



Reconciliation at Fasken

2025 Update

FASKEN
Own tomorrow



Contents

- Messages from our Reconciliation Implementation Committee
Co-Chairs3
- Advancing Reconciliation: Our Action Plan in Practice 4
- Indigenous Learning at Fasken.....5
- Journey to Reconciliation7
- Regional Engagement Across Canada8
- Procurement10
- Acknowledgement 13
- Spotlight on Indigenous Partnerships and Vendors..... 14
- Looking Ahead 15
- Our Reconciliation Implementation Committee..... 16

Messages from our Reconciliation Implementation Committee Co-Chairs

Since our Reconciliation Action Plan was formally adopted in 2021, its impact has been reinforced through the establishment of the Reconciliation Implementation Committee. The Committee supports creating clear governance structures and defined roles and responsibilities that ensure commitments are translated into sustained, measurable progress. From the outset, this work was intentionally framed as a long-term responsibility, recognizing that reconciliation cannot be advanced through symbolic gestures or isolated milestones. Sustained progress depends on continuity, transparency and regular reporting that holds the Firm accountable to its commitments. These structures help ensure that reconciliation is embedded in how the Firm operates and makes decisions on a day-to-day basis.

Brenden Hunter

Partner | Co-Chair, Reconciliation Implementation Committee

In 2025, we focused on reinforcing the direction set under the Reconciliation Action Plan, building on existing commitments rather than starting from scratch. That approach required an honest assessment of what is working and where challenges remain. It also meant recognizing that progress and gaps can coexist. Being transparent about both is essential to accountability and to maintaining trust. As the work continues, reflection and learning remain critical to refining priorities and ensuring efforts stay responsive, credible, and aligned with the Firm's long-term responsibilities.

Kevin O'Callaghan

Partner | Co-Chair, Reconciliation Implementation Committee



Advancing Reconciliation: Our Action Plan in Practice

The Fasken [Reconciliation Action Plan](#) (the Plan) sets out a clear, structured approach to advancing reconciliation through sustained learning, accountability and relationship building. It outlines where the Firm is focusing its efforts, how progress is tracked, and the practical steps being taken to strengthen relationships and support meaningful change over time.

The Plan outlines goals to strengthen understanding of Indigenous histories and present-day realities, embed respectful and culturally informed practices across the Firm, and support long-term cultural change. Collectively, these goals help guide how we learn, how we engage and how we make decisions, ensuring reconciliation is approached with intention and consistency.

This update highlights the steps taken across the Firm to advance the commitments set out in the Plan. It reflects progress in key areas including governance and accountability, Indigenous learning, procurement, and practical actions intended to support long-term, measurable change. It also provides an opportunity to share where momentum is building, where work is still underway, and how reconciliation continues to be embedded in the Firm's day-to-day practices.





Indigenous Learning at Fasken

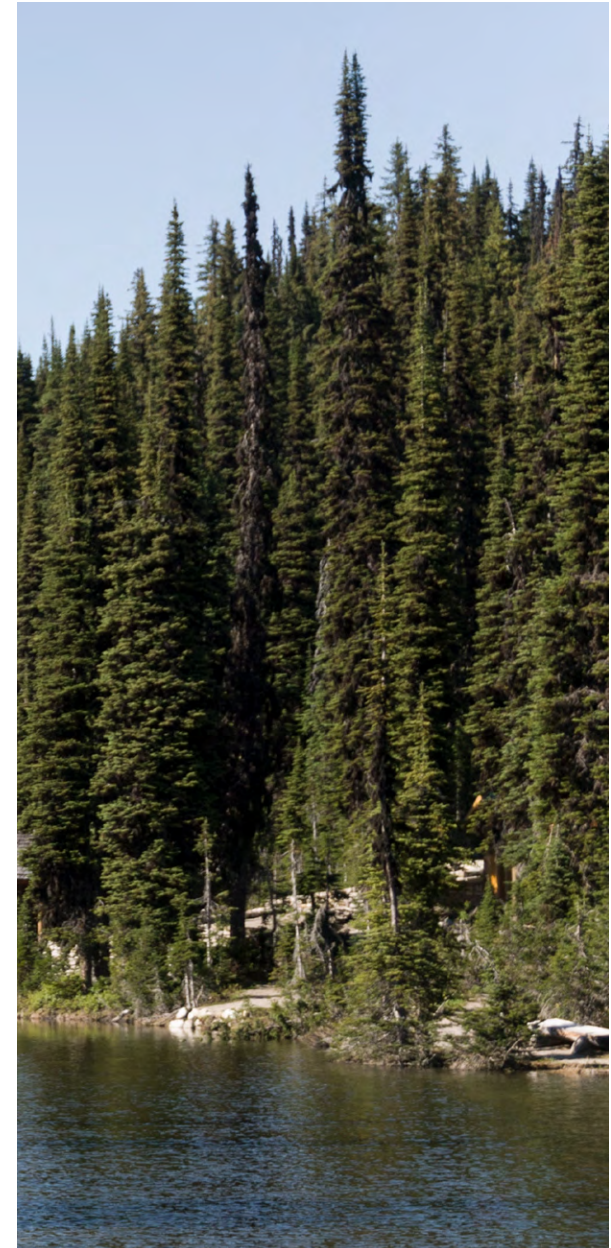
Internal Training Partnership with Reconciliation Education

