

Decolonizing Watersheds

a series of shared learning opportunities to expand understandings of decolonizing practices, capture lessons learned and prepare to share & apply them, in your ongoing work, in good relations, with a decolonial lens



Hosted by Nahanee Creative, a Skwx wú7mesh-owned Social Change Agency

Healthy Watersheds Initiative

Learning & Unlearning Together,
a gathering for reflecting on lessons learned and recommending next steps for future projects

February 15, 2022, 9am PST

A Final Report to the HWI Community



Watersheds BC



Project Background

Beginning in August 2021, Nahanee Creative, REFBC and Healthy Watersheds Initiative (HWI) worked together to understand the varied needs of HWI project leads through a distributed questionnaire which was heavily influential to the design and delivery of workshop structure, directed questions and discussions, as well as in the provision of further resources to participants.

Since October 2021 Nahanee Creative has provided a total of 9 facilitated decolonial workshops to 246 participants in the Healthy Watersheds Initiative, with a further 450 to be enrolled in self directed, on-demand courses. Divided into 3 topics, this workshop series set its focus on providing both a solid foundation and a forward looking perspective on decolonization for a range of participants to apply to their current and future projects.

Project Approach

With an emphasis on storytelling and equitable engagement, Ta7taliya Michelle Nahanee, Ta7taliya-men Paisley Nahanee, Squamish, and Savannah Erasmus, Metis-Cree, lead three sets of workshops for HWI participants. Each facilitator shared insights from their own experiences and Nahanee Creative decolonial framings through *Introducing Decolonizing Practices*, *Restorying Colonialism* online zoom-based workshops. The series culminated in a customized Decolonial SWOT Analysis designed to assist participants in understanding and implementing the calls to action outlined in UNDRIP.

Throughout these workshops, participants were guided through lectures and discussions, and were asked to share their learning and ideas through online whiteboards and collaborative software which was collected throughout each session and amalgamated as *harvest documents*. These harvest documents are not only an effective tool for engagement during a workshop, but focus each participant's attention on the importance of their own agency, empathy, and relationship building when working to decolonize and to create culturally safe environments for all. Additionally, these documents provide a valuable touchstone along the Decolonial Journey.

Project Outcomes

[Workshop Dates and Number of Attendees per:](#)

[Introducing Decolonizing Practices:](#)

October 7th 2021 - 25 Participants
October 14th 2021 - 23 Participants
October 20th 2021 - 46 Participants

[Restorying Colonialism:](#)

October 21st 2021 - 34 Participants
October 27th 2021 - 23 Participants
November 5th 2021 - 23 Participants

[Actioning UNDRIP:](#)

November 8th 2021 - 33 Participants
November 12th 2021 - 20 Participants
November 17th 2021 - 19 Participants

Next Steps

[Harvest Documents](#)

We're including PDFs from all of the Harvest Documents from all of the Decolonizing Watersheds workshops to date. We've promised to share these with all of the participants so will work with HWI to disseminate.

[Instructions and Access Code for Enrollment in Introducing Decolonizing Practices on-demand course:](#)

Nahanee Creative has set up an custom on-demand course to share with HWI participants. To enroll in *Introducing Decolonizing Practices* please use the following link in order to add the course to your cart:

<https://www.nahaneecreative.com/collections/nahanee-creative-on-demand-mini-courses/products/1528777?variant=39485633691726>

Once you have added the course to your cart you can use the discount code **HWI2021** to receive a complete discount. Once you have finished purchasing the course you will receive a link via your provided email with a unique course access link which you can follow to access all course materials.

Please email hello@nahaneecreative.com if you have any questions!

