

Energy Futures Lab Reconciliation Action Plan

Reconciliation Action Plan

Our commitments to being in right relations: uplifting Indigenous Rights, Peoples & worldviews

energyfutureslab

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Acknowledgement & Gratitude

We, the Energy Futures Lab, are engaged in the profound processes of learning, healing, and transformation through our commitments towards Reconciliation. In doing so we join with many other organizations, communities, and peoples in seeking to do this in a good way.

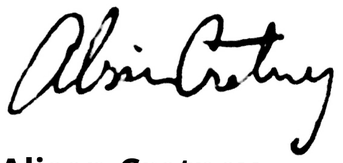
Moving toward a shared, sustainable, and equitable future requires confronting difficult truths, unlearning harmful narratives, and choosing more honest and respectful ways of being together.

We hold deep respect for the paths being walked toward healing, shaped by lived experience and by ancestry.

This journey reflects our genuine intent to learn and evolve, and our hope is that it may inspire others to come together in ways that begin humbly from the heart, and lead with care for one another: for future generations, and for the lands and waters that sustain us and on which we live, work, play, and dream.

We extend our deepest gratitude to all those who walked with us at any point on our journey: within the team, in the Fellowship, in communities, and to participants inspired by a conversation with someone in the Lab network; to our partners and supporters of the Lab; and especially to the teachers, Knowledge Keepers, Cultural Advisors and stewards, Elders and members of their communities to provided guidance and support.

It is our honour to present our aspirations, acknowledgements and commitments to Reconciliation and to reflect on how they inform and shape our contributions to energy system transformation.



Alison Cretney

Executive Director
Energy Futures Lab

Artist Acknowledgement

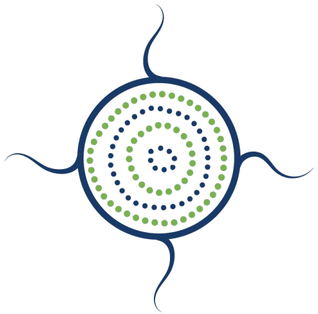




Joseph Tapaquon is a gifted nêhiyaw (Cree) artist and Artist in Residence at Tatâga Inc.

Through Tatâga's residency program, Joseph provides Indigenous art and graphic support for corporations and organizations who wish to add Indigenous digital branding to their reports, websites, and content.







pipikwan pêhtâkwan
Indigenous iconography was commissioned by the Energy Futures Lab and created by the team at pipikwan pêhtâkwan, meaning *"eagle bone whistle that is heard loudly" in* nēhiyawēwin (Cree).

pipikwan pêhtâkwan is an Indigenous-owned company building capacity within Indigenous and non-Indigenous organizations through public relations, meaningful engagement, inspiring design, and strategic communications, sharing skills and knowledge to support collective success.

Honouring the Land & Our Place Within it

Energy Futures Lab is traveling a path of understanding, a path of truth and reconciliation alongside Indigenous Peoples and all our relations. We have made a commitment to honour our Truth and Reconciliation Promise. Part of this promise is to create space within our hearts and minds to listen, to consider, and to humbly contribute to futures where Indigenous Peoples and all our relations walk together in a good way.

Present day Canada is home to people of many cultural heritages. Those for whom this is ancestral homeland, and those who arrived from elsewhere are all now part of the continuing story of this place, alongside stories that have been told here since time immemorial. We acknowledge the lands that have been cared for and shaped by Indigenous Peoples across this country, and whose living stories, languages, and teachings continue to guide us. We are grateful for their deep connection to the land, water, air, and all living beings, and for the understanding that we are part of creation — not separate from it. We recognize that how we engage with the land, and with the energy produced on and from it, is deeply connected to how we engage with one another.

We remember and acknowledge all survivors of residential schools, including those who crossed into the spirit world while away from their families and homes. We remember all Indigenous missing, murdered, and stolen people and relatives. We honour those stoking and stewarding the homefires — within themselves and in community. We see them, acknowledge them, we raise them in our hearts.

We ask for patience and guidance as we learn and grow together. We share this commitment in honour of the lands, and in the spirit of reconciliation, wellbeing, and advancing unity with Indigenous Peoples.



