

Activity Plan

2026-2029

Indigenous Relations
and Reconciliation





MESSAGE FROM THE MINISTER

It is my pleasure to present the Activity Plan for the Office of Indigenous Relations and Reconciliation for the period of April 1, 2026, to March 31, 2029.

The Office of Indigenous Relations and Reconciliation is committed to fostering relationships with Indigenous Governments and Organizations and Indigenous Peoples, families and communities based on listening, learning and mutual respect. The Office of Indigenous Relations and Reconciliation's goal is one of increased Indigenous well-being, prosperity and a more inclusive society.

To achieve this, the Office of Indigenous Relations and Reconciliation, and the Government of Newfoundland and Labrador, works collaboratively with Indigenous Governments and Organizations, individuals and communities as well as provincial and federal government departments to affect positive change. We recognize the important contributions that Indigenous Peoples have made and continue to make to the province.

As the Minister Responsible for Indigenous Relations and Reconciliation, I am accountable for the preparation of this plan and the achievement of its objectives. This plan was prepared in consideration of the strategic directions of the Government of Newfoundland and Labrador and was prepared in accordance with the **Transparency and Accountability Act** requirements for a category three entity.

Sincerely,

Hon. Lela Evans
Minister of Indigenous Relations and Reconciliation

Table of Contents

Overview	3
Mandate	4
Vision	4
Primary Clients.....	4
Budget.....	5
Issue: Advancing Reconciliation and Strengthening Relationships with Indigenous Governments, Organizations and Peoples	6
Objective 1	7
Indicators	7
Annex A.....	8
Strategic Direction.....	8
Outcome	8
Areas of Focus.....	8

Overview

The Office of Indigenous Relations and Reconciliation has three core functions:

- Reconciliation
 - o Work with Indigenous Governments and Organizations, Provincial and Federal Government departments and agencies and other stakeholders with respect to issues of importance to Indigenous Peoples to advance Reconciliation.
- Policy, Planning and Consultation
 - o Support the development and delivery of Provincial Government policies and programs that are culturally sensitive, meaningful, and appropriate.
 - o Provide advice to Provincial Government departments and agencies on the conduct of Indigenous consultations.
- Negotiation of Land Claims, Self-Government and Other Agreements
 - o Negotiate and implement land claims, self-government and other agreements to promote the self-sufficiency, self-government, and autonomy of Indigenous peoples and to provide clarity and advice on Indigenous rights in Newfoundland and Labrador.

For more information on the Office, please visit our web page at

<https://www.gov.nl.ca/exec/irr/>.

Mandate

The Office of Indigenous Relations and Reconciliation focuses on fostering strong relationships with Indigenous Peoples, characterized by listening, learning and mutual respect. This approach is the foundation for sound Government policies and programs which support vibrant and prosperous Indigenous communities.

Vision

The vision of the Office of Indigenous Relations and Reconciliation is to advance the social and economic aspirations of Indigenous Peoples in the province.

Primary Clients

The Office of Indigenous Relations and Reconciliation works collaboratively with organizations to advance the social and economic aspirations of Indigenous Peoples in the province. The primary clients of the Office of Indigenous Relations and Reconciliation include:

- Indigenous Governments and Organizations in the province, including:
 - o Nunatsiavut Government, and the five Inuit Community Governments
 - o Innu Nation, and Sheshatshiu and Mushuau Innu First Nations
 - o NunatuKavut Community Council
 - o Miawpukek First Nation
 - o Qalipu First Nation
- The Provincial Government and its departments/agencies/boards/commissions
- The Federal Government and its departments/agencies/boards/commissions

Important stakeholders of the Office of Indigenous Relations and Reconciliation include:

- Indigenous Women's Organizations in partnership with the Office of Women and Gender Equality

