

2022 UPDATE: INDIGENOUS ENGAGEMENT

This year, we turn our focus to the Indigenous communities, and increasing their engagement in the Canadian workforce. We recognize that relationship building with Indigenous communities will take time and is based on trust and common values. As such, our first step for 2022 will be to ensure that all Fuze HR employees have an in-depth understanding of Indigenous communities, their culture, history, and values.



EDUCATE THE WORKPLACE ON INDIGENOUS *HISTORY AND CULTURE*

We have implemented a plan to educate our workforce and new employees, through specific training courses and resources on Indigenous history and culture. Our goal is to create a cultural awareness and understanding of Indigenous Peoples in Canada throughout all levels of the organization.

Our current training and education revolve around the following themes:

1. Understanding the Indigenous Peoples and Communities of Canada

There are more than 630 First Nation communities in Canada, which represent more than 50 Nations and 50 Indigenous languages.

2. Indian Residential Schools

Education on the history, the impact and the Truth and Reconciliation Commission.

3. Treaties, Agreements and Negotiations

Learning about working with Indigenous partners in a spirit of reconciliation to renew relationships based on recognition of rights, respect, co-operation, and partnership.

We believe that through developing our cultural competence, we can develop the ability to communicate and interact effectively with people across cultures, who have varying beliefs and schedules. For Fuze HR Solutions, this is the first step towards fostering an environment of inclusivity and Indigenous engagement.