

Truth and Reconciliation Training and Discussion Proposal Template

Summary:

In the spirit of an (organization's) Equity, Diversity, and Inclusion goals, it is important to create additional opportunities for staff to engage in introspection, education and consciousness-raising about settler colonialism as an often hidden force in educational institutions and society. Our (organization) intends to continue strengthening relationships with local tribal communities. According to Bobbie Harro's (2008) '*The Cycle of Liberation*,' the most socially conscious people truly want to "do something about" the injustices that they see and they recognize that simple, personal-level changes are not enough.

The Dawnland film is a powerful entryway for staff as a whole to recognize and address the historical trauma, cultural genocide and appropriation of Indigenous peoples that has occurred in Washington state, in very recent times. It is necessary to know and acknowledge this truth in order to guide our talk of reconciliation and healing with the appropriate sensitivity and awareness.

This proposal is requesting funds and resources to support internal (organization) truth and reconciliation trainings and discussion. Ideally, there will be two Dawnland viewings. With the newly purchased dvd of Dawnland, more viewings can be hosted in the future. After these initial viewing parties, there will be training events and gathering circles for staff members to engage in the guiding question: "What does truth and reconciliation look and feel like in our work?"

As an organization we can ask: Why is reconciliation meaningful to us? What opportunities for renewed crosscultural relationships and community connections exist? What are the strengths and opportunities for action that we as a group can bring to reconciliation? What action towards reconciliation can we take together as influencers in our community? How can we be better visitors on this land?

***Dawnland* Film Synopsis**

For most of the 20th century, government agents systematically forced Native children from their homes and placed them with white families. Many children suffered devastating emotional harm by adults who shamed and demeaned them, and tried to erase their culture. In Maine the fallout was unbearable. Dawnland tells the story of the Maine Wabanaki-State Child Welfare Truth and Reconciliation Commission, the first in the U.S. to address Native issues. For over two years, Native and non-Native commissioners traveled across Maine to hear testimony and bear witness to the

dramatic impact of the state's child welfare practices on Wabanaki families. Dawnland takes viewers to Wabanaki communities and insure the truth commission as it grapples with the meaning of truth, reconciliation, racial healing, tribal autonomy, and child welfare system reform.

Problem and Opportunity:

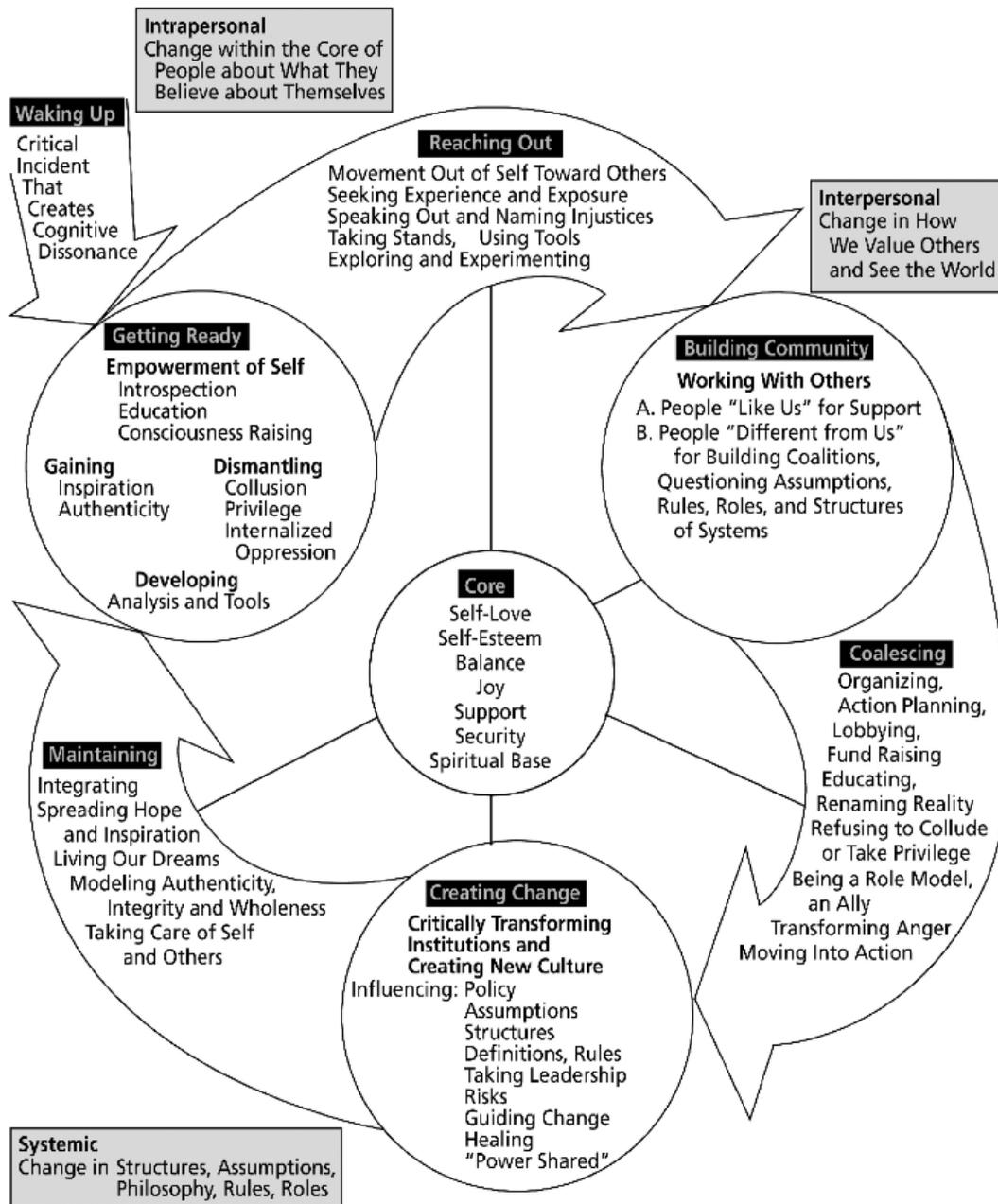
List tangible concerns the organization faces that viewings and discussion may address:

