



# DFO-Coast Guard Reconciliation Strategy



Federal  
Commitment

Build renewed nation-to-nation, Inuit-Crown, and government-to-government relationships with Indigenous peoples based on the recognition of rights, respect, co-operation, and partnership

DFO-  
Coast Guard  
Commitment

Recognize and implement Indigenous and treaty rights related to fisheries, oceans, aquatic habitat, and marine waterways in a manner consistent with section 35 of the *Constitution Act, 1982*, the United Nations Declaration on the Rights of Indigenous Peoples, and the federal Principles Respecting the Government of Canada's Relationship with Indigenous Peoples

Long-term  
Objectives

Strengthened Indigenous-Crown Relationship	Recognized Self-Determination	Reduced Socio-Economic Gaps
DFO-Coast Guard partners with Indigenous groups on a rights recognition and distinctions basis, using aggregates where feasible. Indigenous groups' role in management and decision-making is well-defined, implemented, accepted by all parties.	Indigenous groups effectively manage their own fisheries and other marine assets in their territories. Indigenous groups share in fisheries, oceans, aquatic habitat, and marine waterways decision-making.	Indigenous groups have appropriate food, social, ceremonial (FSC) and commercial fish access. Indigenous groups participate in a variety of economic development opportunities (e.g., fish harvesting, aquaculture, marine infrastructure).



The quality of DFO and Coast Guard relationships with Indigenous peoples is enhanced	Indigenous peoples have jurisdiction over their affairs and share in decision-making	Socio-economic benefits are increased for Indigenous peoples
Indigenous peoples are engaged with DFO and Coast Guard in management and decision-making activities	Indigenous peoples have the capacity to manage their affairs and participate in decision-making	Indigenous peoples have the capacity to participate in a variety of economic opportunities
DFO and Coast Guard employees are aware of Indigenous peoples' rights, expected roles, and aspirations	Policies, programs, and processes are in place that enable Indigenous management and decision-making	Indigenous peoples have access to new and expanded programs and policies that support economic development in the sector

Departmental  
Result

Enhanced relationships with, involvement of, and outcomes for Indigenous peoples

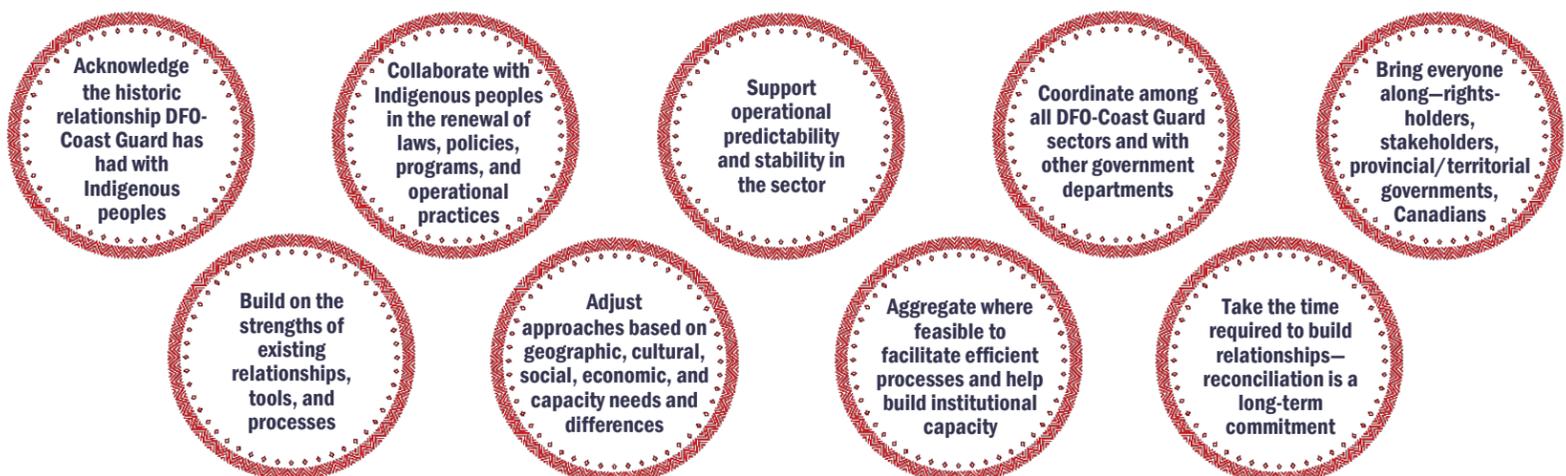
Departmental  
Indicators

# of agreements / arrangements involving Indigenous groups	# of Indigenous people trained through agreements / arrangements	# of Indigenous people employed through agreements / arrangements
--	--	---