"[Much of] ***This Land Acknowledgement walked through four iterations within members of the herd and outside consultation with two members of the Blackfoot Confederacy. This gift is another step on the path forward — the outcome of dialogue, prayer, meditation, and dedicated efforts of several Indigenous Peoples across a variety of Indigenous perspectives****."*

– Tatâga Inc., Energy Futures Lab Indigenous Equity Audit (2022)

Spirit & Intention | Tending to Fire

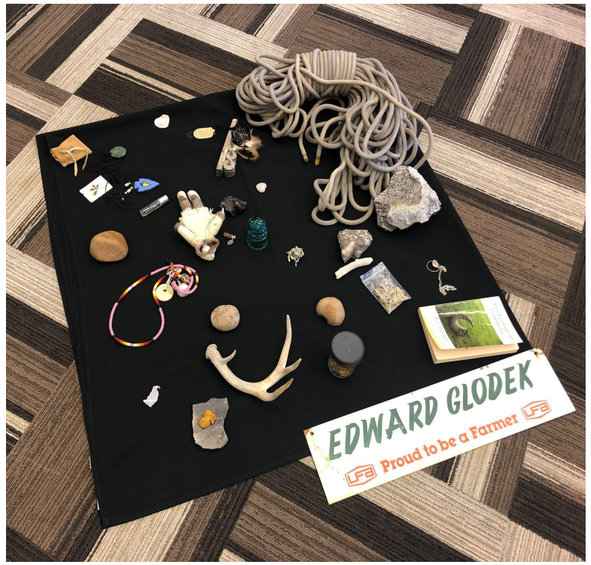
We have come to understand our Reconciliation work as the practice of firekeeping.

Fire is a central metaphor for this work. A central fire is a place of warmth in the cold, a pillar for community, a light in the darkness — an energy held somewhere between suppression and uncontrolled freedom.

Ours are fires of innovation and passion, uncertainty and expansion that require continued effort, surrender, and willingness to adjust as the fires grow, sustain, and ultimately transform the very resources that once sparked their light. What we feed the fire, the fire returns to us as warmth, illumination, and possibility.

The fire is an invitation. A symbol of gathering. An intention to return to, again and again.

We are committed to learning how to tend this spirit well, and to building our shared future together, in a good way.







Energy Futures
Lab Reconciliation
Action Plan

Who We Are

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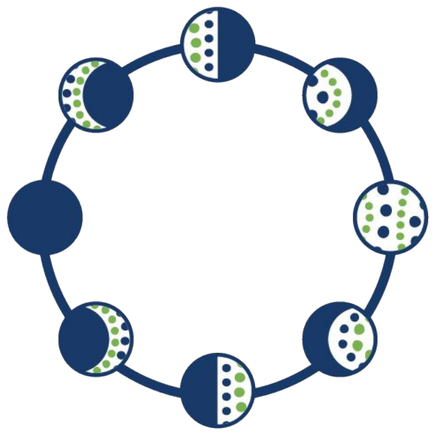
About the Energy Futures Lab

A social innovation lab that brings together peoples and perspectives in service of a shared, equitable energy future.

The Energy Futures Lab is an Alberta-based coalition of innovators and leading organizations from across the energy system. It was created to address a growing sense of polarization in Canada and to tackle the most pressing system-level challenges in the energy transition.

Since its inception in 2015, the Energy Futures Lab has brought together stakeholders and Indigenous Rights and Title holders from across the Canadian energy system to collaboratively accelerate progress towards our shared vision of a net-zero energy future, drawing on diverse perspectives to create innovative and enduring solutions to complex, system-level challenges.

Our Values



Inclusivity
We value inclusivity and collaboration because groundbreaking solutions to systemic problems come from embracing diverse perspectives.

Integrity
We value integrity as fundamental to our work and maintain independence from financial and political influences to pursue the most responsible and sustainable net-zero solutions.

Adaptability
We value adaptability because working in complex systems requires responsiveness to ever-changing system conditions.

Systems Thinking
We value systems thinking because addressing complex energy transition challenges requires solutions that tackle root issues rather than surface-level symptoms.

Sustainability
We value sustainability as a guiding principle, focusing on creating a balanced, sustainable energy system that respects people and the earth.

About the Energy Futures Lab | Our 2050 Shared Vision



The vision was developed by the original cohort of Fellows in 2015 and reflects a few language updates since then.

We anticipate that by 2050 the world has made major advances in transitioning to a sustainable, inclusive and prosperous global energy system.

The Energy Futures Lab defines the energy system the future requires of us as a system that simultaneously:

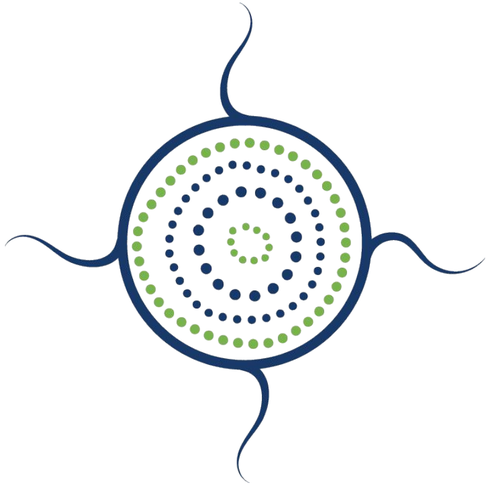
- Is **net-zero** for carbon emissions for the production and consumption of energy in Alberta and Canada.
- Enables quality of life for all people by **meeting energy needs reliably and affordably**.
- Is a leader in energy-based partnership towards **reconciliation with Indigenous Peoples** in Canada.
- Is **inclusive, accessible, and equitable** to current and future generations.
- Enhances the **health of our natural environment** and the **health of all those living within it**.
- Is a continued source of economic **prosperity** for the province and the country.
- Supports **diversity, resiliency, and adaptability**.

