

# Webinar

## ULI Toronto: Toward Truth & Reconciliation: How CRE Companies are Leading the Way

Date: September 27, 2024

00:00:09 --> 00:00:11: Good afternoon everyone.

00:00:11 --> 00:00:14: We're just going to wait a few minutes and then

00:00:14 --> 00:00:17: we will be playing a special impact video.

00:00:36 --> 00:00:39: It's the mission of the Urban Land Institute to shape

00:00:39 --> 00:00:43: the future of the built environment for transformative impact.

00:00:43 --> 00:00:45: That's what we do at ULI Toronto.

00:00:47 --> 00:00:47: Our members.

00:00:47 --> 00:00:49: Work in all aspects of land use.

00:00:50 --> 00:00:52: ULI is a catalyst.

00:00:52 --> 00:00:55: It's a catalyst for people who in themselves are thought

00:00:56 --> 00:00:56: provoking.

00:00:56 --> 00:01:00: They're interesting, they're purposeful, they're engaged.

00:01:00 --> 00:01:02: And they want to have an impact on the world.

00:01:03 --> 00:01:06: The Toronto region is definitely a stronger, more robust place

00:01:06 --> 00:01:09: because of the championship role that the Urban Land Institute

00:01:09 --> 00:01:12: Toronto has played in elevating the status of women in

00:01:12 --> 00:01:13: the industry.

00:01:14 --> 00:01:18: Our industry has a responsibility to meaningfully contribute to the

00:01:18 --> 00:01:22: social fabric of our communities and to be a climate

00:01:22 --> 00:01:24: change leader in Toronto.

00:01:24 --> 00:01:29: ULI helps deliver climate change and resiliency that is equitable

00:01:29 --> 00:01:30: and valuable.

00:01:32 --> 00:01:33: ULI Toronto.

00:01:33 --> 00:01:33: Help MID.

00:01:33 --> 00:01:36: Career professionals reach the next stage of their careers as

00:01:36 --> 00:01:37: city builders.

00:01:38 --> 00:01:41: ULI Toronto is an entry point and a launching pad  
 00:01:42 --> 00:01:45: for our next generation of leaders to find their place  
 00:01:45 --> 00:01:47: in this very complex industry.  
 00:01:48 --> 00:01:51: ULI Toronto brings global best practices to our city and  
 00:01:51 --> 00:01:54: shows our city's innovations to the world of real estate.  
 00:01:54 --> 00:01:58: ULI creates really good conversations about important public  
 policy subjects  
 00:01:58 --> 00:02:02: for our members, brings leading developers across our city  
 together  
 00:02:02 --> 00:02:05: to wrestle with the prices of affordability.  
 00:02:05 --> 00:02:09: We need solutions for our industry, tenants and newborn  
 buyers  
 00:02:09 --> 00:02:09: alike.  
 00:02:10 --> 00:02:11: The ULI network.  
 00:02:11 --> 00:02:14: Is incredibly effective in bringing in key stakeholders to build  
 00:02:14 --> 00:02:15: solutions.  
 00:02:15 --> 00:02:17: To support black communities.  
 00:02:17 --> 00:02:20: I'm proud to work alongside ULI in seeking to accelerate  
 00:02:20 --> 00:02:25: accessibility and ensure that our built environments meet  
 everyone's needs  
 00:02:25 --> 00:02:26: for access.  
 00:02:26 --> 00:02:29: ULI Toronto is well positioned to help the real estate  
 00:02:29 --> 00:02:33: and development industry identify opportunities to meet a  
 generational need  
 00:02:33 --> 00:02:34: to advance.  
 00:02:34 --> 00:02:34: Truth.  
 00:02:34 --> 00:02:36: Justice and reconciliation.  
 00:02:36 --> 00:02:40: Uli demonstrates the unique power in leveraging the built  
 environment,  
 00:02:40 --> 00:02:44: whether that's private real estate development or public  
 infrastructure, for  
 00:02:44 --> 00:02:46: the benefit of a more competitive and equitable.  
 00:02:46 --> 00:02:46: City.  
 00:02:47 --> 00:02:48: I am so excited.  
 00:02:48 --> 00:02:52: As ULI Chair to celebrate these positive solutions that our  
 00:02:52 --> 00:02:53: real estate.  
 00:02:53 --> 00:02:54: Development.  
 00:02:54 --> 00:02:55: Community has brought.  
 00:02:55 --> 00:02:55: Forward for.  
 00:02:55 --> 00:02:56: Toronto.  
 00:02:57 --> 00:03:03: At ULI Toronto, we connect, we inspire, and we lead.  
 00:03:13 --> 00:03:16: So if that didn't inspire you, and I hope it  
 00:03:16 --> 00:03:19: did, there are also many other reasons to become a

00:03:19 --> 00:03:22: ULI Toronto member, if you're not already.

00:03:23 --> 00:03:27: That includes accessing ULI's network through the Global Membership

00:03:28 --> 00:03:33: Directory, engaging locally on ULI committees and initiatives, accessing an

00:03:33 --> 00:03:37: unbelievable wealth of local and global ULI resources.

00:03:37 --> 00:03:42: Case studies, Past webinars and expanded offerings of member only

00:03:42 --> 00:03:46: events, educational programs, and behind the scenes project tours.

00:03:52 --> 00:03:59: Most recently, ULI Toronto members have started receiving a valuable new

00:03:59 --> 00:04:01: weekly or curated by Stories.

00:04:02 --> 00:04:05: And if you join ULI this month, you get to

00:04:05 --> 00:04:06: have a coffee on ULI.

00:04:07 --> 00:04:10: Details will be put into the chat about membership.

00:04:12 --> 00:04:13: And now on to today's program.

00:04:14 --> 00:04:18: My last name is Linda Weichel of Weichel Impact Advisory

00:04:18 --> 00:04:23: Services and I'm pleased to be hosting today's session toward

00:04:23 --> 00:04:27: truth and reconciliation, how CRE companies are leading the way.

00:04:28 --> 00:04:32: This beautiful photo is thanks to the folks at TAZ

00:04:32 --> 00:04:35: and the photo is of Cote Harper who is a

00:04:35 --> 00:04:40: First Nations collaborative dance artist and she was performing at

00:04:40 --> 00:04:44: Taz's Walmart Legacy Space community event.

00:04:46 --> 00:04:48: But before we get into this, as always, we will

00:04:48 --> 00:04:50: begin with the land acknowledgement.

00:04:52 --> 00:04:55: I am going to invite everyone to read these words

00:04:55 --> 00:04:58: and I would like to share a little bit more

00:04:58 --> 00:05:01: about how you and I are connecting this acknowledgement with

00:05:01 --> 00:05:02: its work.

00:05:03 --> 00:05:06: ULI Toronto is firmly on the path to truth and

00:05:06 --> 00:05:12: reconciliation through its Diversity, Equity, Inclusion and Reconciliation Council and

00:05:12 --> 00:05:15: its educational program, including today's webinar.

00:05:16 --> 00:05:18: And you'll see a link in the chat to the

00:05:19 --> 00:05:22: ULI page dedicated to past and future webinars and resources.

00:05:23 --> 00:05:27: Over the past two years, ULI Toronto has also Co

00:05:27 --> 00:05:32: hosted an inaugural workshop series with Shared Path Consultation Initiative,

00:05:33 --> 00:05:37: Allied and West Bank to advance education, engagement

and economic

**00:05:37 --> 00:05:43:** reconciliation more deeply with senior executives of 31 organizations.

**00:05:44 --> 00:05:48:** Through these initiatives, ULI is offering a platform for the truth shared by Indigenous peoples and for promising practices of

**00:05:48 --> 00:05:52:** collaboration between Indigenous and non Indigenous peoples in line with

**00:05:52 --> 00:05:57:** the Truth and Reconciliation Commission of Canada's Call to action

**00:05:57 --> 00:06:02:** #92 for Corporate Canada.

**00:06:02 --> 00:06:03:**

**00:06:05 --> 00:06:08:** If you're interested in contributing to ULI Toronto's next phase

**00:06:08 --> 00:06:11:** of work towards Truth and Reconciliation, do let you all

**00:06:11 --> 00:06:12:** I know.

**00:06:15 --> 00:06:18:** I also wanted to flag 2 related ULI Toronto programs

**00:06:18 --> 00:06:19:** in the coming weeks.

**00:06:20 --> 00:06:25:** Registration has just opened for an intimate cultural competency training

**00:06:25 --> 00:06:29:** program offered by Bob Goulet of Nipissing Consulting that will

**00:06:29 --> 00:06:33:** take place on October 26th, sorry October 22nd at the

**00:06:33 --> 00:06:37:** Native Canadian Center of Toronto and a very special members

**00:06:37 --> 00:06:41:** only engagement on November 12th with Chief Claire Salt of

**00:06:41 --> 00:06:45:** the Mississaugas of the Credit First Nation, the treaty holders

**00:06:45 --> 00:06:49:** for most of this urban region, including the City of

**00:06:49 --> 00:06:50:** Toronto.

**00:06:55 --> 00:06:58:** Now today's event and all ULI programming would not be possible without the support of ULI's annual sponsors.

**00:06:58 --> 00:07:01:**

**00:07:02 --> 00:07:05:** Now more than ever, ULI Toronto relies on the support

**00:07:05 --> 00:07:09:** of sponsors to put on high quality programs and to

**00:07:09 --> 00:07:12:** drive the mission to shape the future of the built

**00:07:12 --> 00:07:16:** environment for transformative impact in communities worldwide.

**00:07:17 --> 00:07:22:** To all the sponsors, thank you and now on to

**00:07:22 --> 00:07:24:** our program.

**00:07:25 --> 00:07:28:** Throughout the conversation, if you have any questions for the

**00:07:28 --> 00:07:32:** panelists, please submit them via the Q&A function at the

**00:07:32 --> 00:07:35:** bottom of your screen or upvote questions that are similar

**00:07:35 --> 00:07:36:** to yours.

**00:07:37 --> 00:07:40:** Now I mentioned the workshop series ULI Toronto has been

**00:07:40 --> 00:07:41:** Co hosting.

00:07:41 --> 00:07:45: 3 of the companies participating have agreed to give us  
00:07:45 --> 00:07:49: insight today into their early journeys and to pull these  
00:07:49 --> 00:07:51: stories out is today's moderator.  
00:07:52 --> 00:07:57: Selena Young is Director, Indigenous Affairs Office, City of  
Toronto.  
00:07:57 --> 00:08:01: Selena's a member of ULI, Toronto's management  
committee and also  
00:08:01 --> 00:08:05: chairs its Diversity, Equity, Inclusion and Reconciliation  
Council.  
00:08:06 --> 00:08:10: We want to thank Selena for participating today, just days  
00:08:10 --> 00:08:13: before the National Day for Truth and Reconciliation, and we  
00:08:14 --> 00:08:17: acknowledge the incredible demands that we are asking of  
our  
00:08:17 --> 00:08:21: Indigenous colleagues, especially around these milestones.  
00:08:21 --> 00:08:25: In doing so, the ULI team acknowledges that as Indigenous  
00:08:25 --> 00:08:29: people, that Truth and Reconciliation demands that we all  
share  
00:08:29 --> 00:08:33: in the commitment to the pursuit of education and justice.  
00:08:33 --> 00:08:35: Over to you, Selena.  
00:08:38 --> 00:08:40: Marci, Linda, thank you.  
00:08:40 --> 00:08:42: Thomas, the dishonor question.  
00:08:42 --> 00:08:46: Selena, very grateful to be with all of you today.  
00:08:46 --> 00:08:49: Today's webinar has two important objectives.  
00:08:50 --> 00:08:53: First, we're going to have a wonderful opportunity to learn  
00:08:53 --> 00:08:56: from some companies who have begun to act on truth  
00:08:56 --> 00:08:57: and reconciliation.  
00:08:58 --> 00:09:01: And we hope that by hearing from these folks, you'll  
00:09:01 --> 00:09:05: be inspired and other companies will be inspired to join  
00:09:05 --> 00:09:07: the movement towards reconciliation.  
00:09:09 --> 00:09:11: Was that number of years ago?  
00:09:11 --> 00:09:14: I was having some doubts about this work of truth,  
00:09:14 --> 00:09:15: justice and reconciliation.  
00:09:16 --> 00:09:19: And, and I remember an elder emphasizing to me how  
00:09:19 --> 00:09:22: important it was for all of us to be part  
00:09:23 --> 00:09:24: of what she called this.  
00:09:26 --> 00:09:30: Wherever we work, live and play, all organizations and  
people  
00:09:30 --> 00:09:33: have a responsibility, she reminded.  
00:09:34 --> 00:09:34: Me.  
00:09:34 --> 00:09:38: Today we are blessed to have three wonderful people whose  
00:09:38 --> 00:09:43: companies have joined the movement movement and are  
taking responsibility.  
00:09:45 --> 00:09:51: Really grateful to have Anna Bailao, Ariana Holt and  
Alexandria

