



TD and Indigenous Communities in Canada

2017 Report



Building on TD's long history of partnering with Indigenous peoples and organizations, this report demonstrates how we are turning commitments into action to support Indigenous progress.



For the past two years, TD Tree Days has held tree plantings with the Ermineskin Cree Nation in Maskwacis, Alberta. For the 2016 event, we planted trees and shrubs at the pow wow grounds shared by three other bands – Samson Cree Nation, Louis Bull Tribe and Montana First Nation.



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A History of Commitment

1967

TD celebrates Canada's Centennial by creating an Inuit Art Collection, in 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."

1996

The Saskatchewan Indian Equity Foundation and the Federation of Saskatchewan Indian Nations choose TD as one of the founding partners of First Nations Bank of Canada (FNBC) and the provider of management support and back-office capabilities. Today, FNBC is fully independent of TD. We maintain a good working relationship and in some cases combine the strengths of both banks to serve Indigenous customers.

2005-07

- > TD introduces Aboriginal Peoples as an area of focus and creates Aboriginal Steering Committee.
- > TD launches Aboriginal Trust Services.

2008-10

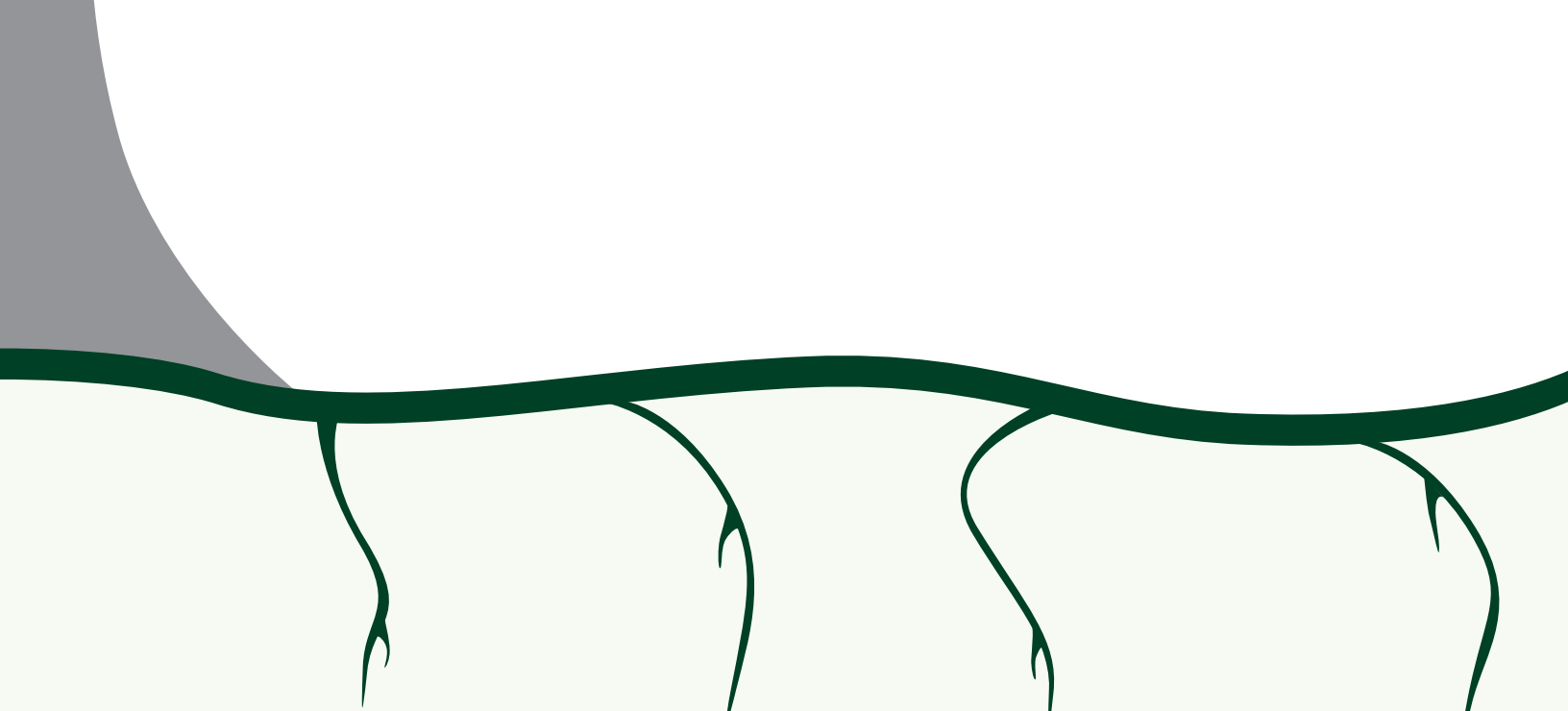
- > TD starts Aboriginal Group Mentoring program.
- > TD introduces Aboriginal Investment Management Services.
- > Aboriginal Employee Resource Group formed in Greater Toronto Area.
- > TD makes a commitment to support the principles of free, prior and informed consent through our Environmental Policy.

ABOUT THIS REPORT

This report covers activities and performance data during the two-year period 2016-17. 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.



