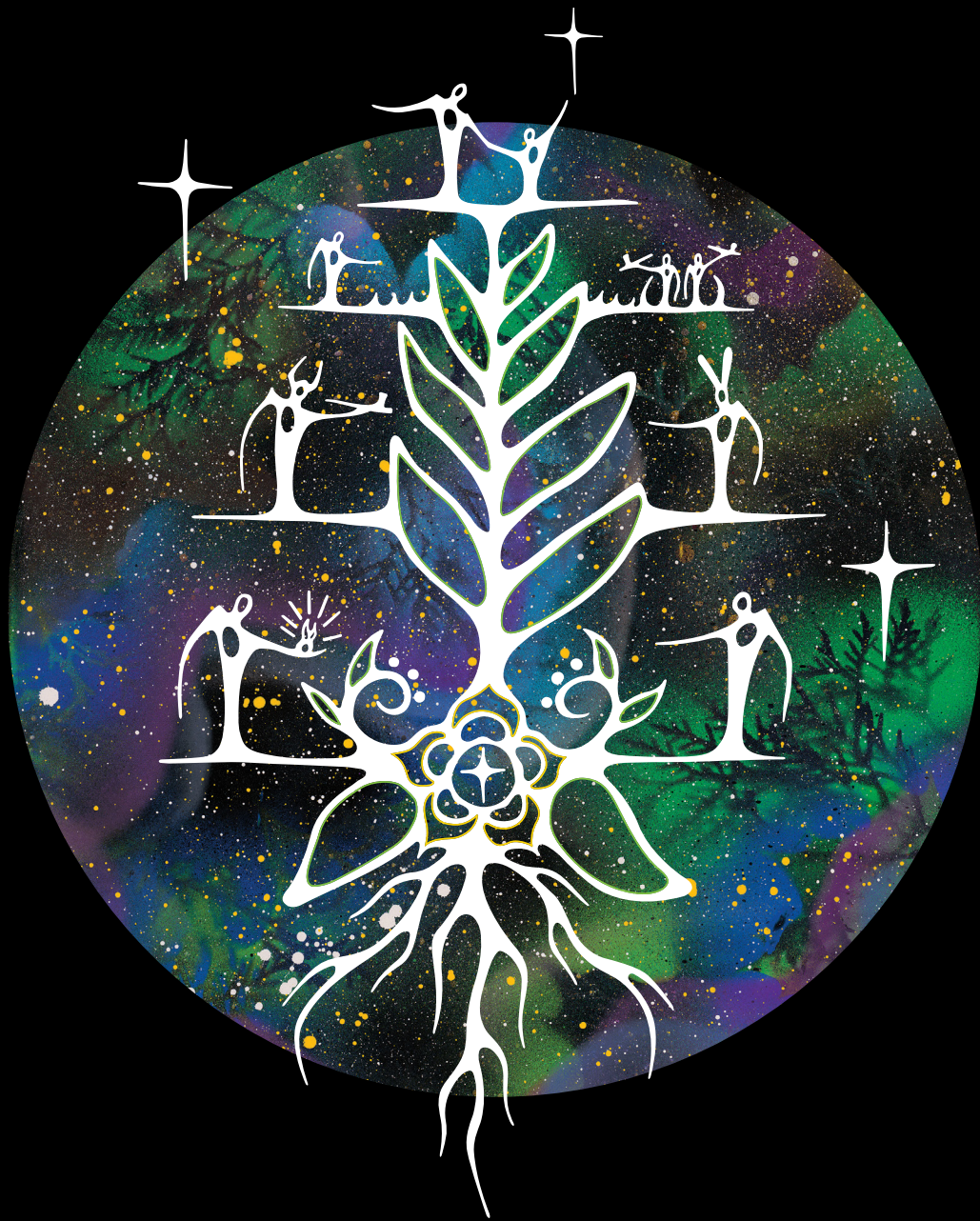


Deloitte.



Widening the shared path for reconciliation

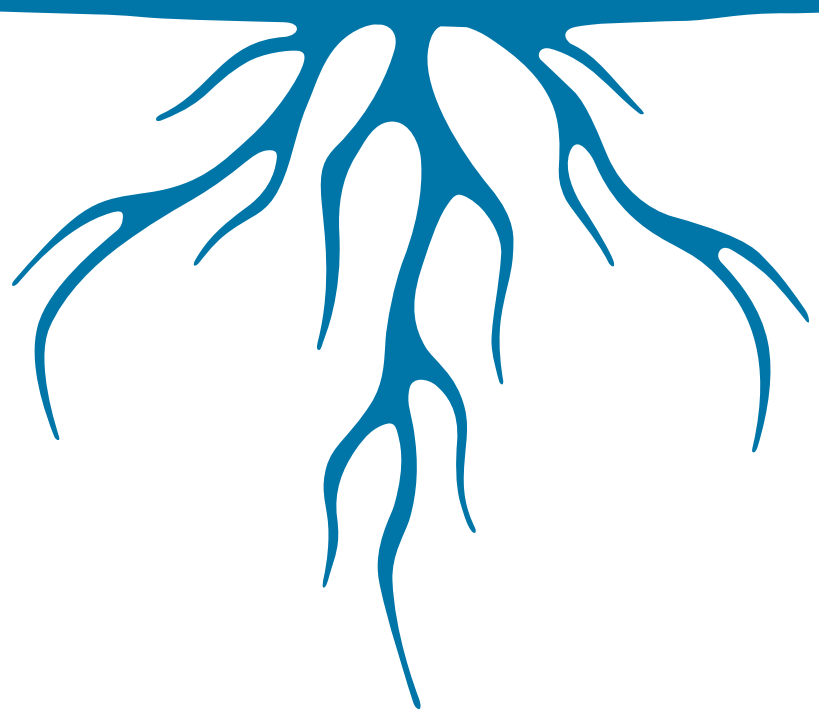
Year-three update report | June 2023

Land acknowledgement

We acknowledge that Deloitte offices reside on traditional, treaty, and unceded territories that are now known as Canada and often referred to as Turtle Island by many Indigenous Peoples.

