# Indigenous Employees’ Circle - Operating Principles

## Introduction

The Indigenous Employees’ Circle (IEC) Operating Principles is grounded in the cultural values that stem from each of the First Nation, Inuit and Métis peoples. These operating principles will provide guidance and direction in the IEC National Council’s decision making process, in how we work together and others and our day-to-day business activities affecting IEC members.

These operating principles were developed while bearing in mind the traditional and cultural values from the Seven Grandfather Teachings, the Inuit Qaujimajatuqanit and the Great Giving Tree are interconnected and will provide the IEC guidance and direction.

# Respect

For ourselves, each other’s sacred beliefs and cultures and honour all living things and the land.

* ideas/opinions – freedom to express differing perspectives
* listen actively
* respectful debate
* speak honestly/truthfully
* tolerance (patience)
* non judgemental

**Decision-making**

* respectful discussion
* consensus

**Bravery/Courage**

* give advice with a “fearless heart”
* do what is right in face of consequences
* safe place to share/confidential
* hold firm and stand strong

**Collaboration/Cooperation** – ‘MHMLW’

* recognize each other’s strengths, knowledge/experience
* collaborate with internal and external partners
* seek help from others
* serve the community (Indigenous employees)
  + humility – thinking of others first
  + basic humanity/part of larger world
* advancing reconciliation
* open to new ideas and approaches
* patience/tolerance

**Continuous Learning**

* skills development
* learn from each other
* seek out new learnings
* learning about our cultures
* share knowledge
* be innovative

**Humility**

* cognizant of our basic humanity
* respect and care for the land

**Tolerance and Openness**

* to opinions, ideas
* to changing views/adaptable (no hurt pride)
* open door
* patience
* reciprocal/sharing

**Sharing**

* what we know, what we know to be true
* safe place to share/confidential