



Ready 4 Reconciliation

Three-Year Indigenous Engagement Strategy

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Introduction

It is important to recognize why the Organization of Canadian Nuclear Industries (OCNI) has developed an Indigenous Engagement Strategy. The focus on Indigenous engagement stems from both the historic treatment of Indigenous peoples in Canada and the unique legal framework that exists today. Broadly, the Europeans who first encountered Indigenous peoples when they came to these lands began entering contracts on a nation-to-nation basis. These contracts included terms for shared use and access to lands and resources. The agreements established in these contracts, commonly known as Treaties, remain the foundation for the distinct legal standing of Indigenous peoples in Canada.

When the Constitution Act came into effect in 1982, section 35 recognized and affirmed “the existing aboriginal and treaty rights of the aboriginal peoples of Canada” and defined aboriginal people as Indian, Inuit, and Métis. Indians¹ continue to be governed by the Indian Act which dictates significant portions of their lives, from identity at birth to their ability to make a will and have it affirmed on their death.

Throughout the judicial history of Canada, the Constitution Act has led to a specific set of rights and rules for engaging with the Aboriginal² peoples of Canada. The significant impact of this is that any new process on the unceded or Treaty territory of First Nations requires engagement with that group. The jurisprudence has set forth the requirements under the doctrine of the Duty to Consult and the Duty to Accommodate. This is a broad spectrum that evaluates the impact of any given process on the rights of an Indigenous group. For the nuclear industry, of which the OCNI is particularly invested, this means that any new process must necessarily receive input from the First Nations whose territory the process will be located. Further, the Canadian Nuclear Safety Commission (CNSC) is actively meeting with the Rights Holders as defined in the Constitution Act to ensure that their rights are respected appropriately. As we monitor the plan to bring the United Nations Declaration on the Rights of Indigenous People (UNDRIP) into the Canadian legal framework, it will become even more apparent that Indigenous groups are an integral part in the development of nuclear projects.

In 2018, OCNI affirmed its commitment to developing positive relationships with Indigenous Nations and implemented its first Indigenous Engagement Strategy. This original plan referenced building internal knowledge and capacity about Canada’s history with Indigenous peoples and becoming an active member of the Canadian Council for Aboriginal Business (CCAB). To date, understanding where we go from here will require an understanding of the legal framework mentioned above and a deep-seated desire to make Canada a country that recognizes and respects all its citizens.

¹The Constitution Act states that Indians and lands reserved for the Indians are the exclusive jurisdiction of the Federal Government. Further, the Indian Act defines who constitutes an Indian, the rights and limitations that Indians have. As such, Indian has been used in this document with great intention.

²Aboriginal People is defined in Canadian legal jurisprudence as First Nations, Inuit, and Métis. For this reason, in the introduction, it has been used here. In contrast, Indigenous is typically an international term used to denote the first inhabitants of any given area.

Message from OCNI's Board and President & CEO

Message from the Board of Directors



On behalf of the Board of Directors of OCNI, I am pleased to share our Ready4Reconciliation Strategy. As you review this document, I would ask that you remember that reconciliation does not stand alone; truth belongs beside reconciliation. It is crucial to acknowledge the truth regarding Indigenous land loss and the colonial impacts on self-determination. Through the Ready4Reconciliation Strategy, our goal is to build bridges of understanding, trust, and collaboration with Indigenous peoples, fully recognizing their unique perspectives and knowledge systems. This strategy is designed to support the nuclear supply chain and will include initiatives such as community partnerships, capacity-building programs, cultural sensitivity training, and resource sharing. I invite each of you to actively participate in this transformative journey as we strive for authentic engagement and build a legacy of respect and collaboration with Indigenous communities.

If we truly want to reach our collective Canadian goal of reconciliation, it is high time we start respecting the Nations who originally held these lands and treat them as Nations. This will involve ensuring that there is adequate ability to understand a project, development, or the nuclear industry as a whole. It also requires extensive efforts to build relationships and convince the Nations of the importance and necessity of our endeavors. This work may appear challenging, but it is no different from the everyday efforts we undertake to secure the support of the federal government of Canada for our developments. While it may seem assertive to take this position, at its foundation it is a recognition that we must begin listening respectfully to the perspectives of those who originally inhabited the land we seek to utilize.

Ahab Abdel-Aziz
OCNI Board Chair

Message from OCNI's President & CEO

I am proud to affirm the continued support of the OCNI team (leadership and staff) and commitment to developing positive relationships with Indigenous Nations. This three-year strategy is the start of a journey to broaden awareness and understanding as part of reconciliation as committed in 2018. Key aspects of the plan include listening, building relationships, and understanding.

OCNI strives to be a leader in helping to foster transparency and ongoing communication, which in the end will help educate all parties and help to build relationships and respect. We welcome the opportunity for dialogue and to engage and invite members of First Nations to work with us to move forward in safe, open, and honest communication.

It is our hope that this plan will help bring people together through the nuclear industry, which will result in healthier and more vibrant communities and a better world for all.



Bill Walker
President & CEO

Land Acknowledgement

In our continuous commitment to acknowledging the voices of Indigenous peoples, promoting their inclusion in our conversations, and upholding the principles of the Treaties, which are shared responsibilities of all Canadians, OCNI has developed a land acknowledgment to be used during events held at the Pickering head office. We pledge to actively engage with the Indigenous Nations whose traditional territories we occupy, and to demonstrate genuine respect and recognition for their land and cultures throughout our operations.

The Organization of Canadian Nuclear Industries (OCNI) recognizes that Indigenous Nations have inhabited the lands of Canada since time immemorial. Each Canadian is responsible for learning the truth about our shared history and working toward better relationships with Indigenous Nations. Although the nuclear supply chain extends throughout Canada, OCNI's head office is situated on the traditional territory of the Mississauga Nation and the Treaty territory of Scugog Island, Curve Lake, Alderville, Hiawatha, Rama, Beausoleil, and Georgina Island First Nations. It was these seven First Nations that Canada recognized when Williams Treaty was negotiated in 1923.