We acknowledge this land is still home to many First Nations, Inuit, and Métis Peoples.

We are all Treaty people.



About the artist



Nyle Miigizi Johnston

is an Anishinaabe artist and visual storyteller from the Great Lakes territory. With his early years spent in Chippewas of Nawash Unceded First Nation, his work often takes inspiration from Ojibwe woodland art. His artwork combines his cultural traditions with the universal messaging of love, kindness, fairness, and care for Mother Earth, as well as personal themes of identity and healing.

Table of contents

| | |
|---|----|
| Messages from our leadership | 3 |
| Introduction | 5 |
| Our progress on the four pillars | |
| Inclusion | 6 |
| Education | 9 |
| Employment | 14 |
| Economic empowerment | 19 |
| Advancing reconciliation | |
| in the marketplace | 22 |
| Acknowledging our journey | 23 |
| A glimpse into the journey | 24 |
| Leadership in action | 25 |

Messages from our leadership



Anthony Viel

Chief Executive Officer
Deloitte Canada and Chile

When I think of our reconciliation journey, I'm reminded of the words Governor General Mary Simon shared to mark the first National Day for Truth and Reconciliation: "Reconciliation is a way of life, continuous, with no end date. It is learning from our lived experiences and understanding one another. It is creating the necessary space for us to heal."

With this spirit of continual growth and healing in mind, I am proud to share our third Reconciliation Action Plan update report. Since 2020, Deloitte has taken meaningful steps to strengthen trust and rebuild relationships between Indigenous and non-Indigenous peoples. This report offers a detailed update of the incredible work the firm has done to advance our reconciliation journey, while staying true to the firm's Purpose by inspiring others through knowledge and opportunities, and to our Shared Values by fostering inclusion and taking care of each other.

This year, through the Deloitte Future of Canada Centre, we launched the first in a series of reports that share the insights and perspectives gathered from Indigenous youth across the country. The report highlighted the group's leading concerns, including the top issues the young leaders want addressed by political leaders and how their communities are experiencing climate change first-hand. By listening to these voices, we can enact necessary and targeted change.

Within our own walls, we know that we need more Indigenous voices at the table. That's why we've onboarded a new team of Indigenous professionals who are exploring innovative hiring initiatives that are aligned with Indigenous ways of knowing, doing, and being to help us foster and promote First Nations, Inuit, and Métis talent across Deloitte.

Finally, I'm delighted to share that our firm was awarded the Silver level certification from the Canadian Council for Aboriginal Business' Progressive Aboriginal Relations program, becoming the first professional services firm to earn this designation. This recognition reflects our how our work prioritises Indigenous businesses and community relationships, following through with our commitment to bolster economic empowerment.

Thank you for reading this report to learn more about Deloitte's reconciliation journey. By collaborating with communities and organisations, we will create a space for healing to make an impact that matters.

Messages from our leadership



Roberta Jamieson

Independent Director, Deloitte Canada and Chile Board of Directors

Deloitte continues to demonstrate its strong commitment to reconciliation. As a member of the board, I witness the all-important “tone from the top” that is so essential for creating the transformative change required. I am particularly energized by the firm’s commitment to the youth, education, and recruitment of First Nations, Inuit, and Métis talent. As the first professional services firm to be recognized at the Silver Level by CCAB, Deloitte is poised to lead and positioned to support the private and public sector on their journey to reconciliation.



Duncan Sinclair

Chair, Deloitte Canada and Chile

June 2023 marks three years since the release of our firm’s Reconciliation Action Plan (RAP), the first of its kind in corporate Canada to answer the Truth and Reconciliation Commission call to action to businesses.

In a recent conversation, Kahsennenhawe Sky-Deer, Grand Chief of Kahnawake told me, “We will never forget our history, but with recognition, we can create a better place for the future.”

Like many Canadians, I am on my own journey of reconciliation—exploring, reflecting, and learning along the way about this country’s relationship to Indigenous Peoples and how we can move forward together.

Our firm is on a journey too. And, as chair, I am proud of the steps we’ve taken this past year, including our first sponsorship agreement with the 2023 North American Indigenous Games and our three-year agreement with Indspire, committing \$175,000 annually to Indigenous education. I’m also honoured by Deloitte Canada’s Silver Level certification from the Canadian Council for Aboriginal Business, the first professional services firm to receive this prestigious acknowledgement.

We must continue to recognize opportunities that will allow us to bring the skills and capabilities of more Indigenous Peoples into Deloitte and remain committed to working alongside all of corporate Canada to make real progress on this country’s reconciliation journey.



Introduction

It has been three years since the release of Deloitte Canada's Reconciliation Action Plan (RAP).

Its purpose is to hold our firm accountable to tangible goals and targets under **the four pillars of inclusion, education, employment, and economic empowerment.**

We also intend to set the bar for corporate Canada and other organizations to do more in response to the calls to action made by the Truth and Reconciliation Commission.

