Professional Pledge of Reconciliation



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United Way Simcoe Muskoka is situated on the sacred territorial land of the Anishinaabek. The Anishinaabek include the Ojibwe, Odawa, and Pottawatomi nations, collectively known as the Three Fires Confederacy. The Huron-Wendat and the Haudenosaunee Nations have also walked on this territory over time.

We have a responsibility to acknowledge and understand this history and the current experiences of First Nations, Inuit, and Métis peoples. This understanding must inform the work that we do so that we can stop perpetuating the damages of colonization and begin to repair them.

In the spirit of reconciliation with Indigenous Peoples in Canada, including Inuit and Métis, we, United Way Simcoe Muskoka, solemnly pledges to:

1. Commit to honouring #92 of the Truth and Reconciliation Commission of Canada's calls to action for reconciliation, <u>Business and Reconciliation</u>.

2. Support progressive improvement in our Indigenous, Inuit and Métis relations by encouraging our organization to participate in the Progressive Aboriginal Relations (PAR) program of the Canadian Council for Aboriginal Business.

3. Commit to an in-house community investment strategy that is developed through joint planning with the Indigenous communities involved, including Inuit and Métis, and aligns with the goals and interest of those communities.

4. Ensure and encourage employment and career development opportunities for Indigenous, Inuit and Métis candidates.

5. Create a working environment that is inclusive and welcoming for Indigenous, Inuit and Métis employees and partners.

6. Identify contracting or procurement opportunities for Indigenous, Inuit and Métis businesses and economic development corporations.

7. Commit to generating positive and lasting change in our professional and personal lives.

8. Acknowledge the distinct and unique needs, including health needs, of Indigenous people including Inuit and Métis.

Signature:

Date: October 19, 2023

Brian Shelley, Chief Executive and Philanthropy Officer On Behalf of United Way Simcoe Muskoka Staff



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