



IRP

inspire.

reconciliation.

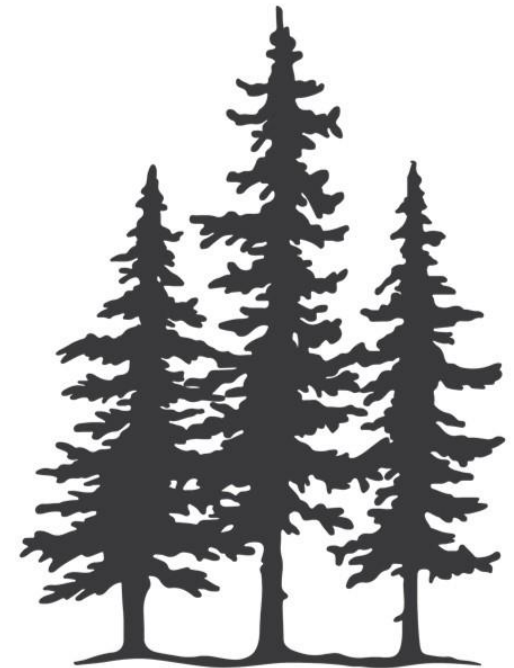
potential.



IRP

inspire.
reconciliation.
potential.

ASSOCIATION OF YUKON COMMUNITIES



TOSH
SOUTHWICK



DAVIDA
WOOD



RECONCILIATION

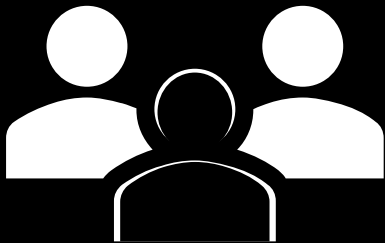


INDIGENIZATION



OVERVIEW

SYSTEMIC RACISM



Q & A



A *safe space* is ideally one that doesn't incite judgment based on identity or experience.

A *brave space* encourages dialogue.





RECONCILIATION

INDIGENIZATION

DECOLONIZATION

NATION to NATION

RECONCILIATION

NATION to
NATION

INDIGENIZATION

DECOLONIZATION



**Truth and Reconciliation
Commission of Canada:
Calls to Action**



For the child taken,
For the parent left behind.



RECONCILIATION

rec·on·cil·i·a·tion

/,rekən,silē'āSH(ə)n/

noun

1. the restoration of friendly relations.
"his reconciliation with your uncle"

Synonyms: reuniting, reunion, bringing together (again),
conciliation, reconcilment, fence-mending

2. the action of making one view or belief compatible with another.
"he aims to bring about a reconciliation between art and technology"

What does
RECONCILIATION
look like in action?





IT
LOOKS
LIKE...

THIS SESSION

IT
LOOKS
LIKE...