The ripple effect of this journey has been acknowledged and recognized across various sectors and regions; therefore, we each have an individual and collective responsibility to take meaningful action.

Thank you for following and supporting the shared path for reconciliation. The efforts and dedication made by Indigenous and non-Indigenous peoples on this journey is a shared responsibility, and we hope others can learn from our progress and challenges.

This report highlights our journey over the last fiscal year, from June 1, 2022, to May 31, 2023.

We welcome your thoughts; please connect with us at indigenous@deloitte.ca



OUR PROGRESS ON THE FOUR PILLARS

Inclusion

*Deloitte is committed to doing business inclusively.
We seek to create an environment where
all professionals can contribute to reconciliation.*



Inclusion

2020 RAP commitment

Target timeline

Organize and lead two roundtables on reconciliation collaboration per year and co-publish a paper on reconciliation efforts in Canada. | 2020-22

FY23 update

June 2022-May 2023

Since the inception of RAP, Deloitte Indigenous has participated in or led over **52 roundtables on our journey of reconciliation**. Key mentions in the last year include the Canadian Council for Aboriginal Business, First Nations Major Projects Coalition, and Global Indigenous Carbon Summit.

In January 2023, the **Deloitte Future of Canada Centre co-published a report on Reconciliation in Canada with Canadian Roots Exchange**. This inspired a subsequent report series that will be published in the coming years. The series will focus on four priority areas for reconciliation as identified by a group of young Indigenous leaders: education and employment; access to services, including mental health; environment and climate change; and Indigenous sovereignty.

Publish land acknowledgement statements and resources that will be accessible for Deloitte people and executive leaders to use at events, with clients, or in communities. | Annually

We continue to provide education on the purpose of land acknowledgements, embracing it as an opportunity to spur action beyond scripted statements. It has become a common practice for settlers and Indigenous Peoples to share personal stories about their connection to the land, water, and air. In addition to sharing verbal land acknowledgements, our firm is committed to providing visual acknowledgements in our office spaces. Most recently, we unveiled territorial plaques in our Halifax, Ottawa, and Toronto offices. This has allowed us to incorporate Indigenous artwork and languages, while acknowledging the traditional and current caretakers of the land in our spaces.

Continue to fund the Indigenous and Allies Community to support mentorship programs, leadership opportunities, and event sponsorships for Indigenous and non-Indigenous people at the firm. | Annually

The Indigenous and Allies Community (IAC) membership has grown more than 22% in the last year, with 10% of its members self-identifying as Indigenous. We continue to organize monthly events, and **in the last year, we hosted 14 webinars and one in-person event**. More than 1,000 people from across the firm have attended in FY23.



“Indigenous youth deserve a voice at the table of public policymaking across the country. I hope that Deloitte’s work helps bring about a future where their leadership is recognized. I’m inspired by the clear vision and determination that the youth we’re working with have for reconciliation in Canada. I have learned so much from them and feel certain that our future is in good hands.”

Regina Mandamin

Senior Indigenous Specialist
Future of Canada Centre

Inclusion

2020 RAP commitment

Target timeline

Review and adapt current support systems and services to accommodate traditional Indigenous cultures and needs. | 2020-22

FY23 update

June 2022-May 2023

As part of our employment strategy, we formed a new committee in the workplace experience team to review the current support systems and services that are offered to Indigenous professionals at the firm. One of the first adaptations we made was to revamp our THRIVE sessions, webinars for Deloitte people hosted by subject-matter advisors who talk about health and wellness topics. These sessions now incorporate Indigenous ways of knowing, a lens through which all THRIVE participants now learn. The workplace experience team is also reviewing our employee benefits coverage, specifically working to ensure that Indigenous cultural items are eligible for reimbursement for First Nations, Inuit, and Métis employees.

We continue to build safe spaces for Indigenous professionals to connect. One example is the **Indigenous Professionals Circle**, which enables practitioners from across regions and business lines to connect on a personal level, help guide our Indigenous talent strategy, and champion our Reconciliation Action Plan. A second cohort launched in January 2023.



“Being part of the Deloitte team and leaning into our success in the Reconciliation Action Plan by the development, creation, and launch of an Indigenous talent strategy is so important. I believe that we as Indigenous Peoples should thrive in all areas and at all levels.”

Nicole Callihoo, National Indigenous Program Lead, Workplace Experience





OUR PROGRESS ON THE FOUR PILLARS

Education

Deloitte understands the importance of cultural awareness education, and will create ongoing learning opportunities to train and inform our people at all levels.



Education

2020 RAP commitment

Target timeline

Communicate opportunities and resources for Deloitte Canada people to participate in Indigenous cultural celebrations in order to advance meaningful and ongoing learning opportunities. | Annually



FY23 update

June 2022-May 2023

All Deloitte Canada professionals have access to Yammer, an internal communication channel. The Indigenous and Allies Community (IAC) Yammer page continues to be a valuable educational resource, with **15,000 views of more than 650 posts created in the last year**. This channel shares important news, upcoming events, media recommendations, questions, and deep conversations.

To celebrate National Indigenous History Month in 2022, Deloitte Indigenous and the IAC organized several events and educational opportunities to acknowledge the contributions and ongoing strength of the First Nations, Inuit, and Métis communities today. The month began with a **21 Days of ReconciliActions** calendar, which offered links to Indigenous content—resources, internal and external events, films, articles, books, music, etc.—daily, from June 1 to National Indigenous Peoples Day on June 21. People were also invited to participate in a virtual KAIROS blanket exercise, an interactive educational program that teaches the history of colonization in Canada, and to attend a workshop hosted by the IAC leadership team about how to personalize a land acknowledgement.

