



As a non-profit housing organization, Namerind has a clearly defined mission “to provide safe, affordable and quality housing and economic development opportunities for Indigenous People.” This defines why the organization exists i.e. what the organization does, who it does it for, and why.

Namerind wholeheartedly supports the Truth and Reconciliation’s Principles of Reconciliation as well as the Calls to Action. Some statements within the Principles of Reconciliation provide additional insight with respect to the culture Namerind is committed to and these Principles include:

- All Canadians, as Treaty peoples, share responsibility for establishing and maintaining mutually respectful relationships;
- The perspectives and understanding of Aboriginal Elders and Traditional Knowledge Keepers of the ethics, concepts and practices of reconciliation are vital to long-term reconciliation;
- Supporting Aboriginal Peoples’ cultural revitalization and integrating Indigenous knowledge systems, oral histories, laws, protocols and connections to the land into the reconciliation process are essential;
- Reconciliation requires political will, joint leadership, trust building, accountability and transparency.

“We must do more than talk about reconciliation – we must act. To do so constructively, Canadians must remain committed to the ongoing work of establishing and maintaining respectful relationships. This involves dismantling political and bureaucratic cultures.”

Additionally, T&R Call to Action #92 calls for the adoption of the /Business which includes:

- adopting 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.
- committing to meaningful consultation, building respectful relationships and obtaining the free, prior and informed consent of Indigenous Peoples before proceeding with economic development projects.
- ensuring Aboriginal communities gain long-term sustainable benefits from economic development projects.

Last, Articles from the United Nations Declaration on the Rights of Indigenous Peoples reinforce and directly related to Namerind’s operating principles and cultural norms.

The Seven Sacred Teachings of the Grandfathers provide insight into the values Namerind holds i.e. honesty, wisdom, courage, humility, love, respect and trust.

As an Indigenous organization, Namerind's culture is shaped by Indigenous history and practices. The organization considers its culture to have two key aspects – the way the organization operates and the way in which people are treated. Namerind employees are expected to understand and respect its cultural norms which include:

- **Diversity and Inclusion:**
 - Respect for diversity is not limited to the color of skin, disability etc. Respect for the diversity of thought, opinion, perspective of others within the collective whole is equally critical
 - Inclusion means FULL participation – questions and discussions lead to the best outcomes
- **Communication**
 - Listen with patience and understanding – everyone has a story
 - Keep others informed; share / provide information as requested
 - Seek first to understand others vs being understood
 - Ensure everyone has a voice and that each voice is heard and understood
 - Tone and manner are important – questions are important
 - Knowledge must be shared in an effort to help each other and build understanding – no one person is considered 'better' than the other
 - Communicate with the intent of being supportive and helpful
- **Interpersonal**
 - Develop and maintain meaningful relationships and trust is critical for the organization to operate and work toward the best possible outcome
 - Demonstrating empathy, sensitivity and understanding for the feelings of others and how what we say, how we say it and what we do may impact individuals
- **Collaboration**
 - Cultivating and maintaining respectful relationships; always strive to be on good terms with others
 - Actions are for the good of the group – they are not for personal gain or self-importance
 - Ideas of others are sought out in an effort to achieve the best outcome
 - A community of sharing exists; everyone is expected to 'roll up their sleeves and contribute'
 - Information is not considered a source of power – it is a shared service
 - Collective decision-making and involving others in decisions that may impact themselves or the organization