



Strengthening Relations, Walking Together

Progress Report: 2025-26
National Indigenous Strategy





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The cover image was illustrated by Inuk artist Saelym DeGrandpre. She was inspired by gathering, healing, storytelling and reconnection incorporating contemporary illustration with visual elements from Inuit art and textiles. She intentionally chose to leave some of the figures without detailed faces so people could see themselves in the images and connect with the themes.



CBC North hosted an Indigenous Languages Broadcasting Summit in Yellowknife focused on strengthening our programming, succession planning and collaboration. (Pat Kane)



Highlights

It's been over two years since we gathered with Indigenous rights holders, Elders, CBC/Radio-Canada staff and industry partners to celebrate the launch of [Strengthening Relations, Walking Together](#) (2024-27) — the first CBC/Radio-Canada National Indigenous Strategy.

The National Indigenous Strategy, organized into four pillars — Relationships, Truth and Reconciliation, People and Narratives — represents our commitment to advancing reconciliation and is made possible through the contributions of many First Nations, Inuit and Métis as well as non-Indigenous staff and allies.

Over the past year, we've explored what our work could look like from a more relational perspective. Recognizing that proximity is vital to nurturing positive and meaningful relationships, both inside and outside CBC/Radio-Canada, we prioritized meeting people where they are and working toward enduring value over a need for instant results. With that in mind, here's some of our progress under each pillar:

- **Relationships** | We welcomed a new President & CEO and accompanied her to Nunavut, the Northwest Territories and Yukon, where we met with staff, rights holders, community leaders and media. We funded an Indigenous Language Broadcasting Summit, bringing people together who are passionate about Indigenous languages to talk programming, sustainability and succession planning.
- **Truth and Reconciliation** | We invested more time into projects and partnerships that matter, like the Journey of Understanding that will see external researchers review the past 80 years of our archival material to better understand how CBC/Radio-Canada reported on and shaped narratives about Indigenous Peoples.
- **Narratives** | We collaborated with Indigenous people on projects locally and internationally. Radio-Canada's MAJ worked with Karonhienhawe Nicholas to produce a video about the Kanesatake Resistance (Oka Crisis), and CBC partnered with the Australian Broadcasting Corporation to produce [Forged](#), a podcast about Norval Morrisseau forgeries.
- **People** | We created new avenues for recruitment and mentorship through programs like [Premiers peuples](#) at Radio-Canada, which led nine Indigenous francophones through a journalism intensive. We also hosted our first Indigenous Leadership Gathering, bringing together 30 First Nations, Inuit and Métis staff from across the country to collaborate and learn from one another.

Our progress report provides an overview of the steps CBC/Radio-Canada has taken between April 1, 2025, and March 31, 2026, to better reflect, respect and amplify First Nations, Inuit and Métis voices.



Message from the President and CEO

As you will read in this progress report on CBC/Radio-Canada's National Indigenous Strategy, much of our work this year has been focused on relationships — deepening and strengthening those that already exist, and nurturing and building new ones.

My visits to Nunavut, the Northwest Territories and Yukon over the past year have given me the opportunity to participate in some of this relationship-building directly. Through meaningful discussions with Indigenous rights holders and community leaders, as well as our teams, we are creating connections and collaborations that will help to increase the relevance and value of CBC/Radio-Canada programs and services to the people we serve.

CBC North organized the first-ever Indigenous Language Broadcasting Summit in Yellowknife, which brought together Indigenous-language broadcasters and people passionate about languages. And during the Olympic Winter Games Milano Cortina 2026, we provided more than 70 hours of coverage in Atikamekw, Eastern Cree, Innu and Inuktitut.

Alongside these initiatives, the narrative and creative excellence of Indigenous creators continued to captivate audiences in Canada and around the world. An original comedy independently produced in Nunavut, with CBC, APTN and Netflix as broadcasting and streaming partners, *North of North*, shone brightly, receiving 20 Canadian Screen Award nominations and 9 awards, including Best Comedy Series, Best Writing, Best Director and Best Lead Performer in a Comedy. Other exciting new original productions that launched this year include [Returning to Ulukhaktok](#), a CBC Kids News documentary following six Inuit teens on a journey to connect with their past; [Pitago Stop](#), a series set in a rest stop in an Anishinaabe community; [Forged](#), a podcast tracking what's believed to be the largest art crime fraud in the world; and [W8ban : retrouver nos voix](#), a documentary podcast about the preservation of Indigenous languages.

Our commitment to increasing Indigenous representation in our programming is matched by our commitment to the career advancement of Indigenous people through programs such as [CBC Indigenous Pathways](#) and Radio-Canada's [Premiers peuples](#), [CBC New Indigenous Voices](#) (presented by the National Screen Institute) and [Reverie: The Indigenous Music Residency](#) (in partnership with the SOCAN Foundation).

Over the coming year, we will begin working toward a renewed National Indigenous Strategy that builds upon the progress we've made and aligns with the priorities of CBC/Radio-Canada's 2025-2030 Strategy. Our commitment to First Nations, Inuit and Métis remains steadfast. It is a long-term commitment; every step we take, large or small, brings us closer to our ultimate goal of meaningful reconciliation.

Marie-Philippe Bouchard

President and CEO

CBC/Radio-Canada



The Indigenous Office

The launch of the National Indigenous Strategy led to the creation of an Indigenous Office. This small but mighty team guides the strategy's implementation while being committed to working in the service of Indigenous Peoples' collective rights, languages and cultures.

