

Indigenous Reconciliation Action Plan





Land Acknowledgement

We acknowledge the Indigenous Peoples on whose unceded traditional and ancestral territories we live, learn, play and work. Indigenous Peoples are the original stewards of Turtle Island and continue to live, work and play on these lands today.

We acknowledge that the lands of Canada today are subject to various traditional, modern, peace and/or friendship treaties. We recognize that all the Traditional Treaties were signed under duress, violence and misunderstandings.

About the Artist



Kalum Teke Dan

Piitápoiýí–Eagle Speaker

Kalum Teke Dan, an artist of Blood Tribe ancestry from southern Alberta, draws inspiration from his deep connection to his traditional, spiritual and cultural background. Raised in Calgary, and supported by his mother Joanne Dan, Kalum began his artistic journey in his teens. Primarily self-taught, he honed his craft through observation, practice and dedication. Working in oil, acrylic and watercolor, Kalum explores themes that reflect his unique perspective on his spirituality and Indigenous identity in contemporary society. His designs capture the essence of his subjects—whether individuals, groups, animals or composite scenes.

Over the past two decades, Kalum's art has been featured at major events such as the 2010 Winter Olympics at the Vancouver Community College and the Calgary Stampede

at the Western Oasis Showcase since 2016. His work is held in private and corporate collections, as well as galleries across Canada, the United States and Europe. His work resonates at Indigenous conferences, Pow Wows and other cultural events.

Kalum's career includes co-owning and curating the Vision Quest Art Gallery (2005 – 2007), exhibiting at the Vancouver Olympic Art Festival in 2015, and winning first prize in the Peace Hills Trust Aboriginal Art competition in 2015.

Over the past 15 years, Kalum has been invited to shows in Treaty 6 territory including K-Days, IAM Market and more. In 2022, he completed a commission for K-Days logo and their stage backdrop for the Indigenous experience.

Kalum's artwork has been featured in documentaries, books, calendars, greeting cards, coffee mugs, t-shirts, hoodies, stickers and more. He has designed logos for numerous organizations including Pokaiks the Children Commemorative Orange Shirt Day Walk.

His large murals are showcased in the Calgary City Hall, Calgary Downtown Library, Calgary City Police and many other places.

Through his art, Kalum celebrates the strength and pride of Indigenous Peoples, capturing their stories and spirit on canvas.



Marianny Peña

Marianny Peña is a Calgary-based creative director and designer whose work is driven by storytelling, community and purposeful leadership. With a background in entrepreneurship and coaching, she has built her career by working closely with people, learning that real impact comes from listening, trust and accountability. Her approach blends creativity with structure, ensuring that ideas are not only visually compelling, but meaningful and sustainable. Marianny is passionate about building platforms where voices can be seen and respected. Whether collaborating on creative initiatives, developing brand strategy or supporting community-focused work, she brings discipline, empathy and a deep commitment to growth; both personal and collective.

Message from the President of Accenture in Canada



David Morgenstern

President of Accenture Canada

At Accenture in Canada, we are deeply committed to building meaningful and lasting relationships with First Nations, Inuit and Métis (FNIM) communities across our country. Our journey toward reconciliation is guided by respect, transparency and a shared vision for a more inclusive future.

Since 2013, our Indigenous Peoples Employee Resource Group (ERG) has fostered awareness of FNIM culture, history and current issues among our employees, while strengthening fellowship among Indigenous employees and allies. Through these efforts, we have expanded engagement with Indigenous Peoples, businesses and non-profit organizations, deepening our understanding of our role in reconciliation.

In 2024, we achieved Bronze Level certification in the Partnership Accreditation in Indigenous Relations (PAIR) from the Canadian Council

for Indigenous Business, reflecting a decade of working alongside our Indigenous partners. Yet there is still more to be done. We recognize that reconciliation is an ongoing process requiring active listening, partnership and accountability. This Reconciliation Action Plan, which we humbly share with Indigenous Rights and Title Holders, is our response as a Canadian company to Call to Action 92 of Canada's Truth and Reconciliation Commission 94 Calls to Action.

We believe that different perspectives drive innovation and strengthen our business. By working together with Indigenous communities, we strive to create opportunities, foster understanding and contribute to reconciliation in a meaningful way.

I invite you to learn more about our ongoing journey and join us in building a future where everyone thrives.



Acknowledgments

Accenture's Reconciliation Action Plan (RAP) and Commitments represents a significant collaborative effort. We have brought together people and teams from across Accenture in Canada and globally, alongside Indigenous stakeholders, Indigenous groups and Community Elders. Through these partnerships, we have gained invaluable wisdom and knowledge—with humility and respect—which have helped shape our commitments and actions.

