





Justice, Equity, Diversity, and Inclusion + Indigenous
Truth and Reconciliation for Business Round Table

October 27, 2022

Land Acknowledgement

- An important step in Reconciliation and a demonstration of respect
- An acknowledgment of traditional land and recognition for Indigenous Peoples of the territory
- A recognition of the attempted genocide, and an understanding of colonialization, of Indigenous Peoples in Canada
- A way to show respect for the Indigenous community as a host and to the land for what it does

• WE ARE ALL TREATY PEOPLE



Who is Rise?

Rise Consulting is an
Indigenous-owned
national management
consultancy focused on
advancing truth and
Reconciliation in Canada.

Our **purpose** is to support the rising presence of
Indigenous Peoples in Canada through the creation
of shared value.

Our **mission** is to foster meaningful relationships
built on trust and respect, bringing together
Indigenous and corporate communities in Canada
to create shared value.

Our **vision** is a future where one group's prosperity
doesn't come at the expense of another's rights or
well-being.

We **value** kindness, trust, community, shared value,
courage and knowledge.

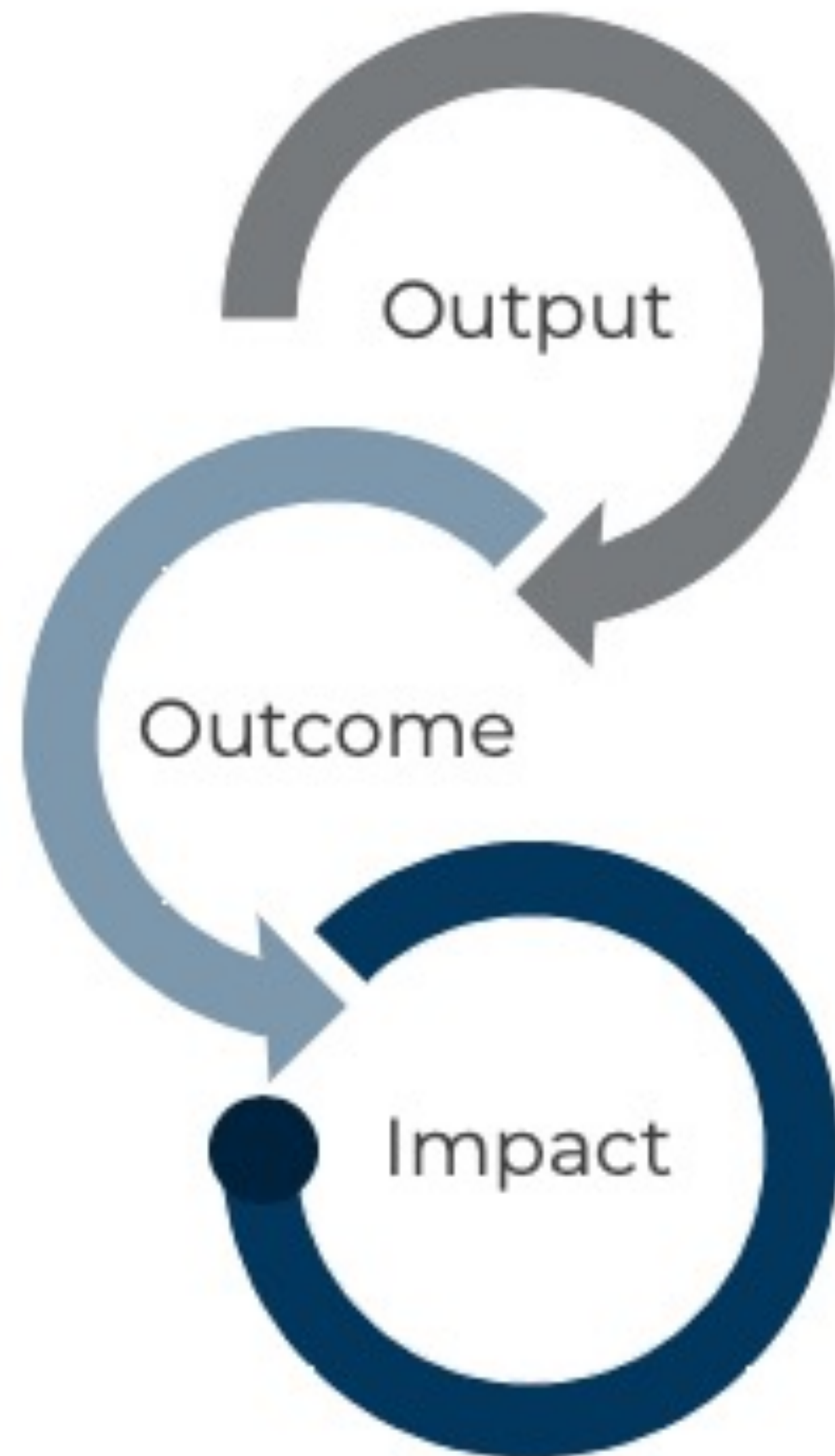


Our Time Together

- It's about impact
- Headlines
- Organizations to follow
- TRC
- 10 Principles
- UNDRIP
- MMIWG
- RAPs
- Discussion



Output, Outcome and Impact



Output: What are the materials, results, or effects delivered (“what do we get?”)

