



Indigenous inclusion

GRI: 102-43; 102-44; 103-1; 103-2; 103-3; 203-1; 204-1; 413-1

We are committed to building respectful, constructive, enduring relationships that foster trust and generate benefits for Indigenous nations. At Enbridge, reconciliation is a priority.

Business context and our approach

Enbridge maintains extensive relationships with Indigenous nations, governments and groups spanning our operations across North America. In recent years, our operations and approach to Indigenous engagement have become more closely aligned, enabling greater collaboration and partnerships with Indigenous nations, governments and groups. We value the input and increased participation of our Indigenous partners in our business activities.

Opportunities for greater economic participation for Indigenous nations in our projects and operations has emerged as a key area of collaboration. In Canada, the Truth and Reconciliation Commission's Call to Action 92 calls on companies to expand their efforts to ensure that Indigenous Peoples are included in and benefit from their business activities. Enbridge believes economic reconciliation involves the effective alignment of the goals and priorities of Indigenous nations within the broader economy. We have the same approach to economic inclusion and building genuine partnerships with Native American Tribes in the U.S. Together, we have made good progress to advance that objective in 2019, although there is more work to do.

Our focus on long-term engagement means building our understanding of Indigenous Peoples' history, rights, culture, traditions and worldviews to ensure that Indigenous perspectives are included throughout our business. It also means creating employment and contracting opportunities, incorporating input from our Indigenous partners in our projects and operations, including traditional and ecological knowledge to protect valuable cultural resources, and a deeper respect for Indigenous points of view.

“ We've learned to approach and engage with Indigenous communities differently than we have in the past. We must first ask questions, listen, learn and work meaningfully and collaboratively to build a foundation of trust, which leads to increased environmental, cultural and economic performance. ”



April Holdren,
Technical Manager Tribal Engagement

In support of our objective to build and sustain long-term relationships that contribute to the resilience of Indigenous communities, we have adopted the following performance objectives:

- Strengthening involvement of Indigenous businesses in our supply chain
- Exploring equity participation opportunities for Indigenous Peoples
- Implementing a lifecycle engagement approach in 2020-2021, including an Indigenous employment strategy
- Enhancing our Indigenous engagement performance data tracking and reporting

Our actions

Enbridge's [Indigenous Peoples Policy](#) outlines the key principles that guide our approach to engaging with Indigenous communities that have interests in lands on which our assets are located. The policy recognizes the importance of the United Nations Declaration on the Rights of Indigenous Peoples within the context of existing Canadian and U.S. law and the commitments of both governments to protect those rights.

We engage early on projects with Indigenous communities, and work towards understanding and establishing a consensus within the existing legal and regulatory framework. We regularly review our policy and engagement approach, guidelines and management system to ensure they are aligned with best practices and the expectations of Indigenous nations and groups.

As part of this process, in 2019, we finalized our Indigenous Lifecycle Engagement Framework ("Framework"), which sets out the guidelines for our engagement with Indigenous nations, governments and groups over the life of our assets through direct, regional and landscape-level engagement in several key areas. Oversight of the Framework's implementation is through an Executive Steering Committee.



Lifecycle engagement	Methods of engagement	Areas of engagement
<p>Direct engagement is focused on Indigenous nations, governments, groups and Tribes whose communities are proximate to our infrastructure.</p>	<ul style="list-style-type: none"> • In-person meetings • Enbridge subject matter experts at open houses • Community meetings • Emergency response deployment exercises • Tours of Enbridge facilities • Indigenous inclusion in our supply chain • Regional roundtables • Collaboration on initiatives of mutual interest • Indigenous Chambers of Commerce and Business Associations • Participation in public policy and other forums 	<ul style="list-style-type: none"> • Training, employment, operational contracting opportunities and potential business partnerships • Safety and emergency response preparedness • Environmental stewardship • Traditional land use • Cultural protection • Archaeological work • Construction monitoring • Community investments • Indigenous rights and interest in renewable energy infrastructure
<p>Regional engagement includes Indigenous nations, governments and groups located in geographic proximity to one another. Regional initiatives focus on establishing opportunities for regional dialogue and collaboration around key issues.</p>		
<p>Landscape-level engagement captures engagement with Indigenous Peoples outside of our projects and operations on topics relevant to Indigenous communities and to our business.</p>		

Enbridge's goal is to integrate the Framework into all our operating regions to ensure we maintain a consistent but flexible approach across our business. With this in mind, we have begun the process of identifying and setting Indigenous engagement targets. We are working to develop and implement a strategy for recruitment and retention of Indigenous and Native American employees.

With the unprecedented events brought on by the [COVID-19 pandemic](#), in 2020 our immediate focus has shifted to supporting Indigenous communities in their response to the pandemic. During this challenging time, we are utilizing virtual and other solutions to ensure continuity of our engagement with and support for Indigenous and Tribal nations in communities located near our assets across North America. We remain deeply committed to building relationships for the long-term through a lifecycle approach to engagement.

