

# Introduction to Two-Eyed Seeing

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Foundational Training for Teams 2025  
Instructor: Len Pierre, CEO





# Intention Setting

Our intention is to create a safe space for exchanging knowledge, conversations, and to support one another in solidarity. We come with an open heart and open mind and hope to be received in the same way.

We welcome questions throughout the session but will also leave time to address them at the end as well. You can do both!



# Positioning Our Voice

Our consultancy is based on Coast Salish Territory and includes people who belong to many nations. We pull on the wisdom of many colleagues, allies and relatives of diverse histories to support people in the work of decolonization.

We always welcome the wisdom of other experiences and of the territories on which we gather as we do this important work together.





# Main Conversation Ideas

1. What is Two Eyed Seeing?
2. Why is it important?
3. Evading the **Cultural Appropriation** pitfall & other tools for your professional toolbelt
4. Open dialogue (Q & A)





# Before We Begin

Who has previously  
taken an ICS course?

Who has taken a  
workshop on Two-Eyed  
Seeing?

What have you  
heard?

What would you like  
to know?



# 1

## What is Two-Eyed Seeing?



"Knowing oneself comes from attending with compassionate curiosity to what is happening within."

— Gabor Mate



## Question:

What has Indigenous knowledge contributed to in the contemporary world?







# Two-Eyed Seeing



Two-Eyed Seeing embraces “learning to see from one eye with the strengths of Indigenous knowledges and ways of knowing, and from the other eye with the strengths of mainstream knowledges and ways of knowing, and to use both these eyes together, for the benefit of all”.

— Elder Dr. Albert Marshall

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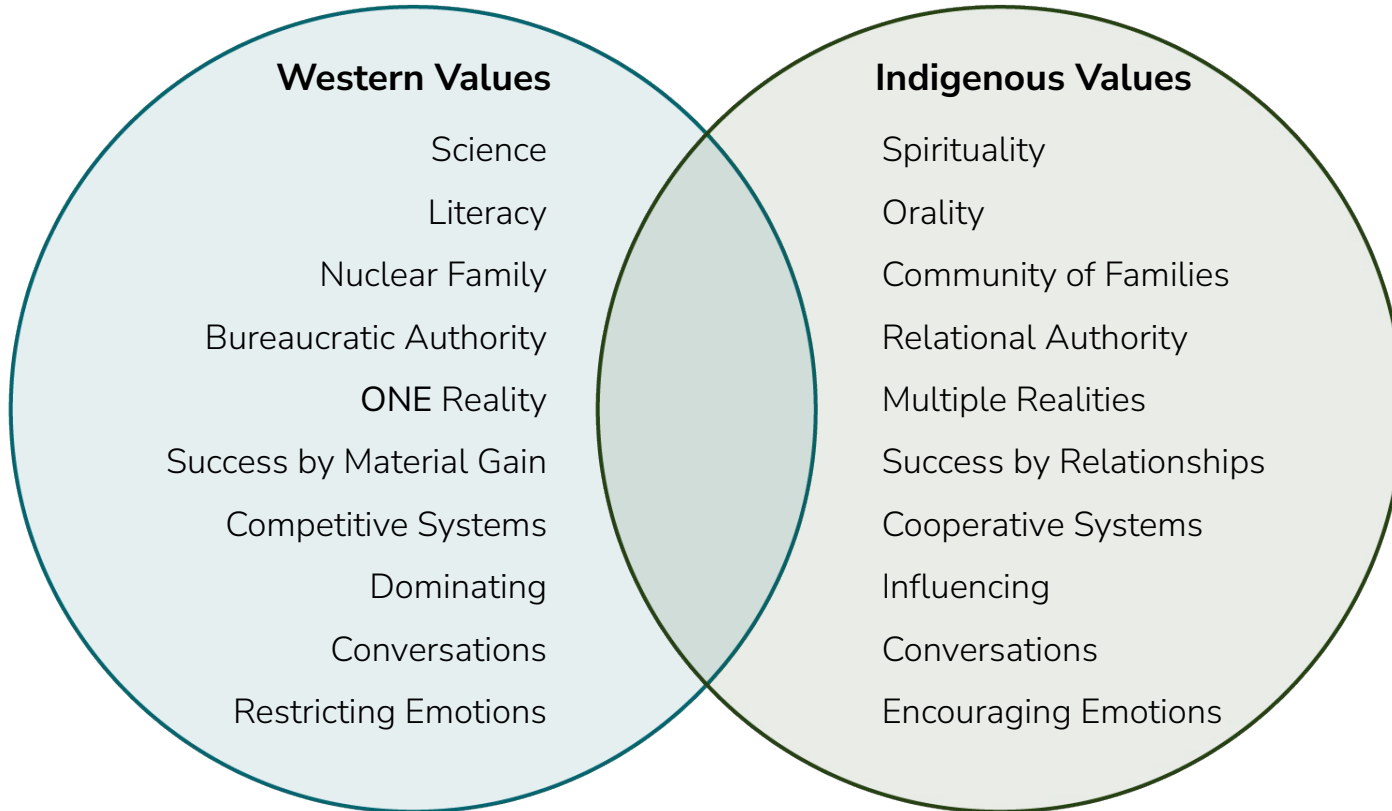