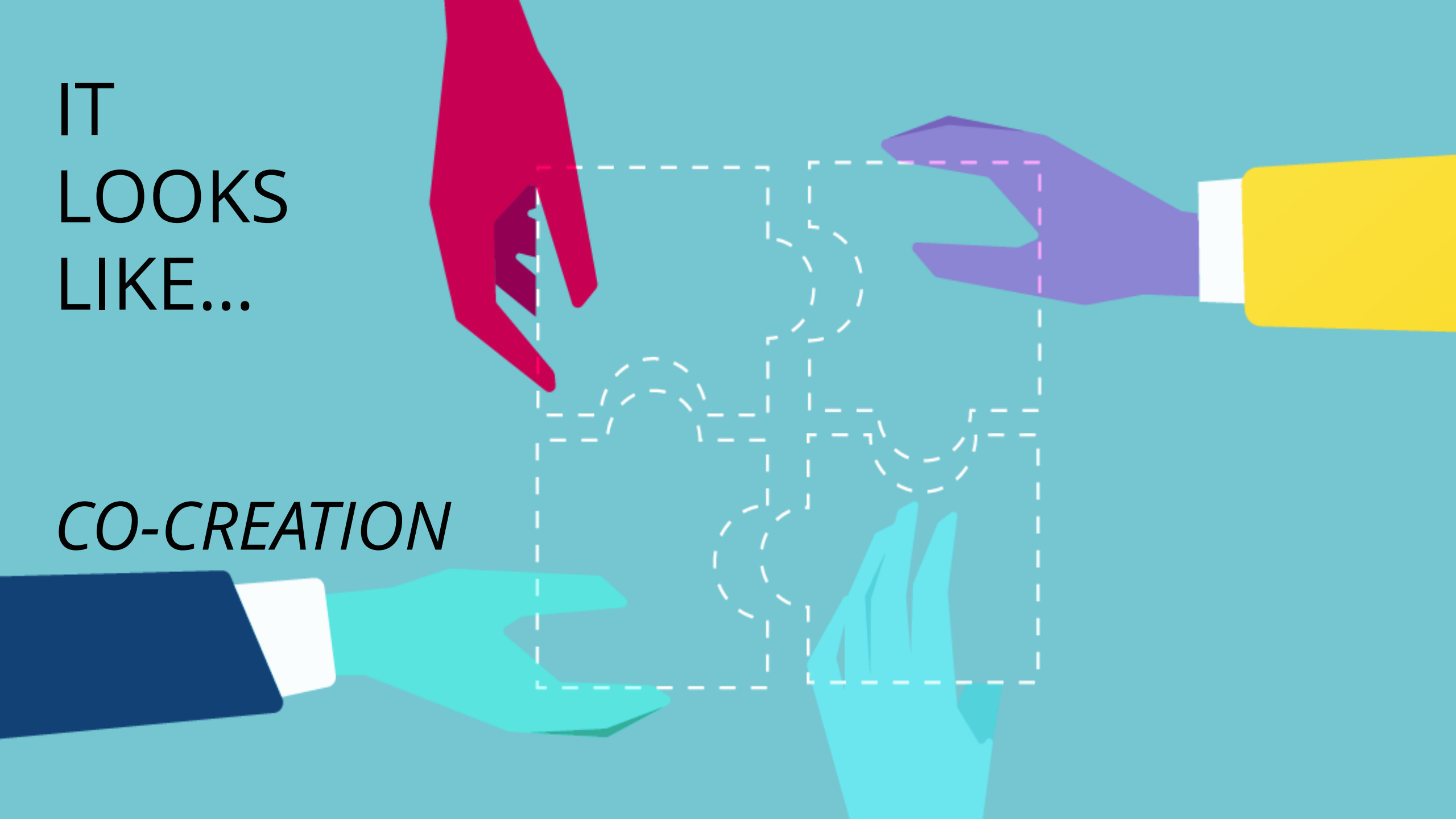
IT
LOOKS
LIKE...

LISTENING DEEPLY



IT
LOOKS
LIKE...

CO-CREATION



IT
LOOKS
LIKE...

*COMMITTING
TO WORK WITH A
RECONCILIATION LENS*



IT
LOOKS
LIKE...



*MAKING SPACE FOR
INDIGENOUS VOICES*

IT
LOOKS
LIKE...

