



**ANTI-RACIST
COOPERATION**
**ANTI-RACISME
EN COOPÉRATION**

June 6th, 12pm to 3pm (ET)

Welcome // Bienvenue

Incorporating Indigenous perspectives and knowledge in the ethics of international cooperation // Intégrer les perspectives et les savoirs autochtones dans l'éthique de la coopération internationale



The ARC Hub is hosted by
Cooperation Canada and funded
by Global Affairs Canada.

A webinar in partnership
with [Jacknife Consulting Ltd](#)

Tech support // Support technique

Using Language Interpretation service

1. In your meeting/webinar controls, click Interpretation.
2. Click the language that you would like to hear.
3. To hear the interpreted language only, click Mute Original Audio.

Notes:


- You must join the meeting audio through your computer audio/VoIP.
- As a participant joining a language channel, you can broadcast back into the main audio channel if you unmute your audio and speak.

Service d'interprétation

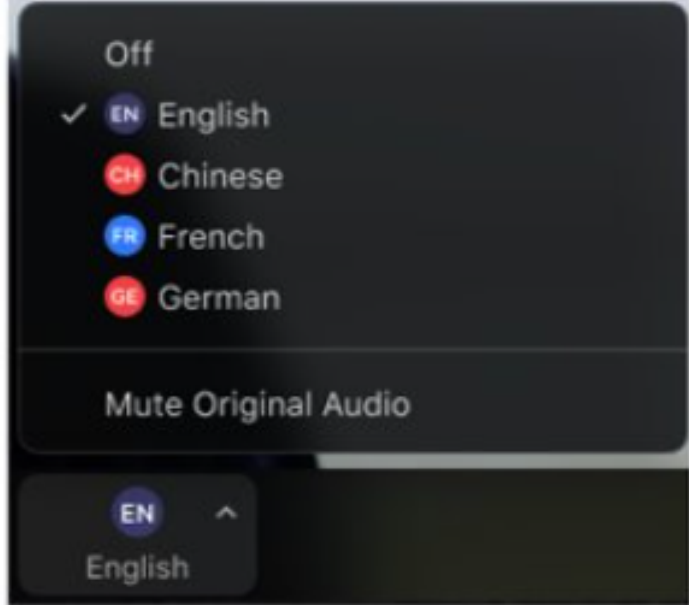
1. Dans les commandes de la réunion, cliquez sur Interprétation.
2. Cliquez sur la langue que vous souhaitez entendre.
3. Pour n'entendre que la langue interprétée, cliquez sur Désactiver l'audio original.

Notes:

- Vous devez vous connecter à la réunion audio par l'intermédiaire de l'audio / VoIP de votre ordinateur.
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1. In your meeting/webinar controls, click Interpretation .

2. Click the language that you would like to hear.




3. (Optional) To hear the interpreted language only, click Mute Original Audio.

1. Dans les contrôles de votre réunion/webinaire, cliquez sur Interprétation.



2. Cliquez sur la langue que vous souhaitez entendre.



3. (Optionnel) Pour entendre uniquement la langue interprétée, cliquez sur Couper la version audio originale.



NAVIGATING THE ROAD TO RECONCILIATION: A GUIDE ON INDIGENOUS ETHICS

**Sarah Jacknife
Lauren Remple
June 6, 2024**

Land Acknowledgment

In the spirit of reconciliation, we acknowledge that we live, work and play on the traditional territories of the Blackfoot Confederacy (Siksika, Kainai, Piikani), the Tsuut'ina, the Iyârhe Nakoda Nations, the Otipemisiwak Métis Government of the Métis Nation within Alberta District 6, and all people who make their homes in the Treaty 7 region of Southern Alberta



Learning Objectives

- 1 Learn about the impacts of colonization by exploring Indigenous ways of life pre-contact to today.
- 2 Unpack Indigenous rights and rights recognition nationally and internationally.
- 3 Explore Indigenous ethics and learn about different frameworks.
- 4 Review different strategies for integrating Indigenous worldviews and frameworks into your workplace.



Overview of Presentation

CONTEXT SETTING:
INDIGENOUS PEOPLE PRE-CONTACT
INDIGENOUS RIGHTS

INDIGENOUS ETHICS
FRAMEWORKS

APPLICATION IN ORGANIZATIONAL
CONTEXT



Âba wathtech, Tansi, & Tawow



Elder David Bearspaw





“It’s All About Context” - Knowing, Not Knowing and Everything In- between

Colleen McMillan; Natalie Compagna; and Hilton
King





KEY TERMINOLOGY

A general or umbrella term that collectively refers to First Nation, Metis, and Inuit in Canada. Given that it was founded in the Canadian Constitution, it is a term often used in legal circles.

