectives at the local community level. In no way should they be considered the ultimate in problem-solving, but only assisting to bring about positive change.

Team members collaborate with stakeholders, local stakeholder communities and others to provide onsite education and training for planning, policy, implementing procedures, and assessment. This is designed to provide the level of expertise needed for community leaders and members to address their

sustainability needs, resolve issues, and plan and implement development policy.

Stakeholders

At the outset, field units strive to alleviate stakeholder concerns about their work and what they propose to facilitate sustainable development at the local level. Unit members believe it important to imbue strategic planning, decision-making, policy frameworks, initiatives and implementing procedures from a spiritual perspective. This taps into the very heart of human existence to provide knowledge and understanding of humanity's true nature and purpose.

Barriers

Because people come with various belief systems, cultural identities, ethnic persuasions and religious affiliations, we seek to transform how people view themselves in relation to how they see others. This means finding ways to break down barriers, eliminate misperceptions, and promote collaborative efforts among people from diverse backgrounds.

This creates space for a diverse people to capture the free-flow of ideas and learn how to demonstrate wholesomeness when they express their views. People are then much more willing to contribute of their time, talents and abilities in unique ways that best suits individual modes of expression.

Spiritually is relevant to break down barriers and reveal capacity for people to make meaningful contributions to sustain society, a process that's know to advance human civilization.

Commonality

Recognition of qualities innate to humankind's spiritual core draws attention to those commonalities shared by all humanity. This both creates appreciation and manifest respect for human diversity, fosters the 'diverse-unheard' to voice their opinions in collaborative venues, and engage in strategic planning and participatory decision-making in a collective effort to deliver sustainable results for the entire community. In this way, external resources join together with community acumen and embrace as capable and equal partners.

Frameworks

To build new frameworks for societal advancement, we must rely on moral and spiritual principles such as equity, solidarity, empathy, justice, and compassion. These are character builders and bedrock needed to inspire paradigmatic change in thinking. When they are aligned with empathic consciousness, unique ways are found to bring people together, determine how they can best interrelate with one another, and provide new frameworks from which to strengthen human affairs and advance society.

Advantage

It is well understood that high-status areas located in urban settings have no more knowledge or expertise than local communities in remote areas in building cohesive and vibrant patterns of social life. Perhaps less 'polluted' environments in remote areas have an advantage.

Spirituality

Returning to the topic of spirituality. The success for any development project is dependent upon the degree of spiritual energy being generated at its core. Its strength provides humans with capability to supersede their frailty and unburden their minds. People are then better able to engage through collective efforts to collaborate, plan and pursue sustainable goals and objectives, and do what is required to realize long-sought objectives in order to bring about sustainable futures.

Performance

Performance is where 'rubber meets the road' (automotive slang). Human performance is the determining factor that will highlight success or the lack thereof will determine failure, and with little middle ground between them. Mistakes made are immediately assessed and corrective measures applied. The entire experience is considered as 'lessons learned', providing tools to enhance future undertakings.

Building Capacity

Field operators work with stakeholders and local stakeholder communities to provide innovative and inclusive approaches for development planning. They are well aware that success or failure of sustainable undertakings are borne on the backs of those who have the most to lose. Therefore, they strive to

build human capacity in ways that allow meaningful contributions to be made inclusive to all actors and human populations.

Justice

To support community activation, field unit staff interact with local stakeholders and stakeholder communities to encourage inclusive criteria for strategic planning guided by principles of justice. The net effect is to garner assurance that through demonstrative ability, personal conduct, balanced decisions, and decisive action will inspire the creative potential necessary to advance local community development over extended time-horizons.

Relationships

Field units are required to be consistent in their working relationships with stakeholders and local stakeholder communities. This is done to determine the effectiveness of their efforts to build and expand a viable knowledge base of community activities, inspire creative thinking, lessen fears of the unknown, and foster individual and group potential to build frameworks that manifest positive social change.

Targets

Social capital accumulates through citizenry participation in all aspects of the development process. Targets set for sustainable accomplishments are essential and assessed based on how current activities are performed in order to appropriate social capital. This improves the way in which stakeholders, local government, the business community, institutions, and others interact to achieve mutually agreed goals and objectives.

Program

Our sustainability program helps communities thrive based on values derived from diversity, its inclusiveness, the willingness to join together to undertake collective activities:

- Involves community actors in regional discussions and decision-making to establish priorities for development plans, policy implementation and procedures refine regional and local community integration.
- Achieve a participatory form of stakeholder engagement where potential leaders are identified as those with insight into

the community's social and cultural dynamics. They understand local concerns, are able to identify problems and community needs, and are willing to navigate existing networks to appropriate social capital and provide additional opportunities.

- Field unit staff, local stakeholders and local stakeholder communities identify major issues and address community concerns, keep abreast of new developments, enhance interactive working relationships, and promote volunteerism as means to improve community well-being.
- Create and implement community and/or regional initiatives that enable communities and/or regions to identify and address problem areas. Take corrective action as needed to ensure the availability of opportunities for progressive activities.
- Strive to build community capacity in ways that does not adopt, advocate or set fixed concepts or preconceived notions about procedures and solutions to achieve sustainability. To the contrary, be flexible. Your purpose is to engage with stakeholders and local stakeholder communities in view of newly revealed fundamentals which they, as the main drivers of sustainable development within their respective areas, are free to assess and use as opportunity permits.