With a mission to facilitate positive change and cultivate capacity across the public broadcaster, the Indigenous Office supports CBC/Radio-Canada in advancing reconciliation and growing trusting partnerships with First Nations, Inuit and Métis. By providing guidance and expertise while ensuring we're well positioned to navigate challenges and develop sustainable solutions.

The Indigenous Office is staffed by:

- Robert Doane, Senior Director, Gitxsan Nation, Gitanmaax.
- Jo Anne Chartier, Senior Administrator, Red River Métis.
- Kris Clemens, Senior Adviser, Red River Métis.
- Philippe Sioui Durand, Senior Specialist, Nation Wendat.
- Haley Lewis, Senior Communications Specialist, Mohawks of the Bay of Quinte.
- Carmen Watson, Senior Specialist, Learning and Development, Red River Métis.
- Lauren Farmer, Program Manager.

We are also looking to grow the Office to ensure support for all areas of the organization, as well as distinct perspectives not yet reflected.



Still without a team photo, the Indigenous Office turned to Inuk artist Saelym DeGrandpre to create one. (Saelym DeGrandpre)



Progress Made

Relationships Pillar

The Relationships pillar focuses on how CBC/Radio-Canada engages with Indigenous rights holders, communities, industry partners, suppliers, creators and audiences. It involves developing relationships built on reciprocity while taking into consideration the concerns, needs and ideas of Indigenous Peoples. Building these relationships strengthens trust, supports Indigenous self-determination and creates meaningful opportunities for collaboration, representation and economic participation.

Over the past year, we participated in and hosted a number of events both internally and externally, including CBC North's Indigenous Language Broadcasting Summit, the [WAVES 2025: Global Indigenous Languages Summit](#) and the [DW Global Media Forum](#). We also continued our work to deepen external partnerships with Indigenous businesses by committing to [Partnership Accreditation in Indigenous Relations](#) through the Canadian Council for Indigenous Business, and began encouraging First Nations, Métis and Inuit to [sign up for our supplier portal](#) — reinforcing our commitment to economic reconciliation and inclusive procurement.

Moving forward, we will continue to ensure Indigenous communities are meaningfully engaged as we renew the National Indigenous Strategy, and that our relationships contribute to long-term trust, collaboration and shared success.



Pin trading has become incredibly popular at Indigenous sporting events. For the Arctic Winter Games, CBC North created this multilingual set. (Designed by Janet Pacey)

Strategic Outcome: Sustained engagement with diverse Indigenous communities and enhanced presence at Indigenous gatherings and events, tracked by the number of events and participants.



We attended over 65 Indigenous-led events over the past year, including [imagineNATIVE](#); [KWE! Festival](#); [Mila's Indigenous AI Gathering](#); [Anchoring Today, Building Tomorrow](#); the inaugural [Indigenous Tech Conference](#); the [25th annual AQPM conference](#); and the [Indigenous History & Heritage Gathering](#). As a proud sponsor of the [2026 Arctic Winter Games](#), we were able to engage directly with people from across the circumpolar North as they competed in over 20 different events including Arctic Sports and Dene Games. CBC North created a commemorative, multilingual pin for the event!

We also hosted a range of events and gatherings that supported our engagement with First Nations, Inuit and Métis, including the following:

- [Creating Connections](#) gathered underrepresented content creators and filmmakers, featuring opening remarks by Tanya Talaga and performances by two former [Reverie Indigenous Music Residency](#) participants, Big Tones and Sara Kae.
- CBC North brought together a number of Indigenous-language broadcasters and people passionate about languages — like the Inuvialuit Communications Society and Gwich'in Tribal Council — to discuss programming, succession planning and language revitalization for an Indigenous Language Broadcasting Summit.



Radio-Canada brought Premiers peuples participant Mariève Bonin to Whitehorse to support coverage during the Arctic Winter Games. (Caroline Morneau)



- Through [Collab, we're able to partner with public libraries](#) across the country to reach people in their communities. This year, there were a number of partnerships that aligned with the Strategy, including:
 - A partnership with the Ulukhaktok Community Library and the Helen Kalvak School where we offered youth radio and journalism workshops, developing teens' skills to [share stories](#). The trip also resulted in a collaboration between youth and [CBC Kids News](#).
 - A partnership [with the Vancouver Island Regional Library](#) that featured live music and a podcast storytelling workshop with Quw'utsun Secondary students whose stories were published on [This Is Vancouver Island](#).
 - A partnership with [the Frog Lake Library](#) where CBC Edmonton prioritized listening and learning, leading to a story on the local hemp plant. By producing [coverage that resonated with the Nation](#), CBC Edmonton earned an invite to Frog Lake's 40th Anniversary Pow Wow.
 - A partnership with [New Brunswick Public Libraries](#) that saw CBC Books & Backroads invited back to Ugpi'Ganjig First Nation to host a book club with youth.

Strategic Outcome: Increased number of Indigenous businesses under contract, and increased volume of transactions with them. CBC/Radio-Canada is [Partnership Accreditation in Indigenous Relations \(PAIR\)](#) certified by 2027.

