**Policy for Hiring and Working with Indigenous Populations**

**Purpose:**

This policy aims to foster equitable opportunities for Indigenous individuals, recognize and respect Indigenous knowledge and cultures, and ensure meaningful engagement with Indigenous communities in hiring and workplace practices.

**1. Commitment to Indigenous Inclusion**

* **Acknowledgment:** Recognize the historical and ongoing contributions of Indigenous Peoples and commit to addressing systemic barriers they face.
* **Equity and Representation:** Strive for equitable representation of Indigenous individuals across all levels of the organization.

**2. Recruitment and Hiring Practices**

* **Outreach and Partnerships:** Collaborate with Indigenous organizations, educational institutions, and community groups to promote job opportunities.
* **Culturally Safe Recruitment:** Ensure recruitment processes are inclusive and free from bias. Offer support to Indigenous candidates, such as application guidance or interview preparation.
* **Targeted Opportunities:** Create internships, apprenticeships, or training programs specifically for Indigenous candidates.
* **Acknowledging Experience:** Value lived experiences, community knowledge, and non-traditional qualifications alongside formal education and professional experience.

**3. Workplace Inclusion**

* **Cultural Awareness Training:** Provide ongoing education for all staff on Indigenous histories, cultures, and contemporary issues.
* **Cultural Safety & Sensitivity:** Foster a workplace environment that respects and supports Indigenous cultures, including recognition of cultural practices, ceremonies, and holidays and ensures all workplace policies and practices are respectful of Indigenous cultures, values, and rights.
* **Employee Support:** Offer mentoring, networking opportunities, and access to resources tailored to Indigenous employees’ needs.

**4. Community Engagement and Collaboration**

* **Consultation:** Engage Indigenous communities in decision-making processes, particularly in initiatives that may impact their communities or land.
* **Partnerships:** Establish long-term partnerships with Indigenous organizations to support mutual goals.
* **Respect for Knowledge:** Recognize and incorporate traditional Indigenous knowledge and practices into organizational projects and strategies, where appropriate.

**5. Accountability and Evaluation**

* **Metrics and Goals:** Set measurable goals for Indigenous recruitment, retention, and advancement within the organization.
* **Regular Reporting:** Monitor and report progress on Indigenous inclusion initiatives to stakeholders.
* **Continuous Improvement:** Solicit feedback from Indigenous employees and communities to refine policies and practices.

**6. Anti-Discrimination and Respect**

* **Tolerance for Discrimination:** Maintain a policy where racism, discrimination, or harassment against Indigenous employees will be dealt with, and create an environment where individuals are able to approach management where issues exist and can be discussed.

**7. Legal and Ethical Compliance**

* Adhere to local, national, and international laws and frameworks related to Indigenous rights, including the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

**Implementation Timeline:**

The organization will integrate this policy into its operations within six months, with annual reviews and updates based on feedback and outcomes.

By embracing these principles, the organization aims to create a supportive, inclusive environment that values Indigenous voices and contributions.