We are deeply grateful to everyone who supported the development of this Action Plan. Whether you began the groundwork towards reconciliation, helped shape our commitments and actions, or continue to inspire and energize these commitments, your contributions are essential. If we have inadvertently missed anyone's name, please know that your contributions are recognized and profoundly appreciated.



Phillippa Ainsworth

RAP Executive Sponsor

Special thanks

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Adam Oakes

Tallulah Omeasoo
Winona Omeasoo
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Janny Pegues
Marianny Peña
Plato
Juliette Prosper
Emily Quesnelle
Eva Ren
Miranda Saddleback
Trusha Sharma
Shauna Schwieg
Meg Sintzel
Justin Starr
Sara Sudeyko
Kelsea Tan
Design Team
Brittany Thompson
Michael Tremakis
Elise Williams
Suehlan Yu



Introduction

Accenture Canada's Reconciliation Action Plan (RAP) marks a significant advancement in our enduring commitment to fostering strong, respectful relationships, promoting economic inclusion and driving innovation in partnership with First Nations, Inuit and Métis communities—guided by the rights, principles and standards that Indigenous Peoples affirm.

We pay tribute to the Indigenous Peoples whose unceded, traditional and ancestral lands form the basis of our work, and acknowledge their sacred stewardship of Turtle Island—a responsibility enriched by wisdom and knowledge passed down over generations. We recognize that reconciliation must be reflected not only in our intentions, but in our policies, decisions and day-to-day ways of working where Indigenous Peoples, lands and rights are involved.

Our approach to reconciliation is anchored in trust, openness, reciprocity and mutual respect—core values within Indigenous worldviews. This includes a commitment

to meaningful engagement with Indigenous Rights and Title Holders, ensuring decisions are informed through respectful consultation and shared understanding.

These teachings remind us that all actions are interconnected, that we owe a duty to the generations yet to come, and that the land is not simply a resource, but a living, sacred relative deserving of respect and balance. They also challenge us to build internal capability to work in culturally safe, rights-respecting ways—strengthening awareness, skills and accountability across our leadership and our people.

Our efforts are rooted in the belief that meaningful, lasting relationships develop over time through trust, collaboration and shared purpose. Through the RAP, Accenture aims to work alongside Indigenous Rights and Title Holders and partners toward enduring, mutual success—supporting equitable access to employment, learning and career development opportunities, and contributing to long-term, sustainable benefits for communities.

This document serves as a roadmap for navigating this evolving journey, highlighting the significance and benefits of authentic partnership with First Nations, Inuit and Métis communities—and how we will apply these commitments across our policies, our people practices, our partnerships and our core business activities.

With this intent, Accenture's RAP acts as a catalyst for genuine, lasting change—encouraging us to listen attentively, act with humility and remain accountable to the communities we serve and the commitments we set out in this plan. As we travel together on the path of reconciliation, we are guided by generosity, collective responsibility and sustainability, embracing our obligation to respect Indigenous rights and nurture authentic partnerships that help build a more inclusive and equitable future for all.



“ Achieving reconciliation is like climbing a mountain... We must proceed a step at a time. It will not always be easy. There will be storms, there will be obstacles, but we cannot allow ourselves to be daunted by the task because our goal is just and it is also necessary. ”

The Honourable Murray Sinclair
Anishinaabe

Accenture in Canada's Commitment to Indigenous Relations

Accenture in Canada is dedicated to reconciliation with Indigenous Peoples by fostering relationships built on trust, transparency, reciprocity and mutual respect. Our approach is grounded in four key pillars:

Kalium T. Durr...



01

Employment

Commitment to building a workforce that reflects the communities we serve, actively fostering understanding of Indigenous history and culture, and supporting youth in pursuing education and career opportunities.

02

Corporate Citizenship

Addressing societal needs and driving innovation through initiatives like Learning to Earning, which prepares Indigenous individuals for employment and business opportunities. Our community giving strategy includes funding grants to charities and support for employee-driven initiatives, incorporating Indigenous perspectives in environmental stewardship and engaging communities early in our projects.

03

Procurement and Business Development

Prioritizing equal opportunity among suppliers, actively seeking First Nations, Inuit and Métis-owned businesses to include in opportunities that meet procurement needs and foster mutual growth.

04

Rights and Title Holders Development

Building relationships both externally and internally based on transparency, reciprocity, cultural competency and capacity building. This includes collaborating on education, mentorship and sustainability initiatives, and ensuring our teams are culturally prepared to work with Indigenous communities from the outset.