Centering The Issue

At the Energy Futures Lab we centre the issue, not any single perspective.

We bring together a diverse network of skills, experiences, and motivations to work on the complex challenges facing the energy system. As a multi-stakeholder convener, we are less focused on whether a specific perspective, industry, or entity is right or wrong, and more focused on what it takes to move forward together.

We hold space for the tensions and discomforts that can arise through this work: between worldviews, between communities and industries, between innovation and predictability, and many other dynamics.



We challenge ideas, not people.

Our work in creating system-level change requires emergence, humility, and a genuine willingness to step courageously into uncertainty. This approach has earned the Lab a trusted role within Canada's energy system. By actively balancing perspectives, expertise, and representation based on what each challenge requires, we create the conditions for diverse influencers to genuinely sense, respond to, and develop solutions to problems layered with real and far-reaching consequences.

We believe that meaningful representation by those most impacted is crucial and generates better, more holistic solutions.

The Lab designs its programs and convenings with this in mind: working to remove barriers to participation, holding brave and accountable spaces, and elevating underrepresented voices. While we don't centre any single perspective, we do surface questions of equity in how we design, facilitate, and shape our collective outputs.

Our Truth & Reconciliation Commitment

The Energy Futures Lab embraces the responsibility of our journey towards authentic Truth and Reconciliation with Indigenous Peoples in Canada.

The Energy Futures Lab is committed to upholding Indigenous rights and uplifting Indigenous voices, reflecting our respect for the sacred relationship that Indigenous Peoples have with the land and waters since time immemorial. We recognize that this relationship has been affected through the making of treaties, as well as subsequent agreements, laws, and legal precedents.

Since our inception in 2015, we have been committed to taking proactive steps in our own journey, as an organization and as individuals, and towards weaving Indigenous perspectives and Indigenous-led initiatives into the Lab's work, in alignment with the Lab's co-created vision of our future energy system.

To continue to nurture our partnerships with Indigenous Peoples and move forward in a good way, we acknowledge that this work requires ongoing practice and a willingness to engage through discomfort — in order to respectfully enable generative understanding and collaborative action.

It is our heartfelt commitment to build a spirit of intentional collaboration and co-creation as we work toward the respectful and peaceful shared stewardship of the land, and the resources we draw from it, now and for future generations.



Our Reconciliation Journey

Experiential Phase (complete)

Timeline: 2015 - 2025
Focus: education, prototyping, and awareness-building actions within the Lab network, initiatives, and collaborations

Innovate Phase

Timeline: 2026 - 2027
Focus: formalizing role and commitment to reconciliation pathways in Canada's energy system

Embodiment Phase

Timeline: 2028+
Focus: actions and modelling of power-sharing, co-development, and co-delivery to advance Reconciliation in the energy system

Acknowledging our Context

We recognize that our work takes place on Indigenous and treaty territories, and we acknowledge the importance of including, uplifting, and respecting Indigenous perspectives, Knowledges, laws, and sciences in shaping a prosperous shared future for energy and resources.

While we are not an Indigenous-led organization, we are committed to embedding Truth and Reconciliation as a foundational design consideration, one that shapes how we convene, engage, and collaborate – even as Reconciliation is not the core purpose of the Lab.

This work is ongoing and collective. We are learning as individuals, as a team, and as members of our communities, how to move forward together within a broader and continuously evolving energy system.

We recognize that advancing Truth and Reconciliation is not the responsibility of Indigenous Peoples alone, and we are committed to walking this path alongside them.

We acknowledge and honour the diversity that exists within Indigenous Peoples and communities. In our role as a convener, we seek to enable more equitable, place-based collaborations shaped by the peoples and communities most impacted.

We invite our network to reflect with us, share perspectives, and contribute as we continue to evolve our practice.



