**Indigenous Engagement**

| **HUMAN RESOURCES STRATEGY SUPPORT CONSIDERATIONS** |
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| **Recommendation** |  | **Options** |
| **Workforce preparation** |  | * Funding essential skills and workforce readiness program
* Apprenticeship programs
* Bursaries and support for application completion
* Summer job opportunities for high school/Post-Secondary students, job shadowing, mentorship programs
* Scholarship positions, work placements
 |
| **Company preparation** |  | * HR Department – develop internal HR capacity to support Indigenous initiatives
* HR policies and practice considerations:
* Integrate mandatory Indigenous awareness training within all orientation and training
* A no-tolerance policy relating towards disrespectful behaviour and language
* Hold managers and front-line supervisors accountable to coach, guide, mentor and train
* Research transportation options and feasibility of transporting employees
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**Supporting Initiatives**

| **Implementation Plan** |  |  |  |  |
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| **Activity - SAMPLE** |  | **Timeframe** |  | **Lead** |  | **Support** |  | **Tasks** |
| *Track identified potential candidates; training progress; meet routinely with workers*  |  | *Ongoing* |  | *Indigenous HR Advisor* |  | *HR Strategy Implementation Team*  |  | * *Develop assessment and performance-tracking tools to assist in determining progress*
* *Develop a mentorship program*
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| **PROCUREMENT STRATEGY SUPPORT CONSIDERATIONS** |
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| **Indigenous-owned business defined** |  | *“Defining an Indigenous business as at least 51% owned and controlled by Indigenous peoples without a requirement for a minimum number of Indigenous employees. An Indigenous joint venture with at least 51% Indigenous ownership would also be eligible to participate in Indigenous procurement and there would be no labour requirement”*  **-** Government of Canada |
| **Recommendation** |  | **Options** |
| **Company preparation** |  | * Host information sessions about procurement opportunities
* Share upcoming procurement opportunities with enough time for suppliers to bid
* Establish relationships with Indigenous communities and Indigenous owned businesses
* Support Indigenous business capacity building to participate in procurement
* Create mandatory training for procurement officers on Indigenous procurement
* Ensure sub-contractors have Indigenous awareness training
* Assess bid requirements – reduce bid requirements for security and bid deposits
 |
| **Indigenous communities and Indigenous owned businesses preparation** |  | * Hire supply chain and procurement professionals
* Provide Request for Proposal (RFP) application workshops
* Ensure businesses meet RFP requirements
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| **Implementation Plan**  |  |  |  |  |
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| **Activity - SAMPLE** |  | **Timeframe** |  | **Lead** |  | **Support** |  | **Tasks** |
| *Create and foster relationships with Indigenous communities*  |  | *Ongoing* |  | *e.g. Indigenous Business Development Advisor* |  | *Supply Chain Manager, Procurement Team, Director of Procurement Strategy, Executive team* |  | * *Host information sessions with communities, arrange meetings with leadership on an ongoing basis*
* *Inform communities of the upcoming procurement opportunities*
* *Identify the capacity of the community and the goods and services you require*
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| **INDIGENOUS COMMUNITY ENGAGEMENT STRATEGY CONSIDERATIONS** |
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| **Recommendation** |  | **Options** |
| **Company preparation** |  | * Attend community gatherings and celebrations
* Invest in education and training and set timelines for Indigenous awareness training – be respectful of Indigenous culture and traditions
* Participate in a Blanket exercise
* Invest in community programs (literacy, health, culture, language and sports and recreation)
 |
| **Establish relationships with Indigenous communities**  |  | * Be genuine
* Relationships are not a transaction (approval for permits)
* Meet with community to discuss your organizational goals
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| **Implementation Plan**  |  |  |  |  |
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| **Activity - SAMPLE** |  | **Timeframe** |  | **Lead** |  | **Support** |  | **Tasks** |
| *Participate/volunteer in local Indigenous celebrations and annual events* |  | *Ongoing* |  | *e.g. Executive team, community engagement, communications department* |  |  |  | * *Inquire about Indigenous protocols prior to attending*
* *Share and promote events with all staff*
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| **INDIGENOUS AWARENESS TRAINING STRATEGY CONSIDERATIONS** |
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| **Recommendation** |  | **Options** |
| **Company preparation** |  | * Invest in education and training and set timelines for Indigenous awareness training – be respectful of Indigenous culture and traditions
* Integrate mandatory Indigenous awareness training within all orientation and training
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| **Implementation Plan**  |  |  |  |  |
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| **Activity - SAMPLE** |  | **Timeframe** |  | **Lead** |  | **Support** |  | **Tasks** |
| *Provide Indigenous Awareness Training for employees* |  | *Ongoing* |  | *e.g. Executive team, community engagement, communications department* |  |  |  | * *Attend a training session offered by the SCC or any other reputable service provider.*
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