



CULTURES AND WORLDVIEWS

An NVision Truth & Reconciliation Presentation

RESOURCE DOCUMENT

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BUILDING INDIGENOUS INTERCULTURAL CAPACITY

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Terminology

Anti-Indigenous Racism	“Anti-Indigenous racism is the ongoing race-based discrimination, negative stereotyping, and injustice experienced by Indigenous Peoples within Canada. It includes ideas and practices that establish, maintain and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from the legacy of colonial policies and practices in Canada.” ¹
Colonialism	“A policy or set of policies and practices where a political power from one territory exerts control in a different territory. Colonialism in Canada may be best understood as Indigenous peoples’ forced disconnection from land, culture and community by another group.” ²
Colonization	“is the action or process of settling among and establishing control over the indigenous people of an area.” ³
Cultural appropriation and Cultural appreciation	“Cultural appropriation is theft based on power and privilege.” “Cultural appreciation is engagement based on responsibility and ethics.” Anyone can engage with any culture and borrow things. People do it all the time. To do it without responsibility or ethics is where violence and genocide begin.” ⁴
Cultural awareness	The acknowledgement of difference and a basic awareness of several cultures. ⁵
Cultural bias	Interpreting and judging phenomena by standards inherent to one’s own culture as superior.
Cultural genocide	“Cultural genocide is the destruction of those structures and practices that allow the group to continue as a group. States that engage in cultural genocide set out to destroy the political and social institutions of the targeted group.” ⁶
Cultural Humility⁷	“A process of self-reflection to understand personal and systemic biases and to develop and maintain respectful processes and relationships based on mutual trust. Cultural humility involves humbly acknowledging oneself as a learner when it comes to understanding another’s experience.” Often heard in health care and social service contexts.
Cultural safety⁸	“An outcome based on respectful engagement that recognizes and strives to address power imbalances inherent in the healthcare system. It results in an environment free of

¹ <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>

² http://fnn.criaw-icref.ca/images/userfiles/files/LWM3_ColonialismImpacts.pdf

³ https://teaching.usask.ca/curriculum/indigenous_voices/power-and-privilege/chapter-1.php

⁴ <https://www.cbc.ca/news/indigenous/cultural-appropriation-prize-1.4118940>

⁵ National Collaborating Centre for Indigenous Health, Cultural Safety in First Nations, Inuit and Métis Public Health: An Environmental Scan of Cultural Competency and Safety in Education, Training and Health Services, 2013 <https://www.nccih.ca/docs/emerging/RPT-CulturalSafetyPublicHealth-Baba-EN.pdf> p. 7

⁶ http://www.trc.ca/assets/pdf/Honouring_the_Truth_Reconciling_for_the_Future_July_23_2015.pdf pg. 1

