

# Corporate Indigenous Policy

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## 1 Purpose

It is the objective of this policy to build the capacity of Indigenous peoples and communities and create opportunities in support of fair and equitable participation in the electricity sector.

## 2 Scope

This policy applies to all IESO employees, programs, and initiatives.

## 3 Policy Statements

### 3.1 Acknowledgements

3.1.1 The IESO acknowledges and respects the recognized and affirmed Aboriginal and Treaty Rights of First Nations, Inuit and Métis peoples in Section 35 of the Constitution Act, 1982. The IESO also acknowledges the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and that it may inform how government entities and Indigenous peoples can build and maintain constructive relationships.

### 3.2 Principles

3.2.1 The IESO will foster mutual trust, accountability, understanding, and respect as the critical foundations for relationships with Indigenous communities.

3.2.2 The IESO will take actions that will lead to meaningful outcomes for electricity sector participation, consistent with the IESO's commitment to an affordable and reliable supply of electricity.

3.2.3 The IESO will be inclusive of Indigenous perspectives and interests and promote diversity within its workforce.

3.2.4 The IESO will strive to build the capacity of Indigenous communities and peoples, particularly youth, in support of equitable participation in the electricity sector.

3.2.5 The IESO will engage with Indigenous communities in a meaningful and timely manner, and in a way that recognizes the uniqueness of each

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community, to enable the IESO to effectively identify and understand Indigenous interests so as to inform the design and delivery of the IESO's programs and initiatives. The IESO will do so in a way that is consistent with the [IESO's Engagement Principles](#).

3.2.6 In those instances where the IESO is delegated the duty to consult by the Crown, the IESO will strive to provide adequate time, information and resources to First Nation and Métis communities to ensure that their participation is meaningful, and where potential impacts to Aboriginal or Treaty Rights are identified, work with the communities and the Crown towards addressing those concerns.

3.2.7 The IESO will review and update this policy at least every three years. The review process will provide opportunity for input from Indigenous communities, businesses and organizations.

## 4 Responsibilities

### 4.1 Policy Owner

4.1.1 The CEO appoints the Vice President, Policy, Engagement and Innovation as owner of this Policy and as recorded in the Master Policy. The owner is the sole approver of this Policy.

### 4.2 Policy Steward

4.2.1 The Policy Owner may delegate day-to-day responsibility for one or more aspects of a Policy, possibly including implementation, periodic review, or compliance to a Policy Steward.

4.2.2 The Policy Owner delegates the following responsibilities for this Policy to the Supervisor, Relationships, Indigenous Relations as the steward of this Policy:

*Periodic review of policy*

### 4.3 Policy Reviewers

4.3.1 The policy reviewers, as stakeholders, of this Policy are:

*Director, Corporate and Regulatory Affairs*

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*Director, Talent Management*

*Director, Transmission Planning*

*Senior Manager, Engagement and Indigenous Relations*

*Senior Manager, Procure-to-Pay*

*Supervisor, Relationships, Indigenous Relations*

## 5 Procedures

### 5.1 Priorities

- 5.1.1 This section 5.0 outlines how the IESO and its employees will work with Indigenous communities to meet the IESO's commitment to an affordable and reliable supply of electricity, through education, capacity building, and by creating new opportunities for Indigenous businesses and peoples.
- 5.1.2 *Opportunities for businesses:* the IESO will strengthen its relationships with Indigenous businesses and continuously explore ways to address existing inequities of access to opportunities in the electricity sector, including through competitive procurement processes.
- 5.1.3 *Opportunities for youth:* the IESO will work with post-secondary co-op programs to increase opportunities for Indigenous students from across the province, and will support students in academic programs relevant to IESO workforce needs through awards and internships that will lead to a more inclusive and diverse IESO.
- 5.1.4 *Opportunities for communities:* the IESO will deliver targeted programs that recognize the unique challenges facing First Nations and Métis communities and that seek to build capacity for their ongoing participation in the electricity sector.
- 5.1.5 *Raising awareness:* in response to the 2015 Truth and Reconciliation Commission's Calls to Action, the IESO will provide regular training to its staff on the histories of Indigenous Peoples and provide the skills needed to work effectively with and be allies to First Nations and Métis communities.

## 6 Definitions

- 6.1.1 **Aboriginal:** The term “Aboriginal” continues to be used in legislation and the Canadian Constitution and is appropriate to use in that context. Section 35(2) of the Constitution Act, 1982, states: “In this Act, ‘Aboriginal peoples of Canada’ includes the Indian, Inuit, and Métis peoples of Canada.” These separate groups have unique heritages, languages, cultural practices, and spiritual beliefs.
- 6.1.2 **Aboriginal Rights:** Rights protected under Section 35 of the *Constitution Act, 1982*. Inherent rights held by Aboriginal peoples as a result of their ancestors’ use and occupancy of traditional territories before contact with Europeans or before British sovereignty in Canada. Aboriginal Rights vary from group to group, depending on what customs, practices, and traditions were integral to the distinctive culture of the group. These rights may be in addition to any rights that may be established through a treaty, though some treaties are thought to extinguish Aboriginal rights and create a set of “treaty rights”.
- 6.1.3 **First Nation:** A term that came into common usage in the 1970s to replace the term “band” used in the Indian Act, in favour of a term selected by these communities. In Ontario, there are 133 First Nation communities recognized by the provincial-territorial organization Chiefs of Ontario. The federal government recognizes 128 communities as “bands” pursuant to the Indian Act.
- 6.1.4 **Indigenous Peoples:** In recent years the term “Aboriginal” has been superseded by “Indigenous”. Indigenous peoples include First Nations, Métis and Inuit.
- 6.1.5 **Inuit:** Indigenous people in northern Canada, living mainly in Nunavut, the Northwest Territories, northern Quebec, and Labrador. Ontario has a very small population of Inuit who have made Ontario their home.
- 6.1.6 **Métis:** People of mixed First Nation and European ancestry arising from the fur trade era of North America. The Métis history and culture draws on diverse ancestral origins, such as Scottish, Irish, French, Ojibwe, and Cree, which resulted in a new people with distinct identity and culture. In Ontario, the Métis Nation of Ontario represents Métis peoples across the province. Two Métis communities, Historic Saugeen and Red Sky Métis Independent Nation, are independent of the Métis Nation of Ontario.
- 6.1.7 **Treaty Rights:** Rights specified in a treaty, which is a formal nation-to-nation agreement. Each treaty is unique, as are the rights established through them. Rights to hunt and fish in traditional territory are typical Treaty Rights.

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## 7 Approval

### 7.1 Policy Owner and Approver

7.1.1 **Name:** Terry Young

7.1.2 **Organizational Position:** Vice President, Policy, Engagement and Innovation

7.1.3 **Date Approved:** TBD

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## Schedule A: Baseline

### Revision History

Rev. #	Reason for Revision	Revision Author	Date
01	Initial Release		Month DD, YYYY

### References

Document Title	Document ID
IESO's Engagement Principles	

### Related Documents

Document Title	Document ID
N/A	N/A