Decolonizing 101

With Ta7taliya Paisley Nahaneé
Oct 7, 2021



Giveaways

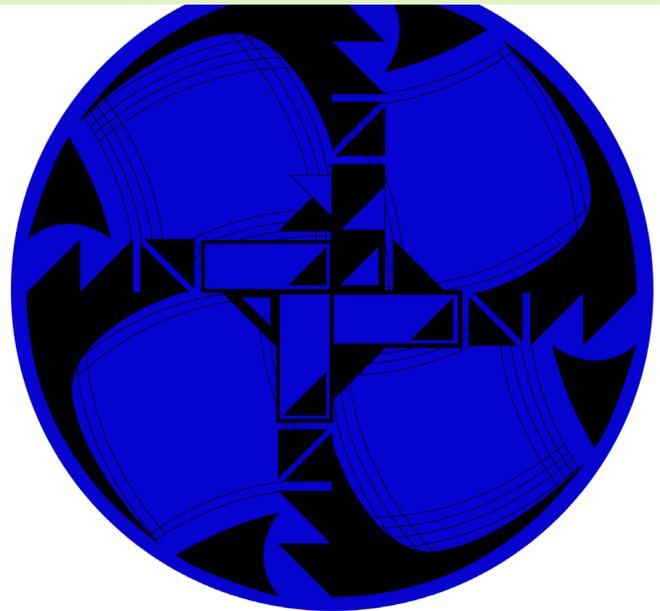
- I want to: learn better indigenous culture, be sure when i speak with indigenous people not to harm them (big learning from this workshop). I commit to listen what they need, and not to do what I think they need.
- Learning more about how certain aspects of the environmental field are colonial in nature, and looking for alternatives
- To seek Indigenous-organized events to attend in allyship
- I commit to looking at current policies/procedures from a decolonizing perspective
- To give attention to my ancestry.
- I commit to learning more about the history of Indigenous peoples and listening to their stories
- I commit to learning some Kwanlin Dun stories about the river I live near and visiting every week to reflect.
- I can commit to encouraging my students to lead the learning
- To continue to try to change the regulatory systems and policies that are not inclusive and continue to displace and leave out Indigenous voices and rights
- To do the awkward work to shift decision-making power in our work and centre Indigenous perspectives + approaches.
- Conscious effort to work collaboratively with students and colleagues
- Learning and using the correct pronunciation for the waterways and species working with in hə́h̓qəmíh̓ə́r̓

**Huy Chexw
(Thank you)**



Takeaways

- Helping and harm. The reconciliation word and some implications are not liked by many indigenous people, I start understanding why
- Unlearned that good intentions are always helpful
- Reminder to reflect on who is benefitting!
- Perfectionism is a colonial construct
- Focusing on job title, "place-based calling in from". I will endeavour to learn how to introduce myself in a more meaningful way acknowledging my connection to place, to my ancestors, and how i am showing up in the moment.
- .The definition of decolonizing and that reconciliation is not something indigenous peoples resonate with.
- Land use versus land relationship
- I learned how to more closely examine ways that we may think we are helping and whether this could be causing harm



**Wa Chexw Yuu
(Take Care)**

Decolonizing 101

With Ta7taliya Paisley Nahaneé

Oct 14, 2021

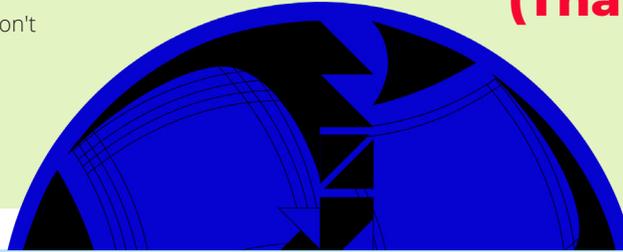


Giveaways

- Continuing to learn and listen
- Continuing to listen and keep an open heart, while holding myself and others accountable
- Continue to learn and be open to criticism, and to call people in when I notice a teachable moment.
- Try to adopt decolonizing principles into daily life, e.g. non-hierarchical introductions
- Bringing a decolonial check-in into work meetings and general life interactions.
- Try to decolonizing 101 themes to our local community
- Learn and continue to listen
- Examining the projects/work I currently do to ensure the intentions aren't misaligned
- Continue to find and read references on decolonizing, reconciling, self actualizing and indigenizing
- Decolonial check in
- Using a decolonial introduction, even if others don't

- Renew relationships with Indigenous collaborators - equal parties
- Apply learning in establishing deeper connections with local K'omoks peoples
- Continue to learn and continue my journey as an ally.
- Need to use bigger picture of decolonizing
- Decolonize first
- Incorporate content and learning into local workshops for ENGOS
- Family relations. Not job titles.
- Slowing down, employing WAIT
- Bringing decolonization to our local community and workspace

**Huy Chexw
(Thank you)**



Takeaways

- I love the personal, intimate quality of the decolonized introductions.
- Stages of involvement / allyship
- This is an ongoing process, it is important to support each other.
- Govt and industry continue to ignore UNDRIP/pick and choose what works for them
- There are so many ongoing, perpetuated impacts on Indigenous Peoples from colonization
- Stages of allyship and the power colonialism still has in daily life (telling you what to do to help and be better)
- Decolonial check in, WAIT, ally stages framework
- Slowing down and building relationships before jumping into commitments/tackling project objectives. Moving away from "box ticking" towards true, self-actualized action.
- The stages and the 4 aspects.
- There are stages of being an ally.
- Granting protocol is colonial/timelines/deliverables - not cohesive to building relationships

