



RECONCILIATION

ACTION

PLAN

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EXECUTIVE SUMMARY

For over a decade, the Canadian Nuclear Association (CNA) has been engaging with and learning from Indigenous Nations and communities and we are honoured to formalize our commitments to First Nations, Inuit, and Métis through this inaugural Reconciliation Action Plan. The history, present, and future of Canada's nuclear industry are deeply intertwined with Indigenous Peoples. Although this relationship has not always been as it should have, we remain optimistic that the CNA can act as a bridge between industry and Indigenous Nations and communities on the road to net zero and reconciliation.

The CNA is an industry association representing many key players in the nuclear industry that are on their own path of reconciliation, but we also have our own work to do to further reconciliation in Canada. Our vision is to become a trusted source of information and dialogue between Indigenous Peoples and industry partners to enable Indigenous participation and leadership within Canada's nuclear industry. We will do this by continuing to engage with Indigenous Peoples and supporting our membership in building meaningful relationships based on collaboration, transparency, and respect.

As a not-for-profit association our opportunities to take reconciliatory actions are different from those of a business with projects, large procurement, and investments. Therefore, our reconciliation journey is different than that of our member companies. The CNA supports Action 92 of the *Truth and Reconciliation Commission of Canada*, specifically where we commit to (1) building meaningful and respectful relationships with Indigenous People and, (2) providing education and learning opportunities for our members and our team on the history of Indigenous People.

To fulfill this vision, we have identified four key pillars to drive our activities and decision making:

- 1. Relationship building** – reconciliation begins with building or rebuilding relationships between Indigenous and non-Indigenous people. We aspire to gain the trust of Indigenous Nations, communities, and leaders which will form the foundation of enduring relationships.
- 2. Knowledge sharing** – we have much to learn from, and teach to, one another. Through greater understanding will come informed decision making and stronger relationships.
- 3. Indigenous representation** – the nuclear industry has been dominated by non-Indigenous people. Today, and going forward, we must make a concerted effort to create space for diverse, Indigenous perspectives at all levels.
- 4. Policy influencing** – government policy, legislation, and regulation have a profound impact on Indigenous peoples' participation in the nuclear industry and Canada's ability to meet our climate targets. Collaborating with Indigenous partners on policy advocacy will help strengthen our existing relationships and create enabling environments for industry-Indigenous partnerships.

We are thankful to the CNA Indigenous Relations Council (IRC) for their time and input to this RAP, and for their on-going advice to the CNA.¹

¹ Information about the CNA Indigenous Relations Council can be found at <https://cna.ca/advisory-councils/>

ABOUT THE ARTIST AND DESIGN

Artist Information

Karly Cywink (she/they) is an Ojibwe Multidisciplinary artist, originally from Manitoulin Island, who is now based on Treaty 13 in downtown Toronto. Cywink's work ranges from film making, communications and design, to traditional painting and digital illustration. She is a 2021 graduate of Toronto Metropolitan University's RTA program, where she focused her skills into directing two documentaries about Indigenous self-determination and self-identity. Cywink is currently a Masters of Art candidate at TMU.

Cywink's career includes work for and in collaboration with TMU Pow Wow, Aecon, Metrolinx, The Moccasin Identifier Project, and the City of Mississauga. As an artist, Cywink's goal is simple: they want to make people feel something whether that is a sense of belonging, relatability, feeling heard, or even inspired. Cywink is still on her own journey to find their own community and help others do the same. She hopes to continue to create strong foundations as an emerging artist and creative leader while shaping the media landscape by sharing experiences and elevating the voices of others.

Artist Statement

With these pieces, I wanted to work more outside my comfort zone in terms of leaning into colours and styles that I don't normally work with, while merging these new ideas with ones that you may see in many of my works.

I wanted to focus on this story of the land, natural resources, and landscape while keeping in mind traditional Indigenous ways and views of life.

I've been brought up with the teachings about oral histories, storytelling, and the constant and ever-evolving journey of life and how valuable these things are to the circle of life. I wanted to showcase this through the fluid use of the beading flower motifs. For me, these flowers represent the natural flow of life while keeping in mind the social, artistic, and storytelling aspects that Indigenous art and communal activities serve.