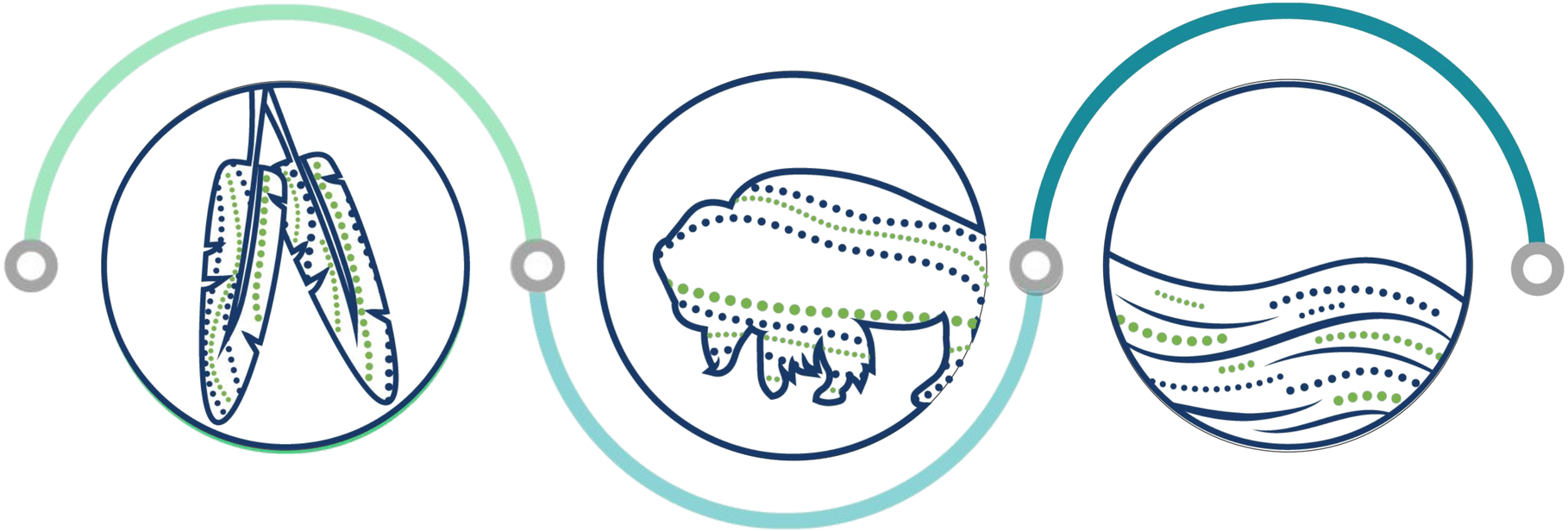
Energy Futures Lab Reconciliation Action Plan

Our Pillars & Action Plan

January 2026 - December 2027

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Our Reconciliation Pillars



TRUTH

Traveling Together

RECIPROCITY

Elevating Relationships

RECONCILIATION

Weaving in Initiatives

Our Plan | Reconciliation Commitments & Actions

Our Reconciliation actions: a living plan

The Energy Futures Lab has been operating since 2015, and this is our first formalized Reconciliation Action Plan. The commitments on the following pages reflect where we are on this journey, in our relationships, practices, and our understanding.

As we learn alongside our network and the systems we are in relationship with, we expect the ways we show up will evolve. As will our Reconciliation commitments and actions evolve, and we'll keep adding, revisiting, and holding ourselves to this living plan.



TRUTH: *Traveling Together*

Truth is not a destination we arrive at; it is something we practice together. This pillar honours that we are continually learning and unlearning. It reflects our commitment to: bringing people into the journey, being honest about where we are, and co-creating what a shared future means as we go.

RECIPROCITY: *Elevating Relationships*

Meaningful relationships are the foundation of this work. This pillar honours the ongoing practice of nurturing those relationships — with honesty about our capacity and limitations — to create shared benefit and to give as well as receive.

RECONCILIATION: *Weaving in Initiatives*

We commit to weaving Reconciliation into our initiatives wherever possible, recognizing that we're continually responding to shifts in the energy system and the environmental, social, and political forces that shape it. Our commitments are directional, not fixed, making space for work to adapt and deepen as the landscape, and our understanding, evolve.

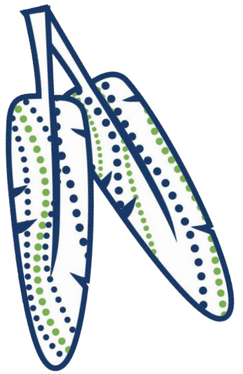
Truth | *Traveling Together*

Bridging Learning and Unlearning

As a guiding pillar, we honour the term **TRUTH** (in “Truth & Reconciliation”) as our commitment to developing an **honest** (informed) understanding of the conscious actions, oppressions, genocides, and distortions of the historical and current realities impacting Indigenous Peoples.

In the spirit of Truth, this means acknowledging the history of Canada and recognizing how colonial influences have reinforced biases in the systems we work within, including the energy system. We hold space for multiple truths rooted in multiple perspectives, acknowledging the plurality of experience and thought. Holding that space also means holding discomfort as a part of the work, not as a barrier to it, while remaining committed to a continuous practice of learning and unlearning as part of our professional and personal journeys.

We acknowledge a responsibility to learn the truth about intentional oppression, exclusion, and harm — not as a one-time reckoning, but as ongoing work; we do this in service of creating a sustainable, equitable, and prosperous energy future for all.



Our Plan | Reconciliation Commitments & Actions



The Pillar in Action

The Energy Futures Lab is a community of innovators, influencers, and leaders who are values-driven and embrace change. Working across divides, sectors, and experiences, we design for conversations that challenge assumptions, surface uncomfortable truths, and draw on diverse perspectives.

