



## **Oral Presentation**

### **Submission from the Canadian Council for Aboriginal Business**

In the Matter of

#### **Bruce Power Inc. – Bruce A and B Nuclear Generating Station**

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Request for a ten-year renewal of its Nuclear Power Reactor Operating Licence for the Bruce A and B Nuclear Generating Station

**Commission Public Hearing – Part 2**

**May 28-31, 2018**

## **Exposé oral**

### **Mémoire du Canadian Council for Aboriginal Business**

À l'égard de

#### **Bruce Power Inc. - Centrale nucléaire de Bruce A et Bruce B**

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Demande de renouvellement, pour une période de dix ans, de son permis d'exploitation d'un réacteur nucléaire de puissance à la centrale nucléaire de Bruce A et Bruce B

**Audience publique de la Commission – Partie 2**

**28-31 mai 2018**



Canadian Council for  
**ABORIGINAL**  
BUSINESS



# CCAB presentation to support Bruce Power 10 Year Application



# About CCAB



- National member based organization, created over 30 years ago by Murray Koffler
- CCAB has become Canada's premier business forum for progressive Aboriginal relations
- CCAB events encompass galas, roundtables and conferences where members and stakeholders network and Aboriginal business relationships excel
- Exceptional programs include: (PAR, CAB, TFAB, Awards) and Research that is current and relevant serving in the pursuit of business opportunities
- Approaching 600 current members – 68% are Aboriginal
- CCAB is non-partisan, receives no core government funding and is entirely supported through corporate sponsorship, events and membership dues
- *Mission: To foster sustainable business relationships between First Nations, Inuit and Metis people and business Canada*

Relationships

Partnerships

Success

# Progressive Aboriginal Relations (PAR)

17 years engaging Canada's leading corporate citizens

- Raise the bar in Aboriginal relations
- Premier corporate social responsibility program with an emphasis on Aboriginal relations
- Over 80 companies in PAR

## Bruce Power is certified Gold in CCAB's Progressive Aboriginal Relations Program (PAR)

Bruce Power has an integrated approach to Aboriginal relations, strategically working with local Aboriginal communities and businesses to implement and improve and achieve success in Aboriginal Relations.

As a PAR Gold company there is a high level of appreciation of the significance of positive Indigenous relations with their communities of interest and the intent of continuous improvement, which have been reflected in the 4 PAR drivers: Leadership Actions, Employment, Business Development, and Community Relationships.

# Leadership Actions

Bruce Power has a productive approach to Aboriginal relations, strategically working with local Aboriginal communities to implement improvement opportunities. The Aboriginal program is backed by the company's leadership. Examples include:

## Structure

- **Indigenous Relations Team** - (Cross functional team, including Aboriginal staff). The Team drives the IR focus throughout the organization, tracks progress on PAR categories, meets monthly to review/monitor & action continuous improvement on IR, & provides updates on initiatives. (Good attachments covering IRT reports, with targeted actions, timelines, plus update/follow up from previous meetings).
- **TEBO - Training & Business Opportunities Working Group** - (Members from the Bruce Power, Nawash & Saugeen): work with the Community to ID their interest & objectives, with scheduled meetings to discuss PAR categories, including training & employment/business opportunities.
- **Communications**: Good consensus/feedback that IR is well supported & communicated by senior management.
- **Cultural Awareness Training**: Part of new manager orientation (offered quarterly).

# Employment

- Bruce Power has set goals for employment implementation of a new employee network, the application of a short- and long-term Aboriginal hiring strategy
- Commitment to working with communities on expanding employment opportunities.
- Employment Resource Team which includes Indigenous staff from local indigenous communities to address barriers in hiring and increase access

## **Other strengths include:**

- Option of Face to face discussions with applicants (versus simply on-line application process).
- Targeted communications on employment with the Community.
- New manager training - HR outlines importance of IR to the company.



