

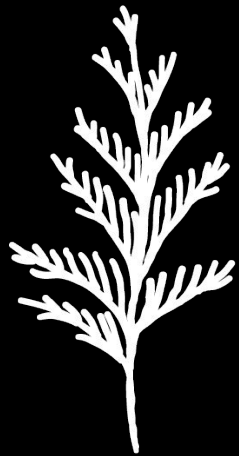
Indigenous Allyship & Anti-Racism

with Len Pierre

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!



1

Indigenous Allyship Teachings



What does it mean to be an ally?

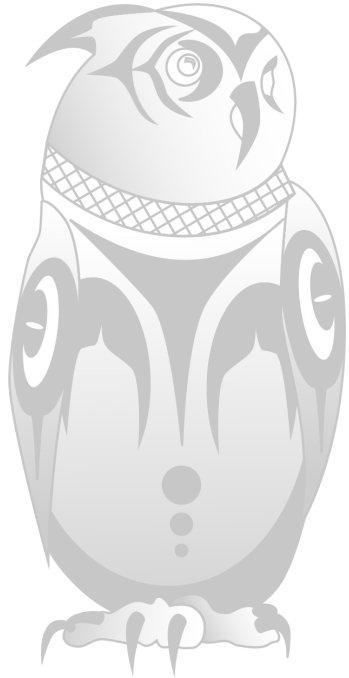


- Not all Indigenous peoples like the word “ally”
 - ALLY
 - AMBASSADOR
 - ADVOCATE
 - ACCOMPLICE
- Essentially the word implies relationship, union, and mutual benefit
- Friend
- To have someone’s back





Why do we need allyship?





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, un-learning, reflection, and doing
- Being 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:



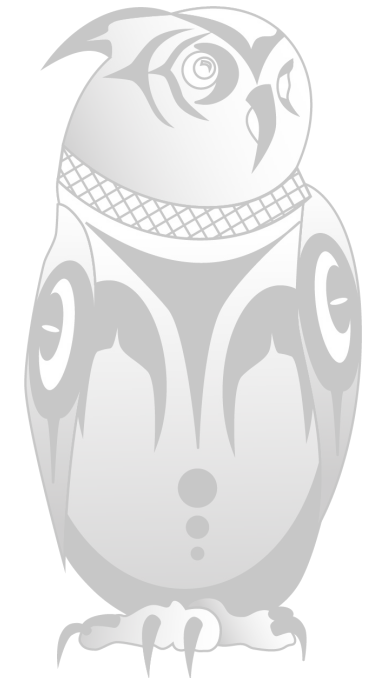
- It is not enough to name your privilege, you must use it for decolonization, reconciliation, and Indigenous Cultural Safety
- Indigenous LED vs. Indigenous LENS
- Speak up, but not over...
- Allyship does NOT trump accountability





The teaching of listening:

- Great speakers are first great listeners
- You have two ears and one mouth for a reason, so that you listen twice as often as you speak
- You have 3 ears, the two on the side of your head, and the one inside your heart
- Listen to understand, not to respond
 - Replacing judgement with curiosity, creating a safe place for someone to say everything without judgement
- Listening with your heart creates understanding, it's hard to hate someone you understand, it's hard to be afraid of someone you understand





Allyship vs. Solidarity:

Allyship

A moment of action supporting the rights, respect, and dignity of Indigenous peoples/person

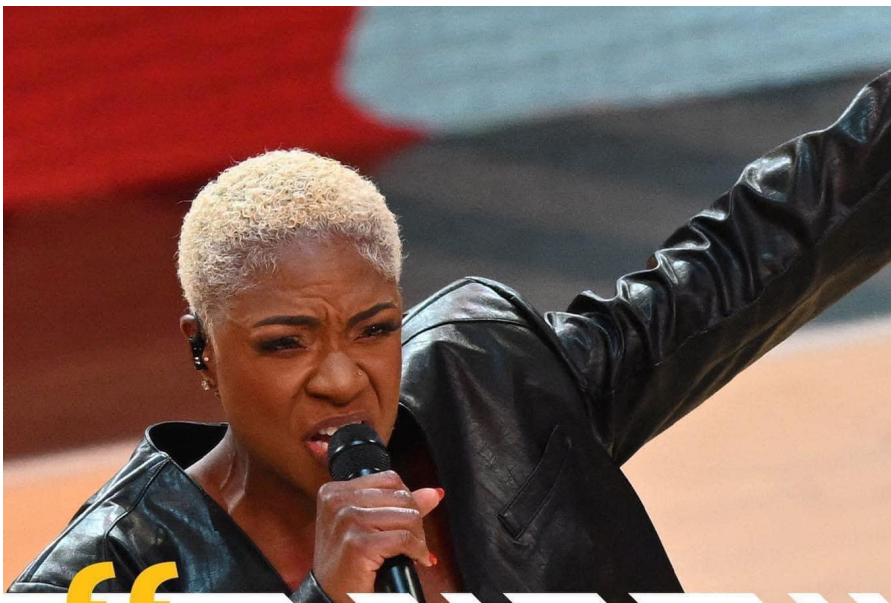
Solidarity

A relationship, friendship, and alliance with Indigenous peoples for Indigenous rights with accountability and action as core values





Jully Black: an Indigenous Ally in Action



Watch: Coldplay opens first Vancouver concert with land acknowledgment

It's the first time that the three Nations have taken the stage to welcome a band and open a concert.