On the cover of CNA's Reconciliation Action Plan, you can see a landscape with a river flowing into the sky, which splits off into tiny pathways and routes. These routes are a part of the historical trade routes and lost rivers that once thrived, over which downtown Toronto was built. These rivers and trade routes were once considered the primary means of transportation and are representative of the loss of this physical journey that many people used to live by.



MESSAGE FROM THE PRESIDENT



ABOUT THE CNA

The Canadian Nuclear Association (CNA) has been the national voice of the Canadian nuclear industry since 1960. Working with our members and all communities of interest, the CNA promotes the industry nationally and internationally, works with governments on policies affecting the sector, and endeavours to increase awareness and understanding of the value nuclear technology brings to the environment, economy, and daily lives of Canadians.

People of Canada and the world are facing an existential threat in climate change. The size and scope of the challenge is such that it cannot be solved without everyone working together. Whether it be expanding clean electricity, ensuring equity access to modern energy services, or taking steps to address past wrongs and harm done to our natural world, success only comes when we work together, progress together, and benefit together.

Unfortunately, Indigenous Nations and communities, many of whom are most impacted by climate change and wrongs of the energy industry, have life experience where justice has been denied. This means that it can be challenging to establish a trusting relationship with organizations and industries seeking their support and resources to collaborate on the shared goal of improving lives and protecting the natural environment.

The nuclear industry recognizes this history, where voices have gone unheard or were dismissed. It is our responsibility to address this and construct bridges toward a more inclusive future.

Through the Reconciliation Action Plan (RAP), our goal is to surpass engagement towards a model of partnership. We recognize that producing a plan and putting words to paper is a relatively easy process, and checking off targets can feel like progress. But the real world is far more complex, and reconciliation isn't something that can be realized easily or without great effort and commitment. Authentic reconciliation requires concrete actions that go beyond rhetoric.

We are proud of this plan and believe that it serves as a tool by which we can measure our commitment towards meaningfully incorporating Indigenous perspectives and expertise into our day-to-day operations and organizational strategy.

We will work to ensure that this commitment is demonstrated at all levels of our organization, from the Board to senior management, to staff, and beyond to our membership. We welcome anyone in the industry who questions the critical importance of reconciliation to join us in learning why it is necessary and how this collective journey will strengthen our industry.

John Gorman
President and CEO, Canadian Nuclear Association

MESSAGE FROM THE CNA INDIGENOUS RELATIONS COUNCIL

Canada is a world leader in the production and promotion of peaceful nuclear power. With over 70 years of technological leadership, Canada has developed a strong domestic supply chain, world-class regulation and a reputation for innovation. Recent technological advances have positioned the nuclear sector for significant growth and Indigenous Peoples need to be at the centre of future developments, throughout the nuclear supply chain.

The first wave of nuclear facilities and uranium extraction in Canada marginalized many Indigenous Peoples. Indigenous Nations and communities were not included in the decision-making or the benefits from projects being developed in their own traditional territories. The values and concerns of Indigenous Peoples were not part of the conversation and the legacy of that exclusion has placed nascent nuclear projects at a disadvantage. As Canada stands on the cusp of a nuclear renaissance, the role of Indigenous Peoples becomes increasingly more important. We need to find ways to collaborate, understand each other and share in the benefits of new developments while protecting the land and the rights of Indigenous Peoples.

The Indigenous Relations Council is pleased to have contributed to the development of the inaugural Reconciliation Action Plan for the Canadian Nuclear Association. It represents a positive step forward for the nuclear industry in Canada and it offers a guide to the initial steps that need to be taken to build a more inclusive and prosperous nuclear sector. As we seek to decarbonize the Canadian economy, it is critical that Indigenous Peoples have a leading role. Together, we can leave a positive legacy built on partnerships, understanding and respect.

As Canada stands on the cusp of a nuclear renaissance, the role of Indigenous Peoples becomes increasingly more important. We need to find ways to collaborate, understand each other and share in the benefits of new developments while protecting the land and the rights of Indigenous Peoples.

Jesse McCormick

Chair, Indigenous Relations Council



OUR JOURNEY

Recently, the CNA has increased our engagement activities with Indigenous people, communities, and organizations. We understand the Canadian nuclear industry has a history of working with Indigenous Peoples and this history must be acknowledged and progressively advanced.

The nuclear sector first began to develop in Canada in the 1940s. The CNA was established in 1960 to be the national voice of the Canadian nuclear industry. Since then, the industry’s relationship with Indigenous Peoples has evolved and is continuously changing to enable inclusion and participation.

