

Indigenous Inclusion Plan

Juno is committed to fostering an inclusive environment that respects and incorporates Indigenous perspectives. As an Indigenous-owned firm, we value our connections with Indigenous communities and institutions, such as our affiliation with the University of Calgary's Indigenous Pathways program and our active involvement with the Métis Nation of Alberta.

The following plan focuses on inclusive hiring practices, providing professional development and mentorship for Indigenous employees, and fostering a culturally aware workplace. We are also dedicated to supporting the First Nations Power Authority (FNPA) and maintaining our certifications with the Canadian Council of Indigenous Businesses (CCIB) and Indigenous Services Canada's Indigenous Business Directory.

Additionally, we aim to engage in community projects that benefit Indigenous communities and adopt sustainable practices aligned with traditional ecological knowledge. Our progress is monitored through regular reviews, measurable goals, and transparent reporting to ensure accountability and continuous improvement.

Affiliations and Partnerships

University of Calgary's Indigenous Pathways Program

The Indigenous Pathways Program at the University of Calgary supports Indigenous students pursuing careers in various fields, including engineering, science, and architecture. This program provides culturally relevant academic and peer support, helping students transition smoothly into university life and succeed academically. We are proud to be affiliated with this program and will actively collaborate to provide internship opportunities, mentorship, and career development support to Indigenous students.

Métis Nation of Alberta

Our ongoing collaboration with the Métis Nation of Alberta involves supporting their initiatives and engaging in community development projects. With the majority owner being a member of the Métis Nation of Alberta and our registration with the Alberta Métis Works business directory, we demonstrate our commitment to the Métis community's values and needs. This affiliation not only highlights our dedication to Indigenous inclusion but also ensures that the Métis community, often overlooked, is recognized and valued as an equal status Aboriginal community.

First Nations Power Authority (FNPA)

The FNPA facilitates economic and social success for Indigenous communities by prioritizing their involvement in the energy sector through partnerships, economic reconciliation, and education. Our support for FNPA aligns with their mission to advance Indigenous-led clean energy projects, ensuring energy sovereignty and sustainability for Indigenous peoples. We are committed to collaborating with FNPA to create opportunities and drive meaningful participation in the renewable energy industry.



Recruitment and Retention

Inclusive Hiring Practices

We will implement inclusive hiring practices to attract Indigenous talent. This includes:

- Partnering with Indigenous organizations and educational institutions to reach potential candidates.
- Offering scholarships and internship programs specifically for Indigenous students.
- Ensuring our job postings and recruitment materials are accessible and culturally appropriate.

Retention and Professional Development

To retain Indigenous employees and support their professional growth, we will:

- Provide mentorship programs pairing Indigenous employees with experienced staff.
- Offer continuous professional development opportunities tailored to Indigenous needs and perspectives.
- Create an inclusive workplace culture that respects and celebrates Indigenous traditions and practices.

Cultural Awareness and Education

Cultural Competency Training

We will provide cultural competency training for all employees, focusing on:

- Understanding Indigenous histories, cultures, and contributions.
- Recognizing and addressing unconscious biases and systemic barriers.
- Promoting respectful and inclusive interactions with Indigenous colleagues and clients.

Celebrating Indigenous Cultures

We will celebrate Indigenous cultures within our organization by:

- Observing significant Indigenous events and holidays.
- Hosting cultural workshops and presentations by Indigenous leaders and artists.
- Encouraging the display of Indigenous art and symbols in our offices.

Community Engagement and Social Responsibility

Community Projects

We will engage in community projects that support Indigenous development, such as:

- Collaborating on infrastructure projects that benefit Indigenous communities.
- Supporting educational programs that promote STEM (Science, Technology, Engineering, and Mathematics) among Indigenous youth.

Environmental Stewardship

We recognize the importance of environmental stewardship to Indigenous cultures and will:

- Adopt sustainable practices in our projects and operations.
- Involve Indigenous communities in environmental impact assessments and decision-making processes.
- Promote the use of traditional ecological knowledge in our environmental management practices.

Certifications and Registrations

Canadian Council of Indigenous Businesses (CCIB)

We commit to maintaining our certification with the CCAB, which promotes the full participation of Indigenous peoples in Canada's economy. This certification aligns with our values of fostering sustainable economic growth and partnerships with Indigenous businesses.

Indigenous Services Canada's Indigenous Business Directory

We will ensure our continued registration in Indigenous Services Canada's Indigenous Business Directory, which enhances visibility and opportunities for Indigenous businesses. This registration supports our goal of building strong, lasting relationships with Indigenous communities and stakeholders.

Monitoring and Evaluation

Accountability Measures

We will establish accountability measures to ensure the effectiveness of our Indigenous Inclusion Plan, including:

- Regularly reviewing and updating our policies and practices.
- Setting measurable goals and tracking our progress.
- Seeking feedback from Indigenous employees and partners to continually improve our initiatives.

Reporting

We will transparently report our progress on Indigenous inclusion through:

- Annual reports highlighting our achievements and areas for improvement.
- Publicly sharing success stories and best practices.

Our commitment to Indigenous inclusion is integral to our mission and values as an engineering consulting business. By implementing this plan, we aim to create a more inclusive, respectful, and equitable workplace that recognizes and values the contributions of Indigenous peoples. Together, we will build stronger partnerships, foster greater understanding, and drive meaningful change within our industry and communities.