

A large, stylized leaf graphic in a light teal color, positioned in the upper right corner of the slide. It has three main lobes and a central vein.

INDIGENOUS ENGAGEMENT GUIDELINES

NPCA Governance Committee

June 27, 2025

AGENDA

- Purpose
- Duty to Consult and Delegated Responsibility
- Engagement
- Guiding Principles
- Roles and Responsibilities
- Guidelines Development Process
- Discussion Questions

PURPOSE

- Provide guidance and advice to NPCA staff and Board Members that supports meaningful engagement and relationship building with Indigenous people.
- Capture NPCA's current understanding and lived experiences of good practices, while recognizing that there is always more to learn.
- Promote two-way engagement in good faith in suitable initiatives beyond the scope of delegated responsibilities related to the Duty to Consult.

DUTY TO CONSULT AND DELEGATED RESPONSIBILITY

- **Duty to Consult:** a statutory and contractual obligation that must be fulfilled by the Crown prior to undertaking actions or making decisions which would adversely affect the rights of Indigenous Peoples in Canada. Procedural aspects may be delegated to municipalities and Conservation Authorities through legislation or executed agreements.

Environmental Assessment Act

- Conservation Ontario Class
Environmental Assessment for Remedial
Flood and Erosion Control Projects

Ontario Water Resources Act

Environmental Protection Act

Funeral, Burial, and Cremation Services Act

Ontario Heritage Act

Conservation Authorities Act

ENGAGEMENT

- **Engagement:** a dialogue and two-way communication between parties, encompassing all formal and informal ways of collaborating, working alongside, information sharing, and partnering with Indigenous communities. Engagement affords the opportunity to identify and consider opportunities, concerns, issues, and alternative solutions brought forward.

Cultural interpretation at conservation areas

Capital projects at conservation areas

Planning policy review and updates

Strategic Planning

Collaborating on special projects, programming or events

Floodplain mapping projects

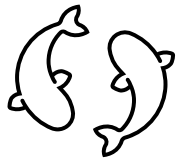
Conservation area management plans

Staff education and training

GUIDING PRINCIPLES



Trust: engage early and often to enhance collaboration, trust, and to focus on relationship building and friendship for the shared stewardship of nature. Staff should always bring a good heart and good mind to meetings, events, and projects.

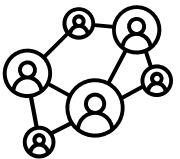


Knowledge Sharing: support, listen, and consider diverse perspectives and the cultural significance of the watershed to honour and/or incorporate Indigenous knowledge in the work we do.

GUIDING PRINCIPLES



Continuous Learning: there is still much to learn. NPCA starts from a place of humility and commits to supporting continuous learning for its staff and Board of Directors. Education is a collective responsibility, and staff should show their commitment by investing time into understanding and learning prior to engaging.



Respect & Accommodation: use a tailored (personalised) and respectful approach by acknowledging and respecting inherent and treaty rights. Listen and be adaptable to preferences, interests, and practices when engaging as these may change between communities and individuals.

ROLES AND RESPONSIBILITIES

Board Members

- Participate in training for Indigenous engagement
- Encouraged to learn pronunciation and reflect on the intent of land acknowledgement prior to reading
- Uphold responsibilities as Board members and ambassadors of NPCA when working with community members

Governance Committee

- Provide guidance, advice and recommendations to staff and SLT on Indigenous Engagement Guidelines through development and review processes

ROLES AND RESPONSIBILITIES

Senior Leadership Team (SLT)

- Provide leadership and oversight to projects, staff, and department workplans
- Emphasize the importance of Indigenous engagement and continuous learning across the organization
- Exemplify the guiding principles of the Indigenous Engagement Guidelines

ROLES AND RESPONSIBILITIES

Indigenous Engagement Working Group (IEWG)