The nuclear reactors that exist in Canada today were built before the patriation of the Canadian Constitution in 1982, through which Aboriginal rights and treaty rights were codified and protected. This means that these nuclear generating facilities were built with little, if any, regard for impacted Indigenous communities and their rights. Since the early 2000s, many of the key players in the industry have made concerted efforts to reconcile these omissions from the past and to build a new path forward.

The reality of this history and the goal of reconciliation in our industry are today intertwined with the critical need to expand nuclear power generation to meet Canada’s net zero targets. As the association for Canada’s nuclear industry, we share some of the responsibility for the legacy issues, and are taking action to build honest, trusting relationships between industry and Indigenous Peoples.

In recent years, we have made this goal more central to the focus of our organization, and plan to continue doing so. For example, at our annual conference, we have increased the number of Indigenous speakers, attendees, and topics to enable broader inclusion of Indigenous Peoples and highlight the importance of such inclusion to the industry. Going forward, our annual conference will continue to increase Indigenous voices in our conversations. We are also seeking to include more Indigenous perspectives in our day-to-day operations, including in our advisory activities and at Board-level decision making. With humility, we know that we have a great deal more to learn and work to do, which is why we have invested considerable resources and sought substantial Indigenous input into our first Reconciliation Action Plan (RAP).

Vision

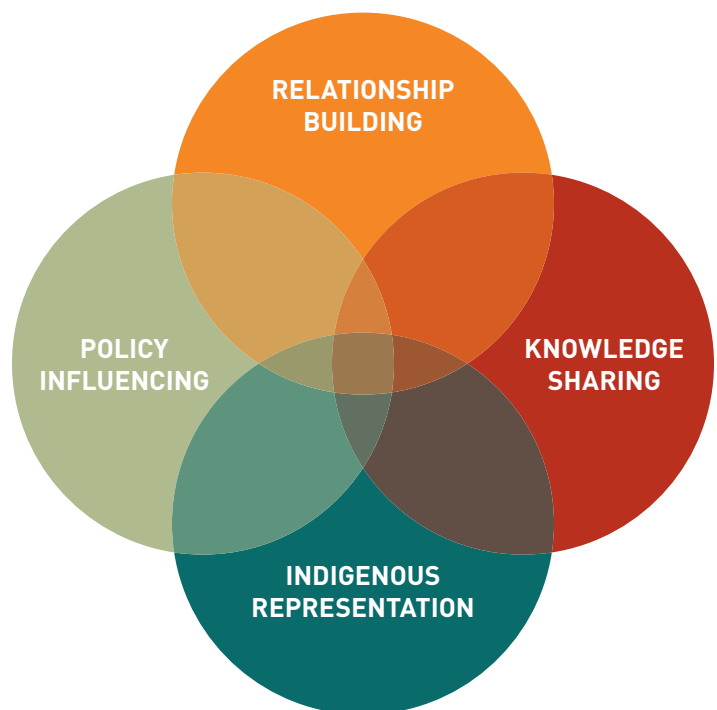
To become a trusted source of information and dialogue between Indigenous Peoples and industry partners, with the goal of helping enable Indigenous participation and leadership within Canada’s nuclear industry.

Mission

The CNA will engage with Indigenous Peoples and assist our membership to build meaningful relationships based on collaboration, transparency, and respect. The CNA will facilitate open dialogue and knowledge sharing between key players, increase Indigenous representation in the CNA’s leadership and events, and collaborate on policy issues with Indigenous partners.

Pillars

The four pillars of our RAP intersect and support each another. To build relationships, we must build trust and share knowledge. To increase Indigenous representation in the CNA and industry, we must learn from our partners. To advocate for effective policies, we must develop a foundation of strong relationships with Indigenous nations. The following section elaborates on our commitments under each pillar.





PILLAR 1 RELATIONSHIP BUILDING

Background

Compared to many other organizations, both Indigenous and non-Indigenous, the CNA is relatively unknown within Indigenous Nations and communities. Our organization does not have a history of working directly with First Nations, Inuit or Métis communities involved in the nuclear industry, since such relationships have, historically, been related to nuclear operations. However, we recognize we have a role to play as a strong voice within and for the industry and need to take the opportunity to define and introduce ourselves.

