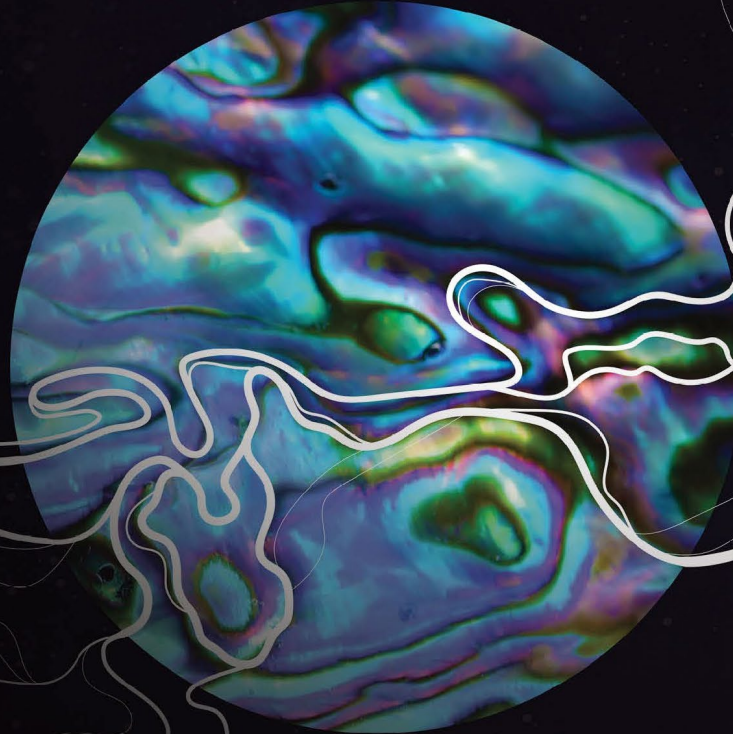


# Deloitte.

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## Nation Building Advisory and R8dius

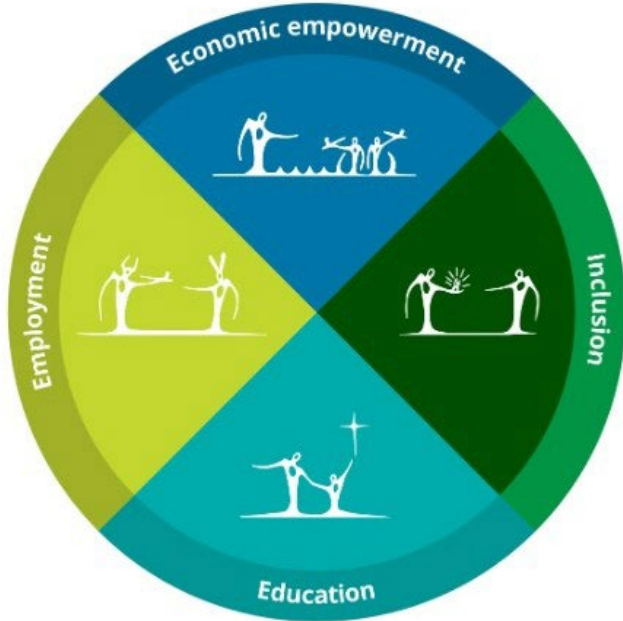
Presentation for NIITA Symposium

October 2024

# Deloitte's Reconciliation Action Plan (RAP): The Foundation of Nation Building...

As a direct-response to Call 92 of the Truth and Reconciliation Commission's Calls to Action, our RAP affirms our commitment to strengthen relationships between Indigenous and non-Indigenous peoples in Canada for the benefit of all. Our outward commitment holds us accountable and encourages other businesses in Canada to do the same.

## Four core pillars of our 2019 RAP



 <p><b>Inclusion</b></p> <p><i>We are committed to doing business inclusively. We seek to create an environment where the entire workforce can contribute to reconciliation.</i></p>
 <p><b>Economic Empowerment</b></p> <p><i>We seek to support sustainable economic opportunities for Indigenous Peoples and businesses to create positive impact and drive value for their communities.</i></p>
 <p><b>Employment</b></p> <p><i>We understand the importance of cultural awareness education and will create ongoing learning opportunities to train and inform our people at all levels.</i></p>
 <p><b>Education</b></p> <p><i>We are committed to doing business inclusively. We seek to create an environment where the entire workforce can contribute to reconciliation.</i></p>