TD employees have long celebrated National Aboriginal Day.
Watch the video.



2011-12

- > Aboriginal Circle @ TD formed as online community.
- > TD Economics publishes two reports: *Debunking Myths Surrounding Canada's Aboriginal Population* and *Estimating the Size of the Aboriginal Market in Canada*.
- > TD hires VP, Aboriginal Banking – a new position.
- > TD participates in development of a paper regarding *Free, Prior and Informed Consent in Canada* (Boreal Leadership Council).

2013-14

- > Indigenous Banking Group formed to increase our relationships with Indigenous business.
- > TD hires Indigenous recruiter.
- > 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 receives Progressive Aboriginal Relations gold-level status by the Canadian Council for Aboriginal Business (CCAB).
- > TD begins sponsorship of Indspire's National Gathering for Indigenous Educators.
- > TD releases its first-ever partnership report, *TD and Aboriginal Communities in Canada*.

2015

- > TD launches Indigenous Community Banking Program, bringing banking into communities across Canada.
- > TD Economics releases two reports: *Aboriginal Women Outperforming in Labour Markets* and *The Long and Winding Road Towards Aboriginal Economic Prosperity*.
- > Community investment grows to \$4.2+ million, up from \$2.7 million the previous year.
- > TD launches Indigenous Speakers Series to bring Indigenous ways of knowing into the bank.
- > TD donates \$1 million to the National Centre for Truth and Reconciliation.
- > TD makes largest donation in its history (\$2.5 million) to expand Frontier College's successful Indigenous Literacy Summer Camps.

2016-17

- > Indigenous Speaker Series at TD – 1,500+ employees engage in nationally broadcast events.
- > Indigenous Circle @ TD community grows to 975 members.
- > In partnership with Indspire, TD unveils the Rivers to Success mentorship program.
- > In partnership with ABC Life Literacy, TD launches Money Matters for Indigenous Peoples, a financial literacy program.
- > TD re-certified at gold level by CCAB for Progressive Aboriginal Relations.
- > TD is founding sponsor of Indigenous Women in Leadership Award (CCAB).

Reconciliation: Message from Kerry Peacock

“In 2015, the Truth and Reconciliation Commission called on corporate Canada to lead change through employment, education and the support of Indigenous economic development. At TD, we are committed to doing our part.”

Over the past year we've continued our focus on programs and initiatives that generate understanding and engagement, strengthen relationships, and provide products and services that contribute to the prosperity of Indigenous communities today, and for generations to come.

I am pleased to share the *TD and Indigenous Communities in Canada 2017 Report* that tells the stories of how we're putting our commitment to Indigenous employees, customers and communities into action.

Employment

We work hard to build an exceptional culture where differences are celebrated and every employee feels valued and supported to reach their full potential. Knowing that a diverse workforce creates a competitive advantage, we leverage outreach, social media and our relationships with schools and community organizations to welcome great Indigenous talent from

schools and other organizations to employment within TD.

As part of our efforts to attract talent and build awareness about career opportunities within financial services, we continue to partner with Indspire, an Indigenous-led registered charity that invests in the education of Indigenous people for the long-term benefit of their families, communities and Canada. Indspire offers scholarships and bursaries to Indigenous students, and TD was proud to sponsor Indspire's National Gathering for Indigenous Education, an annual national conference that brings together educators from across the country.

Education

Knowledge breaks down barriers, dispels myths and encourages respectful conversations. To help bring the living history of Indigenous peoples to TD, we've adopted the practice of acknowledging traditional territories at the opening of large gatherings. We also continue to regularly share information across the country through national webcast events, cultural celebrations, storytelling and business-led forums with Knowledge Keepers, Indigenous leaders and colleagues.

Financial literacy is a key pillar for sustained financial independence – for both individuals and businesses. We're proud to partner with AFOA Canada, a not-for-profit association supporting the ongoing development of finance and leadership skills within Indigenous communities.

And to bring broad awareness to issues and opportunities that are important to Indigenous peoples, communities and Canada as a whole, TD Economics partnered with the Canadian Council for Aboriginal Business (CCAB) to produce

the latest in a series of reports, *Aboriginal Businesses Increasingly Embracing Innovation*, creating more visibility for both the successes and challenges experienced by this business segment.

Business and Economic Development

TD's Indigenous Banking Group and Indigenous Community Banking Program continue to deliver products and services needed to both build and sustain prosperity in Indigenous communities. We also support the advancement of Indigenous-run businesses through our Supplier Diversity Program, which facilitates equal access for all vendors to opportunities with TD.

This year, we're proud to support Ignite Capital, a not-for-profit organization that gives aspiring Ontario entrepreneurs the opportunity to compete for funding and business support. Ignite Capital's approach creates opportunities for segments, including Indigenous communities, which traditionally have had challenges accessing capital.

Our Commitment

Together, we are working towards Reconciliation, but we know there's still much more we need to do.

We are proud of our long history of partnership with Indigenous communities and strive to build lasting success within the communities where we operate. We believe that economically healthy and vibrant Indigenous communities will enrich Canada for everyone, and we remain steadfast in our commitment to doing our part.

