



# The logistics of First Nations Engagement for projects in Canada

PNWARS Spring 2023



# Panelists

Spring 2023 PNWARS



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Tk'emlúps te Secwépemc  
Kamloops, BC



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# Land Acknowledgement

We respectfully acknowledge and honor all Indigenous communities—past, present, future—and are grateful for their ongoing and vibrant presence.

We acknowledge that the Portland Metro area rests on traditional village sites of the **Multnomah, Wasco, Cowlitz, Kathlamet, Clackamas, Bands of Chinook, Tualatin, Kalapuya, Molalla, and many other tribes who made their homes along the Columbia River.**

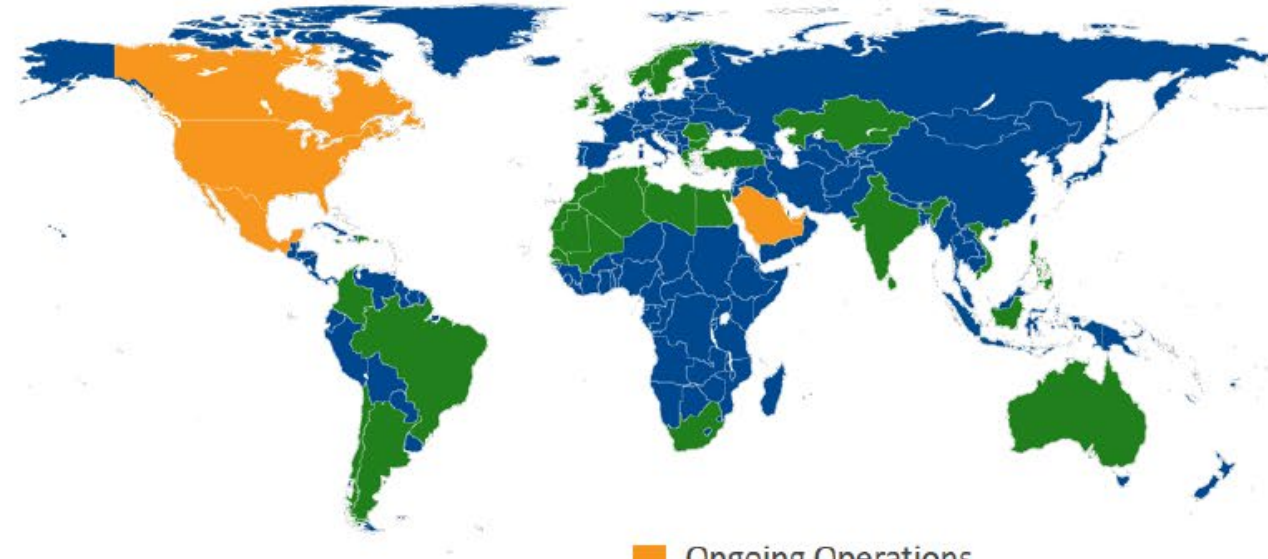
# Savage Locations



**BARTLETT**  
A SAVAGE COMPANY



**SAVAGE**  
INFRASTRUCTURE



Orange square: Ongoing Operations

Green square: Project & Contract Work

- **4,100** Team Members in over **200** active operating locations
- **North American** operations in **40** U.S. states, **5** Canadian provinces, and Mexico
- **International** presence with ongoing **Saudi Arabia** operations and project work around the world



# Infrastructure Sector

Comprehensive transportation, logistics, and materials management across multiple industries



