





The illustration includes suns at the centre, with all the elements circling in their orbit. The feathers attracting a hummingbird represent love and healing. A bear represents strength and resilience, while the strawberries demonstrate the power of connection and heartfelt relationships.

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# INTRODUCTION

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**The Indigenous Reconciliation Plan was crafted through a collaborative process that spanned over two years, during which valuable input was gathered from various sources. It involved our Indigenous Initiatives Lead as well as Telefilm’s senior management.**

This input came from Indigenous filmmakers who have been supported by Telefilm, those who have applied for our support, Indigenous partner organizations, and other stakeholders from Indigenous communities. These insights were gathered through multiple channels, including formal meetings of the Telefilm Canada Indigenous Working Group, personal interactions with filmmakers at virtual and in-person events like festivals and conferences, and through dialogues with key Indigenous partner organizations.

We wish to express our sincere gratitude and acknowledge the invaluable contributions of the many individuals who have generously shared their insights. This collaborative journey has not only enriched our understanding but has also nurtured a robust relationship built upon trust and respect.

The plan’s overarching goal is to infuse the principles and objectives of reconciliation into every facet of Telefilm’s operations. It is designed as a dynamic document, intended to be regularly updated every three years following the completion of prior engagement initiatives.

The plan is structured around four core areas, each reflecting different aspects of Telefilm’s mission and operations:

**Strengthen:** This quadrant focuses on revising internal policies and programs to remove barriers and provide greater support for Indigenous creators.

**Expand:** Here, the plan outlines strategies to extend our engagements beyond the existing \$4 million Indigenous funding envelope.

**Engage:** We are committed to enhancing Telefilm’s visibility and active participation at festivals and conferences, with a specific aim to formally include Indigenous perspectives and voices

**Learn:** This quadrant highlights our efforts to foster cultural sensitivity and engagement across all internal departments, ultimately contributing to a more inclusive and respectful internal culture.

By adopting these strategic priorities, we aim to align our operations with the principles of reconciliation and work collaboratively with Indigenous communities to advance our shared objectives.

## Indigenous peoples are the original storytellers of this land.

The originality, depth, and exciting vision of Indigenous storytelling has been carried into the medium of film, despite the many challenges and barriers faced by Indigenous people in the industry. The history of cinema and Indigenous people is one fraught with exploitation and inauthentic representations made by non-Indigenous filmmakers. Indigenous people, in Canada and internationally, have advocated unceasingly for their right to tell their own stories, to depict themselves and their cultures, communities, and traditions in their own ways.

Telefilm Canada is proud to play a part in supporting the telling of authentic Indigenous stories, through the annual Indigenous funding envelope and through partnerships with organizations like the Indigenous Screen Office. However, there is always more to do.

In recognition of the continual nature of reconciliation, and the desire to maintain a reciprocal relationship with Indigenous creators and partners, the Telefilm Canada Indigenous Reconciliation Plan is conceived of as a living document that will be informed by ongoing consultation, partnership, and industry and community needs.

The first iteration of the Plan contains engagements for the next 18 months to 3 years. Engagements will be reviewed, renewed, and added on a 3-year basis. The four quadrants of engagement reflect the four quadrants of the medicine wheel. The medicine wheel is used by various Indigenous cultures in various ways, and is generally used to represent concepts of wholeness and balance.

Telefilm Canada recognizes the unique circumstances of Indigenous peoples in Canada and, as a governmental crown corporation, is committed to an ongoing relationship of reconciliation, guided by the principles of narrative sovereignty for Indigenous peoples, in consultation with Indigenous organizations and peoples, and grounded by concrete, measurable actions.

The Indigenous Reconciliation Plan's engagements seek to incorporate an Indigenous-focused lens across the various areas of Telefilm Canada's corporate mission to support the development, production, promotion and distribution of the screen-based industry in Canada.

The Indigenous Reconciliation Plan seeks to respond to the calls to action and recommendations from both the 2017 Truth and Reconciliation Report and the 1996 Royal Commission on Aboriginal People's report through the lens of a cultural funder in the Canadian film industry<sup>(1)</sup>.

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(1) Referenced calls to action below, including section of UNDRIP, referenced in TRC Call to Action 44, that directly concerns the audio-visual industry.

### **TRC Call to Action 44.**

We call upon the Government of Canada to develop a national action plan, strategies, and other concrete measures to achieve the goals of the United Nations Declaration on the Rights of Indigenous Peoples.

### **TRC Call to Action Professional Development and Training for Public Servants 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 skillsbased training in intercultural competency, conflict resolution, human rights, and anti-racism.

UNDRIP Article 11 1. Indigenous peoples have the right to practise and revitalize their cultural traditions and customs. This includes the right to maintain, protect and develop the past, present and future manifestations of their cultures, such as archaeological and historical sites, artefacts, designs, ceremonies, technologies and visual and performing arts and literature.

