



Management Approach: Indigenous Relations

At Stantec we are committed to building and maintaining respectful and sustainable relationships with Indigenous Peoples and communities. This is accomplished by recognizing, supporting, and respecting the diversity and distinctiveness of the Indigenous cultures of our employees, our Indigenous partners, our Indigenous clients, and the Indigenous businesses we work with. Our relationships with communities and our awareness of Indigenous cultures and histories are vital to our ability to deliver effective and sustainable project design and solutions.

Programs and Practice

Recognizing that Indigenous Peoples are the original keepers of the land and guardians of the water, Stantec is always looking for ways to build stronger connections with Indigenous communities. Our [Indigenous Relations Practice](#) is grounded in the collective histories of the companies that built Stantec, as well as the global histories of Indigenous Peoples.

Stantec's approach to Indigenous Relations consists of four pillars that integrate Stantec's core values.



Country-Specific Programs

Our formal programs are focused on Canada, the United States, Australia, and New Zealand with informal touchpoints from a global perspective. Indigenous Relations teams provide cultural advice, enable collaboration, and bridge the gap between industry, government, and Indigenous communities.

Canada

For more than 20 years, Stantec has been the minority partner in and legal operator of numerous [Indigenous Business Partnerships](#) throughout Canada. Currently there are 11 active [partnerships](#) (with Stantec as minority partner) and 3 joint ventures.

Our Indigenous Business Partnerships enable Stantec to

- Generate revenue for our Indigenous partners to support community economic growth
- Connect clients to local resources
- Combine the local knowledge of our partners and partner communities with our technical capabilities to deliver projects on Indigenous lands and traditional territories
- Provide local Indigenous community members with opportunities to build capacity through employment, training, and hands-on skills development
- Build longer-term opportunities for community members to build on existing skill sets and take on roles with increasing levels of responsibility on our projects
- Expose Indigenous Peoples to career options at Stantec
- Create shared value for our partners, our clients, and Stantec



Stantec is a member of the Canadian Council for Aboriginal Business (CCAB), which promotes Indigenous relationships and an economy based on shared prosperity. We are also members of CCAB's Procurement Champions Group and are actively working to increase Indigenous procurement by streamlining processes to make it easier for Indigenous businesses to work with Stantec. We are actively progressing our certification under CCAB's [Progressive Aboriginal Relations \(PAR\) Program](#), a federally recognized certification program and framework for the successful implementation of Indigenous relations within an organization. PAR certification signals to Indigenous communities that a company is a good business partner, supports a workplace that is inclusive of Indigenous Peoples, and is committed to playing a role in the growing prosperity of Indigenous communities. Earning PAR certification is important to Stantec. It helps us fulfill our promise to foster community development and it aligns with our values.

To enhance cultural understanding internal to Stantec, we have drafted a Reconcili-Action Plan, led Reconciliation Circles, and introduced Indigenous Cultural Awareness training.

We also partner with Everfi to bring STEM¹ programming to remote and Indigenous-based schools.

United States

Stantec continues to partner with Alaska Native Corporations for federal government contract opportunities and other business partnerships. We proudly work with 14 Alaska Native organizations through our Alaska Native Program.

We are members of the American Indian Science Engineering Society (AISES) Corporate Advisory Council and have been repeatedly recognized as a Top 50 Workplace for Indigenous STEM Professionals by the official magazine of AISES, Winds of Change. Our focus on promoting STEM education begins at the K-12 level through our school business partnership with the Alaska Native Cultural Charter School, Alaska Native Science and Engineering Program and Alaska Resource Education. Our STEM outreach continues through the university level via scholarship donations to Indigenous students.

Australia

Stantec annually celebrates National Reconciliation Week and NAIDOC. And maintains a Stantec Reconciliation Action Plan. We partner with organizations to promote and grow the Aboriginal and Torres Strait Islander business sector through supplier diversity, including Supply Nation and Kinaway.

We also focus on future generations of STEM professionals, and partner with Engineering Aid-Australia to support Indigenous high school students with an aptitude for math and science education and offer networking and internship opportunities.

New Zealand

Our offices hold in person and virtual events to celebrate Matakiri – Māori New Year. We also celebrate Te Wiki o te Reo Māori/Māori Language week through daily cultural sessions to include Māori language movement, pepeha and pronunciation, and applying traditional knowledge to our practices. We support Māori and Pasifika people in obtaining meaningful qualifications, apprenticeships and quality sustainable employment in the infrastructure and construction sectors through our partnership with Construction Employer Consortium.

Global Touchpoint

To create a global opportunity for Stantec employees to connect and learn about Indigenous histories, cultures, and values, Stantec supports an employee-led opportunity for collaboration. This connection opportunity helps foster empathy and understanding and provides a workforce that is more inclusive of Indigenous Peoples, and ultimately, makes Stantec a more inclusive company overall. By learning more about the past, we are in a better position to conduct ourselves in a respectable manner and play a positive role in reconciliation.

See all [Stantec Management Approaches](#)

¹ STEM: Science, Technology, Engineering, and Math.