

CPHR
British Columbia
& Yukon

RECONCILIATION TRAINING FINDINGS



■ EXECUTIVE SUMMARY

To advance their reconciliation goals within both their local team and broader membership, CPHR BC & Yukon partnered with IRP Consulting. Together, they recognized the importance of first understanding the current perspectives and progress of CPHR BC & Yukon members on this critical issue.

In early summer 2024, they collaboratively designed and distributed a 12-question survey to the membership. The survey was actively promoted for over four weeks, resulting in approximately 400 responses.

SURVEY RESULTS



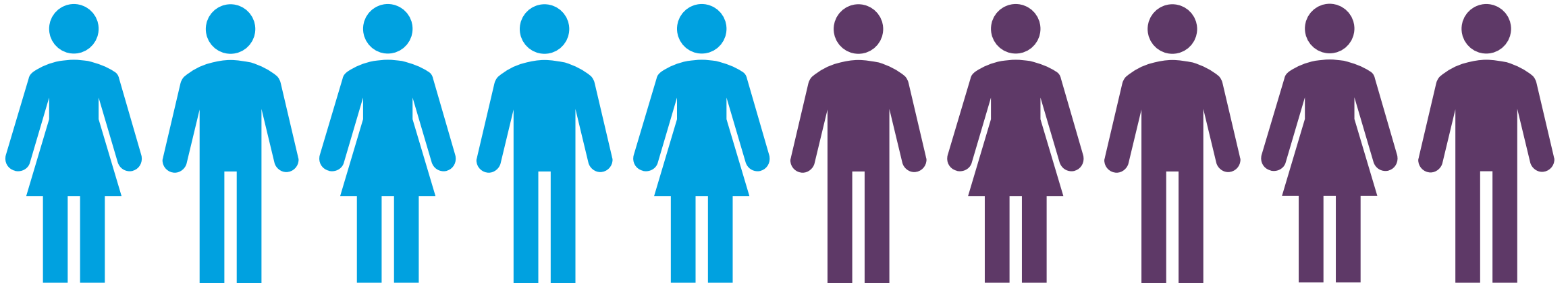
The average rating for where people saw their organization on their reconciliation journey was 5 out of 10.



We have made no progress.

We have made great progress across the organization.

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List up to three things your organization has done to advance reconciliation.

The **top three** themes to emerge from these responses were:



Implementing and utilizing land acknowledgements (220 responses).