Note to First Nations looking to engage and work with OCNI:

For 45 years, OCNI has been a leading voice in the nuclear sector. OCNI is a not-for-profit association comprising over 240 leading suppliers in Canada's nuclear industry, as well as the international marketplace. Our objective is to promote companies engaged in supplying goods and services for nuclear power plants in both domestic and export markets.

As the leading voice of the Canadian nuclear supply chain, OCNI actively advocates for the production of safe, clean, and reliable nuclear energy as a pivotal component of Canada's balanced electricity generation portfolio. We facilitate learning, build relationships, and create connections to support our member businesses in developing an efficient and effective supply chain.

In pursuit of our mission, OCNI hosts numerous events throughout the year, including trade shows and supplier days, which offer invaluable networking opportunities and promote industry growth. We ensure that these events are structured not only to cover operational expenses but also to support community enrichment. A portion of the revenue generated from each event is donated to local or national charities and organizations, with a particular focus on promoting and supporting Indigenous communities and their affiliated organizations. This mindful approach is at the heart of our commitment to making a positive impact in the areas where we operate.

2023-2025 Indigenous Engagement Strategy

This Indigenous engagement strategy provides a foundation and guiding framework for OCNI's efforts to make progress over the next three years (2023-2025). It has been designed to be responsive to the needs of Indigenous communities and to the needs of OCNI members, with thought and focus on where the needs intersect, converge, and overlap. Our goal is to have OCNI positioned and recognized as an industry leader for Indigenous engagement by Indigenous communities, nuclear energy companies, supply chain companies, and interested parties.

To accomplish our objectives, we have established five key pillars of focus:

Primary Goals

EMPLOYMENT

Goal:

To increase the number of Indigenous employees across the nuclear supply chain

SUPPLY CHAIN

Goal:

To increase Indigenous participation in the nuclear supply chain

PAR

Goal:

To maintain and advance through the CCAB's Progressive Aboriginal Relations Program (PAR)

RELATIONSHIP BUILDING

Goal:

To build strong relationships with Indigenous Nations in nuclear generating regions

MEMBERSHIP PROGRAMS

Goal:

To support OCNI member organizations in accessing resources and building Indigenous Engagement programs

Relationship Building

GOAL: To build strong relationships with Indigenous Nations in nuclear generating regions

OUTCOMES:

- 1. Establishing Strong and Lasting Relationships:**
 OCNi is committed to fostering meaningful and robust relationships between our leadership and the leadership of Indigenous Nations in nuclear generating regions.
- 2. Supporting Business to Nation Relationships:**
 We will be poised and ready to support our members in developing business relationships with Indigenous Nations.
- 3. Promoting Open Dialogue:**
 We aim to foster an environment where Indigenous Nations feel comfortable asking questions and having transparent and honest conversations about nuclear energy.

NOTE: A meaningful relationship is founded on mutual understanding and respect. It is characterized by transparent and ongoing communication which has greater substance than notification of events and opportunities. Both parties in a relationship recognize ongoing value stemming from the relationship, leading to a desire to continue to invest time and resources into the relationship.

BASELINE DATA:

Currently, OCNi’s engagement with Indigenous Nations is limited and in the early stages of development. While some Indigenous leaders are invited to OCNi events, we recognize that much more needs to be done to establish meaningful and lasting relationships.

Currently, many First Nations are not engaged in conversations about nuclear energy and the supply chain, or the conversations are limited. The prime focus for Indigenous Nations revolves around securing the necessities of life (clean drinking water, food sovereignty, housing) and on ensuring access to education for children. If OCNi is to support the development of meaningful relationships, it will be important to ensure that Indigenous Nations – leadership, youth, Elders and broadly First Nations citizens - feel safe and welcome having conversations about nuclear energy and related issues.

STEPS TO SUCCESS

Increase Knowledge	Outreach	Indicators of Success
<p>Increase knowledge about the current and historic situation of Indigenous Nations amongst OCNi staff and board of directors by:</p> <p>A. Facilitating ongoing internal workshops and programming to understand the:</p> <ul style="list-style-type: none"> • historic context in Canada Indian Reserve Systems, (Indian Residential Schools & Day Schools, 60’s Scoop, 2000’s Scoop) • current legal regime and the impacts on Indigenous Nations in a modern context • ongoing emotional impacts of the historic context and legal framework <p>B. Participating in in-person visits to at least one First Nation community to gain a clear visual understanding of life in Indigenous Nations</p>	<p>Outreach should start within the traditional and treaty territories where nuclear power generation is taking place.</p> <p>This outreach should focus on:</p> <ul style="list-style-type: none"> • introductions on a personal level; • a broad overview of the mission and goals of OCNi <p>The goal should be to attentively listen to and understand the needs and priorities of each Nation and community visited.</p> <p>After each of these engagements there should be:</p> <ul style="list-style-type: none"> • a debrief and regroup • an evaluation of the needs of OCNi and the Nation • development of a meaningful communication plan • assessment of the plan’s alignment with the Nation’s requirements 	<ul style="list-style-type: none"> • A continuous, healthy, and functioning relationship • Mutual trust and respect between OCNi and First Nations communities, characterized by a willingness to listen and learn from one another • Understanding and respect for the cultural values, traditions, priorities, and perspectives of First Nations communities • Strong communication channels that are clear and effective, facilitating dialogue and information sharing

Supply Chain

GOAL: Expand the participation of Indigenous-owned businesses in the nuclear supply chain

OUTCOMES:

- 1. Amplify Capacity:**
Enhance the participation of Indigenous-owned businesses in the nuclear supply chain through targeted outreach, education, training, and support.
- 2. Increase Representation:**
Proactively recruit and engage Indigenous-owned businesses to join OCNI, increasing their representation within our organization.
- 3. Encourage Inclusion:**
Cultivate an environment where Indigenous-owned businesses can contribute their unique perspectives and expertise to the conversations about nuclear energy within their Nations.