*SYSTEMIC
CHANGE*





THINGS TO WATCH OUT FOR

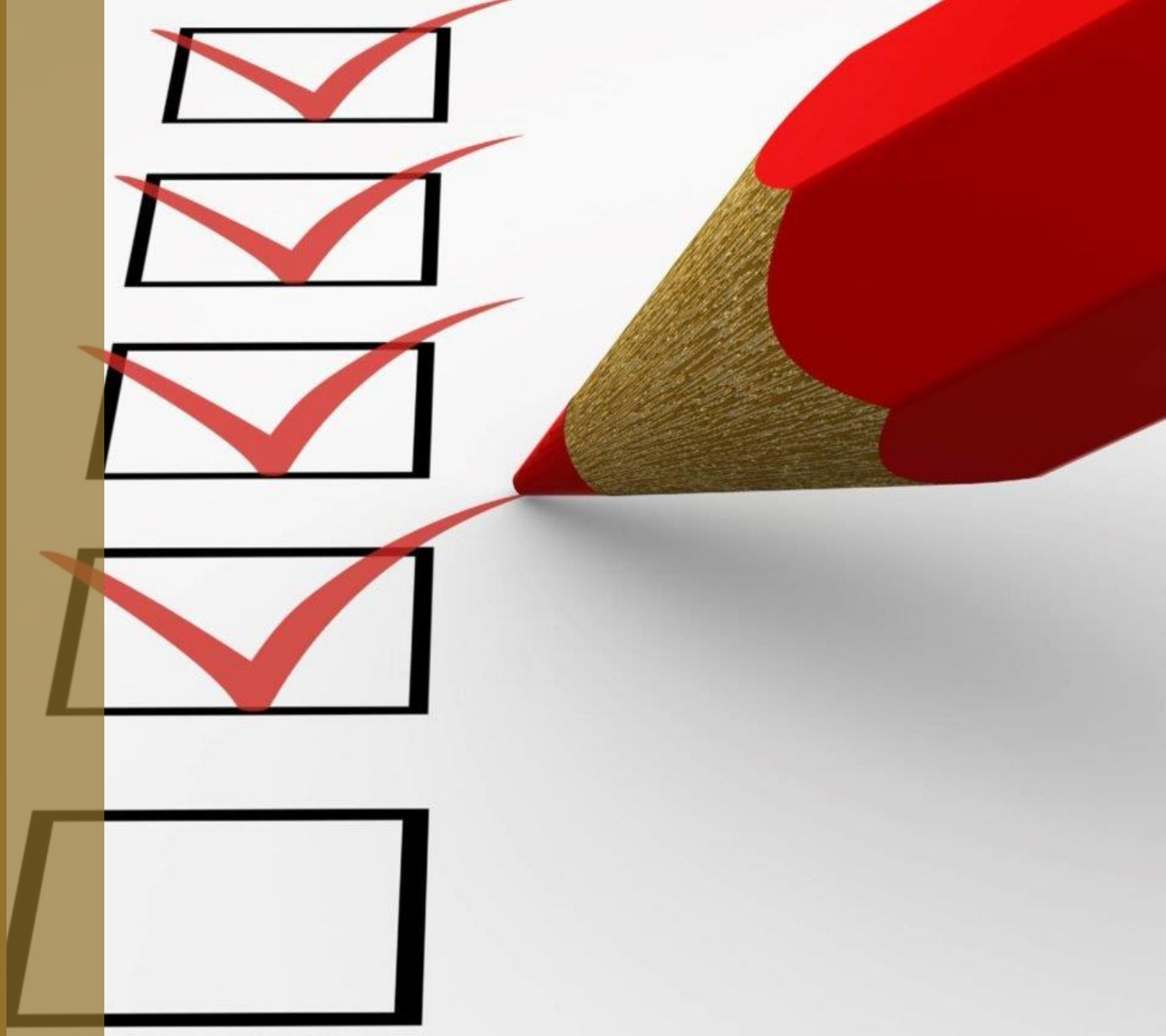


TOKENISM



Tokenism is diversity without the hard work of equity or inclusion - it is the act of using marginalized communities as props without incorporating their work or knowledge in the process.