Distinct Group of Indigenous Peoples who remain culturally and linguistically diverse.

Refers to the federal legislation that governs First Nations within Canada.

Distinct group of Indigenous Peoples. Historically located in the Arctic.

A general or umbrella term used to describe an First Nation.



Aboriginal

Band

First Nation

Half Breed

Indian

Indigenous

Inuit

Metis

Nation

Settlements



Administrative space/function of a Nation. Often used to describe where staff, Chief and Council work.

A historical term used to describe Metis people with English and Protestant lineage. The term is considered derogatory, but it was used in government reports.

An all-encompassing term used when referring to First Nation, Inuit, and Metis. Comes from UNDRIP

Distinct group of Indigenous Peoples with historical ties to Red River Manitoba.

Metis land base communities located in Northern Alberta

Anishinaabe Creation Story



Source: [Turtle Lodge](https://www.youtube.com/watch?v=5tGQ3SyIBA0): Retrieved from <https://www.youtube.com/watch?v=5tGQ3SyIBA0>



Section 1

Self- Governance

PRE-CONTACT

CONTACT

COLONIZATION





Pre Contact

Complex Systems of Governance, Trade, and Culture



Natural Laws



Governance



Trading



Contact

Arrival of European Settlers



Doctrine of Discovery

15th Century



Fur Trading Companies

16th Century - 1870



Wars

18th & 19th Century



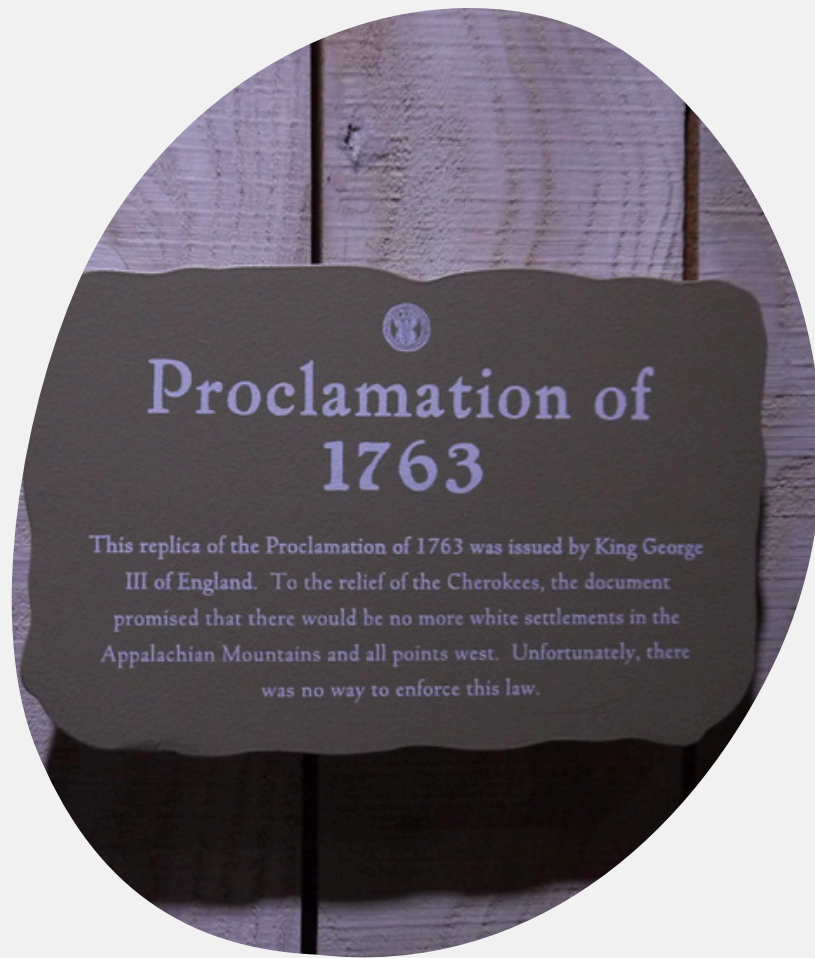
Two Row Wampum

- Peace, friendship, and respect