Engineering & Construction



Operations & Maintenance



Rail



Trucking



Marine



Terminals & Transload

**SAVAGE**<sup>®</sup>  
*INFRASTRUCTURE*

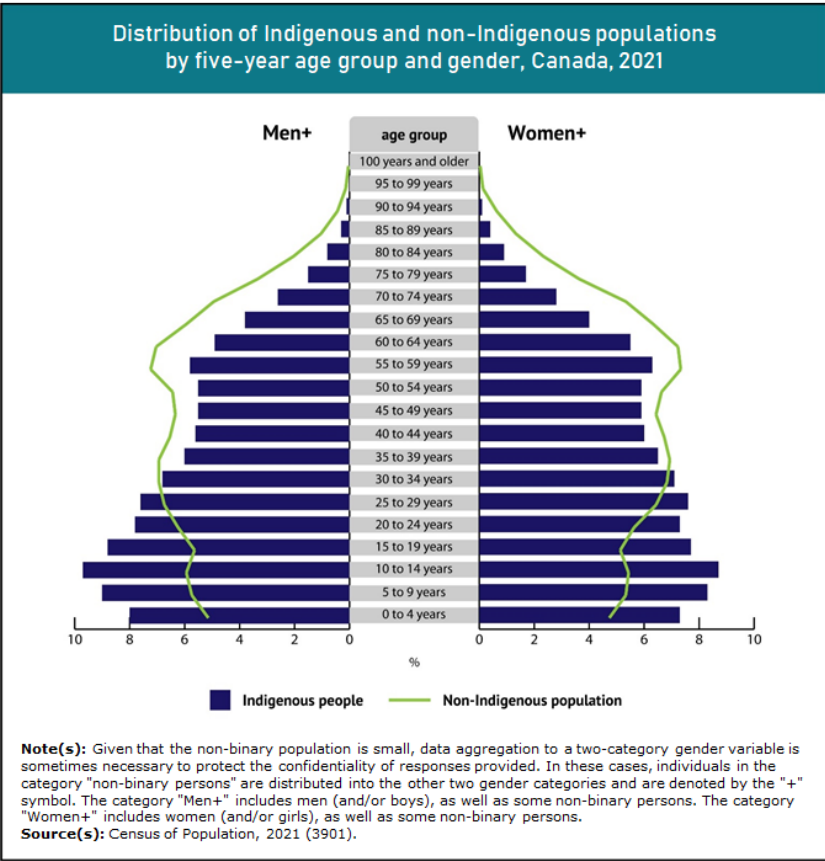
# The Young Indigenous Population of Canada are Agents of Change

Opportunity to hire team members who live, work, and grow their communities

**Indigenous population\***  
**- Canada**  
(\*First Nations, Metis, Inuit)

**1,807,250**  
2021 Census of Population

**9.4%**   
(period-to-period change)







## Tkemlúps te Secwépemc Employment & Training Committee

### PROCESS & INFORMATION FOR CONTRACTORS / PARTNERS

#### WHO WE ARE:

The TteS/SSN Employment & Training Committee is committed to bringing together industry and Partners to build a skilled Indigenous workforce who will fit labour market and employer needs. We utilize a database to quickly access members skills, industry experience and training, when there are available employment opportunities.

#### WHAT WE DO:

SSN services E&T, Industry-specific training including apprenticeship supports, recruiting (job postings for community).

#### HOW WE SUPPORT PARTNERS & CONTRACTORS:

Our process is in place as a tool to pre-screen and support candidates before their application to employment.

This includes:

- Services for custom resumes, cover letters, entrance assessments/exams prep and interview prep
- Access to opportunities that enhance essential and employability skills with industry specific training/certification
- Reduce/remove barriers to employment and training

#### WHAT DOES THIS MEAN TO YOU?

- Reduce recruitment costs; increase retention
- Access to a skilled workforce including: Red Seal tradespeople, admin, managers, skilled labourers and heavy equipment operators
- Improved economic benefits in the business and local community; local employment