CHECKING BOXES



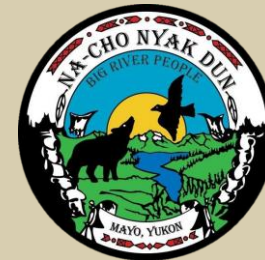


TIMING

**ALWAYS
USING THE
SAME
APPROACH**



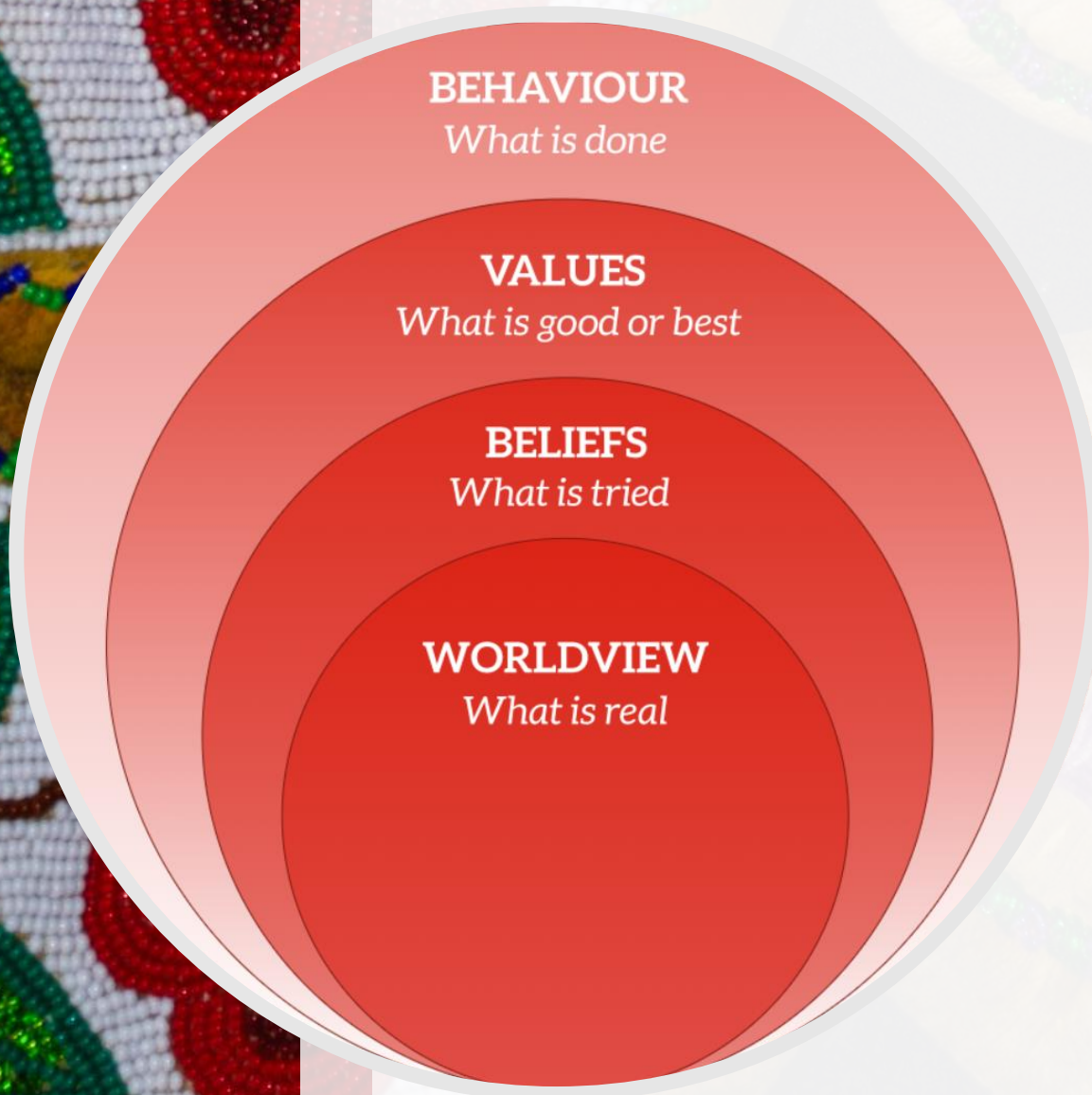
YUKON FIRST NATION INCLUSION



**RECONCILIATION
IS EVERYONE'S
RESPONSIBILITY**



INDIGENIZATION



At its simplest, Indigenization is the inclusion of Indigenous worldviews and culture into an organization

WORLDVIEWS



What does
INDIGENIZATION
look like in action?



