



# Commitment to Truth & Reconciliation, Decolonization, and Cultural Humility

---

At MPA Society, we acknowledge the profound and lasting impacts of colonial policies on Indigenous Peoples. We recognize that systemic inequities continue to marginalize Indigenous voices, particularly in access to services, funding, and opportunities within the nonprofit and mental health sectors.

Our commitment to Truth and Reconciliation, Decolonization, and Cultural Humility is embedded in our work. We seek to foster an inclusive and equitable environment that integrates Indigenous perspectives, acknowledges the harms of colonialism, and actively works toward systemic change. We commit to ongoing education, meaningful partnerships, and a decolonial approach that prioritizes Indigenous sovereignty and self-determination. The **Cultural Humility Plan** serves as the foundation for implementing these commitments across MPA Society.

## 1 Our Commitments and Cultural Humility Implementation

### Recognition & Territory Acknowledgment

We respect and acknowledge the traditional territories of the Indigenous Peoples on whose lands we operate. This acknowledgment is more than a formality—it is a call to action to build meaningful relationships with Indigenous communities and integrate their perspectives into our work.

### Cultural Humility Implementation:

- Standardize territorial acknowledgment across all organizational communications, meetings, and events.
- Ensure staff complete cultural humility training, including the significance of territory acknowledgments and their role in reconciliation.
- Engage Indigenous partners in shaping how we recognize territory in our organizational practices.

## 2 Indigenous Partnerships & Shared Governance

We commit to building meaningful relationships with Indigenous organizations and ensuring Indigenous voices are represented in our governance structures. True reconciliation involves collaboration and shared decision-making that respects Indigenous knowledge and leadership.

### Cultural Humility Implementation:

- Develop formal partnerships with Indigenous organizations.
- Co-create culturally safe service strategies in collaboration with Indigenous partners.

## 3 Policy Review & Decolonization of Organizational Practices

MPA Society is committed to reviewing and revising policies through a decolonial lens. This means actively identifying and dismantling systemic barriers that exclude Indigenous perspectives and perpetuate colonial structures.

### Cultural Humility Implementation:

- Conduct a policy review to identify and remove systemic barriers.
- Develop accountability mechanisms that ensure **ongoing policy evaluation and decolonization efforts** in collaboration with Indigenous partners.

## 4 Cultural Humility, Anti-Racism & Education

Cultural humility requires ongoing self-reflection and a commitment to learning. MPA Society will ensure staff have the training and tools necessary to engage in culturally safe and respectful practices.

### Cultural Humility Implementation:

- New staff to complete cultural humility training during onboarding.
- Conduct **annual refresher courses**.
- Implement **feedback mechanisms** to assess training effectiveness and update content accordingly.
- Incorporate **Indigenous knowledge and teachings** into training curricula.

## 5 Accountability & Ongoing Learning

Our commitment to Truth and Reconciliation, Decolonization, and Cultural Humility is not a static initiative but an ongoing journey of reflection, action, and accountability. We will continually assess and improve our approaches to ensure meaningful impact.

### Cultural Humility Implementation:

- Partner with Indigenous leaders and knowledge keepers to facilitate ongoing education sessions for staff, focusing on Indigenous governance, cultural protocols, and historical truths.
- Review and **update commitments regularly** based on feedback and best practices.

MPA Society is committed to justice, equity, and respect for Indigenous Peoples and their inherent rights. We recognize that reconciliation is a continuous process requiring humility, learning, and action. Through these commitments, we strive to build meaningful relationships, create culturally safe spaces, and dismantle colonial structures within our organization. By embedding **Cultural Humility as the guiding framework**, we ensure that our approach remains action-driven, inclusive, and responsive to Indigenous leadership.



Illustration developed by Musqueam Nation



Illustration developed by Squamish Nation



Illustration developed by Tsleil-Waututh Nation