

Deloitte.



**Deloitte Canada 2019
Indigenous Impact Report**
Making an impact that matters



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Messages from our executives

On behalf of the Deloitte National Indigenous Leadership Committee, we are pleased to present this report—our very first Deloitte Canada Indigenous Impact Report. It was inspired by a report from Truth and Reconciliation Commission (www.trc.ca), which called on governments, businesses, and citizens in Canada to act. Building on Deloitte’s commitment to making an impact that matters, the firm answered the call and set out on a journey to achieve reconciliation with Canada’s Indigenous people. This report documents our progress to date.

It features stories about our people making positive contributions in their communities and about Deloitte groups bringing new perspectives and influencing positive change. The paper also confirms our commitment to invest in our Indigenous partnerships and relationships, as well as to work with Indigenous peoples to create and share opportunity.

We encourage you to join us on our journey. There is much to be done, but it is crucial: we believe reconciliation is key to Canada’s success.

Leanne Hall

Ken Fredeen

Co-Chairs, Deloitte Canada National Indigenous Leadership Committee





At Deloitte, we're driven by our purpose to make an impact that matters to our clients, our people, and our communities. This impact report outlines the investments and commitments we have made to Indigenous communities across the country.

By investing our time and professional skills, we aim to break down barriers—such as access to education and employment—with a view to building an inclusive and sustainable future for all. It's an approach that provides meaningful opportunities for our people to engage in ongoing skills-based volunteering and pro bono work. It's also the drive for long-lasting change people have come to expect from Deloitte. We work hard to promote a stronger society by serving the public interest, building a culture of purpose and inclusion, and inspiring leadership in others.

As you read through this impact report, I hope you will gain an appreciation for what we can accomplish when we apply our skills and knowledge to building a bright future for our firm, our people, and broader society. I look forward to working with our communities and our stakeholders to continue to deliver on our commitments and share our progress along the way.

Sarah Chapman

Director of Corporate Responsibility & Sustainability



At Deloitte, we're driven by our purpose to make an impact that matters to our clients, our people, and our communities.



Introduction

Deloitte is a professional services firm, providing audit and assurance, consulting, financial advisory, risk advisory, tax, and related services to public and private clients in multiple industries. Within this context, Deloitte Canada is committed to collaborating with Indigenous organizations and communities across the country, through client work, pro bono support, volunteer engagements, sponsorships, and donations. This is at the heart of Deloitte's purpose: to make an impact that matters.



Deloitte’s national and global Indigenous client services practice

The Deloitte Indigenous Practice in Canada was founded in 1990 to support Indigenous leaders, communities, and organizations with comprehensive professional services. Since its inception, our Indigenous practice has advised and worked with over 271 First Nations, Métis, and Inuit communities, businesses, and organizations across Canada. Deloitte also has a global presence, with Indigenous practices in the United States, Chile, Australia, and New Zealand.

Our goal is to enable the business and financial success of Indigenous communities and their members so their communities can thrive economically and socially. We believe the most important component of any client relationship is to listen to our clients, knowing each one has a different set of priorities. We have invested extensive time and resources to gain an understanding of First Nations, Métis, and Inuit culture, issues, business practices, and concerns.

Corporate responsibility strategy

Since 2017, Deloitte Canada has made an even greater commitment to provide ongoing support to Indigenous communities. Through our national

Corporate Responsibility strategy, Tomorrow Together, we’re tracking our impact through all levels of engagement. Below are a few examples highlighting how our programs and activities make an impact that matters:

- Our practitioners have given more than 450 hours to volunteer and pro bono projects that have positively affected the lives of more than 4,000 Indigenous people.
- We have donated more than \$500,000—raised through fundraisers, sponsorships, partnerships, and events—to support Indigenous organizations and communities.
- 11 of our senior leaders have provided hundreds of volunteer hours as part of their non-profit board of directors role serving Indigenous organizations.

The stories shared in this report are examples of how collaborating with Indigenous organizations and communities is not only integrated into Deloitte’s strategy and purpose, but also into the hearts and minds of our people. It is our responsibility as Canadian citizens and active business leaders to make a commitment to reconciliation, and we look forward to being a part of this nationwide journey.