- What is the deliverable?
- Is the activity or results measurable?

Outcome: What are the insights, change, or improvement (“so what?”)

- How do we describe the improvement?
- What can we be proud of?

Impact: What are the long-term shifts in mindset, behavior or results (“what changes?”)

- What is the end goal?
- What principle(s) of Truth and Reconciliation are embodied?



“Treat the earth well: it was not given to you by your parents, it was loaned to you by your children. We do not inherit the Earth from our Ancestors, we borrow it from our Children.”

Crazy Horse

Headlines



LEADERSHIP

When Indigenous people do well economically, so does Canada

National Indigenous Economic Strategy: Breaking down barriers while creating conversations for change

BY TABATHA BULL
JUNE 21, 2022



OPINION

Economic reconciliation with Indigenous peoples must become more common on Bay Street



RITA TRICHUR >
PUBLISHED APRIL 14, 2022




ACCOUNTING | SUSTAINABILITY

ISSB creating a common sustainability reporting language


7.11.2022 | MATHIEU DE LAJARTRE




 **First Nations Financial Management Board**
4,645 followers
1d •

First Nations Representatives, including FMB's Executive Chair, [Harold Calla](#); Board Director, Leonard Odjick; CEO, [Geordie Hungerford, CFA, CAIA](#); and Deputy CEO, [Scott Munro](#), met with the [International Sustainability](#) ...see more



 Carol Anne Hilton, MBA and 28 others
4 reposts

 Like Comment Repost Send



“So Annie... is it ESGI?”

