

DECOLONIZATION TOOLKIT FACILITATOR GUIDE

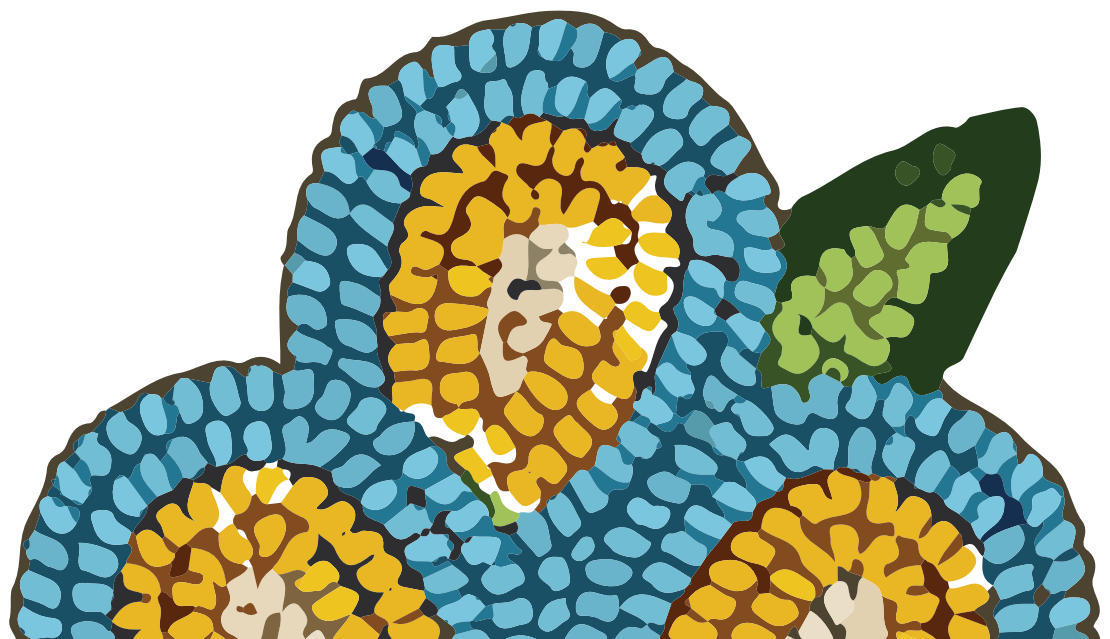


VIDEA is located on the unceded traditional territories of the WS'ANEC' (Saanich), Lekwungen (Songhees), Xwsepsum (Esquimalt), T'Sou-ke (Sooke), Scia'new (Beecher Bay) and Quw'utsun (Cowichan) Nations. We are grateful to work, learn and grow within these lands.

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.

RECOMMENDATIONS

- Ensure there is a mutual understanding of respecting everyone's stories, emotions and boundaries
- Explore the possibility of creating a set of protocols or a set of "ground rules" while engaging with the toolkit to ensure mental, emotional, physical and spiritual safety and health. Here is an example of an activity to create a community agreement -
 - Hand out two sticky notes to all participants
 - On sticky note 1 – have everyone write one or two things that they need from the group in order to feel safe to share (ie. The right to pass if they don't want to share, phones away when people are sharing, no side conversations during sessions)
 - Collect the sticky notes and read them out randomly so they are anonymous
 - On the second sticky note have everyone write a strength that they bring to the group (ie. Good listener, empathy, etc.)
 - Collect the sticky note and read them to the group
 - Put all of the sticky notes in a visible place for the group to refer back to as needed
- Create time and space for debriefs after sessions
- At the beginning of each session reflect on what the previous session was about
- Take breaks



SELF-LOCATION ACTIVITY

- Have everyone sit in a circle
- Remind the group of group protocols
- Have everyone share their family history best to their knowledge
- Reflect on the diversity in the room
- Close the circle with everyone sharing something about something they are grateful for on the current territory they are on

Here are a couple of prompts to help guide you. Feel free to share your own thoughts and reflections if you feel comfortable doing so.

It's really cool to see so many different places and people represented. You all have such powerful stories to help guide you!

We all have different backgrounds and experiences but there are also some common themes in what people have shared. I notice that many of you shared a story showing your family overcoming adversity.

REVIEW OF INDIGENOUS KNOWLEDGE & ENGAGING WITH INDIGENOUS COMMUNITIES

- Have everyone sit in a circle
- Remind the group of group protocols
- Have everyone share their knowledge on Indigenous history and timelines
- Engage with various Indigenous content in what is accessible for your organization
- Compile knowledge on the local Nations in which your organization is located to best influence the direction of creating meaningful partnerships
- Close the circle with a personal check-in where everyone shares how their feeling



WHAT DOES RECONCILIATION LOOK LIKE DISCUSSION

- Have the Truth & Reconciliation Articles available in what is most accessible to the group
- Have everyone sit in a circle
- Remind the group of group protocols
- To begin the reconciliation conversation the facilitator can ask what is everyone's basic knowledge and examples of colonization

Examples of Colonization

- Taking and occupying land
- Exploiting natural resources for economic gain (ie. Fur trade)
- Reserve system
- Residential schools
- 60's scoop
- Have everyone share their experiences with reconciliation
- Discuss how reconciliation can be practiced in personal and professional life

Facilitator prompts. Here are a couple of prompts to help guide you. Feel free to share your own thoughts and reflections if you feel comfortable doing so.

It's important that we don't put the burden of figuring out what we need to do on to Indigenous people. There are so many resources like articles, videos, books, social media accounts to follow for each of us to learn more. Often these resources also provide suggestions of actions that we can take to support reconciliation work that is already happening.