Kerry Peacock

Executive Vice President of Day to Day Banking, Investment and Transformation; and Chair of the Indigenous Peoples Committee



Business & Banking



Our goal is to be the bank of choice for the Indigenous population, while increasing access to opportunities which will help improve financial security. TD has long championed the economic success and self-sufficiency of Indigenous communities.

Through the TD Indigenous Community Banking Program, launched in 2015, we bring financial services to a number of remote and rural locations, enabling individuals to open accounts and receive bank cards on site.

TD Indigenous Banking Group

TD's Indigenous Banking Group works closely with our Commercial, Wealth and Retail businesses to provide a comprehensive approach to serving Indigenous clients. Headed by Doris Bear, Vice President, Indigenous Banking Group, the team has regional managers who provide support and coaching to bank staff on Indigenous relations, financial needs and business opportunities. These managers are also highly visible in Indigenous communities, locally and regionally, to demonstrate TD's commitment to cultivate strong relationships.

Bringing financial services to communities

Remote communities have often been underserved populations in the financial system. We appreciate how difficult it can be for some of these individuals to travel to a branch location. Through the Indigenous Community Banking Program, launched in 2015, we bring financial services to a number of remote and rural locations, enabling individuals to open accounts and receive bank cards on site.

Opening doors for Indigenous procurement

Indigenous suppliers have the opportunity to do business with TD through our Supplier Diversity Program and Supplier Diversity Mentorship initiatives. The former program encourages certified suppliers to compete for TD contracts, while the latter initiative helps strengthen suppliers' ability to effectively compete with other companies in the financial services sector and elsewhere. TD is also a corporate partner of the Canadian Aboriginal and Minority Supplier Council. To create this report, we partnered with Fresh Art & Design Inc., an award-winning, Indigenous-owned graphic design firm.

Whatever your needs, we're ready for you



Personal banking and investing

- > Wide range of products
- > Telephone banking in several Indigenous languages, including Cree, Lakota, Ojibwe and Inuktitut
- > 2,500+ ATMs
- > 1,100 locations, with five branches on reserve



Wealth advisory services

- > Personal financial planning
- > Dedicated TD Wealth team specializing in Indigenous trusts and investment management services
- > Global range of capital market products and services



Business banking

- > Tools, seminars and financing solutions for small business
- > Specialized expertise and financing for Indigenous governments and their businesses

First Nations Bank of Canada

First Nations Bank of Canada (FNBC), a leader in serving the Aboriginal marketplace, is the first Canadian bank to be independently owned by Indigenous peoples and shareholders. As a long-time supporter, TD is proud to have been part of its creation in 1996. In 2012, the FNBC launched its own banking platform and became fully independent of TD. We maintain a good working relationship and in some cases combine the strengths of both banks to serve Indigenous customers.

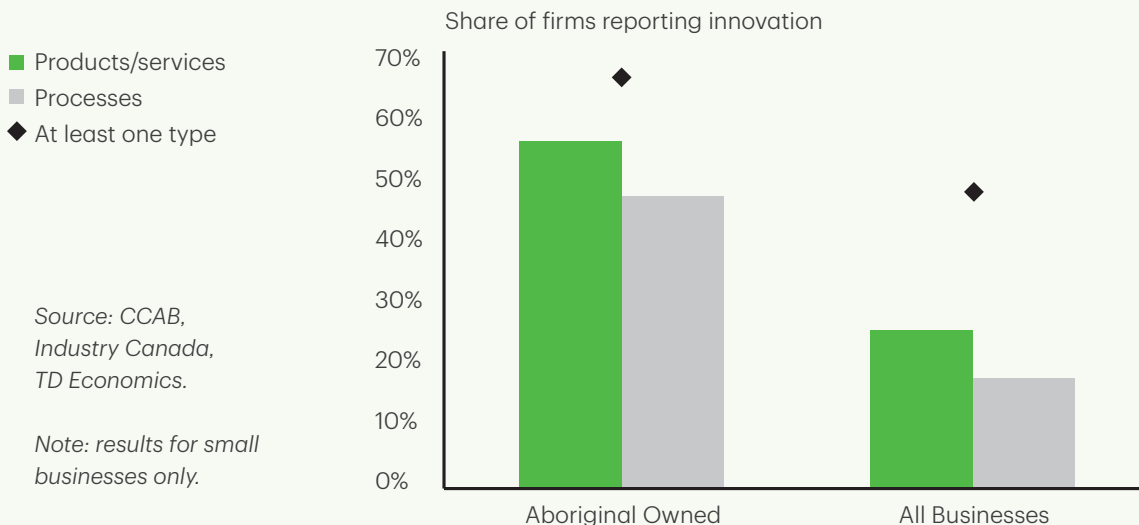
Free, Prior and Informed Consent

To protect the rights of Indigenous populations regarding decisions affecting their lands, resources and communities, TD supports the principle of Free, Prior and Informed Consent (FPIC). Our commitment is reflected in our Environmental Management System and due diligence procedures. In 2016, TD sponsored the discussion paper *Free, Prior and Informed Consent in Canada: Towards a New Relationship with Indigenous People*, by Torys LLP, in the hope that this paper will inform constructive dialogue on this important topic.

