

# Building Meaningful Relationships with Indigenous Employees and Communities

## Overview

Employers can contribute to reconciliation and support positive engagement with Indigenous communities and individuals by fostering inclusive and diverse work environments. This commitment begins with alignments with the broader goals outlined in the 94 calls to action.

By actively incorporating culturally sensitive practices, organizations not only demonstrate respect for the unique cultures and values of Indigenous peoples but also actively contribute to industry development and reconciliation efforts.

## Why Indigenous Participation Matters

On average, Indigenous workers earn three times as much in oil and gas compared to the national average salary, creating substantial opportunities for individuals and communities.

It's worth noting that Indigenous youth are among the fastest-growing demographics, presenting a chance to develop a workforce for Canada's energy future.

## What Can Your Company Do?



**Focus** and practice cultural awareness and selectivity when recruiting and retaining Indigenous employees.



**Research** cultural practices and protocols specific to Indigenous communities. Educate yourself and your team about culture, values and the historical relationship with Canada.



**Adapt** hiring practices to identify individual strengths (non-academic designation) being inclusive and understanding lived experience and transferable knowledge.



**Foster** a culture of respect, understanding, and collaboration by engaging, actively listening and consulting with Indigenous communities.



**Create** lasting impact by accessing free online courses that explore the histories and perspectives of Indigenous Peoples in Canada.



**Offer** mentorship, coaching and career advancement opportunities to Indigenous employees.

Building meaningful relationships with Indigenous employees and communities is not just a moral imperative but also a enriching opportunity for the energy sector. Embracing diversity, working towards equity and understanding Indigenous world views and their ways of knowing and being will lead to relationships which enhance everyone's future.

Indigenous Peoples accounted for

**7%**

of the energy industry's workforce in 2021 census, surpassing the national

**4%**

Indigenous workers in Alberta's energy sector comprised around

**60%**

of the province's total Indigenous workforce.

*Careers in Energy*