Economic reconciliation is fundamental to advancing the self-determination of Indigenous Peoples and supporting sustainable Indigenous economies. It requires creating meaningful, long-term opportunities for Indigenous businesses, organizations and communities to participate in our operations and supply chain.

To help achieve this outcome, CBC/Radio-Canada has signed on to the Canadian Council for Indigenous Business' [PAIR](#). Growing Indigenous procurement is an evolving effort requiring sustained collaboration, and we are currently working toward achieving PAIR stage one.

Guiding us is our sustainable procurement directive, which ensures environmental and social considerations are incorporated into the Corporation's activities — like inviting vendors from underrepresented groups to participate.

Last year, we met with the First Nations of Quebec and Labrador Economic Development Commission at the *Grand cercle économique des Peuples autochtones et du Québec* to discuss a procurement-specific initiative to expand our suppliers across Quebec.



The Indigenous Office's Philippe Sioui Durand with Finance & Procurement's Annick Champoux and Naoko Mercier at Anchoring Today, Building Tomorrow. (The Indigenous Office)

Our Finance & Procurement team also developed a one-pager meant to support staff to better engage with Indigenous businesses and reduce barriers to their participation in our procurement processes.

We're working to actively remove barriers and include Indigenous people, communities and businesses in everything we do. If you are an Indigenous business, please consider [signing up to our supplier portal](#).

Truth and Reconciliation Pillar

The Truth and Reconciliation pillar focuses on how CBC/Radio-Canada can advance reconciliation by responding to the Truth and Reconciliation Commission (TRC) [Calls to Action](#) and the Missing and Murdered Indigenous Women and Girls (MMIWG) [Calls for Justice](#), while aligning our policies, practices and workplace culture with the principles of the [United Nations Declaration on the Rights of Indigenous Peoples \(UNDRIP\)](#).

As a key player in Canada's public service media landscape, CBC/Radio-Canada has a responsibility to ensure Indigenous Peoples are represented accurately and respectfully to address past harms and to support Indigenous self-determination.

Over the past year, we have hired external legal counsel to conduct a comprehensive review of our corporate policies to better reflect UNDRIP and expanded Indigenous cultural



competency and awareness training by adding two courses to our internal learning hub. These actions will help ensure that our governance, practices and workplace culture are informed by respect, accountability and Indigenous perspectives.

Strategic Outcome: CBC/Radio-Canada is able to measure and articulate how it has responded to the TRC Calls to Action and MMIWG Calls for Justice.

Responding to the Calls to Action

The TRC was created through a settlement between residential school survivors, the Assembly of First Nations, Inuit Tapiriit Kanatami, the federal government and church bodies responsible for Indian residential schools. Its mandate was to document the history and legacy of these “schools,” and to inspire ongoing reconciliation among survivors, their families, communities, the government, churches and Canadians.

It’s been over 10 years since the TRC released its final report and [Calls to Action](#), several of which relate directly to the work of CBC/Radio-Canada.

