

A series of thick, dark blue wavy lines that originate from the left edge of the page and curve downwards and to the right, creating a sense of movement and depth. The lines have a slight gradient and a soft shadow effect.

Working Together
with Indigenous
Communities

2,500+ staff
across Canada

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

Company Overview

Arcadis is a design firm with architecture, engineering, planning, and technology expertise. We are focused on maximizing our impact to improve quality of life and building strong 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.



Source: Spaken House, Victoria, BC
Photo courtesy of Aboriginal Coalition to End Homelessness

Our Team at Arcadis

For over 25 years, Arcadis has collaborated with First Nation, Inuit, and Métis partners on significant projects across Canada. We work together in sectors such as water treatment and access, environmental remediation and assessment, civil engineering, architecture, sustainable energy solutions, mobility, and access to broadband.

For many projects, staff engage in active capacity building measures to facilitate skills development and community support. Our consultants are counted on as trusted advocates, who understand the many ways that projects are undertaken, assessed, and completed.

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 acknowledgement of the devastation caused by the residential school system.

Arcadis supports reconciliation efforts, and we believe it is an ongoing journey that provides continuous opportunities to learn and grow as a community.

Arcadis exists to find solutions to pressing challenges, improving quality of life for people around the world. This is reflected in the work we do for clients, the opportunities we create for our people, and in our efforts to enhance the communities within which we live and work. We are dedicated to building and growing relationships with Indigenous Peoples and advancing reconciliation, which is the foundation of **Arcadis Canada's Indigenous Relations Policy**.



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 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, and events, and build new relationships with Indigenous-owned businesses. CCAB fosters relationships between Indigenous businesses, partnerships between Indigenous entrepreneurs and Canada's institutional enterprises, as well as 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 FNMPC's annual conference and a working relationship specifically designed to advance stronger business relationships with Indigenous communities outside of a project-specific environment. FNMPC advances strategies that promote meaningful Indigenous inclusion in major developments and articulate Indigenous perspectives concerning ESG investment standards and sustainable business practices.



Indspire

In collaboration with Indspire, we offer The Building Brighter Futures for Indigenous Youth scholarship program for post-secondary students of Archaeology, Architecture, Biology, Construction Project Management, Engineering, Environmental Studies/ Science, Indigenous Languages, Landscape Architecture, Natural Heritage Studies, and Urban Planning.



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, the IEN was created to provide safe, inclusive spaces that foster respect for Indigenous cultures and lived experiences in September of 2022, through the actions and leadership of Indigenous staff members.

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Through equitable and bespoke collaboration, Arcadis can leverage its technical expertise with Indigenous partnership to acquire Indigenous Consent and deliver world class solutions for the benefit of clients, stakeholders, and rightsholders.

– Jennifer Bennett, (Wiikwemkoong Nation)
Client Program Manager & Senior Environmental Engineer, Arcadis





Our Service Offerings

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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, Arcadis

- Architecture & Landscape Architecture
- Broadband Management
- Renewable Energy Solutions
- Civil & Transportation Engineering
- Environmental Assessments & Remediation
- Geomatics & Land Surveying
- Indigenous Advisory Services
- Interior Design
- Public & Community Engagement
- Sustainability & Environmental Management
- Small Modular Reactor (SMR) and Hydrogen Energy Solutions
- Water Resources Management
- Land Development & Community Planning



Our Services at Work

Energy

Our Energy Solutions team develops sustainable and 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 sustainable energy. We work with our clients to help them understand the development process and expand their capacity for pursuing future developments, , as well as provide training programs for our First Nations clients to independently market carbon dioxide credits and enhance energy sovereignty. We require a percentage of our workforce on the construction of our energy projects be Indigenous.

MÉTIS CROSSING, AB

The Calgary Energy Solutions team has been working with the Métis Nation of Alberta to develop a new solar farm just north of Métis Crossing that will provide electricity for the Nation's operations, with additional power going to nearby Smoky Lake and the solar farm will help the Nation in their goal of achieving net zero. The project will offset about 4,700 tonnes of CO² from the environment each year and 1,200 homes.

SUNDANCE SOLAR FARM, ERMINESKIN CREE NATION, AB

Using a combination of innovation, collaboration, and community engagement, Ermineskin Cree Nation and Arcadis worked together for 3 years to develop a successful solar farm. The solar generation plant began producing energy on March 25, 2020 and exported 1,707 MWh of solar energy to the grid by April 21, 2021. Annually, the project offsets the equivalent of 973 tonnes of carbon dioxide.