00:09:51 --> 00:09:54: AJ Winterbourne join us.

00:09:56 --> 00:09:59: Kitchen Marcy, big thanks to the three of you for

00:09:59 --> 00:09:59: coming today.

00:10:02 --> 00:10:03: I'm keen to hear from all of you, as I'm

00:10:03 --> 00:10:04: sure the participants are.

00:10:04 --> 00:10:08: So I'm going to jump right into the questions and

00:10:08 --> 00:10:11: whoever feels like answering first, please do.

00:10:11 --> 00:10:13: And then the others can add following.

00:10:15 --> 00:10:18: We'll get started just hearing a little bit about your

00:10:18 --> 00:10:18: journey.

00:10:19 --> 00:10:22: So if you could dive a bit into your company's

00:10:23 --> 00:10:27: specific areas of work on reconciliation and could you share

00:10:27 --> 00:10:31: some of the unique aspects and what is your company

00:10:31 --> 00:10:35: doing related to the work of truth and reconciliation?

00:10:35 --> 00:10:36: Who would like to kick us off?

00:10:42 --> 00:10:43: I can start.

00:10:45 --> 00:10:45: Thanks, Selena.

00:10:45 --> 00:10:49: It's great to be here and share a little bit

00:10:49 --> 00:10:51: about what Tasmania is up to our journey.

00:10:52 --> 00:10:55: And there's 2 related things I wanted to share about.

00:10:55 --> 00:10:58: Hopefully, I don't take up too much time if you

00:10:58 --> 00:10:59: can stop me if I do.

00:10:59 --> 00:11:03: But one is our Truth and Reconciliation Action Plan, which

00:11:03 --> 00:11:05: we released in June this year.

00:11:05 --> 00:11:09: This plan reflects our understanding of how we think we

00:11:09 --> 00:11:13: can contribute to reconciliation and then have the greatest

00:11:14 --> 00:11:17: impact.

00:11:14 --> 00:11:17: It took two, almost two years to complete because we

00:11:17 --> 00:11:20: spent a lot of time learning and listening and, and

00:11:20 --> 00:11:22: building relationships.

00:11:22 --> 00:11:25: And we were also simultaneously doing things and, and

00:11:25 --> 00:11:29: working

00:11:25 --> 00:11:29: on projects and which all of these things really informed

00:11:29 --> 00:11:31: our plan and, and made it really meaningful.

00:11:32 --> 00:11:37: The plan has 6 pillars, a ceremony, engagement,

00:11:37 --> 00:11:43: stewardship and

00:11:37 --> 00:11:43: placemaking, economic empowerment and governance, and

00:11:43 --> 00:11:45: then there are actions

00:11:43 --> 00:11:45: under each one of the pillars.

00:11:47 --> 00:11:50: The plan really helped us to organize ourselves and create

00:11:50 --> 00:11:53: a framework for all of the different types of work

00:11:53 --> 00:11:56: that we were doing around reconciliation, all the things that

00:11:56 --> 00:11:58: we wanted to do, and also helped to create some

00:11:58 --> 00:11:59: accountability.

00:12:00 --> 00:12:03: It's also given us some legitimacy and a starting point

00:12:03 --> 00:12:06: for conversation when engaging with Indigenous groups.

00:12:08 --> 00:12:10: We've had a lot of great feedback, people reaching out

00:12:10 --> 00:12:11: to us and wanting to collaborate.

00:12:11 --> 00:12:14: So it's been, you know, really great step forward for

00:12:14 --> 00:12:16: Taz and I encourage you to read it.

00:12:16 --> 00:12:18: We'll share the link at the end.

00:12:19 --> 00:12:21: Of course, a plan is just a plan and, you

00:12:21 --> 00:12:24: know, the real work is how you implement the plan

00:12:24 --> 00:12:25: and take action.

00:12:25 --> 00:12:28: And, and that's why I wanted to to share an

00:12:28 --> 00:12:29: example of of how we're doing that.

00:12:31 --> 00:12:34: I think when we we think about reconciliation in the

00:12:34 --> 00:12:37: real estate industry, we often go to thinking about the

00:12:37 --> 00:12:40: big things like how do we build equity for Indigenous

00:12:40 --> 00:12:44: groups, build affordable housing and create shared

00:12:44 --> 00:12:47: investment opportunities or

00:12:47 --> 00:12:49: you know, improve our procurement systems and so on.

00:12:49 --> 00:12:52: And these things are are very important.

00:12:52 --> 00:12:53: Tasmania is working on them, but I imagine Anna will

00:12:53 --> 00:12:54: talk talk about that today.

00:12:55 --> 00:12:58: But I think that there's other ways as well that

00:12:58 --> 00:13:01: owners of land and developers of land can contribute to

00:13:01 --> 00:13:04: reconciliation while we're sort of working on the bigger things

00:13:04 --> 00:13:06: and, and while not losing sight of those things.

00:13:06 --> 00:13:08: And that's what I want to talk about.

00:13:08 --> 00:13:11: So looking at, you know, how do we encourage the

00:13:11 --> 00:13:15: use of our sites for Indigenous programming activations and

00:13:15 --> 00:13:19: storytelling,

00:13:19 --> 00:13:25: collaborating and, and building relationships with Indigenous

00:13:25 --> 00:13:27: groups and the

00:13:27 --> 00:13:31: communities around where we're building, incorporating

00:13:31 --> 00:13:34: Indigenous stewardship and storytelling

00:13:34 --> 00:13:36: design principles and such a into our projects.

00:13:36 --> 00:13:39: And so an example of this, what I wanted to

00:13:39 --> 00:13:41: share, and this is the last thing that I'll, I'll

00:13:41 --> 00:13:45: say at this point, is our Walmer Rd.

00:13:45 --> 00:13:49: legacy space that was referenced at the very beginning.

00:13:49 --> 00:13:52: The Walmer Rd.

00:13:52 --> 00:13:55: Baptist Church is located in the annex and TAZ has

00:13:55 --> 00:13:59: partnered with the church to redevelop this site.

00:13:59 --> 00:14:03: So we'll be restoring the sanctuary and building a new

00:13:52 --> 00:13:55: church and, and as well as some new residential housing.

00:13:56 --> 00:13:59: And early on in the engagement process for this project,

00:13:59 --> 00:14:02: we heard about the from the community.

00:14:02 --> 00:14:05: There was a desire to honor diverse histories in this

00:14:05 --> 00:14:05: community.

00:14:05 --> 00:14:08: So, you know, looking beyond the built heritage and looking

00:14:08 --> 00:14:11: at different kinds of stories, and that included the Indigenous

00:14:11 --> 00:14:12: history.

00:14:12 --> 00:14:14: So we decided our starting point would be to do

00:14:14 --> 00:14:18: some cultural competency training with ourselves in the church, our

00:14:18 --> 00:14:19: partners.

00:14:19 --> 00:14:23: We did a walking tour with Indigenous group First Story.

00:14:24 --> 00:14:27: And then building on this work, we partnered with the

00:14:27 --> 00:14:29: Downey 1 Jack Fund to create a legacy space.

00:14:30 --> 00:14:33: So the legacy space is a program that Downey 1

00:14:33 --> 00:14:37: Jack Fund runs and legacy spaces are meant to create

00:14:37 --> 00:14:41: safe places for conversation or reflection about reconciliation.

00:14:41 --> 00:14:45: So this legacy space exists temporarily on the front of

00:14:45 --> 00:14:49: the church and eventually it will be incorporated into the

00:14:49 --> 00:14:50: future design.

00:14:51 --> 00:14:56: We it has a beautiful mural and indigenous plants, interpreted

00:14:56 --> 00:14:59: signage that it talks about the indigenous plants.

00:15:00 --> 00:15:03: We've recently added some seeding that was designed by the

00:15:03 --> 00:15:05: Brooke McIlroy Indigenous Design Studio.

00:15:06 --> 00:15:08: And you know, it's wonderful when I pass by off

00:15:08 --> 00:15:11: and see people, you know, reading the signs and, and

00:15:11 --> 00:15:14: sitting and, and enjoying the garden and, and looking at

00:15:14 --> 00:15:14: the mural.

00:15:14 --> 00:15:16: So I think it has a lot of impact that

00:15:16 --> 00:15:16: way.

00:15:17 --> 00:15:21: But we've also had some really amazing events and

00:15:21 --> 00:15:23: programming

00:15:21 --> 00:15:23: around this legacy space.

00:15:23 --> 00:15:28: And, you know, we invite the Annex community and the

00:15:28 --> 00:15:33: church people from TAZ and we all come together and

00:15:33 --> 00:15:34: we've invited.

00:15:34 --> 00:15:37: This year, for example, we had a group called Ninki

00:15:37 --> 00:15:41: and the Ninnies, and they brought drummers and dancers

00:15:41 --> 00:15:43: and

00:15:41 --> 00:15:43: shared some teachings with us.

00:15:44 --> 00:15:47: We ate all these people, ate indigenous food and danced



00:15:47 --> 00:15:47: together.

00:15:48 --> 00:15:50: It was really special.

00:15:50 --> 00:15:54: And I think, you know, certainly is a step towards

00:15:54 --> 00:15:55: reconciliation.

00:15:56 --> 00:16:00: You know, it's these kind of things might be small

00:16:00 --> 00:16:03: and the impact might be small, but I think they're

00:16:03 --> 00:16:07: still important and they also help us learn and, and

00:16:07 --> 00:16:11: like we build relationships, which helps us get to the

00:16:11 --> 00:16:12: bigger things.

00:16:12 --> 00:16:14: So I think that was the story I wanted to

00:16:14 --> 00:16:16: tell about what what Taz is up to is, you

00:16:16 --> 00:16:19: know, we're working on the big stuff, but we're also

00:16:19 --> 00:16:22: doing this little stuff and that's really helping informing the

00:16:22 --> 00:16:23: work that we're doing.