Indigenous and Allies Community



Orange Shirt Day, which raises awareness of the impact of the residential school system on Indigenous peoples, at the Toronto office in 2018, with Deloitte Canada's CEO at the time, Frank Vettese (left).

Deloitte Canada established Deloitte Employee Resource Groups (ERGs) to serve as inclusion champions within the firm. These groups are composed of Deloitte people from all services and all levels who come together based on similar interests or backgrounds. One of seven ERGs, the Indigenous and Allies Community, established in 2015, seeks to further enhance people's understanding of Indigenous cultures and histories, as well as to attract and retain top Indigenous talent, partner with Indigenous communities both professionally and socially, and help expand our Deloitte Indigenous service offerings.

The community has hosted Indigenous leaders for discussions about awareness and reconciliation, promoted Indigenous events in the community, and supported cultural events where possible, including an upcoming tour of Woodland Cultural Centre in Brantford, Ontario, the site of a former residential school.



The Indigenous and Allies Community also helps educate our people about Indigenous issues, such as through Orange Shirt Day in September, a day to remember and promote awareness about the impact of the Indigenous residential school system (which lasted more than a century) on Indigenous children and communities.

National Indigenous Leadership Committee

The National Indigenous Leadership Committee was established to oversee strategy related to Indigenous relations at Deloitte Canada. It's co-chaired by General Counsel Ken Fredeen and National Indigenous Leader Leanne Hall, and comprises Indigenous and non-Indigenous members from various regions and service lines from across the country, including members from our Indigenous and Allies Community as well as our Corporate Responsibility, Inclusion, Legal, and Talent teams.

The committee oversees the following activities for the firm:

- Preparing the firm's participation in the Progressive Aboriginal Relations certification program, operated by the Canadian Council for Aboriginal Business
- Aligning National Indigenous initiatives, sponsorships, and partnerships
- Publishing an Indigenous impact report—starting with this one
- Connecting with clients and marketplace



The Canadian Council for Aboriginal Business and the Progressive Aboriginal Relations (PAR) program

Deloitte recognizes the importance of best practices in Indigenous relations. We're a proud corporate member of the Canadian Council for Aboriginal Business (CCAB), which works to foster sustainable business relations between Indigenous and non-Indigenous business through diverse programming, providing tools, training, network building, major business awards, and national events.

We also participate in the CCAB's Progressive Aboriginal Relations (PAR) program, which confirms corporate performance in Indigenous relations. The PAR certification has four levels: committed, bronze, silver, and gold.

PAR verifies corporate initiatives and outcomes in four key performance areas:

1. Leadership actions
2. Employment
3. Business development
4. Community relationship





Stories of **impact**

An act of reconciliation in Halifax

Friday, January 19, 2018 was a monumental day for Deloitte's office in Halifax. In a ceremony with the Assembly of First Nations' regional chief, community partners, our regional Managing Partner, and our professionals, the office's largest boardroom was renamed the Downie Wenjack Legacy Space.

The new name commemorates two people: Chanie Wenjack, a 12-year-old Anishinaabe (Ojibway) boy who died in 1966 while running away from the residential school he had been taken to, and Gord Downie, The Tragically Hip's iconic front man struck by terminal brain cancer, who was so inspired by Chanie's story that he spent his remaining days fighting for reconciliation across Canada.

The date was significant in that had Chanie survived his journey home, he would have turned 64 years old on that day.

The Downie Wenjack Legacy Space in Halifax is the venue for many types of internal and external meetings and gatherings, such as corporate and

non-profit organization board meetings, round tables, and learning events. Although the boardroom is used for myriad of purposes, two concepts will remain at the forefront: the acknowledgement that Deloitte's Halifax office sits on the traditional land of the Mi'kmaq people, and a commitment to not forget the impact of the residential school experience on Canada's Indigenous peoples.

This sacred space honours the history of our land and offers hope for the future of our country through this small, but important, gesture toward reconciliation.

The Downie Wenjack Legacy Space has already had an impact on the Deloitte people who use it each day.