Education is a foundational part of the Firm's approach to reconciliation. Through our partnership with Reconciliation Education, Fasken offers 4 Seasons of Reconciliation. The Indigenous led learning program is designed to cultivate an understanding of Indigenous histories, perspectives, and contemporary realities while reinforcing reconciliation as an ongoing responsibility grounded in learning and accountability. Core modules explore colonialism and racism, treaties, residential schools, the United Nations Declaration on the Rights of Indigenous Peoples Act (UNDRIP), reconciliation, restitution, and respectful terminology. The training emphasizes reflection and practical learning, encouraging participants to build informed and respectful relationships with Indigenous peoples in their professional roles.

Delivered as part of Firm onboarding, the program provides a shared foundation for learning across our offices and supports continued engagement.

Total Learning Hours Spent:

490.5



Indigenous Bar Association Conference

Fasken proudly sponsored the Indigenous Bar Association Annual Conference—the largest national gathering of Indigenous legal professionals in Canada—and supported Firm member attendance at the event. This sponsorship enabled meaningful engagement with Indigenous lawyers, leaders, and institutions advancing Indigenous law and systemic change in the legal profession.



INDIGENOUS BAR
— ASSOCIATION —

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This is the biggest and best event in the Indigenous legal community and a valuable opportunity to connect with Indigenous lawyers, hear from leading legal professionals and scholars, and engage with the key issues facing the community.

Courtney Gibbons | Associate, Vancouver



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*As a Mohawk in the legal field, attending the Indigenous Bar Association conference was a meaningful and unifying experience, bringing together my Indigenous identity and my passion for law. It allowed me to deepen my understanding of numerous Indigenous law topics while connecting with inspiring Indigenous lawyers and aspiring Indigenous lawyers. It felt especially rewarding to be surrounded by people who share the same drive and passion towards these issues as I do. I am deeply grateful to be part of a firm that makes opportunities like this possible.
Nia:wenko'wa, Fasken.*

Brandon Bonspiel |
Articling Student, Montréal



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Journey to Reconciliation

In 2025, we launched Journey to Reconciliation, a firmwide initiative grounded in learning, relationship building, and economic inclusion. Through national and regional activities, the initiative brings together education, cultural engagement, and partnerships with Indigenous businesses, creators, and organizations across the Firm.

Firm members participated in learning opportunities, cultural experiences, and regionally grounded activities that fostered understanding, connection, and practical engagement with Indigenous perspectives as a part of the journey.

A central moment of the initiative was a hybrid keynote conversation hosted from the Firm's Vancouver office with Michelle Cameron, award winning entrepreneur and CEO of Dreamcatcher Promotions and the Indigenous Nations Apparel Company. Drawing from her experience, she highlighted economic reconciliation as a practical and measurable pathway to change, underscoring how Indigenous-owned businesses contribute to economic independence, cultural visibility and long term systemic impact.

The conversation emphasized the importance of building long-term relationships grounded in trust, aligning procurement practices with stated values, and centering Indigenous leadership as a meaningful way to advance reconciliation through business.

Journey to Reconciliation



Partnering with Fasken and participating in the Vancouver keynote was a powerful opportunity to highlight how economic reconciliation can be advanced through everyday business decisions. Indigenous procurement is not just a policy, it is a pathway to building sustainable businesses, strengthening communities, and creating long term economic independence. At Dreamcatcher Promotions, we have built our success on these principles, and it is powerful to see organizations like Fasken actively working to align their values with their actions.

Michelle Cameron |
CEO of Dreamcatcher Promotions



Regional Engagement Across Canada



In 2025, we also hosted regional activities that connected Firm members with Indigenous creators, Knowledge Keepers, and cultural practitioners.