[Maria Diment](#)
Sep 23, 2023 9:38 AM



O Canada! Our home on native land!

JULLY BLACK

The singers one-word change to O Canada at the NBA All-Star game draws praise.





Allyship vs. Saviourism:

ALLY:

- SOCIAL JUSTICE FRAMEWORK
- SERVANT LEADERSHIP
- WORKING FOR JUSTICE
- PRESENCE
- PARTICIPATION
- OVER TIME

SAVIOUR:

- CHARITY FRAMEWORK
- “DO IT FOR YOU”
- WORKING FOR SELF

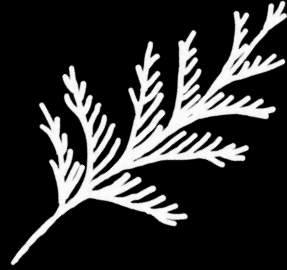


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PART 2

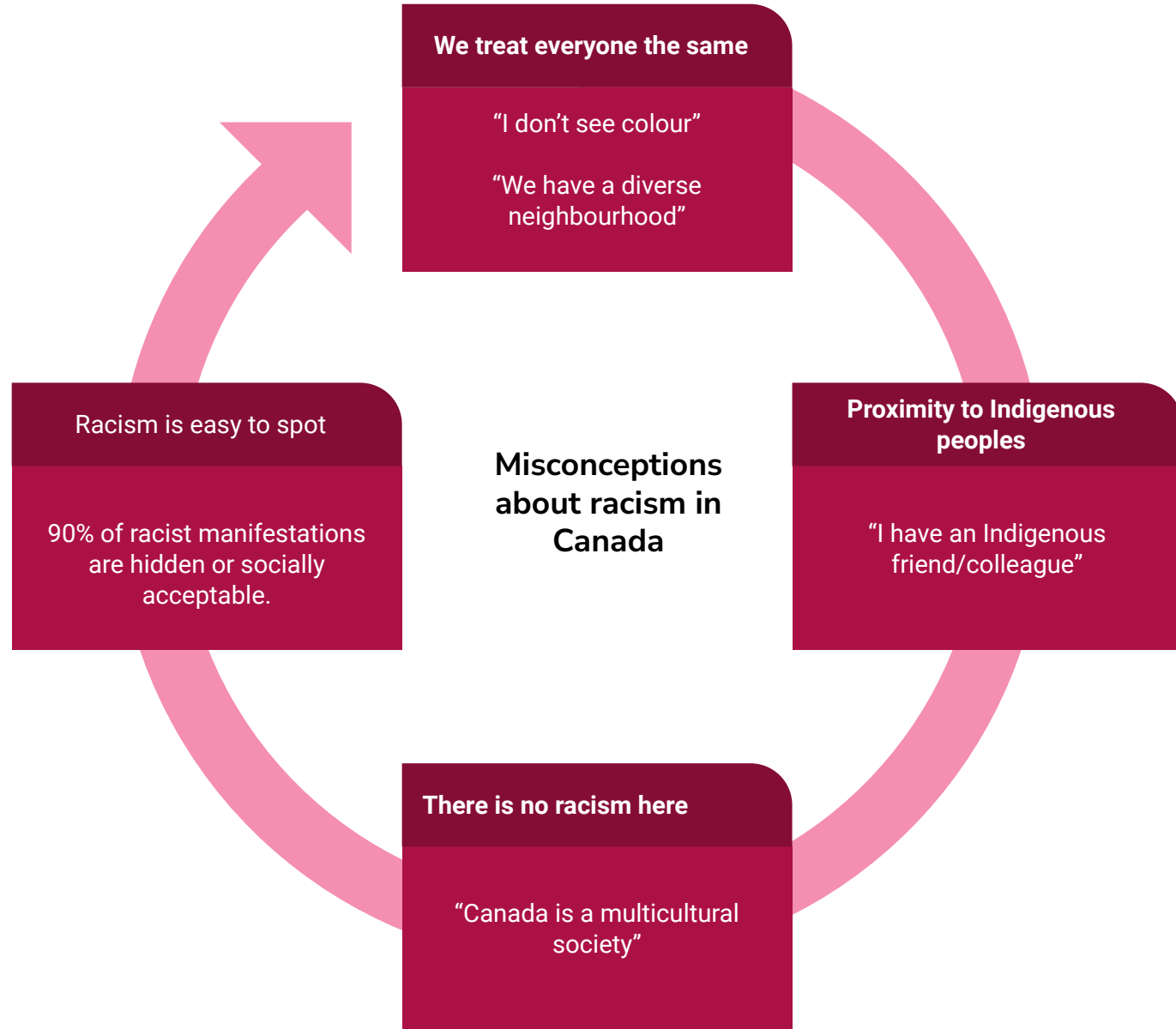
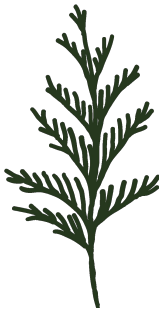
Anti-racism Tools





“Being anti-racist requires persistent self-awareness, constant self-criticism, and regular self-examination”.