While the CNA itself does not have a history of working with Indigenous Peoples, some CNA members have a wide and deep range of historic and ongoing engagements with Indigenous Nations and communities. These engagements are separate and independent of our own Indigenous engagement activities. We are respectful of member relationships with Indigenous communities and will seek to support them in ways that are helpful, such as developing a portfolio of reports, primers, and guidebooks, and convening meetings and events to support members in their direct and indirect activities with Indigenous Nations and communities

Indigenous Nations and communities who host nuclear facilities on their treaty and traditional lands have decades of lived experience with these facilities and the corporations (including CNA members), governments, and other organizations involved in operating and monitoring these facilities. Generally, the relationships between the nuclear industry and Indigenous Peoples were formed after nuclear facilities were commissioned. Nuclear operations were developed without Indigenous consultation or, if consultation occurred, it was well below the expectations now laid out in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), specifically the Right to Free, Prior and Informed Consent (FPIC).

We acknowledge that Indigenous Nations and communities do not hold homogenous views, protocols, assessment processes, decision making processes, or values. First Nation, Métis and Inuit governments seek self government, self determination, and to exercise their treaty and constitutional rights as they see fit. There are established layers of governance, leadership, and representation that the CNA must respect and build into engagement plans, including engaging with regional, treaty, and national Indigenous organizations.

We also acknowledge that, as an organization, the CNA will benefit from investing the time, resources, and purposeful intention necessary to earn mutual trust and respect in relationships with Indigenous governments, organizations, and communities. There are also many Indigenous owned businesses that can play important roles in the nuclear energy sector.

While every relationship and encounter between the CNA, members, and Indigenous communities will have its own unique dynamics and characteristics, we will approach each relationship with a commitment to continuous learning with humility.

Goal 1. Build relationships with national and regional Indigenous-led organizations and Indigenous communities who are looking to learn more or participate in the nuclear industry.	
ACTIONS	TIMELINE
1.1. Learn from Indigenous Nations and communities that are currently engaged in the nuclear sector about their experiences with and perceptions of the CNA and how the CNA can support them.	YEAR 1
1.2. Create a plan to engage with national and regional Indigenous organizations as well as treaty and tribal councils.	YEAR 2
1.3. Identify Indigenous communities and organizations that are interested in exploring opportunities in the nuclear sector and begin to build relationships with them.	YEAR 3
1.4. Prioritize building relationships and engagement opportunities with Indigenous Nations, communities and organizations outside of Ontario.	ONGOING
1.5. Support members to build relationships and mutually beneficial engagements with Indigenous Nations and communities, as requested by members or Indigenous organizations.	ONGOING
1.6. Attend and sponsor Indigenous-led networking, cultural and industry events.	ONGOING

Goal 2. Convene meetings with Indigenous communities and organizations to foster honest dialogue among industry partners and rightsholders.	
ACTIONS	TIMELINE
2.1. Host events exclusively for Indigenous Nations and communities involved in the nuclear sector to meet and build relationships with one another.	ONGOING
2.2. Expand the Indigenous Ambassador Program. Seek and implement feedback from Indigenous Relations Council and Ambassador Program participants annually.	ONGOING
2.3. Create more targeted opportunities for networking and relationship building between Indigenous Nations, communities and industry.	ONGOING
2.4. Seek and implement feedback from the Indigenous Relations Council and other Indigenous participants on how to make the annual conference more relevant for Indigenous decision makers.	ONGOING

PILLAR 2 KNOWLEDGE SHARING

Background

An important part of building more meaningful relationships and better engagement processes with Indigenous nations and communities is the exchange of knowledge. The CNA and our members recognize that we must continuously learn how to be better partners with Indigenous Nations and communities. We also believe that Indigenous Nations and communities are looking for unbiased, evidence-based information to make informed decisions. The CNA aspires to become a better partner to Indigenous Peoples through working together. We hope that by approaching Indigenous Peoples with humility, the CNA will become a trusted resource for those who are interested in improving their understanding of the nuclear sector.

In turn, Indigenous Nations and communities have unique and valuable knowledge and wisdom that has been developed and passed on for millennia. Elders and knowledge keepers are vital to the well-being of communities and possess knowledge that the CNA and our members would benefit from understanding.