Accenture in Canada acknowledges the rights of First Nations, Inuit and Métis peoples as recognized and affirmed under Section 35 of the Constitution Act, 1982, and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) — frameworks that protect rights to self-determination, self-government, and the preservation of cultures, identities and institutions.



Our Reconciliation Pillars and Commitments

Pillar I

Leadership

Pillar II

Employment

Pillar III

Business Development

Pillar IV

Community Relations

Pillar V

Cultural Awareness

Our Reconciliation Pillars and Commitments

Pillar I

Leadership

“The true human is someone who is aware, someone who is, moment by moment, totally and completely merged with life. He is a listener.”

Joseph Rael

Southern Ute Tribe-healer,
ceremonial dancer,
shaman, writer and artist



COMMITMENT

DETAILS

1.1 Solidify Accenture's Reconciliation Action Plan efforts through leadership support and advocacy

Create an updated version of the Canada Indigenous Leadership Commitment that clearly outlines Accenture in Canada's reconciliation efforts and reinforces dedication to meaningful action. Launch the commitment statement through internal and external channels to drive accountability.

1.2 Ensure successful delivery of Accenture's Reconciliation Action Plan efforts through dedicated governance and implementation teams with strong FNIM leadership and representation

Establish a Reconciliation Action Plan governance council with representation from senior leadership, including designated accountable leaders. This council will provide strategic oversight, ensure accountability and guide the implementation and progress of the plan. Create an implementation team dedicated to delivering and executing the plan and ensure both the governance council and the implementation team include substantial representation from FNIM communities.

1.3 Design and deploy internal AI tools that authentically reflect FNIM cultures, histories and contemporary experiences, embedding FNIM worldviews, values and ways of knowing into our responsible AI practices so that these tools respect Indigenous data sovereignty and actively support cultural continuity, community well-being and self-determination

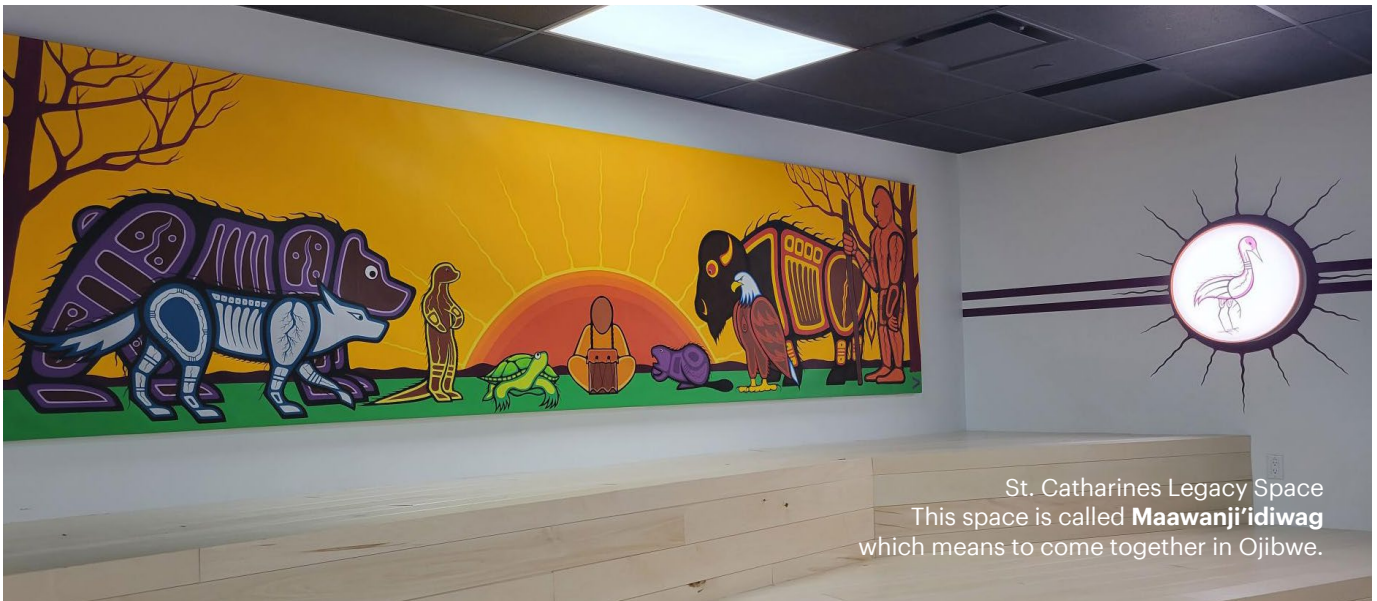
Partner with the Responsible AI team to identify and address systemic biases affecting FNIM in current AI tools and data practices. Integrate FNIM cultural knowledge and lived experience into AI outputs, governance and training. Share learnings of FNIM Responsible AI practices and tools with our client partners. Protect sacred, restricted, or sensitive cultural knowledge from misrepresentation or exploitation. Empower meaningful FNIM participation in all stages of AI development.