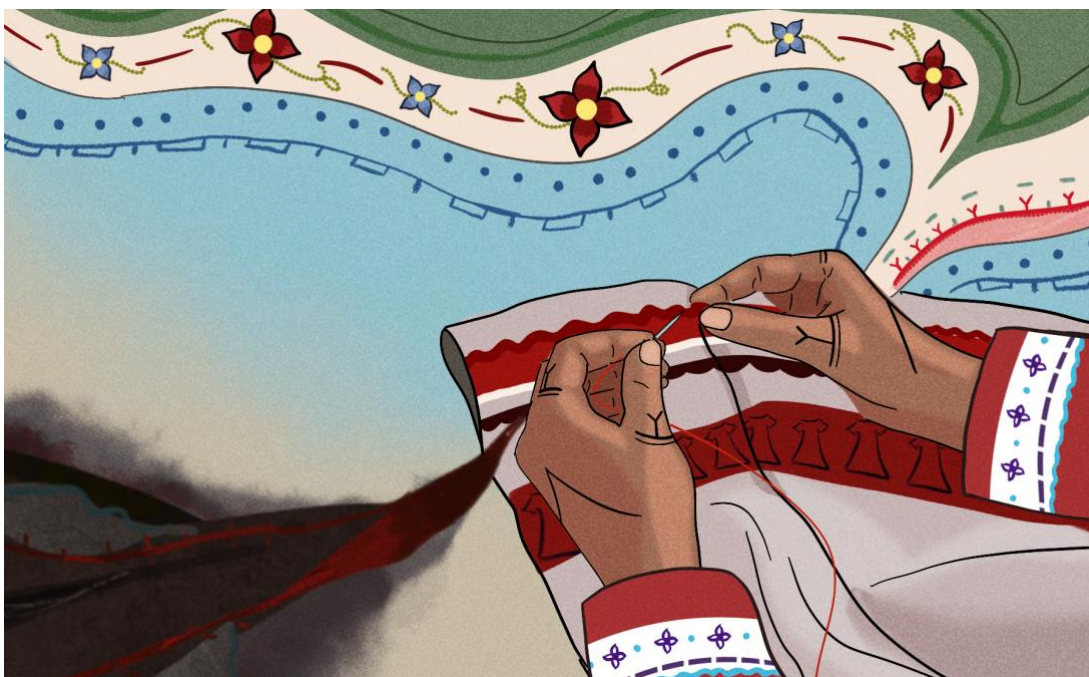


TRC Calls to Action	Progress to Date
#84 i. Increasing Aboriginal programming, including Aboriginal-language speakers.	CBC hired a new Managing Editor of Indigenous Content to help amplify what's being produced across CBC Indigenous, <i>Unreserved</i> , the Cree Unit and CBC North to strengthen Indigenous programming and collaboration.
#84 ii. Increasing equitable access for Aboriginal peoples to jobs, leadership positions and professional development opportunities within the organization.	See the People pillar for details on our commitment to increasing equitable access to jobs and professional development opportunities for Indigenous people.
#84 iii. Continuing to provide dedicated news coverage and online public information resources on issues of concern to Aboriginal peoples and all Canadians, including the history and legacy of residential schools and the reconciliation process.	We currently offer dedicated news coverage in English through CBC Indigenous , in French through Espaces autochtones and in several Indigenous languages across CBC North . Platforms like CBC Gem , ICI TOU.TV and OHdio also have pages dedicated to Indigenous content. See the Narratives pillar for more.
#92 We call upon the corporate sector in Canada to adopt UNDRIP as a reconciliation framework and to apply its principles, norms and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources.	We're committed to ensuring our policies and directives align with UNDRIP and have begun a formal review with guidance from external Indigenous legal counsel.
#92 i. Commit to meaningful consultation, building respectful relationships and obtaining the free, prior and informed consent of Indigenous peoples before proceeding with economic development projects.	The Strategy's success is dependent on the relationships we hold with Indigenous people. We're working on building relationships and fostering capacity among staff through training and the development of a best practices guide, while also working to achieve PAIR.
#92 ii. Ensure that Aboriginal peoples have equitable access to jobs, training and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects.	Programs like New Indigenous Voices , Premiers peoples and the Reverie Indigenous Music Residency are some examples of how we're furthering this call. See the People pillar for more.



#92 iii. Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, UNDRIP, treaties and Aboriginal rights, Indigenous law and Aboriginal–Crown relations. This will require skills based training in intercultural competency, conflict resolution, human rights and anti-racism.

Over the past year, more than 165 staff completed some form of Indigenous awareness training through courses on our internal learning hub, [First Nations Principles of OCAP®](#) (ownership, control, access, possession) workshops and a learning series led by First Peoples Group for CBC Marketing & Communications.



Inspired by the notion of unravelling and reweaving, this image reflects the work that must be done to incorporate the Calls for Action and Calls for Justice into all that we do. (Saelym DeGrandpre)

About the Artist

Saelym DeGrandpre is an urban Inuk artist with family from Baker Lake, Nunavut, currently studying Creative Arts at Yorkville University after graduating from Toronto Film School's Graphic Design & Interactive Media program.

As an Indigenous artist and mother based in Ottawa, Saelym's work blends traditional and contemporary visual styles, often exploring themes of identity, womanhood and cultural continuity through graphic design, digital illustrations, carvings and prints. Inspired by Inuit storytelling, tunniit, femininity and her community Saelym works with organizations, schools and cultural initiatives across Canada to create artwork, workshops and educational programming that celebrates Indigenous voices and storytelling traditions.

Saelym drew the illustrations found on the cover, page 4 and page 11.



6.1 iv. Take proactive steps to break down the stereotypes that hypersexualize and demean Indigenous women, girls and 2SLGBTQIA people, and to end practices that perpetuate myths that Indigenous women are more sexually available and “less worthy” than non-Indigenous women because of their race or background.

While not answering the full breadth of the call, the newer, advanced version of RIIC includes reflections on the media coverage of violence against Indigenous women and girls.

Strategic Outcome: Policies and directives are more aligned with UNDRIP. More staff have completed Indigenous cultural competency and awareness training.

Aligning our policies and workplace culture with UNDRIP means ensuring our governance frameworks, decision-making processes and employee learning environments reflect and respect Indigenous rights, self-determination and data sovereignty. It also requires equipping staff with the knowledge and cultural competency necessary to work respectfully and effectively with Indigenous Peoples. Over the past year, we have undertaken several initiatives that have supported progress toward this outcome.

- Over 165 staff completed some form of Indigenous awareness training through offerings like the First Nations Principles of OCAP® workshops and a learning series presented by First Peoples Group for CBC Marketing & Communications.
- We hired external legal counsel to review our [Access to Information and Privacy](#) protocols and [Code of Conduct](#), and provide specific language recommendations to better align with UNDRIP. Next, we will assess the feasibility of implementation.
- A training course that focuses on journalists’ well-being has been adapted and tailored for Radio-Canada staff covering the Indigenous beat.
- CBC’s Reporting in Indigenous Communities (RIIC) training was delivered to 51 people over the past year, and more staff were trained to facilitate a more advanced version of RIIC (RIIC 2.0). Work is underway to revise and relaunch a French-language version.



The Cree Unit's Stephane Gunner interviews Indigenous Services Minister Mandy Gull-Masty. (Samuel Lapointe-Savard)

Strategic Outcome: A truth-seeking project with recommendations is completed.

As a part of Canada's diverse media ecosystem, CBC/Radio-Canada has a responsibility to critically examine how our reporting, programming and archival record have reflected — and at times shaped — public narratives about First Nations, Inuit and Métis. This includes acknowledging instances where coverage may have caused harm or reinforced colonial perspectives.

