

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. The forest floor is covered in moss and ferns. The background shows a dense canopy of trees.

c̣hi: ya:ỵəstəl

(Working together)

A Partnership Framework by
Len Pierre Consulting

Prepared by Noah Chalifoux



c̣hi:ya:ỵəstəl (Working Together)

Len Pierre Consulting (LPC) is committed to building strong relationships aligned with our core Indigenous values of respect, relatedness and reciprocity. To ensure this happens in a good way, LPC has a partnership framework called **C̣hi:ya:ỵəstəl**.

C̣hi:ya:ỵəstəl (pronounced chee-ya-ya-stel) belongs to the traditional Coast Salish language *hunqimimum* and translates to “working together”.






Goals of c̓hi:ya:y̓əstəl

1. **Allow LPC to be intentional about the partnerships we build**, ensuring they are aligned with our values and the world we hope to build.
2. **Outline potential partnership opportunities**, so we do not miss opportunities to work with others.
3. **Provide a structure that allows relationships to grow** in ways that are clearly outlined, and that feel safe for LPC and our partners.
4. **Work in a way that emphasizes our values of respect, reciprocity and relatedness.**



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AN ANTI-COLONIAL APPROACH

A photograph of a person, likely of indigenous descent, wearing a wide-brimmed woven hat and a patterned poncho. They are sitting in a forest, looking upwards and to the right. The image is overlaid with a semi-transparent dark green filter.

LPC's approach to partnerships seeks to actively resist the coercive colonial power that structures so much of our world. We do this by building partnerships grounded in our values, while paying attention to the limitations of the structures we must engage in presently.



An anti-colonial approach

Partnership frameworks through corporate social responsibility (CSR) often reproduce colonial relationships and power, meaning they can:

- Appear friendly, while being extractive and violent.
- Reproduce existing hierarchies.
- Apply a contractual approach that is disconnected, lacks sufficient context, and moves against LPC's core values of respect, reciprocity and relatedness.

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Comparing CSR to LPC's Approach

Corporate Social Responsibility (CSR)	c̣hi: ya:yəstəl
Contractual, often disingenuous	Relational
Negotiating desired individual outcomes	Authentic sharing of values & goals
Maximize gain for your organization	Abundant positive outcomes for both organizations & toward shared goals
Coercive	Consent driven
Extractive	Respectful & reciprocal



Acknowledging and working under colonial power structures

LPC acknowledges that we must engage with many colonial structures to do our work. As we work to dismantle these structures, we also:

- Acknowledge their presence and power.
- Engage with them strategically, and where necessary, to advance work grounded in our values.

Our commitment:

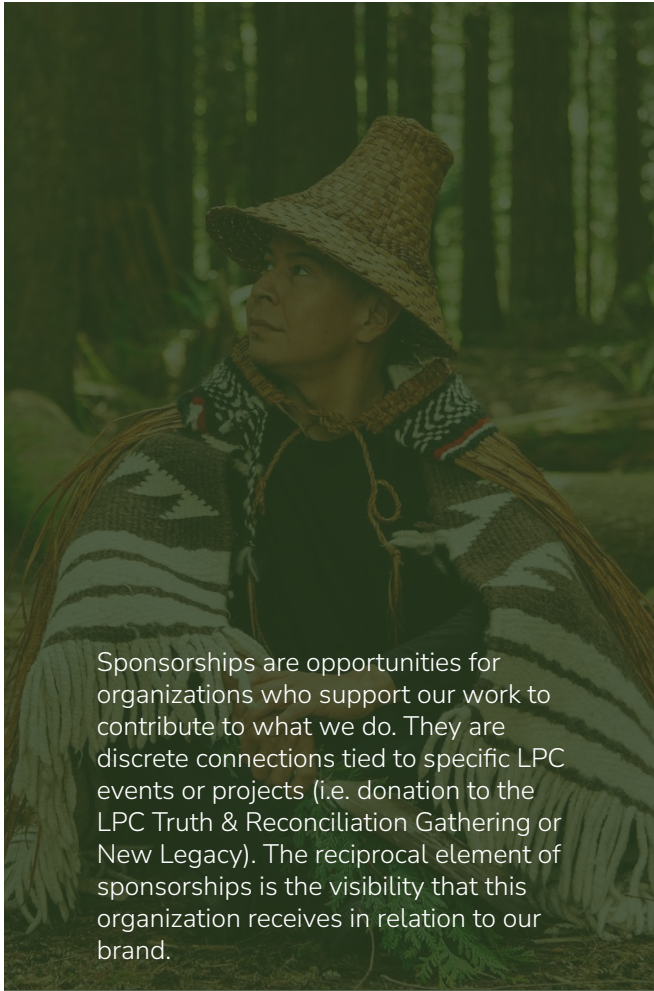
Honouring our core value of respect, we will engage with the structures of our present world in ways that allow our relationships to grow safely. At the same time, we will find ways to resist those structures by carrying our values into the way we engage with them.

