



**RECONCILIATION
ACTION PLAN:
MIYO-WÎCÎWITOWIN
(WALKING TOGETHER
IN A GOOD WAY)
June 2024**

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Bear Mustus – CEO of Whitecourt Isga Tourism Association ›





Land Acknowledgement

In the spirit of peace, friendship, and respect, we recognize our work takes place on traditional Indigenous territories across Canada. We acknowledge that our office in Toronto is located on the traditional territories of the Huron-Wendat, the Haudenosaunee, the Anishnabeg, the Chippewa, and the Mississaugas of the Credit. In Montreal, our office is located on the unceded territory of the Kenien'kehá:ka.

Message from Leadership

Catalyste+ recognizes Truth and Reconciliation is a long and challenging journey. It is one we embark upon with determination and humility. And also with hope, creativity, and tenacity. We wholeheartedly support the principles and commitments of this Reconciliation Action Plan and are dedicated to its thorough implementation.

We strive to be a trustworthy, active ally with Indigenous Peoples by working together to champion their rights, amplify their voices, foster cultural respect, and actively collaborate to dismantle barriers to promote equity and empowerment. Creating this Reconciliation Action Plan is an important step towards strengthening our capacity to act effectively and with integrity in this role.

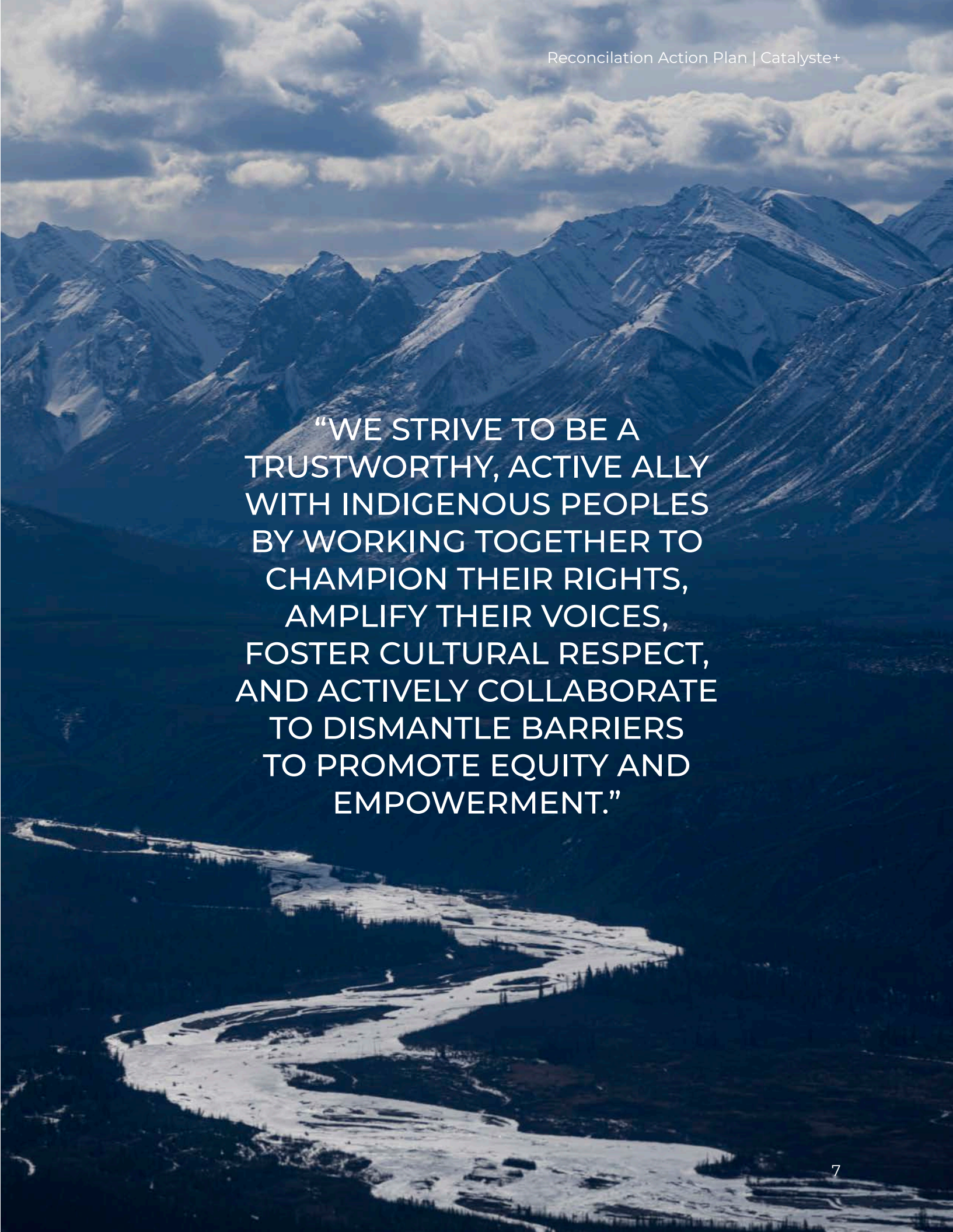
We are committed to leading by example, educating our staff, stakeholders and partners about the importance of Truth and Reconciliation, and fostering an environment of inclusivity, respect, and partnership. We will work tirelessly to ensure this Reconciliation Action Plan and the actions we commit to are more than words, but lived realities in our organization and the communities we serve. We will work with Indigenous partners to implement this plan, and with their guidance, we will keep it evergreen.

