



Indigenous Reconciliation
Action Plan

Forging a Pathway Forward.





Land Acknowledgment

We acknowledge that the Global Furniture Group's head office is situated on the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples. Global also recognizes that our corporate headquarters are situated on treaty land (treaty 13, the Toronto purchase). Global's showrooms, offices, manufacturing and distribution facilities are located across Turtle Island (North America) on traditional, treaty and unceded territories of First Nations, Inuit & Métis peoples.

We understand that while it is important to acknowledge the land, it is only a first step. We acknowledge the harms and mistakes of the past and are committed to moving forward in a spirit of reconciliation and collaboration. We will listen, learn and establish meaningful and respectful partnerships with Indigenous organizations in ways that support our collective prosperity.

Design 
de Plume

The logo and design for Global Furniture Group's Indigenous Strategy was created by Design de Plume, an Indigenous and women-owned creative agency that specializes in inclusive and accessible solutions.

Introduction



Letter from Joel Feldberg, President & Chief Executive Officer

As a family owned and operated company, we are proud of our roots in Canada. However, for too long we, like others, have neglected our relationships with the Indigenous people who share a sacred relationship with this land. We apologize for our delay in action and acknowledge the harms and mistakes of the past.

Our path towards reconciliation begins with educating ourselves and recognizing the lasting impact of colonialism, residential school trauma, economic exclusion, racism and discrimination against Indigenous peoples and their relationships with non-Indigenous peoples in Canada. As we embark on our journey, we understand that reconciliation is everyone's responsibility. By coming together, we build stronger relationships, recognize the strengths of the Indigenous community, and start the journey towards healing. The challenge for many of us has been about how to act on truth and reconciliation in a genuine, meaningful, and respectful manner. What can we do as a company to contribute to reconciliation? How can we effect change?

Our strategy, outlined in the following pages of this report represents our response to this challenge and our contribution and response to the Truth and Reconciliation Report (TRC) Call to Action #92 (Business and Reconciliation):

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.

We understand that change is a lengthy process and requires extensive collaboration, however responding to this Call to Action aligns with who we are and our values as a company. We honor family, community, respect for all peoples and the planet. Our company has been built one relationship at a time and it is time to nurture strong relationships with Indigenous Communities and support their inclusion in our success. Our success is intertwined. It is not only the right thing to do, but also good for business.



Methodology

We have assembled an Advisory Committee comprised of Indigenous thought and business leaders to guide our efforts and provide valuable insight as we map out our Pathway toward Indigenous Economic Reconciliation. Supported by Global's Executive Committee, this Advisory Committee will help Global align with the National Indigenous Economic Strategy for Canada to “drive positive change, address long-standing inequities, and help achieve inclusive growth for and with Indigenous communities.” In turn, the NIES is “informed by the Truth and Reconciliation Commissions Calls to Action, the United Nations Declaration on the Rights of Indigenous Peoples, the Royal Commission on Aboriginal Peoples, and other national and international instruments.”

Our company's leadership will establish a process of learning the truths of Canada's past with respect to Indigenous Peoples. We will identify how we will acknowledge these truths and where possible, take steps towards reparation and reconciliation. We will report on our progress annually. Will identify where we have done well and where we need to do better. We will continue to set new goals and targets. It will be a living strategy.

Global's Indigenous
Advisory Committee

About Our Committee Members



David T. Fortin

Professor, School of Architecture,
University of Waterloo
Cambridge, Ontario, Canada



Born and raised throughout Alberta and Saskatchewan, David is a Member of the Royal Architectural Institute of Canada (MRAIC), a LEED accredited professional, and a registered architect in the provinces of Ontario, Saskatchewan, Manitoba, and Alberta. He is a citizen of the Métis Nation of Ontario and member of the RAIC Indigenous Task Force whose objective it is to 'seek ways to foster and promote indigenous design in Canada'. In addition to his current teaching position at the University of Waterloo, David is Principal Architect of David T Fortin Architect Inc. - a firm founded on a shared belief that well-designed spaces can strengthen our relations with each other and the land in profound ways.

