

A photograph of a person standing in a forest of tall, thin trees. The person is wearing a traditional Indigenous garment, a long, fringed tunic made of animal skins, and a wide-brimmed hat. They are standing on a dirt path, looking towards the camera. The forest is dense with tall, thin trees, and the ground is covered in moss and ferns. The lighting is soft, suggesting a misty or overcast day.

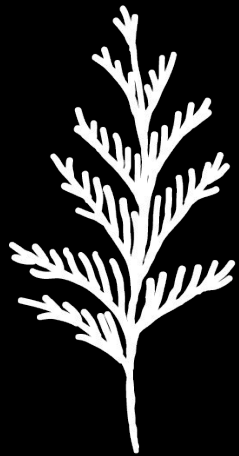
# Navigating the Tyranny of Efficiency

Going beyond the 'status quo' to embed Indigenous Cultural Safety, Decolonization, and Reconciliation into Canadian Institutions

Taking Action 2024



# 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!



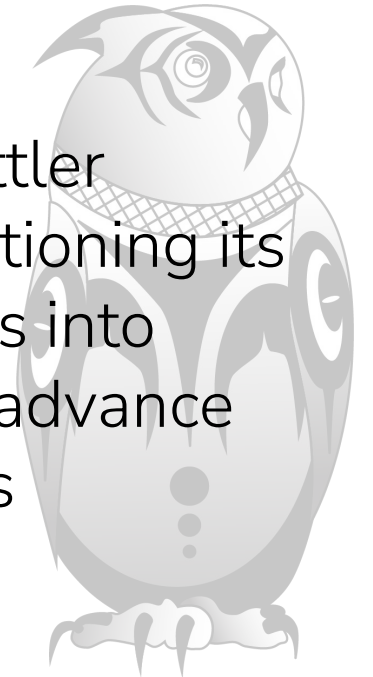
# Deconstructing colonial socialization

Socialization refers to the process of social influence through which a person acquires the culture or subculture of their group, and in the course of acquiring these cultural elements the individual's self and personality are shaped.



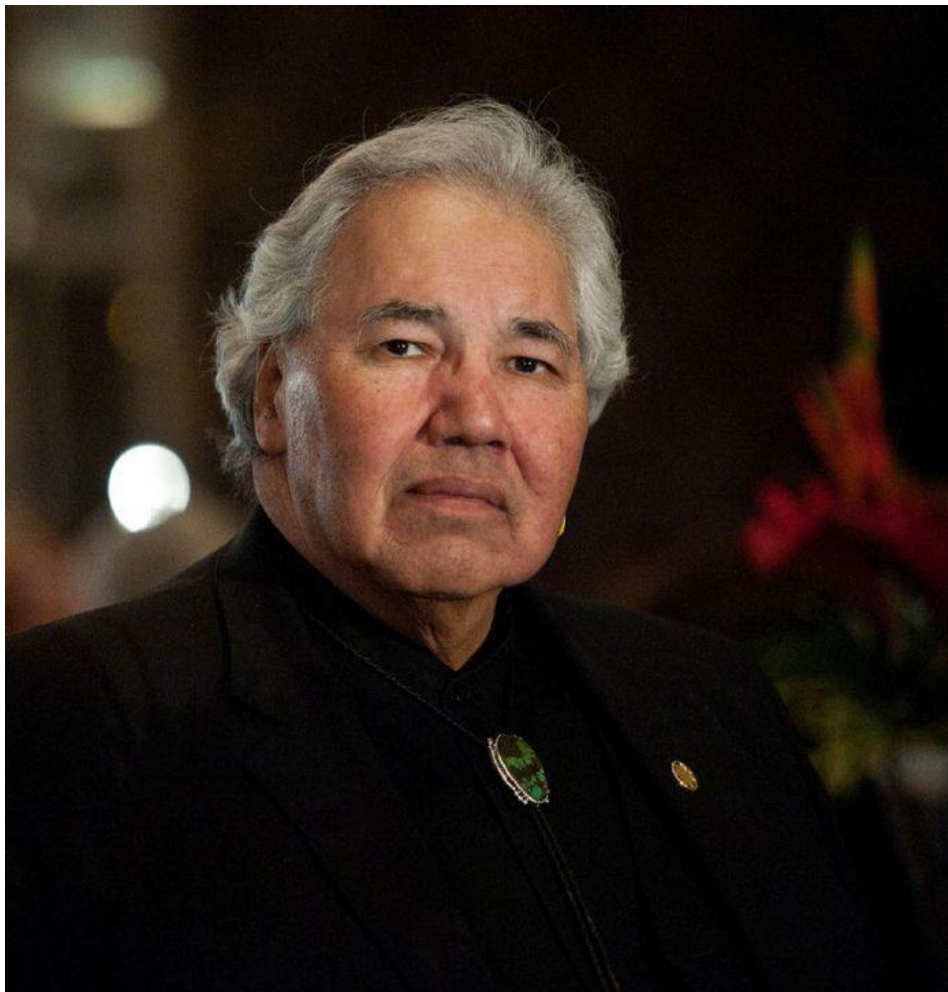
## Colonial socialization:

