

IESO's Corporate Indigenous Peoples Policy

Corporate Indigenous Peoples Policy

Our Commitment

We share a common energy future.

As system operator, the IESO is committed to building enduring relationships and being inclusive to chart the course ahead. We will engage with purpose across the province and reflect on perspectives from Indigenous communities, businesses and peoples, realizing the power of working together to achieve meaningful outcomes.

The IESO is committed to strengthening relationships with Indigenous peoples by nurturing a positive and collaborative understanding based on mutual trust and respect. This ongoing commitment sets the foundation that encourages Indigenous communities to increasingly play an active role in all facets of Ontario's energy sector.

Working at the heart of Ontario's power system, the IESO is dedicated to upholding its commitments with integrity and respect for Indigenous rights, interests, and way of life, according to the following guiding principles:



Memengwaanh Gigaan (Butterfly Garden). Illustration courtesy of Adrienne Assinewai, owner of RavenStar Studio. All rights reserved.

Respect for Indigenous Rights & Knowledge

- We acknowledge the Aboriginal and treaty rights of the Aboriginal peoples of Canada as recognized and affirmed Section 35 of the Constitution Act, 1982.
- The IESO acknowledges the past wrongdoings, injustices and the broader impact on communities.
- Indigenous peoples have a deep cultural and historical connection to the land and environment of Ontario that will be recognized and respected in the IESO's work with Indigenous peoples and communities.
- Many of the principles reflected in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) help to guide the IESO's relationship-building with Indigenous communities. Responding to the Truth and Reconciliation Commission of Canada's Call to Action #92 helps shape our approach to reconciliation.
- In those instances where the IESO is delegated the procedural aspects of the duty to consult by the Crown, the IESO will strive to consult honourably by providing adequate time, information and resources to Indigenous communities to help 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 mitigating or accommodating those impacts, as necessary.

Building Relationships

- The IESO is committed to Indigenous engagement and relationship building, consistent with the existing engagement principles as set out in the Indigenous Engagement Framework.
- We are committed to fostering positive and sustainable relationships with Indigenous peoples, based on trust and respect, and focused on finding common goals through open dialogue as the critical foundations for relationship building.
- The IESO will engage with Indigenous communities in a meaningful and timely manner, and in a way that recognizes the uniqueness of each 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 as set out in the Indigenous Engagement Framework.

Promoting Diversity, Equity and Inclusion

- The IESO will be inclusive of Indigenous perspectives and interests.
- The IESO will promote diversity by seeking to increase Indigenous representation within our workforce.
- The IESO will formalize an inclusive corporate procurement process that promotes opportunities for Indigenous businesses and partners to participate directly in the energy sector.
- The IESO will seek to enhance employee understanding of the rights, history and cultures of Indigenous peoples, through Indigenous awareness training for all IESO employees, with the aim of advancing reconciliation with Indigenous peoples.

- We will support capacity building of Indigenous communities and peoples, including youth, to help enable equitable participation in the electricity sector.

This Policy is a shared responsibility involving IESO and its employees. We commit to periodically reviewing and updating this policy to help ensure that it remains relevant.