



KPMG in Canada Truth and Reconciliation Action Plan

2023 Impact Report





Land acknowledgement

We respectfully acknowledge that KPMG offices across **Turtle Island** (North America) are located on the traditional, treaty and unceded territories of **First Nations, Inuit & Métis** peoples.

Indigenous Peoples share a sacred relation with the land and this land acknowledgment is the first step in learning about our history and taking action toward reconciliation.



The background is a vibrant, colorful pattern. It features several stylized globes in shades of blue, green, and orange, arranged in a grid-like fashion. Interspersed among the globes are various floral motifs, including white flowers with yellow centers and green spiral patterns. A blue butterfly with purple spots is positioned in the upper right quadrant. The overall aesthetic is bright and celebratory.

Vision statement

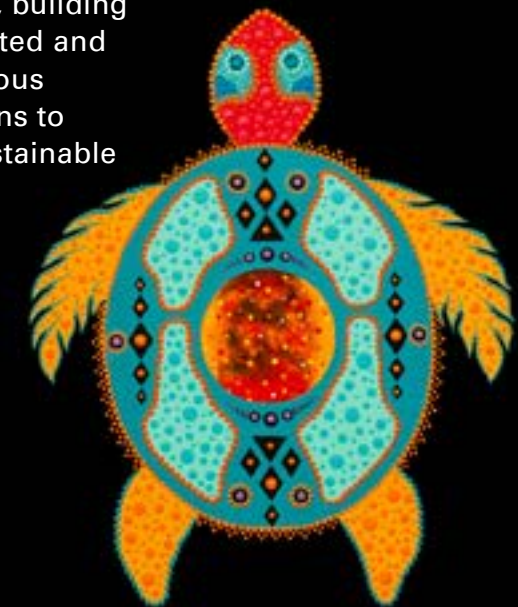
Our vision is to make a widespread impact in advancing Truth and Reconciliation by co-creating strong, sustainable and respectful relationships with Indigenous Peoples; by dedicating resources and making investments that advance knowledge; and by enabling empowerment and equal opportunity for Indigenous Peoples to build prosperity for current and future generations.





Mission statement

Our mission is to advance an equitable and inclusive culture where Indigenous Peoples have sufficient supports to thrive and achieve their professional goals. We will do this by educating and raising awareness of the truth about the shared history of our country, building allyship and serving as a trusted and active contributor in Indigenous communities and organizations to contribute to positive and sustainable socio-economic benefits.



The journey thus far

In the first year after we launched our Truth and Reconciliation Action Plan, our focus was on engaging our entire firm and building community among our Indigenous colleagues.

It was established early on that the plan would not work if responsibility for it was limited to a select individual or two. Two of our core values—*Together and For Better*—bind us as individuals and as a firm, and are necessary to co-creating strong, sustainable and respectful relationships with Indigenous Peoples in our society more broadly.

To support these far-reaching efforts, we knew we would need people dedicated to helping ensure our success in implementing the goals we set forth in the plan. To that end, joining **Jade Psutka** (Oneida), our long-term Senior Manager of Indigenous Enablement and Recruitment, were **Greg Monias** (Cree), Senior Manager, Truth and Reconciliation, and **Brady Paul** (Wolastoqey), Specialist, Indigenous Recruitment and Enablement. We are very appreciative of our growing leadership team.

One thing I am most proud of is that our progress has been led across the country by our people, leaders and teams engaging in local action aligned with our collective plan. These kinds of grassroots initiatives will continue to be critical for us as we focus on the role everyone can play to take meaningful, personal action.

Our firm is committed to continuing this important work and striving to do our part in service of truth and reconciliation in our country, communities and across corporate Canada.



Tammy Brown (Ojibway)

Audit Partner, Deputy Chair of KPMG in Canada's Board of Directors, and Executive Sponsor of Truth and Reconciliation

**Read our
firm's Truth &
Reconciliation
commitments.**



Pillars and Goals

Pillar 1



Advancing an equitable and inclusive culture

Goal 1

Equitable and inclusive workplace

Goal 2

Recruitment, advancement and growth

Pillar 2



Building allyship

Goal 3

Commit, engage and inspire

Goal 4

Education and awareness

Pillar 3



Being a trusted and active contributor to Indigenous development and empowerment

Goal 5

Collaboration and sponsorship

Goal 6

Economic empowerment



Toward an equitable and inclusive workplace

In 2023, roughly 35 per cent of our Indigenous staff took advantage of our **Indigenous Wellness Benefit**, which we introduced in December 2022 after careful listening to our people about their needs. This benefit, a first of its kind in corporate Canada, provides qualifying employees with access to an annual allowance that will reimburse expenses related to Indigenous knowledge keepers and elders, traditional medicines, and ceremony expenses and supplies.

