

DECOLONIZATION TOOLKIT



This Toolkit would not be possible if not for the youth who took part in its development, participated in survey's, and who shared their personal experience and their knowledge to make this resource the best it could be. Some of the youth shared as individuals, others came to this process through organizations, programs, and post-secondary institutions such as the International Youth Internship Programme (IAYI), Katimavik, the Canadian Roots Exchange, Canada World Youth, VIDEA, Camosun College, University of Victoria, leaders of their communities and families. Let us hold these youth, their families and their Nations up for their leadership, courage and dedication to making spaces more inclusive and diverse.

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This resource guide was produced in British Columbia, Canada with the support of the Vancouver Foundation.

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VIDEA is located on the unceded traditional territories of the WS'ANEC' (Saanich), Lekwungen (Songhees), Xwsepsum (Esquimalt), T'Sou-ke (Sooke), Scia'new (Beecher Bay) and Quw'utsun (Cowichan) Nations. We are grateful to work, learn and grow within these lands.

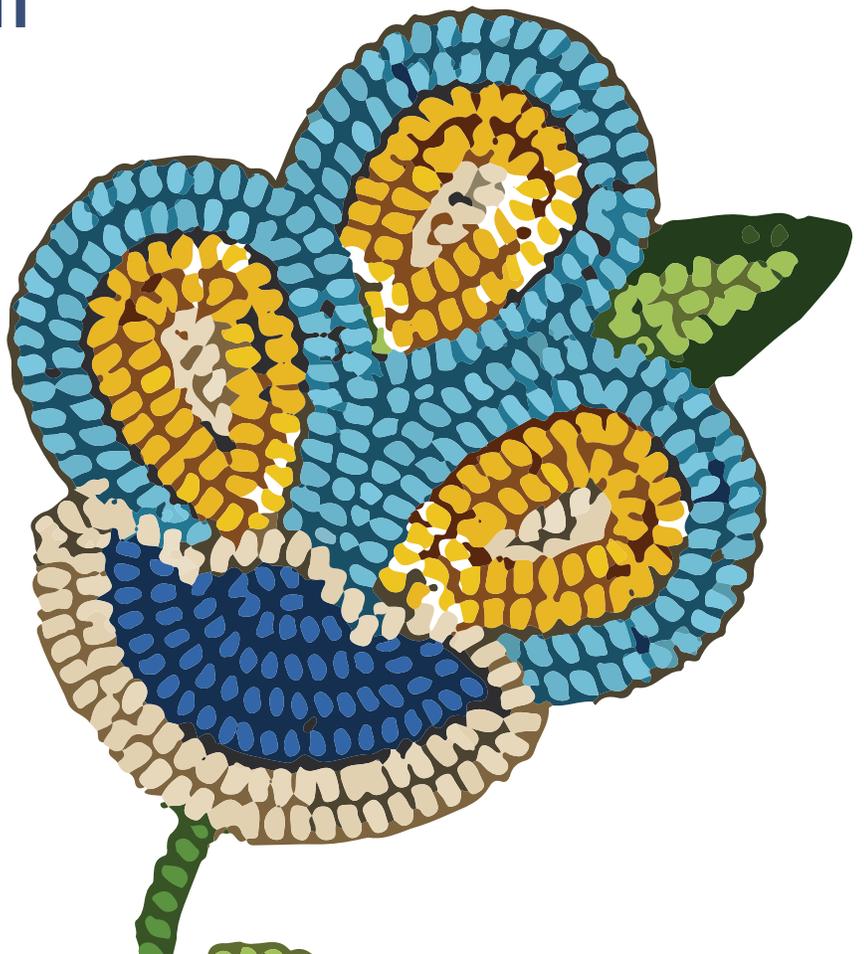
VIDEA recognizes the importance of strengthening and bettering our organization through decolonial practices and principles. We would like to share our knowledge with you through this Toolkit.