BASELINE DATA:

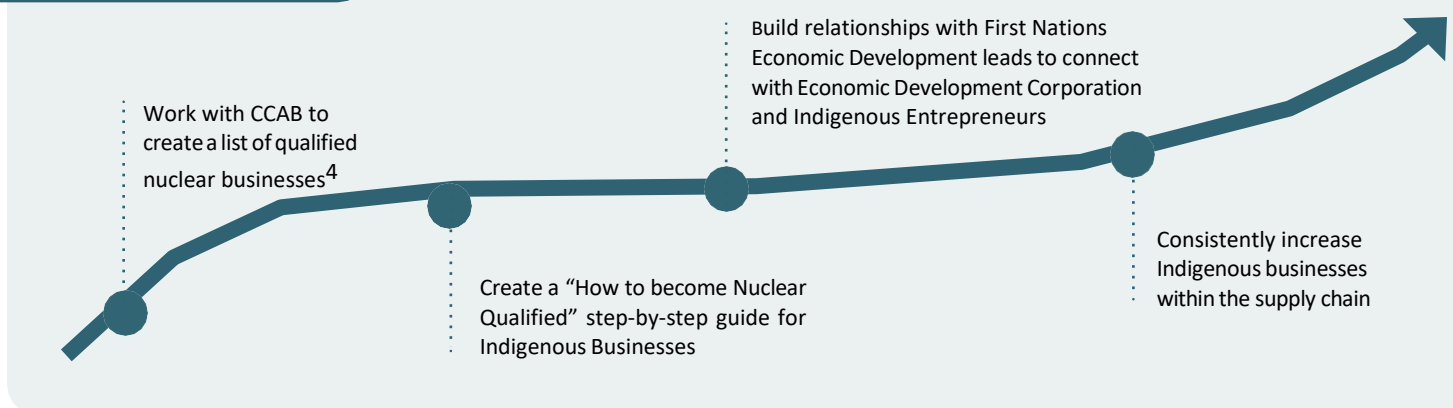
In 2022, OCNI saw a significant increase in Indigenous-owned business memberships, nearly doubling from six to 11 members. Reflecting the organization's commitment to reconciliation, OCNI members have expressed a strong desire to adopt the Truth and Reconciliation Commission of Canada's Calls to Action, specifically Calls to Action #92³.

In 2022, OCNI conducted an engagement process to gain insight into the challenges faced by our members. The results revealed that one of the most significant challenges is procurement from Indigenous businesses. This highlights the need for OCNI to take a proactive approach in finding ways to increase opportunities for Indigenous businesses to participate in the procurement process. The results of our member focus group also revealed the following challenges:

- A lack of established relationships with First Nations communities, which can make it difficult to identify and engage with potential Indigenous-owned suppliers.
- Limited knowledge and understanding of how to find and connect with Indigenous-owned businesses.
- Shortage of Indigenous-owned businesses that have the necessary qualifications to participate in the nuclear industry.

OCNI recognizes the importance of addressing these challenges and is committed to supporting solutions that will help to increase the participation of Indigenous-owned businesses in the supply chain.

STEPS TO SUCCESS:



³Includes but limited to meaningful consultation, free, prior, and informed consent; equitable access to jobs, training, and education; and providing education for management and staff on the history of Indigenous peoples.

⁴Both Indigenous and non-Indigenous businesses to help facilitate connections.

Membership Programs

GOAL: Provide resources to OCNI members to support Indigenous engagement programs

OUTCOMES:

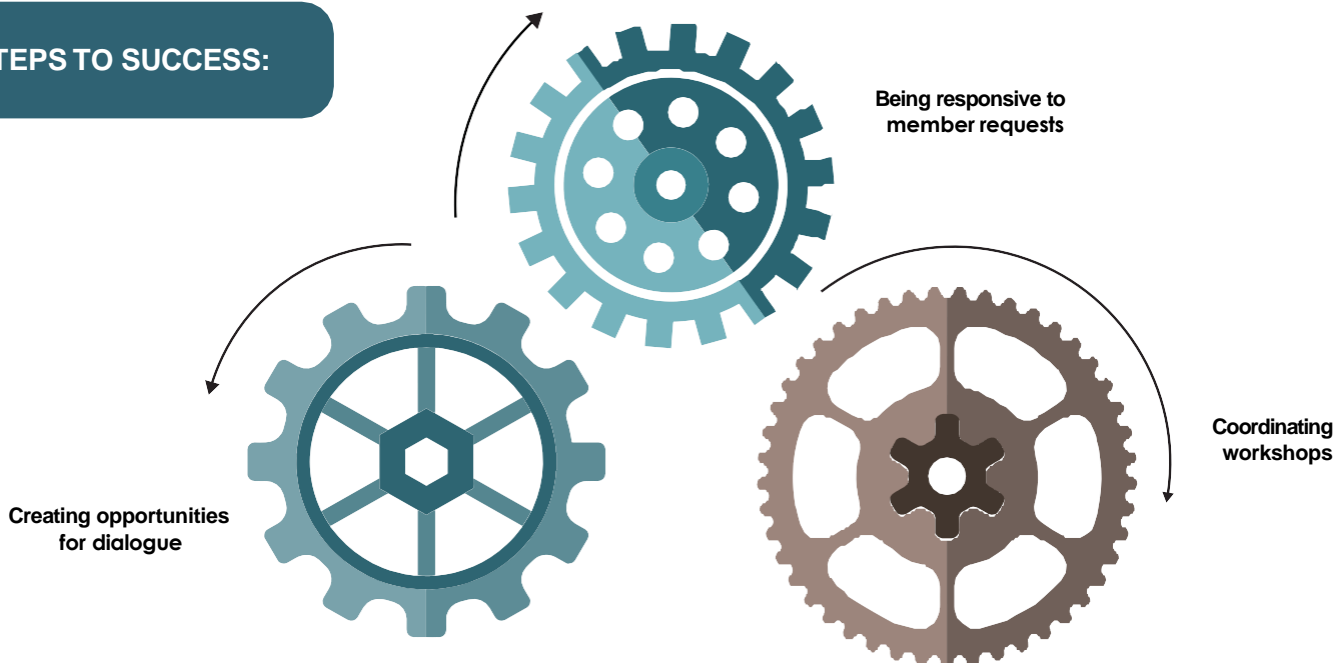
- 1. Raise Awareness of Indigenous Legal Status:**
Increase awareness among members of the nuclear supply chain about the unique legal status of Indigenous peoples.
- 2. Create educational opportunities:**
In order to support the goals of the Truth and Reconciliation Commission and in particular Call to Action #92, OCNI will strive to create educational opportunities our membership needs.
- 3. Support OCNI Members in Building Effective Relationships with First Nations:**
OCNI recognizes that strong relationships with First Nations will help to avoid delays in delivering major projects and components. This objective aims to provide resources and support to OCNI members to help them build effective relationships with First Nations.