Example:

Due to the oppressive nature of our economic reality and the scarcity it produces, partnerships may require contractual agreements, so that organizations can manage risks in a way that feels safe and allows a relationship to grow. Contractual agreements have long been applied to advance colonization. We will resist this broken structure by ensuring that contracts are written in a way that is accessible and clearly understood, to ensure all parties are respected and that relationships are consent-driven, not extractive. We will also work to animate that contract relationally.

2

SPONSORSHIPS

A photograph of a person, likely of Indigenous descent, wearing a wide-brimmed woven hat and a patterned shawl. They are looking upwards and to the right, set against a background of a forest with tall trees. The image has a dark green overlay.

Sponsorships are opportunities for organizations who support our work to contribute to what we do. They are discrete connections tied to specific LPC events or projects (i.e. donation to the LPC Truth & Reconciliation Gathering or New Legacy). The reciprocal element of sponsorships is the visibility that this organization receives in relation to our brand.



Defining Sponsorship

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Sponsorships are a way for organizations to show support for our work and our values, and allow LPC to connect with organizations, clients and potential partners.



Approach to Sponsorships

Sponsorships are opportunities tied to specific LPC events or projects. It is important that both parties have a clear understanding of the sponsor contribution and the type of brand visibility LPC can offer in return.

Sponsorships are aligned with our values and goals when they:

- Foster new or deeper relationships with other organizations.
- Support our work with respect to advancing cultural safety, Truth & Reconciliation and Indigenous well-being.
- Supports sponsor organizations in deepening their commitment to our values (i.e. by articulating a commitment to embedding cultural safety in their work).




Criteria for Sponsorships

Criteria	Description
Clearly outlined	Both parties understand clearly the nature of the sponsorship (how the sponsor's brand will be visible in relation to ours, amount of sponsorship, etc.).
Commitment to our work & values	LPC will only accept sponsorships from organizations who demonstrate a commitment to improving cultural safety, truth & reconciliation, decolonization and anti-racism.
Respectful of the value of LPC's brand	Sponsorships should be accepted in a way that considers an organization's commitment to our work, their means to contribute and the value that the sponsorship brings to their work.
Discrete	Tied to a specific LPC event or project.

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PARTNERSHIPS

A photograph of a person, likely of indigenous descent, wearing a wide-brimmed woven hat and a patterned poncho. They are sitting in a forest, looking upwards and to the right. The image is overlaid with a semi-transparent dark green filter.

Partnerships are opportunities to work collaboratively with organizations who share our values & goals. Partnerships are ongoing relationships built gradually over time, as we develop trust and learn more about how we can support each other's work. Partners are allies



Defining Partnership

Partnerships are opportunities to work collaboratively with organizations who share our values & goals. Partnerships are ongoing relationships built gradually over time, as we develop trust and learn more about how we can support each other's work. Partners are allies

Partnerships are dynamic and built at a pace that feels safe for both parties, who must manage their own needs and protect their brands.



Approach to Partnerships

LPC's Approach to Partnerships is grounded in our core values.

Value	Description
Respectful	Partnerships are consent-driven and take into account the greater context of organizational or individual experiences, limitations and strengths.
Relational	Partnerships emphasize relationships. Partners are our allies, friends and kin. We prioritize staying in good relation with our partners and growing deep connections.
Reciprocal	We work to understand the goals of our partners and ensure we are supporting each other in reaching our collective and individual goals.
Anti-colonial	We acknowledge and respect how colonial power structures our world, while trying to move in opposition to and outside of these structures.



Pathways to strong partnerships

While it is important to start small, it is also important to **make space for partnerships to form and grow**. Pathways to strong partnerships include:

1. Sponsorships that grow into partnerships over time.
2. Client relationships that grow into partnerships as we learn more about each other and find greater alignment in our values and goals.
3. Making parts of this framework publicly available and featuring our partners on our website, so potential partners can reach out.
4. Deepening existing partnerships by:
 - a. Finding appropriate ways to stay connected (i.e. partner events, network building).
 - b. Formalizing relationships, where necessary, through partnership agreements (next slide).
 - c. Making it clear we are open to new ideas and ways to work together.



Partnership Agreements

Partnership agreements are ways to formalize or clarify partnerships so that they can grow. While not always necessary, they can be thought of as a communication tool to articulate the commitments we wish to make with our partners and to support trusting, authentic relationships.

Partnerships agreements at LPC should:

- Be clear and accessible;
- Leave space for adaptability/dynamicism;
- Center our shared values and goals;
- Be iterated and renewed as our relationships with partners evolve.



Possible ways to work together....

Sponsorship	Partnership
<ul style="list-style-type: none">● Donations to LPC giveaways or fundraisers● Sponsorships to deliver free LPC events (i.e. lunch & learns)● Contributions to LPC fundraising events● Free or discounted services to support LPC events/projects● Sponsor brand visibility on event promo materials and at the event itself	<ul style="list-style-type: none">● Visibility on LPC website “partners” page● Co-planning events (i.e. corporate retreats)● Coordinated delivery of services● Promoting each other to one another’s clients● Preferred rates for accessing each other’s services

Get in touch!

If you're interested in sponsoring LPC activities or discussing partnership opportunities, please reach out to:

events@lenpierreconsulting.com

HAY CXw QƏ (Thank you)



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