

Reconciliation Action Plan

Progress Tracker

Objective	Deliverables	Timeline	Status
Increase our understanding, appreciation, and recognition of Indigenous cultures, histories, knowledge, and rights.	- Build a training plan for 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.	- September 2025 - Ongoing - Ongoing	- Complete - Active - Active
Promote anti-racism through the adoption of anti-oppression policies, practices, and education.	- 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.	- June 2025 - June 2026	- Complete - Incomplete
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).	- 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 - Ongoing - Ongoing	- Incomplete - Incomplete - Active
Observe cultural protocols and offer land acknowledgements	- 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.	- June 2025 - June 2025 - Ongoing - Ongoing	- Complete - Complete - Incomplete - Active
Engagement of Catalyste+ staff, volunteers, and advisors in the delivery of the Reconciliation Action Plan	- 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.).	- June 2024 - Ongoing	- Complete - Active
Elevate Indigenous voices in Catalyste+ communication materials	Highlight and amplify Indigenous economic independence success stories in Catalyste+ materials (website, training materials, and other communications).	Ongoing	Active
Foster awareness of political and social landscapes and different frameworks for reconciliation and Indigenous engagement in other countries where Catalyste+ is active	- Create and maintain resources, learning modules, and supportive networks in countries where Catalyste+ is active. - Create country-specific toolkits.	- June 2024 - Ongoing	- Active - Incomplete

Objective	Deliverables	Timeline	Status
Continue to establish and strengthen relationships with Indigenous partner organizations	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.	1. Ongoing 2. Ongoing	1. Active 2. Active
Seek ongoing advice from Indigenous partner organizations on the delivery of our Reconciliation Action Plan	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.	1. June 2024 and Ongoing 2. Ongoing	1. Active 2. Active
Promote reconciliation within our sphere of influence	1. Share our approach to the creation of this RAP, and lessons learned, with other organizations in Canada and beyond.	1. June 2024 and Ongoing	1. Active
Engage broadly with Indigenous Peoples, in Canada and abroad, to inform program design and service delivery	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.	1. June 2024 and Ongoing 2. Ongoing	1. Active 2. Active
Communicate the principles set out in our plan broadly, report transparently on our results, and engage the community in reviewing our practices	1. Adopt a transparent approach to communicating and reviewing our RAP, and seek the support of the community in its ongoing review and maintenance.	1. June 2025 and Annually thereafter	1. Active
Create an organizational culture that attracts and prioritizes greater diversity amongst staff and Board to include Indigenous representation	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.	1. June 2026 2. June 2026 3. June 2028	1. Active 2. Incomplete 3. Not started
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)	1. Conduct a comprehensive review, in collaboration with Indigenous partners, of Catalyste+ office space, including recommendations for design features.	1. June 2025	1. Complete
Ensure that Catalyste+ policies and practices address the interests of Indigenous clients	1. Conduct a workplace culture policy and practice assessment in collaboration with Indigenous partners to identify opportunities to advance reconciliation objectives.	1. June 2026	1. In progress

Objective	Deliverables	Timeline	Status
Procure goods and services from Indigenous businesses	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.	1. September 2025 2. June 2026 3. Ongoing	1. Complete 2. In progress 3. Active
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.	1. Work closely with Indigenous advisors in the development and delivery of services.	1. Ongoing	1. Active
Improve access and remove barriers related to Indigenous Peoples, communities, and organizations' access to economic independence	1. Work with Indigenous partners to understand systemic and structural barriers and advocate for change.	1. Ongoing	1. Active