In 2024, we launched the Journey of Understanding Project to do just that. Over the past year, Dr. Savage Bear, Director of the McMaster Indigenous Research Institute, in partnership with Mission Research, has been leading the work. Together — while consulting a key group of staff — they developed a framework to identify and analyze a representative sample of our content. Upon completion, a report will be produced to share findings and recommendations that will inform policies and practices.

Strategic Outcome: Best practices are established for Indigenous identity verification.



False or unsubstantiated claims to Indigenous identity raise complex ethical, legal and cultural questions. Responsible approaches to Indigenous identity are critical to maintaining trust, integrity and accountability.

We remain committed to developing approaches that are fair and transparent, while acknowledging potential limitations. CBC/Radio-Canada respects the inherent right of First Nations, Inuit and Métis to define their own membership; our focus is on ensuring our practices align with these Indigenous-led definitions. Establishing these best practices is a sensitive, ongoing journey that requires continued engagement with Indigenous partners.

At our Indigenous Leadership Gathering, we held a workshop dedicated to Indigenous identity and CBC/Radio-Canada's workforce. The forum provided an opportunity to learn from lived experience, foster shared understanding and ensure future practices be informed by Indigenous perspectives and realities.



Participants at the Indigenous Leadership Gathering chat about their reporting experiences, recruitment, retention and Strategy renewal. (Haley Lewis)

Narratives Pillar

The Narratives pillar aims to grow the production and reach of Indigenous content across our platforms, deepen engagement among Indigenous audiences, offer greater reflection of Indigenous languages and ensure the ethical stewardship of Indigenous cultural material.

Over the past year, we have renewed our commitment to Indigenous-language broadcasting through Olympic Winter Games Milano Cortina 2026 coverage in Eastern Cree, Innu, Inuktitut and Atikamekw and hosting an Indigenous Languages Broadcasting



people-driven stories like this one about [culture sharing, hockey and handmade parkas](#).

- [North of North](#) was renewed for a second season. The show earned 20 Canadian Screen Award nominations and won nine.



Shushan Bacon, Anick Bolduc, Catherine Contant, Daniel Brière, Isabelle Turgeon, Charles Dagenais and Gaël Poirier were part of the team at MAJ who worked to create a video on the Kanesatake Resistance (Oka Crisis) with Karonhienhawe Nicholas. (Charles Dagenais)

- As part of our [Memorandum of Understanding](#) with the National Centre for Truth and Reconciliation and APTN, we worked collaboratively on the annual production of the national commemorative gathering, *Remembering the Children: National Day for Truth and Reconciliation*.
- Every year, Radio-Canada's MAJ tackles an event that shaped Canadian history told by someone who experienced it. This year, they tackled the Kanesatake Resistance (Oka Crisis) with Karonhienhawe Nicholas.
- Indigenous artist Anachnid appeared on [CBC Kids' Hey Joojo!](#) to talk about the importance of braids in her culture and to sing her song "[Braids](#)."
- In collaboration with APTN, we released [The Good Canadian](#), a documentary that looks at the systemic inequities faced by First Nations and Inuit people while chronicling a history of dispossession.
- Radio-Canada ICI Musique's *Minotan!* broadcasted programming exploring the intersections between Afro-descendant and Indigenous musical traditions through



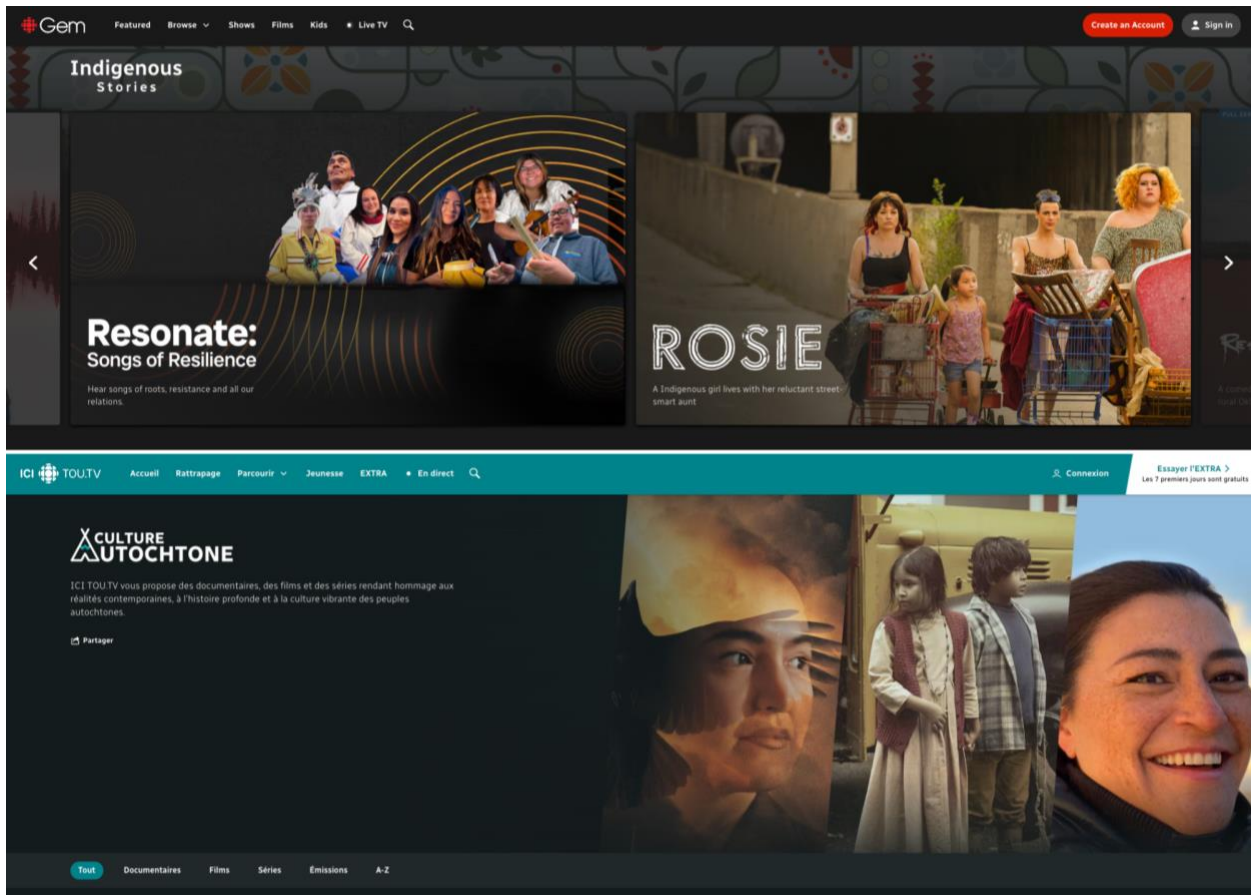
episodes like [*Place au jazz afro descendant et autochtone!*](#) and [*Du rap 100 % afro-descendant et autochtone!*](#).

