



Truth & Economic Reconciliation Framework

At the Calgary Chamber of Commerce, we believe the business community has a vital role in advancing Truth and Reconciliation. We are committed to supporting Indigenous entrepreneurs and professionals, amplifying Indigenous voices and advocating for systemic change.

We are grateful to the many Elders, Indigenous entrepreneurs and community leaders, including our Indigenous Advisory Circle, who have guided us, informed our Framework over the last year, and continue to walk alongside the Chamber as we address ongoing systemic challenges and advance reconciliation.

The Chamber's Truth and Economic Reconciliation Framework supported at the highest levels of the organization, including our Board of Directors, and is grounded in humility, accountability and long-term commitment. As we continue to learn, it will evolve to reflect new understanding, context and the needs of the community.

Our Why

As a leading voice for Calgary's business community, we have a responsibility to contribute to the prosperity of Indigenous peoples and communities. That means addressing and removing barriers, and ensuring First Nations, Métis and Inuit voices are equitably represented in discussions on economic and social matters – and that those discussions start with and are sustained by meaningful engagement with Indigenous people, communities and governments.

This is particularly important because, while the Calgary business community has been able to prosper over several decades, in many cases, it has been without this prosperity being shared by Indigenous peoples and communities.

This has been perpetuated and reinforced by legislation including *The Indian Act* and through historic policies such as the reserve, permit and scrip systems; relocation programs; and economic exclusion.

Our Shared Values

- We build meaningful relationships grounded in respect, reciprocity and care.
- We work toward collective success, guided by our shared humanity and deep connections to one another.
- We plan and act with future generations in mind, building for the long term.
- We take responsibility for contributing to the wellbeing of our communities.
- We share knowledge and prosperity, so everyone has the opportunity to thrive.
- We lead with humility, always learning and listening.

Our Foundations

Reconciliation begins with truth — and without truth, there can be no progress. Understanding the past and the ongoing barriers Indigenous peoples and communities face is essential to building a more equitable future.

In 1979, the Chamber established the Aboriginal Opportunities Committee, the first and longest-running group of its kind in Canada, to foster dialogue and drive progress between Indigenous communities and the business sector. While the Committee was dissolved during the COVID-19 pandemic and broader organizational restructuring, its legacy continues to shape our approach today.

In recent years, we have reaffirmed our commitment to reconciliation by embedding it across our organization. This includes forming a cross-departmental Staff Working Group, appointing a member of our Executive Leadership Team to steward our economic reconciliation efforts, and establishing an Indigenous Advisory Circle to guide this work.

Our Truth and Economic Reconciliation Framework reflects where we are today and how we’re taking action — guided by community and a commitment to shared prosperity.

Priority #1 Supporting Indigenous Entrepreneurs	Priority #2 Advocating & Amplifying Voices
<i>Make the Chamber and key business resources more accessible to Indigenous entrepreneurs by identifying and removing barriers.</i> Actions • Offer free Chamber memberships to Indigenous entrepreneurs to eliminate cost-related barriers. • Host events to build a network of Indigenous entrepreneurs and professionals in Calgary and area. • Provide workshops, grants and resources to support capacity building. • Celebrate and amplify Indigenous entrepreneurs, including through an Indigenous Entrepreneur Award.	<i>Use our platform to amplify Indigenous voices and advocate for government policies that reflect the needs and priorities of Indigenous peoples — supporting a more inclusive economy for all.</i> Actions • Amplify Indigenous voices by ensuring representation and supporting policy priorities from Indigenous organizations. • Build and strengthen relationships with Indigenous governments to drive systemic change together. • Advocate for systemic change through our public policy efforts.

ECONOMIC RECONCILIATION PILLAR PARTNER	LAND ACKNOWLEDGEMENT
The Calgary Chamber of Commerce’s Economic Reconciliation Pillar Partner represents a commitment to building meaningful partnerships and collaboration between Indigenous and non-Indigenous businesses. We are grateful for the support of Keyera in this partnership to help advance reconciliation, address economic disparities and create pathways to Indigenous prosperity.	We acknowledge that we live, work and play on the traditional territories of the Blackfoot Confederacy (Siksika, Kainai, Piikani); the Tsuut’ina; the Stoney Nakoda Nations; the Otipemisiwak Métis Government of the Métis Nation within Alberta Districts 5 and 6; and all people who make their homes in the Treaty 7 region of Southern Alberta.