As the benefit is still relatively new, we will continue to focus on familiarizing our people with the benefit, and expect utilization will continue to rise.

Indigenous Mentorship Program

We also introduced in 2023 a program to connect Indigenous colleagues across the country.

This six-week program is designed to:

- Support Indigenous wellness and retention by creating opportunities for community building.

- Create a sense of belonging among peers.
- Provide opportunities for Indigenous people at the firm to build connections across functions, roles and geographies.

100 per cent of participants surveyed upon completion said they felt more connected to their Indigenous colleagues.

“Sharing similar journeys and hopes for being able to make beneficial impacts for our First Nations communities through KPMG was a very supportive experience.”

Indigenous Mentorship Program Participant





National Day for Truth and Reconciliation 2023

On October 2, we voluntarily closed our offices in observance of National Day for Truth and Reconciliation. Our firm has chosen to do this every year since the day was first officially recognized on September 30, 2021, to support education, reflection, participation in reconciliation, and healing.

National Day for Truth and Reconciliation commemorates the ongoing legacy of residential schools—the victims, survivors, families and communities impacted by this dark chapter in our shared history. Closing our offices to take the time for reflection and learning is an important part of our ongoing commitment to advancing truth and reconciliation.

This year, we hosted a panel discussion with **Jaris Swidrovich** (Pharmacist/Assistant Professor at the University of Toronto), **Miles Jolliffe** (Founder/CEO of Kinetic Canada) and **Michelle Kealey** (Senior Manager, Global Infrastructure Advisory at KPMG in Canada), hosted by **Tammy Brown** (Audit Partner/Board Deputy Chair at KPMG in Canada).

In this session, Tammy and our panelists discussed what reconciliation looks like outside of KPMG, offering our staff diverse perspectives to help them understand how to take a more active role in reconciliation—not only professionally with clients and colleagues but also at home with families, friends and in their communities.

17300+ KPMG people have participated in the National Day of Truth and reconciliation over the past three years.

This represents a total of **107500+ hours** of our people's time spent towards advancing reconciliation.





Empowering the next generation of Indigenous youth

We are passionate about investing in the next generation of Indigenous youth to support future community, social, business leaders and change-makers. That’s why our activities in support of students and those just starting out in their careers are so prevalent among all the various actions we take in support of our Truth and Reconciliation Action Plan.

Through ongoing collaboration with our employment partners, we continue to engage with Indigenous youth through the sharing of opportunities with Our Children’s Medicine. We attended career events across the country and held internal education and training sessions with recruitment and hiring managers.

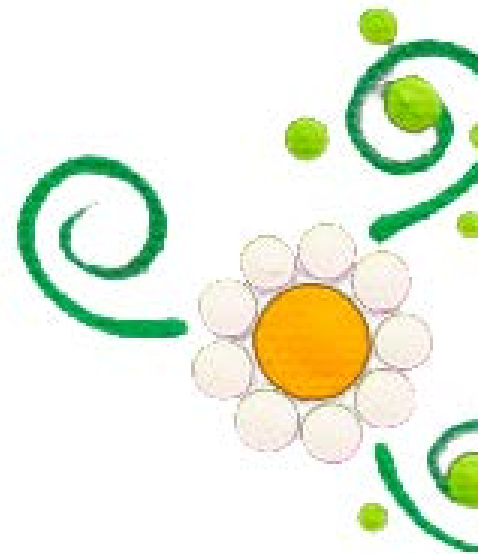
Supporting local high school, bridging and early education programs for Indigenous Peoples is also a key aspect to our Truth and Reconciliation Action Plan. As a 2008 founding member of the CPA Canada Mentorship program for Indigenous Students, KPMG has been offering insights and rich opportunities to help students exploring career pathways to reach their full potential.

In 2023, we hosted cohorts across three provinces in learning sessions that celebrated self-confidence.

“Working with Our Children’s Medicine on inclusive recruitment strategies for Indigenous Peoples has been a privilege, enriching my understanding of decolonizing the hiring process.

Our collaboration allows us to honour the skills of Indigenous Peoples as a driving force for our business, and I am grateful to contribute to the essential journey of truth and reconciliation.”