00:16:25 --> 00:16:26: Amazing.

00:16:26 --> 00:16:27: Thank you, Ariana.

00:16:27 --> 00:16:31: Just to to emphasize the significance of relationships that you

00:16:31 --> 00:16:35: did right, as as you've experienced and you shared right,

00:16:35 --> 00:16:38: the power of the relationships can lead to small, medium,

00:16:38 --> 00:16:39: big things.

00:16:39 --> 00:16:42: But without that foundation of building those and writing

00:16:42 --> 00:16:45: those

00:16:42 --> 00:16:45: relationships, it's really difficult to to start to do the

00:16:45 --> 00:16:47: great things that that Taz is doing.

00:16:48 --> 00:16:51: All right, AJ or Anna, would you like to share?

00:16:52 --> 00:16:55: I, I can, I can go next and share and

00:16:55 --> 00:16:58: I'll, I'll start by picking up on that point of

00:16:58 --> 00:17:02: partnerships and, and listening and engaging.

00:17:02 --> 00:17:04: And that is a big part of what we do

00:17:04 --> 00:17:05: at dream.

00:17:06 --> 00:17:08: I, I've, I've only been here for a year.

00:17:08 --> 00:17:11: So a lot of what I'm gonna be talking about

00:17:11 --> 00:17:13: has started way, way, way before I got here.

00:17:14 --> 00:17:17: And I have incredible colleagues that have worked so much

00:17:17 --> 00:17:18: and learned so much.

00:17:18 --> 00:17:22: And I've, I've heard then talk about the journey since

00:17:23 --> 00:17:26: the beginning and, and how they took it as a

00:17:26 --> 00:17:28: learning experience.

00:17:28 --> 00:17:30: And I think that is really important for for us

00:17:31 --> 00:17:34: that are coming into communities and working with all kinds

00:17:34 --> 00:17:36: of indigenous different communities.

00:17:37 --> 00:17:41: We started in 2014 with the Zibi in, in Ottawa

00:17:41 --> 00:17:43: and with the Algonquins.

00:17:43 --> 00:17:47: And so the team really started with, with the project

00:17:47 --> 00:17:51: of listening and doing everything from listening circles, from going

00:17:52 --> 00:17:55: into the communities and, and not only where we were

00:17:55 --> 00:17:59: at Zippy, but going into Quebec, different parts that to

00:17:59 --> 00:18:00: learn about them.

00:18:01 --> 00:18:04: And then there was a, a, a formal collaborative benefits

00:18:04 --> 00:18:09: agreement that was established after listening and understanding and working

00:18:09 --> 00:18:11: with the community that was established.

00:18:11 --> 00:18:16: That collaborative agreement that goes and covers everything from how

00:18:16 --> 00:18:20: to create placemaking, name making, honoring the history of the

00:18:20 --> 00:18:25: place to ensuring that education opportunities are created to to

00:18:25 --> 00:18:30: our partners, to social procurement, making sure that the companies,

00:18:30 --> 00:18:33: there's a percentage of the work that is going to

00:18:33 --> 00:18:37: get done that is, that is actually going to be

00:18:37 --> 00:18:40: done by Indigenous LED Indigenous owned companies.

00:18:41 --> 00:18:44: And we're actually very proud of of a success story

00:18:44 --> 00:18:45: that happened in Zebee.

00:18:45 --> 00:18:52: One of the most successful companies in brownfield is actually

00:18:52 --> 00:18:54: an Indigenous company.

00:18:55 --> 00:18:55: It's called De Conti.

00:18:55 --> 00:18:59: It actually was named Canada's Brownfielder of the Year in

00:19:00 --> 00:19:03: 2019 and it started as a partnership with Zebee.

00:19:04 --> 00:19:06: And because it was such a large project, we gave

00:19:06 --> 00:19:09: them the capacity, they were able to create the capacity

00:19:09 --> 00:19:10: to create the experience.

00:19:10 --> 00:19:13: And they would went on to get a lot more

00:19:13 --> 00:19:16: contracts to the point that now they're leading this.

00:19:16 --> 00:19:19: And this is, I think is really important to create

00:19:19 --> 00:19:22: the capacity, create opportunity so that when we come with

00:19:22 --> 00:19:26: these different projects, it's actually much larger than the project

00:19:26 --> 00:19:27: itself.

00:19:27 --> 00:19:31: It's about creating opportunities to the people there, the our

00:19:32 --> 00:19:36: partners and there's housing involved and, and like I said,

00:19:36 --> 00:19:40: opportunities for education and employment as well.

00:19:40 --> 00:19:43: And I'll, I'll be talking a little bit more about

00:19:43 --> 00:19:45: other projects 'cause this is just one of several ones  
00:19:45 --> 00:19:46: that we've been engaged.  
00:19:46 --> 00:19:49: We're doing Quayside with the Mississauga's, with the credit.  
00:19:49 --> 00:19:51: We're doing Le Breton about to break the ground, which  
00:19:51 --> 00:19:53: I hope to talk a little bit in, in Ottawa  
00:19:53 --> 00:19:54: as well.  
00:19:54 --> 00:19:57: We worked in West on lands to create to, to  
00:19:57 --> 00:20:00: assist in the creation of the Indigenous health hub.  
00:20:01 --> 00:20:04: That is going to be tremendous opportunity and it's so  
00:20:04 --> 00:20:06: good here for for the city.  
00:20:06 --> 00:20:09: City of Toronto but the as as a dream and  
00:20:09 --> 00:20:13: particularly as dream group of companies, we just don't do  
00:20:13 --> 00:20:15: this work of reconciliation.  
00:20:15 --> 00:20:17: When we go into a community on the project.  
00:20:17 --> 00:20:20: We as a group of companies because we have different  
00:20:20 --> 00:20:22: companies, we have office read, we have different kinds of  
00:20:22 --> 00:20:23: companies.  
00:20:23 --> 00:20:28: We have a very strong social procurement policy and we're  
00:20:28 --> 00:20:31: very keen and we're very happy to say that 9%  
00:20:32 --> 00:20:36: of our overall spent last year was actually to towards  
00:20:36 --> 00:20:38: Indigenous spent in 2023.  
00:20:38 --> 00:20:41: And that includes spending from our office suite.  
00:20:41 --> 00:20:45: It includes expended for CIB Capital, Quayside and, and and  
00:20:45 --> 00:20:45: Le Breton.  
00:20:46 --> 00:20:49: And we're adding more and more projects because we  
00:20:49 --> 00:20:51: wanted  
00:20:51 --> 00:20:54: wanted to make sure that it's not only about saying,  
00:20:54 --> 00:20:57: well, we're going to do the social procurement is making  
00:20:57 --> 00:20:58: sure that we account, we see the results and we're  
00:20:58 --> 00:21:00: accountable to those results.  
00:21:00 --> 00:21:03: So that is very important.  
00:21:03 --> 00:21:07: And then the, the, the, the third pillar that we  
00:21:07 --> 00:21:10: do is obviously the education of our own employees, the  
00:21:11 --> 00:21:15: opportunity and to, to have workshops that we do company  
00:21:15 --> 00:21:19: wide in particularly around milestones, asking people to  
00:21:19 --> 00:21:21: reflect, asking  
00:21:24 --> 00:21:24: people to be allies, asking people to listen and to  
00:21:24 --> 00:21:27: continue on their journey to learn.  
00:21:27 --> 00:21:30: Thank you, Mercy.  
00:21:30 --> 00:21:33: And just to emphasize, I know you talked about a  
00:21:30 --> 00:21:33: lot of great things that Dream is doing, but I  
00:21:30 --> 00:21:33: just wanted to hone in on the procurement piece and,

00:21:33 --> 00:21:38: and the significance of economic reconciliation because when you're thinking

00:21:38 --> 00:21:42: about procurement and ensuring your spending on and with Indigenous

00:21:42 --> 00:21:45: businesses, that's economic reconciliation.

00:21:45 --> 00:21:49: And there is so much power in that supporting communities,

00:21:49 --> 00:21:52: working with communities so that they can prosper.

00:21:53 --> 00:21:55: And the way that you put out the RFPs, the

00:21:55 --> 00:21:58: language that we use in the RFPs can be so

00:21:58 --> 00:22:00: powerful in creating that opportunity.

00:22:00 --> 00:22:03: We've seen it with some of the contracts that we

00:22:03 --> 00:22:06: had coming renewal, the amount of employment that we were

00:22:07 --> 00:22:10: able to create to diverse candidates and and including Indigenous.

00:22:10 --> 00:22:14: We actually are measuring that even separately, but it's it's

00:22:14 --> 00:22:15: really powerful.

00:22:16 --> 00:22:17: Amazing.

00:22:17 --> 00:22:20: Merci, AJ, over to you.

00:22:21 --> 00:22:24: Wonderful, thank you, Selena and, and thank you Anna and

00:22:24 --> 00:22:25: thank you Adriana.

00:22:25 --> 00:22:28: This is I, I feel like I'm kind of geeking

00:22:28 --> 00:22:31: out about this question because both of you like sparked

00:22:31 --> 00:22:32: so many new ideas.

00:22:32 --> 00:22:35: And you know, Anna, when you're talking about, you know,

00:22:35 --> 00:22:39: working with Indigenous peoples in partnership and not just looking

00:22:39 --> 00:22:42: at it when you go into community, but when you're

00:22:42 --> 00:22:45: actually in urban centers, I think is really important because

00:22:45 --> 00:22:48: sometimes we have a tendency to to forget that really

00:22:48 --> 00:22:52: all of Canada's Indigenous land, including urban centers and needing

00:22:52 --> 00:22:56: to create those spaces for partnerships with, you know, the

00:22:56 --> 00:22:59: treaty or title holders on those lands in meaningful economic

00:22:59 --> 00:23:00: ways is very important.

00:23:01 --> 00:23:05: You know, and Adriana, seeing how how you are creating

00:23:05 --> 00:23:08: space for those places to come together and to celebrate

00:23:08 --> 00:23:12: and learn and engage in partnership with Indigenous peoples is

00:23:12 --> 00:23:13: just really amazing.

00:23:13 --> 00:23:15: So, so thank you so much for including me in

00:23:15 --> 00:23:17: this great conversation with you all.