Colonization



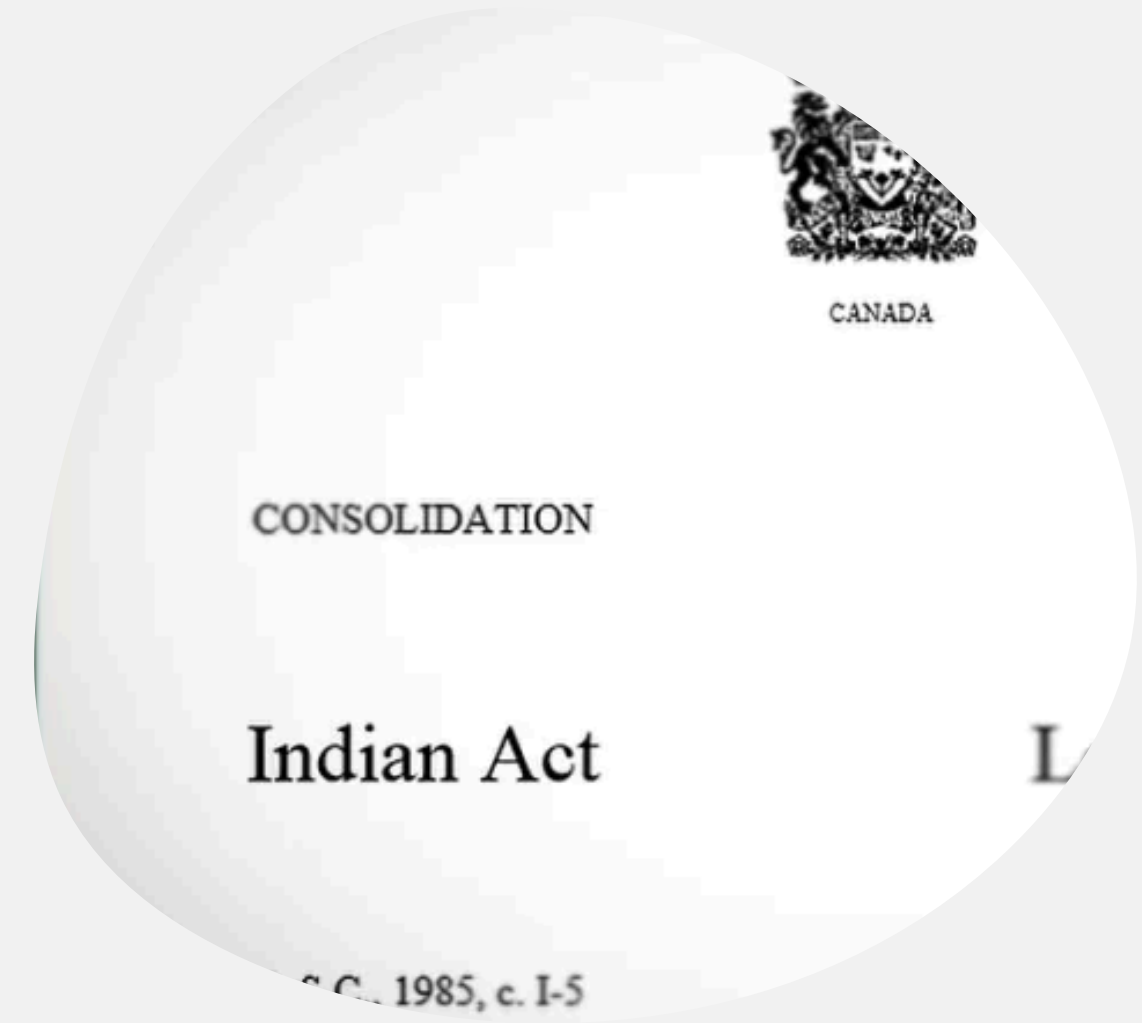
Royal Proclamation

1763



Gradual Civilization & Enfranchisement Acts

1857 & 1869



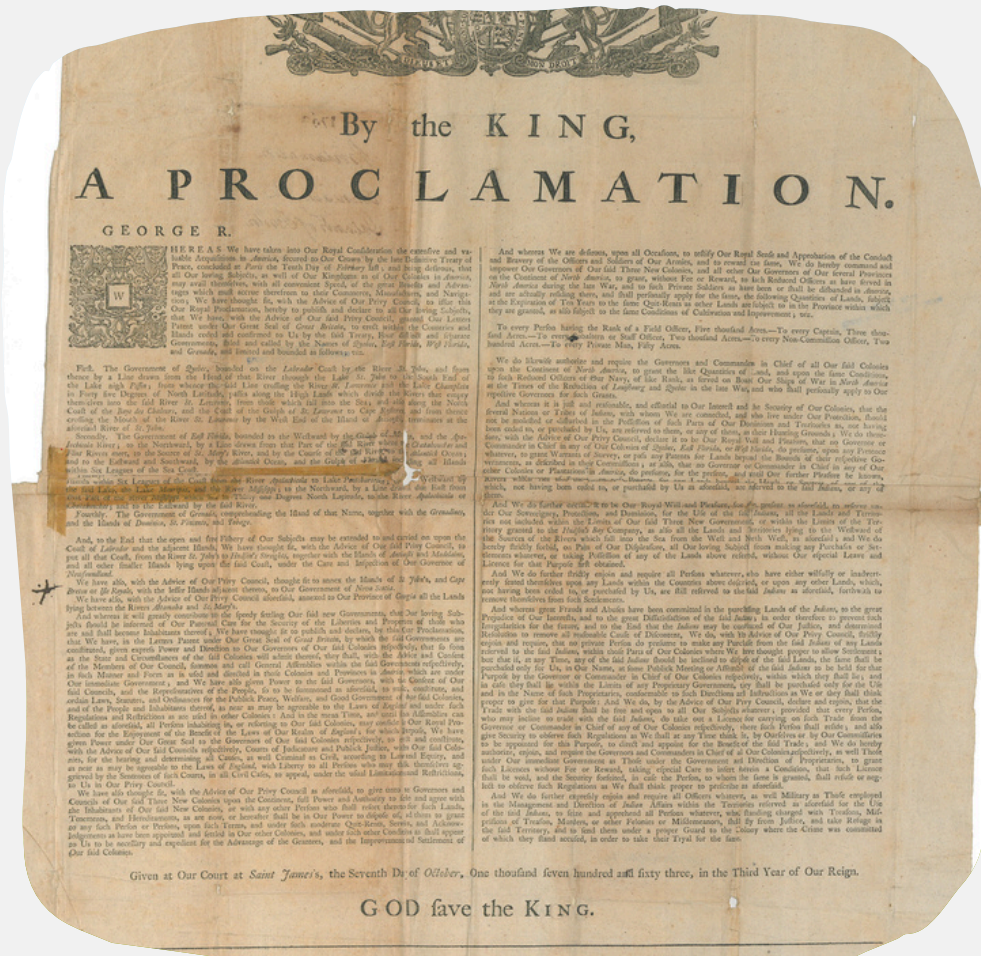
Indian Act

1876



Treaties

We are all treaty people



Creator: OS12000 A1 #54673

PEACE AND FRIENDSHIP
Peaceful co-existence



Source: Manitoba Museum

NUMBERED TREATIES
1-11



Source: CBC

MODERN DAY TREATIES
Nunavut, Nisga



"Show us the receipts"



Unceded territory

Land that was never ceded or surrendered to the Crown





10 minute break



Section 2

Indigenous Rights

Indigenous Rights are Human Rights

INHERENT RIGHTS

INDIGENOUS ETHICS

INDIGENOUS RELATIONSHIPS

INTERNATIONAL CONTEXT



Indigenous People as Rightsholders

Not stakeholders.



