

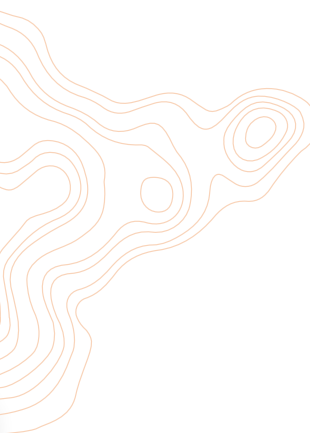


Working Together  
with Indigenous  
Communities



**MEET OUR TEAM MEMBERS**

Our team is composed of specialists in environmental remediation and assessment, sustainable energy solutions, broadband access, civil engineering, architecture, planning and infrastructure.



# Company Overview

**2,500+**  
staff across  
Canada

Worked with  
**185+** First  
Nations, Inuit  
communities  
and Métis  
organizations

Arcadis IBI Group is a design firm with architecture, engineering, planning and technology expertise. We are focused on maximizing our impact to improve quality of life for all communities. Sustainability is at the heart of everything we do.

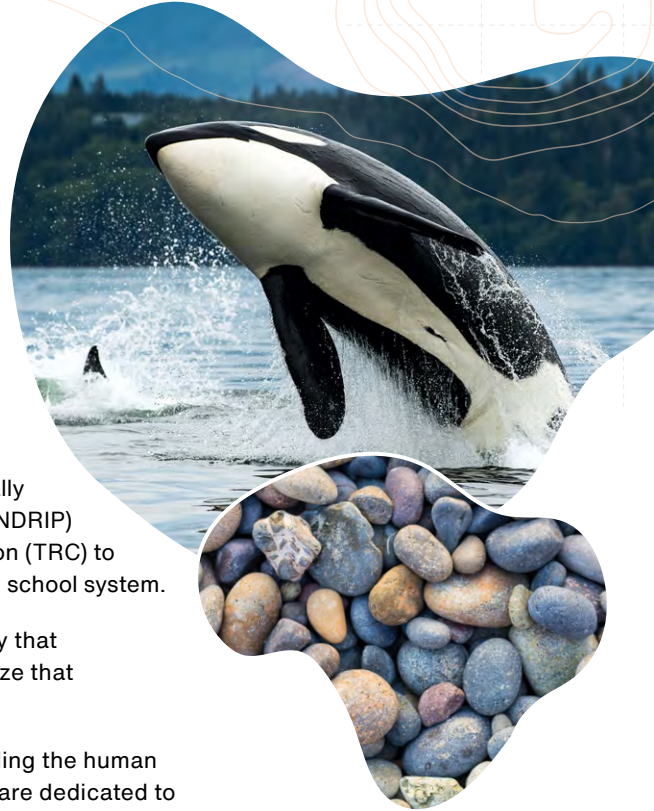
We work with First Nations, Inuit, Métis, Indigenous communities, Indigenous leadership, and local governments to foster collaboration to ensure Indigenous interests and expectations are at the forefront of our projects. Whenever we encounter a decision, we look to Indigenous voices to guide the solution.

# Applying Reconciliation

Canada has taken important steps to apply reconciliation principles, such as formally recognizing the United Nations Declaration of the Rights of Indigenous Peoples (UNDRIP) and implementing the 94 Calls to Action of the Truth and Reconciliation Commission (TRC) to begin a process of healing and recognize the devastation caused by the residential school system.

Arcadis IBI supports reconciliation efforts, and we believe it is an ongoing journey that provides continuous opportunities to learn and grow as a community. We recognize that through our work, we share in the opportunity to shape our world.

At Arcadis IBI, our global vision is “Improving Quality of Life by better understanding the human experience and connecting it with our scalable asset knowledge.” In Canada, we are dedicated to building and growing relationships with Indigenous Peoples—not just within Arcadis IBI, but also externally with the communities we work and live in, and communities from Nation to Nation.





# Indigenous-led Framework

Our vision for Indigenous Relations is grounded in an Indigenous-led framework called the 4Rs: **Respect, Relevance, Responsibility, and Reciprocity**. Through collaboration and partnership, we can positively contribute towards building a sustainable, respectful, and prosperous future.

## **OUR GUIDING PRINCIPLES:**

- **Respecting** the history, culture, and contemporary contributions of Indigenous Peoples in Canada
- Establishing **relevant** and sustained, long-term relationships that are steered by the self-interest of the firm's partner communities
- Acting **responsibly** by actively working towards removing the structural and systemic barriers and biases that affect Indigenous Peoples in Canada both internally and externally to the company
- Building **reciprocal** bonds by investing in communities, establishing procurement metrics to build business capacity, and where possible enabling equity-sharing partnerships

We commit to this framework by offering open, diverse, and inclusive workplaces for our Indigenous employees, in addition to growing relationships with our Indigenous partner communities, clients, and suppliers to achieve prosperous social and economic development. As a business, through our projects and services, we will continue to have a long-lasting positive impact in Indigenous communities and to create opportunities for them beyond the conclusion of a single project.