00:23:19 --> 00:23:21: I kind of want to reflect on those and say,

00:23:21 --> 00:23:24: you know, one of the things that I really love

00:23:24 --> 00:23:26: about this question that Selena has asked us is that  
00:23:26 --> 00:23:29: the answers are really so different and so unique.  
00:23:29 --> 00:23:32: And I think that that's, that's not only, it's OK,  
00:23:32 --> 00:23:33: but it's actually great.  
00:23:33 --> 00:23:36: And it's one of the things that I love most  
00:23:36 --> 00:23:39: about talking about different pieces that people are doing and  
00:23:39 --> 00:23:42: reconciliation is because there really is something for  
everyone.  
00:23:42 --> 00:23:48: There's something for companies, for individuals, for  
educators, media, government,  
00:23:48 --> 00:23:49: real estate.  
00:23:49 --> 00:23:52: It's, it's so diverse and you can always find a  
00:23:52 --> 00:23:55: place no matter where you're coming from in this journey.  
00:23:55 --> 00:23:58: And everyone is at a different point in that journey  
00:23:58 --> 00:23:59: too.  
00:23:59 --> 00:24:01: And one of the things that I've been working on  
00:24:01 --> 00:24:05: with Aaron Burliss and is developing an approach that sort  
00:24:05 --> 00:24:09: of recognizes that as well that incorporates various entry  
points  
00:24:09 --> 00:24:11: into that conversation.  
00:24:11 --> 00:24:14: So, for example, you know, Aaron Burliss has done a  
00:24:14 --> 00:24:17: lot of work over the last few years on educational  
00:24:17 --> 00:24:21: programming, looking at, you know, different examples of  
how you  
00:24:21 --> 00:24:26: can partner with First Nation businesses, promote economic  
reconciliation, You  
00:24:26 --> 00:24:31: know, including doing some work on education over broader  
Indigenous  
00:24:31 --> 00:24:36: history and ongoing experiences such as around residential  
schools, commemoration  
00:24:36 --> 00:24:36: events.  
00:24:36 --> 00:24:40: Some of these programs are available still for viewing.  
00:24:41 --> 00:24:43: But I think the other piece that I really want  
00:24:43 --> 00:24:46: to highlight is we're starting to move beyond some of  
00:24:46 --> 00:24:48: those pieces as well.  
00:24:48 --> 00:24:52: We're looking at also incorporating things like working with  
Indigenous  
00:24:52 --> 00:24:56: suppliers as a part of regular business practices, purchasing  
from  
00:24:57 --> 00:25:02: Indigenous own vendors, Indigenous own catering  
companies, including celebration of  
00:25:02 --> 00:25:06: Indigenous all arts and culture in just everyday firm events,  
00:25:06 --> 00:25:06: right?  
00:25:06 --> 00:25:10: You, you don't have to wait for September 30th or

00:25:10 --> 00:25:14: June 21st to have an Indigenous focus to your event  
00:25:14 --> 00:25:15: or to your practice.  
00:25:16 --> 00:25:20: And also I've really noticed that individuals are taking a  
00:25:20 --> 00:25:22: real leadership role in this as well.  
00:25:22 --> 00:25:25: We have a number of people who have taken initiative  
00:25:25 --> 00:25:28: to sign up for programs like the Indigenous Studies course  
00:25:28 --> 00:25:32: that is offered by the University of Alberta, for example.  
00:25:32 --> 00:25:34: It's, it's totally free, it's available online.  
00:25:34 --> 00:25:38: You can register yourself, register a small group, and  
develop  
00:25:38 --> 00:25:42: that learning opportunity to promote your own education and  
awareness  
00:25:42 --> 00:25:44: as you go through these steps.  
00:25:44 --> 00:25:48: And So what this meant for our organization was that  
00:25:48 --> 00:25:51: we had people who were at varying levels of their  
00:25:51 --> 00:25:53: education and awareness journey.  
00:25:53 --> 00:25:55: We had some people who are coming in and just  
00:25:55 --> 00:25:57: starting that learning.  
00:25:57 --> 00:25:59: And we had other people who'd had a lot of  
00:25:59 --> 00:26:01: experience in this area.  
00:26:01 --> 00:26:03: And we're looking to do to do more.  
00:26:03 --> 00:26:07: So we developed a plan that includes some foundational  
topics  
00:26:07 --> 00:26:10: like, you know, just frankly what I call an Indigenous  
00:26:10 --> 00:26:14: 101 that talks about who are Indigenous peoples, you know,  
00:26:14 --> 00:26:17: looking at First Nations, Metis and Inuit.  
00:26:17 --> 00:26:21: Because of course we want to not paint Indigenous people  
00:26:21 --> 00:26:25: with 11 brush and recognize the diversity within that broader  
00:26:25 --> 00:26:27: sort of Indigenous label.  
00:26:27 --> 00:26:31: And then we've also done programming where we try and  
00:26:31 --> 00:26:34: push these these issues in this awareness to the next  
00:26:34 --> 00:26:35: level, right.  
00:26:35 --> 00:26:38: So a lot of people know about residential schools and  
00:26:38 --> 00:26:39: history.  
00:26:39 --> 00:26:44: We've recently looked at doing programming that actually  
brings that  
00:26:44 --> 00:26:47: forward and says, OK, let's hear from people who are  
00:26:47 --> 00:26:51: experiencing trauma on an ongoing basis, on an  
intergenerational basis.  
00:26:51 --> 00:26:53: How can we be sensitive to those needs?  
00:26:53 --> 00:26:56: How can we, you know, as Anna said, push beyond,  
00:26:56 --> 00:27:01: you know, talking about Indigenous history and meaningfully  
look towards

00:27:01 --> 00:27:04: including Indigenous peoples in economic reconciliation today.

00:27:05 --> 00:27:08: And you know, how you issue RFPs matter, also how

00:27:08 --> 00:27:10: you break up RFPs matter.

00:27:11 --> 00:27:14: One of the things I've found is sometimes you, there

00:27:14 --> 00:27:17: is a tendency to group everything into one RFP, but

00:27:17 --> 00:27:20: if you actually break it up into smaller modules, you

00:27:20 --> 00:27:24: have a greater opportunity to increase indigenous participation through some

00:27:24 --> 00:27:26: of those very simple things that you can do.

00:27:27 --> 00:27:28: So I, I, I love it and I feel like

00:27:28 --> 00:27:30: I'm just geeking out, but I'm just going to, I'm

00:27:30 --> 00:27:32: going to pause now because I want to hear more

00:27:32 --> 00:27:34: from, from these other lovely ladies.

00:27:36 --> 00:27:39: Itchy Mercy and Jay No, there is no shortage of,

00:27:39 --> 00:27:42: of information that the three of you can share.

00:27:44 --> 00:27:46: I'm switching slightly.

00:27:47 --> 00:27:50: I'm I'm keen to hear your perspectives and I'm going

00:27:50 --> 00:27:53: to go Ariana and and I'm going to ask you

00:27:53 --> 00:27:56: this first, if you could speak a little bit, you

00:27:56 --> 00:28:00: know, based on your own experiences, what what you've witnessed,

00:28:00 --> 00:28:02: what you've experienced.

00:28:02 --> 00:28:05: What do you see as the role of non indigenous

00:28:05 --> 00:28:07: folks in this work?

00:28:08 --> 00:28:11: Then AG, I'm going to ask you the same question

00:28:11 --> 00:28:14: from the perspective of an indigenous woman.

00:28:23 --> 00:28:24: Go, go right ahead, Ariana.

00:28:24 --> 00:28:26: I can I can start.

00:28:26 --> 00:28:27: Thanks, Anna.

00:28:28 --> 00:28:31: I think the intentionality is really important.

00:28:33 --> 00:28:34: You need to be intentional.

00:28:34 --> 00:28:37: You don't need to feel like you know it all.

00:28:37 --> 00:28:40: I, I feel that sometimes a lot of people don't

00:28:40 --> 00:28:43: engage more because they feel that they're going to be

00:28:43 --> 00:28:45: doing something wrong.

00:28:45 --> 00:28:47: They're going to be saying something wrong, they're going to

00:28:47 --> 00:28:50: do a mistake, they're going to, so it's better not

00:28:50 --> 00:28:50: to engage.

00:28:50 --> 00:28:53: And I think we need to take the response like,

00:28:53 --> 00:28:56: like we said at the beginning and in our in

00:28:56 --> 00:28:59: our acknowledgement, this is all our responsibility.

00:28:59 --> 00:29:02: So if we start from that and then go with

00:29:02 --> 00:29:06: the intentionality to create these conditions, the economic for the

00:29:06 --> 00:29:11: economic reconciliation, for, you know, education, for the opportunities to

00:29:11 --> 00:29:14: come through and, and, and go with it with an

00:29:14 --> 00:29:15: open mind and an open ear.

00:29:16 --> 00:29:21: And listen, we're not there to tell our Indigenous partners

00:29:21 --> 00:29:23: how to get it done.

00:29:23 --> 00:29:28: We're there to create a relationship, a partnership and to

00:29:28 --> 00:29:28: listen.

00:29:28 --> 00:29:30: And I think that is really important.

00:29:33 --> 00:29:36: But I think that is basically our role is to

00:29:36 --> 00:29:40: go in being intentional and and and listening.

00:29:43 --> 00:29:47: I am regularly reminded that there is a reason that

00:29:48 --> 00:29:51: we have two ears and one mouth for the listening

00:29:52 --> 00:29:54: you just talked about Anna Ariana.

00:29:55 --> 00:29:59: I was, you know, my thoughts are are similar, You

00:29:59 --> 00:30:03: know, I've certainly thought about what my role as a

00:30:03 --> 00:30:06: non indigenous person is doing this work.

00:30:06 --> 00:30:09: And I think what where I've come to is that

00:30:09 --> 00:30:14: it is to be active contributors to to reconciliation.

00:30:14 --> 00:30:18: So similar to the intentionality piece, like exactly what that

00:30:19 --> 00:30:22: looks like depends on what your role is, what your

00:30:22 --> 00:30:25: job is and where you are on that journey.

00:30:25 --> 00:30:28: But it's, you know, it's about doing something and, and

00:30:28 --> 00:30:32: that could just be learning, you know, educating yourself and

00:30:32 --> 00:30:34: or going to an event, going to your first pow

00:30:34 --> 00:30:34: wow.

00:30:34 --> 00:30:38: You know, those things are being active contributors to

00:30:40 --> 00:30:42: reconciliation.

00:30:40 --> 00:30:42: And if you do have the ability in your work

00:30:42 --> 00:30:45: to be to contribute, then I think it's about looking

00:30:45 --> 00:30:47: at like, where can you make an impact?

00:30:47 --> 00:30:48: What the levers can you pull?

00:30:48 --> 00:30:50: Where, where can you do it from where you're sitting?

00:30:52 --> 00:30:54: You know, it can be sometimes a bit of an

00:30:54 --> 00:30:57: uncomfortable, not not in a bad way, uncomfortable place to

00:30:57 --> 00:30:59: be like not wanting to do the wrong thing or

00:30:59 --> 00:31:01: say the say the wrong thing.

00:31:02 --> 00:31:03: You know, I'll just give an example.

00:31:03 --> 00:31:07: We have our second annual movie night at Walmart, Legacy

00:31:07 --> 00:31:11: Space this weekend and on our National Day for Truth

00:31:11 --> 00:31:12: and Reconciliation.



