

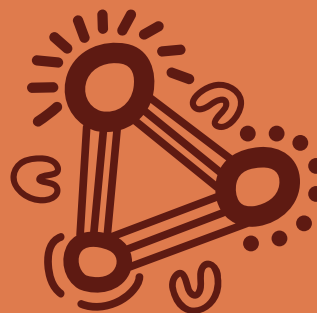
First Nations Strategy 2025 - 2030



People and Culture

Goals:

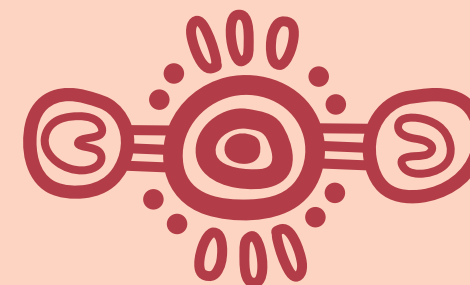
- Imbedding First Nations culture, perspectives and histories into our events, projects, and initiatives.
- Increasing First Nations procurement and uplift the physical presence of First Nations people and culture across the ODPP Offices.



Policy and Research

Goals:

- Imbedding First Nations methodologies into our policy development and research capabilities.
- Imbedding First Nations experiences and knowledge into staff learning and development.



Operational Excellence

Goal:

- Identifying and overcoming internal processes that could potentially disadvantage First Nations staff and stakeholders.



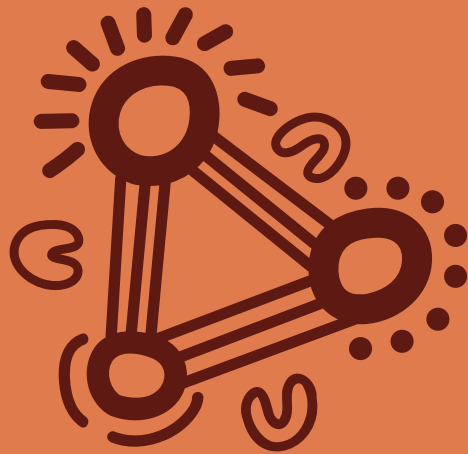
People and Culture

Goals:

- Imbedding First Nations culture, perspectives and histories into our events, projects, and initiatives.
- Increasing First Nations procurement and uplift the physical presence of First Nations people and culture across the ODPP Offices.

Actions:

- 1.1 Nurture a sense of understanding, awareness and respect for First Nations culture and practices.
- 1.2 Build relationships with First Nations communities to ensure understanding of community needs.
- 1.3 Engage with First Nations community events and activities.
- 1.4 Work with First Nations staff and the ODPP Learning and Development Team to facilitate education and continued professional development through a First Nations lens.



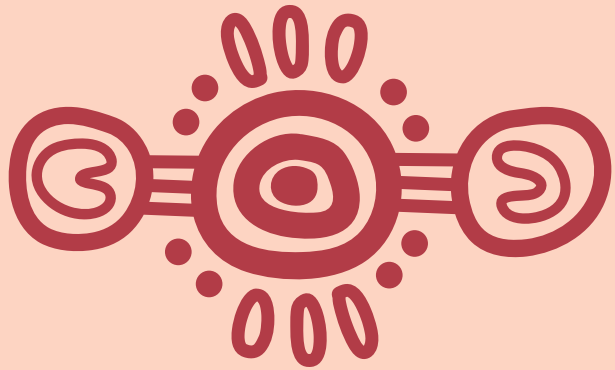
Policy and Research

Goals:

- Imbedding First Nations methodologies into our policy development and research capabilities.
- Imbedding First Nations experiences and knowledge into staff learning and development.

Actions:

- 2.1 Imbed First Nations perspectives into ODPP policies, guidelines and procedures.
- 2.2 Work with First Nations staff, communities, the ODPP Learning and Development Team and the legal sector to design and implement First Nations led solutions.
- 2.3 Build sector partnerships to support the development of training resources.



Operational Excellence

Goal:

- Identifying and overcoming internal processes that could potentially disadvantage First Nations staff and stakeholders.

Actions:

- 3.1 Develop and implement strategies to increase awareness about the First Nations Project Officer to build and maintain community confidence.
- 3.2 Develop systems and processes to support the First Nations Project Officer to meet a high standard of governance.
- 3.3 Continue to support the First Nations Advisory Group through its secretariat function.

Implementation Plan: 2025

In addition to our priorities identified under our First Nations Employment Strategy, the ODPP has narrowed down specific actions and goals for 2025. This is reflected in the implementation plan for 2025. The implementation plan will be reviewed and evaluated annually to inform the next year's plans to ensure we are continually uplifting and meeting the needs of community.

People and Culture

Actions:

- 1.1 Review First Nations cultural awareness training.
- 1.2 Engage with First Nations Graphic Designers to assist with story-telling.
- 1.3 Develop First Nations resource templates.
- 1.4 Develop a Cultural Responsiveness framework.
- 1.5 Facilitate events focusing on First Nations rights, truth-telling and justice.
- 1.6 Develop resources for community events that highlight our First Nations initiatives.

Policy and Research

Actions:

- 2.1 Review the Acknowledgment of Country policy.
- 2.2 Develop case studies of judgements focusing on linguistic challenges and cultural considerations in legal proceedings.
- 2.3 Develop education on understanding the cultural and sociolinguistic features of First Nations witnesses.
- 2.4 Develop education on improving the wellbeing and safety of First Nations witnesses and victims.

Operational Excellence

Actions:

- 3.1 Develop a First Nations strategy.
- 3.2 Develop a media communications plan to ensure external programs of work are visible to our external stakeholders.
- 3.3 Maintain a safe and collaborative work environment and observe best practice approaches in human resources, including learning and development planning.
- 3.4 Ensure the work of the Project Officer is measured, evaluated and reported on.
- 3.5 Continuing to imbed the First Nations Advisory Group as a key component of our accountability structure, acknowledging the critical cultural insight and expertise they provide to inform and enhance our projects, events, policies and practices.