We regularly evaluate and adapt our approach, including how we sense and respond to the energy system, and how we develop system-level innovations, interventions, and solutions. Truth in action means staying in the room when things are uncomfortable, and building the kind of trust that makes it possible to build a more equitable future.

By December 2027, the EFL will

Co-design and deliver at least one Truth & Reconciliation learning opportunity annually for the EFL team and Lab network*.

Actions:

- Engage with Team, Fellows, Advisors, and Indigenous partners and network members to identify priority learning topics
- Plan and deliver a 2026 learning opportunity
- Plan and deliver a 2027 learning opportunity

*including Fellows, Ambassadors, advisors, partners, to be included as scope and resourcing allows

Establish an internal operating resource to support, empower, and reinforce the Lab's Reconciliation Action Plan and continued learning

Actions:

- Review Reconciliation commitments, work and learnings semi-annually with the full Lab team
- Document key practice guidance and learnings
- Develop an internal "Reconciliation Reference"

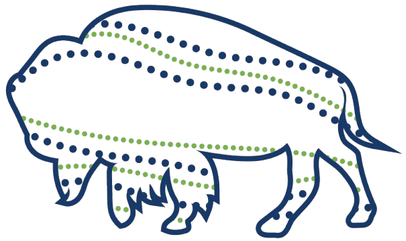
Reciprocity | *Elevating Relationships*

Growing Relationships and Connections

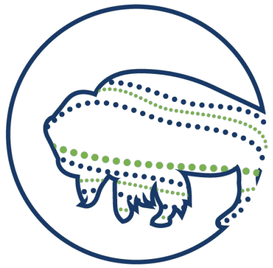
As a guiding pillar, we honour the term **RECIPROCITY** to acknowledge our commitment to act with **balanced exchange** and **integrity** (authentic accountability) within and across all our relationships, actions, and promises.

In the spirit of Reciprocity, we will honour and respect our relationships and commitments. We hold ourselves accountable to entering relationships with curiosity, compassion, and integrity as we build, grow, and nurture relationships. We are transparent about the nature of engagements, invitations, and asks of all relationships, new and seasoned, respecting the capacity and availability for all peoples and parties involved.

We consciously commit to taking steps in our journeys to open our heads, hands, and hearts to building and maintaining authentic relationships with all peoples as we walk our Truth & Reconciliation path.



Our Plan | Reconciliation Commitments & Actions



The Pillar in Action

The Energy Futures Lab engages with Indigenous Peoples through relationships, referrals, and mutually beneficial opportunities that offer and honour unique contributions and perspectives within the Lab's work. This inclusive approach helps us to support and centre Indigenous-specific challenges and economic opportunities, not as a consideration after the fact, but as a way to ensure more equitable and transformative outcomes.

We affirm that Indigenous voices, participation and decision-making are inextricable from an equitable energy-transition and a net-zero future. Reciprocity in action recognizes that the relationships we build are as important as the outcomes we seek to co-create.

By December 2027, the EFL will

Establish and apply clear, transparent principles for reciprocating Indigenous participation, advisory, and leadership across engagements

Actions:

- Develop clear reciprocity guidelines for Indigenous involvement
- Apply guidelines consistently across Lab projects and initiatives
- Review annually, monitor consistency of application, identify adaptations

Nurture relationships and create spaces to enable a plurality of Indigenous voices to shape our work, in alignment with the EFL's shared vision, approaches, and Truth and Reconciliation commitments.

Actions:

- For Indigenous Fellows, Ambassadors, advisors and participants, provide intentional relationship support, and barrier removal where possible.
- Add dedicated Indigenous Relations capacity to the Lab team, and ensure appropriate supports for role success
- Where appropriate, amplify Indigenous voices, perspectives, and contributions in EFL communications, outputs, and media, aligned with EFL vision and initiative goals

Reconciliation | *Weaving in Initiatives*

Embedding Reconciliation Actions Throughout Our Work

As a guiding pillar, we honour the term **RECONCILIATION** as our commitment to being oriented towards **action** (willingness) to create tangible, responsible, and equitable initiatives, solutions, and outcomes for a shared, prosperous future with Indigenous Peoples, their traditional territories, relations, practices, and the Land.

In the spirit of Reconciliation, we lean into action and accountability — working to ensure Indigenous perspectives are woven into the initiatives we undertake. We see this weaving as deeply significant, helping to strengthen our foundation and expand our ability to deliver on this commitment over time as we learn, grow, and advance our work.

We are committed to the learning this requires, and leaning into the journey as opposed to focusing on or searching for a fixed solution or endpoint, reminding ourselves that Reconciliation is not a destination but a practice.

