

To: All Sunbeam Staff

September 30, 2021

Acknowledging Canada's first National Day for Truth and Reconciliation

As a follow up to the communication that you received from Natalie Perna, Manager, People & Culture earlier this week regarding Orange Shirt Day, I wanted to provide you, our amazing team, with some perspective and opportunities for learning and positive action today, on Canada's first **National Day for Truth and Reconciliation**.

Let's acknowledge that the land on which we work together is the traditional territory of the Anishnabek, Attiwonderonk, Huron-Wendat, and Ojibway/Chippewa peoples; the land that is home to the Metis; and most recently, the territory of the Mississaugas of the Credit First Nation who are direct descendants of the Mississaugas of the Credit. Let's acknowledge the enduring presence of the Indigenous people with whom we share this land today, their achievements and their contributions to our community. This acknowledgement is offered as an act of reconciliation between Indigenous and non- Indigenous peoples of Canada.

We have reached a time where reciting land acknowledgements, and wearing orange shirts are helpful reminders for us, but not sufficient action towards reconciliation. What I would encourage each of you to do is to dedicate some time to learning from Indigenous people about their history, their struggle, their successes, and their desires for how we all move forward together. To help with this, here is a quick list of resources that are available for you to do just that:

- [Free course from the University of Alberta on Indigenous Studies](#)
- [Reading List to help understand Residential Schools](#)
- [Final Report on the National Inquiry into Missing and Murdered Indigenous Women and Girls](#)

Our team at Sunbeam knows better than most, that the experiences of inclusion, acceptance, ritual, and routine are integral to individuals and these are some of the things that have historically been refused to Indigenous peoples. We, as a team, have a great deal of power and ability to influence change in our own workplace, our families, and our communities.

I hope that you are as enthusiastic as I am about using today as a jumping off point for your own positive influence towards truth and reconciliation.

Sincerely,



Brian Swainson
Chief Executive Officer