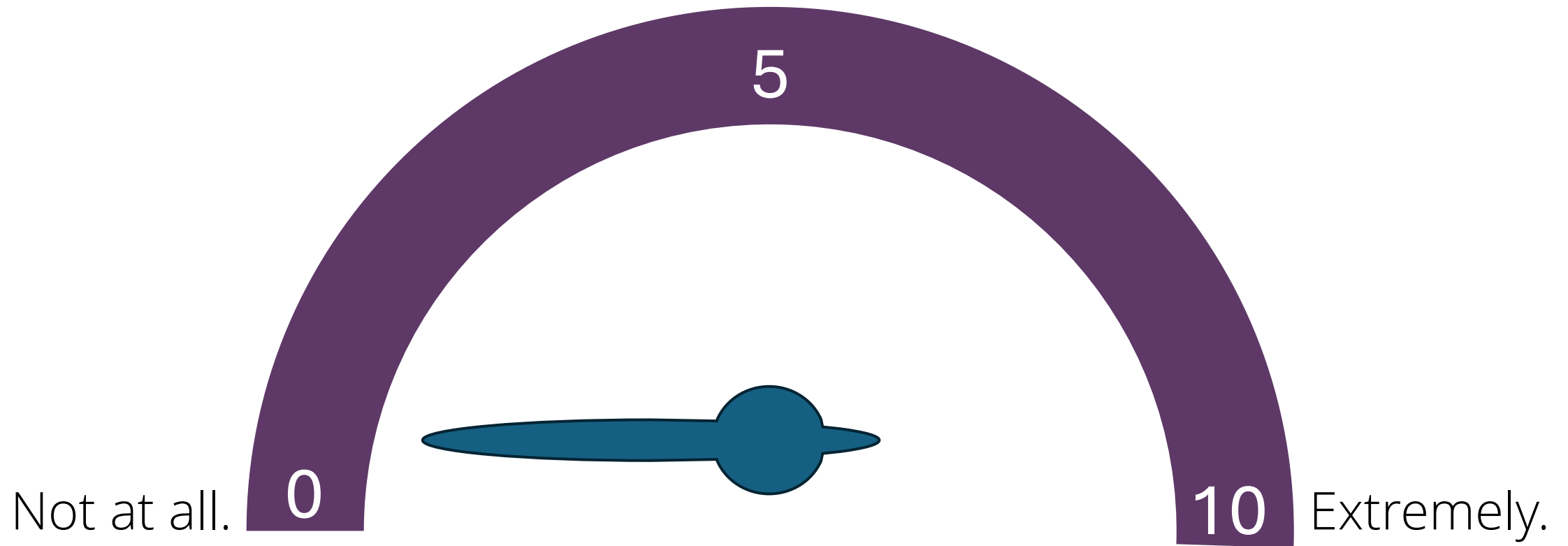


Training opportunities focused on the history of Indigenous people in Canada, reconciliation, and the Truth and Reconciliation Commission (220 responses).

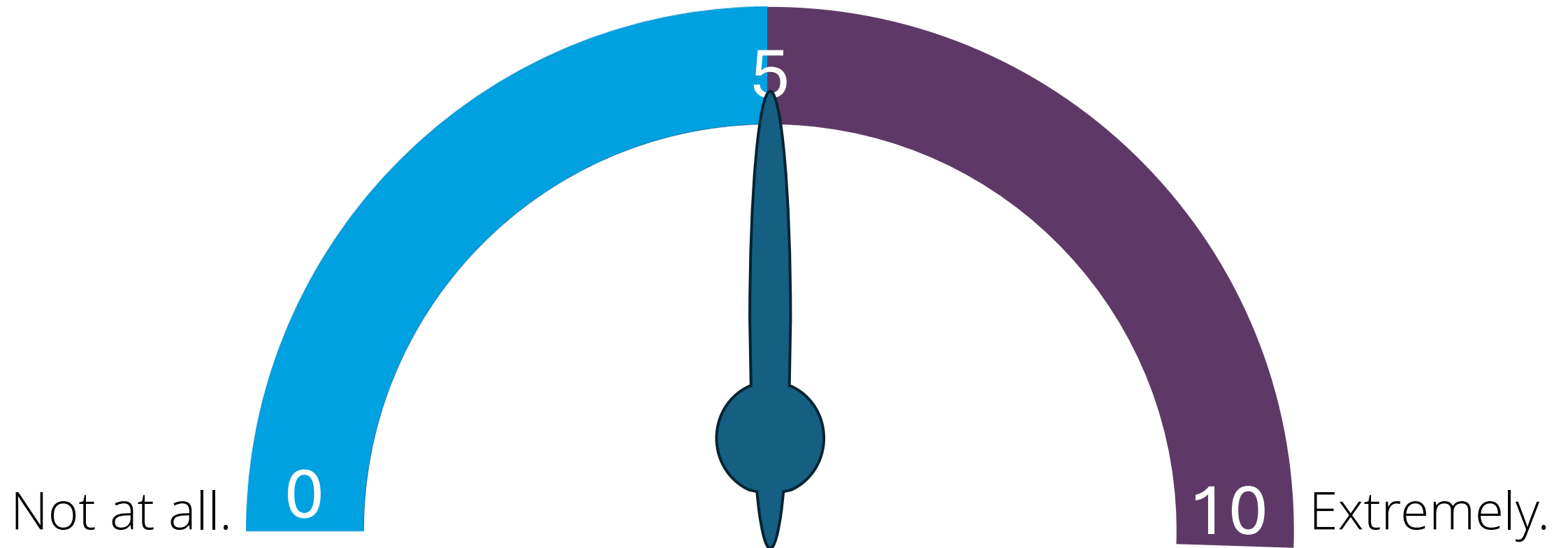


Organizations building and maintaining relationships and partnerships with Indigenous organizations (149 responses).

