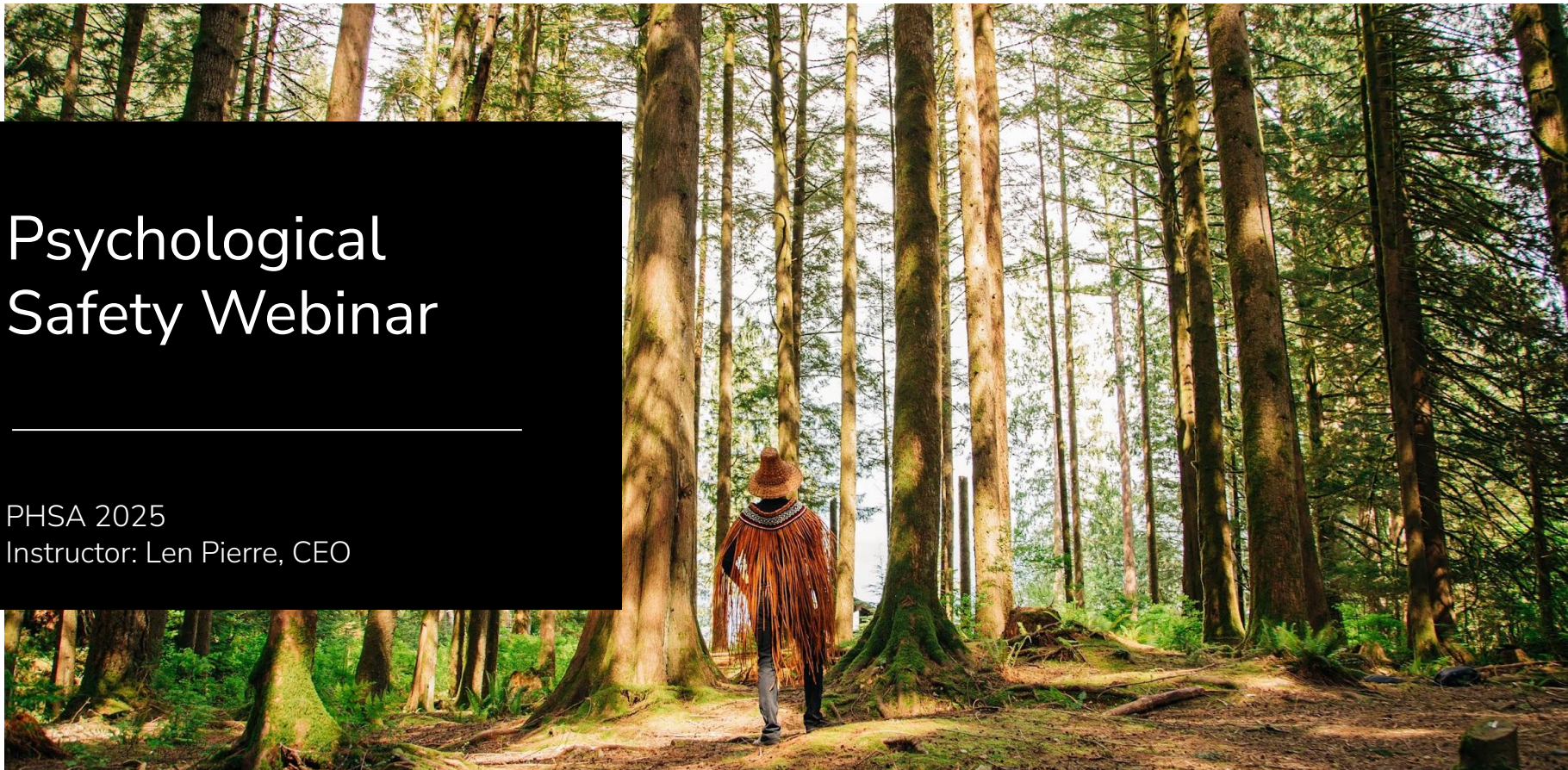


Psychological Safety Webinar

PHSA 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!