# Pathway to success

## YOUR NEXT STEPS:



#### CONTACT:

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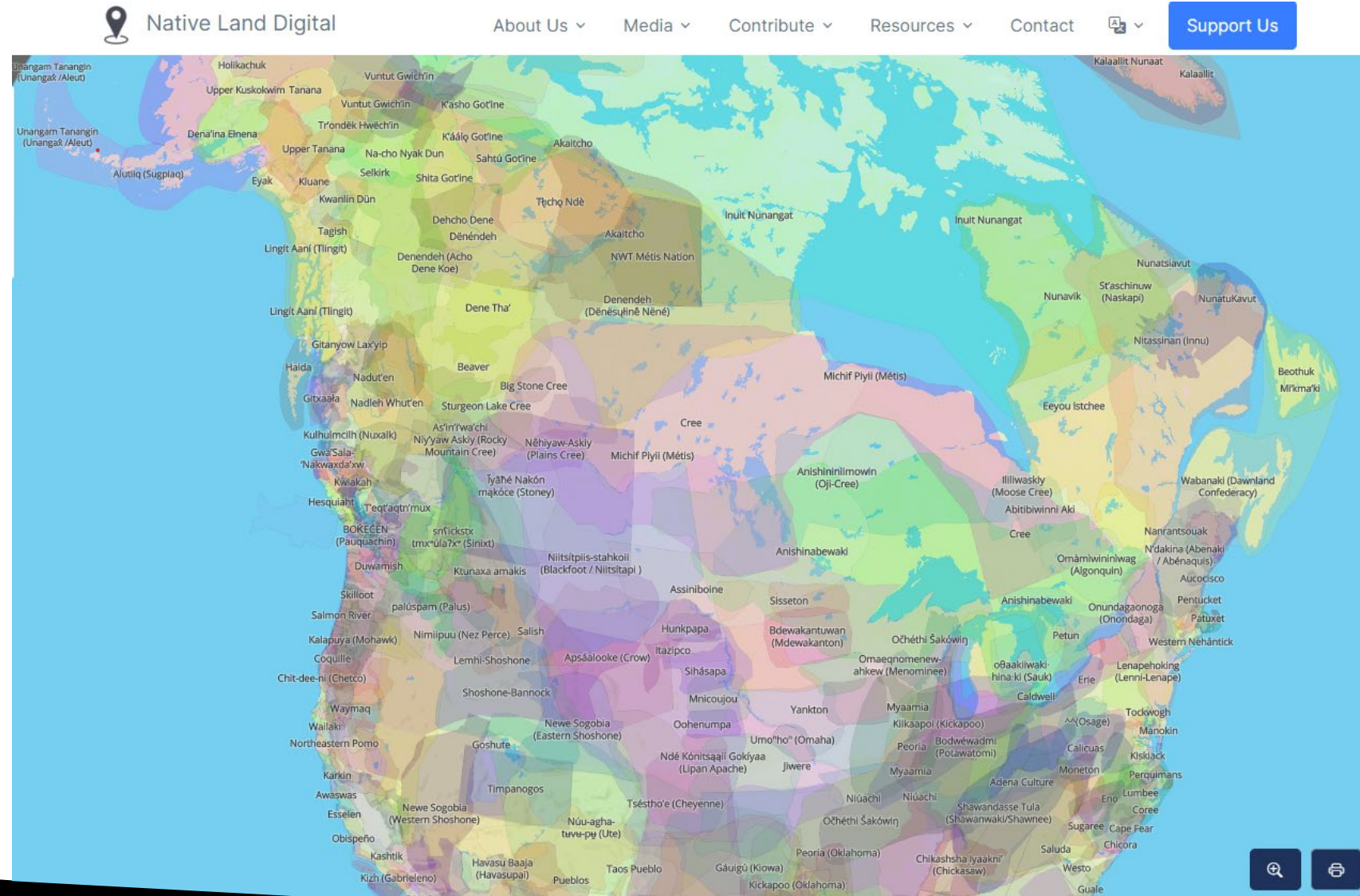
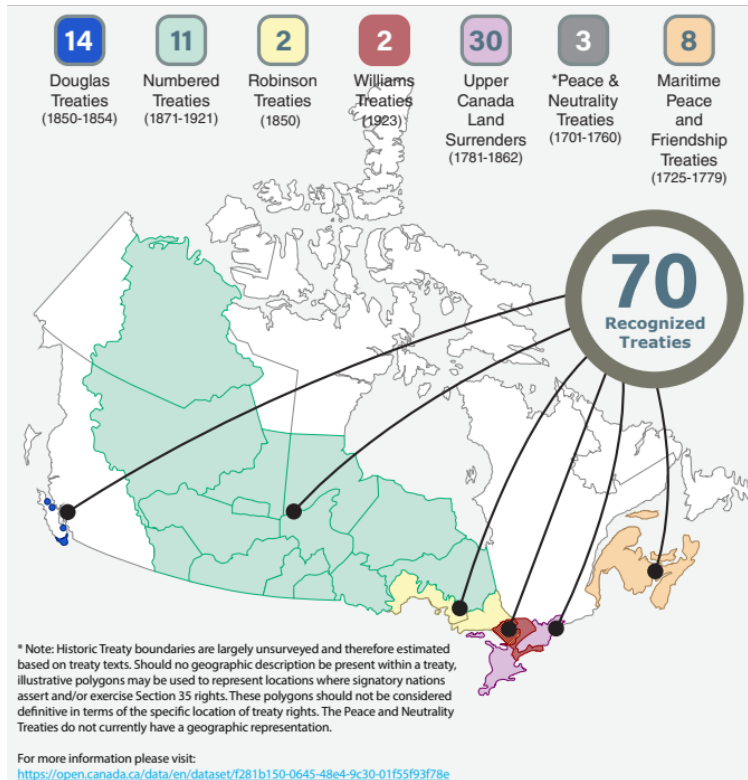
# The Indian Resource Council

