



# TD and Indigenous Communities in Canada

2019 Report



# Context

TD has a long history in working with Indigenous Peoples and communities. We acknowledge the importance of key recent milestones, including:

- ▶ In 2015, the Truth and Reconciliation Commission of Canada called upon corporate Canada to invest in education, employment, community and economic development to benefit Indigenous Peoples and communities.
- ▶ In 2019, the landmark report of the National Inquiry into Missing and Murdered Indigenous Women and Girls detailed the scale of violence against Indigenous women, girls and 2SLGBTQQIA people.

## TD READY COMMITMENT

## Reconciliation: A Message From Our Executives



Jim Coccimiglio, SVP, National Real Estate Group, Commercial Banking, and Chair, Indigenous Peoples Committee, TD Bank Group

At TD, we recognize that there is more work to be done toward reconciliation. We have a long history of working with Indigenous Peoples and communities, and this report highlights our approach. We use our business, people and philanthropy to help support a vibrant, dynamic and prosperous future for Indigenous Peoples and communities.



Doris Bear, VP, Indigenous Banking, TD Bank Group

### Business

Economic development is essential to building a sustainable future for Indigenous Peoples and communities in Canada. As a bank, TD has an important role to play in helping to increase their financial security. TD was a founding partner of First Nations Bank of Canada that is today over 81% Indigenous-owned. Today, we continue to bring financial access and services to Indigenous Peoples and communities, including those in remote regions across Canada. At TD, our teams have built and cultivated relationships with Indigenous communities and governments to help understand and support their needs. We are also aware of the important role that Indigenous businesses have in the Canadian economy, and we encourage, mentor and develop Indigenous suppliers through our supplier diversity and mentorship programs.

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## People

At TD, we celebrate diversity and aim for an inclusive environment for all of our employees. We recognize there is more work to be done to achieve stronger representation and advance inclusion for Indigenous talent. On the recruitment team, we have a dedicated talent acquisition partner who is specifically focused on sourcing Indigenous talent and building awareness of career opportunities at TD. Through internships and mentoring, Indigenous students have an opportunity to develop their skills and experience life at TD. To help increase awareness among TD's employees on Indigenous issues, we host a variety of events to share the experiences and history of Indigenous Peoples and communities, including presentations by internal speakers and community thought leaders.

## Philanthropy

We make investments in community organizations and initiatives covering Indigenous education, environment, arts and culture. We support Teach For Canada, an organization that trains, mentors and supports teachers in northern First Nations communities across Canada. In line with our overall commitment to advance financial education as part of the TD Ready Commitment, TD's global corporate citizenship platform, we work with ABC Life Literacy

Canada to offer financial education classes to Indigenous communities. Through our business and philanthropic activities, we also support nine United Nations Sustainable Development Goals that are aligned with the goals of the TD Ready Commitment. We continue to support the environmental stewardship of Indigenous lands through several environmental initiatives in Indigenous communities. Our efforts toward reconciliation also encompass our art collection. We consulted with Indigenous elders and visitors to our art gallery, which houses TD's Indigenous art collection, and have renamed it as the TD Gallery of Indigenous Art to represent the diverse experiences and voices of Indigenous communities.

TD is committed to helping advance reconciliation and an inclusive, vibrant and sustainable future for Indigenous Peoples and communities. This is the right step for us and for all of Canada.

### **Jim Coccimiglio**

*SVP, National Real Estate Group, Commercial Banking, and Chair, Indigenous Peoples Committee, TD Bank Group*

### **Doris Bear**

*VP, Indigenous Banking, TD Bank Group*

# A History of Commitment

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## 1967

TD celebrates Canada's Centennial by creating an Inuit Art Collection, with the hope that "through the display of the Bank's collection all Canadians will gain a greater appreciation of the work of artists who are unmistakably and distinctively Canadian."

## 2005-07

- > TD introduces Aboriginal Peoples as a priority for our business and creates the Aboriginal Steering Committee.
- > TD launches Aboriginal Trust Services.

## 2011-12

- > TD employees form the Indigenous Circle @ TD as an online support community for employees.
- > TD Economics publishes two reports: *Debunking Myths Surrounding Canada's Aboriginal Population* and *Estimating the Size of the Aboriginal Market in Canada*.
- > TD reaffirms its commitment to serve Indigenous communities by creating a new position and hiring its first Vice President, Aboriginal Banking.
- > TD participates in the development of a paper titled *Free, Prior and Informed Consent in Canada* with the Boreal Leadership Council.

## 1996

TD was honoured to be chosen by the Saskatchewan Indian Equity Foundation and the Federation of Saskatchewan Indian Nations to be one of the founding partners of the First Nations Bank of Canada (FNBC). TD initially provided infrastructure and back-office support. Today FNBC is a majority-Indigenous owned bank and has its own banking platform and services; TD retains a minority stake. TD and FNBC continue to maintain a good working relationship with one another, and in some cases, combine the strengths of both banks to serve Indigenous customers.

## 2008-10

- > TD starts the Aboriginal Group Mentoring program.
- > TD introduces Aboriginal Investment Management Services.
- > TD employees form the Aboriginal Employees Resource Group in the Greater Toronto Area.
- > TD commits to supporting the principle of *Free, Prior and Informed Consent (FPIC)* through our Environmental Policy.

## 2013-14

- > TD forms the Indigenous Banking Group to strengthen its relationship with Indigenous businesses.
- > TD hires a recruiter to focus solely on Indigenous talent.
- > TD Economics releases three reports: *Literacy Matters: Unlocking the Literacy Potential of Aboriginal Peoples in Canada*; *A Demographic Overview of Aboriginal Peoples in Canada*; and *Employment and Education Among Aboriginal Peoples*.
- > TD reaches Canadian Council for Aboriginal Business (CCAB) Progressive Aboriginal Relations gold-level status.
- > TD begins sponsorship of Indspire's National Gathering for Indigenous Education.
- > TD releases its first-ever partnership report between TD and Aboriginal Peoples, *TD and Aboriginal Communities in Canada*.

## 2015

- > TD launches the Indigenous Community Banking program to bring banking into remote communities across Canada.
- > TD Economics releases two reports: *Aboriginal Women Outperforming in Labour Markets* and *The Long and Winding Road Towards Aboriginal Economic Prosperity*.
- > TD increases its investment in Indigenous communities to over \$4.2 million, up from \$2.7 million in the previous year.
- > TD launches the Indigenous Speaker Series to educate employees on Indigenous ways of knowledge.
- > TD donates \$1 million to the National Centre for Truth and Reconciliation.

## 2018-19

- > TD launches the internal digital Indigenous Resource Centre.
- > TD invites Senator Murray Sinclair to discuss findings from the Truth and Reconciliation Commission of Canada.
- > TD welcomes and supports the development of Indigenous talent through programs including its TD Insurance Indigenous Internship and mentoring programs.
- > The TD Gallery of Inuit Art, opened in 1982 to represent all regions of the Canadian Arctic, was renamed the TD Gallery of Indigenous Art to reflect the inclusive and contemporary nature of the collection.
- > From 2014-2018, TD invested an average of 7% of its total Canadian community donations in Indigenous communities, supporting over 80 Indigenous community organizations and initiatives.
- > Membership in the Indigenous Circle @ TD grew to over 1,100 members.

