

# INDIGENOUS PEOPLES RECONCILIATION PLAN

2024 - 2025



“ We recognize that reconciliation with Indigenous Peoples is an ongoing process that requires a long-term commitment. Over the coming years, Transfert Environnement et Société intends to strengthen and expand its contribution to the process of reconciliation with Indigenous Peoples in order to be an impactful actor on this important issue. Our long-standing commitment to social justice and building a more just future guides us in this process. ”



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## PREAMBLE

For more than a decade, Transfert Environnement et Société's commitment to reconciliation with Indigenous people has been firmly anchored in its DNA.

In many ways, Transfert stands out for its inclusive, respectful and collaborative practices towards Indigenous communities.

Over the years, Transfert has forged privileged links with the vast majority of Indigenous Nations in Quebec, also actively participating in dialogue with various Indigenous organizations and communities in Ontario.

In 2019, training was launched to raise awareness and inform our teams, clients and partners on the crucial issues affecting Indigenous Peoples, thus strengthening our understanding of contemporary realities.

This approach was strengthened in 2022, when Transfert added its voice to the call for the Quebec government to adopt the United Nations Declaration on the Rights of Indigenous Peoples, thus affirming our support for sustainable development that respects these communities.

Upon this background, our team met in May 2024, accompanied by an Indigenous trainer from the Ashukan Institute, to collectively reflect on national reconciliation and **define the role that Transfert can and must play as an impact actor.**

Our 2024-2025 Indigenous Peoples Reconciliation Plan establishes our priorities for the coming year and will guide our team in fulfilling our commitments.

This plan is intended to be a first step in structuring new habits and approaches that will gradually become part of the company's ways of doing its work.

Before its adoption, our plan was submitted for comments and improvements to the team at the Ashukan Institute with whom we collaborate. We thank them very warmly for their invaluable help.

## BASIS OF OUR APPROACH

In 2015, the Truth and Reconciliation Commission of Canada issued 94 calls to action to address the legacy of residential schools and advance the process of reconciliation.

One of these calls was addressed to all private companies operating in the country to encourage them to become allies in reconciliation. It invited companies to:

- Ensure that their teams and leaders are trained and made aware of the history, rights and realities of Indigenous Peoples.
- Engage in constructive dialogue with Indigenous Peoples.
- Promote equity and long-term benefits through meaningful partnerships.

As an impact firm specializing in public participation and social acceptability, Transfert Environnement et Société answers the call of the Truth and Reconciliation Commission, convinced that its team can and must play a key role in reconciliation with Indigenous Peoples.



### **Expertise in public participation**

We hold meaningful and inclusive consultations with Indigenous communities, enabling us to better understand their needs and aspirations, and to ensure that they are taken into account.



### **Influence on public and corporate policies**

We provide strategic advice, ensuring that our clients take into account the realities and rights of Indigenous Peoples.



### **Opportunities of collaboration**

We work with Indigenous communities to develop projects and innovative initiatives in public participation.

Aware of these opportunities and supported by its values of social justice, Transfert is responding to the Commission's call and acting as an ally to reconciliation by implementing a series of concrete actions, among others already implemented, which we wish to structure and systematize with this plan.

## 5 COMPONENTS OF RECONCILIATION

The concept of reconciliation with Indigenous Peoples is complex and constantly evolving process. Transfert understands it as one of continuous improvement, involving different components and affecting various aspects of the relationship between Indigenous Peoples and the rest of society, including:

**Economic component:** Economic reconciliation aims to reduce socio-economic gaps between Indigenous Peoples and the rest of the population, by promoting the economic autonomy of Indigenous communities, by strengthening access to employment, education and economic opportunities, and by recognizing and understanding the importance of the traditional Indigenous economy.

**Cultural component:** Cultural reconciliation aims to recognize, protect and promote the culture, language, traditions and knowledge of Indigenous Peoples, by committing to preserving and celebrating them.

**Environmental and territorial component:** Environmental and territorial reconciliation with Indigenous Peoples is based on the recognition of their special connection to the land, both historical and contemporary, and on the importance of Indigenous knowledge in preserving the environment. This component thus aims to respect their autonomy and take into account their perspectives regarding the use of natural resources and land management, with a view to building fruitful collaborations for protecting ecosystems and fighting against more global issues, such as climate change.

**Educational component:** Educational reconciliation aims to participate in efforts to raise awareness about the history, culture and realities of Indigenous Peoples in a respectful and balanced manner and to promote intercultural awareness.

**Legal component:** Legal reconciliation aims to recognize and protect the ancestral and treaty rights of Indigenous Peoples and to fight against systemic injustices.

By approaching reconciliation under the aegis of these 5 components, Transfert participates, at its level, in building a renewed and respectful relationship between Indigenous Peoples, project proponents and the communities with which we have the privilege of collaborating.

# OUR KEY COMMITMENTS FOR RECONCILIATION

Transfert is committed to reconciliation, across its mission, organization, practices and interventions. This commitment is the foundation from which flow our objectives and priorities.

## A STRENGTHENED CONTRIBUTION IN 5 AREAS

### RESPECT AND RECOGNITION

Ensure that the territorial presence of the Indigenous, as well as their specific rights and interests, are recognized in an informed manner in Transfert's fundamental guidelines, its communications and the processes it supervises.