BASELINE DATA:

Our member focus groups revealed a limited understanding about legal obligations related to Indigenous engagement, including the Duty to Consult, the Duty to Accommodate and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). Members also reported challenges with developing and implementing Indigenous engagement strategies within their organizations, engaging with Indigenous-owned organizations, and hiring and retaining Indigenous employees. Additionally, member organizations highlighted a limited knowledge about how to initiate the engagement process and cultural protocols.

To address these challenges, OCNI is committed to supporting our members' Indigenous engagement programs. Beginning in 2023, we will provide a platform for members to ask questions and receive guidance on their programs through Indigenous engagement Q&A sessions. These sessions will offer a safe and inclusive space for members to seek answers and share their concerns. Additionally, we will offer workshops and resources to provide knowledge and guidance on cultural guidelines for working with Indigenous communities.

STEPS TO SUCCESS:



Employment

GOAL: Increase the hiring and retention rates of Indigenous peoples across the nuclear supply chain

OUTCOMES:

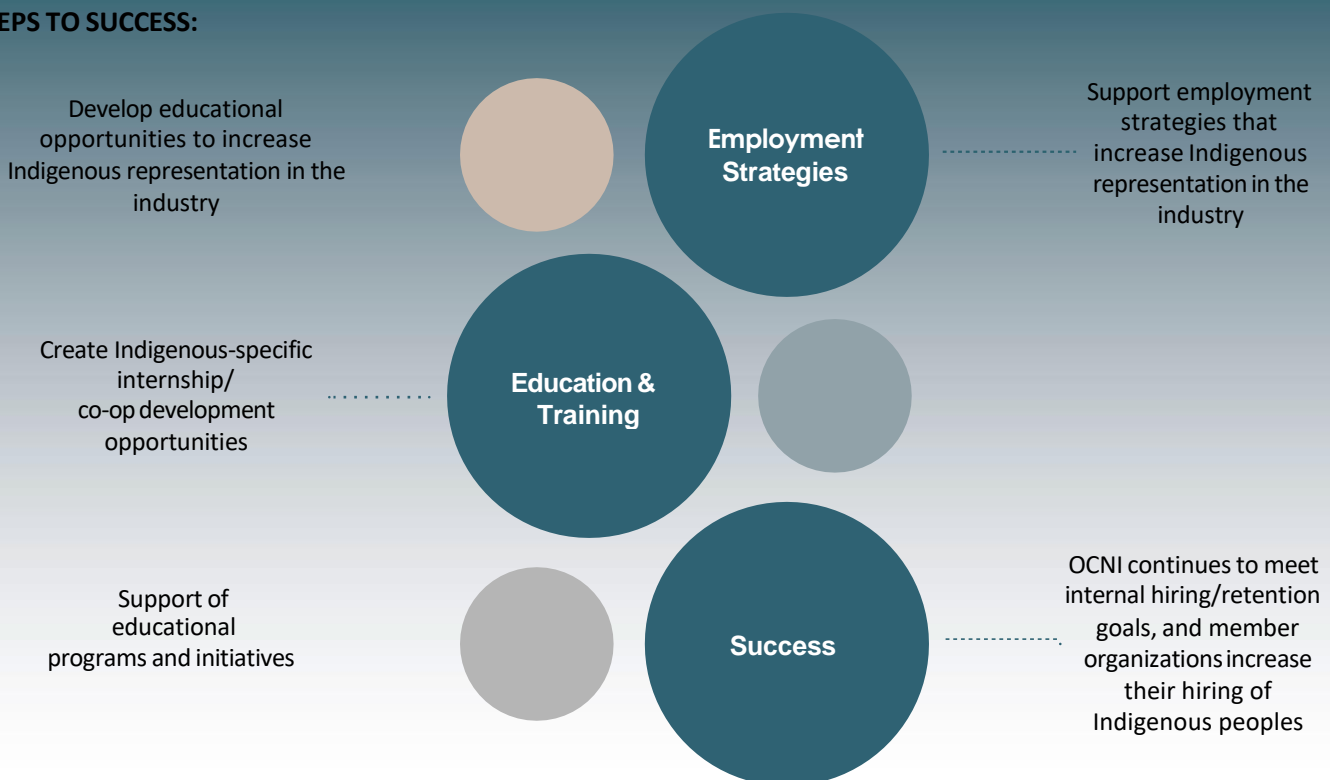
- 1. Advancement of Equity, Diversity, and Inclusion (ED&I) Programs:**
Foster stronger relationships and increase awareness of employment opportunities in the nuclear industry, support ED&I initiatives across the industry, and encourage Indigenous hiring within our member organizations.
- 2. Development of Strategies to Increase Indigenous Representation in the Industry:**
Assist organizations in establishing Indigenous-specific internship/co-op development opportunities and continue support for educational programs and initiatives.
- 3. Promotion of Employment Strategies:**
Collaborate and support organizations that focus on assisting Indigenous youth and jobseekers, and provide Indigenous-focused workforce development, training, and employment opportunities within the industry.

BASELINE DATA:

OCNI has a proven track record of leading government-funded skills development programs that aim to recruit, train, and provide employment opportunities to underrepresented groups, specifically Indigenous peoples, in the nuclear industry to address the skilled trades shortage in Canada. We will continue to be an active participant in the development of employment, education, and training strategies.

We will also remain committed to supporting industry-led, Indigenous-focused employment programs, such as Bruce Power’s Supporting Training to Employment Pathways (STTEP) program and Ontario Power Generation’s Indigenous Opportunities Network (ION). We will continue to nurture and strengthen our partnerships with Indigenous employment agencies.