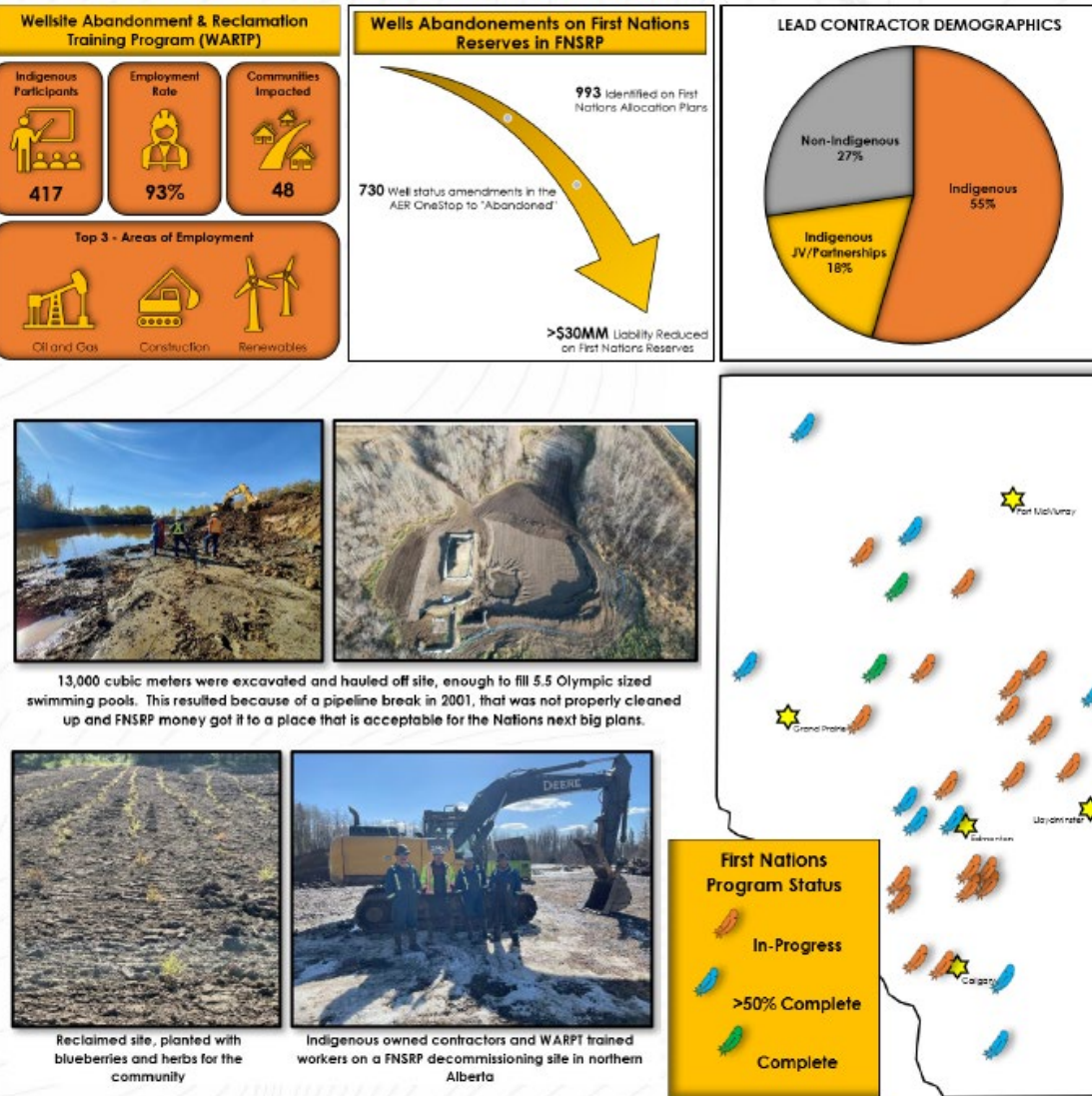
- Advocates on behalf of its membership for change to federal policy that will improve and increase economic development opportunities for First Nations and their members
- Founded in 1987 by Chiefs representing the oil and gas producing First Nations
- There are a number initiatives being developed in partnership with Canada:
  - Steering Committee on policy development which in turn has created two Joint Technical Committees (JTC) to work on specific projects. National Energy Business Centre of Excellence