# Employment

- **Indigenous Networks: Employee Network (AbNet - started 2013)** is company led, employee driven & well supported by management. Members support each other & are ambassadors for the company. The Native Circle (formed 1992): an employee driven informal network with members from various Communities (viewed however as being integrated into AbNet - with some feedback that the Circle is not really operating anymore).
- **Support for training/education (people are aware of the opportunities):**
  - New Indigenous Internship Program (in partnership with the union).
  - Involvement with the Martin A. Educational Initiative scholarships.
  - Bruce Power General Scholarship Program.
  - Indigenous Education & Work Experience Opportunity Program & Scholarships.
  - Developmental and Summer Student Programs.

# Business Development

- Bruce Power has assisted Aboriginal businesses by seeking Aboriginal suppliers and adding them to their Supply Chain database
- Launched a website for Aboriginal companies to introduce themselves to Bruce Power
- Created a way for suppliers to self-identify
- Increased its internal education on Aboriginal issues, so members of supply chain consider the positive impact a relationship with Aboriginal business can have on its community
- Focus on raising awareness on business development
- Education within the company and into the community
- Nurturing a better understanding of the supply base and how it impacts with the community
- More proactive approach in place in identifying and working with Aboriginal businesses; a foundation is now in place

# Community Relationships

Bruce power continues to improve and focus on its Engagement and support in the following ways;

- Community Investment Fund (CIF) & Action:
- The Indigenous Community Investment Fund (CIF) is part of their Corporate Social Responsibility Program.
- A continued plan to support focusing on youth development, health & wellness, & Indigenous culture.
- They have formal sponsorship guidelines & a template for the CFI. The template was originally developed by the Nawash community & the company are now using it for all communities.

# Community Relationships

## **Bruce power continues to improve and focus on its Engagement and support in the following ways;**

- Supporting cultural & engagement activity, the organization supports numerous Community activities, including:
- Supporting Annual Events and increasing presence i.e. Annual General Assembly
- Supporting language, arts, crafts, traditional foods & putting on hunting workshops/course
- Wild Game Event (company funded & attended and the Metis Nation Veteran Council
- Participation: the organization encourages employee participation, for example attending/assisting at: Powwows, National Aboriginal Day celebrations, Science Camps, Inspire, Youth Athletic Award & Right to Play program. The CEO personally reinforces the need for employees to be "in the Community", & there is more support for participation by all levels.

## **Community input**

- Input from the Community at monthly TEBO scheduled meetings (company management represented & Community councillors). At recent 2-day meeting various protocols were drafted. (Going forward, mentioned that key senior company people will also be attending such sessions).
- Starting with TEBO at the end of 2016, there is a stronger emphasis on their Community meeting, with monthly scheduled meetings taking place (previously, meetings were quarterly).
- Improvements in levels of input (for example on identifying Community interests/investment priorities etc): input opportunities, over and above scheduled discussions, is being driven from spending more time with the Community at more events, & leadership reinforcement on engagement

## Indigenous Relations Supplier Network to connect nuclear partners with communities

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February 2018



### BRUCE POWER **INDIGENOUS RELATIONS SUPPLIER NETWORK**

Bruce Power and its supplier partners have created an Indigenous Relations Supplier Network (IRSN) as they look to further strengthen their relationships with local Indigenous communities.

This will be a key vehicle to ensure that Indigenous communities will have the opportunity to actively participate in the company's ongoing investment program in the area of employment, business partnerships and procurement.

"This network consists of all our major suppliers and will assist with our efforts to increase employment from Indigenous communities, and to leverage business development opportunities as a way to create new – and support existing – Indigenous-owned businesses," said Mike Rencheck, President and CEO, Bruce Power. "We have welcomed many of our supplier partners to the area over the past two years, with more expected in 2018 and beyond. Through the Indigenous Relations Supplier Network, we can collaborate on projects enabled through our work on site to help grow their business communities, create long-term jobs, and identify areas to focus our collective social investment."

The IRSN, which has been under development since June 2017, will also focus on a coordinated and collaborative approach to community investment, training, education and employment. All the IRSN members agree there are numerous economic opportunities now and into the future, through Bruce Power's Life-Extension Program, which began on Jan. 1, 2016. Bruce Power has also been working with the many trade unions on hiring opportunities within Indigenous communities.