Organizations to Follow



RRII
Reconciliation &
Responsible Investment
Initiative



International Sustainability Standards Board

Truth and Reconciliation Commission



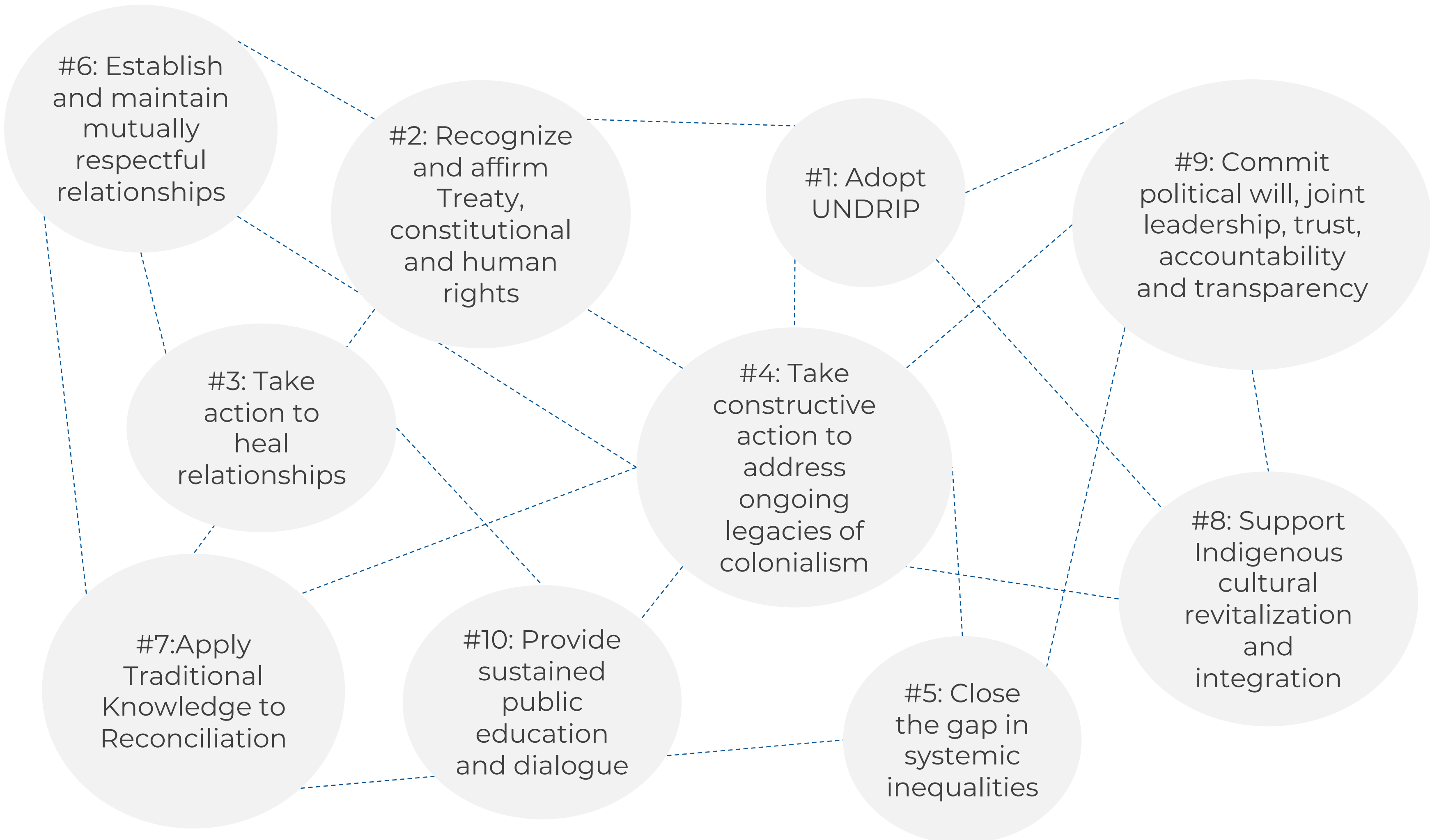
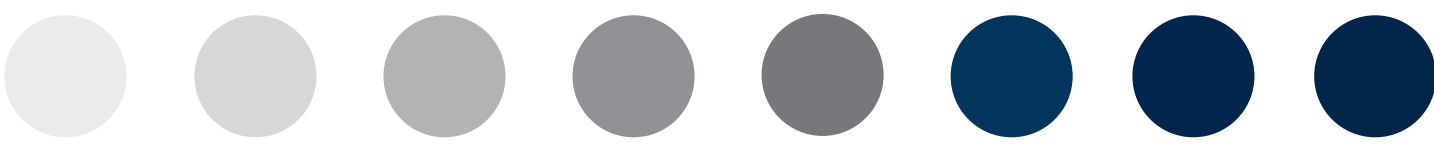
- Established on June 1, 2008
- An appeal to mobilize all levels of government, private and public sector organizations, and individuals to make concrete changes
- Confirms UNDRIP as the framework to apply
- 94 Calls to Action issued in Report published in December 2015

Call to Action #92 Business and Reconciliation

We call upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as a Reconciliation framework and to apply its principles, norms and standards to corporate policy and core operational activities involving Indigenous Peoples and their lands and resources. This would include, but not be limited to, the following:

- i. Commit to meaningful consultation, building respectful relationships and obtaining the free, prior and informed consent of Indigenous Peoples before proceeding with economic development projects.
- ii. Ensure that Aboriginal peoples have equitable access to jobs, training and education opportunities in the corporate sector and that Aboriginal communities gain long-term sustainable benefits from economic development projects.
- iii. Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the UNDRIP Treaties and Aboriginal rights, Indigenous law and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights and anti-racism.

Reconciliation is How we Move Forward



● “ Reconciliation includes anyone with an open mind and open heart who is willing to look into the future in a new way. ”

Chief Robert Joseph
Reconciliation Canada Ambassador

What is UNDRIP?



