

# Truth and Reconciliation Resources

**Truth and reconciliation needs to happen on every level, and that includes in our workplaces. If your organization wants to participate in this important journey, the Truth and Reconciliation Commission of Canada's 92nd Call to Action is a concrete resource to help guide your path.**

Organizational reconciliation means actively promoting equal economic opportunity for all Canadians. According to the TRC, these are three core ways your organization can move towards reconciliation:

- Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous Peoples before proceeding with economic development projects.
- Ensure that Indigenous Peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Indigenous communities gain long-term sustainable benefits from economic development projects.

- 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.

## Additional Resources

- [4 Steps to Workplace Reconciliation](#)
- [Business and Reconciliation](#)
- [Business Reconciliation in Canada – Actions for Small Businesses](#)
- [Two-Eyed Seeing and Integrative Science](#)
- [Learn Whose Land You Are On](#)
- [National Centre for Truth and Reconciliation](#)
- [Truth and Reconciliation Commission Reports](#)
- [National Inquiry into Missing and Murdered Indigenous Women and Girls](#)

A yellow eagle is shown in flight, soaring over a soft, white, cloud-like shape in the upper left corner of the page.

## Here are a few ways to implement Call to Action 92 in your workplace:



**1. Hire Indigenous talent.** This includes creating an inclusive recruitment strategy. Consult with employees for ideas on how to make your company more accessible and visible to Indigenous people. Some may have ideas based on challenges they themselves have experienced.



**2. Hire and train Indigenous students.** Connect with your local Indigenous Student Centre and offer paid internships and summer programs. Create opportunities to develop Indigenous talent!



**3. Diversify your supply chain.** This could look like hiring an Indigenous caterer for your next company party, using an Indigenous accountant, or engaging with Indigenous businesses as much as you can. Use the [Canadian Council for Aboriginal Businesses \(CCAB\)](#) as a resource to connect with Indigenous organizations.



**4. Provide Indigenous cultural safety training for staff.** Training that aligns with the TRC's recommendations can be a great tool to foster a safe and respectful workplace for people of all cultures.



**5. Build relationships in economic development.** This means learning about and respecting local community protocols and finding genuine ways to build connections with Indigenous peoples. This can include exploring partnerships with local communities, sponsoring or participating in local Indigenous events and ceremonies, or investing in Indigenous nonprofits as part of your organization's give-back initiatives.



**6. Use territory acknowledgements wherever appropriate.** It is our duty to learn and show respect to the Indigenous Peoples' territory we live and do business on.



**7. Seek Indigenous perspectives when creating policies and procedures.** Use and honour a two-eyed seeing approach in your organization's policies.



**8. Observe special dates commemorating and celebrating Indigenous history and culture.** Diversity, equity, and inclusion may be a hot topic right now, but it is our responsibility to show that they are values that we and our workplaces hold true.