TD report: Aboriginal Businesses Increasingly Embracing Innovation

Building on our long history of publishing research and analysis on Indigenous issues, in 2017 TD Economics released a new report that examined the state of Indigenous small businesses in Canada (less than 100 employees), their successes and challenges. The report also considered ways to further grow the sector.

Using data from CCAB, the report found that Aboriginal businesses are increasingly becoming important contributors to the Canadian economy. These businesses score well on several key metrics – they are more likely to innovate than their broader Canadian counterparts, more likely to export, and more likely to export beyond the U.S.



“Dynamic, innovative Aboriginal-owned businesses can be found in every major industry. While progress continues to be made, more can be done to support these businesses and, in turn, their local communities.”

- Brian DePratto, Senior Economist, TD



Partner profile

Beausoleil First Nation creates Trust to ensure individual and communal success

Beausoleil First Nation, situated on a stunning archipelago of three islands in south Georgian Bay, Ontario, is home to approximately 2,500 members with 650 year-round residents.

Beausoleil First Nation is making real progress to ensure its community growth is sustainable and meaningful to its citizens. Strengthening the local economy, increasing opportunity to celebrate their rich culture, language and heritage, and a commitment to fostering a light environmental footprint are cornerstones of this vibrant island community.

TD's Indigenous Trust Services group was trusted by the community and given the critical task of promoting the long-term benefit for their citizens from the creation of the Niigaaning G'Chi'Mnissing Trust.

The Trust generates significant benefits for the community in key areas – from education, health and housing to economic and community development – while maintaining and building the capital for the future.

On an individual level, for example, funding supports renovation grants for homeowners,

funeral benefits, post-secondary education and summer student employment. For the broader community, Trust funds are being used for community events, capacity building, food security, infrastructure, sport and recreation strategies, and to address long-standing public transit issues.

The Trust also provides Beausoleil First Nation with funds to purchase additional land for mainland interests whether for economic or community expansion, for Addition of Reserve (ATR) or not, and the related costs of doing so (ATR specific).

Created and managed by the Chief and Council, a Trust Office oversees Trust revenue operations and plans the consultative arrangements for community involvement in planning priorities and budgets for community projects. The Trust Office manages and administers the revenue created by the Trust through the Nookmis Revenue Account.

TD is honoured to work with the Beausoleil First Nation to support the responsible management and investment of their Trust, so they can achieve their community development aspirations, preserve cultural values and provide security for the benefit of future generations.

Strengthening the local economy, increasing opportunity to celebrate their rich culture, language and heritage, and a commitment to fostering a light environmental footprint are cornerstones of this vibrant island community.

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 inclusion and attracts, develops and inspires Indigenous talent.

Leadership and governance

Our senior management team plays a direct role in championing initiatives and driving progress. Our Inclusion and Diversity Leadership Council (IDLC), formed in 2005, comprises senior leaders across TD who set the bank's inclusion and diversity strategy and oversee results. Supporting the council are more than 300 leaders who are active on diversity subcommittees and regional councils.

TD has executive-level governance led by the Indigenous Peoples Committee, which ensures that TD creates and supports opportunities for Indigenous employees, customers and communities, and engages them in corporate initiatives designed to benefit them. The committee comprises senior executives from each of our business lines and other functions who meet monthly to review progress and decide future plans.

Kerry Peacock, Executive Vice President of Day to Day Banking, Investment and Transformation, is the Chair of the Indigenous Peoples Committee. She is the bank's most senior individual responsible for Indigenous relations.



86%

Of Indigenous employees at TD agree or strongly agree that they are proud to work for TD



80%

Of Indigenous employees at TD agree or strongly agree that they have had a meaningful conversation about their development and/or career goals in the last year

Discovering great talent

TD's Manager of Indigenous Recruitment and together with our national recruitment team engage in outreach with colleges, universities and partnership organizations like AFOA, Indspire, Indigenous Works and the Aboriginal Professional Association of Canada (APAC), to build awareness about the rich array of career opportunities in financial services, and at TD.

Through scholarships and bursaries we support access to post-secondary education. And with initiatives like internship, associate and mentorship programs such as Rivers to Success (featured in the Community section of this report), we transition great talent from schools to employment with TD.

Educating our workforce

We educate our workforce on the history and culture of Indigenous peoples in Canada throughout the year and as part of Aboriginal History Month celebrations.

- > Through a nationally broadcast speaker series, we are bringing Indigenous ways of knowing into the bank. We recently hosted, for example:
 - Roberta Jamieson, President and CEO of Indspire, who discussed the empowerment of Indigenous peoples through education and the opportunities to harness their abilities.
 - Gabrielle Scrimshaw, Indigenous leader and education expert, who spoke to 1,200 employees attending from coast to coast. Post-event surveys indicate employees learned something new and would be very interested in attending future events.
- > Indigenous employees are encouraged to share their ancestry and stories. The Indigenous Employee Resource Group, for instance, provides an open space for Indigenous employees and allies to speak about history and culture, experiences and opportunities.
- > We recognize traditional territory at our meetings and encourage all employees to learn more about the land and First Peoples where they live and work. Additionally, we often engage Elders, Knowledge Keepers and members of the community to provide traditional openings at events.
- > To further their professional development, Indigenous employees can access over 1,000 training courses, as well as leadership programs, webinars, career planning resources, mentorship opportunities and video archives.