## 2016-17

- > TD, in partnership with Indspire, unveils the Rivers to Success mentorship program.
- > TD, in partnership with ABC Life Literacy Canada, launches a financial literacy program, Money Matters for Indigenous Peoples.
- > TD creates a VP position in Indigenous Banking
- > TD is the founding sponsor of the Indigenous Women in Leadership Award (CCAB).
- > TD employees enthusiastically engage with Indigenous programs, with over 1,500 employees viewing the nationally broadcast Indigenous Speaker Series.
- > TD Economics releases a report: *Aboriginal Business Increasingly Embracing Innovation*.
- > TD donates \$3 million, surpassing the \$2.5 million donated in 2015, to expand Frontier College's successful Indigenous Summer Literacy Camps.

### ABOUT THIS REPORT

This report covers activities and performance data during the fiscal year ending October 31, 2018 and additional material from 2019. All currency is in Canadian dollars and annual data reflects our fiscal reporting structure (November 1 to October 31), unless otherwise noted. In this publication, "TD" or "the Bank" refers to TD Bank Group.

# Business & Banking



TD has long championed the economic success and self-sufficiency of Indigenous Peoples and communities by taking a comprehensive and creative approach to provide solutions to meet their unique and sometimes complex banking needs. The Indigenous Banking Group works closely with our Commercial, Wealth, Wholesale and Retail businesses to fulfill TD's aim to be the bank of choice for Indigenous Peoples and communities. Doris Bear, VP, Indigenous Banking Group, oversees a national team of regional managers who are highly engaged members in Indigenous communities, locally and regionally. The group demonstrates our commitment to engaging in meaningful and respectful consultations and cultivating strong relationships while serving each community's economic development and wealth accumulation needs; they also provide support and coaching to TD employees on Indigenous relations, financial needs and business opportunities. We also pride ourselves on serving remote and rural communities, which are often underserved by the financial services sector.

## Personal Banking and Investing

We offer a wide range of products and services to Indigenous communities through 1,100 locations, which include four branches on reserve. Our services also include the ability for Indigenous Peoples and communities to use telephone banking in several Indigenous languages and access their accounts at over 2,500 ATMs.

## TD Wealth

We provide Indigenous Peoples and communities support, services and guidance in trust administration and investment management through:

- ▶ *TD Wealth Indigenous Trust:* Creates Trusts in consultation with the community's leadership and advisors that fits the community's needs, assists with the day-to-day administration of the Trusts and enhances capacity through training and guidance as required.
- ▶ *TD Wealth Investment Services:* Provides discretionary investment management services through accredited portfolio managers. The managers direct Trust assets and own-source revenues, which include revenue generated outside of the Trust from other sources in accordance with the community's immediate needs and long-term goals.

## Business Banking

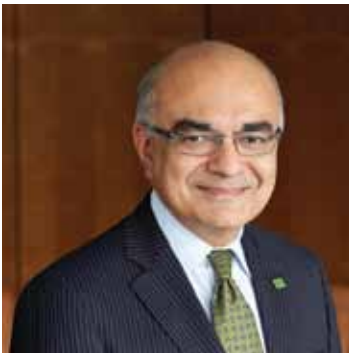
We deliver specialized financing solutions and expertise for Indigenous governments, economic development corporations and businesses. In addition, we encourage and support Indigenous small businesses with tools, seminars and tailored financial vehicles.

## First Nations Bank of Canada

First Nations Bank of Canada (FNBC) is the first Canadian bank with majority ownership by Indigenous Peoples and shareholders. Since its creation in 1996, FNBC has been a leader in serving Indigenous communities. TD is proud to have been a founding partner of FNBC and retains a minority financial stake in the bank. TD continues to maintain a good working relationship with FNBC, which has since launched its own banking platform.

▶ **1,100**

locations provide the Indigenous communities with a wide range of products and services



“TD actively supports the Truth and Reconciliation Commission’s call to corporatize Canada by investing in Indigenous education, arts and culture, employment, environment and economic development initiatives. Our collective journey toward reconciliation must continue, and together we can, and will, create a better future.”

– Bharat Masrani, Group President and CEO of TD Bank Group



## TD Park Royal Branch

In 2019, we were proud to open the TD Park Royal banking branch in West Vancouver, British Columbia. The branch is located on the unceded traditional territory of the Squamish Nation. For us, it is important to provide financial services to Indigenous communities and acknowledge and celebrate Indigenous heritage, history, culture and art. We designed this branch by soliciting feedback from local Indigenous communities, the TD Indigenous Banking Group, TD Art Collection colleagues and our design and architecture division. We integrated art into the building design, with one permanent exhibit in the customer-facing and employee spaces of the branch that includes four new art acquisitions

representing the Coast Salish Peoples, including the territories of the *xwməθkwəy'əm* (Musqueam), *Skwxwú7mesh* (Squamish), *Stó:lō* and *Səl'ílwəta?/ Selilwitulh* (Tsleil- Waututh) Nations. This branch is the first TD space to integrate Indigenous art and design considerations to reflect the contemporary lived experience and history of the region. As is the TD practice, our leaders acknowledged the traditional territory at the branch's opening, and we were honoured to have the presence of an Elder from the local community join us for a formal Cedar blessing ceremony on July 27. This branch – from design to function – reflects our commitment to working together with Indigenous Peoples.



# Partner Profile – Seine River First Nation

“We do our best for our community, and TD has shown that they will step up and work hard for us when we need a hand. In exchange, we strive to be a strong example of what can be achieved with the right financial services.”

– Chief Tom Johnson and Councilor John Kabatay

Seine River First Nation (SRFN), located on the northern shore of the Seine River in Northwest Ontario, has 800 registered members with 370 members living on reserve.

SRFN is making significant progress so that its community growth is sustainable and meaningful to its members. SRFN set its vision for community and economic development in its social, environmental, economic and cultural (SEEC) model plans. The guidelines in the SEEC plans will guide the way as it sets out to implement the more than 20 distinct initiatives contained in the SEEC plans which range from short- and long-term projects to fulfilling the vision for a sustainable community.

SRFN is creating a strong economic future for its members with ongoing support from TD. TD was the key partner in providing financing for the construction of the SRFN \$5 million cultural centre and the acquisition of their \$1 million Mudges Fishing Camp. The cultural centre is being developed with a view to becoming a beacon of Indigenous culture and heritage in the region. In addition to funding, TD also provided comprehensive planning and financial management advice for the acquisition of Mudges Fishing Camp, a fishing camp near the community, that has become a popular destination for families and tourists. TD continues to provide advisory services to SRFN's community planning projects through our assistance in developing investment strategies and financing options for capital projects.

TD is proud to be part of SRFN's long-term goals and excited to journey along with the community as they continue to create a vibrant and supportive home for their members. TD also manages crucial portfolios such as the Flood Claim Trust Agreement, a fund that will have a positive impact on SRFN and its members for generations to come.

With strong community leadership and reliable financial management from TD, SRFN is confident about creating sustainable growth and a dynamic future for its members.

“Indigenous Peoples are the youngest and fastest-growing demographic group in Canada. Encouraging greater Indigenous participation in the economy will ultimately be beneficial not only to the community, but also to Canada. TD Economics research shines a light on the issues of importance to Indigenous Peoples and communities. We make a business case to TD and corporate Canada for investment in Indigenous communities.”

– Derek Burleton, VP and Deputy Chief Economist, TD Economics

## Delivering Critical Financial Services to Indigenous Communities

TD partnered with FNBC to deliver critical deposit and treasury management services to the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government (CNG). CNG oversees 11 Cree communities,<sup>1</sup> home to nearly 20,000 people across a traditional territory of over 400,000 square kilometres, each with their own unique histories. CNG works to promote and protect the interests of the Eeyouch living in eastern James Bay by administering services such as social and cultural development, justice and human resources to the nine Cree communities incorporated into the James Bay and Northern Quebec Agreement in Quebec. TD is honoured to help capital reach these communities in partnership with FNBC.