00:31:13 --> 00:31:16: So we're playing an Indigenous film and none of our  
00:31:16 --> 00:31:19: Indigenous partners can make it this week.  
00:31:19 --> 00:31:21: And obviously, you know, they're at their home with their  
00:31:21 --> 00:31:24: families preparing for for Monday and, and we'll be in  
00:31:24 --> 00:31:25: ceremony.  
00:31:25 --> 00:31:28: And so we don't have any Indigenous, you know, of  
00:31:28 --> 00:31:29: our partners there with us.  
00:31:29 --> 00:31:32: So it was like, well, should I, you know, is  
00:31:32 --> 00:31:34: this the right place for me to be, to be  
00:31:34 --> 00:31:35: like leading this event?  
00:31:35 --> 00:31:37: And I, I think it's OK.  
00:31:37 --> 00:31:40: You know, it's first of all, we can't always put  
00:31:40 --> 00:31:43: the burden on Indigenous people to have to do this.  
00:31:43 --> 00:31:45: And it's OK for us to say, you know, we're  
00:31:45 --> 00:31:47: let's all do this together.  
00:31:47 --> 00:31:49: All of these, you know, there might be Indigenous people  
00:31:49 --> 00:31:51: in the audience, but like all of us all together,  
00:31:51 --> 00:31:54: let's learn, Let's watch this amazing movie and learn  
something  
00:31:54 --> 00:31:55: about Indigenous culture.  
00:31:55 --> 00:31:56: And that's a step forward.  
00:32:00 --> 00:32:03: Merci, Ariana and I really appreciate.  
00:32:03 --> 00:32:05: It can I just add one more thing.  
00:32:05 --> 00:32:08: I think when I talked about intentionality, the other side  
00:32:08 --> 00:32:10: is also be ready to be accountable.  
00:32:12 --> 00:32:14: I think that is really important.  
00:32:14 --> 00:32:17: It's not only to talk about your intentions, it's actually  
00:32:17 --> 00:32:20: to being accountable for the actions that you're going to  
00:32:20 --> 00:32:22: be taking, measurable results.  
00:32:22 --> 00:32:24: I think we need to push for that.  
00:32:25 --> 00:32:28: So very true and that integrity goes along with it,  
00:32:28 --> 00:32:28: right?  
00:32:28 --> 00:32:31: You're saying you're going to do something, you need to  
00:32:31 --> 00:32:32: do that, right?  
00:32:32 --> 00:32:34: You need to walk in that way and there has  
00:32:34 --> 00:32:36: to be action that goes along with those words.  
00:32:37 --> 00:32:38: Great addition.  
00:32:39 --> 00:32:44: Anna Aji know as Indigenous folks, we often and you  
00:32:44 --> 00:32:49: touched on this area and we can take on the  
00:32:49 --> 00:32:52: burden of doing this work.  
00:32:52 --> 00:32:55: Some of us myself have chosen to take on the  
00:32:55 --> 00:32:59: burden in our roles and how we support organizations like

00:32:59 --> 00:33:00: ULI.

00:33:00 --> 00:33:03: But I'm, I'm really interested, AJ, and, and you know,

00:33:03 --> 00:33:06: how you, how you walk in this work and, and

00:33:06 --> 00:33:09: what you think the role for, for First Nations in

00:33:09 --> 00:33:10: ADT can be in this work.

00:33:13 --> 00:33:15: Thank you, Selena, and thank you Adriana and Anna.

00:33:15 --> 00:33:18: I'm actually gonna answer both sides of this question because

00:33:18 --> 00:33:21: it's it's something that I hear a lot from non

00:33:21 --> 00:33:23: indigenous people is, you know, well, where where is my

00:33:23 --> 00:33:24: space in this right?

00:33:24 --> 00:33:26: Where is where is a place that I can I

00:33:26 --> 00:33:29: can come in and actually be part of this conversation

00:33:29 --> 00:33:33: without well-being respectful and without taking up space that should

00:33:33 --> 00:33:35: be, you know, properly for Indigenous people.

00:33:35 --> 00:33:38: And sometimes, you know, I see my role as an

00:33:38 --> 00:33:42: indigenous person as saying, you know, yes, please come, come,

00:33:42 --> 00:33:44: come into these conversations.

00:33:44 --> 00:33:47: Please take on, you know, a leadership role in it.

00:33:47 --> 00:33:50: Please, you know, create those spaces like Uli is doing

00:33:50 --> 00:33:54: with this discussion today and create those platforms within your

00:33:54 --> 00:33:59: organization's because you know, at at times like this, particularly

00:33:59 --> 00:34:02: around, you know, September 30th, it, it is a very

00:34:02 --> 00:34:06: busy time for us as Indigenous people and Indigenous communities.

00:34:06 --> 00:34:08: And there is work that you know, we have to

00:34:08 --> 00:34:10: do within our families and our communities.

00:34:10 --> 00:34:14: So to ensure that that conversation doesn't stop, well, we

00:34:14 --> 00:34:17: are doing some of the more internal work and that

00:34:17 --> 00:34:20: there is still a national dialogue and presence on these.

00:34:21 --> 00:34:23: We need non indigenous people to pick up the torch

00:34:23 --> 00:34:26: and and to carry a lot of that forward.

00:34:26 --> 00:34:30: I think for Indigenous people, the work can be very

00:34:30 --> 00:34:34: similar, particularly with such a an amazing younger generation coming

00:34:34 --> 00:34:36: up through the ranks.

00:34:36 --> 00:34:36: Now.

00:34:37 --> 00:34:40: I'm lucky enough to like Selena, you know, have learned

00:34:40 --> 00:34:43: from elders and have been lifted up through the people

00:34:43 --> 00:34:46: who have come before us, who have, you know, had

00:34:46 --> 00:34:49: the courage to, to tell their truths and to survive,  
00:34:49 --> 00:34:52: you know, horrifying events to, to bring us to where  
00:34:52 --> 00:34:53: we are today.  
00:34:53 --> 00:34:56: And I think we as Indigenous people have been, have  
00:34:56 --> 00:34:59: a responsibility to to honor that and to ensure that  
00:35:00 --> 00:35:02: their strength is is never forgotten.  
00:35:03 --> 00:35:06: I think we also have a responsibility to really push  
00:35:06 --> 00:35:09: for more, right, more than just, you know, reflection, more  
00:35:09 --> 00:35:13: than just commemoration, but actually push for that action  
that  
00:35:13 --> 00:35:17: that accountability that Anna was Speaking of, and to create  
00:35:17 --> 00:35:21: opportunities for those future generations that are coming up  
behind  
00:35:21 --> 00:35:24: us so that we're not having the same conversations, you  
00:35:24 --> 00:35:26: know, 1020, thirty years from now.  
00:35:27 --> 00:35:29: But a lot of that requires real partnership, right?  
00:35:29 --> 00:35:31: We're, we're none of us in this alone.  
00:35:31 --> 00:35:35: And if we're going to move those yardsticks so that,  
00:35:35 --> 00:35:38: you know, next year, instead of, you know, 9%, maybe  
00:35:38 --> 00:35:39: it's 10%.  
00:35:39 --> 00:35:42: Maybe the year after it's 11, maybe eventually we get  
00:35:42 --> 00:35:43: to 15, right?  
00:35:43 --> 00:35:45: We're working in partnership.  
00:35:45 --> 00:35:47: And and that is how those changes are gonna be  
00:35:47 --> 00:35:49: accomplished because none of us are gonna be able to  
00:35:49 --> 00:35:50: do it on our own.  
00:35:50 --> 00:35:52: But together we are definitely stronger.  
00:35:52 --> 00:35:56: And you know, as an Indigenous person, particularly as a  
00:35:56 --> 00:35:59: First Nations person, I take a real responsibility of creating  
00:35:59 --> 00:36:03: space for other Indigenous people to come forward, as well  
00:36:03 --> 00:36:06: as, you know, ensuring that we are creating space for  
00:36:06 --> 00:36:10: our Metis colleagues like Selena and, you know, Inuit  
colleagues  
00:36:10 --> 00:36:13: and people on reserve, off reserve like that.  
00:36:13 --> 00:36:15: Diversity is always coming forward as a part of the  
00:36:16 --> 00:36:17: conversation as well.  
00:36:18 --> 00:36:19: Selena, can I add something?  
00:36:19 --> 00:36:23: I'm sorry to be always interrupting you, Alexandra.  
00:36:23 --> 00:36:25: I touched on something that I thought it was important.  
00:36:25 --> 00:36:28: Now about this, you know, let's keep growing.  
00:36:28 --> 00:36:30: And the fact that she gave the example of the  
00:36:30 --> 00:36:32: RFPs that sometimes, you know, if you do it in  
00:36:32 --> 00:36:34: little chunks, you're going to get more.

00:36:34 --> 00:36:37: And very often when we talk about these conversations, you  
00:36:37 --> 00:36:40: know, about reconciliation and doing agreements and how do  
00:36:40 --> 00:36:43: you  
00:36:43 --> 00:36:45: create community benefits and so on, everybody's like, well,  
00:36:45 --> 00:36:47: we  
00:36:47 --> 00:36:50: don't know where we're going to find the people.  
00:36:50 --> 00:36:53: We don't know where we're going to find the companies.  
00:36:53 --> 00:36:55: We're we have to get past that and say, OK,  
00:36:55 --> 00:36:57: if we don't know, how do you create that capacity?  
00:36:57 --> 00:36:59: What do we need to change?  
00:36:59 --> 00:37:00: Are we looking in the right places?  
00:37:00 --> 00:37:03: Are we putting these things in the right way?  
00:37:03 --> 00:37:05: So that's the next step.  
00:37:05 --> 00:37:07: So if we're not there, then let's create that capacity.  
00:37:07 --> 00:37:10: Let's see how we can change things.  
00:37:10 --> 00:37:14: And that is really important, how we do this work.  
00:37:14 --> 00:37:17: Wonderful.  
00:37:17 --> 00:37:21: You can keep on talking anytime.  
00:37:21 --> 00:37:25: Anna, you're sharing great wisdom and I appreciate it.  
00:37:25 --> 00:37:28: I think somebody touched on earlier, right the IT can  
00:37:28 --> 00:37:30: be really hard, especially if you're at the beginning of  
00:37:30 --> 00:37:33: your journey towards truth and and reconciliation.  
00:37:33 --> 00:37:36: It can be really hard to know what to do.  
00:37:36 --> 00:37:39: I spend a lot of time trying to get people  
00:37:39 --> 00:37:42: to act, to start to to, to start to do  
00:37:42 --> 00:37:45: something.  
00:37:45 --> 00:37:48: And you can see that folks you know are scared.  
00:37:48 --> 00:37:51: They're scared, they don't.  
00:37:51 --> 00:37:54: Their heart is in the right place.  
00:37:54 --> 00:37:57: They just don't know where to begin.  
00:37:57 --> 00:38:00: Right.  
00:38:00 --> 00:38:03: And they're so like, some folks can be so scared  
00:38:03 --> 00:38:06: of doing the wrong thing that they stop themselves from  
00:38:06 --> 00:38:09: doing anything.  
00:38:09 --> 00:38:12: And so I, I would love it if you could  
00:38:12 --> 00:38:15: share, you know, thoughts on how you got started and  
00:38:15 --> 00:38:18: you know, what's, what's a piece of advice that you  
00:38:18 --> 00:38:21: would give to someone to help them get started on  
00:38:21 --> 00:38:24: this journey.  
00:38:24 --> 00:38:27: Anna, did you want to start?  
00:38:27 --> 00:38:30: It's OK to be vulnerable.  
00:38:30 --> 00:38:33: It's OK to say I don't know.

