



# LEN PIERRE CONSULTATION & TRAINING GUIDE

Indigenous Leadership, Innovation,  
and Transformation Consulting Group

# INDIGENOUS LEADERSHIP, INNOVATION, AND TRANSFORMATION CONSULTING GROUP

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á' swéyál ʔə'mi ce:p k'wətx'wíləm (good day everyone and welcome)! At Len Pierre Consulting (LPC) we believe in challenging the status quo for Reconciliation and Indigenous Cultural Safety and Humility in organizations. The way we challenge the status quo is by offering meaningful learning experiences to educate the heart, mind, and spirit of everyday professionals. Everything we do is an invitation to enhance your professional practice by embedding applicable strategies into your work to ultimately lean towards systemic transformation where organizations are culturally safer, equitable, and transformative.

We are a multidisciplinary team of consultants and facilitators who advise and train teams and organizations on Indigenous Cultural Safety, Reconciliation, Decolonization, & Anti-Racism.

## OUR ROLE AND COMMITMENT TO YOU

- Create safe, respectful, and reciprocal learning environments for all participants.
- Deliver foundational learning objectives to support clients on their beginning stages of their learning journey for decolonization, reconciliation, & Indigenous Cultural Safety.
- Provide participants with meaningful, thought-provoking, and applicable ideas and strategies they can embed into their professional practice.

# HELPFUL TERMINOLOGY

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|---------------------------------|--|
| <b>Cultural Safety</b>          | Cultural Safety is an outcome based on respectful engagement that recognizes and strives to address power imbalances inherent in the western systems. It results in an environment free of racism and discrimination, where people feel safe when receiving services.  |
| <b>Cultural Humility</b>        | Cultural Humility is a process of self-reflection to understand personal and systemic biases and to develop and maintain respectful processes and relationships based on mutual trust. Cultural humility involves humbly acknowledging oneself as a learner when it comes to understanding another's experience.                           |
| <b>Decolonization</b>           | Decolonizing is a process of deconstructing, dismantling, and disrupting cultural and colonial barriers that separate us, suppress us, and often oppress us, (Usually referring to anti-Indigenous Canadian Socialization and structural violence against Indigenous peoples).   |
| <b>Reconciliation</b>           | Reconciliation is about establishing and maintaining a mutually respectful relationship between Indigenous and non-Indigenous peoples in this country. In order for that to happen, there has to be awareness of the past, an acknowledgement of the harm that has been inflicted, atonement for the causes, and action to change behavior |
| <b>Indigenization</b>           | Indigenization requires non-Indigenous people to be aware of Indigenous worldviews and to respect that those worldviews are equal to other views. Indigenization is about incorporating Indigenous worldviews, knowledge and perspectives into the education system, right from primary grades to universities.                            |
| <b>Two-Eyed Seeing</b>          | Two-Eyed Seeing (2ES) refers to the interweaving of western and Indigenous worldviews.   |
| <b>Trauma Informed Practice</b> | Trauma-Informed Practice is a strengths-based framework grounded in an understanding of and responsiveness to the impact of trauma. It emphasizes physical, psychological, and emotional safety for everyone, and creates opportunities for survivors to rebuild a sense of control and empowerment.                                       |

# WORKSHOPS AND COURSES AT LPC

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## INTRODUCTION TO INDIGENOUS CULTURAL SAFETY (ICS) & HUMILITY

This course examines the emergence of ICS in relationship to Reconciliation and equity-oriented approaches to program delivery.

### Main Conversation/Ideas:

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- Discuss the purpose and significance of ICS as a structural initiative to mitigate harm
- Assemble pragmatic strategies to embed ICS into professional practice
- Examine the relationship between colonialism and state violence against Indigenous peoples and its implications for Indigenous cultural safety today

## DECOLONIZING SUBSTANCE USE

This course will allow participants to uncover the root causes of addiction and identify societal beliefs that perpetuate harm against people who use substances and good substance use programs and services.