1.4 Partner with FNIM Elders, Knowledge Keepers and community leaders to co-create a shared vision of "AI for Good"—one that protects FNIM rights, amplifies cultural knowledge, advances self-determination and ensures AI technologies are safe, equitable and beneficial for future generations

Undertake research to explore what "AI for Good" could look like for our FNIM communities across Canada. Areas that "AI for Good" could support include health access in remote regions, language revitalization, climate resilience, education and land-based knowledge, economic opportunities and justice and child welfare systems.

SPOTLIGHT

01 **Legacy Spaces**



St. Catharines Legacy Space
This space is called **Maawanji'idiwag**
which means to come together in Ojibwe.

Accenture in Canada, in partnership with Gord Downie & Chanie Wenjack Fund (DWF), inaugurated its first Legacy Space at its St. Catharines office in 2022.

Accenture in Canada has dedicated six spaces across its Canadian offices as “Gord Downie & Chanie Wenjack Fund Legacy Spaces”. These spaces reflect Accenture’s RAP commitment focused on education and awareness of Indigenous communities and their history in Canada.

The St. Catharines Legacy Space tells the DWF story and showcases art by Anishinaabe artist Waab-Shki-Makoons, a member of Beausoleil First Nation. A highlight of the space is a wall mural featuring “Ngo Dwe Waangizid Anishinaabe” (One Anishinaabe



Family) and the image of the Five Council Fires representing a treaty between the Anishinaabek and the Haudenosaunee people. Today, Accenture offices in Toronto, Vancouver, Calgary, Montreal and Ottawa have their own Legacy Spaces featuring local FNIM artists.



Calgary Legacy Space
Spirit of the Warrior by Keevin Rider



Montreal Legacy Space
Railroad mural inspired by Chanie Wenjack
by Jacques Newashish of the Atikamekw Nation



Ottawa Legacy Space
Cradle of the Land By The Three Sisters Artist Collective
Emily Akikodjiwan Brascoupé-Hoefler, Mairi Brascoupé and
Claire Brascoupé of Kitigan Zibi Anishinabeg First Nation

“ Through the Legacy Spaces program, Accenture in Canada is helping create safe spaces for learning, reflection and meaningful conversations about the true history of Canada and our collective journey toward reconciliation. Since becoming a Legacy Spaces partner in 2021, Accenture has launched spaces in six locations, making Accenture in Canada one of the few partners to open multiple Legacy Spaces throughout the country.

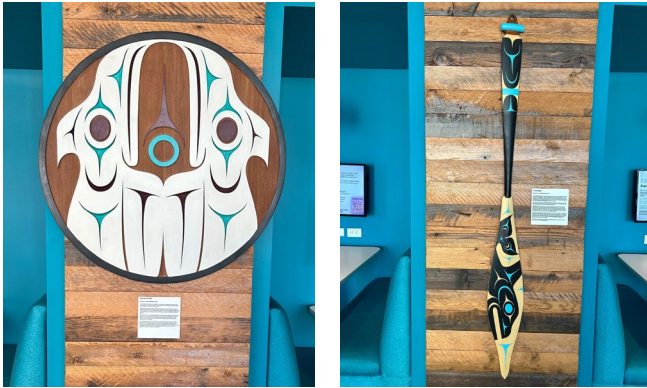
Beyond these dedicated Legacy Spaces in the office, Accenture in Canada has also been an incredible ambassador of Walk for Wenjack. Each year, employees throughout the country participate in walks honoring Chanie Wenjack's legacy and raising awareness of the ongoing impacts of residential schools. Through these walks, Accenture in Canada teams have collectively logged thousands of kilometers and raised more than \$80,000 for the cause.

These initiatives demonstrate the power of collective action and the profound impact of meaningful participation in advancing reconciliation. We are proud to walk alongside Accenture in Canada on the path toward reconciliation and deeply grateful for their continued partnership and leadership.