Our Plan | Reconciliation Commitments & Actions



The Pillar in Action

The Energy Futures Lab has nurtured relationships with a network of Indigenous Elders, educators, leaders, facilitators, researchers, and advisors. Recognizing the uniqueness of each perspective, our Indigenous outreach seeks to offer multiple ways to engage rather than a single program or pathway in order to meet people where they are.

We are committed to equitable participation. This means honoring Indigenous contributions, actively removing barriers, and transforming our standards for our programs, practices, protocols, and engagements to better reflect our genuine intent to engage Indigenous Peoples in authentic, culturally respectful, and impactful participation.

By December 2027, the EFL will

Integrate meaningful and appropriately compensated Indigenous advisory, participation, or leadership in governance and Lab initiatives

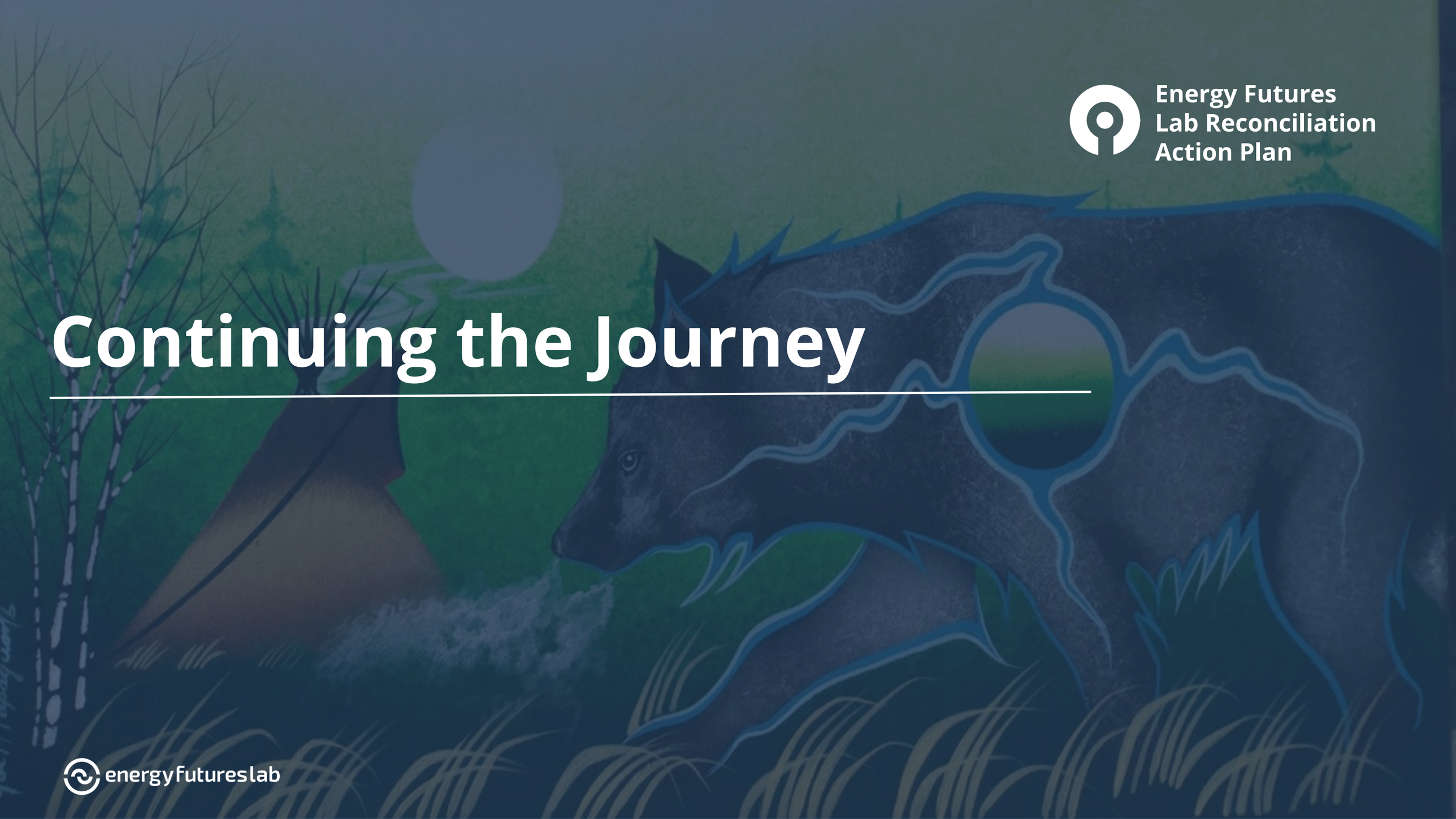
Actions:

- Indigenous participant and partner needs inform appropriate engagement mechanisms for Lab initiatives
- Create feedback loops with Indigenous Fellows, partners, advisors and participants on engagement quality, barriers experienced and improvements needed
- Document Lab learning, practice, and guidelines related to Indigenous Advisory Council development for specific initiatives (when, why, how, protocols, etc.)

