

(Carl Richards - narrator) Equity, diversity and inclusion, also known as EDI programs, are designed to address inequality in the workplace by promoting better access to opportunities and outcomes for marginalized populations. At the corporate level, EDI programs involve any number of initiatives that promote a welcoming environment by reflecting diverse perspectives, cultures, and identities. Some examples of specific initiatives include targeted recruitment, culturally appropriate support services, pay equity, and the availability of safe spaces. Cultural diversity in the workplace brings various perspectives to the forefront for decision-making, providing fertile ground for innovative solutions and unique learning opportunities. EDI programs that address the inequities faced by Indigenous populations attempt to account for the specific discrimination and unconscious bias they face in the corporate world today. (Russell Evans) Equity, diversity, and inclusion programs across the country have begun to emphasize

Indigenization in their mandates. The reason for this is because of the 2015 Truth and Reconciliation Calls for Action, and in those calls was for Corporate Canada to play a larger role in the reconciliation for Indigenous populations in Canada. On top of that, we've seen recently the discovery of unmarked graves on the former grounds of residential schools, which has really emphasized the dark past that exists between Canada and its Indigenous populations. The end effect of both of those factors has really increased the importance of Indigenous issues and really made it top of mind for many Canadians. (Carl Richards - narrator) As a result of the Truth and Reconciliation Commission's Calls to Action in 2015, many corporations are struggling with how to engage with Indigenous communities and knowledge systems in a way that is both meaningful and ethical. The first step to any corporate EDI initiative for Indigenous populations in Canada, is to be informed about the historic relationship between the settler government and its

First Nations, Metis and Inuit inhabitants. A knowledge of the history of colonialism is also the best way to understand the experience of contemporary Indigenous populations in Canada. They experience specific forms of prejudice and discrimination in both their everyday lives and in the corporate world.

Corporations have attempted to address anti-Indigenous racism within their companies by implementing specific programs designed to improve opportunities for their employees to engage with Indigenous culture, art, and language. Among other opportunities, these programs may provide financial support for Indigenous community non-profits, in-kind support for events that celebrate Indigenous culture and art, or scholarships that promote Indigenous education advancement. The type of Indigenization program adopted by a corporate entity can vary according to their long-term goals and can be categorized based on three key positions that are based on how they address Indigenous issues. These categories vary according to measures of inclusivity, reconciliation, or decolonization. (Russell Evans) There are really three approaches that are used to look at Indigenization in a corporate environment. The first is inclusion, which looks at simply increasing the number of Indigenous employees and representation within the corporate environment. And critics will say that this is rarely just fitting Indigenous individuals into an already existing corporate culture and not really changing the corporate culture by adding those individuals. The second is Indigenization through reconciliation, which is more of a common ground approach, where Indigenous knowledges and non-Indigenous knowledges are combined into a common approach that can hopefully benefit both sides. Then the third is Indigenization through decolonization, which is essentially stripping down the corporate culture, to its bare minimum and then rebuilding and back up using both Indigenous and

non-Indigenous knowledges, in hopes that balances of power will be equalized. In that way. (Carl Richards - narrator) Despite having a long way to go, many corporations have begun to measure the effect that EDI policies and practices are currently having on their Indigenization goals. Specific metrics include the number of Indigenous hires, their rate of retention, and how quickly they advance. Many corporations have also pushed for the inclusion of competencies related to Indigenous principles as part of an employee's performance review process. They have also established protocols and policies that provide guidance on resolving instances where EDI principles are not being adequately applied. Evidence of the ubiquitous nature of Indigenization programs can be seen by reviewing corporate annual reports. The inclusion of EDI and Indigenization in these reports provides an external signal for investors and other stakeholders that the company has committed to improving their corporate culture for Indigenous populations and other marginalized groups.