Everyone, whether Indigenous or not, has a part to play in reconciliation. The legacy space is creating a deliberate, dedicated space to raise awareness, to acknowledge, and to continue education and discussion.

The Downie Wenjack Fund

Launched in 2016, the Gord Downie & Chanie Wenjack Fund is a national project to support the reconciliation process (www.downiewenjack.ca). The Legacy Spaces program follows these principles:

- Be reconciliation champions and Downie Wenjack Fund ambassadors
- Provide ongoing training to our people about the legacy space and reconciliation
- Tell the story of Chanie Wenjack and of the residential school system to visitors to the legacy room
- Be an equitable workplace for Indigenous people

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It is really special that Deloitte chose to honour and remember my brother on this day. This year, on this day, Chanie would have turned 64 years old. It provides hope to my family, and I hope to all Canadians, that Chanie's story is being shared and is helping to create a greater understanding of the history and legacy of residential schools in Canada.

Thank you for having this legacy space in your organization; thank you for creating a space for learning and understanding and for making a commitment to reconciliation. We are all on this path together. Thank you.

Message from Daisy Wenjack, sister of Chanie Wenjack, which was read by Regional AFN Chief Morley Googoo



L-R, Deloitte representatives Mat Harris, Atlantic Regional Managing Partner, and Fiona Kirkpatrick Parsons, a Marketing manager, welcome AFN Regional Chief Morley Googoo during the Legacy Room naming ceremony.

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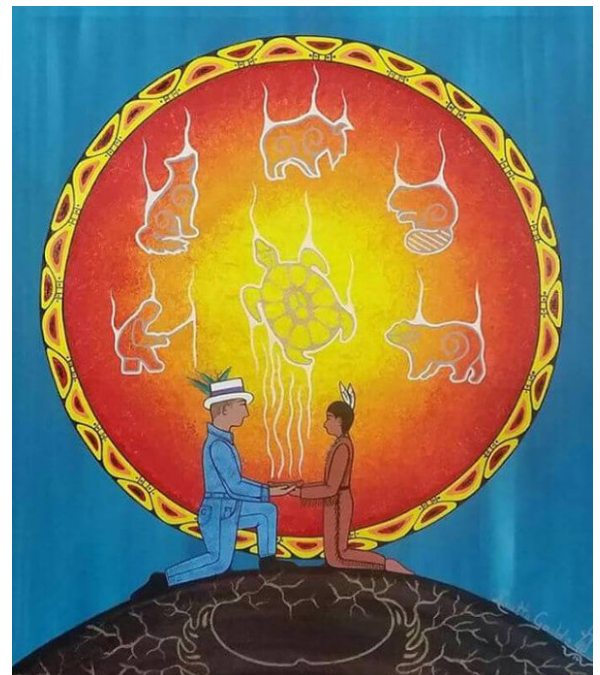
Every morning now when I walk by the room, I take a moment to think about the important part of our culture that the room represents. It serves me as a reminder that we share our land, including that this very office building is on Mi'kmaq grounds!

Alise Grant, Deloitte professional in the Halifax office

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I felt very proud to work for Deloitte, when they made such a gesture of commitment to reconciliation.

Emily Robinson, Deloitte professional in the Halifax office



Painting by Mi'kmaq artist Loretta Gould depicting Gord Downie and Chanie Wenjack smudging together in the after-life.



Hockey swap

Cultural exchange open horizons of young players

Lee Barter is a partner in Deloitte Canada's Supply Chain & Manufacturing Operations practice in Toronto—and an unsung community hero. He believes that community youth sports leagues can play a valuable role in developing civic awareness and social responsibility in the young people who participate. And through his passion for hockey and his role as board chair, convener, and coach with Mimico Canadiens Hockey Association, Lee has helped serve Indigenous youth from Ontario and Nunavut.

A few years ago, he teamed up with the Rotary Club of Toronto and the broader community to start hockey equipment drives for young players in Indigenous communities. Now in its fifth year, the equipment drive has so far sent a total of 75 tons of skates, sticks, helmets, and more to First Nation and Inuit communities across Ontario and Nunavut so that hundreds of kids who would not have been able to play hockey for lack of equipment now can.





