

# RECONCILIATION STRATEGY

ERM has been working and providing support to clients in Canada for more than 35 years. With almost 300 staff across the country, and offices in British Columbia, Yukon, Northwest Territories, Alberta, Saskatchewan, Ontario, and Québec, we have an opportunity and obligation to advance reconciliation in our own organization and in our clients' organizations and to support the self-determination of Indigenous peoples.

As part of our purpose, *shaping a sustainable future*, we are committed to implementing the Calls to Action identified by the Truth and Reconciliation Commission of Canada, including the call to the corporate sector (Call No. 92) "to adopt the *United Nations Declaration on the Rights of Indigenous Peoples* (UNDRIP) 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." As a foundation this includes:

- A commitment to meaningful consultation, building respectful relationships, obtaining free, prior and informed consent (FPIC) before proceeding with developments.
- Ensuring that Indigenous people have equitable access to jobs, training, and education and that communities gain long-term sustainable benefits.
- Providing education for management and staff on the history of Indigenous peoples, UNDRIP, treaties and Indigenous rights, laws, Indigenous-government relationships, including skills-based training on intercultural competency, conflict resolution, human rights, and anti-racism.

**Our reconciliation strategy will be guided by our vision and mission:**

**STRATEGY VISION**

In partnership with Indigenous organizations and peoples, ERM will strive to be a leader in Reconciliation, respecting and advancing the rights, Indigenous knowledge (IK), stories, perspectives, and prosperity of Indigenous peoples.

**STRATEGY MISSION**

ERM's mission is to advance truth and reconciliation by establishing meaningful relationships with Indigenous partners and communities and by supporting the self-determination of Indigenous Peoples.

**STRATEGY GOALS**

As a sustainability consultancy, our greatest impact is through our work. This strategy is centered around our work with supporting goals and actions related to learning, operations and partnerships as illustrated below:



**Outcomes from implementing this strategy will include:**

- Promoting the inherent rights of Indigenous Peoples, and the inclusion of Indigenous knowledge, perspectives and Indigenous self-determination.
- Cultivating strong, trusting and respectful relationships with Indigenous Peoples and communities.
- Championing Indigenous partnerships and businesses to support mutual learning and capacity development.