The means of colonial settler societies training or conditioning its new and incoming citizens into being anti-Indigenous to advance colonization in Indigenous territories.





# Deconstructing colonial socialization



“While Indigenous children were being mistreated in residential schools by being told they were heathen, savages and pagans and inferior people -- that same message was being delivered in the public schools of this country.”

-Justice Murray Sinclair

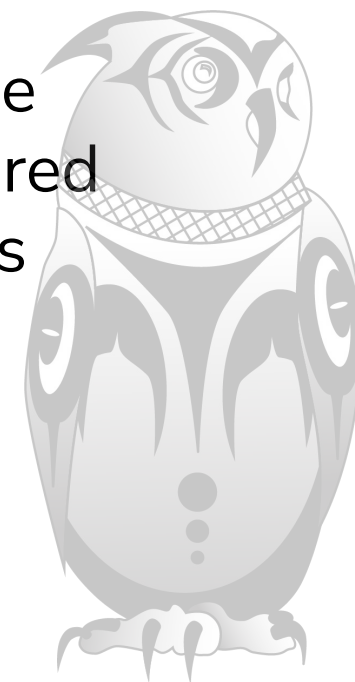






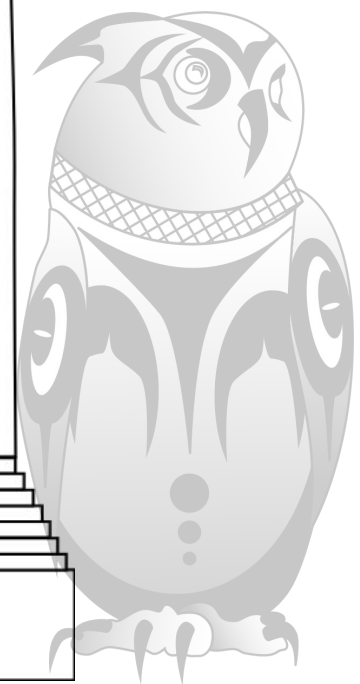
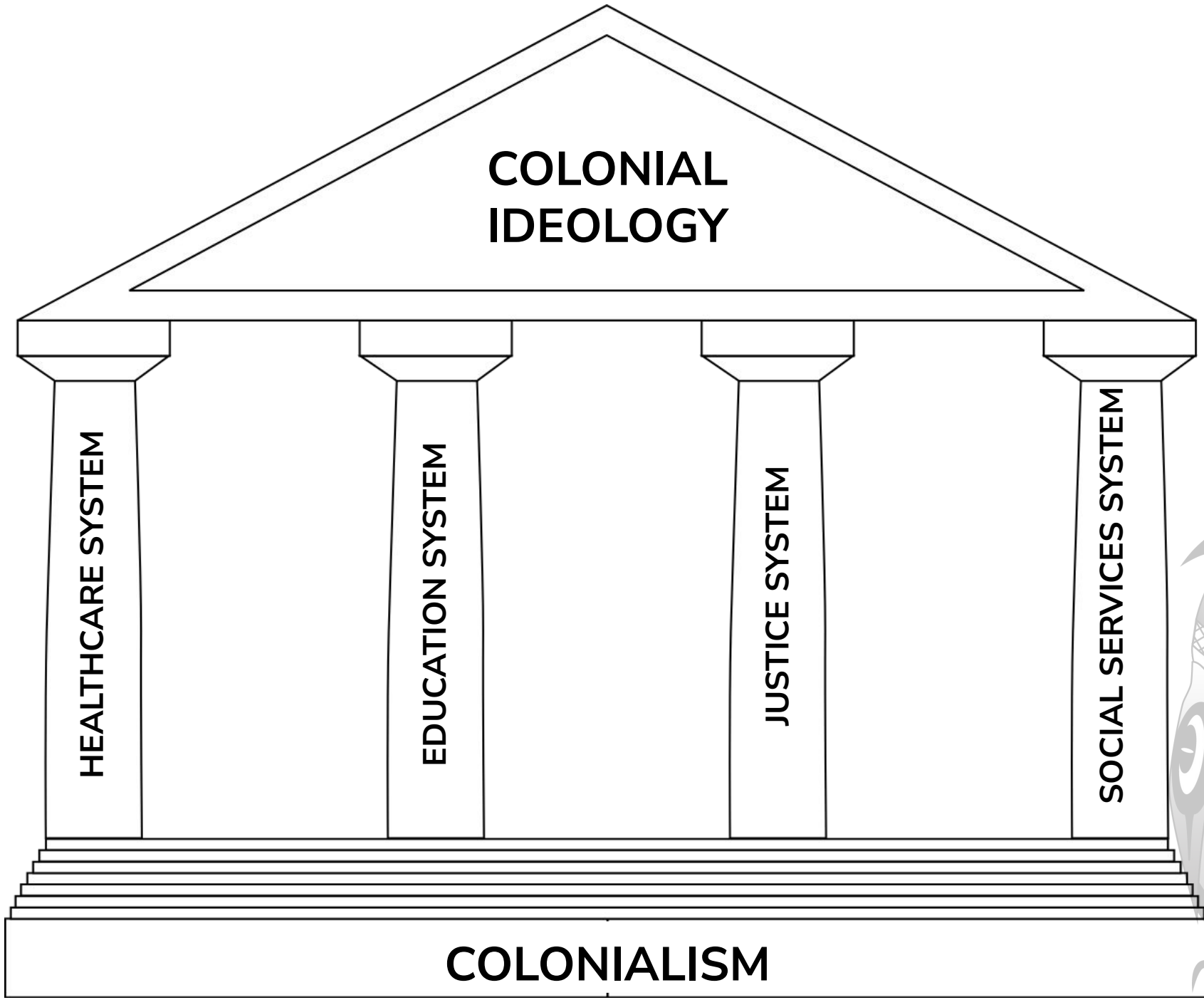
Illustration: Vernon Mould, Upper Canada College

