

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.

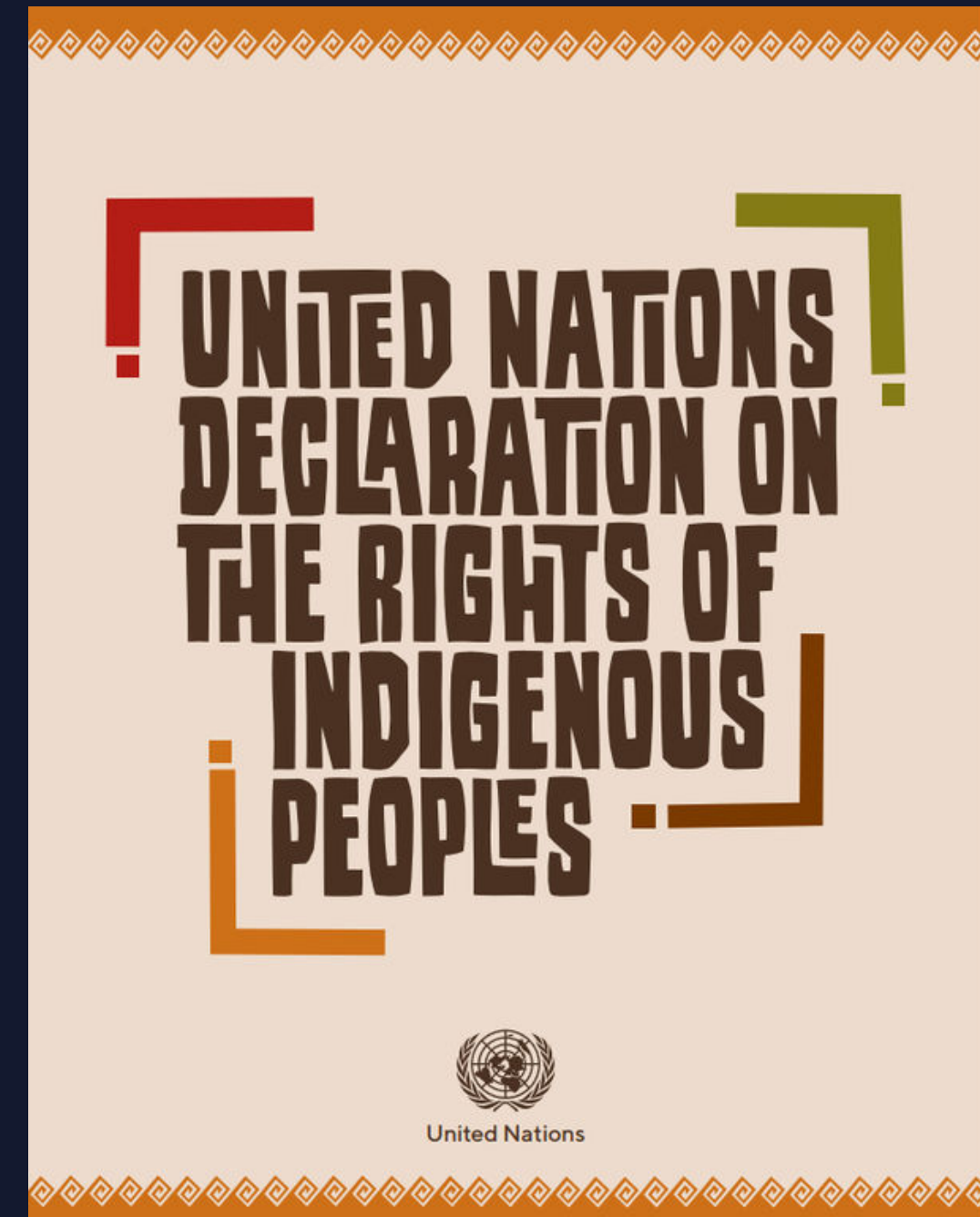
Background

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 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.





Guiding Principles



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

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



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.

At iFathom, we recognize that true partnership with Indigenous communities is built on respect, trust, and sustained action. Through the initiatives outlined in our 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.

A full version of our IPP is available upon request.

For more information, visit: 



Truth and Reconciliation Commission of Canada: Calls to Action



United Nations Declaration on the Rights of Indigenous Peoples



CAMSC



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.