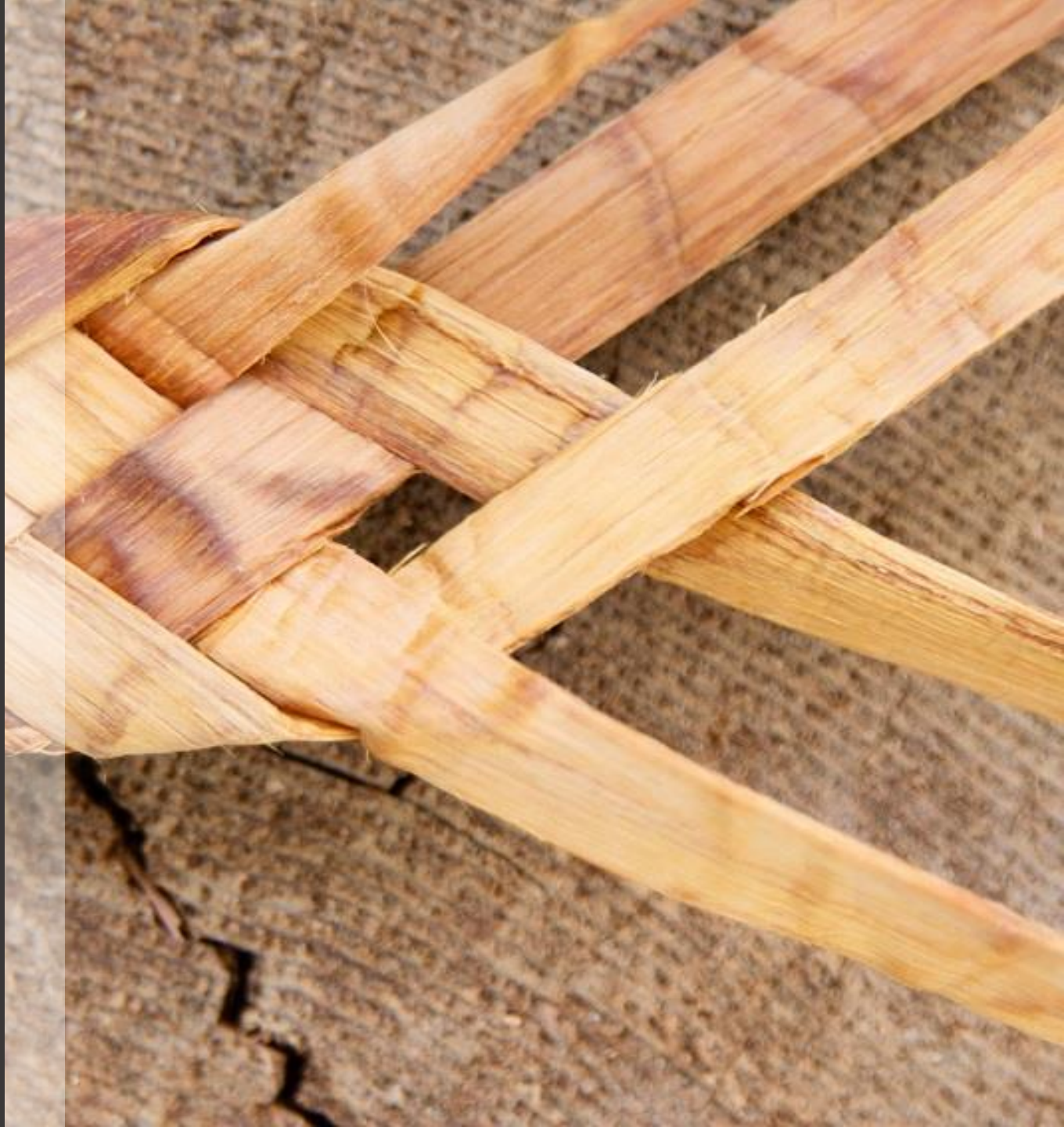
EMBEDDED
THROUGHOUT



ADDRESSES IMPLICIT BIAS



INDIGENOUS LED



**HOW
DO YOU
KNOW
YOU ARE
DOING
IT?**



**HOW
DO YOU
KNOW
YOU ARE
DOING
IT?**

Change is
Happening



**HOW
DO YOU
KNOW
YOU ARE
DOING
IT?**

Whatever makes
you uncomfortable
is your biggest
opportunity for
growth.

~Bryant McGill

**HOW
DO YOU
KNOW
YOU ARE
DOING
IT?**



Challenges Power
Structures



What is the role of municipalities in advancing reconciliation?



*Break
Time!*

SYSTEMIC RACISM

Policies and practices that exist throughout a whole society or organization, and that result in and support a continued unfair advantage to some people and unfair or harmful treatment of others based on race.





What does
SYSTEMIC RACISM
look like?



Stereotypes: **BELIEFS**

Fixed, over generalized belief[s] about a group or class of people

narrow-minded

Stereotypes: **BELIEFS**

Fixed, over generalized belief[s] about a group or class of people

Prejudice: **FEELINGS**

Irrational or unjustifiable negative emotions or evaluations toward persons from other social groups

Stereotypes: **BELIEFS**

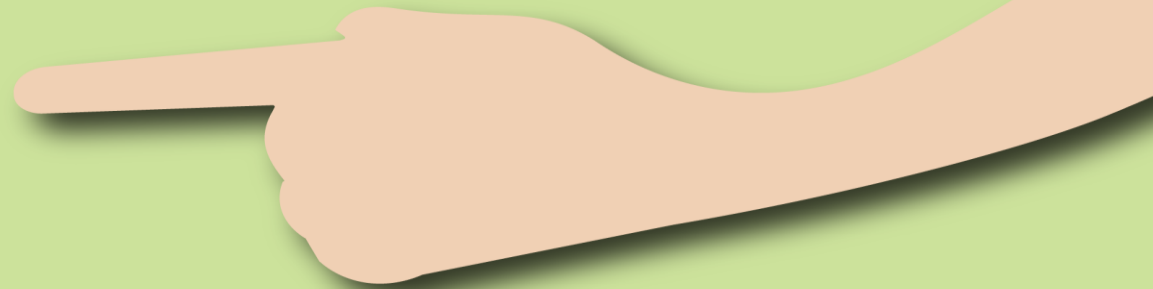
Fixed, over generalized belief[s] about a group or class of people

Prejudice: **FEELINGS**

Irrational or unjustifiable negative emotions or evaluations toward persons from other social groups

Discrimination: **ACTIONS**

Inappropriate treatment of people because of their actual or perceived group membership



REVERSE RACISM:
Is that a thing?