-Ibram X. Kendi





10% of racism is overt

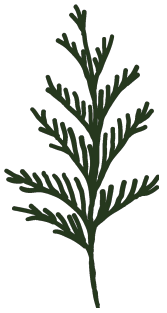
RACIST JOKES
HATE CRIMES
RACIAL SLURS
MICROAGGRESSIONS
GENOCIDE
DISCRIMINATORY LAWS



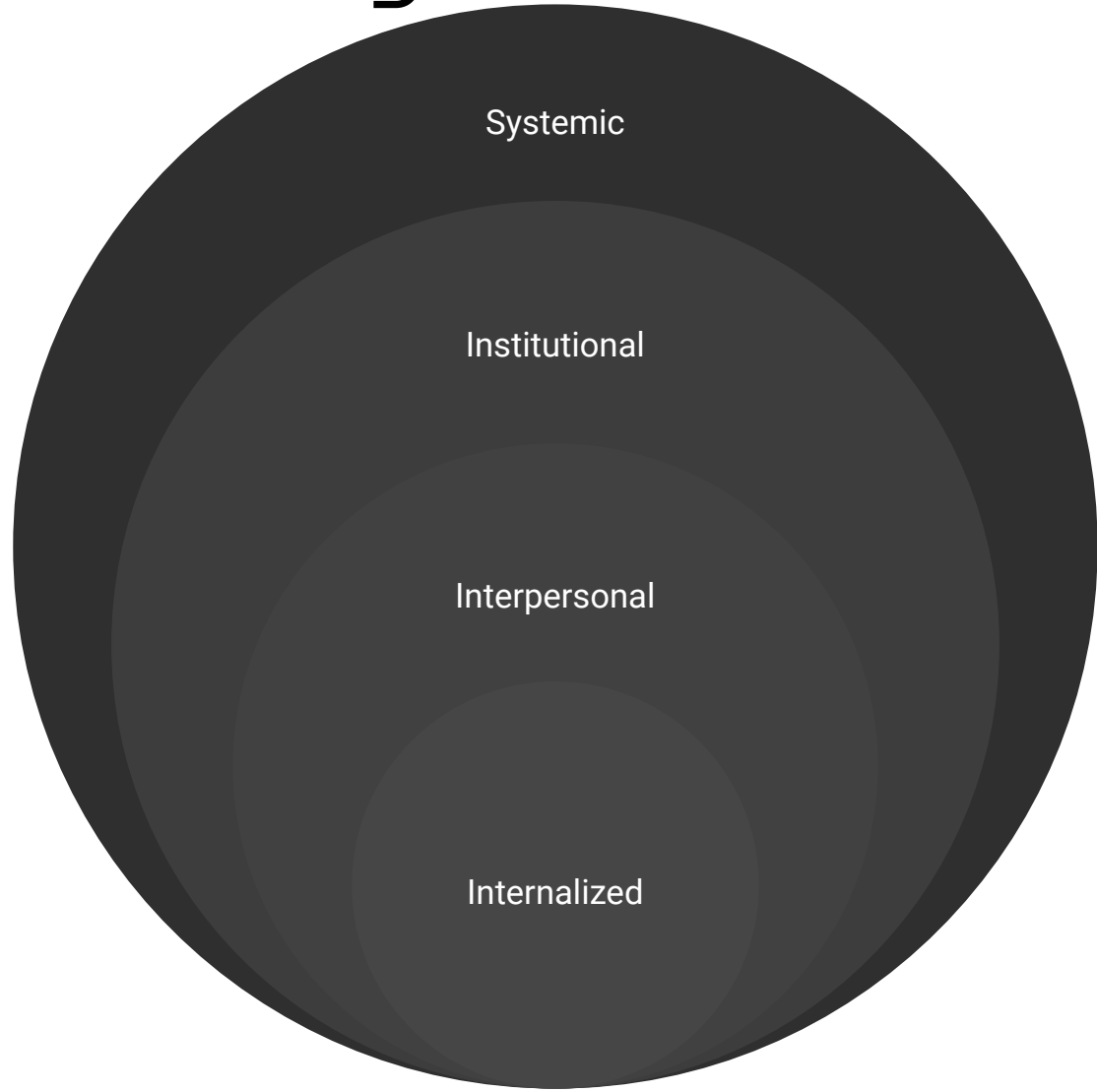
90% of racism is covert

AMBER ALERTS
ECONOMIC VIOLENCE
CULTURAL APPROPRIATION
ASSIMILATION
MASS INCARCERATION
MALTREATMENT IN HEALTHCARE
NOT LEARNING ABOUT INDIGENOUS CULTURE IN SCHOOL
REWARD FOR CONFORMITY
EDUCATION DROPOUT RATES
POVERTY
RCMP/POLICE BRUTALITY
RACIAL PROFILING
"JUST GET OVER IT"
CLEAN WATER ACCESS
CHILD THEFT
INDIGENOUS STEREOTYPES
EDUCATION ACCESS
TOKENISM
LAND THEFT & EXPLOITATION
MANUFACTURED CONSENT
SETTLER SAVIOURISM