› **Wendy Harris, President and CEO and Lou Naumovski, Chair of the Board**

We are dedicated to leading by example and ensuring that our organization aligns with the principles of this Reconciliation Action Plan. We will offer support and resources to Indigenous communities, support them to shape their future and promote Indigenous self-determination.

Our goal is to implement these actions and embody them in the very spirit of Catalyste+. We will be active participants in the collective effort to create a society where Reconciliation is more than an aspiration, but a living reality. Together, we can be catalysts for positive change, and together, we can build a brighter and more equitable future for all.

› **Stacia Kean, Director of Indigenous & Northern Services and Laureen Whyte, Chair of the Board's Indigenous and Northern Services Committee**



“WE STRIVE TO BE A TRUSTWORTHY, ACTIVE ALLY WITH INDIGENOUS PEOPLES BY WORKING TOGETHER TO CHAMPION THEIR RIGHTS, AMPLIFY THEIR VOICES, FOSTER CULTURAL RESPECT, AND ACTIVELY COLLABORATE TO DISMANTLE BARRIERS TO PROMOTE EQUITY AND EMPOWERMENT.”

Committed to Reconciliation

Catalyste+ is committed to making a meaningful contribution to reconciliation with Indigenous Peoples. We are aware of the history of colonial policies and practices that have had destructive and devastating impacts on Indigenous Peoples, cultures, and languages in Canada and abroad.

Catalyste+ is committed to strengthening economies to benefit people's lives in Canada and beyond. "Stronger economies for better lives" is the vision that guides us. We have a long history of working closely with Indigenous partners and clients in many countries.

We are aware of the socio-economic disparity facing many Indigenous Peoples and recognize it is part of the lasting effects of harmful colonial practices that continue to create vast inequities impacting the lives of Indigenous peoples. Catalyste+ is committed to reconciliation in every aspect of the work we do. We will listen to and walk with Indigenous Peoples to move intentionally toward reconciliation.

Our Goal

Our goal in developing this Reconciliation Action Plan is that, by listening to and learning from Indigenous partners and communities, we will incorporate reconciliation into all aspects of our organization and cultivate a culture that listens to Indigenous People and respects their cultures, needs, and aspirations.

"OUR GOAL IS TO IMPLEMENT THESE ACTIONS AND EMBODY THEM IN THE VERY SPIRIT OF CATALYTE+. WE WILL BE ACTIVE PARTICIPANTS IN THE COLLECTIVE EFFORT TO CREATE A SOCIETY WHERE RECONCILIATION IS MORE THAN AN ASPIRATION, BUT A LIVING REALITY."

Where Are We Now?

For more than 50 years, Catalyste+ has worked with Indigenous institutions, organizations, communities, and people, both in Canada and internationally, to support capacity development, good governance systems and structures for the delivery of programs and services to advance the economic prosperity of Indigenous Peoples. This includes initiatives focused on land management and economic development as a key function of a strong local government. It also includes training, mentoring, and consultation services for individuals as they seek to contribute to their communities' development and ongoing growth.

Before working with an Indigenous community, Catalyste+ seeks to understand their unique history and the nature of hardship and discrimination the community has experienced. A contextual understanding of a community's specific challenges and opportunities is the foundation of any Indigenous development initiative we design.

We have made considerable progress in our engagement with Indigenous clients and communities. We recognize, however, that as a non-Indigenous organization working in this space, we must reflect upon the history of our complicity in colonial practices. We have likely done unintentional harm in the past and we must acknowledge this possibility.

We believe we can do better, do more, and go deeper.

In July 2022, Catalyste+ launched the development of this Reconciliation Action Plan. We formed a working group with representatives from each department at Catalyste+. Then we hired an Indigenous-led firm, Indigenous Community Engagement (ICE), in October 2022 to complete broad engagement activities, including a survey, focus groups, and one-on-one interviews with staff.