⁷ <https://www.fnha.ca/wellness/cultural-humility>

⁸ <https://www.fnha.ca/wellness/cultural-humility>

	racism and discrimination, where people feel safe when receiving health care.” Often heard in health care and social service contexts.
Cultural sensitivity ⁹	Recognizing the need to respect cultural differences.
Culture ¹⁰	Beliefs, material traits, and social practices of a racial, religious, or social group. For example, Haida culture. “Historically and geographically bound patterns of shared beliefs, values and behaviours” ¹¹ “Simply said, culture is how you were raised. It developed while you grew up. With a computer metaphor, culture is the software of our minds. We need shared software in order to communicate. So culture is about what we share with those around us.” Geert Hofstede
Decolonize	When a nation seeks to become free of the regime imposed on them by a colonial power and undo the colonial state that has dominated their society. ¹²
Ethnicity	Relating to groups of people classed according to common racial, national, tribal, religious, linguistic, or cultural origin or background. “Ethnicity recognizes differences between people mostly on the basis of language and shared culture.” ¹³
Indigenous Racism	“Ongoing race-based discrimination, negative stereotyping, and injustice experienced by Indigenous Peoples within Canada.” ¹⁴
Intercultural intelligence ¹⁵	“A person with high cultural intelligence can somehow tease out of a person’s or group’s behavior those features that would be true of all people and all groups, those peculiar to this person or this group, and those that are neither universal nor idiosyncratic. The vast realm that lies between those two poles is culture.”
Micro-aggressions	“The insults, dismissals, or casual degradations a dominant culture inflicts on a marginalized group of people. Often they are a form of unintended discrimination, but one that has the same effect as willful discrimination.” ¹⁶ For example: affirm stereotypes, position Indigenous culture as abnormal, assumptions, minimize discrimination against Indigenous peoples.
Prejudice	“Prejudice is a baseless and often negative preconception or attitude toward members of a group. Prejudice can have a strong influence on how people behave and interact with others, particularly with those who are different from them, even unconsciously or without the person realizing they are under the influence of their internalized prejudices.” ¹⁷ To ‘pre-judge’.
Race	“A social construction of human difference, usually based on a group of people of common with certain distinctive physical traits (skin colour, hair texture, facial features).” ¹⁸
Racialization	The practice of assigning a racial identity to a person or group of people.
Reconciliation	The act of restoring to friendship or harmony.

⁹ NCCIH, p. 8

¹⁰ This word has three separate meanings. The others are: the arts and human intellectual achievement (pop culture); and the cultivation of biological elements in an artificial medium (cell culture)

¹¹ *Society and Health* (Amick, Levine, Tarlov, & Walsh)

¹² <https://unsettlingamerica.wordpress.com/2017/10/11/decolonization-meaning-what-exactly/>

¹³ <https://www.livescience.com/difference-between-race-ethnicity.html>

¹⁴ <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary#:~:text=Anti%2DIndigenous%20racism%20is%20the,by%20Indigenous%20Peoples%20within%20Canada.>

¹⁵ <https://hbr.org/2004/10/cultural-intelligence>

¹⁶ <https://opentextbc.ca/indigenizationfoundations/chapter/stereotypes/>

¹⁷ <https://www.verywellmind.com/what-is-prejudice-2795476>

¹⁸ <https://nmaahc.si.edu/learn/talking-about-race/topics/historical-foundations-race>

	From the Truth and Reconciliation Commission: “Reconciliation is a process of healing of relationships that requires public truth sharing, apology, and commemoration that acknowledge and redress past harms. Reconciliation requires constructive action on addressing the ongoing legacies of colonialism that have had destructive impacts on Aboriginal peoples’ education, cultures and languages, health, child welfare, the administration of justice, and economic opportunities and prosperity.” ¹⁹
Settler colonialism	“The history and ongoing processes/structures whereby one group of people (settlers) are brought in to replace an existing Indigenous population, usually as part of imperial projects.” ²⁰
Stereotype	“A stereotype is a fixed, over generalized belief about a particular group or class of people. By stereotyping, we infer that a person has a whole range of characteristics and abilities that we assume all members of that group have.” ²¹ “What is the impact of Indigenous stereotypes on Indigenous people and non-Indigenous people? For Indigenous people, it diminishes self-esteem and cultural pride, and for the non-Indigenous it dehumanizes and enhances negative perceptions of Indigenous people and their culture.” ²²
Systemic racism²³ Also structural racism Institutional racism	Economic, social and political institutions and processes that create, practice and reinforce racism.” ²⁴ “Where one social group has disproportionate access to power and resources in society, leading to avoidable and unfair inequalities between these groups—or systemic racism against Indigenous peoples.1 This imbalance of power and resources is maintained through inequitable treatment under the law and unfair policies, rules, and regulations.” ²⁵
Unconscious bias	“Unconscious attitudes and stereotypes. Acting on the basis of prejudice and stereotypes without intending to do so.” ²⁶
White privilege	“White Privilege” refers to a socio-political system that distributes power, privilege and benefits unequally among groups in societies and countries in our world. It is rooted in the history of European colonial domination and settlement of the Americas, Asia and Africa, on one hand, and the 19 th century practice of “race science” justifying this domination, on the other.” ²⁷
White supremacy culture	A belief that “white people and the ideas, thoughts, beliefs, and actions of white people are superior to the ideas, thoughts, beliefs, and actions of People of Colour (and Indigenous people).”White supremacy expresses itself interpersonally as well as structurally (through our governments, education systems, food systems, etc).” ²⁸

