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Steps to Workplace Reconciliation



1 Learn about and acknowledge the historical trauma that oppression and colonization have caused.

- Indigenous peoples in Canada have faced years of systemic and societal oppression. This oppression is multilayered and intergenerational. Although the goal of colonization was to eradicate Indigenous peoples, through resiliency, resistance, and dedication, Indigenous practices, culture, spirituality, and teachings have remained.
- Before we act, we must learn. Providing education sessions for staff and leaders allows for growth and understanding. It also helps you recognize how current policies reinforce a colonial world view and continue to oppress Indigenous peoples.

2 Develop a reconciliation plan and write a statement of commitment.

- A reconciliation plan provides your organization with a roadmap for engaging in reconciliation.
- A reconciliation statement is a public commitment that not only demonstrates your dedication to reconciliation, but also holds senior leadership accountable and motivated to achieve the goals of your action plan.

CTRI's Reconciliation Statement

As we walk the path of reconciliation, we are mindful of the connections we share with all our relatives. We understand that these connections are impacted by colonization and that there is trauma in our relationships and to the land and Indigenous ways of life. We commit to listening and learning from our relationships, and to be guided by the Truth and Reconciliation Commission of Canada's 94 Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples.

3 Familiarize yourself with the TRC Calls to Action, MMIWG+ Calls for Justice, and UNDRIP. Consider how your organization can respond to these calls.

- [Click here](#) to learn more about the Truth and Reconciliation Commission of Canada.
- Read the [National Inquiry's Final Report](#) to learn more about MMIWG+.
- To find out more about the United Nations Declaration on the Rights of Indigenous Peoples, read [this report](#).

4 Do an annual review of your progress. Add new items to your plan as you continue your reconciliation journey.

Our Reconciliation Plan

- Seek counsel from Elders
- Develop a reconciliation statement
- Offer and organize opportunities for staff to receive training
- Attend ceremonies, and learn from knowledge holders and Elders
- Active Indigenous recruitment
- Incorporate Indigenous representation in marketing materials
- Partner with Indigenous organizations
- Incorporate a two-eyed seeing perspective in our work