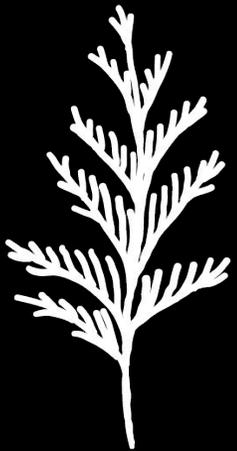
A photograph of a person standing in a forest of tall, thin trees. The person is wearing a wide-brimmed hat and a long, fringed garment that looks like a traditional Indigenous cloak or shawl. The forest floor is covered in moss and ferns. The lighting is soft, suggesting a misty or overcast day.

Indigenous Allyship & Anti-Racism Strategies

2023

Intention Setting



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

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



1

Indigenous Allyship Teachings



What does it mean to be an ally?





Indigenous Allyship:

- To be an ally is not about being non-prejudice towards Indigenous peoples, rather it is an active engagement of Reconciliation, Indigenous social justice, cultural advocacy, Indigenous equity, & decolonial processes
- A continuous process of learning, reflection, and doing
- Becoming an ally vs. Aspiring to be an ally
- Allyship is a journey
- NOT PERFECT
- Indigenous peoples are the only ones that can deem a non-Indigenous person to be an ally





Allyship Teachings:



- It is not enough to name your privilege, you must use it for decolonization, reconciliation, and Indigenous Cultural Safety
- Indigenous LED vs. Indigenous LENS
- Speak up, but not over...
- Allyship does NOT trump accountability
- The greatest mistake is being afraid of making one... mistakes will happen and that is okay
- Be fearlessly authentic, bravely be you
- Authenticity requires vulnerability, transparency, & integrity



Racism Spectrum & Allyship





Allyship Pitfalls:

1 **Performative Allyship**
Allyship is not claimed - and it is not linear

2 **Saviour Mentality**
Indigenous peoples do not need saving

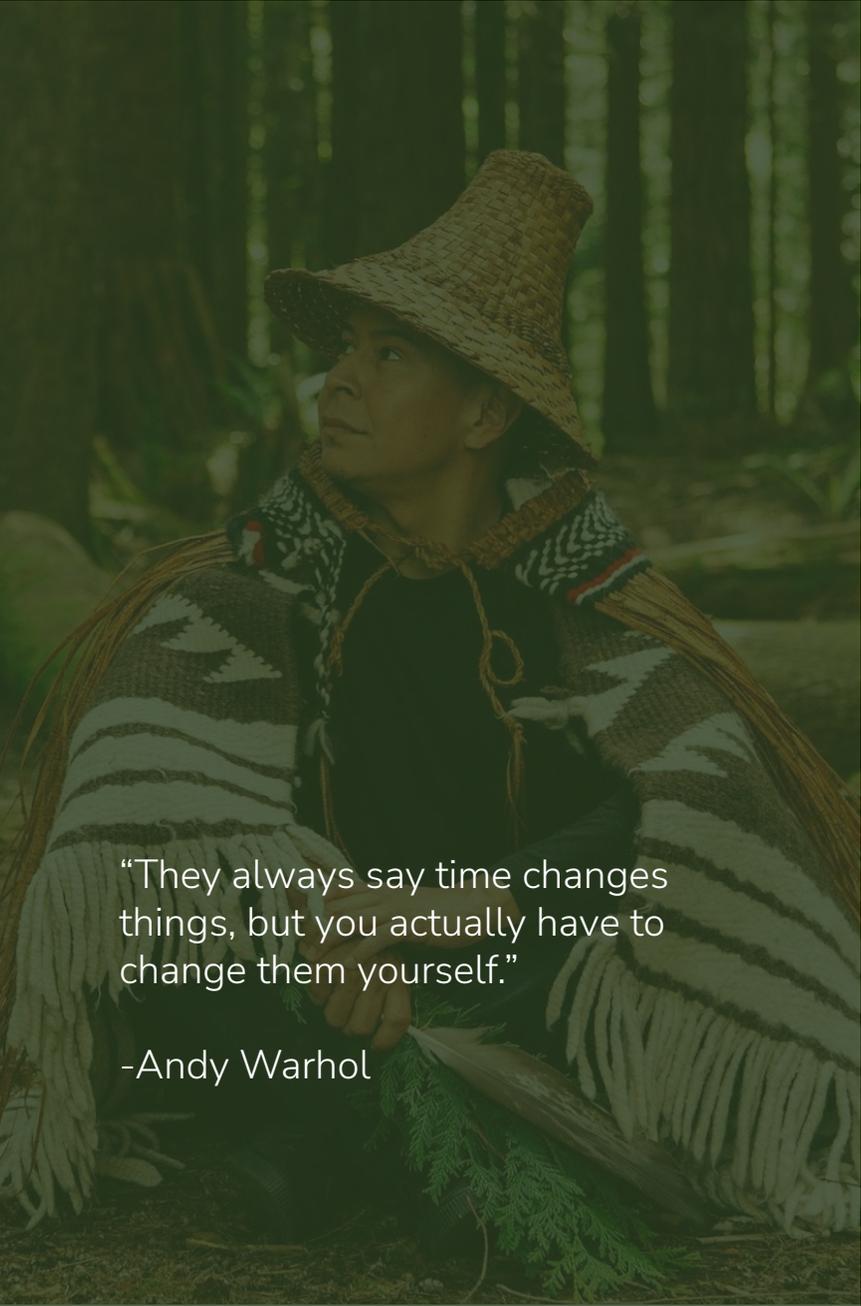
3 **No relationship**
Allyship is a two-way relationship with respect and dignity as its foundation