Strategic Outcome: Audience research reflects greater Indigenous engagement with content.

Insights from audience research can help inform decisions CBC/Radio-Canada makes across its content, digital platforms and engagement strategies to better serve Indigenous communities and reflect authentic perspectives. According to our 2025-26 Perception Survey, 64% of Indigenous respondents agree or strongly agree that CBC/Radio-Canada has content they can relate to — up from 61% in 2024-25. Meanwhile, 60% agree or strongly agree that CBC/Radio-Canada reflects Indigenous Peoples in its content — down from 63% last year.

Media Technology Monitor data also revealed some interesting metrics about Indigenous audience habits; for example:

- Those who identify as Inuit are more likely to watch CBC Gem than First Nations or Métis audiences.
- Half of French-speaking Indigenous respondents tune in to ICI TÉLÉ, while one in five watch ICI TOU.TV.
- FAST Channel usage has gone up by 90% among Indigenous people over the past year. This type of content is now watched by 55% of Indigenous viewers each month, compared to 29% last year.



[CBC Gem](#) and [ICI TOU.TV](#) have pages dedicated to highlighting Indigenous content. (CBC Gem, ICI TOU.TV)

Strategic Outcome: Greater reflection and diversity of Indigenous languages across CBC/Radio-Canada platforms and operations.

In 1960, the first Inuit and Dene broadcasters were hired by CBC, and Indigenous-language services began in the North. Today, CBC North produces weekly content in eight Indigenous languages: Dene Zhatí, Dene Kədá, Dëne Sųłíné, Dinjii Zhu' Ginjik, Tłıchq Yatıı, Eastern Cree, Inuvialuktun and Inuktitut. Programming in Inuvialuktun and Dinjii Zhu' Ginjik is currently paused as we look for new hosts.

Reflecting the diversity of Indigenous languages across our platforms is essential to our reconciliation efforts. Here are some initiatives we've undertaken over the past year:

- Coverage of key events at the Olympic Winter Games Milano Cortina 2026 was available in Innu, Atikamekw, Eastern Cree and Inuktitut. Viewers had access to more than 70 hours of coverage, with nearly 800,000 total video starts on CBC Gem and ICI TOU.TV.



- We launched an online Indigenous art gallery, [A Celebration of Indigenous Art](#), and translated the content into Eastern Cree, Inuktitut, Anishnaabemowin and Michif Cree.
- [CBC P.E.I collaborated with local Mi'kmawi'simk speakers](#) to help make sure CBC hosts and reporters are pronouncing common Mi'kmaw words correctly.
- Funding was made available to create more episodes of [ᐱᓄᐱᓐ ᐅᓄᓐᓐᓐᓐᓐᓐ \(Inuit Unikkaangit\)](#), a podcast that reunites Inuit with stories from CBC North's Inuktitut language archive, playing clips for the descendants of the original storytellers.
- CBC Kids produced videos about learning animal names in [Cree](#), [Inuktitut](#) and [Anishnaabemowin](#).
- The [documentary](#) and [podcast](#) *W8ban : retrouver nos voix* followed Xavier Watso as he explored Indigenous languages in Quebec.
- Radio-Canada ensured the [Canada Votes 2025 French-language leaders' debate](#) was available in Eastern Cree, Innu and Inuktitut.
- We created [a new space on our website](#) to detail our history with Indigenous-language broadcasting and where to find our regular programming.
- We conducted outreach with Indigenous-language speaking staff to see what corporate documentation they'd like CBC/Radio-Canada to have available in Indigenous languages.

While we're proud of our progress, reflecting the diversity of over 70 Indigenous languages in Canada requires a long-term commitment. To that end, we recently funded CBC North to host an Indigenous Language Broadcasting Summit in the Northwest Territories; topics included strong programming, language revitalization and succession planning.