- Acknowledge if you cause harm through good intentions
- It is important to take things slow so I don't cause harm when trying to help.
- Decolonize first before indiginizing
- The importance of a decolonized introduction; to start in a better way
- Good intentions can still be harmful
- Unlearning the uncomfortability of "awkward silences". Re-learning the power of being silent and listening.
- Decolonization is healing
- Neocolonialism vs decolonization
- Decolonizing is like healing - different for everyone.
- Perfectionism = colonialism.

**Wa Chexw Yuu
(Take Care)**



Giveaways

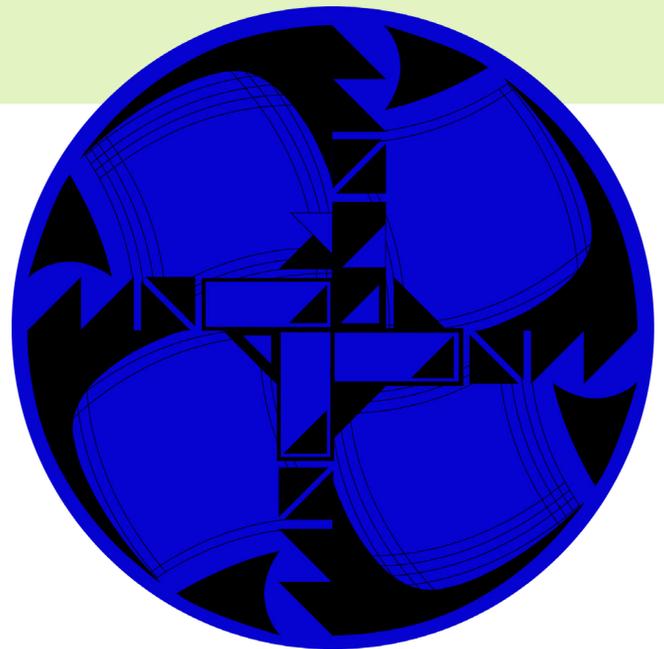
- Asking instead of assuming
- Decolonizing our introductions in work meetings
- Continued learning to increase my ability to self actualize
- Learning more about intergenerational wealth from a decolonial lens; spurring conversations about it
- Commit to larger involvement with the indigenous communities whose land we work on
- Considering my actions from a decolonization lens before committing to them
- Not look at committees as "collecting" types of people to show diversity, but ensuring we avoid tokenism
- Researching proper local protocol for consultation so as to avoid asking for free labour inappropriately
- Listening mindfully and waiting for responses and explanations and hearing what people have to say
- Continuing the tough work of decolonization, even if it isn't popular
- Thinking about harm and helping and where it fits into the work we do
- Reframing the ask around land acknowledgments to make them less of a formula
- Reflecting on my biases and perspective. Looking through a decolonizing lens
- Continuing to find and use resources to educate myself and continue to learn/unlearn
- Practicing and applying the terms decolonizing, indigenizing, reconciling, and self actualizing
- I learned new words describing the differences between them
- Continue to revisit outcomes of intentions/programs and their true connection to community
- Continue to centre Indigenous ways of knowing and being
- Really working on avoiding tokenism: we do this with you and it frustrates me
- Incorporate Indigenous perspectives in policy and law making
- Listening more than talking

**Huy Chexw
(Thank you)**



Takeaways

- I Hadn't thought about the hierarchy aspect of western introductions - and realized I definitely use my title to assert position!
- Unintended consequences of my good intentions.
- I unlearned applying hierarchy facts
- I learned what helping really means
- Learned new ways of doing an introduction
- Thinking about who I want to take along with me on this journey
- Reminder about not tokenizing individuals or groups of people
- To use diverse methods of introductions rather than focusing on hierarchy related facts
- Everyone is at a different place on their decolonizing journey
- Squamish place names and history
- Feeling a belonging to place while acknowledging ancestral relations that cared for it and in turn cared for us
- Providing the 'answers' to how to act as a colonial approach
- I think that pointing out how I put job title at the forefront of a lot of introductions and how that affects conversational hierarchy was very interesting
- Not that i didn't know this already..but wow this is going to be a lot of work!