2

PART 2

How to be anti-racist



“They always say time changes things, but you actually have to change them yourself.”

-Andy Warhol



Misconceptions about racism

Proximity to Indigenous peoples

Saying you know an Indigenous person or saying you have Indigenous peoples in your family does not exclude you from Indigenous specific racism. Proximity is irrelevant to systemic racism.

“We treat everyone the same”

In the Canadian context there is a “socialization” that hardwires the belief we need to treat everyone equally which perpetuates culturally unsafe practices, discrimination, and bias. The “equality” over equity upholds the status quo which is shown to harm Indigenous peoples.

“Racism doesn’t exist here”

Racism and institutional oppression are often seen or interpreted as not occurring in their context. Systemic racism and institutional oppression are embedded into colonial structures and systems.

“Racism is easy to spot”

90% of racist acts, behaviours, or systemic manifestations are covert (socially acceptable)





10% of racism is overt

90% of racism is covert

RACIST JOKES
 HATE CRIMES
 RACIAL SLURS
 MICROAGGRESSIONS
 GENOCIDE
 DISCRIMINATORY LAWS

AMBER ALERTS
 MASS INCARCERATION
 EDUCATION DROPOUT RATES
 "JUST GET OVER IT"

ECONOMIC VIOLENCE
 MALTREATMENT IN HEALTHCARE
 POVERTY
 CLEAN WATER ACCESS
 EDUCATION ACCESS
 TOKENISM

CULTURAL APPROPRIATION
 NOT LEARNING ABOUT INDIGENOUS CULTURE IN SCHOOL
 RCMP/POLICE BRUTALITY
 CHILD THEFT
 LAND THEFT & EXPLOITATION
 SETTLER SAVIOURISM

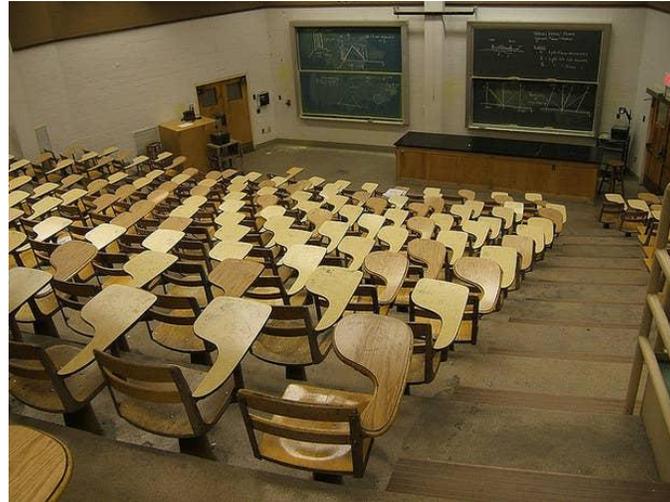
ASSIMILATION
 REWARD FOR CONFORMITY
 RACIAL PROFILING
 INDIGENOUS STEREOTYPES
 MANUFACTURED CONSENT





What about the “P” word?