## Encouraging Indigenous Procurement

TD encourages certified suppliers to compete for TD contracts and supports their entrepreneurial development to compete in the financial services sector through our North American Supplier Diversity Program and Supplier Diversity Mentorship

Program. These programs reaffirm our commitment to diversity and inclusion in our business. We have designed our Supplier Diversity Program to encourage minority suppliers (including Indigenous Peoples) by promoting a level playing field in our procurement selection process. We also educate our employees on the importance of supplier diversity and raise awareness of our Supplier Diversity Program. In parallel, our Supplier Diversity Mentorship Program helps strengthen a supplier’s ability to effectively compete with other companies in the financial services sector and elsewhere.

We are a corporate member of nine diverse supplier organizations in North America, including the Canadian Aboriginal and Minority Supplier Council (CAMSC), an Indigenous supplier organization that certifies a supplier’s Indigenous credentials. Our efforts toward diversity and inclusion are recognized externally. We received a National Business Inclusion Consortium's Best-of-the-Best award for our supplier diversity practices and we received an A- ranking from the 2018 CDP Supplier Chain program.

We work with several Indigenous suppliers, including Fresh Art & Design Inc., an award-winning, Indigenous-owned graphic design firm, with whom we created our current and 2017 Indigenous reports.

<sup>1</sup> Nine Cree communities are incorporated into the James Bay and Northern Quebec treaty. The 10th Cree First Nation, Washaw Sibi, is establishing its own community and will become part of the treaty. The 11th Cree First Nation, MoCreebec, has a unique affiliation with other Eeyou First Nations. Source: <https://www.cngov.ca/community-culture/communities/>



## ▶ 11

Cree communities are home to nearly 20,000 people

### Free, Prior and Informed Consent

The principle of *Free, Prior and Informed Consent* (FPIC) refers to the rights of Indigenous populations to participate in decisions affecting their lands, resources, livelihoods and communities, particularly relating to natural resource development. This principle is enshrined in the United Nations Declaration on the Rights of Indigenous Peoples.

TD has a long-standing commitment to supporting the rights of Indigenous Peoples within North America and we continue to work to develop and promote understanding of FPIC and its practical application in the responsible development of natural resources.

Our commitments are:

- ▶ To incorporate assessment of our clients' policies, practices and performance relating to FPIC when relevant as part of TD's Environmental and Social Credit Risk Policy for Non-Retail Lending.

- ▶ To actively support the development and dissemination of good practices for the practical implementation of FPIC. We will do this by working with diverse multi-stakeholder groups and by providing objective economic information to support solutions-based dialogue and informed public policy decisions.

To further demonstrate our belief in the rights of Indigenous Peoples, we have updated our environmental and social (E&S) risk processes to strengthen our application of FPIC.

Since 2007, we have also embedded the Equator Principles (EP) into our E&S risk processes. TD participated in the EP Association's process to update the current EPIII to EP4, which includes updated guidelines on FPIC and due diligence related to Indigenous Peoples.<sup>2</sup>

### TD Economics

We have a long history of publishing research and analysis on Indigenous issues through TD Economics. By publishing these reports, TD Economics shines a spotlight on economic and social issues confronting Indigenous Peoples, businesses and communities. The research also emphasizes the importance for TD to come up with improved and innovative solutions to serve the needs of Indigenous communities and customers. Since 2011, TD Economics has released eight reports related to Indigenous topics. The reports are listed on page 38 of this report.

<sup>2</sup> Source: [https://equator-principles.com/wp-content/uploads/2019/01/EPA\\_Strategic\\_Review\\_Report\\_Executive\\_Summary\\_201218.pdf](https://equator-principles.com/wp-content/uploads/2019/01/EPA_Strategic_Review_Report_Executive_Summary_201218.pdf)

# Partner Profile – Caldwell First Nation

“We look forward to continuing to build on our strong relationship with TD as we pursue future economic prosperity for our community and all our members.”

– Chief and Council, Caldwell First Nation

Caldwell First Nation (CFN), historically known as Caldwell’s Band of Indians, is part of the Anishinaabe Nation: Ojibwe, Odawa and Potawatomi, known as the Three Fires Confederacy. CFN’s traditional territory stretches along Lake Erie from the Detroit River to Long Point.

It took the persistence of many Chiefs throughout the years, long displaced from their traditional home territories, for CFN to finally reach an Agreement In Principle with the Government of Canada. In August 2010, after 220 years of displacement, CFN members unanimously voted in favour of a \$105 million land claim settlement. CFN can now purchase up to 2,647 hectares (6,540 acres) to be designated as reserve lands, with money specifically allocated to certain areas including land purchases, economic development and education. For the management of its Land Claim Trust, CFN chose to work with TD. For over 11 years, TD has supported CFN with the management of its largest asset and by providing financial advice and support.

CFN is a growing community with 343 members currently registered. CFN has an administration office that houses its finance, administration, health services, maintenance and employment and training departments. CFN owns many parcels of land near Point Pelee National Park, part of which was its traditional home territory, Hillman Marsh and Pelee Island. CFN also owns a seasonal business and an adjoining restaurant that opened in August 2018.

Moving forward, the Chief and Council are prioritizing land purchase to establish their reserve in their traditional territory upon which they will build a new community centre and affordable housing.

# Partner Profile – Cold Lake First Nation

Cold Lake First Nations (CLFN) is a beautiful and tranquil Dene nation with approximately 2,500 members with lands near Cold Lake, Alberta. More than half the community reside in the Cold Lake region. CLFN is focused on ensuring that all its members, many of whom continue the Dene people's traditional way of living, have a high quality of life through a well-thought-out economic development plan.

TD has had an ongoing relationship with CLFN since July 1994. We have provided CLFN with financial solutions suited to their needs for the past 25 years. We first teamed up with FNBC to provide the initial financing for the Casino Dene Limited Partnership for CLFN. We then financed the construction of the Courtyard Marriott hotel located next to the casino. Casino Dene recently completed a small renovation to better utilize their space and streamline their operations to maximize revenue and efficiency.

CLFN has made affordable housing a key priority. According to a 2016 Statistics Canada report, Indigenous Peoples are more likely to face a housing crisis than other Canadians and this is reflected in CLFN as well.<sup>3</sup> In 2018, TD financed a housing project for CLFN, making it a small step in the drive to develop more affordable housing. In collaboration with CLFN, we are establishing a line of credit for capital projects that the community can use to finance their infrastructure projects. TD is proud to work in partnership with CLFN.

## ART SPOTLIGHT



*Jim Charlie, Spilt Killer Whale and Mouse Woman, 2018.*  
Red cedar & acrylic.  
TD Corporate Art Collection.

<sup>3</sup> Source: <https://clfns.com/wp-content/uploads/2019/05/CLFN-AnnRep-Layout-F-digital.pdf>.

# Employment



TD has a dedicated focus on Indigenous talent. We are working hard to make TD the employer of choice for Indigenous Peoples by building a workplace culture that promotes diversity and inclusion and attracts, develops and inspires Indigenous talent.

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### Leadership and Governance

Our commitment to diversity and inclusion is embedded across all layers of management at TD. Our senior leaders are directly responsible for championing initiatives and driving progress. In 2005, we formalized our commitment by establishing what is now known as the Inclusion and Diversity Leadership Council (IDLC) to set our diversity and inclusion strategy and oversee results. Our senior management sit on the IDLC and are supported by senior leaders across North America who oversee diversity subcommittees and regional councils.