I would go back to Rankin in a heartbeat.

Mimico student



This is the best education you can have.
As a teacher, you can't find that anywhere.

Mimico teacher



This has been a trip of a life time, not only
for myself but I think everybody involved.

Rankin Rock hockey coach

Lee got so much satisfaction from this experience that he decided to—literally—go further: he resolved to connect young people in Toronto with the equipment recipients up North. Together with Experience Canada, a non-profit organization that helps young Canadians explore their country through reciprocal exchanges, Lee led an exchange in 2017 and 2018 between the communities of Rankin Inlet, an Inuit community in Nunavut, and Mimico, a neighbourhood in Toronto, for 66 young people.

The exchange was a once-in-a-lifetime opportunity for young people to be connected to new cultures and experiences by staying in the homes of players in the reciprocal communities. With Deloitte's support, the youth from Rankin Inlet got to watch a Toronto Maple Leafs game at the Scotiabank Arena and were featured on a Hockey Night in Canada broadcast. And the Mimico youth got a true taste of Inuit life, including sledding down a snowy slope on a polar bear pelt, dogsledding, drum dancing, and tasting caribou and beluga.

These cultural exchanges have had a powerful impact not only on the young people themselves but also their families, classrooms, schools, and the broader community.



Preserving history at Wanuskewin Heritage Park

Wanuskewin Heritage Park in Saskatoon, Saskatchewan, is sacred Indigenous land, with archaeological resources representing more than 6,000 years of history. It celebrates and preserves Métis and Plains First Nations cultures, and welcomes more than 40,000 visitors each year.

It also has an ambitious objective: to earn the first UNESCO World Heritage designation in Saskatchewan. A \$40-million capital campaign called Thundering Ahead was launched in 2017 to revitalize and expand the park, better positioning it to achieve its goal. (It's on UNESCO's tentative list as of this writing.) Improvements include bringing an ancestral Plains bison herd back to its natural habitat, introducing exhibit galleries, improving educational offerings, and renovating the interpretive centre.

Deloitte's multi-year donation to this campaign demonstrates our commitment to Indigenous communities and culture, and simply doing the right thing.



When I was in grade school, I vividly remember visiting the site. There was a vision to build the park that is there today. Seeing the park in the impressive state it is today is phenomenal, and I know the future state will be even more outstanding. It is amazing to see how the community has rallied around this site to maintain it and bring it to life.

Andrew Coutts, Partner, Audit & Assurance

"Indigenous culture is so important to our community, and to our country. It needs to be preserved, shared, and celebrated," says Andrew Coutts, an Audit & Assurance partner. "Deloitte has made a commitment to becoming the most inclusive professional services firm in the country, embracing a diversity of perspectives and creating collaborative conditions for the best ideas to thrive."

Just as Deloitte strives to foster a diverse and inclusive work environment, it has also pledged to support diversity within the communities it serves. Dena Clark, a senior manager in Audit and Assurance from our Saskatoon office, has been a volunteer on the board of directors for Wanuskewin Heritage Park for more than 12 years, serving as the chair of its finance committee. Through Dena's leadership, Deloitte practitioners have volunteered on Impact Day for many years to help revitalize the park space and preserve the land. Deloitte has provided additional support by hosting retreats and meetings there.

It's only natural to meet there: the site is a major hub for Indigenous cultures, a place where people come together and connect with the history of the land. More than a local landmark, Wanuskewin Heritage Park is helping to build the narrative around reconciliation and to provide a voice for this historic land.



Wanuskewin Heritage Park



Wanuskewin Heritage Park is located five kilometres north of Saskatoon. It opened in 1992 and has hosted many historic events, including a royal visit in 1986 by Queen Elizabeth II. In December 2016, the Roman Catholic Church announced that an invitation had been extended to Pope Francis to visit Wanuskewin to offer an apology to residential school survivors in Canada.