The ongoing work on nuclear projects and application of nuclear technology naturally creates opportunities for the CNA to pro-actively seek Indigenous feedback and knowledge from many perspectives, including Elders, youth, Chiefs and thought leaders. The nature of the CNA's knowledge sharing activities with Indigenous Nations and communities needs to be open, reciprocal, and dynamic.

We believe that sharing knowledge with one another will greatly benefit all parties, and the respectful exchange of knowledge among industry partners and rightsholders can be facilitated by the CNA. The specific methods, venues, mediums, and definition of what constitutes appropriate and respectful inclusion of Indigenous youth and Elders, are all decisions for the CNA and Indigenous communities to make together so Indigenous voices are heard and valued by the nuclear industry.



An important part of building more meaningful relationships and better engagement processes with Indigenous nations and communities is the exchange of knowledge.

Goal 1. Provide training to all CNA staff about Indigenous culture, history, business, and relationships on an annual or biannual basis.

ACTION	TIMELINE
1.1. Survey staff to understand what type of training would be most useful.	YEAR 1
1.2. Identify Indigenous Elders, leaders, consultants, or organizations that can provide training.	YEAR 2 & ONGOING

Goal 2. Facilitate general knowledge sharing for CNA members to strengthen their understanding of Indigenous history, rights, and cultures, as well as good practices for Indigenous engagement.

ACTION	TIMELINE
2.1. Survey CNA members to understand which topics around Indigenous relations they require the most support and training in.	YEAR 1
2.2. Develop written material for members to help improve their understanding of Indigenous Peoples and engagement best practices.	YEAR 1
2.3. Identify exemplary members and Indigenous Elders, leaders, consultants, or organizations that can share knowledge and training.	YEAR 2

Goal 3. Develop and promote evidence-based information about the nuclear industry for Indigenous Nations and communities.

ACTION	TIMELINE
3.1. Conduct research on the areas of interest and primary concerns of Indigenous Nations and communities regarding the nuclear sector and what similar types of materials have already been created.	YEAR 2
3.2. Develop materials in collaboration with Indigenous people.	YEAR 2
3.3. Create a distribution strategy to ensure the materials reach the right audience.	YEAR 3

PILLAR 3 INDIGENOUS REPRESENTATION

Background

Consultation is important, but so is representation. The CNA aims to increase Indigenous representation within our own organization and promote Indigenous representation throughout the nuclear sector. Representation means having Indigenous directors as part of governance structures, creating Indigenous focused programs, promoting Indigenous people's careers sector wide, as well as building mechanisms to hear from and regularly engage First Nations, Inuit, and Métis not directly employed within the sector. Ultimately, the CNA seeks to support and strengthen Indigenous representation across all dimensions of the nuclear sector.

One way to bring Indigenous perspectives into the CNA's approach, operations, and culture is through the Indigenous Relations Council (IRC). This council is made up of Indigenous and non-Indigenous representatives from our membership. The IRC has direct access to our leadership who seek and accept input and guidance from the IRC as we work to expand the CNA's organizational structure and dedicate resources and governance to include more Indigenous representation.

We recognize the importance and value of including a variety of Indigenous voices in our decision making, culture and sphere of influence. Our annual conference, which brings over 1000 attendees a year, is an opportunity to significantly expand Indigenous representation and amplify Indigenous voices. Over the past two years, the conference has progressed in this direction, with live panels focused on Indigenous engagement and opportunities, Indigenous keynote speakers and a territorial welcome, and an Ambassadors Program for Indigenous leaders. The annual conference is viewed as a special opportunity for the CNA and our members to engage with Indigenous leaders, communities, and businesses. We are committed to creating a convention environment that is welcoming, safe, and culturally appropriate to foster engagement, both in large group sessions and private meetings.

While there is notable representation of Indigenous people working at nuclear facilities, there is room for improvement across the sector. Some CNA members have successful Indigenous Employee Networks and other programs to recruit and retain Indigenous talent. However, less than 2% of people working in science, technology, engineering, and math (STEM) are Indigenous. Strategies are needed to enable Indigenous learners to pursue STEM in their studies² since STEM occupations provide important and rewarding work. The CNA can support greater Indigenous representation in STEM by providing awareness of the different education pathways Indigenous youth can take in order to have well-paying, meaningful careers in the nuclear sector.

²Conference Board of Canada and Future Skills Centre, 'Incorporating Indigenous Cultures and Realities in STEM' (Conference Board of Canada, June 202AD), https://fsc-ccf.ca/wp-content/uploads/2020/07/24559_10697_incorporating-indigenous-culture-and-realities_primer.pdf.

