NATIONAL INDIGENOUS FISHERIES INSTITUTE
INSTITUT NATIONAL DES PÊCHES AUTOCHTONES
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Indigenous Program Review
Recommendations

Indigenous Program Review
Department- and Agency-wide Recommendations

The National Indigenous Fisheries Institute identified seven ways that DFO-CCG could make department- and agency-wide changes.

1. **Demonstrate the renewed relationship** by committing to implement the recommendations made during Indigenous Program Review and being accountable for supporting a renewed relationship with Indigenous people, groups and communities. This means recognizing priority rights and implementing meaningful co-management. It involves all DFO-CCG employees: from senior executives to middle managers and line officers.

2. **Shift to a shared capacity model** to end the duplication of services best delivered by Indigenous people in their communities; especially, 'in the field' research, data collection and scientific activities. This requires a DFO-CCG 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** 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. This requires service standards for contribution agreement funding timelines to be set and met.

4. **Use a contribution agreement model and standardize terms and conditions** across all sectors to reduce the time communities, groups and enterprises spend on applications and reporting and to make DFO-CCG funding programs more predictable to Indigenous recipients. For example, agreements, terms and conditions should be based on the Indigenous program model and the meaning and objectives of certain terms, such as co-management, should be consistent. Sectors should also 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. This includes facilitating the application process for communities to apply for federal funding by connecting other funding opportunities to current DFO Indigenous program contribution agreements.

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. **Invest in relationship-building** through internal human resource strategies, succession planning, and Indigenous Fisheries 101 training that will yield and retain knowledgeable DFO-CCG staff who demonstrate the Crown's commitment to advance its relationship with Indigenous peoples. Indigenous program staff in each DFO-CCG region should also serve communities and groups by geographic area and, as a standard practise, bring funding opportunities being offered by other sectors to their attention.

7. **Secure long-term source of training funds** to advance training and skills development along career progression paths by establishing a long-term partnership between DFO-CCG and Employment and Social Development Canada. This partnership should also be used to help Indigenous groups and communities retain and build their capacity, and be able to prepare for and address staff succession needs.