STEPS TO SUCCESS:



Progressive Aboriginal Relations (PAR)

GOAL: Advance through the Canadian Council for Aboriginal Business (CCAB) Progressive Aboriginal Relations (PAR) Program

OUTCOMES:

- 1. PAR Excellence:** Uphold and advance our progress through the CCAB PAR program and achieve Silver designation by 2026.

BASELINE DATA:

OCNI has made significant strides in its pursuit of the CCAB's PAR program, having successfully navigated through all three phases of the Committed Level and earning a Bronze designation in 2022. In furthering our commitment to promote and support Indigenous businesses in the Canadian nuclear industry, OCNI entered a Memorandum of Understanding (MOU) with the CCAB in 2019.

This partnership includes mutually beneficial promotion, dedicated support for OCNI members' PAR program, informational sessions for OCNI members hosted by CCAB, and procurement events for CCAB companies hosted by OCNI. Our engagement strategy will continue to build upon existing frameworks, initiatives, and policies, all of which align with the PAR program's four pillars: **Leadership Actions, Employment, Business Development, and Community Engagement.** A detailed breakdown of these goals can be found in Appendix A.

STEPS TO SUCCESS:

1

Build on PAR Pillars

- Leadership Actions
- Employment
- Business Development
- Community Engagement

2

Enhance Indigenous Engagement

- Demonstrate leadership to promote reconciliation at all levels
- Support strategies that increase Indigenous participation in the industry
- Support members in developing and implementing Indigenous Engagement strategies
- Expand & strengthen relationships with Indigenous communities and organizations

4

Repeat

- Develop a strategy to achieve Gold designation

3

Success

- Achieve Silver designation

CONCLUSION

Indigenous engagement is an important aspect of our business operations. We acknowledge that Indigenous peoples have been impacted by past and present actions of our industry, and we are committed to building mutually beneficial relationships with Indigenous communities and organizations and to move forward in a better way.

Our commitment to Indigenous engagement is reflected in our Indigenous engagement strategy, which marks an important milestone in our journey. We are pleased to report significant progress, having established an Indigenous engagement program, with the appointment of a full-time Manager of Indigenous Engagement to provide guidance and support. Furthermore, we have implemented an Indigenous Relations Policy to ensure that our actions are in line with our commitment to Indigenous engagement.

OCNI recognizes that genuine engagement with Indigenous peoples necessitates consistent and unwavering efforts, dedication, and commitment. In alignment with that, we are committed to continuously engaging with Indigenous communities, peoples, and organizations to foster mutually beneficial relationships. We are resolved to the ongoing advancement of our Indigenous engagement program, and we will persistently strive for excellence in this field.

Appendix A: 2023-2025 Indigenous Engagement Metrics

LEADERSHIP

FOCUS	DETAILS	GOAL
Promote respect for Indigenous peoples' rights and perspectives	<p>Uphold responsible business practices that are inclusive of Indigenous perspectives</p> <p>Continuously create a culturally safe and inclusive workplace</p>	Develop OCNI ED&I Strategy
Continue to seek and recruit Indigenous representation in OCNI's workforce and Board of Directors	<p>Review and develop Indigenous employment/retention data annually</p> <p>Review existing hiring practices</p> <p>Support equitable representation of Indigenous people within the organization</p>	<p>Develop application form and voluntary self-identification form to track Indigenous job seekers for OCNI roles</p> <p>10% of OCNI full-time employees who self-identify as Indigenous</p> <p>5% of OCNI Board of Directors who self-identify as Indigenous</p>
Support the retention and advancement of Indigenous employees	<p>Continue to support Indigenous employees through mentorship and professional development</p> <p>Ensure Indigenous employees have access to opportunities and are supported in career goals</p>	<p>3% of annual salary available to full-time Indigenous staff for training and professional development</p> <p>95% annual retention rate of Indigenous employees</p>
Demonstrate leadership to promote reconciliation at all levels of the organization	Increase employee's knowledge and understanding of the rights, histories, heritage, cultures, and diverse perspectives of Indigenous peoples through an Indigenous lens	<p>100% new OCNI staff and board members participate in cultural awareness training when onboarded</p> <p>100% of OCNI staff and board participate in cultural awareness training on an annual basis</p> <p>Share land acknowledgement/cultural teaching at all OCNI events</p> <p>Organize a minimum of two (2) initiatives per year that recognize and/or celebrate Indigenous peoples</p>

Governance and oversight	Enhance OCNI's Indigenous Engagement Committee (IEC)	Quarterly Indigenous Engagement Committee meetings
Communication of corporate Indigenous relations and engagement activities, employment, and business development opportunities	Increase opportunities for communication	Quarterly Indigenous engagement newsletter Quarterly engagement with utilities Quarterly engagement with Indigenous economic development (EcDev) corporations
Corporate performance	Continue participation and progress through the CCAB PAR Program	Qualify for Silver designation in PAR program by 2026

EMPLOYMENT

FOCUS	DETAILS	GOAL
Develop educational strategies to offer opportunities to increase Indigenous representation in the industry	Create Indigenous-specific internship/co-op development opportunities Continue support of educational programs and initiatives	Hire one (1) co-op placement/year Donate \$8k/year to post-secondary scholarships/bursaries for Indigenous students Sponsor a minimum of one (1) education focused event/year
Support employment strategies that increase Indigenous representation in the industry	Engage and support organizations focused on supporting Indigenous youth and job seekers Support Indigenous-focused workforce development, training, and employment opportunities within the industry	Participate in a minimum of (2) Indigenous focused career fairs/year Continue participation in Bruce Power's Supporting Training to Employment Pathways (STTEP) program and OPG's Indigenous Opportunities Network (ION) program