Strategic Outcome: Alignment of CBC/Radio-Canada's libraries/archives with nationally recognized best practices for responding to the TRC's final report. Increased access by Indigenous Peoples to their archival and cultural content.

CBC/Radio-Canada holds an extensive archive dating back to 1936. Over the past year, we have taken steps to better align our archival practices with [Canada's Archives Reconciliation Framework](#). Here are some examples of the work we've done over the past year:

- We're improving awareness of Indigenous data stewardship through workshops like the First Nations Principles of OCAP®.
- The Indigenous Office hosted a knowledge exchange with Tasha James, the Australian Broadcasting Corporation's Archives Indigenous Unit Manager.



- We made continued progress on integrating Indigenous taxonomies to arrangement and description metadata through projects like the Indigenous Language Archive.
- In many of our meetings with Indigenous rights holders, we heard how important it was to have access to cultural material that referenced their people and communities. Under our new Archives Protocol, we're currently working to provide the Tłıchǫ Government with assets to assist with map creation.



Seen here is a screenshot from a 1989 episode of *Focus North* where reporter Mark Lawrence accompanies Harry Black and three generations of his family to hunt at Mesa Lake. (CBC North)

To build on our progress and bridge any existing gaps, we plan to look to Indigenous-led frameworks like [the National Inuit Strategy on Research](#), [Métis OCAS \(ownership, control, access and stewardship\) principles](#), and [FAIR and CARE](#) Guiding Principles as opportunities for further learning.

People Pillar

The People pillar aims to grow Indigenous representation in leadership roles and participation in professional development opportunities at the public broadcaster. It includes providing Indigenous staff with culturally appropriate supports and increasing the presence of authentic Indigenous art, culture and design throughout our facilities and communications.

We've made some progress toward these goals by developing a new training program at Radio-Canada, *Premiers peuples*, and expanding Indigenous Pathways at CBC. We've also



participated in Indigenous-focused networking events like Indspire's [Soaring: Indigenous Youth Empowerment Gathering](#) and continue to ensure Indigenous counsellors are available to Indigenous employees through our Employee and Family Assistance Program.

Looking ahead, we'll continue to focus on retention, advancement and leadership pathways while strengthening partnerships to support recruitment and mentorship. Ensuring Indigenous staff can thrive at all levels of the organization while contributing their expertise, perspectives and leadership is essential to the success of CBC/Radio-Canada's mandate and culture.

Strategic Outcome: Greater number of Indigenous staff at the senior manager level and above. More Indigenous staff participate in CBC/Radio-Canada leadership and mentorship programs.

Having First Nations, Inuit and Métis in leadership positions and providing opportunities for mentorship is an essential part of CBC/Radio-Canada fulfilling its mandate to “reflect the multicultural and multiracial nature of Canada.” In 2025, the percentage of Indigenous staff among those at senior manager level and above remained stable at 1.6%.

Over the past year, we've focused on strengthening recruitment pipelines and career development opportunities to support long-term leadership progression. Some examples include the following:

- We hosted our first Indigenous Leadership Gathering, which brought together 30 Indigenous staff from across CBC/Radio-Canada. Leadership and mentorship were on the agenda, featuring workshops like “Career Path Mapping,” and “Taking Advantage of Project and Professional Development Opportunities.”
- Radio-Canada hosted nine Indigenous people to take part in a new training program — [Premiers peuples](#). The French-language program offered a journalism intensive focused on storytelling across different media: text, photography, radio and video.



Shina Hope snapped this photo of Shayna Dominique Raphaël during the photography portion of Premiers peuples. (Shina Hope)

- Indigenous Pathways brought in 10 new hires with roles at CBC News, Sports, Kids, Digital Strategy & Product and Marketing & Communications.
- Three Indigenous people were hired at CBC for a summer work experience in smaller markets across British Columbia.
- Two Indigenous mentors took part in CBC/Radio-Canada's INSPIRE Mentorship Program.
- We funded the participation of one Indigenous student from the North in Carleton University's [Journalism in Indigenous Communities Certificate Program](#).

Strategic Outcome: Indigenous staff have coverage for a broader range of culturally relevant services.

Providing access to culturally relevant services can support us as we work to better meet the needs of First Nations, Inuit and Métis employees across CBC/Radio-Canada. In order for staff to thrive and remain in their roles, we acknowledge that these services are essential. Here are some examples of work we've done to achieve this outcome:

- We funded the integration of two Indigenous counsellors into our Employee and Family Assistance Program. To strengthen connections with staff locally, as well as build familiarity and trust, the counsellors conducted in-person visits to stations across the North.



- Indigenous staff at Radio-Canada began discussions about launching an employee resource group for francophone Indigenous staff.
- Into its second year, the Indigenous Peer Support Circle within CBC News collectively hosted 38 confidential peer support conversations, up from 28 last year.

Strategic Outcome: Increased number of Learning & Development courses with Indigenous perspectives and Indigenous instructors who are providing Learning & Development training.

We continue to incorporate Indigenous perspectives into our Learning & Development offerings and are actively working to increase the availability and accessibility of training. At the same time, we're looking into ways for Indigenous staff to have structured opportunities to share their expertise with colleagues. Over the past year, we've worked toward this outcome in a number of ways:

- We launched adapted versions of the Université du Québec en Abitibi-Témiscamingue's *Peuples autochtones 101* and the University of Alberta's Indigenous Canada course on our internal learning hub.
- The Indigenous Office hired a new Senior Learning & Development Specialist who will work to develop Indigenous-specific content and embed Indigenous knowledge in our current offerings.

