





Action Areas		Enhance Internal Capacity to Deliver on Reconciliation			Transform Laws and Policies			Negotiate Treaties and Non-Treaty Agreements			Build Decision-Making and Collaborative Management Processes			Enhance Economic Opportunities and Capacity		
DFO SECTORS	Aquatic Ecosystems	Aquaculture Management <ul style="list-style-type: none"><li>Enhance collaboration with Indigenous groups in federal aquaculture management</li><li>Involve Indigenous groups in the development and implementation of new policy, program, and legislative directions in the aquaculture sector</li></ul>			Fisheries Protection <ul style="list-style-type: none"><li>Involve Indigenous groups in the development and implementation of new policy, program, and operational initiatives in relation to fish and fish habitat conservation and protection</li></ul>			Aquatic Invasive Species <ul style="list-style-type: none"><li>Share information on aquatic invasive species with Indigenous groups and communities</li></ul>		Species at Risk <ul style="list-style-type: none"><li>Build capacity of indigenous peoples through the Nature Legacy Fund and the Habitat Stewardship Program</li><li>Deepen the involvement with Indigenous groups on species at risk activities</li></ul>		Oceans Management <ul style="list-style-type: none"><li>Work collaboratively with Indigenous organizations on national oceans management policy development</li><li>Enhance the role of Indigenous governments and organizations in marine conservation through formal agreements and capacity building</li><li>Enhance the role of Indigenous governments and organizations in marine spatial planning through formal agreements and capacity building</li></ul>				
	Chief Financial Officer	Management and Oversight <ul style="list-style-type: none"><li>Support ongoing tracking and reporting on reconciliation activities and results</li></ul>		Financial Management <ul style="list-style-type: none"><li>Maintain and support ongoing tracking and reporting on spending related to Indigenous activities and issues</li><li>Develop procedures to enable the use of honoraria and ceremonial gifts for Indigenous Elders</li></ul>					Materiel Management <ul style="list-style-type: none"><li>Develop a DFO-Coast Guard strategy to increase Indigenous procurement that aligns with the PSAB</li><li>Identify and support solutions to the barriers to contracting with Indigenous communities</li></ul>			Acquisition Management				
	Ecosystems and Oceans Science	Aquatic Animal Health <ul style="list-style-type: none"><li>Increase Indigenous involvement in the prioritizing, conduct, and communicating of science and survey activities</li></ul>	Biotechnology and Genomics	Aquaculture Science	Fisheries Science <ul style="list-style-type: none"><li>Increase Indigenous involvement in the prioritizing, conduct, and communicating of science and survey activities</li></ul>			Aquatic Ecosystem Science	Oceans and Climate Change Science	Hydrographic Services, Data, and Science <ul style="list-style-type: none"><li>Involve Indigenous groups in new surveys or products covering traditional territories</li><li>Invite local Indigenous groups to bring a cultural/ Indigenous Knowledge advisor onboard during surveys</li></ul>						
	Fisheries and Harbour Management	Fisheries Management <ul style="list-style-type: none"><li>Involve Indigenous people in advancing Nunavut Fisheries Regulations</li><li>Enhance Indigenous involvement in fisheries management processes</li><li>Co-develop a West Coast salmon allocation policy</li><li>Undertake and support Indigenous-fisheries stakeholder relationship building initiatives</li></ul>					International Engagement <ul style="list-style-type: none"><li>Seek to increase Indigenous involvement in international agreements and fora</li><li>Seek to build the export capacity of Inuit and other Indigenous groups to access foreign markets</li></ul>			Small Craft Harbours <ul style="list-style-type: none"><li>Increase Involvement of Indigenous people in the Harbour Authorities process</li></ul>		Conservation and Protection <ul style="list-style-type: none"><li>Enter into restorative justice protocols with Indigenous groups</li><li>Enter into cooperative operational enforcement agreements with Indigenous groups</li></ul>				
