

Purpose

Our purpose is to address and advance the economic and social conditions of Canada's Aboriginal Peoples - First Nations, Métis and Inuit.

To achieve this, we will do the following:

- Develop an outreach program to address mutual interests by engaging Aboriginal organizations such as Indspire. Promote within Aboriginal communities The Society of Energy Professionals (SEP) as the "union of choice" when organizing.
- Work with employers to remove barriers to Aboriginal employment and contracting opportunities.
- Promote the continuing education of our members on issues important to and impacting on Aboriginal Peoples within our union and, more broadly, society.
- Encourage the participation of Aboriginal Peoples at all levels of Society activities.
- Support educational programs that address the needs of our Aboriginal Peoples.
- Other items as outlined in the Aboriginal Relations Committee Final Terms of Reference.

Partnerships

The Society has, in partnership with Indspire, created a sponsorship program for aboriginal youth. So far, 43 scholarships have been awarded to Aboriginal students.

Aboriginal Relations Shield



The Eagle represents vision, strength, leadership and guidance for all First Nations and is the messenger to the Creator. The Eagle is embracing a union of Nations represented by the four colours (red, black, yellow & white) of man. The original people in red are embraced and represented by the eagle and its eagle feathers, a tradition of centuries. The symbol of man, the inukshuk, represents the Inuit people of the north and as a collective are moving in the right direction. The infinity symbol highlighted on the Metis sash represents the coming together of two strong vibrant cultures and a union that will exist forever. The lightning bolt, utilized from the Society's logo, represents resilient positive energy between all Nations living and working together in balance and harmony on Mother Earth.



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Society of Energy Professionals



Aboriginal Relations

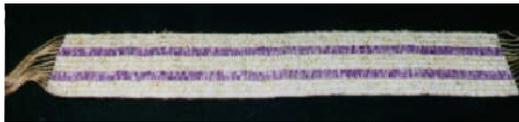


Aboriginal History

Peace and Friendship Treaties between First Nations and Europeans were symbolized in wampum belts

Two Row Wampum

These TWO ROWS will symbolize vessels, traveling down the same river together. One will be for the Original People, their laws, their customs, and the other for the European people and their laws and customs. We will each travel the river together, but each in our own boat. And neither of us will try to steer the other's vessel.



Covenant Chain

The Silver Covenant figured large in the history of relations between colonists, the Iroquois and Iroquois allies. The colonists and the Indians are said to be joined by a silver covenant chain that is sturdy and does not rust but requires periodic 'polishing' to remove tarnish and restore its original brightness.



- **1763: Royal Proclamation** is issued by King George III after Britain wins the French and Indian War. It recognizes that the consent of First Nations is required in any negotiations for their lands.

- **1982:** A momentous event in Aboriginal history occurred when Canada rid itself of one of the last remnants of its British colonial past. This allowed the Canadian government to change the Constitution. For Aboriginal Peoples, the most important provision was section 35 of the **Constitution Act, 1982:**

Part II – Rights of the Aboriginal Peoples of Canada

35. (1) The existing Aboriginal and treaty rights of the Aboriginal Peoples of Canada are hereby recognized and affirmed.

(2) In this Act, "Aboriginal peoples of Canada" includes the Indian, Inuit and Métis peoples of Canada.

(3) For greater certainty, in subsection (1), "treaty rights" includes rights that now exist by way of land claims agreements or may be so acquired.

(4) Notwithstanding any other provision of this Act, the aboriginal and treaty rights referred to in subsection (1) are guaranteed equally to male and female persons.

- **2003: Metis Harvesting Rights** – Supreme Court of Canada (SCC) in the "Powley Decision" ruled that the Powleys can exercise their rights to harvest that is protected by S.35 of the Constitution Act, 1982. Metis must meet certain conditions & criteria.
- **2004: Haida Nation/Taku River Decision** – SCC confirms that the Crown has the duty to consult and accommodate, where necessary, in cases where Aboriginal Title and Rights may be impacted.



Society's Aboriginal Relations Policy

The Society of Energy Professionals is committed to developing and fostering mutually beneficial relationships with Aboriginal Peoples - First Nations, Métis and Inuit - based on a respect for and recognition of the distinct legal, historical and cultural status of Aboriginal Peoples in Canada and the Aboriginal and treaty rights of Aboriginal Peoples as recognized and affirmed in the Constitution Act, 1982.

Further, the Society of Energy Professionals is committed to taking a leadership role in encouraging, supporting and partnering with its members' employers in their efforts to develop and/or maintain relationships with Aboriginal Peoples based on the same respect and recognition.

Accountability: It is the responsibility of the President to implement this policy.

Reporting: The President or designate will report regularly to the Executive Board on activities associated with this policy.