Searching for my whole self: identifying as Métis

The following is an excerpt from an internal blog posted by Robyn Bond, Employee Engagement Specialist, TD Insurance

"I want to start this blog by telling you I am Métis. It's important stating this because I've lived most of my life without this identity. I've felt like somewhat of an imposter as I was completely disconnected from my Aboriginal heritage. I've recently decided I will no longer feel this way. I have a right to embrace who I am and discover my 'whole self.'

I thank TD, in part, for the reconnection to my Indigenous roots. The first time I had ever experienced a cultural dance, listened to an opening prayer and heard the sounds of traditional music and singing were all at TD Aboriginal events. I don't know that I would have ever decided to connect with my Indigenous roots had I not attended my first TD Indigenous Circle event. I was nervous that I was not going to be 'Aboriginal' enough.



I was upset because I thought to myself, 'Why had I missed out on this for so long?' I was also excited because I was finally on the path to discovering a whole new side of my heritage and culture."

Indigenous Circle @ TD

Participation in the Indigenous Circle @ TD, an online community within TD, grew to 975 members in 2017, up from 212 members in 2012. This forum comprises Indigenous and non-Indigenous employees who come together to discuss experiences, explore opportunities and celebrate Indigenous culture. This past year, the Circle produced a video to acknowledge the past, educate employees about the history of residential schools in Canada and create excitement around our shared future.



1,500+

TD employees attended in-house presentations by Indigenous speakers

975

Employees are members of the Indigenous Circle @ TD – a 250% increase over the past five years

Showcasing role models

We continue to showcase Indigenous executives as role models within TD and celebrate Indigenous leaders in the community. For example, the CCAB recently presented the first-ever Indigenous Women in Leadership Award to The Honourable Jody Wilson-Raybould (pictured, second from left), Minister of Justice and Attorney General of Canada. TD was the lead event sponsor, founder and exclusive award sponsor, and we were honoured to showcase Indigenous women who are breaking barriers and inspiring younger generations.





“I feel so fortunate to have a job in which I can help make a difference for job-seekers from many diverse communities, including First Nations, Métis and Inuit people in Canada.”

Krystal Abotossaway – Talent Acquisition Strategic Sourcing Partner, Indigenous Communities, TD Bank Group – is a proud member of Aundeck Omni-Kanging First Nations and Chippewas of Rama First Nations.

Doing work that matters

Krystal Abotossaway, Talent Acquisition Strategic Sourcing Partner, Indigenous Communities, TD Bank Group

“I’m responsible for making inclusion and diversity a priority in each of our businesses. That means showcasing employment opportunities for great people while making our bank an even better place to work.”

Since joining TD over a year ago, following several years working in diversity recruitment, Krystal has played an advocacy role by educating colleagues and leaders across the bank about inclusion and diversity. In particular, she advises them on how to learn about, locate and hire talented candidates from diverse populations such as Indigenous communities.

“Knowing that unemployment levels are often higher in multicultural communities, including within the Aboriginal population, it’s really rewarding to help exceptional, educated and enthusiastic hiring candidates get noticed, access opportunities in the bank, and build successful careers.” That same spirit extends to everything Krystal does in the community. With support from TD to be involved in her community

outside of work hours, Krystal continuously looks for ways to create a more inclusive society. She is an avid community advocate who sits on many boards in the Greater Toronto Area, including Miziwe Biik Aboriginal Employment and Training, and is President of the Aboriginal Professional Association of Canada. Her primary focus is shifting the landscape for Indigenous women and youth.

“Recently I had the opportunity to go to Beausoleil First Nation on Christian Island, to speak at a career fair for youth about the work I do. This really resonated with the young people, since they can see themselves reflected in me. This is critical since we must show Aboriginal youth role models from their own communities and demonstrate that there are opportunities for them too. My greater hope for the future is that more Indigenous youth feel comfortable embracing their heritage and aspire to do work that really matters to them.”



1,000+

Training courses offered to help Indigenous employees advance their professional development, plus leadership programs, mentorship opportunities and more

145

Full-time Indigenous employees in management positions



Inspiring leadership

Jennifer Page, Vice-President, Treasury Modelling, Treasury and Balance Sheet Management, TD Bank Group

Jennifer Page is from the Red River Settlement area of Manitoba and calls herself “a proud Métis woman.” While growing up in Winnipeg, however, she had only a cursory knowledge of her culture.

“My grandfather was reluctant to share our history due to concerns about discrimination. So I didn’t know much about the details until later in life. But he was an incredible role model who was very giving – especially of his time for family and his people.”

Jennifer credits her grandfather’s leadership as having a powerful impact on her life and career journey. Since joining TD in 2000, she has progressed through several management roles, and currently leads a team that helps manage the bank’s cash balances, investments and financial risks. Jennifer believes that great leaders find ways to serve the people they lead. “When I look to inspiring leaders, they are able

to get people to rally behind them because they embrace an attitude of service to others. That’s how I view my role – to serve my team, and to serve my community.”

