

INDIGENOUS PARTICIPATION PLAN

The purpose of SkyFly Solution's Indigenous Participation Plan (IPP) is to serve as a strategic framework and to outline SkyFly Solution's commitment to fostering meaningful engagement, collaboration, and partnership with Indigenous communities, Indigenous-owned businesses, Indigenous Associations and cultural and social concerns of Indigenous Peoples.

SkyFly's culture is built on our actions supporting Canada's Indigenous Peoples in a significant and impactful way.

It is our commitment to carry out business practices that are aligned with and support the 92nd call to action from the Truth and Reconciliation Commission of Canada, and the United Nations Declaration on the Rights of Indigenous People, and to set these as a standard of achievement to be pursued in a spirit of partnership and mutual Respect.

SKYFLY'S COMMITMENTS

Culture

SkyFly will encourage, support, and engage (where appropriate) Indigenous culture in our everyday business lives, as suggested or requested by our Indigenous staff, partners, member associations, and clients.

SkyFly commits to sponsoring charitable events, inviting our partners, industry specialists, etc in the name of aiding official charitable activities supporting Indigenous programs, bringing in donations at a large scale

Education

SkyFly commits to partner with institutions of higher education and with commercial partners in support of opportunities for Indigenous Peoples to become greater educated in STEM, IT, and Consulting knowledge and skill sets, in order that they can build a strong knowledge base within their local community and economy.

This may include:

- Funding specific commercial STEM, IT, or Consulting training opportunities.
- Providing bursaries, scholarships, or event funding through formal educational institutions (primary, secondary, or post-secondary) to support STEM, IT, or Consulting education.
- Speaking at Education Institutes to promote STEM, IT, or Consulting education.
- Working with commercial partners, clients, the Federal Government of Canada, or Institutions of higher education, SkyFly will create or co-create apprenticeship, intern and/or Co-op opportunities to support further STEM, IT, or Consulting education.

SkyFly also commits to providing cultural awareness to our Indigenous and non-Indigenous staff through Indigenous-led training programs.

SkyFly also commits to actively supporting and participating in Indigenous led conferences and opportunities to further understand Indigenous perspectives on economic growth and reconciliation.

VISION

SkyFly Solutions empowers Indigenous Communities and Individuals through meaningful economic opportunities, training, mentoring, consulting and sustainable growth, creating positive, inclusive and lasting change for Indigenous Peoples.

MISSION

SkyFly Solutions delivers high-quality IT and business solutions while fostering sustainable economic opportunities for Indigenous communities. As a proudly Indigenous-owned company, we prioritize inclusion, innovation, and collaboration to drive meaningful and lasting impact.



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SKYFLY'S COMMITMENTS

Employment and Career Growth

- SkyFly commits to taking an Indigenous First approach to hiring, maintaining a workforce composed of a minimum of 33% Indigenous staff, and meeting or beating industry average tenure:
- Developing role and job descriptions that address and reduce common barriers to Indigenous Peoples' ability to respond to such job postings.
- Advertising staff positions to Indigenous Peoples through tools and services commonly used by Indigenous Peoples on our own or through our partner's recruiting process.
- Hiring qualified Indigenous staff and providing skills gap training for all new hires.
- Implementing fair, ethical, and accessible performance reviews and promotion paths that address and reduce common barriers to Indigenous Peoples' ability to grow their careers.
- Sharing our knowledge of recruitment of Indigenous Peoples with our Indigenous and Non-Indigenous Partners.
- Supporting remote working scenarios, and where feasible, providing technical accommodations to make remote work a reality (for individuals and for their communities).
- Hiring from or for apprenticeship, Co-op education, or internship programs.

Partnerships

- SkyFly takes an Indigenous-first approach to partnering
- SkyFly commits to searching out and partnering with qualified Indigenous-owned IT services firms and suppliers.
 - SkyFly commits to holding our Indigenous partners accountable in their support of our mandate as stated in the introduction above.
 - SkyFly commits to holding our Indigenous and non-Indigenous partners accountable to their Indigenous Participation Plans as shared with us.
 - SkyFly commits to purchasing supplies and equipment for SkyFly from Indigenous businesses where possible as much as possible
 - SkyFly commits to devoting time, energy, and investment to aiding Indigenous entrepreneurs in starting their own businesses.
 - SkyFly commits to actively participating in at least 2 industry-appropriate Indigenous Associations, Councils, boards, etc. SkyFly is currently an active member of:
 - Canadian Council for Indigenous Business (CCIB) (<https://www.ccab.com/>)
 - Certified Indigenous Business (CIB) Program (<https://www.ccab.com/membership/certified-aboriginal-business-cab/>)
 - Ontario Coalition Of Indigenous Peoples (OCIP) (<https://o-cip.org/>)


Financial Contribution


- SkyFly commits 5% of annual EBITDA to Indigenous organizations supporting the growth in employment and education opportunities in STEM, IT, and Consulting.
- SkyFly will actively support and participate in Indigenous lead conferences and opportunities to further understand Indigenous perspectives on economic growth and reconciliation.
- SkyFly will actively pursue and Indigenous suppliers for procurement of services and supplies and will report on annual spend.

CONTACT US

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