

THURSDAY
JUNE 16

BUILDING A PROGRESSIVE INDIGENOUS RELATIONS TRAINING PROGRAM



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BUILDING A PROGRESSIVE INDIGENOUS RELATIONS TRAINING PROGRAM

JUNE 16, 2022 | MADISON, WISCONSIN



SESSION LEADER:



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SESSION OUTCOME

BUILDING INDIGENOUS RELATIONS TRAINING



IDENTIFY RELEVANT NEXT STEPS FOR DESIGNING AND IMPLEMENTING AN INDIGENOUS RELATIONS TRAINING PROGRAM

that meet the requirements of Objective 8 of SFI Forest Management Standard within their organization by January 2023.

INDIGENOUS RELATIONS TRAINING PROGRAMS

OVERVIEW

- FM Objective 8 Training Requirement
- Importance of Indigenous Relations Training
- Key Content to Include in Objective 8 Training Programs
- Tailoring Training to Your Organization's Unique Context
- Designing and Impactful Learning Experience
- SFI Supports and Resources





DEVELOPING AN INDIGENOUS RELATIONS TRAINING PROGRAM

*Click **START** to begin the course.*

START

INDIGENOUS RELATIONS TRAINING PROGRAMS

FM OBJECTIVE 8 TRAINING REQUIREMENT

FM OBJECTIVE 8: *Recognize and respect Indigenous Peoples' rights*

INDICATORS:

1. Certified Organizations shall develop and implement a written policy acknowledging a commitment to recognize and respect the rights of Indigenous Peoples. This policy shall provide reference to a program that includes:
 - c) appropriate training of personnel and contractors so that the Certified Organization is competent to fulfill their responsibilities under Objective 8 of the Forest Management Standard.



INDIGENOUS RELATIONS TRAINING PROGRAMS

IMPORTANCE OF INDIGENOUS RELATIONS TRAINING

Your organization's Indigenous Relations training program is an integral part of:

- Creating an inclusive workplace culture
- Communicating issues you care about
- Building meaningful relationships
- Advancing ESG and CSR commitments
- Meeting SFI Objective 8 requirements



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ACTIVITY

KEY CONTENT TO INCLUDE IN OBJECTIVE 8 TRAINING

1 What topics should be included in an Objective 8 training program to meet the requirements of the standard?

2 Which personnel and contractors should receive training on each topic, to ensure your organization upholds all Objective 8 requirements?

INDIGENOUS RELATIONS TRAINING PROGRAMS

KEY CONTENT TO INCLUDE IN OBJECTIVE 8 TRAINING

PERFORMANCE MEASURE 8.1:

Certified Organizations shall recognize and respect Indigenous Peoples' rights.

INDICATORS:

1. Certified Organizations shall develop and implement a written policy acknowledging a commitment to recognize and respect the rights of Indigenous Peoples. This policy shall provide reference to a program that includes:
 - a) use of available resources and information to identify the Indigenous Peoples whose rights may be affected by the Certified Organization's forest management activities.
 - b) recognition of the established framework of legal, customary, and traditional rights such as outlined in:
 - i. the UN Declaration on the Rights of Indigenous Peoples;
 - ii. federal, provincial, and state laws and regulations;
 - iii. treaties, agreements or other constructive arrangements among governments and Indigenous Peoples.
 - c) appropriate training of personnel and contractors so that the Certified Organization is competent to fulfill their responsibilities under Objective 8 of the Forest Management Standard.
2. The written policy shall be publicly available.



INDIGENOUS RELATIONS TRAINING PROGRAMS

KEY CONTENT TO INCLUDE IN OBJECTIVE 8 TRAINING



PERFORMANCE MEASURE 8.2.

Certified Organizations with forest management responsibilities on public lands shall confer with Indigenous Peoples whose rights may be affected by the Certified Organization's forest management practices.

INDICATOR:

1. Program that includes communicating with affected Indigenous Peoples to enable Certified Organizations to:
 - a) understand and respect traditional forest-related knowledge;
 - b) identify and protect spiritually, historically, or culturally important sites;
 - c) address the use of non-timber forest products of value;
 - d) communicate through processes that respect their representative institutions, using appropriate protocols;
 - e) provide opportunities to review forest management plans and forest management practices; and
 - f) respond to inquiries and concerns received.

INDIGENOUS RELATIONS TRAINING PROGRAMS

KEY CONTENT TO INCLUDE IN OBJECTIVE 8 TRAINING

PERFORMANCE MEASURE 8.2.

Certified Organizations are encouraged to communicate with and shall respond to Indigenous Peoples whose rights may be affected by forest management practices on the Certified Organization's private lands.

