



# SIYEYE'S RECONCILIATION ACTION PLAN

June 2022 - November 2022

## Abstract

siyeye's reconciliation action plan lays out ambitious but realistic goals leading to the development of not just First Nation Communities but all BC Communities.



## Territorial Acknowledgement

**siyéyé acknowledges that most of the business it conducts is on the traditional, ancestral, and unceded territories of Musqueam Nation, Squamish Nation, Tsleil Waututh Nation, Kwikwetlem First Nation, Tsawwassen First Nation, Semiahmoo First Nation, Kwantlen First Nation, Matsqui First Nation, Katzie First Nations, and Sumas First Nation.**



## Our Reconciliation Action Plan

siyéyé has developed a RAP to provide a concrete outline with specific actions, and deliverables. Focusing on developing relationships, respect, opportunities and, maintaining the structure of the RAP. The RAP will act as both a brief history record and a planning tool for the work of siyéyé to execute our vision of reconciliation. Our action plan will also directly address the 92<sup>nd</sup> Call to Action by the Truth and Reconciliation Commission.

### *Business and Reconciliation 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.”*

To execute our RAP a committee has been formed, known as the RAP Working Group (RAPWG). The committee is comprised of siyéyé management and staff. The inaugural group is chaired by a siyéyé ownership group Jim Kew, Will Pauga, Nolan Charles, Gary Veldman, Terry Sparrow, and Jason Rook. The RAPWG will discuss and ensure the deliverables of the RAP. The committee meets at least monthly to organize the RAP deliverables and discuss future opportunities.

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### **Current RAPWG, June 2022**

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*Nolan Charles, Director*

*Will Pauga, Director*

*Jim Kew, Director*

*Gary Veldman, Director*

*Terry Sparrow, Director*

*Jason Rook, Director*

## Relationships

Relationship actions will lay the foundation for respectful and mutually beneficial relationships between First Nation Communities and all BC communities. These actions will focus on educating employees and community members on the history of First Nation communities in Canada, active consultation with First Nation communities, and increasing opportunities for exposure to First Nation culture.

<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>
<i>Develop an internal guide to First Nations in Canadian Law</i>	Developing a teaching module and presentation that covers the Indian Act for employee orientation and current employee lessons.	July 2022
	Developing a teaching module and presentation that covers UNDRIP, Federal UNDRIP legislation, BC UNDRIP legislation for employee orientation and current employee lessons.	July 2022
<i>Develop internal guide to Oral History</i>	Developing a teaching module and presentation that covers the introduction of oral history for the Musqueam First Nations referencing the Musqueam library for employee orientation and current employee lessons.	June 2022
<i>Providing Lessons on First Nations Canadian Law and Musqueam Oral History</i>	Present lessons using the internal guide for First Nation Canadian Law and Musqueam Oral History to the Senior Staff.	July 2022
	Present lessons using the internal guide for First Nation Canadian Law and Musqueam Oral History to all staff.	August 2022
	Have new employees review lessons during orientations.	September 2022 – Continuous
<i>Share Lessons with Public</i>	Share a link to teaching modules on siyeyé website on siyeyé and Southwest Contracting social media accounts.	August 2022
	Print physical sign with QR code link to our RAP and related resources that will be posted on all siyeyé construction sites.	September 2022
	Develop a reconciliation newsletter that is available on siyeyé’s website.	October 2022



## Opportunity

Opportunity actions focus on providing equitable job, education and training opportunities for Aboriginal peoples and Canadian citizens with siyeyé. The overall goal of these actions is to create sustainable economic benefits for siyeyé employees and BC communities.

<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>
<i>Engage Urban and Provincial Indigenous Employment and Training agencies</i>	Reach out to ACCESS Trades, MST(Musqueam Squamish and Tsleil Waututh) Employment and Training Society, Kwikwetlem, Tsawwassen, Semiahmoo, Kwantlen, Matsqui, Sumas and Katzie Training agencies advising on employment opportunities at siyeyé.	August 2022
<i>Showcase Employment, Training and Education Opportunities at siyeyé</i>	Present siyeyé employment opportunities at Musqueam job fair.	July 2022

## Governance

All governance actions will relate to the development and structure of the RAP and RAPWG. These are essential actions for the effectiveness and sustainability of the RAP.

<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>
<i>Review Internal Corporate Policy for Indigenous Cultural Accommodation</i>	Develop internal documentation that outlines Indigenous cultural accommodation for siyeyé employees.	October 2022
<i>Engage Related Agencies to Collaborate on RAP</i>	Showcase RAP to the following First Nation communities in person for a request to collaborate and permission to use their logos on RAP: Musqueam Nation, Squamish Nation, Tsleil Waututh Nation, Kwikwetlem First Nation, Tsawwassen First Nation, Semiahmoo First Nation, Kwantlen First Nation, Matsqui First Nation, Sumas First Nation, and Katzie First Nations.	July 2022
	Showcase RAP to the following authorities digitally or in person to the following institutions in a request to collaborate: Port Authority, YVR, DFO, BC Hydro, Liuna Labor Union, IUOE Union, BC Government, Canadian Government, City of Surrey and City of Vancouver.	November 2022
<i>Develop the December 2022 – May 2023 RAP</i>	Use community, industry, employee, and government feedback to create specific actions and deliverables for the December 2022 – May 2023 RAP.	November 2022