



Management Approach: Indigenous Relations

At Stantec we are committed to building and maintaining respectful and sustainable relationships with Indigenous Peoples and communities. This is accomplished by recognizing, supporting, and respecting the diversity and distinctiveness of the cultures of our Indigenous employees, our Indigenous partners, our Indigenous clients, and the Indigenous businesses we work with. Our relationships with communities and our awareness of Indigenous cultures and histories are vital to our ability to deliver effective and sustainable project design and solutions.

Commitments and Practices

Shortly after Stantec's founding in 1954, our project work expanded from Edmonton, Alberta, to northern Canada. Since then, building and maintaining positive relationships with Indigenous Peoples has been a Company tenet.

Recognizing that Indigenous Peoples are the original keepers of the land and guardians of the water, Stantec is always looking for ways to build stronger connections with Indigenous communities. Our [Indigenous Relations Practice](#) is grounded in the collective histories of the companies that built Stantec, as well as the global histories of Indigenous Peoples.

Stantec's approach to Indigenous Relations consists of four pillars that integrate Stantec's core values.



In Our Operations

Stantec creates opportunities for Stantec employees to connect and learn about Indigenous histories, cultures, and values. These connections help foster empathy and understanding and provides a workforce that is more inclusive of Indigenous Peoples, and ultimately, makes Stantec a more inclusive company overall. By learning more about the past, we are in a better position to conduct ourselves in a respectable manner and play a positive role in reconciliation.

Our formal programs are focused on Canada, the United States, Australia, and New Zealand with informal touchpoints to other regions where we operate. Indigenous Relations teams provide cultural advice, enable collaboration, and bridge the gap between industry, government, and Indigenous communities.

Globally

Stantec maintains an Indigenous Connections employee resources group to create an opportunity for Stantec employees around the world to connect and learn about Indigenous histories, cultures, and values. By learning more about the past, we are in a better position to conduct ourselves in a respectful manner and play a positive role in reconciliation.

Annually, we celebrate a variety of Indigenous-based observances including Matariki – Māori New Year and Te Wiki o te Reo Māori/Māori Language Week (New Zealand), National Reconciliation Week and NAIDOC (Australia), National Day for Truth and Reconciliation Day (Canada), and Native American Heritage Month (United States).



Canada

To enhance Indigenous cultural understanding internal to Stantec and continue a path towards reconciliation, we have drafted a Reconcili-Action Plan (to be released in 2024) and continue Indigenous Cultural Awareness training in partnership with the First Nation University of Canada and Four Seasons of Reconciliation. To further promote cultural awareness, Stantec created an internally led Indigenous Cultural Safety program for project managers; we anticipate developing additional modules.

We partner with Everfi to bring STEM¹ programming to remote and Indigenous-based schools and partner with Indpsire to support Indigenous post-secondary students on their education path.

Stantec has expanded our membership with the American Indian Science Engineering Society (AISES) as their organization has grown into Canada.

United States

We are members of the AISES Corporate Advisory Council and have been repeatedly recognized as a Top 50 Workplace for Indigenous STEM Professionals by the official magazine of AISES, Winds of Change.

Our focus on promoting STEM education begins at the K-12 level through our school business partnership with the Alaska Native Cultural Charter School, Alaska Native Science and Engineering Program, and Alaska Resource Education. Our STEM outreach continues through the university level via scholarship donations to Indigenous students.

Australia

Stantec annually celebrates National Reconciliation Week and NAIDOC and maintains a Stantec Reconciliation Action Plan. We also focus on future generations of STEM professionals, partner with Engineering Aid-Australia to support Indigenous high school students with an aptitude for math and science education, and offer networking and internship opportunities.

New Zealand

In New Zealand, we have appointed a Pou Ārahi Māori Cultural Leader. Our offices hold in person and virtual events to celebrate Matariki – Māori New Year. We celebrate Te Wiki o te Reo Māori/Māori Language week through daily cultural sessions to include Māori language movement, pepeha and pronunciation, and the application of traditional knowledge to our practices.

We also support Māori and Pasifika people in obtaining meaningful qualifications, apprenticeships and quality sustainable employment in the infrastructure and construction sectors through our partnership with Construction Employer Consortium.

Supporting Clients

Stantec has demonstrated success in working alongside, and in partnership with, Indigenous peoples to achieve positive project outcomes. We have experience working with Indigenous communities on behalf of our clients and with Indigenous communities as our clients.

Stantec offers [Indigenous services](#) as part of our cultural and social sciences offerings. Through Indigenous consultation and engagement programs; advisory and practical regulatory services; Indigenous knowledge, traditional ecologic knowledge, and traditional land use studies; and training and development, we help our clients develop productive relationships with Indigenous communities and mitigate potential adverse effects. In the process, we create opportunities for Indigenous peoples to benefit from the work we do together.

¹ STEM: Science, Technology, Engineering, and Math.



In Canada, for more than 20 years, Stantec has been the minority partner in and legal operator of numerous [Indigenous Business Partnerships](#). These are built on a foundation of mutual respect, common goals, opportunities for employment, and an understanding of the local community. Currently there are 10 active [partnerships](#) (with Stantec as minority partner) and 3 joint ventures.

Our Indigenous Business Partnerships enable Stantec to

- Generate revenue for our Indigenous partners to support community economic growth
- Connect clients to local resources
- Combine the local knowledge of our partners and partner communities with our technical capabilities to deliver projects on Indigenous lands and traditional territories
- Provide local Indigenous community members with opportunities to build capacity through employment, training, and hands-on skills development
- Build longer-term opportunities for community members to build on existing skill sets and take on roles with increasing levels of responsibility on our projects
- Expose Indigenous peoples to career options at Stantec
- Create shared value for our partners, our clients, and Stantec

In the United States, Stantec continues to associate with Alaska Native Corporations for federal government contract opportunities and other business relationships. We proudly work with 14 Alaska Native organizations through our Alaska Native Program.

With Our Supply Chain

As a part of our supplier diversity program, Stantec purposely focuses on working with Indigenous businesses. Having Indigenous businesses in our supply chain helps us fulfill our promise to foster community development and it aligns with our values.

In Canada, Stantec is a member of the Canadian Council for Aboriginal Business (CCAB), which promotes Indigenous relationships and an economy based on shared prosperity. We are also members of CCAB's Procurement Champions Group and are actively working to increase Indigenous procurement by streamlining processes to make it easier for Indigenous businesses to work with Stantec. We are actively progressing our certification under CCAB's [Progressive Aboriginal Relations \(PAR\) Program](#), a federally recognized certification program and framework for the successful implementation of Indigenous relations within an organization. PAR certification signals to Indigenous communities that a company is a good business partner, supports a workplace that is inclusive of Indigenous Peoples, and is committed to playing a role in the growing prosperity of Indigenous communities.

In Australia, we partner with organizations to promote and grow the Aboriginal and Torres Strait Islander business sector through supplier diversity, including Supply Nation and Kinaway.

Accountability:

Stantec deems our Indigenous Relations program successful when we maintain positive relationships with the Indigenous communities connected to our projects and partnerships. Organizationally, we are purposely working to grow the percentage of Indigenous employees on our staff and in leadership.

Material Topic / Value Chain Nodes Covered:

Indigenous Relations / Operations, Downstream (Clients), Upstream (Supply Chain)

See all [Stantec Management Approaches](#)