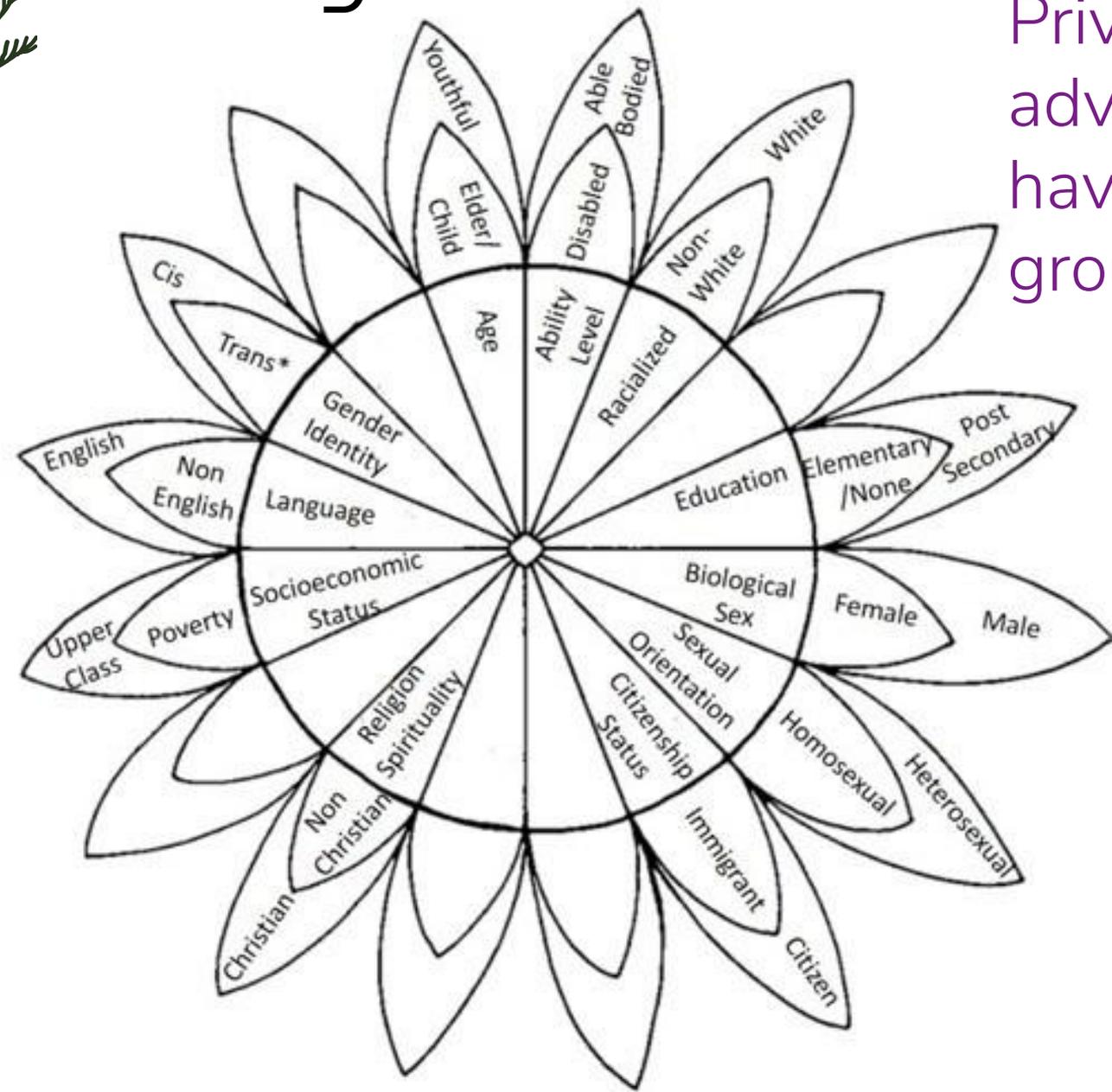
Does anyone here understand the left-handed experience?





Privilege 101

Privilege is refers to certain social advantages and benefits you have by belonging to a certain group.



