

# TRUTH AND RECONCILIATION: A RESOURCE LIST FOR BUSINESSES

This document is intended to act as a compilation of resources for businesses seeking to take further action towards reconciliation with Indigenous Peoples. This arose out of the [Vancouver Island Green Business Collective](#)'s commitment towards further championing reconciliation within our network and beyond. We are committed to implementing Action 92 from the [Truth and Reconciliation Commission of Canada: Calls to Action](#), which is directed at the corporate sector.

## TRUTH AND RECONCILIATION COMMISSION

### Call to Action 92

We call upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of the Indigenous Peoples 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 United Nations Declaration on the Rights of Indigenous Peoples, 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.

## TRAINING

*One of the first steps you can take towards reconciliation is to cultivate a deeper understanding of Indigenous history, issues, and perspectives. Here are several Indigenous-led options:*

**Indigenous Corporate Training** – Offers a variety of corporate-specific courses about working effectively with Indigenous Peoples, including self-guided, synchronous, individual, and group options

**Indigenous Perspectives Society** – Offers workshops that vary from cultural training and understanding history to building local relationships

**Reconciliation Education** – A self-paced online 2-to-3-hour multimedia course that can be tailored to your organization and region

**Songhees Cultural Walking Tours** – Offers walking tours of significant Songhees historical sites in downtown Victoria

**The Raven Institute** – Offers workshops, coaching, and Indigenous business mentorship

University of Alberta: **Indigenous Canada Course**– This free online course explores Indigenous history and contemporary issues in Canada

University of British Columbia: **Reconciliation Through Indigenous Education Course** – This free online course covers Indigenous perspectives and their integration into everyday experiences

University of Toronto: **Aboriginal Worldviews and Education Course** – This free online course explores Indigenous ways of knowing and how they can inform professional programs and practices in the field of education and beyond

## WORKING WITH INDIGENOUS GROUPS

*When working with Indigenous groups it is important to respect cultural differences, diverse worldviews, and the lasting intergenerational trauma of residential schools and colonization. Foster an inclusive workplace culture by following the best practices outlined in the guides below:*

**23 tips on what not to say or do when working effectively with Indigenous Peoples** – An eBook from Indigenous Corporate Training Inc. with tips on respectful communication with Indigenous people

**27 tips on what to say and do when working effectively with Indigenous Peoples** – An eBook from Indigenous Corporate Training Inc. with more guidelines for respectfully working with Indigenous people

**Collaboration with Indigenous Peoples in impact assessments** – A guide put out by the Government of Canada for completing impact assessments with Indigenous groups

**Indigenization guides** – Published by BCcampus and the Ministry of Advanced Education and Skills Training, these Indigenization guides inform the decolonization, Indigenization, and reconciliation process of post-secondary institutions but can also be applied to other sectors

**Indigenous Peoples: A guide to Terminology** – An eBook from Indigenous Corporate Training Inc. that outlines various terms related to Indigenous People in Canada and their proper use

**National guidelines: Developing authentic Indigenous experiences in Canada** – A set of best practices for creating authentic Indigenous tourism experiences in Canada developed by the Indigenous Tourism Association of Canada

**Professional Pledge of Reconciliation** – A pledge of reconciliation published by Indigenous Corporate Training Inc. that lists eight commitments to reconciliation to follow within your organization

**Progressive Aboriginal Relations certification program** – A certification program run by the Canadian Council for Aboriginal Business that recognizes corporate commitment to Indigenous relations and corporate social responsibility

## SAMPLE RECONCILIATION ACTION PLANS

*Putting together a reconciliation action plan is a useful way to plan out meaningful steps that your organization will take to enact reconciliation and to hold ourselves accountable to reconciliation by tracking your targets. Here are some sample action plans to draw inspiration from:*

**Organisational Decolonisation Action Plan** – VIDEA

**Truth and Reconciliation Action Plan** – Centre for Addiction and Mental Health

**Reconciliation action plan** – TC Energy

**Shaping a shared path for reconciliation: The Deloitte Reconciliation action plan** – Deloitte

**Indigenous Relations Report 2018-2021** – Greater Victoria Harbour Authority

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## CASE STUDIES

*Read about some ways organizations have formed meaningful and successful partnerships with Indigenous communities:*

**Cascadia Seaweed** partnered with Tsawout First Nation to cultivate seaweed off of James Island

Synergy Foundation worked with the **Ditidaht** Community School to establish a recycling depot for the Ditidaht First Nation community

The Ministry of Energy, Mines and Low Carbon Innovation, the First Nations Energy and Mining Council, and the First Nations Leadership Council have partnered to form the **Indigenous Clean Energy Opportunities** to involve Indigenous communities in BC's low-carbon economy

The Greater Victoria Harbour Authority has taken a number of steps towards **fostering Indigenous partnerships** since formalizing their commitment to this in 2005, from hosting **discussions** on Indigenous relations and recognizing historical ties to the Inner Harbour with **interpretive signage** to changing their procurement processes to include more Indigenous businesses

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## INDIGENOUS-OWNED BUSINESSES

*Part of reconciliation includes championing Indigenous-led organizations and initiatives. Below you can find a list of Indigenous-owned businesses to support:*

The Greater Victoria Harbour Authority maintains a **list of Indigenous-owned businesses** in Lək'wəŋən Territory

The Government of Canada has an **Indigenous Business Directory** that can be filtered by location and sector