Miigwetch, marsi, thank you for supporting our work and helping us continue moving reconciliation forward. ”

Sarah Midanik

President & CEO,
Gord Downie & Chanie Wenjack Fund



Vancouver Legacy Space
Artwork of Margaret August, from the shíshálh Nation

02 Indigenous Training

As part of Accenture in Canada's journey towards reconciliation, we launched a virtual training—Indigenous Canada—A Shared History and our Role in Reconciliation—to help our people learn more about Indigenous history in Canada.

Developed in partnership with Acosys Consulting, a 100% Indigenous-owned consulting firm, this 90-minute learning experience represents a portion of Canada's vast history and offers participants a deeper understanding of FNIM in a historical, political, legal and modern-day context.



Toronto Legacy Space
Migizi "The Eagle" by artist Nyle Miigizi Johnston
of the Chippewas of Nawash Unceded First Nation

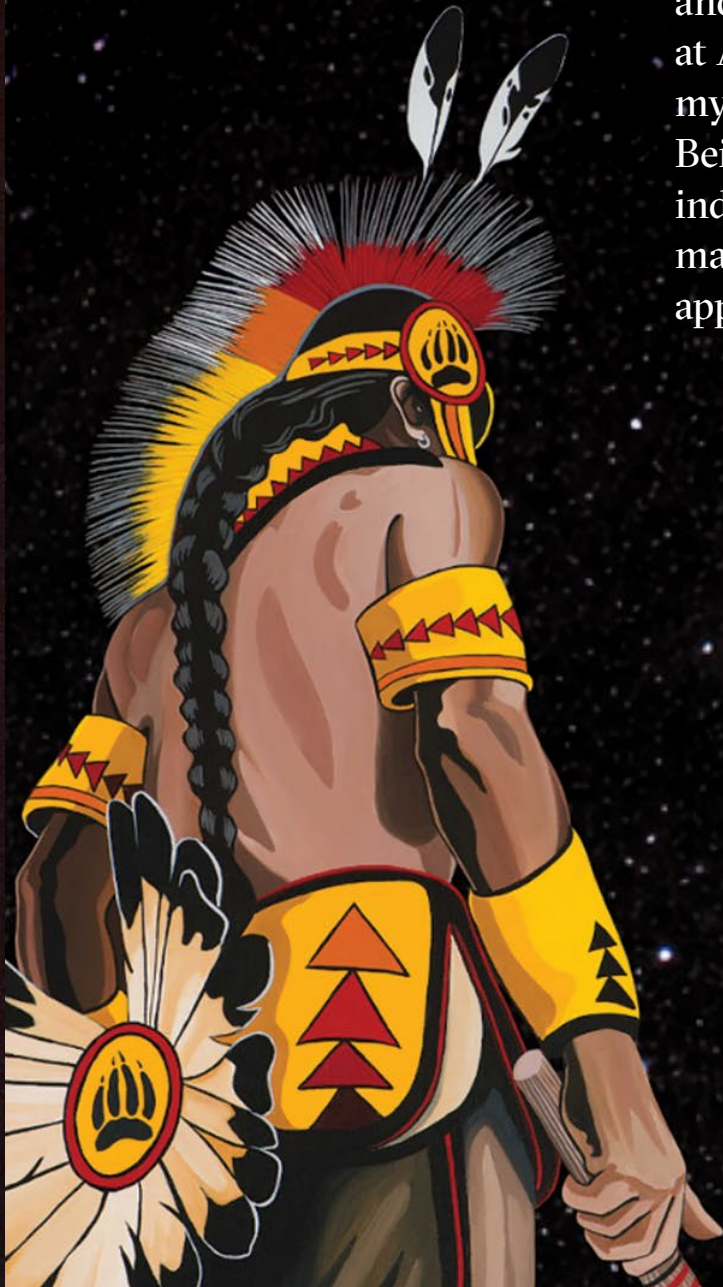
Our Reconciliation Pillars and Commitments

Pillar II

Employment

“I am truly grateful for the experiences and unwavering support I’ve received at Accenture, which have enriched both my personal and professional journey. Being part of a company that values individuality and empowers its people makes me feel seen, heard and deeply appreciated every day.”

Lindsey Henderson
Accenture employee
Cree



Pillar II Employment

COMMITMENT

2.1 Improve HR and Recruitment support for FNIM employees by deepening HR and Recruitment knowledge of FNIM cultures and lived experiences

2.2 Ensure FNIM perspectives are reflected throughout the recruitment process through a culturally and trauma informed approach

2.3 Support the learning and skill development needs of FNIM employees in Accenture in Canada through the evolution of the apprenticeship program

DETAILS

Expand FNIM-focused HR and Recruitment support through dedicated cultural learning for HR and Recruitment team members to ensure FNIM employees have a dedicated and culturally responsive space to address concerns and needs. Examples of dedicated cultural learning opportunities could include cultural awareness trainings, attending offsite symposiums, time with Elders, self-directed learning and more.