### Main Conversation/Ideas:

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- Identify root causes of addiction and root causes of connection
- Evaluate beliefs around supporting people with addiction
- Explore Indigenous perspectives on healing and harm reduction

## INDIGENOUS CULTURAL ADVOCACY & ALLYSHIP

Being an ally is not a static identity, it is not a badge of honor, it is a sign of privilege. Allyship is also not declared but based on the context in which you ACT. This course unpacks the similarities and differences for being an ally to Indigenous peoples in relationship to other ally contexts.

### Main Conversation/Ideas:

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- Distinguish the context for Indigenous allyship from other forms of allyship
- Mobilize justice and action oriented responses for your professional practice
- Discern and critique contemporary issues within the term "ally" as it relates to Reconciliation today

## INDIGENOUS TRAUMA & EQUITY INFORMED PRACTICE

This course aims at expanding social perception on the missing context not usually covered in 'trauma-informed care' workshops. This session will focus on centering Indigenous perspectives on the change needed and required to go beyond being "informed".

### Main Conversation/Ideas:

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- Explore the relationship between colonialism, state violence against Indigenous peoples, and Indigenous specific trauma today
- Weave Indigenous resistance, resilience, resurgence, and equity-oriented approaches into professional practice

## TWO-EYED SEEING

Two Eyed Seeing (2ES) refers to the interweaving of western and Indigenous worldviews. This course is to help Indigenous and non-Indigenous participants develop or enhance their ability to interchange their professional lenses to better understand and support Indigenous peoples and programs.

2ES is about learning and adopting Indigenous knowledge and values in their frameworks of professional philosophy, policy, and practice.

### Main Conversation/Ideas:

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- Define Two-Eyed Seeing in the context of your professional domain: health, education, social, justice, etc.
- Conceptualize the value and importance of incorporating a 2ES approach to bringing about social change and transformation

## INDIGENOUS WELLNESS PATHWAYS & SPIRITUALITY

This workshop offers participants an opportunity to explore Indigenous perspectives on health and wellness using the '7 Sacred Teachings'. We will also explore the relationship to wellness and Spirituality through tradition and culture.

### Main Conversation/Ideas:

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- Explain the purpose and significance of the 7 Sacred Teachings in Indigenous Cultures
- Identify intergenerational strengths that celebrate Indigenous resilience, resistance, and resurgence in the corporate or community setting

## CIRCLE IN A BOX (EXPERIENTIAL LEARNING)

The workshop explores the effects of Residential Schools and Canada's Policy of Assimilation and how we can work together to impact meaningful change.

### Main Conversation/Ideas:

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- The exercise is to be used in a traditional respectful manner: it is to be shared orally and never written down; it needs to be carefully led and thoroughly debriefed by facilitators because of its powerful nature; and as the receiver of the vision, Jann (workshop creator) is named whenever it is used just as we name our Teachers when we include their information in what we share.

## ICS TRAINING FOR WORKING IN FIRST NATIONS COMMUNITIES (IN DEVELOPMENT)

This 30 minute online course is designed to support new non-Indigenous professionals by equipping them with cultural safety strategies to embed into their professional practice.

The values, attitudes, and languages in First Nations communities differ from Western and colonial contexts; this misalignment can pose unintended harm to the person receiving services. This course addressed those common areas for harm and provides strategies to mitigate harm.

### Main Conversation/Ideas:

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- Understand the historical and state imposed violence on First Nations communities and its implications for social determinants of health today
- Compare and contrast First Nations cultural values from corporate/Western systems
- Develop pragmatic culturally safer strategies to align with the community and their needs