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# QUADRANT 1: STRENGTHEN

## Telefilm Canada will continue to strengthen support of Indigenous filmmakers across programs and policies

**In the next 18 months**, Telefilm Canada will undertake the following engagements:

1. Continuing annual assessment of Development and Production programs for barriers to access that may adversely affect Indigenous applicants
2. Assessment of how to reduce the amount of paperwork and/or process steps required for accessing low-risk funds such as travel stipends
3. Work closely with the Indigenous Screen Office as they consult with the industry on current best practices for Indigenous funding
4. A continued commitment to engaging Indigenous perspectives in evaluation of all Indigenous content, regardless of the stream applied to
5. A continued commitment to working from the principles of Indigenous narrative sovereignty, using the *Protocols & Pathways Media Guide* document as a foundational guide to these principles

**In the next 3 years**, Telefilm Canada will undertake the following engagements:

1. Implementation of any best practice recommendations that may be developed from the Indigenous Screen Office's industry and community consultations
2. Implement any recommended updates to Telefilm Canada's eligibility criteria for accessing Indigenous-specific funding
3. Implement a simplified process for accessing low-risk funds such as travel stipends



# QUADRANT 2: EXPAND

**Telefilm Canada will continue to expand Indigenous reconciliation efforts beyond the \$4 million funding envelope for Indigenous projects.**

**In the next 18 months**, Telefilm Canada will undertake the following engagements:

## 1. DISTRIBUTION & MARKETING

Establish potential areas of collaboration, relationship-building, and incentivization within Telefilm Canada's Marketing Program to build bridges between Indigenous clients and Canadian and international distributors

## 2. INDUSTRY

Establish the parameters and scope of two business intelligence reports identifying the potential barriers to access for Indigenous creators across key Canadian partners outside of funding bodies, within both the English and French language markets

## 3. PROMOTION & VISIBILITY

Establish opportunities to integrate Indigenous perspectives and projects into Telefilm-sponsored festival panels, and at international and national markets where Telefilm is present

Establish objectives for Indigenous involvement in Telefilm-sponsored festival panels

Establish parameters for an annual Indigenous delegation to one key national and one key international festival where Telefilm has a presence

**In the next 3 years**, Telefilm Canada will undertake the following engagements:

1. Publish two business intelligence reports, looking at the English and French Canadian markets, on the potential barriers for Indigenous creators across key film ecosystem partners in Canada, including recommendations to reduce these barriers
2. Implementation of objectives for Indigenous involvement on Telefilm-sponsored festival panels
3. Implementation of annual Indigenous delegations





## QUADRANT 3: ENGAGE

**Telefilm Canada will continue to engage with Indigenous stakeholders in a variety of ways.**

**In the next 18 months**, Telefilm Canada will undertake the following engagements:

1. Establish updated and refreshed mandate and composition of the Indigenous Working Group in order to facilitate most meaningful and effective collaboration possible
2. Hold annual meetings with newly established Indigenous Working Group and establish calendar for future meetings
3. Continue efforts to reach Indigenous candidates for available positions by reviewing current outreach strategy through an Indigenous lens
4. Continue efforts to partner with Indigenous employment centers, schools, and other organizations for Indigenous recruitment
5. Establish if an Indigenous internship program for Telefilm Canada is possible and what the parameters would be

**In the next 3 years**, Telefilm Canada will undertake the following engagements:

1. Review of the updated Indigenous Working Group model to determine successes and challenges over the last 3 years
2. Review of recruitment and outreach to determine if more Indigenous candidates have been interviewed and/or hired within the last 3 years
3. Implementation of an Indigenous internship program for Telefilm Canada



## QUADRANT 4: **LEARN**

**Telefilm Canada will seek to ensure a culturally responsive experience for Indigenous clients and to foster an internal culture of openness and learning regarding Indigenous people in Canada.**

**In the next 18 months**, Telefilm Canada will undertake the following engagements:

1. Initiate an annual internal anti-Indigenous racism and cultural awareness training mandatory for all staff, in both language markets, that builds on previous information each year
2. Make the annual presentation to staff during the month of June (National Indigenous History Month) mandatory
3. Commission a short training video on Indigenous cultural competencies and micro-aggressions when on-boarding newly hired staff
4. Regularly share success stories of Indigenous projects funded by Telefilm Canada with all staff

**In the next 3 years**, Telefilm Canada will undertake the following engagements:

1. Have all staff participating in ongoing Indigenous cultural awareness and anti-racism workshops
2. Have all staff attending the annual June presentation
3. Have commissioned a short video by an Indigenous cultural awareness worker in Canada that is part of all new staff's on-boarding
4. Be regularly sharing the success and diversity of Telefilm-funded Indigenous projects with all staff

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