



The bottom line

Banks in Canada recognize the need to foster a more inclusive and sustainable future for Indigenous individuals, businesses and communities.

These commitments reflect the Truth and Reconciliation

For individuals

Chequing and savings accounts for day-to-day banking

Credit cards that offer cash back, low interest rates or rewards

Investment services to support retirement planning

Financial literacy training and credit-building education

The [First Nations Market Housing Fund](#), an initiative established by the Government of Canada and the Canada Mortgage and Housing Corporation, gives people greater access to housing loans on-reserve and on settlement lands. Several banks are participating lenders for the Fund.

For businesses

Financing solutions for small business

Cash management solutions

Small business development webinars and seminars

For band offices

Chequing and savings accounts for business banking

Equipment and infrastructure financing

Comprehensive trustee services including investment specialists with expertise in managing trusts

Electronic cash management services



More information about how banks in Canada are promoting economic growth at the community level can be found on their websites:

[BMO](#)

[CIBC](#)

[RBC](#)

[Scotiabank](#)

[TD Bank Group](#)

Employment

talent through specific hiring programs and recruitment initiatives. Banks also partner with Indigenous educators, employment and internship networks and support community-based programs that help Indigenous people overcome employment barriers. Specific examples include:

TD Bank Group has a dedicated diversity recruiter for Indigenous talent acquisition. It also has established internal training courses, internship programs and an Indigenous mentorship program.

self-governed group that promotes Indigenous Culture at the bank. The fellowship includes both Indigenous and non-Indigenous employees working together to raise awareness and support Indigenous culture throughout RBC.

Scotiabank established a dedicated Indigenous Talent creating an inclusive and accessible workplace.

and celebrates the diversity of Indigenous team members.

BMO launched on-reserve employment hubs where Indigenous employees can remain close to their family



In 2020, RBC worked with the creators of the film *Economic Reconciliation* and First Nations University to develop an [e-learning program for employees](#) 4 Seasons of Reconciliation. Program modules cover topics such as residential schools, the history of treaties, recognition of Indigenous rights and titles and Indigenous culture.

Youth education initiatives

Camps. Frontier College collaborates with 250 Indigenous communities to improve educational outcomes for Indigenous youth.

BMO has prioritized Indigenous representation at post-secondary institutions. In 2021 it provided a \$1 million donation to the University of Manitoba, the University of Victoria and the Youth Fusion/Fusion Jeunesse in Montreal to establish scholarship programs.

Indigenous Peoples Development Program (IPDP) gives recent graduates in Canada who self-identify as Indigenous (First Nations, Inuit or Métis) Peoples the opportunity to learn and work at RBC through a two-year learning program. The IPDP has successfully helped participating Indigenous youth expand their career potential, with 50per cent of participants receiving a promotion to manager level after graduating the program in 2020, 71per cent in 2021, 83per cent in 2022 and 50per cent in 2023.

RBC, Scotiabank and CIBC support [Connected North](#) providing over 20,000 K-12 students across remote Indigenous communities with access to interactive and live learning experiences to enhance student engagement and learning outcomes.



(RTP) Promoting Life-skills in Aboriginal Youth (PLAY) program. The program partners with Indigenous communities and organizations to train locally hired community mentors to deliver weekly play-based programs that promote healthy living, healthy relationships, education and employability life-skills.

RBC developed the two-year [RBC Indigenous Peoples Development Program](#) designed to enable young Indigenous people to build their professional experience. Upon completion of the program, graduates are offered a permanent position with the bank.

In January 2022, BMO announced [a partnership with PLATO](#), Canada's Indigenous-led and Indigenous-staffed IT services and training firm, to offer the Amazon Web Services (AWS) re/Start program virtually to Indigenous students across Canada.

Financial literacy

CIBC created the [Personal Financial Planning Course](#) specifically for Indigenous people to help them develop a personalized financial plan.

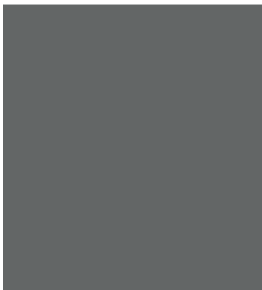
TD partnered with ABC Life Literacy to provide introductory financial literacy through the Money Matters for Indigenous Peoples program.

Partnering with Indigenous organizations

Banks are members of organizations that support Indigenous communities and businesses including:

Organization	Purpose	Bank Membership
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Canadian



	communities and businesses and Canadian businesses.	Bank, RBC, TD Bank
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The Canadian Bankers Association is the voice of more than 60 domestic and foreign banks that help drive Canada's economic growth and prosperity. The CBA advocates for public policies that contribute to a sound, thriving banking system to ensure Canadians can succeed in their financial goals.

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