To meaningfully acknowledge the importance of September 30, the National Day for Truth and Reconciliation, the firm hosted activities such as virtual KAIROS blanket exercises, two different workshops on the topic of truth and reconciliation, and virtual tours of the former Mohawk Institute Residential School, hosted by the Woodland Cultural Centre. On September 29, we organized a national webcast with guest speaker Roberta Hill, a residential school survivor from Six Nations of the Grand River Territory, who shared her story and the importance of truth and reconciliation to her. **In our Quebec City office on September 28, we launched the fifth of our planned six Gord Downie & Chanie Wenjack Fund Legacy Spaces** with an event featuring prominent Indigenous leaders, dancers, and drummers. To commemorate the National Day for Truth and Reconciliation, **the firm closed all its offices in Canada on September 30, and announced that this will be a statutory day for all employees in Canada going forward**. In 2023, the day will be observed on Monday, October 2.



“Increasing awareness of Indigenous cultures through education is an important goal we have at Deloitte. The Indigenous and Allies Community is a significant way in which we provide such educational opportunities to our colleagues. By exploring a wide variety of topics like residential schools, Indigenous comedy, land defending, and much more, we aim to expand knowledge of Canada’s history with Indigenous Peoples and empower our peers to join us in our journey of reconciliation.”

Whitney Hynes

Specialist, Deloitte Indigenous and co-lead of Indigenous and Allies Community

Education



“It was a privilege to be part of the inauguration of the Gord Downie & Chanie Wenjack Fund Legacy Space in our Quebec City office in September 2022. To launch the first Legacy Space in the province of Quebec is significant—our colleagues had the opportunity to be immersed in culture and be inspired by the words of Grand Chief of the Huron-Wendat Nation, Remy Vincent. Our firm’s commitment holds true for building authentic relationships with Indigenous communities and ensuring our offices are safe and welcoming places where conversations about the past, present, and future are facilitated and encouraged.”

Anne-Marie Ethier

Partner, A&A Indigenous Services Lead,
and member of the Deloitte Canada and Chile Board of Directors

Education

2020 RAP commitment

Target timeline

Continue to develop community partnerships to reach 5,000 Indigenous youth per fiscal year. | Annually

FY23 update

June 2022-May 2023

In the last year, Deloitte Canada has supported over 5,000 Indigenous youth through volunteering and pro bono engagements. Some of the organizations we have collaborated with include Indspire, Canadian Roots Exchange, and Chapter One.



Deloitte is honoured to be a **platinum sponsor for the 2023 North American Indigenous Games (NAIG)** taking place from July 15 to 23, 2023, in Kjiptuktuk, Mi'kma'ki (Halifax, Nova Scotia). NAIG 2023 will bring together more than 5,000 youth athletes, coaches, and team staff from over 756 Indigenous Nations across Turtle Island (North America) to celebrate, share, and reconnect through sport and culture. This will be the largest multi-sport and cultural event held in Atlantic Canada since contact and will be the first time the region hosts NAIG. Our firm is proud to play a role, through sponsorship and pro bono support. We are helping build relationships, rebuild trust, empower youth, and foster future partnerships. During the 2023 Games, the Deloitte Greenhouse will host more than 300 Indigenous youth athletes selected by the mission staff to help shape the future of Indigenous sport. Prior to the Games, colleagues from the Atlantic Canada offices gathered to develop a risk response plan and the first-ever legacy transfer of knowledge plan to guide the future hosts of the Games.



Education

2020 RAP commitment

Target timeline

FY23 update

June 2022-May 2023

Deliver Indigenous cultural awareness training. Phase one is for the leadership team and board, and phase two is the pilot training for 1,000 Deloitte professionals. | 2020-21



4 Seasons of Reconciliation

[The 4 Seasons of Reconciliation training](#) is a 2.5-hour cultural awareness eLearning that is a mandatory onboarding component for all Deloitte Canada professionals. We regularly provide opportunities to educate our people by inviting Chiefs, Elders, and knowledge keepers to share teachings and ground us in Indigenous ways of knowing, doing, and being.

We offer the 4 Seasons of Reconciliation training to our professional networks, and nearly 2,000 people have taken the course through our sponsorship so far. The opportunity to educate our peers is an important responsibility.

The National Indigenous Economic Strategy for Canada 2022, developed by more than 20 Indigenous organizations, contains a call to “business schools in Canada [to] require all business students to take a course on Indigenous Peoples and the economy.” In response, we connected with post-secondary business programs to offer the 4 Seasons of Reconciliation training to their faculty and business students.

As part of our commitment with the Gord Downie & Chanie Wenjack Fund, we continue to educate Deloitte people and clients who enter our work spaces. Deloitte recently renewed an additional five-year sponsorship agreement with the Legacy Spaces program for our Halifax, Quebec City, Ottawa, Toronto, Winnipeg, and Victoria offices.

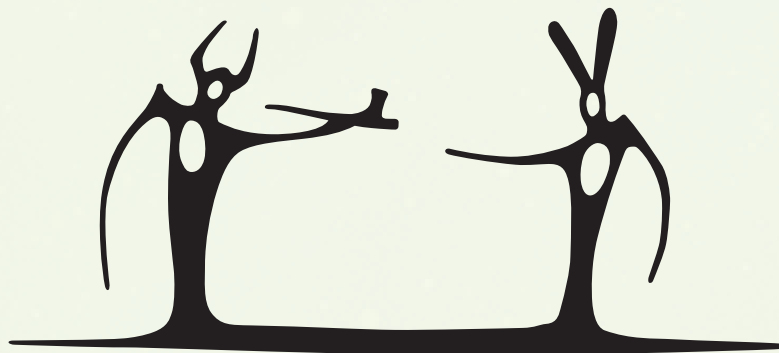




OUR PROGRESS ON THE FOUR PILLARS

Employment

Deloitte believes in the opportunity for our people to lead at every level. We will continue to engage and empower current and future Indigenous talent, so they can realize the change they seek to make.