Revise Accenture's FNIM recruitment strategy to recognize lived experience and Indigenous ways of knowing as valuable qualifications, ensuring these are reflected in interview questions where possible. Develop a holistic recruitment experience that welcomes different backgrounds and is culturally sensitive. Educate hiring managers on the importance of transferable skills and lived experience, enabling candidates to succeed in a role with comparable qualifications. Promote remote work opportunities to expand the talent pool and increase accessibility for FNIM candidates. Establish accountability by assigning clear roles in the hiring process to HR, Recruitment and hiring managers.

As FNIM talent progresses through career levels, ensure a robust roadmap for success and support through this career transition.

COMMITMENT

DETAILS

2.4 Recognize and support the contributions of FNIM employees shaping Accenture in Canada's actions on FNIM matters

Establish a dedicated committee including FNIM employees to provide guidance on FNIM matters as needed. Recognize committee members for their contributions beyond their standard job responsibilities.

2.5 Ensure FNIM values are reflected in organizational policies and processes

Conduct a review of Accenture in Canada's organizational policies and processes to identify opportunities for integrating Indigenous worldviews. Ensure that Accenture in Canada's corporate values and Indigenous perspectives mutually reinforce one another.

2.6 Create opportunities for Elders and Knowledge Keepers to support FNIM employees

Allocate dedicated time and funding for the FNIM Listening Circle to engage Elders on a quarterly basis for regular access to cultural teachings, traditional knowledge and guidance.

2.7 Provide culturally relevant well-being support options for FNIM employees

Identify opportunities to develop and implement culturally relevant support options for FNIM employees through dedicated programs. This may include access to FNIM mental health counsellors as part of a benefits package and reimbursing the purchase of traditional medicines alongside other healthcare expenses.

SPOTLIGHT

01 **First Nations, Inuit and
Métis Listening Circle**

In August 2024, Accenture in Canada established a First Nations, Inuit and Métis Listening Circle, creating a dedicated space for open dialogue and peer support. These weekly meetings foster connection and engagement, allowing participants to discuss work, projects, personal experiences and community protocols.

The Listening Circle also serves in an advisory capacity, providing input on initiatives such as the Reconciliation Action Plan and employee onboarding processes. The Listening Circle closely collaborates with the Indigenous Peoples ERG and actively contributes to events organized by local chapters.



02 Brock Pearson

Brock Pearson, a member of the Listening Circle, joined Accenture in Canada through our summer internship program and accepted a full-time position upon completing his degree. As an active participant in both the Listening Circle and the Indigenous Peoples ERG, Brock exemplifies the impact of our commitment to supporting FNIM employees.

Brock reflects on his experience.



“ During my interview process, I struggled with self-doubt. Fortunately, Accenture in Canada provided FNIM support through dedicated employees. Together, we prepared for interviews, tackled challenging questions, and I was encouraged to use my own voice and confidently share my cultural stories. Having someone who understood different perspectives and Indigenous ways of knowing in a large company like Accenture in Canada gave me a sense of confidence and security. This support is crucial—it allows the company to look beyond surface-level details surrounding a person and find opportunities to hire people who bring authenticity and innovative ways of thinking. ”

Our Reconciliation Pillars and Commitments

Pillar III

Business Development

“I have seen that in any great undertaking
it is not enough for a person to depend
simply upon themselves.”

Lone Man (Isna-la-wica)
Teton Sioux-spiritual leader
and oral historian



Business Development

COMMITMENT

3.1 Create a holistic approach to authentic FNIM third party spending, spanning Business, Corporate Citizenship, HR and Recruitment, including ongoing measurement and tracking

DETAILS

Develop and implement a comprehensive procurement tracking and reporting framework to monitor Accenture's spend with First Nations, Inuit and Métis (FNIM) businesses across all business units. The framework will enhance transparency, accountability and measurement of progress, while prioritizing supplier authenticity through processes that verify participating businesses are Indigenous-owned and operated.

3.2 Broaden the scope and strengthen FNIM partnerships by fostering relationships that are reciprocal and reflect diverse services, skills, Treaty Territories and settlements

Foster genuine and authentic connections with FNIM businesses across Canada by engaging with communities, sharing information and valuing a diversity of skills and services. Nurture meaningful, ongoing growth in FNIM relationships by remaining present and actively involved in the community. Guarantee FNIM representation in all FNIM partnership initiatives.

