





# Embracing Diversity Beyond the Surface (Module I: Part I)

**SAISIA**

September 24, 2024

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MCoS Intercultural & Anti-racism Facilitator



# Housekeeping



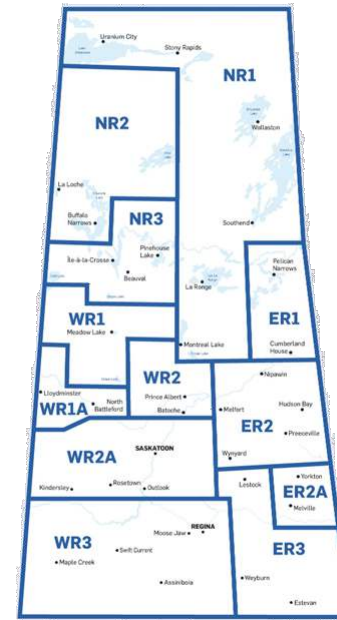
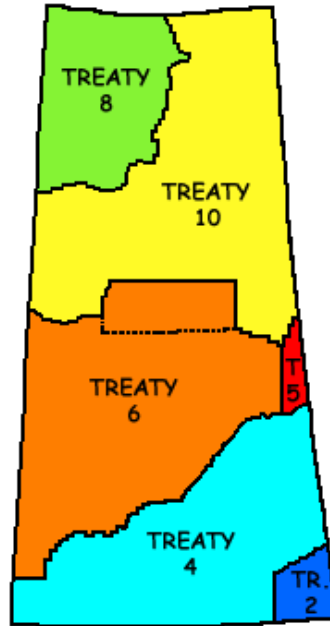
After the workshop you will receive a copy of the presentation & support docs

After the workshop the Zoom recording will be available

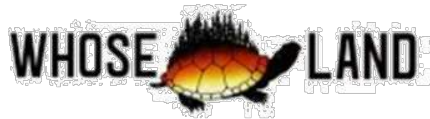
Send your questions via chat & I will answer them at the end

Tell us how we did in the survey

# Land Acknowledgment



<https://www.whose.land/en/>



<https://metisnationsk.com/governance/#regions>

For more information to learn about Treaty  
[Office of the Treaty Commissioner](#)

Land Acknowledgment & its importance:

[https://teaching.usask.ca/curriculum/indigenous\\_voices/land-acknowledgements/module.php](https://teaching.usask.ca/curriculum/indigenous_voices/land-acknowledgements/module.php)

# Situating Myself- Context

- ◆ Eritrea, East Africa
- ◆ Christian
- ◆ Women (she, her) ... 40 something
- ◆ Able-bodied
- ◆ Married and a mother
- ◆ Immigrated to Canada in 1998
- ◆ Guest (home) to Turland Island & Treaty 4 Territory, the original lands of the Nehiyaw, Nahkawe/Saulteaux, Dakota, Nakata, Lakota, Saulteaux & the homeland of the Métis/Michift Western Region 3, and formerly Blackfoot Nations
- ◆ Languages: Tigrinya, Amharic, & English
- ◆ Educated in Canada with a BA & Master's degree in Justice Studies
- ◆ Education Manager at the Multicultural Council of Saskatchewan (MCoS)
- ◆ Trained MCoS Intercultural & Anti-racism Facilitator (since 2017) with Lived/living experience