At TD, the Indigenous Peoples Committee, an executive-level governance structure, is tasked with overseeing Indigenous relationships internal and external to the bank and is chaired by Jim Coccimiglio, Senior Vice President, National Real Estate Group. The committee is responsible for making sure that TD creates and supports opportunities for Indigenous employees, customers and communities. The committee also works to ensure that Indigenous corporate initiatives receive support and engagement from internal partners.



## Discovering Great Talent

Indigenous Peoples are a key focus of TD's diversity and inclusion strategy. Our Diversity Sourcing team focuses specifically on attracting top talent from diverse communities in alignment with an enterprise-wide talent acquisition strategy. Our success as a financial institution depends on our ability to hire from a broad talent pool, develop leaders and promote without bias, while reflecting the communities we serve.

Indigenous Peoples are a vibrant and dynamic segment of the Canadian population with Indigenous youth in particular growing at a much faster rate than non-Indigenous youth.<sup>4</sup> In line with the Truth and Reconciliation Commission's Call to Action to corporate Canada, we are working to ensure that Indigenous Peoples have the same access to jobs and opportunities as non-Indigenous people in Canada. As part of our efforts, we hired a talent acquisition partner for Indigenous Peoples who engages in outreach with colleges, universities and partner organizations such as AFOA Canada (Aboriginal Financial Officers Association), Indspire, and the Aboriginal Professional Association of Canada (APAC) to build awareness about the rich array of career opportunities in financial services and TD.

We also partner with communities to share opportunities available for Indigenous Peoples at TD. For example, One TD's Quebec Indigenous Committee and Tewatohnni'saktha Kahnawa'saktha's economic development commission collaborated on an outreach initiative to build awareness about TD's diverse range of career opportunities in financial services over the last year. Several youths from the Kahnawa':ke Education Center attended the presentation and networking event held in Kahnawa':ke.

Two of our other programs geared toward empowering Indigenous Peoples are highlighted below.

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<sup>4</sup> Source: <https://www150.statcan.gc.ca/n1/pub/89-659-x/89-659-x2018001-eng.htm>



### **TD Insurance Indigenous Internship Program**

The TD Insurance (TDI) Indigenous internship program began in May 2017 in Halifax with two interns. The success of these two interns and executive support for the program led to the expansion of the internship program to include additional interns and a second location in Toronto. In 2018 and 2019, we welcomed 14 Indigenous interns to the TD team for four months from the beginning of May to the end of August in our Toronto and Halifax offices.

The TDI internship program is specifically designed for Indigenous young professionals to gain insights and hands-on experience in the insurance business. By participating in the internship, Indigenous interns can build their careers and enhance their financial empowerment. During the program, interns are given opportunities to connect with TD professionals, including Indigenous colleagues and interns and grow their networks in TD's inclusive environment. They can also join the Indigenous Circle @ TD to meet other employees, share their perspectives and experiences with their non-Indigenous colleagues in a workplace that both respects and celebrates their culture.

### **Indigenous Peoples Mentorship Program**

At TD, we are committed to creating opportunities for Indigenous youth to begin their careers as evidenced by the TDI internship program described above. It is equally important to help interns and all employees new to TD navigate the workplace and develop their network toward a rich and fulfilling career. It is with this purpose that we created an Indigenous Peoples Mentorship Program at TD to provide a mechanism to assist employees and help them enhance their skills and marketability for future jobs at TD and elsewhere. We started this program in July 2019 as a pilot targeting participants from TDI. The first cohort has 15 participants – in Toronto and Halifax, predominantly TDI interns – and they are being mentored by 15 mentors from Innovation, Technology & Shared Services (IT&SS) and TDI. We aim to assist Indigenous participants in their career development and guide them through the TD environment while also connecting them to other employees. To build on the success of the pilot, we will attempt to reach employees across TD with an enterprise-wide rollout and we are exploring partnerships with external organizations to connect with the larger community. Through this program, TD emphasizes its commitment to diversity and inclusion as more and more employees, either as mentors or as colleagues gain a deeper understanding and appreciation of Indigenous culture.

### **ART SPOTLIGHT**



**Maria Hupfield, *Snowmobile Suit for the Hudson*, 2013. Industrial felt. TD Corporate Art Collection.**

“TD and my colleagues can continue to support Indigenous Peoples by educating yourself. Something as simple as asking a question. I think having different perspectives is really key. I hope that people realize that we’re still here and that we’re still connected through our roots and culture and we still have our traditions in place.”

– Ashton Williams



## Meet TD Insurance Intern Ashton Williams

### Customer Experience Associate, Dresden

Ashton Williams is from Saugeen First Nation and currently resides in Walpole Island First Nation. He is the first in his family and community to work off-reserve and credits TDI’s Indigenous internship program with giving him the opportunity that is so often not available to Indigenous youth. In October 2018, Ashton moved from his internship to a part-time permanent customer experience associate position in a TD branch.

Ashton grew up feeling very close to his Indigenous identity and culture; as a child he used to help his parents prepare for the annual Sundance ceremony and was a regular and eager participant in pow wow dances. Today, he continues to be involved in Indigenous culture and tries to attend as many pow wow dances as he can on both Walpole Island and his mother’s reserve. Ashton was able to keep his connection with his culture alive even while he lived in Toronto because he was able to connect with other Indigenous Peoples in the region through the internship.

## PLATO Testing (Professional Aboriginal Testing Organization)

In 2018, TD’s Enterprise Enabling Technology Solutions (EETS) Testing Center of Excellence (TCoE) partnered with PLATO Testing to provide on-the-job experience to Indigenous software testers as a pilot internship program. There were seven participants in the August 2018 PLATO class, who worked in the EETS TCoE for six months.

PLATO Testing was established in 2015 to bring social change through meaningful training and employment in information technology (IT) for Indigenous Peoples. PLATO brings education and jobs to underserved workers, helping to create success stories and role models for the next generation. Indigenous Peoples face significant barriers when looking for jobs because they often live in remote locations far away from urban centres.

We participate in the program not just because it is the right thing to do, but also because there is a strong business case to do so. By employing PLATO testers, we get fresh perspectives and innovative ideas that could potentially lead to untapped areas of success. Through this pilot program, we have the opportunity to partner together with Indigenous technology talent. The experience also enriches TD because participants bring recognition and understanding about Indigenous culture into the organization.

*In the next section of our report, we feature Rendell Nothing, one of our PLATO testers.*

## Empowering leaders in the Indigenous Community

Indigenous Peoples are significantly under-represented on boards in Canada. With diversity on boards, organizations benefit from different perspectives, and board members can develop and strengthen their professional networks and skills, while showcasing their commitment to their community. At TD, we take diversity seriously at all levels and, in 2019, we have three Indigenous employees sitting on TD Friends of the Environment (TD FEF) boards. TD FEF also has three Indigenous Peoples from outside TD on its boards in 2019.

“Being on the TD FEF board gives me the opportunity to provide thoughtful perspectives, especially on Indigenous-specific proposals, and ensure that a voice with the lived Indigenous experience is heard and respected. I also have a platform to work with other like-minded individuals with diverse viewpoints on improving the communities in which we live and work.”

– Angela Ferguson, Regional Manager, Indigenous Banking, Prairies and Territories, TD and TD FEF Board Member, Prairie Region

“It’s an honour to serve on the TD FEF board as an Indigenous woman in leadership. I found it refreshing to join an initiative whose focus includes support for Indigenous Peoples’ language, culture and education. Inviting Indigenous professionals to the FEF board shows commitment, recognition and willingness toward reconciliation and ensures that Indigenous voices are heard, respected and consulted with on a consistent basis, not just as an afterthought.”