OBJECTIVES OF THE TOOLKIT

- To inspire deep and substantial conversation about Indigenous people, histories, decolonization and reconciliation
- To inspire transformation in your organization or community
- To inspire Indigenous youth leadership
- To promote shared knowledge between Indigenous and Non-Indigenous People
- To encourage building a strong and an honest relationship with local Nations
- To promote further engagement with the Truth & Reconciliations Calls to Action, Reclaiming Power & Place Calls to Justice and the United Nations Declaration on the Rights of Indigenous People's
- To create decolonized Board spaces where Indigenous youth can co-lead organizations;

HOW TO USE THE TOOLKIT

This toolkit was designed to spark conversation and growth personally, professionally, organizationally, or community wide. The toolkit can be used fully or in pieces, in order to best suit the space. In partnership with the toolkit activities there is a facilitator guide in order to make the material as accessible as possible. There is a suggested reading list to deepen Indigenous content and awareness.



SELF-LOCATION

Self-location is a key component to learning about and with Indigenous people. Recognizing where people come from will ground folks in the content and experience of others. As well people can begin to see where they fit within Colonization and begin to understand their positionality to create change. In addition to recognizing we all are at different places in our journey with our families and family history and to honour the knowledge we carry.

- Have everyone do a brief family tree and share with the group
- Everyone shares the story of their name
- Everyone shares their relationship to the community
- Everyone shares their relationship to the land

OVERVIEW OF INDIGENOUS HISTORY

Having a short overview of Indigenous history can prompt people to be thinking about their personal experiences and practices and can begin to ask thoughtful questions to better their understanding or make changes to how they engage with Indigenous people.

- Everyone shares their knowledge on Indigenous history
- Share key points in history that have impacted Indigenous people
- Share key policies that have impacted Indigenous people
- Invite Elders & Knowledge Keepers for guest speakers

ENGAGING WITH INDIGENOUS COMMUNITIES

Having some guiding points of best practices can be helpful when engaging with Indigenous people and communities. These are general points because each Nation is different and should be respected.

- Research local Nations
- Respectfully learn the protocol of the Nation
- Avoid generalizing Indigenous perspectives
- Invest time in building a relationship
- Express gratitude



WHAT DOES RECONCILIATION LOOK LIKE?

Reconciliation is a difficult topic to tackle with a lot of moving parts. Here's a quote from Justice Murray Sinclair to inspire conversation.

"Starting now, we all have an opportunity to show leadership, courage and conviction in helping heal the wounds of the past as we make a towards a more just, more fair and more loving country."

- How do you practice reconciliation?
- What does reconciliation mean to you?
- Have you seen examples of reconciliation?

WHAT DOES DECOLONIZATION LOOK LIKE?

By starting a broad conversation of what decolonization looks like invites people to reflect, listen and share to each other.

- What does decolonization mean to you?
- Have you seen ways of decolonization?
- How does decolonization make you feel?

ELEVATING INDIGENOUS VOICES

By taking the steps to work in relation with local Nations and decolonizing your organization, it provides space for Indigenous voices to be heard, incorporated and represented. By having Indigenous voices included in the work the organization does, the organization will provide a more diverse and inclusive space as well as service the community better.

- Eliminate barriers to participation in programming and services; i.e. provide bus tickets, snacks or a meal, family-friendly programming, and childcare.
- Ask the Nation what they would like to be a part of
- Create the opportunity for community to be involved
- Put in place a plan to incorporate culturally appropriate practices
- Encourage Board participation
- Create space, time and opportunity for Indigenous youth



WHAT IS THE TRUTH & RECONCILIATION CALLS TO ACTION?

The Truth and Reconciliation Calls to Action came out of a report that investigated the Residential School era. The Calls to Action were formed to redress the damage done by Residential Schools and called upon all levels of government to work together to rectify the abuses that were committed.

- Read the Commission's Report & 94 Calls to Action
- Implement a team to design and execute the appropriate Calls to Action within the organization
- Always be open to review
- Create space for asking tough and purposeful questions about Reconciliation

WHAT IS THE RECLAIMING POWER & PLACE CALLS TO JUSTICE?