A global forum to address issues that transcend national boundaries

An expression of will, intention, or opinion

United Nations Declaration on the Rights of Indigenous Peoples

An entitlement to something, whether to concepts like justice and due process or to ownership of property or some interest in property, real or personal

The first peoples and the descendants of those who inhabited a place at the time when settlers arrived. In Canada, First Nations, Métis, and Inuit are Indigenous Peoples

The Articles



Article 2

Indigenous Peoples and individuals are **free and equal** to all other peoples and individuals and have the right to be **free from any kind of discrimination**, in the exercise of their rights, in particular that based on their indigenous origin or identity.

Article 4

Indigenous Peoples, in exercising their right to **self-determination**, have the right to autonomy or **self-government** in matters relating to their internal and local affairs, as well as ways and means for financing their autonomous functions.

Article 8

Indigenous Peoples and individuals have the right not to be subjected to forced **assimilation or destruction** of their culture.

Article 18

Indigenous Peoples have the right to **participate in decision-making** in matters which would affect their rights, through representatives chosen by themselves in accordance with their own procedures, as well as to maintain and **develop their own indigenous decision-making institutions**.

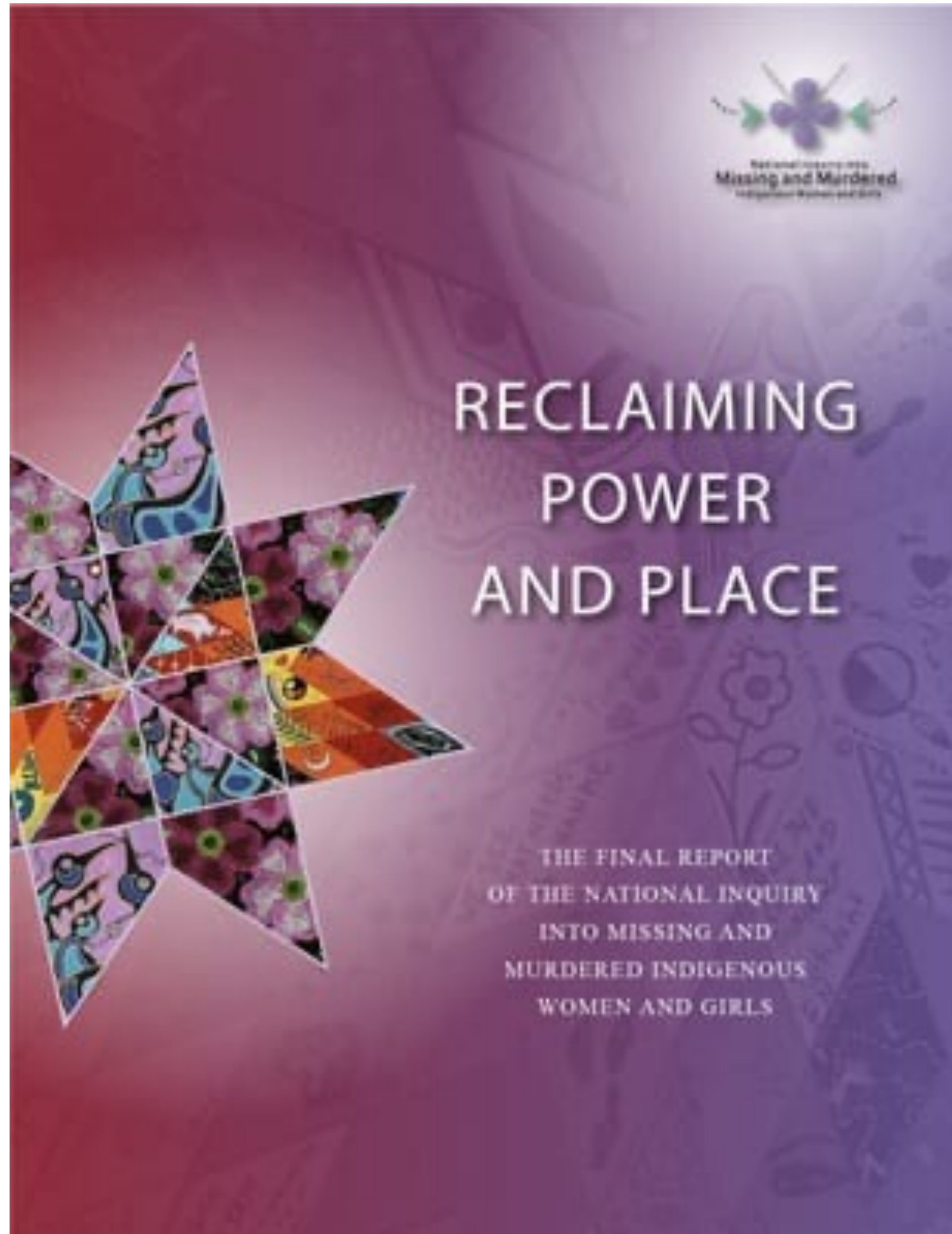
Article 19 + 32

States shall consult and cooperate in good faith with the Indigenous Peoples concerned through their own representative institutions in order to obtain their **free and informed consent**

19: before adopting and implementing **legislative or administrative measures** that may affect them

32: prior to the approval of any project affecting their **lands or territories and other resources**

Justice: MMIWG



“The National Inquiry’s Final Report reveals that persistent and deliberate human and Indigenous rights violations and abuses are the root cause behind Canada’s staggering rates of violence against Indigenous women, girls and 2SLGBTQQIA people.”

The two-volume report calls for transformative legal and social changes to resolve the crisis that has devastated Indigenous communities across the country.

It delivers 231 individual Calls for Justice directed at governments, institutions, social service providers, industries and all Canadians.”



Image credit: Ben Powless



Calls for Extractive and Development Industries (13.1-13.3)

13.1 We call upon all resource-extraction and development industries to consider the safety and security of Indigenous women, girls and 2SLGBTQQIA people.

13.2 We call upon all governments and bodies mandated to evaluate, approve, and/or monitor development projects to complete gender-based socio-economic impact assessments

Calls for Extractive and Development Industries

(13.3-13.5)