Mindy Johnston
Senior Manager, Talent Attraction, Edmonton





Reconciliation in post-secondary education

Through the KPMG Indigenous student awards, our firm has funded 205 awards to Indigenous post-secondary students since 2012. In collaboration with **Indspire**, we have been administering these awards with the goal of alleviating financial stress to make education more attainable. With the support of our National Indigenous Peoples Network, we've been able to offer the recipients of these awards mentorship and employment supports as they navigate their paths forward.

Over the past three years, we have been focused on continuing to grow our programming for post-secondary students. Through the KPMG Indigenous Internship Program, 50 Indigenous interns, co-op students and full-time graduate hires have been working with one another to navigate their careers, access training, celebrate culture and enhance KPMG's ability to offer professional services that inspire

confidence, empower change and drive innovation. Since 2022, KPMG has hosted a summer Indigenous Speaker Series, which features Indigenous people from across Canada who are making an impact in their communities. These sessions are shared with not only Indigenous Internship participants but also our larger internship population to foster understanding and appreciation of Indigenous culture nationwide.

\$316,000 spent on bursaries for Indigenous students since 2018, **\$215,000** of which has been spent since 2021

\$5,000 per award, per student given to recipients, which we increased in 2023 to better reduce financial barriers

Learn more about our Indigenous student programs

[Click here](#)





Alumni of the KPMG Indigenous Internship Program make an ongoing impact by acting as recruitment buddies, assisting candidates through the hiring process, offering their experiences and related insights to those learning about the firm, and ultimately mentoring them through a 12-week program tailored to ensure interns thrive.

In 2023, we **worked alongside several universities and related organizations** to advance reconciliation in post-secondary education with our offices across the country. We extended our Indigenous Business Scholarship at Carleton University; sponsored the University of Toronto’s First Nations House Breakfast at their EDI Conference; spoke at Queens University’s Indigenous Conference and at the annual Forward Summit; participated in Indspire’s annual Soaring event; and contributed case studies and participated in cultural celebrations at the University of Saskatchewan.

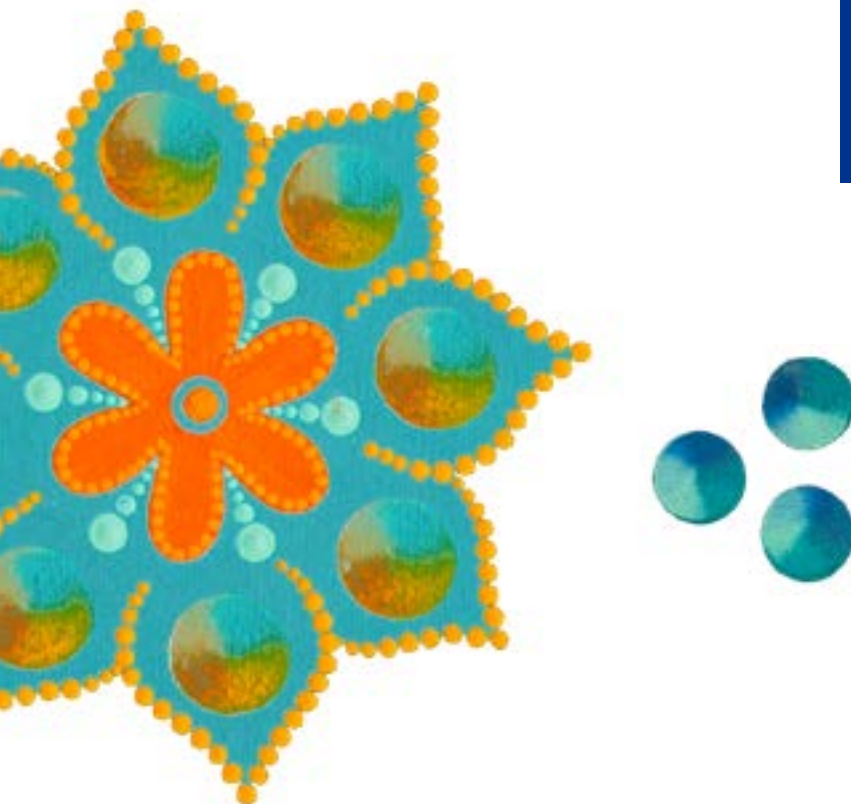
Reconciliation in hiring

In 2023, KPMG’s Talent Attraction and Business Enablement team completed the fourth cohort of Indigenizing the Recruitment Process for Talent Attraction, a six-week mandatory program that KPMG facilitates to help our people think critically about both our shared history and the current impacts of colonization on First Nations, Inuit and Métis Peoples. Participants engage with resources and in open dialogue as they commit to reconciliation and activate their role as recruiters making an impact in the ways we infuse inclusion in hiring.