# Two-Eyed Seeing

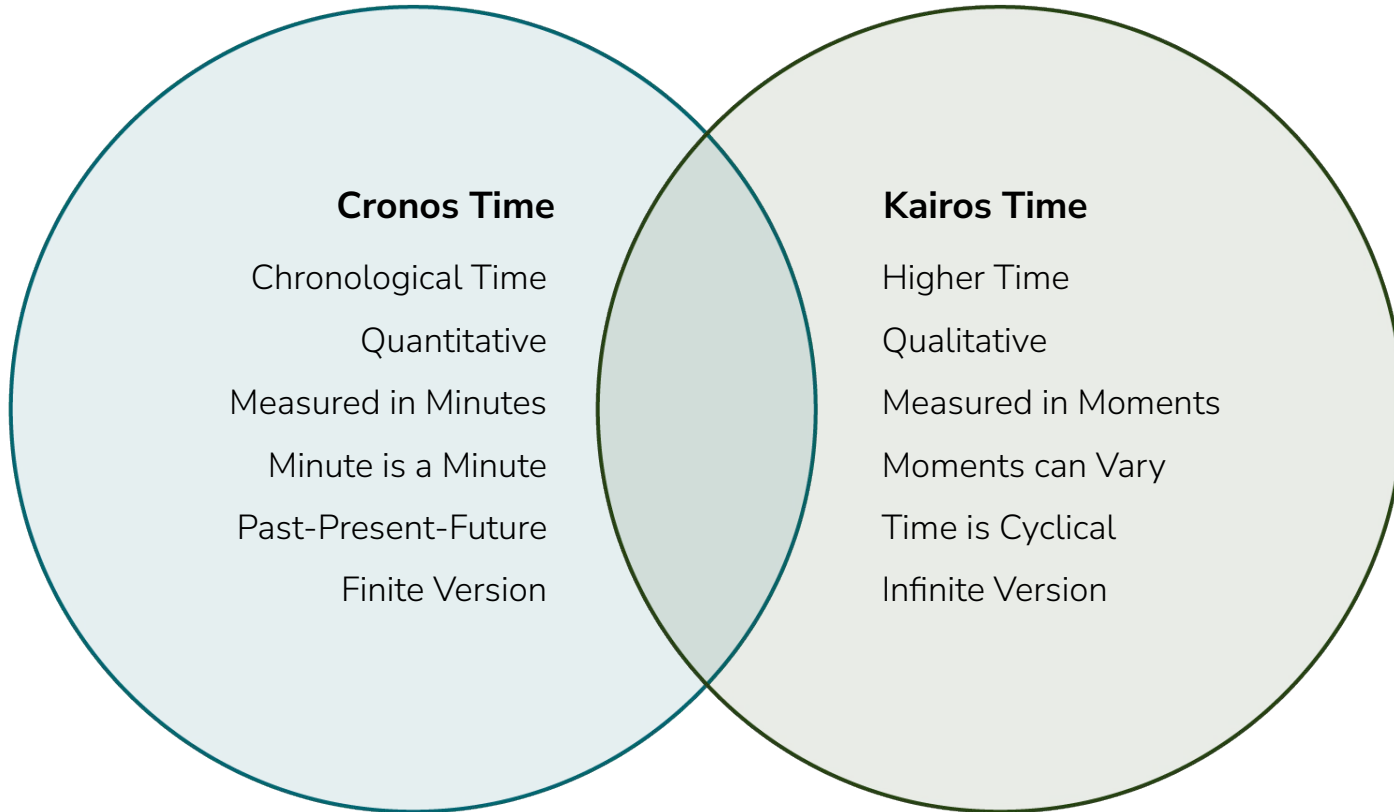
## CULTURAL AWARENESS AND RESPONSIVENESS