Specifics

- TeamMx operations are guided by agency goals and objectives, policy and core principles, philosophy and modus operandi.
- We are not an advocacy group but a leading consultancy that seeks to achieve sustainability at all levels of society, especially at the local community level.
- We encourage acquiring a spiritual perspective to assist your efforts in creating sustainable undertakings that strive to integrate ethical performance criteria into systems of governance (or government). This should not be misunderstood as an attempt to promote religion or religious concepts, nor does it symbolise an effort to engage with or promote partisanship or encourage political divides.

To the contrary, we recognise spirituality as an innate quality of the human species that manifest understanding, encapsulates the totality of the human experience, and recognises each

person individually but also as an integral part of humankind as a whole.

So, ethics in governance (or government) acts as a bridge that provides quality managerial performance to pursue sustainable outcomes and secure the publics' welfare.

- We rest comfortability in the scientific reality of humankind as an entity of one, and as a practicing is becomes the primary driver to advance human society.
- The full value of sustainability and benefits to be derived will only be realised when there is full recognition and complete acceptance of gender equality as a practicing social norm.
- Engage the experience and expertise of local actors and give due consideration to strengthening, when and where possible, their collaborative undertakings as means to lay the ground work upon which to build sustainable communities.
- Bring together stakeholders and local stakeholder communities with attention given to those at the grassroots level. History and experience has shown that creating space for them to interact with their local institutions at various levels help build a climate of trust and collaboration.

Social Capital

TeamMx supports local community efforts to accumulate social capital to support the level of sustainability to be achieved. This is accomplished through collective action, ethics in governance (or government), and by partnering with affiliated networks and agencies to make the process more efficient.

Roles

Engage with stakeholders and local stakeholder communities to play an essential role in helping them to achieve sustainability.: Assist them in creating an environment where citizens are able to empower themselves and others to collaborate and decide on the rules needed to guide their participation in planning and decision-making processes.

- Identify key individuals who can bring together the various resources needed and involve them in the process.
- Partner with local government, the business community, social and education institutions, and private citizens to share

responsibility for achieving agreed upon sustainability goals and objectives.

- Special attention must be given to local talent with abilities in all aspects of artistic endeavours; i.e. music, painting, sculpture, pottery, drawing, painting, weaving, etc. as ways to inspire individual and collective endeavours to achieve sustainable development.

SUSTAINABILITY

Since the launch of Agenda LA 21 at the Earth Summit in Rio de Janeiro, Brazil, 3-14 June 1992, governments in many countries have sought to upgrade their sustainability efforts at the local level. Since then, now some twenty-eight years later, stakeholders and stakeholder communities have made progress after having implemented agenda-setting goals.

Approach. Taking a multi-dimensional approach to achieve sustainability at the local community level may cause a degree of concern and confusion among some community members who will resist the effort. To ease concerns, seek to instil pride for an inclusive approach to development strategy based in collective involvement.

Concept. The approach outlined above harks back to the concept of spirituality where the goal remains unchanged: foster individual, community and inter-community relationships inline with human commonalities and spiritual receptiveness.

Features. The ‘approach’ and ‘concept’ are necessary and will remain as prime features in sustainable development. They resist the possibility of becoming entangled in divisive activities, ethnic strife, social discord, aligning with political partisanships, or spark religious controversy; but seek to deepen cross-cultural communication, promote unity in diversity, and build consensus for quality decisions.

Consumerism. The quality of human experience is essentially spiritual in nature. Its roots are intertwined with the inner reality of human existence. It is the source that facilitates the need to construct a more just and sustainable social order based on moderation, collective endeavour, justice, love, reason, sacrifice, and service to the common good. This desire is shared in common by all humanity, but now faces a severe challenge; one that poses an immediate danger to

sustainability, identified as the ‘culture of unbridled consumerism’ that thrives based on an excessive desire for material consumption.

Consumption. It has a tendency to reduce human beings to competitive, insatiable consumers of goods not necessary for survival, but mainly consist of items manipulated by powerful market forces to increase human desire for consumption.

Conflict. Therein exist an intractable conflict, the difference between what people really want (i.e. to consume more) and what people actually need (i.e. equitable access to quality resources); problem: the former gains traction and the latter recedes.

Contradiction. We must resolve a paralysing conflict (contradiction) that, on the one hand, realises the basic human desire for peace and prosperity, while on the other being dominated by economic and psychological theory that depict human beings as slaves to self-interest.

Bedrock. TeamMx appropriates bedrock (listed above) to guide its efforts to counter negative character flaws such as ego, greed, apathy and injustice; now aligned with patterns of commercialism to increase insatiable desire for product consumption.

Impact. The economic impact on local stakeholder communities can be severely damaging due in part to the high and increasing cost of consumer goods. But due to a high desire for product consumption, community members may sacrifice their hard earned resources to acquire what they can least afford, a process that imperils sustainability.

Challenge. In this regard, it must be understood that often rewards given by market forces are used to garner the support of partisan and political divides, yet another force in play that further endangers community efforts to achieve sustainability. There are no easy solutions to such challenging conditions that now, in many situations, malign sustainable development goals.

CONSIDERATION

TeamMx is not expected nor is it equipped to resolve all major challenges (crisis) faced by human populations. It operates as an extended arm of the consultancy through its field operations

to provide different perspectives on ways to resolve many ages-old problems more effectively with efficient and lasting results.

Working to achieve sustainability is an ongoing process that will take much time, creativity, and unbridled effort. It will also require collective engagement, proactive response, long-term planning, collaborative undertakings, quality decisions, the creation of viable social and economic frameworks, and policies that when implemented become foundations for sustainable pathways that lead to systematic and progressive achievements. Such efforts by increasingly larger segments of human society will hasten humanity's quest for maturity, and where its long-sought goal to secure a prosperous future comes to fruition.