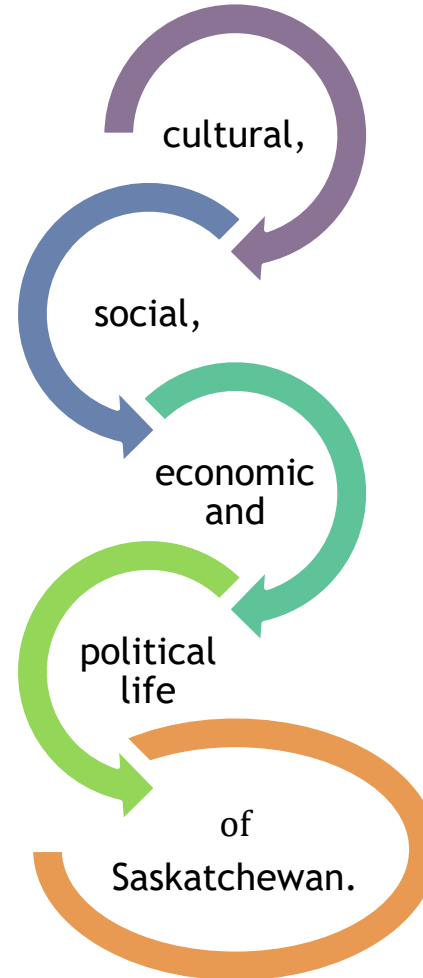
# MCoS Organizational Overview

The Multicultural Council of Saskatchewan (MCoS) has been raising awareness of the benefits of cultural diversity and the dangers of racism since 1975.

# Organizational Overview

## VISION

Multiculturalism is central  
to the...



# Organizational Overview

## Five Streams of Multicultural Work

flow from the Values:

**Cultural Continuity**

**Celebration of Diversity**

**Anti-Racism**

**Intercultural Connections**

**Integration**





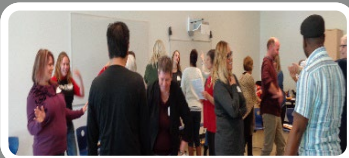
<https://mcos.ca/programs/education/>



## Module 1: Embracing Diversity Beyond the Surface



## Module 2: Intercultural Communication & Competence



## Module 3: Cross-Cultural Engagement in the Community



**Forum and Door Display by Sheena Koops**

On March 21st, the Multicultural Council of Saskatchewan held a Public Forum on Racism in Fort St. James. I was happy to attend with Chris and his daughter Lily. Chris' late dad was a very good friend of mine as well as someone who taught me many things as I spent time working towards anti-racism in this valley. There were many highlights in the afternoon, but mostly it was a sense of relationship building. I was thankful that we spoke, but, Sister's organization, Killee, James and



In March, the group got up at 6:30am to show the door for the

## Module 4: Equity, Diversity, Inclusion (EDI) with an emphasis on accessibility



## Module 5: Recognition & Rejection of Racism

# Setting the Tone

- It's a journey
- Respect differences, be kind to yourself and others
- Safe space for learning/unlearning
- Questioning own attitudes & beliefs - "Cultural humility" intent vs impact
- Listen & participate with open ears, mind, & heart
- Lean into the discomfort rather than pushing against it, because that is where learning/unlearning occurs
- Brief start on a big topic

# Outline

- ◆ September 24<sup>th</sup> (Part 1)
  - Culture and identity
  - Truth and Reconciliation and TRC calls to Action
  - What we can do?
- ◆ October 15<sup>th</sup> (Part 2)
  - Stereotypes, generalizations, unconscious bias and microaggressions
    - ◆ Cultural awareness and levels of action
    - ◆ Levels of integration

◆ What is your favorite thing about fall?





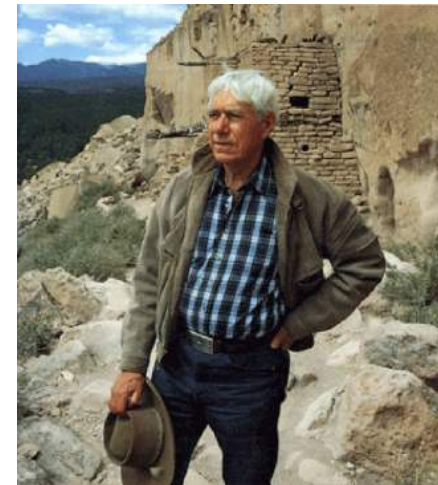
## Section 1: Culture and Identity



# Quote

- ◆ *“Culture hides much more than it reveals, and strangely enough what it hides, it hides most effectively from its own participants. Years of study have convinced me that the real job is not to understand foreign culture but to understand our own.”*