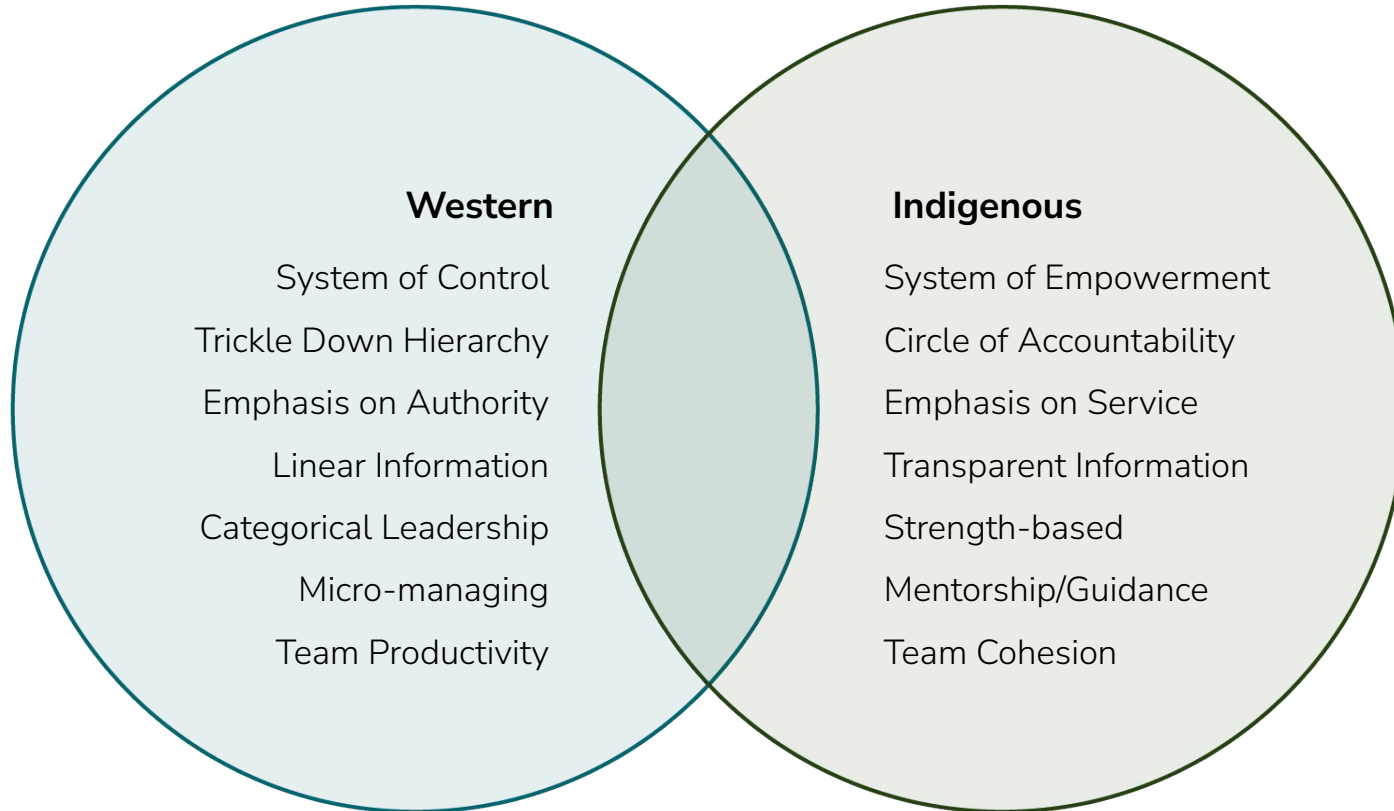
# Two Perspectives on Time

## LEVERAGING TIME FOR SAFETY





# Two Approaches to Leadership





# 2

Why Two-Eyed Seeing?













# Reaction Commercial Break

Turn to your neighbour.