**Wa Chexw Yuu
(Take Care)**

Healthy Watersheds Initiative

Restoring Colonialism

Oct 21, 2021



What Needs Restoring?

- Colonial land claims system
- What's possible in terms of mutual liberation
- The idea of living in obligation and accountability vs living with rights
- My colonial relationship with myself
- Who we truly are
- Decolonizing concepts of "nature"
- Scientific conduct/knowledge
- Learning about aspiration of Indigenous people
- The story of us and the story of now.
- Our relationship with the land where we live and that takes care of us
- We are all related
- Who's land supports us
- Our way of thinking, outside of the capitalistic way
- How restoration and conversation are centred/done in settler led orgs
- Our relationship with the world and the living beings within
- How we teach our kids and youth about the land they live on and benefit from
- Equality of people - and their contributions to story creation or re-creation
- Our collective relationship of the land and that of the people who have stewarded it
- How people see FN/aboriginals/indigenous peoples
- What we deem as worth it, necessary, a priority
- Canadian history
- Our relationship to water, our accountability to it, respect
- What does it mean to be a nation
- Canada's history
- we are all big bags of water and water is life
- Indigenous participation and values in Canadian life
- Capitalist system
- The term "First Nations"



What Do We Need To Do It Well?

- Ask questions and be truly willing to listen-active listening
- Genuine willingness to engage and get it wrong and do better
- Education
- Time and introspection
- courage
- organizing
- Acknowledgement & listening
- Take it slow
- Be kind to ourselves and to each other
- Patience
- Clilong term comitment and relationship building
- Being honest with ourselves about our intention
- A commitment to lifting each other up.
- Active communication, starting with listening.
- Deep compassion
- Deep listening
- Openness and care for ourselves and others.
- Shut up and listen
- Celebration of failure (as a celebration of trying). Liberation in the making.
- Firm commitment to keep moving forward when it gets hard.
- Introspection, acknowledgement and open mind to complete unlearning and relearning
- truth
- Have love in our hearts
- Drop perfectionism



What Should Happen First?

- Awareness
- Ask - What can I do?
- Humility
- Work through the Decolonize workbook and then use that information to help you work out what you can do first
- The People need to be humanized.
- Giving up power
- Come talk with a FN
- Seeing yourself
- More interaction with Indigenous people on the subject of decolonizing
- Invest in a relationship
- Move from transactional to deeper relationships.
- Relationship building before anything
- Understanding deep, complex, and conflicting histories
- Personal education
- Truth
- Maybe there is not a "first". We can progress in all the things: learning, communication, trying to reset the system from capitalism to something better, offer the help that is wanted
- Sharing power and keeping mutual liberation as a goal.
- Open communication and listening to people who have not been given the chance to be heard
- Learning, admitting we are not in the right relationship
- Paying attention to the work that needs to be done and taking responsibility for it
- Humility
- Listen to marginalized voices, really hear them
- Acknowledging we have one planet and we can do the hard stuff



Healthy Watersheds Initiative

Restoring Colonialism

Oct 27 2021



What Needs Restoring?

- How do you connect to your lands?
- Systemic vs personal journey
- The importance of caring for the land for our ancestors and the future
- The land as so much more than a source of resources
- Who is responsible for reconciliation?
- Decolonizing concepts of "nature"
- Traditional (active) indigenous stewardship and enhancement of nature
- Everyone has an equal voice at the table
- Community - outside of our close friends and family
- The role FN have had in caring for and managing land before colonization, and how settlers benefitted
- Dominance and silencing
- Environmental work centred on saviour complex
- Concepts of wealth (not being about money only)
- Acknowledging the land and the Indigenous peoples who care for it by listening and engaging with their practices
- Learning and doing necessary work to improve from a place of compassion rather than performance activism
- Land ownership and who is responsible for caring for the land
- Individual value
- Past narrative on identity
- Understanding of ways to complete tasks and the multitude of them
- Land being a resource rather than a responsibility
- Gross Domestic Product and Capitalistic culture
- Everyone is a teacher
- Personal and group identities



What Do We Need To Do It Well?