INDICATOR:

1. Certified Organizations are aware of traditional forest-related knowledge, such as known cultural heritage sites, the use of wood in traditional buildings and crafts, and flora that may be used in cultural practices for food, ceremonies, or medicine.
2. Respond to Indigenous Peoples' inquiries and concerns received.



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DISCUSSION

WHAT OTHER CONTENT SHOULD BE INCLUDED?

INDIGENOUS RELATIONS TRAINING PROGRAMS

TAILORING TRAINING TO YOUR ORGANIZATION

Important considerations for developing relevant and effective training:

- Organizational values and objectives
- External frameworks, commitments and certifications
- Organizational structure and workforce composition
- Geographic footprint and operating locations
- Indigenous rights-holders' priorities
- Collaboration opportunities with local and regional partners (e.g. SICs)



INDIGENOUS RELATIONS TRAINING PROGRAMS

DESIGNING AN IMPACTFUL LEARNING EXPERIENCE

- Training is not about knowledge transfer, it's about behavior change
- ROI happens when new knowledge or skill is put into practice.



INDIGENOUS RELATIONS TRAINING PROGRAMS

DESIGNING AN IMPACTFUL LEARNING EXPERIENCE



HOW DO YOU DESIGN TRAINING THAT MAKES A DIFFERENCE?

INDIGENOUS RELATIONS TRAINING PROGRAMS

DESIGNING AN IMPACTFUL LEARNING EXPERIENCE



3 GOLDEN RULES

1 KNOW YOUR OUTCOMES

“If you don’t know where you’re going, you’ll end up somewhere else.”

- Yogi Berra

- “What do I want my personnel or contractors to be able to do?”
- “What’s the behavior I’m trying to change?”

INDIGENOUS RELATIONS TRAINING PROGRAMS

DESIGNING AN IMPACTFUL LEARNING EXPERIENCE

3 GOLDEN RULES



2 MAKE IT RELEVANT

**MAKE IT AS RELEVANT
AND AS APPLICABLE AS
POSSIBLE TO THEIR WORK.**

- Build on their experience and have them share their experiences with others.
- Focus on immediacy of application.

INDIGENOUS RELATIONS TRAINING PROGRAMS

DESIGNING AN IMPACTFUL LEARNING EXPERIENCE



3 GOLDEN RULES

3 OFFER POST-TRAINING SUPPORT

RULE OF BEHAVIOR CHANGE:

Make it as easy as possible for people to adopt the new behavior (or harder to continue the old one).

“What can I offer that will help them apply what they’ve learned and adopt the new behavior?”

E.g., Opportunities to practice, templates, samples, step-by-step guidance, checklists, decision flowcharts, handouts with key takeaways, etc.

INDIGENOUS RELATIONS TRAINING PROGRAMS

DESIGNING AN IMPACTFUL LEARNING EXPERIENCE

3 GOLDEN RULES

1 KNOW YOUR OUTCOMES

2 MAKE IT RELEVANT

3 OFFER POST-TRAINING SUPPORT



INDIGENOUS RELATIONS TRAINING PROGRAMS

SFI SUPPORTS AND RESOURCES

E-LEARNING SERIES: INDIGENOUS RIGHTS AND RELATIONSHIP BUILDING IN SUSTAINABLE FOREST MANAGEMENT



BUNDLE 1: RESPECTING ABORIGINAL AND TREATY RIGHTS IN SUSTAINABLE FOREST MANAGEMENT

Mini unit 1: Acknowledging
Traditional and Treaty Territory

Mini unit 2: Understanding and
Upholding the Duty to Consult

BUNDLE 2: COMMUNITY ENGAGEMENT AND COMMUNICATION

Mini unit 1: Community
Engagement and Communication

Mini unit 2: Developing an
Indigenous Relations Training
Program

Mini unit 3: Respectful
Communication

Mini unit 5: Respecting Traditional
Forest-Related Knowledge

Mini unit 5: Co-Developing Projects
and Initiatives

BUNDLE 3: INDIGENOUS EMPLOYMENT AND WORKFORCE DEVELOPMENT

Mini unit 1: Career Success and
Community Partnerships

Mini unit 2: Indigenous Employment
and Training Programs

BUNDLE 4: ADVANCING ECONOMIC RECONCILIATION THROUGH BUSINESS COLLABORATIONS

Mini unit 1: Advancing Economic
Reconciliation in the Forest Sector

Mini unit 2: Building Lasting
Business-to-Business Collaborations

SFI-CERTIFIED ORGANIZATIONS RECEIVE

40% OFF

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SFI SUPPORTS AND RESOURCES



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INDIVIDUAL REFLECTION

**THINK ABOUT YOUR
ORGANIZATION AND WHAT
YOU JUST LEARNED:**



What are the immediate next steps you need to take to design and implement an Indigenous Relations Training that meets Objective 8 by January 2023?

QUESTIONS?



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INITIATIVE

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