Employment

2020 RAP commitment

Target timeline

Review existing talent policies for opportunities across service lines and industries to prioritize Indigenous recruitment and retention efforts.

| 2020-22

FY23 update

June 2022-May 2023

In its latest fiscal year, Deloitte Canada invested more in fostering the right culture and mindset. As part of that effort, several Indigenous learning programs were organized through our strategic partners and delivered to our team members in business and talent.

We continue to work to educate and empower our talent teams to enhance their Indigenous hiring awareness, mindset, and approach. In collaboration with Our Children's Medicine, we held sessions about Indigenizing the hiring process. We also designed and delivered a new diversity, equity, and inclusion (DEI) lab that focused on shifting current hiring trends and determining actions for our talent teams, business leaders, and interviewers.

An Indigenous talent resource guide was developed to provide greater understanding of the cultural nuances and ways we can strengthen our Indigenous recruitment processes across the firm.

As part of our increased focus on fostering an inclusive culture, three new positions have been introduced to improve our Indigenous talent strategies:

- Senior Manager of Indigenous Workplace Experience
- Senior Manager of Indigenous Talent Advisory
- Indigenous Talent Acquisition Specialist

All these positions are held by experienced Indigenous professionals.

Our Diversity Dashboard, which captures the representation of diverse groups across levels and regions based on self-reported data, continues to improve. We reported a 38% increase in Indigenous professionals at the firm compared to the previous year—127 as of April 2023, compared to 92 in the previous fiscal year.

We continue to use **Indigenous hiring insights** to inform our talent strategies, both internal and external.



Employment

2020 RAP commitment

Target timeline

Design and implement national and local office recruitment and talent strategies to increase the number of Indigenous professionals and practitioners to 5% of total new hires in each office. | By 2025

FY23 update

June 2022-May 2023

We saw a significant uptick in applications in the second year of the firm's **Indigenous Student Scholarship and Internship program**—ultimately, **it awarded 14 Indigenous students with \$5,000 scholarships and work placements.**

To empower Indigenous Peoples in their education and career journeys, we continue to build key relationships across Canada with organizations and universities such as Our Children's Medicine, Workforce Forward, ComIT, and NPower. We are also exploring several additional strategic alliances to help improve our talent pipeline and internal support systems. **In the last year, we invested over \$120,000 in Indigenous employment conferences.**



“Over the last year, Deloitte has supported several First Nations, Métis, and Inuit students across Turtle Island in their education and career journeys through scholarship and internship opportunities. It has been remarkable to see the wave of commitment in ensuring that Indigenous learners not only feel supported to succeed in their studies, but also have the opportunity to develop hands-on skills in our service lines across the firm, which ultimately has led to multiple permanent career placements. As our inspiring Indigenous community continues to grow through programs such as these, we continue to grow stronger as a firm—Deloitte fosters a workplace that accepts and supports our whole selves as Indigenous Peoples from all the four elements of mind, body, spirit, and emotions.”

Tanaya Marsel

Indigenous Talent Acquisition Specialist

Employment

2020 RAP commitment

Target timeline

Attend career fairs in Indigenous communities to grow Indigenous talent pool for future success with Deloitte. | 2020-25

Strengthen and nurture relationships with organizations that support Indigenous education and make use of these relationships to recruit Indigenous talent to join Deloitte. | 2020-25

FY23 update

June 2022-May 2023

Continuing our momentum to reach out and engage with Indigenous talent, we entered into agreements this year with two Indigenous recruitment agencies, Akkada and Spirit Omega, to help fill positions throughout the firm.



In the second year of our multi-year agreement with Indspire, we reached over 2,000 Indigenous students through workshops, scholarships, and events. We are honoured to be the lead corporate sponsor for Soaring: Indigenous Youth Empowerment Gathering, and a supporting sponsor for the Indspire Awards and sponsor of the Building Brighter Futures: Scholarship, Bursaries & Awards program. During the past year, we provided funding for 30 students to pursue post-secondary education as part of Indspire's Building Brighter Futures scholarship. **Since 2017, we have directly supported 108 students pursuing certificates, diplomas, bachelor's degrees, master's degrees, or professional designations.**



Employment

2020 RAP commitment

Target timeline

FY23 update

June 2022-May 2023

Explore innovative hiring and talent initiatives with clients and Indigenous businesses. | Annually

To ensure we have Indigenous representation throughout our firm and to help close the digital divide, we need to future-proof meaningful career opportunities in information technology for emerging Indigenous leaders. We've therefore created a cohort-based approach to attract and develop Indigenous IT talent. Our inaugural cohort started in March 2023, and will soon support various clients in the technology sector.



Deloitte and PLATO recently completed a multi-year agreement to further develop PLATO's world class Indigenous technology apprenticeship program. This ensures a wide range of Deloitte clients and technology projects include PLATO Indigenous talent.

With PLATO's recent evolution into an Indigenous majority owned business, these joint investments will first enable hundreds of Indigenous youth to build careers in the technology sector. The added market success for Deloitte and PLATO will also result in dividends to PLATO's Indigenous owners—Kitsaki Management, Raven Capital, Kiya Maka, and other individual Indigenous employee shareholders.



