

Looking Back Over the Last Two Years

A summary of the steps we have taken along our road to reconciliation since launching our Reconciliation Strategy in June 2018.



These first two years of our Reconciliation Strategy have brought important learnings and humble successes. As a values-based firm, we have always believed in building strong relationships and integrating diverse perspectives and worldviews. Since the Strategy's release, we have witnessed an important shift in our culture. All parts of our business, including our work with our partners and clients, project decisions, individual learning and internal business processes, are now guided by the Strategy. It has catalyzed change at Stratos, enabling us to challenge assumptions, ask different questions to our clients, and make time to carefully consider how we approach our work as it relates to Indigenous peoples in Canada.

PROGRESS

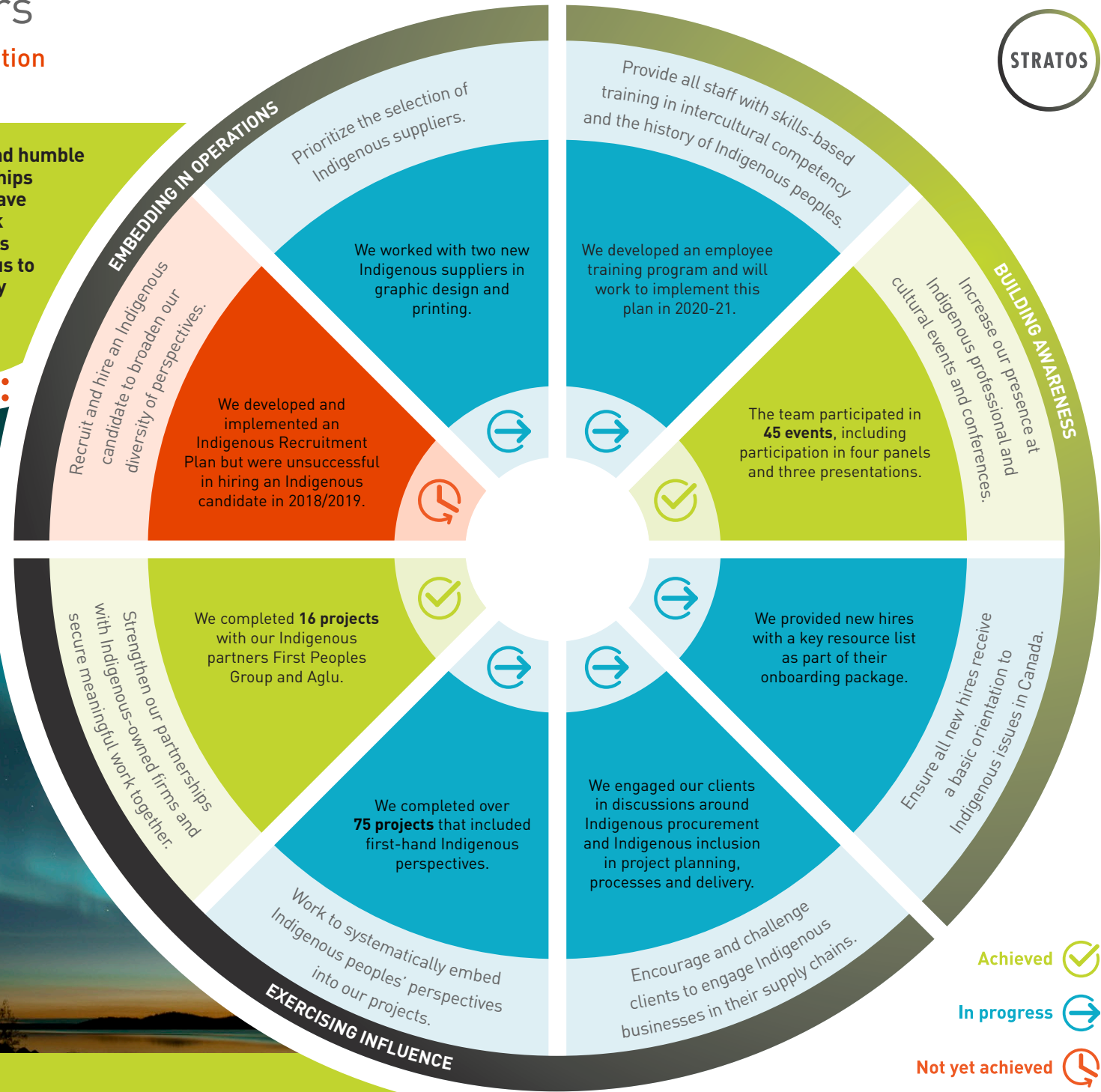
Perhaps our most memorable moment to date was the "Conversational Gathering" that we convened in partnership with First Peoples Group - [Listening With Our Ears And Our Hearts in 2019](#). The gathering was our effort to foster meaningful conversations around what it means to advance reconciliation between Indigenous peoples and the Government of Canada. We had observed in our work that despite sustained effort by many government employees, there remains a gap in understanding, in action and in a path forward towards reconciliation. The gathering brought together local, respected leaders from Indigenous communities and organizations and federal government employees to share their hopes, challenges, and lessons related to reconciliation.

Among other activities, we strengthened team awareness and built relationships through increased presence at Indigenous professional and cultural events and conferences. We also continued to secure meaningful work with our Indigenous partners, reflecting our effort to ensure Indigenous perspectives and sensitivities are appropriately and accurately incorporated into our project work.

CHALLENGES

We acknowledge that we fell short when it came to hiring an Indigenous candidate - despite our most sincere and targeted recruitment efforts. We reached out to our personal networks, Indigenous employment organizations, and used environmental employment listings, and yet received only a limited number of applications. In response, we made several changes to our approach. We have shifted to a rolling acceptance of applications, updated our recruitment plan and changed our website language and remain committed to that objective.

Looking ahead, we will continue to focus on recruitment of an Indigenous team member, build our internal awareness through the implementation of a skills-based training program and continue to ensure that our projects respect and support the principles of reconciliation. Please [click here](#) to read our detailed Strategy actions.



Achieved

In progress

Not yet achieved