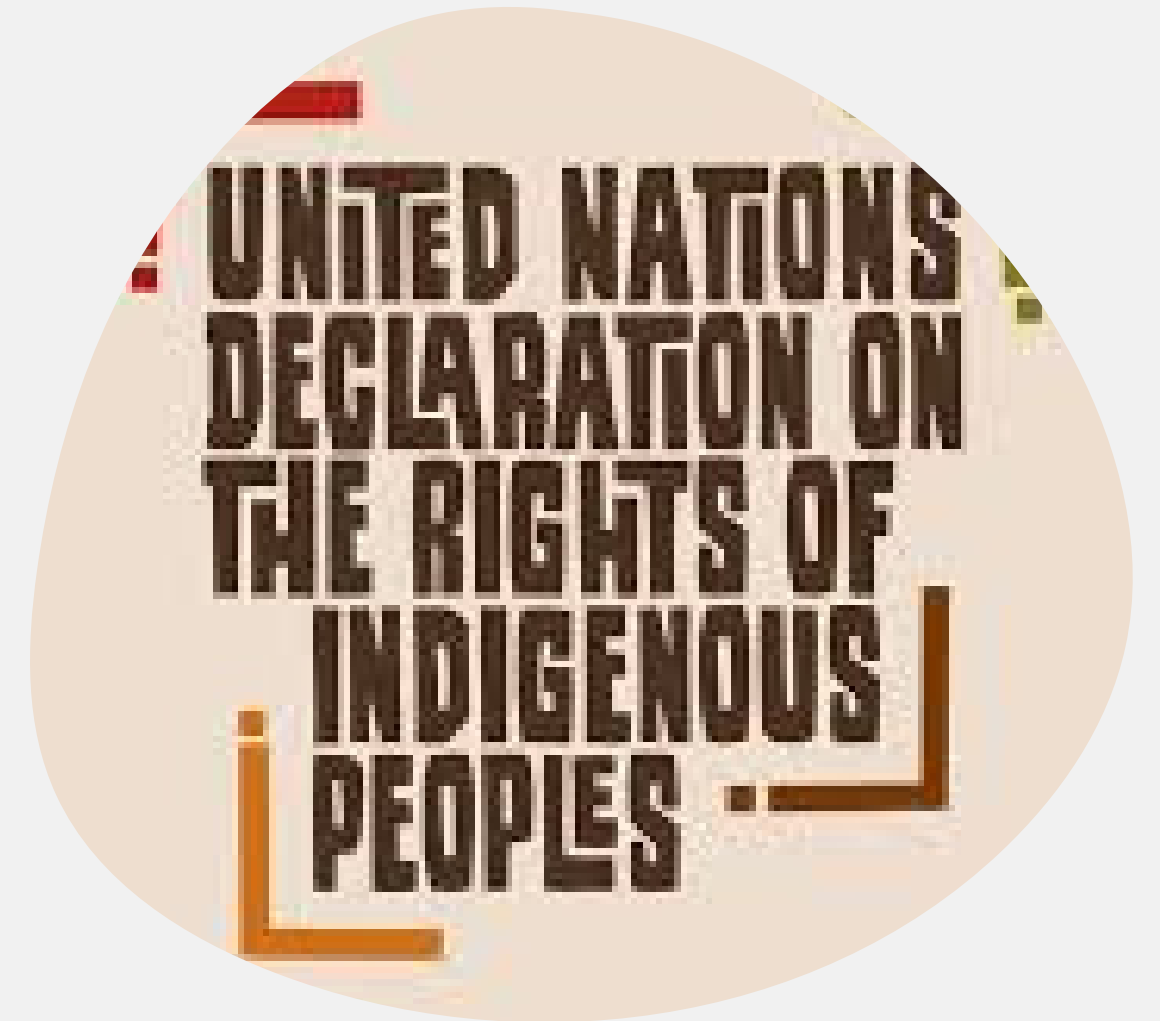
Royal Proclamation

1763



Canadian Constitution

Section 35 1982



UNDRIP & UNDRIPA

2007 & 2021



Indigenous Perspectives



Worldview



Epistemology



Relationships



4 R's of Indigenous Relationships



RESPECT



RECIPROCITY



RELEVANCE



RESPONSIBILITY



International Indigenous Rights & Agreements



TRADE AGREEMENTS



**INTERNATIONAL TREATIES (JAY
TREATY)**



ECONOMIC DEVELOPMENT



ADVOCACY



Section 3

Indigenous Ethics

JAGGED WORLDVIEWS COLLIDING

ETHICAL SPACE

TWO-EYED SEEING

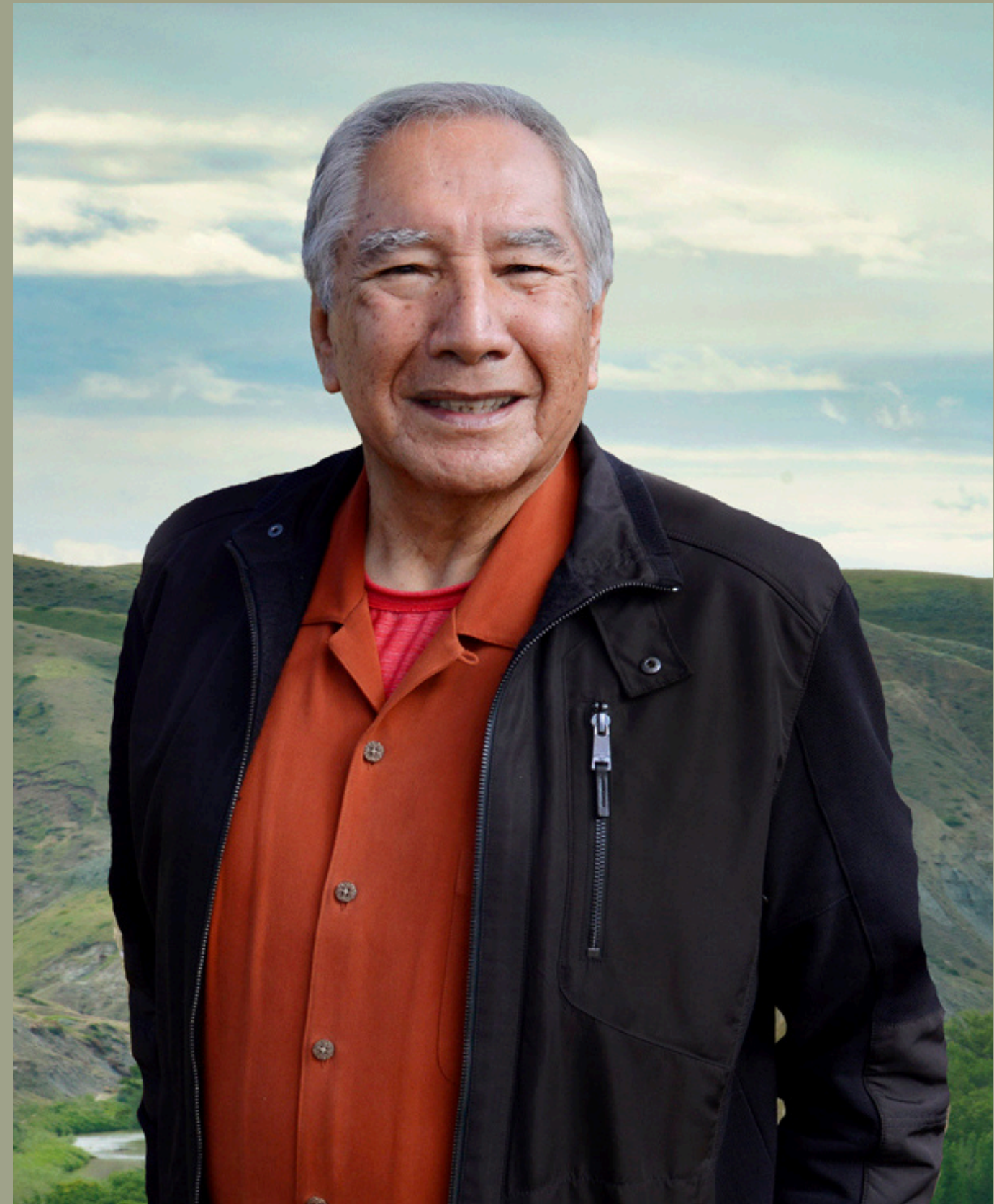
PARALLEL PATHS



Jagged Worldviews Colliding

“No matter how dominant a worldview is, there are always other ways of interpreting the world”

Dr. Leroy Little Bear



Source: Native Seed Pod



Two-Eyed Seeing Approach

“Learning to see from one eye with the strengths of Indigenous knowledges and ways of knowing, and from the other eye with the strengths of Western knowledges.”

Elder Dr. Albert Marshall



Source: Windspeaker Magazine



Parallel Paths

"Its about creating respectful, ethical and cultural space to walk side by side with Indigenous people, where all are successfully contributing to a shared journey."

