



# NATIONAL DAY FOR TRUTH AND RECONCILIATION



THE WORLD -  
**Spectator**



# NATIONAL DAY FOR TRUTH & RECONCILIATION

SATURDAY, SEPTEMBER 30, 2023



Scenes from the grand opening of pawâcîkêwikamik: Nutrien MakerLodge

## SIIT and Nutrien unveil pawâcîkêwikamik: Nutrien MakerLodge

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This is something that we have been committed to as Nutrien. You can have some splashy advertisements and billboards and screens at airports but if you're not sitting down with these organizations and listening in terms of where their challenges are, where they need help and support and where the areas of common interest between a company like Nutrien and these Indigenous organizations are, and that takes time. It's not just all about the money, it's about taking the time to listen and to really have a meaningful conversation about what do they need and what are our values and where is that intersection? As an example, we are looking to meaningfully increase the number of Indigenous employees that we have which intersects with an overall need of skilled labour that we have, particularly at mine sites here in the province.

When you think about the demographics of the Indigenous community as one of the fastest growing communities in the province and they're looking for meaningful engagement for their members. So they're asking, how can you help us with training? How can you help us with internships and sponsorships or education and training? Then when that education and training is done, do you have meaningful education that's going to be at the end of these graduations for these folks? This is really, really important to us and that goes from Ken Seitz our CEO, our board, our Executive Leadership Team, right throughout our organization to our mine sites and we're looking at different ways that we can engage with communities too. Meaningful relationships aren't just measured in dollars but measured in impact.

**Does Nutrien have specific goals on where you'd like to be on Aboriginal employment for instance, or engagement with Aboriginal businesses?**

What we'd like to do is get to the point where our employee population mirrors that of the province. If the Indigenous community is one of the fastest growing communities in the province then we should hopefully be growing at that same pace. So I think today we're at about three to four per cent of our employee population is Indigenous and we'd like that to get up to 14-15 per cent here as a goal in the future.

It's something that I wish we had started a decade or two ago in terms of the initiatives that we're embarking on now because they do take time, but I can tell you that here going forward we are fully committed to that and I believe we can get there. I don't think we've put a specific timeline on when we can achieve that but achieving that percentage of the population is no different than the way we think about gender, as well, in terms of how do we more closely mirror the communities that we're participating in. How do we mirror that in our employee population? We're not just doing this because it's a nice slogan. We're doing it because it's the right thing to do and then secondarily, study after study has shown that a more diverse

company is higher performing and is more profitable. So there's a payback on this as well. Apart from just being the right thing to do and maybe repairing some of the evils of the past, it can make us a stronger and more profitable company—so there are several benefits to this strategy.

**How important do you think initiatives like this from companies like Nutrien are to the wider goals of reconciliation?**

As a new member to the community, I've been really interested in the history of reconciliation and why we are where we are today in Canada. What I draw upon is my experience in my home country of Australia where there are a lot of similarities in terms of the treatment of Indigenous people when some of these countries were first colonized.

It's almost an exact mirror image, in terms of how the Australian government and religious institutions treated Indigenous communities almost exactly the same. Horrific mistakes and actions were made here and so I think as you read the reconciliation documents and the commitments, business is a big part of that. I think as you think about education, you think about employment, you think about initiatives that are going to make a meaningful impact on these communities, I think Nutrien can play a really big part in that reconciliation. Particularly when you think about our footprint and let's just talk about the province here with our six mine sites, we also have a number of retail sites spread out across the province and we have our global headquarters here in downtown Saskatoon. So our geographic outreach where we border our communities, we can have employees living on reserve and coming to work with a fairly short commute time, to work at some of our sites.

So I think because of that geographic presence and because of that commitment I just spoke about regarding reconciliation and Indigenous engagement, I think that companies like Nutrien can play a huge part in that discussion and a huge part in starting to repair some of the damage that was done many, many years ago.

**Does the relationship with SIIT help on the recruitment side of things? How big of an issue is recruitment now and how big of an issue do you expect it to be in the future of keeping those mines fully staffed?**

It's a huge challenge, Kevin, and I think that it's a complicated issue I would say. It has a number of facets, one of which is, in our business, just the image of mining as a vocation for young people coming out of school, whether it's Polytech or a college or a university. How do we make that vocation more attractive? Because technology is having an impact on our business and is making it a more safe and attractive place to work than it used to be and I think the image of mining still tends to be that it's dominated by white males, it's people going underground in a dirty environment with picks and shovels and a lot of manual labour—which is unattractive to a more diverse em-

ployee base.

The fact is, because of technology today, we have the ability to run mining machines from the surface now, we have the ability to run mining machines from air conditioned offices and we are looking for employees that maybe have a background in computer engineering and information technology. We simply didn't need that skill set 20 years ago. So our needs are changing as a company and we need to make sure that we communicate to the educational institutions of those new skill sets that we need as a company moving forward.

It's a multi-faceted discussion and it involves, engagement with educational institutions here locally, but it also involves communication to the provincial and federal governments in terms of making sure we break down as much as possible any red tape for immigration. As we think about immigration, again, communicating to the government institutions, the skill sets that we're looking for as we assess those people that we want to welcome to Canada and to provinces like Saskatchewan—making sure that they meet the needs of our mining industry.