Levels of anti-Indigenous Racism

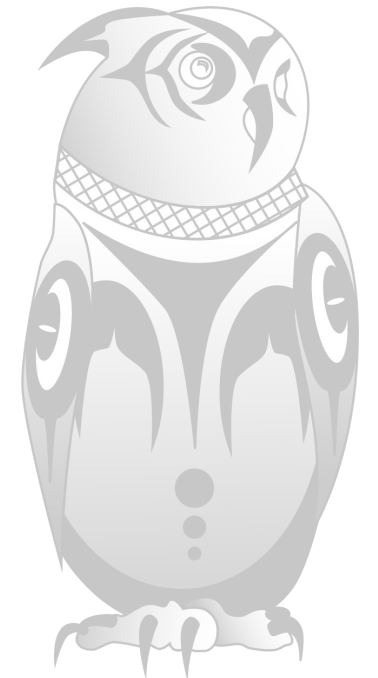
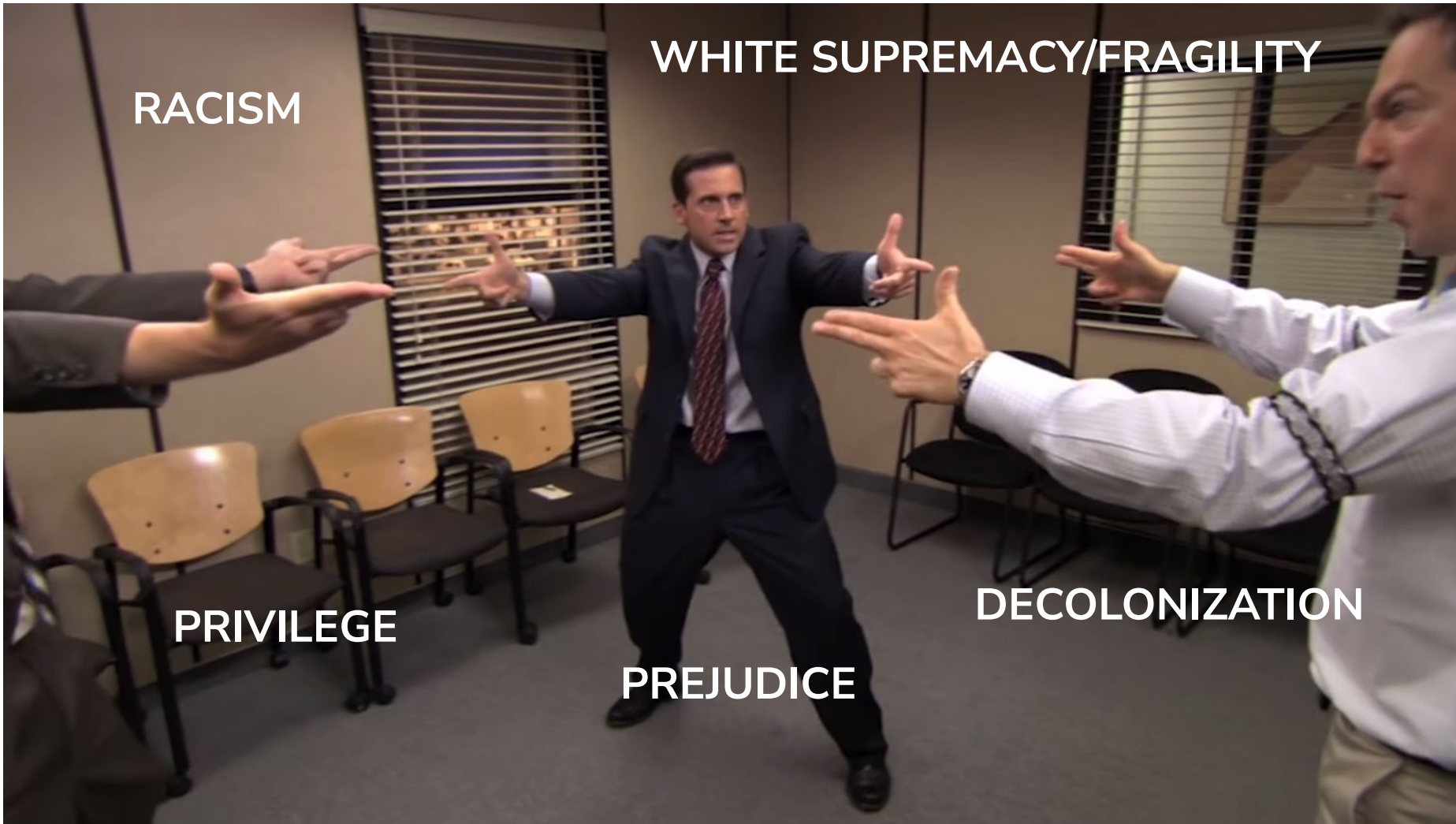


Systemic racism is how the other dimensions of racism can thrive in society



Disarming resistance

Anti-racism terms can be a trigger for many people:





What about the “P” word?