Métis Crossing, AB

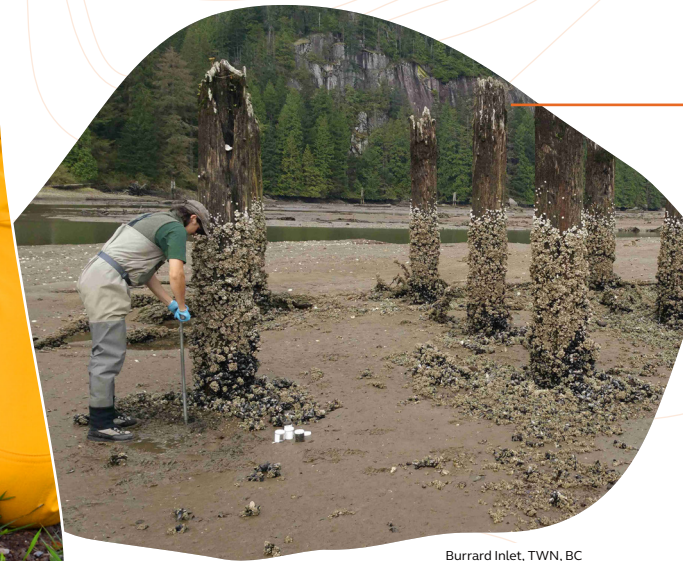
Broadband

We engage 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.



PEERLESS TROUT FIRST NATION, AB

Peerless Trout First Nation had an extreme need for reliable mobile cellular phone services throughout its community areas and rural roadways. We facilitated the engagement of Rogers to provide Peerless Trout First Nation improved cellular infrastructure to support mobile cellular services. The program supported other remote and First Nation communities to identify technology solutions to facilitate access to communication services.



Burrard Inlet, TWN, BC

BURRARD INLET, TSLEIL-WAUTUTH NATION, BC

For over 15 years, we have worked with Tsleil-Waututh Nation to identify adverse environmental impacts on their reserve lands and traditional territory. Colonial development has degraded the health of Burrard Inlet through environmental contamination and shoreline alteration, and reduced cultural practice as a result. Together, we've improved the health of the Burrard Inlet ecosystem and enabled cultural practices to return.

Environmental Assessments and Remediation

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

CANADIAN NUCLEAR LABORATORIES, MB

Working with several First Nations and the Manitoba Métis Federal in Manitoba, we contributed to the environmental assessment of effects with respect to Indigenous traditional land use and socio-economic interests. Our team advised Canadian Nuclear Laboratories on Indigenous consultation and rights assessment, including Indigenous consultation strategy, documentation reports, and project and long-term relationship agreements.



Architecture, Urbanism, and Infrastructure

Arcadis partners with Indigenous Peoples to effectively co-design projects and build mutual capacity for long-term work in communities. The cultural traditions of Indigenous Peoples have served as a focus for our architecture, placemaking, interior design, and infrastructure projects. Principles of reconciliation are embedded into the design process, and our team strives to align industry best practices with Indigenous decision-making processes.

KʷASƏN VILLAGE, VANCOUVER, BC

Working with Musqueam and Tsleil-Waututh advisors we developed a set of guiding principles for a master-planned community, the first Indigenous-owned project in Burnaby since colonization — a precedent-setting project for re-establishing and celebrating Musqueam and Tsleil-Waututh culture in the city. The guiding principles are each comprised of a compilation of oral histories, storytelling narratives, precedent imagery, and a tangible list of impacts that inform the design guidelines to ensure they are expressed in the end-form urban design.

Rendering by NSDA Architects

Our project work with Indigenous communities includes high-rises, student housing, schools, hotels, hospitals, ski resorts, community, health and social service centres, and commercial developments including retail, convenience stores, and gas stations.

Through extensive community engagement, our Infrastructure team evaluates the needs of Indigenous communities to ensure services are cost-effective and maximize the integration of the community throughout all stages of a project.

Our infrastructure project work with Indigenous communities includes public/private roadways, active transportation corridors, linear/communal infrastructure, remote water/sanitary services, drainage studies, water/wastewater studies, streetlighting, residential/commercial subdivisions, and shallow/overhead utilities.

TAZA DEVELOPMENT, CALGARY, AB

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.



Taza Development, Tsuut'ina Nation, AB



Water Facilities

Water is an essential part of life. Our team works closely with each community to understand their lands and available resources to develop tailored solutions to their local requirements. We pride ourselves on building partnerships with Indigenous communities to develop skills to operate and manage their own facilities independently. The team has designed several drinking water facilities to help communities out of boil water advisories.



HIAWATHA FIRST NATION, ON

After two decades of boil water advisories, the completion of the community's new water treatment plant and distribution system provides one-third of their community with safe and clean drinking water. As the design engineers and contract administrators, Arcadis supported the design of their new drinking water treatment facilities which consisted of one centralized water treatment plant, along with 4km of water distribution piping, and 20 point-of-entry systems for homes that were not along the watermain.

Our services include design and contract administration for drinking water and wastewater facilities, intake structures, pump stations, storage reservoirs, distribution system, linear infrastructure, and pump structures. We help communities leverage funding opportunities for critical infrastructure and upgrades, provide operation and maintenance training, and can help digitize record keeping and asset management.

NEW CREDIT FIRST NATION, ON

Arcadis designed and managed the construction for a 10-km long water distribution system for New Credit First Nation. Service connections included for 90 homes, a church, a sports arena, as well as a new looped line for future development.





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