Community-specific engagement and collaboration

Every Indigenous nation we engage with is unique. We strive to address the specific priorities, goals and concerns of the Indigenous communities near our projects and operations through direct as well as regional engagement and collaboration. Indigenous perspectives on safety and the protection of cultural and environmental resources have informed our planning and execution of projects and operational activities. Indigenous and community-based input has led to increased Indigenous participation in archaeological and environmental work, monitoring and cultural studies and surveys.

In recent years, Indigenous monitors have been involved on several of our projects. The focus of the monitoring role is to provide Indigenous perspectives and ensure cultural resources are protected during the project construction phase.

Building constructive, long-term relationships with Canadian First Nations Leaders

[It's possible to work successfully with Enbridge](#)

Indigenous and Tribal monitors have been involved from the pre-construction through post-construction phases on our L3RP. In the U.S., an extensive [cultural resources survey](#) conducted along the entire L3RP ROW with participation and input from more than 30 Tribes was subsequently assessed by the U.S. Army Corps of Engineers as “a multi-disciplinary and thorough effort that far surpassed the standard for the identification of historic resources.”

SPOTLIGHT: Working with First Nations on Environmental Stewardship

In 2016, five Treaty 4 First Nations in the province of Saskatchewan and Enbridge launched a joint five-year initiative to exchange information and best practices on water protection and stewardship in the Qu'Appelle Valley. The Qu'Appelle Valley Water Protection and Stewardship Joint Forum was created in response to First Nation concerns about the potential impact of a spill at Enbridge's Mainline crossing of the Qu'Appelle River. Utilizing a joint decision-making approach, the Joint Forum's activities include developing a baseline study that involves testing water and sediment samples collected from sites along the Qu'Appelle River for the presence of hydrocarbons. Other activities include the development of a web platform for use by participating First Nation communities, including in an educational setting, that incorporates information on the baseline study, traditional knowledge and Enbridge's emergency response system.

In 2019, cultural monitoring training was provided on two Tribal reservations. In Wisconsin, 36 Tribal monitors were employed on our Line 5 Segment Relocation Project.



Indigenous and Tribal monitors

Watch this video testimonial from Ed Wiggins, explaining his experience and learnings as a Tribal monitor. For best viewing, please open in Google Chrome.

[Learn more](#)

In Canada, we supported two Indigenous communities in their application for a permit to conduct the archaeological scope of work on two projects within their respective traditional territories in British Columbia. In the Prairies, we maintained our commitment to have Indigenous monitors on the L3RP embedded in the final clean-up crews. In Ontario, we engaged several nations with an archaeological interest in reclamation and post-construction environmental monitoring activities on our Line 10 Replacement Project. We have also had active monitoring from seven Indigenous nations on the East-West Tie Transmission Project in Ontario during both pre-construction field surveys and for the duration of construction activities.

Enbridge also invites Indigenous communities to emergency response deployment exercises, open houses and meetings on our emergency management system and tours of our facilities. Our engagement in these areas in 2019 included the development of workshops on our emergency response protocols and activities across British Columbia for Indigenous communities, groups and organizations and [an emergency response exercise in the province of Alberta](#).

Enbridge is always honored to participate in, and support events and initiatives that promote Indigenous history, culture, arts, languages and traditions. These activities include Pow Wows and cultural festivals, Elder and youth gatherings, educational programs and cultural preservation projects – all of which [promote awareness](#) and [understanding](#). In 2019, we launched a three-year sponsorship of the Elbow River Camp at the Calgary Stampede. For more information about our involvement in these and other initiatives please see the [Corporate Citizenship](#) chapter of this report.

SPOTLIGHT: U.S. Employment Training Program aims to deliver more than just job skills.

In early 2019, Enbridge partnered with [Five Skies Training](#) and Consulting Services to develop a Tribal training program in advance of L3RP construction in the U.S. The development of a program that prepares Tribal members for a construction career involved collaboration with Tribal leadership and community members, contractors, unions and others. We also wanted to focus on the cultural, financial and geographical barriers that exist for Tribal members in gaining and keeping employment. The result is a five-week empowerment curriculum that addresses career development, goal setting, financial literacy and cross-cultural communications. A critical component of the training addresses intergenerational trauma and healing through the Mending Broken Hearts program. Enbridge's commitment to safety is addressed by including Occupational Safety and Health Administration 30 certification and cardiopulmonary resuscitation, first aid and automated external defibrillator training. The training is open to all enrolled members of federally recognized Tribes, descendants or anyone who is financially responsible for enrollees or descendants. As of December 2019, the program had 30 graduates and nearly 200 applicants. Additional empowerment classes will be held in advance of project construction. All graduates will be offered hands-on union training for operators, welder helpers, laborers and teamsters prior to L3RP construction.

Engaging Indigenous businesses in the supply chain

A specialized team within our Supply Chain Management function focuses exclusively on expanding opportunities for socioeconomic participation by Indigenous businesses. The team includes Indigenous engagement specialists with the skill sets required to support the achievement of our goals for Indigenous procurement.

