

Who We Are

AECOM's Indigenous Engagement Team fosters positive relationships between our industry and public sector clients, and Indigenous representatives through effective engagement and communication. We build improved understanding of project needs, strengths, and weaknesses – so potential effects can be mitigated collaboratively.

We have delivered over a hundred projects involving Indigenous communities across North America, setting new standards for industry-wide best practices. We understand the needs of the communities we work with because the global Indigenous Engagement program at AECOM is run by Indigenous people.

Our Values

Operations in North America are modeled after the four principles of the medicine wheel shown below:

- North | mental is THINKING
- East | spiritual is SEEING
- South | emotional is FEELING
- West | Physical is DOING



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Integrated Engagement Services

Support a full range of environmental and engineering services, including:

- Community consultation and facilitation
- Mediation and conflict resolution
- Permitting
- Cultural resource management/awareness training
- Capacity building
- Land use and community planning/infrastructure
- Treaty rights, Indian law and governance advice support
- Environmental assessment training and process advice
- Federal, state, provincial and territorial environmental assessments
- Socio-economic impact assessment and alignment with ISO 26000
- Environmental performance monitoring
- Site assessment/remediation/risk assessment
- Water resources management
- Cumulative effects assessment
- Adaptive management plans for sensitive ecosystems

Our Participatory Approach

Builds strong relationships based on honesty, trust, and integrity - with our clients and all interest groups involved in the project

- Uses plain language, impactful graphics, and relatable media
- Consults with interested people and groups to obtain critical feedback on project concerns, alternatives, or decisions
- Involves local community-driven businesses early to identify opportunities for long-term community growth
- Involves the client and stakeholders throughout the project to ensure concerns and aspirations are understood and considered in developing alternative approaches
- Creates programs that work because they fit the realities and goals of the local community

AECOM Can Help You Navigate Indigenous Engagement Programs

AECOM's Office of Native Sovereign and Tribal Relations (ONSTR)

ONSTR has developed specific policies and procedures to help others within our company, and the subcontractors we employ to build skills, behaviors, and mindsets that maximize workplace contributions. We expect our personnel to adhere to the seven generations planning principle. One must consider how decisions today will impact the next seven generations. We instill in our staff an understanding of the dynamic nature of large-scale challenges related to environmental and historical injustices, prioritizing the need for integrating five key practices in our work:



Engage the appropriate people in the appropriate way



Provide a clear process for goals



Take a holistic view of situations



Focus on a small number of strategic actions, while learning from and adapting them over time



Remain aware of the ways our own thinking and patterns of behavior might limit successful outcomes

Not all tribal concerns are strictly environmental and cultural. While specific instances of agency consultation might focus on particular resources or a single land management project, tribal concerns often span programs simultaneously to include environmental justice and socio-economic concerns. Our personnel has documented experience facilitating discussion centered on social issues and financial matters. This includes experience with Tribal Employment Rights Ordinance compliance and Indian Law. In addition, we have developed business partnerships with dozens of Tribes and Tribal-owned firms. AECOM has service agreements with several Tribally-owned and SBA 8(a) certified businesses. We also participate in the SBA Mentor-Protege program and have entered into many joint ventures over the years.

AECOM's Suitability for Action Viable Engagement (SAVE) Model

Includes historic land cession data, treaty information, contemporary boundaries of reserve land and trust land, and additional vectors for tribally specific socio-economic, historical, and cultural concerns.

AECOM's technical experts understand the nuances of negotiating current and evolving legal context and Indigenous community issues - and have a long history of working with both project proponents and Indigenous people. Win-win solutions are our business, as is getting it right the first time.

Project proponents and contractors generally play a limited role in government-to-government consultation, yet agencies have acknowledged that Federal and Tribal officials, their staff, Tribal Elders, various specialists, contractors, consultants and applicants engage in ongoing interaction which contributes important information to support plan and project decision-making.