3.3 Expand the participation of FNIM businesses in the supplier development program in the form of mentorship

Identify and recruit additional FNIM businesses to join Accenture's supplier development mentorship program. Collaborate with these businesses to assess and strengthen key areas of business capacity.

SPOTLIGHT

01 **PLATO**

Accenture in Canada's reconciliation journey focuses on creating meaningful opportunities for Indigenous communities while delivering exceptional value to our clients. A cornerstone of this commitment is our partnership with PLATO, Canada's largest Indigenous-owned technology services firm.

PLATO specializes in technology testing services and operates a unique train-to-hire model designed to launch careers for FNIM people in technology. The company offers training programs across Canada for individuals with no prior technology experience. After eight months of classroom and practical training, participants graduate and are offered a full-time position as apprentice testers. The two-year apprenticeship program provides structured learning and work assignments. Since its inception, PLATO has trained hundreds of FNIM people, creating sustainable career paths and building a stronger, more inclusive technology workforce.

Accenture in Canada began working with PLATO in 2023, delivering some of our largest projects together. In September 2025, we announced a formal partnership reflecting our shared values of client impact and Indigenous inclusion.



This partnership goes beyond business—it embodies our shared vision for reconciliation through action. Together, we are working to broaden PLATO's offerings so they can support Accenture in Canada and our clients across more technology domains and we perceive every engagement together as economic opportunity and career development for FNIM people.

Our Reconciliation Pillars and Commitments

Pillar IV

Community Relations

“Enriching the heart, soul, body and mind. A safe, honest space that inhabits and facilitates growth as a community! I’ve never felt more welcome and seen. I will truly cherish these times and am eternally grateful!”

Justin Starr
Accenture employee
Plains Cree



Community Relations

COMMITMENT

4.1 Partner with clients to collectively advance a shared commitment to FNIM inclusion and reconciliation

4.2 Build authentic, holistic and reciprocal relationships with FNIM partners

DETAILS

Seek ways to advance meaningful action towards inclusion and reconciliation in cases where Accenture and client FNIM reconciliation goals align.

Explore opportunities to remove existing barriers for ease of relationship development and work with non-profit partners to facilitate relationship development.



SPOTLIGHT

01 Indigenous Friends Association

Since 2022, Accenture in Canada and the Indigenous Friends Association (IFA) have built a reciprocal and authentic relationship, working together to advance opportunities for FNIM students nationwide. Through multiple annual cohorts, IFA delivers technology training that equips participants with skills in diverse technology applications. This collaboration provides Accenture in Canada with a valuable pipeline of future FNIM talent. Accenture in Canada contributes to this partnership by providing financial support through the Corporate Citizenship program and facilitating career development sessions, including resume and cover letter guidance for prospective candidates.

“ IFA and Accenture in Canada have collaborated to support FNIM in pursuing their self-determined career aspirations and contributions to the digital technology realm. Together, we have promoted upskilling opportunities, streamlined application processes and created a digital career pathway for continued professional growth for FNIM employees. By building strong partnerships based upon shared values, mutual respect and understanding, we are helping FNIM professionals to make an impact in the digital technology industry. IFA looks forward to continuing onward with this valued partnership and working to build upon its success moving forward. ”

Duane Ironstand

Partnership Lead,
Indigenous Friends Association





02 Indspire

Accenture in Canada partners with Indspire, an Indigenous national charity dedicated to advancing the education of FNIM students. Through the 'Accenture Canada FNIM Student Bursary', we support Indigenous students to pursue a post-secondary education. Charity Intelligence Canada recognized Indspire with their five-star rating and named it a Top 10 Canadian Impact Charity from 2017 to 2024, while Maclean's selected Indspire as a 2019 and 2020 Top Rated Charity.

“ Meaningful reconciliation is built on sustained, respectful partnerships that create real change. Accenture's ongoing annual investment in Indspire's Building Brighter Futures: Bursaries & Scholarships program demonstrates a genuine commitment to the success of Indigenous students. Their support helps ensure that FNIM learners have the tools and opportunities they need to thrive. ”

Mike DeGagné

President & CEO,
Indspire



Our Reconciliation Pillars and Commitments

Pillar V

Cultural Awareness

“I’m thankful for growing and adapting to Accenture. Seeing more FNIM representation has been both uplifting and powerful, and I’m truly glad to be part of it.”