00:38:17 --> 00:38:19: I I'm going to give you an example not from  
00:38:19 --> 00:38:20: my time at Dream.  
00:38:21 --> 00:38:21: But.  
00:38:21 --> 00:38:24: Actually, and Selena, I think you probably heard me say  
00:38:24 --> 00:38:27: about this example that I'm going to talk about, which  
00:38:27 --> 00:38:29: was when I was at the city and we were  
00:38:29 --> 00:38:31: doing the, the, our housing plan and we had, so  
00:38:31 --> 00:38:34: I was share of the planning and housing.  
00:38:34 --> 00:38:36: And we had a, a large group of people from  
00:38:36 --> 00:38:40: all different sectors of life, nonprofits, private sector,  
indigenous groups.  
00:38:40 --> 00:38:42: And we were talking about the use of land for  
00:38:42 --> 00:38:43: affordable housing.  
00:38:44 --> 00:38:46: And we were saying, OK, we're going to lease the  
00:38:46 --> 00:38:46: land.  
00:38:46 --> 00:38:48: This is, this is really good.  
00:38:48 --> 00:38:50: We were not going to stop selling.  
00:38:50 --> 00:38:52: We're going to start leasing the land.  
00:38:52 --> 00:38:56: And somebody, one of our Indigenous partners said, well, it's  
00:38:56 --> 00:38:58: going to be interesting for us to have to lease  
00:38:58 --> 00:39:00: the land that was ours.  
00:39:01 --> 00:39:06: And that was just a silence moment because we all  
00:39:06 --> 00:39:09: were reflecting on what was said.  
00:39:09 --> 00:39:11: And it was such a powerful moment.  
00:39:12 --> 00:39:12: And it was a learning.  
00:39:12 --> 00:39:15: And everybody was like, absolutely, like we, we need to  
00:39:15 --> 00:39:17: do something different in these cases.  
00:39:18 --> 00:39:22: But you know, we, we were there was a blind  
00:39:22 --> 00:39:26: side and recognizing that sometimes when we are entering  
these  
00:39:27 --> 00:39:31: conversations, we all have it and, and, and be ready  
00:39:31 --> 00:39:34: to to be vulnerable in those situations.  
00:39:34 --> 00:39:35: We're all learning.  
00:39:35 --> 00:39:39: But if you you have that intentionality to do better  
00:39:39 --> 00:39:43: and to do different, that's by having these conversations.  
00:39:43 --> 00:39:45: That's the only way that we're going to get there.  
00:39:48 --> 00:39:49: I was just going to add to that.  
00:39:49 --> 00:39:52: I think, you know, the, the reason that you got  
00:39:52 --> 00:39:55: that lesson is because you were doing something, you know,  
00:39:55 --> 00:39:57: and that I think is, is my advice is like  
00:39:57 --> 00:40:00: you, you learn by doing and there's, there's no guidebook,  
00:40:00 --> 00:40:02: but by by getting out there and doing something, you

00:40:02 --> 00:40:03: learn.

00:40:03 --> 00:40:05: And, and that's how we're going to move this forward.

00:40:05 --> 00:40:07: And as you said, like you know, you lead with

00:40:07 --> 00:40:10: good intentions and sincerity and you know, some degree of

00:40:10 --> 00:40:13: cultural awareness and but you and you may make mistakes.

00:40:13 --> 00:40:14: But we're we're all.

00:40:14 --> 00:40:18: Still learning, I'm still learning and Tal is still learning

00:40:18 --> 00:40:18: all the time.

00:40:20 --> 00:40:24: And, you know, rather than getting overwhelmed with, you know,

00:40:24 --> 00:40:28: big questions or not knowing what to do, like get

00:40:28 --> 00:40:31: started somewhere, I, I could, I also wanted to share

00:40:31 --> 00:40:34: like a more practical example.

00:40:34 --> 00:40:35: You know, Selena, you had asked us one of these

00:40:35 --> 00:40:38: questions beforehand and sort of like walk us through your

00:40:38 --> 00:40:38: early, early days.

00:40:38 --> 00:40:42: And it's a bit more of a practical example of

00:40:42 --> 00:40:46: sort of how to get started in one of our

00:40:46 --> 00:40:48: projects is on Tecumseh St.

00:40:48 --> 00:40:50: in King West in Niagara neighborhood.

00:40:51 --> 00:40:54: And we, you know, through some initial research, we learned

00:40:54 --> 00:40:57: that Tecumseh, the name of the street, is actually named

00:40:57 --> 00:40:58: after a Shawnee chief.

00:40:59 --> 00:41:01: And who is the leader of the Tecumseh Confederacy?

00:41:01 --> 00:41:02: Little tidbit.

00:41:02 --> 00:41:05: When the War of 1812 broke out between the United

00:41:05 --> 00:41:08: States and Britain, Tecumseh and the Confederacy allied with the

00:41:08 --> 00:41:08: British.

00:41:08 --> 00:41:09: So it's kind of a cool story.

00:41:10 --> 00:41:14: So we started trying to, you know, get more information

00:41:14 --> 00:41:15: on Tecumseh and who he was.

00:41:16 --> 00:41:19: I think that we called the Indigenous Affairs office and

00:41:19 --> 00:41:23: made the name Selena that we talked to and encouraged

00:41:23 --> 00:41:26: us to talk to Phil Cote, who's a young spiritual

00:41:26 --> 00:41:27: elder activist and artist.

00:41:27 --> 00:41:29: And I'm glad you probably know him well.

00:41:29 --> 00:41:32: His great grandfather is the great grandson of Tecumseh.

00:41:32 --> 00:41:37: Anyway, so we arranged to meet Phillip on site and

00:41:37 --> 00:41:42: he was incredibly, you know, open and welcoming and encouraging

00:41:42 --> 00:41:45: of, of our vision for the project.

00:41:46 --> 00:41:48: We talked for like 2 hours I think about Chief

00:41:48 --> 00:41:52: Tecumseh and you know, the natural heritage and the trees  
00:41:52 --> 00:41:53: and the stars in the sky.  
00:41:53 --> 00:41:56: It was one of those conversations and it was really  
00:41:56 --> 00:41:58: incredible actually.  
00:41:58 --> 00:42:01: And then from that, we had this idea to have  
00:42:01 --> 00:42:03: a sacred fire on the site.  
00:42:03 --> 00:42:06: So we invited Phil and people from TAZ and our  
00:42:06 --> 00:42:09: partners and we did sort of a ground breaking to  
00:42:09 --> 00:42:11: honor the Land's past and make way for its future.  
00:42:11 --> 00:42:14: It was a really wonderful thing.  
00:42:14 --> 00:42:17: And and then we also continue to work with Phil  
00:42:17 --> 00:42:20: Philip to get, we did like a memo to understand,  
00:42:20 --> 00:42:23: understand history, the indigenous history of this site.  
00:42:23 --> 00:42:27: And now we're working on our cultural interpretation plan and  
00:42:27 --> 00:42:31: looking at different ways that we can incorporate this history  
00:42:31 --> 00:42:34: into the, you know, landscape and the landscaping plan and  
00:42:34 --> 00:42:36: wayfinding and things like that.  
00:42:36 --> 00:42:39: So, you know, it's again, sort of on a smaller  
00:42:39 --> 00:42:43: scale and, and not necessarily achieving those big economic  
00:42:43 --> 00:42:46: outcomes,  
00:42:46 --> 00:42:50: but it's important, I think asking questions about the  
00:42:50 --> 00:42:54: land, you know, meeting people and indigenous elders and  
00:42:54 --> 00:42:57: organizations  
00:42:57 --> 00:42:58: that know about that, about the neighborhood and about the  
00:42:58 --> 00:43:00: land, connecting with them and then doing something to  
00:43:00 --> 00:43:02: honor  
00:43:02 --> 00:43:05: that history.  
00:43:05 --> 00:43:08: I think, you know, it's, it's a kind of a  
00:43:08 --> 00:43:10: way to get the way to get started.  
00:43:10 --> 00:43:14: And I can give you the example of what we're  
00:43:14 --> 00:43:16: doing on key side for example as well.  
00:43:16 --> 00:43:18: We're, we're not doing this alone, right?  
00:43:18 --> 00:43:19: This is, this is relationship, this is partnerships, this is  
00:43:19 --> 00:43:22: we're working with the Mississauga's of the credit.  
00:43:22 --> 00:43:25: We, we had a commitment that we were going to  
00:43:25 --> 00:43:30: have them involved.  
00:43:30 --> 00:43:32: And you know, we now have, you know, 5 big  
00:43:32 --> 00:43:33: areas that we've agreed that we're going to work together.  
00:43:33 --> 00:43:36: So environmental stewardship, education, nature and cultural  
00:43:36 --> 00:43:38: expression, equity and  
00:43:38 --> 00:43:40: investment and aging in place and now.  
00:43:40 --> 00:43:42: All the work.  
00:43:42 --> 00:43:44: Under here, it's not going to be done just by

00:43:36 --> 00:43:36: dream.

00:43:37 --> 00:43:39: It's going to be hand in hand it that's the

00:43:40 --> 00:43:42: that's that's how success happens.

00:43:42 --> 00:43:45: That's how you you see the the results.

00:43:45 --> 00:43:48: And so I think that not being afraid as well

00:43:48 --> 00:43:52: and saying what this is a partnership, it's a relationship.

00:43:55 --> 00:43:59: So true relationships as as folks are hearing, right, are

00:43:59 --> 00:44:02: the thread that tie all of this together.

00:44:02 --> 00:44:05: They they're the critical component for all of this work.

00:44:06 --> 00:44:10: AJ thoughts, advice that you can share with folks on

00:44:10 --> 00:44:12: on how to get started?

00:44:13 --> 00:44:14: Oh my goodness.

00:44:14 --> 00:44:17: My, my advice is really just very, very simple.

00:44:17 --> 00:44:19: And I think you all have said it already, but

00:44:19 --> 00:44:22: I will try and create a very short snippet of

00:44:22 --> 00:44:25: punchy advice that everybody can take with you, which is

00:44:25 --> 00:44:26: just do it.

00:44:26 --> 00:44:28: Like literally, I feel like I hear so much of

00:44:28 --> 00:44:29: the time from people.

00:44:29 --> 00:44:31: Oh, I'm, I'm nervous about how to start.

00:44:31 --> 00:44:33: I don't know how to outreach to community.

00:44:33 --> 00:44:35: I don't know how to start building those partnerships.

00:44:35 --> 00:44:38: I'm so worried about doing something wrong, about making a

00:44:38 --> 00:44:41: mistake, and I I don't want to minimize that concern

00:44:41 --> 00:44:44: at all because it is a fair feeling to have.

00:44:44 --> 00:44:47: But don't let that stop you from taking that first

00:44:48 --> 00:44:48: step right?

00:44:49 --> 00:44:53: Recognize that you're gonna stumble, you're gonna make

00:44:53 --> 00:44:56: some mistakes

00:44:53 --> 00:44:56: along the way, and that's OK Learn from those mistakes,

00:44:56 --> 00:44:59: adjust accordingly, and keep going.

00:44:59 --> 00:45:02: But the only thing worse than not than making a

00:45:02 --> 00:45:05: mistake and you know, is not doing anything at all.

00:45:05 --> 00:45:09: Because that is in some ways, choosing to accept the

00:45:09 --> 00:45:11: status quo, which I think we all can agree is,

00:45:11 --> 00:45:12: is not acceptable.

00:45:12 --> 00:45:15: So just just do something, anything.

00:45:15 --> 00:45:18: Take a step, take a leap, be fearless, and also

00:45:18 --> 00:45:21: don't be afraid to be uncomfortable in some of this

00:45:21 --> 00:45:22: work.

00:45:22 --> 00:45:26: I think Adriana mentioned this when she was speaking

00:45:22 --> 00:45:26: earlier.