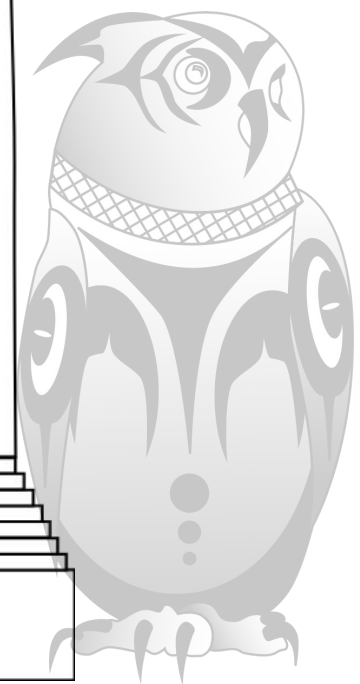
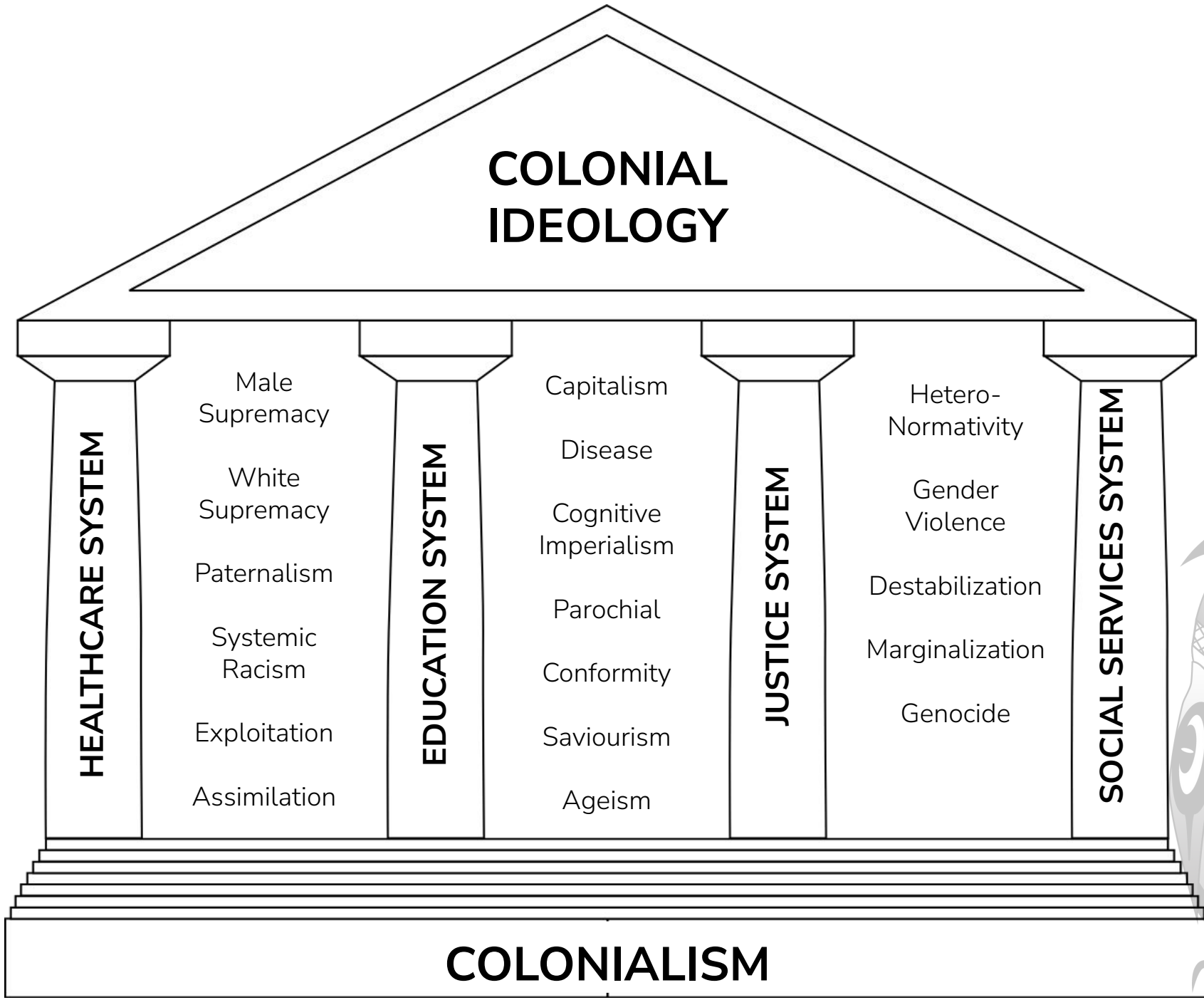
This image from *Breastplate and Buckskin*, a Canadian history textbook used for several decades from the 1950s on, depicts Indian "warriors" "dressed as devils" who "pranced about" trying to scare Cartier. In response, the text claimed, "The Frenchman smiled."