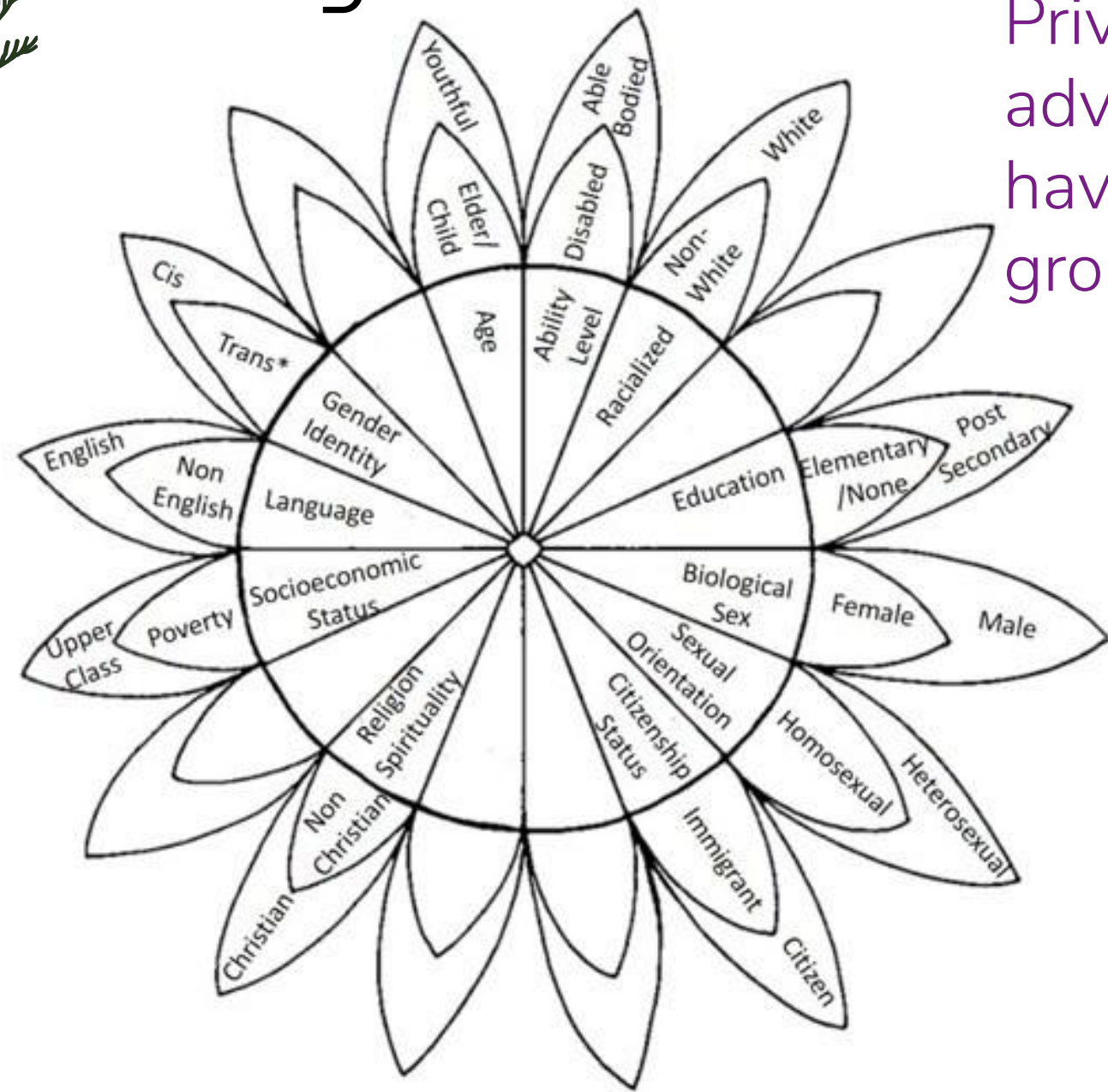
Does anyone here understand the left-handed experience?





Privilege 101

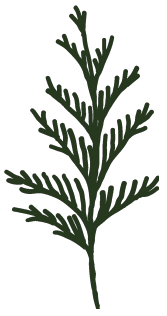
Privilege is refers to certain social advantages and benefits you have by belonging to a certain group.



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”





Prejudice 101

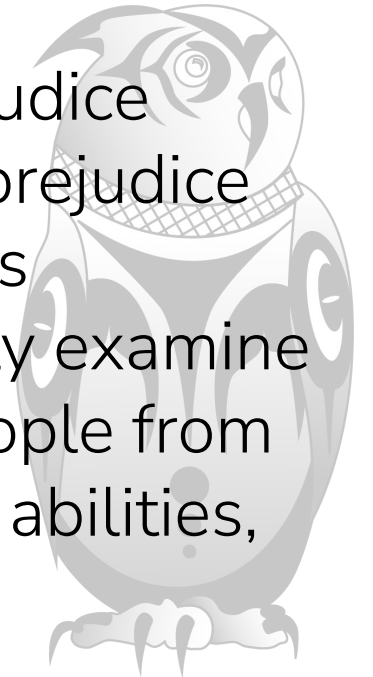


Prejudice is:

1. Natural
2. Innate
3. Inside every single person
4. Impossible to be without

We need to:

1. Stop asking “if” we are prejudice
2. Start asking “how” are we prejudice
3. Check-in with our prejudices
4. Train ourselves to constantly examine our own behaviour with people from different: cultures, genders, abilities, faiths, & ages



