

Indigenous Relations Policy

DST Consulting Engineers, a division of Englobe, seeks the participation of members of the Indigenous and Inuit communities when DST undertakes significant projects within their traditional territories. The many partnerships we have had in recent years with Indigenous representatives and organizations attest to this. Our commitment to collaboration has informed our approach of openness and mutual respect. We are increasingly committed to helping to reduce prejudice and maximize the benefits of our projects for Indigenous and Inuit communities.

The Framework for our Commitments

DST is committed to help grow, foster and consult with First Nations in a respectful and meaningful way. And will take great strides in learning the traditions, cultures and rights of First Nations and Inuit people throughout Canada

DST honors the "Federal Framework for Aboriginal Economic Development" that increases the participation of First Nations, Inuit and Métis peoples in the Canadian economy and improve economic actions for Aboriginal peoples in all parts of Canada.

DST respects the aboriginal and treaty rights of First Nations and Metis communities as recognized and affirmed in section 35 of the Constitution Act, 1982.

DST recognizes the Call to Action no 92 of the Truth and Reconciliation Commission and adopts the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources.

- DST commits to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.
- DST shall ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects.
- DST will provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This includes skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

Equity

DST is strongly committed to employment and pay equity.

Not only does DST adhere to the principle of employment equity, but, on equal terms, the company has a bias towards candidates from First Nations or Inuit communities. DST is open to accommodating the integration of Indigenous and Inuit employees and maintaining traditional activities. This is in keeping with the commitment to work for the cultural safety, retention and development of our employees.

DST is committed to participation of Aboriginal peoples' participation in our workforce from full time employment and contracting opportunities. We have established hiring targets for Aboriginal staff, through voluntary participation in the Federal Government's Employment Equity Program for Contractors.

Community Outreach and Capacity Building

DST adheres to the premise that in an educational and learning context, cultural sensibility is embodied in the establishment of culturally meaningful and safe physical and ideological conditions that can increase learners' perseverance, sense of community and family, the enhancement of individual and collective identity and academic motivation, conditions that favor the retention and success of Indigenous and Inuit students and staff. These conditions will include the establishment of a mentoring and tracking system for new employees from First Nations communities.

In carrying out its projects, DST fosters partnerships, employment, training, transfer of expertise and cultural safety of Indigenous and Inuit communities.

In its field activities, DST will strive to promote spin-offs and sustainable economic development, as well as the participation of host communities, while respecting their way of life and their cultural and social values.

In carrying out projects in Indigenous and Inuit territory, DST is committed to familiarizing employees with First Nations and Inuit community relations, respect for values, cultural aspects, lifestyle and the importance of integration of Traditional Ecological Knowledge (TEK)