The engagement activities were used to gather opinions, thoughts, and feedback on reconciliation and to ensure our plan reflected the views of First Nation, Inuit, and Métis partners, staff, volunteers, clients, and board members.

◀ Wendy Poseluzny – Owner of Wildwoods Conservation & Education Centre

Walking Toward Reconciliation

In adopting this Reconciliation Action Plan, Catalyste+ makes the following commitment:

- Catalyste+ is committed to reconciliation in every aspect of our work. We will walk together with Indigenous clients and partners as they work towards their goals.
- By listening to and learning from Indigenous partners and communities, we will cultivate an organizational culture that listens to Indigenous People and respects their cultures, needs, and aspirations.

Three core values are at the foundation of this Reconciliation Action Plan:

AWARENESS

Catalyste+ is respectful of Indigenous Peoples, their histories, and cultures. We are aware of the history of colonial policies designed to assimilate Indigenous Peoples and we will work to remove their lasting legacy.

INCLUSION

Catalyste+ recognizes that Indigenous Peoples are self-determining people with unique cultures and distinct rights. We are committed to working in collaboration with Indigenous Peoples in the design and delivery of our programs to ensure they respond to the distinct needs of our Indigenous clients.

ECONOMIC INDEPENDENCE

Catalyste+ recognizes that Indigenous Peoples determine their own needs and priorities concerning economic development. We will work closely with Indigenous communities, organizations, and people to support their economic development goals.





Sissy Thiessen Kootenayoo –
Founder & Operator of Wase Saba
Experiences – Edmonton

Our Next Steps AWARENESS

Objective	Deliverables	Timeline	Evaluation
Increase our understanding, appreciation, and recognition of Indigenous cultures, histories, knowledge, and rights.	<ol style="list-style-type: none">Build a training plan to maintain staff education related to responding to the interests of Indigenous clients in Canada and abroad.Provide cultural sensitivity training, mentorship, and other educational opportunities for Catalyste+ staff, volunteers, and the Board of Directors.Recruit Indigenous speakers, Elders, teachers, and performers to support staff development objectives.	<div>Training Plan completed by September 2025</div> <div>Ongoing</div>	<ul style="list-style-type: none">The training plan is comprehensive, resourced, and implemented.Staff, volunteers, and Board members report on their impressions of training opportunities.
Promote anti-racism through the adoption of anti-oppression policies, practices, and education.	<ol style="list-style-type: none">Undertake a workplace culture policy and practice assessment and integrate recommendations into anti-oppression/anti-racism work, recruitment, and training plans for the organization.Promote anti-oppression/anti-racism across the organization, including both internal- and external-facing functions while building the understanding of and capacity for practising cultural safety.	<div>June 2025</div> <div>June 2026</div>	<ul style="list-style-type: none">A completed assessment by June 2025.Recommendations, including the delivery of anti-oppression policies, practices, and education, implemented by June 2026.Staff, volunteers, and Board members report on their impressions of the first round of training opportunities.
Gather the Catalyste+ community annually to recognize National Indigenous Peoples Day (June), International Indigenous Peoples Day (August), and the National Day of Truth and Reconciliation (September).	<ol style="list-style-type: none">Annual recognition for National Day of Truth and Reconciliation (NDTR) through an all-staff meeting and learning event.Host virtual and in-person events for staff and volunteers to support the recognition and intent for NDTR, National Indigenous Peoples Day, and International Indigenous Peoples' Day.NDTR is a statutory holiday for all Catalyste+ staff.	Ongoing	<ul style="list-style-type: none">Annual events are observed by the organization, either through broad messaging or organized events.
Observe cultural protocols and offer land acknowledgements	<ol style="list-style-type: none">Written land acknowledgements in Catalyste+ offices and meeting spaces.Provide staff with information and tools to conduct land acknowledgements for the territories in which they work.Amendments to the existing Catalyste+ style guide to support staff use of land acknowledgements.In collaboration with Indigenous partners, review opportunities to appropriately integrate Indigenous protocol into other aspects of Catalyste+ practices, consulting Indigenous Elders and inviting their participation as appropriate.	Ongoing	<ul style="list-style-type: none">Land acknowledgements appear in office spaces.Staff and volunteers have guidance to offer land acknowledgements as necessary.The Catalyste+ style guide related to land acknowledgements is provided to all staff, volunteers, and Board members.The views and support of Indigenous partners are sought concerning the language in our communications guide and the observance of Indigenous protocol in general.
Engagement of Catalyste+ staff, volunteers, and advisors in the delivery of the Reconciliation Action Plan	<ol style="list-style-type: none">Develop formal mechanisms to share information on progress (newsletter, etc.).Provide tools for staff, volunteers, and advisors to support their participation in RAP outcomes (book club, cultural events, etc.).	Beginning June 2024 and ongoing	<ul style="list-style-type: none">Tools and resources are available to staff, volunteers, and advisors.Events and newsletters are delivered on a regular schedule.
Elevate Indigenous voices in Catalyste+ communication materials	<ol style="list-style-type: none">Highlight and amplify Indigenous economic independence success stories in Catalyste+ materials (website, training materials, and other communications).	Ongoing	<ul style="list-style-type: none">The work of First Nations, Inuit, and Métis artists is regularly showcased in Catalyste+ communications materials.
Foster awareness of political and social landscapes and different frameworks for reconciliation and Indigenous engagement in other countries where Catalyste+ is active	<ol style="list-style-type: none">Create and maintain resources, learning modules, and supportive networks in countries where Catalyste+ is active.Create country-specific toolkits.	<div>Beginning June 2024 and ongoing</div> <div>Country-specific training modules would be introduced over time on an as-needed basis</div>	<ul style="list-style-type: none">Training materials and other resources are available and in use.
Provide tools to support international staff and volunteers			