13.3 We call upon all parties involved in the negotiations of impact-benefit agreements related to resource-extraction and development projects to include provisions that address the impacts of projects on the safety and security of Indigenous women, girls, and 2SLGBTQQIA people.

13.4 We call upon the federal, provincial, and territorial governments to fund further inquiries and studies in order to better understand the relationship between resource extraction and other development projects and violence against Indigenous women, girls and 2SLGBTQQIA people.

13.5 We call upon resource-extraction and development industries and all governments and service providers to anticipate and recognize increased demand on social infrastructure because of development projects and resource extraction, and for mitigation measures to be identified as part of the planning and approval process. Social infrastructure must be expanded and service capacity built to meet the anticipated needs of the host communities in advance of the start of projects. This includes but is not limited to ensuring that policing, social services, and health services are adequately staffed and resourced.

What is a RAP?



A formal statement, from an organization,
of their commitment to Reconciliation

A series of tactical and meaningful actions

Reconciliation Action Plan

An expression of tangible benefits for Indigenous
communities, along with the creation of shared value
for organizations and communities

A structure approach and framework that
enables an organization to advance
Reconciliation

Value Creation for All



Communities

- Economic growth
- Social justice
- Emotional wellbeing
- Environmental sustainability

Governments

- Tax revenue
- Compliance
- Innovation



Business

- Performance
- Profitability
- Employee attraction and retention
- Brand

Investors

- Risk management
- Profitability
- ESG performance and responsible investing

Reconciliation Action Plan



RAP Foundation: Vision and Values



- Should be created with Indigenous communities in mind
- Refer to important frameworks including TRC Calls and UNDRIP

Your vision is a view of the impact your company will have on Reconciliation, as a result of your work. Your values are your ways of being and believing, and the intersect with Reconciliation.

- Describes the lasting difference you want to make in the future, for Reconciliation
- Attract commitment, create meaning and energize people
- Should be inspiring, memorable and long-term

- List of things you believe in or behaviours that are important
- Includes beliefs about relationships internally and externally

- The impact you want to have as you collaborate with Indigenous communities and economy
- Identify how your values advance Reconciliation

Clarify the RAP with SMART Goals



Specific

Clearly define expectations, explain goals and objectives and avoid generalities as much as possible.



Measurable

Establish concrete criteria that supports the goal.



Achievable

Goals must be challenging, realistic and within the capacity of the organization (or role) to reach.



Relevant

Ensure that each goal is aligned with the vision and commitment for Reconciliation that the organization has created.