The average rating for respondents' understanding of the 94 Calls to Action from the Truth and Reconciliation Commission (TRC) in relation to their organization was 5 out of 10.



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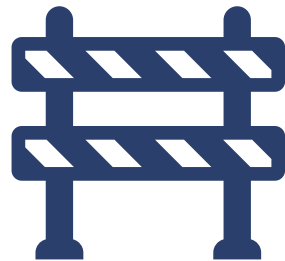
What barriers, if any, do you feel exist within your organization that may be limiting the implementation of reconciliation training?

The **top five** themes to emerge from these responses were:

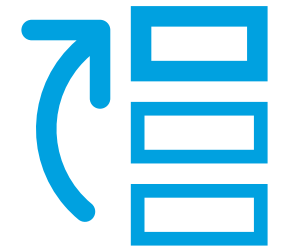
TIME
CONSTRAINTS



RESOURCE
LIMITATIONS



COMPETING
PRIORITIES



COSTS



LACK OF
UNDERSTANDING

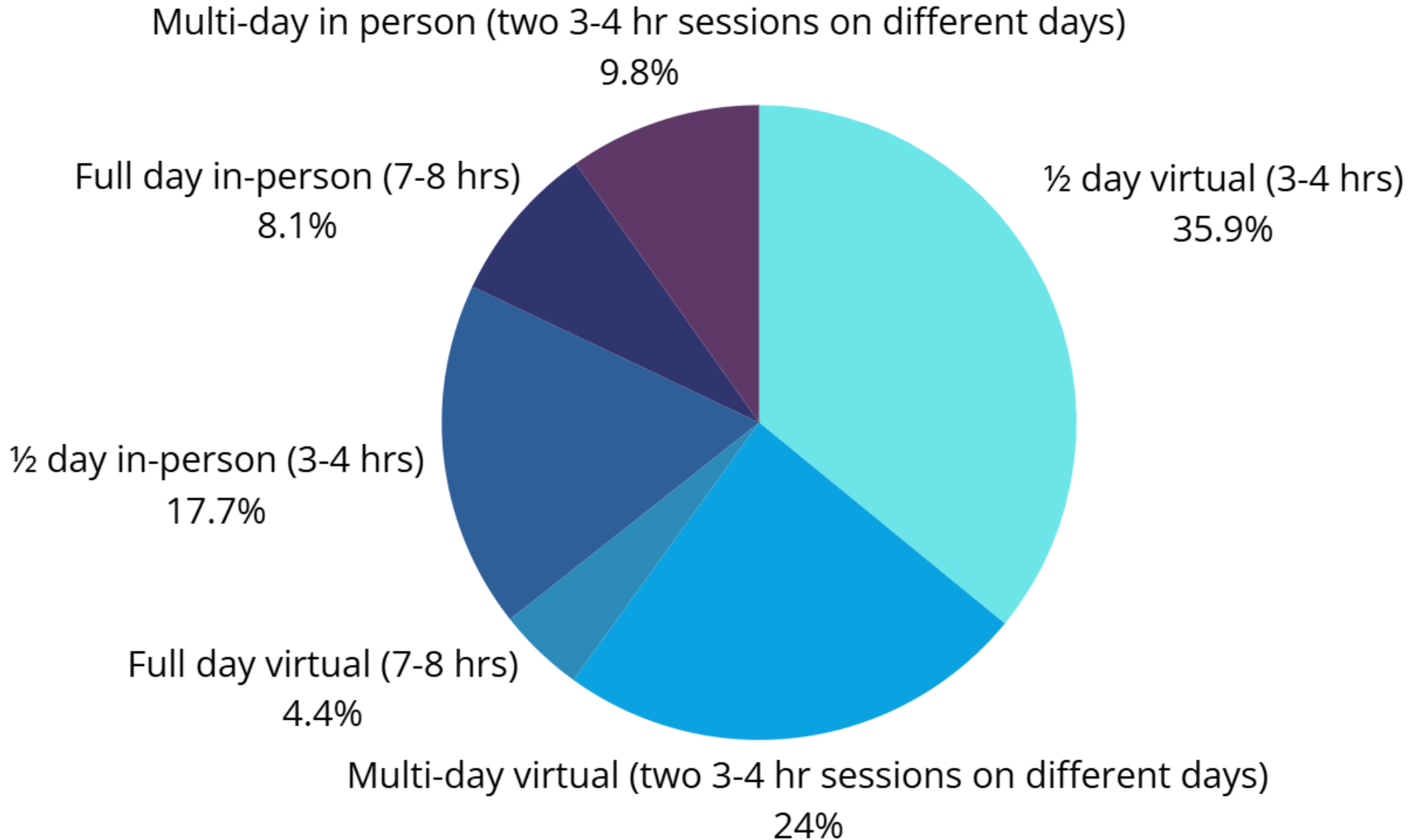
■ TRAINING PREFERENCES



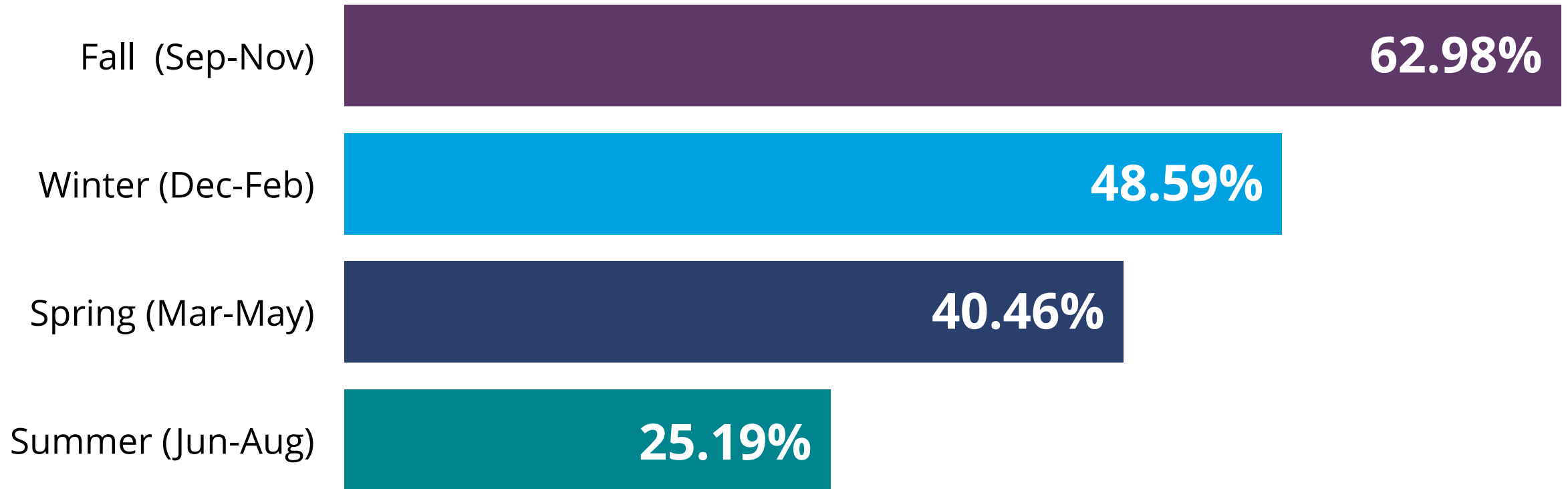
What areas of reconciliation would be of most interest to your organization?



What format of training would be preferred?



What time of year would work best for a training session?



■ OTHER CONSIDERATIONS



How can CPHR BC & Yukon enhance its support for you, as a member and HR professional, in the area of reconciliation?

The **top three** themes to emerge from these responses were:

PROVIDE MORE
TRAINING



FOCUS ON
RESOURCES



REGULARLY
SHARE BEST
PRACTICES



Is there anything else you would like us to consider in building reconciliation training?

Indigenous Involvement:

Involve Indigenous people in training development, sharing stories, and all related information and practices.

Practical Examples:

Continue to provide relevant "HOW TO" examples, not just theoretical resources.

Language Inclusion:

Begin incorporating Indigenous languages.



IRP

inspire.
reconciliation.
potential.



Gunatchéesh
Shàw níthän
Thank You

IRP is honored to be part of this important work. Thank you for your participation. We look forward to putting these responses into action.