



# Indigenous Engagement Charter



An initiative by



## Introduction

The past three years has shown us the tremendous economic potential of Indigenous Engagement in Saskatchewan. Indigenous business and community investment growth created stronger communities throughout Saskatchewan and Canada as a whole. It is important for us to recognize the contribution Indigenous People and Indigenous Nations have provided in the planning, public administration, public management, and governance structures of the province. It is evident Indigenous People, Indigenous Nations, and Indigenous businesses still encounter a series of challenges in full economic participation.

The Saskatchewan Chamber of Commerce recognizes that Indigenous Peoples, Indigenous Nations, and Indigenous businesses are important contributors to all areas of our society, including economic, social, cultural, and political systems.

The Saskatchewan Chamber of Commerce wants more businesses and organizations in Saskatchewan to commit to enhancing the inclusion and participation of Indigenous Peoples, Indigenous Nations, and Indigenous businesses across every industry, business, Board of Directors, committees, levels of government, and organizations in Saskatchewan.

Indigenous Engagement Strategies will be measured through consultation. Signatories will be encouraged to set goals and target dates. Measurements of progress can relate to each strategy that is selected.

## Why is Indigenous Engagement Important?

Community economic development impacts the quality of life for all community members. Economic growth and prosperity create new employment and educational opportunities for Indigenous Peoples. Collectively, increased workforce participation enhances the economic, social, and cultural health in Indigenous communities. Indigenous entrepreneurs and businesses play a key role in the socio-economic development of Canada and embody core values, ethics, and traditions regarding the People, Land, and Environment.

The Saskatchewan Chamber of Commerce's Indigenous Engagement Charter will contain four pillars, including:

**Pillar 1:** Indigenous Education and Training

**Pillar 2:** Indigenous HR and Retention

**Pillar 3:** Indigenous Procurement

**Pillar 4:** Indigenous Community Engagement

## Charter Tiers

The Indigenous Engagement Charter Tier System is going to enhance the Indigenous Engagement Charter by allowing signatories to sign and commit to the principle of Indigenous Engagement

**Tier 1:** Commitment to the Principle (\$0.00)

Tier 1 Signatories will have access to:

- Indigenous Engagement Charter Newsletter which will contain Indigenous community events, Indigenous Engagement best-value practices, and other resources to assist Signatories in starting to develop Indigenous Engagement strategies.

Tier 2 to 5 Signatories will have a one-time sign-up fee of \$250.00.

**Tier 2:** Commit to one Pillar of Indigenous Engagement

**Tier 3:** Commit to two Pillars of Indigenous Engagement

**Tier 4:** Commit to three Pillars of Indigenous Engagement

**Tier 5:** Commit to all Pillars of Indigenous Engagement.

Tier 2 to 5 Signatories will have access to:

- Indigenous Engagement Charter Newsletters
- Signatory Strategy Development Sessions.
- Indigenous Engagement Webinars
- IEC and IBD Networking events

## Pillar 1: Indigenous Education and Training

**Honesty:** Honesty about speaking and acting truthfully through actions.

**Respect:** Respect for the history, culture, values, contribution, and inclusion of Indigenous Peoples.

Indigenous Education and Training supports the implementation of a company's internal and external Indigenous Education and Training strategies. Indigenous Education and Training is a universal strategy on educating the workforce on Indigenous Peoples history and culture, educating the Indigenous workforce on the company standards, processes, and applications, and assist workforce in the development of building mutually beneficial relationships with Indigenous Peoples, Indigenous Nations, and Indigenous businesses.

### Pillar 1 Priorities:

1. Develop and implement an Indigenous Education and Training Strategy.
2. Set clear goals and targets on employee Indigenous Awareness Training.
3. Ensure all levels of your workforce is continuously learning about Indigenous culture and history, and Indigenous contemporary issues and positive contributions within our society.
4. Invite Indigenous Elders and speakers who can educate the workforce through oral storytelling and teaching.
5. Report and measure your goals, objectives, and results relating to the company's Indigenous Education and Training strategies.
6. Implement Reconciliation Moment before meetings, events, and presentations.

### Outcomes:

A workforce educated on Indigenous history and culture enhances an organizational culture adding tremendous value to the overall organizational structure. Developing a long-term strategy for continuous learning of Indigenous Peoples history and culture can also enhance organizational culture. Participants of Indigenous awareness training will gain a general understanding of the historical events, laws, legislation, and policies contributing to separation, isolation, and marginalization of Indigenous Peoples. Indigenous Elders and speakers can provide valuable insight of the history, culture, values, traditions, and perspectives of Indigenous Peoples.