- Vulnerability in our unlearning
- Committed time and resources
- Systems to hold ourselves accountable to the work
- Systems to help us collaborate - we're stronger together
- Openness - for our own journey and for others
- Willingness to learn, understand and change
- Allowing everyone who wishes to participate a seat in the process and the opportunity to speak
- Creating a familiar tie to the land and understanding the importance of caring for it and it for us
- Being open to all ways of connecting and learning
- Compassion towards one another
- Indigenous teachings on personal accountability
- Understanding that everyone is at a different point in their personal journey of healing
- Thinking about why this journey is important to you and what it actually means to you
- Holistic approach to lands is necessary for life
- We are ALL humans
- Accountability to land
- Difficult conversations
- Honesty
- Letting go of ego - accepting fault and moving on
- Accountability to self
- Accountability to community
- Safe space
- Open hearts



What Should Happen First?

- Personal journeys
- Learning, listening and reading
- Taking the time and energy to work on our own personal understanding of the circumstances and relearning with an open heart
- Slowing down and opening yourself up
- Listening
- Start at the beginning, what is your reasoning for wanting to do this work?
- Making the link between land and wealth widely known
- Questioning current systems and processes
- Acknowledging past and current injustice
- Continue to examine our own privilege, biases and processes and make changes as needed
- Questioning the legal framework we operate in
- Committing personally to the journey
- Holistic research and education
- Personal work. Listening and learning about FN sacred laws
- Decolonizing at the individual level
- Taking responsibility for harming/helping impacts
- Support those who are leading decolonizing work
- Provide space to check your actions and ideas



Healthy Watersheds Initiative

Restoring Colonialism

Nov 5th , 2021



What Needs Restoring?

- I am wondering how much I need to explore by settler roots? They are not that important to me. Is this an issue?
- Language in the media, how we portray BIPOC people in "pop culture" / public eyes
- What creates "value" in a person's life: i.e. wealth and other colonial values
- Concept of value of time. Using time in a "efficient way"
- History/social studies curriculum in school!
- What makes a landscape beautiful?
- Utility of land
- "Helping" communities from a colonial perspective
- My "why"
- Gatekeeping for creative pursuits - what's acceptable, and who is empowered to do them
- The construct of perfectionism
- Utilitarian views of "natural resources"
- Employment opportunities, expectations, and protocols
- What makes a person 'valuable' and whole (not just what they do for work)
- Our socio-political actions, such as voting in an election



What Do We Need To Do It Well?

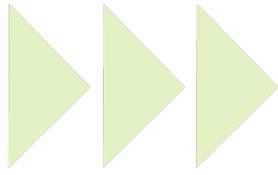
- A deep dive into what accountability means to me and how I walk in the world
- The courage to ask...to ask without fear of judgement or reprisal
- Non-Indigenous people who are willing to learn and listen and support
- The commitment to feeling uncomfortable
- Active listening.
- Non-Indigenous people who are willing to learn and listen and support
- The willingness to be wrong
- To allow time for these adjustments and understanding that it won't always be perfect immediately
- Embracing the intrinsic beauty of places rather than imposing a particular idealized Euro-centric value for what should be growing there (e.g., green lawns)
- Take actions, guide others, and encourage them to do the same
- Supporting children of all races and backgrounds to their full potential
- Openness to blind spots
- Employer acceptance and transparency about their workplace and work culture
- Engage communities from a level they appreciate and respecting the values of the individuals and communities whose land we live and work on
- Humbleness - its okay to not get it right the first time but trying, learning, and growing is critical



What Should Happen First?

- Understanding where you come from, your relationship with the land and the original caretakers of the land you live on
- To reach out to find out the sacred laws and teaching where I live and work
- Personal understanding of history and what has got us here (collectively & individually). "Those who don't know their history are doomed to repeat it."
- Reflect on your accountability
- Challenge concept of perfectionism
- Be ok with being wrong
- Teaching about ecology and the interconnectedness of all organisms and people
- Foster a connection to the land in all children - outdoor education, field trips, etc
- Challenge concept of perfectionism
- Self reflection, engaging and learning with the community whose land we live and work on
- Hold up Indigenous voices/perspectives
- Commit to personal learning & self-reflection
- Learn and unlearn, think and rethink certain info and decisions
- Listen, read, research
- Speak up
- Look at the toxicity that we support/ignore
- On whose land am I visiting?
- Acceptance of our differences
- Foster a connection to the land in all children - outdoor education, field trips, etc
- Teaching about ecology and the interconnectedness of all organisms and people
- Be ok with being wrong.
- Reflect on your accountability