Elder Hughie Ferdinand –
Deline Elder

Our Next Steps INCLUSION

Objective	Deliverables	Timeline	Evaluation
Continue to establish and strengthen relationships with Indigenous partner organizations	<ol style="list-style-type: none">1. Work in partnership with Indigenous organizations in both service delivery and program development.2. Connect with governments and Indigenous partners abroad to ensure appropriate service to clients abroad.	Ongoing	<ul style="list-style-type: none">• Catalyste+ has a robust roster of Indigenous partners that it can turn to support its program development, delivery, and evaluation.
Seek ongoing advice from Indigenous partner organizations on the delivery of our Reconciliation Action Plan	<ol style="list-style-type: none">1. As necessary, seek the views of our Indigenous partner organizations on the implementation of this plan.2. Compensation will be provided to participants as appropriate.	Beginning June 2024 and ongoing	<ul style="list-style-type: none">• Indigenous clients and partners express satisfaction and/or provide input about the delivery of Catalyste+ services.
Promote reconciliation within our sphere of influence	<ol style="list-style-type: none">1. Share our approach to the creation of this RAP, and lessons learned, with other organizations in Canada and beyond.	Beginning June 2024 and ongoing	<ul style="list-style-type: none">• Engage in public events and publications to share information about our RAP and progress.• Catalyste+ is recognized in the community as a supporter of reconciliation objectives.
Engage broadly with Indigenous Peoples, in Canada and abroad, to inform program design and service delivery	<ol style="list-style-type: none">1. Hold engagement sessions as needed to seek the ongoing input of Indigenous People on our program delivery and the delivery of this RAP.2. Compensation will be provided to participants as appropriate.	Beginning June 2024 and ongoing	<ul style="list-style-type: none">• Indigenous clients and partners express satisfaction and/or provide input about the delivery of Catalyste+ services.
Communicate the principles set out in our plan broadly, report transparently on our results, and engage the community in reviewing our practices	<ol style="list-style-type: none">1. Adopt a transparent approach to communicating and reviewing our RAP, and seek the support of the community in its ongoing review and maintenance.	Beginning June 2025 on the first anniversary of RAP implementation, and ongoing	<ul style="list-style-type: none">• Catalyste+ reports on its results related to reconciliation and its RAP at regular intervals.
Create an organizational culture that attracts and prioritizes greater diversity amongst staff and Board to include Indigenous representation	<ol style="list-style-type: none">1. Undertake and implement recommendations of a workplace culture review to create a workplace culture that is supportive of diverse staff, volunteers, and board members.2. Update HR and board policies to prioritize recruitment of Indigenous peoples at every level of the organization.3. Develop targets for recruitment and hiring.	Ongoing and completed in June 2026 June 2028	<ul style="list-style-type: none">• Policies are updated and targets are met.
Recruit Indigenous staff, volunteers, and Board members			
Introduce building design features that acknowledge Indigenous culture. (For example: artwork, spaces to support group congregation and Indigenous practices, and ventilation to support smudging)	<ol style="list-style-type: none">1. Conduct a comprehensive review, in collaboration with Indigenous partners, of Catalyste+ office space, including recommendations for design features.	Ongoing and completed in June 2025	<ul style="list-style-type: none">• Review the completed assessment and implement its recommendations.
Ensure that Catalyste+ policies and practices address the interests of Indigenous clients	<ol style="list-style-type: none">1. Conduct a workplace culture policy and practice assessment in collaboration with Indigenous partners to identify opportunities to advance reconciliation objectives.	Assessment will be complete in June 2025 Recommendations, including the delivery of anti-oppression policies, practices, and education are implemented by June 2026	<ul style="list-style-type: none">• Review the completed assessment and implement its recommendations.