# CONSULTATION & TRAINING FEES/RATES

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| Service  | Scope  | Fees   |
|--|--|--|
| <b>Initial Consultation</b>                    | <ul style="list-style-type: none"> <li>• Meet &amp; greet phone/video call with Len and potential client</li> <li>• Discuss the project or event of the client</li> <li>• Discuss intention for the engagement</li> </ul>  | No cost  |
| <b>Longitudinal Consultation</b>               | <ul style="list-style-type: none"> <li>• 6–12-month contract determined by both client and Len or associate</li> <li>• Len/associate to act as external advisor and consultant to systemic change reflecting decolonization, reconciliation, or Indigenous relations</li> <li>• Includes up to 8 hours a week of access to consulting services</li> <li>• Len’s consultation services are to act as subject matter expert</li> <li>• Implementation of project/initiative is embedded into the organization of the client</li> </ul> | \$150.00/hour  |
| <b>Project &amp; Professional Consultation</b> | <ul style="list-style-type: none"> <li>• No contract, ad hoc services</li> <li>• Offered to project leads or independent services providers</li> <li>• No long-term commitment</li> <li>• Series of meetings or engagements with Len in the context of advisor or facilitator</li> </ul>   | \$150.00/hour  |
| <b>Education &amp; Training</b>                | <ul style="list-style-type: none"> <li>• Len delivers education and training to clients, teams, or organizations on a curriculum he has written and is available</li> <li>• Education content can be custom tailored to organizations context and need</li> </ul>  | \$1,500 for half day (30 min – 3.5 hours)<br><br>\$3,000 for full day training (4-6 hours) |
| <b>Keynote Address</b>                         | <ul style="list-style-type: none"> <li>• Conferences</li> <li>• AGM’s</li> <li>• Special Gatherings</li> <li>• Media Requests</li> </ul>   | \$2,500  |

# OUR TEAM

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## LEN PIERRE (HE/HIM)

*Owner, Managing Consultant*

Len Pierre is Coast Salish from Katzie (kate-zee) First Nation. Len is an educator, consultant, TEDx Speaker, social activist, traditional knowledge keeper, and cultural practitioner. He has completed his Master of Education degree from Simon Fraser University focusing on curriculum and instructional design. His experience includes Indigenous education and program leadership from various health organizations, including the First Nations Health Authority, Fraser Health Authority, and the Canadian Centre for Mental Health and Addiction. As an agent for change, Len leads and advises for systemic transformation in universities across North America. He specializes in the development of educational programs and services with decolonization and reconciliation as its core values. He comes to us with an open heart and open mind, and hopes to be received in the same way.

### Services

- Consultation
- Indigenous Cultural Safety Training
- Indigenous Trauma & Equity Informed Practice Training
- Two-Eyed Seeing Workshops
- Decolonizing Education Workshops
- Reconciliation Workshops
- Transformative Territory Acknowledgement Training
- Anti-racism Training
- Decolonizing Substance Use Training
- Indigenous Allyship Workshops
- Indigenous Wellness Pathways & Spirituality Workshops



## **SAMANTHA JACK (SHE/HER)**

*Associate Consultant*

Samantha Jack is from Nuu-Chah-Nulth and Yale Nations. She brings a wealth of knowledge and history of working in Indigenous support services. She is skilled in customer service, strategic planning, public speaking, public outreach and social media. She is currently completing a Bachelor's degree in Political Science from Kwantlen Polytechnic University.

As an Associate Consultant at LPC, Sam provides consultation services on Indigenous Cultural Safety and working with Indigenous youth. She also provides training on Indigenous Cultural Safety, Reconciliation, Indigenous Youth Resilience, and Indigenous Trauma & Equity Informed Practice.

### **Services**

- Consultation
- Indigenous Cultural Safety Training
- Indigenous Trauma & Equity Informed Practice Training
- The Circle in the Box Training
- Indigenous Youth Resilience Workshops
- Reconciliation Workshops



## **ASHLEY PIERRE (SHE/HER)**

*Manager, Client Services and Administration*

Ashley has been an ally to First Nations people her whole life. She is committed to listening, learning, and aiding the Indigenous peoples of Colonial Canada towards achieving reconciliation. Ashley currently works at The Terry Fox Foundation as the Administrative and Donor Services Coordinator, and is married to Spencer Pierre, Len's cousin.

As the Manager for Client Services and Administration, Ashley coordinates the teams client inquiries, scheduling, booking, financing, and client follow-up.

### **Services**

- Client Inquiries
- Booking & Scheduling Consultants
- Invoicing
- Client Follow-Up & Reviews
- Team Administration



## MARISSA MCINTYRE (SHE/HER)

*Associate Consultant*

Marissa (Kenaytco) McIntyre is a mixed settler and First Nations woman of the Nlaka'pamux Nation born and raised in Surrey, BC. She holds a Bachelor of Arts degree in First Nations Studies from Simon Fraser University. Marissa previously worked for the Fraser Region Aboriginal Friendship Centre Association from 2018-2021 as an Indigenous At-Risk Youth Worker and Culture Night Coordinator before starting her current role with the Fraser Health Authority as an Indigenous Cultural Safety Educator.

