



Determining Level of Engagement

The level of engagement between proponents and potentially impacted Indigenous groups can fall on a spectrum and should correspond to the severity of impacts a project has on Indigenous Peoples and their rights. The information below provides examples and considerations to support Indigenous groups and proponents in determining levels of engagement on a project in the IA process.

Minor impacts and minimal
disruption from the project

Moderate impacts and consequences
from the project

Serious and potentially irreversible
impacts from the project



Identification of a potential pathway of effect from the project to an impact on Indigenous rights	The potential for adverse impacts on Indigenous Peoples and their rights from the project are unlikely.	There is the potential for adverse impacts on Indigenous Peoples and their rights from the project.	There is the potential for adverse impacts on Indigenous Peoples and their rights from the project.
Considerations to determine severity of impact on Indigenous Peoples and their rights	Project Design - Impacts of short duration, infrequent, reversible or readily avoided or reduced Community Plans and Objectives - Project and activities in alignment with Indigenous group’s development, land or water use plans Potential Pathways of Effects - Indigenous group anticipates potential effects from the project but no adverse impact on Indigenous rights Mitigation Measures - The proposed mitigation measures for potential effects are well understood to be effective	Project Design - Impacts of moderate duration, occasionally frequent, possibly/partially reversible Community Plans and Objectives - Project may not be compatible with aspects of Indigenous group’s land use plans or application of traditional laws and governance Potential Pathways of Effects - Indigenous group anticipates adverse impact to the exercise of their rights from the project Mitigation Measures - Mitigation measures may not fully mitigate the impact, but Indigenous group identifies that they can continue exercising their rights as before, or in a modified way	Project Design - Impacts are likely to be major in scale, permanent/long-term, frequent, possibly irreversible and over a large spatial extent or within an area of exclusive/preferred use Community Plans and Objectives - Indigenous group’s ability to apply their traditional laws and governance adversely effected - Ability to exercise rights, including title, will be significantly diminished Potential Pathways of Effects - Indigenous group anticipates severe adverse impacts to their exercise of rights from the project Mitigation Measures - No known mitigation measures to effectively address impacts - Indigenous group expects that mitigation measures will be unable to address impacts such that the practice of the right is substantively diminished or lost
Potential approaches to working with Indigenous groups	Opportunities for Participation - Notification of the proposed project and explanation of potential effects on Indigenous group with opportunity to provide feedback - Working together to build consensus on the understanding of potential impacts from the project, including through the inclusion of Indigenous Knowledge, perspectives, and expertise. Where impact severity is uncertain, further engagement, including Indigenous-led studies, may be needed to build confidence in the assessment	Opportunities for Collaboration - Notification of the proposed project and explanation of potential effects on Indigenous group with opportunity to provide feedback - Working collaboratively and building consensus with Indigenous group through meetings, in-person, when possible, to discuss the information, key issues, answer questions and demonstrate how feedback informed project design and decision making - Funding for completion of Indigenous Knowledge and Land Use studies, and Socio-Economic or Health studies	Opportunities for Partnership - Working collaboratively and building consensus with Indigenous group through in-person meetings to discuss the information, key issues, answer questions and demonstrate how feedback informed project design and decision making - Funding for completion of Indigenous Knowledge and Land Use studies, and Socio-Economic or Health studies - Inviting Indigenous group representative into the planning and decision making for the project, seeking input and building consensus on key issues - Working in partnership with Indigenous groups to maximize Indigenous participation in decision-making

