



Employing Collaborative Initiatives to Advance Shared Objectives in Mineral Development

Nunavut Mining Symposium 2022

Presenters: Kathryn Lupton, with lessons from
Robert Clift and Alex Buchan

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Commitment to Reconciliation

Stratos' Reconciliation Strategy

Supporting a better Canada for all



Inuit Societal Values

- **Inuuqatigiitsiarniq:** Respecting others, relationships & caring for people
- **Pijitsirniq:** Serving and providing for family and/or community
- **Pilimmaksarniq/Pijariuqsarniq:** Development of skills through observation, mentoring, practice, and effort
- **Pilirqatigiinniik/Ikajuqtigiinniik:** Working together for a common cause
- **Tunnganarniq:** Fostering good spirits by being open, welcoming, and inclusive
- **Aajiiqatigiinniik:** Decision making through discussion and consensus
- **Qanuqtuurniq:** Being innovative and resourceful
- **Avatittinnik Kamatsiarniq:** Respect and care for the land, animals, and the environment

OUR VISION
A healthy planet.
Engaged communities.
A sustainable economy.

OUR MISSION
We work collaboratively with governments, business and civil society to address complex natural resource management and sustainability challenges.

OUR VALUES
Relationships
Integration
Excellence
Respect

OBJECTIVES
Through this Strategy, we aim to:

- Demonstrate our values and embrace reconciliation as an essential journey for Canada and Stratos
- Build reconciliation into the way we work and behave – both as individuals and as a company
- Lead by example through our own actions, enabling us to better support our clients as they undertake their own journeys of reconciliation
- Exercise our influence to support better outcomes for Indigenous peoples

LEVERS

EMBEDDING IN OPERATIONS
Implement business and human resource practices that create opportunities for Indigenous people and businesses.
Year 2 Actions:

- Recruit and hire an Indigenous candidate to broaden our diversity of perspectives.
- Continue to prioritize the selection of Indigenous suppliers.

BUILDING AWARENESS
Educate and empower our team and our partners to build meaningful relationships with Indigenous peoples
Year 2 Actions:

- Provide all staff with skills-based training in intercultural competency and the history of Indigenous peoples through the implementation of our cultural awareness learning program
- Increase our presence at Indigenous professional and cultural events and conferences.
- Ensure all new hires receive a basic orientation to Indigenous issues in Canada.

EXERCISING INFLUENCE
Ensure that our projects respect and support the principles of reconciliation.
Year 2 Actions:

- Encourage and challenge clients to include Indigenous peoples in their work and operations.
- Work to systematically embed Indigenous peoples' perspectives into our projects.
- Continue to deepen our partnerships with Indigenous-owned firms and secure meaningful work together.

GUIDING PRINCIPLES
Recognition of Rights
Inclusion
Learning
Relationships

We recognize the inherent rights of all Indigenous peoples.

We promote the inclusion of Indigenous peoples and their perspectives in our work.

We work with Indigenous peoples on their terms to build authentic relationships based upon mutual respect and trust.

We commit to shared learning with our Indigenous partners.