Jennifer is working to build awareness of banking – and TD – as a career option for Indigenous youth. “I want them to see the possibilities here and a supportive, welcoming community. We have very important values at TD, which mirror those of Indigenous communities.”

“When I look to inspiring leaders, they are able to get people to rally behind them because they embrace an attitude of service to others. That’s how I view my role – to serve my team, and to serve my community.”



TD continues to be ranked among Canada's Best Diversity Employers by Mediacorp



“Amazing” opportunities beyond expectations

Aaron Hohn, Manager, Business Innovation and Transformation, TD Bank Group

Aaron Hohn has been with TD since 2010. Soon afterwards, he joined the Indigenous Employee Circle to meet other employees, give back to the community and to learn more about his own, and others', Indigenous heritage. Through the Circle, he has become involved in employee, customer and community initiatives while meeting people from across the organization – people who have come to feel like family over the years.

A member of Passamaquoddy First Nation, Aaron recently completed TD's Management Associate Program. The two-year rotational program takes employees through a series of four, six-month assignments, providing exposure to different areas of the bank and the opportunity to be involved in very unique and innovative work.

“Working at TD and being involved in the Employee Circle has given me amazing opportunities, definitely beyond what I would have expected from a bank. I've travelled across the country to places like Whitehorse, Winnipeg, Montreal and Vancouver to meet Indigenous leaders, politicians and community members. I've worked with some great mentors and have had the opportunity to mentor others here at TD and through community programs.”

“Being part of the Employee Circle has helped me grow as a person and leader, inside and outside of TD. The experiences have enriched my career – and my life.”



Community Investment & Engagement



TD invests significantly in Indigenous economic and social development. We support programs that promote financial education, increase opportunities for youth, preserve Indigenous arts and culture, and steward the environment.

2017 Highlights

Investing in
Indigenous
Communities
(in \$millions)



\$6.8 million

donated to
Indigenous communities

5,600

Indigenous women and girls in every province and territory, including on reserves, have benefited from financial literacy training through TD's partnership with the Canadian Women's Foundation

70

Indigenous students throughout the country received scholarships and bursaries supported by TD, enabling them to pursue post-secondary education

33,368

Indigenous children and youth have participated in summer literacy camps supported by TD over the past five years, including 7,354 in 2017

123

Indigenous groups and organizations benefited from TD donations

3,500+

Trees and shrubs were added to Indigenous communities over the past five years through our TD Tree Days program

“Indigenous cultures have always been learning cultures. But, as we all know, this love of learning was tragically interrupted by the residential school system. And its painful legacy still discourages some to pursue a formal education altogether.”

– TD’s Bharat Masrani, Group President and CEO, gave the opening address at Indspire’s National Gathering for Indigenous Educators in the fall of 2016. TD was a conference sponsor.



Building a better tomorrow

TD is committed to help build an inclusive future, where everyone has the opportunity to succeed with confidence in a changing world. Our long-standing partnership with Indspire reflects this commitment. Indspire is the largest funder of Indigenous post-secondary education outside the federal government, and over the past 17 years TD has provided more than \$1.1 million to support several of Indspire’s programs nationwide.

One of these sponsored programs is Rivers to Success, a national mentorship program that boosts the academic and career potential of Indigenous students. Rivers to Success matches high school and post-secondary students with mentors who provide guidance

and encouragement. TD is the program’s lead sponsor and our employees volunteer as mentors.

In early 2018, we announced a new multi-year collaboration with Indspire along with an increased investment of \$1.8 million over three years. Our funding will benefit thousands of Indigenous youth in the form of scholarships, bursaries, annual gatherings and other initiatives that support Indigenous education. TD is proud to be Indspire’s lead bank supporter and presenting corporate sponsor of the annual Indspire Awards, which recognize the accomplishments of extraordinary First Nations, Inuit and Metis individuals.

Promoting children’s literacy

TD continues to work with Frontier College, a national literacy organization, to create early literacy opportunities in First Nations, Métis and Inuit communities. Each year we sponsor Frontier College’s highly successful Indigenous Literacy Summer Camps, which bring fun, high-quality programming to Indigenous children across Canada, including in remote fly-in communities.

TD has also brought together Frontier College with One Laptop Per Child, which contributes free, child-friendly tablets that are pre-loaded with educational software and digital books. Indigenous communities across Canada that participate in the program get to keep the tablets so they have year-round literacy tools.



Indigenous children enrich their learning in summer literacy camps.
[View the video.](#)

Over 7,350 children attended camps in 117 Indigenous communities in 2017.

Investing in community-minded youth

Kian Drew was one of the recipients of the 2017 TD Scholarships for Community Leadership, an award valued at up to \$70,000 that is provided to 20 extraordinary young Canadians each year who have made a meaningful difference in their communities.

Kian attended the Se't A'newey Kina'matino'kuom (St. Anne's School) in Conne River, Mi'kmaq Territory, Newfoundland. To create a more open-minded atmosphere in his small community, Kian established his school's first Gay Straight Alliance. The group offers a safe and accepting place for his peers who struggle with their sexual or gender identity, while also educating all students to respect others who are different. Our 2017 scholarship awards event in which Kian and the other winners were recognized was opened by Clay Shirt, an Indigenous Knowledge Keeper.



