

Indigenous Participation Plan (IPP)



Purpose

The purpose of iFathom's Indigenous Participation Plan (IPP) is to provide a clear and intentional framework for fostering meaningful relationships with Indigenous communities. It guides our efforts to support long-term capacity building and create sustainable socio-economic opportunities for Indigenous professionals and businesses. At its core, our IPP reflects our commitment to contributing to a future where Indigenous communities can thrive.



Background

iFathom acknowledges the deep and ongoing injustices faced by Indigenous communities as a result of the Residential School system, colonialism, and neo-colonialism. We believe that understanding this history is not only vital — it is foundational to building a more equitable and informed future.

In alignment with this belief, we have adopted Call to Action 92 from the Truth and Reconciliation Commission of Canada. This call urges Canadian businesses to educate employees about the history and legacy of systemic discrimination against Indigenous Peoples, and to align workplace practices with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

We recognize that colonialism's impacts are ongoing, and this awareness strengthens our resolve to take meaningful action. At iFathom, we are committed to learning, growing, and contributing to equity by supporting initiatives that create lasting opportunities for Indigenous Peoples and businesses.

Our commitment takes shape through our Indigenous Participation Plan (IPP), a key step in driving meaningful and lasting change.

Inclusive Consultation and Engagement

- establish open and transparent communication channels with indigenous communities
- ensure that consultation processes are inclusive, accessible, and culturally appropriate

Respect for Indigenous Rights and Culture

- acknowledge and respect the inherent ancestral rights, culture, and traditions of Indigenous communities
- weave Indigenous wisdom into our decision-making by partnering with knowledge holders and community leaders



Guiding Principles

Capacity Building

- identify opportunities for capacity-building initiatives to empower Indigenous individuals and communities
- support skill development and training programs that contribute to economic self-sufficiency

Economic Opportunities

- seek ways to promote economic development and business opportunities for Indigenous entrepreneurs and enterprises
- implement fair and inclusive procurement practices that prioritize Indigenous businesses

Our IPP spans five key areas:



Human Resources



Business Engagement



Training and Skills Development



Community Outreach



Specialized Training



1) Human Resources

iFathom is committed to increasing Indigenous representation within our workforce.

Through this part of our IPP, we aim to:

- proactively recruit Indigenous talent through targeted job postings and partnerships with Indigenous employment organizations
- commit to equitable hiring practices and inclusive workplace policies that reflect Indigenous values and cultural safety
- establish internal diversity benchmarks and monitor Indigenous representation across all organizational levels



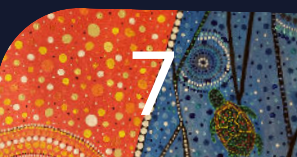


In alignment with the Human Resources pillar of our IPP, we launched a Net Promoter Score (NPS) survey program. As part of this initiative, we included voluntary self-identification, allowing individuals to disclose if they identify as Indigenous. We are also expanding this option to our online application process, ensuring that new consultants have the opportunity to self-identify from the outset of their engagement with us.

The collected data will be maintained in a dedicated Indigenous talent database. This enables us to proactively track, engage, and support Indigenous professionals seeking employment. We are also exploring methods to respectfully indicate Indigenous status during client submissions, increasing visibility and promoting transparency, diversity, and inclusion throughout the candidate selection process.

Beyond data collection, iFathom employs a targeted outreach strategy to connect with Indigenous talent. We actively post customized opportunities on Indigenous-focused career platforms to ensure our roles are visible and accessible to Indigenous candidates. Leveraging our Indigenous database, we engage directly with individuals actively seeking opportunities, creating a seamless, supportive recruitment experience that fosters career growth and representation.

Through these efforts, we are committed to not only broadening Indigenous participation within our workforce but also setting a standard for meaningful, inclusive engagement across the IT sector.



▼ Optional Self-Identification Questionnaire

As part of iFathom's ongoing efforts to promote an equitable, diverse, and inclusive workspace, and as a request from some of our clients, we kindly ask you to provide the information requested below. iFathom is dedicated to ensuring compliance with Diversity, Equity, and Inclusion (DEI) principles in the workplace. We protect candidates from discrimination based on the criteria specified in all relevant Provincial Human Rights Codes/Acts and Privacy Legislation. To maintain confidentiality, your responses will be securely stored within the Privacy Officer's security files.