Decolonization 101

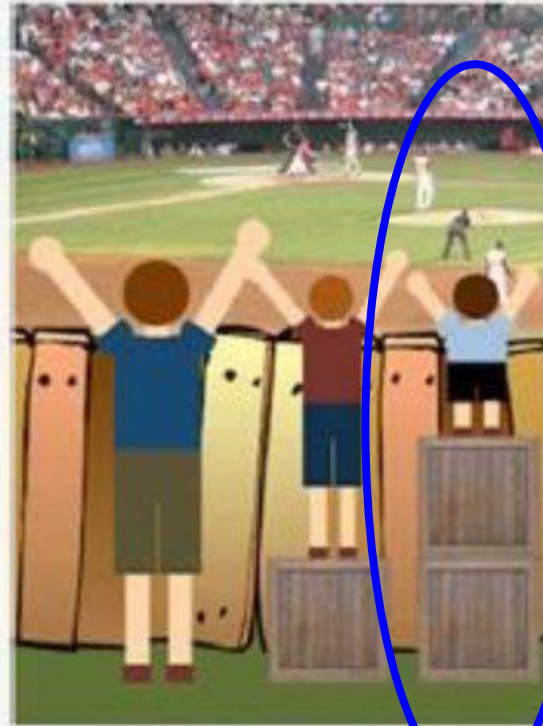
EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.

Sumon Al Mamun

MONDAY AT 2:55 PM



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.

Equity seeking peoples:

- Women
- Black
- Indigenous
- People of colour
- LGBTQ2S+
- People with diverse abilities
- New comers
- Targeted communities





EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.

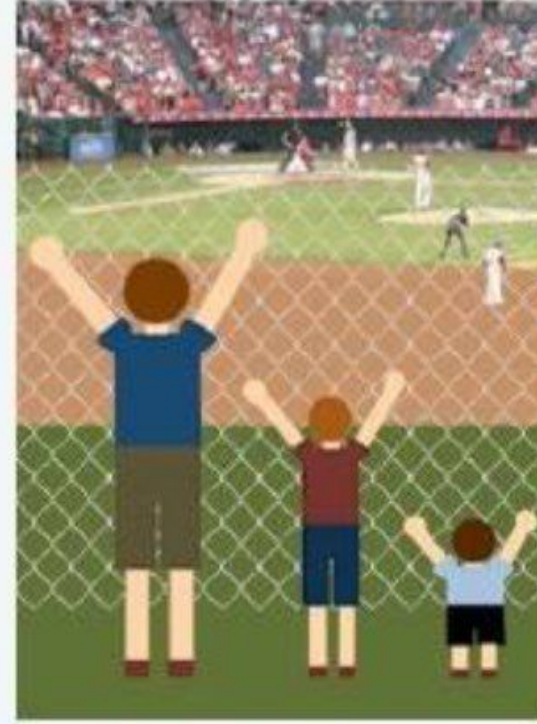
Sumon Al Mamun
MONDAY AT 5:45 PM

6



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.

DECOLONIZATION



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.





Becoming anti-racist

Comfort Zone

Deny racism

Avoid hard conversations

Strive for comfort

Talk to others who look like me...

Learning Zone

Racism is a problem

Educate ourselves

Ok with vulnerability

Listen to others who look differently than me...

Growth Zone

Advocate for anti-racism

We speak up when we see racism

Educate peers

Don't let errors deter us from acting better

Yield positions of power

Surround ourselves with people who look different

Transformational Zone

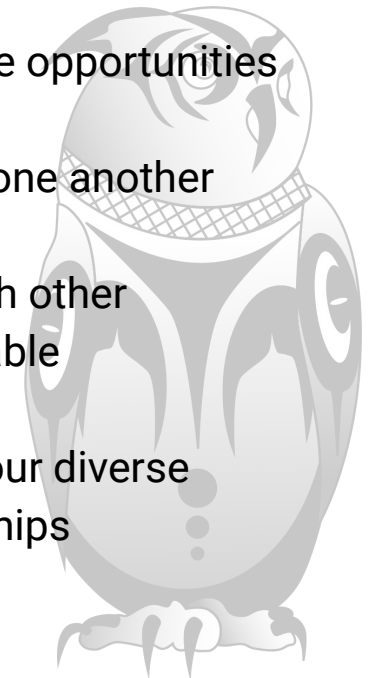
Promote anti-racist leaders

We create opportunities

Support one another

Hold each other accountable

Deepen our diverse relationships





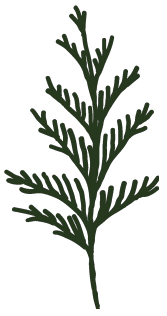
HOW DO



The Transformational Zone:

- We continually change and revise policies
- We 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