Lorrie Lawrence – Executive
Director of I.A.M. Collective




Our Next Steps

ECONOMIC INDEPENDENCE

Objective	Deliverables	Timeline	Evaluation
Procure goods and services from Indigenous businesses	<ol style="list-style-type: none">1. Develop procurement guidelines related to the direct or indirect procurement of goods from Indigenous suppliers.2. Update internal policies to prioritize procurement from Indigenous businesses.3. Maintain a roster of Indigenous businesses that provide goods and services used in our work.	Ongoing guidelines/ policies created by September 2025	<ul style="list-style-type: none">• Catalyste+ intentionally selects Indigenous businesses to provide goods and services when possible.
Demonstrate an understanding of and respect for Indigenous practices, including respect for lands, resources, and the environment when providing economic development tools and services to Indigenous clients.	<ol style="list-style-type: none">1. Work closely with Indigenous advisors in the development and delivery of services.	Ongoing	<ul style="list-style-type: none">• Indigenous clients express satisfaction with the delivery of Catalyste+ programs and services.
Improve access and remove barriers related to Indigenous Peoples, communities, and organizations' access to economic independence	<ol style="list-style-type: none">1. Work with Indigenous partners to understand systemic and structural barriers and advocate for change.	Ongoing	<ul style="list-style-type: none">• Catalyste+ will document work undertaken in this regard and report regularly.



An aerial photograph of a wide, winding river flowing through a vast, snow-covered landscape. The river is a deep blue-green color, contrasting with the white snow and the dark green of the evergreen trees that line its banks. The forest is dense and extends to the horizon under a clear blue sky with some light clouds. The river meanders from the bottom left towards the top right of the frame.

“WE WILL OFFER SUPPORT AND
RESOURCES TO INDIGENOUS
COMMUNITIES, SUPPORT THEM
TO SHAPE THEIR FUTURE
AND PROMOTE INDIGENOUS
SELF-DETERMINATION.”



Elder Philip Campiou – Alberta

Objective	Deliverables	Timeline	Evaluation
Maintain an effective Reconciliation Action Plan Steering Committee to drive governance and accountability for the RAP	<ol style="list-style-type: none"> 1. A Steering Committee comprising of Catalyste+ staff and board representatives that is tasked with oversight, review, and reporting concerning the RAP. 2. The Steering Committee has access to ongoing advice from Indigenous experts. 	June 2024 and ongoing	<ul style="list-style-type: none"> • Reconciliation Action Plan Steering Committee Chair
Provide appropriate support for the effective implementation of RAP commitments	<ol style="list-style-type: none"> 1. Define resource needs for RAP implementation. 2. Monitor and support reporting and other commitments related to funding for RAP implementation. 3. Engage Catalyste+ Management in RAP implementation. 	June 2024 and ongoing	<ul style="list-style-type: none"> • Catalyste+ leadership
Foster accountability and transparency through reporting of RAP achievements, challenges, and learnings, internally and externally	<ol style="list-style-type: none"> 1. Create an internal RAP evaluation framework that will define appropriate criteria by which to monitor, evaluate, and report on RAP commitments. 	June 2024	<ul style="list-style-type: none"> • Reconciliation Action Plan Steering Committee Chair
Continue our reconciliation journey by reviewing and renewing our RAP every three years	<ol style="list-style-type: none"> 1. Complete an annual RAP report and post it publicly on the Catalyste+ website. 2. Every three years, conduct a full evaluation of progress, including a review and renewal of RAP commitments. 	June 2025 – the first report on results June 2027	<ul style="list-style-type: none"> • Reconciliation Action Steering Committee Group Chair



Our Next Steps

GOVERNANCE AND ACCOUNTABILITY

Kiera Taniton – Deline



Our Next Steps TIMELINE

Starting June 2024

**Publicize our Reconciliation
Action Plan through internal and
external channels**
Catalyste+ Leadership

June 2025 and every June going forward

Report publicly on RAP progress
*Reconciliation Action Plan
Steering Committee, Catalyste+
Marketing Team*

June 2027

**Review and refresh the RAP
every three years**
*Reconciliation Action Plan
Steering Committee Chair*

June 2024 and ongoing

**Internal communications to engage
and inform all Catalyste+ staff**
*Catalyste+ Leadership, Catalyste+
Marketing Team*

June 2026 (when the Strategic Plan is renewed)

**Integrate RAP commitments into
the Catalyste+ Strategic Plan**
Catalyste+ Leadership



The Spirit of Reconciliation

Our work is guided by an ongoing commitment to respect for Indigenous cultures and their rights, which reflects our learning journey in Canada. Our Reconciliation Action Plan is informed by Canada's historical context and has been developed consultatively to address harmful legacies that continue to negatively impact Indigenous Peoples here.