“I’m proud to have completed the KPMG Indigenizing the Recruitment Process Course, where I learned about the history and contributions of First Nations, Inuit, and Métis Peoples. I am now more informed about common myths and barriers faced by these communities, and better equipped as a recruitment professional to more effectively attract and hire Indigenous Peoples.”

Flo Sofoluwe

Talent Attraction Campus Specialist, Winnipeg



Collaboration with the University of Alberta

The biggest post-secondary news of the year for us was KPMG’s support of the launch of **Bridges to Business**, a five-year, \$250,000 investment with the University of Alberta to help accelerate equitable access to post-secondary opportunities for Indigenous business students.

Launching summer 2024, this program will support more than 70 students, helping to increase Indigenous representation and amplify awareness of Indigenous cultural knowledge within corporate Canada.

[Learn more](#)





Widening our reach

In 2023, we formed the KPMG **Indigenous Advisory Circle** to govern and advise on our Truth and Reconciliation Action Plan. This new group—consisting of 20 members from all levels, geographies and business functions—meets monthly. Through it, KPMG people of First Nations, Inuit and Métis heritage advise on the development of key initiatives and strategies, and offer guidance to help ensure that the interests and perspectives of Indigenous Nations are acknowledged, affirmed and implemented wherever possible throughout the firm.

“The Indigenous Advisory Circle has been a fantastic opportunity to connect with other passionate Indigenous people at KPMG. The opportunity to share ideas and stories, and to advise on key initiatives and strategies, has been well-received and appreciated. The representation of not only different Indigenous identities but also different roles and levels of seniority throughout the firm has provided holistic perspectives to new ideas and excellent brainstorming sessions.

The Indigenous Advisory Circle has created a safe space to support the firm’s goals and its people.”

Kassidy Yockey
Senior Consultant, Risk Services, Saskatoon

This year we also piloted an **Indigenous Client Service** training program that offers our client-facing staff education on Indigenous history and a deep-dive on Indigenous relations. This program challenges participants to consider the impacts of colonization,

the importance of self-government and how Indigenous and Western worldviews impact decision-making. Of the program’s participants, 94 per cent agreed or strongly agreed they gained new knowledge and nearly 90 per cent agreed or strongly agreed they gained new skills and strategies to build more trusted relationships and communicate more effectively with Indigenous clients. We will continue to make this training available to KPMG people across the country, including with a focus on high-impact sectors and market priorities.

We also made a commitment in our Truth and Reconciliation Action Plan to achieve **Progressive Aboriginal Relations (PAR)** certification from the Canadian Council for Indigenous Business. The PAR certification program attests to corporate performance in Indigenous relations. PAR-certified companies undergo rigorous independent certification to confirm they are acting to establish strong and continuous working relationships that support opportunities for Indigenous businesses and communities.

In 2023, we achieved PAR certification at the Bronze level, which is a direct result of our efforts to date and regular engagement with Indigenous organizations and leaders, whose guidance continues to shape our reconciliation journey.

Engaging with PAR provides us the continuing opportunity to learn from others in order to deepen our commitments and impact.



Spotlight on the KPMG National Indigenous Peoples Network

It's no exaggeration to say this group is the beating pulse of Indigenous representation and culture at KPMG in Canada. Its more than 240 passionate Indigenous employees and allies are committed to creating an inclusive work environment, increasing awareness of Indigenous culture and history across the firm, and giving back to the Indigenous community. Their efforts include leading impactful education like the following, held in 2023:

On May 3, KPMG hosted **Raven Lacerte**, a proud member of the Lake Babine First Nation, to speak to our community on the Moose Hide Campaign, a grassroots movement that engages men and boys to help end violence toward women and children. Raven is a co-founder and ambassador for the campaign and leads outreach to Indigenous communities.

On June 7, in recognition of both Pride Month and National Indigenous History Month, we collaborated with KPMG's Pride Network to welcome **Teddy Syrette** for a conversation. Teddy, a Two-Spirit Anishinaabe artist, advocate and storyteller, spoke about the

2SLGBTQIA+ experience, engaging our staff on topics such as empowerment through art and social justice, as well as the importance of reconciliation and active allyship for 2SLGBTQIA+ community members.