- Example
- Example
- Example

Bobbie Harro (2008) created the *Cycle of Liberation* model to describe patterns of events common to successful “critical transformation.” The purpose of this model is to organize and name a process that may otherwise be elusive, with the goal of helping people to find their pathway to liberation. Note: one can enter the cycle at any point, and will repeat or recycle many times within the model, as one can never be “done” working to end oppression. Often, the process of moving towards action begins with intrapersonal *waking up* and *getting ready*, before moving into the phase of *reaching out* and *building community*.

The primary goal of the Dawnland viewing is to engage staff in this process of introspection, education and consciousness-raising in order to take action and build stronger relationships with local tribal community members, Indigenous peoples, and youth as a whole. As an organization, who serves people on Indigenous peoples' ancestral lands, it is necessary to begin this work with an examination of educational systems in Washington State and the country.

Cycle of Liberation



Source: Developed by Bobbie Harro

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With increased self-awareness comes the opportunity to engage deeper in decolonization, imagining a collective future that draws attention to and dismantles

settler colonial narratives and white privilege that influence society, culture and education. People's lives continue to be negatively impacted by settler forces of oppression. How can our (organization's) staff become better role models, allies and leaders in this work?

Our (organization's) Operational Goals will influence the framing of the truth and reconciliation workshops and discussions. The intention of these events is to build upon our capacity to work towards tangible outcomes related to the equity, diversity, and inclusion.

Outcomes:

List tangible potential outcomes:

- Example
- Example
- Example

Together we can begin to heal wounds, learn how to become better allies and further support tribal sovereignty and autonomy.

Ways to extend the Impact:

- Staff can facilitate training events and workshops to engage in the guiding question: "What does truth and reconciliation look and feel like in our work?"
- Our (organization) can collaborate with tribal members and guest speakers to join truth and reconciliation events, offering more varied perspectives and experiences in these conversations
- Leadership within staff can invest in relationship building with local tribes through reciprocal exchanges
- Ideas and thoughts on truth and reconciliation can be extended into XYZ of the organization
- These viewings and discussions can be scaffolded within a broader staff training arc
- We can host semi-regular events to express community support for tribal sovereignty
- We can create a speaker series inviting distinguished Indigenous speakers to educate the broader community, while supporting their work financially
- We can offer Indigenous peoples voice in the decisions made about the organization, programs, and policies

- We can host semi-regular film nights, where individuals gather to watch educational documentaries on equity, diversity, and inclusion topics

Roles and Responsibilities:

Who will do what and how?

- Example
- Example
- Example

Timeline:

Include clear timeline of actions and outcomes

Resources:

List potential costs and/or a budget

Logistics:

All staff will be encouraged to engage in these truth and reconciliation-focused events. Ideally, discussions and workshops could take place on all-staff days, or during all-staff meeting times.

Potential partners in facilitating these events:

Think of existing relationships with Indigenous peoples in your local community, or opportunities to invest and build relationships

Assessment:

Facilitators will gauge staff understandings of truth and reconciliation and history through participation in discussions. A very short pre- and post-survey will occur at the beginning and end of every workshop to show areas of improvement, confusion, and where people are at - relatively - in the *The Cycle of Liberation*. Facilitators will also collect feedback from all participants at the end of sessions regarding what can be improved or changed. Workshops will be adjusted to match the results of pre- and post-surveys and feedback.