Ken Fredeen

Inclusion champion



Ken Fredeen has been an Inclusion champion since he joined Deloitte as general counsel and a partner back in 2000. He's a founding member of Deloitte's first Diversity Council, executive

sponsor of Deloitte's LGBTQ resource group, co-chair of Deloitte's Inclusion Council, and a champion for people with disabilities, both at Deloitte and



[Attending the conference] allowed me to participate in a gathering of Indigenous lawyers where, for the first time, I was able to see myself in a profession. There was a sense of validation after attending the conference knowing that I can continue on the path of a legal education.

Robert Comeau, Nunavut Law program student

beyond, and is now co-chair with Leanne Hall of the National Indigenous Leadership Committee. He's also recognized for his work in creating a more inclusive and diverse legal profession in Canada, including being a founder member, in 2003, of Legal Leaders for Diversity and Inclusion (LLD), a group of more than 130 general counsel from across Canada.

And in 2015, when the Truth and Reconciliation Commission (TRC) published 94 calls to action urging Canadians to help repair the harm caused by residential schools and to advance the process of reconciliation in this country, the LLD knew there was a role Canadian general counsels could play. As an executive committee member, Ken led a fundraising campaign that raised \$60,000 for a video to be created by Michelle St. John, a well-known Indigenous director, about Indigenous law. It would feature significant Indigenous thought leaders, including the author of the TRC report, Senator Murray Sinclair.



Student recipients from Nunavut Law program. From left to right: David Lawson, Alanna Copland, Jasmine Redfern, Maria Campbell (College of Law Cultural Advisor), Angnakuluk Friesen, Robert Comeau, Martin Phillipson (Dean of Law)



Attending the conference influenced my development as a lawyer by giving me the opportunity to learn from leaders from across Canada, to meet my role models, and to connect with other law students. This experience provided me with valuable knowledge and cherished memories that have helped me continue my studies through this first year of law school, and being among so many dynamic and intelligent people, most of whom are of Indigenous descent. I believe that if they can be successful, so can I.

Angnakuluk Friesen, Nunavut Law program student

Deloitte was one of the key supporters for this video, which serves as an important resource for schools, universities, law schools, and even law firms for those to know more about Indigenous law as well as the history, traditions, and rights of Indigenous people in this country.

The video was completed just in time for an exciting launch date: the 30th annual Indigenous Bar Association (IBA) Conference, held in 2018 in Ken's hometown of Saskatoon. The conference brings together Indigenous lawyers and students from across the country, and for the first time, students from the Nunavut Law Program at the University of Saskatchewan's College of Law satellite location in Iqaluit were able to attend—thanks to Ken's support. He'd donated his \$20,000 prize for being chosen Canada's General Counsel of the Year in 2018 to the College of Law, a program near and dear to his heart as an alumnus and a current member of the Dean's Advisory Council.

"The launch of the LLD video and the use of the General Counsel of the Year award funds to support Indigenous law students in the city and province of my birth is very special to me," says Fredeen. "I congratulate the College of Law on their longstanding commitment to the Indigenous legal community."

Five students travelled from Iqaluit to Saskatoon in November 2018 for the unique opportunity.

The college is enormously grateful to Ken for his generosity and his commitment to issues related to diversity and inclusion," says Martin Phillipson, the Dean of Law. "The College of Law has a 45-year history of making space for Indigenous students and lawyers, and we are proud that alumni such as Ken share that vision to help reinforce our commitment to a representative and diverse legal profession."

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[Deloitte] wanted to do something more meaningful to support the communities. Knowing how much [Deloitte has] to give across the firm, whether it be connections within Deloitte or the greater business community, there is so much experience and resources we have available, it seems like a great synergy .

Elaine Read

Deloitte “Indspired” to invest in Indigenous students



Indspire

Deloitte leaders were inspired when they learned about Indspire, a national Indigenous-led charity that shares a goal with Deloitte: to invest in Indigenous people’s education to help them realize their highest potential. We believe investing in Indigenous talent will bring long-term benefits for these individuals, their families, their communities, and Canada as a whole.

Since 2017, Deloitte has supported Indspire’s scholarship and bursary program, Building Brighter Futures. The program provides funds to First Nation, Inuit, and Metis students from remote, rural, or urban communities across Canada attending post-secondary institutions to study business administration, accounting, or finance and who are in financial need. These awards are helping Indigenous youth advance their education—to chase their dreams and have successful futures.

