

PAR CERTIFICATION CRITERIA OVERVIEW (2016)

	Leadership Actions	Employment	Business Development	Community Relationships
Bronze (Commitment & Action Plans)	<ul style="list-style-type: none"> • Have an AR Policy; AR is integrated into business planning. • Leadership (Executive or Board member/s) involved in AR. • Leadership & managers received Aboriginal cultural awareness training, and PAR Criteria training. 	<ul style="list-style-type: none"> • Community input on employment issues. • Goals set on Aboriginal employment, retention & workforce composition. • Action Plan in place to meet goals: (responsibilities, actions, timelines, and methods to track performance). 	<ul style="list-style-type: none"> • Community input on business development. • Goals set on Aboriginal business development, notably growth of services & goods from Aboriginal suppliers. • Action Plan in place to meet goals: (responsibilities, actions, timelines, and methods to track performance). 	<ul style="list-style-type: none"> • Community input on community relationships. • Goals set on community engagement & funding. • Action Plan in place to meet goals: (responsibilities, actions, timelines, and methods to track performance).
Silver (Implementation & Results)	<ul style="list-style-type: none"> • PAR self-assessment completed & fully reviewed. • Communications Plan for AR activity. • Management cascade philosophy & commitment to AR. • Process for selection of priorities. • Operating committee structure for PAR implementation. • Leaders review effectiveness of AR strategy. • Community & stakeholder support for all four PAR Drivers. 	<ul style="list-style-type: none"> • Tracking employment, retention, workforce composition & training. • Employee Aboriginal cultural awareness training sessions held. • Aboriginal employee support group in place • Support for scholarships, mentoring, internships & training. • Achieved positive results & trends in employment, retention & workplace composition for the full submission reporting period (past three years). 	<ul style="list-style-type: none"> • Tracking Aboriginal procurement. • Access (and procedures) for Aboriginal suppliers. • Procurement information sessions held. • Support for training & education initiatives. • Joint ventures, partnerships or other forms of business arrangements established with communities. • Achieved positive results & trends in Aboriginal business development for the full submission reporting period (past three years). 	<ul style="list-style-type: none"> • Tracking community engagement & funding. • Leaders & employees are engaged with communities. • National Aboriginal Day is celebrated. • Support & activity on knowledge transfer. • Activities & successes well communicated. • Support for cultural activities & sponsorships. • Achieved positive results & trends in community engagement & funding for the full submission reporting period (past three years).
Gold (Industry Leader & Sustained Successful Outcomes)	<ul style="list-style-type: none"> • High levels of knowledge and action within the company supporting positive and progressive Aboriginal relations across the organization. • AR policies, strategy & PAR program intent fully adopted within the company, at all levels and across all divisions. • A role model company for positive and progressive Aboriginal relations (an example to others), with a continuous improvement philosophy & focus. • Excellence in PAR Drivers, mature processes & innovative enhancements over a number of years, across all departments (within submission scope). • Exceptional support from Aboriginal communities/groups/stakeholders. 			

* (Note: AR refers to Aboriginal Relations)

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