Goal 1. Continue to aim for targeted levels of Indigenous representation on the CNA Board of Directors.

ACTION	TIMELINE
1.1. Identify and recruit Indigenous candidates for the Board of Directors.	ONGOING
1.2. Discuss ways to further embed Indigenous Directors into Board committees and other meaningful opportunities such as speaking engagements.	ONGOING
1.3. Invite the IRC to provide an update report at one CNA Board meeting per year.	YEAR 1

Goal 2. Work with an Indigenous Relations Advisor to oversee and implement our Reconciliation Action Plan and co-lead our Indigenous engagement efforts.

ACTION	TIMELINE
2.1. Identify and hire an Indigenous Relations Advisor, if needed, and on a contract basis.	YEAR 1
2.2. In collaboration with our members, raise awareness about our Reconciliation Action Plan to key Indigenous partners, rightsholders and media. Demonstrate how it will be implemented, seeking feedback and participation.	YEAR 1
2.3. Create implementation plan(s) to elaborate on how the goals and actions of the Reconciliation Action Plan will be achieved.	YEAR 1 AND ONGOING
2.4. Conduct a soft “audit,” viewed through an Indigenous lens, of the significant volumes of media the CNA has released in the public sphere to ensure our existing messaging is consistent and aligned with our Reconciliation Action Plan.	YEAR 2

Goal 3. Expand the presence of Indigenous peoples at the CNA Conference with more topics, speakers, and attendees.

ACTION	TIMELINE
3.1. Include Indigenous input in the planning stages of the conference’s technical and social program.	YEAR 1 AND ONGOING
3.2. Identify and leverage potential funding sources to enable expanded conference planning and activities to directly support Indigenous attendees and participants.	YEAR 1
3.3. Research and analyse association conferences in other industries that are well regarded and attended by Indigenous people. Apply appropriate programs to the conference planning and design others specifically for nuclear energy.	YEAR 2 AND ONGOING

3.4. Establish awards to acknowledge and recognize outstanding contributions to the nuclear industry by Indigenous organizations or people, and other opportunities to celebrate effective engagement and outcomes. **YEAR 2 AND ONGOING**

Goal 4. Support education opportunities in STEM such as mentorship workshops, camps and courses for Indigenous youth, girls, and other underrepresented Indigenous groups.

ACTION **TIMELINE**

4.1. Conduct an environmental scan of STEM activities and STEM training service providers for Indigenous learners. **YEAR 2**

4.2. Identify and approach appropriate academic institutions and identify ways to develop and deliver STEM education to Indigenous learners. **YEAR 2 AND ONGOING**

4.3. Investigate potential funding envelopes for STEM education programs and learning opportunities. **ONGOING**

4.4. Reserve a percentage of openings in the CNA Conference Student Program for Indigenous university students. **YEAR 1 AND ONGOING**

Goal 5. Integrate Indigenous considerations and feedback into appropriate CNA projects, where it makes sense to do so.

ACTION **TIMELINE**

5.1. Secure and budget resources for our Indigenous Relations Council and Ambassadors and an Indigenous Relations advisory service provider. Each of these initiatives will provide opportunities to share Indigenous knowledge, culture, and expertise. **YEAR 1 AND ONGOING**

5.2. Share updates and feedback from meetings, events and engagements with Indigenous Nations and communities and individuals at Indigenous Relations Council meetings. Discuss ways to incorporate their suggestions and feedback in the CNA's activities. **YEAR 1 AND ONGOING**

5.3. Establish a formal relationship with an Elder who can periodically advise the Indigenous Relations Advisor and the CNA on reconciliation efforts. **YEAR 1**

5.4. Schedule, initiate and facilitate appropriate meetings between CNA leadership, the IRC, Indigenous representatives, members and First Nation, Inuit and Métis leaders and communities. **YEAR 2 AND ONGOING**

5.5. Explore the benefits of creating a special category of CNA membership for Indigenous-owned businesses, and potentially Indigenous communities and organizations. **YEAR 3**



PILLAR 4 POLICY INFLUENCING

Background

Reaching our shared net zero by 2050 target will require continued engagement with federal, provincial, and territorial governments, and regulatory bodies. The CNA offers input to policy makers at all levels of government, giving a voice to the interests of the nuclear industry when new case law is established, and new legislation and other decision points are being considered.