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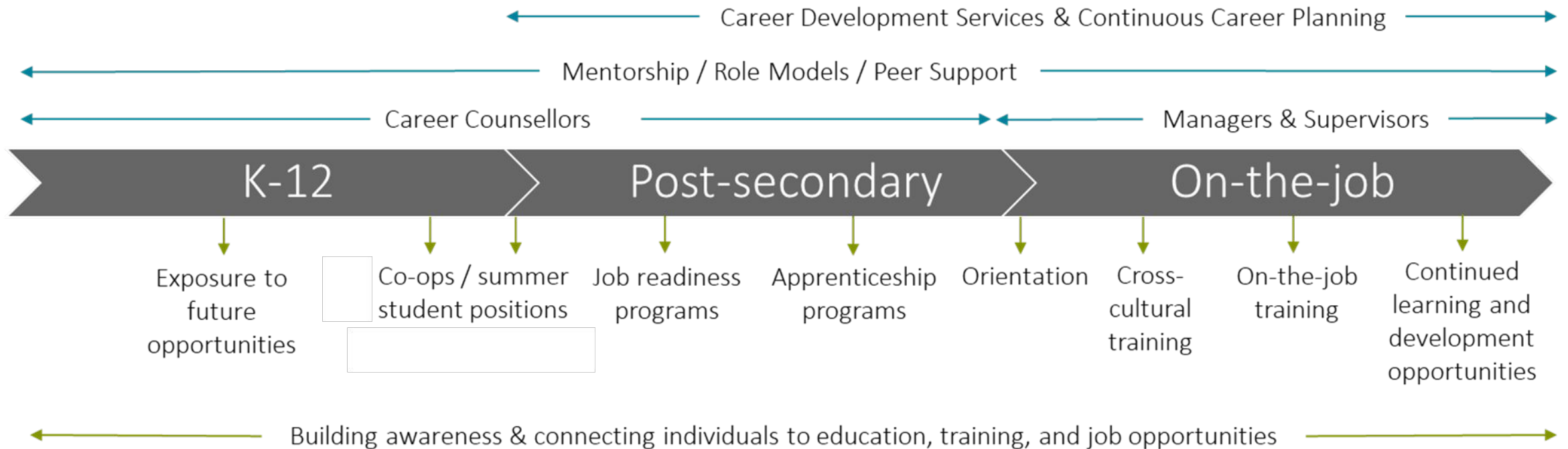
Implementing Nunavut's Regulatory Framework