*Edward T. Hall,  
“The Silent Language”*





# Culture as an Iceberg Model (1976)

Surface / External Top 10%

**Visible Cultural Expressions:**  
food, clothing, music, dance, popular culture...

**Language & Communication Verbal and Non-verbal**

**Relationships  
& Roles**

**Attitudes  
& Norms**

**Beliefs & Values**

Deep Bottom 90%



handout

# Worldview & Perceptions



Source: Weird, or Just Different? Derek Sivers (3:12 min)

<https://www.youtube.com/watch?v=1K5SycZjGhI>

[https://www.ted.com/talks/derek\\_sivers\\_weird\\_or\\_just\\_different](https://www.ted.com/talks/derek_sivers_weird_or_just_different)

# Cultural Identity



# Pair Discussion (5 min)

Write 5  
descriptive  
statements  
that begin with  
“I am...”



Identify 2  
descriptors that  
are most important  
to you and to the  
work that you do?

Why they are important to you and your  
identity?  
How do they reflect your values and beliefs?  
Find similarities and differences.





# Truth and Reconciliation

Commission of Canada

# Truth and Reconciliation

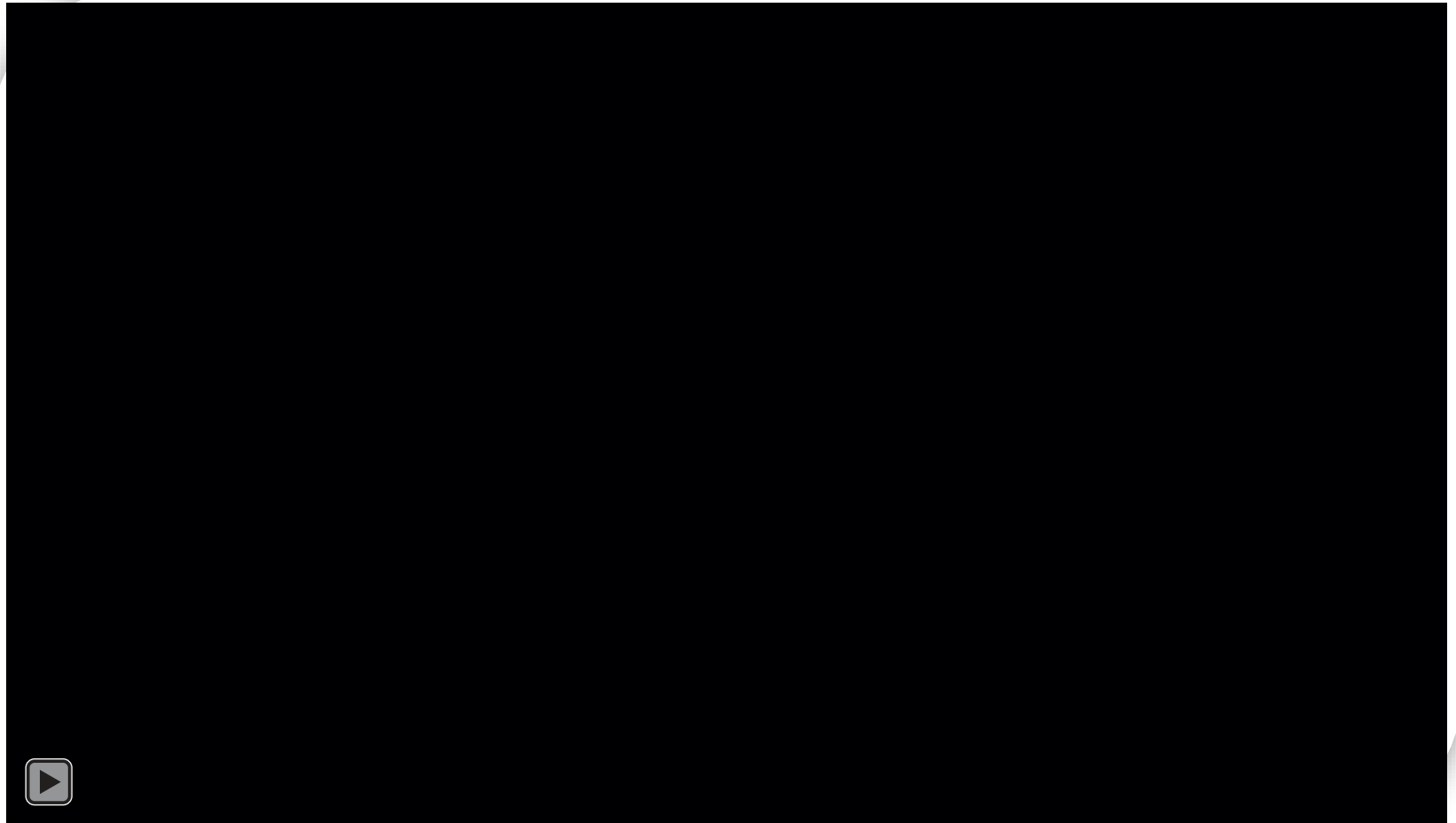


# Open-ended question

- ◆ What does Reconciliation mean to you (personal life) and in your work?



# What Reconciliation Really Means



Source: What Reconciliation Really Means (1:22 sec)