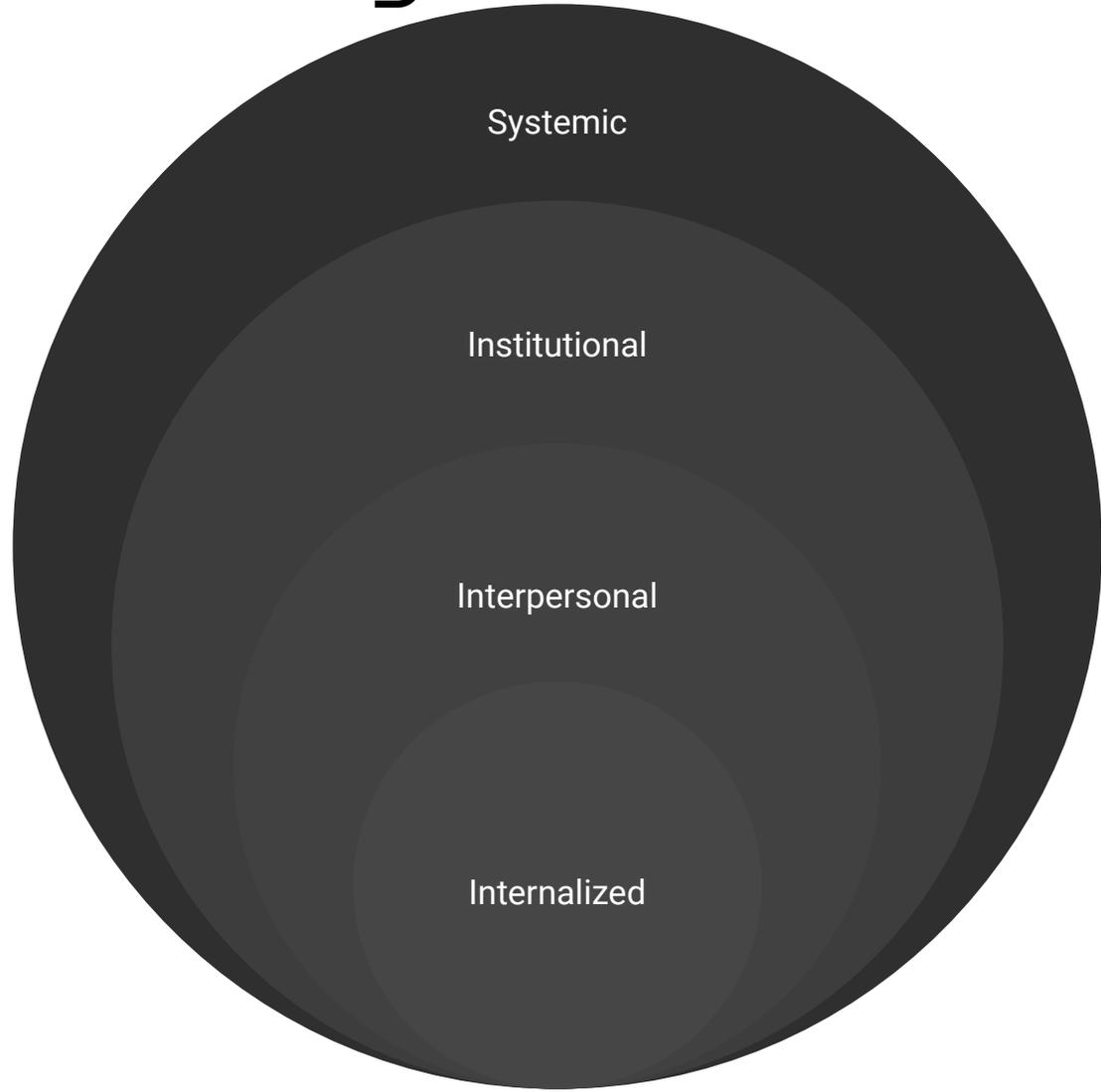
Privilege has **NOTHING** to do with:

- Being racist
- Not having had to work hard to get what you have
- You having everything handed to you
- That you never struggled
- That you need to feel guilty or ashamed
- Being a “bad person”





Levels of anti-Indigenous Racism

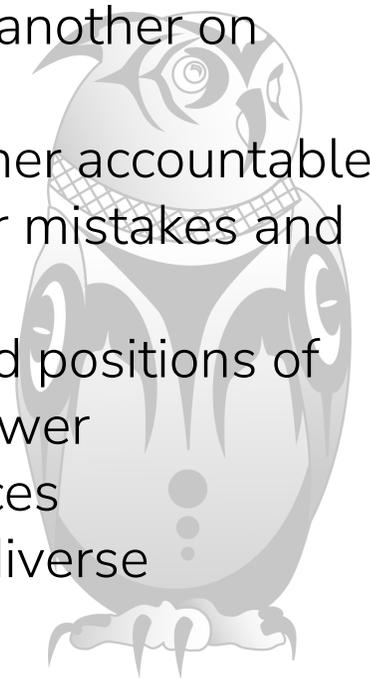


Systemic racism is how the other dimensions of racism can thrive in society



The Transformational Zone:

