

BUSINESS RECONCILIATION IN CANADA

ACTIONS FOR SMALL BUSINESS



1.67
MILLION

INDIGENOUS PEOPLES IN CANADA¹

In addition to making up close to 5 percent of the total Canadian population, Indigenous peoples are creating businesses at nine times the rate of the average Canadian with more than 50,000 Indigenous-owned businesses operating in Canada as of 2016.

There are three distinct groups of Indigenous Peoples in Canada: the First Nations, Métis and Inuit. Among each identity group and across communities, there are also distinct history, culture, customs, protocols and languages.

50,000+

Indigenous businesses
in Canada – operating
in every sector, size
and region

30
BILLION

contributed
annually to
Canadian economy

9TIMES

Indigenous Peoples
create business at
9x rate of average
Canadian

Youngest and
fastest growing
demographic
in Canada

**THE FUTURE
OF CANADA'S
ECONOMY IS
INDIGENOUS.**

WHAT IS TRUTH AND RECONCILIATION?

In recent years, there has been a renewed recognition of Indigenous rights and reconciliation efforts in Canada and internationally. Through the voices of former students (“survivors”) of the Indian Residential School System (“residential schools”), the Truth and Reconciliation Commission of Canada (TRC) commissioned a series of reports detailing the impacts of Canada’s colonial history and actionable steps toward healing for Indigenous Peoples and all Canadians.

From 1831 to 1996 more than 150,000 First Nations, Inuit and Metis children were systematically removed from their homes and communities to attend residential schools across Canada. These schools were government funded and developed with the purpose of assimilating Indigenous Peoples into Euro-Canadian (or “westernized”) culture and erasing Indigenous heritage, culture and customs. On June 11, 2008 Prime Minister Stephen Harper, on behalf of the Government of Canada, delivered a formal apology to Survivors of the residential schools and the families and communities who were impacted. In December 2015, the TRC concluded by delivering a series of reports detailing the impacts and legacy left by the residential school systems from the testimonies of residential school survivors.

To learn more about the legacy of residential schools in Canada and the Truth and Reconciliation Commission of Canada (TRC), visit: www.nctr.ca

WHAT IS BUSINESS RECONCILIATION?

The TRC emphasized that **it is everyone’s responsibility** to improve relationships between Indigenous and non-Indigenous peoples through the release of the 2015 report which included 94 ‘Calls to Action’ targeted to specific audiences. The TRC called on Corporate Canada to actively engage in reconciliation through a specific call on *Business and Reconciliation*.

CALL TO ACTION 92 CALLS ON CORPORATE CANADA TO:

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

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.

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.