Deloitte has been giving \$20,000 a year to the Building Brighter Futures program. Thanks to a matching funds program from the Government of Canada, this donation has so far translated into 20 students scholarships.

While a financial donation can have a great impact on an individual’s life, our firm wants to make an impact on entire Indigenous communities. This is where Elaine Read, a seasoned Audit & Assurance partner from the Kitchener office, comes in. Having had many interactions and experiences with students in her community, Elaine knows how hard it can be for a young person to make connections, let alone a youth from a remote community. This motivated her to develop a mentorship program by matching Indspire award recipients with Deloitte leaders.



Her program launched in the fall of 2018. Several Deloitte leaders jumped at the opportunity to mentor the students on their career journey, including giving them a first-hand view of the real business landscape in Canada, advising them on how to land their first job, and giving them meaningful connection.

When Elaine was contacting the scholarship recipients to gauge interest in the mentorship program, she was delighted to hear the story of Gillian Theoret. Gillian identifies as Métis and is bilingual, thanks to the fact her mother is from a small French town in Saskatchewan. Growing up in Saskatoon, Gillian always knew she wanted to follow in the footsteps of her father and pursue a career in business accounting. With the help of Deloitte's donation to Indspire, Gillian was awarded

a scholarship in 2018, which helped cover her tuition costs at the University of Saskatchewan. She's grateful as the scholarship allowed her to achieve her academic goals, all while giving back to her community as an active and passionate leader.

Now a graduate with a bachelor of commerce (accounting major), Gillian has landed her first official job—which happens to be at Deloitte. A staff accountant in the Audit & Assurance practice in Saskatoon, she was able to confidently decline an offer to the mentorship program, knowing she was firmly on the right path to success.

And Deloitte knows it is on the right path in its efforts to build a pipeline of Indigenous talent who can enrich our entire community.

Improving lives with the Arctic Rose Foundation



I was inspired to start the work after I came to my own place of knowing that a person can become whole/healed enough again to function as best as possible in our chosen fields/lives. I decided to share my journey with cultural peers, fellow Inuit, so that those who can would begin to pursue a similar journey.

Susan Aglukark, Singer/songwriter and Arctic Rose Foundation founder



Susan Aglukark is an incredibly talented Inuk musician and one of Canada's most unique artists. She blends English and Inuktitut to create country and pop hit songs and to tell compelling, emotional stories. As a singer/songwriter, Susan tells the story of her people, the Inuit of Arctic Canada, sharing themes of hope, spirit, and encouragement. As a community leader, she established the Arctic Rose Foundation to support youth, women, diversity, and culture, and ultimately to improve the lives of Northerners through the power of art and music therapy.

Inspired by the work of Susan and the Arctic Rose Foundation, a group of passionate practitioners from Deloitte donated their time and experience to help Susan and her board of directors with their strategic plan, as well as with additional advisory services.



For a group of professionals who do this work all the time, we were able to corral [Susan's] passion and great ideas into a structured framework and strategic plan that she could share with her stakeholders.

Michael Parent, Senior Manager, Consulting



Susan says the workshop was valuable, especially for clarifying where the foundation was and what its objectives should be going forward. "I truly appreciate the support and guidance of Deloitte in the early stages of the charity work," Susan says. "It has become a significant part of my knowledge foundation in terms of running a not-for-profit."

The Arctic Rose Foundation places a particular emphasis on helping alleviate poverty, addiction, trauma, and abuse for at-risk youth in the North. Programming is in three communities in the Kivalliq region of Nunavut—Rankin Inlet, Arviat, and Baker Lake—and has directly reached more than 70 youth, some of whom are attending daily programs.



Baker Lake youth group





Three Indigenous companies named 2019 Best Managed winners

The Best Managed Companies program recognizes excellence in private Canadian-owned companies with annual revenues over \$25 million. As the flagship program of Deloitte Private, it focuses on serving private clients of all sizes. Since the inception of the program in 1993, the network has expanded to include 477 companies in Canada and 14 countries around the world. Each year, hundreds of entrepreneurial companies undergo a rigorous application process—only the best of these are awarded the prestigious designation of Best Managed.