Threats

What barriers or beliefs do we need to question or disrupt? How can we think and act beyond these barriers or beliefs? (Including disrupting systemic barriers)

Double click on a sticky note to type!	Building capacity, continuous funding	red tape doesn't work on building trust.	fear of PR having control (land, because the PR values are not understood.	Public apathy and fear slows action	Working in siloes
Capacity and capability of decision makers	sustained funding mechanisms lacking	gov't staff silo themselves, i.e. DFO is different in different regions.	lack of communication and understanding between communities.	Barriers to good relationships (ex. time, resources)	Will government continue to provide funding to do this work?
building relationships to learn	colonial funding systems / deadlines	funding deadlines are colonial	don't see the shared opportunities.	Awareness of good relations	figuring out a balance of sharing indigenous leaders time to work with settler led organizations.
shifting towards a both/and attitude to indigenous knowledge, western science, "	working in silos	Equitable access to doing the work	working with a 1-2-3-4-5-6-7-8-9-10-11-12-13-14-15-16-17-18-19-20-21-22-23-24-25-26-27-28-29-30-31-32-33-34-35-36-37-38-39-40-41-42-43-44-45-46-47-48-49-50-51-52-53-54-55-56-57-58-59-60-61-62-63-64-65-66-67-68-69-70-71-72-73-74-75-76-77-78-79-80-81-82-83-84-85-86-87-88-89-90-91-92-93-94-95-96-97-98-99-100	The work will take a long time and we need to stay motivated	inequality
fear of doing the wrong thing					existing protocols are 5 year sunset and no further funding, a colonial construct.



Strength

What aspects of UNRIP and your sessions with Nahanee Creative have already been active practices within your team that we can build on?

Providing importance of connection to natural environment	permission to do what we're doing to interact with indigenous organizations and their personnel on aspects of UNRIP	learning how to act at the speed of trust	Empowering my voice to ask questions and listen and learn.	Starting with intentions when extending invites	new perspective on what to expect - need whole team to do personal work
Articles related in Rights and Title. What is the support such as data collection.	Language could be stronger, i.e. "states shall" vs. "states must"	Learning more how to incorporate UNRIP at work and in work practices	Seasonal Touchpoints Event - another way to connect with the land	Starting and not being afraid of the change	
Helping and supporting initiatives.	Articles cover off items such as Social Housing, education and natural resource.	Taking things slowly and take the time for things to develop at their own RATE	Acknowledging the complexity of the situation		
drawing attention to work with indigenous peoples	Decolonizing introductions	take the time to learn and work with intentions			

Opportunity

What are the opportunities to work in solidarity with Indigenous Folks and in relation with each other?

Double click on a sticky note to type!	to work with the local indigenous people on local data, need to decolonize the data and collect data.	Environmental Education inclusion of local nations in the process	Learning how to help create opportunities and collaborations	Personal opportunity to be more collaborative in the projects	Learning how to behave and communicate respectfully
Good place to start - interest in relationship building on both sides	decolonizing the data systems we have	Receptivity to start process in org and community	With partnerships and shared projects, that do local nations want to move forward in and how can we move forward together	relationships - need to be developed and foster them	is our help and support even wanted or needed by the local nations for opportunities: have to ask first
Shared decisions are more robust	DRIPA has given us permission to work toward change	org has committed resources to bring forward learning opportunities.	Being graceful in how we make mistakes and be ok with it	shared values	Not letting the weaknesses remain as such, and turning them into strengths
Bringing the whole organization along (board, staff, and anyone else)	Failure can be the opportunity - things will be messy and we will learn from it.	to meet as a nation for natural resources.	Learning that trying to do this and how we can improve when we move outside of our immediate community	Capacity development (both ways)	A lot of openness and receptive-ness to try new things
Reframing our relationship with ecosystems/nature/the planet					

Weakness

What patterns of inequity have been further revealed or are increasing?

one uniform conversation with one indigenous person is not the end all, be all.	Need balanced BOD, not just check a box.	The institutional inertia of bureaucracies are very slow to change	Indigenous organizations' collaborative capacities are overstretched	No indigenous staff
Struggling to understand how to work with our privilege	so much red tape for the indigenous communities.	Gov't is not ready to implement.	Reliance on colonial data and map standards	The experts normally doesn't account the TEK.
How to give voice to TEK.	unclear idea of where we're going - what does decolonization look like?	How to work with/change our existing systems	We don't have more indigenous	
Institutional Inertia				

Place a note of encouragement and/or a reminder for yourself and others to look back at to help us along on our decolonizing journeys...

