

IGS Second Quarter Indigenous Engagement Update June 2025



Amplifying Indigenous Engagement This Quarter

This past quarter, IGS has **ramped up its efforts** to actively promote our Indigenous engagement strategy. We've taken **concrete and meaningful steps** to increase our community involvement, reflecting our deep commitment to building stronger relationships and fostering mutual respect with Indigenous communities across the region. Our initiatives have focused on creating impactful relationships and ensuring our strategies translate into tangible benefits and genuine connections. We believe these actions are vital for fostering reconciliation and creating a more inclusive future for everyone.

Successful Initiatives launched by IGS

Indigenous Team: Our team continues to grow and support Indigenous workers across OPG sites. Indigenous communities represented in our workforce: Curve Lake, Hiawatha, Georgina Island, Tyendinaga, Saugeen, Woodland Metis, MNO, Xá'isla, Nigigoonsiminikaaning, and Inuit. We are seeing some struggles with security clearances taking a very long time for some applicants however we have been working closely with OPGs ION network to help expedite clearances in order to get workers on site sooner.

Current Ratio of Indigenous Office Staff: 50% (3 of 6)

Current Ratio of Total Indigenous Employees: 20% (11 of 55)

Strengthening Engagement with Local First Nations: IGS has deepened its relationships with Curve Lake First Nation, Alderville First Nation, and Hiawatha First Nation. Our commitment to Williams Treaties First Nations remains a priority, and we are continually and actively tracking our Indigenous spend across direct employment, in-kind giving, community support, and direct hire wages.

Community Awareness & Support Initiatives: Our dedication to supporting the communities we engage with was demonstrated through several contributions such as:

- Donation towards a community dinner after the Hiawatha Pow Wow.
- Donation towards half the drummers' fee for the Hiawatha First Nation career fair (with OPG contributing the other half).
- Sponsorship for Métis Heritage Celebration for Oshawa Durham Region Metis Council (ODRMC)
- Participating in a golf tournament at Saugeen Shores to support the Saugeen Ojibway Nation (SON) food bank.

We also showed our support by attending the Hiawatha Pow Wow, ODRMCs Metis Heritage celebration and National Indigenous Peoples day celebration hosted by Durham Health Centre and the city of Pickering.

Support for Indigenous Workers: Continued connections for our Indigenous workers to both our wrap around program and with OPG's Indigenous circle for support.

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What lies ahead for IGS?

Looking ahead, our initiatives are strategically focused on the **Pickering Nuclear Generating Station refurbishment**. We're confident in securing refurbishment work at Pickering, and our ongoing communication with OPG consistently emphasizes our demonstrated commitment to Indigenous engagement and transparency. We're optimistic about a successful outcome that includes significant Indigenous participation.

We are also prioritizing collaborations aimed at **upgrading vital community infrastructure** at local First Nations. We believe these actions will translate into tangible benefits and genuine connections.

Through our strong partnerships with OPG's ION Network, OPG's Pathway Program, and Kagita Mikam, we're dedicated to continuing to expand Indigenous representation within our workforce once we're awarded these crucial contracts.

IGS Community Event Highlights April - June

Attended meetings regarding an Indigenous nuclear information session for youth across FNs

Participated in updates on PAIR discussion for Black&McDonald

Attended meeting to learn about Metis community relations within Oshawa Durham Metis Council

Pair report/verifier stakeholder input discussion for Black&McDonald

Participated in webinars to learn about Metis self government process

Workshop: Enhancing Indigenous participation by focusing on skills development for building nuclear talent

Community council meeting for Oshawa Durham Region Metis Council (ODRMC)

Future Workforce Deep Dive Webinar: Explored evolving trends, needs in workforce with focus on ED&I

Explore sponsorship potential with companies for upcoming Metis Heritage Celebration for ODRMC

Donation for community dinner after Hiawatha pow wow

Attended Hiawatha Pow Wow

Attended Indigenous skilled trades fair at Trent University

EHRC National Electricity Workforce Summit: Attended webinar discussing challenges around labour shortages and ways to address challenges

Donation for half of the drummer's fee at the Hiawatha First Nation Career Fair (OPG covered the other half)

Attended local career fair at Hiawatha First Nation

Indigenous learning with Grandmother Kim Wheatly

MNO Self-Government Roundtable

Sponsorship and attendance at the 16th annual ODRMC Metis Heritage Celebration

Golf tournament at Saugeen shores to support SON food bank

Attended CCIB AGM virtually

Siemens Energy Indigenous Nuclear Supplier Day

MNO Wildfire and climate change forum

Attended and volunteered at Durham Health Centres National Indigenous Peoples Day celebration

Melissa Crystal from Ishkōdé Indigenous Art Collective - medicine wheel themed beading workshop

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As we look ahead, IGS stands ready to redefine what's possible. Our unwavering commitment to Indigenous engagement is the bedrock of our ambition, propelling us toward groundbreaking partnerships and transformative projects. We are setting the pace for a future where inclusion isn't just a goal, but the driving force behind every success.

Dayna Pavich

A handwritten signature in black ink that reads "Dayna Pavich". The signature is written in a cursive style with a prominent loop at the end of the last name.

President, Infinity Generation Services