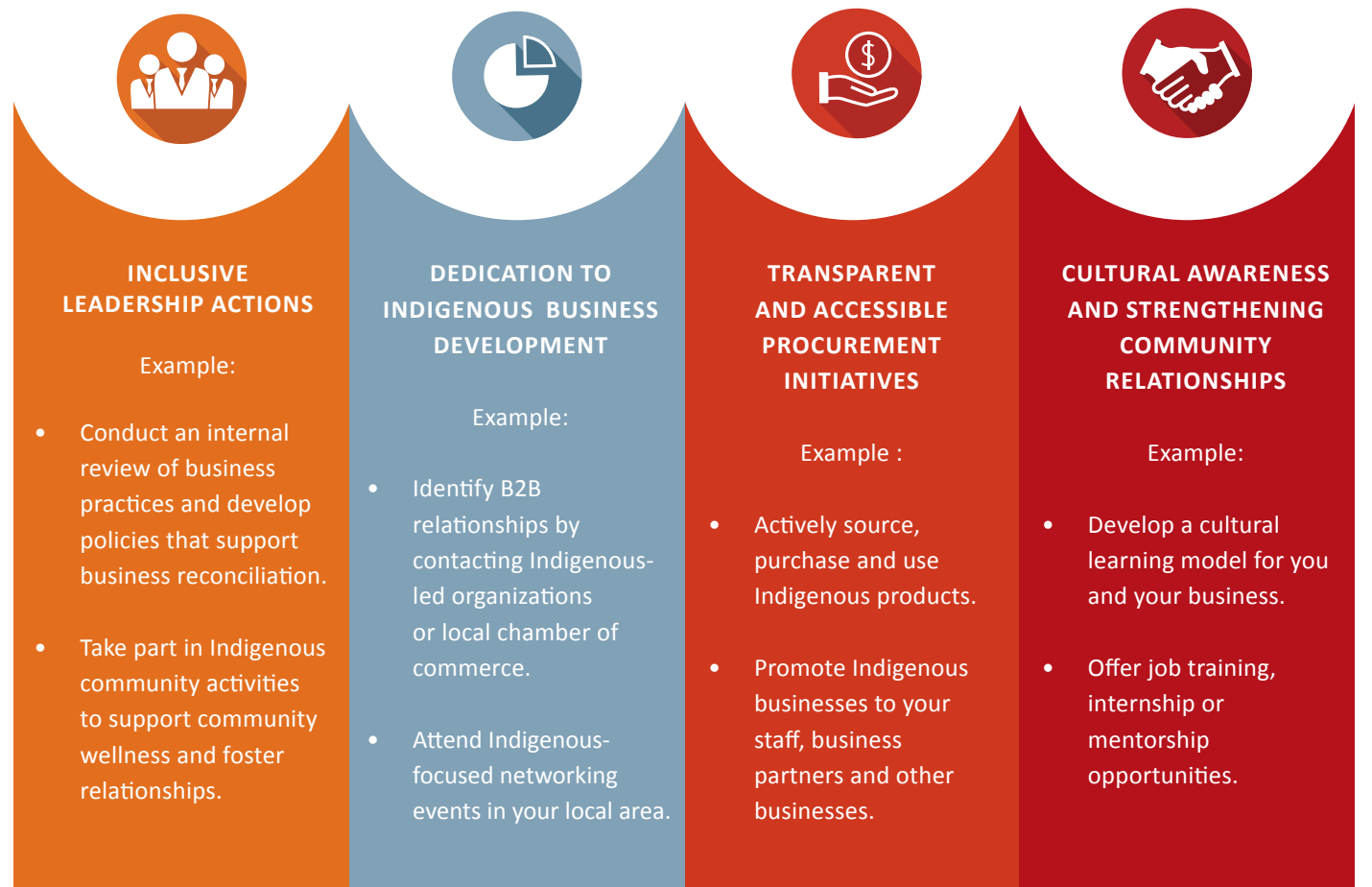
WHAT CAN MY COMPANY DO?

For large and small businesses across all sectors, the benefits of business reconciliation are countless. By incorporating Indigenous-focused Corporate Social Responsibility (CSR) principles into their operations, companies can make fundamental steps towards business reconciliation.

When starting down the path of economic reconciliation, it is worth considering two relationships with (1) the Indigenous community and (2) Indigenous-owned businesses themselves. Regardless if you’re looking to engage with an Indigenous business or actively partner with an Indigenous community, each process should be guided by respect and begin with educating yourself and other employees on Indigenous history and the specific communities you work with.

BUSINESS RECONCILIATION COMMITMENTS FOR SMALL BUSINESS

Actions to advance business reconciliation as an entrepreneur or a small and medium-sized enterprise (SME) include:



1 Total population of Indigenous Peoples in Canada as reported by Statistics Canada 2016 Census of Population.
2 Truth and Reconciliation Commission of Canada. 2015. Truth and Reconciliation Commission of Canada: Calls to Action. Public Report, Winnipeg: Truth and Reconciliation Commission of Canada. http://trc.ca/assets/pdf/Calls_to_Action_English2.pdf

BUSINESS RECONCILIATION IN CANADA

Business Reconciliation is the shared path towards ensuring equal economic opportunity for Indigenous Peoples and prosperity for all Canadians. Corporate Canada and the business community have a direct role to play in supporting reconciliation with Indigenous Peoples through the *Truth and Reconciliation Commission of Canada (TRC) Call to Action # 92*.

The Business Reconciliation in Canada Guidebook provides a starting point for your journey in fostering respectful economic partnerships and building a prosperous Canada, together.

Scan to download the full guidebook here:



ABOUT THE CANADIAN COUNCIL FOR ABORIGINAL BUSINESS (CCAB)

The CCAB is committed to the full participation of Indigenous Peoples in Canada's economy. A national, non-partisan association, CCAB offers knowledge, resources and programs to both Indigenous and non-Indigenous owned companies that foster economic opportunities for Indigenous Peoples and businesses across Canada.

For more information visit www.ccab.com