



# ReconciliACTION Plan

Nous Group

2023

## Our vision

Our vision is that Nous' reconciliation journey builds genuine understanding, empathy, and friendship with First Nations, Métis and Inuit Peoples in Canada.

## Our values

Our ReconciliACTION plan is underpinned by the following foundational values:

### Truth

Our ReconciliACTION plan begins with truth. Nous recognizes that the history we may have been taught is incomplete; listening and learning from the stories of Indigenous Peoples in Canada, past and present, is integral to our individual and collective reconciliation journey.

### Respect

We recognize that Canada is a country whose land has for time immemorial been stewarded by Indigenous Peoples and the deep and abiding connection many Indigenous people have for the land.

### Friendship

We recognize that Indigenous culture and beliefs continue to thrive in Canada, and we value Indigenous worldviews. We recognize that friendship is a lasting relationship based on trust that is built over time and is an important pathway to reconciliation.

## Our commitment

Through our actions, we commit to:

- Increasing our awareness of the experience, histories and stories of First Nations, Métis and Inuit peoples through listening and learning from the stories of Indigenous Peoples, particularly in the areas in which we work – Education, Government and Health
- Increasing the number of Indigenous employees working at Nous in Canada with a goal of 3% of total staff
- Working towards building open-ended relationships and friendships with First Nations, Métis and Inuit individuals and/or organizations with the view of identifying and supporting the achievement of mutual goals



## Background to this document

Nous Group is an international management consultancy originating in Australia. We currently have over 750 people with offices across Australia, the United Kingdom and Canada. In Australia, Nous has had a long-standing Australian-focused Reconciliation Action Plan beginning in 2015.

Nous Group Canada is a newer office and recognizes the great work in Australia and is committed to continuing our reconciliation journey. As part of this, we have developed this ReconciliACTION plan that is grounded in the goals of the First Nations, Métis and Inuit Peoples in Canada. Both plans are guided by recommendations in the United Nations Declaration on the Rights of Indigenous People. Nous Canada's ReconciliACTION plan is further underpinned by recommendations in the Truth and Reconciliation Commission report and in the Murdered and Missing Indigenous Women and Girls report.

This plan was developed with input from friends and associates who identify as Indigenous in Canada, and we thank them for their advice and support. We will continue to revisit the plan as Nous continues its reconciliation journey.