– Keetah McBeath, Regional Manager, Indigenous Banking, TD and TD FEF Board Member, Pacific Region

▶ **450%**

increase in membership in  
the Circle since 2012

## Educating our Workforce

We celebrate National Indigenous History Month but believe in educating our employees on the history and culture of Indigenous Peoples in Canada all year round. We achieve this through various initiatives, with a few key programs listed below:

- ▶ We launched the internal *Indigenous Resource Centre* in 2018 as part of our overall strategy to promote an inclusive environment and create awareness of Indigenous history and culture to support our business and talent strategies. This newly created digital platform is a destination to learn about and celebrate Indigenous Peoples and culture, to enable important connections and to promote active engagement with Indigenous communities. It is also home to the “I Am Indigenous” employee video series, where Indigenous employees share their stories and speak about what reconciliation means to them.
- ▶ We promote Indigenous knowledge within TD through a nationally broadcast speaker series, first started in 2015. In June 2018, as part of National Indigenous History Month events, we welcomed Senator Murray Sinclair, the former Chief Commissioner of the Truth and Reconciliation Commission to TD. Prior to his address, he met with our Group President and CEO and senior executives to discuss the role of corporate Canada in achieving reconciliation. In his address to employees, Senator Sinclair spoke about the dark history of residential schools in Canada and the responsibility all of us have to understand the past and work together toward reconciliation and a more inclusive nation. At the event’s conclusion, Bharat Masrani, Group President and CEO, and Doris Bear, VP Indigenous Banking Group, engaged in a fireside chat about TD’s Indigenous Peoples strategy. In 2019, we welcomed Kendal Netmaker, an award-winning entrepreneur, author and Canada’s Top 40 Under 40 honouree. In an inspiring keynote address to a national audience

of employees, Kendal shared his powerful personal story, his experiences growing up in Sweetgrass First Nation, and his perspectives on leadership and the power of kindness.



Kendal Netmaker, second from right

- ▶ Through the Indigenous Circle @ TD, employees and allies have the opportunity to learn and share about topics important to Indigenous Peoples and communities. Membership in the Circle has increased by 450% since 2012 and we now have more than 1,100 online members. The initiative started out as a working circle of employees to help drive grassroots awareness throughout TD and within the communities we serve. It has since expanded to regional circles, which advise us on our community giving and how we can better serve Indigenous communities in a localized manner.

- ▶ We offer over 1,000 training courses, leadership programs, webinars, career planning resources, mentorship opportunities and video archives to empower employees to further their professional development and emerge as TD leaders.
- ▶ We strive to start our meetings by recognizing traditional territories. We often engage Elders, Knowledge Keepers and members of the community to provide traditional openings at our events. We further encourage our employees to learn more about the land and First Peoples.
- ▶ Our One TD Quebec Indigenous Committee offers members – Indigenous and non-Indigenous employees – the chance to gain understanding of Indigenous issues, embrace Indigenous culture and seek tangible measures toward reconciliation. The committee represents all 12 business lines in Quebec and has now increased its membership to 39 members in 2019 from 22 in 2017. In November 2018, 11 executives including Senior Vice Presidents Sylvie Demers and Stephan Bourbonnais participated in a healing circle hosted by Sacred Fire Productions founder Nadine St-Louis at Ashukan. The healing circle raised awareness about and acknowledged the history of residential schools in Canada and generated eagerness around a shared future.

Our efforts are bearing fruit with 87% of Indigenous employees at TD stating in our annual Pulse survey that they agree or strongly agree that they are proud to work for TD. We foster a culture that provides our employees with the ability to be part of work that matters, have opportunities beyond expectations, and the ability to be led by inspiring leaders, all key elements of our Employee Value Proposition. We strive to create a diverse and inclusive environment where our employees feel confident and comfortable enough to bring their whole and authentic selves to work.



Kumakuluk Saggiak, detail of *Owl and Owlet*, 1972. TD Corporate Art Collection.

▶ **1,000+**

training courses, leadership programs, webinars, career planning resources, mentorship opportunities and video archives to empower Indigenous employees

▶ **87%**

Indigenous employees at TD stating in our annual Pulse survey that they agree or strongly agree that they are proud to work for TD

“Being part of TD’s diversity and inclusion initiatives is a great way to represent myself and the Indigenous community. I am forever thankful for PLATO and everybody at TD for giving me this opportunity.”

– Rendell Nothing

## Opportunities Beyond Expectations

Rendell Nothing, Technology Tester (EETS TCoE, Digitization and Automation), Toronto



Rendell came to TD in September 2018 through the PLATO Testing program. He was first apprehensive about making the transition from the classroom to a corporate environment. Rendell was also not sure if he would fit into

or even like TD’s corporate culture. But he found his first day better than expected and noticed that he received the same on-boarding, training and coaching as any other new hire.

Rendell was raised in Sioux Lookout by a single Indigenous mother and attended a private Christian school with his brothers, and only truly started connecting with his Indigenous heritage after moving to Toronto. He is now more comfortable with who he is and has enjoyed taking part in and learning about cultural practices such as sweats, pipe ceremonies and smudging.

Rendell finds TD’s inclusive strategy of hiring Indigenous Peoples a positive step in breaking negative stereotypes surrounding Indigenous communities. But he also urges TD to do more and offer all employees more opportunities to learn about and understand Indigenous issues. Rendell hopes to continue his journey with TD and explore different areas of IT such as automation and big data.



Katherine Boyer, *The Cycle Shifts Clockwise*, 2018.  
Seed beads on stroud cloth.  
TD Corporate Art Collection.



## Inspiring Leadership

**Jacinda Adams, Loyalty Specialist, Markham**



Jacinda is an Inuk from Nunatsiavut and is a member of the Toronto community and a board member of the Toronto Inuit Association. She has been involved with Indigenous communities in Toronto for over 19 years and is learning her language, Inuktitut.

Jacinda is not only a leader in her community but also the Indigenous lead for the TD office in Markham, Ontario, where she has worked tirelessly to bring awareness to Indigenous culture and issues since joining the bank four years ago. She brought Orange Shirt Day to TD to educate employees about the residential school system and impact on Indigenous communities. She created Red Dress Day in February, an initiative to spread awareness

about the missing and murdered Indigenous women around the world. For National Indigenous Peoples Day, she brings in artifacts from Indigenous cultures to educate TD employees on their importance and significance in Canadian history and culture. Every June, in celebration of National Indigenous History Month, Jacinda hosts a tour through the newly renamed TD Gallery of Indigenous Art, walking visitors through the collection housed in TD's headquarters in downtown Toronto.

Creating a diverse and inclusive environment is an enterprise-wide goal at TD and the responsibility of all employees, and it hinges on holding leaders accountable for progress. For Jacinda, TD will be an even more diverse and inclusive environment for all employees faster if there is more Indigenous representation in leadership positions. And TD will reach its goal with the help and guidance of employees like Jacinda, customers and the communities where we do business.

**“I am a minority within a minority, but we are a very strong and humble people. There’s very few of us across Canada, so when you get one of us in the room, you’ll know it.”**

– Jacinda Adams

# Community Investment & Engagement





TD invests significantly in Indigenous economic and social development through the TD Ready Commitment – our enterprise-wide corporate citizenship platform. We support programs that promote financial education, increase opportunities for youth, steward the environment, and preserve and celebrate Indigenous arts and culture. Over the past five years, TD invested an average of 7% of its total Canadian community donations in Indigenous communities.