¹⁹ http://nctr.ca/assets/reports/Final%20Reports/Principles_English_Web.pdf (p.3)

²⁰ <https://www.unwrittenhistories.com/imagining-a-better-future-an-introduction-to-teaching-and-learning-about-settler-colonialism-in-canada/>

²¹ <https://www.simplypsychology.org/katz-braly.html>

²² <https://www.ictinc.ca/blog/the-enduring-nature-of-first-nation-stereotypes>

²³ <https://www.fnha.ca/wellness/cultural-humility>

²⁴ https://www.nccih.ca/495/Webinar_Anti-

[Aboriginal Racism in Canada A Social Determinant of Health.nccih?id=160](https://www.nccih.ca/495/Webinar_Anti-Aboriginal_Racism_in_Canada_A_Social_Determinant_of_Health.nccih?id=160)

²⁵ https://portal.cfpc.ca/ResourcesDocs/uploadedFiles/Resources/PDFs/SystemicRacism_ENG.pdf

²⁶ <https://plato.stanford.edu/entries/implicit-bias/>

²⁷ <https://www.ryerson.ca/wpc-global/about/what-is-white-privilege/>

²⁸ <https://ccednet-rcdec.ca/en/toolbox/white-supremacy-culture-organizations>



THE PATH: INDIGENOUS ENGAGEMENT

HANDOUT & RESOURCE LIST

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PLANNING FOR ENGAGEMENT

Planning an engagement requires you to understand the legal, historical and cultural context

Example questions to ask about context:

1. Is the project/engagement a continuation of earlier research?
 - If “yes”, have you familiarized yourself with the information collected to date? If “yes”, were previous commitments made to the Indigenous groups, and were these commitments fulfilled?
2. Have the Indigenous groups participated in the same or similar engagement/research projects in the past?
 - If “yes”, how does this project respect previous relationships?
 - If “no” what is required to establish relationships?