Build sustained partnerships with Indigenous-led organizations to advance shared energy transition goals

Actions:

- Identify and nurture partnerships with relevant Indigenous organizations for co-design, advisory, and capacity exchange
- Co-develop partnership agreements that define shared goals, resource commitments, adaptive planning, and success measures
- Identify and pursue funding opportunities to support collaborative initiatives led or co-led by Indigenous partner organizations



Energy Futures
Lab Reconciliation
Action Plan

Continuing the Journey

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A Framework for Meaningful Action



Canada's Truth and Reconciliation Commission and Calls to Action

The Truth and Reconciliation Commission of Canada (TRC) listened to over 6,500 survivors of the residential school system and, in a landmark report, released 94 Calls to Action; these are specific, directed asks to governments, institutions, and the private sector to address ongoing harms and advance Reconciliation.

The Calls to Action offer a meaningful and accountable framework for doing this work with intention. We reference them here as guidance for the Energy Futures Lab, and for the organizations and partners we walk alongside.

In relation to TRC Calls to Action, we share what they look like in practice for our organization and in working with our network.

Call to Action 92

We call upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. This would include, but not be limited to, the following:

- Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.
- Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects.
- Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills based training in intercultural competency, conflict resolution, human rights, and anti-racism.

Our Alignment

A key consideration for how the Lab and its activities are designed has been to align with the **TRC Call 92 (Business and Reconciliation)**, as this Call to Action can be implemented beyond corporate Canada.

This guides our work in meaningful consultation, building respectful relationships with Indigenous Peoples, and creating opportunities across our network to deepen understanding of the historical truths of what is currently recognized as Canada.

What this looks like for us ...

As a non-profit working closely in collaboration, partnership, and constructive challenge with the corporate sector, we commit to these same actions and practices while providing support and encouragement for our corporate relationships to adopt these practices as well.

<u>This means we:</u>

- Model meaningful consultation and the building of respectful, ongoing relationships with Indigenous Peoples
- Act as advocates for early Indigenous involvement and engagement and seek to ensure that the free, prior, and informed consent (FPIC) of Indigenous Peoples is obtained for economic development projects when engaging with partners or within initiatives connected to the work of the Lab
- Create learning opportunities for new, returning, and continuing core network participants and team members to deepen their understanding of this work

Call to Action 43

We call upon federal, provincial, territorial, and municipal governments to fully adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation.

Call to Action 57

We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

Call to Action 80 *(Nationally completed)*

We call upon the federal government, in collaboration with Aboriginal peoples, to establish, as a statutory holiday, a National Day for Truth and Reconciliation to honour Survivors, their families, and communities, and ensure that public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process.

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Our Alignment

As we collaborate with government stakeholders across our network, we support the recognition of inherent and ancestral Indigenous Rights and Title; including through **TRC Calls to Action 43 (Reconciliation Framework)**, **57 (Professional Development & Training)** and **80 (Commemoration)**.

What this looks like for us …

While these calls are directed at governments, we recognize that their impacts, once actioned, will have varying implications for us, our work, and our network, and the energy system we operate within. We recognize the criticality of addressing the Calls to Action as an organization that engages with all levels of government.

This means we:

- Support the calls to develop a framework for Reconciliation, and encourage network members to explore intention authentic alignment with UNDRIP
- Are committed to learning and deepening our anti-racist, Rights-based, and intercultural competency practices
- Observe the National Day for Truth and reconciliation as an organization

With deep gratitude, respect, and humility…

While every interaction has the potential to spark new perspective and learning, there are key people who have influenced, inspired, and stimulated our ability to meet and respond to this work with grace, acceptance, and bravery.



Elders & Leaders

Elder Casey Eagle Speaker, Elder Reg Crowshoe, Elder Corleigh Powderface, Elder Tom Snow, Hal Eagletail, Xakiji Lee Crowchild, Gilbert Crowchild

Consultants, Advisors, & Educators

Tim Fox, Alexia MacKinnon, Steve Saddleback, JP Gladu, Danielle Mitchell, Raylene Whitford, Ali Tapaquon, Aubrey-Anne Laliberte-Pewapisconias, Kyle Snow, Kyle Napier, Gitz Crazyboy, Janice Makokis, Jeanne Crowchild, Annmarie Garby, Desiree Norwegian, Mark Podlasly, Richard Piche, Ryan Robb, Dazawray Landrie-Parker, Leoni Rivers, Lacy Gielen, Miles Jolliffe, Reggie George

Nations & Communities

Louis Bull Tribe, Blood Tribe, Alexis Nakota Sioux Nation, Samson Cree First Nation, Tsuut'ina Nation, Enoch Cree Nation, Métis Nation within Alberta

Fellows, Ambassadors & Alumni

Chris Fry, Cole Nychka, Deanna Burgart, Desmond Bull, Melissa Quesnelle, Ryan Robb, Cory Beaver, Diandra Bruised Head, Steve Saddleback, Miles Jolliffe, Winona Lafreniere, Jolaine Healy, Lacy Gielen, Leoni Rivers, Suzanne Life-Yeomans

Supporters

The Banff Centre for the Arts & Creativity, TD, Enbridge, Canadian Council for Indigenous Business, Tatâga Inc.