RACISM

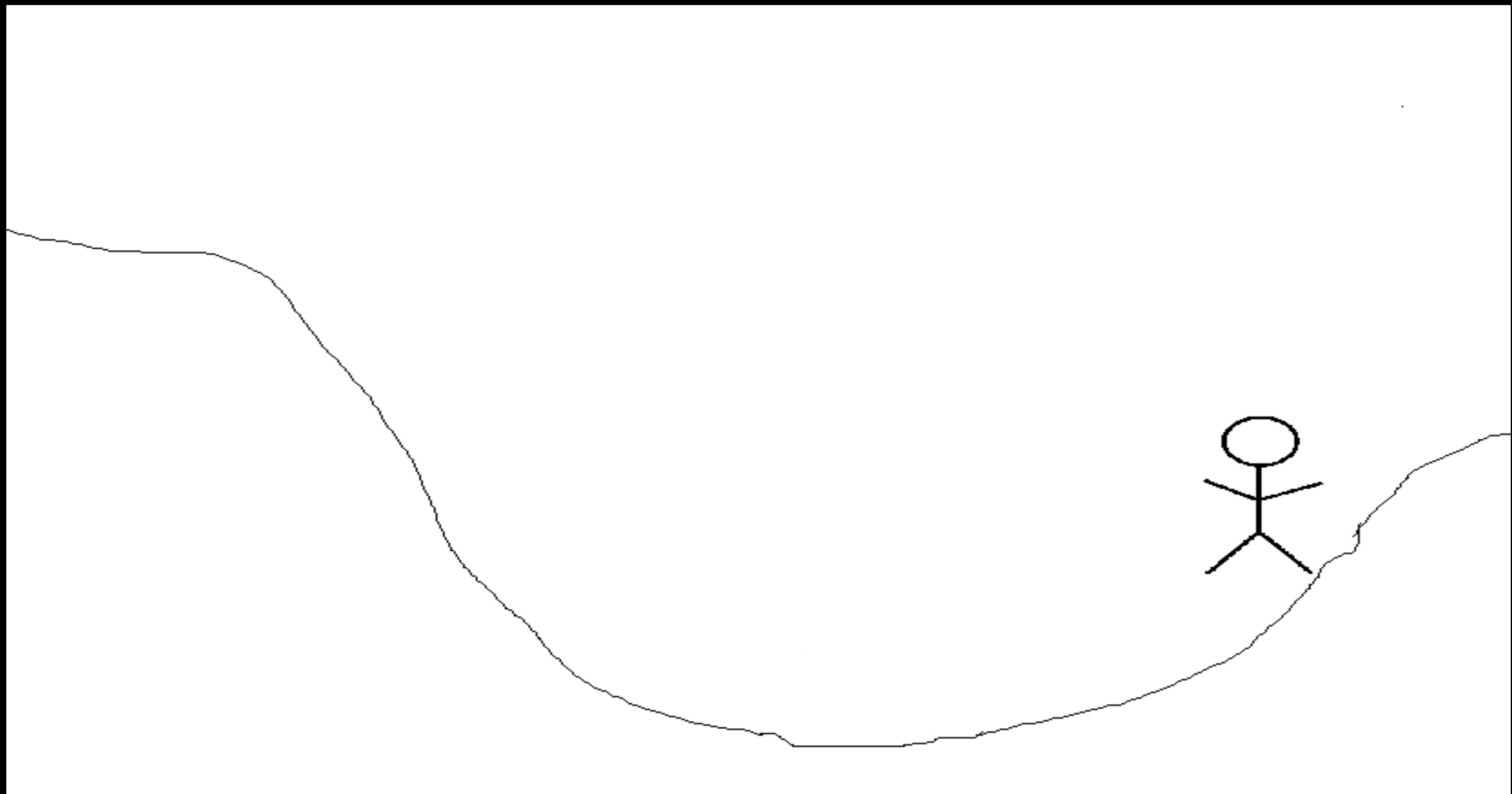
=

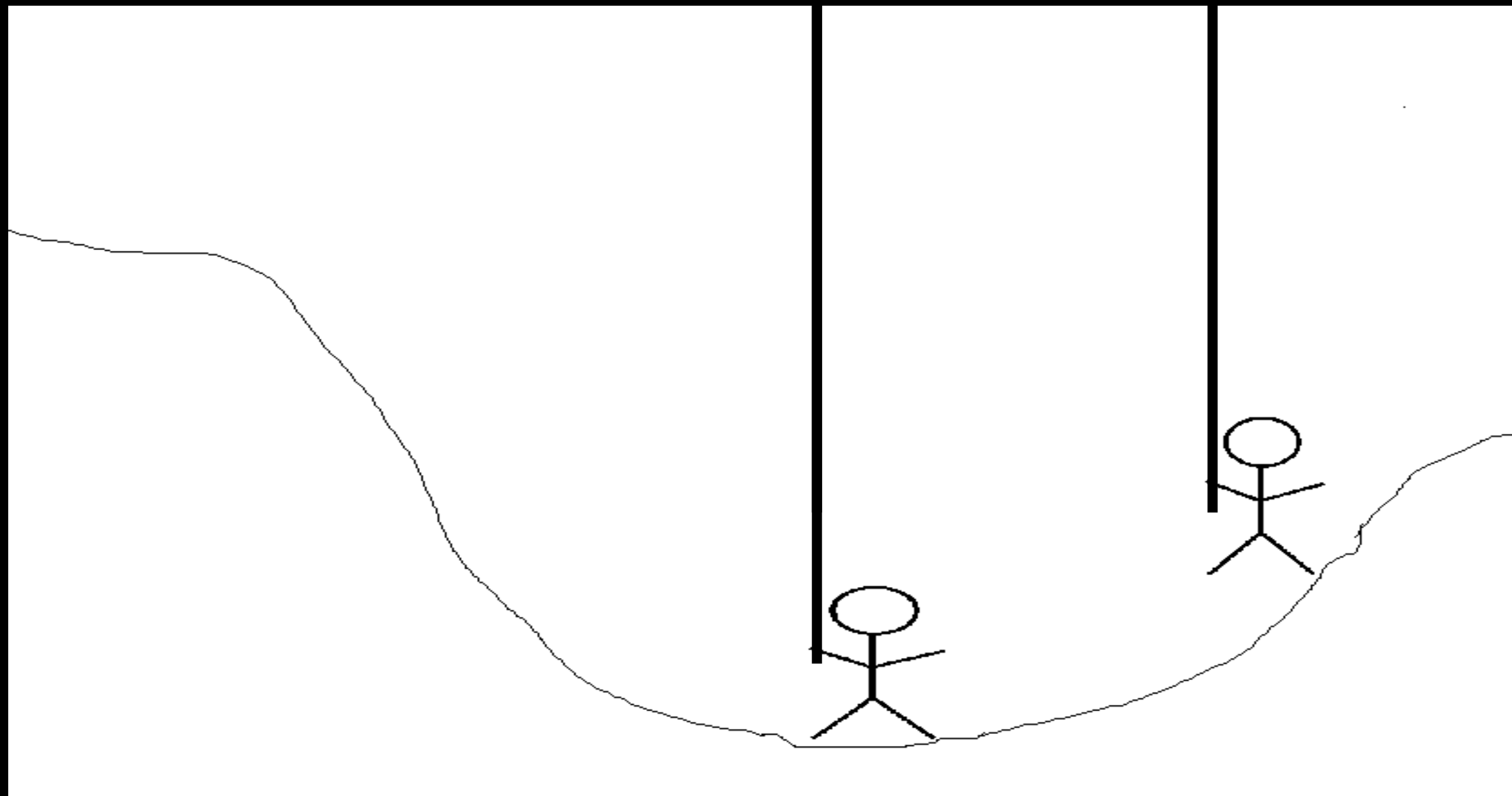
PREJUDICE

+

POWER

Fair
-vs-
Equal







What has your
community done to
start addressing
systemic racism?

Q & A





CLOSING

Gunatchéesh
Shàw níthän
Thank you

David Wood
Tosh Southwick

IRP

inspire.
reconciliation.
potential.

