



# INDIGENOUS TRUTH AND RECONCILIATION (IT&R) POLICY

## PURPOSE

SWIM is highly connected via the long-lasting relationships that we have built in Vancouver and beyond, and we recognize the role Indigenous Peoples play in both the history and present day of this land. Pursuing truth and reconciliation aligns with our core values of connection, teamwork, empowerment and flexibility.

## SCOPE

We take pride in knowing the ins and outs of the unique Vancouver market better than anyone, which extends to our acknowledgement that the land on which we work, play and learn, is the shared, unceded traditional territory of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh (Squamish), and səliłwətał (Tseil-Waututh) Nations.. SWIM has adopted this Indigenous Truth and Reconciliation (IT&R) Policy (“the Policy”) as part of our commitment to foster a future where reconciliation is meaningful and embedded in all aspects of our work and SWIM establishes and maintains relationships with Indigenous Peoples based on mutual respect, trust, and dialogue.

## GUIDELINES

### Definitions

**Cultural Safety:** is an individual experience. It recognizes and strives to address power differentials that can be present in corporate systems, e.g., between decision-makers or experts and marginalized people. An outcome of cultural safety is that people feel respected and safe and are willing to participate.

**Cultural Sensitivity:** recognizes the need to respect cultural differences. Cultural sensitivity involves exhibiting “behaviours that are considered polite and respectful by the [person of the other culture].” Similar to cultural awareness, cultural sensitivity focuses on the ‘other’ and the ‘other culture.’ Cultural sensitivity also does not require an individual to reflect on their own culture.

**Cultural Competency:** the ability to self-reflect on one’s own cultural values and how these impact the way one provides services. It includes each professional’s ability to assess and respect the values, attitudes and beliefs of persons from other cultures and respond appropriately in planning, implementing, and evaluating a workplace opportunity for them.

**Cultural Humility:** a practice of self-reflection to understand personal and systemic biases and to develop and maintain respectful processes and relationships based on mutual trust. Cultural humility involves humbly acknowledging oneself as a learner when it comes to understanding another's experience.

**Indigenous Peoples:** The term Indigenous Peoples is used in this policy to refer to First Nations, Inuit, and Métis peoples in Canada collectively. Distinct societies of First Nations, Inuit, and Métis peoples are in the process of re-establishing and establishing their own traditional names to self-identify, which talent acquisition professionals should respect and use when referring to an individual Indigenous People.

**Trauma- and Violence-informed Approach:** is one that focuses on creating environments where individuals do not experience further traumatization or re-traumatization (events that reflect earlier experiences of powerlessness and loss of control) and where they can make decisions at a pace that feels safe to them. It expands on the concept to acknowledge the broader social and structural conditions that impact people's life, including institutional policies and practices. A trauma- and violence-informed approach: promotes an organizational culture that recognizes the impacts of trauma and violence; creates safe spaces that foster trust among staff and clients; fosters opportunities for choice, collaboration and connection; and builds on strengths and skills.

## **Company Commitment**

At SWIM, our values are more than just abstract ideas – they're an integral part of how we work. For us, charity and community support work are an opportunity to live our values holistically, both with our work as recruiters, and outside of our professional lives as active members of our community. By pursuing truth, acknowledging Indigenous territories, and encouraging reconciliation with our First Nations, Inuit and Metis Peoples, each employee regardless of their role, is also living our values. Pursuing truth and reconciliation also aligns with our prioritization of diversity, inclusion, equity and belonging in the workplace, and the people-first approach that remains at the core of all that we do today.

## **Truth and Reconciliation Commissions Final Report**

In 2015, the Truth and Reconciliation Commission's final report provided 94 calls to action to ensure Canada has the opportunity to learn from harmful past Indigenous policy such as residential schools. In 2016, Canada endorsed the United Nations Declaration on the Rights of Indigenous Peoples, which provides a framework for reconciliation efforts. In 2019, the National Inquiry into Missing and Murdered Indigenous Women and Girls released its final report providing 231 calls for justice to improve quality of life for Indigenous women, girls, and 2SLGBTQ+ people. Key points from each of these documents that guide our truth and reconciliation policy are as follows.

**Call to Action 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

1. Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.
2. 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.
3. 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.

## **The UN Declaration on the Rights of Indigenous Peoples**

**Article 2** Indigenous peoples and individuals are free and equal to all other peoples and individuals and have the right to be free from any kind of discrimination.

### **Article**

**7.1** Indigenous individuals have the rights to life, physical and mental integrity, liberty, and security of person.

**Article 15.1** Indigenous peoples have the right to the dignity and diversity of their cultures, traditions, histories, and aspirations.

**Article 17.3** Indigenous individuals have the right not to be subjected to any discriminatory conditions of labour and, inter alia, employment or salary.

**Article 35** Indigenous peoples have the right to determine the responsibilities of individuals to their communities.

**Article 43** The rights recognized herein constitute the minimum standards for the survival, dignity and well-being of the indigenous peoples of the world.

**Article 46.3** The provisions set forth in this Declaration shall be interpreted in accordance with the principles of justice, democracy, respect for human rights, equality, non-discrimination, good governance, and good faith.

## **Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls**

**Call for Justice 15.2** Decolonize by learning the true history of Canada and Indigenous history in your local area. Learn about and celebrate Indigenous Peoples' history, cultures, pride, and diversity, acknowledging the land you live on and its importance to local Indigenous communities, both historically and today.

**Call for Justice 15.4** Using what you have learned and some of the resources suggested, become a strong ally. Being a strong ally involves more than just tolerance; it means actively working to break down barriers and to support others in every relationship and encounter in which you participate.

**Call for Justice 15.5** Confront and speak out against racism, sexism, ignorance, homophobia, and transphobia, and teach or encourage others to do the same, wherever it occurs: in your home, in your workplace, or in social settings.

**Call for Justice 15.7** Create time and space for relationships based on respect as human beings, supporting, and embracing differences with kindness, love, and respect. Learn about Indigenous principles of relationship specific to those Nations or communities in your local area and work, and put them into practice in all of your relationships with Indigenous Peoples.

### **Specific Actions to live our Truth and Reconciliation Policy**

Truth and Reconciliation is lived at SWIM by:

- All employees read and acknowledge our IT&S Policy
- Providing ongoing education and training about the truth, the history and the contribution of Indigenous Peoples in Canada
- Continually seeking opportunities to be deliberate in hiring practices specific to Indigenous Peoples
- Promoting the economic and professional advancement of Indigenous employees and contractors with equal opportunity, pay and responsibility as employees
- Encouraging our employees and contractors to use volunteer time off days to attend, or participate in key events and initiatives within the Indigenous communities where we work where possible

SWIM commits to continuous improvement of this policy, as well as our practices and approaches internally and externally. We will review this policy on an annual basis and incorporate feedback from members of our staff, our clients, and our community.