ACTIVITY PLAN 2026-2029

- o AnânauKatiget Tumingit Regional Inuit Women's Association
 - o Newfoundland Aboriginal Women's Network
 - o Newfoundland Native Women's Association
- Friendship Centres:
 - o First Light St. John's Friendship Centre, St. John's
 - o Labrador Friendship Centre, Happy Valley-Goose Bay
 - o People of the Dawn Indigenous Friendship Centre, St. George's and Stephenville
- National Indigenous Organizations:
 - o Assembly of First Nations
 - o Inuit Tapiriit Kanatami
 - o Métis National Council
 - o Congress of Aboriginal Peoples
 - o Native Women's Association of Canada
- Indigenous Organizations in Quebec with land claims or interests in Labrador

Budget

Division	# of Employees	Budget
Office of Indigenous Relations and Reconciliation	15	\$2,275,400 (2026-2027)

The Office of Indigenous Relations and Reconciliation is located in the Confederation Building in St. John's. The Minister's Office consists of the Minister, Executive Assistant and Secretary. The Office of Indigenous Relations and Reconciliation consists of the Deputy Minister, Chief Land Claims Negotiator, Director, Land Claims Negotiator, two Managers, three Senior Analysts, Secretary, Clerk and Graduate Recruit Program Student.

Issue: Advancing Reconciliation and Strengthening Relationships with Indigenous Governments, Organizations and Peoples

The Office of Indigenous Relations and Reconciliation works to advance Reconciliation and maintain positive, collaborative relationships with Indigenous Governments and Organizations.

To achieve this, the Office:

- Will work with Indigenous Governments and Organizations and Provincial and Federal Government departments to advance Reconciliation and enable access to programs and services designed for and provided to Indigenous Peoples in the province;
- Will work with Indigenous Governments and Organizations and Provincial Government departments and agencies to provide advice on policies, programs, and legislation to better meet the needs of the diverse Indigenous Peoples and communities of Newfoundland and Labrador;
- Will provide leadership and advice with respect to the Duty to Consult Indigenous Governments and Organizations; and
- Leads all Provincial Government negotiations of land claims and self-government agreements and supports Provincial Government departments and agencies in their implementation of those agreements.

Objective

By March 31 of each year of this plan, the Office of Indigenous Relations and Reconciliation will have led, in partnership with Government Departments and Entities, collaboration with Indigenous Governments, Organizations, communities, and people on issues and priorities that are identified through those collaborations and meetings.

Indicators

- Met with and/or facilitated meetings between Provincial and Federal Government departments and Indigenous Governments and Organizations to ensure the unique interests of Indigenous Peoples are considered in public policy, programs, services, and legislation.
- Coordinated the province's response to the Calls to Action from the Truth and Reconciliation Commission.
- Worked with Indigenous Governments and departments to advance the Truth and Reconciliation Commission Calls to Action.
- Supported the Provincial Government's fulfillment of its Duty to Consult by meeting with proponents to discuss the Aboriginal Consultation Policy and Consultation requirements.
- Provided advice and support to Provincial Government departments and agencies relating to public policy, programs, legislation and consultation obligations.
- Continued to negotiate and implement land claims, self-government and other associated agreements.
- Worked with the Federal Government and national and provincial Indigenous Governments and Organizations respecting Indigenous priorities.
- Participated in committees and forums with Indigenous Governments and Organizations and other partners to advance the priorities of Indigenous Peoples and communities, including issues specific to Indigenous women, girls, and gender diverse individuals.

Annex A

Strategic Direction

Enhance relationships with Indigenous Governments, Organizations, communities and people.

Outcome

Strong, transparent relationships with Indigenous Governments, Organizations, communities and people that support collaborative approaches to issues of concern to Indigenous people. This outcome supports the Office of Indigenous Relations and Reconciliation's vision of supporting Indigenous Peoples to advance their aspirations.

Areas of Focus

This will require focus in the following areas:

- Indigenous engagement and Consultation obligations;
- Communication, coordination, and collaboration;
- Negotiation and implementation of land claims, self-government, and other agreements; and
- Government policy, programs, and services that are culturally sensitive and appropriate for Indigenous people.