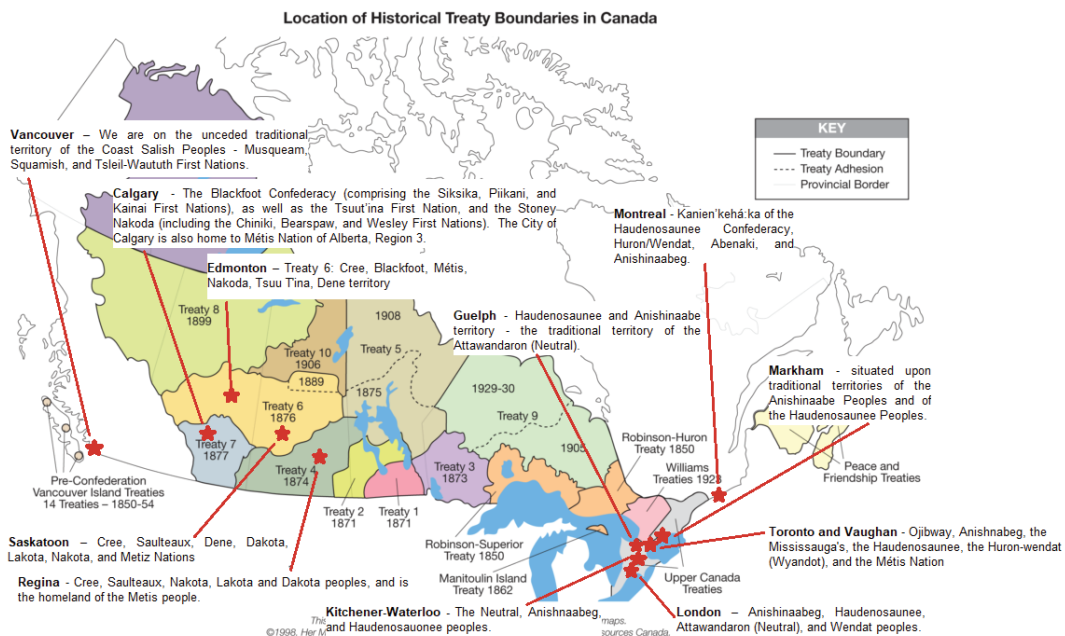




## A. EDUCATION COMPONENT CULTURAL COMPETENCY



### Develop a Miller Thomson Education Curriculum

One aspect of MT's RRP is to assess and develop the cultural competency of our firm's lawyers, students and staff to learn more about our group by capturing baseline data on their understanding of Indigenous history, culture and contributions to help inform the design of an appropriate educational curriculum. This is in addition to CBA mandatory education. Topics and tasks may include:

- history of indigenous peoples in Canada (primer)
- role of the legal profession has played in suppressing indigenous people
- education about suicide rates, incarceration, poverty and education levels
- location of reserves and proximity to our offices
- determine who has taken a course on indigenous communities or law in the last 5-10 years
- determine who within the firm has taken seminars, courses, or accreditation in indigenous history or culture

- education about the Truth & Reconciliation Calls to Action
- highlights of most important cases that have dealt with aboriginal rights and title and treaty issues (\*relevant to practice)
- review of Jody Wilson-Raybould's Principles for Conducting Litigation with Indigenous Peoples written for the DOJ
- ensure our employees and counsel are aware of the availability of culturally appropriate justice forums, and pursue court advocacy opportunities for Indigenous litigants
- Consider annual curriculum to coincide with National Indigenous People's Day or Orange Shirt Day

We will consult with Indigenous practitioners, Elders, or teachers about our RRP and our education curriculum and hire Indigenous people to lead cultural awareness training for our staff.

We will provide education to increase understanding of diverse Indigenous culture, law, governance and practices and a list of available resources for self-education in the firm's resource database Absorb.

## Review of Miller Thomson Policies and Adoption of New Policies

Work with human resources to ensure Miller Thomson policies present no barrier to participation in important cultural events and that Indigenous peoples are considered in diversity policies and programs.

Develop a firm-wide cultural protocol to raise awareness of the meaning and significance of a welcome and acknowledgement of traditional territories.

## Recognition of Indigenous Culture in the Workplace

Demonstrate sincere and tangible signs of respect at our workplaces by adopting a relevant oral "land acknowledgement" for use when appropriate. For example, consider installing a relevant permanent land acknowledgement such as a plaque at various offices.

Promote and support Indigenous artists through a relationship with a local Indigenous art dealer or arts collective or commission local Indigenous artists to create art for display in the halls or on the walls of your location.

Appropriately employ Indigenous techniques or practices such as a Talking Circle or smudging ceremony, where appropriate, for clients.