Sometimes it can feel overwhelming. We want to do something but we don't know where to start. It's important to think about the skills that we already have and use those as a starting point for our own reconciliation work. Are you a writer? Write! Are you good at bringing people together? Get some friends together and share what you are learning! Are you good at logistics? Volunteer with a local group doing reconciliation work!

- Discuss how reconciliation can be mainstreamed into the organization
- Close the circle with what everyone is looking forward to on their reconciliation journey

WHAT DOES DECOLONIZATION LOOK LIKE DISCUSSION

- Have everyone sit in a circle
- Remind the group of group protocols
- To begin the decolonization conversation the facilitator can ask what is everyone's understanding on decolonization
- For an activity can have two flipcharts one for "One Hope & One Fear of Decolonization" then debrief those thoughts and emotions
- Discuss examples of decolonization and what it means to everyone individually
- Close the circle with what they are their hopes for the organization

RECLAIMING POWER & PLACE REPORT

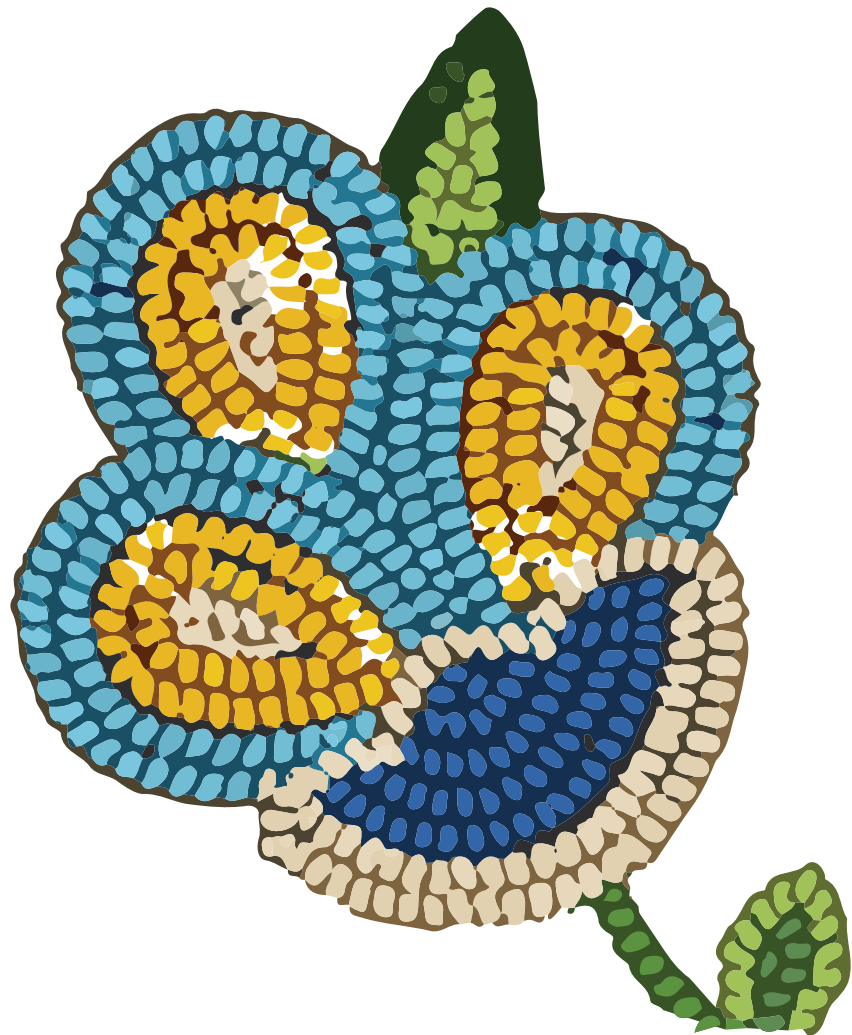
- Have the report and its Calls to Justice available in what is most accessible to the group
- Have everyone sit in a circle
- Remind the group of group protocols
- Have everyone share the learning on MMIWG2SQA
- Reflect on how the organization can support MMIWG2QIA initiatives, Calls to Justice and advocacy



UNITED NATIONS DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLE

- Have the document available in what is most accessible to the group
- Have everyone sit in a circle
- Remind the group of group protocols
- Have everyone share the learning on UNDRIP
- Reflect on how the organization can implement articles that apply to the organization's field and how to advocate on the Rights of Indigenous People

Remember decolonization is a process and there will be challenges and that is okay, and that no process is perfect and how making mistakes is how we learn best. It is important to always keep in mind that the goal is build strong and healthy relationships with each other and our communities.



RESOURCES

- http://trc.ca/assets/pdf/Calls_to_Action_English2.pdf
- <https://www.mmiwg-ffada.ca/final-report/>
- <https://www.un.org/development/desa/indigenouspeoples/declaration-on-the-rights-of-indigenous-peoples.html>
- http://www.cangeoeducation.ca/resources/indigenous_resources/
- <https://indigenouspeoplesatlasofcanada.ca/section/first-nations/>
- <https://indigenouspeoplesatlasofcanada.ca/section/inuit/>
- <https://indigenouspeoplesatlasofcanada.ca/section/metis/>

DECOLONIZATION & RECONCILIATION ORGANIZATIONS

- <https://reconciliationcanada.ca/>
- <https://4rsyouth.ca/>



Published By

VIDEA

1921 Fernwood Rd, Victoria BC V8T 2Y6

Email: lthornton@videa.ca

www.videa.ca

To order copies of this booklet or other publications,
please contact VIDEA at the above email address.

Researcher and writer: Katelynne Herchak

Editors: Cleo Brenton, Lynn Thornton, Astrid Perez- Pinan

Design: Andy Harris