# What Reconciliation Really Means

## Quotes

### #MyReconciliationincludes

- ◆ “Mandatory Indigenous education for every settler” Adrian Jacobs
- ◆ “Recognition. Acknowledgement. Respect. Honor. Affirmation Repeat.”  
Shelagh Rogers
- ◆ “Simple gracious and generous gestures” Romeno Saganash
- ◆ “An equal and opposite reaction to residential schools, the ending of the food crisis in Nunavut and NEVER hearing “get over it” again.” Tanya Tagaq

Source: What Reconciliation Really Means (1:22 sec)

# Reconciliation

## The Truth & Reconciliation Commission

### Defines

reconciliation as the process of “establishing and maintaining a mutually respectful relationship between Aboriginal and non-Aboriginal peoples in this country.”

### States

that for reconciliation to happen, “there has to be awareness of the past, an acknowledgement of the harm that has been inflicted, atonement for the causes, and action to change behaviour.”

Source: [Reconciliation in Canada | The Canadian Encyclopedia](#)

# Settler Colonialism Challenges

Saskatchewan has been home to many Indigenous cultural groups since time immemorial.

These include  
Cree, Nahkawē, Dene, Nakota,  
Dakota and Lakota Nations.

The Europeans initially arrived as traders and contact with Indigenous groups began the course for relationships.