Our Experience

We are passionate about finding innovative solutions to the challenges faced by Indigenous communities. Our successful strategies are driven by our dependable, trustworthy, and responsible consultants and their understanding of the needs of the communities we serve. With over a hundred projects in our portfolio involving Indigenous communities across Canada and the United States, many of these solutions have set new standards for industry-wide best practices. We also work with each community to tailor these strategies into wise practices that recognize a community's context, culture, and protocols in developing projects and programs.

TribalNet 2020 Geospatial Award of Excellence

AECOM received this award for coronavirus response work with the Navajo Nation. The team developed a GIS-based portal with the Navajo Housing Authority to identify and deploy critical resources to help community members facing hardships. Visualizations communicate the disease's extent to help leaders better understand where these valuable resources need to go.

Sydney Tar Ponds Agency Remediation Design and Construction Oversight

Sydney, Nova Scotia, Canada

The CA\$400-million (US\$ 387-million) clean-up project, funded in partnership by the Government of Canada and the Government of Nova Scotia, remediated more than 700,000 tonnes of contaminated sediment, controlled groundwater travelling onto and off the site, restored creeks and created an accessible green space. In addition to the technical knowledge applied and gained locally through implementation, the project generated significant and measurable local economic benefits. Cape Breton contractors, including First Nations contractors, employed and gained a valuable and unique experience in the remediation of the site and construction of heavy civil and marine works that enabled the clean-up.

Highway Administration I-95 Highway Improvement Project

Pennsylvania Department of Transportation and the Federal Highway Administration I-95 Philadelphia, Pennsylvania, United States

AECOM has created a professional archaeological journal, River Chronicles, to highlight the over a million artifacts and hundreds of features uncovered during archaeological excavations along the I-95 corridor in Philadelphia. The recovered artifacts reveal 6,000 years of history associated with the Port Richmond, Kensington-Fishtown, and Northern Liberty neighborhoods. Through our annual journal, readers can experience the thrill of exploring evidence of Indigenous peoples, nineteenth-century glassworkers and potters, and everyday life in their communities.

Henvey Inlet Wind Energy Centre Transmission Line

Ontario, Canada

Outreach was provided to Indigenous communities for the transmission line that crossed reserve boundaries. Staff were involved in coordinating Indigenous field monitors, Environmental Assessment effects and mitigation strategies, gap analysis, and integration of existing Traditional Land Use and Ecological Knowledge into project reports.

Cleveland Cliffs Mining Operations Training

Upper Midwest, United States

AECOM produced leadership values training and tribal relations best practices development for Hibbing and Minorca mining operations. Includes drafting a training manual and providing onsite (or virtual) training workshops.

Indigenous and Northern Affairs Canada (INAC), Manitoba Schools Initiative-Four Schools, God's Lake Narrows First Nation, Manto Sipi Cree Nation

Bunibee Cree Nation and Wasagamack First Natopm, Manitoba, Canada

AECOM provided project management services for the design, construction, fit-up and commissioning of four new K-12 high schools and two renovated schools in northern First Nation Communities of God's Lake First Nation, Manto Sipi Cree Nation, Bunibonibee Cree Nation, and Wasagamack First Nation. The design and construction had to consider that all four communities are in remote and northern locations, accessible by winter road for very brief periods each winter. The project construction is budgeted at CA \$134-million (US \$106-million).

Equinor Offshore Wind Development

Eastern United States

Tribal Liaison to the Delaware Nation; Delaware Tribe; Mashantucket Western Pequot Tribal Nation; Mashpee Wampanoag Tribe; Narragansett Tribe; Wampanoag Tribe of Gay Head-Aquinnah; Shinnecock Nation for Section 106 pre-survey and coordination for government-to-government related to BOEM-regulated Lease Areas for off-shore wind energy development.

Indigenous Community Engagement for the Imperial Oil Limited (IOL) Remediation

Maskwacis, Pigeon Lake, Alberta, Canada

Project management services for the design, construction, fit-up and commissioning of four new K-12 high schools and two renovated schools in northern First Nation communities of God's Lake First Nation, Manto Sipi Cree Nation, Bunibonibee Cree Nation, and Wasagamack First Nation.