Dawn Madahbee Leach

Chair, National Indigenous Economic Development Board, One of Canada's 100 Most Powerful Women 2018 - WXN



Dawn Madahbee Leach, an Anishinabe-kwe and member of the Aundeck Omni Kaning First Nation, has been the General Manager for the Waubetek Business Development Corporation since 1988. Waubetek is a leading Indigenous Financial Institution that provides financial services to Indigenous entrepreneurs and 27 First Nation communities in Northeastern Ontario (central Canada). Dawn has been instrumental in the establishment of major regional initiatives and more than \$140 million in investments in Indigenous businesses and economic projects. Nationally, she has helped design government policies and programs that meet the capital and economic needs of Indigenous businesses and First Nation communities.

Besides serving on the National Indigenous Economic Development Board, she has also served on her First Nation Council and currently serves on the Board of Peace Hills Trust Company and Niobay Metal Inc. She also services on various corporate Indigenous Advisory Committees. Ms. Madahbee Leach graduated from the University of Waterloo's Economic Development Program and holds a degree in Political Science and Law from York and Laurentian Universities.

Darrell Brown, ICD.D

President at Kisik Clean Energy and Kisik Commercial Furniture



Darrell Brown is a Cree entrepreneur and advisor based in Winnipeg, Canada. He is President of Kisik Commercial Furniture and Kisik Clean Energy. Kisik Commercial Furniture is a Canadian Aboriginal owned and operated office furniture dealership serving all levels of government, the corporate sector, as well as the Aboriginal community in Manitoba, Saskatchewan, and Northwestern Ontario. It is a full-service company able to meet all the requirements of project management, CAD, construction and contract furniture. Kisik is committed to providing complete solutions to office furnishing requirements. Darryl holds an Advanced Diploma in International Business from Red River College in Manitoba and a Certificate of Indigenous Leadership, Governance and Management Excellence from the Banff Centre. He holds the designation ICD.D from the Institute of Corporate Directors under the Directors Education Program. Darrell was the past Chair of the Indigenous Clean Energy Network, a social enterprise supporting Indigenous renewable energy in Canada.

Our Pathway toward
Economic Reconciliation:

Educate, Engage and Advance

1. Educate: Any action starts with education.

History and Legacy Education

General education on the history and legacy of Indigenous Peoples, as well as the lasting impacts of Colonialism in Canada.

- 190 employees have completed the 4 seasons of reconciliation course, including Global's CEO and all members of the company's senior management team.
- This interactive, online course takes learners on an illuminative path toward dismantling the colonial point of view that has been taught in the Canadian education system while kickstarting a positive and collaborative relationship between Indigenous and non-Indigenous peoples.

Guided by Section 92iii of the TRC report, Global will:

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.

Anti-Indigenous Racism and Cultural Bias Training

In depth and customized anti-Indigenous racism and cultural bias training to enable our employees to manage their biases, change their behavior, and track their progress.

2. Engage: Ways we will foster inclusion and drive positive change.

Reflection and Learning

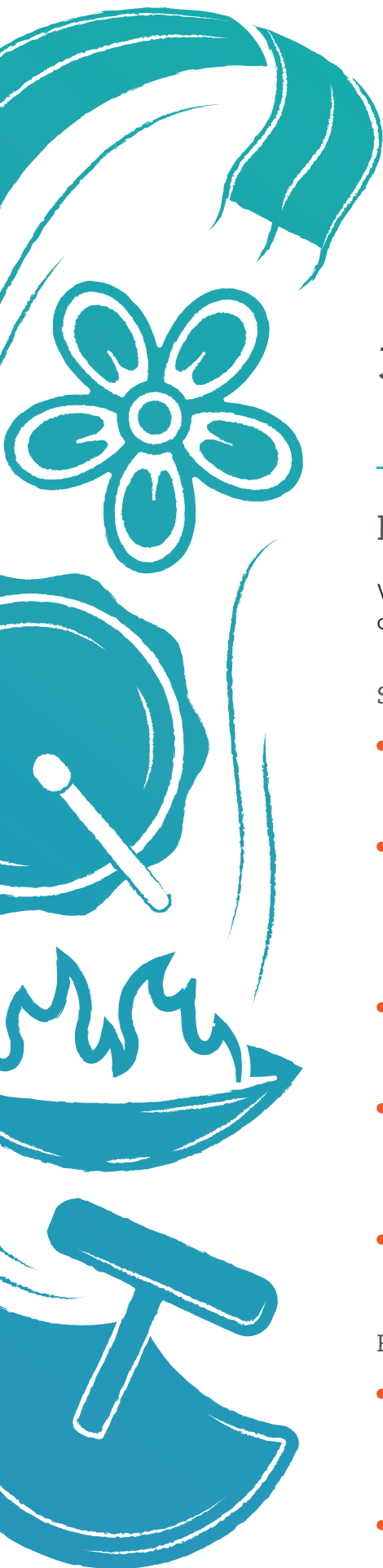
Quarterly Discussion Series: We will conduct ongoing lunch-and-learns for our employees, partners and customers to provide education and opportunities around paths to Economic Reconciliation.