# Supporting Indigenous Leadership

**ARCADIS IBI SUPPORTS AND ENABLES INDIGENOUS LEADERSHIP IN BUSINESS AND EDUCATION.**

Progressive  
Aboriginal  
RELATIONS **COMMITTED**

Canadian Council for  
Aboriginal Business 

## Canadian Council for Aboriginal Business (CCAB)

As CCAB members, we are able to access their services, programs, events and build new relationships with Indigenous-owned businesses. CCAB fosters relationships between Indigenous businesses, partnerships between Indigenous entrepreneurs and Canada's institutional enterprises, and awareness of Indigenous participation within the Canadian economy. We are committed to the Progressive Aboriginal Relations (PAR) program.



## First Nations Major Projects Coalition (FNMPC)

As a Sustaining Partner, we participate in FNMPCC's annual conference and benefit from a working relationship specifically designed to advance stronger business relationships with Indigenous communities outside of a project-specific environment. FNMPCC advances strategies that promote meaningful Indigenous inclusion in major developments and articulate Indigenous perspectives concerning ESG investment standards and sustainable business practices.



Arcadis IBI Group is committed to the cultural shift towards a reconciliation framework that builds trust in Indigenous relations, while offering team members opportunities to gain awareness of Indigenous values and knowledge.”

– Heather Semple, Chair, Indigenous Steering Committee



Working Together with Indigenous Communities



### Indspire

In collaboration with Indspire, we offer The Building Brighter Futures for Indigenous Youth scholarship program for post-secondary students of architecture, engineering, urban planning, and Indigenous languages. We also sponsor the annual Soaring conference for Indigenous K-12 students, where participants learn about career and post-secondary education options, how to access financial support for continuing their education, and meet top employers from across Canada.



### Indigenous Employee Network (IEN)

For our Indigenous employees, we strive to open a pathway of development that enables growth and achievement within their chosen fields. To this end, in September of 2022 through the actions and leadership of Indigenous staff members, the IEN was created to provide safe, inclusive spaces that foster respect for Indigenous cultures and lived experiences.




# Our Service Offerings



**We know that it can take years to build trust and respect, and we are willing to put the time and effort in to build relationships with Indigenous partners.”**

**– Adam Haimour, Western Canada Indigenous Project Coordinator**

- 
- Architecture & Landscape Architecture
  - Broadband Management
  - Renewable Energy Solutions
  - Civil & Transportation Engineering
  - Environmental Assessments & Remediation
  - Geomatics & Land Surveying
  - Interiors
  - Public & Community Engagement
  - Sustainability & Environmental Management
  - Water Resources Management
  - Land Development & Community Planning



# Our Services at Work

## ENERGY

Our Energy Solutions team develops renewable energy projects and energy plans for Indigenous communities. Building on underutilized land in effective locations, we aim to make clean energy affordable and help smooth the transition to renewable energy. We work with our clients to help them understand the development process and expand their capacity for pursuing future developments, require a percentage of our workforce on the construction of our projects be Indigenous, and provide training programs for our First Nations clients to independently market carbon dioxide credits and enhance energy sovereignty.



## BROADBAND

Our Broadband team engages with rural municipalities, Indigenous communities, and other clients to bring high-speed Internet to places that are often overlooked due to high implementation costs. We help clients secure grants and funding, design and manage the installation of fibre-optic networks, and are one of the first companies in the country to offer open-asset network management of fibre-optic systems, allowing rural and remote communities access to the digital infrastructure that they require and deserve.





Source: Matcon Environmental

## **ENVIRONMENTAL ASSESSMENTS AND REMEDIATION**

Our approach with First Nations communities is to actively engage community members in the environmental assessment process of their own land. Arcadis IBI supports self-determination through robust Environmental Assessments, building capacity whenever possible and working in a Nation's best interests. Our services include working alongside Nation members to provide environmental site assessment and/or remediation services to a growing number of First Nations.

## **INFRASTRUCTURE**

Through extensive community engagement, our infrastructure team evaluates the needs of Indigenous communities to ensure services are cost effective and maximizes the integration of the community throughout all stages of a project. We partnered with Tsuut'ina Nation on the development of the Tsuut'ina Development Authority for the 1,200-acre Taza Development adjacent to Calgary, AB. As one of the largest First Nations development projects in North America, laws, regulations, policies, guidelines, as well as the development and approval of permits for all commercial and institutional developments were required.

## ARCHITECTURE

We work with Indigenous partners to ensure Indigenous interests and expectations are at the forefront of our projects. When possible, we have Indigenous team members integrated into the design process to provide advice and oversight at all phases. Our team is working with First United and the Lu'ma Native Housing Society to redevelop their site into a universally accessible, multi-storey, purpose-built space. To address the critical housing, health, and social justice needs of the Downtown Eastside community, the building includes access to sleeping beds and showers, outdoor gathering space centred around circular ceremonial space, and using medicinal and traditional plants as part of the landscaping.

Rendering by NSDA Architects



