

# Transformative Considerations for Creating Reconciliatory Pathways November 26, 2021

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Network, and Coeuraj Canada (formerly Watershed  
Partners)



# PURPOSE

- To understand how participating organizations currently include or engage with Indigenous peoples
- To establish indicators by which to determine the level of Indigenous inclusion and engagement
- To go over some examples of Indigenous inclusion indicators for participation, involvement, and potential supports and benefits.



# OVERVIEW OF THE CRITERIA

These criteria can be used for assessment as well as a guide for decision-making and raising considerations during planning and workflow.



# Four Indicator Themes:

- 1) Community participation threshold questions
- 2) Community involvement and support
- 3) Collective benefits and representations
- 4) Benefits for Indigenous individuals and businesses



# Establishing Indicators

INDICATOR	DESCRIPTION
<b>Indigenous Interest</b>	A yes/no indicator for evaluating the applicability of community-related indicators
<b>Indigenous Participation</b>	A yes/no indicator as to whether Indigenous organizations or communities are participating in the project/program/campaign
<b>Indigenous Inclusivity</b>	An indicator which considers whether an activity has the potential for Indigenous parties to join throughout the process and considers how design may impact Indigenous participation
<b>Indigenous Partnership</b>	An indicator that considers the degree to which Indigenous parties are partners in an activity
<b>Informed Consent</b>	An indicator which considers whether Indigenous communities/groups have granted their informed consent for activities with the potential to impact or define the scope of their rights
<b>Indigenous Leadership</b>	An indicator that considers which party originated the project/program/campaign





# Establishing Indicators

INDICATORS	DESCRIPTION
<b>Indigenous Benefit</b>	An indicator that considers the benefits that will accrue to Indigenous organizations or communities as a result of the project/project/campaign. This measures collective benefits and not individual benefits
<b>Ownership, Control, Access, and Possession</b>	An indicator that considers the intellectual property of data and information that contributes to or is created by an activity
<b>Culture and Heritage</b>	An indicator which considers the inclusion of Indigenous culture and heritage into an activity
<b>Indigenous Content</b>	An indicator as to whether Indigenous contractors or companies are receiving financial benefit from the project/program/campaign
<b>Indigenous Employment</b>	An indicator that accounts for employment opportunities created as a result of the project/program/campaign and the percentage of those opportunities that are filled by Indigenous employees (FT or PT)
<b>Indigenous Skills &amp; Training</b>	An indicator that accounts for Indigenous people trained or skilled as a result of the project/program/campaign



# Indigenous Participation

## Example:

- Are Indigenous groups interested in participating in your organization's projects and / or initiatives but expressing a lack of capacity to do so?
- If yes, reflect on what potential supports and benefits your organization might be able to offer (which will be discussed on the last slide).



# Examples of Indigenous Involvement:

- Two questions your organization could be asking are 1) what does a partnership with an Indigenous group / organization / community look like? And 2) who intellectually leads projects within your organization.
- Answering these questions will help you establish the connection between “participation” and the degree to which Indigenous partners may or may not have administrative control in activities.





# Examples of Potential Supports and Benefits:

- Your organization offers training opportunities to assist Indigenous groups / organizations / communities with growing their capacity.
- Indigenous groups own the intellectual property generated by a project.



# Dialogue Questions:

- Does your organization have Indigenous Board Members or representation at the governance level?
- Has your organization made efforts to partner and collaborate with Indigenous peoples?
- Have Indigenous individuals, groups, organizations, or communities been included in project development or activities within your organization?
- Have projects that your organization has worked on benefitted Indigenous individuals, groups, organizations, or communities?
- Does your organization promote and / or include Indigenous culture and heritage in their project development and implementation or other activities?
- Have Indigenous contractors or companies received financial benefit from projects or activities implemented by your organization?