Don't be fearful	Making mistakes is part of the journey and it's important to reflect on them so you earn along the way.	Keep a little voice on your shoulder that asks you, can I support my indigenous neighbor in some way	Small steps still count as moving forward	When unsure if you're supporting decolonizing, ask for guidance.	Don't underestimate the number and quality of allies you already have in this journey	We are gracefully failing, learning, and doing better together	We are stronger together in learning and doing	There is joy in this work together	Building relationships starts with listening
Celebrate your failures so you can move forward in a good way	work at breaking the cycle of systemic racism	Continue to work on your personal journey	Take your time and keep your heart open how you can			Rise up and be bold!	Return to reverence and care for the living world and each other	Self care throughout this journey	Be Brave
Heart first and good intentions are important and demonstrates authentic intent.	don't be afraid to ask questions.	decolonization is a long, continuous journey, start today				You're not alone in your journey		Be brave and open to critique	Everyone is in a different place in their healing journey
Build genuine relationships	don't be afraid to support an Indigenous person.	we are all humans				find the shared values	see all of us as community		open, learn, build trust & relationships

Threats

What barriers or beliefs do we need to question or disrupt? How can we think and act beyond these barriers or beliefs? (Including disrupting systemic barriers)

Double click on a sticky note to type!	language	Canada	land rights	fear of making mistakes (settlers)
Fear of the unknown	dependence on objectivity	timing differences in structures	"doing the work will be bad for Canada's economy"	being able to break down the colonial framework
"Rat race" of work expectations challenging to shift paradigms	entrenched value set in government	BC is built on the exploitation of Indigenous Peoples	shifting from a "resistance to change" to a "resilience for change"	dependence on ownership



Opportunity

What are the opportunities to work in solidarity with Indigenous Folks and in relation with each other?

Double click on a sticky note to type!	salmon as galvanizing issue to rally around/together	go above and beyond with intertribe relations	returning to all of our Indigenous roots	realizing Indigenous futurisms
supporting nationwide youth programming	datasharing platforms	breaking out of academia silos and into real life scenarios	involve IP from the very beginning leads to better outcomes	compensate!
intertribal fisheries	make good relations with an indigenous cultural monitor for projects	Beyond the Duty to Consult's Colonial framework	making space for Indigenous leaders within colonial decision making (Ottawa)	using budget lines to build in robust honorariums for all Indigenous knowledge sharing, consultation
opportunities for cultural awareness training within nations	true collaboration instead of consultation	collaboration pre-stage 1 not only "consultation"	Ask! find indigenous voices and put them into your project	



Weakness

What patterns of inequity have been further revealed or are increasing?

health access & lack of respect from healthcare workers to indigenous people	further increases power of band councils	lack of resources & capacity for Bands to get involved in projects	misrepresentation in grantwriting
apathy around language	hiring inequities	giving indigenous people and bilingual working allies that nation the support fund in conventional initiative, contributors vs partnerships.	how can I help move this process along - why is it so slow to implement?
timing disconnect in grants	difficult to scale up from community	not knowing who to ask for help about decolonial language	lack of diversity
hereditary vs. elected leaders			



Strength

What aspects of UNRIP and your sessions with Nahanee Creative have already been active practices within your team that we can build on?

focusing more on practices than project itself	helping vs harming	bringing decolonial lens to every decision	accountability: who are we accountable for and accountable to?	values? What are they and who do they benefit
highlighting wealth transference as part of decolonization	primary approach: combine traditional knowledge with western practices primary	working to weave worldviews in our ecological work	unlearning space	speaking up when in a stakeholder group
confirming inherited rights not granted rights	awareness of doing the work deeply and quietly not about virtue signaling!	involving local indigenous government in every step of the project	making the connection between wealth and land	Challenging decision making structures & relations with the land
UNRIP as specific articles to point to for reference	UNRIP as another tool in the tool box	history of having UNRIP as a tool developed over decades led by Indigenous folks	being critical of our western worldviews	centering indigenous voices in all work
get into the process: may be long term				using traditional placenames to disrupt erasure and objectivity



Place a note of encouragement and/or a reminder for yourself and others to look back at to help us along on our decolonizing journeys...