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## Supporting Financial Education for Indigenous Communities

### **Financial Education/Fraud Prevention for Seniors**

TD has an important role to play in helping people from all walks of life improve their confidence in their financial future by building their financial knowledge. In Canada, our financial education activities are overseen by the Financial Education Council. In March 2019, we ran a financial education session focused on fraud prevention in Cedar, B.C., on Snuneymuxw First Nation territory for Indigenous elders living in care homes or entering the hospital care system. In this session, facilitated by our local branch team, we provided elders and their families with information and tips to protect their banking information and to prevent financial fraud.

### **Money Matters**

TD has teamed up with ABC Life Literacy Canada to offer Money Matters for Indigenous Peoples, a free financial education program for adult learners, with many TD employees volunteering as instructors. Currently, the program is offered at locations in British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, Yukon, Northwest Territories, Quebec, New Brunswick and Prince Edward Island. In 2018, 3,184 Indigenous Peoples accessed Money Matters courses and enhanced their knowledge of financial education concepts.

▶ **3,184**

Indigenous Peoples  
accessed Money Matters  
courses in 2018

▶ **\$400,000**

awarded in grants to Teach for Canada  
over four years

▶ **183**

teachers prepared  
who have in turn  
positively impacted  
over 3,500 students



### Investing in Education

In 2018, TD granted Teach For Canada a grant of \$400,000 over four years. Teach For Canada is a non-profit that partners with Northern First Nations to recruit, train and sustain teachers committed to Indigenous education to help address inequities in education among Indigenous Peoples. Teach For Canada requires a minimum two-year commitment from recruits, who receive three weeks of community-focused preparation. They also receive ongoing support throughout their tenure.

TD's support allowed Teach For Canada to work with 19 First Nations in Ontario. They have been able to prepare 183 teachers who, in turn, have had a positive impact on over 3,500 students. Through the grant, Teach For Canada expanded into northern Manitoba in September 2019.

“Because of Teach For Canada, I was matched with the community that I am in now. I have a job that I love. I am in a position that I feel I can grow a lot in and I went into that job feeling not scared. Not necessarily the most prepared that I could ever be because how can you ever be that prepared, but I went in feeling not scared and not alone and that was a big deal.”

– Nissa Turner

## Greening the Environment

We are committed to protecting the environment and are partnering with Indigenous communities to support greening initiatives in their communities and across Canada. We support a wide range of environmental initiatives in Indigenous communities through the TD FEF and the vibrant planet priority of the TD Ready Commitment.

### TD Tree Days

TD Tree Days is our annual flagship grassroots community tree-planting volunteer program across Canada, the U.S. and Europe. The program gives our employees and their families, customers and community partners the opportunity to demonstrate forest stewardship. In 2018, the annual campaign drew 10,600 volunteers across North America and enhanced 162 green spaces, adding over 48,000 trees and shrubs to local tree canopies. More than 390,000 native trees and shrubs have been planted in communities across North America since 2010.

TD Tree Days provides us with a meaningful way to extend our commitment to diversity and inclusion into the community and build relationships with important stakeholders, including Indigenous Peoples and communities. Indigenous communities, along with other local communities, support us with technical expertise to allow us to ensure that the right tree is properly planted in the right place. Since 2010, we have held 31 tree plantings in partnership with Indigenous communities, including four tree plantings in 2018 in the Beausoleil First Nation, Oneida Nation of the Thames, Ermineskin Cree Nation and Westbank First Nation communities. Over 120 volunteers attended these events and planted over 900 trees and shrubs, enriching Indigenous communities with greener landscapes.



### TD Green Space Grants

TD Green Space grants provides 20 municipalities – 10 each in Canada and the U.S. – with US\$20,000 each to help support green infrastructure development and community green space expansion, particularly in underserved areas. The grants are part of the vibrant planet driver of the TD Ready Commitment, funded by TD and administered by the Arbor Day Foundation. The program replaces the urban-forestry-focused TD Green Streets which ran from 2013 to 2018.<sup>5</sup>

Three of the 2019 recipients are Indigenous communities in Lake Country, British Columbia; Trenton, Nova Scotia; and Kisbey, Saskatchewan. In British Columbia, the grant will support a five-year planting project at Upper Vernon Creek by the Okanagan Indian Band, in which native planting and seeding in a 6,300-square-metre area will be accompanied by irrigation, monitoring and adaptive plant management. In Nova Scotia, the Confederacy of Mainland Mi'kmaq will plant trees along the Pictou Landing First Nation school trail system and distribute trees to members of the Glooscap First Nation community. In Saskatchewan, the grant will fulfill Pheasant Rump Nakota First Nation's vision of building a park that invites in the community and connects them to nature, incorporates an edible forest garden to provide healthy food and regenerates the environment damaged by harmful emissions.

<sup>5</sup> <https://newscenter.td.com/us/en/news/2019/20-u-s-and-canadian-cities-receive-2019-td-green-space-grants>

▶ **\$22,000+**

contributed to support Abegweit First Nation's *Plamu'k na Kitapina'q* Program (Salmon Are Our Friends)

▶ **\$20,000+**

granted to the Southwest Ontario Aboriginal Health Access Centre (SOAHAC) to upgrade and maintain its community garden

### En'owkin Centre

We have supported the En'owkin Centre, an Indigenous organization with a mission to develop Indigenous Syilx (Okanagan) culture, education, ecology and the creative arts, since 2018. Our \$20,000 grant in 2018 supported the Centre's initiation of the three-year *ECOMMUNITY PLACE LOCATEE LANDS SPECIES AT RISK (SAR) HABITAT PROTECTION, RESTORATION AND ENHANCEMENT PROJECT*. In 2018, this project engaged 1,348 youth, volunteers and community members in caring for the land through the collection of seeds and propagation of Indigenous riparian, wetland and grassland plants at the En'owkin Centre's greenhouse and nursery education facility. In 2019, TD FEF supported the next phase of the project by contributing \$10,000 to continue activities with local schools and youth. The project has an upgraded three-year target of propagating 25,000 Indigenous trees, shrubs and flowering plants by March 2020 at the K'amcənɪtkʷ ("Alongside the Water") Terrestrial Habitat Restoration Project site to support the recovery of multiple aquatic and terrestrial species at risk and species of cultural significance to the Syilx people.

### Plamu'k na Kitapina'q Program

Since 2014, we have contributed over \$22,000 to support Abegweit First Nation's *Plamu'k na Kitapina'q Program* ("Salmon Are Our Friends"). Through this program, Abegweit First Nation provides scientific, traditional and cultural knowledge, as well as fish tanks equipped with salmon, to classrooms across Prince Edward Island. The program enables school children across PEI to develop a mindful attitude toward the environment and develop an awareness of the harmful effects of everyday activities to wildlife habitats, specifically for Atlantic salmon. In 2018, TD FEF allocated \$8,000 to purchase equipment and teaching guides to expand this program to more classrooms.

### E Minogiing wii Mino minidoong ("Growing for Healthy Spirits") Project

TD FEF gave over \$20,000 to the Southwest Ontario Aboriginal Health Access Centre to upgrade and maintain its community garden. The garden was set up two years ago with funds provided by TD FEF. The garden's purpose is to re-establish connection to the land and ceremony after interruptions from forced assimilation, colonization and residential schools.



## Preserving Indigenous History, Arts and Culture

### The National Centre for Truth and Reconciliation

TD has committed \$1 million over 10 years to the National Centre for Truth and Reconciliation, a vital project stewarded by the University of Manitoba that will preserve the history of Canada's residential school system for future generations. The centre is Canada's first and only research facility dedicated to the Canadian Residential School system. The purpose of the facility is to centralize the four million historical records and the 7,000 survivor interviews about the Residential School system. Over the span of a decade, our donation will provide financial support, training and experience for over 70 student interns as they make this vital information accessible to the survivors, their families and the public. The investment also supports the purchase of archive-specific scanning equipment to digitize all documents.

