



# TRUTH & RECONCILIATION AT TAPROOT

To continue on the collective reconciliation journey that honours the lands we are on, fosters a deep understanding of Indigenous cultures, and equips our team to provide culturally informed services.

## RECONCILIATION & SELF

**Acknowledge and value Indigenous ways of knowing, doing, and being:** Engage with Indigenous literature, attend cultural/ceremonial events, and participate in community activities to deepen your understanding.

**Reflect on personal biases and share your learnings with colleagues in a respectful manner:** Create a safe and welcoming space for open discussions about biases, and encourage continuous self-reflection.

**Commit to ongoing learning about Indigenous culture and history:** Enroll in courses or workshops, and stay updated with current events and issues affecting Indigenous communities and people.

## RECONCILIATION & RELATIONSHIPS

**Empower Indigenous staff by seeking their input in decision-making:** Ensure their voices are heard and valued in all levels of the organization.

**Build respectful partnerships with local Indigenous organizations, communities, Knowledge Keepers and Elders:** Collaborate on projects that benefit both the organization and the community. Follow Indigenous leadership in setting goals and shaping approaches that reflect community needs and priorities.

**Walking alongside Indigenous communities, families, and individuals:** Establish trust and transparency by maintaining consistent and respectful communication.



## RECONCILIATION & STORY

**Understand your story within colonization:** Reflect on how your personal and organizational history intersects with colonization.

**Engage in training to understand the history of colonization and its impacts:** Participate in workshops and training sessions to gain a deeper understanding.

**Stories are sacred; handle them with care, respecting the privacy and significance of each narrative:** Approach each story with sensitivity and respect.

**Facilitate opportunities for individuals to share and express their own stories:** Create platforms for storytelling and sharing with others in meaningful ways.

## RECONCILIATION & ENVIRONMENT

**Begin meetings with a land acknowledgment to honor Indigenous territories:** Research and craft meaningful acknowledgments specific to the land you are on.

**Work towards sustainable environmental practices:** Incorporate environmentally conscious practices that align with B Corp values, honoring and protecting the land.

**Learn from Indigenous Stewards of the Land:** Engage with local Indigenous Knowledge Keepers and Elders to understand the land's history.

**Incorporate Indigenous art, medicine, and practices into organizational spaces:** Display Indigenous art, use traditional medicines, and integrate cultural practices respectfully.