Winona Omeasoo
Accenture employee
Plains Cree



Cultural Awareness

COMMITMENT

5.1 Strengthen and broaden cultural awareness programming to equip non-FNIM employees with a deeper understanding of FNIM Peoples lived experiences

5.2 Engage Accenture in Canada employees to support the advancement of the Reconciliation Action Plan through increased awareness of the plan and its impacts

5.3 Support sense of belonging for FNIM employees by promoting FNIM visual representation in the workplace

DETAILS

Foster a culturally aware, inclusive and respectful workplace by requiring all employees and contractors who will be working with, and/or supervising FNIM team members to participate in ongoing learning focused on FNIM Peoples' histories, experiences and contributions.

Develop and launch an internal communications campaign to highlight Accenture's Reconciliation Action Plan journey, inviting all employees to actively participate in reconciliation initiatives. Create an Indigenous style guide to ensure culturally respectful communications. Spotlight Indigenous employee supports, career growth opportunities and mentorship programs. Establish a centralized Reconciliation Action Plan hub on Accenture's intranet to promote events, resources and milestones. Share information about external partner organizations to increase awareness and showcase the impact of Accenture in Canada's work.

Continue to celebrate and showcase FNIM cultures in the workplace. Examples may include sourcing artwork for display in Accenture in Canada offices and designating specific days throughout the year to celebrate and build awareness about FNIM culture and history.

SPOTLIGHT

01 Indigenous Peoples Employee Resource Group

The Indigenous Peoples Employee Resource Group (ERG) at Accenture in Canada is committed to creating a culturally safe, inclusive and empowering environment for FNIM employees and allies. Through engagement, education and advocacy, the ERG celebrates Indigenous heritage, advances reconciliation and amplifies Indigenous voices across the organization.

The ERG's initiatives—such as mentorship, buddy programs and national event programming—foster cultural awareness, support well-being and drive positive change. A cornerstone initiative is the annual Walk for Wenjack, a national event held in partnership with the Gord Downie & Chanie Wenjack Fund.

This walk unites Indigenous and non-Indigenous employees and communities across Canada to honour the legacy of Chanie Wenjack, raise awareness of the history and impact of residential schools and inspire action toward reconciliation.

The activities of the Indigenous Peoples ERG closely align with Accenture's Indigenous strategy, focusing on Indigenous business engagement, professional support and mentoring. The ERG also leads the celebration of National Indigenous History Month in June and National Indigenous Peoples Day on June 21.



02 Kairos Blanket Exercise

Accenture in Canada regularly offers the virtual KAIROS Blanket Exercise, an Indigenous-led experiential learning experience that builds awareness of the histories of First Nations, Inuit and Métis Peoples and the ongoing impacts of colonization in Canada. Developed in response to recommendations from the Royal Commission on Aboriginal Peoples, the exercise encourages meaningful reflection, dialogue and learning. To date, more than 100 employees have deepened their understanding of Indigenous experiences and strengthened their knowledge in support of reconciliation through this training experience.

“ Thank you for hosting such an impactful learning workshop. The way it was structured gave us a small glimpse into what it would have been like, and is currently like, living as an Indigenous person. I am eager to process the material further and foster conversations with my friends and family on how we can better support native populations in our own area as well. ”

Workshop attendee-
Accenture employee





Thank you

In the **Indigenous languages**
of our Listening Circle

Siyisgaas

Dene

Nia:wen

Mohawk

Kukstem

Xaxli'p

Kinanaskomitin

Woodland Cree

Kitatamhim

Plains Cree

Miigwech

Ojibwa/Algonquin

Wela'lin/wela'lioq

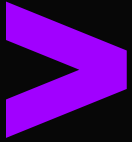
Mi'kmaq

Gilakas'la

Gwawa'enuzxw

Maarsi

Michif



About Accenture

Accenture helps the world's leading enterprises reinvent by building their digital core and unleashing the power of AI to create value at speed for organizations across industries. Our strategy is to be the reinvention partner of choice for our clients and lead in the safe, widespread adoption of AI, and to be the most client-focused, AI-enabled, great place to work in the world. We bring together the talent of our approximately 799,000 people with proprietary assets and platforms, deep process and industry expertise, and leading ecosystem relationships to deliver end-to-end solutions and measurable outcomes at scale. Through our Reinvention Services, we offer broad expertise across Cybersecurity, Digital Core, Finance, Industry and Enterprise, Song, Supply Chain and Engineering, and Talent, with advanced capabilities in AI and Data, Industry and Process, and Technology. We serve approximately 9,000 clients and generated approximately \$70 billion in FY25 revenue. Visit us at **[accenture.com](https://www.accenture.com)**.