BUSINESS DEVELOPMENT

FOCUS	DETAILS	GOAL
Supplier Capacity Development	Advance opportunities for Indigenous businesses to participate in the nuclear supply chain	Develop and conduct information sessions to provide guidance to Indigenous businesses seeking participation in the nuclear supply chain (min 1 per year)
	Promote access to economic opportunities in the nuclear supply chain	Develop and promote OCNI's Ready4SMR program to Indigenous organizations and communities
	Identify Indigenous businesses with existing or potential capability and capacity to meet nuclear partners and member procurement requirements	Increase Indigenous member recruitment annually – target 5% by 2026 Provide OCNI membership discounts to Indigenous businesses
	Increase participation in CCAB's Supply Change Program	Provide discounts off events/tradeshows for Indigenous businesses
Supplier relationship-building	Support Indigenous-led economic forums to provide opportunities for relationship-building and networking	Attend a minimum of two (2) Indigenous focused supply chain events per year Invite Indigenous Economic Development organizations to supplier days/trade shows
	Provide opportunities for Indigenous communities to connect with members	Continue participation in Bruce Power's Indigenous Relations Supplier Network (IRSN)
Increase support to members developing and implementing Indigenous engagement strategies	Expand support to include learning resources	Create "Knowledge to Action" booth for OCNI supplier days/trade shows
	Encourage members to establish Reconciliation Action Plans (RAP)/ Indigenous engagement strategies that are measurable and adopt the Truth and Reconciliation Calls to Action #92	Host one (1) monthly Q&A session for members Develop distribution list of Indigenous businesses interested in the nuclear supply chain
	Support OCNI members to increase range of opportunities for Indigenous businesses	
Increase Indigenous procurement spent	Establish and measure goals for procurement from Indigenous suppliers	Minimum of 3% of procurement spent on Indigenous businesses in 2022 & 2023
		Minimum of 5% of procurement spent on Indigenous businesses in 2024

COMMUNITY ENGAGEMENT

FOCUS	DETAILS	GOAL
Expand and strengthen relationships with Indigenous communities and organizations	Broaden cooperation, support, and sponsorship efforts of Indigenous-led initiatives and activities	Minimum of \$5k sponsorships & donations/year
	Establish regular coordinated dialogue with Indigenous partners/ organizations	Volunteer a minimum of two (2) Indigenous community led events/year
	Strengthen nation-to-nation and government-to-government relationships with Indigenous nations	Participate in a minimum of three (3) Indigenous community led events/year
	Engage Indigenous community input	Outreach to all Indigenous communities within nuclear regions
		Enable Indigenous people's representation and meaningful engagement in discussion and decisions impacting them

Appendix B: 2022 Annual Overview

OCNI Led Initiatives / Achievements

- Hired a Senior Indigenous Engagement Advisor
- Facilitated Indigenous Engagement focus groups
- Hired an Indigenous high school co-op placement student
- Led an Indigenous History Month social media campaign
- Received Bronze designation for the CCAB Progressive Aboriginal Relations (PAR) program
- Successfully completed a Skills Development Fund program to recruit, train, and hire Indigenous jobseekers
- Led a Truth and Reconciliation Social Media Campaign
- Hosted online webinars;
 - Indigenous History Month
 - Indigenous Participation in SMRs
 - Saugeen Ojibway Nation/Bruce Power Medical Isotope Partnership



Participation in Industry Initiatives

- Bruce Power's Indigenous Supplier Capability Presentation
- Bruce Power's Métis Nation of Ontario Virtual Career Fair
- Bruce Power's Saugeen Ojibway Nation Career Fair
- Ontario Power Generations (OPG)'s Indigenous History Month and 30-year Native Circle Celebration
- Power Workers Union (PWU) Reconciliation Walk
- North Shore Mi'kmaq District Council Symposium
- Webinar - Ontario Power Generation - Diversity & Inclusion



Indigenous and Community Events – Participation / Volunteer / Sponsor

- Canadian Council for Aboriginal Business (CCAB) Workforce Forward event
- Chippewas of Nawash Unceded First Nation golf tournament
- Chippewas of Nawash Unceded First Nation Reconciliation Walk
- Habitat for Humanity Build
- Hope for Help golf tournament
- Inspire Youth event
- Joint Economic Development Initiative (JEDI) Workforce Summit
- Missing and Murdered Indigenous Women and Girls walk at Ugpí'Ganjig First Nation in New Brunswick
- Powwows – Saugeen First Nation, Chippewas of Nawash Unceded First Nation, Curve Lake First Nation
- Saugeen First Nation's Bridge Renewal Ceremony
- Saugeen First Nation Food Bank Golf Tournament
- Saugeen Ojibway Nation Toy Drive



Donations

- Chippewas of Nawash Unceded First Nation
- Dnaagdawenmag Binnoojiiyag Child & Family Services
- Minwaashin Lodge
- Mississauga's of Scugog Island First Nation
- Orange Shirt Society
- Saugeen First Nation Food Bank
- Saugeen First Nation Lunch Program