Indigenous Readings and Literature Club: To engage discourse and learning we will invite employees, partners and customers to participate in an ongoing dialogue based on a fiction and nonfiction reading list curated by our Indigenous Action Committee.

Recruitment

We are enhancing our recruitment strategy to reach potential Indigenous job candidates and increase Indigenous Representation within Global by:

- Increasing the visibility of and access to job postings and ads among Indigenous peoples via purposeful partnerships with recruiting companies that specialize in indigenous placement;
- Making Indigenous peoples more aware of our business as an equal opportunity employer, and along with our commitment to diversity and inclusion in the workplace;
- Improve access to company and job information (e.g., social media tools, language, etc.); and
- Creating internships and co-op positions for Indigenous youth and students



3. Advance: Our actions toward Economic Reconciliation.

Partnerships

We are forging new and strengthening existing relationships to build new channels of revenue for Indigenous partners and ourselves. This includes:

Supporting Indigenous-Owned Businesses

- Supporting Indigenous-owned business by flowing 5 % of our Canadian revenue through Indigenous-Owned Business and targeting 10% of our Canadian revenue in the future
- Onboard more Indigenous-owned Dealerships into our existing dealership network
 - Support their success via training in space planning, sales and marketing, etc.
- Create a more diverse and inclusive supply chain via strategic partnerships with organizations like CAMSC (Canadian Aboriginal and Minority Supplier Council)
- We will share our social, operational and intellectual capital to support Indigenous-owned businesses within our industry. For example, lend our expertise in areas like CAD support, space planning and industrial design to help them thrive.
- We are creating partnerships with Indigenous designers to create furniture pieces that are informed by Indigenous values.

Revenue Generation

- We will generate a revenue stream by committing a percentage of sales for investment into Indigenous communities and businesses. We will ask our business partners (dealers and end-users) to match this as part of an economic reconciliation plan for them.
- Our Indigenous Advisory Committee will advise on how to allocate the funds, with the goal of creating lasting and collaborative partnerships with Indigenous communities within range of our corporate facilities.

Close: The Journey Ahead



Letter from David Glass, Executive Sponsor & Senior Vice President

I am honored to be on this journey towards building a better future together. I believe that our business can play a role in advancing reconciliation and our commitment is steadfast.

As we move forward, our efforts to build stronger relationships with Indigenous peoples will be governed by the following guiding principles, as defined by the Congress of Aboriginal Peoples:

- **Trust:** Believing that the other person is operating in good faith, with good intentions.
- **Respect:** Recognizing and valuing the other person as they are, regardless of the differences between you.
- **Communication:** Ongoing, honest conversations and dealings with each other; working through differences of perspective, opinion, and practice; and, working together to arrive at mutually beneficial and agreed-upon resolutions.
- **Commitment:** Keeping your word and using it as a touchstone for business decisions.

Our goal is to create and nurture sustainable, respectful, and mutually beneficial relationships with Indigenous groups in the areas in which we operate. I am excited to be able to lead this journey and steer the cultural transformation within Global to be more inclusive and open. Our next steps will include community outreach with local Indigenous groups to develop deep, meaningful and lasting relationships based on the spirit of respect and collaboration.

I want to acknowledge and express my gratitude to the Advisory Committee who provided valued input into this strategy and action plan. I recognize there is much for us to do and improve upon. We are just starting, and we will learn as we go, iterate and adjust as we go along. It is a living strategy. We will also measure our success and share, annually, where we are doing well and where we can do better.



Please visit us at globalfurnituregroup.com.

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