"Employment data continues to predict only two growing segments of the Canadian labour force: Indigenous Peoples and new Canadians. Creating meaningful opportunities for Indigenous Peoples to contribute at Deloitte is an accelerator to both our business and culture."

Jay Pariseau

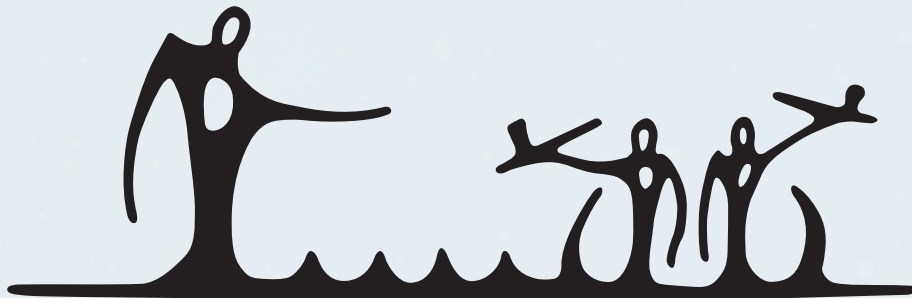
Senior Manager, Consulting Talent Advisor



OUR PROGRESS ON THE FOUR PILLARS

Economic empowerment

Deloitte seeks to support sustainable economic opportunities for Indigenous Peoples and businesses to create a positive impact and drive value for their communities.



Economic empowerment

2020 RAP commitment

Target timeline

Maintain membership with the Canadian Council for Aboriginal Business (CCAB) and continue completing phases one and two of its Progressive Aboriginal Relations (PAR) program's targets. Also, devise a plan of action to achieve phase three targets. | 2021

FY23 update

June 2022-May 2023



Canadian Council for Aboriginal Business 

Deloitte achieved the Silver level certification in the PAR program, in the fall of 2022, from the Canadian Council for Aboriginal Business. The firm earned the designation, which recognizes organizations that prioritize support for Indigenous businesses and community relationships, because of its efforts to advance reconciliation. We are the first professional services firm in Canada to achieve this certification level.

Develop a Deloitte Canada Indigenous supplier-tracking mechanism to profile and collect information about our Indigenous suppliers. | 2021

We continue to engage with and onboard Indigenous-owned businesses through our **Indigenous Supplier Portal**. To date, we have **added 57 suppliers**, in a variety of categories. Several are currently active in supporting our firm's client engagements and internal activities.

Identify Deloitte's current Indigenous suppliers and conduct feedback sessions to improve experiences and identify ways to attract new Indigenous suppliers. | 2021

Working with internal functional teams, we've identified additional previously unidentified Indigenous-owned suppliers, we've included them in our processes and featured them on the portal. We developed built-in feedback surveys for our Indigenous supplier training sessions and continue to meet one-on-one with our active suppliers for support, input, and feedback about bidding responses for future process enhancements. A feedback process has been built into our request for proposals (RFP) process as well.



"Achieving a Silver certification affirms that we are on a good path—an authentic and impactful one. Receiving this designation shows how far Deloitte has come in just a few short years, and it's deeply gratifying. Our firm is also keenly aware there is much more to be done—I know we will continue to strive to do even better, always."

Fiona Kirkpatrick Parsons

Senior National Advisor / kā-nīkānīt
Deloitte Indigenous



Economic empowerment

2020 RAP commitment

Target timeline

Conduct Indigenous procurement information sessions for Deloitte procurement practitioners and those of our clients and communities; explore and expand opportunities to source from Indigenous businesses. | 2020-21

Increase business with Indigenous companies to increase overall Indigenous procurement spend with an aim to source 5% of local Deloitte offices' applicable procurement spend* from Indigenous businesses. | 2020-22

**Applicable spend is the annual spend that can be influenced by procurement activities, which include relevant categories based on available Indigenous-owned suppliers.*

FY23 update

June 2022-May 2023

In January 2023, in conjunction with the Indigenous and Allies Community, Deloitte hosted an Indigenous procurement webinar for internal firm professionals. This session addressed common myths about Indigenous-owned businesses, provided information about Deloitte's inclusion of Indigenous-owned businesses in procurement processes, and introduced the Indigenous Supplier Portal.

In March 2023, we launched the first session of an Indigenous supplier learning series for external vendors to enhance their understanding of our internal offerings and processes. It featured presentations from the firm's procurement and Indigenous client services leaders.

On both internal projects and client engagements across the country, **Deloitte achieved a 5% spend ratio with Indigenous suppliers based on the firm's total applicable supplier spend for this past fiscal year.** We continue striving to increase spending with Indigenous-owned businesses, such as by targeted socialization of Indigenous-owned suppliers, through practitioner engagements.

Indigenous supplier searches are now fully integrated into the RFP process. For all RFPs, contract renewals and new contracts, our procurement team searches and includes qualified Indigenous-owned suppliers. We continue to support category analysis by identifying new opportunities for Indigenous-business inclusion. For example, we have identified niche opportunities in our contingent labour program to run through Indigenous-owned suppliers.

Procurement is working with functional teams, including internal finance leaders, to ensure Indigenous suppliers are integrated in all the new buying processes.



“We are being intentional in building long-lasting, meaningful relationships with First Nations-, Inuit-, and Métis-owned businesses. Not only do these vendors bring genuine passion, innovation, and transformative perspectives, they are contributing to the economic prosperity for Indigenous communities and the entire country.”