# One size doesn't fit all when engaging with Indigenous Communities

Unique social, cultural, and legal frameworks exist within indigenous communities





# First Nation Site Rehabilitation Program

## Success Story Example



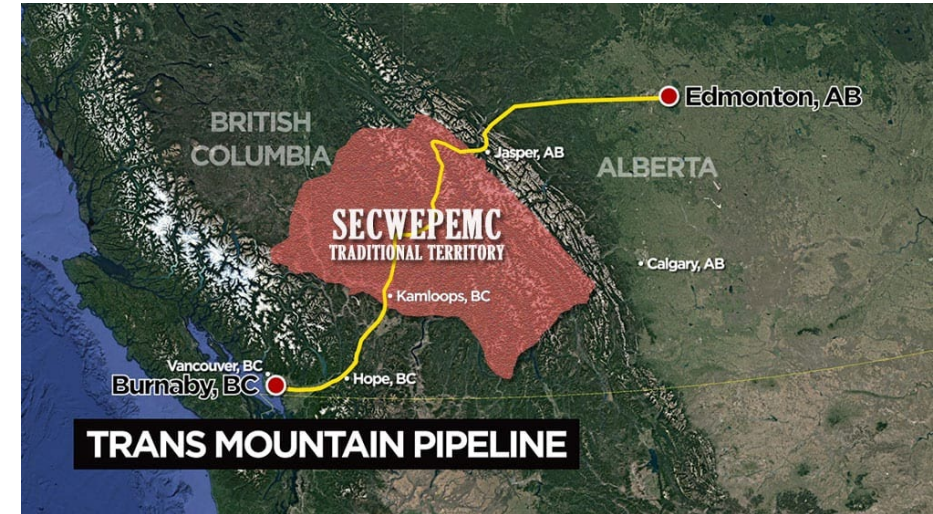
# Kamloops Indian Band Development Corporation (KIBDC)

Our purpose is to create sustainable revenue streams, careers for band members, infrastructure, community assets, and capacity for the nation of 1500 people.

Our key areas of focus are:

