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Truth, Reconciliation & Decolonizing Work in the Tech Industry

Presented By:



Karen Craggs-Milne
Founder & CEO
Conscious Equality Incorporated



Truth, Reconciliation & Decolonizing Work in the Tech Industry

By Karen Craggs-Milne

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Hi, I'm Karen



Karen Craggs-Milne
Certified DEI & Sustainability (ESG) Expert

Objectives

- Understanding of the **TRC's 94 Calls to Action** and their relevance to the tech industry.
- **Practical strategies** for tech organizations to integrate reconciliation efforts within their corporate frameworks.
- Exploration of **decolonization principles** and their application to tech workplaces.
- **Real-world case studies** showcasing successful integration of reconciliation and decolonization efforts.
- **Empowerment to initiate important dialogues** within your organization about fostering meaningful change.

What does truth mean
to you?

Truth is about acknowledging the wrongs of the past, learning about our true history so that we can work together to make positive changes.

existed from...

early **1800's**



late **1900's**



government funded and mainly church-run



1 in 25 children died in these schools due to poor conditions, not enough nutrition provided, and attempts to escape

150,000+ Indigenous children attended these schools (around ages 4-16)



The last residential school closed in **1996**



The purpose of these schools was to

assimilate Indigenous children to Christian European ways

Many survivors of these schools reported

emotional,
physical,
spiritual,
sexual,
and
mental
abuse



What does reconciliation
mean to you?

Reconciliation is an ongoing process of establishing and maintaining respectful relationships.

94 Calls to Action

1 Child Welfare

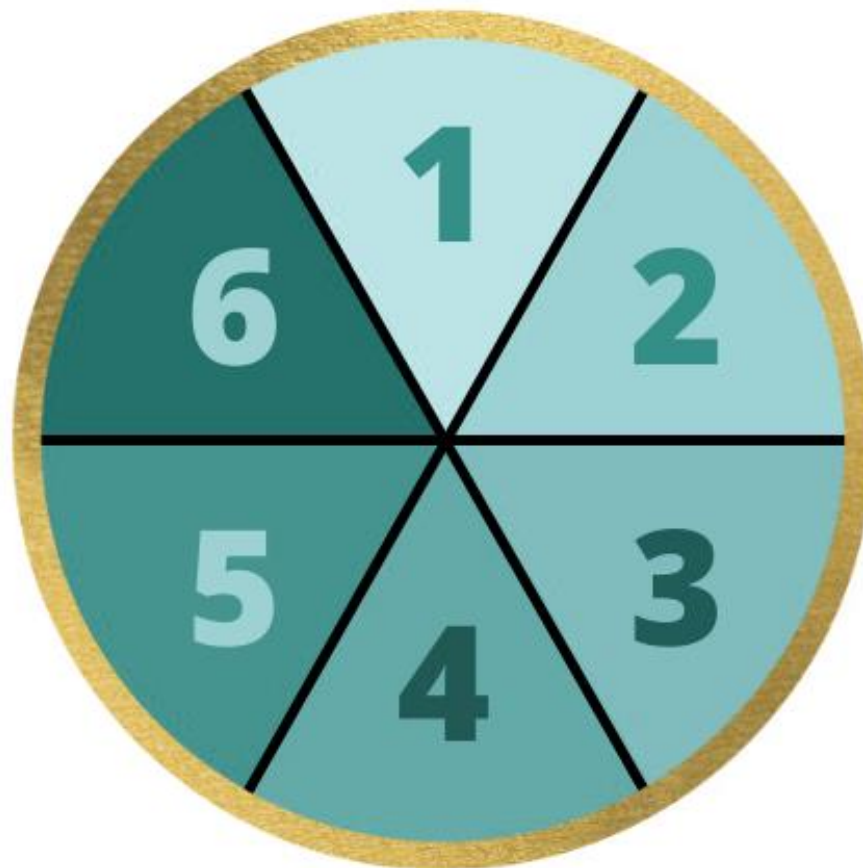
Actions 1 through 5

2 Education

Actions 6 through 12

3 Language and Culture

Actions 13 through 17



4 Health

Actions 18 through 24

5 Justice

Actions 24 through 42

6 Reconciliation

Actions 43 through 94

94 Calls to Action – Action 92

92. We call upon the corporate sector in Canada to adopt 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. This would include, but not be limited to, the following

- 1) Commit to **meaningful consultation, building respectful relationships**, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.
- 2) 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.
- 3) 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 will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

What does decolonizing
work mean to you?

Decolonizing work means
deconstructing harmful colonial ways
of working and centering Indigenous
knowledge and ways of working that
honor everyone.

7 Sacred Teachings

Humility
Truth
Wisdom
Honesty
Respect
Bravery
Love



How is our work in the
tech sector colonized?

What would decolonizing
these ways of working look like?

Discussion
&
Key Takeaways

Session Review

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Questions, thoughts, reflections?
Let's stay in touch!



Karen Craggs-Milne
Certified DEI & Sustainability (ESG) Expert

Resources

- **Video: CBC: Stolen Children: Residential School Survivors Speak Out (19 mins)**
Warning: Testimonies may be triggering
<https://www.youtube.com/watch?v=vdR9HcmiXLA>
- **UN Declaration of Rights of Indigenous Peoples**
https://social.desa.un.org/sites/default/files/migrated/19/2018/11/UNDRIP_E_web.pdf
- **94 Calls to Action**
https://ehprnh2mwo3.exactdn.com/wp-content/uploads/2021/01/Calls_to_Action_English2.pdf
- **Survivor Flag symbolism**
<https://www.siouxlookout.ca/en/resources/en/resources/news/TheSurvivorsFlag-OnePage.pdf>
- **Video: 7 Grandfather Teachings (9 mins)**
https://youtu.be/MRrAkR_AQAQ?feature=shared

TRC call to action No. 80

“We call upon the federal government, in collaboration with Aboriginal peoples, to establish, as a statutory holiday, a National Day for Truth and Reconciliation to honour Survivors, their families, and communities, and ensure that public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process.”

- 80/94



**NATIONAL DAY FOR
TRUTH AND RECONCILIATION**



SYMBOLISM

FAMILY

CHILDREN

SEEDS

TREE OF
PEACE

CEDAR
BRANCH

COSMIC
SYMBOLS

SASH,
FEATHER &
INUKSHUK