- Leading **>52 roundtables**, sharing Deloitte's journey towards reconciliation.
- **14 webinars, and an in-person event** bringing together Indigenous practitioners and allies.
- **Published four reports**, in collaboration with Canadian Roots Exchange, highlighting the priorities of young Indigenous leaders.
- Deloitte has achieved **Silver level certification** from the **CCIB's PAR program**.
- We maintain an **Indigenous-supplier portal** with about 57 businesses that can collaborate client and internal activities.
- Deloitte achieved a **5% spend ratio** with Indigenous suppliers in 2023.
- **An Indigenous talent resource guide** was developed for teams across Deloitte to better-support Indigenous professionals.
- Continued interest and applications towards our **Indigenous Student Scholarship and Internship** program.
- Since 2017, **we have supported 107 students** in funding their educational journeys.
- Continuing an annual campaign of **21 Days of ReconciliACTION**, for the Deloitte community to learn from Indigenous voices.
- **4 Seasons of Reconciliation is a mandatory course for Deloitte professionals**, and is available to our clients/community. Co-created with the First Nations University of Canada, the course teaches about Indigenous history.

*The above information is current as of the third-annual public-facing update on our progress towards our RAP commitment, in 2023.*

# Our Perspective: *Nation Building = Jurisdiction + Land + Basic Needs*

Our Nation Building Advisory team brings the breadth and depth of Deloitte’s capabilities to serve Nations. Let's innovate, create and solve some of the biggest problems of our time together -- its time to widen the circle of opportunity and prosperity so that ALL can prosper. Below are the three broad areas we are currently focused on as a practice.



## Jurisdiction

Governance and Operations

Offerings



**Short- and long-term strategies** to enable proactive decision-making that progress Nation-specific priorities and plans



**Modernizing governance** structures and enhancing **operations, administration,** and **finance** functions



## Land

Economic Development & Natural Resources



**Economic development strategy, commercial feasibility studies & valuations** to support Nation’s growth through own-sourced revenue



**Land use strategy** and additions-to-reserve



## Community Needs

Infrastructure, Health & Social



Adequate **social services** (e.g., education, health, child and family), and **enabling infrastructure** (e.g., utilities, roads, broadband)



Access to, and an ability to **navigate, Federal and Provincial funding** programs

Recent Projects



**Chippewas of the Thames First Nation**  
Governance and Finance Assessment



**Frog Lake First Nation**  
Community needs assessment and comprehensive community plan



**Fort McKay First Nation**  
Education review and 10-year plan



**Tsuut'ina Nation**  
Governance and Finance Assessment and Strategy



**Cold Lake First Nation**  
Feasibility study for a new event centre



**Little Red River Cree Nation**  
Health Care System Planning, Procurement and Implementation

# Indigenous Health & Wellness: Service Offerings

Deloitte is committed to working with First Nations communities to deliver services that reflect the unique culture and values found in every community. Deloitte will listen intently to community needs and goals and will not prescribe solutions that do not reflect the community, their services, or their culture.

## Strategic Planning Opportunities

- Evaluations & Assessments
- Community Health & Wellness Planning
- Health Emergency Management Plan (e.g., Opioid, natural disasters)
- Advising on Development Agreements (e.g., Health Centres)
- Program Evaluation / Quality Improvement
- Design HR Recruitment & Retention Strategy for Staff
- Advising on Health Governance Models
- Develop Strategic Sourcing Strategy
- Operations & Sustainment

## Digital Health & Data

- Electronic Medical Record Strategy / Implementation
- Remote Patient Monitoring Strategy / Implementation
- Digital Identity & Records Management
- Cloud Technology
- Data Strategy / Governance



## Capability & Capacity Building Opportunities

- Project & Change Management Support
- Restructuring Services for Health Organizations
- Assessment of Organizational Capability & Capacity
- Co-design & Funding Application Support

## Health Systems Reconciliation

- Anti-Indigenous racism
- Evaluate Health Delivery Processes
- Cultural Safety
- Establishing Tech Infrastructure

# Introducing R8dius: An Indigenous professional services technology implementation and managed services business that is majority-owned by Indigenous partners and enabled by Deloitte Canada

## LEADING LIMITED PARTNERSHIP (LP) FIRST NATION PARTNERS

- Founding LP investor and partner in R8dius is Kitsaki Management, the economic development arm of Lac La Ronge Indian Band in Saskatchewan
- Planning to expand the LP Partnerships with leading First Nations, Metis and Inuit across Canada
- Indigenous investors retain majority ownership and profits in the business

## DEEP FOCUS ON INDIGENOUS TALENT TRAINING AND CULTURE

- Merging worlds of technology and diverse Indigenous cultures of our team
- Hiring and investing in Indigenous talent, many may be new to STEM
- Providing a rapid training and apprenticeship program that will provide talent with mentoring and career pathways to success