Programs  
Contributing  
to Indicators

Indigenous Affairs and Reconciliation	Aquaculture Management	Salmonid Enhancement	International Engagement	Small Craft Harbours	Conservation and Protection
Aquatic Animal Health	Biotechnology and Genomics	Aquaculture Science	Fisheries Science	Fisheries Protection	Species at Risk
Oceans Management	Aquatic Ecosystems Science	Oceans and Climate Change Science	Marine Communications and Traffic Services	Shore-Based Asset Readiness	Hydrographic Services, Data and Science
Search and Rescue		Environmental Response	Fleet Maintenance		

Guiding  
Principles



VISION

RESULTS

PRINCIPLES



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
--------------	--	-----------------------------	--	--	---

Aquatic Ecosystems	<b>Aquaculture Management</b> <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>	<b>Fisheries Protection</b> <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>	<b>Aquatic Invasive Species</b> <ul style="list-style-type: none"> <li>Share information on aquatic invasive species with Indigenous groups and communities</li> </ul>	<b>Species at Risk</b> <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>	<b>Oceans Management</b> <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	<b>Management and Oversight</b> <ul style="list-style-type: none"> <li>Support ongoing tracking and reporting on reconciliation activities and results</li> </ul>	<b>Financial Management</b> <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>	<b>Material Management</b> <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>	<b>Acquisition Management</b>
-------------------------	---	---	---	-------------------------------

Ecosystems and Oceans Science	<b>Aquatic Animal Health</b> <ul style="list-style-type: none"> <li>Increase Indigenous involvement in the prioritizing, conduct, and communicating of science and survey activities</li> </ul>	<b>Biotechnology and Genomics</b>	<b>Aquaculture Science</b>	<b>Fisheries Science</b> <ul style="list-style-type: none"> <li>Increase Indigenous involvement in the prioritizing, conduct, and communicating of science and survey activities</li> </ul>	<b>Aquatic Ecosystem Science</b> <ul style="list-style-type: none"> <li>Increase Indigenous involvement in the prioritizing, conduct, and communicating of science and survey activities</li> </ul>	<b>Oceans and Climate Change Science</b>	<b>Hydrographic Services, Data, and Science</b> <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	<b>Fisheries Management</b> <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>	<b>International Engagement</b> <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>	<b>Small Craft Harbours</b> <ul style="list-style-type: none"> <li>Increase involvement of Indigenous people in the Harbour Authorities process</li> </ul>	<b>Conservation and Protection</b> <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	<b>HR Management</b> <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>	<b>Information Management</b> <ul style="list-style-type: none"> <li>Increase employee Indigenous awareness and engagement</li> <li>Facilitate leveraging of applications/data between departmental client groups</li> </ul>	<b>Information Technology</b>	<b>Real Property</b> <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	<b>Indigenous Affairs and Reconciliation</b> <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>	<b>Fisheries Economics and Statistics</b> <ul style="list-style-type: none"> <li>Build capacity to undertake ongoing socio-economic analysis of Indigenous issues</li> </ul>	<b>Aquatic Ecosystems Economics</b>	<b>Marine Operations Economics</b>	<b>Communications</b> <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	<b>Legal Services</b> <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	<b>Internal Audit</b> <ul style="list-style-type: none"> <li>Ensure consideration of Indigenous candidates for TB appointments on the Departmental Audit Committee</li> </ul>
----------------	---

Pacific Region	<b>Salmonid Enhancement</b> <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>
----------------	---

National Strategies	<b>Icebreaking Services</b> <ul style="list-style-type: none"> <li>Collaborative communication and engagement with Indigenous communities</li> </ul>	<b>Aids to Navigation</b> <ul style="list-style-type: none"> <li>N/A</li> </ul>	<b>Waterways Management</b> <ul style="list-style-type: none"> <li>N/A</li> </ul>	<b>Marine Communications and Traffic Services</b> <ul style="list-style-type: none"> <li>Targeted hiring processes for MCTS officers</li> </ul>	<b>Search and Rescue</b> <ul style="list-style-type: none"> <li>More collaborative and productive relationships with Indigenous groups involved in search and rescue processes</li> </ul>	<b>Environmental Response</b> <ul style="list-style-type: none"> <li>More collaborative and productive relationships with Indigenous groups involved in environmental response processes</li> </ul>
---------------------	--	---	---	---	---	---

Operations	<b>Maritime Security</b> <ul style="list-style-type: none"> <li>N/A</li> </ul>	<b>Fleet Operational Capability</b> <ul style="list-style-type: none"> <li>N/A</li> </ul>
------------	--	---

Integrated Technical Services	<b>Fleet Maintenance</b> <ul style="list-style-type: none"> <li>Support the DFO-Coast Guard strategy to increase Indigenous procurement</li> </ul>	<b>Shore-based Asset Readiness</b> <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	<b>Canadian Coast Guard College</b> <ul style="list-style-type: none"> <li>Respond to identified training needs of specific Indigenous groups</li> </ul>
---	--

Major Projects	<b>Fleet Procurement</b> <ul style="list-style-type: none"> <li>Support the DFO-Coast Guard strategy to increase Indigenous procurement</li> </ul>
----------------	--

DFO SECTORS

COAST GUARD SECTORS

ACTIONS