INDIGENOUS KNOWLEDGE AND INDIGENOUS KNOWLEDGE SYSTEMS

Indigenous Knowledge (IK) is a way of seeing and being in the world

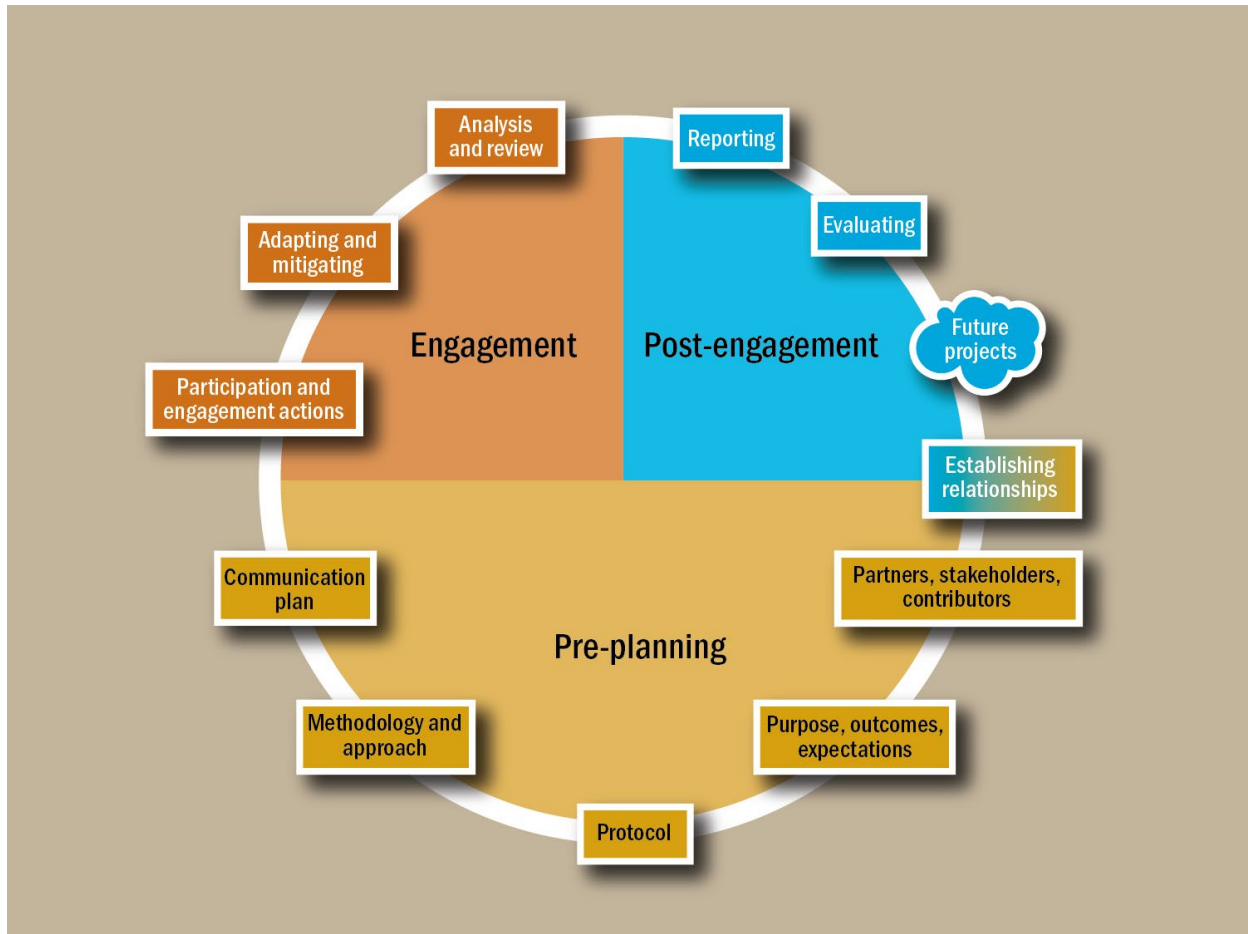
- It is not about the relationship *between* things – it is *the relationship*
- IK is a synthesis of knowledge, information and teachings
- IK is a dynamic body of knowledge
- It evolves as the knowledge keepers observe the world around them
- IK is sustained by the passing of experience between generations

Integrating Indigenous Knowledge

If you want to consider integrating Indigenous Knowledge as part of your research project and hence, your Indigenous engagement, answer these questions:

- What is the purpose of collecting IK for the project?
- How will IK be incorporated into the research project?
- What methods of engagement will be used to collect IK?
- How will IK be addressed in the analysis and reporting?

ENGAGEMENT PROCESS



INDIGENOUS RIGHTS AND CONTEXT

Engagement requires you to understand the legal context and landscape:

- Supreme Court decisions
- [United Nations Declaration on the Rights of Indigenous Peoples \(UNDRIP\)](#)
- [Bill C-15 UNDRIP Act](#)
- [Truth and Reconciliation Reports and Calls to Action](#)
- [Missing and Murdered Indigenous Women and Girls Report and Calls for Justice](#)
- [10 Principles Regarding the Government of Canada's Relationship with Indigenous Peoples](#)