- TteS commerce/band-owned businesses
- Clean energy

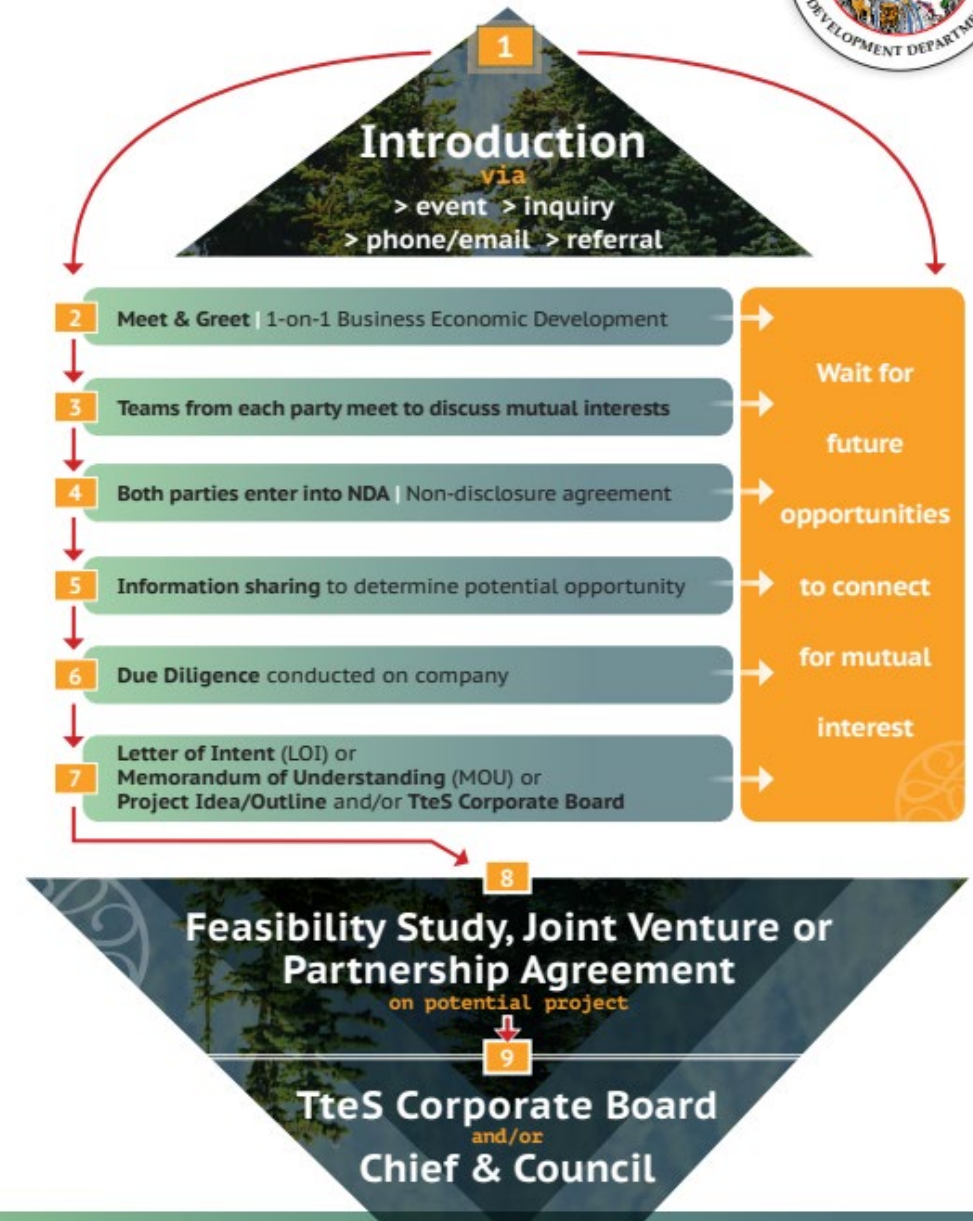
Main revenue sources: leasing, taxation, corporations – forestry, gas station, ranch, TransMountain





# Rules of Engagement (according to DL)

1. Do your research, no First Nation is the same
2. Be clear on your why.
3. Use your ears to mouth ratio accordingly.
4. Be curious about protocol, community, history, culture and business practices.
5. Partner expectations have evolved.



# Successful Engagements vs Lessons Learned

Moving at the speed of trust

# Development Approach

Access to capital  
Deal structure  
Ownership



# Thank you

Select resources to continue your journey towards reconciliation

- United Nations Declaration On The Rights Of Indigenous Peoples (UNDRIP)
  - Link [here](#)
  - Free, Prior and Informed Consent (FPIC) link [here](#)
  - Implementing UNDRIP in Canada link [here](#)
- Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC)
  - Funding programs link [here](#)
  - Learn about historic and modern treaties in Canada, treaty rights and the treaty relationship link [here](#)
- U.S. Department of the Interior, Bureau of Indian affairs (USA)
  - Link [here](#)
- The National Center for American Indian Enterprise Development (NCAIED): 2023 Reservation Economic Summit
  - April 3-6 2023, Las Vegas link [here](#)



# How is first nations engagement in Canada differs from that US

## Example of key differences



<b>Treaty rights</b>	Most indigenous people have entered into treaties	No formal treaty making
<b>Sovereignty</b>	Separate legal standing Distinct nations recognition	Domestic, dependent nations with limited sovereignty
<b>Recognition</b>	Established process to obtain recognition under Canada law	Recognition has to be granted by the federal government
<b>Consultation</b>	Duty to consult & accommodate required by law UNDRIP – DRIPA is the law in BC.	No clear legal obligation, some government agencies have consultation policies
<b>Funding</b>	Fed. through treaties and other arrangements	Federal programs and grants