Indigenous Context

Psychological Safety

Workplace

Staff express thoughts and opinions

Take risks, admitting mistakes, and participating in open communication

Cultural Safety

Indigenous

Address power imbalances

Respond to racism and social/health inequity

Safety Factors:

- Colonial ideology & socialization
- Targeted Trauma
- State violence
- Systemic racism
- Tokenism
- Stigma





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*

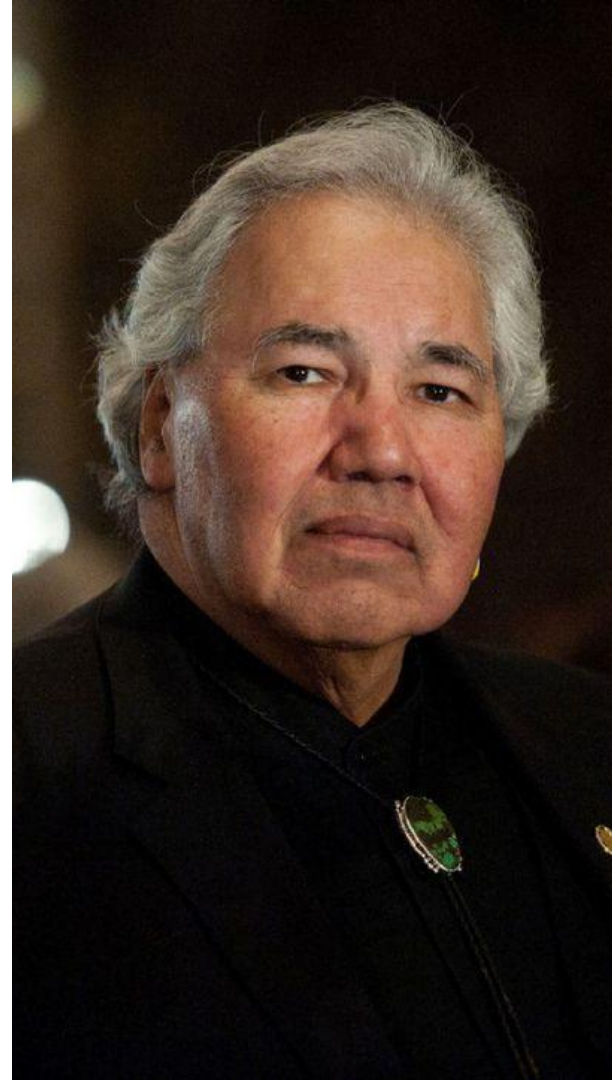




Illustration: Vernon Mould, Upper Canada College

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."





48* FOR TEAMS, ETC., SEE FOURTH PAGE.

REPUBLICAN UNION NOMINATIONS.

State Ticket.
For Governor..... STEPHEN MILLER, of Stearns.
For Lieut. Governor..... CHAS. D. BUSHWOOD, of Fillmore.
Secretary of State..... DAVID BARNETT, of Olmsted.
Auditor of State..... CHAS. McILHART, of Nicollet.
State Treasurer..... CHAS. SCHUBERT, of Washington.
Attorney General..... GORDON E. COLE, of Rice.
Clerk Supreme Court..... GEO. F. PORTER, of Houston.

County Ticket.
For State Senator..... THOMAS SIMPSON.
For Representative..... EARLE S. YOUNG.
For Sheriff..... THOMAS P. DIXON.
For Treasurer..... LEROY H. KING.
For Surveyor..... MATTHEW G. NORTON.
For Coroner..... N. PAUL HUBERT.
For County Clerk..... EDWARD ELY.

The State reward for dead Indians has been increased to \$200 for every red-skin sent to Purgatory. This sum is more than the dead bodies of all the Indians east of the Red River are worth.