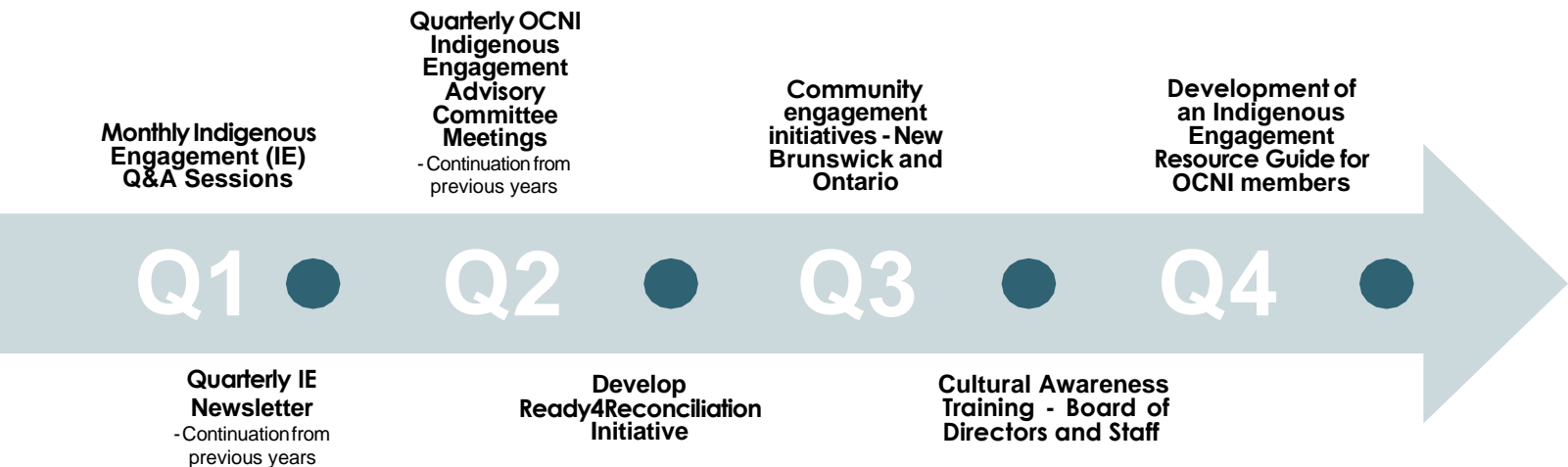


Appendix C: 2023 Roadmap

We are enrolled in the CCAB PAR program and achieved a Bronze designation in 2022. This achievement is a testament to our commitment to promoting and supporting Indigenous business in the Canadian nuclear sector. Our PAR program will be a key driver to advance our Indigenous engagement efforts to achieve a Silver rating at the 2026 recertification.

We have also formed an Indigenous Engagement Committee (IEC) to guide our efforts, and led successful training programs to recruit, train, and employ Indigenous peoples into skilled trades positions. Additionally, we have established Indigenous bursaries and have facilitated a variety of Indigenous-focused events, workshops, social media campaigns, and webinars.

We have formed partnerships with multiple Indigenous-owned organizations, and have signed MOU's with the **CCAB**, the **First Nations Power Authority (FNPA)**, and the **North Shore Mi'kmaq Tribal Council (NSMTC)**.





INDIGENOUS ENGAGEMENT **ANNUAL REPORT** **2023**



2023 INDIGENOUS ENGAGEMENT ANNUAL REPORT

Indigenous engagement is an important aspect of OCNI's business operations. We are committed to continually improving our Indigenous engagement program and will strive for excellence in this area by establishing mutually beneficial relationships with Indigenous communities, individuals, and organizations.

We recognize that the journey of Indigenous engagement is ongoing, and our commitment to continued learning and improvement remains steadfast. This report outlines the strategies we have employed in 2023 to enhance our cultural competency, capacity- building, and support for Indigenous-focused initiatives. We strive to ensure that our engagement efforts are meaningful and sustained over time.

The metrics and goals presented in this report align with our newly established Three-Year Indigenous Engagement Strategy and our commitments to the Canadian Council for Aboriginal Business' (CCAB) Progressive Aboriginal Relations Program (PAR).

Our commitment to Indigenous engagement is integral to our values and vision. We understand the significance of acknowledging the history of Indigenous peoples and actively contributing to a better future. We look forward to further progress and the positive impact it will have on OCNI and the Indigenous communities and organizations we work with. As we move forward, we remain dedicated to the principles of reconciliation, respect, collaboration, and continuous improvement, and we appreciate the ongoing support and guidance from our board in this important journey.

2023 REVIEW

OCNI participated in the following events and conferences:

COMMUNITY ENGAGEMENT/PARTICIPATION

- Chippewas of Nawash Unceded First Nation Annual Charity Golf Tournament
- Chippewas of Nawash Unceded First Nation Community Garden Open House
- Habitat for Humanity build at Chippewas of Nawash Unceded First Nation
- Historic Saugeen Métis Rendezvous
- Joint Economic Development Initiative (JEDI) Golf Tournament (New Brunswick)
- National Day of Truth and Reconciliation Walk
- Chippewas of Nawash Unceded First Nation Powwow
- Saugeen First Nation Annual Food Bank Golf Tournament
- Saugeen First Nation Powwow
- Saugeen Ojibway Nation Mother's Day Market

EVENTS/CONFERENCES

- Advanced Business Match (ABM) Indigenous Connector Event
- Bruce Power Indigenous Relations Supplier Network (IRSN) Community Tours
- Canadian Council for Aboriginal Business (CCAB) Business Forum
- CCAB East Coast Forum (Nova Scotia)
- CNA Indigenous Ambassador Reception
- CNS - Ready4Reconciliation Workshop
- Forward Summit | EAST Conference (association partner)
- JEDI Career Fair (New Brunswick)
- JEDI IT Summit (New Brunswick)
- NEA 4-Day International Mentorship Workshop for Indigenous High School Girls (participated as a mentor)
- North Shore Mi'kmaq Tribal Council Equity Agreement Announcement (New Brunswick)
- North Shore Mi'kmaq Tribal Council 2nd Annual Indigenous-Led Clean Energy Symposium (New Brunswick)
- Ontario First Nations Economic Developers Association (OFNEDA) Conference



2023 REVIEW

DONATIONS/SPONSORSHIPS

- Barrie Area Native Advisory Circle
- Bursaries/scholarships for Indigenous students (various post-secondary institutions)
- Dnaagdawenmag Binnoojiiyag Child and Family Services
- Kikendaasogaming Healthy Living Program
- Habitat for Humanity
- Moosehide Campaign
- Minwaashin Lodge
- Gord Downie & Chanie Wenjack Fund
- Niagara Regional Native Center
- North Shore Mi'kmaq Tribal Council 2nd Annual Indigenous-Led Clean Energy Symposium
- Saugeen Ojibway Nation (SON) Community Initiatives
- Species at Risk

VOLUNTEER

- Saugeen First Nation Annual Food Bank Golf Tournament
- Chippewas of Nawash Unceded First Nation Annual Charity Golf Tournament
- Habitat for Humanity - Chippewas of Nawash Unceded First Nation Build

INDUSTRY PARTICIPATION

- Bruce Power's Indigenous Relations Supplier Network (IRSN) and Supporting Training to Employment Pathway (STTEP) programs
- CCNS Indigenous Speed-Networking event
- CNA Indigenous Advisory Committee
- CNA Nuclear Waste Council Committee - Indigenous Task Team
- OPG's Indigenous Opportunities Network (ION)



2023 REVIEW

OCNI-LED INITIATIVES

- Beyond September 30 - Truth and Reconciliation Presentation and Social Media Campaign
- CNLO Webinars - SMRs in Western Canada and UNDRIP
- Cultural Awareness Training for OCNI Board of Directors and Staff
- Indigenous Engagement Primer (in collaboration with CNA. To be complete in 2024)
- Knowledge to Action Pin Campaign (Orange Shirt, Red Dress, and Turtle pins)
- OCNI Three-Year Indigenous Engagement Strategy
- Quarterly Indigenous Engagement newsletters
- Quarterly Indigenous Advisory Committee meetings
- Monthly Q&A Indigenous Engagement Sessions for Members
- National Indigenous History Month Lunch and Learn Trivia
- Ready4Reconciliation Initiative/Booth
- Spirit of the Land: Indigenous Land-Based Learning and Culture Walk with an Elder

READY4 RECONCILIATION

Launched a booth with resources to promote awareness, understanding, and education on Indigenous-focused topics.



