

Memorandum

To: Stakeholder Advisory Committee

From: Terry Young, VP, Policy, Engagement and Innovation

Date: August 11, 2020

Subject: **IESO Business Update – IESO Corporate Indigenous Policy**

The following provides an update to members of the Stakeholder Advisory Committee (SAC) on the IESO's proposed new Corporate Indigenous Policy.

Policy Intent and Overview

The IESO's Corporate Indigenous Policy is IESO's public commitment to its relationships with Indigenous peoples and to capacity building in support of equitable participation in the electricity sector. The IESO routinely undertakes extensive work with Indigenous communities to promote meaningful outcomes; this public-facing corporate policy affirms this work and commits to further actions.

The IESO Corporate Indigenous Policy also commits the IESO to moving towards a culture and workforce shift by incorporating company-wide cultural and awareness training, increasing opportunities for Indigenous youth and better integrating Indigenous businesses in IESO procurement opportunities.

The policy aligns with the IESO core strategy of advancing sector leadership and its commitment to an affordable and reliable supply of electricity, by demonstrating IESO's leadership in community-led capacity building in the Indigenous energy space.

Priorities and Action Items

The IESO has identified the following priorities within the Corporate Indigenous Policy:

- **Opportunities for businesses:** the IESO will strengthen its relationships with Indigenous businesses and continuously explore ways to address existing inequities in access to opportunities in the electricity sector, including through competitive procurement processes.

- **Opportunities for youth:** the IESO will work with post-secondary co-op programs to increase opportunities for Indigenous students, and will support students in academic programs relevant to IESO workforce needs through awards and internships that will lead to a more inclusive and diverse IESO.
- **Opportunities for communities:** the IESO will deliver targeted programs that recognize the unique challenges facing First Nations and Métis communities and that seek to build capacity for their ongoing participation in the electricity sector.
- **Raising awareness:** in response to the 2015 Truth and Reconciliation Commission's Calls to Action, the IESO will provide regular training to its staff on the histories of Indigenous Peoples and provide the skills needed to work effectively with and be allies to First Nations and Métis communities.

These priorities build upon existing IESO relationships and capacity-building activities and programs, including the annual IESO First Nations Energy Symposium (FNES), Energy Efficiency programs and the Indigenous Energy Support Programs (ESPs).

The Indigenous Relations team will work with the relevant external parties to advance these objectives.

Progress and Next Steps

The IESO has met with Indigenous industry leaders and representatives for initial feedback on the policy. The IESO will continue to be open to feedback following the SAC meeting and commits to regularly review and update the policy with input from Indigenous communities, businesses and organizations.

To put the policy to action, the IESO will:

- Launch online Cultural Awareness training for all IESO staff
- Identify opportunities to better incorporate Indigenous businesses in the IESO procurement policy and create greater awareness of the process
- Provide increased support and create awareness for Indigenous students to participate in IESO co-op opportunities
- Create a new annual scholarship for Indigenous students to support electricity-related education through Indspire – *IESO Building Brighter Futures Award*
- Incorporate Cultural Awareness training into the staff on-boarding process

Enc. Corporate Indigenous Policy Final Draft