Catalyste+ equally adheres to the principles of respect in international contexts, distinct from our commitment to reconciliation with Indigenous Peoples in Canada. We recognize the terms "reconciliation" and "Indigenous" may not have the same meaning as in Canada. Nevertheless, the spirit of our reconciliation approach honours the rights and voices of local ethnic groups and how they self-identify.

We will embrace and seek to continuously renew these guiding principles in all aspects of its relationships, partnerships, and undertakings with international ethnic communities where we can partner on meaningful development projects.



Canada’s Call to Action

The Truth and Reconciliation Commission

Despite the promise of the early treaties upon which the relationship between Canada and Indigenous Peoples was based, Indigenous Peoples have been the target of colonial policies and practices designed to exploit, assimilate and eradicate them. These actions taken throughout the years have created systematic barriers and the effects of colonial policies are still ongoing.

In 2008, the Truth and Reconciliation Commission was created to document the effects of residential schools on Indigenous Peoples. In 2015, it released its final report.

Reconciliation is about establishing and maintaining a mutually respectful relationship between Aboriginal and non-Aboriginal peoples in this country. For that to happen, there has to be awareness of the past, acknowledgement of the harm that has been inflicted, atonement for the causes, and action to change behaviour.

- The Final Report of the Truth and Reconciliation Commission

The Final Report of the Truth and Reconciliation Commission included 94 Calls to Action directed to governments, churches, organizations, and all Canadians. These Calls to Action aim to address the harms of the residential school system by achieving reconciliation between Indigenous and non-Indigenous Canadians. According to the Truth and Reconciliation Commission, reconciliation will not happen until there is “...awareness of the past, acknowledgement of the harm that has been inflicted, atonement for the causes, and action to change behaviour.”

All Canadians have a role to play in achieving reconciliation.

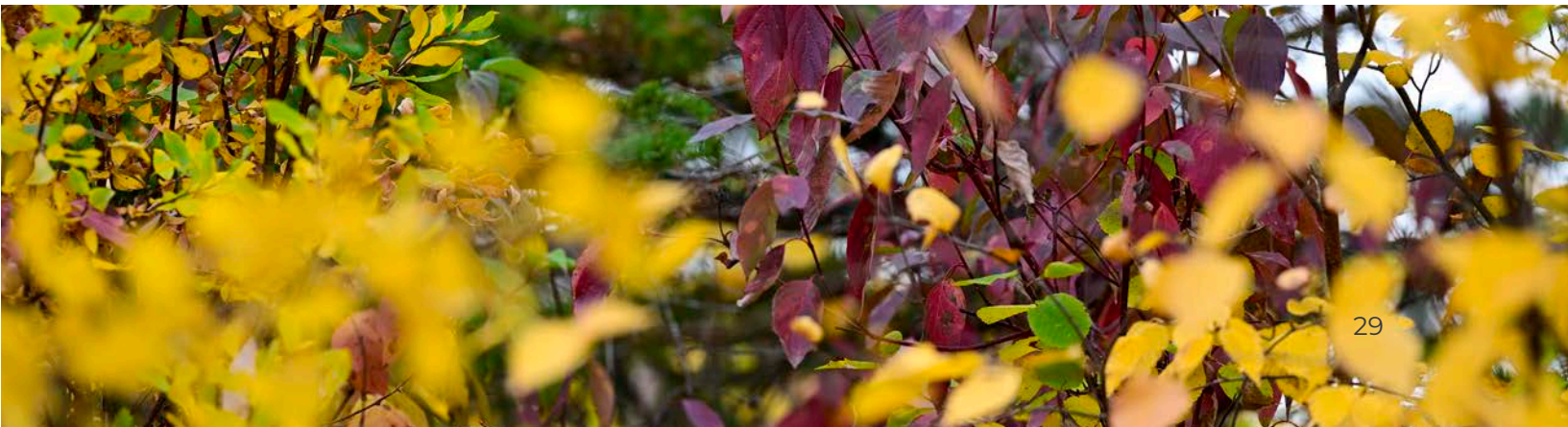
In partnership with Indigenous communities, individuals and organizations are taking action by examining their practices and attitudes and by removing the barriers their activities present to Indigenous People. In adopting a commitment to reconciliation, organizations can review their activities and implement policies and programs that are culturally relevant and responsive. They can educate themselves to better understand and respect Indigenous culture.


At Catalyste+, we believe we cannot move forward in a spirit of reconciliation without first examining the true reality of what Indigenous Peoples have faced and continue to face to this day.

We recognize colonial policies and practices have led to the exclusion of Indigenous Peoples from opportunities in the Canadian economy. We are determined to ensure that as an economic development organization, our activities work to dismantle these policies and practices, and do not inadvertently perpetuate this process.