Moving forward, we will continue to evaluate organizational needs, determine knowledge gaps and develop a priority list. We're also looking at identifying ways to promote Indigenous-focused training on our internal learning hub, while giving interested Indigenous staff the opportunities and support to provide training.



Members of the Indigenous Office engaged staff about the National Indigenous Strategy at Maison de Radio-Canada in Montreal. (Btissame Arous)

Strategic Outcome: Increased acquisition of authentic Indigenous art and design across CBC/Radio-Canada.

Increasing the representation of authentic Indigenous art, culture, language and design across our facilities and communications will help us create welcoming environments that reflect the diversity of Indigenous cultures. Over the past year, this work has included:

- Consulting and working with Brook McIlroy's Indigenous Design Studio to develop a national Indigenous gathering space in Ottawa and a new gathering space in Yellowknife. These spaces are meant to enable us to host meetings, gatherings and celebrate staff while creating a familiar and welcoming environment.
- Collaborating with Michael Patten, artist, curator and member of Zagime Anishinabek First Nation, to launch an online Indigenous art gallery, [A Celebration of Indigenous Art within CBC/Radio-Canada's collection](#). The gallery features the works of nine Indigenous artists and highlights their stories, creative processes and cultural inspirations. It will remain online for two years.
- Commissioning Waawaatesikwe (Harmony Blackbird) to illustrate images [for last year's progress report](#).



The Indigenous Design Studio at Brook McIlroy has been working to create a welcoming space at our station in Ottawa. (Brook McIlroy)

Engagement and Consultation

Over the past year, the Indigenous Office has engaged internally with Indigenous and non-Indigenous staff; externally with Indigenous community members, audiences, industry partners and rights holders; and internationally with representatives from other public broadcasters and media organizations.

Internally, we facilitated workshops with teams and leaders across the organization, funded and attended CBC/Radio-Canada-led events and conferences, and provided updates on the Strategy's implementation. This work helped the Indigenous Office build momentum and engagement with the Strategy while addressing challenges and opportunities as they arose.

Externally, the Indigenous Office met with rights holders and their representatives, including the Grand Chief of the Wendat Nation, the Manitoba Métis Federation, Qikiqtani Inuit Association and Nunavut Tunngavik Inc. We also connected with organizations like the Université de Montréal, the National Film Board and Canada Post to discuss and learn from each other's strategies. Lastly, we compiled reports that covered how CBC/Radio-Canada's programming met the needs of Indigenous Peoples after CRTC public consultations ([English Services report](#), [French Services report](#)).



Internationally, we hosted Tasha James, the Australian Broadcasting Corporation's Archives Indigenous Unit Manager, for a knowledge exchange. We also participated in the DW Global Media Forum's [Reaching and Reflecting Indigenous Peoples panel](#) in Germany; were in Kiruna, Sweden, for an exchange with Sveriges Radio; and attended a one-day event with Indigenous public broadcasting leaders in Stockholm.

Through the Public Media Alliance, we were proud to collaborate with Indigenous leaders from public broadcasters around the world [to launch Indigenous Partnerships in Public Media \(IPPM\)](#). Born from the 2024 [Amplifying Indigenous Stories](#) summit, IPPM's goal is to improve how national public service media organizations reflect Indigenous narratives and fulfil their obligations to Indigenous Peoples. It's intended to be complementary to the vital work of Indigenous-owned and -led media organizations globally.

This past year served as an opportunity for us to forge relationships and seek out new collaborators. By listening, learning and changing, we can create a more inclusive and equitable media landscape: honouring the past, acknowledging the present and building a better future.



The Indigenous Office's Kris Clemens (left) on a panel about storytelling, finding space in large organizations and the media's role in truth and reconciliation at the DW Global Media Forum. (DW)



Next Steps

Since launching [Strengthening Relations, Walking Together \(2024-27\)](#), CBC/Radio-Canada's National Indigenous Strategy, over two years ago, we've experienced successes, grown and overcome challenges.

The Strategy has taught us that it's a sowing of seeds: some nurtured have yielded immediate results, while others require years to mature. Throughout it all, we remain dedicated to fostering trust, building bridges and cultivating a public service media environment that reflects the rich diversity of First Nations, Inuit and Métis cultures.

We will continue to pursue systemic transformation, embedding cultural competency and trauma-informed approaches to journalism, content development and staffing into all we do, while building capacity within to ensure Indigenous perspectives are an integral part of decision-making and relationship-building in all areas of the organization.

As we transition to a more mature phase in the third and final year of the Strategy's first iteration, we are looking ahead. Momentum built since 2024 and feedback heard from First Nations, Inuit and Métis will be instrumental in shaping a renewed Strategy. Our goal over the coming months is to work toward that renewal in a way that is collaborative and inclusive of diverse Indigenous voices, integrates lessons learned through the first National Indigenous Strategy and takes into account CBC/Radio-Canada's strategic priorities.

Contact Us

If you'd like to share feedback, ask questions or invite the Indigenous Office to your Indigenous-led event, please email Indigenous.Strategy@cbc.ca.