

United Way Winnipeg

INDIGENOUS RELATIONS POLICY

United Way Winnipeg respectfully acknowledges that we are on Treaty One Territory, the original land of the Cree, Ojibway, Dene, and Dakota peoples as well as the homeland of the Metis Nation. We also recognize that the water we drink comes from Treaty 3 territory of Shoal Lake 40 First Nation and our electricity comes from Treaty 5 territory. We acknowledge the harms and mistakes of the past and dedicate ourselves to moving forward in partnership with Indigenous communities in a spirit of truth, reconciliation, and collaboration. We commit to strong and reciprocal relationships with Indigenous peoples of Winnipeg, which includes recognizing the importance of the Truth and Reconciliation Commission and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

This policy is in alignment with and an extension of UWW's vision of a thriving community where everyone can realize their potential.

GUIDING PRINCIPLES

The following are our guiding principles:

- Engagement with Indigenous peoples is built on respect, humility, and reciprocity. This includes choosing to engage in Indigenous spaces where possible, respectfully incorporating Indigenous practices, and continuous learning.
- We foster understanding of the histories and cultures of Indigenous peoples in order to create better understanding. This includes, but is not restricted to, ongoing staff and volunteer training opportunities.
- We commit to building a safe and inclusive work environment through our practices, including those related to recruitment, retention, and leadership development.
- We commit to economic principles that build up Indigenous communities, particularly as reflected in our procurement and allocation practices.
- We commit to applying a Truth and Reconciliation lens to our work, recognizing that truth must come before and alongside reconciliation.
- We commit to ensuring all UW policies will align with the Indigenous Relations policy

ACCOUNTABILITY / RESPONSIBILITY

Responsibility for the implementation of this policy sits with the office of the CEO and is guided by the Council for Indigenous Relations (CIR).