Marissa has worked hard to reconnect with her culture over the last ten years and is constantly learning. She is so grateful for the opportunities she has been given to work alongside so many talented and knowledgeable Indigenous people, as well as the opportunity to serve her people by striving for system changes and widespread education.

As an Associate Consultant with LPC, Marissa provides training on Indigenous Cultural Safety & Humility, Indigenous Trauma & Equity Informed Practice, Appropriation vs. Appreciation, Decolonizing Substance Use, and Transformative Territory Acknowledgements.

### **Services**

- Indigenous Cultural Safety Training
- Indigenous Trauma & Equity Informed Practice Training
- Anti-racism Training
- Transformative Territory Acknowledgement Training
- Indigenous Allyship Workshops
- Cultural Appropriation vs. Appreciation Workshops



## NAOMI KENNEDY (SHE/HER)

*Associate Consultant*

Naomi Kennedy is Dakelh from the Stellat'en First Nations. She is the daughter of Carrie Ann Louis and the granddaughter of Violet Kennedy and Yvonne George. She carries the strength of the Matriarchs of her family when she learns, lives, and works on the ancestral, unceded territories of the Semiahmoo, Kwantlen, Katzie, Qayqayt, Kwitkwitlem, and Tsawwassen First Nations. Naomi is currently studying at the University of British Columbia to receive her Bachelor of Arts degree in First Nations and Indigenous Studies. Naomi began her Facilitation journey alongside her Mother in 2015.

As an Associate Consultant with LPC, Naomi provides training on Indigenous Cultural Safety & Humility and Indigenous Trauma & Equity Informed Practice for organizations.

### Services

- Indigenous Cultural Safety Training
- Indigenous Trauma & Equity Informed Practice Training
- The Circle in the Box Training
- Indigenous Youth Resilience Workshops
- Reconciliation Workshops



## MALISSA SMITH (SHE/HER)

*Manager, Logistics & Special Projects*

Malissa grew up in Pitt Meadows, BC and is a settler to this area. She has worked, lived, and played in Indigenous communities most of her life. She brings 27 years of combined experience in Indigenous health, social services and community engagement. Malissa is passionate about building relationships, having Indigenous voices at the table to ensure meaningful consultation and advocating for positive systemic transformation. She is also Len's partner in love and life.

As the Manager for Logistics and Special Projects at LPC, she manages the coordination of special team events, philanthropy projects, and community partnerships.

### Services

- Community Engagement and Partnerships
- Event Coordination and Booking
- Consultation services for Indigenous leadership and community engagement



## JORDAN WHITE (HE/HIM)

*Associate Consultant, Indigenous Knowledge Exchange Leader*

Jordan is a proud Métis citizen who embodies the teachings of the Métis flag, brings an appreciation of shared leadership, cultural humility, wisdom of 'all my relations', as well as experience presenting nationally and internationally. Jordan acknowledges the historical and ongoing impacts of colonialism on our systems and structures, as well as his understanding of being an Indigenous person. He aims to be decolonial and reconciliatory in his work while centering compassion, our common humanity, and gratitude within this messy, non-linear process. He is an Associate Consultant with Len Pierre Consulting, a Registered Clinical Counsellor and educator within Fraser Health, as well as an Indigenous advocate at the British Columbia Association of Clinical Counsellors (BCACC) Provincial Education Committee.

As the Indigenous Knowledge Exchange Leader at LPC, Jordan supports relationship building among Indigenous content experts in health and education. He actively pursues opportunities to promote and celebrate Indigenous ways of being, doing, and knowing at national and international conferences. As an Associate Consultant, he provides workshop and training sessions on Two-Eyed Seeing and Decolonizing Methodologies.

### **Services**

- Conference Booking and Coordination
- Two-Eyed Seeing Workshops
- Decolonizing Methodologies Workshops
- Translates research, literature reviews, and other sources of knowledge into a diverse range of audience-friendly knowledge exchange products