

## ACHIEVING RESULTS: RECONCILIATION

### Reconciliation Plan Template

#### Template layout:

This template sets out your commitment to reconciliation. Each heading is made up of columns to outline the action, responsibility, timeline and deliverable.

In the **action column** provide brief details of the objectives you will focus on achieving. Try to use plain language and avoid jargon or organisation specific acronyms. It's also a good idea to number your actions so they are easy to reference later.

Use the **responsibility column** to distribute commitments within the Reconciliation Plan across your organisation or group to ensure broad ownership of the Reconciliation Plan. Ensure all relevant areas of your organisation or group have actions specific to their knowledge area that they will take responsibility for delivering.

The **timeline column** ensures everyone within your organisation or group has agreed to achieving actions by specific dates, or to regularly measuring and assessing progress. Please use a month/year format (e.g. July 2017). If the action is ongoing, include the date that you will review the action for effectiveness or will have achieved milestones.

The **deliverable column** should be succinct and straightforward, and describe what your organisation will do to meet the objectives in the 'action' column.

#### Minimum elements:

The actions already included in this template are minimum elements as described by the Calls to Action of the Truth and Reconciliation Commission of Canada as well as the UN Declaration on the Rights of Indigenous Peoples, and must be included in your Reconciliation Plan. You may also choose to include items from those listed under suggestions or write your own additional actions/deliverables for each heading.

**[Organisation / Group Name]**

**Reconciliation Action Plan for the years [20\_\_] – [20\_\_]**

**Our work**

*Answer the following questions using paragraphs to describe our work:*

- *What is our core area of work related to water?*
- *How many people does our [organisation employ / group engage]?*
- *How many First Nations does our organisation/group currently employ/engage?*
- *What is our organisation's/group's geographic reach (First Nations close-by? is it Treaty area specific, watershed specific, keeping in mind that most of the Historical Treaty boundaries follow the natural boundaries of the watersheds)?*

**Our Reconciliation Plan**

*Answer the following questions using paragraphs to describe:*

- *Why is our organisation/group developing a Reconciliation Plan?*
- *What is our organisations/groups reconciliation journey to date?*
- *Who champions our Reconciliation Plan internally?*
- *Who was involved in the development of our Reconciliation Plan?*

<b>Relationships &amp; Respect</b>			
<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
1. Establish a Reconciliation Working Group	<ul style="list-style-type: none"> <li>Form a Reconciliation Working Group that is operational to support the development of our Reconciliation Plan, comprised of First Nations peoples and decision-making staff/individuals from across our organisation/group.</li> </ul>	e.g. Month / year	e.g. Job title
2. Explore your relationship(s) to water	<ul style="list-style-type: none"> <li>How does your organisation engage with water? How would your organisation answer the following question: what is water? What are your chosen responsibilities towards water, and how might that shape the way you view and understand your ongoing work?</li> <li>How might your current approach be encouraging or discouraging the participation or inclusion of Indigenous Peoples as knowledge holders in achieving your aspirations and goals?</li> </ul>		
3. Build internal and external relationships	<ul style="list-style-type: none"> <li>Develop a list of First Nations peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey.</li> <li>Develop a list of Reconciliation Plan organisations/groups and other like-minded organisations/groups that we could approach to connect with on our reconciliation journey.</li> </ul>		
4. Acknowledge that the current state of Aboriginal health in Canada is a direct result of previous policies, and implement health care rights of Aboriginal people under international law, constitutional law, and Treaties	<ul style="list-style-type: none"> <li>Review past policies of your organisation / group with a critical eye. Do any of the policies make assumptions about First Nations? Can the policies be read as inclusive of First Nations? Have First Nations indeed been included in the implementation of your policies, or have they been excluded? Are any of the policies based on pre-existing ideas about who First Nations are and what their rights are?</li> <li>First Nations are entitled to achieve the “highest attainable standard of health” under international and national laws. This includes the right to clean water and sanitation. How can your organisation / group contribute to this achievement? What actions will this require?</li> </ul>		
5. Establish measurable goals to identify and	<ul style="list-style-type: none"> <li>In your organisation/group, how could you measure the gaps between First Nations and non-First Nations? Does it require the</li> </ul>		