“Every year, the bar set by this elite roster of Best Managed companies is raised higher,” says Peter E. Brown, a Deloitte Private partner and

co-leader of the Best Managed Companies program. “Best Managed companies are taking their successes global. Not only are winners securing Canada’s place on the world stage, they’re also proving to be more productive and sustainable across borders.”

In 2019, Deloitte Private and program sponsors CIBC, Canadian Business, Smith School of Business, and TMX Group announced 47 new Best Managed winners. Among them are three Indigenous companies: Six Nations of the Grand River Development Corporation, Membertou Development Corporation, and Donna Cona Inc.

Deloitte is particularly proud of these winners, since Best Managed coaches have been working closely with Indigenous companies as part of the program's heightened efforts to encourage diversity. The program also recently made a deliberate shift in its approach to embrace and promote inclusion in business. Starting with the application process to ensure an equal and fair playing field, Deloitte expanded its criteria to include economic development corporations.

The Best Managed Indigenous winners this year are all exceptional companies that are elevating business success, performance, and growth as well as operating with a social purpose:

- Six Nations of the Grand River Development Corporation is 85 percent Indigenous-led. It has a unique business model that allows for a hybrid of business and philanthropy; supporting community projects is an important organizational objective.
- Membertou Development Corporation is the ever-growing business arm of Membertou First Nation, operating 12 businesses in service, real estate, fisheries, and land acquisition. Since the company started in 1989, it has had incredible success, eliminating the band's annual operating deficit.



- Donna Cona Inc. is a technology-based company that offers management consulting and IT services for organizations. One of its more impactful projects was deploying virtual IT infrastructure to remote Indigenous communities.

These three now have the designation to take their business to the next step and to make meaningful connections with other Best Managed companies.



What we aspire to do is to build a network of the very best private companies in Canada and connect that network to the very best private companies on the planet. That's powerful.

Peter E. Brown, National Co-Leader of the Canada's Best Managed Companies program



Empowering students with financial literacy workshops



Kain Big Canoe, a senior audit and assurance practitioner based in Burlington, Ontario, is a hero to many, especially in his home community of Chippewas of Georgina Island First Nation on Lake Simcoe.

One of his biggest contributions occurred in 2018, when the Chippewas of Georgina Island was one of seven First Nations to officially sign the Williams Treaties First Nations Settlement Agreement. The settlement was part of a process to rectify injustices, which had caused decades of damage to local communities. The compensation was significant, and community members each received a fair amount of money.

With first-hand experience of growing up in this community, Kain understood the downside was that many of the young people would not have learned about financial literacy in school and that this lack of knowledge could prevent them from making the wisest use of the windfall. This inspired the accounting graduate to create the Money Matters Teen Workshops, which he delivered to more than 30 young people from Georgina Island First Nation. They learned about budgeting their money, living within their means, and saving for the future.

The impact of the workshop didn't end in the classroom. Participants shared their newfound knowledge with their peers, and continued to contact Kain to ask him questions. He hopes the financial literacy seminars will continue to be delivered to Georgina Island and surrounding First Nation communities, since it teaches the foundational financial skills people need to nurture a strong economic base for a successful future, for both themselves and the community.



It was wonderful to have [Kain] back home in our community, sharing both professional knowledge and personal stories about money management. It was impressive that a two-hour workshop turned into three because the youth had so many questions!

Georgina Island Economic Development Assistant



Kain made [money management] easy to talk about and understand.

Student

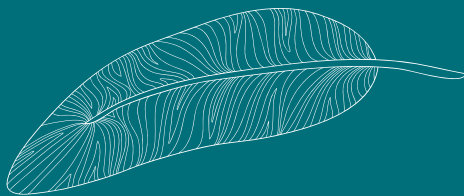


I didn't expect to learn so much and to have fun at a workshop about financial literacy.

Student

Conclusion

As this report attests, Deloitte Canada's people have been working hard over the past few years to improve our interactions with Indigenous communities across Canada. Our goal of reconciliation has introduced us to inspiring individuals and groups throughout Deloitte. We aim to continue making these connections as we continue making an impact that matters.





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