### TD Indigenous Songwriter Award

Jasmine Netsena is the recipient of the inaugural TD Indigenous Songwriter Award, a partnership between TD and the SOCAN Foundation. The award recognizes Indigenous artistic excellence in the craft of songwriting and comes with a \$10,000 monetary prize and a paid trip to attend the Indigenous Music Conference. Jasmine was selected by a jury of Indigenous artists who reviewed over 300 submissions in total. She received her award at the 2018 Indigenous Music Awards in Winnipeg and will also receive mentorship from music industry leaders.

Jasmine is an award-winning singer-songwriter of the Dene and Tahltan Nations. She learned to sing from her grandmothers in their Indigenous languages and released her debut album, *Take You With Me*, in 2014. She wants to use music to add to the dialogues of inter-generational healing as the daughter of a residential school survivor.



Jasmine on far right

“This TD Indigenous Songwriter Award changed the way I create and perform music. The award gave me the support and momentum to expand my career to the next level.”

– Jasmine Netsena

▶ **\$1M**

committed over 10 years to  
the National Centre for Truth  
and Reconciliation

### Outside Looking In

Outside Looking In (OLI) offers Indigenous youth a high school accredited dance program to empower them. Participants, if they fulfill academic and attendance requirements, join other Indigenous youth for two weeks in Toronto and perform in front of a 6,000-strong audience at Meridian Hall (formerly the Sony Centre for the Performing Arts). TD sponsors the OLI program, and the investment empowers Indigenous youth and affects improvements in the education, health and well-being of Indigenous youth and communities.

“OLI has inspired students to achieve excellence in the areas of creativity, academics, attendance and overall positive character. They managed to live out their dreams through their focus and dedication of learning to discover the creativity within themselves through dance.”

– Deborah Tegg-Daniels, Teacher, Garden Hill First Nation School

ART SPOTLIGHT



Brian Jungen, *Walk This Way (echo)*, 2016. Nike Air Jordans.  
TD Corporate Art Collection.



### National Arts Centre

TD's commitment to the performing arts in Canada can be seen in its partnership with and support of the National Arts Centre (NAC). Our support has enabled the NAC to further the careers of Emerging Indigenous Artists and increase Indigenous works by commissioning new pieces annually. Through this program, the NAC was able to support emerging Indigenous artist Ian Cusson, a Métis-French Canadian composer.

Below is a summary of our conversation with Ian.

#### **Q: Tell us about your background.**

A: I began my formal musical journey at age seven with piano lessons, but music has been a big part of my life for all my life as my extended family are all musical and I grew up hearing them play, sing and perform in local concerts. My early teachers opened me to the wild and wonderful world of music by introducing me to Beethoven string quartets, Bulgarian choral singing, ethereal Schafer sounds, Philip Glass operas... The seemingly endless possibilities of what could be expressed musically opened my eyes and captured my imagination. I was hooked.

#### **Q: You have previously indicated that you explore the Canadian Indigenous experience in your work. Can you explain how it infuses your work?**

A: Much of my work looks at the Indigenous experience, particularly the experience of being Métis. The Métis people exist at the intersection of cultures as we formed our own unique communities born out of our First Nations and settler ancestries. As a young person, I felt I lived between worlds, but now I see it as a fruitful convergence of identities and a place of artistic possibility. I view intersections as unique vantage points from which to observe the world and reflect it back through my artistic creations.

#### **Q: How has the support from NAC and TD impacted your career?**

A: The support from the NAC and TD has given my work a national platform. This has led to commissions from other musicians and organizations, most notably being able to be a Composer-in-Residence with the Canadian Opera Company.

My work with the NAC has been invaluable and transformational. I was able to work closely with a major national orchestra, develop my compositional skills and deepen my understanding of the orchestra as a living organism. I also had the fulfilling opportunity to engage with youth from communities in Ottawa and Eskasoni, share my journey and learnings as an Indigenous composer and encourage them in their growth.

#### **Q: As a mentor to diverse upcoming artists, what are their biggest challenges and how can corporate Canada (including TD) help?**

A: Access to opportunities is the biggest obstacle diverse upcoming artists face. When opportunities are available, they are often restrictive and piecemeal. Closely related to this is the general lack of representation of diverse performers, composers and artistic administrators. We need to prioritize diversity on stage and positions of influence within our institutions.

# ▶ 730

piece collection is shared by TD with the public in a permanent gallery space



Barry Ace, *Bandolier for Wiikwemkoong*, 2017.  
Velvet fabric, brass, electronic components, horsehair, wire, beads, video screen.  
TD Corporate Art Collection.

## The TD Art Collection from 1967 to Present

Since 1967, TD has been collecting contemporary art resulting in Canada's foremost public and accessible collection of Indigenous art. The collection was founded with the notion of honouring Canada's past while also looking ahead to its future. In 1982, we opened the TD Gallery of Inuit Art, representing all regions of the Canadian Arctic. Today, TD shares the 730-piece collection with the public in a permanent gallery space, free of charge, at our downtown Toronto headquarters.

### Responding to the Calls of Action from the TD Ready Commitment

To celebrate Indigenous culture and inform our employees, clients and the public, we host free tours through the Inuit Art Foundation. The tours are well received and have also led us to deeply delve into our art strategy and responsibility to the Indigenous community. We formed an Indigenous advisory group based on feedback from the tours to create a space that is more inclusive and reflective of the communities we live in. To create a more contemporary space that represents diverse Indigenous communities, we have renamed the gallery as the TD Gallery of Indigenous Art, effective October 23, 2019.

### Aligning Our Art Collection to the TD Ready Commitment

By renaming our public facing gallery, we are also aligning our art collection and strategy with the TD Ready Commitment and fulfilling the pledge to amplify contemporary Indigenous voices with a respectful presentation of works that reflect current conversations. When looking to add new pieces to the collection displayed across our North American offices, we require them to reflect each region and its diverse cultural landscape and to use a variety of media including photography, print, paintings and sculpture (as evidenced by the *Flipping The Bird* sculpture by Shawn Hunt). In fact, exploring the Canadian identity and expressing our shared history are a major theme uniting our art collection (as an example, see one of our new acquisitions from Lawrence Paul Yuxweluptun below).





**Lawrence Paul Yuxweluptun, *Office Party*, 2018. Oil on canvas.  
TD Corporate Art Collection**

Lawrence Paul Yuxweluptun is a contemporary Canadian artist of Coast Salish and Okanagan descent who lives and works in Vancouver and advocates for contemporary Indigenous issues in Canada. Influential as both an artist and activist, Lawrence focuses on Canada's ecology, the destruction of the environment and the Indigenous injustices with a historic legacy across Canada. Lawrence mentored Shawn Hunt, who apprenticed under him from 2012 to 2015.



“When Truth and Reconciliation finally happen in Canada, I will flip the pole over to its rightful place – where the eagle is on top.”

– Shawn Hunt

**Shawn Hunt, *Flipping the Bird*, 2018.  
Carved cedar. TD Corporate Art Collection.**

Shawn Hunt is a Vancouver-based Heiltsuk artist whose work reflects his engagement with contemporary questions and events including Truth and Reconciliation and his training in traditional design, wood and jewellery carving. In his sculptural work, *Flipping The Bird*, Shawn carved the eagle – typically found at the top of the pole – at the bottom to artistically symbolize the current state of Indigenous culture in Canada. The artwork is showcased in the offices of TD Wealth, Vancouver, and has generated enthusiastic engagement from clients and employees alike, who are drawn to the connection of the work to the region and cultural landscape.