Amber Zenuk

Senior Specialist, CoRe Procurement

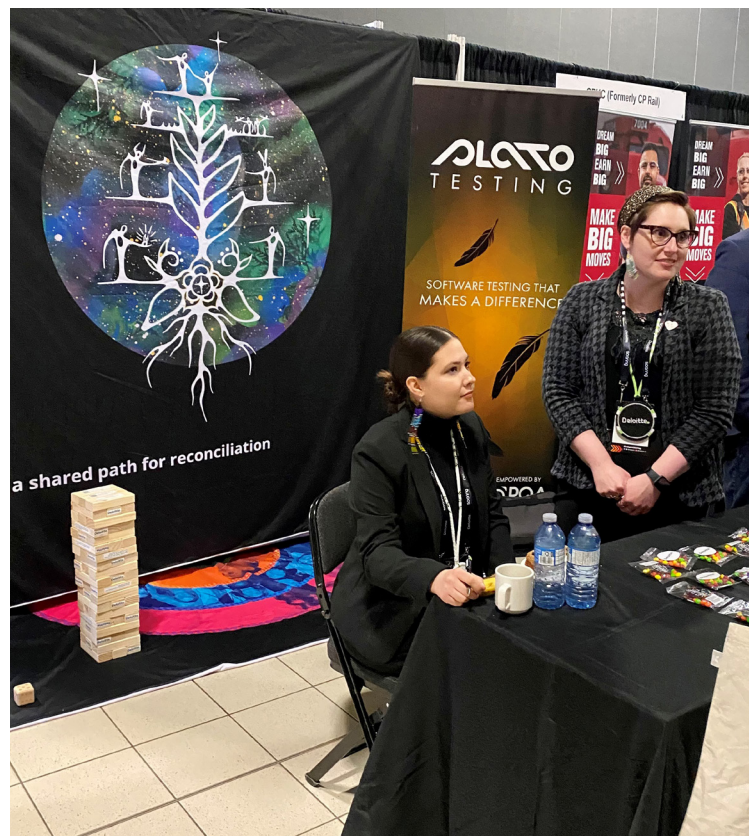
Advancing reconciliation in the marketplace

Engaging in work that matters to the future of the country and planet is high on our priorities list and is deeply meaningful for our firm. It's especially significant when we engage with and amplify Indigenous voices and ways of knowing to advance this impactful work—embodying the spirit and intent of the truth and reconciliation movement.

Here is a sample initiative from our client-facing teams:

Advancing Indigenous-led climate action

The Indigenous Client Services team, with the help of the Indigenous Advisory Committee, is working with Deloitte's WorldClimate office to support Indigenous-led carbon offset projects in Canada. Building on the accomplishments outlined in the [2022 Promises, Promises report](#), Deloitte will host Indigenous-led forum events to explore solutions for increasing Indigenous participation in Canada's carbon offset markets.





Chi miigwetch to the inspiring RAP working group committee members:

Amber Zenuk, Ashley Fruck Siomos, Candice Maxis, Charles Perron, Fiona Kirkpatrick Parsons, Francesca Iacobelli, Katie Goulet, Marylou Mintram, Nicole Callihoo, Regina Mandamin, Sahhara Leckie, Sarah Ogorevc, Sean Ford, Shawn Wong, Tanaya Marsel, and Whitney Hynes.

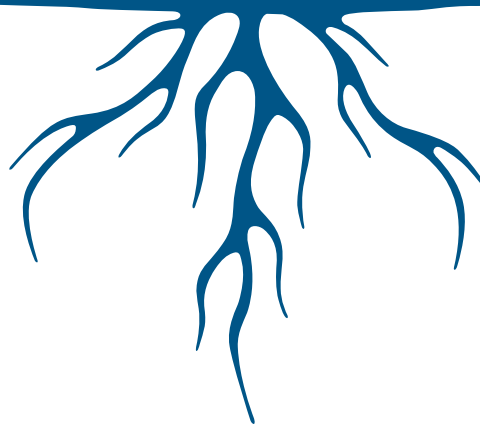


Acknowledging our journey

"The progress we've made in the first three years has been remarkable and heartening. While it can sometimes feel daunting and take a real toll on our spirit, mind, and body, I personally find this work to be a true source of healing. Focusing on the generations to come and changing policies and procedures to ensure Indigenous Peoples are represented, celebrated, and valued is my north star. In my role, I continue to stay true to the seven sacred teachings—humility, bravery, honesty, wisdom, truth, respect, and love—to guide our Reconciliation Action Plan. I know we all continue to keep the youth in our hearts and minds as we do our work. I'm incredibly grateful for the opportunity to widen the circle and build capacity across many teams at the firm."

Alexandra Biron

Senior Manager
Deloitte Indigenous – Reconciliation Action Plan Lead



A glimpse into our journey

2019

Inspired by the 94 Calls to Action report, Deloitte releases the [Deloitte Canada 2019 Indigenous Impact Report](#) highlighting the impact they are making with Indigenous Peoples and communities across Turtle Island.

2020

Deloitte develops and commits to a [Reconciliation Action Plan](#) (RAP), the first of its kind in corporate Canada, to answer the Truth and Reconciliation Commission's [Call to Action #92](#).

2021

One year into Deloitte's formal reconciliation journey, an annual update report is published: [Reconciliation Action Plan update: Continuing on the shared path for reconciliation](#).