<p>close the gaps in health outcomes between Aboriginal and non-Aboriginal communities. Publish annual progress reports and assess long term trends.</p>	<p>development of cultural indicators? Can you use existing indicators such Should you develop indicators that are specific to the work of your organisation/group?</p> <ul style="list-style-type: none"> <li>• How will you publish your progress? Who should read about it?</li> </ul>		
<p>6. Raise internal understanding of First Nations cultural protocols and practices</p>	<ul style="list-style-type: none"> <li>• Explore who the First Nations are of the lands and waters in our local area or field of work.</li> <li>• Explore, without appropriating, the Indigenous knowledge in our local area or field of work.</li> <li>• Scope and develop a list of Indigenous knowledge holders of the lands and waters within our organisations/groups sphere of influence.</li> <li>• Develop and implement a plan to raise awareness and understanding of the meaning and significance behind First Nations cultural protocols and practices.</li> <li>• Develop programs/projects the demonstrate the value of First Nations knowledge systems</li> </ul>		
<p>7. <i>Include other unique respect actions related to our core work and vision for reconciliation.</i></p>	<p><i>Suggestions:</i></p> <ul style="list-style-type: none"> <li>• <i>Recognize First Nations laws, practices and/or protocols related to water.</i></li> <li>• <i>Investigate cultural interaction/exchange programs or projects.</i></li> <li>• <i>Communicate and encourage staff/members of our group to use the TRC Calls to Action and the UN Declaration on the Rights of Indigenous Peoples.</i></li> </ul>		
<p>8. Raise internal awareness of our Reconciliation Plan</p>	<ul style="list-style-type: none"> <li>• Develop and implement a plan to raise awareness amongst all staff /individuals across the organisation/group about our Reconciliation Plan commitments.</li> <li>• Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our Reconciliation Plan.</li> </ul>		

<p>9. <i>Include other unique relationships actions and targets related to our core work and vision for reconciliation.</i></p>	<p><i>Suggestions:</i></p> <ul style="list-style-type: none"><li>• <i>Build partnerships with First Nations/ Treaty peoples and organisations.</i></li><li>• <i>Engage Elders in the design and delivery of Reconciliation Plan outcomes.</i></li><li>• <i>Raise external awareness of our Reconciliation Plan.</i></li><li>• <i>Raise awareness of/explore opportunities to support the implementation of our Reconciliation Plan.</i></li></ul>		
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<b>Opportunities</b>			
<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
10. Investigate First Nations employment in the field of water	<ul style="list-style-type: none"> <li>• Develop a business case for First Nations employment within our organisation /group.</li> <li>• Identify current First Nations staff /members to inform future employment and development opportunities.</li> </ul>		
11. Provide cultural competency training for water professionals	<ul style="list-style-type: none"> <li>• Undertake a Cultural Safety Plan which would provide professionals related to your area of work with the tools to ensure that their interactions with First Nations are carried out in a respectful and equitable way, in full partnership with First Nations</li> <li>• Engage First Nations Elders in the implementation of training or the Cultural Safety Plan</li> </ul>		
12. Commit to the implementation of the UN Declaration on the Rights of Indigenous Peoples	<ul style="list-style-type: none"> <li>• Endorse through the governance body of your organisation / group the UN Declaration (i.e. Board resolution)</li> <li>• Comprehensive review the UN Declaration as an organization to identify Articles that are most relevant to your field of work</li> <li>• Request training in understanding the UN Declaration if necessary</li> <li>• Ensure First Nations and everyone who encounters your organisation / group knows about your position on the UN Declaration</li> <li>• Mainstream throughout future publications reference to the UN Declaration as the minimum standard of Indigenous Peoples' rights and the overarching framework of reconciliation, as described by the Truth and Reconciliation Commission</li> <li>• Collaborate with other similarly situated or other partner organisations to ensure that there are synergies between your plan(s) related to reconciliation and implementing the UN Declaration</li> </ul>		

<p>13. <i>Include other unique opportunities actions related to our core work and vision for reconciliation.</i></p>	<p><i>Suggestions:</i></p> <ul style="list-style-type: none"><li>• <i>Investigate an internal First Nations reconciliation mentoring network.</i></li><li>• <i>Investigate First Nations employment / volunteer pathways (i.e. internships).</i></li><li>• <i>Support First Nations leadership.</i></li><li>• <i>Support First Nations Youth.</i></li><li>• <i>Support First Nations Elders.</i></li></ul>		
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Tracking and Progress			
Action	Targets	Timeline	Responsibility
14. Build support for the Reconciliation Plan	<ul style="list-style-type: none"> <li>Define resource needs for Reconciliation Plan development and implementation.</li> <li>Define systems and capability needs to track, measure and report on Reconciliation Plan activities.</li> </ul>		
15. Review and Refresh Reconciliation Plan	<ul style="list-style-type: none"> <li>Review and refresh Reconciliation Plan based on learnings, challenges and achievements.</li> </ul>		

**Contact details** *Include contact details (job title, phone and email) for public enquiries about our Reconciliation Plan.*

*Name:*

*Position:*

*Phone:*

*Email:*