Supporting financial education

North Meets South Exchange

The Junior Economic Club of Canada piloted its first-ever North Meets South Exchange Summer Camp for high school students in Nunavut and Ontario. The nine-day program brought 30 students to Iqaluit and then to Toronto to learn each other's cultures and gain business and personal finance skills. The program culminated with a competition in which students pitched their business ideas to Canadian business leaders and won prizes and scholarships. With support from sponsors like TD, the club paid all student expenses.

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 Alberta, Manitoba and Ontario, and 1,061 Indigenous people have participated.

Dollars & Sense

We support Dollars & Sense, an innovative program developed by AFOA Canada that offers a fun way to teach money skills to youth.



Last year, WorkSolute was the winner of Ignite Capital's Community Fund competition in the Indigenous category.



Libby Kennedy of WorkSolute was the winner in the Indigenous category of Ignite Capital's funding competition for entrepreneurs.

Nurturing entrepreneurs

TD sponsors the Indigenous category of the Ignite Capital Community Fund, a non-profit organization that provides funding for entrepreneurs who have limited access to start-up capital. A competition is held among applicants who submit a business plan and projected financials.

Last year, WorkSolute was the top winner in the Indigenous category, receiving a \$10,000 grant and access to a \$5,000 loan. WorkSolute provides an application for employers to manage hiring, scheduling administration and payroll for high-turnover industries.

Investing in teachers and collaboration



Centre for Collaborative Education

We made a \$100,000 contribution to Durham College to support the construction of its new Centre for Collaborative Education, a multi-level, 75,000-square-foot-facility scheduled to open in 2018. Our gift will go towards a Centre for Indigenous Peoples and green construction elements.

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 memory of Canada's residential school system. Our funding supports the purchase of scanning equipment and TD Internships for Truth and Reconciliation, so that students can help their communities share and preserve their stories.

Greening communities

Established in 1990, TD Friends of the Environment Foundation (TD FEF) is one of the biggest community environmental foundations in Canada, supporting over 1,000 community environment projects each year. Recent examples include:



3,500+

Trees and shrubs added to Indigenous communities over the past five years through TD Tree Days

> **Campsite renewal:** With a TD FEF grant, 45 First Nations youth from 27 different communities planted gardens (pictured, right) at Mink Lake and Sandbar campsites in Northern Ontario run by Lac La Croix First Nation. The sites are used for the First Nations Natural Resources Youth Employment Program, a six-week, live-in program specific to Indigenous youth from over 50 First Nations communities.



> **Indigenous learning:** With TD FEF and the YMCA, Indigenous youth from Motivate Canada's Gen7 program worked with an Elder from Curve Lake First Nation to build a traditional wiigiwaam at Cedar Glen in Nobleton, Ontario, and to develop Indigenous cultural programming to be offered to schools and community members across the region.

TD is a long-time supporter of the Trans Canada Trail, the world's longest recreational trail. The most recent \$2 million joint gift from TD and the Ontario Trillium Foundation helped Trans Canada Trail complete its route between North Bay and Thunder Bay, Ontario, connecting 44 municipalities and First Nations communities en route. TD FEF funding is also supporting several Indigenous ecotourism projects.

Creating a legacy of green spaces

Through TD Tree Days, bank employees, community volunteers and organizations work to grow urban parks and green spaces. Over the last five years, TD Tree Days has worked with over 10 different Indigenous groups at more than 20 planting events across Canada. During this time, more than 3,500 trees and shrubs were added to various locales, enriching Indigenous communities with greener, more fruitful landscapes.

One of our first Indigenous tree planting events took place in Kelowna, British Columbia, with Westbank First Nation. Every year since then, they have welcomed us back to plant in the community. In Fall 2017, we returned again to plant over 450 diverse species of native trees and shrubs at Sneena Road, where trees were previously stripped to build a highway.



Inspired by nature

As part of our Canada 150th anniversary initiatives, we collaborated with and committed \$350,000 to Partners in Art for their LandMarks program. This is a series of contemporary art projects, inspired by nature, and exhibited in and around Canada's national parks and historic sites. Artists have been selected to create a strong Indigenous foundation with a diversity of voices including francophones and new immigrants. In addition, seven curators were engaged to work with 230 students from 16 universities and colleges to create art projects that will be displayed in urban green spaces.

Preserving Indigenous languages for future generations

Language is critical to the preservation of culture. TD was pleased to support a First Nations Language Revitalization Project at the Royal BC Museum in Victoria.

The Royal BC Museum holds two large ethnology audio collections that hold the recorded languages and intangible cultural heritage of various First Nations groups of the Pacific coast. The collections include audio recordings on approximately 2,200 cassettes, many of which are in cold storage to slow deterioration of the media. Digitization of these tapes will allow the museum to provide First Nations community members with access to the voices of their ancestors.

Celebrating Indigenous arts and culture

Canadian Art Magazine

Indigenous Editor-At-Large

TD is funding a new Indigenous Editor-At-Large position at *Canadian Art* as a way of ensuring an Indigenous voice in the organization's activities and publications. This position is held by Lindsay Nixon, who has an active and integral role on the editorial team. She is in charge of commissioning and editing pieces for print and online, focusing on Indigenous perspectives and art, contemporary and historical. Lindsay will also work at cultivating and mentoring emerging critical voices from Indigenous communities, a central tenet of *Canadian Art's* mandate.