## LEVERAGING THE BEST OF DELOITTE

- R8dius has a not-easy-to-replicate operational and experiential advantage
- R8dius' goal is to maintain the same world class delivery standards Deloitte clients expect by embedding Deloitte's methods while seconding experienced technology team members who will mentor less experienced Indigenous talents

## MAJORITY INDIGENOUS OWNED & DIVIDENDS DIRECTLY TO FIRST NATIONS

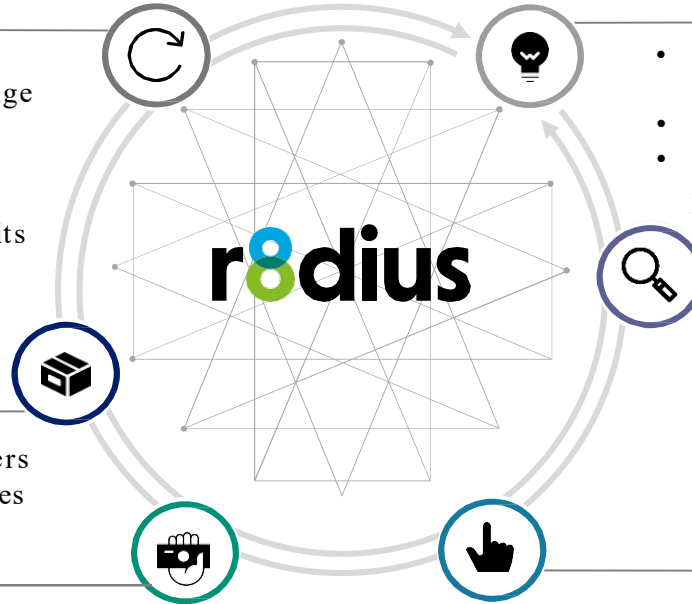
- Business dividends paid annually to First Nation LP Partners to benefit our broader LP First Nation communities and peoples

## MAJORITY INDIGENOUS BOARD

- Majority Indigenous Board, in order to include Indigenous voices and perspectives throughout the business

## A CLIENT FIRST FOCUS

- Very few players of scale in Indigenous technology in Canada and globally. Hence, R8dius' goal to fill this market need
- R8dius aspires to provide the Indigenous services our clients are searching for, while engaging in broader socio-economic change journeys



### Current Services



Providing technical and functional SAP services, with talent who will work alongside Deloitte and client teams



Contact Centre Management

Offering Contact Centre Management services that leverages a fusion of Deloitte capabilities and Indigenous talents.

### Future Services

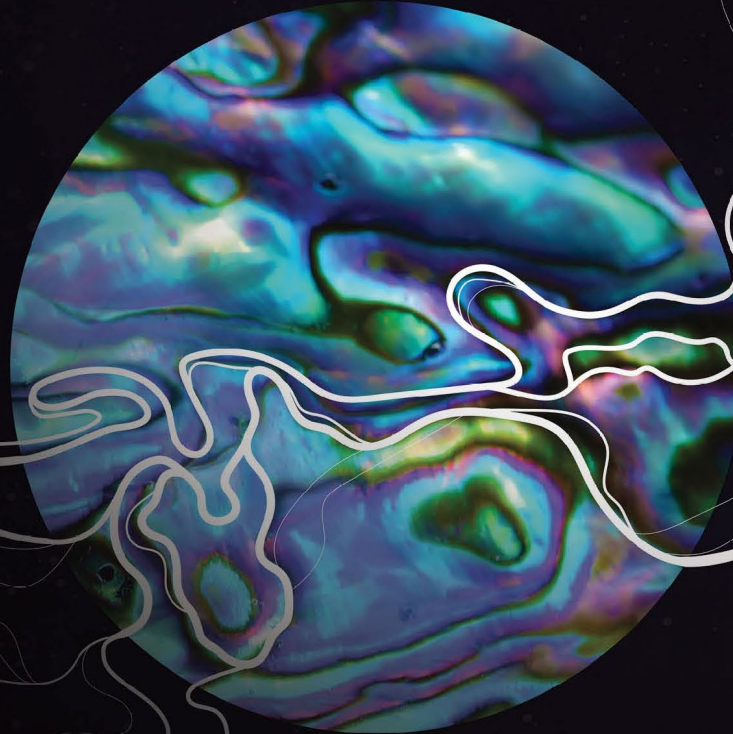


R8dius will offer other technology implementation and managed services based on client demand and is currently exploring expanding services into ServiceNow, Salesforce, and Workday.

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**Thank you for listening! Questions?**

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