“My team and I use the work by Shawn Hunt as a way to talk about the fact that the artist was working with the concept of reconciliation. Sometimes we ask our guests if they notice anything unusual about this piece, which then causes them to engage with the piece more actively.”

– Catherine Dangerfield, VP and Market Manager, TD Wealth and member of TD Art Council



Shuvina Ashoona, *Taking Pictures of the Creature*, 2016. Ink and coloured pencil.  
TD Corporate Art Collection.



Jeffrey Gibson, *Trouble Don't Last Always*, 2019.  
Acrylic on canvas,  
glass beads, artificial sinew,  
custom wood frames.  
TD Corporate Art Collection.

# TD Giving and Partnerships in 2018

## ORGANIZATIONS

Aboriginal Education Department	Conservation Ontario, Latornell Conservation Symposium
Aboriginal Experiences, Arts and Culture	Crimson Coast Dance Society
Aboriginal Friendship Centre of Calgary	Dynamic Earth
Aboriginal Peoples Television Network (APTN)	Edmonton Symphony Society
AFOA Canada (Aboriginal Financial Officers Association of Canada)	Exeko
Art Gallery of Alberta (formerly Edmonton Art Gallery)	Facing History and Ourselves
ArtsCan Circle	Factory Theatre
Bill Reid Gallery of Northwest Coast Art	First Book Canada/Le Premier Livre Canada
British Columbia Achievement Foundation	Fort York National Historic Site
Business Council of Manitoba	FRAFCA (Fraser Region Aboriginal Friendship Centre Association)
Canadian Council for Aboriginal Business (CCAB) Partnership	Frontier College
Cambrian College Foundation, Cambrian College of Applied Arts and Technology	The Gord Downie & Chanie Wenjack Fund
Canada's National History Society	Heart and Stroke Foundation of Canada
Canadian Art Foundation	Huron Cultural Campus (HCC)
Canadian Children's Book Centre	Indigenous Student Association
Canadian Nurses Foundation	Indspire
Canadian Women's Foundation	Ininew Friendship Centre
Carstairs Public Library	Inspire Nunavut
Centre de service urbain de Val-d'Or de la Commission de développement des ressources humaines des Premières Nations du Québec	Interlake Metis Association
Coalition for Music Education in Canada	Jr. Economic Club of Canada
Cold Lake First Nations Treaty Days	Kenojuak Cultural Centre and Print Shop Building Campaign
The Conference Board of Canada	Ki-Low-Na Friendship Society

Over the past five years, TD invested an annual average of 7% of its total Canadian community donations in initiatives that support Indigenous communities.

## ORGANIZATIONS

Koffler Centre of the Arts

Lambton College Foundation

Manitoba Chamber Orchestra

McMichael Canadian Art Collection

Minerva Foundation for BC Women

Museum of Ontario Archaeology

Museum of Vancouver

Nanaimo Aboriginal Centre

National Music Centre

NationTalk Partnership

The Native Centre, University of Calgary

New Relationship Trust

Nina Haggerty Centre for the Arts

Northern Lights Festival Boréal

Northern Youth Abroad

Northlands

N'Swakamok Native Friendship Centre

ONE TO ONE Literacy Society

Orchestre symphonique de Longueuil (OSDL)

Outside Looking In

Poundmaker's Lodge Treatment Centres

Prismatic Arts Society

Rare Charitable Research Reserve

Reel Canada (Canadian Film in the Schools)

Regent Park School of Music

Regina Folk Festival Inc.

Saddle Lake Cree Nation

The Sault College of Applied Arts & Technology

Segal Centre for Performing Arts

Shuswap Community Foundation

Simon Fraser University, Vancouver Campus

Skywords

SOCAN Foundation

St. Boniface Hospital Foundation

Stardale Women's Group Inc. Foundation

Teach For Canada

Thompson Rivers University Foundation

University of British Columbia

The University of Lethbridge

University of Manitoba

University of Saskatchewan

The Wabano Centre for Aboriginal Health

Wanuskewin Heritage Park Authority

The Winnipeg Art Gallery

Xara Choral Theatre

## Indigenous Banking

**Doris Bear**, VP, Indigenous Banking Group, TD Bank Group (doris.bear@td.com)

**Clio Straram**, Senior Regional Manager, Indigenous Banking, Ontario, Quebec and Atlantic Regions, TD Bank Group (clio.straram@td.com)

**Angela Ferguson**, Regional Manager, Indigenous Banking, Prairies and Territories, TD Bank Group (angela.ferguson@td.com)

**Keetah McBeath**, Regional Manager, Indigenous Banking, Pacific Region, TD Bank Group (keetah.mcbeath@td.com)

## Talent and Employment

**Alvin Poon**, Senior Manager, Diversity and Inclusion (alvin.poon@td.com)

**Krystal Abotossaway**, Diversity Inclusion Partner – Indigenous Peoples (krystal.abotossaway@td.com)

## Wealth Management

**Domenic Natale**, VP and National Lead, Indigenous Trust and Investment Services, TD Wealth (domenic.natale@td.com)

**Rachel Bayley**, Regional Manager, Indigenous Trust Services, Greater Ontario (GO) Region – London (rachel.bayley@td.com)

**Kathryn Eng**, Regional Manager, Indigenous Trust Services, Halifax (kathryn.eng@td.com)

**Christopher Angecone**, Regional Manager, Indigenous Trust Service, Pacific Region (chris.angecone@td.com)

**Michelle Samagalski**, Regional Manager, Indigenous Trust Services, Prairies Region (michelle.smagalski@td.com)

**Heather Richardson**, Regional Manager, Indigenous Trust Services, Ottawa, Ontario (heather.L.richardon@td.com)

## Supplier Diversity/Procurement

<https://www.td.com/about-tdbfg/prospective-suppliers.jsp>

## Community Investment

**Naki Osutei**, AVP, Social Impact (Canada), Global Corporate Citizenship, TD Bank Group (naki.osutei@td.com)

## TD Research on Indigenous Issues

- > Aboriginal Businesses Increasingly Embracing Innovation (June 2017)
- > Aboriginal Women Outperforming in Labour Markets (July 2015)
- > The Long and Winding Road Towards Aboriginal Economic Prosperity (June 2015)
- > Employment and Education Among Aboriginal Peoples (October 2013)
- > Literacy Matters: Unlocking the Literary Potential of Aboriginal Peoples in Canada (June 2013)
- > A Demographic Overview of Aboriginal Peoples in Canada (May 2013)
- > Debunking Myths Surrounding Canada's Aboriginal Population (June 2012)
- > Estimating the Size of the Aboriginal Market in Canada (June 2011)

## Indigenous website

[www.td.com/indigenous](http://www.td.com/indigenous)



## Community Branch Locations on Reserves

### **Sechelt | shíshálh First Nation**

5500 Sunshine Coast Highway Unit 1  
Sechelt, BC  
V0N 3A0  
604-730-3370

### **Campbell River | Wei Wai Kum First Nation**

1400 Island Highway  
Campbell River, BC  
250-286-5450

### **West Kelowna | Westbank First Nation**

501 2330 Highway 97  
West Kelowna, BC  
V4T 2P3  
250-768-6500

### **West Kelowna | Westbank First Nation**

525 Highway 97 S, Ste 800  
West Kelowna, BC  
V1Z 4C9  
250-769-8111

**TD READY**  
**COMMITMENT**