### TRAINING AND AWARENESS

Strengthen our collective competence with regard to the history, culture and contemporary realities of Indigenous Peoples and ensure the application of best practices promoting free, prior and informed consent in the processes supervised by the company.

### HIGHLIGHTING INDIGENOUS EXPERTISE

Develop a collaborative network of Indigenous experts who can intervene at various levels in our mandates.

### RESPONSIBILITY

Establish an internal structure to facilitate the monitoring and implementation of our Reconciliation Plan and the achievement of its objectives.

### ACCOUNTABILITY

Be transparent about the actions and commitments made towards promoting reconciliation, by publicly reporting on our progress and results.

## A BROADER CONTRIBUTION AT 3 LEVELS

### CONSULTING SERVICES - INDIGENOUS RECONCILIATION

Develop and promote our advisory services on Indigenous reconciliation.

### PRO BONO

Raise awareness about our pro bono services and the eligibility of Indigenous organizations.

### LOCAL BENEFITS

Promote the use of Indigenous businesses when organizing events and meetings held near or within Indigenous communities.

## GOALS

## ACTIONS

### RESPECT AND RECOGNITION

#### Objective · 1

Ensure that the territorial presence of the Indigenous, as well as their specific rights and interests, are recognized in an informed manner by Transfert's guidelines, its communications and the processes it supervises.

1. Develop Transfert's statement of commitment to reconciliation.
2. Adjust the company's mission and vision.
3. Adjust the company's collaboration guidelines.
4. Develop adapted recognition approaches for facilitated meetings.

### TRAINING AND AWARENESS

#### Objective · 2

Strengthen our collective competence with regard to the history, culture and contemporary realities of Indigenous Peoples and ensure the application of best practices promoting free, prior and informed consent in the processes supervised by the company.

5. Provide annual training to Transfert professionals on Indigenous realities and issues, and ensure that it is given by an Indigenous person.
6. Train all new resources on Indigenous realities and reconciliation, and validate that the knowledge has been acquired.
7. Update mandatory internal training every three years.
8. Include information and analysis on Indigenous Peoples and realities to the agenda of internal team meetings.
9. Monitor the training offered on reconciliation with Indigenous Peoples and offer our professionals the opportunity to include it in their development objectives.
10. Promote training offered by Transfert and its collaborators in matters of Indigenous relations and reconciliation.
11. Encourage the translation of documents into Indigenous languages when consultations are held in Indigenous communities.



GOALS

ACTIONS

HIGHLIGHTING INDIGENOUS EXPERTISE

Objective · 3

Develop a collaborative network of Indigenous experts who can intervene at various levels in our mandates.

12. Expand our network of collaborators for each of the reconciliation components and maintain active links with them.

CONSULTING SERVICES - INDIGENOUS RECONCILIATION

Objective · 4

Develop and promote our advisory services on Indigenous reconciliation.

13. Systematically include the issue of reconciliation and Indigenous relations when scoping mandates with clients and in service proposals.

14. Promote our reconciliation consulting services further through the company's communications tools.

LOCAL IMPACT OF THE MEETINGS

Objectif · 5

Promote the use of Indigenous businesses when organizing events and meetings held near or within Indigenous communities.

15. Maintain a list of suppliers of Indigenous services and products in the regions where we operate.

16. Use engagement activities with Indigenous communities to identify and solicit available suppliers and services (catering, security, printing, equipment rental, etc.).

GOALS

ACTIONS

PRO BONO

Objective · 6

Raise awareness about our pro bono services and the eligibility of Indigenous organizations.

17. Be proactive in identifying potential pro bono opportunities from Indigenous organizations.

18. Be proactive in sharing information about the pro bono program with Indigenous communities and organizations.

RESPONSIBILITY

Objectif · 7

Establish an internal structure to facilitate the monitoring and implementation of our reconciliation plan and the achievement of its objectives.

19. Establish an internal committee to monitor the implementation of the Reconciliation Plan.

20. Establish an internal structure to support project teams in including reconciliation components when carrying out their mandates.

ACCOUNTABILITY

Objectif · 8

Be transparent about the actions and commitments made towards promoting reconciliation, by publicly reporting on our progress and results.

21. Publicly report on progress made and results achieved by producing an annual reconciliation accountability and impact report.



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## ABOUT TRANSFERT

An impact firm specializing in social acceptability and public participation, Transfert has given itself the mission of building bridges between project leaders and their host communities.

With a talented team, it works with companies active in the mining, industrial, land use planning, transportation and renewable energy sectors. Its unique expertise aims to combine the business objectives of companies with the socio-economic, community and environmental needs and expectations of local entities.

Certified B Corp, Transfert advocates a winning approach for everyone: organizations, civil society, citizens and the environment.

Transfert offers unique and cutting-edge expertise in community relations, consultation, strategic communication, and facilitation of multi-party meetings.

The social processes advocated by Transfert enable organizations to meet the high demands of stakeholder engagement and social acceptability. Transfert is a multidisciplinary team with pioneering expertise, working in all regions of Quebec, Canada, and internationally.





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