Offer a reaction to what you just heard or learned:


- Comment
- Question
- Doubt
- Frustration
- Excitement
- Aha moment





# 3

## Cultural Amplification & Other Professional Tools



“Knowing oneself comes from attending  
with compassionate curiosity to what is  
happening within”

— Gabor Mate



## Cultural Appreciation

Respecting culture by  
including culture

Indigenous  
person benefits

Permission

Relationship



## Cultural Appropriation

Adoption or theft of  
culture from another  
culture

Non-Indigenous  
person benefits

No permission

No relationship

# Discussion

**Turn to your neighbour/small group:**

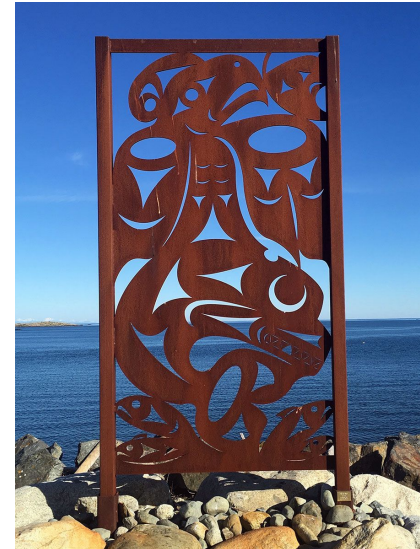
1. What are the harms of cultural appropriation?
2. What are the implications of Indigenous Cultural appropriation in your workplace?
3. What are possible outcomes of appropriation?





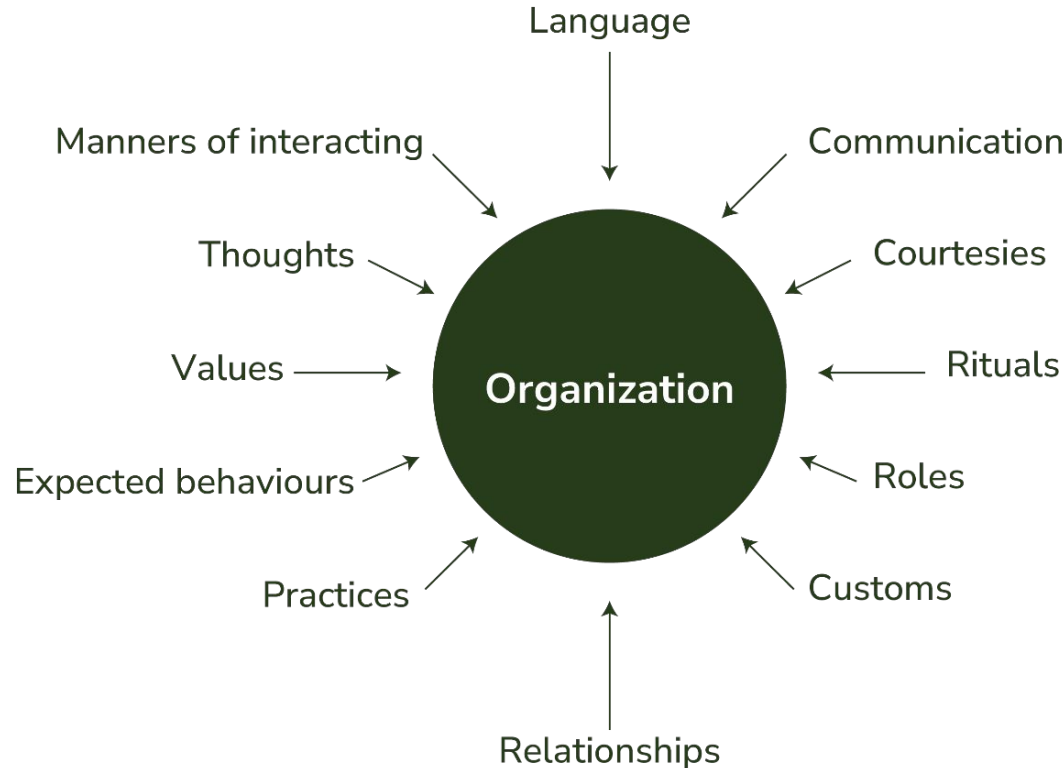
# The Benefits of Cultural Appreciation and Amplification

1. Creates visibility which can lead to sense of belonging
2. Sign of potential allyship
3. Demonstrates solidarity with Indigenous peoples
4. Sign of commitment to change/transformation
5. Learning for all Canadians





# Tools for Embedding Two-Eyed Seeing





# Cultural Safety Spectrum

Cultural Avoidance

Cultural Awareness

Cultural Sensitivity

Cultural Safety

Cultural Advocacy



Superiority

Apathy

Dominating

Saviourism

Censoring

Remaining Silent

Limiting

Exploiting

Consuming

Aggressive

Violent

Humbleness

Humility

Compassion

Empowering

Allyship

Speaking Up

Asking Questions

Sharing

Attend To

Vulnerability

**TRANSFORMATION**

We listen, we learn, we lean in, we change.