ALBERTA

Calgary

The Calgary office hosted a beaded bookmark workshop led by **Moonstone Creation**, offering hands-on learning about Indigenous craft traditions and storytelling.

Calgary offered **Indigenous Box** as a holiday gifting option for clients, with more than 80 clients receiving curated collections of Indigenous-made products from the local company, highlighting creativity, connection and community.

The **Tsuut'ina Nation** hosts annual walks to honour Missing, Murdered, and Exploited Indigenous Peoples (MMEIP) on Red Dress Day (May 5). Members of our Alberta region offices participated in the walk, alongside the community.

We sponsored the Indigenous Pavilion at the Rotary International Convention (June 2025) in Calgary, which featured a 20-foot-tall tipi and an elder dialogue area where attendees had the opportunity to learn about Treaty 7 history, listen to traditional teachings, and engage in reconciliation discussions.



ONTARIO

Ottawa

Firm members participated in a medicine bag workshop guided by [Makatew Workshops](#), exploring the cultural significance of medicine bags and Indigenous knowledge systems.

Toronto

An Indigenous art installation and silent auction featured works by [Luke Swinson](#) and Alanah Astehtsi' Otsistóhkwa' ([Morningstar](#)) Jewell, with proceeds supporting the [Gord Downie & Chanie Wenjack Fund](#).

QUÉBEC

Montréal | Québec City

Indigenous book fairs in Montréal and Québec City highlighted Indigenous authors and literature, creating space for dialogue, learning, and reflection.

BRITISH COLUMBIA

Vancouver

A hybrid keynote conversation was hosted from the Firm's Vancouver office with Michelle Cameron, award winning entrepreneur and CEO of [Dreamcatcher Promotions](#) and the [Indigenous Nations Apparel Company](#). Catering was provided by [Friendship Catering](#).

Fasken also sponsored the Indigenous Law Students' Association at the Peter A. Allard School of Law at the University of British Columbia Gala, Trivia Night, and Networking Event in 2025.



Procurement



2025 Highlights and Progress

Indigenous procurement remained a priority, reflecting the Firm's commitment to economic reconciliation and inclusive business practices. The focus was on reinforcing firmwide governance and aligning procurement approaches to strengthen how Indigenous vendors are engaged and to support meaningful, sustained participation by Indigenous-owned businesses.

By embedding Indigenous procurement into everyday purchasing decisions, rather than treating it as a separate or ad hoc effort, the Firm strengthened consistency across regions and built on existing procurement practices. Clear expectations and accountability at the firmwide level continue to support long-term implementation, creating a stable foundation for progress that can be tracked, sustained and advanced year over year.

Expanding Practical Procurement Opportunities

Indigenous procurement was advanced by integrating Indigenous vendors into a wide range of everyday purchasing activities across the Firm. These included catering, office renovations, artwork, client gifts, wellness items, branded materials and firmwide events. This approach expanded opportunities beyond one-off engagements and supported more consistent participation by Indigenous-owned businesses.

The Firm applied region-specific approaches to reflect local contexts and priorities, with an emphasis on building relationships with Indigenous businesses and creators. By broadening the types of goods and services sourced and applying Indigenous procurement considerations consistently, the Firm supported more accessible and practical pathways for Indigenous vendors to participate in its supply chain on an ongoing basis.



Building Firmwide Coordination and Awareness

The Firm strengthened firmwide coordination by reviewing and expanding regional Indigenous vendor lists and sharing procurement opportunities across offices to improve access to Indigenous suppliers and encourage thoughtful, intentional purchasing. This work drew on partnerships and external resources, including the [Canadian Council for Indigenous Business marketplace](#), which helped guide procurement decisions and encourage more consistent use of Indigenous vendors across regions and practice areas.

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Indigenous communities in Alberta have been supported through green energy project grants, including the Montana First Nation Water Treatment Plant Solar Project and the Lubicon Lake Band Piitapan Solar Project. The Firm increased its REC purchases in 2025, further supporting community-driven renewable energy initiatives and long-term environmental sustainability.”

Sally Crane | Director, ESG & Sustainability, Fasken



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Embedding Reconciliation into Spaces and Experiences

Beyond day-to-day purchasing decisions, the Firm applied reconciliation considerations to decisions about its physical spaces and operations. During office renovations and design work, Indigenous vendors were engaged to help ensure that Indigenous perspectives, artwork and products are reflected in shared environments across the Firm.