Timebound

Defining a timeline to goal completion gives a clear target to work with. This is a specific date or amount of time for which the goal will be completed.

We know that organizational alignment comes from clearly defined goals

Mutual understanding

SMART goals ensure that leaders and employees **have a mutual understanding of what the expectations are**, in support of the Reconciliation Action Plan.

Alignment

Aligned goals ensure that **everyone understands how they contribute** to the Reconciliation Strategy, and that **teams and peers collaborate** with each other to achieve goals.

Transparency

Transparent goals **create visibility** throughout the organization and ensures progress of goals are **tracked and reported**.

Targets, KPIs and Metrics

What are the outcomes and impact we want to achieve? (Targets)

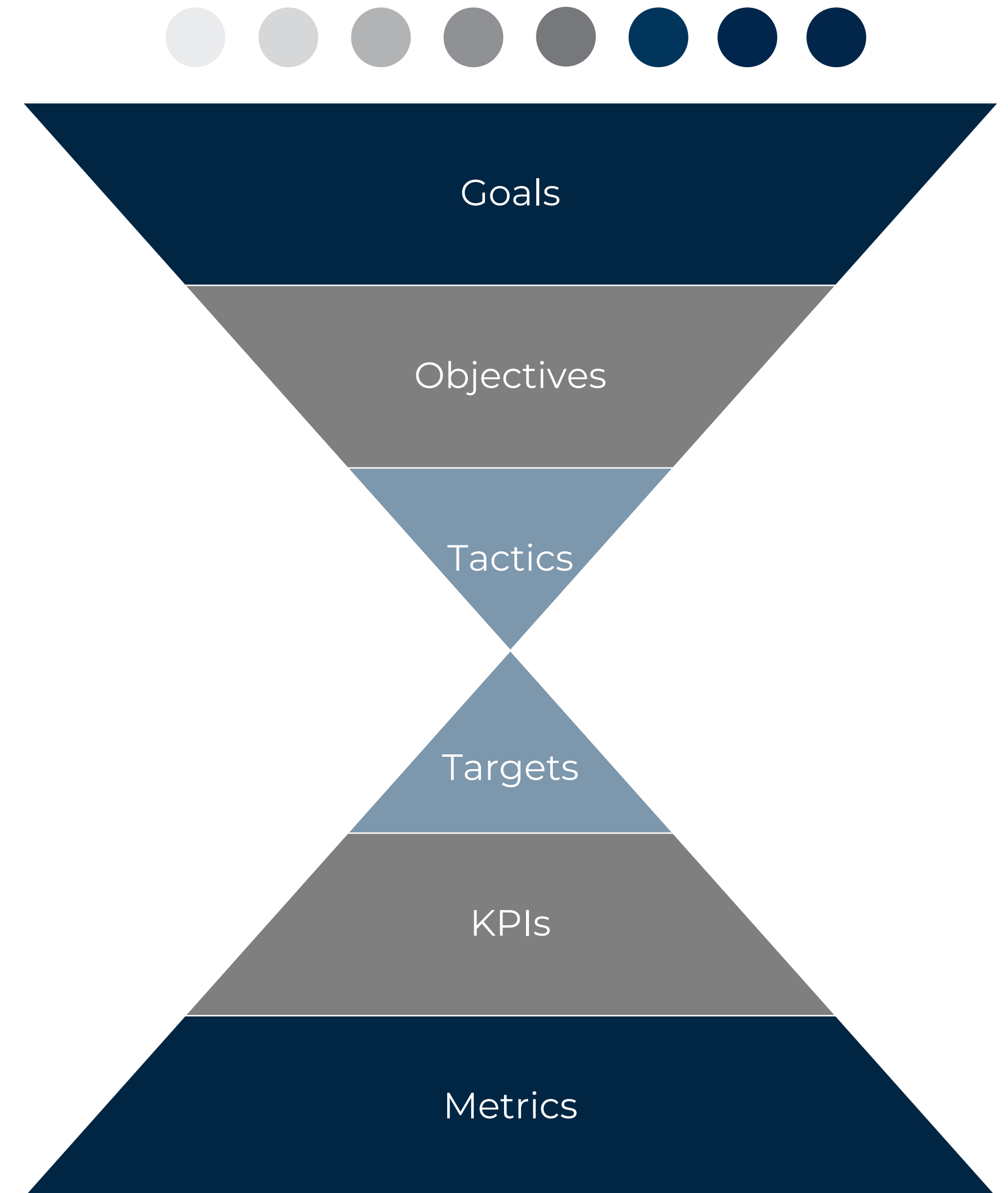
- What are the smaller, concrete items that will support our goals?
- What should we be aiming for?