We are the ones we have been waiting for

You have been telling the people
That this is the eleventh hour.
Now, you must go and tell the people
That THIS is the hour,
And there are things to be considered.
Where are you living? What are you doing?
What are your relationships?
Are you in the right relationship?
Where is your water?
Know your garden.
It is time to speak your truth.
Create your community,
Be good to each other.
Do not look outside yourself for a leader.

There is a river flowing now very fast.
It is so great and swift
That there are those who will be afraid.
They will try to hold onto the shore.
They will feel they are being pulled apart
And will suffer greatly.
Understand that the river knows its destination.
The elders say we must let go of the shore,
Push off into the middle of the river,
Keep our eyes open and our heads above water.

And I say: see who is in there with you.
Hold fast to them and celebrate!
At this time in history
We are to take nothing personally,
Least of all, ourselves!
For the moment we do,
Our spiritual growth and journey comes to an end.

The time of the Lone Wolf is over!
Gather yourselves!
Banish the word "struggle" from
Your attitude and vocabulary.
All that we do now must be done
In a sacred manner and in celebration.
We are all about to go on a journey.

We are the ones we have been waiting for.

- *By Thomas Banyacya, Sr. (1910-1999) Speaker of the Wolf, Fox and Coyote Clan, Elder of the Hopi Nation*

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We look forward to seeing how this journey inspires working together in new ways and shapes the future we are building together.

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Energy Futures Lab Reconciliation Action Plan

Appendices

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Appendix A

Our Reconciliation Journey

The Energy Futures Lab is committed to exploring, cultivating, and sustaining Reconciliation pathways within our work. We recognize that this path unfolds across many roles, relationships, and scales of influence, with the potential to create shared benefits that last for generations.

We see our contribution as being focused on the evolution of the energy system aligned with an equitable and sustainable future. We are committed to ongoing education, learning, and unlearning to enrich the ways in which we shape how we work.







To date, this has consisted of and been informed by:

Our community and shared experiences.

- Indigenous-identifying Fellows, Advisors, Ambassadors, Partners, Consultants & participants of the Lab since its inception
- Experiences, learnings, and mistakes made within and by the Lab along the way

National and International resources and guidelines.

- Truth & Reconciliation Commission of Canada (TRC) Calls to Action
- United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)

Lab-specific guidance, advisory, review, and education.

- Energy-Based Partnerships Workshop with Tim Fox & Lexi MacKinnon (Nov 2019)
- Tatâga Inc. Indigenous Equity Audit (2022)
- EDI & Bystander Intervention Consultation with Thulasy Lettner (2023)
- National Resources Transfer Agreement (NRTA) Training with Leanne Crowchild and Janice Makokis (2024)

Programs, experiences, and courses.

- Banff Centre Right Relations Course (2019)
- Beyond Inclusion, Beyond Empowerment: Anti-Oppression Training (2020)
- University of Alberta Course: Indigenous Canada (online)

Appendix B

Experiential Phase (complete)

Timeline: 2015 - 2025
Focus: education, prototyping, and awareness-building actions within the Lab network, initiatives, and collaborations

Impacts & Outcomes:

- 15 Indigenous-identifying Fellows and Ambassadors (2015-2025)
- 10 Indigenous-led or -focused initiatives (2015-2025)
- 5 Partnerships with Indigenous organizations (2015-2025)
- Energy-Based Partnerships Workshop (2019)
- 6 contracts with Indigenous consultants and businesses for design, delivery & support (2020-2025)
- Tatâga Inc. Indigenous Equity Audit (2022)
- National Resources Transfer Agreement (NRTA) Training (2024)
- AEF Vision: Treaty legal review (2024)
- Elder and/or Indigenous leader workshop openings and participation (2015-2025)

Innovate Phase

Timeline: 2026 - 2027
Focus: formalizing role and commitment to reconciliation pathways in Canada's energy system

Goals:

- Focus on directional alignment, growing practices & prototypes of best approaches for advancing reconciliation in areas we have found strength and influence
- Implement changes inspired by growing understanding and opportunities
- Pilot strategies and a Reconciliation Framework for the EFL to further reconciliation commitments in the next phase

Embodiment Phase

Timeline: 2028+
Focus: actions and modelling of power-sharing, co-development, and co-delivery to advance Reconciliation in the energy system

Aspirational Direction:

- Apply EFL's framework for Reconciliation to a portfolio of specific, measurable, time-bound actions
- Develop, prototype, and/or model authentic examples of power-sharing, co-development, and co-delivery with Indigenous Peoples in service of the emerging and future energy system