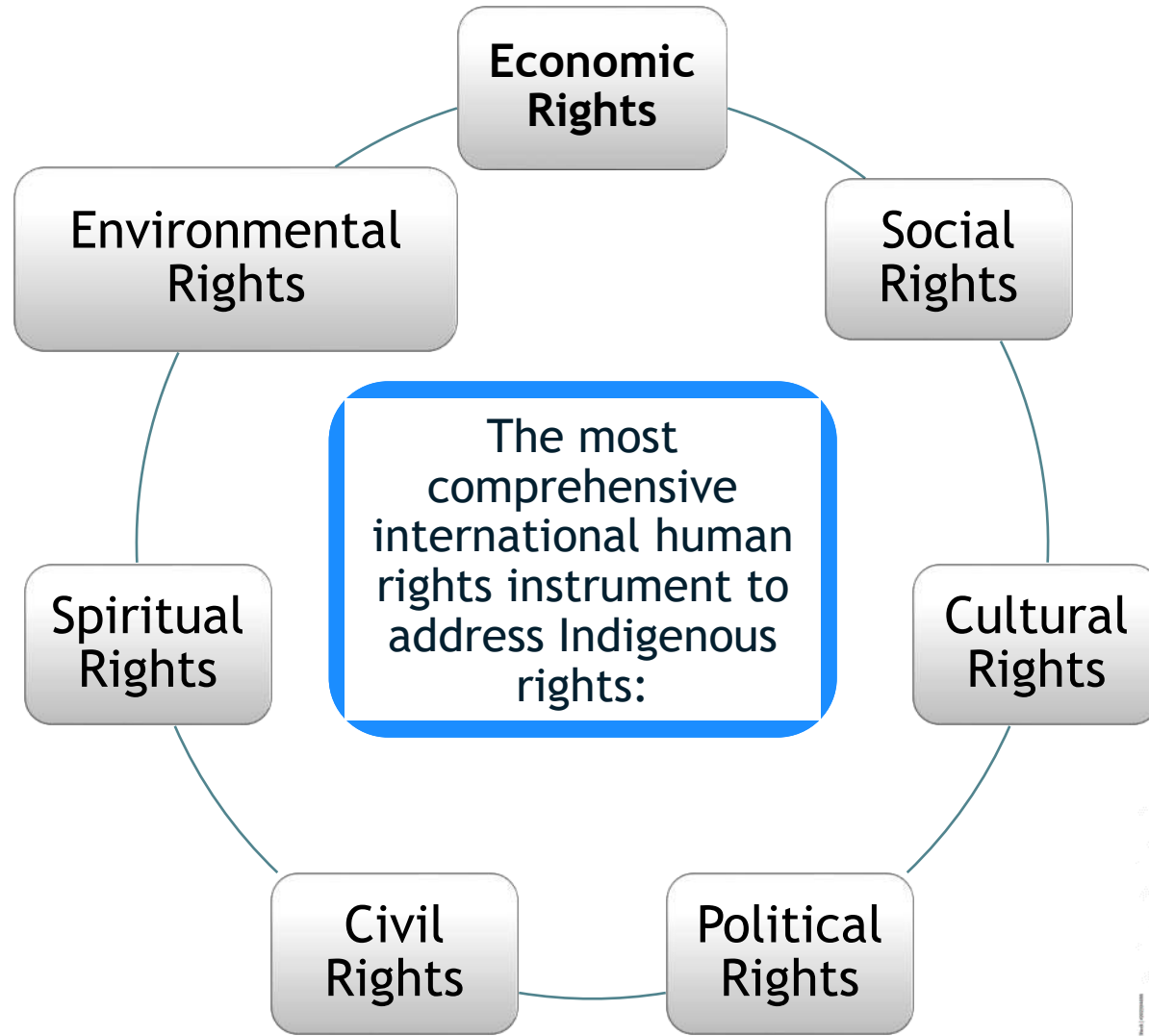
The Métis people were born of the interaction between ethnic groups and has grown into a distinct Indigenous culture

The Treaties signed by the sovereign nations continue to provide guidance for the relationships

Treatment of the original people in Saskatchewan was and is often discriminatory and aimed to provide privileges to those of European origin.



# United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)



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# 10 PRINCIPLES OF RECONCILIATION

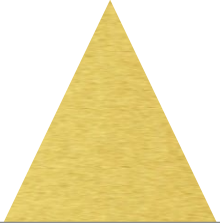
“  
The Truth and Reconciliation Commission of Canada believes that in order for Canada to flourish in the twenty-first century, reconciliation between Aboriginal and non-Aboriginal Canada must be based on the following principles.  
”

SOURCE: THE TRUTH AND RECONCILIATION COMMISSION OF CANADA  
"WHAT WE LEARNED: PRINCIPLES OF TRUTH AND RECONCILIATION"




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Residential schools were a major instrument of the attempt to destroy Indigenous cultures.



The Truth and Reconciliation Commission was created to deal with the cultural, social, emotional, sexual and physical abuse.



All Canadians are called to engage with the TRC's 94 Calls to Action (2015)

Source: Truth and Reconciliation - Commission of Canada: Calls to Action  
[https://nctr.ca/assets/reports/Calls\\_to\\_Action\\_English2.pdf](https://nctr.ca/assets/reports/Calls_to_Action_English2.pdf)



handout

# National Day for Truth & Reconciliation



Source: Orange Shirt-Day Truth and Reconciliation

In **2013, Orange Shirt Day was established to spread awareness of the treatment of children in the residential school system**, and has taken place on September 30 every year since.