In 2015 the Canadian Government launched a multi-year inquiry into Missing & Murdered Indigenous Women, Girls and Gender Diverse People. The report told the stories of Indigenous people that fell victims of violence, and the lasting impacts on families and Nations. From the report there has been 231 Calls to Justice to call upon all levels of government to protect and support the healing of Indigenous communities.

- Read the Report & Calls to Justice
- Implement a team to design and execute the appropriate Calls to Justice within the organization
- Always be open to review
- Support colleagues in their learning about Missing & Murdered Indigenous Women, Girls and Gender Diverse People.
- Create space for asking tough and purposeful questions about Gender based violence and discrimination



WHAT IS THE UNITED NATIONS DECLARATION OF THE RIGHTS OF INDIGENOUS PEOPLE?

The United Nations Declaration of the Rights of Indigenous People (UNDRIP) is an international instrument that was adopted in the United Nations in 2007. The Declaration has 47 articles outlining the rights and freedoms Indigenous People hold.

- Read UNDRIP's articles
- Implement a team to design and execute the appropriate Articles within the organization
- Always be open to review
- Strive to be a role model in your organization's field for advancing Indigenous rights

WHY HAVE INDIGENOUS YOUNG PEOPLE IN LEADERSHIP?

Having young Indigenous people on your team in a leadership role does add a new perspective, new knowledge and, new approach to the work that your organization does. It is important to support the Indigenous young people in their role and there are many ways to do so.

- Have a support person specifically for the new young folks
- Avoid tokenism
- Be flexible & accommodating
- Ask where do they see themselves in the work
- Mentor the youth in their areas of interest
- Involve their Nation if they are interested
- Value their leadership



WHAT ARE POTENTIAL BARRIERS AND HOW CAN WE FIND SOLUTIONS?

Supporting Indigenous youth in Leadership can present challenges at times. It's important to work together in order to overcome barriers together. The barriers that can arise are linked to the lasting and continuation of Colonization.

- Provide snacks or meals
- Provide bus tickets or a bus pass
- Assist with childcare
- Provide gift cards for gas & groceries
- Provide resources for mental & emotional support
- Be prepared and open to get uncomfortable
- Be proactive in changing Bylaws that is hindering the decolonial process

WHAT IS YOUR ORGANIZATION'S ACTION PLAN?

By setting goals for your organization, you will develop methodologies and best practices in which others can learn from.

- Develop department specific goals
- Mandate a team to design & implement learning days
- Involve community members in Strategic Planning sessions
- Challenge the status quo

IN CONCLUSION

In closing, decolonization work is an on-going process and there will be bumps in the road. Success will look different for everyone, and it is everyone's job to do their part working towards a more diverse and inclusive environment. As well as to provide opportunity and better serve the community. We hope this toolkit as begun a learning journey for all.

"Decolonize the mind, the body, the spirit, the purpose" Audre Lorde

SUGGESTED READINGS

- Decolonize Together: <https://unsettlingamerica.wordpress.com/2012/01/03/decolonize-together/>
- Inconvenient Indian by Thomas King
- Decolonization is Not a Metaphor: Eve Tuck & K. Wayne Yang
- Canadian Geographic: Indigenous Peoples of Canada Atlas: <https://indigenouspeoplesatlasofcanada.ca/>
- Reclaiming Power & Place: <https://www.mmiwg-ffada.ca/final-report/>
- Truth & Reconciliation Executive Summary: http://www.trc.ca/assets/pdf/Honouring_the_Truth_Reconciling_for_the_Future_July_23_2015.pdf
- United Nations Declaration on the Rights of Indigenous People: https://www.un.org/esa/socdev/unpfii/documents/DRIPS_en.pdf
- The Anti-Oppression Network: <https://theantioppressionnetwork.com/allyship/>
- A Brief Definition of Decolonization & Indigenization: <https://www.ictinc.ca/blog/a-brief-definition-of-decolonization-and-indigenization>