- We continually change and revise policies
- Promote leaders who are anti-racists
- We embrace our discomfort
- We support each other to speak up on racism
- We educate one another on racism
- We hold each other accountable
- We recognize our mistakes and learn from them
- We willingly yield positions of power and empower marginalized voices
- We deepen our diverse relationships





HOW DO



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Strategies to talk about racism:

Call-out

To shut racism down

The goal is to end violent or unsafe behaviour regarding a person's race. This is best used in public or where no prior relationship exists with the person doing the behaviour. Safety is the main goal.

- You don't know the person
- You name it and ask the person to stop
- Done publicly
- Can make the person defensive

Call-in

To address unsafe behaviour

This is done within personal and professional settings where racist or culturally unsafe behaviour is being used. The main goal is education, feedback, and change in behaviour.

- There is a relationship with the person you are talking to
- Make it about the behaviour not the person
- You offer advice/information
- You offer gratitude and feedback in return

Lean-in

To create safe spaces for learning and feedback

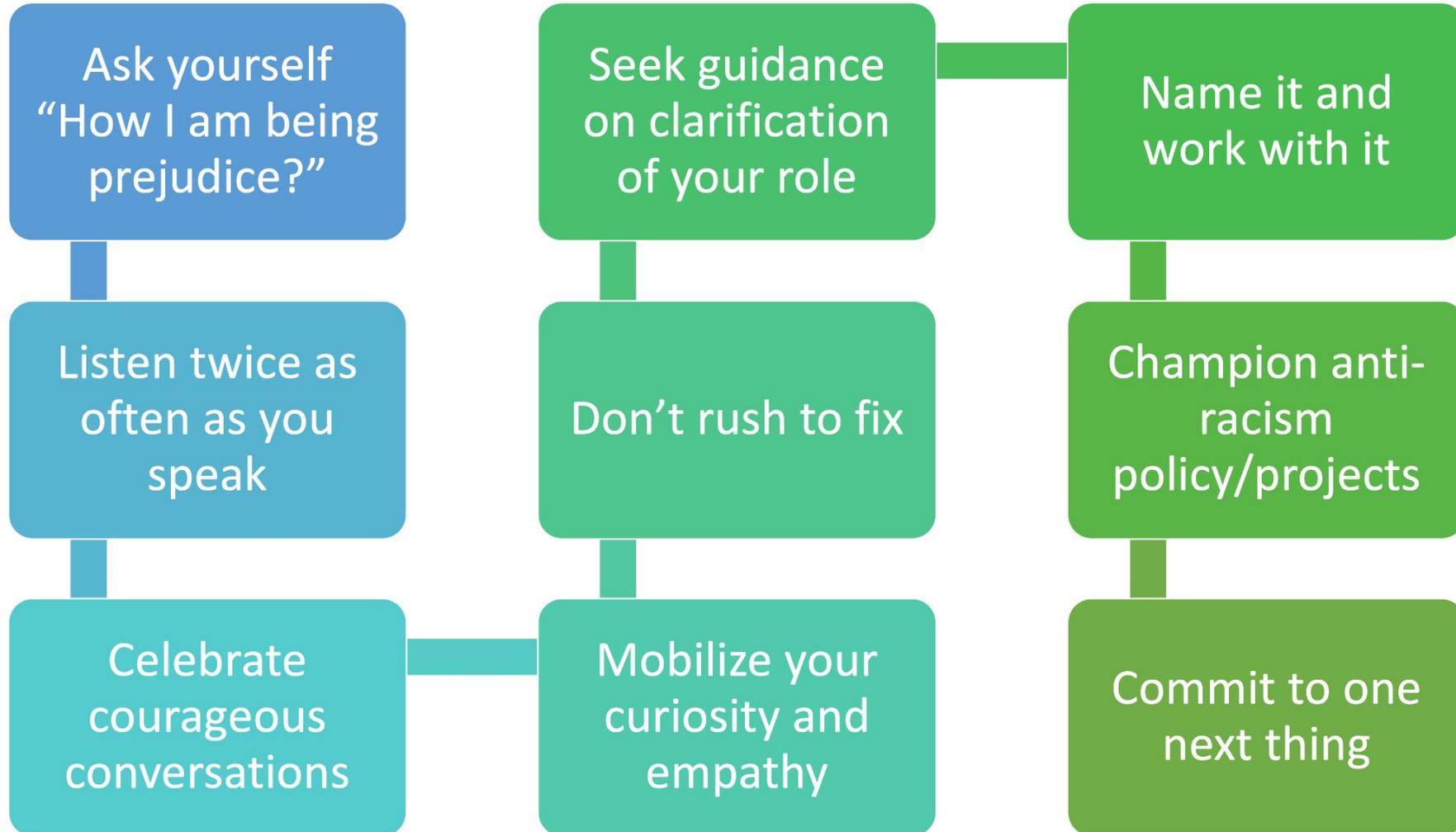
This is done when we establish cultures of feedback and criticism in our teams. Leaders encourage open feedback among peers and to leaders on language, behaviour, and power dynamics. The goal is transformation and justice doing..

