

Raise Indigenous Employment & Relations Policy

Date Reviewed: September 2023 Date Modified: January 2023

Raise is committed to providing sustainable Indigenous employment and career development opportunities throughout our organization. Through positive and mutually beneficial relationships with our Indigenous neighbors, we will continue to create social and economic benefits through partnership and collaboration.

We believe that successful relationships with Indigenous communities must be based upon respect, fairness, understanding, and open communication. We respect the legal rights of Indigenous communities under all relevant laws including UNDRIP, and are committed to upholding Indigenous cultural traditions, economies, beliefs, knowledge, and uses of lands and resources. This respect shapes the way we operate and conduct our business.

We are also committed to implementing meaningful action in response to the Truth and Reconciliation Commission's Calls to Action, and specifically, Call to Action #92.

As a PAR Committed organization with the Canadian Council for Aboriginal Business, we will uphold the following four key drivers of Progressive Aboriginal Relations (PAR):

1. Leadership Actions

Raise leadership will reinforce Indigenous relations throughout our organization by:

- Establishing a clear commitment and policy.
- Identifying and communicating with identified Communities of Interest, including seeking and implementing their feedback and including them in the design and execution of our programming and projects.
- Scheduling regular self-assessment exercises against PAR Criteria to review progress and areas for improvement.
- Driving and helping to sustain the commitment to positive Indigenous relations across the organization.

2. Employment

Raise is dedicated to greater cultural diversity throughout our business operations. To accomplish this goal, we will:

- Make available meaningful employment, training, and business opportunities to enable Indigenous peoples to maintain and strengthen their institutions, cultures, and traditions, and promote their social, cultural, economic, and educational well-being.
- Ensure that our recruitment processes are culturally sensitive, encourage Indigenous representation across all levels of employment, and ensure we have

proper wrap-around supports in place so Indigenous people can thrive in our organization.

- Provide professional development training and support for existing or prospective Indigenous employees.
- Provide appropriate ongoing mentoring, advice, and support for Indigenous employees and identify workplace retention strategies to encourage a supportive and culturally friendly workplace for Indigenous employees.

3. Business Development

Raise is committed to putting resources (both time and money) into the development of business relationships with Indigenous-owned businesses, both internally and in the greater supply chains we're a part of. We also commit to providing capacity building and mentorship, where possible / available, to help Indigenous businesses flourish.

4. Community Relationships

Raise is committed to fostering community relationships with Indigenous communities, groups, and stakeholders to sustain positive and progressive relationships. We commit to providing and fostering:

- Engagement: communications, information sharing, involvement in activities and events, and partnerships.
- Regular, active feedback and inviting participation in our projects and programming.
- Ongoing support: donations, mentorship, exchange.

In addition to these goals, we will also:

- Be committed to greater cultural diversity through developing and implementing relevant policies, practices, and guidelines.
- Work toward becoming PAR Certified with the CCAB (Canadian Council for Aboriginal Business).
- Understand and promote the importance of traditional Indigenous cultural principles throughout our organization, our industry, and in our communities.
- Ensure essential cross-cultural training and education programs are conducted for all Raise employees, including managers and supervisors.
- Work with our clients to share our principles, commitments, and goals and encourage them to meet or exceed these through policies and practices of their own.

We will continually measure and monitor our implementation progress in terms of this policy. An audit and annual effectiveness review will be performed, including communication of any changes to the policy and the implementation plan.



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