

Indigenous Program Review Recommendations

Indigenous Program Review Implementation What does it mean for all DFO and CCG employees?

The National Indigenous Fisheries Institute identified a number of cross-cutting recommendations and priorities that involve all DFO-CCG employees: from senior executives to middle managers and line officers.

- 1. **Demonstrate the renewed relationship** to implement the recommendations made during Indigenous Program Review.
- Shift to a shared capacity model to end the duplication of services best delivered by Indigenous
 people in their communities through an Indigenous procurement policy, A-base funding for
 Indigenous knowledge and science, and co-development of data-sharing agreements and
 parameters.
- 3. Ensure timely funding, annual planning cycles and consistent reporting in all DFO-CCG contribution agreements with Indigenous groups and communities so work plans and project proposals are approved and funding begins in the first quarter of the fiscal year and reporting requirements are aligned to the reports that Indigenous communities, groups and enterprises are already giving to their leadership and members.
- 4. Use a contribution agreement model and standardize terms and conditions across all sectors to make DFO-CCG funding programs more predictable to Indigenous recipients and seek the advice of the Indigenous Affairs and Reconciliation Directorate about how to most effectively roll-out funding programs that are open to Indigenous recipients.
- 5. Align performance metrics of programs and activities to Indigenous definitions of success which have been outlined in all three Indigenous Program Review recommendation reports.
- 6. Play your part in building DFO-CCG's relationship with Indigenous peoples by taking the Indigenous Fisheries 101 training and participating in other internal human resource strategies and training related to working with and understanding Indigenous peoples and communities.
- 7. Participate in the partnership being established between DFO-CCG and Employment and Social Development Canada to advance Indigenous training and skills development programs offered through the Department and Agency along career progression paths.