TERMINOLOGY

CO-DEVELOPED ENGAGEMENT	A process to allow parties to work together in developing and delivering a project designed to respond to a question or a need that promotes continuing improvement of relationships, outcomes, or information sharing.
CONSULTATION	The action or process of formally consulting or discussing a topic as a genuine attempt to address interests and concerns, seek advice, or collect opinions.
DUTY TO CONSULT	A legal obligation that must be fulfilled by the Crown prior to taking actions or making decisions that may affect Aboriginal or Treaty rights.
ENGAGEMENT	A process that occurs early, often and is ongoing. The approach includes discussion and formal dialogue, sharing knowledge and seeking input to inform policy, legislation, program development or renewal.
FREE, PRIOR AND INFORMED CONSENT	A principle outlined in a series of international legal instruments, including the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) that pertains to Indigenous peoples' rights of self-determination regarding processes and projects.
INDIGENOUS ENGAGEMENT	A government or corporation working in conjunction with Indigenous communities or interests for engagement.
INFORMATION SHARING	A set of activities by which information is either proactively or upon request given to others and received from the information giver.
KNOWLEDGE SHARING	An activity through which knowledge (namely, information, skills, or expertise) is exchanged among people, communities, or organizations. Knowledge is sometimes viewed as property, which can cause a challenge to participate in the sharing process.

RESOURCES

Indigenous Engagement Examples

General

Caldwell First Nation launches online system for project consultations. CBC News. Posted Mar 02, 2021 / Updated Mar 02, 2021. <https://ca.news.yahoo.com/caldwell-first-nation-launches-online-134025414.html>

In Canada, Inuit Communities Are Shaping Research Priorities. M. Halliday. UNDARK (news and features article). 2020 <https://undark.org/2020/05/27/canada-inuit-research/>

Indigenous, industry partnership handed control of northwestern Ontario Crown forest. Northern Ontario Business Staff. Posted Aug 19, 2021. <https://www.northernontariobusiness.com/industry-news/forestry/indigenous-industry-partnership-handed-control-of-northwestern-ontario-crown-forest-4236701>

Weaving Indigenous knowledge into the scientific method. Saima May Sidik. Nature. Posted January 11, 2022. <https://www.nature.com/articles/d41586-022-00029-2>

When Engagement Goes Right

Glenbow Museum launches Indigenous engagement process amidst renovations. Simon Jones / CTV News Calgary. Posted Aug 5, 2021. <https://calgary.ctvnews.ca/glenbow-museum-launches-indigenous-engagement-process-amidst-renovations-1.5536362>

Indigenous consultation the main pillar in Kingston's third crossing naming process. Darryn Davis / Global News. Posted Feb 23, 2021. <https://globalnews.ca/news/7655849/indigenous-kingstons-third-crossing-naming/>

'Willing to listen': Indigenous communities, pulp mill partner on inclusive consultation. Kristina Urquhart / Canadian Forest Industries. Posted Aug 24, 2021. <https://www.woodbusiness.ca/willing-to-listen-indigenous-communities-pulp-mill-partner-on-inclusive-consultation/>

When Engagement Goes Wrong

Changes to Natuashish policing made without proper consultation, says Innu First Nation chief. CBC News. Posted Jul 25, 2021. <https://www.cbc.ca/news/canada/newfoundland-labrador/natuashish-policing-lack-of-consultation-1.6115336>

'Consultation utterly failed': Na-Cho Nyäk Dun sues Yukon for approving mineral exploration. Julien Gignac / CBC News. Posted Mar 17, 2021. <https://www.cbc.ca/news/canada/north/na-cho-ny%C3%A4k-dun-sues-yukon-government-exploration-beaver-river-watershed-1.5952117>

Métis Nation of Alberta says province abandoned draft consultation policy. Janet French / CBC News. Posted Jun 14, 2021. <https://www.cbc.ca/news/canada/edmonton/m%C3%A9tis-nation-of-alberta-says-province-abandoned-draft-consultation-policy-1.6065658>

Sidewalk Labs faces criticism over Indigenous consultations for Toronto's Quayside. Ian Bickis / The Canadian Press. Posted Oct 25, 2019. <https://globalnews.ca/news/6083330/sidewalk-labs-indigenous-consultations/>

Your Project was Cute. CMAJ, October 23, 2023. By Irene Chu and Ruth Dyck Fehderau [Your project was cute | CMAJ](#)



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