What are the most important ways we want to measure our progress? (KPIs)

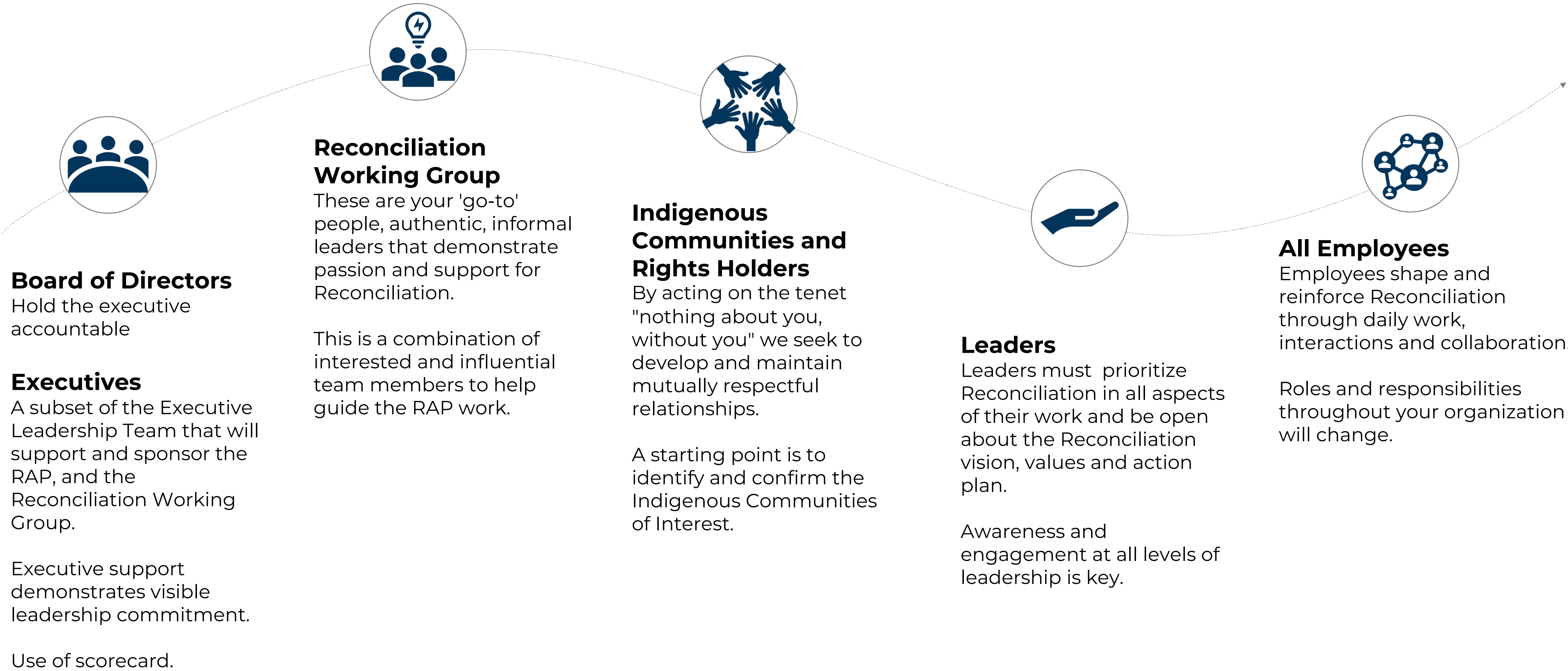
- How might we understand how we're performance against our targets?
- How do we know if we're are on the right track?