Dr. Micheal Hart



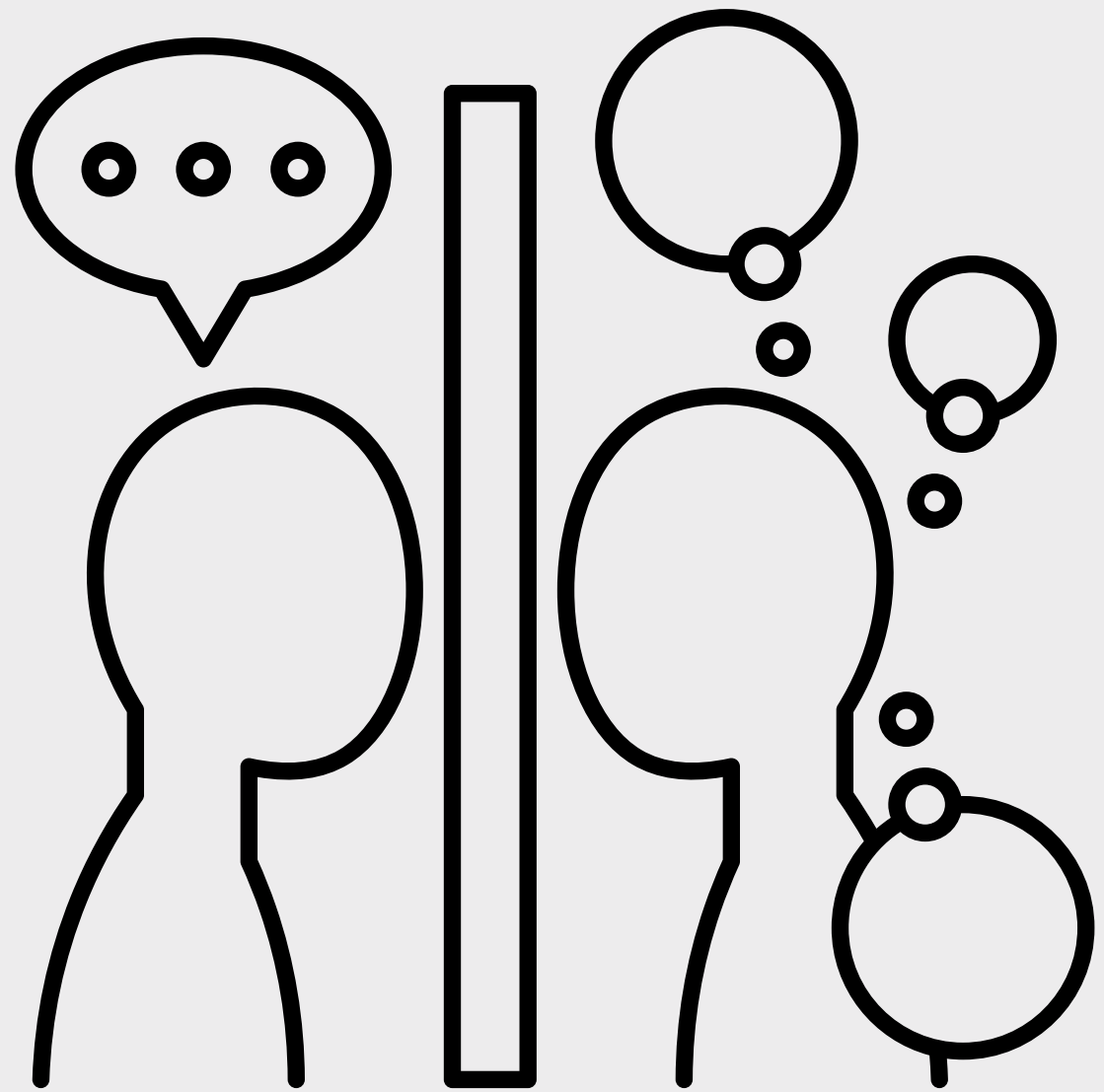


Ethical Space



Source:

Conservation through Reconciliation Partnership Retrieved from:<https://www.youtube.com/watch?v=kjjUi-5qra0&t=10s>



Please take 5 minutes to reflect on how these worldviews could be integrated into your organization.