- Provide advice, guidance and recommendations in the development and review of Indigenous Engagement Guidelines
- Coordinate the implementation of actions supporting meaningful engagement and relationship building with Indigenous peoples of the watershed

Project Coordinators

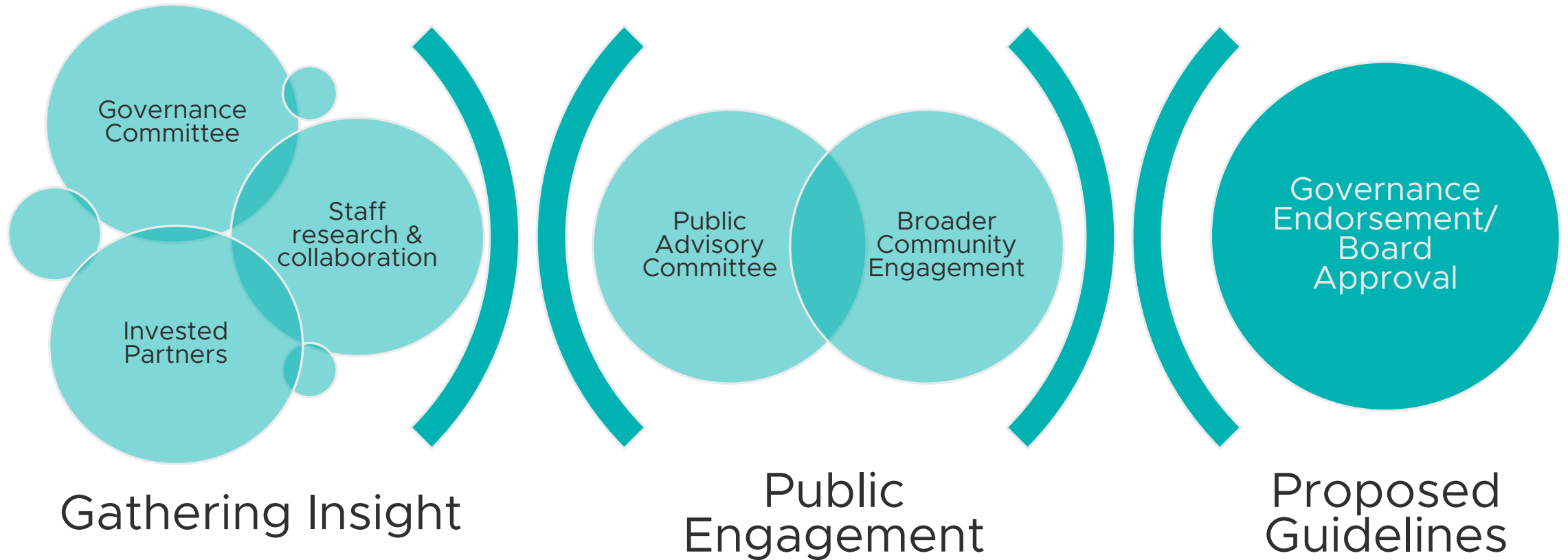
- Develop an engagement plan that includes engagement of Indigenous people and communities
- Initiate Indigenous engagement early in a project's timeline
- Follow Indigenous Engagement Guidelines and seek advice from IEWG, management, and subject matter experts

ROLES AND RESPONSIBILITIES

All Staff

- Are encouraged to learn pronunciation and reflect on the meaning and intent before reading a land acknowledgement
- Take time to learn
- Take initiative
- Research Indigenous practices and viewpoints relevant to work prior to project commencing
- Attend events, webinars, training days, and other learning opportunities as approved by supervisor/manager

GUIDELINES DEVELOPMENT PROCESS



DISCUSSION QUESTIONS

- Are there additional roles and/or responsibilities IEWG should look to include?
- Are there any additional factors to consider while developing the guiding principles?
- Are there engagement practices you have seen in action that you'd like IEWG to explore?



THANK YOU

Questions?