We are extending and enriching our platform to meaningfully include Indigenous voices and perspectives in our advocacy efforts. As we build relationships and trust, and align our organization and industry with Indigenous priorities, we will invite Indigenous partners to our government engagement and policy influence activities.

We know that without meaningful partnerships between the nuclear industry and Indigenous governments, businesses, and communities, we will not overcome the policy, regulatory and legal barriers that can impede the continued development of the nuclear sector and the related potential economic opportunities for Indigenous Nations and communities. We believe our advocacy outcomes will be more successful with Indigenous inclusion and participation.

Indigenous rightsholders have a unique nation-to-nation relationship with government policy makers and regulators. This relationship includes specific obligations that the Crown must fulfill with First Nations, Inuit, and Métis governments. The CNA and its members have a different, but vital, type of relationship with Indigenous rightsholders. Nuclear energy project proponents are being required by governments, regulators, project financiers, and sometimes judicial courts, to implement more inclusive project processes to the point where many major projects require free prior and informed consent from impacted Indigenous rightsholders.

We know that our industry's projects and operations impact the treaty rights of many Indigenous Nations and communities. To build strong partnerships, we listen to Indigenous community voices and learn so we can shape our community engagement approach and create consistency and collaboration across our organization and our sphere of influence.

Goal 1. Co-develop policy positions and assessments with Indigenous partners, where appropriate.

ACTION	TIMELINE
1.1. Study other industries that require engagement with Indigenous rightsholders to advance projects and adapt successful strategies, policy programs and platforms.	YEAR 1 AND ONGOING
1.2. Scan for relevant Indigenous organizations with whom the CNA should collaborate.	YEAR 1
1.3. Conduct research in priority areas identified by Indigenous partners, communities, and leaders.	YEAR 2 AND ONGOING
1.4. Develop a comprehensive catalogue of all available federal, provincial, and territorial government capacity-building support programs that can facilitate Indigenous engagement and capacity building with the nuclear industry and contribute to active participation in related activities.	YEAR 2
1.5. Identify government submissions that can be co-written with Indigenous partners.	YEAR 3

Goal 2. Conduct government advocacy informed by and in partnership with Indigenous leaders and communities, where it makes sense to do so.

ACTION	TIMELINE
2.1. Encourage Indigenous partners to approach the CNA with policy issues and positions on which they want to collaborate and formally advocate for.	YEAR 2 AND ONGOING
2.2. Schedule and attend policy meetings with government officials and Indigenous partners.	YEAR 2 AND ONGOING

ACCOUNTABILITY MEASURES

A Reconciliation Action Plan is only as good as the feedback and accountability measures that support its implementation and foster truth and reconciliation.

The CNA commits to:

- ✓ Provide appropriate support and resources to implement the actions outlined in this Reconciliation Action Plan.
- ✓ Define and maintain appropriate data to track, measure, and report on commitments.
- ✓ Report progress on the implementation of the actions in the plan as well as feedback received to the CNA Board of Directors, Indigenous Relations Council, and rest of the organization on an annual basis.
- ✓ Publicly report the progress of implementation of the plan on an annual basis.
- ✓ Once the CNA has collected relevant data and feedback, we can identify what's working and what needs to be corrected and improved.

In addition to accountability, constant evolution of the plan will be critical as the CNA gathers data and feedback in real time. Perspectives from Indigenous Nations, communities and organizations will be sought and included to improve the plan and contribute to our reconciliation and relationship building efforts.

As the CNA embarks on this journey with Indigenous Nations, communities, leaders, organizations, and businesses, we are committed to bringing our best, authentic effort to setting a new path forward.

Our Approach to Developing the Plan

We began this plan in the way we hope to continue it – in partnership. Mokwateh, an Indigenous-owned consulting firm, led the design and development process and drafted most of the content. They worked closely with the CNA, our Indigenous Relations Council, and representatives from First Nation communities currently engaged in the nuclear sector to build a plan that will be relevant and impactful for our organization, our members, and First Nations, Métis, and Inuit. The engagements with these groups provided an array of ideas and perspectives that informed our plan, and we aspire to include more Indigenous input and perspectives in forthcoming Indigenous-related strategies.

Thank you to all the partners who informed this plan and who continue to work with us.