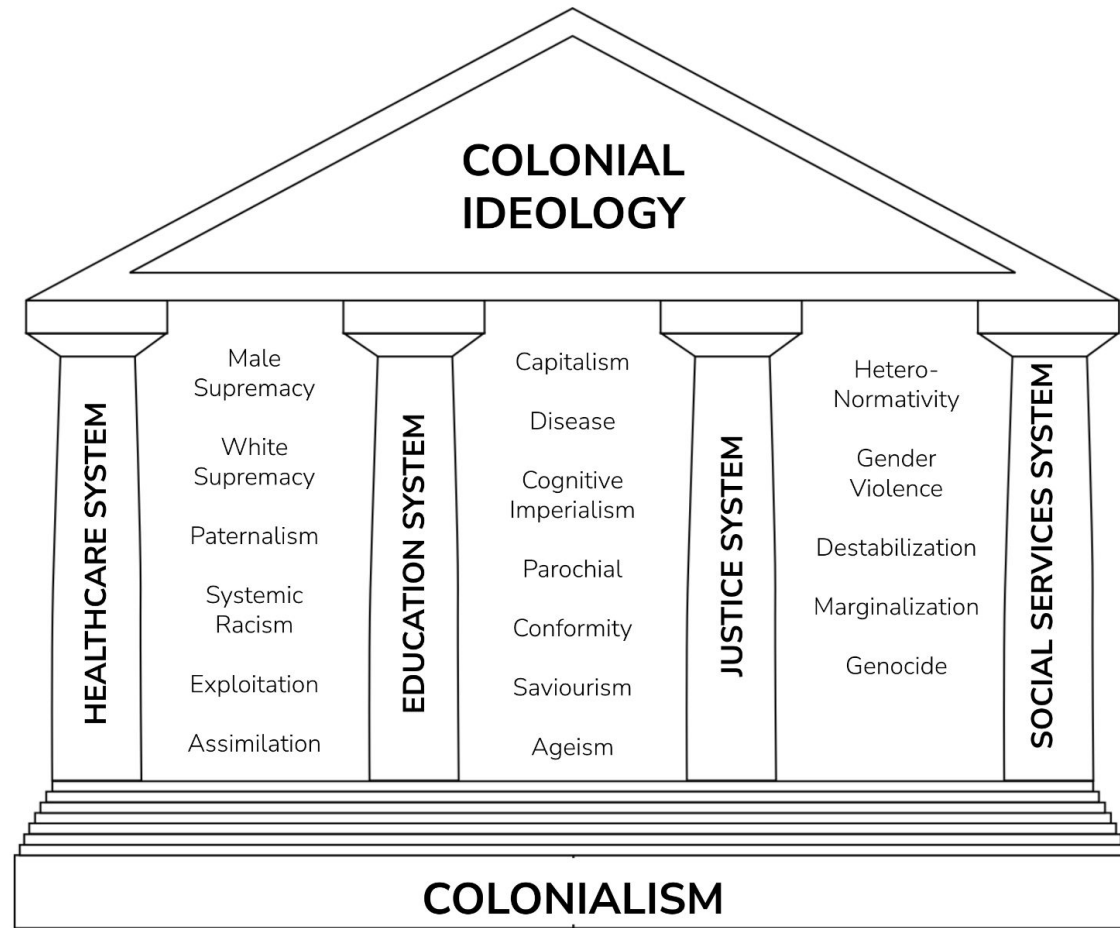




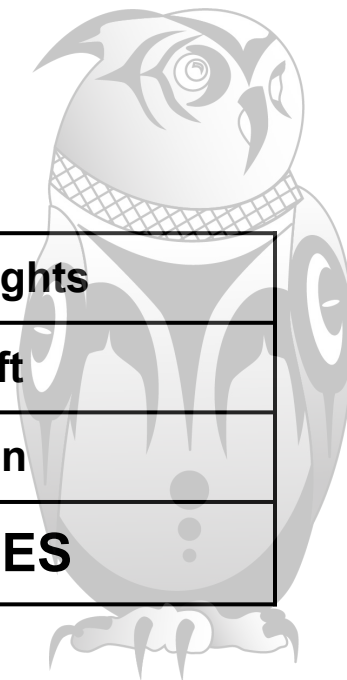








<b>The Indian Act</b>	<b>The Civilization Act</b>	<b>The Bill of Rights</b>
<b>The Residential Schools</b>	<b>The 60's Scoop</b>	<b>Land Theft</b>
<b>The Electoral Franchise Act</b>	<b>Beast of the Land</b>	<b>Prohibition</b>
<b>STATE &amp; STRUCTURAL VIOLENCE AGAINST INDIGENOUS PEOPLES</b>		





Out of the mountain of  
despair, a stone of hope.

Martin Luther





# There is some good news!



## Resocialization is in progress:

- New K-12 education
- Post-secondary requirements
- ICS health standards
- National Day for Truth & Reconciliation
- BC UNDRIPA
- FNHA
- Land back!





# Cultural Safety Spectrum:

Cultural Advocacy

Cultural Safety

Cultural Sensitivity

Cultural Awareness

Cultural avoidance



- Humbleness
- Humility
- Compassion
- Empowering
- Allyship
- Speaking up
- Asking questions
- Sharing
- Attending to
- Vulnerability

### TRANSFORMATION



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

### SUPPORTING THE TYRANNY OF EFFICIENCY



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

- Superiority
- Apathy
- Dominating
- Saviourism
- Censoring
- Remaining silent
- Limiting
- Exploiting
- Consuming
- Aggressive
- Violent

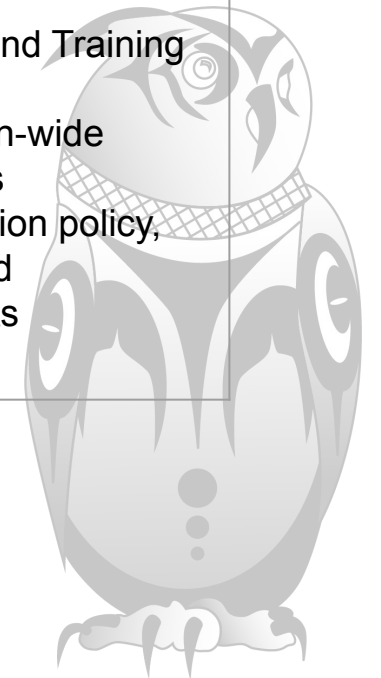






# Embedding cultural safety:

Professional Practice	Processes	Physical Places	Policies