## Commemorating the National Day for Truth & Reconciliation



- ◆ Take part in person/virtual events
- ◆ Read, watch, listen to podcast to learn about the ongoing impacts of residential schools
- ◆ Share learning with colleagues, friends, family etc.
- ◆ Do something that is meaningful for you

Source: <https://www.canada.ca/en/canadian-heritage/campaigns/national-day-truth-reconciliation.html>

# TRC Calls to Action #93



- TRC Calls to Action # 93 Newcomers to Canada *“calling upon the federal government to advance the knowledge of newcomers to Canada of the diverse Aboriginal peoples of Canada, including information about the Treaties...,”*
- Visit SAISIA <https://saisia.ca/inbuilt93-indigenous-newcomer-engagement.html>

Truth and Reconciliation - Commission of Canada: Calls to Action  
[https://nctr.ca/assets/reports/Calls\\_to\\_Action\\_English2.pdf](https://nctr.ca/assets/reports/Calls_to_Action_English2.pdf)

## Professional Development & Training

We call upon  
federal, provincial, territorial, and municipal governments  
to provide education to public servants on  
the history of Aboriginal peoples,  
including the  
history and legacy of residential schools,  
the United Nations Declaration on the Rights of Indigenous Peoples,  
Treaties and Aboriginal rights,  
Indigenous law, and  
Aboriginal-Crown relations.  
This will require skills-based training in  
intercultural competency,  
conflict resolution,  
human rights, and  
anti-racism.

# Small Group Discussion

## 10 min

- ◆ What are some of the initiatives, programs, projects, events, etc. that your organization (department, program etc.) has done or currently doing to actively build bridges between Indigenous and newcomers/non-Indigenous communities to educate and foster relationship?



# Break



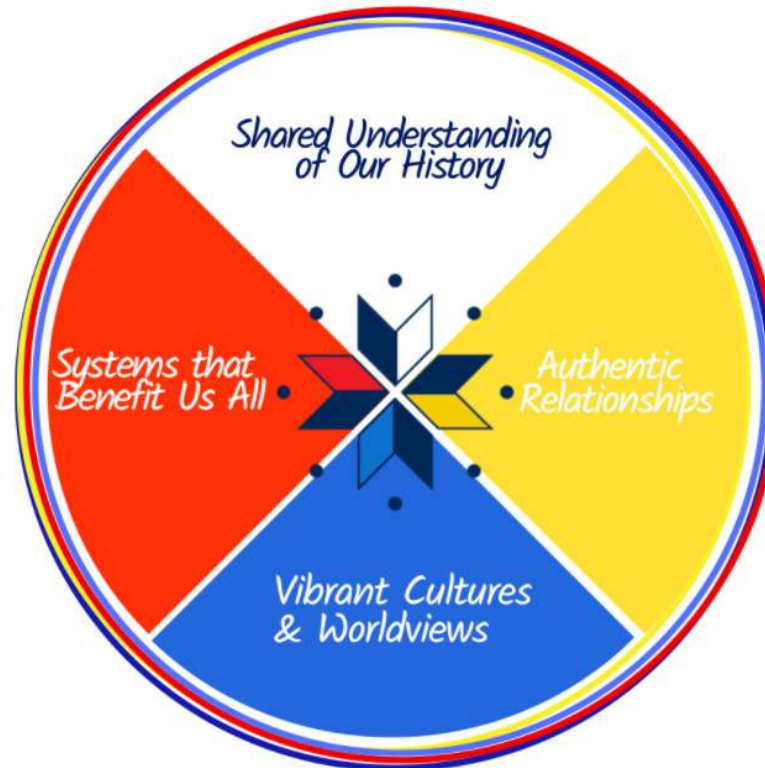


**What Can We Do ?**

# Office of the Treaty Commissioner

## We Are All Treaty People

A Vision for Truth and Reconciliation through Treaty Implementation



Visit the <http://www.otc.ca/> to learn about Reconciliation and to get involved !!  
[http://www.otc.ca/pages/what\\_is\\_reconciliation.html](http://www.otc.ca/pages/what_is_reconciliation.html)