- Done with teams
- Laterally among peers
- Proactive
- Praised and celebrated



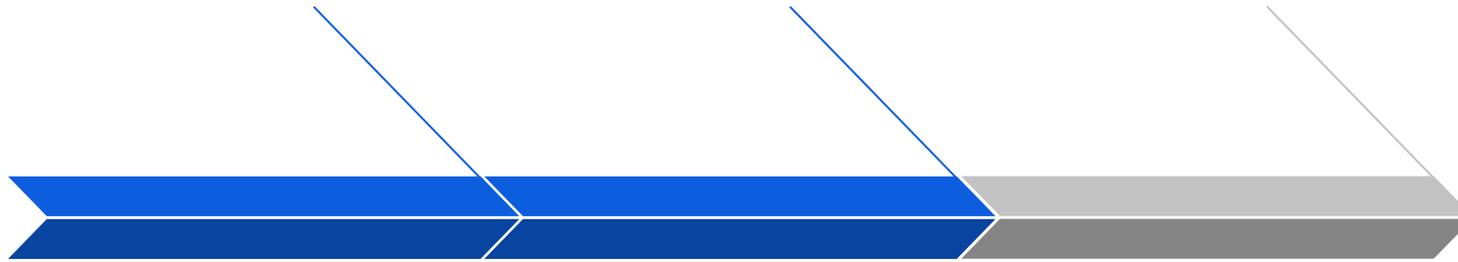


Professional Toolkit (take one, leave one):





Mobilizing anti-racism in schools:



WHAT?

What did you expect?

What did you learn?

SO WHAT?

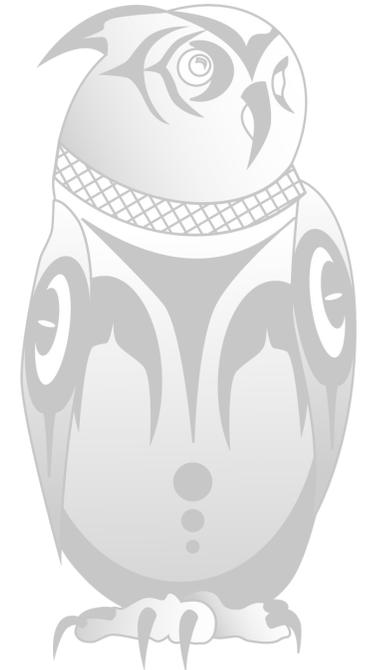
Why does this matter?

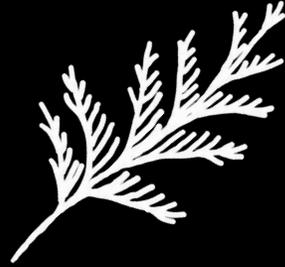
How does this link to your professional practice?

NOW WHAT?

What are you going to do differently?

What opportunities do you see for action?





Questions

Comments

Reflections and sharing





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HAY CXw QΘ (Thank you)



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2 STARS & A WISH...



POSSIBLE STARS:

- I enjoyed the part about...
- I really liked how...
- You grabbed my attention when you...
- I noticed you...
- My favourite part was...
- I learned that...

POTENTIAL WISHES:

- It would be great if...
- Next time you could try...
- I think you might want to...
- I would recommend
- Next time try to add...
- I wish we had more time to talk about...