

November 7, 2025

To the Admissions Committee,

It is my absolute privilege to write this letter of reference for Pernell Jones in support of his application for the position of Justice of the Peace. I have had the honour of working closely with Pernell in the development of what will become the first Indigenous-led Master's Degree in Business, an initiative designed to empower Indigenous leaders to return to their home communities and build sustainable, culturally grounded economic growth.

From the beginning, Pernell has been a driving force in shaping this program's vision. His insight into the intersections of Indigenous governance, community infrastructure, and economic sovereignty has helped guide our discussions in creating a model that not only teaches business fundamentals but does so through a lens of Indigenous identity, resilience, and nation-building. Pernell brings a perspective that bridges worlds, combining his deep cultural knowledge and lived experience growing up within a First Nations community with the strategic thinking and leadership frameworks of modern business.

Pernell has been invited to co-teach a live case in the Sustainability Certificate and a session on the Systems Thinking course at Ivey, where his perspective brought depth, compassion, and realism to complex social and structural discussions. His guest lectures covered topics such as residential schools, Indigenous homelessness, addiction, reconciliation, and systems change. His sessions left a lasting impression on both faculty and students.

In addition to his teaching and community work, Pernell is also a co-author with me on an academic paper about Reconciling Management Education. His dedication to learning, curiosity, and intellectual rigour have been remarkable. Despite coming from a professional background outside academia, he embraced research with humility and enthusiasm, demonstrating a genuine desire to understand and contribute to scholarly conversations on reconciliation and education.

What stands out most about Pernell is his character. He gives of himself without expectation and acts purely from a place of purpose and integrity. His motivation comes from a genuine and unwavering desire to help others and to build opportunities for future generations.

Pernell demonstrates the core values essential to a Justice of the Peace—fairness, compassion, accountability, discipline, and integrity. He is calm under pressure, clear-minded in decision-making, and carries himself with the dignity and respect that this position demands.

Pernell Jones is one of the most authentic, capable, and service-driven individuals I have had the privilege to work with. He leads by example, mentors with patience, and approaches every task with sincerity and strength. I can think of no better person to serve as a Justice of the Peace and represent the values of justice, balance, and community care.

Please feel free to contact me if you require any additional information or would like to discuss Pernell's contributions in more detail.