we are meant to do this together not on our own	caring about others is a way to care about ourselves	embrace the journey	walk the land, she misses you	breaking down society is making way for a new society	make space for the work at work
tiny daily actions matter	Indigenous consultants/knowledge keepers deserve compensation tool			mistakes are an opportunity to learn	learn more, listen harder, move slowly
change the language change the relationship	IT is worth the effort	"Language becomes knowledge"	bringing decolonial practices into homelife will translate into society through our children	Keep listening and learning	change is possible



Threats

What barriers or beliefs do we need to question or disrupt? How can we think and act beyond these barriers or beliefs? (including disrupting systemic barriers)

Double click on a sticky note to type!	Land protection is sometimes at odds with indigenous use.	Existing legal framework is colonial and can be limiting	Emphasized barriers with language in our group
requiring FN govts and orgs to get fed/prov permits to do work on their land	Science trumps cultural knowledge	Change is almost always stressful, even when it is positive change	<small>Viewing within a largely colonial system where funding comes from and partnering with an indigenous gov't that is not recognized by the colonial system and does not aim to be, but is a self-governing nation. Something here needs to be disrupted.</small>
Fear of power shift to indigenous groups	Fear of change, fear of the unknown or not knowing	resistance to paradigm shifts regarding ways of knowing and language (e.g. referring to trees, animals, streams, as beings)	Colonial way of knowing (western science) being dominate



Opportunity

What are the opportunities to work in solidarity with Indigenous Folks and in relation with each other?

Double click on a sticky note to type!	Looking for FN inclusion on our Board	Working to align our land protection program with FN priorities	Develop MOU/MOA to set up a long-term operational relationship
Look for opportunity to seek funding to support indigenous partners if of interest	Support additional learning opportunities in our community	bringing the agricultural landowners together with the FN groups through restoration	Listen to the First Nation to see if they have objectives we could help with with our skill sets
Developing committees to work together on decision making for land management	provide funding directly to Indig orgs/govts for them to distribute to projects	Involve Guardian Watchmen program in our projects where there is a fit	Looking for opportunities to show support in other areas of interest to indigenous partners



Weakness

What patterns of inequity have been further revealed or are increasing?

Indigenous people are underrepresented in management & faculty	We work on buying private land to protect it - inherently plays into the colonial land use concerns.	Overworked indigenous leadership and lack of indigenous project mgmt/coordinators	Focus on western science (less credit, if any, is given to traditional knowledge)	Creating opportunities for gathering with local Indigenous communities
Not being consistent with bringing partners in on decision making for smaller projects	Negating the complexities of working with our Indigenous partners and believing that work with Indigenous folks are able to do more than goes to have to come by your support)	Misinformation, good intentions often leading to tokenism	Valuing different education backgrounds	community group lack of education and knowledge on how to consult and collaborate with indigenous groups.
Lack of diversity and Indigenous representation on board	Not a lot of emphasis on indigenous values in our reports focused on community values	Reserving/conserving land and excluding traditional/cultural Indigenous practices	Double click on a sticky note to type!	more requests directed to already capacity-strapped FN orgs/govts



Strength

What aspects of UNRIP and your sessions with Nahaneé Creative have already been active practices within your team that we can build on?

Actively learning how to advocate/support work with an Indigenous Gov't that is not recognized by the BC or Canadian gov't	Incorporating meaningful land acknowledgements and learnings in our work	Ensuring job postings are reaching Indigenous communities	Working collaboratively with local Indigenous communities on environmental projects	Offering education to foster inclusion with Indigenous peoples within and partnered with organization
Training an indigenous crew in restoration practices (capacity building for Nation)	Working closely with an organization whose purpose is to protect the land for the Nation	Indigenous book club for faculty & staff	Hosting workshops on decolonization for stewardship groups	Having Indigenous community members guest lecture in classes (so their perspectives are part of the curriculum)
Land acknowledgements	Work closely with local first nations	Indigenous Leaders Advisory Council (like a Board of Directors)	UNRIP Staff & Organization Self Evaluation	Longer timelines for engagement
Start the conversation of indigenous comgmt of waters to the community	Securing funding for indigenous partners			



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Don't be too worried about perfection	Be honest and open in your relationships	We are making waves!	Be authentically yourself :)	Focus on shared hopes/goals	Be kind :)
Keep making connections	Decolonizing my own mind is a big part of this process, too.		Sharing is caring	always forward, even if small steps	
Kindness is caring - people will recognize you are doing the good work	We're in this together		Just by showing up to these sessions, you're making change	Knowledge is empowering	