

Declaration of Relationship

Métis Nation of Alberta
(A registered Association pursuant to the Societies Act of Alberta)

-and-

Indigenous Incubator Inc.
(A corporation registered under the laws of the Province of Alberta)

PURPOSE:

This *Declaration of Relationship* outlines the relationship-building commitments made by the Métis Nation of Alberta (MNA) and Indigenous Incubator Inc. (III), to foster and sustain a strong relationship based on mutual respect, trust, a willingness to listen, learn, and achieve common interests, and is intended to:

- Facilitate meaningful engagement between the MNA and III,
- Clarify the MNA's approach toward maintaining relationships and invite III to participate in reconciliation by engaging in a Métis approach to relationship building;
- Identify relationship-building principles valued by both parties;
- Create a platform for meaningful, effective, and transparent communication on issues of mutual interest; and
- Assist in identifying commercial opportunities for both parties.

The MNA honours III's commitment to creating an environment where the participation, perspectives and traditions of Indigenous Peoples are respected and valued in its business experiences.

THE MNA:

The MNA is a self-governing body. The Métis people are a distinct Indigenous people with a unique collective identity, language, culture, way of life and historic self-government. The citizens of the Métis Nation are organized into regions across Alberta and are collectively referred to as the Métis Nation of Alberta.

RELATIONSHIP-BUILDING PRINCIPLES:

III wishes to engage with the MNA in the spirit of reconciliation by adopting relationship-building principles that are recognized and valued by both parties. This Declaration of Relationship is a tool the parties can use to identify and realize joint initiatives that have the potential to benefit both Métis peoples and III.

A Métis approach to relationship building is a principled one. By learning about Métis principles, III can begin to meaningfully implement reconciliation. The principles below may help define the relationship between the MNA and III; in the growing climate of reconciliation, these principles appropriately lend themselves toward Métis traditions. The MNA invites III to engage with the MNA, considering these principles. The MNA believes such interactions promote the interests of both parties.

This *Declaration of Relationship* is not legally binding. The principles set out below do not impose specific obligations on the parties. Instead, their power arises from the parties engaging in good faith with one another, upholding their reputation, acting with integrity, and maintaining their commitment to act in accordance with these principles. The principles should be read for their plain and ordinary meaning.

As appropriate, the relationship between the MNA and III will be informed by the following relationship-building principles:

- fairness and respect for all people;
- honesty, integrity and professionalism;
- candid, transparent and respectful communication;
- developing meaningful relationships;
- distinctions-based approach to recognition of the distinct legal rights and diversity of the Métis and other Indigenous peoples;
- reconciliation through education by internally communicating and implementing education initiatives regarding Indigenous values and Indigenous peoples' special relationship with land and resources; and
- environmental stewardship.

Engaging in Métis relationship building means developing strong individual relationships. The MNA welcomes and encourages opportunities to learn about the people associated with III. Likewise, the MNA invites the people of III to meet and learn about the Métis people.

III acknowledges the important role that culture, cultural revitalization, and nation-building play for the MNA in terms of relationship-building and identity, understanding that these are intertwined with MNA decision-making.

MUTUAL BENEFIT:

By engaging with one another, III may support the MNA in the following ways:

- a) Acknowledging the role of the MNA;
- b) Providing equitable opportunities for Métis employment;
- c) Exploring mutual commercial opportunities consistent with III's policies, legal and regulatory obligations;
- d) Support MNA businesses through equitable access to and equitable consideration in competitive procurements and other contracted services by facilitating an understanding of and encouraging the participation of Métis businesses and Métis individuals in III procurement and contracting processes;
- e) Working with the MNA to create and realize equitable opportunities for its Citizens in training and education, employment and community development as it relates to III's business operations.

By engaging with one another, the MNA may support III in the following ways:

- a) Facilitating connections between III and the Métis community for the purposes of meaningful engagement and consultation;
- b) Creating awareness of the diverse skills and services provided by Métis businesses;
- c) Opportunities to participate in cultural events and initiatives hosted by the MNA;
- d) Facilitating relationship building between III and Métis people;
- e) Working collaboratively with III to establish a path forward on projects, initiatives, and joint endeavours that may impact the rights and interests of MNA citizens.

Summary

This *Declaration of Relationship* invites communication and engagement. It is an opportunity for the MNA to begin defining reconciliation for itself. It identifies the principles that should govern any relationship according to its own understanding. This declaration is a non-binding foundation for future formal agreements between the MNA and III.

Honouring these principles will promote reconciliation by mobilizing a Métis approach to relationship building. These principles should be used on a person-to-person level, as well as to inform each organization's general approach toward one another. The principles are rooted in traditional ways of Métis socio-legal organization, and the MNA further acknowledges that it and III share many values including professionalism, integrity, and respect.

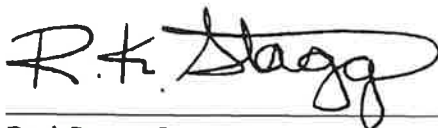
This *Declaration of Relationship* identifies potential benefits to the MNA, and III. A principle-based relationship may be viewed as an effort toward reconciliation.


The MNA sincerely invites and encourages dialogue around the principles and the opportunities identified above. It also welcomes an opportunity to learn more about III, its values, and its people

Métis Nation of Alberta


Audrey Poitras, President

Indigenous Incubator Inc.


Rod Stagg, Owner


Dan Cardinal, Vice President


Name, Title

Date: March 3, 2023

Date: 02/24/23