	Human Resources and Corporate Services	HR Management <ul style="list-style-type: none"><li>Develop a departmental Indigenous recruitment and retention strategy</li><li>Promote employee training offered by the Canada School of Public Service on reconciliation, Indigenous rights, and the history of Indigenous-Crown relations</li></ul>					Information Management	Information Technology	Real Property <ul style="list-style-type: none"><li>Promote earlier engagement and greater involvement of Indigenous groups in significant construction projects</li><li>Promote earlier notification of Indigenous groups in real property disposals</li></ul>							
	Strategic Policy	Indigenous Affairs and Reconciliation <ul style="list-style-type: none"><li>Pursue opportunities for more flexible Indigenous rights recognition agreements</li><li>Co-deliver Indigenous commercial and collaborative management programs focussed on increasing and sustaining capacity building</li><li>Develop a coordinated departmental approach to and tools for Indigenous engagement and consultation</li><li>Implement the DFO-Coast Guard Reconciliation Strategy in collaboration with Indigenous partners</li><li>Co-develop guidance for the Department on Indigenous Knowledge</li><li>Enhance Indigenous involvement in fisheries management processes</li></ul>					Fisheries Economics and Statistics	Aquatic Ecosystems Economics	Marine Operations Economics	Communications <ul style="list-style-type: none"><li>Produce up-to-date external web and intranet content related to Indigenous programs and reconciliation</li><li>Conduct collaborative external communications/announcements with Indigenous partners</li><li>Ensure reconciliation and partnerships with Indigenous peoples are a standing feature on departmental social media channels</li></ul>						
	Legal Services	Legal Services <ul style="list-style-type: none"><li>Continue to work collaboratively to implement DFO's Aboriginal Fishing Rights Litigation Strategy</li><li>DFO Legal Services to hold a workshop to discuss key initiatives that promote reconciliation and identify potential legal issues and solutions</li></ul>														
	Internal Audit	Internal Audit <ul style="list-style-type: none"><li>Ensure consideration of Indigenous candidates for TB appointments on the Departmental Audit Committee</li></ul>														
	Pacific Region	Salmonid Enhancement <ul style="list-style-type: none"><li>Continue to work with First Nations to deliver on salmon harvesting, rebuilding, assessment, stewardship, and habitat restoration</li></ul>														
COAST GUARD SECTORS	National Strategies	Icebreaking Services <ul style="list-style-type: none"><li>Collaborative communication and engagement with Indigenous communities</li></ul>		Aids to Navigation <ul style="list-style-type: none"><li>N/A</li></ul>	Waterways Management <ul style="list-style-type: none"><li>N/A</li></ul>	Marine Communications and Traffic Services <ul style="list-style-type: none"><li>Targeted hiring processes for MCTS officers</li></ul>	Search and Rescue <ul style="list-style-type: none"><li>More collaborative and productive relationships with Indigenous groups involved in search and rescue processes</li></ul>			Environmental Response <ul style="list-style-type: none"><li>More collaborative and productive relationships with Indigenous groups involved in environmental response processes</li></ul>						
	Operations	Maritime Security <ul style="list-style-type: none"><li>N/A</li></ul>					Fleet Operational Capability <ul style="list-style-type: none"><li>N/A</li></ul>									
	Integrated Technical Services	Fleet Maintenance <ul style="list-style-type: none"><li>Support the DFO-Coast Guard strategy to increase Indigenous procurement</li></ul>					Shore-based Asset Readiness <ul style="list-style-type: none"><li>Enhance Indigenous engagement in the installation and maintenance of shore-based infrastructure</li></ul>									
	Integrated Business Management Services	Canadian Coast Guard College <ul style="list-style-type: none"><li>Respond to identified training needs of specific Indigenous groups</li></ul>														
	Major Projects	Fleet Procurement <ul style="list-style-type: none"><li>Support the DFO-Coast Guard strategy to increase Indigenous procurement</li></ul>														
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