00:45:26 --> 00:45:29: And, you know, reconciliation is not supposed to be easy.  
00:45:29 --> 00:45:32: It's not supposed to be, you know, something that you  
00:45:32 --> 00:45:35: know, fits nicely within your comfort zone.  
00:45:35 --> 00:45:39: You should have those moments of, of, oh, wow, this  
00:45:39 --> 00:45:41: is changing my perspective.  
00:45:41 --> 00:45:43: I am looking at something differently.  
00:45:43 --> 00:45:46: I am, you know, seeing this is Indigenous land and  
00:45:46 --> 00:45:49: you know, like the idea of having to buy back  
00:45:49 --> 00:45:52: your own land, having to lease back your own land,  
00:45:52 --> 00:45:56: Like you should have those moments of wow, that that's  
00:45:56 --> 00:45:58: the transformative change piece, right?  
00:45:59 --> 00:46:01: And it's uncomfortable to be in those spaces.  
00:46:01 --> 00:46:04: And I want to recognize that expressly as an Indigenous  
00:46:04 --> 00:46:07: person, like it is OK to be uncomfortable.  
00:46:07 --> 00:46:10: You should be making yourself uncomfortable through these  
spaces.  
00:46:10 --> 00:46:13: And then you should use that, you know, level of  
00:46:13 --> 00:46:18: kind of uncomfot or like squishiness to propel yourself into  
00:46:18 --> 00:46:18: action here.  
00:46:19 --> 00:46:21: And Selita is laughing at me about the squishiness comment.  
00:46:21 --> 00:46:23: But I think it's fair.  
00:46:23 --> 00:46:26: But I do think it's important to acknowledge because a  
00:46:26 --> 00:46:29: lot of times people feel that uncomfot and then they  
00:46:29 --> 00:46:32: they, they turtle or they go in on themselves and  
00:46:32 --> 00:46:34: they use it as a reason to not keep pressing  
00:46:34 --> 00:46:35: forward.  
00:46:35 --> 00:46:37: But I think if we want to create those those  
00:46:37 --> 00:46:40: spaces for change, if we want to increase Indigenous  
participation,  
00:46:40 --> 00:46:43: if we want to really look at land back in  
00:46:43 --> 00:46:45: a very serious and real and meaningful way, it is  
00:46:45 --> 00:46:49: by doing it through these partnerships, by making yourselves  
uncomfortable  
00:46:49 --> 00:46:52: and using that as a motivation for change to keep  
00:46:52 --> 00:46:53: moving forward.  
00:46:55 --> 00:46:58: I get a little bit excited when anybody says land  
00:46:58 --> 00:46:58: back.  
00:47:01 --> 00:47:05: I I just, I really want to emphasize like getting  
00:47:05 --> 00:47:08: comfortable with being uncomfortable.  
00:47:08 --> 00:47:14: That is really critical in this getting comfortable with the  
00:47:14 --> 00:47:19: squishy feels with that discomfort that AJ was just talking  
00:47:19 --> 00:47:19: about.  
00:47:20 --> 00:47:23: OK, we are going to turn it into the the

00:47:23 --> 00:47:26: Q and A portion and Linda's gonna help us make  
00:47:26 --> 00:47:26: that happen.

00:47:26 --> 00:47:29: So thank you, Linda, for rejoining us.

00:47:29 --> 00:47:33: Thank you, Selena, and thank you to the A-Team.

00:47:33 --> 00:47:36: You'll notice everyone's name starts with an A here, so  
00:47:36 --> 00:47:37: we've got the A-Team.

00:47:38 --> 00:47:41: Thanks to Anna for pointing that out initially.

00:47:42 --> 00:47:45: And we actually have a question for Anna before your  
00:47:45 --> 00:47:47: time started, Anna.

00:47:47 --> 00:47:50: But, but presumably you can give this a shot.

00:47:52 --> 00:47:57: Someone has noted that in 2021, Dream committed to  
publishing  
00:47:57 --> 00:48:02: the first private sector open source database of equity  
seeking  
00:48:02 --> 00:48:08: suppliers and local independent or socially responsible  
businesses.

00:48:08 --> 00:48:11: I remember hearing about this at the time and I  
00:48:11 --> 00:48:15: was so impressed and I loved Dreams commitment to both  
00:48:15 --> 00:48:18: doing the work, which was, you know, a really important  
00:48:18 --> 00:48:22: foundational piece of work, but also then to be committing  
00:48:22 --> 00:48:23: to sharing it.

00:48:23 --> 00:48:26: So there is a question about wanting to know where  
00:48:27 --> 00:48:30: that's at is the that's still the plan in terms  
00:48:30 --> 00:48:34: of building this database and and how will Indigenous  
suppliers  
00:48:34 --> 00:48:37: be highlighted and supported through this tool?  
00:48:38 --> 00:48:40: It, it is, it is still in the plan.

00:48:40 --> 00:48:42: I mean we, we like I said, we are using  
00:48:42 --> 00:48:44: it and we are, we had to create the systems  
00:48:45 --> 00:48:48: as well internally to be accountable for what we're doing  
00:48:48 --> 00:48:51: in our procurement and with our different projects and we  
00:48:51 --> 00:48:54: are creating that, that database and and it is still  
00:48:54 --> 00:48:55: the plan.

00:48:56 --> 00:48:57: Great to hear.

00:48:58 --> 00:49:00: I also wonder if any one of you can speak  
00:49:00 --> 00:49:03: just a bit, a bit more deeply about how a  
00:49:03 --> 00:49:06: company figures out who they should be talking to and  
00:49:06 --> 00:49:09: who they should be building a relationship with.

00:49:10 --> 00:49:14: Because we know in some provinces there are treaty  
holders,  
00:49:14 --> 00:49:19: there are ancestral lands, there are reserves in various  
places  
00:49:19 --> 00:49:20: where nations live.

00:49:21 --> 00:49:25: And then there are also indigenous people and and variety

00:49:25 --> 00:49:28: of communities represented in in urban centers.

00:49:28 --> 00:49:32: So any examples where any one of your organizations has

00:49:33 --> 00:49:37: gone into a a particular community and and figured out

00:49:37 --> 00:49:40: who who they should be talking to?

00:49:42 --> 00:49:45: I think in our case it's all about engagement.

00:49:46 --> 00:49:49: How do you engage with the different communities and have

00:49:49 --> 00:49:50: that initial assessment?

00:49:51 --> 00:49:55: We use, you know, offices like Selena's office as well

00:49:55 --> 00:50:01: and organization, government organizations, but also, you

00:50:01 --> 00:50:05: know, engagement companies,

00:50:05 --> 00:50:09: indigenous engagement companies and and then having the

00:50:09 --> 00:50:13: conversation.

00:50:13 --> 00:50:14: So for example, in Le Breton, we have our Advisory

00:50:14 --> 00:50:19: Council has 11 Algonquin communities that we were bring

00:50:19 --> 00:50:24: able

00:50:24 --> 00:50:27: to bring together.

00:50:27 --> 00:50:31: So sometimes you bring more than one community and, and

00:50:31 --> 00:50:33: you bring them together, not always easy, like any

00:50:33 --> 00:50:35: partnership

00:50:35 --> 00:50:38: that has, you know, any 11 partners, right?

00:50:38 --> 00:50:40: But you make that effort, you bring people together.

00:50:40 --> 00:50:44: And it's about, again, it's about the, the learning and

00:50:44 --> 00:50:47: making that effort to learning.

00:50:47 --> 00:50:50: So in, in Ottawa, for example, we're using an organization,

00:50:50 --> 00:50:51: it's called Innovation 7.

00:50:51 --> 00:50:56: It's an Indigenous engagement organization that assists us a

00:50:56 --> 00:50:59: lot

00:50:59 --> 00:51:02: with that, with that kind of work as well.

00:51:02 --> 00:51:04: And and and and with our research and reaching out

00:51:04 --> 00:51:07: to the different.

00:51:07 --> 00:51:08: Communities, I think that's a a really good suggestion, Anna.

00:51:08 --> 00:51:11: And there are so many Indigenous companies and

00:51:11 --> 00:51:15: Indigenous run

00:51:15 --> 00:51:17: engagement companies out there who you can partner with

00:51:17 --> 00:51:20: to

00:51:20 --> 00:51:21: help you answer that exact question.

00:51:21 --> 00:51:22: Another first step that you can always take is there's

00:51:22 --> 00:51:25: a number of provinces and Canada has their Aboriginal and

00:51:25 --> 00:51:28: treaty rights information system, which is an online database

00:51:28 --> 00:51:31: that

00:51:31 --> 00:51:34: will tell you whose title or treaty land you are

00:51:34 --> 00:51:37: on, which I think is a really wonderful tool.

00:51:37 --> 00:51:40: Any company can access it.

00:51:40 --> 00:51:43: It is public.

00:51:22 --> 00:51:24: You can just go on and click exactly where you  
00:51:24 --> 00:51:25: are and it'll pull up.  
00:51:25 --> 00:51:27: This is whose land you're on.  
00:51:27 --> 00:51:30: I know National Geographic has also worked to create an  
00:51:30 --> 00:51:33: indigenous traditional territories map for that piece.  
00:51:33 --> 00:51:36: And, and for me, when you're working in partnership, it  
00:51:36 --> 00:51:38: really comes down to working in partnership with the, the  
00:51:38 --> 00:51:40: rights holding nation, right?  
00:51:40 --> 00:51:43: Whose nations and whose land are you on and how  
00:51:43 --> 00:51:45: are you developing that partnership with them?  
00:51:46 --> 00:51:48: And I think Anna made a really great point around,  
00:51:48 --> 00:51:51: you know, it may not be just one community, it  
00:51:51 --> 00:51:54: may not be like the most proximate First Nation reserve  
00:51:54 --> 00:51:54: community.  
00:51:55 --> 00:51:58: Because to do that you're leaving out sometimes Metis  
communities.  
00:51:58 --> 00:52:01: You know, you're leaving out urban indigenous people.  
00:52:01 --> 00:52:03: So how can you do that in an inclusive way,  
00:52:03 --> 00:52:06: recognizing that you are likely gonna need to structure your  
00:52:06 --> 00:52:09: engagement with more than just one community and maybe  
having  
00:52:09 --> 00:52:12: different conversations depending on who you're working  
with.  
00:52:12 --> 00:52:15: For example, when you're working, you know, as you are  
00:52:15 --> 00:52:19: with the the treaty holders over Toronto, you're having a  
00:52:19 --> 00:52:23: very different conversation with that than when you're  
working with  
00:52:23 --> 00:52:25: people who are like myself or or Selena who are  
00:52:25 --> 00:52:28: Indigenous people who live in Toronto and are guests on  
00:52:28 --> 00:52:31: this territory, but not the treaty rights holder here.  
00:52:32 --> 00:52:33: So just throwing that out there.  
00:52:33 --> 00:52:36: But excellent, excellent question and thank you so much,  
Linda.  
00:52:37 --> 00:52:38: Yeah.  
00:52:38 --> 00:52:40: And I just wanted to add, you know, that that's  
00:52:40 --> 00:52:43: sort of the more important work, but there's also, you  
00:52:44 --> 00:52:46: know, an option to look at, you know, who are  
00:52:46 --> 00:52:48: the social service organizations?  
00:52:48 --> 00:52:49: Where are the friendship?  
00:52:49 --> 00:52:51: Are there, is there a friendship center?  
00:52:51 --> 00:52:56: You know, what are the different organizations, indigenous  
organizations, indigenous  
00:52:56 --> 00:52:58: facing organizations in the in the area.