KNOWLEDGETO ACTION PIN CAMPAIGN

Distribution of lapel pins as powerful symbols to raise awareness and initiate calls to action for Indigenous causes.



INDIGENOUS ENGAGEMENT PRIMER

Partnered with CNA to develop a primer to proactively bridge recognized knowledge gaps in effectively engaging with Indigenous communities. (To be launched in 2024)

MONTHLY MEMBER Q&A

Created a platform to support our members and help them navigate the Progressive Aboriginal Relations (PAR) program and address Indigenous-focused inquiries.



CULTURE WALK WITH AN ELDER

Supported our members with community relationship building, knowledge sharing, and learning about Indigenous perspectives and worldviews.

2023 METRICS

EVENT ENGAGEMENT

Memberships

The OCNI membership includes 16 Indigenous-owned companies, with four new additions in 2023:

- Eagle Eye NDT
- Indigenous & Community Engagement (ICE)
- Makwa-Dewar
- Warrior Engineering

3

Indigenous events OCNI volunteered at

13

Indigenous-focused conferences/events OCNI staff attended

10

Indigenous community-led events OCNI staff attended

11

OCNI-led Indigenous focused initiatives

23%

Percentage of OCNI's social media posts with a focus on Indigenous content

2,219

Indigenous-focused resources distributed at OCNI's Ready4Reconciliation Booth

\$14.9k

Donated to Indigenous organizations and charities in 2023

\$8k

Donated towards Indigenous bursaries and scholarships

36

Indigenous-owned companies who participated in OCNI trade shows/supplier days

15%

Percentage of new OCNI members in 2023 that are Indigenous-owned companies

PROGRESSIVE ABORIGINAL RELATIONS (PAR)




















2023 METRICS

Metrics align with 2023-2025 PAR targets.
In-progress goals should conclude by year-end 2025.

Complete

On track

Not Complete

	GOAL	STA TU S
LEADERSHIP	Develop OCNI ED&I Strategy	
	Develop voluntary self-identification form for OCNI roles	
	10% of OCNI staff who self-identify as Indigenous	
	5% of OCNI board who self-identify as Indigenous	
	3% of annual salary available to full-time Indigenous staff for training and professional development	
	95% annual retention rate of Indigenous employees	
	100% of new OCNI staff/board members participate in cultural awareness training when onboarded	
	100% of OCNI staff/board members participate in annual cultural awareness training*	
	Share land acknowledgment at all OCNI events	
	Organize a minimum of 2 initiatives per year that recognize and/or celebrate Indigenous peoples	
	Facilitate quarterly OCNI Indigenous Engagement Advisory Meetings **	
	Distribute a quarterly Indigenous Engagement newsletter	
	Quarterly engagement with utilities	
	Quarterly engagement with Indigenous economic development corporations	
	EMPLOYMENT	Qualify for silver designation in PAR program by 2026
Hire 1 Indigenous co-op placement/year***		
Donate \$8k/year to post-secondary scholarships/bursaries for Indigenous students		
Sponsor a minimum of 1 education-focused event/year		
Participate in a minimum of 2 career fairs/year		
	Continue participation in Bruce Power's Supporting Training to Employment Pathways (STTEP) program and OPG's Indigenous Opportunities Network (ION) program	

PROGRESSIVE ABORIGINAL RELATIONS (PAR)

2023 METRICS

Complete

On track

Not Complete

	GOAL	STA TU S
BUSINESS DEVELOPMENT	Develop and conduct info sessions to Indigenous businesses seeking participation in the nuclear supply chain	On track
	Develop and promote OCNI's Ready4SMR program to Indigenous orgs and communities	Complete
	Increase Indigenous member recruitment annually - target 5% of total OCNI membership by 2026	Complete
	Provide discounts off events/trade shows for Indigenous businesses	Complete
	Attend a minimum of 2 Indigenous focused supply chain events per year	Complete
	Invite Indigenous Economic Development organizations to supplier days/trade shows	Complete
	Continue participation in Bruce Power's Indigenous Relations Supplier Network (IRSN)	Complete
	Create a "Knowledge to Action" booth for OCNI supplier days/trade shows	Complete
	Host 1 monthly Indigenous Engagement Q&A session for members	Complete
	Develop a distribution list of Indigenous businesses interested in the nuclear supply chain	On track
COMMUNITY ENGAGEMENT	Minimum of 3% procurement spent on Indigenous businesses	Complete
	Minimum of \$5k sponsorships & donations/year to Indigenous initiatives	Complete
	Volunteer at a minimum of 2 Indigenous community-led events/year	Complete
	Participate in a minimum of 3 Indigenous community-led events/year	Complete
	Outreach to all Indigenous communities within nuclear regions	On track

*70% of OCNI staff and Board of Directors attended the annual cultural awareness training workshop

**Due to schedule conflicts, the Q3 and Q4 Indigenous Advisory Committee meetings were combined

*** There were no Indigenous high school students available for a co-op placement

Appendix E: 2024 Roadmap

In 2024, we will focus on engagement with Indigenous communities and organizations, with an emphasis on expanding into Saskatchewan. Our ongoing efforts include Indigenous Engagement Q&A sessions and the augmentation of our Indigenous Engagement Advisory Committee. Education initiatives will feature webinars and cultural awareness training for OCNI staff and Board members. The Ready4Reconciliation program will see continued growth. Additionally, we anticipate the launch of the Indigenous Engagement Primer in Q1, in collaboration with the Canadian Nuclear Association (CNA).

