Indigenous Engagement

Canada

Who We Are

AECOM's global Indigenous engagement team is managed by Indigenous people. In Canada, our staff have a long history of working on the front lines of engagement for various levels of government, industry, and Indigenous communities. Using our extensive engagement expertise, we help our client understand the nuances of the negotiation processes, current and evolving legal context and Indigenous community issues – and can help make the Duty to Consult and Accommodate a positive experience. Win-win solutions are our business, as is getting it right the first time. We recognize the importance of developing meaningful relationships based on mutual respect and understanding to help to ensure that the work we do respects the culture, language, and ways of life of our clients.

We build an improved understanding for all parties of project needs, strengths, and challenges – so positive and negative potential effects can be identified, and mitigation measures can be developed collaboratively. We help communities navigate change and maximize local benefits – appropriately managing project risks and ultimately achieving better project outcomes.

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AECOM's Integrated Lifecycle of Services

- Community influence and input into siting, design, and project planning
- Employment and training opportunities
- Retention of community members and Indigenous-owned businesses to assist with projects
- Capacity building for longer-term project planning

Successful Project Planning and Implementation

- Align with free, prior and informed consent principles
- Facilitate discussions between proponents and Indigenous communities
- Develop mutually beneficial processes for planning and development
- Support Indigenous-led initiatives

Proponent Relationships and Partnerships

- Develop and establish community relationships early in the process
- Develop and support processes for culturally relevant community engagement
- Support community benefits and prosperity through all integrated life cycle services
- Provide cultural awareness training



Our Guiding Principles



Our Guiding Principles are modeled after the four principles of the medicine wheel:

North | mental is THINKING

Empower project participants with a positive contribution in the decision-making process by obtaining critical feedback on project concerns, alternatives, decisions, and the development of best practices

East | spiritual is SEEING

For all communications and outreach, use plain language, impactful graphics, and media engagement that are familiar and understood by the community

South | emotional is FEELING

Build strong relationships based on honesty, trust, and integrity by involving the client and affected parties throughout the project - ensuring that concerns and aspirations are consistently understood and considered and that programs fit the realities and goals of the local community

West | Physical is DOING

Involve local community-driven businesses early to identify opportunities for long-term growth in the communities

Pre-planning

- Community engagement, consultation, and facilitation
- Mediation and conflict resolution
- Preparation of permit applications
- Indigenous knowledge collection and interpretation
- Capacity building
- Land use and community planning
- Governance advice and support
- Strategic communications support

Design

- Community infrastructure (water supply, solid waste, wastewater, roads)
- Strategic communications support
- Meeting design and facilitation
- Ongoing community engagement and consultation
- Ongoing Indigenous / company relationship building
- Labour / skills / training inventory
- Employment and business opportunities

Permitting

- Environmental assessment training and process advice
- Federal, provincial and territorial environmental assessments
- Social and natural enviromental impact assessment
- Risk assessment and due diligence
- Human health and ecological risk assessment
- Adaptive management plans for sensitive ecosystems
- Indigenous knowledge studies

Construction & Decommissioning

- Asset recovery and evaluation
- Deactivation, decontamination and demolition
- Environmental remediation
- Removal and reclamation
- Environmental performance monitoring
- Contaminated site assessment and remediation







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 industry-wide best practices into wise practices that recognize a community's context, culture, and protocols in developing projects and programs.

Provincial Road 304 to Berens River All-Season Road Environmental Impact Assessment

Manitoba East Side Road Authority
Berens River, Manitoba

An Environmental Impact Assessment (EIA) was prepared for an all-season road in northern Manitoba from PR304 near Manigotagan to Berens River First Nation. The EIA included Traditional Land Use and Ecological Knowledge Study studies, community engagement, environmental effects assessment, and alternative route selection.

Henvey Inlet Wind Energy Centre and Transmission Line

Pattern Development
Parry Sound, Ontario

AECOM successfully helped navigate permitting requirements that spanned multiple jurisdictions for a large wind energy and transmission project in Ontario. AECOM hired a total of 27 Indigenous staff, from Henvey Inlet First Nation, Shawanaga First Nation and Magnetawan First Nation. We were committed to building strong, positive relationships with Indigenous communities and worked with local Indigenous communities to identify potential hires, work through skill gap analysis, deliver needed training to monitor and develop a cultural awareness training for AECOM and contractor employees. Our staff were involved in coordinating Indigenous field monitors, effects assessment and permitting, identifying mitigation strategies, developing a robust environmental monitoring program that considered Indigenous knowledge, gap analysis, and integration of existing Traditional Land Use and Ecological Knowledge.

Manitoba Schools Initiative – Design and Construction of Four Schools (God's Lake Narrows First Nation, Manto Sipi Cree Nation, Bunibonibee Cree Nation and Wasagamack First Nation)

Indigenous Services Canada
Northern Manitoba

Project management services were executed for the design, construction, fit-up and commissioning of four new K-12 high schools and two renovated schools in the 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 considered that all four communities are in remote and northern locations, accessible by winter road for very brief periods each winter. AECOM also provided capacity building inventory and tracking services, to identify and prioritize the use of community labour, equipment and materials in the construction.

Site Remediation at Maskwacis First Nation, Pigeon Lake

IOL Canada
Pigeon Lake, Alberta

A socioeconomic plan was developed based on sustainable capacity building, economic opportunities, and environmental protection - strategically focused on integrating the Four First Nations land use needs for future generations. These initiatives included increasing the ability of local Indigenous people to receive and maximize the project employment opportunities awarded to local Indigenous people, particularly for Maskwacis and residents; and maximizing the project's procurement of goods and services from local Indigenous businesses.

Port of Algoma Redevelopment Project

Port of Algoma
Port of Algoma, Ontario

Outreach was conducted with Indigenous communities for the redevelopment of Port of Algoma considering potential interests and opportunities of the project and potential environmental impacts. Additionally, community meetings were conducted for community members to learn about the port redevelopment study and to obtain important feedback to incorporate into the study.

Integrated Power Generation Feasibility Study

Nipissing First Nation
Nipissing, Ontario

AECOM worked closely with community leaders on a plan for integrating power generation projects within the community's programs for social and economic development. The resulting plan has now become an important energy business analytical tool for Canada's FedNor program and other Ontario First Nations.

Highway Expansion Project Near Magnetawan First Nation

Ministry of Transportation
Sudbury, Ontario

A Traditional Land Use and Ecological Knowledge Study was prepared for a major four-lane highway expansion project. Interviews were held with community members, while youth engagement and spatial information were prioritized considering critical community and project needs. Results identified an alternative route to avoid impacts to elder homes and important cultural practice sites.