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

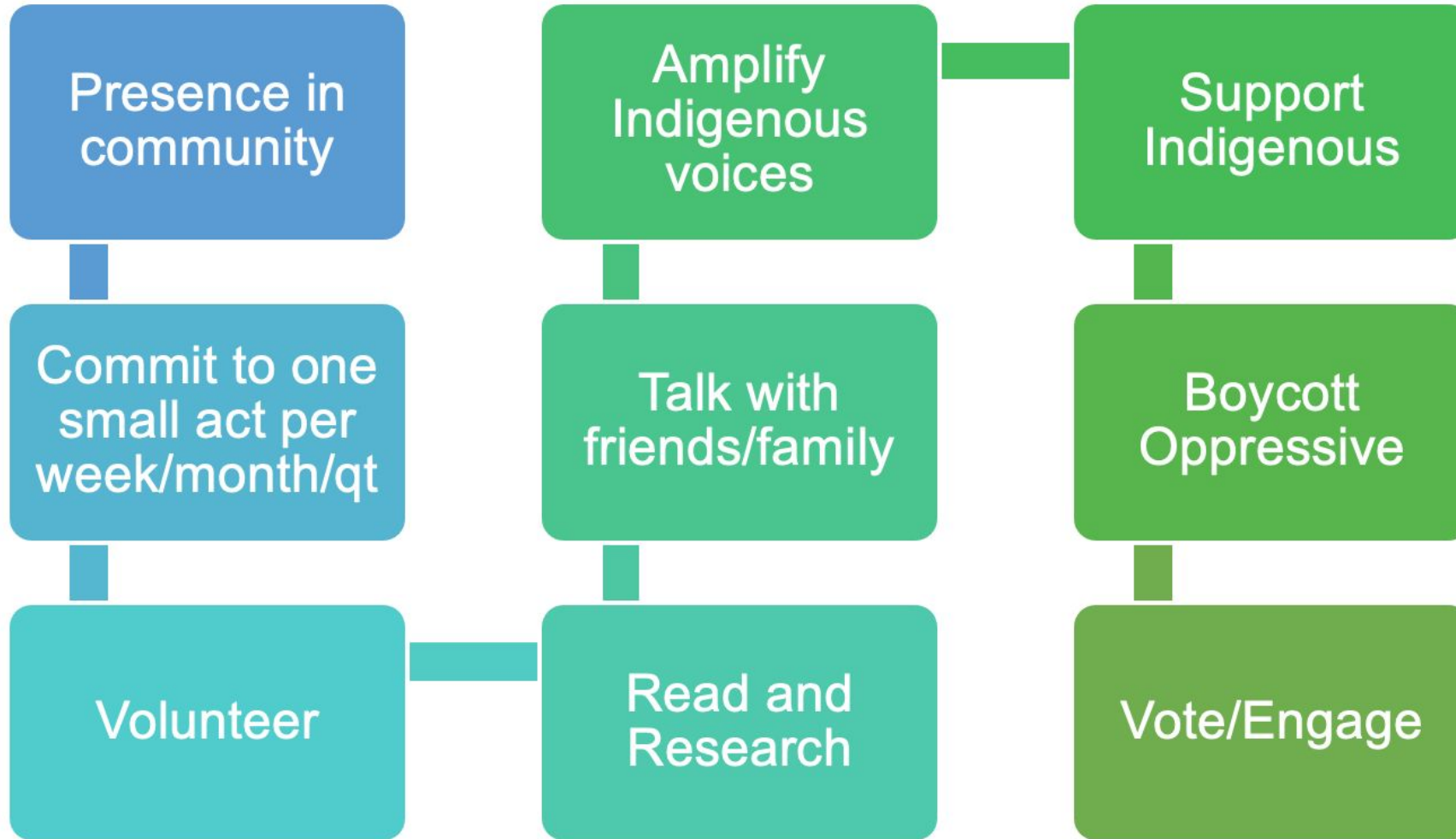
This is done when we establish cultures of feedback and criticism in our teams. Leaders encourage open feedback among peers and to leaders on language, behaviour, and power dynamics. The goal is transformation and justice doing..

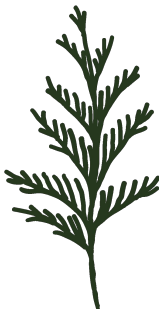
- Done with teams
- Laterally among peers
- Proactive
- Praised and celebrated





Strategies for advocacy:





Strategies for advocacy:

PREPARE

RESEARCH, LEARN, PLAN

POSITIVE

SMILE, BE SOLUTIONS
DRIVEN, HEALTHY, AND
CONSTRUCTIVE



PASSIONATE

EMPATHY, SHOW YOUR
UNDERSTANDING AND
CARE

PURPOSE

HOW DOES THIS
CONNECT TO THE BIG
PICTURE? WIIFM?

”

”