We implemented the Socio-Economic Requirements of Contractors (SERC) to drive increased Indigenous economic inclusion on our L3RP. The SERC requires that contractors completing work for Enbridge submit a Socio-Economic Plan that demonstrates how they will include Indigenous businesses and Indigenous employment. The SERC process is being implemented to support increased Indigenous participation in our other projects and operations. In addition to implementation of the SERC, we also work with Indigenous communities and businesses for opportunities directly with Enbridge and with local, regional and national Indigenous business groups and associations. Following our work with Indigenous nations, governments and groups to create employment and procurement opportunities on projects like L3RP and the East-West Tie Transmission Project, we are exploring how we might replicate that in our operations and at the corporate level.

Our performance

Direct engagement with Indigenous and Tribal nations

In 2019, we engaged with over 300 Indigenous nations and Native American Tribes in our projects and operations across North America. We strive to achieve support for our projects and operations and recognize that in some cases, consensus can be difficult to achieve for various reasons. Over the last several years, we engaged in discussions with the Bad River Band of the Lake Superior Tribe of Chippewa Indians regarding our agreement with the Band on our Line 5 pipeline and renewal of certain easements across the Band's Reservation in northern Wisconsin. Enbridge remains open to continued dialogue with the Bad River leadership and reaching a new agreement to renew some easements for the Line 5 segment on the Band's Reservation. In the meantime, we are moving forward with permitting for a relocation of the line. We have invited the Band's input on the proposed relocation project and offered opportunities to collaborate in areas of interest to the Band.

SPOTLIGHT: Generating long-term benefits for Indigenous communities through equity participation

Through Enbridge's involvement with the East-West Tie Transmission Project in Ontario, this critical energy infrastructure asset will result in a 20% equity ownership stake for six Indigenous communities engaged on the project. One of the first of its kind in Ontario, this equity partnership represents a sound investment that will deliver long-term economic benefits for these communities. The project is also building long-term economic development capacity through the economic development arm structured by the six communities called Supercom, which is managing the hiring and procurement for local Indigenous businesses on the project. Approximately 65% of the workforce on the East-West Tie Transmission Project has been comprised of Indigenous workers.

Generating economic inclusion opportunities

Working in partnership with [Indigenous nations, businesses and our general contractors](#), in 2019 we generated \$203 million in Indigenous economic opportunities.

The successful completion of the Canadian portion of the L3RP was due in no small part to the participation of over 150 Indigenous businesses and over 1,100 workers – representing more than 20% of the overall workforce – in the project's construction. With over \$465 million in economic opportunities realized for Indigenous businesses, communities and individuals, our experience on the L3RP project will be a key driver behind our engagement approach moving forward. In the U.S., we are well on track to meeting our commitment to spend US\$100 million focused on Indigenous businesses on the L3RP in Minnesota.

In 2019, we worked with Indigenous nations and governments to ensure utilization of Indigenous businesses on other projects, including our T-South Reliability and Expansion Program in British Columbia, East-West Tie Transmission Project in Ontario and Cheecham Corridor Relocation Project in Alberta. Indigenous businesses engaged for both general and sub-contracting services on these projects have provided a wide range of services and supplies.

Employee cultural awareness education

We deliver cultural awareness education across our company to improve understanding of Indigenous history, traditions, rights, cultures and governance. To extend the reach and impact of our cultural awareness program, we introduced online awareness training in 2019 for our Canadian employees. The training provides an overview of Indigenous and Treaty rights through key concepts, including Canada's assimilation policies and their effects on its treaty relationship with Indigenous Peoples and the protection of Treaty rights under the Canadian Constitution.

A similar online version focused on Native American history, rights and culture within the U.S. context is in development and expected to be ready for deployment in 2020. Approximately 650 employees and contractors received in person or online Indigenous awareness training in 2019, bringing the total number to approximately 2,000 employees that have completed the training since the program's inception in 2016.

SPOTLIGHT: Renewing relationships through cultural awareness education

Building stronger ties with Indigenous communities in the operational context is a priority for Enbridge. As part of our efforts to rebuild constructive and open dialogue with Indigenous Peoples in our Eastern region operations, in 2019 the leadership of a local First Nation delivered on-site cultural awareness training to approximately 40 employees at Enbridge's Westover Terminal in Ontario. This partnership grew out of concerns raised by the First Nations about the lack of site-specific knowledge of non-Indigenous Peoples in the area. The knowledge shared by Indigenous leaders was welcomed by employees at the terminal and Enbridge has committed to continued enhancement of employee awareness about the history and presence of Indigenous Peoples in central-southwestern Ontario, including through several future cultural awareness training sessions in the region.



> As part of our virtual 2020 National Indigenous Peoples Day celebrations, Elder Kelly Good Eagle and his wife Daphne (pictured here) provided a video on the significance and performance of the jingle dress. Elder Kelly and his family are from the Siksika First Nation (Treaty 7) and have been a constant presence at our celebrations over the last several years.