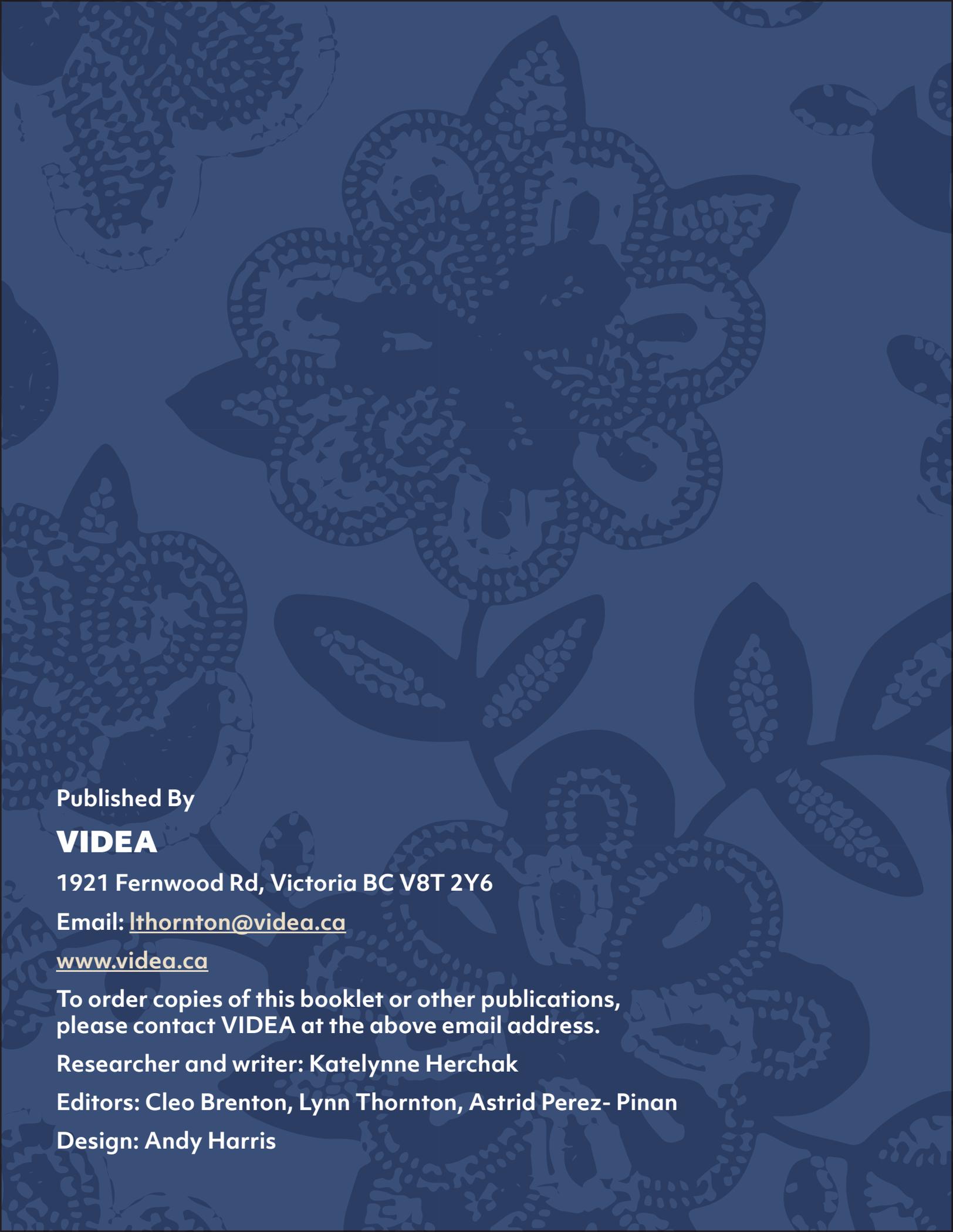
SUGGESTED MEDIA

- We Were Children (First Nations Residential School Experience)
- We Were So Far Away (Inuit Residential School Experience)
- Decolonization is for Everyone: <https://www.youtube.com/watch?v=QP9x1NnCWNY>
- Pedagogy of the Decolonizing: <https://www.youtube.com/watch?v=IN17Os8JAr8>

REFERENCES

These tools and references inspired this toolkit, and we thank those who have come before us in this work.

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