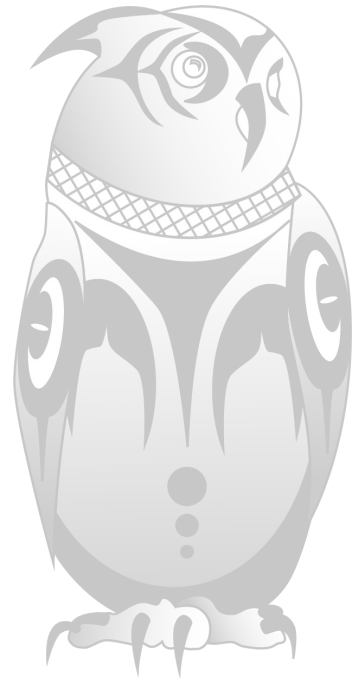
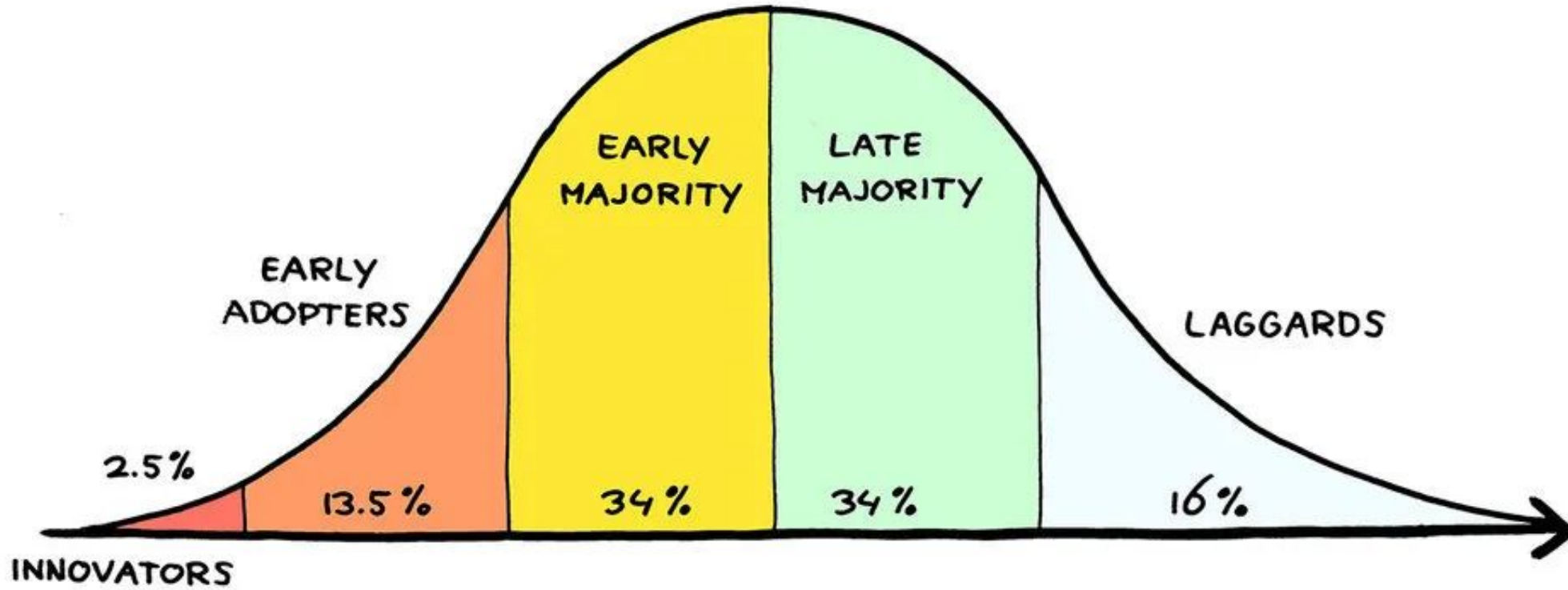
I'M CONVINCED OF THIS: GOOD DONE ANYWHERE IS GOOD DONE EVERYWHERE. FOR A CHANGE, START BY SPEAKING TO PEOPLE RATHER THAN WALKING BY THEM LIKE THEY'RE STONES THAT DON'T MATTER. AS LONG AS YOU'RE BREATHING, IT'S NEVER TOO LATE TO DO SOME GOOD.

– MAYA ANGELOU





Transformation:



Apologizing

does not always mean that
you're wrong and the other person is right.

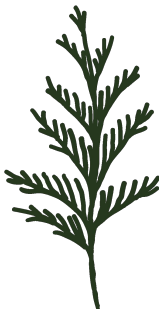
It just means that you
value your relationship more than your ego.



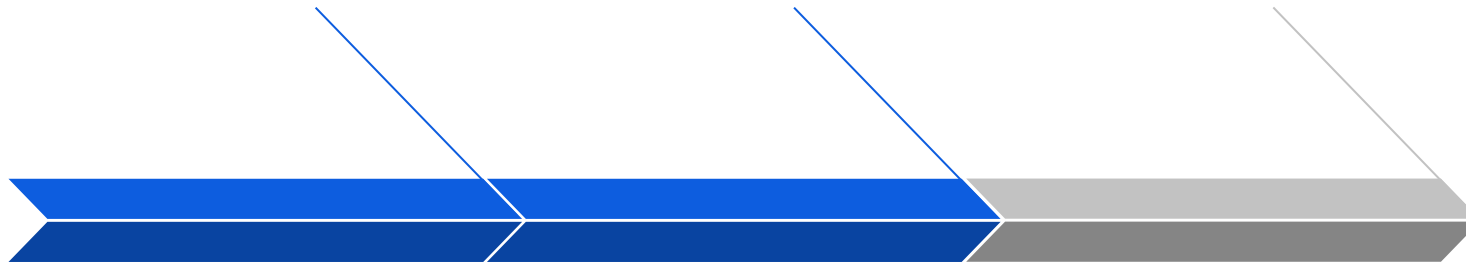
A meaningful apology consists of:

1. An expression of remorse
2. Acknowledge the harm as a result of your actions
3. Take responsibility for your actions (don't use but)
4. Offer an explanation
5. Offer a repair
6. Commit to change
7. Request for forgiveness





Think, Pair, Share:



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?



THANK YOU
HAY CX^W Q&Θ



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**Feedback is
our friend!**

**PLEASE
EVALUATE
THIS
SESSION
WITH THIS
CODE:**

