



# Indigenous Reconciliation Group

## Indigenous Cultural Competence *A one-day learning experience*

### *Individuals in Action*



@The\_IRG



@ReconciliationGroup



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## Indigenous Reconciliation Group

*There is space for all  
around the reconciliation fire.*

We offer training and development in Indigenous cultural competence and reconciliation; coaching and mentoring in leading effective change, and consulting on programs and policy development and strategic development.

The IRG is an Indigenous-owned national incorporation with a client list including federal, provincial and territorial governments, Indigenous communities, and health and mental health front-line organizations.

### **Certified ICC Facilitators**

#### **Rose LeMay, CEO of the Indigenous Reconciliation Group, CICCF, CFNHM**

From Taku River Tlingit First Nation in northern British Columbia, Rose brings 20 years of experience in Indigenous health and health systems to the position of CEO of the IRG. Her specialization in cultural competence and capacity started in the field of early childhood education, and continued through her work in mental health and health systems development. Based on her experience of facilitating group learning on the topic of reconciliation across Canada in more than 95 sessions with thousands of participants, Rose brings a strong sense of hope for First Nations, Inuit and Métis peoples and for Canada. She is an alumnus of the Governor General's Canadian Leadership Conference, a Certified First Nations Health Manager, and certified in change management by Prosci Canada.

Rose is the founding international chair of the Wharerātā Group, an international network of Indigenous leaders and their allies working in mental health and addictions. Based on the Wharerātā Declaration on cultural competence in mental health, Wharerātā leaders build their own skills in influence and communication to improve mental health systems for Indigenous consumers and clients. The Wharerātā Group is a partner of the International Initiative for Mental Health Leadership.

Bi'di is Crow Clan, and is honoured to have learned from Elders from across Canada, New Zealand, Australia and the US.

#### **Destine Lord, Director, Programming and Development, CICCF**

Destine Lord worked in six departments over her 15-year career with the federal government. She brings over six years of facilitation experience working with people and programs to help them identify strengths and risks, establish goals and make concrete plans. Since 2013, she has been delivering Indigenous cultural competence training across Canada. Destine has been to a number of First Nation and Inuit communities as an ally and relationship builder. Destine has an honors degree in Mass Communication from Carleton University, master's degree in Journalism from Bond University, and certified in change management by Prosci Canada. She is very interested in how the media can shape our perceptions about the world and the people around us.



**Indigenous  
Reconciliation  
Group**

## **Indigenous Cultural Competence One-day course: Individuals in Action**

In the post-TRC era of reconciliation, many Canadians are considering what reconciliation might mean to their sector and to their leadership. Indian Residential Schools has generated multiple impacts on Indigenous families and communities, and some impacts continue to resonate and challenge wellbeing. Residential Schools were one of the most significant impacts on Indigenous communities, but it was not the only negative impact. Much of the history of Canada's development and relationship with Indigenous peoples is hidden, and the secrecy is a barrier to Canada's reconciliation.

Many organizations are also considering how to implement the TRC Calls to Action, including building cultural competence for Indigenous inclusion. Cultural competence can be defined as skills and capacities, as well as values and attitudes. This course will take participants through an approach to cultural competence based on knowledge, skills, values and actions. This course will include an overview of Indigenous Canada, cultural competence or capacity, history of Canada, resilience of Indigenous communities, addressing racism, and skills of the ally to build effective relationships with Indigenous peoples and communities.

Led by Certified ICC Facilitators, the course will build on the prior knowledge and experience of participants through dialogue and sharing of wise practices. We will together create a safe space to consider a vision of reconciliation in Canada which builds on the contributions of all Canadians.

***“Reconciliation is about forging and maintaining respectful relationships. There are no shortcuts.”***  
***Justice Sinclair, TRC.***

**WARNING:** This curriculum and topics discussed include subject matter that may be disturbing to some.

Participants are expected to attend the full course, as the learning objectives build over the day.

## Agenda

- 9:00 Opening, welcome, housekeeping, introductions
- 9:20 Indigenous Canada
- First Nations, Inuit and Métis peoples, communities and organizations
  - Politics of self-identity
  - Challenges in wellbeing
- 9:50 History Matters: learning from the past
- Exercise: History on the wall
  - Residential schools and intergenerational trauma
- 10:30 Break
- History continued:
- The Indian Act, and residential schools and intergenerational trauma
  - Resilience and healing
- 11:45 Participant self-reflection: Are there areas in which I want to learn more?
- 12:00 Break
- 1:00 Individual cultural competence and critical self-reflection
- Table Exercise: The iceberg – exploring aspects of culture
  - Defining culture and cultural competence, factors which support ongoing development
  - Importance of critical self-reflection
- 1:30 The Ally: challenging racism
- Role of ally
  - Challenging racism exercise
- 2:30 Break
- 2:45 The way forward: Indigenous healing, Canadian reconciliation
- United Nations Declaration on the Rights of Indigenous Peoples
  - TRC Calls to Action
  - Examples of organizational reconciliation
  - Discussion: opportunities for my organization to increase cultural competence
  - Discussion: what is my vision of reconciliation, and what can I do to contribute?
  - Personal commitment(s) to reconciliation
- 3:45 Closing circle
- 4:30 Close