A CHILD IS WAITING

Happy, Playful Girl



Sheri, 3, . . . loves to be hugged and cuddled. She is talking, repeating what others say and is more attentive. She is attending a speech therapy program once a week and her foster mom does speech exercises with her at home. Sheri enjoys play-time with her furry animals, puppies and the kitchen pots. She loves to listen and

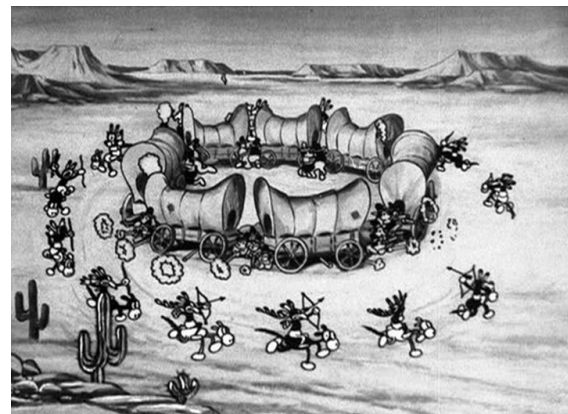
A CHILD IS WAITING



JASON, A LOVABLE LITTLE CHARMER . . . is all boy.

Youngster loves outdoors

Don't let his serious look fool you, sunny-mouthed Jason is a happy boy who enjoys playing with his children and adults. For the first months of his life, Jason had a few health difficulties. Father then died occasional cold, he got good health now. He gets an extra like smile on his face. The smile comes and goes, and is treated with













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





Indigenous Specific Trauma

Pre-contact

Death
Starvation
Tribal War
Separation
Flood
Fire
Earthquake
Physical injury

Targeted Trauma

Mass murder
Cultural genocide
Bio-warfare
Land theft
Displacement
Residential Schools
Indian Hospitals
Health experimentation
Child theft
Dog slaughters
State violence
Religious violence
Economic violence
MMIWG2S
Theft of horses
Manufactured consent

Intergenerational Trauma

Psychological assault
Ritual abuse
Gender violence
Cultural alienation
“Suicide”
Mental illness
Toxic drug poisoning
Mass incarceration
Houselessness
Poverty
Survival crime
Addiction
Lateral violence
Blood quantum
Sexual assault
Political violence

Indigenous Health & Social Inequities

Mental illness
“Suicide”
Obesity
Heart disease
Kidney Disease
Incarceration
Drop-out of school
Designations
Diabetes
Asthma
Autoimmune disorders
Smoking
Alcohol
Unemployment
Cancer
Stroke
Gang Recruitment



Psychological Safety Tools:

Trauma-informed

Address the historical and intergenerational wounds caused by colonization, systemic racism, and residential schools.

Equity-informed

Focus on systemic change, ensuring fair access and outcomes for Indigenous Peoples. Not business as usual.

Dignity-informed

Dignity as a foundational human right for Indigenous individuals and communities. Beyond just mitigating harm to actively affirming respect, acknowledgment, & recognition.

Allyship & Anti-racism

Racism is a workplace safety issue. We speak up and advocate for change and transformation.





This is not business as usual

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.



Professional Tools for Your Tool Belt

1

Train yourself to examine and re-examine your language and behaviour.



- ICS Terminology
- iTIEP Communication Guidelines
- Seek feedback and give feedback to colleagues on their language/behaviour

2

Check-in with your prejudices. Ask yourself “How am I being prejudice?”



- In your team meetings
- When talking about First Nations, Metis, and Inuit
- When working in Indigenous context/projects

3

Pass on what you have learned.



- Tell your family what you learned
- Share with a colleague
- Do a social media post
- Share a social media post
- Write a reflection



4

Aspire to be an ally.
You do not need to be
Indigenous to talk/advocate
for Indigenous Cultural
Safety.



- Practice disciplined listening
- Speak up, but not over!
- Listen with your heart
- Be patient, present, and participate in Indigenous things

5

Commit to lifelong
learning and unlearning.



- Join our LPC Learning Community
- Buy a book
- Listen to podcasts
- Commit to one next thing from this course!



“

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

DR GABOR MATE





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Thank You for Joining Us at Len Pierre Consulting!

We value your feedback and invite you to take 1-2 minutes to share your thoughts on today's session.

- **Feedback helps us grow:** Your insights will be used to enhance future course offerings.
- **Your evaluation is anonymous**
- **Session Details:**
 - Course: [Introduction to Indigenous Cultural Safety](#)
 - Instructor: [Len Pierre](#)