The other thing that I think you're going to see, as we go through this energy transition and Canada being the home of a number of minerals and products that are going to be needed and that are going to be needed to be mined, there's not just going to be positions within the potash space for these individuals, it's really going to be across mining more broadly. The competition for skilled labour is only going to increase over the next decade.

**How does it feel to be part of an initiative like the MakerLodge initiative? Do you feel like you're making an impact and you're making a difference?**

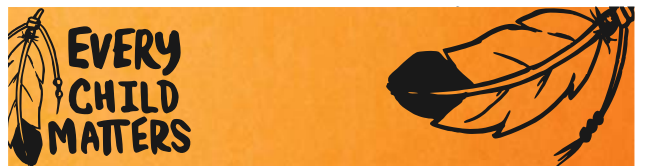
I do, and it's not just how we're feeling but the feedback that we're getting from elders in the communities. In fact at the opening ceremony we heard from a number of elders that the impact that SIIT is having, the impact for organizations like STCI who we also support as well, but when you hear feedback that those institutions are having an impact on reserve land in terms of lifting people up out of some economic challenges, it feels really good.

We've got a long way to go. Again we should have started some of these initiatives a couple of decades ago but I do feel like we're making an impact. I do more importantly feel like as a Canadian-based company, it's just part of our community extension, it's part of our community involvement and engagement that we really take very seriously and it's part of our freedom to operate.

If we're not going to be investing in these communities and being meaningful and engaging in these relationships, then people will see straight through a billboard that doesn't have any meaning behind it or any meaningful engagement.

So yeah, we're committed to that and again, it's not just about dollars. I'll highlight as well that we put our name to some of these initiatives and in tandem with that we also promote volunteerism with our employees. We say, "Look we've got this partnership with SIIT, we've got partnerships with STIC and by the way we've got all of these events. You go down to the Friendship Inn and you participate in a backpack event down there."

So we're not just putting our name to these events and these communities and throwing money at it and saying see you later, we'll see you next year. There's follow up to that and it's things like volunteerism that we take really seriously.



National Day for Truth & Reconciliation  
A day to honor the children who lost their lives to the injustices of residential schools and never returned to their families.  
We show our support to all those affected by this tragedy.  
Listen, Reflect, Reconcile







# NATIONAL DAY FOR TRUTH & RECONCILIATION

SATURDAY, SEPTEMBER 30, 2023

## Monument created to remember the children of residential schools

BY ASHLEY BOCHEK  
An 18-foot, 7,000-pound monument to children who suffered at Residential Schools is in Saskatchewan until October 2,

as it makes its way from Vancouver Island to the Canadian Museum of History in the National Capital Region.

The monument is in front of the RCMP

headquarters on Dewdney Avenue in Regina until October 2. There was a ceremony held there September 9.

"We represent the children. I want to give those children—our children—a voice," said Kwakiutl carver Stan Hunt at the ceremony.

"The monument tells the truth of Canada in a time that was very dark for us."

Hunt is a master carver who uses only traditional tools and methods to create his works of art.

The monument shows the faces of children, and is topped by a raven holding the "seed of life" in its beak.

The monument is black and orange—"the black for the dark time of history, and the orange for Every Child Matters," Hunt said.

The faces of the children that cover most of the monument have anguished expressions.

Hunt said he wanted people across Canada to see those expressions, and to react to those faces.

"If you look closely at all the faces that are on that monument, no faces are smiling. They're all in different degrees of grief," he said.

It took four months to conceptualize and plan the monument before he could start to work on the months-long carving process, he said.

Federal RCMP Commissioner Mike Duheme was at the ceremony in Regina.

He said as the police service looks back on its 150-year history, those dark chapters are important to reflect on.

"We are committed to reconciliation," he said.

The monument will be on display until Oct. 2 outside the RCMP headquarters on Dewdney Avenue in Regina before it continues on to the Canadian History Museum.



Scenes from a ceremony for the Residential School Memorial Monument in Regina September 9.

Above, Kwakiutl master carver Stan Hunt, seated at right, at a ceremony for the Residential School Memorial Monument September 9.

At right, Kwakiutl master carver Stan Hunt is gifted a star blanket at the ceremony.

Below, the monument features faces representing the children of residential schools, topped by a raven holding the Seed of Life in its beak.

Ashley Bochek photos






NATIONAL DAY FOR  
**TRUTH AND RECONCILIATION**

### OUR FUTURE IS TOGETHER

At Southeast College we encourage our students, staff and the communities that we serve to take time on September 30 to reflect on our shared path on the road toward truth and reconciliation.

Thank you to all who organize and participate in events honouring the National Day for Truth and Reconciliation on September 30th

**Dr. Robert Kitchen MP**  
Souris-Moose Mountain

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**Left:** Staff Sergeant Brian Kelly, an indigenous officer serving with the RCMP, embraces a member of the delegation from the Kwakiutl Nation accompanying the Residential School Memorial Monument at a ceremony in Regina September 9.

Ashley Bocek photos



*Walking together on the road to reconciliation*

**NATIONAL DAY  
FOR TRUTH &  
RECONCILIATION**  
Saturday, September 30



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NATIONAL DAY  
**OF TRUTH**  
AND RECONCILIATION  
SEPTEMBER 30<sup>TH</sup>



**Borderland**

Moosomin | Rocanville | Whitewood | Maryfield | Broadview | Grenfell | Kipling

**NATIONAL DAY  
FOR TRUTH AND  
RECONCILIATION**

**THE WORLD-Spectator** *We all have a role in reconciliation.*