# Parting Thoughts

- The foundation has now been in place for an increased relationship between Bruce Power and Aboriginal business, and this was a key reason the company became one of 17 in Canada to be awarded PAR Gold in 2017.
- The CCAB fully supports Bruce Power's 10-year License Renewal Application

Feb. 9, 2018

Canadian Nuclear Safety Commission  
280 Slater Street, P.O. Box 1046, Station B  
Ottawa, ON K1P 5S9

**RE: Bruce Power's 10-year License Renewal Application**

As President and CEO of Canadian Council for Aboriginal Business (CCAB), I am submitting this on behalf of our national, member-based organization in support of Bruce Power's continued role as a generator of low-carbon, low-cost electricity in Ontario and support for their 10-year Licence Renewal application.

We understand that the Canadian Nuclear Safety Commission (CNSC) will hold a two-part public hearing on the application by Bruce Power Inc. (Bruce Power) to renew, for a period of 10 years, its power reactor operating license (PROL) for the Bruce Nuclear Generating Stations (NGS) A and B located near Tiverton, Ont. We can appreciate the robustness of the CNSC's licensing-of plants process that is comprehensive and covers 14 separate topics, referred to as safety and control areas, such as radiation protection, emergency preparedness, environmental protection and equipment fitness for service.

The licensing process offers significant opportunities for public participation, and the CCAB is thankful for the opportunity to provide feedback to the Commission regarding this application.

We hope you will consider the following as you review their 10-year Licence Renewal application.



At CCAB, we create opportunities for companies to connect with Aboriginal-owned businesses and to tap into Aboriginal culture as part of their daily operations, whether through job opportunities or seeking partnerships through its supply chain.

Such is the case with Bruce Power, located near Kincardine, ON, on the shore of Lake Huron. Its site lies within the traditional territory of the Saugeen Ojibway Nation, and it has signed Protocol Agreements with its Indigenous communities. The company, a CCAB member since 2010, has become an active business partner as it seeks to invest in Aboriginal businesses both locally and provincially.

Bruce Power has been a champion for CCAB, which is a non-partisan, not-for-profit organization that receives no core government funding and is supported through membership dues, events and sponsorships. Bruce Power has enhanced its contracting process to include recognition for companies which are Aboriginally-owned, employ Aboriginals and are active CCAB members and is also encouraging its suppliers to become accredited in the CCAB's Progressive Aboriginal Relations (PAR) program, which is a certification that confirms corporate performance in Aboriginal relations at the gold, silver and bronze levels.

Their strong commitment to building sustainable Aboriginal relations through demonstrative leadership continues to underpin their ability to build public confidence. During the course of our relationship, they continue to raise the standard and are considered an industry leader across all areas in the program including supply chain, community engagement and employment.

PAR certification provides a high level of assurance to Aboriginal communities because the designation is supported by an independent, third-party verification of company reports. In 2017, Bruce Power was awarded its



second gold designation for Progressive Aboriginal Relations (PAR) by the Canadian Council for Aboriginal Business (CCAB). This is highest level of recognition handed out by the CCAB and Bruce Power is one of 17 companies in Canada to receive it. The designation signals to communities that they are good business partners, great places to work and committed to prosperity in Aboriginal communities.

The cost of electricity is an important issue across the Province as families work to balance their many household expenses and businesses are working harder than ever to remain competitive and strong. Bruce Power is Canada's only private sector nuclear generator, and is the world's largest operating nuclear facility. It is the source of 30 per cent of Ontario's electricity and the electricity it provides Ontario families and businesses is part of the solution over both the short and long-term to provide a source of low-cost stable electricity while at the same time helping the province meet its climate change goals.

It is for the above stated reasons that CCAB offers its support for Bruce Power's 10- year License Renewal application and their continued role in the Long Term Energy Plan. In addition to the letter of support, we would like the opportunity to present to the CNSC and are requesting to do an oral presentation.

I thank you for the opportunity to provide input to the process and I commend the CNSC for embarking on this important process.

Sincerely,



JP Gladu  
President & CEO

416-961-8663 Ext 235  
jpladu@ccab.com