In 2022, a coalition of Indigenous leaders released the National Indigenous Economic Strategy, which subscribes to the same spirit of aspiration and transformation expressed by the Truth and Reconciliation Commission. The Strategy observed: “While the effects of colonialism have been devastating to the social, physical and mental health of our communities, one of its most nefarious objectives was the deliberate exclusion of Indigenous Peoples from sharing in the wealth of this country.... [R]econciliation will not be possible without vibrant Indigenous economies.”

Catalyste+ is inspired by these words and our work aspires to support Indigenous Peoples and communities in their effort to achieve full participation in Canada’s economy and reverse the legacy of economic exclusion.





“WE WILL WORK WITH
INDIGENOUS PARTNERS
TO IMPLEMENT THIS
[RECONCILIATION ACTION]
PLAN, AND WITH THEIR
GUIDANCE, WE WILL KEEP
IT EVERGREEN.”

Strengthening Indigenous Economies

Catalyste+ partners with clients in Indigenous and Northern communities in Canada. We support their goals related to access to their land and resources, implementation of Indigenous governance systems, and economic independence and growth. Prioritizing Indigenous knowledge, our work aims to position Indigenous Peoples for sustainable growth and prosperity through self-determination. Walking together, our clients can experience long-term benefits from development support.

There are several challenges Indigenous People face with growing their economies, for example:

- 1. Historical trauma and ongoing systemic discrimination:** Indigenous Peoples in Canada have experienced historical trauma and ongoing systemic discrimination, which has significant impacts on social, economic, and political well-being. This can limit their ability to participate fully in the economy and realize their economic potential.
- 2. Land and resource rights:** Indigenous Peoples often have limited control over their lands and resources, which limits their ability to develop and benefit from natural resources.
- 3. Limited access to capital:** Indigenous entrepreneurs and businesses often face barriers to accessing capital, including limited access to traditional financing options, lack of capacity and financial literacy, and lower credit ratings. This can make it difficult for Indigenous businesses to launch or expand operations.
- 4. Lack of infrastructure:** Many Indigenous communities in Canada lack basic infrastructure, such as roads, electricity, and internet connectivity. This can make it difficult for businesses to operate and for Indigenous communities to participate fully in the economy.
- 5. Limited access to markets:** Indigenous businesses often face challenges in accessing markets, including limited access to distribution networks and difficulties establishing relationships with potential customers.
- 6. Imposed “solutions”:** Numerous stakeholders, ranging from governmental bodies to private enterprises, have a vested interest in the affairs of Indigenous communities. Unfortunately, the priorities of these communities’ leadership and its members can be minimized by external stakeholders, which can lead to investments and projects that lack effectiveness, as they fail to prioritize the primary concerns and goals of the community.

It's important to note that challenges and opportunities differ between Indigenous communities. Understandably, the stories of Indigenous communities in the 30-plus countries Catalyste+ works are quite different. We make it a priority to recognize this uniqueness.

Before working with any Indigenous community, Catalyste+ invests in consulting with all relevant stakeholders and rights-holders to deepen our understanding of their unique history. The community prioritizes their needs, the context around them, and the strengths, challenges, and opportunities unique to them. Without this knowledge, it would be impossible to support meaningful solutions.

Catalyste+ has a worldwide network of development partners, clients, donors, and other stakeholders. Our strengths, however, vary between regions and countries. When designing new Indigenous development initiatives, we consciously identify and utilize the strength of our relationships with Indigenous communities and organizations.

Catalyste+ is also determined to create opportunities to develop new initiatives for Indigenous development. These opportunities are most likely to emerge from ongoing networking and project operations. We'll continue to focus on utilizing our strengths and seeking opportunities to design initiatives that lead to the most meaningful advancements in Indigenous development.



ᑭᑭ'wahtᑭᑭ Danny Gaudet - Deline

Lauren Moberly – Owner
of Fallen Mountain Soap

Building Awareness Through Action

While developing our Reconciliation Action Plan, we worked across the organization to increase awareness of the need for reconciliation and a commitment to action. Through many learning activities, we invited the Catalyste+ community to work together to establish our goals and objectives.

To increase awareness and understanding of Truth and Reconciliation for Catalyste+ staff and volunteers, the following activities have taken place:

- All Canadian staff completed, at minimum, the introductory course offered by Indigenous Awareness Canada, with more than a dozen staff also completing subsequent courses offered by Indigenous Awareness Canada;
- We shared a list of resources including videos, books, podcasts, and articles about Indigenous Peoples in Canada and Truth and Reconciliation with all staff;
- We screened the film Indian Horse for staff in January 2023, with over 30 people attending and participating in a discussion group after the film;
- We hosted in-person KAIROS Blanket exercises for staff in Toronto and Montreal in September 2023.