00:52:58 --> 00:53:01: You know, we have one project in Scarborough where the  
00:53:01 --> 00:53:05: native child and Family Services is just around the corner.  
00:53:05 --> 00:53:07: And so, you know, we engaged with them and talked  
00:53:07 --> 00:53:10: to them and just tried to learn, look for opportunities.  
00:53:10 --> 00:53:14: We actually, we're working potentially to incorporate an  
indigenous early  
00:53:14 --> 00:53:16: on center into the ground floor of that building.  
00:53:16 --> 00:53:19: It didn't end up working out, but those you know,  
00:53:19 --> 00:53:22: you, you get there by having those conversations and looking  
00:53:22 --> 00:53:24: at the local stakeholder groups in the annex.  
00:53:25 --> 00:53:28: We're just around the corner for the native native Canadian  
00:53:28 --> 00:53:29: center.  
00:53:29 --> 00:53:32: And so, you know, we, for example, we donate the  
00:53:32 --> 00:53:35: produce produce from our urban garden to them.  
00:53:35 --> 00:53:39: So there's other ways beyond that, you know, obviously  
really  
00:53:39 --> 00:53:42: important engagement work that needs to be done with the  
00:53:42 --> 00:53:44: with the treaty holders if.  
00:53:45 --> 00:53:50: I could just emphasize, Ariana just left off on it's  
00:53:50 --> 00:53:55: really important right to know who's treaty land you're on.  
00:53:55 --> 00:53:56: That's true.  
00:53:56 --> 00:54:01: What tends to happen unfortunately is the urban Indigenous  
communities  
00:54:01 --> 00:54:03: get left out of conversations.  
00:54:04 --> 00:54:07: So I really, really encourage folks over 80% of First  
00:54:07 --> 00:54:10: Nations in you and Matey in the country called Canada  
00:54:10 --> 00:54:11: live in an urban set.  
00:54:12 --> 00:54:16: It's so we really need to work with those amazing  
00:54:16 --> 00:54:18: Indigenous LED organizations.  
00:54:19 --> 00:54:23: Ariana mentioned a couple in that Toronto area, you know,  
00:54:23 --> 00:54:26: to connect to the urban folks that live here that  
00:54:26 --> 00:54:30: are accessing the space, that are accessing services.  
00:54:31 --> 00:54:32: You know that.  
00:54:32 --> 00:54:34: Want to see, we want to see ourselves in the  
00:54:34 --> 00:54:36: fabric of the places that we live, even if this  
00:54:36 --> 00:54:38: isn't our territory, right?  
00:54:38 --> 00:54:38: AJ mentioned.  
00:54:38 --> 00:54:43: Both her and I are guests, so really, really encourage  
00:54:43 --> 00:54:47: folks to think about how to engage with urban First  
00:54:47 --> 00:54:49: Nations and communities.  
00:54:49 --> 00:54:51: It, it can, you know, it, it takes a little  
00:54:51 --> 00:54:54: bit more work to figure out where we are in  
00:54:54 --> 00:54:57: the organizations, but it's really, really important because we

are  
00:54:57 --> 00:54:58: living.  
00:55:01 --> 00:55:04: We have two other questions and I'd love to throw  
00:55:04 --> 00:55:06: in 1/3 as we've got 5 minutes left.  
00:55:08 --> 00:55:12: We're looking for some guidance on how to mentor and  
00:55:12 --> 00:55:18: hire Indigenous people, how Indigenous owned businesses  
can get greater  
00:55:18 --> 00:55:24: visibility with real estate companies and any thoughts on the  
00:55:24 --> 00:55:28: the realm of the possible in terms of Co development  
00:55:29 --> 00:55:33: or sharing of revenue or, or anything that really truly  
00:55:33 --> 00:55:37: moves the needle on economic reconciliation.  
00:55:38 --> 00:55:41: So anyone want to tackle any one of those?  
00:55:44 --> 00:55:46: I think so.  
00:55:46 --> 00:55:48: Dream has commitments.  
00:55:48 --> 00:55:51: So for example, in Le Breton, we actually have 5%  
00:55:52 --> 00:55:55: of all the construction is going to have to be  
00:55:55 --> 00:55:58: done by Indigenous companies and 5% of all the working  
00:55:58 --> 00:56:02: hours have to be awarded to Indigenous individuals.  
00:56:02 --> 00:56:04: So we're going to have to fulfill these commitments.  
00:56:04 --> 00:56:07: We're going to be looking out there and you know,  
00:56:07 --> 00:56:11: if there are companies, I would definitely reach out and,  
00:56:11 --> 00:56:14: and that database that we talked about it, that's why  
00:56:14 --> 00:56:18: it's so important because for, you know, how do you  
00:56:18 --> 00:56:21: share this information is going to be really important.  
00:56:22 --> 00:56:26: But if there's anybody out there with, with these kinds  
00:56:26 --> 00:56:29: of business, I would definitely reach out to some of  
00:56:29 --> 00:56:34: these companies that are dealing with community benefits  
agreements and  
00:56:34 --> 00:56:38: and plans that that have some of this these deliverables  
00:56:38 --> 00:56:39: already committed to.  
00:56:42 --> 00:56:45: We're we're working on some, you know, really exciting  
opportunities,  
00:56:45 --> 00:56:49: sort of shared investment, shared equity opportunities where  
we're finding  
00:56:49 --> 00:56:52: partners, where we're looking to build housing.  
00:56:52 --> 00:56:54: And you know, I think given where the real estate  
00:56:54 --> 00:56:57: market is and the sort of different levels of funding  
00:56:57 --> 00:57:00: that are available that I think, you know, some of  
00:57:00 --> 00:57:01: these opportunities.  
00:57:01 --> 00:57:03: Hopefully a year from now we'll be able to to  
00:57:04 --> 00:57:05: talk more concretely about them.  
00:57:05 --> 00:57:09: But I think there's some really great opportunities for  
partnership

00:57:09 --> 00:57:11: in terms of building housing.

00:57:15 --> 00:57:17: I think those, those are really, really great suggestions.

00:57:17 --> 00:57:19: And you know, I'm, I'm picking up on one of

00:57:19 --> 00:57:21: the questions in the chat, which is how do you,

00:57:21 --> 00:57:23: how do you go about getting sort of your business

00:57:23 --> 00:57:25: out there, getting your name out there, getting your brands

00:57:25 --> 00:57:26: out there?

00:57:26 --> 00:57:27: And it is challenging.

00:57:27 --> 00:57:29: I think it's challenging on both sides.

00:57:29 --> 00:57:31: I've heard it from people who are, are looking to

00:57:31 --> 00:57:33: partner with indigenous people.

00:57:33 --> 00:57:36: Sometimes, you know, they, they say, oh, we just don't

00:57:36 --> 00:57:39: know where to, where to find these businesses.

00:57:39 --> 00:57:41: And I'm like, well, are, are you, are you looking?

00:57:41 --> 00:57:44: Because you know, there's a lot like almost every First

00:57:44 --> 00:57:46: Nation has economic development arms.

00:57:46 --> 00:57:49: You know, there's increasing commitments like has been made by

00:57:49 --> 00:57:52: dream to put together a list of different organizations.

00:57:53 --> 00:57:55: I know this is something that is being worked on

00:57:55 --> 00:57:58: at the national level as well with the creation of

00:57:58 --> 00:58:01: kind of a First Nations procurement organization and a list

00:58:01 --> 00:58:03: of businesses to partner with there.

00:58:04 --> 00:58:07: I think you know, as well, during the pandemic, there's

00:58:07 --> 00:58:11: been increasingly online presence by Indigenous businesses.

00:58:11 --> 00:58:14: So, you know, just getting the name out there, reaching

00:58:14 --> 00:58:17: out to partners like I think many of the people

00:58:17 --> 00:58:20: on this call and many of the members of ULI

00:58:20 --> 00:58:22: around how can you share that information?

00:58:22 --> 00:58:24: How can you promote that information?

00:58:25 --> 00:58:27: Is is a really great way to start?

00:58:31 --> 00:58:32: Thank you all.

00:58:32 --> 00:58:32: Selena.

00:58:32 --> 00:58:34: Any last words before we wrap up?

00:58:36 --> 00:58:42: I get very focused on supporting Indigenous talent, recruiting and

00:58:42 --> 00:58:45: retaining Indigenous talent.

00:58:47 --> 00:58:50: It's a part of my role that I take really,

00:58:50 --> 00:58:54: really seriously at the City of Toronto, and part of

00:58:54 --> 00:58:57: the reason I do that is because I wouldn't be

00:58:57 --> 00:59:01: where I am if I didn't have Indigenous women mentors

00:59:02 --> 00:59:06: who created safer spaces for a number of Indigenous staff.

00:59:07 --> 00:59:09: This was happening when I was at the province.  
00:59:09 --> 00:59:12: I had spent, I had spent all of my career  
00:59:12 --> 00:59:13: to that point.  
00:59:13 --> 00:59:15: So I've been in government for almost 30 years.  
00:59:15 --> 00:59:16: So this is about 16 years.  
00:59:17 --> 00:59:21: I had intentionally kept my identity separate.  
00:59:21 --> 00:59:23: I was active in the *Matin Nation*.  
00:59:23 --> 00:59:24: As a youth.  
00:59:24 --> 00:59:28: Raised in culture, raised with language, but because of  
experiences  
00:59:28 --> 00:59:31: my family have had, they told me to be quiet,  
00:59:31 --> 00:59:34: be quiet about that in more public spacing.  
00:59:34 --> 00:59:37: And it wasn't until I saw strong Indigenous women in  
00:59:37 --> 00:59:41: the Ontario public service where I was working creating these  
00:59:41 --> 00:59:45: spaces for Indigenous talent, you know, creating spaces for  
us  
00:59:45 --> 00:59:45: to talk.  
00:59:46 --> 00:59:51: They helped me feel empowered and supported and and  
safer.  
00:59:51 --> 00:59:54: And so, you know, think about what what your organization  
00:59:54 --> 00:59:57: looks like do do you have, can you see, can  
00:59:57 --> 00:59:59: I, would I be able to see myself in your  
00:59:59 --> 01:00:00: organization?  
01:00:00 --> 01:00:02: Would I feel supported to come and work with you?  
01:00:02 --> 01:00:05: And if the answer is no, what can you do  
01:00:05 --> 01:00:08: to create, to bring folks in, to create that kind  
01:00:09 --> 01:00:10: of environment?  
01:00:10 --> 01:00:12: Because it makes all the difference.  
01:00:12 --> 01:00:17: I wouldn't be where it was without those two particular  
01:00:17 --> 01:00:19: women paving the way.  
01:00:20 --> 01:00:23: That is a fantastic thing to leave people with.  
01:00:23 --> 01:00:24: Thank you so much, Selena.  
01:00:24 --> 01:00:27: Thank you to Anna, Ariana and AJ, and to everyone  
01:00:27 --> 01:00:28: who joined in.  
01:00:29 --> 01:00:33: We'll leave you with one final slide about upcoming  
programming.  
01:00:33 --> 01:00:35: Hope to see some of you there.  
01:00:35 --> 01:00:37: And thank you so much for everyone joining in.  
01:00:38 --> 01:00:39: Have a good day.

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