Supporting Inuit Workforce Readiness & Success



One-to-One Support



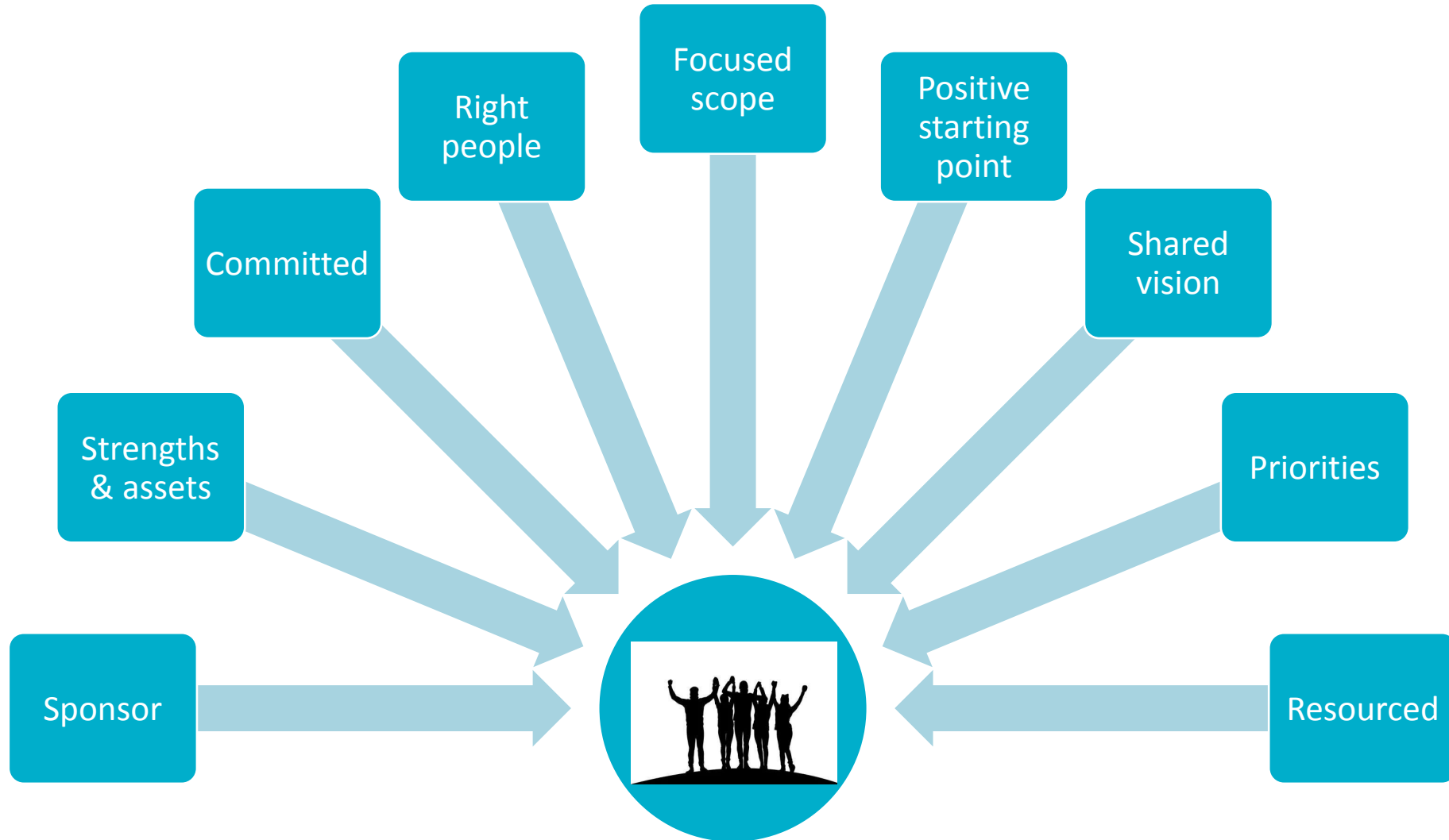
Job Readiness & Employment Initiatives

Benefits of Collaboration

- Working across a system in support of outcomes over a longer-term time horizon
- Transcending organizational mandates, while still delivering on organizational mandates
- Building a shared vision and plan that can be implemented together
- Sharing and learning encourages resourcefulness by tapping into the efforts / strengths of other organizations
- Seeing things from different perspectives leads to innovative solutions
- Working together builds trust, fostering relationships and new habits



Building Blocks for Successful Collaboration



Towards a Nunavut Mine Training Strategy



Who: The Government of Nunavut's Departments of Economic Development and Transportation (EDT) and Family Services (DFS), as well as Nunavut Arctic College (NAC).

What: Coordination of the Government of Nunavut's approach to mine training to ensure all Nunavummiut can equitably access and attain the training necessary for mining careers.

Approach:

- Develop a “whole of government” approach as a working group through iterative dialogue as a prelude to further discussions with NTI, regional Inuit organizations, mining companies and other stakeholders.
- Develop the context and scope based on a document review, an environmental scan, and interviews inside and outside of government.



Results & Benefits:

- Built a common understanding amongst the government partners of their roles and how they can support priorities through engagement and coordination with others (e.g., Inuit organizations, industry, hamlets, etc.)
- Identified mine training priorities as related to awareness, access, attainment and advancement
- Developed a step-wise pathway that support Nunavummiut seeking mine training and related careers (from adult learning and K-12 education through to mining-related employment)

Kitikmeot Workforce Readiness & Success Strategy



Who: Regional Inuit association and development corporation (sponsor), territorial government, local employment influencers, mining companies and contractors



KITIKMEOT INUIT ASSOCIATION
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KITIKMEOT INUIT KATUYIKATIGT

What: A regional workforce readiness & success strategy to support Kitikmeot Inuit in accessing and succeeding in employment opportunities in the major projects sector.



KITIKMEOT CORPORATION
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Approach:

- Data collection and analysis began in 2020
- Strategy workshop with select employers and employment influencers
- Tested draft strategy, priorities, and action planning approach with strategy partners
- Moving forward with action planning and expect final strategy in 2022



Kitikmeot
Community
Futures
Incorporated
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NUNALINGNI
HIVUNIKHAPTINGNI
HAVAGVIAT



AGNICO EAGLE



Sabina
GOLD & SILVER CORP.

Results & Benefits:

- Identified the need for a focused, collective strategy in the major projects sector
- Increased recognition of the mandates and roles of various parties as related to the employment system
- Greater sharing between parties, leading to improved knowledge and coordination on efforts in the region
- Reframing emphasis from company actions and success to regional efforts to help Inuit in their employment journey
- Process has helped to build consensus around priorities and roles



Invitation to the Audience



1. What lesson have you learned through your involvement in collaborative initiatives?
2. What opportunities do you see to employ collaborative approaches in Nunavut?

Thank you!

Kathryn Lupton
klupton@stratos-sts.com

Robert Clift
RClift@GOV.NU.CA

Alex Buchan
alex.buchan@agnicoeagle.com