<ul style="list-style-type: none"><li>● Make a commitment</li><li>● Make a Reconciliation Reflection Journal</li><li>● Advocate for change</li><li>● Be an ally</li><li>● Speak up</li><li>● Lead the change</li><li>● Learn how to be anti-racists</li><li>● Learn about Two-Eyed Seeing</li><li>● Read/research about decolonizing methodologies</li></ul>	<ul style="list-style-type: none"><li>● Job postings</li><li>● Hiring</li><li>● Performance reviews</li><li>● Feedback processes</li><li>● Team meetings</li><li>● Orientation and onboarding</li><li>● National Truth and Reconciliation Day</li><li>● Reconciliation Committee</li></ul>	<ul style="list-style-type: none"><li>● Territorial Acknowledgements</li><li>● Local Indigenous art contracts</li><li>● Wellness rooms</li><li>● Naming of spaces</li><li>● Architecture</li><li>● Medicine corners</li><li>● Sacred Spaces</li><li>● Naming buildings, wings, and spaces in the local Indigenous language</li></ul>	<ul style="list-style-type: none"><li>● Territory acknowledgements</li><li>● Anti-racism policy statements</li><li>● UNDRIP Policy Statements</li><li>● Education and Training Initiatives</li><li>● Organization-wide recognitions</li><li>● Decolonization policy, clauses, and amendments</li></ul>



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**“Safety is not the absence of threat... it is the presence of connection”**

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DR GABOR MATE



THANK YOU  
HAY CX<sup>W</sup> Q&Θ



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