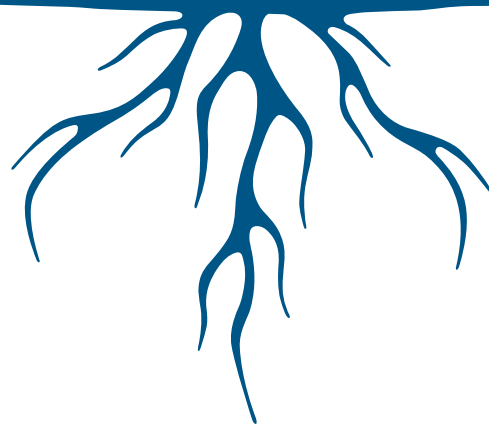
2022

Two years into Deloitte's formal reconciliation journey, a second annual update report is published: [Our progress on the shared path for reconciliation: Year-two update report | June 2022](#).

2023

Three years into Deloitte's formal reconciliation journey, a third annual update report is published: [Widening the shared path for reconciliation: Year-three update report | June 2023](#).

Leadership in action



Cyber Security for Indigenous Entrepreneurs

[English](#)

Aboriginal business report (CCAB) (ccab.com)

Featuring **Dustyn Martin-Ross**, Consultant, Cyber, Risk Advisory

Deloitte Canada's Bloom Scholarship programs

[English](#)

[French](#)

Deloitte Canada Champion of Indigenous Reconciliation Plan: Meet Fiona Kirkpatrick Parsons

[English](#)

linkedin.com (Global Mind ED)

Fiona Kirkpatrick Parsons, Senior National Advisor/ kā-nīkānīt, Deloitte Indigenous

Deloitte Canada receives Silver certification from the Canadian Council for Aboriginal Business

[English](#)

[French](#)

deloitte.com

Alexandra Biron, Senior Manager, Deloitte Indigenous

Deloitte Canada TVP: Alexandra Biron

[Bilingual](#)

Alexandra Biron, Senior Manager, Deloitte Indigenous

In the spirit of change: Grand Chief Kahsennenhawe Sky-Deer

[English](#)

Courage Inc. (Spotify)

Duncan Sinclair, Chair, Deloitte Canada and Chile

Northern Indigenous leader bestowed provincial accolade

[English](#)

northernontariobusiness.com

Jason Rasevych, Partner, National Indigenous Client Services Lead, Financial Advisory

2023 North American Indigenous Games (NAIG) press release

[English](#)

[French](#)

naig2023.com

Fiona Kirkpatrick Parsons, Senior National Advisor/ kā-nīkānīt*,
Deloitte Indigenous and Chair of the 2023 North American Indigenous Games

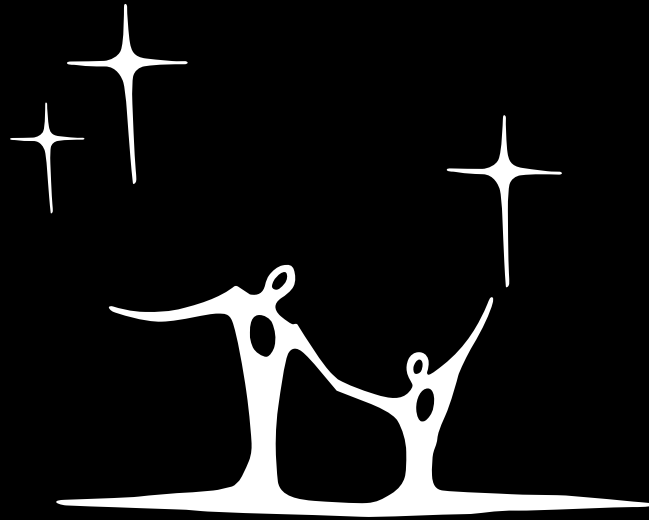
Voices of Indigenous youth leaders on reconciliation

[English](#)

[French](#)

Deloitte.com (Future of Canada Centre)

Regina Mandamin, Senior Specialist, Indigenous | Future of Canada Centre



“Here you’ll see a grandmother, Nookoomis, and her grandson. They’re reaching to the stars, and they’re talking about creation. The grandmother takes that opportunity to start passing down the stories and teachings of the Anishinaabe people. To me, this represents education and the sharing of wisdom as we teach the next generation of storytellers.”

Nyle Miigizi Johnston

Deloitte.

About Deloitte

Deloitte provides audit and assurance, consulting, financial advisory, risk advisory, tax, and related services to public and private clients spanning multiple industries. Deloitte serves four out of five Fortune Global 500® companies through a globally connected network of member firms in more than 150 countries and territories bringing world-class capabilities, insights, and service to address clients’ most complex business challenges. Deloitte LLP, an Ontario limited liability partnership, is the Canadian member firm of Deloitte Touche Tohmatsu Limited. Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee, and its network of member firms, each of which is a legally separate and independent entity. Please see www.deloitte.com/about for a detailed description of the legal structure of Deloitte Touche Tohmatsu Limited and its member firms.

Our global Purpose is making an impact that matters. At Deloitte Canada, that translates into building a better future by accelerating and expanding access to knowledge. We believe we can achieve this Purpose by living our Shared Values to lead the way, serve with integrity, take care of each other, foster inclusion, and collaborate for measurable impact.

To learn more about Deloitte’s approximately 330,000 professionals, over 11,000 of whom are part of the Canadian firm, please connect with us on [LinkedIn](#), [Twitter](#), [Instagram](#), or [Facebook](#).

© Deloitte LLP and affiliated entities.

Designed and produced by the Agency | Deloitte Canada. 23-7426151