



2BADGERS
CONSULTING INC.

2 BADGERS CONSULTING INC.
PROUDLY FIRST NATIONS



**WORKING EFFECTIVELY WITH ABORIGINAL
PEOPLES CONFERENCE 2013**



BACKGROUND AND EXPERIENCE



"Our generational connection is to the land"



“Aboriginal/Industry Engagement: A First Nations Consultant’s Perspective”





CONFLICT MEDIATION



- Provincial Community Relations Liaison
- Develop Proactive Strategies
- Research, Analyze and Understand
- Learning from lessons of the past





TRENDS



Worst Practices



Best Practices





WORST PRACTICES



ACTIONS

- *No engagement strategy*
- *Not listening*
- *Failing to consult early*
- *Lack of cross-cultural awareness*
- *No due diligence research*
- *Failure to follow protocols*
- *Approaching with a ME rather than WE attitude*
- *Failing to bring CEO/ decision maker to the table*

RESULTS

- *Company-Community conflict*
- *Mediation vs. litigation*
- *Project stoppage or closure*
- *Loss of reputation*
- *Loss of economic opportunities*
- *Financial loss*
- **LOSS OF RELATIONSHIP**





BEST PRACTICES



ACTIONS

- *Engagement strategy*
- *Communications strategy*
- *Defined project parameters & objectives*
- *Consult early and often*
- *Cultural awareness education*
- *Due diligence research*
- *Following protocols*
- *Think “Corporate Social Responsibility”*

RESULTS

- *Long-term relationships based on trust and respect*
- *Social license to operate*
- *Understanding of culture*
- *Economic benefits to both sides*





WHY ENGAGE



- *Meaningful engagement is long term and involved, it offers continuity with the relationship*
- *An opportunity to build proactive relationships and partnerships*
- *Essential to obtaining your social license*
- *Opens the doors to understanding one another's interests*
- *Creates a collaborative venue for problem solving*
- *Builds on a broader sense of community*





“THE COST OF CONFLICT WITH LOCAL COMMUNITIES IN THE EXTRACTIVE INDUSTRY”



“The extractive Industry has the potential to significantly transform environments, communities and economies. At times, such transformation may manifest in conflicts or disputes between a resource company and local communities, or even a complete breakdown of the company's social license to operate”

*Rachel Davis, Harvard University &
Daniel M. Franks, University of Queensland
Australia*

“CREATING EFFECTIVE SOLUTIONS THROUGH
MEANINGFUL CONSULTATION”



2BADGERS
CONSULTING INC.

Incorporated September 2011

PROUDLY FIRST NATIONS



2BADGERS OBJECTIVES



MISSION

To foster *mutually beneficial* partnerships between Industry and First Nations that will strengthen both the communities and the economy, while cultivating a new set of business practices centred upon social impact and *corporate responsibility*.

VISION

To assist in the creation of successful, *long-term sustainable relationships* between the Aboriginal Peoples of Canada and the Industry sector, resulting in independent, economically sound, and socially and environmentally responsible businesses and communities.

VALUES

Integrity, transparency, respect for the individual and community. At 2 Badgers value creation requires that our insight and expertise deliver awareness and positive change to our clients, while still ensuring their business remains profitable.



CSR/CAPACITY BUILDING INITIATIVES



- Socio-economic initiatives
- Jobs
- Cultural and traditional preservation
- Training/Education
- Procurement
- Environmental protection
- Business partnerships / Joint Ventures
- Remote training programs
- Royalties
- Infrastructure development
- Capacity building
- Community wellness initiatives
- Assistance with employment challenges, retention, recruiting and transition
- Mitigating risk & conflict
- Financial management





STRATEGIC ALLIANCE INITIATIVE



- Willingness to engage in cultural awareness training
- Open to offering apprenticeship, mentorship, and training opportunities at all levels
- Commitment to offering employment opportunities for Aboriginal peoples where possible
- Respect for the environment
- Commitment to the health and safety of the employees and community
- Engaging in business partnerships from a position of transparency, respect and trust





SO, AT THE END OF THE DAY...



Success with the Duty to Consult is a relative term, holding a vastly different significance for different people and communities , however it can be agreed that with regard to Industry/First Nations relations, success means: sustainable economic benefit, mutual respect and confidence that the relationship will evolve to produce new solutions to new problems together.



THANK YOU
KUKWTSE'TSEMC

Only when the last tree has died
and the last river has been poisoned
and the last fish has been caught
will we realize....we cannot eat
money.

Cree Indian Expression