



thinc design
Indigenous Reconciliation Policy

Intent

thinc design recognizes its responsibility, as a landscape architecture and planning practice designing parks, trails, and public spaces across Ontario, to advance reconciliation with Indigenous Peoples. This policy sets out how we work toward reconciliation in our project delivery, our project teams, and our own organization.

Scope

This policy applies to all partners, staff, and contractors working on behalf of thinc design, and to the project teams we assemble on behalf of our clients.

Policy

thinc design is committed to advancing reconciliation with Indigenous Peoples through the following actions:

- Undertaking Indigenous consultation and engagement as a standard part of our project delivery process, particularly on trails, parks, and natural heritage projects, working with our archaeological and environmental subconsultants to engage local Indigenous communities and Rights holders in accordance with provincial and federal requirements.
- Bringing Indigenous-led design and planning practices onto our project teams as subconsultants where a project's scope and location call for it, so that Indigenous expertise and perspective inform our design and engagement work directly.
- Developing and adopting a formal land acknowledgement practice for our office, our proposals, and our public-facing project materials.
- Building our organization's awareness of the history, cultures, and rights of Indigenous Peoples, including First Nations, Métis, and Inuit communities, through ongoing learning.
- Exploring direct procurement relationships with Indigenous-owned businesses as part of our project and operational supply chains.
- Supporting our clients' own reconciliation commitments by recommending meaningful Indigenous engagement as part of the master planning, design, and public consultation processes we lead.
- Reviewing this policy annually and reporting on our progress as our practice in this area matures.