Section 4

Indigenous Values

HONOUR

TRUTH

COLLECTIVE

HUMILITY



Honour





Truth



Source: Canada's History



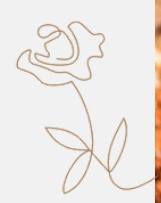
Collective





Humility





Application in organizational context

OACAP

INDIGENOUS PROCUREMENT

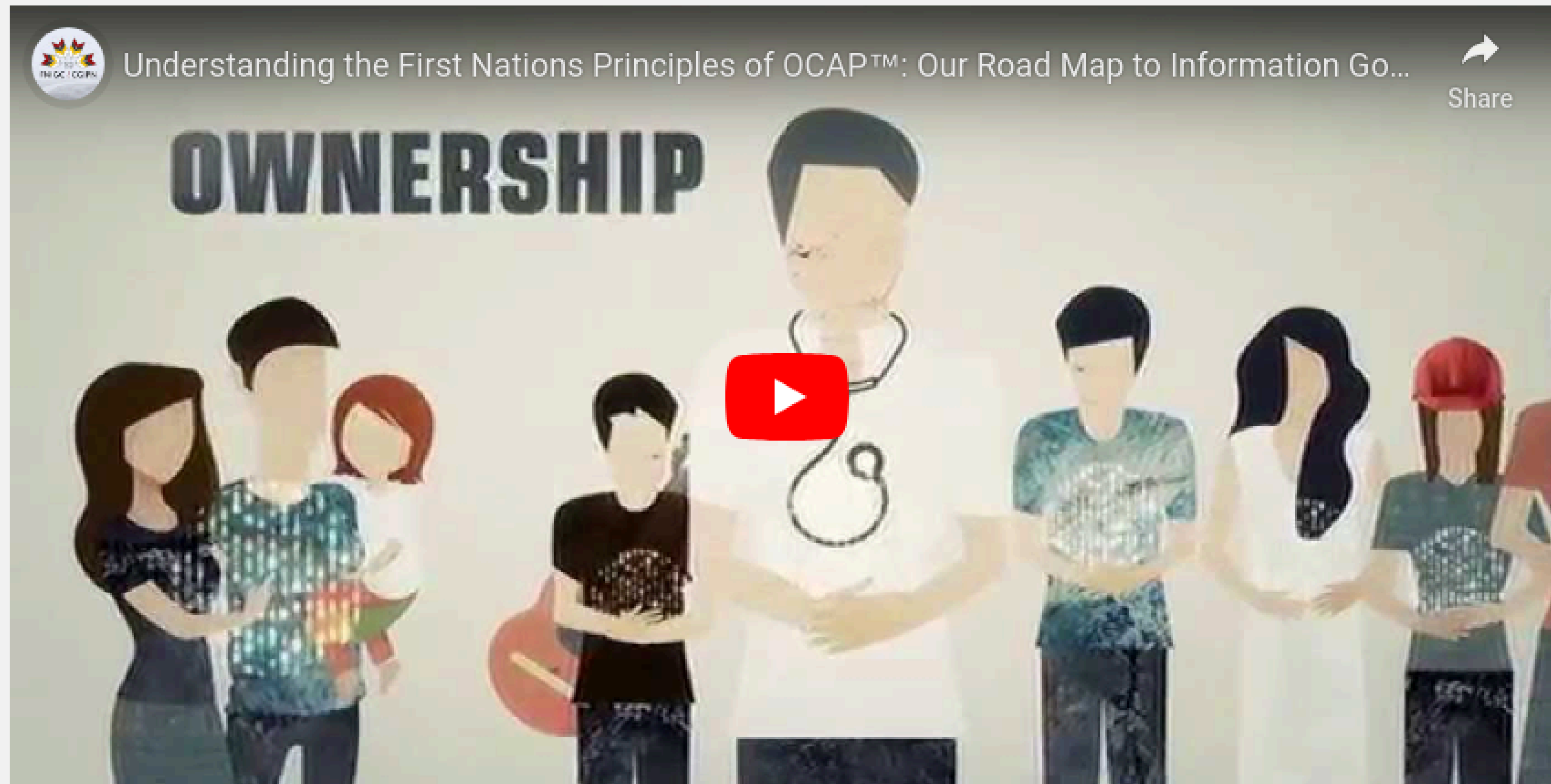
INDIGENOUS HR & HIRING PRACTICES

CONNECTING TO OTHER INITIATIVES





Ownership, Control, Access, Possession (OCAP)



Source:FNIGC Retrieved from:<https://www.youtube.com/watch?v=y32aUFVfCM0>



Indigenous Procurement

- Set targets
- Follow community recommendations
- Review your procurement & RFP process
- Review your payment processes
- Understand the stats around Indigenous businesses
- Be prepared to be flexible/adaptable
- Self-identification



Indigenous HR

- Review your bereavement policies
- Review your self-identification policies
- Developing dedicated resources
- Develop relationships with schools, communities, Indigenous organizations, etc
- Self-identification
- Indigenous employee groups
- Cultural awareness and trauma-informed training



Indigenous Recruitment, Retention and Promotion

- Utilize community contacts
- Mentorship & Sponsorship
- Incorporate a collectivist approach into interviewing
- Traditional Indigenous Practice Leave
- Elder Support
- Health and Wellness Benefits include traditional practices/medicines
- Examples – Deloitte & Telus



Incorporating Traditional Knowledge

- Elders and Youth Council
- Inviting community members into the planning process
- Incorporating Indigenous languages, art, etc.
- Elders in residence
- Establish international Indigenous circles/groups (e.g., INDIGI-X)
- Visit with Indigenous organizations, colleagues, etc.,



Other initiatives

- Environment, Social, and Governance (ESG)
- Connecting it to other commitments but not overlapping
- Diversity, Equity, & Inclusion (DEI)
- International Indigenous advocacy
 - Water and land
 - Indigenous women & gender based violence
- International partnerships and connections



Summary of Key Learnings

- Indigenous Peoples had complex and diverse governance structure, world views and ethics that guided their interactions and processes.
- Indigenous values and code of ethics are focused on co-existing and incorporating multiple worldviews.
- Indigenous frameworks are still relevant today and can be applied in various ways.



HIY HIY!
REACH OUT FOR ANY
QUESTIONS.

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What's next

Part 2 – From Reflection to Action: A Generative Dialogue on incorporating Indigenous teachings into international cooperation

- Date: June 25th!
- [Register here \(spots are limited\)](#)

Indigenous Rights and Reconciliation Working Group!

ARC Hub Resources & Events!

- [Trainings & Knowledge-sharing events](#)
- [ARC Hub Resource Library](#)
- [ARC Hub Roster of Experts](#)



ARC Hub Website

Evaluation

Please take 5 min to complete our post-event survey!



**Thank you //
Merci!**

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funded by Global Affairs Canada.