Photo: William Ritchie

Bridging the North/South gap

The Arctic is home to some of our country's most exciting artists, who live far from major art centres where most Canadian curators, gallerists and artists reside. In 2011, we initiated the TD North South Artist Exchange Program, which invites artists from southern Canada to live and work in the Arctic for a three-week period and artists from Canada's Arctic to travel to the south for a similar residency. Past artists have included Tim Pitsiulak, Ed Pien, Jutai Toonoo, Graeme Patterson, Nicotye Samayualie, and Luanne Martineau.

Kenojuak Cultural Centre

TD has been among the most prolific champions of Cape Dorset art since the 1960s. Continuing this tradition, TD is one of the first corporate supporters of the Kenojuak Cultural Centre and Print Shop building project in Cape Dorset, Nunavut. Slated to open in 2018, the 10,000+ square-foot facility will include modern studios and museum-quality spaces for exhibitions, archives and gathering and learning areas, helping to protect and enhance an important community long regarded as the Canadian Inuit art capital.



Photo: Panoq Design

TD giving in 2017: Selected examples

ORGANIZATION	INITIATIVE(S)
Aboriginal Peoples Television Network (APTN)	Aboriginal Day Live
Aboriginal Professional Association of Canada	Pathways to Partnership
British Columbia Achievement Foundation	BC Aboriginal Business Awards
Canadian Art Foundation	TD North South Artist Exchange and Indigenous Editor-At-Large
Canadian Council for Aboriginal Business	CCAB Toronto Gala
Canadian Nurses Foundation	TD Aboriginal Nursing Fund
Canadian Women's Foundation	TD Bank Group National Aboriginal Partner for Women and Girls
Children First Canada	National Summit for the Canadian Children's Charter
The Conference Board of Canada	Investment in the Centre for the North
Dynamic Earth	Northern Ontario outreach science programs for Indigenous audiences
First Book/Le Premier Livre	First Book Canada – First Nations Library 2017/18
Fort York National Historic Site	Indigenous Arts Festival
Friends of Change	Our Lives
Friends of the Royal BC Museum Foundation	First Nations Language Revitalization Project
Frontier College	Aboriginal Summer Literacy Camps
Grande Prairie Regional College	Integrated Indigenous Education Initiative
HIPPY Canada	The First Book Canada / Aboriginal HIPPY Canada Adopt a Reader Project 2017
Historica Canada	Aboriginal Arts & Stories
imagineNATIVE Film + Media Arts Festival	Access For All Initiative and Musical Artist Meet and Greet Reception
Indspire	Rivers to Success, National Gathering, Building Brighter Futures/FAAY
The Junior Economic Club of Canada	North Meets South Exchange Summer Camp
Luminato Festival	Indigenous Opening Celebration
The Magenta Foundation	Incubator Cape Dorset 2017
Museum of Vancouver	Haida Now Exhibition
Northlands	K-Days Pow Wow Presenting Partner
Odyssey Showcase	Canada Roars: A Musical Taste of Our Canadian Heritage/Notre patrimoine canadien, une odyssée musicale
Reel Canada (Canadian Film in the Schools)	REEL CANADA Indigenous Film Programme (IFP) & NCFD Beyond 150 Years
Royal University Hospital Foundation Inc.	First Nations and Métis Health Services Unit Campaign
Teach For Canada	Teacher training in northern First Nations communities
Toronto Public Library Foundation	Indigenous Celebrations 2017
Ulnuweg	Grand Pré 2017 – A Celebration of Peace and Friendship
University of British Columbia	Aboriginal Bursaries in Business Studies
The University of Lethbridge	Bursary support for First Nations' Transitions Program
University of Regina	Neekanweewak Leadership Initiative and Aboriginal student aid
University of Saskatchewan	Examining the Conditions that Lead to Sustained Economic Growth for Saskatchewan First Nations
Thompson Rivers University Foundation	TD Aboriginal Mentor Program Bursaries
The Walrus Foundation	Various projects including The Walrus Talks: The Indigenous City
Wanuskewin Heritage Park	Thundering Ahead – Campaign for Canada's Wanuskewin Heritage Park
The Winnipeg Art Gallery	Various projects including Inuit Art Exhibition and Inuit Art Centre Capital Campaign

Resources



Talent and Employment

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Don Woods, Regional Manager, Indigenous Trust Services, British Columbia/Yukon (don.woods@td.com)

Supplier Diversity/Procurement

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

Community Investment

Valerie Picher, AVP, Community Relations (valerie.picher@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 Literacy 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

Since 2014, TD has been gold level-certified through the Canadian Council for Aboriginal Business (CCAB) Progressive Aboriginal Relations (PAR) accreditation program. PAR is the only certification program of its kind and evaluates companies' Indigenous relations activities in four areas: employment, business development, community investment and community engagement.

Progressive
Aboriginal
RELATIONS



Canadian Council for
Aboriginal Business