**SUPPORTING THE  
TYRANNY OF EFFICIENCY**

Productivity, efficiency, data, hierarchical, time, etc.



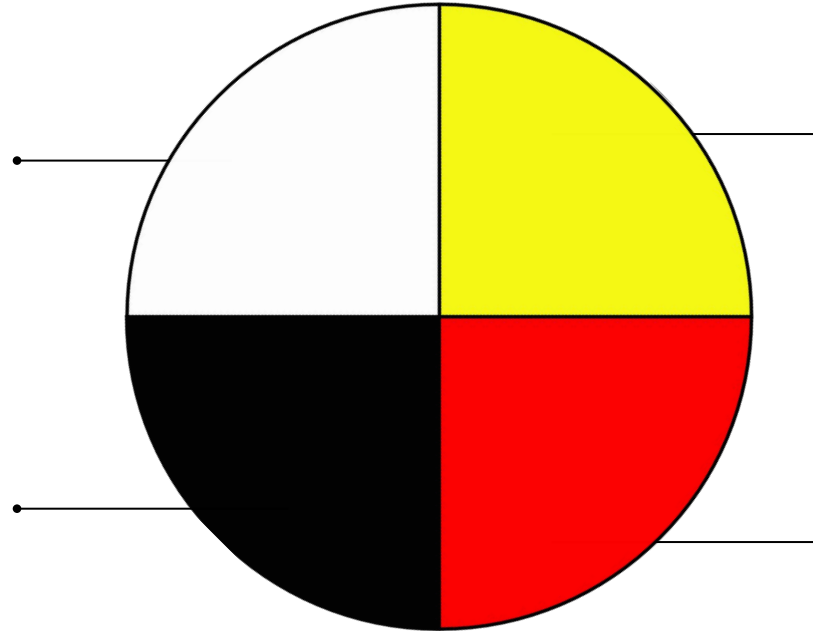
# The Journey Towards 2ES

## STAY INFORMED

Follow Indigenous news stories, podcasts, authors, social media influencers, scholars, and activists

## THINK INDIGENOUS

Embrace decolonial methods, apply Two-Eyed Seeing, think in 7-Generations, respect Indigenous laws, protocols, and approaches



## BUY INDIGENOUS

Invest in Indigenous businesses both at a personal and institutional level: tourism, events, non-profit charity, consultants, contractors, artists, Elders, entertainers, entrepreneurs, youth, etc.

## PASS ON WHAT YOU HAVE LEARNED

Teach children, youth, & friends. Address stereotypes and misconceptions. Be an ally in action. Gift a book. Hold space. Deliver a presentation. Share social media posts



# Working with Indigenous Communities/Cultures

1	Acknowledge your point of departure. What are the laws, customs, traditions, values, beliefs, and people of the land?
2	Build relationships with Indigenous stakeholders that is founded on proactivity, equality, and reciprocity
3	Cultural Amplification & Humility. I know some things but I don't know everything. My reality is not necessarily other people's reality.
4	Decision-making style. Who is involved? Who has autonomy? Who is missing from this phase/stage in the project?
5	Embed Indigenous knowledge and values into the fabric your project, not just as an add on.
6	Fear. Working with our fears rather than making them barriers.
7	Ground the work in resilience and strengths-based.
8	Honor Indigenous methodologies: talking circles, artwork, story work, ceremony, Elders, Knowledge Keepers, Land as Literacy, Cultural Protocols.





# Two-Eyed Seeing

**What?**

What is one thing you learned?  
What stood out to you?

**So What?**

Why does this matter?

**Now What?**

Will you do something differently?





## CONTACT

[lenpierreconsulting.com](http://lenpierreconsulting.com)

[len@lenpierreconsulting.com](mailto:len@lenpierreconsulting.com)

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- **Feedback helps us grow:** Your insights will be used to enhance future course offerings.
- **Your evaluation is anonymous**
- **Session Details:**
  - Course: [Introduction to Two-Eyed Seeing](#)
  - Instructor: [Joyce Leppington](#)