Ethnicity – How do you identify your race/ethnicity?

Please select



Gender – What is your gender identity?

Disability – Do you consider yourself a person with a disability?

Would like to be contacted for employment w self-identifying requirements – Skyfly

Please select



our self-identification questionnaire, which can be found [here](#)



iFathom is actively working on increasing Indigenous representation within our organization at all levels, including leadership, through intentional recruitment, inclusive onboarding, and retention strategies that support long-term career growth.

These efforts are strengthened by our designation as a Certified Diverse Supplier through the Canadian Aboriginal and Minority Supplier Council (CAMSC), reinforcing our commitment to diversity, equity, and inclusive economic participation.

We recognize that representation is not only about numbers — it's about creating environments where Indigenous voices are valued, empowered, and reflected in decision-making.



2) Business Engagement

iFathom aims to strengthen economic participation by actively engaging with Indigenous-owned businesses.

This element of our IPP includes:

- Identifying, connecting with, and prioritizing Indigenous-owned businesses for various opportunities
- Continuing to explore joint ventures, subcontracting partnerships, and innovation collaborations with Indigenous businesses, particularly in the IT sector





3) Training and Skills Development

To help bridge systemic employment gaps, we will support Indigenous consultants looking to further advance their skills and development throughout the recruitment process.

This section of our IPP covers:

- supporting job-readiness, interview, and workplace skills



Partnership – SkyFly Solutions

Our partnership with SkyFly Solutions, a certified Indigenous business, is central to our commitment to advancing Indigenous participation in the IT sector. Together, we offer meaningful opportunities through internship programs (with 50% of spots reserved for Indigenous candidates), specialized IT training, complimentary Pluralsight access for skill development, and priority hiring for graduates of our Indigenous training program for job opportunities within our organization.

Beyond talent development, we collaborate with SkyFly Solutions to actively pursue Indigenous set-aside procurement opportunities. We support their growth by helping secure vendor approvals and certifications, including their recent verification with Farm Credit Canada (FCC), opening the door to exclusive business sessions and new opportunities.

Through these initiatives, we are building a stronger, more inclusive technology sector—one that benefits from the unique talents, perspectives, and leadership of Indigenous professionals.



SkyFly. Where amazing IT takes flight.



4) Community Outreach

We will continue to foster authentic and respectful relationships with Indigenous communities, guided by listening, learning, and collaboration.

Through community outreach, our goals are to:

- continue building partnerships with Indigenous organizations and community programs
- further engage with Indigenous communities and partners in the development and evolution of this Plan, ensuring it remains relevant and community-informed
- support Indigenous cultural events, recognize Indigenous celebrations, and promote awareness of Indigenous history and contributions





5) Specialized Training

We believe that building internal awareness and cultural competency is essential to reconciliation and responsible engagement.

This aspect of our Plan outlines:

- training: employees will complete Indigenous cultural awareness and anti-discrimination training, with content focused on the history and lived experiences of Indigenous Peoples in Canada
- leadership development: senior leaders will participate in more advanced or immersive training to ensure company decisions reflect the contents of our Plan
- continual learning: we will provide ongoing learning opportunities to keep reconciliation and cultural understanding active in our workplace





At iFathom, we recognize that true partnership with Indigenous communities is built on respect, trust, and sustained action. Through the initiatives outlined in this Indigenous Participation Plan, we are committed to creating meaningful opportunities in employment, business, training, and community engagement. We understand that this is an ongoing journey, and we remain dedicated to listening, learning, and growing alongside Indigenous Peoples.

Together, we aim to foster a future rooted in inclusion, shared success, and lasting relationships.

For more information, visit: 

 Truth and Reconciliation Commission of Canada: Calls to Action

 United Nations Declaration on the Rights of Indigenous Peoples

 CAMSC

 SkyFly Solutions

 Crown-Indigenous Relations and Northern Affairs Canada

 Government of Canada Programs and Services for First Nations, Inuit and Métis.

 National Day for Truth and Reconciliation

 Reconciliation Education Courses

 Mapping the Landscape: Indigenous Skills Training and Jobs in Canada

 Signs of Your Identity.