## Pillar 2: Indigenous HR and Retention

**Truth:** With the Truth acknowledged, we can reflect on past actions and move forward with honesty and respect.

**Love:** Love is an attachment based on devotion and kindness for all things.

Indigenous HR and Retention encourages businesses and organizations to develop, implement, or improve on Indigenous human resources and retention strategies by building effective relationships with Indigenous Peoples. In order to achieve the full potential, Saskatchewan businesses must embrace the talents of Indigenous People who have lived, worked, and maintained the land for thousands of years.

The Indigenous population is growing quickly in Saskatchewan, it is in the interest of communities in which you operate to increase Indigenous representation in your operations. Signatories must commit to an inclusive and diverse workforce that is a representative of the Saskatchewan population. The Saskatchewan population is 1.2 million as of 2022. In 2021, Indigenous People consisted of approximately 17.0% (187,000) of the Saskatchewan's population.

### Pillar 2 Priorities:

1. Establish targets to increase Indigenous representation on all levels of management, Board of Directors, and committees, and participation within the workforce.
2. Develop an internal Indigenous committee to evaluate, measure, and monitor workplace practices and strategies.
3. Strengthen support to enhance Indigenous Peoples' skills, employment opportunities, and professional development training.
4. Develop mentorship programs for Indigenous youth, ages 15-25.
5. Provide effective feedback to Indigenous Professionals seeking employment opportunities.

### Outcomes:

Define a process that effectively communicates feedback to Indigenous professionals to allow for improvement on future employment opportunities. Allowing Indigenous employee committees to communicate strategy results to senior management will also improve relationships with Indigenous Peoples, Nations, and businesses, and enhance Indigenous inclusion within the organization.

## Pillar 3: Indigenous Procurement

**Courage:** Having the mental and moral strength to overcome fear and changes within our organizational systems and environments.

**Wisdom:** The ability to make decisions based on knowledge and experience.

Indigenous Procurement encourages businesses to develop, implement, and improve on Indigenous Procurement practices, actions, and partnerships. This Pillar requires that participating businesses in the Indigenous Engagement Charter be active in their efforts to procure supplies and services and establish partnerships and sub-contract using Indigenous-owned businesses. Find the SCC's Procurement Database [here](#).

### Pillar 3 Priorities:

1. Establish partnerships and sub-contract using Indigenous-owned businesses.
2. Support Indigenous businesses through the procurement of Indigenous products and services.
3. Strengthen negotiating capacity of Indigenous Nations, organizations, and businesses.
4. Strengthen the consultation process on all environmental and resource projects to ensure Indigenous Peoples interests are supported.
5. Support Indigenous financial institutions and Indigenous economic development organizations to build Indigenous economic capacity.
6. Report progress on Indigenous business procurement.

### Outcomes:

Economic growth and prosperity create new employment and educational opportunities for Indigenous Peoples. Collectively, increased workforce participation enhances the economic, social, and cultural health in Indigenous communities. Indigenous Entrepreneurs and businesses play a key role in the socio-economic development of Canada and embody core values, ethics, and traditions regarding the People, Land, and Environments.

## Pillar 4: Indigenous Community Engagement

**Humility:** Displayed through the consideration of others and through acknowledging our shortcomings, then learning from those shortcomings to create a more prosperous future for all people.

Indigenous Community Engagement encourages businesses and organizations to commit to an Indigenous Community Engagement strategy through the investment of time and resources into Indigenous education, programing, cultural revitalization, and supporting and integrating Indigenous perspectives, values, knowledge, wisdom, ethics, and practices into the organizational structure, culture, and planning for a more inclusive, sustainable, and productive future.

### Pillar 4 Priorities:

1. Partner with organizations focused on Indigenous programs, training, and events.
2. Provide sponsorship or capacity funding for Indigenous communities to conduct Traditional Knowledge studies and/or student programs.
3. Attend, sponsor, or volunteer for Indigenous cultural events and programs.
4. Affirm Indigenous knowledge utilization in all aspects regarding the environment, natural resources, sustainability, and governance.
5. Incorporate Indigenous Knowledge into overall organizational structures.
6. Strengthen relationships and support Indigenous Peoples and Indigenous Nations through community engagement.
7. Provide clear and honest reporting of all actions undertaken in the Indigenous Engagement Charter Program.

### Outcomes:

Indigenous People obtain knowledge that has been passed down through generations of Indigenous traditional oral storytelling and communication. Traditional Knowledge can guide our economy towards environmental sustainability efforts.

To truly make a difference, Saskatchewan businesses must strengthen or establish relationships and build trust and support for Indigenous communities. Strengthening relationships means operating in a truthful and transparent way, but also may include strategic community investment that deliver long term benefits to the community.