On June 13, we hosted an education session called **Beyond the Orange Shirt**. Because discussion of Truth and Reconciliation and cultural awareness are often derailed by the fear of getting it wrong, participants were given a safe learning environment in which to ask questions and share their thoughts. We received foundational teachings on how reconciliation is essential both to the services we provide and in the way we support our people, as well as what our social responsibility as a firm is and how best to put it into action.





Reconciliation in the economy and the environment

In December 2022 at COP15 in Montreal, we pledged \$500,000 in pro bono services to support Indigenous-led projects that support a nature-positive economy, especially those with a biodiversity focus. To date, \$100,000 of those funds have been committed in one community, with more to follow, and we are hard at work in planning and discussions with others.

In 2023, we invested funds from our Internal Carbon Price (ICP) in conservation and afforestation projects with **Carbone Québec** and **Project Forest**. Set at \$40 per metric tonne and based on business operations and travel emissions, our ICP is committed to decarbonization and other environmental, nature and biodiversity initiatives.

Our collaborations with these leading organizations will **sequester carbon and**

improve biodiversity across Alberta, Québec, British Columbia and Saskatchewan.

Our investments will support rewilding efforts with Doig River First Nation, traditional food and medicine forests with both the Siksika and Cumberland House First Nations, and stewarding a forest in the Greater Montreal Area.

In November, our Indigenous Client Services team collaborated with the **National Aboriginal Capital Corporations Association's** Indigenous Women's Entrepreneur Program to present a session on KPMG's *Indigenous & Canadian Tax* guide. The session focused on improving financial skills, building capacity and sharing insights around tax to better prepare entrepreneurs as they grow and accelerate their businesses.

"It's my belief that KPMG's *Indigenous & Canadian Tax guide* creates the opportunity to educate all Canadians, including those who are non-Indigenous, on the complicated taxation and legal frameworks that Indigenous people in Canada are confronted with every day. I have greatly appreciated the opportunity to contribute to the guide and the useful resources it provides to all Canadians."

Madison Frehlick

Articling Student, KPMG Law, Toronto

"Presenting and discussing tax with a phenomenal group of women entrepreneurs was incredibly rewarding. Being able to provide tangible examples of items that impact income tax and ideas to consider when growing their businesses helped to give them some guidance on what to consider, and ways to optimize come tax filing season. Their interest and questions really drove the discussion. I'm very grateful to have been able to share my tax experiences with them, and to help them build their skills."

Sarah Ykema

Senior Manager, Tax, Calgary

The road ahead

As our journey continues, we will hold steadfast to the commitments we have made with our people, leadership, clients and communities. The work ahead of us will continue to be rooted in the conviction that Indigenous voices and perspectives will be our guide. Calling on our Indigenous team members and allies to advise on strategy and direction, while minimizing the burdens of implementation, will continue to be a governing principle.

Over the next year, we will be focused on continued education, wellness and belonging, fostering new and deeper relationships, and creating pathways to opportunities. This will involve delivering training and education that enables our people to engage in reconciliation meaningfully. It will involve continuing to foster a work environment that takes a holistic approach to wellness, embodies Indigenous worldviews and builds community. Finally, it will involve continuing to listen to our Indigenous colleagues and providing opportunities for both internal and external relationships and engagement as we commit to inspiring reconciliation not only across KPMG but more broadly in our society.

We acknowledge that there is much more work to do and see our commitment as long-term. We are proud to share the progress we have made, in the hope it will help others in corporate Canada along their own journeys to advancing truth and reconciliation. We will continue to work Together, For Better to achieve our collective vision.





About the artist: Tracey Metallic

A Mi'gmaq artist born and raised on the shores of the Restigouche River, Tracey Metallic's talent found expression as a founding member of Pugwalesg, a Mi'gmaq women's hand drum group. Tracey's career in painting was launched as a therapeutic outlet, painting cartoon characters for her grandchildren. Upon sharing her work on social media, Tracey began receiving requests for abstract paintings. These initial pieces evolved with confidence into her own designs.

When her brush touched the canvas, a bright spark was lit. She connected immediately

and has been creating ever since. Tracey's artwork reflects much of her own journey in life and she believes that everyone is on their own journey looking to better their lives and to put everything they have experienced into perspective.

Residing in her home community of Listuguj, in the territory of Gespe'gewa'gi, Tracey holds a Bachelor of Arts and Bachelor of Social Work from St. Thomas University and a Masters of Social Work from Wilfred Laurier University.

You can find Tracey's work at traceymetallic.com.



kpmg.com/ca/truthandreconciliation



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