Indigenous elders, facilitators, and business owners delivered the following virtual workshops for Catalyste+ volunteers and staff:

- **Relationship Building Principle Workshop**
Catalyste+ Advisors who work with Indigenous communities had the opportunity to attend an online workshop that covered how to work effectively with Indigenous Peoples. The workshop was facilitated by Cindy Crowe, Elder and Lodgekeeper.
- **Catalyste+ Advisors Huddle, A Look to Indigenous Tourism Canada**
Catalyste+ Advisors working in the tourism sector were invited to a presentation by Tara Saunders, the Director of Business Development at the Indigenous Tourism Association of Canada (ITAC). Tara spoke about the successes and challenges experienced by Indigenous tourism operators, and how ITAC is working to support Indigenous tourism in Canada.
- **Introduction to Inuit Qaujimajatuqangit Principles**
The workshop provided a foundational understanding of Inuit Qaujimajatuqangit (IQ) for Catalyste+ Advisors to learn the principle concepts of an Inuit way of being. The workshop was facilitated by Joe Karetak and Shirley Tagalik from the Aqqiumavvik Society which is a community alliance of public, mental, and health groups in Arviat, Nunavut.
- **Collective Wellness, Coming Together in a Good Way**
The 2-hour workshop on February 23, 2023, was a welcoming and safe space for attendees to experientially understand Indigenous epistemologies through Indigenous and land-based approaches to wellness. The workshop supported attendees to integrate previous understandings of Indigenous epistemologies and how to positively engage with Indigenous Peoples.
- **Exploring Lateral Kindness**
A workshop on April 27, 2023 that explored lateral kindness from a strength-based and trauma-informed perspective, and examined lateral kindness and views on embodying this approach in life, work, and service to the community. It also allowed participants to examine the nature of lateral violence and its impacts on individuals and communities.
- **Allyship 101, Ingredients for ReconciliACTION**
The workshop took place on July 27, 2023. It looked at how to begin practicing reconciliACTION and Indigenous allyship, including reviewing genocidal lowlights/adverse impacts on First Peoples in Canada, the 7 Sacred Teachings, an introduction to writing from the heart, and brainstorming reconciliACTION items using the TRC suggestions. It combined the topics into a plan and statement of commitment to get participants started on the path of walking hand in hand with Indigenous Peoples.

Walk With Us Toward Reconciliation

In adopting this Reconciliation Action Plan, Catalyste+ commits to actions that will contribute to real and lasting reconciliation with Indigenous Peoples. This Reconciliation Action Plan will be a guide. It is a specific, multi-year commitment to inform change within our organization and the broader development community.

While we see our adoption of this plan as an important step for our organization in our role as a trustworthy ally to Indigenous Peoples, we see the tremendous potential for reconciliation progress if others join us in developing and adopting Reconciliation Action Plans of their own.

Canada's Truth and Reconciliation Commission was clear: all Canadians, as Treaty peoples, share responsibility for establishing and maintaining mutually respectful relationships.

For Canada to move forward, we must all take action to intentionally and continuously walk toward reconciliation through the creation of a more equitable society built on respect for First Nation, Inuit, and Métis peoples.

We all play a role in fostering trust and mutual respect. Catalyste+ is committed to doing our part. We invite you to join us on this journey toward reconciliation.

MIYO-WÎCÎWITOWIN
WALKING TOGETHER
IN A GOOD WAY

Contributing Artist

Gavin John



Gavin John is a Calgary, Canada based freelance multidisciplinary journalist. He graduated from the Southern Alberta Institute of Technology with a diploma of Journalism in 2013, and graduated from the University of Calgary, majoring in International Relations in 2020.

John has worked locally, nationally, and globally on stories around security, Indigenous affairs, conflict, and unrest. He covered various events including the Southern Alberta floods in 2013, Recovery after Typhoon Haiyan in the Philippines, daily life in North Korea, northern sovereignty operations in the high arctic, the war against the Islamic State in Iraq, civil unrest in Seattle, COVID response on the Siksika Nation, Pope Francis's Apology for the Residential School system, Canadian Forces Indigenous Leadership Program Bold Eagle, and recently NATO operations in Estonia.

John is a proud Cree Métis man, a member of Indigenous Photograph Collective, and a mentor in the BIPOC Photojournalism mentorship program Room Up Front. He has given public speeches and interviews on his experiences and understandings as a journalist and surrounding issues. His work has been featured by Withrow Commons Gallery in Toronto in 2018 and has a public exhibit by Arts Commons in Calgary in 2020.

Acknowledgements

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