What data might we want to track that relates to our overall vision? (Metrics)

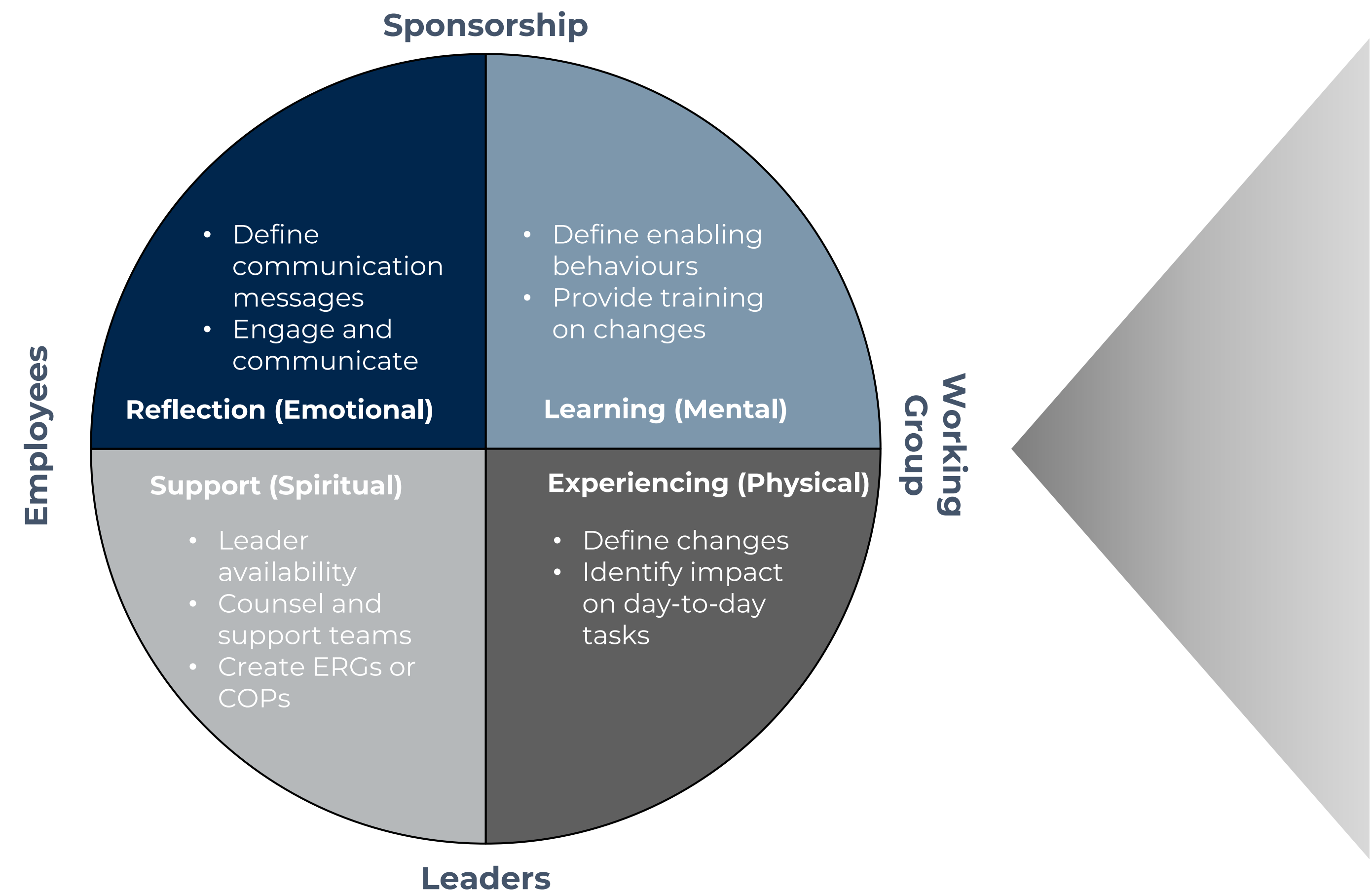
- What are the elements we want, or can, measure?
- Have we thought about cost, timeliness, quantity, quality and more?



Roles Involved



Approach to Change Management



“ Nothing about you, without you ”

- Respectful relationships with Indigenous communities and rightsholders are based on trust
- Relationships require time to grow and deepen

Communication Circle

- As you engage with Indigenous communities, there will be purposeful intent in how you share your RAP
- Co-creation and feedback from community will be embedded into the RAP

External Change Management

- Organizational change management and change management with Indigenous communities are equally as important
- Share your commitments, changes and OOI with community, after co-creation

Contact Information



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