

OUR INDIGENOUS RELATIONS POLICIES & COMMITMENTS

Commitment Statement

TCU Place is committed to developing and sustaining positive relationships with local Indigenous people and communities. The objective of the Indigenous Relations policy is to ensure that TCU Place substantively incorporates, and proactively explores ways to continually improve upon our reconciliation with local Indigenous communities throughout a broad spectrum of our daily business activities.

Policy Statement

The foundation of the TCU Place Indigenous Relations Policy is to build and sustain positive relationships with Indigenous communities Nationally and within the Province of Saskatchewan where we operate. TCU Place believes in the value of collaborating with and involving local Indigenous people and communities in our business. This business perspective fits within our organization's values, and as part of reconciliation, is the right thing to do. Our efforts and actions will mutually benefit TCU Place and Indigenous peoples and their businesses in terms of opportunity growth.

Our company's investment in this policy will contribute to greater regional economic development and the unlocking of greater employment and business potential. TCU Place will fulfill the commitments outlined within this policy with sincerity, integrity, transparency, and visibility in the public space.

TCU Place Is Committed To



Maintaining long lasting and grounded relationships with our local Indigenous people and communities.



Employing a leadership team and workforce that endorses these commitments and strives to engage local Indigenous people and communities such that TCU Place becomes a primary example for other organizations to follow.



Employing a diverse workforce that is representative of Indigenous people, reflective of the overall populations of Saskatoon and area (17%) and is educated about local Indigenous communities.



Sourcing and aligning the direct procurement opportunities, as well as the indirect procurement opportunities of TCU Place contractors, to local Indigenous businesses with a goal of further developing local Indigenous business capacity for long term mutual benefits of the local Indigenous communities and TCU Place.



Supporting community investment opportunities that align with the values of local Indigenous communities and of TCU Place.



Tammy Sweeney
Tammy Sweeney, CEO

February 2023

This policy applies to TCU Place, its employees, representatives, and contractors.

RECONCILIATION ACTION PLAN OBJECTIVES

Reconciliation Action Plan - 4 Pillars



INCLUSIVE LEADERSHIP

- » Develop an internal Indigenous engagement strategy, including a governance and leadership structure
- » Provide clear, annual reporting of actions undertaken in the Indigenous Engagement Charter through Saskatchewan Chamber of Commerce



PEOPLE EXCELLENCE

- » Enhance HR practices to attract, hire, support and retain more Indigenous employees that is representative of the community in which we serve (17%)
- » Ensure a safe and welcoming culture for all employees



EDUCATION AND LEARNING

- » Educate the TCU Place team on Indigenous history and culture through training, communication and experiences



COMMUNITY & ECONOMIC IMPACT

- » Reinforce relations and support Indigenous communities through community involvement
- » Collaborate on Indigenous events at TCU Place
- » Build key Indigenous place making components into the physical structure and public spaces at TCU Place and into TCU Place events where possible
- » Implement procurement practices, actions and partnerships
- » Source, purchase and use Indigenous products
- » Provide information on Indigenous owned and operated businesses to TCU Place team and partners
- » Promote Indigenous businesses across TCU Place and with partners