# Office of the Treaty Commissioner

## We Are All Treaty People

A Vision for Truth and Reconciliation through Treaty Implementation



## RECONCILIATION

- > Get Involved
- > Reconciliation In Action
- > Reconciliation in Saskatchewan
- > Reconciliation Saskatoon
- > Reconciliation Regina
- > Heart of Treaty 6 Reconciliation
- > Prairie Rivers Reconciliation
- > Reconciliation Nipawin
- > Evaluating Reconciliation
- > Youth in Service

Share Your Story

Visit the <http://www.otc.ca/> to learn about Reconciliation and to get involved !!

[http://www.otc.ca/book\\_a\\_speaker.html](http://www.otc.ca/book_a_speaker.html)

# Reconciliation



**Reconciliation**  
SASKATCHEWAN

- ◆ Reconciliation is not just an idea. It's a reality. It's happening all around us. Right now.
- ◆ The Office of the Treaty Commissioner is working to support a provincial movement for Truth and Reconciliation in the Treaty territory of Saskatchewan.

Source: [http://www.otc.ca/pages/reconciliation\\_saskatchewan.html](http://www.otc.ca/pages/reconciliation_saskatchewan.html)



# Policy Actions



Wicihitowin 2021, Day 2 – Chief Cadmus Delorme:

<https://www.youtube.com/watch?v=U4Hi6tgjOBA>



# Integration & Equity

Sense of belonging:  
comfort in  
expressing all  
aspects of identity,  
roots and  
connections

All community  
members are seen  
as contributors and  
their contributions  
are valued

Ability to contribute  
to community, free of  
barriers, with safety  
and trust, and  
mistakes are learning  
opportunities

Individuals no longer  
need specialized  
programs and services  
that are different from  
mainstream

Leadership at all  
levels, including  
decision- making,  
reflects community  
diversity

Cultural identity  
remains strong and  
is seen as an asset

# Being Welcoming & Inclusive Requires:

- Planning
- Opportunities for exploration and action
- Building relationships within and between communities



Welcoming & Inclusive  
Communities Toolkit  
Free to download in  
English & French

<https://mcos.ca/resources/welcoming-communities-toolkit/>

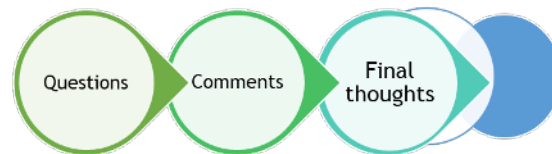


# Commitment / Action

- ◆ Identify what you are going to do personally? (make a commitment to...) that will reflect in your work.
- ◆ Apply this learning in your life, work and community.
- ◆ How?
- ◆ When?
- ◆ Supports/Resources
- ◆ Evaluation/Progress
- ◆ Plan Refinement/Adjustment



# Your Turn



Source: <https://www.bitrix24.com/about/blogs/webinars/bitrix24-live-qa-sessions-every-thursday.php>

# Evaluations

SAISIA - MCoS Module 1:  
Embracing Diversity Beyond the  
Surface (Part 1) - Sept 24



<https://forms.office.com/r/S5LjGdmJz4>

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**[mcos.ca](http://mcos.ca)**





감사합니  
다

Ameseginalehu Arigato

Iwi-  
Midawasi

Kinanaskomitin

NGIYABONGA

Danke

Jag tackar

Dhannvaad

Sas qharisto

Thank ye

Toda

O se Grazie

Dziekuje

Gracias

Ugiwadong

Da blu

Salamat

Mahadsantahay

IntumThaybeen

Khawp Khun

Thank you

Xie Xie

Merci

Dyakooyu

Tesekkur ederim