This approach also extended to environmental decisions. At Fasken, we recognize that many Indigenous worldviews emphasize a deep relationship with the land and the importance of environmental stewardship. With this understanding, the Firm continued to advance its commitments to sustainability and reconciliation through the purchase of Renewable Energy Certificates (RECs) from Bullfrog Power. This initiative supported efforts to reduce greenhouse gas (GHG) emissions by purchasing green electricity to match the consumption of our Calgary office, while also contributing funding to Bullfrog’s community-based green energy project grants.

Improving Tracking, Data Quality, and Visibility

Strengthening data quality remains a core priority, as reliable, consistent information underpins transparent reporting, effective oversight, and the ability to assess progress and identify opportunities for improvement over time. Efforts have focused on validating historical Indigenous spending and enhancing consistency in how Indigenous suppliers are identified and recorded. At the same time, enhancements to finance systems are helping standardize vendor identification and improve reporting accuracy. Together, these measures reinforce transparency, support oversight, and enable Indigenous procurement to be monitored and advanced.

Monthly Indigenous procurement reporting was introduced to strengthen internal visibility into Indigenous procurement spending and establish a consistent approach to tracking Indigenous supplier engagement across the Firm over time. This reporting provides leadership with clear insight into where and how Indigenous vendors are engaged and supports more intentional procurement decisions.



Acknowledgement



Land Acknowledgement Guide for Canadian Offices

Introduced in 2024, Fasken's Guide to Land Acknowledgements for Canadian Offices supports respectful acknowledgements across the Firm. It outlines the purpose of land acknowledgements and explains how to deliver them respectfully, with prepared acknowledgements tailored to offices across Canada. The guide also includes practical learning resources, such as tools to identify Indigenous territories, languages and treaties. In line with our Reconciliation Action Plan, this resource continued to support consistent land acknowledgements across Canadian offices and helped reinforce a shared approach to respectful engagement throughout 2025.



Spotlight on Indigenous Partnerships and Vendors



Throughout 2025, the Firm engaged Indigenous artists, authors, artisans and businesses, reinforcing its commitment to inclusive procurement and economic reconciliation.



Fasken is a proud supporter and Business Member of the [Canadian Council for Indigenous Business \(CCIB\)](#).

As an Indigenous Procurement Advocate in CCIB's Supply Change™ program, the Firm partnered with CCIB to help foster relationships with Canada's institutional enterprises, support shared prosperity, and keep Indigenous businesses at the forefront of the Canadian economy.



[Dreamcatcher Promotions](#) is Canada's largest Indigenous-owned promotional products company, focused on quality, innovation, and customer satisfaction. Dreamcatcher Promotions is CAMSC-certified and registered with the [Indigenous Business Directory](#) with the Government of Canada, reflecting its commitment to transparency and accountability.



Fasken is proud to be a [Legacy Spaces](#) partner and sponsor of the [Legacy Schools](#) program through its partnership with the [Gord Downie & Chanie Wenjack Fund](#). These initiatives are grounded in Chanie Wenjack's story and Gord Downie's efforts to raise national awareness about the history and ongoing impacts of residential schools. Fasken supports education and action by equipping classrooms with resources for learning and reflection, while creating dedicated spaces within the Firm that encourage ongoing engagement with reconciliation.



Fasken proudly sponsored the [Indigenous Bar Association Annual Conference](#), the largest national gathering of Indigenous legal professionals in Canada, and supported firmwide attendance at the event. Through this partnership, the Firm engaged with Indigenous lawyers, leaders and institutions working to advance Indigenous law and drive systemic change across the legal profession.



Fasken partnered with [4 Seasons of Reconciliation](#), a national online learning program that promotes understanding of Indigenous history and reconciliation in Canada. Through this partnership, the Firm enabled employee participation in a structured curriculum addressing topics such as residential schools, treaties, Indigenous rights and present-day challenges.

Looking Ahead



Reconciliation is ongoing work, and it calls on all of us to keep learning, listening with humility, and building relationships rooted in respect and trust. In 2025, the Firm focused on turning its commitments into day-to-day practice through stronger accountability and meaningful opportunities for engagement across the Firm.

As we move into 2026, our focus remains on being transparent about our progress, staying open to what we are hearing, and continuing to take practical steps that reflect the Firm's responsibilities across regions and industry and practice areas.



Our Reconciliation Implementation Committee



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Learn about the actions we have undertaken to advance diversity and inclusion [here](#).